



CITY COUNCIL MEETING AGENDA

May 26, 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/97177719250?pwd=IGrOuuHa1lsVAXsVrEsVY7TjuaQbMh.1>

Telephone: 1-669-444-9171 / Webinar ID: 971 7771 9250 / Passcode: 585042

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

SPECIAL ITEMS

Issue Proclamation Recognizing May 2026 as Asian American, Native Hawaiian, and Pacific Islander Month

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.

05-26-2026 Written Public Comment

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. **Approval of Meeting Minutes - Draft Regular Meeting Minutes of May 12, 2026**
2. **Adoption of Resolution - Accept COPS Grant Funding**
Accept grant funding from the Citizens Option for Public Safety/Supplemental Law Enforcement Services Fund (COPS/SLESF) and authorize revenue and allocate it to the Supplemental Law Enforcement Services Fund for Fiscal Year 2025–26
3. **Adopt a Resolution - Approval of Memorandum of Understanding**
Adopt a Resolution to approve a successor Memorandum of Understanding between the City of Los Altos and Los Altos Municipal Employee Association
4. **Adoption of Resolutions - 999 Fremont Avenue**
 - Adopt a resolution to transfer funding allocation from the Almond Fire Station Reroofing Project and the Fire Station Improvement Project and provide an additional \$118,008 to fully fund the project; and
 - Adopt a resolution authorizing the City Manager to execute a construction contract with Ron Paris Construction Co., Inc., in the amount of \$657,069.99 and 20% contingency, if needed, in the amount not to exceed \$130,00.00. The total project cost will be \$787,070.00, and the Council's action is exempt from review under the California Environmental Quality Act (CEQA) pursuant to CEQA guidelines Section 15301(a), and that is one of the circumstances in the CEQA Guidelines

DISCUSSION ITEMS

5. Adoption of Resolution - Contract Extension with Flock Safety

Adopt a resolution authorizing the City Manager to execute a contract extension with Flock Safety in the amount of \$160,000 to extend the current contracts for an additional two years for maintenance and service for the 25 Flock Safety cameras in the City of Los Altos

6. Introduction of Ordinance –Amend Chapter 2.24 Disposal of Unclaimed Property

Waive first reading and introduce an ordinance to amend Los Altos Municipal Code Chapter 2.24 Disposal of Unclaimed Property to update sections governing the holding, disposal and auction notice requirements for unclaimed property, in order to reflect current legal requirements and City practices

7. Proposed FY 2026/27 Operating Budget and FY2027-31 Five-Year Capital & Major Maintenance Program

Discuss the proposed FY2026/27 Operating Budget and FY2027–31 Capital Improvement and Major Maintenance Program (CIMMP), and provide direction to staff for any revisions prior to final adoption

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. 05-26-2026 Council QA

COUNCIL/STAFF REPORTS AND DIRECTIONS ON FUTURE AGENDA ITEMS

ADJOURNMENT

SPECIAL NOTICES TO THE PUBLIC

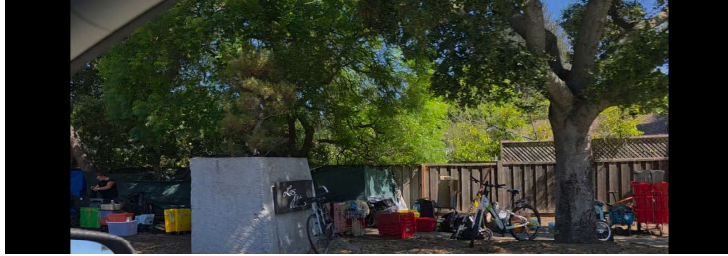
According to the City Council Norms and Procedures: It will be customary to have a recess at approximately 9:00 p.m. Before the recess, the Mayor shall announce whether any items will be carried over to the next meeting. The established hour after which no new items will be started is 11:00 p.m. Remaining 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: [Josie Harke](#)
To: [Public Comment](#)
Subject: Encampment on Fremont Avenue
Date: Wednesday, May 13, 2026 10:55:10 AM

Here is a new photo of the encampment.



Dear Council Members:

It appears that overnight the encampment has grown and there is more belongings on Fremont Avenue. When I went for my walk a boy/man was out there sorting his things and what is there now seems to be new things that I haven't seen before. There are few more bikes and more containers.

Do you have a timeline when they will begin to remove the encampment?

Kind Regards,
Josie

From: [Harry Price](#)
To: [Public Comment](#)
Subject: The recent Changemaker Summit
Date: Friday, May 15, 2026 3:52:44 PM
Attachments: [131693_image001_copy.png](#)
Importance: High

Hi Council Members,

I am writing in support of the funding request by LAMVCF for the next Changemaker Summit. I was impressed by the recent summit. There were a number of substantive discussions taking place on a variety of topics. Part of the summit was a type of speed-dating conference - attendees could pick the topics of their choice that was moderated by an experienced individual as a facilitator, and then move on to a different topic moderated by a different experienced individual. What proved to be especially productive was that the attendees brought their own experience to each table - and the interaction was improved by both the questions and answers and their own sharing of their experiences. I came away both gratified to have participated, and thankful to have learned from both speakers and attendees. The format of the event was a positive one. I believe that participants came away energized to pursue actions that will serve to benefit the community.

Thank you,

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Harry I. Price

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**Tel:** 650-949-0840

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**Website:**

[https://url.avanan.click/v2/r01/\\_\\_\\_www.PricesLaw.com\\_\\_\\_YXAzOmxvc2FsdG9zY2E6YTpvOmE5YzhiYWl3NzI1ODQwNjczNDMyNTJlMmVkY2VhOWVjOjc6NTcyNzozNDAYmzk5ZGFmOTExMTNmMTM4ODZhMDEyZGM5NGEyZGEyZWZhNWE5MTFiOWRmOTUxNGYwNzg0ZjI4OWQwMjM1OnQ6VDpO](https://url.avanan.click/v2/r01/___www.PricesLaw.com___YXAzOmxvc2FsdG9zY2E6YTpvOmE5YzhiYWl3NzI1ODQwNjczNDMyNTJlMmVkY2VhOWVjOjc6NTcyNzozNDAYmzk5ZGFmOTExMTNmMTM4ODZhMDEyZGM5NGEyZGEyZWZhNWE5MTFiOWRmOTUxNGYwNzg0ZjI4OWQwMjM1OnQ6VDpO)

Directions: 300 Third Street, Los Altos, CA

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recipient is prohibited. If you received this in error, please contact the sender and delete the material from your computer.

**From:** [Richard White](#)  
**To:** [Public Comment](#)  
**Subject:** Flock Cameras  
**Date:** Friday, May 15, 2026 4:27:54 PM

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City Council Members,

While I appreciate that these cameras are very useful for law enforcement, from what I read I'm certainly concerned about the misuse of the data collected from these cameras for purposes other than keeping Los Altos safe. What are the safeguards in place to ensure that these data are not shared with outside agencies who have other agendas.

Richard White  
928 Clinton Rd, Los Altos, Ca 94024

**From:** [Jesse S](#)  
**To:** [Public Comment](#)  
**Subject:** Comment on electronic surveillance  
**Date:** Sunday, May 17, 2026 2:08:28 PM

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Hi! I'm a local resident, Jesse Schwab, who works in Los Altos. I understand there will be a city council meeting later this month.

Please, do what you can to prevent electronic surveillance from being used!

Implementing ANY kind of increase in electronic surveillance is inappropriate today for reasons that anyone should comprehend if they are not politically and technologically illiterate. Our local governments MUST behave wisely when larger government bodies can't be relied on.

Thank you!

**From:** [Rabbi Amy Eilberg](#)  
**To:** [Public Comment](#)  
**Subject:** cancel city contract with Flock  
**Date:** Monday, May 18, 2026 4:30:50 PM

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*This message is for the Flock agenda item on the May 26th City Council Meeting Agenda.*

*Dear City Council,*

*My name is Rabbi Amy Eilberg, and I have lived in Los Altos for 10 years. I'm writing to urge you to cancel our city contract with Flock. Mass surveillance makes me feel LESS safe, not more safe. It worries me to have my location tracked in a national database owned by a private company backed by Peter Thiel and Marc Andreessen. I do not feel confident they have Los Altos' best interests at heart. Our police have been doing a great job for many years without needing Big Brother spy devices, and I have confidence in them to keep doing that job the way they always have.*

*Please cancel this Flock contract, and work to find other ways to address crime without putting all of our safety at risk.*

*Sincerely,*

*Rabbi Amy Eilberg*

IF YOU RECEIVE A BOUNCEBACK WHEN YOU SEND ME A MESSAGE, PLEASE RESEND YOUR MESSAGE. SORRY FOR THE BOTHER WHILE I TRY TO RESOLVE THIS PROBLEM WITH MY GMAIL.

"I am only one, but still I am one. I cannot do everything, but still I can do something. And, because I cannot do everything, I will not refuse to do the something that I can do."  
(Edward Everett Hale)

[Rabbi Amy Eilberg](#)  
(she/her/hers)  
Spiritual Director,  
Teacher of Mussar, Peace and Justice activist and educator

[rebamy@eilberg.com](mailto:rebamy@eilberg.com)  
[https://url.avanan.click/v2/r01/\\_\\_\\_www.rabbiameilberg.com\\_\\_\\_YXAzOmxvc2FsdG9zY2E6YTpvOmZlODE2NmY4NDI2ZTQ5ZTI2OTRiZWNI2FhOWM4NzY5Ojc6MjE5Zjo3OWZkMTlkZDFiYmQyYWM2OTFODhkNjcwMjBiNWZmZDExMmI3NDUzYzczMzZhMzQwM2U3M2MwYzcxZjE2MDc1OnQ6VDpO](https://url.avanan.click/v2/r01/___www.rabbiameilberg.com___YXAzOmxvc2FsdG9zY2E6YTpvOmZlODE2NmY4NDI2ZTQ5ZTI2OTRiZWNI2FhOWM4NzY5Ojc6MjE5Zjo3OWZkMTlkZDFiYmQyYWM2OTFODhkNjcwMjBiNWZmZDExMmI3NDUzYzczMzZhMzQwM2U3M2MwYzcxZjE2MDc1OnQ6VDpO)

Author, [From Enemy to Friend: Jewish Wisdom and the Pursuit of Peace](#) (Orbis Books)  
[Rabbi Amy Eilberg](#)

[rebamy1@gmail.com](mailto:rebamy1@gmail.com)

**From:** [Hansel Aguilar](#)  
**To:** [Public Comment](#); [City Council](#)  
**Cc:** [Melissa Thurman](#)  
**Subject:** Public Comment for the Record: Evidence-Based Considerations Regarding ALPR and the Expansion of Surveillance Technologies  
**Date:** Wednesday, May 20, 2026 5:30:01 PM  
**Attachments:** [2026-05-20-Aguilar Letter Los Altos Council ALPR.pdf](#)

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Dear Mayor and Members of the City Council:

Please accept the attached letter as public comment for the record in advance of any forthcoming agenda item concerning the City's ALPR program or the expansion of surveillance technologies. I have copied the City Clerk to ensure inclusion in the official public correspondence file.

I am a Santa Clara County resident writing in my personal capacity. The letter offers evidence-based considerations drawn from the independent research literature, the recent experience of neighboring Bay Area jurisdictions, and my own background in civilian oversight of law enforcement. The full text and supporting citations are in the attachment, with the body of the letter also pasted below for ease of review.

I am grateful for the Council's service and for the opportunity to contribute to this discussion.

Respectfully,

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Hansel Alejandro Aguilar, PhD

"To give anything less than your best is to sacrifice the gift"

---Steve Prefontaine



Hansel Alejandro Aguilar, Ph.D.  
Santa Clara County, California

May 19, 2026

Honorable Mayor and Members of the City Council  
City of Los Altos  
1 North San Antonio Road  
Los Altos, CA 94022

**Re: Evidence-Based Considerations Regarding ALPR and the Expansion of Surveillance Technologies**

Dear Mayor Meadows and Councilmembers:

I write as a Santa Clara County resident with nearly fifteen years of experience in civilian oversight of law enforcement across multiple jurisdictions. I also write as a former law enforcement officer. I most recently served as the Director of Police Accountability for the City of Berkeley, and I hold a Ph.D. in sociology, with academic and practical focus on transnationalism, human rights, civil rights, and public accountability. I am writing in my personal capacity as a concerned member of the regional community; my professional affiliations are provided solely for identification.

I offer this letter respectfully and not as a critique of the Los Altos Police Department or its dedicated personnel. The issues raised here are common across jurisdictions and reflect a regional conversation that, over the past several months, has led Santa Cruz, Mountain View, Los Altos Hills, El Cerrito, and the Santa Clara County Board of Supervisors to reassess, suspend, terminate, or restrict their ALPR programs,<sup>1</sup> and led the City of Berkeley and the City of Richmond to reassess and modify theirs.<sup>2</sup> My purpose is to encourage the Council to ground its forthcoming decisions about ALPR, and about the broader expansion of surveillance technologies generally, in the best available empirical evidence and in durable civilian oversight infrastructure.

**The Independent Research Does Not Support the Vendor Narrative**

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<sup>1</sup>See, e.g., *Mass surveillance fears push Silicon Valley city to scrap automated license plate readers*, Press Democrat (Feb. 25, 2026); *Los Altos Hills to remove ALPR cameras*, Los Altos Town Crier (Jan. 28, 2026); *California City Shuts Down Surveillance Cameras After Feds Accessed Data* (Feb. 4, 2026) (discussing Mountain View, Los Altos Hills, Santa Cruz). The Santa Clara County Board of Supervisors voted Feb. 24, 2026 to prohibit the County Sheriff's Office from contracting with Flock Safety for ALPR cameras in contract cities including Cupertino, Saratoga, and Los Altos Hills. See *Palo Alto looks to audit Flock license plate cameras after breaches in other cities*, Palo Alto Online (Mar. 6, 2026). Berkeley and Richmond ultimately opted for modified continuations of their ALPR programs rather than outright termination; both outcomes are discussed in the next footnote.

<sup>2</sup>Berkeley and Richmond reassessed but did not terminate. In Berkeley, the City Council voted 8–1 on May 7, 2026 to reject a proposed \$2 million expansion that would have added drones, additional cameras, and investigative software, while narrowly approving a one-year extension of the existing 52-camera ALPR contract at a cost of up to \$200,000. The vote followed the leak, publicly reported days before the meeting, of an April 24, 2026 confidential City Attorney memorandum warning that contracting with Flock carries legal risks the city's own contractual protections cannot entirely fix. See *Flock plate readers to stay; Berkeley nixes surveillance expansion*, Berkeleyside (May 8, 2026), <https://www.berkeleyside.org/2026/05/08/flock-safety-berkeley-surveillance-cameras-drones-nova-community-video-streams>. In Richmond, Police Chief Timothy Simmons deactivated the ALPR system in late 2025 after discovering that Flock's "national lookup" feature had rendered Richmond's data accessible to outside agencies in violation of city policy and California law. See *Richmond police chief shuts down license plate readers after discovering data was searchable*, Richmonside (December 09, 2025), <https://richmonside.org/2025/12/09/richmond-license-plate-reader-data-breach/>; after several months of public debate, the City Council voted 4–3 on March 17, 2026 to reinstate the cameras through December 31, 2026 and directed the City Attorney to negotiate stronger data-sharing protections. See *Richmond's Flock license plate readers will be turned back on through 2026*, Richmonside (Mar. 18, 2026), <https://richmonside.org/2026/03/18/richmond-flock-cameras-license-plate-readers-on/>; *Richmond City Council extends Flock license plate reader contract amid privacy concerns*, Local News Matters (Mar. 18, 2026).

ALPR vendors routinely describe their systems as engines of crime prevention and reduction. The independent research literature is markedly more cautious. The most current and comprehensive review, published last year in the *Cambridge Journal of Evidence-Based Policing* by Cynthia Lum, Christopher Koper, Hyunji Lee, Daniel Nagin, and Lawrence Sherman (several of the leading scholars in policing research), concludes that, after more than four decades of research on police technologies, “it is not clear that technologies in policing have made police more effective or have helped community members realize their expectations of the police.”<sup>3</sup> As to ALPRs specifically, the authors find that the methodologically rigorous evaluations are “either equivocal or show limited effects of ALPRs on crime outcomes, even when conducted in very realistic contexts,” and that “the jury is still out on whether ALPRs are more effective in achieving public safety goals.”<sup>4</sup>

A central insight of this body of work is that ALPRs are not interventions in themselves. They are tools whose effect depends on the organizational strategy in which they are embedded. As the authors put it, “ALPR is just the scalpel, not the surgeon.”<sup>5</sup> A national survey of agencies deploying ALPRs found that 59% provided officers complete discretion over how ALPR units were used, with no strategic guidance, and only 5% reported “almost always” providing such guidance.<sup>6</sup> Absent targeted deployment, tracking, and assessment grounded in problem analysis, expensive new technology tends to reinforce existing practice rather than improve outcomes.

#### **A Careful Look at the Local Evidentiary Basis**

The Police Department’s public materials report a 41% decrease in residential burglaries between 2023 and 2025 and attribute meaningful credit for that decline to Flock ALPR.<sup>7</sup> I do not question the sincerity of that attribution. I would, however, respectfully encourage the Council to scrutinize the underlying analytic basis before extending, expanding, or layering additional surveillance technologies on top of ALPR. A few considerations:

- Residential burglary trends across the Bay Area have declined over this period for reasons that are not attributable to ALPR. Drawing causal conclusions from pre/post comparisons in a single jurisdiction, without a comparison group or counterfactual analysis, is precisely the methodological problem flagged by the Lum et al. review and by the underlying randomized and quasi-experimental studies it summarizes.<sup>8</sup>
- The most relevant local counterfactual is instructive. Los Altos Hills, which deployed approximately 31 Flock cameras beginning in 2021 at a per-capita density far greater than that of Los Altos, publicly concluded in January 2026 that despite a similar burglary decline, the ALPR system was not what produced it. Council members there explicitly identified other factors as more likely explanations and voted to terminate the contract.<sup>9</sup>

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<sup>3</sup>Cynthia Lum, Christopher S. Koper, Hyunji Lee, Daniel S. Nagin & Lawrence Sherman, *Measuring the Cost-Effectiveness of New Technologies in Policing: The Case of Automatic License Plate Readers (ALPR)*, 9 Cambridge J. Evidence-Based Policing, art. 4 (2025), at 2, <https://doi.org/10.1007/s41887-025-00099-y>.

<sup>4</sup>*Id.* at 6.

<sup>5</sup>*Id.* at 11.

<sup>6</sup>Cynthia Lum, Christopher S. Koper, James J. Willis, Stephen Happeny, Heather Vovak & Julie Nichols, *The Rapid Diffusion of License Plate Readers in U.S. Law Enforcement Agencies*, 42 Policing: An Int’l J. 376 (2019), discussed in Lum et al. (2025), at 13.

<sup>7</sup>City of Los Altos, *Flock Safety ALPR Cameras*, <https://www.losaltosca.gov/402/Flock-Safety-ALPR-Cameras>.

<sup>8</sup>Lum et al. (2025), at 6–8, reviewing Lum et al. (2011); Koper, Taylor & Woods (2013); Koper et al. (2022); Ozer (2016); Wheeler & Phillips (2018), among others.

<sup>9</sup>*Los Altos Hills to remove ALPR cameras*, Los Altos Town Crier (Jan. 28, 2026), [https://www.losaltosonline.com/news/los-altos-hills-to-remove-alpr-cameras/article\\_59f90aa8-14c1-4309-9f7f-12d16c649d9e.html](https://www.losaltosonline.com/news/los-altos-hills-to-remove-alpr-cameras/article_59f90aa8-14c1-4309-9f7f-12d16c649d9e.html) (noting Los Altos Hills had 31 deployed cameras and that the burglary decline was attributed by council members to factors other than ALPR).

ALPR may well have genuine investigative utility. The narrower point here is that the strength of the *causal* public-safety claim being made for ALPR in Los Altos warrants more rigorous analytic support than it has been given.

### **A Distinct Concern: Federal Access to Locally Collected Data**

The empirical questions above would warrant caution on their own. A second dimension of this discussion has grown sharper over recent months, and I want to raise it plainly. The practical risk is that ALPR data collected in Los Altos becomes available to federal agencies through technical and procedural pathways that California law prohibits but that the technology has repeatedly demonstrated vulnerabilities that local contractual safeguards have not fully prevented.

I write this in part as someone whose own life informs the way I think about this risk. I came to this country from Honduras, and I have spent the bulk of my professional career on the civilian-oversight side of law enforcement. I raise that biographical detail not to elicit sympathy but because the people most directly exposed to the downstream consequences of a leaky surveillance network rarely sit on city councils, and discussions like this one are better when at least one such voice is in the record.

The pattern is no longer speculative. Within the past several months alone:

- A public letter from U.S. Senator Ron Wyden dated October 16, 2025 confirmed, based on direct disclosures by Flock to his oversight staff, that U.S. Customs and Border Protection, Homeland Security Investigations (a division of Immigration and Customs Enforcement), the U.S. Secret Service, and the Naval Criminal Investigative Service had all been given pilot access to Flock's nationwide network, and that CBP and HSI conducted approximately 200 and 175 searches respectively. Flock also acknowledged to Senator Wyden's office that it had previously told state and local law enforcement customers, inaccurately, that it had no relationship with the Department of Homeland Security.<sup>10</sup>
- Richmond deactivated its ALPR system in late 2025 after the police chief discovered the same "national lookup" feature had been silently enabled, in violation of Richmond policy and California law. The cameras were reinstated in March 2026 only after months of public debate and on the condition that the city negotiate stronger contractual protections.
- Mountain View disabled its entire ALPR fleet after discovering that Flock had configured one of its cameras to a "nationwide" setting without authorization, and that multiple federal agencies (including the Bureau of Alcohol, Tobacco, Firearms and Explosives, the GSA Office of Inspector General, and personnel at multiple military installations) had accessed city data for approximately seventeen months.<sup>11</sup>
- In Berkeley, a confidential City Attorney memorandum that leaked on the eve of the May 7, 2026 City Council vote warned that contracting with Flock may carry legal exposure that contractual safeguards alone cannot fully resolve, including potential Fourth Amendment, California sanctuary-law, and SB 34 liability, even where no data is in fact shared.<sup>12</sup>

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<sup>10</sup>Letter from Sen. Ron Wyden to Garrett Langley, CEO, Flock Group, Inc. (Oct. 16, 2025), [https://www.wyden.senate.gov/imo/media/doc/wyden\\_letter\\_to\\_flock.pdf](https://www.wyden.senate.gov/imo/media/doc/wyden_letter_to_flock.pdf); see also Joseph Cox, *ICE, Secret Service, Navy All Had Access to Flock's Nationwide Network of Cameras*, 404 Media (Oct. 17, 2025), <https://www.404media.co/ice-secret-service-navy-all-had-access-to-flocks-nationwide-network-of-cameras/>. The Wyden letter states that Flock confirmed to his office in September 2025 the pilot access to CBP, HSI, the Secret Service, and the Naval Criminal Investigative Service, and that the company had acknowledged "internal miscommunication" resulted in customers being "inaccurately informed that Flock did not have any relationship with DHS."

<sup>11</sup>*California City Shuts Down Surveillance Cameras After Feds Accessed Data* (Feb. 4, 2026), <https://www.gblock.app/articles/california-flock-cameras-ice-data> (Mountain View audit revealed federal access to city data from August to November 2024 via a Flock configuration the city had not authorized).

<sup>12</sup>*Leaked city attorney memo shows Berkeley risks potential million-dollar lawsuits if council renews Flock contract*, The Daily Californian (May 5, 2026), <https://www.dailycal.org/news/city/leaked-city-attorney-memo-shows-berkeley-risks-potential-million-dollar-lawsuits-if-council-renews-flock-contract>.

**Hansel Alejandro Aguilar, Ph.D.**

Santa Clara County, California

- On May 18, 2026, 404 Media reported on Federal Bureau of Investigation procurement records seeking up to \$36 million for nationwide access to license plate reader data, with Flock Safety and Motorola Solutions identified as the primary vendors positioned to provide the requested scope. The FBI Statement of Work, in its own words, seeks a “diverse and reliable range of collections across the United States.”<sup>13</sup>

I appreciate that the Los Altos Police Department has affirmed in writing that it does not share data with federal or out-of-state agencies and that its policy prohibits immigration-enforcement use. I have no reason to doubt the sincerity of that commitment. The issue raised by the pattern above is not commitment. It is capability. Mountain View had the same commitment. Richmond had the same commitment. Berkeley’s own attorneys concluded, after careful review, that contractual commitments alone may not be sufficient to guarantee the result.

For residents whose families came to this country from places where state surveillance has been used as a tool of political control and family separation, this is not an abstract concern. It is the concern.

**Better-Evidenced Alternatives Exist**

The George Mason University Center for Evidence-Based Crime Policy maintains an Evidence-Based Policing Matrix that catalogs interventions with rigorous empirical support across crime types.<sup>14</sup> For the property-crime concerns most often cited to justify ALPR expansion, the interventions with the strongest evidence base are problem-oriented policing tailored to specific theft patterns, hot-spots policing, Crime Prevention Through Environmental Design (CPTED), and target hardening. None of these requires suspicionless mass data collection on uninvolved residents.

Problem-oriented policing, commonly structured through the SARA framework (Scan, Analyze, Respond, Assess), begins with specific analytic questions. *What* is actually being stolen: catalytic converters, packages, bicycles, items from vehicles? *When and where* do incidents cluster? *Who* is offending: local repeat offenders, organized crews, transient suspects? *What* environmental conditions enable the offenses, such as lighting, sight lines, access routes, and unsecured property? *What* is the victim profile? Once these questions are answered, the response usually suggests itself, and it is rarely “buy more surveillance.” For package theft it may be locker installations and porch-pirate awareness; for car burglaries, targeted patrols at hot times and places combined with “lock-it, hide-it, keep-it” campaigns; for catalytic-converter theft, etching programs and scrap-yard regulations.

I would also respectfully suggest that the framing under which surveillance debates often unfold, the assumption that “public safety must inevitably trade against privacy,” concedes too much. That premise is one the surveillance-technology industry relies on; the better-evidenced alternatives above do not require that trade-off.

**Three Recommendations**

In that spirit, I respectfully offer three recommendations for the Council’s consideration:

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[renews-flock/article\\_2a5efc3e-4d33-4b2f-8683-0e1395642fe8.html](https://www.404media.co/the-fbi-wants-to-buy-nationwide-access-to-license-plate-readers/) (reporting that the April 24, 2026 City Attorney memorandum identified Fourth Amendment, California sanctuary-law, and SB 34 exposure).

<sup>13</sup>Joseph Cox, *The FBI Wants to Buy Nationwide Access to License Plate Readers*, 404 Media (May 18, 2026), <https://www.404media.co/the-fbi-wants-to-buy-nationwide-access-to-license-plate-readers/> (reporting up to \$36 million in proposed FBI procurement and identifying Flock and Motorola as the only realistic vendors capable of providing the requested scope; quotation in body is from the FBI Statement of Work as reported).

<sup>14</sup>George Mason University, Center for Evidence-Based Crime Policy, *Evidence-Based Policing Matrix*, <https://cebcp.org/evidence-based-policing/the-matrix/>.

**1. Require Analytic Justification Before Any Expansion.** Before the Council takes up any expansion of ALPR or the adoption of additional surveillance technologies (integrated data-analytics platforms, drones, fixed cameras, or otherwise), I would urge that the Police Department first be asked to articulate, in analytic detail:

- the specific crime trends and patterns of concern, disaggregated well beyond high-level Part I categories (type, time, place, victim profile, suspected offender characteristics, and modus operandi);
- the interventions, technological and otherwise, that have already been attempted to address those problems, and what was learned from them; and
- the case for why a proposed new technology, evaluated against alternatives with stronger evidence bases, is the most appropriate response.

The burden of justification should rest on the proposed solution, whether that solution is ALPR renewal, an analytic platform, or anything else. Communities are too often asked to evaluate specific solutions without ever being shown the underlying analysis. I do not assume that is what is occurring here. The structural way to prevent it, though, is to insist on the analytic work up front.

The next two recommendations are structural complements designed to ensure that the analytic discipline above becomes a durable feature of City practice rather than an episodic ask.

**2. Adopt a Surveillance Technology Ordinance (STO).** An STO would require Council approval, public review, an impact assessment, and annual reporting before any surveillance technology is acquired, expanded, or materially repurposed. Such ordinances have been adopted by numerous Bay Area jurisdictions, including Santa Clara County itself (the first such ordinance in the United States), the City of Berkeley, the City of Palo Alto, the City of Oakland, and the City and County of San Francisco. They provide a structured mechanism for precisely the kind of evidence-based, public-facing scrutiny that decisions like the present one require.<sup>15</sup> An STO would also align Los Altos with the spirit of the Santa Clara County Board of Supervisors' surveillance use policy adopted in February 2026.

**3. Establish a Standing Civilian Oversight Body with a Policy Review and Surveillance Mandate.** Los Altos previously maintained a Citizens' Police Task Force, since dissolved.<sup>16</sup> I would encourage the Council to consider establishing a standing civilian body, structured consistent with the principles articulated by the National Association for Civilian Oversight of Law Enforcement (NACOLE),<sup>17</sup> with a clear mandate that includes ongoing review of surveillance technology policies, audits, and outcomes. Such a body provides institutional continuity and the technical and ethical review capacity that ad hoc public comment alone cannot sustain. Bay Area examples include Berkeley's Police Accountability Board and Office of the Director of Police Accountability, and Richmond's Community Police Review Commission.<sup>18</sup>

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<sup>15</sup>See Santa Clara County Ordinance Code, Div. A40 (adopted June 2016, the among the first county-level surveillance technology ordinance in the United States); Berkeley Municipal Code Ch. 2.99, *Acquisition and Use of Surveillance Technology* (Ord. No. 7,592-N.S., adopted Mar. 13, 2018), <https://berkeley.municipal.codes/BMC/2.99>; Palo Alto Municipal Code §§ 2.30.620–2.30.690, *Surveillance and Privacy Protection Ordinance* (Ord. No. 5420, 2018); San Francisco Administrative Code Ch. 19B, *Acquisition of Surveillance Technology*; Oakland Municipal Code Ch. 9.64, *Regulations on City's Acquisition and Use of Surveillance Technology*; see also Santa Clara County Board of Supervisors, Surveillance Use Policy (amended Feb. 24, 2026).

<sup>16</sup>City of Los Altos, *Citizens' Police Task Force (Dissolved)*, <https://www.losaltosca.gov/397/Citizens-Police-Task-Force-Dissolved>.

<sup>17</sup>National Association for Civilian Oversight of Law Enforcement, *Thirteen Principles for Effective Oversight*, <https://www.nacole.org/principles>.

<sup>18</sup>For Bay Area models, see City of Berkeley, Police Accountability Board and Office of the Director of Police Accountability, established by Measure II (Nov. 2020); City of Richmond, Community Police Review Commission, governed by Richmond Ordinances Nos. 15-84 N.S., 11-85 N.S., 3-16 N.S., 5-16 N.S., 02-19 N.S., 05-19 N.S., and 29-20 N.S., <https://www.ci.richmond.ca.us/81/Community-Police-Review-Commission>.

**Hansel Alejandro Aguilar, Ph.D.**  
Santa Clara County, California

**Closing**

None of the above is offered as a critique of the dedication of Los Altos police personnel or of the Council's commitment to community safety. It is offered in the spirit that the most durable public-safety decisions are those grounded in the best available evidence and supported by structures that allow the community to participate meaningfully in the trade-offs involved. The current regional moment, with neighboring jurisdictions actively reassessing the same technology, offers Los Altos a useful opportunity to set a thoughtful, evidence-based example.

I am happy to make myself available as a resource to the Council, City staff, or the Police Department if that would be useful. Thank you for your service and for your consideration.

In Community,



**Hansel Alejandro Aguilar, Ph.D.** | Practitioner of Civilian Oversight of Law Enforcement & Researcher  
Vice Chair, Membership and Support Committee | NACOLE\*

*\* The views expressed are my own. Affiliations are provided for identification purposes only.*

**From:** [Brian Jones](#)  
**To:** [Public Comment](#); [City Council](#)  
**Subject:** Comment on the ALPR agenda item for City Council on May 26, 2026  
**Date:** Wednesday, May 20, 2026 11:29:45 PM  
**Attachments:** [SOS Los Altos - Letter to Council 5-26-26.pdf](#)

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Esteemed Councilmembers,

Under the banner of Safety over Surveillance (SOS) Los Altos, members of Los Altos for Representation and Equity (LARE) and Indivisible Palo Alto Plus (IPA+) have met with several of you in the past weeks to talk about the use of mass surveillance devices in Los Altos. We thank you for the time, effort, and considered thought that you have put into this issue.

The attached letter summarizes and reiterates some of the things we talked about, while providing citations and backup information for your convenience.

Thank you for your diligence,

-Brian Jones

SOS Los Altos



# Challenges with Flock in Los Altos

## Safety over Surveillance (SOS) Los Altos

SOS Los Altos is a coalition of groups representing those who live, work, shop, and play in Los Altos, who are concerned with making Los Altos truly safe for all. Among the groups SOS Los Altos represents are Los Altos for Representation and Equity (LARE) and Indivisible Palo Alto Plus (IPA+).<sup>1</sup> We submit this work to share some observations we have made, both locally and nationally, about the challenges surrounding Flock ALPRs, and to make several requests of City Council. We thank you for the time and energy you have put into this topic.

## Executive Summary

Last year, we hoped that Flock would regain, in drops, some of the trust it lost in buckets. Unfortunately, both locally and nationally Flock has instead continued to lose trust. The most egregious of these occurred when Flock executives viewed live camera feeds of the children's swimming pool and gymnasium for hours.

Furthermore, it has become more clear that the nationwide extent of the Flock database, even with "nationwide search" turned off, accrues all the benefits to the investors in Flock, and leaves the City with all the liability. Federal policies in some cases require that their own searches do not appear in the logs provided to local departments.

Any police technology must be considered as a balance between the benefits and the costs. Considering the cost in dollars, civil liberties, and legal liability, ALPRs must provide substantial benefits. While the Police Department is enthusiastic about this new tool, the data collected so far shows no significant decrease in local crime nor increase in clearance rates.

Surveillance data in a national database held by a private company under pressure to show results to venture investors is a threat to the safety of our community that far outweighs any benefit we might get for local law enforcement. We urge the Council to cancel the Flock contract, and address the problem of property crime with a more targeted, evidence-based solution.

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<sup>1</sup> Corresponding author: Brian Jones



# Mass Surveillance in Los Altos

The Council must decide whether or not to continue the relationship with Flock that we have had for the past two years. That relationship has been rocky, to say the least – while the Police Department has credited several wins to the ALPR system, we also had our data shared nationwide for a year without our knowledge, and statewide for an additional six months without our knowledge. According to the raw data released by our Police Department, some of these searches were at the behest of the Department of Homeland and security with search fields annotated “ICE” and “immigration.”

## Flock's bad behavior continues

While some of these issues came up during the initial pilot year, the City decided to continue the experiment, given assurances that Flock's behavior would improve. Unfortunately, it has not.

- **Flock executives spied on children in the swimming pool and gymnasium of the Marcus Jewish Community Center in Dunwoody, GA.** The JCC had contracted with Flock to add their interior security cameras to Flock's live monitoring, so that in case of an incident law enforcement would have knowledge of what was happening. Public records requests of logs showed that multiple Flock executives monitored the feeds on their own computers for hours in some cases. Flock later explained that they were doing sales pitches, as technically allowed in their terms of service – which meant that third parties were also viewing the children. This is, among other things, spectacularly bad judgment on the part of the people responsible for running Flock.<sup>2</sup>
- **Flock took seven months to comply with Evanston's cease-and-desist order.** Last year, without the city's knowledge, Flock shared Evanston, IL data with Customs and Border Patrol, in what they called a “pilot project.” As this violated Evanston's policies, the City immediately terminated Flock's contract and ordered the cameras taken down. While they were initially taken down, a few days later Flock put them back up themselves.<sup>3</sup> Evanston filed a cease-and-desist order, but since the cameras are Flock property, could not physically remove them. They covered them

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<sup>2</sup> J. Koebler, 404 Media, April 30, 2026.

<https://www.404media.co/city-learns-flock-accessed-cameras-in-childrens-gymnastics-room-as-a-sales-pitch-demo-renews-contract-anyway/>

<sup>3</sup> R. Requena, Chicago Tribune, September 29, 2025.

<https://www.chicagotribune.com/2025/09/29/after-evanston-fires-flock-it-reinstalls-license-plate-reader-so-evanston-covers-them/>

with plastic bags. Finally, as of March 27, 2026, Flock has removed the last cameras.<sup>4</sup> This is a consistent pattern with Flock, where observers in Mountain View saw Flock cameras continuing to operate after their contract was canceled. This speaks to the monetary value that Flock puts on collecting data, even in localities that don't want it collected.

- **Flock continues to push AI-based surveillance deep into communities, including playgrounds.** While the cameras in Los Altos (named Falcon) were originally designed to look only at license plates, Flock has been actively engaged in expanding their use of AI. Their Condor line of cameras is designed for this, having the ability to pan, tilt, and zoom to follow pedestrians, and to enable facial recognition. At least one of these was pointed entirely at a children's playground.<sup>5</sup> Given Flock's stated goal of eliminating all crime via continuous complete monitoring,<sup>6</sup> and their business incentive to include AI to the greatest extent possible, we should expect that the cameras in our town will be used to further these goals. AI processing happens in the cloud, not in the camera, so it's technologically possible for Flock to add this capability without the City's knowledge.
- **For Flock, security is an afterthought.** A researcher has posted videos online showing that Flock hardware is shockingly insecure. By pressing the button on the back of a camera, he was able to obtain root access to the Android system running on-board – which meant he would be able to do anything he wanted with the system. That might include siphoning off a copy of the data to another system, or running his own code.<sup>7</sup> At the Sunnyvale City Council meeting, the Sunnyvale Director of Information Technology said that they immediately adopted two-factor authentication (2FA) *when it was offered for the first time in February of 2026*. 2FA has been the industry standard for secure systems for years now. For Flock to add 2FA this year indicates the degree to which they have deprioritized security in their engineering priorities.<sup>8</sup>
- **Flock continues to be less than honest with us.** Councilmembers have experienced this firsthand. Our city was given assurances from the CEO himself that this kind of behavior was not acceptable, and that Flock would not be that kind of company

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<sup>4</sup> A. Harrison, Evanston Roundtable, March 27, 2026.

<https://evanstonroundtable.com/2026/03/27/flock-removes-final-two-license-plate-cameras-from-evanston-after-roundtable-inquiry/>

<sup>5</sup> B. Johnson, December 22, 2025. <https://www.youtube.com/watch?v=vU1-uiUpIHTo&t=404s>

<sup>6</sup> T. Brewster, Forbes, September 23, 2025.

<https://www.forbes.com/sites/thomasbrewster/2025/09/03/ai-startup-flock-thinks-it-can-eliminate-all-crime-in-america/>

<sup>7</sup> B. Johnson, November 16, 2025. <https://www.youtube.com/watch?v=uB0gr7Fh6iY>

<sup>8</sup> Sunnyvale City Council Meeting, Item 26-0113.

<https://sunnyvaleca.legistar.com/MeetingDetail.aspx?ID=1351612&GUID=8D95399B-F698-47D0-A65E-09D6CBC92106&Options=info|&Search=>

going forward. However, despite the words, we have continued to see Flock act with the kind of duplicity that they promised to cease. Mountain View's Chief Canfield reported that Flock employees assured him there was no way for any department not on the transparency list to access their data, and during training never showed them the nationwide or statewide access switches. He considered that breach alone sufficient to recommend cancellation of Flock. In council meetings in Saratoga and Sunnyvale, Flock has conflated what technologically "CANNOT" be done and what is merely precluded by policy or rules.

- For example, with nationwide search turned off, no one is allowed to include Los Altos in such a search. It is likely that the user interface for most departments will not support such a search. But it is also likely, as shown in the case of Evanston, that those with internal administrative access could perform such a search.
- For another example, Flock often claims that "no data was shared" when Federal agencies searched our neighbor communities. But that simply means "the data was searched, but the license plate wasn't found." To claim that everything is fine because the search didn't find what it was looking for is not being honest about what happened.

We had hoped that Flock was serious about becoming a more honest, transparent partner. We had hoped that our trust, lost in buckets, would be restored drop by drop this year. In fact, Flock only got worse.

## **National databases are useful to the Federal Government and valuable to a venture-backed company**

A national database is good for Flock and bad for Los Altos; a local one is good for Los Altos and bad for Flock. Flock raised a \$200M round in April of 2026, led by Andreessen Horowitz (Marc Andreessen) and joined by Founders Fund (Peter Thiel), two VCs known to be supportive of the federal administration's authoritarian approach to policing. This comes after a \$275M round raised only last year. In order to keep raising this much money, Flock has to show its investors potential for substantial return – the kind of return that you can get if you own a tremendously deep, nationwide database. There are substantial revenue opportunities to be made from that database, from training AI to selling to federal or even private customers. While our policies may forbid that, with hundreds of millions of dollars on the line, it is likely that Flock will figure out a way to get around those restrictions.

- **DHS policy requires that all DHS queries be scrubbed from audit logs.** One way Flock could get around restrictions is by prioritizing policies of other customer organizations. A 2021 DHS ALPR policy explicitly requires that no information about

DHS queries be reported to any third party, including other Flock customers.<sup>9</sup> If it comes down to a conflict between our policy and DHS's policy, it is likely that we will not prevail. Additionally, it is almost certainly technically possible for Flock to allow DHS to run queries without it showing up in our logs. There are multiple ways this could be done, including facilitating separate direct queries with administrative access, or removing log entries before they are given to us. As far as these logs go, the fox is guarding the henhouse: we only receive what Flock chooses to share with us. In many cases, it would be unreasonable to expect that a vendor would obfuscate the truth; in Flock's case, they have already done it to us on several occasions. At this point, we should be expecting obfuscation, not transparency.

- **The FBI currently has an RFQ out to gain access to a nationwide ALPR database.**<sup>10,11</sup> This contract, estimated at \$36 million, is requesting federal access to precisely the kind of database that Flock has built. It represents a perfect revenue opportunity for a company that raised \$275 million in March 2025, and another \$200 million in April of 2026.<sup>12</sup> Investors who have put in nearly half a billion dollars expect to see sizable returns, so Flock will be under enormous pressure to bid for and win this contract. It will then have tremendous pressure to share all the data that it has, and to interpret contractual language around "legal requests" for data in such a way as to serve that contract.
- **Peter Thiel and Marc Andreessen are among the investors backing Flock.**<sup>13</sup> Silicon Valley startups can often have an attitude of "move fast and break stuff." In many sectors, this can result in a level of carelessness of regulations that breaks guardrails. In the case of Flock, this problem is compounded by the presence of heavyweight investors that are actively supporting authoritarianism on a national scale. There are natural technological synergies with Palantir and its spinoff, Peregrine, both of which are backed by Thiel.

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<sup>9</sup> "Privacy Impact Assessment for the Acquisition and Use of License Plate Reader (LPR) Data from a Commercial Service," Department of Homeland Security, DHS Reference No. DHS/ICE/PIA-039(b), Page 3, paragraph 3.  
[https://www.dhs.gov/sites/default/files/publications/privacy-pia30b-ice-acquisitionanduseoflprdatafromacommercialservice-june2021\\_0.pdf](https://www.dhs.gov/sites/default/files/publications/privacy-pia30b-ice-acquisitionanduseoflprdatafromacommercialservice-june2021_0.pdf)

<sup>10</sup> J. Cox, 404 Media, May 18, 2026.

<https://www.404media.co/the-fbi-wants-to-buy-nationwide-access-to-license-plate-readers/>

<sup>11</sup> J. Brodtkin, Ars Technica, May 19, 2026.

<https://arstechnica.com/tech-policy/2026/05/fbi-seeks-us-wide-access-to-license-plate-camera-s-wants-data-in-near-real-time/>

<sup>12</sup> C. Weinberg and J. Hornstein, The Information, April 17, 2026.

<https://www.theinformation.com/articles/police-tech-startup-flock-safety-valued-8-4-billion-amid-civic-protests>

<sup>13</sup> L. Shen, Axios, April 13, 2026.

<https://www.axios.com/pro/all-deals/2026/04/13/flock-safety-fundraising-surveillance-tech>

- **The Flock contract gives them the discretion to decide if a federal request is legal.** For example, without any notice to the City, the Flock contract (see the first sentence of Section 5.3) gives Flock the right to provide any of the available camera footage owned by the City to any requesting law enforcement authority, any government official or any other third party, if it is “legally required” to do so. That provision allows Flock, in its sole discretion, to determine whether disclosure of that footage to anyone is “legally required” without any involvement or knowledge of the City.
- **Cities and local law enforcement get stuck with the liability.** Even though our local police do not benefit from the nationwide extent of the database, our city may bear the liability if anything goes wrong. A recent analysis by the City Attorney of Berkeley<sup>14</sup> found that a city could be held liable for millions of dollars under SB 34 if a data breach occurs. Further, recent lawsuits have been filed in San Jose, San Francisco and El Cajon for privacy violations. Beyond the monetary damages, the City faces the risk that the values of our community can be violated, leading to loss of trust.
- **Nationwide databases do nothing for our city.** Our police department benefits from sharing data with our neighbors in the surrounding counties, but not from being part of a nationwide database. We bear all the downside, when all of the upside accrues to the VC-backed private company.

## Do ALPRs reduce crime?

Police officers, both in Los Altos and elsewhere, find ALPRs to make a large difference in their effectiveness. Officers in a recent Sunnyvale City Council meeting described the technology as “game changing.” Officers in many jurisdictions can produce a long list of anecdotes, where ALPRs were used in solving a crime. With such a monumental difference in the experience of the officers, we would expect to see a dramatic difference in crime data.

That difference should appear in one or more of the following areas:

1. Decreased crime rates relative to surrounding areas, as the deterrent effect of ALPRs reduces the number of crimes that occur in the first place.
2. Increased closure rates, as the investigative effect of ALPR increases the number of committed crimes that are solved.

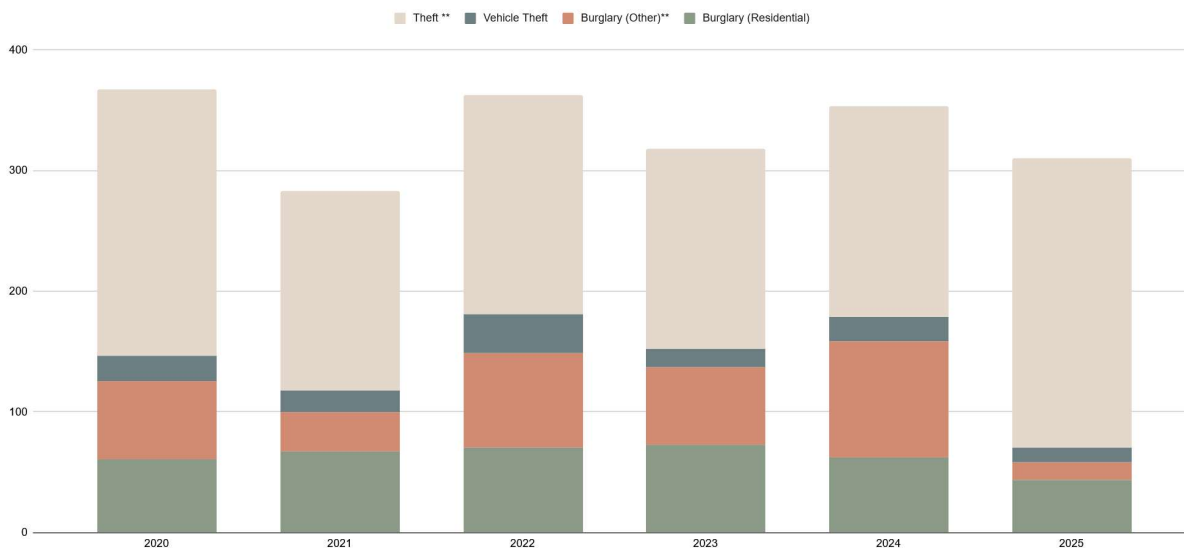
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<sup>14</sup> S. Hattori-Chatterjee, Daily Californian, May 5, 2026. See actual memo linked in article. [https://www.dailycal.org/news/city/leaked-city-attorney-memo-shows-berkeley-risks-potential-million-dollar-lawsuits-if-council-renews-flock/article\\_2a5efc3e-4d33-4b2f-8683-Oe1395642fe8.html](https://www.dailycal.org/news/city/leaked-city-attorney-memo-shows-berkeley-risks-potential-million-dollar-lawsuits-if-council-renews-flock/article_2a5efc3e-4d33-4b2f-8683-Oe1395642fe8.html)

3. Increased police efficiency, where the officer hours required per case is reduced. As a result, the department should have less need for overtime, passing those savings on to the City and recouping the cost of the ALPR system.

In Los Altos, the primary crimes of concern to the residents are the various varieties of stolen property, which include theft (stealing property) and burglary (breaking into a structure to steal property.) Thankfully, crime of all types is very low in Los Altos. However, for data analysis this poses a problem: natural noise in the data is relatively large, making it difficult to determine real differences from fluctuations.

We have access only to the data posted on the Los Altos Crime Statistics page.<sup>15</sup> According to that page, some crimes were reclassified between various types of burglary and theft between 2024 and 2025. To facilitate year-over-year trending, we looked at the sum total of all three kinds of stolen property crime, reasoning that most residents don't feel differently about them.



The first ALPRs came online in Los Altos in March of 2024, with the complete set coming online through the spring and summer of 2024. As can be seen in the chart, the total incidences of stolen property in 2025 are well within the normal variation. While there is not enough data to truly know if ALPRs help, it's clear that the result is not a dramatic reduction in stolen property crimes.

<sup>15</sup> <https://www.losaltosca.gov/326/Statistics---Crime-Data>, retrieved 19 May 2026.

It is possible that clearance rates have improved or that efficiency has reduced department costs. We encourage Council to investigate these possibilities with data available only to staff.

A recent review article looks at peer-reviewed studies of ALPR efficacy over the last decade or more. They find that, in practice, there is no strong evidence that ALPRs improve policing, but note that those findings may be dominated by the ways that ALPRs are actually put into practice.<sup>16</sup> References therein include more than a dozen different studies of ALPR effectiveness, along with critique of techniques and evaluation of their accuracy. There are some studies that show strong positive effects of ALPRs, but none that are peer-reviewed and not sponsored by Flock.

## Our Request to Council

- **Cancel our contract with Flock.** They have done nothing to earn back our trust; in fact, they have made it worse. Furthermore, their incentives are aligned with their investors in the direction of federal authoritarianism.
- **Direct the City Attorney to review the Berkeley memo.** We need an assessment of our liability and its causes, so that we can move to minimize our exposure.
- **Direct Staff to perform a comprehensive, quantitative assessment of the benefits of the ALPR system to date.** Without a solid understanding of the benefits, we cannot make wise choices.
- **Consider alternative strategies from evidence-based policing that have been shown to minimize property crimes.** We need an assessment of the available policing techniques that have been shown to be effective against the crime we are most concerned about here in Los Altos.
- **If surveillance mechanisms are indicated, consider joining nearby municipalities in creating a strictly local system not controlled by a VC-backed company.** A local system, in the hands of cities not for-profit investors, would keep our data local and minimize the chance of unauthorized access.

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<sup>16</sup> "Measuring the Cost-Effectiveness of New Technologies in Policing: the Case of Automatic License Plate Readers (ALPR)", C. Lum et al., Cambridge Journal of Evidence-Based Policing (2025) 9:4, <https://doi.org/10.1007/s41887-025-00099-y>

## Questions:

In our face-to-face discussions, a number of topics arose where we did not have sufficient clarity from Flock as to some of the technological limitations and capabilities of their system. The following list of questions highlight various points where the functionality of the Flock system is unclear. Councilmembers may find these questions useful to ask of Flock for clarification.

- Is it technologically possible—even if it goes against policy—for at least one person to run a query that included Los Altos cameras without having that query show up in the log files provided to the City? What database permissions would be required? Who holds those permissions?
- With nationwide and statewide search turned off, is it technologically possible for at least one person, inside or outside of Flock, to run a query that includes Los Altos cameras in a nationwide or statewide search? Who holds the permissions to be able to run that query?
- When Flock says that "no data was shared", does that include the possibility that a query was run against Los Altos cameras, but that it returned no results because the requested license plate was not seen in Los Altos? Does Flock consider it the case that if no hits are returned, no data has been shared, even though the query actually did go check against every Los Altos record?
- Flock has claimed that many of the searches in the LAPD network audit were "rejected." In a technical sense, what does that mean? Does that mean that the requests were blocked before a database query could be run against the database? If so, then why did all out-of-state records stop appearing in the network audit after March 2025? Surely Flock didn't get the cooperation of every out-of-state agency to stop asking? Also, if so, how can our Department get an audit of the queries that actually were run against our data?
- When Flock removed all of California from nationwide search, did it separate California data into a separate database, in a separate AWS bucket, with independent authentication from the main database? Or did it leave the data commingled, but set policy limits on the queries that could be run to exclude California from nationwide searches?
- Are the Flock cameras that we have in Los Altos technically capable of recording video information? If yes, is it just the licensing agreement that stops the users (i.e., the city) from using AI to track people? If yes, what is to stop the federal agencies



from accessing the data and using AI to identify people, especially since they are allowed to access data without leaving a trace?

- The contract says that the City owns the data. But doesn't Flock have access to all the data, so that they can access it at any time? If ownership does not include complete control of access, what does it mean?
- The contract says that anonymized data can be used for internal development purposes. But the core information is license plate numbers, which by definition are not anonymous. Does the anonymization remove license plate numbers in all cases?
- If our data is subject to a FISA request, who in our city needs to approve that release? Who in our city will be notified that the request exists?
- Does Flock ever respond directly to other (non-FISA) legal requests for data? Will Flock provide that data without the permission of the City? Will Flock notify the City that the data has been shared?
- Database records are kept for 30 days. How long does Flock keep the copies of footage from our cameras? The standard Flock contract says that Flock owns the raw footage. If law enforcement wants the raw footage, do they come to Flock, or to the City?
- Do we now, or have we ever, shared data with the Northern California Regional Intelligence Center? Can that data be re-shared to federal agencies? How are the policy constraints on our data maintained when our data goes into the NCRIC?
- Staff has noted: "However, it should be noted that just because an agency shows up on a network audit, it does not automatically mean that any data was shared with that jurisdiction or that they were able to search our data." Then what, precisely, does it mean, from a technical standpoint? Can an agency show up in an audit when they have not caused a query to be submitted to the database? What are the technical criteria by which records appear in a network audit?

**From:** [noreply@civicplus.com](mailto:noreply@civicplus.com)  
**To:** [Public Comment](#)  
**Subject:** Online Form Submittal: Public Comment Submission to City Council  
**Date:** Tuesday, May 26, 2026 11:34:08 AM

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## 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.**

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|                     |                                |
|---------------------|--------------------------------|
| Your Public Comment | Please see my attached letter. |
|---------------------|--------------------------------|

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|             |                                                                                     |
|-------------|-------------------------------------------------------------------------------------|
| Attachments | <a href="#">LA Council Mtg (5-26-2026)-FK Letter re Deficient Contract.docx.pdf</a> |
|-------------|-------------------------------------------------------------------------------------|

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May 26, 2026

Re: Flock Contract- Significant Deficiencies

Dear Mayor and Members of the Los Altos City Council,

I urge the Council to *not* renew the City of Los Altos' contract with Flock Group. For nearly 30 years, my wife and I have lived next to Los Altos and been part of the Los Altos community, and we are thankful to have had our kids benefit from going to Los Altos' K-12 public schools. I'm a local attorney with many years of experience negotiating SaaS contracts similar to the one that the City has in place with Flock, and as a concerned Los Altos constituent, I feel compelled to make you aware of some serious flaws and risks with the Flock contract as currently written. Please be advised that I do not legally represent the City, nor am I providing legal advice to the City. I would strongly encourage the City to seek separate legal advice with respect to the issues raised in this letter.

Regardless of the actual terms of the contract, however, the overall risk of renewing the Flock contract and potential liability to the City appear to be quite high based on Flock's poor data handling and protection practices, lack of customer transparency and overall untrustworthiness to date, which have all been widely reported by reputable sources and which are also described in detail in the Staff Report.

From my perspective, the most troubling contract issue and threat to the City's residents and constituents is the first sentence of Section 5.3 (see below). Section 3.3 (see below) seems to provide the City with protection as to disclosure of "Customer Data" (see definition below) to third parties, but those protective provisions are *subject to* Section 5.3 (ie, Section 5.3 overrides Section 3.3 where there is a conflict or inconsistency). As a result, Section 5.3 is the operative provision with regard to "Footage" (see below definition) which is part of Customer Data, and the first sentence provides Flock (without any notice obligation to the City) with a carte blanche right to disclose Footage to law enforcement authorities, government officials, and/or any third party, if *legally required* to do so. That provision allows Flock, in its sole discretion, to determine whether disclosure of Footage to *anyone* is "legally required" and then to make such disclosure without any involvement or knowledge of the City. Where there are conflicting obligations between federal law and California law, Flock is also entitled, solely on its own, to determine the appropriate action to take. At a minimum, the City should request that reasonable advance notice be provided of any possible disclosure of Footage to any third party and that the City be given the right to contest that disclosure if appropriate. In addition, the City should consider whether to request Flock to contractually warrant that no third-party disclosure of Footage pursuant to Section 5.3 or otherwise has taken place by Flock to date, and if the City is not willing to provide such a warranty, then investigate with Flock why that is the case.

"Customer Data" means the data, media and content provided by Customer through the Services. For the avoidance of doubt, the Customer Data will include the Footage.

"Footage" means still images, video, audio and other data captured by the Flock Hardware or Customer Hardware in the course of and provided via the Flock Services.

3.3. Flock Obligations. Flock shall keep written documentation of who accesses the Customer Data and who the Customer Data is released to, and shall provide such documentation upon request from the Customer. *Subject to Section 5.3*, Flock shall not (1) share the Customer Data with any individual, entity or agency without written

permission from Customer; (2) access, download, or decrypt the Customer Data without written permission from Customer; (3) store the Customer Data in any form or for any length of time that violates this Agreement; (4) allow its agents or employees without authorized clearance to access the Customer Data; and (5) otherwise use the Customer Data in a manner that is not approved in writing by Customer.

5.3 Disclosure of Footage. *Subject to and during the Retention Period, Flock may access, use, preserve and/or disclose the Footage to law enforcement authorities, government officials, and/or third parties, if legally required to do so.* Subject to reasonable advance notice to Customer, Flock may also access, use, preserve, and/or disclose Footage if Flock has a good faith belief that such access, use, preservation and/or disclosure is both permissible under applicable law and reasonably necessary either to: (x) comply with a legal process; (y) enforce this Agreement; or (z) detect, prevent or otherwise address security, privacy, fraud or technical issues, or emergency situations. Except as otherwise provided in this Agreement, Flock shall not disclose Footage under any other circumstance without Customer's express written prior authorization.

In addition to the serious issues with Section 5.3 of the contract noted above, there are a number of other provisions that could be revised in order to better classify and clarify the different types of data involved with the Flock platform and services (for instance, derived data, metadata and training data) and each party's associated rights and obligations with respect to each such data type, in order to better address data privacy and protection, security and liability issues, and in order to much better protect the City, its residents and other constituents. Section 2.4(i) also looks like it has significant issues with either words and/or punctuation missing and it is incomprehensible as written. In addition to negotiating and then amending the wording of Section 2.4, the City should consider adding a contractual requirement for Flock to provide the City with formal written notice for any material changes to the features or functionality of the Flock platform and services, particularly given Flock's questionable past practices with regard to making its customers aware of such changes.

Thank you for your consideration and service to the Los Altos community.

Sincerely yours, Fritz Koehler

**From:** [David Faden](#)  
**To:** [Public Comment](#)  
**Subject:** Drop Flock  
**Date:** Tuesday, May 26, 2026 11:26:42 AM

---

Dear Los Altos City Council Members,

Please vote \*no\* on renewing our contract with Flock.

Flock has a poor record both in terms of security and ethics.

Researchers demonstrated numerous security flaws in their system November last year, making unauthorized access trivial (<https://www.youtube.com/watch?v=uB0gr7Fh6lY>). Rather than responding forthrightly, Flock's answer has been obfuscation. This matches larger ethical issues with the company, such as ignoring a city's order to remove its cameras (<https://www.berkeleyside.org/2025/11/24/flock-safety-cameras-berkeley-license-plate-readers>) and potentially tens of thousands of violations of CA state law on data sharing (<https://sanjosespotlight.com/palo-alto-license-plate-data-searched-by-hundreds-of-out-of-state-agencies/>, <https://www.eff.org/press/releases/dozens-rookie-california-police-agencies-still-sharing-driver-locations-anti-abortion>).

Even if Flock was a good company, there would be big concerns about plugging into a surveillance network at this moment. But they're a bad company.

We should be concerned not only with the potential damage to our civil liberties but also \*civil liability\*. Class action lawsuits seem a certainty. Let's take this opportunity to join multiple other communities, including Mountain View, in stepping away from Flock (<https://www.mv-voice.com/city-government/2026/02/25/city-council-terminates-mountain-views-license-plate-camera-contract/>).

Thank you.

**From:** [Karen Scarpelli](#)  
**To:** [Public Comment](#)  
**Subject:** Regarding Flock cameras  
**Date:** Tuesday, May 26, 2026 8:56:04 AM  
**Attachments:** [wyden letter to flock.pdf](#)

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To the Members of the Los Altos City Council:

I write to express my opposition to the use of Flock cameras in Los Altos, my home for the past 35 years. Attached is a letter written last October by Senator Ron Wyden of Oregon to the CEO of Flock. It perfectly states my position, and that of, I believe, many of our citizens who care deeply about the right of privacy and the assaults against it by surveillance technology under the proposition that we cannot be "safe" without such technology.

I urge you to read Senator Wyden's letter and reconsider the city's use of tax money to continue to deploy Flock cameras in our community.

Sincerely yours,

Karen Scarpelli

RON WYDEN  
OREGON

CHAIRMAN OF COMMITTEE ON  
FINANCE

221 DIRKSEN SENATE OFFICE BUILDING  
WASHINGTON, DC 20510  
(202) 224-5244

United States Senate  
WASHINGTON, DC 20510-3703

**COMMITTEES:**

COMMITTEE ON FINANCE  
COMMITTEE ON THE BUDGET  
COMMITTEE ON ENERGY AND NATURAL RESOURCES  
SELECT COMMITTEE ON INTELLIGENCE  
JOINT COMMITTEE ON TAXATION

October 16, 2025

Mr. Garrett Langley  
Chief Executive Officer  
Flock Group, Inc.  
1170 Howell Mill Road NW, Suite 210  
Atlanta, GA, 30318

Dear Mr. Langley

On July 25, 2025, I announced that Flock had agreed to implement additional privacy protections for Oregonians to prevent abuses by federal and out-of-state agencies related to abortion and immigration enforcement. At the urging of concerned constituents, I conducted further oversight and have determined that Flock cannot live up to its commitment to protect the privacy and security of Oregonians. Abuse of Flock cameras is inevitable, and Flock has made it clear it takes no responsibility to prevent or detect that. For that reason, I must now recommend that communities that have installed Flock cameras reevaluate that decision.

Flock operates the largest network of surveillance cameras in the United States, reportedly contracting with more than 5,000 police departments, 1,000 businesses, and numerous homeowners associations across 49 states. When a vehicle passes by a Flock camera, Flock records license plate information, vehicle characteristics, and when and where the vehicle was spotted. Flock's network of surveillance cameras generate and store billions of vehicle scans each month. Flock reportedly then enables law enforcement to search not just by plate number, but also by make, model, or even bumper stickers.

Flock has been the subject of significant press attention, community activism and oversight by federal and state officials, because of a number of incidents in which law enforcement agencies accessed Flock-collected data in connection with immigration enforcement and to enforce state laws criminalizing abortion. Flock has not taken responsibility for the harms it has enabled, and has instead attempted to spin the facts and shift the blame to others.

My office questioned Flock about these incidents, and sought detailed information about how, why and with whom sensitive data is shared. Based on that research, it is my view that Flock has built a dangerous platform in which abuse of surveillance data is almost certain. In particular, the company has adopted a see-no-evil approach of not proactively auditing the searches done by its law

911 NE 11TH AVENUE  
SUITE 630  
PORTLAND, OR 97232  
(503) 326-7525

405 EAST 8TH AVE  
SUITE 2020  
EUGENE, OR 97401  
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SAC ANNEX BUILDING  
105 FIR ST  
SUITE 201  
LA GRANDE, OR 97850  
(541) 962-7691

U.S. COURTHOUSE  
310 WEST 6TH ST  
ROOM 118  
MEDFORD, OR 97501  
(541) 858-5122

THE JAMISON BUILDING  
131 NW HAWTHORNE AVE  
SUITE 107  
BEND, OR 97701  
(541) 330-9142

707 13TH ST, SE  
SUITE 285  
SALEM, OR 97301  
(503) 589-4555

[HTTPS://WYDEN.SENATE.GOV](https://wyden.senate.gov)

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enforcement customers because, as the company's Chief Communications Officer told the press, "it is not Flock's job to police the police."

By default, data generated by Flock cameras can only be accessed by the customer that paid for the cameras. But most Flock customers do not stay with this default. In August, Flock informed my office that 75% of its law enforcement customers have enrolled in the "National Lookup Tool," which permits any other enrolled customer to search data collected through their cameras. There are two likely reasons for the high enrollment rate for such data sharing. First, Flock only permits agencies to access this search tool if those agencies also share data from their own cameras. Second, to address concerns that license plate data might be abused by federal immigration authorities, Flock has assured its state and local law enforcement customers that the company does not provide access to the Department of Homeland Security (DHS).

With this representation about DHS access to Flock data, Flock deceived its law enforcement customers. In August, 9 News in Denver revealed that Flock granted U.S. Customs and Border Protection (CBP) access to its systems, enabling the agency to search data collected by Flock's cameras, including using the National Lookup Tool. Officials from Flock subsequently confirmed to my office in September that the company provided access to CBP, Homeland Security Investigations (HSI), the Secret Service, and the Naval Criminal Investigative Service as part of a pilot earlier this year. Flock told my office that during the pilot, which has now ended, CBP and HSI conducted approximately 200 and 175 searches respectively. Flock also confirmed that it misled its state and local law enforcement customers, telling my office that "due to internal miscommunication, customers were inaccurately informed that Flock did not have any relationship with DHS, while pilot programs with sub-agencies of DHS were briefly active."

In addition to the direct access that Flock intentionally granted to federal agencies, activists and the press have documented numerous instances of Flock searches run by or for federal agencies on other customers' accounts. In several cases, local law enforcement personnel shared their Flock passwords with federal agents, who then used their access to conduct searches for immigration-related purposes. In several other cases, local law enforcement ran searches at the request of federal agents, again, for immigration-related purposes.

In response to these troubling press reports this summer, my office began conducting oversight into Flock. After the first meeting with my staff, Flock committed to providing additional privacy protections for Oregonians' data. Specifically, Flock agreed to apply software filters to data collected by cameras in Oregon that it had already enabled for data collected in Illinois, California, Colorado, and Washington, which are supposed to prevent out-of-state police searches related to abortion or immigration. However, subsequent oversight by my office revealed that these filters are easy to circumvent and do not meaningfully protect the privacy of Oregonians.

Flock requires its law enforcement customers to provide a reason for a search, which by default, they are prompted to enter into a text box into which any text can be entered. Flock has confirmed to my office that it does not require its law enforcement users to enter a case-specific reason, nor does Flock prohibit law enforcement customers from entering meaningless, generic reasons such as

“investigation” or “crime.” Data recently provided to my office by the Electronic Frontier Foundation — from a dataset of 11.4 million Flock nationwide searches for a six-month period obtained through a public records request — reveals that more than 14% of the search reasons contained just the word “investigation” without a case number.

Flock customers can change their default settings to require that their own employees be presented with a drop-down menu of predefined reasons; but importantly, Flock customers cannot control the reasons provided for searches of their data by other law enforcement customers. Additionally, until recently, Flock customers could enable a different opt-in setting to require a case number for searches; if enabled, employees of those agencies would not be required to document any reason at all when submitting searches of other agencies’ data. Flock confirmed to my office on August 19, that it removed this option the day before, on August 18, shortly after receiving questions about it from my office.

The privacy protection that Flock promised to Oregonians — that Flock software will automatically examine the reason provided by law enforcement officers for terms indicating an abortion- or immigration-related search — is meaningless when law enforcement officials provide generic reasons like “investigation” or “crime.” Likewise, Flock’s filters are meaningless if no reason for a search is provided in the first place. While the search reasons collected by Flock, obtained by press and activists through open records requests, have occasionally revealed searches for immigration and abortion enforcement, these are likely just the tip of the iceberg. Presumably, most officers using Flock to hunt down immigrants and women who have received abortions are not going to type that in as the reason for their search. And, regardless, given that Flock has washed its hands of any obligation to audit its customers, Flock customers have no reason to trust a search reason provided by another agency.

I now believe that abuses of your product are not only likely but inevitable, and that Flock is unable and uninterested in preventing them. Cities around the country, including in Oregon, are currently reevaluating their decision to install Flock cameras. I commend and support this reexamination. In my view, local elected officials can best protect their constituents from the inevitable abuses of Flock cameras by removing Flock from their communities.

Thank you for your attention to this important matter. If you have any questions about this letter, please contact Chris Soghoian in my office.

Sincerely,

  
Ron Wyden  
United States Senator

**From:** [Andrew Siegler](#)  
**To:** [Public Comment](#)  
**Cc:** [City Council](#)  
**Subject:** Opposition to Flock  
**Date:** Monday, May 25, 2026 11:31:07 PM

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Hello,

My name is Andrew Siegler, and I'm a local resident and member of Showing Up for Racial Justice Santa Clara County. I'm writing in total opposition to Flock cameras and to ALPRs as a whole.

Flock keeps building its efficacy case on anecdotes. The PowerPoint slides showing up at City Council meetings across different jurisdictions look suspiciously similar, which suggests Flock is handing police departments a template deck and just swapping in whatever local crimes fit the narrative.

When they highlight a case Flock "helped solve," they never engage with the obvious counterfactual: would that crime have gone unsolved without the cameras? That question doesn't get answered, because answering it honestly would undermine the pitch.

Other departments are telling their councils that Flock is a "must have, not a nice to have." That framing should land with a thud here, because Silicon Valley police departments have managed remarkably low crime rates for decades without Flock. Whatever is working in this region clearly does not require mass ALPR surveillance.

I request that at minimum, the council ask:

- Any time anyone (PD or Flock) claims something "can't" be done, push back and find out what they actually mean. Are they saying it is technically impossible? Or is it administratively prohibited, meaning "may not be done"? If the latter, dig into why: what are the consequences of doing it anyway, who set the prohibition, and where do the incentives line up?
- Any time anyone (PD or Flock) credits a specific case to Flock, dig deeper. Are they actually claiming this crime would have gone unsolved without the cameras? What about similar crimes from a few years ago, before this technology existed? Were those cases unsolvable, or did they get cleared through old-fashioned investigative work?
- If mass surveillance actually delivers what its boosters promise, we should be able to see results in at least one of these three measurable ways:
  - **Clearance rates go up.** More crimes get solved, more residents recover their stolen property.
  - **Crime rates go down.** The deterrence effect makes people less likely to commit crimes in Los Altos in the first place.
  - **Police efficiency goes up.** The department can do the same job with fewer resources, and the savings show up in a reduced police budget for the City.

The other question I want to leave you with is--if mass surveillance is public safety, ask yourself safety for whom? Is it safety for some at the expense of already-marginalized communities? Or does it in fact make everyone safer? Give honest thought to that question.

No to Flock. No to ALPRs. No to Mass Surveillance.

Thanks,  
Andrew Siegler (he/they)  
Unceded Tamien & Muwekma Ohlone Land | San Jose, CA  
Social Justice Advocate & Organizer

TRUST Community Advisory Board Member  
(669) 220-8581  
andrew.siegler@proton.me  
andrew.siegler@pm.me  
[Book a 1on1 with me!](#)

Sent with [Proton Mail](#) secure email.

**From:** [Alison Gardner Biggs](#)  
**To:** [Public Comment](#)  
**Subject:** No Flock!  
**Date:** Monday, May 25, 2026 10:57:00 PM

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Dear Council,

I am a long term Los Altos resident. I will keep this brief. Flock has proven itself an unworthy keeper of our data. They have misused access and sharing. Even if I believed in the value of this type of surveillance - which I do not - Flock would be the wrong choice to do it.

Please do not renew this contract. It does not keep us safe. It does not work for the people of our community. We do not want Flock here.

-Alison Biggs  
89 Pasa Robles Ave, Los Altos, CA 94022

**From:** [Maureen Griffin](#)  
**To:** [City Council](#); [Gabriel Engeland](#); [Public Comment](#)  
**Cc:** [Maureen Griffin](#)  
**Subject:** Tues. May 26: Agenda Item 5 - Contract Extension with Flock Safety  
**Date:** Monday, May 25, 2026 10:38:11 PM

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Dear Honorable Mayor and Members of the Los Altos City Council,  
I am writing to express my strong opposition to the renewal or extension of the city's contract with Flock Safety.

The staff report states that *"by deploying ALPRs with strong policy safeguards, transparency measures and strict limitations on data access and retention, the City aimed to balance the benefits of this technology with our community's expectations regarding privacy, accountability and responsible data use."* To ensure true oversight, I ask that the Council [demand definitive answers](#) to the following operational, technical, and efficacy questions:

### Technical Oversight & Network Security

- **System Change Verifications:** How will the Los Altos Police Department (LAPD) track behind-the-scenes software, network, and system configuration changes made by Flock?
- **Technical Training:** Does the LAPD currently possess the specialized network administration training required to audit Flock's systems and detect unauthorized changes?
- **Data & Software Residency:** Where exactly does the LAPD data reside, and where is the Flock Inquiry software hosted? If data resides outside of local LAPD servers, it remains vulnerable to external modifications and access.
- **Independent Network Safeguards:** If Flock independently manages its county-wide network, what technical safeguards—not just paper policies—prevent unauthorized or non-compliant network setting adjustments?
- **Update Management:** How are Flock's software and network updates restricted and audited to guarantee they continuously meet Los Altos data-sharing and privacy policies?

### Data Accuracy & Crime Efficacy

- **Causation vs. Correlation:** What specific data proves a direct causal relationship between ALPR deployment and the reduction in residential burglaries? Correlation does not equal causation.
- **Conviction Rates:** While ALPRs may increase initial arrests, how many of those arrests have resulted in actual convictions? Is this technology effectively removing violent or repeat offenders from our streets, or are individuals quickly released back into the community on bail?

### Legal Compliance

- **California State Law:** How will the city guarantee that these ALPRs will not be used for immigration enforcement or other purposes explicitly banned by

California law, specifically **SB 34 (2016)**, **SB 54**, and **AB 1243 (2022)**?

A secure municipal infrastructure requires local control. Most organizations employ highly trained network administrators to manage mission-critical operations rather than outsourcing them to a third-party vendor with its own corporate agenda. For the privacy, security, and legal protection of Los Altos residents, please deny the Flock Safety contract extension.

Sincerely,  
Maureen Griffin  
23 Alma Court, Los Altos  
Resident in Los Altos for 25+ years

**From:** [noreply@civicplus.com](mailto:noreply@civicplus.com)  
**To:** [Public Comment](#)  
**Subject:** Online Form Submittal: Public Comment Submission to City Council  
**Date:** Monday, May 25, 2026 10:19:55 PM

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## 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.**

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#### Your Public Comment

I'd like to talk about trust — specifically, whether Flock has earned ours.

Your own staff report admits that nationwide search was turned on for Los Altos without your knowledge or permission from August 2024 to March 2025. When staff asked Flock about it, Flock called it a “glitch.”

Mountain View got the same answer. They didn't buy it — and they canceled their contract.

Here's what we know: public records requests in Boulder, Colorado revealed that over 6,000 agencies — including Border Patrol — were searching Flock's network. Not because of a glitch. Because that's how the system was designed.

Flock didn't disclose this. They called it a glitch when caught. That's not a vendor error. That's a pattern of deception.

If you can't trust what Flock tells you about how your own system is configured, you cannot trust this contract.

Please vote no.

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#### Attachments

*Field not completed.*

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|       |                              |
|-------|------------------------------|
| Name  | Melissa Dinwiddie            |
| Email | melissa@melissadinwiddie.com |

Email not displaying correctly? [View it in your browser.](#)

**From:** [Monica Waldman](#)  
**To:** [Public Comment](#)  
**Subject:** Comment on Agenda Item 5 - Adoption of Resolution - Contract Extension with Flock Safety  
**Date:** Monday, May 25, 2026 8:50:58 PM

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Dear City Council Members,

Los Altos should strive to lead in developing thoughtful and effective public safety solutions, not simply follow the path of other cities. As a 26-year resident of Los Altos, I appreciate and support the City Council's commitment to keeping our community safe. However, I do not support approving the proposed \$160,000 contract extension with Flock Safety to maintain and operate the City's 25 cameras for an additional two years.

My concerns stem from growing reports regarding the misuse and potential sharing of data collected through Flock's surveillance systems. Across the country, numerous municipalities have already ended, suspended, or are actively reconsidering their partnerships with Flock Safety due to privacy, transparency, and data security concerns.

I have included examples below of cities that have canceled or reevaluated their contracts. Even Ring, along with our neighboring communities of Los Altos Hills and Mountain View, have ended partnerships with Flock. Los Altos should carefully reconsider continuing this relationship and instead explore providers that offer stronger privacy protections, greater transparency, and more reliable safeguards to ensure sensitive data cannot be improperly accessed, shared, or exposed through system vulnerabilities or configuration failures.

Thank you for your consideration.

Sincerely,

Monica Waldman

A brief survey of cities, towns and companies that have canceled their partnerships with Flock. Numerous other cities are debating terminating their partnerships.

Ring Canceled their partnership with Flock (<https://www.theverge.com/news/878447/ring-flock-partnership-canceled>) and various

Santa Clara County Sheriff's Office including Cupertino, Saratoga and Los Altos Hills  
"Flock is a problematic company, and their reported conduct and sharing of private data is incompatible with our county's values, my personal values and the values that I promised the voters of District 2 that I would uphold, and with multiple policies that we as a board have unanimously approved in recent years," Duong said."

<https://www.kqed.org/news/12074467/santa-clara-county-leaders-cut-out-flock-safety-in-new-surveillance-policy>

South Pasadena after "reports that some local law enforcement agencies in Southern

California illegally shared data collected by Flock with federal immigration agents”

<https://laist.com/brief/news/south-pasadena-cancels-flock-safety-contract-privacy-concerns>

Santa Cruz “citing reports that the city’s data has been accessed by out-of-state agencies, [at a time](#) when the Trump administration is pursuing an increasingly aggressive immigration enforcement agenda.” [...] “Last November, Santa Cruz police [Chief Bernie Escalante confirmed](#) the city’s Flock data had been accessed by out-of-state agencies, prompting city officials to [temporarily limit](#) outside agencies’ access to the city’s license plate reader data and to review its agreement with Flock.”

<https://www.kqed.org/news/12069705>

Mountain View terminated their ALPR contract with Flock Safety

<https://www.mountainview.gov/Home/Components/News/News/1211/284>

Danville, Illinois “A public records request from the Danville, Illinois, police department obtained by [404 Media](#) revealed that local and state police around the country searched automatic license plate reader (ALPR) camera data more than 4,000 times for immigration related reasons between June 1, 2024, and May 5, 2025.”

<https://reason.com/2025/05/29/illinois-cops-gave-ice-access-to-more-than-5000-surveillance-cameras-nationwide/>

Flagstaff, AZ has removed their Flock cameras

<https://www.flagstaff.az.gov/m/newsflash/Home/Detail/2229?arc=4065>

Olympia, Washington suspends Flock Camera Pilot Program

[https://www.olympiawa.gov/services/police\\_department/flock.php](https://www.olympiawa.gov/services/police_department/flock.php)

Redmond, Washington suspends its FLock Camera program

<https://www.redmond.gov/m/newsflash/home/detail/2833>

In the months since President Donald Trump’s second term began, five metro Atlanta police agencies have accessed data from [Flock Safety](#)’s nationwide network of automatic license plate readers (ALPR), using search terms related to Immigrations and Customs Enforcement (ICE), according to a Flock network audit of the Danville, Illinois, Police Department obtained through an open records request.

<https://atlpresscollective.com/2025/06/03/flock-metro-atlanta-ice/>

According to the ACLU of Massachusetts, “Police in Texas, Florida, and thousands of departments nationwide can track Massachusetts drivers in real-time — without a warrant, probable cause, or even reasonable suspicion of wrongdoing. Documents obtained by the ACLU of Massachusetts reveal that police across the state are collecting detailed information about the locations of Massachusetts drivers and sharing that information with a

network of over 7,000 agencies and organizations all over the country — including in states that have passed laws banning abortion and gender-affirming healthcare for minors, and laws requiring police to conduct civil immigration enforcement operations.”

<https://data.aclum.org/2025/10/07/flock-gives-law-enforcement-all-over-the-country-access-to-your-location/>

**From:** [Melissa Smith](#)  
**To:** [Public Comment](#)  
**Subject:** public comment re: flock cameras  
**Date:** Monday, May 25, 2026 5:48:41 PM

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Dear Los Altos Council Members,

No matter how many crimes ALPR/Flock mass surveillance cameras are perceived to solve, there is weak evidence to prove that the value outweighs the high cost in civil liberties. As a long-time Los Altos resident, I want Flock out of our City. Flock is controlled by a hostile third-party, fraught by controversy, and violates public trust. Policing by mass surveillance technology is policing without consent. The technology itself erodes trust and thereby threatens public safety. What might have started out as a well-intentioned effort to solve local crimes has exploded into a full-scale assault on our civil liberties.

Mass surveillance is used by autocracies. Suspicionless mass surveillance of our entire population gives only an illusion of safety for one group in exchange of the real safety of everyone.

We cannot rely on having “turned off” federal sharing access in the Flock provided dashboard. Flock owns, controls, and operates the entire surveillance value chain — and has already misused its access countless times. Flock has proven its ability to find creative ways around contract provisions that nominally give cities perceived "control" of data.

Can each of you, in good conscience, continue to grant Flock access to our lives and commit Los Altos to mass-surveillance? Can you guarantee, with confidence, that if Flock — or any entity with access to city data — contracts with a federal agency, data collected here will not end up in federal hands and endanger us?

Thank you for your consideration.

Sincerely,  
Melissa Smith  
Los Altos Resident

**From:** [Nancy Brémeau](#)  
**To:** [Public Comment](#)  
**Cc:** [City Council](#)  
**Subject:** Maintain Public trust - Flock Out of Los Altos  
**Date:** Monday, May 25, 2026 3:22:33 PM

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Los Altos Council Members,

No matter how many crimes ALPR/Flock mass surveillance cameras are perceived to solve, there is weak evidence to prove that the value outweighs the high cost in civil liberties. As long-time Los Altos residents we want Flock out of our City. Flock is controlled by a hostile third-party, fraught by controversy, and violates public trust. Policing by mass surveillance technology is policing without consent. The technology itself erodes trust and thereby threatens public safety. What might have started out as a well-intentioned effort to solve local crimes has exploded into a full-scale assault on our civil liberties.

Mass surveillance is used by autocracies and is implicit in Flock's propaganda and it's dangerous and rapidly expanding use of it by ICE, CBP and our now corrupt FBI. Suspicionless mass surveillance of our entire population involves high civil liberties costs, and gives only an illusion of safety for one group in exchange of the real safety of everyone.

We cannot rely on having "turned off" federal sharing access in the Flock provided dashboard. Flock owns, controls, and operates the entire surveillance value chain — and has already misused its access countless times. Flock has proven it's ability to find creative ways around contract provisions that nominally give cities perceived "control" of data.

Can each of you, in good conscience continue to grant Flock access to our lives and commit Los Altos to mass-surveillance? Can you guarantee, with confidence, that if Flock — or any entity with access to city data — contracts with a federal agency, data collected here will not end up in federal hands and endanger us all?

You don't want to be on the wrong side of history on this one.

Nancy & Christian Bremeau - 350 University Avenue Los Altos



[Nancy Bremeau](#)

Board Member, National Association of Commissions for Women  
Commissioner, Santa Clara County  
Founder, The CEDAW Challenge Team  
AAUW CA Public Policy Committee  
The UNA - SF Ratify Movement steering committee  
Friends of Santa Clara County Women  
LWV, ZONTA INTL, UNA-SF, UNA-Silicon Valley member, US Women's Caucus  
Vice Chair, Foothill-DeAnza CC District Citizen's Oversight Bond Committee

**From:** [ann99home@yahoo.com](mailto:ann99home@yahoo.com)  
**To:** [City Council](#); [Public Comment](#)  
**Subject:** 26 May 2026 Council meeting, Discussion item 5: Turn off ALPRs, Cancel the Flock Contract  
**Date:** Monday, May 25, 2026 2:56:51 PM

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I am writing to ask the City of Los Altos to cancel its contract with Flock and to remove the Flock cameras in our city.

I know that the City of Los Altos believes that Flock's corporate policies and procedures are sufficient to control access to the data, and that the City has implemented policies saying how the data should be used and shared (or not). The City asserts that this is sufficient to protect our privacy given the public safety benefits of ALPR data.

These policies are not a sufficient control.

If Flock violates the policies, the remedy is cancelling their City contract--there is no way to undo release of data.

I want to know:

- Has the City reviewed Flock's control of the data, and does the City understand the difference between what CAN be done and what MAY be done? The policy says you MAY not do something--but the technology still allows it to happen, so it CAN be done.

- Does the City accept that Flock may answer a query by Dept of Homeland Security and we will not know about it? The DHS policy states: "The LPR vendor is not permitted to share ICE query information with third parties without ICE's express permission, including other customers, business parties, or any other individual or entity."

The City of Los Altos has now become an outlier. Neighboring cities are reassessing their use of Flock to track residents' movements around their communities. They're deciding that they cannot rely on Flock to responsibly manage this data. They're deciding that the loss of residents' privacy and the risk of disclosure is not justified. Several local jurisdictions have cancelled their Flock contracts.

Our Los Altos Police Department has a strong record in protecting the City and addressing crime, including before the implementation of Flock. I have confidence they will continue their successful work without Flock through their diligent police work.

Los Altos residents can no longer rely on the protections that the City has put in place on proper use and access to this data.

This loss of privacy is too high of a price for Los Altos residents to pay.

**The City of Los Altos and the Los Altos Police Department must take immediate steps to suspend the use of ALPR, to end the Flock contract, and to reel in the**

**data shared.**

Ann Hepenstal  
Los Altos Resident  
District 2



**From:** [Jim Fenton](#)  
**To:** [Public Comment](#)  
**Subject:** Public comment for City Council meeting of May 26, 2026  
**Date:** Monday, May 25, 2026 2:45:36 PM

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This public comment is regarding item 5, "Adoption of Resolution - Contract Extension with Flock Safety" for the 26 May 2026 Council meeting.

I appreciate the Police Department's transparency regarding the use of automatic license plate reader (ALPR) cameras, both in Chief Lagergren's March 9 community message (<https://www.losaltosca.gov/DocumentCenter/View/2506/Community-Message-from-Police-Chief-Saskia-Lagergren-Regarding-Flock-Safety-Automated-License-Place-Reader-ALPR-Data>) and in the staff report for this agenda item. I have a great deal of confidence in the Los Altos Police Department that they will use the system responsibly and within the guidelines set by Council.

However, I do not have the same degree of trust in the vendor, Flock Safety. The community message described a "glitch in the system" that resulted in nationwide look-up being turned on sometime during the period August 2024-March 2025. It also described a discovery in November 2025 that statewide look-up had been turned on. Both of these incidents cause me to question whether Flock has the necessary safeguards in place to ensure that our city's restrictions on access to our data are taken seriously.

It's also somewhat troubling to me that until the July 2025 PRA request we were not doing audits to verify compliance with the restrictions on access to the data from other agencies. I'm also a bit confused about the wording in the statements, "just because an agency appears on our network audit, it does not mean...they had access to our camera data...". What does it mean, then? Do we have a way to distinguish searches and data access from outside agencies that do succeed from other, apparently spurious, audit reports?

I would recommend that renewal of the Flock contract include a provision that if further glitches or other out-of-compliance access by outside agencies is discovered, that the contract be immediately terminated without requiring action by City Council to do so.

Jim Fenton

**From:** [noreply@civicplus.com](mailto:noreply@civicplus.com)  
**To:** [Public Comment](#)  
**Subject:** Online Form Submittal: Public Comment Submission to City Council  
**Date:** Monday, May 25, 2026 2:20:31 PM

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## 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.**

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#### Your Public Comment

This message is regarding the Flock agenda item on the May 26, 2026 City Council Meeting Agenda.

Dear City Council,

As a 20-year Los Altos resident, I'm writing to urge you to cancel our city contract with Flock. Mass surveillance makes me feel LESS safe, not more safe, especially with all the things happening in our country at a national level that are in violation of rights. The potential for harm and abuse outweighs any upsides. There is a lot of evidence that Flock is not even close to being a trustworthy company. Why would we in Los Altos do business with them? That is just foolish. Our police have been doing a great job for many years without needing these devices, and I have confidence in them to keep doing that job the way they always have. I expect my elected officials to engage in due diligence and not renew an expensive contract with a very questionable company. Please cancel this Flock contract for the safety of our residents. Thank you.

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#### Attachments

*Field not completed.*

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#### Name

*Field not completed.*

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#### Email

*Field not completed.*

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Email not displaying correctly? [View it in your browser.](#)

**From:** [noreply@civicplus.com](mailto:noreply@civicplus.com)  
**To:** [Public Comment](#)  
**Subject:** Online Form Submittal: Public Comment Submission to City Council  
**Date:** Monday, May 25, 2026 12:34:44 PM

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## 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.**

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#### Your Public Comment

Please follow Mountain View's lead and cancel the Flock contract completely. Flock is irresponsible with our data and regardless of what police say it does for them, it is not what I want for our community. We want to feel welcome and at peace when we visit and shop and live in this community, not feel like we are under surveillance and that our neighbors are at risk of being tracked or taken. Flock and any of these ALPR systems that use AI are not trustworthy and have no place in Los Altos. Let's build a corridor of safety and peaceful living between Mountain View and Los Altos. Cancel the contract. There are enough cameras around, we don't need any more.

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#### Attachments

*Field not completed.*

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#### Name

KBT

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#### Email

*Field not completed.*

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Email not displaying correctly? [View it in your browser.](#)



**From:** [Pierre Laurent](#)  
**To:** [Public Comment](#)  
**Subject:** Comments for May 26th ALPR agenda Item  
**Date:** Monday, May 25, 2026 11:47:26 AM  
**Attachments:** [Letter to Los Altos City council.pdf](#)

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Please find attached some comments for your consideration.

Pierre Laurent  
634 Jay Street  
Los Altos, CA 94022

Dear City Councilmembers,

I have been a resident of Los Altos for roughly 26 years. I came here to continue my career in the tech sector, raise a family in town, and lead a local K-12 school that rented the Grand Oak for many events. I shop and eat downtown.

Since moving here, I have been the victim of two minor crimes: an expensive bike taken from my backyard, and a car window smashed at SFO to steal an inexpensive gym bag from the trunk. The financial loss was small in each case; the violation of private space and the unease that followed were not.

I am writing to urge you to end the City's contract with Flock. The camera at the end of my street reminds me, every day, of a loss of privacy not unlike the one I felt when I was robbed — most pointedly every night, when I see its IR sensor flash in my rearview mirror as it captures my car.

The more I have researched Flock and the ALPR program, the more convinced I am that this privately run mass surveillance program must be stopped.

Why would the city contract with a company that has a sustained record of misrepresentation and misconduct? A few examples — the full list is longer:

- In Evanston, Illinois, Flock continued operating cameras after losing its contract, and the city issued a cease-and-desist order. Flock did a similar misdeed in Cambridge, MA.
- Most recently, in Dunwoody, Georgia, Flock employees accessed live camera feeds and used them for sales demos. Rather than apologize or discipline anyone, the company invoked a contractual loophole.

This is a startup whose values are not aligned with the public's, and that does not learn from its mistakes. Its conduct in jurisdiction after jurisdiction shows no recognition of limits, and it cannot be entrusted with the personal information its cameras capture and store.

Flock's system relies on AI to identify cars. AI systems are known to make mistakes and can be deployed for harmful ends. That makes AI-driven mass surveillance unsafe. For instance, consider the wrongful arrests that have followed ALPR misreads — one of which cost the City of Aurora, Colorado \$1.9M to settle the wrongful detention at gunpoint of Brittney Gilliam and her family after a misread plate (CBS News, July 2025; EFF, Nov. 2024). Or the Chicago case in which Marimar Martinez, a Montessori teaching assistant and U.S.

citizen, was shot five times by a Border Patrol agent in October 2025; DHS publicly branded her a “domestic terrorist” before federal prosecutors dropped all charges (PBS NewsHour, Feb. 2026; NPR, Jan. 2026). DHS pulled 30 days of Flock images of Martinez’s car to try to substantiate the terrorism label — evidence her attorney says instead showed her driving to Target for school supplies (Capitol News Illinois, Feb. 6, 2026; NBC News, Feb. 6, 2026). These and other similar events clearly indicate that an AI system that indiscriminately collects everyone’s personal travel information is unsafe.

Two arguments have been used to justify ALPR: that it reduces crime and that it meaningfully lowers policing costs. Neither stands up to scrutiny.

Can the city show that any reduction in crime is causally linked to ALPR? Our local data shows continued volatility, not a clear effect; serious analysis tying ALPR to changes in crime statistics elsewhere is also missing. Police reports of individual crimes solved using ALPR data are not in dispute, but when a technology carries the safety risks of AI mass surveillance, the bar for justifying it should be causal evidence, not anecdotes — and to date, no data showing even a correlation between ALPR use and crime reduction in Los Altos has been presented.

It is also worth noting that determined offenders can already evade these cameras: at least one route-around app exists, and methods for masking a plate against the IR sensors — or hacking the cameras outright — are widely available online.

ALPR can apparently make a difficult job easier by reducing the need to gather information, and cameras have been touted as a way to shift more police work from patrol to a desk. But the Los Altos Hills experience points the other way: their data suggests that patrolling itself reduces crime where ALPR does not.

Over time, an AI mass-surveillance program run by a questionable company risks eroding public trust in the police — and it is that trust that allows the police to operate at all. That trust should be worth more than the convenience this technology might offer. I encourage the city to find AI and other tools that make policing easier without putting residents at risk, as other jurisdictions are doing.

Recent federal activity raises a further, more serious concern.

The FBI has published an RFP to purchase access to existing LPR systems. Given the federal government’s recent record in policing and its stated intent to punish sanctuary states and cities, this is alarming. As the largest ALPR network in the country — collecting roughly 20 billion records a month — Flock Group is well positioned to bid and to win the contract, in whole or in part. The RFP also asks for AI-powered search and API access to the data, which would extend the system’s capabilities significantly: inferring associations



between people (including political affiliation, for example) and enabling indefinite data retention. Putting federal resources behind ALPR would be an order of magnitude more invasive than what local police are authorized to do today.

The RFP appears engineered to route around laws like California's SB 34: it asks vendors to represent that they can, and may, hand the data to the federal government. The FBI does not need local permission — and if Flock asserts it owns the data, neither does Flock. The relationship sits entirely between vendor and federal agency; local consent is never sought. The RFP also asks vendors to disclose “the location of server(s) where the data is stored to verify compliance with state / local laws regarding LPR.” Does this mean the FBI takes the position that if data is not stored in California, California law does not apply?

The city cannot safely rely on having “turned off” federal sharing access in the Flock-provided dashboard. Flock owns, controls, and operates the entire surveillance value chain — collection, distribution, presentation, and storage. With that degree of control, it will not be difficult for Flock to find creative ways around contract provisions that nominally give cities “ownership of the ALPR data.” For instance: does the city know how many raw images each camera captures before one is processed as ALPR data on the city's behalf? Do the city's installation permits limit each pole to a single recording apparatus? After Dunwoody and the other incidents, can the council, in good faith, rely on Flock's representations to commit Los Altos to a mass-surveillance program it operates? And can the city tell its residents, with confidence, that if Flock — or any entity with access to city data — contracts with a federal agency, data collected here will not end up in federal hands?

Flock Group can fairly be credited with inventing Mass Surveillance as a Service — the SaaS model applied to civic life. Mass surveillance is the kind of premise that opens a dystopian novel, when a society's democratic norms have been shattered. Mass surveillance in the hands of a private company, outside public supervision and public governance, is worse. It is a bad idea for our society and a safety risk for everyone in it.

Unsurprisingly, a broad coalition is emerging against ALPR: immigrants'-rights advocates, tech workers who understand the data-use issues, and citizens who see how locally enabled mass surveillance fits into the national picture. Alongside the ACLU, EFF, and other legal organizations now suing cities, they are organizing to push back.

The vote to continue or end the city's relationship with a Mass-Surveillance-as-a-Service vendor like Flock Group is not just a question of helping the police do their job. It is a question of public safety (physical, emotional, and political) and of public trust. I urge you to end the contract with Flock Group and its mass-surveillance service.

Thank you for your time and your service to Los Altos.

Respectfully,

Pierre Laurent

**From:** [Cindy Sidaris](#)  
**To:** [City Council](#)  
**Cc:** [Gabriel Engeland](#); [Public Comment](#)  
**Subject:** May 26; Agenda Item 5 - Contract Extension with FLOCK Safety  
**Date:** Monday, May 25, 2026 11:25:15 AM

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I strongly oppose the renewal of the city's contract with FLOCK Safety.

Flock Safety has proven to be untrustworthy and incompetent or just plain sneaky with a private agenda. I would never personally hire such a company and I hope the City Council will uphold the same standard for honesty and integrity for all companies the city hires or does business with.

Questions I hope the Council will demand answers for:

**How will the PD implement this statement (from the staff report)? *"By deploying ALPRs with strong policy safeguards, transparency measures and strict limitations on data access and retention, the City aimed to balance the benefits of this technology with our community's expectations regarding privacy, accountability and responsible data use."***

No Los Altos Police Dept policy will ever prevent Flock from future changes to their software that go unnoticed by our PD. I hope the council will ask HOW, exactly, the PD will have the technical training and knowledge to keep track of Flock's system changes, software changes, network setting and structure changes.

**How are Flock's software and network updates managed, restricted, and guaranteed to meet OUR data sharing and privacy policies? Where does the Los Altos PD data reside? Where does the Flock Inquiry software reside? If Flock is managing their county-wide network independently, where are the real safeguards (not policy) that prevent incorrect or nefarious network setting changes? Why would we trust Flock will keep our PD apprised of changes? Who in our PD has the technical knowledge to detect network changes that violate our policy?** Any software or data that resides anywhere BUT on Los Altos PD computers can be accessed or changed by Flock. Most companies have their own highly trained network administration staff to run their networks; they do not trust outsiders for mission critical functions.

**Where is the data that shows cause and effect that ALPRs were the reason for the reduction in residential burglaries?** Correlation of the use of ALPRs and the reduction in residential burglaries does not mean ALPR use RESULTED in the reduction. Correlation is not causation.

**While arrests are great, how many of them have resulted in actual convictions?** Is the use of ALPRs really leading to getting criminals off our streets? Once arrested, how many people charged are soon released on bail and back on the streets?

**How do you guarantee the policy that ALPRs will not be used for immigration or other uses that are illegal in California (SB 34, 2016; AB 1243, 2022; SB 54)?**

Please deny the contract extension.

Respectfully,  
Cindy Sidaris

long time Los Altos resident

**From:** [Judy Rucker](#)  
**To:** [Public Comment](#)  
**Cc:** ["Judy Rucker"](#)  
**Subject:** Flock agenda item - comment  
**Date:** Monday, May 25, 2026 8:00:53 AM

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Dear Council members,

First, let me thank you all for what you do for our city and your public service that can be increasingly challenging as technology evolves in our public and private lives. We've lived in Los Altos for 30+ years, have voted in every election, worked in high tech for the duration, and have seen wonderful advancements therein. We have also seen commensurate encroaching advancements that put the freedoms we take for granted at risk.

The fact that Los Altos still employs a private surveillance entity on private citizens is chilling. Even if the intent is good, the potential for abuse is appalling. With the inexorable advancements in AI, the ability to track movement with artificial logic streams that draw "indisputable" conclusions based on profiling and massive data drops of personal information, even the real potential for integrating handheld computers in children's hands with that video surveillance is beyond feasible. It doesn't take much to envision a police state in the making—if not already in existence, right?

I've never been a paranoid person, but that trust is being eroded everywhere. Please take the necessary steps to merit that trust, end the private surveillance contract, and protect us as best you can. Even in a crazy challenging world, we all have to do what we can, and we so appreciate what you do.

Thank you,

Judy & Randy Rucker

**From:** [Susan Hinton](#)  
**To:** [Public Comment](#)  
**Subject:** Public Comment, 5/26/26, Agenda item# 7, Proposed FY 2026/27 Operating Budget and FY2027-31 Five-Year Capital & Major Maintenance Program  
**Date:** Sunday, May 24, 2026 10:26:03 PM  
**Attachments:** [Screenshot 2026-05-24 at 21.03.06.png](#)

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**Subject: Public comment: Council Meeting 5/26/26, Agenda item# 7, Proposed FY 2026/27 Operating Budget and FY2027-31 Five-Year Capital & Major Maintenance Program**

Dear Mayor Meadows, Vice Mayor Lang, and Honorable Councilmembers,

Los Altos should direct staff to rethink the proposed budget line items calling for playground redos in Shoup and Grant Parks.

Entering Shoup Park feels special, as though entering a state park or perhaps a small corner of a national park. There are mature trees hosting squirrels and birds, hills, a creek with minnows, and in the middle of the afternoon there is bird song. The lucky children and their families living near the park have an entire living ecosystem in their backyard.

Entering Shoup Park, March 18, 2026, 2:38PM



Though the ADA compliant EWF (Engineered Wood Fiber - which is engineered and is nothing like wood chips or mulch in a landscaping project) on the playground might stand with some topping off, it is fine shape and is certified for fall protection. The play structures, though over 15 years old, are in good shape and are actively played upon.

Yet, for some reason, the **FY2027-31 Capital Improvement & Major Maintenance Projects** (see Attachment #3, page 4 - <https://t.ly/pvRij>) contains line items that propose to completely redo



the playgrounds in Shoup and Grant Parks - and for the hefty fee of \$619,950 each, or for a total of \$1,239,900:

**26 40008 Shoup Park Playground, \$619,950**

This project will upgrade the aging play equipment at Shoup Park. There are two playgrounds in the park. One playground is age appropriate for 2-5 year olds and another for 5-12 year olds. The funding includes design and construction services.

**27 40009 Grant Playground, \$619,950**

This project will upgrade the aging play equipment at Grant Park. The funding includes design and construction services.

This money might be better spent creating a green area or pocket park near the new construction along El Camino Real, where there currently is no neighborhood park but where there will be many new Los Altos residents.

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Below is a pictured simulation from a presentation “**Grant & Shoup Park Playground Replacements**” made by staff on February 17, 2026. Notice the pour-in-place (PIP) synthetic rubber surfacing. It would be most unfortunate should Los Altos decide to replace the current EWF with this substance. The entire character of the park will change, as PIP becomes quite hot on warm days and even hotter on hot days.

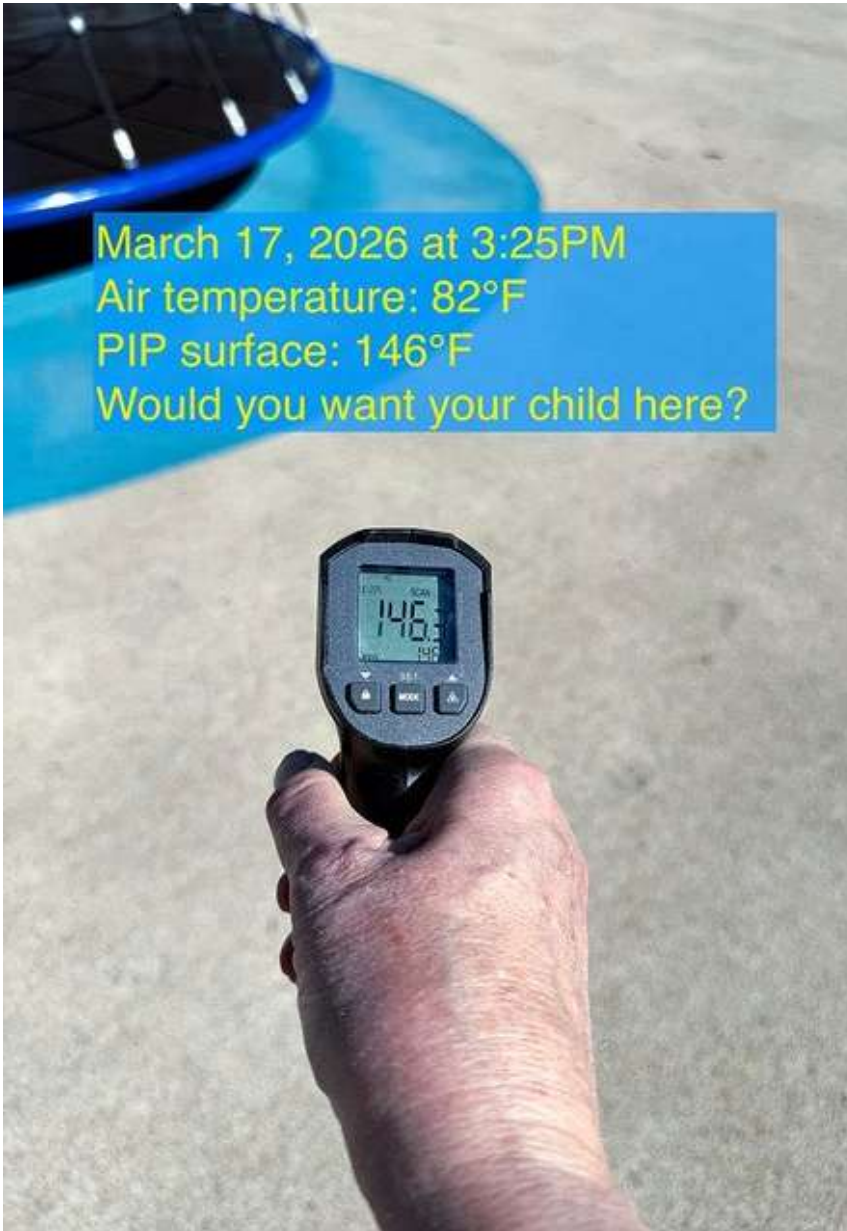
Below this simulated picture are actual photographs, taken on March 17, 2026, at an actual park having a PIP surface. Notice

1. The surface temperature of the PIP
2. That no one is playing at this park - probably because of the heat

## Shoup Park (5-12 Years)



Fair Oaks Park in Sunnyvale, March 17, 2026, 3:35PM



There are other reasons for avoiding PIP surfacing, but I would hope that the thought of transforming a magical place today into a tomorrow's Disneyfied heat-island devoid of children on hot days would convince the Council that Los Altos can do better.



Sincerely,

Susan Hinton

Plastic Pollution Prevention Committee Chair

Sierra Club Loma Prieta Chapter

[https://url.avanan.click/v2/r01/\\_\\_\\_\\_https://www.sierraclub.org/loma-prieta/plastic-pollution-prevention\\_\\_\\_\\_.YXAzOmxcv2FsdG9zY2E6YTpvOmM3OWIyMzBjYjllMzQ1NGIwMDk1ZDk5NzUyNGE0MzFiOjc6NzU0MTpjZjk4YTI1ODU2NDg2MzA4MzBIN2I4OWYzNjM3ZDlhMTEzMMDMwMWNiOTFiZTYyOTVlZDQ3MDhmOTQ3YWVmNzc4OnQ6VDpO](https://url.avanan.click/v2/r01/____https://www.sierraclub.org/loma-prieta/plastic-pollution-prevention____.YXAzOmxcv2FsdG9zY2E6YTpvOmM3OWIyMzBjYjllMzQ1NGIwMDk1ZDk5NzUyNGE0MzFiOjc6NzU0MTpjZjk4YTI1ODU2NDg2MzA4MzBIN2I4OWYzNjM3ZDlhMTEzMMDMwMWNiOTFiZTYyOTVlZDQ3MDhmOTQ3YWVmNzc4OnQ6VDpO)

**From:** [CaraSilver@proton.me](mailto:CaraSilver@proton.me)  
**To:** [Public Comment](#)  
**Subject:** May 26 Council meeting; agenda item no. 5  
**Date:** Sunday, May 24, 2026 5:35:04 PM  
**Attachments:** [2026-05-24 Silver Letter to Los Altos Council.docx](#)

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Please see attached public comment letter.

Thanks,  
Cara Silver

Sent with [Proton Mail](#) secure email.

May 24, 2026

**Re: Public Comment - Agenda Item No. 5, May 26, 2026 Flock License Plate Reader Contract Renewal**

Dear Mayor and Councilmembers:

I am the co-lead of the Immigrant Rights Action Team of Indivisible Palo Alto Plus. I am also a municipal attorney, and in this capacity have reviewed thousands of Service Agreements. For the past year, I have been monitoring actions taken by Santa Clara County cities with respect to Flock contracts. The collection of detailed data, held by a private company with documented privacy abuses and close ties to the federal government, creates a mass surveillance state in a time of egregious federal overreach. As residents and local governments learn more about this technology, alarm bells are going off across the country. This is profoundly unsafe. And it is about much more than license plates.

As discussed in more detail below, I have grave concerns about the existing terms and conditions contained in Flock standard contracts as well as the new terms and conditions that Flock is rolling out.

**The Legal Framework**

There are several constitutional and statutory safeguards regarding automated license plate readers (ALPR's). Both the federal and state constitutions provide a right to privacy from government surveillance. The application of this principle to Flock technology is the subject of many recently filed lawsuits. For example, a recent class action was filed against the City of San Jose under a privacy theory. The suit argues that Flock's ALPR network violates privacy protections: "No officer ever has to establish probable cause, swear to the facts in a warrant application, or await the approval of a judge. . . .Officers can run searches based on a hunch, idle curiosity, or even personal animus. Around the country, officers have been caught using [automated license-plating reader] databases to stalk their ex-partners, monitor protestors and even track down a woman who reportedly had an abortion."<sup>1</sup> A similar class action lawsuit was filed against Flock in San Francisco Superior

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<sup>1</sup> <https://www.kqed.org/news/12080233/san-jose-residents-sue-city-saying-flock-safety-cameras-allow-mass-surveillance>.

Court.<sup>2</sup> And a class action lawsuit was filed against Home Depot alleging that it had turned over surveillance data to law enforcement agencies without a warrant.<sup>3</sup>

California also has two statutory schemes preventing the sharing of ALPR-collected data. First, SB 54, known as California's sanctuary state law, prohibits all cities from sharing data with ICE and Border Patrol. Second, SB 34, the ALPR privacy law, prohibits sharing data with federal and out of state agencies. Importantly, SB 34 contains a \$2,500 penalty for data sharing violations as well as a private cause of action.

A recently leaked legal memorandum from the City of Berkeley's Attorney's Office about Flock Safety warned that Flock technology might be incapable of complying with city, state and federal unauthorized data sharing restrictions **even with the addition of strenuous contractual safeguards**.<sup>4</sup>

### **Flock's Collection of Data Via a Nationwide Database is Inherently Risky**

ALPR technology is a powerful surveillance system that can be used to invade the privacy of individuals and violate the rights of entire communities, particularly vulnerable residents. ALPR systems collect and store location information about drivers that can be built into a database that, in turn, reveals sensitive details about where individuals work, live, associate, worship, seek medical care, and travel.<sup>5</sup> As with other surveillance technologies, police often disproportionately deploy license plate readers in communities experiencing poverty and historically overpoliced communities of color, regardless of crime rates.<sup>6</sup> ALPR information has also been shared with immigration authorities such as

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<sup>2</sup> <https://www.classlawgroup.com/flock-license-plate-cameras-face-class-action-lawsuit-by-gibbs-mura-a-law-group>.

<sup>3</sup> <https://www.dailyjournal.com/article/390841-home-depot-sued-over-license-plate-reader-use-in-parking-lots>

<sup>4</sup> [https://www.dailycal.org/news/city/leaked-city-attorney-memo-shows-berkeley-risks-potential-million-dollar-lawsuits-if-council-renews-flock/article\\_2a5efc3e-4d33-4b2f-8683-0e1395642fe8.html](https://www.dailycal.org/news/city/leaked-city-attorney-memo-shows-berkeley-risks-potential-million-dollar-lawsuits-if-council-renews-flock/article_2a5efc3e-4d33-4b2f-8683-0e1395642fe8.html).

<sup>5</sup>See, e.g., Automatic License Plate Readers, ELECTRONIC FRONTIER FOUNDATION(Mar.29, 2023)<https://www.eff.org/sls/tech/automated-license-plate-readers>; You Are Being Tracked: How License Plate Readers Are Being Used to Record Americans' Movements, AMERICAN CIVIL LIBERTIES UNION (July 2013) <https://www.aclu.org/issues/privacy-technology/you-are-being-tracked>.

<sup>6</sup> Dave Maass and Jeremy Gillula, What You Can Learn from Oakland's Raw ALPR Data, ELECTRONIC FRONTIER FOUNDATION(Jan. 21, 2015)<https://www.eff.org/deeplinks/2015/01/what-we-learned-oakland-raw-alpr-data>; Barton Gellman and Sam Adler-Bell, The Disparate Impact of Surveillance, THE CENTURY FOUNDATION (Dec. 21, 2017)<https://production-tcf.imgix.net/app/uploads/2017/12/03151009/the-disparate-impact-of-surveillance.pdf>; see also, e.g., Kaveh Waddell, How License-Plate Readers Have Helped Police and Lenders Target the Poor, THE ATLANTIC(Apr. 22, 2016) <https://www.theatlantic.com/technology/archive/2016/04/how-license-plate-readers-have-helped-police->

Immigration and Customs Enforcement (“ICE”) and Customs and Border Protection (“CBP”) to identify, detain, and deport immigrant community members.<sup>7</sup>

The possibility of human workarounds at every level undermines any technical safeguards Flock may claim. Search term blocking relies on officers accurately labeling search intent—a system easily defeated by entering vague reasons like “investigation” or incorrect justifications, made either intentionally or not. And, of course, words like “investigation” or “missing person” can mean virtually anything, offering no value to meaningful oversight of how and for what the system is being used. The recently employed drop down menu options make it even easier for users to select a search term that would “pass” a network audit. The same can be said for case number requirements, which depend on manual entry. This can easily be circumvented by reusing legitimate case numbers for unauthorized searches. Audit logs only track inputs, not contextual legitimacy. Flock’s proposed AI-driven audit alerts, something that may be able to flag suspicious activity after searches (and harm) have already occurred, relies on local agencies to self-monitor misuse—despite their demonstrated inability to do so.<sup>8</sup>

Even the most restrictive department policy may not be enough. Austin, Texas, *had* implemented one of the most restrictive ALPR programs in the country, and the program still failed: the city’s own audit revealed systematic compliance failures that rendered its guardrails meaningless.<sup>9</sup>

### **The Flock Contract Has Troubling Terms and Conditions**

Flock encourages all of its city customers to sign a template contract that on its face appears to protect city data, but in reality contains large loopholes. Further, Flock is rolling out new terms and conditions that continue to cut inroads into data privacy. As Flock’s success depends on a connected network of data, this is not surprising.

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and-lenders-target-the-poor/479436/(summarizing data indicating that Oakland Police Department deployed ALPRs “disproportionately often in low-income areas and in neighborhoods with high concentrations of African-American and Latino residents”).

<sup>7</sup> Saira Hussain and Adam Schwartz, EFF Files New Lawsuit Against California Sheriff for Sharing ALPR Data with ICE and CBP, ELECTRONIC FRONTIER FOUNDATION (Oct. 19, 2021) <https://www.eff.org/deeplinks/2021/10/eff-files-new-lawsuit-against-california-sheriff-sharing-alpr-data-ice-and-cbp>.

<sup>8</sup> <https://www.eff.org/deeplinks/2025/06/flock-safetys-feature-updates-cannot-make-automated-license-plate-readers-safe>.

<sup>9</sup> *Id.*

For example, Paragraph 3.3 of the Flock contract provides a fairly straightforward customer data security provision:

3.3. Flock Obligations. Flock shall keep written documentation of who accesses the Customer Data and who the Customer Data is released to, and shall provide such documentation upon request from the Customer. **Subject to Section 5.3**, Flock shall not (1) share the Customer Data with any individual, entity or agency without written permission from Customer; (2) access, download, or decrypt the Customer Data without written permission from Customer; (3) store the Customer Data in any form or for any length of time that violates this Agreement; (4) allow its agents or employees without authorized clearance to access the Customer Data; and (5) otherwise use the Customer Data in a manner that is not approved in writing by Customer. (Emphasis added.)

However, this provision is subject to a more sinister contract provision:

Section 5.3 Disclosure of Footage. Subject to and during the Retention Period, Flock may access, use, preserve and/or disclose the Footage to law enforcement authorities, government officials, and/or third parties, if legally required to do so. Subject to reasonable advance notice to Customer, Flock may also access, use, preserve, and/or disclose Footage if Flock has a good faith belief that such access, use, preservation and/or disclosure is both permissible under applicable law and reasonably necessary either to: (x) comply with a legal process; (y) enforce this Agreement; or (z) detect, prevent or otherwise address security, privacy, fraud or technical issues, or emergency situations. Except as otherwise provided in this Agreement, Flock shall not disclose Footage under any other circumstance without Customer's express written prior authorization.

Since the contract permits Flock to make the decision on whether the data release is “legally required” without requiring the City’s permission to disclose such data, we must rely on Flock’s “good will” in interpreting and applying this contract provision. However, Flock’s reputation for illegal releases belies this ability.<sup>10</sup>

The standard contract terms are also carving out more rights to Flock and less rights over data to municipalities.<sup>11</sup>

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<sup>10</sup> <https://www.aclu-co.org/press-releases/coalition-of-civil-rights-and-advocacy-organizations-deeply-concerned-about-use-of-flock-cameras-for-ice-surveillance/>.

<sup>11</sup> <https://www.aclu.org/news/privacy-technology/flocks-terms-and-conditions>

## **Flock Has Every Incentive to Expand Its System and Use Los Altos' Data to Assist in Federal Searches and Incursions into Our Privacy.**

Flock's business model depends on ultimately creating an integrated database which can then be marketed to the federal government. On May 14, 2026, the FBI released an RFP for a nationwide RFP that can provide ALPRs for tracking subjects on roads and highways over the US and its territories. The requirements include:

- The bidder must provide law enforcement and/or commercial license plate reader data provided through the Contractor's existing platform. The system must cover 75 percent of locations.
- The system must offer the ability to search for license plate information and other descriptive data such as vehicle description information, time/date criteria, and geo-location criteria.
- The system must provide search result notifications. The Contractor system must have the ability to access and/or query cameras across the United States and its territories. The Contractor system must be capable of providing this data in near real time.
- Contractors have to be able to share/create maps depicting camera coverage (i.e. heat mapping), and provide the FBI the source of information (i.e. red-light cameras, repossession vendors, speed cameras, etc.).
- The FBI must be able to search the database for partial or full plate numbers, plate states, addresses, locations where a plate was scanned, and vehicle makes and models.<sup>12</sup>

It is widely reported that Flock will be bidding on this contract. This bid's success will rely on the most robust and comprehensive network Flock can demonstrate.

For all these reasons, I urge the Council to take the following actions:

1. Cancel the existing contract with Flock and not exercise any of the renewal provisions;
2. If the Council is not inclined to immediately cancel the Flock contract, direct the City Attorney to review the Berkeley City Attorney legal memorandum and opine whether the concerns addressed in the Berkeley memorandum apply to the Los Altos contract.

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<sup>12</sup> <https://arstechnica.com/tech-policy/2026/05/fbi-seeks-us-wide-access-to-license-plate-cameras-wants-data-in-near-real-time/>

Sincerely,

Cara Silver

Safety over Surveillance Los Altos

Indivisible of Palo Alto



**From:** [lindabaker](#)  
**To:** [Public Comment](#)  
**Subject:** Flock in Los Altos  
**Date:** Sunday, May 24, 2026 3:54:41 PM

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Dear Los Altos City Council members,

I write in opposition to the use of Flock mass surveillance systems in Los Altos.

I worked in beautiful downtown Los Altos at the Packard Foundation for many years. One of the values the Foundation holds close is integrity. The Foundation says that integrity means that "we are open and honest, hold ourselves accountable, and adhere to the highest standards of conduct and ethics in all we do." I am confident that the Los Altos City Council also wishes to hold up this value.

Unfortunately, integrity is not possible when partnering with a company like Flock. For example, earlier this month in Berkeley, a confidential memo from the City Attorney was obtained by the [Californian](#). The memo outlined potential lawsuits, unreliable data protections, and "what could have been either simple negligence or shady maneuvering by Flock while negotiating with Berkeley." The [Californian](#) says "The attorneys suggested that Flock is likely going to agree to any safety measures the city demands, but added, "we [the City] cannot ensure Flock will abide by its contractual obligations." Indeed, they continued, "the company may not even have the technical ability to implement some of the safeguards to which it might agree." Several municipalities are being sued for their use of Flock, including two lawsuits in [nearby San Jose](#).

At Stanford, an [open letter](#) opposing the use of Flock has nearly 900 signatures from members of the Stanford community, including democracy scholar Larry Diamond, twelve faculty of the Stanford Law School, and over 100 other faculty from across the university.

Even though dedicated law enforcement does its best, local oversight of Flock is unfortunately toothless. Earlier this year in Palo Alto, city leaders [assured residents](#) that despite breaches in Mountain View and elsewhere, Palo Alto's data access policies were strong and outside agencies had not accessed the Palo Alto Flock system. Then, in April, the Department's [release of network audit logs](#) showed a multi-year pattern of outside agencies improperly accessing the Palo Alto Police Department's system, in violation of California law (SB 34) and the City's own Surveillance Use Policy. Similar patterns of improper access have been documented in Mountain View, Menlo Park, Capitola, San Francisco, Oakland, Richmond, Saratoga, Oxnard, and other communities across the nation.

Furthermore, this month 404 media [reported](#) the FBI release of a statement of work seeking to "buy access to automated license plate readers (ALPRs) nationwide, which would likely allow the agency to track the movements of vehicles—and by

extension people—across the country without a warrant.” Documented access of ICE and CBP to Flock data through side doors is already widely reported, and this statement is one step further.

Since the beginning of this month, four more cities have rejected Flock — [bringing the total to sixty-eight](#), a number that continues to grow. On May 5, El Cerrito City Council voted to [cancel](#) their Flock contract. The mayor said “ultimately my biggest concern is the federal government could access the data...The law has been changing constantly, we are losing more rights every week.” [Evanston, Illinois canceled Flock](#) last year after a discovery by the Illinois Secretary of State that Flock had allowed U.S. Customs and Border Protection to access cameras in the state as part of a “pilot project,” illegal under state law. After Evanston canceled the contract and had the cameras removed, Flock reinstalled them. The city issued a cease-and-desist and covered the cameras with black plastic to prevent Flock from continuing to collect data until they were physically removed.

For the safety of Los Altos residents and their visitors, service workers, colleagues, and friends, and for the sake of our democracy, I urge the Los Altos City Council to reject Flock.

Linda Baker

**From:** [Andrea Wald](#)  
**To:** [Public Comment](#); [Gabriel Engeland](#)  
**Subject:** Agenda item #7 - Proposed FY 2026/27 Operating Budget and FY 2027-31 Five-Year Capital & Major Maintenance Program  
**Date:** Sunday, May 24, 2026 2:36:20 PM  
**Attachments:** [image.png](#)  
[image.png](#)  
[image.png](#)  
[image.png](#)

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Dear Mayor Meadows, Vice Mayor Lang, City Council members and City Manager England,

I am writing in regards to Agenda item #7 Proposed FY 2026/27 Operating Budget and FY2027-31 Five-Year Capital & Major Maintenance Program.

From Page 4 of the proposed Capital Budget FY2027-2031 there are dollar amounts shown for design and construction services for both Shoup and Grant Playgrounds. See screen shot below.

| No. | Project # | Project Name          | Project Scope                                                                                                                                                                                                                                       | Strategic Alignment | Status | Funding Source  | FY2026-27 Budget |
|-----|-----------|-----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|--------|-----------------|------------------|
| 26  | 40008     | Shoup Park Playground | This project will upgrade the aging play equipment at Shoup Park. There are two playgrounds in the park. One playground is age appropriate for 2-5 year olds and another for 5-12 year olds. The funding includes design and construction services. | Housing             | Active | Park Impact Fee | 619,950          |
| 27  | 40009     | Grant Playground      | This project will upgrade the aging play equipment at Grant Park. The funding includes design and construction services.                                                                                                                            | Housing             | Active | Park Impact Fee | 619,950          |

I do not see any documents pertaining to the equipment nor ground covering for the parks. I'm wondering where those numbers appear and why they are not part of this budget.

I'm still very concerned about previous discussion and plans for the playgrounds – especially the suggested PIP ground covering. I'd like to know what the status is of the renovation plans for both parks.

Below are three sections from the Council's own strategic goals (<https://www.losaltosca.gov/291/Council-Strategic-Goals>):

## Council Strategic Goals

The City Council Strategic Goals highlight those areas identified by the Council for emphasis and focus. The City Council will accomplish these goals by engaging the community and making decisions which are equitable, sustainable and fiscally prudent. The City Council will ensure that appropriate resources are allocated to maintain Los Altos as a great place to live and work, including providing a work culture and environment that supports recruitment and retention of exceptional employees to provide City services and maintenance and improvement of the City's assets.

Here I would like to highlight the statement about engaging the community in making decisions. This, unfortunately, was not the case when council decided to approve PIP for the new outdoor exercise area. I sincerely hope things will be different for the ground covering at both Shoup and Grant playgrounds

where many have spoken out against going with PIP – including ALL members of your own Parks and Rec Commission.

#### **Environmental Sustainability**

The city of Los Altos will be a leader in environmental sustainability through education, incentives and adaptation initiatives, and practices identified in the City's Climate Action and Adaptation Plan.

In order to be a leader in environmental sustainability it is crucial to understand the impact of unnatural materials, specifically plastics – that are neither environmentally friendly nor sustainable. PIP is unhealthy and not sustainable. I will spare you by repeating all the materials you've already been provided on why this is so.

#### **Housing**

The city of Los Altos will implement the Housing Element, programs, and policies to facilitate, incentivize and administer the availability of housing that is safe, diverse and affordable for all income levels to meet the needs of the Community and seek to increase and protect its green space.

Lastly, “protecting green space” is not only related to housing but also applies to your parks and playgrounds. Once again – PIP is harmful and does nothing to protect our “green spaces”!

When the time comes for you to approve plans for the two park renovations, PLEASE DO NOT approve PIP. EWF (Engineered Wood Fiber) is currently in the parks, is working well and is preferred by those using the parks and those of us who truly understand the harms of PIP.

Thank you.

Sincerely,  
Andrea Wald

**From:** [gorgP](#)  
**To:** [Public Comment](#)  
**Subject:** (No Subject)  
**Date:** Friday, May 22, 2026 11:34:46 AM

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Dear City Council,

My name is Mary Buysse and I have lived in Los Altos for almost 30years. I'm writing to urge you to cancel our city contract with Flock. Mass surveillance makes me feel LESS safe, not more safe.

It worries me to have my location tracked in a national database owned by a private company backed by Peter Thiel and Marc Andresson. I do not feel confident will protect those of us that live and work here.

I am also VERY worried about the hard working Residents that work in and around our city.

Please cancel this Flock contract.

Thank you,  
Mary

Please cancel this Flock contract.

**From:** [Jim Wing](#)  
**To:** [Public Comment](#)  
**Subject:** Council 05/26/2026 Meeting Agenda Item 7 CIP Project 90006 Adobe Creek Sewer Line  
**Date:** Thursday, May 21, 2026 7:45:39 PM

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Los Altos Mayor Meadows and Distinguished Council Members

Subject: Capital Improvement Major Maintenance Project 90006 {ww-01012} Adobe Creek Sewer Main capacity increase [6-inch to 8-inch diameter] from Manresa downstream to Edith. Agenda Item 7

**What the draft CEQA Report taught me is this project is like “tail wagging the dog”. Los Altos needs to “fix the tail first” and then see if the “dog is ok”**

Over past 30 years, upstream start of Adobe Creek Sewer Line usage has dramatically increased with development of 15-unit Manresa Housing Complex and recently increased public usage of Jesuit Retreat Event Center. Recent new events like hoisting weekday local business meetings with groups arriving in at least 2 double decker busses and weekend overnight individual retreats that are booked online. Visitors come from many states because of location that offers rooms / meals with fantastic views of Silicone Valley and Mt. Hamilton. Also, walking trail that has view of San Francisco City Skyline / Bay and easy walk to Redwood Grove trees and Downtown Los Altos restaurants. Most recently a natural landscape “religious labyrinth” large enough to be seen on Google Maps is seeing heavy use.

**I recommend you consider breaking this project into two phases:**

**Phase 1:** Follow 1960’s Los Altos Sewer Line plan connecting to Jesuit Retreat / Manresa Housing Complex sewer line to existing branch of High-Capacity University Ave. sewer line that goes downhill on Manresa to connection manhole. Existing sewer line pump with backup electrical power could possibly be used to pump sewerage up Manresa to “connection manhole”. Existing sewer line that goes under Adobe Creek at New Manresa bridge can be abandon because new double enclosed line could be mounted on cement wall on downstream side of Manresa Bridge. A hydraulic flow study needs to be done by engineering to confirm if existing sewer line pump has sufficient “lift capacity”. If not, a higher lift capacity pump could be installed.

**Phase 2:** After completing Phase 1 [less than one year] only monitor existing Adobe Creek Sewer 6-inch line from University Ave, homes that are connected to it for customer reported problems or green algae that suggests possible leaks. In my 58 years of walking Adobe Creek the only confirmed by City Staff Adobe Creek sewer line leak was last year at where the Manresa Pump House line starts to go under Adobe Creek. This leak zone would be abandoned as part of Phase 1. I have seen green algae from “trash dumps”, dead animals or in places that are not near 6- inch line.

Keep in mind if **Phase 1** works, you will have solved problem in one year for less than \$491,908 rather than several years and \$7,541,960. Also keep in mind that **Phase 2**

requires heavy equipment that will cause damage to native Creekside plants and trees.

Thank You for your consideration!

Jim Wing Milverton Road, Los Altos, Ca.

**From:** [carolovelman](#)  
**To:** [City Council](#); [Public Comment](#)  
**Subject:** Say NO to Flock  
**Date:** Tuesday, May 26, 2026 1:11:20 PM

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Dear Los Altos City Council members,

Please listen to your constituents and do as all the cities surrounding our beautiful city have already done and say NO to renewing the Flock contract. Please - we are surveiled enough as it is.

Thank You,

Carol Ovelman  
[carolovelman@gmail.com](mailto:carolovelman@gmail.com)



**From:** [Renee Rashid](#)  
**To:** [Public Comment](#)  
**Subject:** Council Meeting 5/26/26 Agenda Item #5  
**Date:** Tuesday, May 26, 2026 1:58:25 PM  
**Attachments:** [Screenshot 2025-10-08 at 11.13.30AM.png](#)

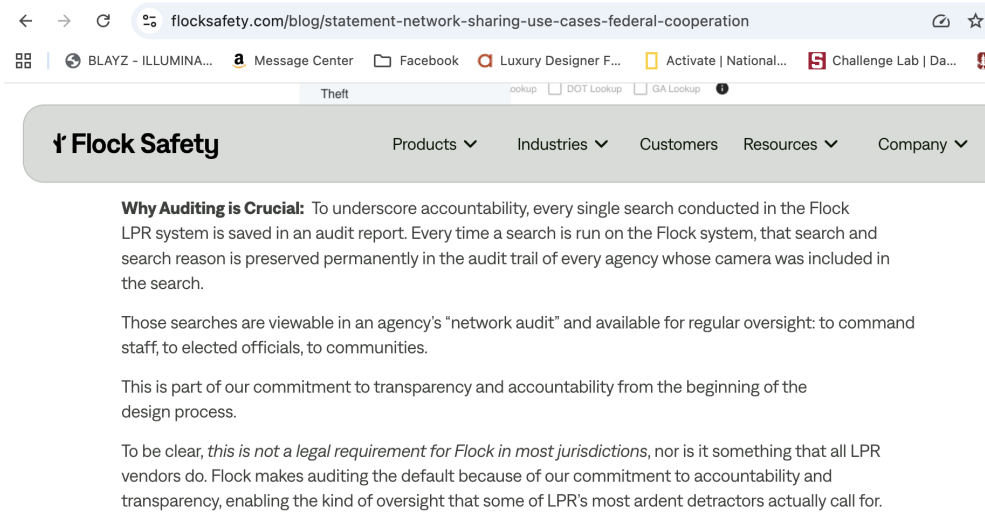
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To Mayor, Vice-Mayor & Councilmembers,

I am writing to you as a resident of Los Altos to urge you to cancel our agreement with Flock Safety. Through numerous discussions with LARE members and Councilmembers, we have consistently brought up the ways that Flock is unsafe for our community and how they have broken trust in Los Altos and other communities across the US. But I saw this statement in the staff report for today's meeting:

"The key point is that the network audit report reflects activity across the entire Flock network, not activity specific to our agency's cameras or data. Because our cameras were not installed in May 2023, it would have been impossible for any agency to search or access our camera data during that time. The presence of thousands of searches in the May 2023 network audit confirms that the network audit displays network-wide activity rather than activity involving our system. Similarly, in network audit reports from February 2025, when the City did have cameras installed, out-of-state agencies appeared in the audit. As mentioned above, the department is prohibited from sharing ALPR data with federal or out-of-state agencies and this is written into the policy. It can be deduced from the May 2023 network audit, that just because an agency appears on our network audit, it does not mean: 1) they had access to our camera data, 2) they searched our camera data, or 3) they were granted permission to view our system. The network audit simply identifies agencies that are part of the broader Flock Safety network during the selected time period. It is not limited to agencies that have access to or have conducted searches of our department's data."

This is in direct contradiction to statements I found on Flock's website on Oct. 8, 2025:



As you can see, here Flock clearly says that a search is preserved in the audit trail of every agency whose cameras were included in the search. Even to a layperson, this makes sense. An audit of a person's financial records includes the transactions *that particular person* was involved in. If a Flock network audit gives data about all the Flock cameras across its entire

system, it is of no use to us - or to any other city using Flock. It *makes no sense whatsoever*. However, if this is the way you want to insist that Flock is doing the network audit, then another problem arises - we have NO WAY of determining who has accessed our data.

Please - as you consider the arguments before you - remember that Flock is not being honest with us, and that is no longer something our community will tolerate when it comes to our rights in this age of federal overreach.

Thank you,  
Renee Rashid  
Los Altos Resident  
LARE member

**From:** [Joshua Williams](#)  
**To:** [Public Comment](#)  
**Cc:** [Kim Woo](#)  
**Subject:** Agenda item 5 Adoption of Resolution - Contract Extension with Flock Safety  
**Date:** Tuesday, May 26, 2026 2:27:05 PM

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I do not support Flock or ALPR cameras and we should not extend the contract.

Flock and ALPR cameras are warrantless mass surveillance and they do not make our city safer. There are countless articles and studies that have proven this. The public safety angle is sensationalized with hand picked examples that do not represent the reality on the ground. Even if you are convinced they help, having a warrantless way to track me in my daily life is not acceptable. Even cell data needs a warrant.

The Supreme Court in Carpenter ruled that there is an expectation of privacy in public spaces when the data tracking is this pervasive like flock cameras is not constitutional. There is a growing groundswell against this technology so I urge you not to be on the wrong side of history supporting mass surveillance and its abuse by government agencies and ICE.

Please protect our privacy and spend city funds on items that actually improve public safety like repairing sidewalks and our streets and improving intersections and vehicular movement and safety.

- Josh Williams

**From:** [CaraSilver@proton.me](mailto:CaraSilver@proton.me)  
**To:** [Public Comment](#)  
**Subject:** Fw: May 26 Council meeting; agenda item no. 5  
**Date:** Tuesday, May 26, 2026 3:26:35 PM  
**Attachments:** [2026-05-24 Silver Letter to Los Altos Council.docx](#)

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I am re-sending the attached public comment letter regarding Agenda Item No. 5 as it did not appear to make it into the agenda packet.

Thank you,  
Cara Silver

Sent with [Proton Mail](#) secure email.

May 24, 2026

**Re: Public Comment - Agenda Item No. 5, May 26, 2026 Flock License Plate Reader Contract Renewal**

Dear Mayor and Councilmembers:

I am the co-lead of the Immigrant Rights Action Team of Indivisible Palo Alto Plus. I am also a municipal attorney, and in this capacity have reviewed thousands of Service Agreements. For the past year, I have been monitoring actions taken by Santa Clara County cities with respect to Flock contracts. The collection of detailed data, held by a private company with documented privacy abuses and close ties to the federal government, creates a mass surveillance state in a time of egregious federal overreach. As residents and local governments learn more about this technology, alarm bells are going off across the country. This is profoundly unsafe. And it is about much more than license plates.

As discussed in more detail below, I have grave concerns about the existing terms and conditions contained in Flock standard contracts as well as the new terms and conditions that Flock is rolling out.

**The Legal Framework**

There are several constitutional and statutory safeguards regarding automated license plate readers (ALPR's). Both the federal and state constitutions provide a right to privacy from government surveillance. The application of this principle to Flock technology is the subject of many recently filed lawsuits. For example, a recent class action was filed against the City of San Jose under a privacy theory. The suit argues that Flock's ALPR network violates privacy protections: "No officer ever has to establish probable cause, swear to the facts in a warrant application, or await the approval of a judge. . . .Officers can run searches based on a hunch, idle curiosity, or even personal animus. Around the country, officers have been caught using [automated license-plating reader] databases to stalk their ex-partners, monitor protestors and even track down a woman who reportedly had an abortion."<sup>1</sup> A similar class action lawsuit was filed against Flock in San Francisco Superior

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<sup>1</sup> <https://www.kqed.org/news/12080233/san-jose-residents-sue-city-saying-flock-safety-cameras-allow-mass-surveillance>.

Court.<sup>2</sup> And a class action lawsuit was filed against Home Depot alleging that it had turned over surveillance data to law enforcement agencies without a warrant.<sup>3</sup>

California also has two statutory schemes preventing the sharing of ALPR-collected data. First, SB 54, known as California's sanctuary state law, prohibits all cities from sharing data with ICE and Border Patrol. Second, SB 34, the ALPR privacy law, prohibits sharing data with federal and out of state agencies. Importantly, SB 34 contains a \$2,500 penalty for data sharing violations as well as a private cause of action.

A recently leaked legal memorandum from the City of Berkeley's Attorney's Office about Flock Safety warned that Flock technology might be incapable of complying with city, state and federal unauthorized data sharing restrictions **even with the addition of strenuous contractual safeguards**.<sup>4</sup>

### **Flock's Collection of Data Via a Nationwide Database is Inherently Risky**

ALPR technology is a powerful surveillance system that can be used to invade the privacy of individuals and violate the rights of entire communities, particularly vulnerable residents. ALPR systems collect and store location information about drivers that can be built into a database that, in turn, reveals sensitive details about where individuals work, live, associate, worship, seek medical care, and travel.<sup>5</sup> As with other surveillance technologies, police often disproportionately deploy license plate readers in communities experiencing poverty and historically overpoliced communities of color, regardless of crime rates.<sup>6</sup> ALPR information has also been shared with immigration authorities such as

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<sup>2</sup> <https://www.classlawgroup.com/flock-license-plate-cameras-face-class-action-lawsuit-by-gibbs-mura-a-law-group>.

<sup>3</sup> <https://www.dailyjournal.com/article/390841-home-depot-sued-over-license-plate-reader-use-in-parking-lots>

<sup>4</sup> [https://www.dailycal.org/news/city/leaked-city-attorney-memo-shows-berkeley-risks-potential-million-dollar-lawsuits-if-council-renews-flock/article\\_2a5efc3e-4d33-4b2f-8683-0e1395642fe8.html](https://www.dailycal.org/news/city/leaked-city-attorney-memo-shows-berkeley-risks-potential-million-dollar-lawsuits-if-council-renews-flock/article_2a5efc3e-4d33-4b2f-8683-0e1395642fe8.html).

<sup>5</sup>See, e.g., Automatic License Plate Readers, ELECTRONIC FRONTIER FOUNDATION(Mar.29, 2023)<https://www.eff.org/sls/tech/automated-license-plate-readers>; You Are Being Tracked: How License Plate Readers Are Being Used to Record Americans' Movements, AMERICAN CIVIL LIBERTIES UNION (July 2013) <https://www.aclu.org/issues/privacy-technology/you-are-being-tracked>.

<sup>6</sup> Dave Maass and Jeremy Gillula, What You Can Learn from Oakland's Raw ALPR Data, ELECTRONIC FRONTIER FOUNDATION(Jan. 21, 2015)<https://www.eff.org/deeplinks/2015/01/what-we-learned-oakland-raw-alpr-data>; Barton Gellman and Sam Adler-Bell, The Disparate Impact of Surveillance, THE CENTURY FOUNDATION (Dec. 21, 2017)<https://production-tcf.imgix.net/app/uploads/2017/12/03151009/the-disparate-impact-of-surveillance.pdf>; see also, e.g., Kaveh Waddell, How License-Plate Readers Have Helped Police and Lenders Target the Poor, THE ATLANTIC(Apr. 22, 2016) <https://www.theatlantic.com/technology/archive/2016/04/how-license-plate-readers-have-helped-police->

Immigration and Customs Enforcement (“ICE”) and Customs and Border Protection (“CBP”) to identify, detain, and deport immigrant community members.<sup>7</sup>

The possibility of human workarounds at every level undermines any technical safeguards Flock may claim. Search term blocking relies on officers accurately labeling search intent—a system easily defeated by entering vague reasons like “investigation” or incorrect justifications, made either intentionally or not. And, of course, words like “investigation” or “missing person” can mean virtually anything, offering no value to meaningful oversight of how and for what the system is being used. The recently employed drop down menu options make it even easier for users to select a search term that would “pass” a network audit. The same can be said for case number requirements, which depend on manual entry. This can easily be circumvented by reusing legitimate case numbers for unauthorized searches. Audit logs only track inputs, not contextual legitimacy. Flock’s proposed AI-driven audit alerts, something that may be able to flag suspicious activity after searches (and harm) have already occurred, relies on local agencies to self-monitor misuse—despite their demonstrated inability to do so.<sup>8</sup>

Even the most restrictive department policy may not be enough. Austin, Texas, *had* implemented one of the most restrictive ALPR programs in the country, and the program still failed: the city’s own audit revealed systematic compliance failures that rendered its guardrails meaningless.<sup>9</sup>

### **The Flock Contract Has Troubling Terms and Conditions**

Flock encourages all of its city customers to sign a template contract that on its face appears to protect city data, but in reality contains large loopholes. Further, Flock is rolling out new terms and conditions that continue to cut inroads into data privacy. As Flock’s success depends on a connected network of data, this is not surprising.

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and-lenders-target-the-poor/479436/(summarizing data indicating that Oakland Police Department deployed ALPRs “disproportionately often in low-income areas and in neighborhoods with high concentrations of African-American and Latino residents”).

<sup>7</sup> Saira Hussain and Adam Schwartz, EFF Files New Lawsuit Against California Sheriff for Sharing ALPR Data with ICE and CBP, ELECTRONIC FRONTIER FOUNDATION (Oct. 19, 2021) <https://www.eff.org/deeplinks/2021/10/eff-files-new-lawsuit-against-california-sheriff-sharing-alpr-data-ice-and-cbp>.

<sup>8</sup> <https://www.eff.org/deeplinks/2025/06/flock-safety-s-feature-updates-cannot-make-automated-license-plate-readers-safe>.

<sup>9</sup> *Id.*

For example, Paragraph 3.3 of the Flock contract provides a fairly straightforward customer data security provision:

3.3. Flock Obligations. Flock shall keep written documentation of who accesses the Customer Data and who the Customer Data is released to, and shall provide such documentation upon request from the Customer. **Subject to Section 5.3**, Flock shall not (1) share the Customer Data with any individual, entity or agency without written permission from Customer; (2) access, download, or decrypt the Customer Data without written permission from Customer; (3) store the Customer Data in any form or for any length of time that violates this Agreement; (4) allow its agents or employees without authorized clearance to access the Customer Data; and (5) otherwise use the Customer Data in a manner that is not approved in writing by Customer. (Emphasis added.)

However, this provision is subject to a more sinister contract provision:

Section 5.3 Disclosure of Footage. Subject to and during the Retention Period, Flock may access, use, preserve and/or disclose the Footage to law enforcement authorities, government officials, and/or third parties, if legally required to do so. Subject to reasonable advance notice to Customer, Flock may also access, use, preserve, and/or disclose Footage if Flock has a good faith belief that such access, use, preservation and/or disclosure is both permissible under applicable law and reasonably necessary either to: (x) comply with a legal process; (y) enforce this Agreement; or (z) detect, prevent or otherwise address security, privacy, fraud or technical issues, or emergency situations. Except as otherwise provided in this Agreement, Flock shall not disclose Footage under any other circumstance without Customer's express written prior authorization.

Since the contract permits Flock to make the decision on whether the data release is “legally required” without requiring the City’s permission to disclose such data, we must rely on Flock’s “good will” in interpreting and applying this contract provision. However, Flock’s reputation for illegal releases belies this ability.<sup>10</sup>

The standard contract terms are also carving out more rights to Flock and less rights over data to municipalities.<sup>11</sup>

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<sup>10</sup> <https://www.aclu-co.org/press-releases/coalition-of-civil-rights-and-advocacy-organizations-deeply-concerned-about-use-of-flock-cameras-for-ice-surveillance/>.

<sup>11</sup> <https://www.aclu.org/news/privacy-technology/flocks-terms-and-conditions>



## **Flock Has Every Incentive to Expand Its System and Use Los Altos' Data to Assist in Federal Searches and Incursions into Our Privacy.**

Flock's business model depends on ultimately creating an integrated database which can then be marketed to the federal government. On May 14, 2026, the FBI released an RFP for a nationwide RFP that can provide ALPRs for tracking subjects on roads and highways over the US and its territories. The requirements include:

- The bidder must provide law enforcement and/or commercial license plate reader data provided through the Contractor's existing platform. The system must cover 75 percent of locations.
- The system must offer the ability to search for license plate information and other descriptive data such as vehicle description information, time/date criteria, and geo-location criteria.
- The system must provide search result notifications. The Contractor system must have the ability to access and/or query cameras across the United States and its territories. The Contractor system must be capable of providing this data in near real time.
- Contractors have to be able to share/create maps depicting camera coverage (i.e. heat mapping), and provide the FBI the source of information (i.e. red-light cameras, repossession vendors, speed cameras, etc.).
- The FBI must be able to search the database for partial or full plate numbers, plate states, addresses, locations where a plate was scanned, and vehicle makes and models.<sup>12</sup>

It is widely reported that Flock will be bidding on this contract. This bid's success will rely on the most robust and comprehensive network Flock can demonstrate.

For all these reasons, I urge the Council to take the following actions:

1. Cancel the existing contract with Flock and not exercise any of the renewal provisions;
2. If the Council is not inclined to immediately cancel the Flock contract, direct the City Attorney to review the Berkeley City Attorney legal memorandum and opine whether the concerns addressed in the Berkeley memorandum apply to the Los Altos contract.

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<sup>12</sup> <https://arstechnica.com/tech-policy/2026/05/fbi-seeks-us-wide-access-to-license-plate-cameras-wants-data-in-near-real-time/>

Sincerely,

Cara Silver

Safety over Surveillance Los Altos

Indivisible of Palo Alto

**From:** [Julie Lunn](#)  
**To:** [Public Comment](#)  
**Subject:** Please get Flock Out of Los Altos Agenda Item#5 on 5/26  
**Date:** Tuesday, May 26, 2026 3:26:38 PM

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Dear City Council,

I'm Julie Lunn and have enjoyed living in and around Los Altos since the mid 1980s. I've enjoyed raising our three children here in Los Altos for the past 17 years, with great public schools, easy access to local shops and dining, and plenty of fun, safe parks.

I'm writing to communicate my strong opposition to the use of Flock cameras in our community. This technology makes me feel vulnerable to forces I don't have visibility into nor influence upon. There is nothing about the use of these cameras that makes me feel more safe, in fact, they do just the opposite. Just like with social media, once you share data, you lose control over where it goes, who sees it, and how they decide to use it long into the future. Just as an example, if someone needs to cross through town to attend a No Kings Protest or even shop at a business near the protest's location that has *no connection* whatsoever, their data should not be tracked. They should feel free to peacefully go about their business that day, whatever that happens to be, without fear that AI based surveillance systems are tracking them.

Our police department has done an admirable job for decades, keeping our broader community safe without the use of this intrusive surveillance technology. If curtailing property crime is a priority, more targeted, evidenced based solutions are available. The amount of data breach notifications I receive on a weekly basis now is both frustrating and frightening. Despite policies and safe guards in place, data security is an ongoing concern. I should be able to get groceries, return a library book, or grab coffee with a colleague, without adding to the wealth of information tech systems have collected, stored and shared without my explicit permission for their own monetary gain.

I urge you to cancel the Flock contract. Please continue to support our police in the important work they do, but without a company that continues to have worrisome conduct as documented by cities around the country. Flock has yet to prove they have our community's best interest or long term safety at heart. Please do your best in listening to the concerns raised, heeding the warnings of other communities, and protecting us all by getting Flock out.

With deep appreciation for the time and effort you put into our community,  
Julie Lunn

**From:** [b.lunn@comcast.net](mailto:b.lunn@comcast.net)  
**To:** [Public Comment](#)  
**Subject:** Agenda item - FLOCK renewal - Do Not Renew  
**Date:** Tuesday, May 26, 2026 4:04:42 PM

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As a Los Altos resident (1715 Selig Ln) , I strongly oppose renewing FLOCK. The unwarranted collection of personal movements is clearly not constitutional. Arguments that current policies are in place that the data will not be used in an unconstitutional manner are weak and naive. Valuable data will ultimately be intentionally or unintentionally leaked. Federal policies have changed so dramatically in the last couple years that no one should feel comfortable that tomorrow's policies won't leverage this information for political gain and not for enforcing laws.

Please stop funding this program.

Respectfully  
Brian Lunn  
Sent from my iPhone

**From:** [leigh.abott](#)  
**To:** [Public Comment](#)  
**Subject:** City Council Meeting 5/26/2026 Flock Cameras Item #5 (Against Renewal of Flock Contract)  
**Date:** Tuesday, May 26, 2026 5:41:09 PM

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Dear Mayor & City Council Members -

I read the Staff Report in Full and am against the renewal of the Contract For Flock Cameras

I believe it is a sliding scale issue meaning there is no right answer. It is an evaluation of safety vs. the right to privacy and a civil liberties issue. I understand the argument that there is no right to privacy in a public space. However, even if you have no absolute right to privacy in public, there is a massive difference between being casually observed by a passerby and being tracked by a permanent, government-controlled system.

Pre-Flock camera installation I felt safe. I still feel safe. Los Altos is a safe place to live and the Police Department does an excellent job. I do have significant concerns about our right to privacy and our civil liberties. After reading the Staff Report, I question Flock's ability to keep our data secure, our ability to protect ourselves from Flock or another entity's ability to get around Flock and access our data, and the success of the system. I believe only 2 of the examples in the staff report mentioned Los Altos directly and one was a minor incident.

If the contract is renewed we need to have another discussion about camera placements, policies, security and ongoing evaluation.

Leigh

**From:** [noreply@civicplus.com](mailto:noreply@civicplus.com)  
**To:** [Public Comment](#)  
**Subject:** Online Form Submittal: Public Comment Submission to City Council  
**Date:** Tuesday, May 26, 2026 6:42:18 PM

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## 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.**

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### Your Public Comment

As a twenty-plus-year resident of Los Altos and Los Altos Hills, I am in favor of retaining FLOCK ALPR cameras. There currently does not appear to be a more reasonable, effective, and constrained law enforcement tool for comparable functions, as described on the Los Altos website. Moreover, concerns regarding privacy and surveillance seem inflated. What is the surveillance difference between a photo of a license plate from a FLOCK camera and the FASTTRACK toll cameras? Or a speeding camera? Or a red light camera? Is it credible to believe that none of these other camera databases are accessible by federal government agencies? I doubt it. The difference is that FLOCK is one of the only tools available to local law enforcement to effectively catch criminals. Crime happening in Los Altos or Los Altos Hills does not stay here. The criminals will inevitably cross over to another neighboring city. Without FLOCK, how will Los Altos PD coordinate with neighboring police departments to track and apprehend criminal vehicles? The dozens of examples on the Los Altos PD website demonstrate the value of this tool. Eliminating flock would not only handicap our law enforcement, it would be naive. Ultimately, there will be some form of traffic cameras. Flock has owned up to past mistakes and offers robust protections on privacy and no data sharing with ICE or government agencies. There is a strong likelihood that, no matter what, traffic cameras will be in place in Los Altos. But there is no guarantee that an alternative to flock would be better or offer the same protections.

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| Name        | 20+ year resident           |
| Email       | <i>Field not completed.</i> |

Email not displaying correctly? [View it in your browser.](#)

**From:** [noreply@civicplus.com](mailto:noreply@civicplus.com)  
**To:** [Public Comment](#)  
**Subject:** Online Form Submittal: Public Comment Submission to City Council  
**Date:** Tuesday, May 26, 2026 6:40:20 PM

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## Public Comment Submission to City Council

### Submitting Written Comments on Agenda Items

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**To:** [Public Comment](#)  
**Subject:** Online Form Submittal: Public Comment Submission to City Council  
**Date:** Tuesday, May 26, 2026 6:38:31 PM

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## Public Comment Submission to City Council

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| Name        | 20+ year resident           |
| Email       | <i>Field not completed.</i> |

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**Patricia Gómez**, Director of Hogar Si / Housing Yes, says it well:

*"The day citizens realize that homelessness is not the result of bad choices, but rather of an exclusionary social structure that deprives people of their rights, we will be moving towards an inclusive, fulfilling, and free society where every person matters."*

Good leadership isn't about what is popular — it's about doing what is in the best interest of humanity. Dr. Fauci worked with the Trump administration to make the painful, unpopular decision to shut down during COVID — for the greater good. Decriminalizing homeless encampments requires that same courage.

The most recent encampment in Los Altos had been forcibly relocated many times before a housing alternative, a hotel was ever offered. Each move meant lost documents, lost medications, and another community paying for a clearance without a solution. Camp clearances cost more than housing people. Jailing someone costs more than housing them. A misdemeanor does not solve homelessness — it just moves it down the road.

**Charles Long Jr.** was just named UC Berkeley's most distinguished graduating senior and University Medalist. He is formerly homeless — and formerly incarcerated for a crime he maintains he did not commit, having taken a plea deal simply to avoid the risk of a lengthier sentence. In his commencement speech he said:

*"The world does not need us to agree on everything. It does need us to remember that we belong to one another,"*

*"We share a responsibility to leave people more free, more safe, more seen and more loved than we found them," Long said. "And when doors close around you, because some will, don't be afraid to build your own. Then hold that door open so someone else can walk through it."*

I ask this council to pursue regional housing solutions and remove the misdemeanor threat from the camping ordinance — for our shared humanity.

[Watch Live](#)

# Formerly incarcerated, homeless, at 43, UC Berkeley senior graduates with top honor

By Sharon Song | Updated May 19, 2026 7:34 PM PDT | UC Berkeley | KTVU FOX 2 | 

## Formerly incarcerated, homeless, at 43, UC Berkeley senior graduates with top honor

He was once a part of a revolving system that took him in and out of jail, with stints of homelessness and days of just trying to survive, and on Saturday, 43-year-old Charles Long Jr. marked a proud, major milestone in his life, not just graduating from one of the most prestigious universities in the world, but receiving his degree with the highest honor awarded to a graduating senior at Berkeley.

### The Brief

- 43-year-old Charles Long Jr. graduated from UC Berkeley on Saturday.

- Long was named UC Berkeley's University Medalist, the highest honor awarded to a graduating senior.
- 

**BERKELEY, Calif.** - He was once a part of a revolving system that took him in and out of jail, with stints of homelessness and days of just trying to survive, and on Saturday, 43-year-old Charles Long Jr. marked a proud, major milestone in his life by not just graduating from one of the most prestigious universities in the world, but also receiving his degree with the highest honor awarded to a graduating senior at Berkeley.

Long was recognized as this year's University Medalist. Candidates of the long-running award must have achieved a grade point average of at least 3.96. "A medal and \$2,500 are awarded to the most distinguished graduating senior on the UC Berkeley campus," according to the university.

What we know: With a 4.0 GPA, the sociology and social welfare double major was chosen for the honor as he was recognized as an exceptional student who brought and used his past and his life experiences into his academic journey as he worked to make an impact since his first day stepping onto campus.

Receiving the award, Long delivered a powerful and emotional speech before about 7,000 graduating students, their family and friends at California Memorial Stadium.

## His past an 'asset'

He began his address by talking about what it means to be an "organic intellectual," referencing Italian philosopher Antonio Gramsci, who introduced the concept in his writings from a prison cell.

"Organic intellectuals are thinkers, scholars and activists grown from the soil of the communities they come from. They don't study to escape their communities but to understand, represent and serve them," Long said, adding, "They turn experience into insight, insight into action and action into a better world."

He looked out into the crowd and said that he stood among many organic intellectuals.

"Your experience at Berkeley has always come with a responsibility to the family and the communities that you come from. I see you. I see all of y'all," he told his fellow graduates, who burst into cheers.

Long said he once believed that his past, his experiences were ones that didn't allow him to step into a space like Berkeley. But during his time at the university, he's learned otherwise.

"When I arrived here, I carried a story that I thought would disqualify me from places like this," Long said as he choked up and got emotional. "Now that story is one of my greatest assets."

The backstory: Long grew up in the Bay Area and even from a young age, he said he would always identify UC Berkeley as his dream school if he could attend any university.

When he was 1, Long's dad went to prison. He told UC Berkeley News that his early memories were marked with images of his father calling from prison and mother in a drug rehabilitation program that placed him and his siblings in foster care.

Long told UC Berkeley News that when he was 5, during a conversation with his dad who was calling from prison, he shared that he wanted to be a social worker one day.

"He reminds me of this all the time to this day," Long said.

But it would be a circuitous path to get there.

## **In and out of jail**

An arrest when he was 18, placed him on a cycle that would be hard to break from.

The arrest, he said, happened in Milpitas the day before he was set ship off for the Navy. He was leaving an area not far from where a fight had broken out. Police wrongly assumed that he was a part of the fight and arrested him on suspicion of felony assault.

"I thought they were going to let me go once they realized that I was not at the fight," Long told UC Berkeley News.

But he wasn't cleared of the charges, and prosecutors instead offered him a deal to plead guilty to a lesser charge.

While Long did not want to take the deal, he had seen what had happened to his father when he was given an option to take a one-year jail sentence after his arrest.

His dad decided to fight the case against him and ended up with a much longer prison term.



"I had been in jail so long, when they offered a plea deal to let me out, I just took it," Long said in a video that was shared at the graduation.

Long was ultimately sentenced to two years in prison and five years of parole.

He maintains his innocence and said, "Once you're in the system, it's really hard to get out."

At one period during his time out of jail, he experienced homelessness in San Jose after his family moved away from the Bay Area to Las Vegas.

Living in encampments, Long would be subject to homeless sweeps. "Being associated with other people with criminal records, or merely living in an area of suspected drug use, were violations of his parole," UC Berkeley News wrote.

This cycle continued until he reevaluated his life with the birth of his daughter. The dad said he wanted to live as an example for his child.

"I don't want to just tell her to chase her dreams. I have to show her," he said.

## **Back to school**

At age 37, he went back to school attending community college at Moreno Valley College in Riverside County, and then he eventually transferred.

Long was 40 years old in the fall of 2022 when he began his journey at UC Berkeley.

It was on the Cal campus he entrenched himself in his work and studies in policing and violence

## Helping those incarcerated

Before even starting at the university, one of his professors at community college told him about Berkeley Underground Scholars, a campus program aimed at offering support to formerly incarcerated students and those currently in custody.

Long would also volunteer for Teach in Prison, a student-run program in which students tutor incarcerated men at San Quentin.

And he also worked to mentor young people in juvenile halls.

## Standout scholar

Continuing lecturer Laleh Behbehanian in Berkeley's Department of Sociology described Long as a standout scholar whose intellect is grounded in his commitment to help others.

What they're saying: "Charles is by far one of the most outstanding students I have ever had the pleasure of working with during my 23 years of teaching," Behbehanian shared with KTVU in an email.

She also praised the hands-on work he's done to help those who have been in the criminal system.

"He is exceptionally brilliant and passionately committed to supporting his fellow formerly incarcerated students, particularly through his extensive work with Berkeley Underground Scholars," Behbehanian said.

She said as part of his honors thesis research, Long looked at the profound effects of tutoring and other mentoring programs in prisons.

"His work focuses on how this kind of volunteer work in prisons has the potent of fueling what he calls 'empathy recovery.' He supplemented this with further research mapping out the higher educational programs operating in prisons across the nation."

What's next: Long plans to continue his work in restorative justice research and programs.

And now that he's graduated, he wants to take a gap year and travel to Africa, with plans to further his academic journey and apply to Ph.D. programs.

## **More than a degree**

In his address, Long told his audience that he leaves UC Berkley with more than a degree. He leaves with a powerful and inspiring sense of hope to make the world better.

"Hope that people and institutions can work together to serve the people," he said.

But he also cautioned about letting their education give them a false sense of certainty. He said he learned early on that a Berkeley education does not exempt him from the systemic societal challenges that have always been there.

"During my first year here, a police encounter at a social justice conference left me face down against the concrete with a shattered tooth," he recounted in his speech. "The empty space in my smile is a constant reminder that credentials

## **'Make something grow'**

And the 2026 University medalist challenged his fellow graduates to use the so of the communities they come from, the tools they've gained from their educat and "make something grow."

He challenged his classmates to forge forward being humble, curious, brave ar ready to act.

"Whatever you do with the opportunity Berkeley has placed in your hands, let i be great. Not because it makes you important but because it makes life better someone else," he said. "Let your work build doors where someone else only s walls."

## **Shared responsibility**

And he closed with a message of unity and action in a world where differences make us who we are.

"The world does not need us to agree on everything. It does need us to remember that we belong to one another," the graduate said.

He described a shared responsibility that they all carry.

"We share a responsibility to leave people more free, more safe, more seen an more loved than we found them," Long said. "And when doors close around yo because some will, don't be afraid to build your own. Then hold that door oper someone else can walk through it."

### Heart transplant patient receives diploma in special graduation ceremony

20-year-old Spencer Rollins received his diploma at a special ceremony at Lucile Packard Children's Hospital. He has been awaiting a heart transplant for 227 days and attended a special school at the hospital.

### The Source

Information for this story came from UC Berkeley News, the university's website, video of the commencement, and KTVU's correspondence with La Behbehanian and UC Berkeley's media relations team.

[UC Berkeley](#)[News](#)[Instanews](#)[Good News](#)[Education](#)

Austin M.

May 24, 2026

Los Altos City Council

City of Los Altos

1 North San Antonio Road

Los Altos, CA 94022

Re: Public Comment on Regular City Council Meeting, May 26, 2026 — Item 5, “Adoption of Resolution - Contract Extension with Flock Safety”

Dear Mayor and Members of the Los Altos City Council:

I am writing to provide public comment on Item 5 on the May 26, 2026 regular City Council agenda, titled “Adoption of Resolution - Contract Extension with Flock Safety.” The item asks the Council to adopt a resolution authorizing the City Manager to execute a contract extension with Flock Safety in the amount of \$160,000, extending the current contracts for an additional two years for maintenance and service of the 25 Flock Safety cameras in the City of Los Altos.

Respectfully, the City of Los Altos will be on the wrong side of history if it continues to maintain a relationship in any form with Flock Group Inc., and indeed the credibility and integrity of the City is at stake. Flock Group Inc. exposed sensitive data on Los Altos residents and community members in the broader region to out-of-state and Federal agencies in violation of California SB 34 and SB 54<sup>1</sup>. Of particular salience is the recent news reported by 404media<sup>2</sup> that the FBI is seeking a single vendor for a nationwide network of license plate readers of its own. The path to such contract is paved by Los Altos tax dollars, as every contract and continued use of the company’s product is an endorsement. Every dollar spent with the company extends the runway of a wildly

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<sup>1</sup> <https://www.lare.org/alpr-updated-analysis>

<sup>2</sup> <https://www.404media.co/the-fbi-wants-to-buy-nationwide-access-to-license-plate-readers/>

unprofitable company desperate to provide a return for investors like Peter Thiel, who bolsters his wealth built on mass surveillance by cozying up to the MACA administration<sup>3</sup>. Los Altos' admirable policies and safeguards meant to protect its citizens and vulnerable populations will be undermined if Flock wins the contract as a Federally controlled and operated ALPR network will not be subject to the City's ALPR policy or professional norms. With the recent news of incoming ICE facilities in Gilroy<sup>4</sup> and Dublin<sup>5</sup>, devastating mass ICE and CBP enforcement activity in the region like we have seen in Minneapolis and other cities will have been enabled by Flock.

For these reasons and more, I respectfully urge the City Council to uphold its values, reject the resolution, and move to cancel the contract with Flock Group Inc.

Thank you for considering my public comment. I ask that this letter be included in the public record for the May 26, 2026 regular City Council meeting and associated with Item 5, Adoption of Resolution - Contract Extension with Flock Safety.

Sincerely,

Austin M.

Safety Over Surveillance Los Altos Coalition

Indivisible Palo Alto Plus

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<sup>3</sup> <https://www.theguardian.com/us-news/2018/oct/23/silicon-valley-tech-firms-making-money-trump-anti-immigrant-agenda-report>

<sup>4</sup> <https://sanjosespotlight.com/federal-detention-center-planned-in-south-county/>

<sup>5</sup> <https://www.kqed.org/news/12082440/advocates-urge-demolition-of-fci-dublin-raising-worries-it-could-become-ice-jail>

# The FBI Wants to Buy Nationwide Access to License Plate Readers

 [404media.co/the-fbi-wants-to-buy-nationwide-access-to-license-plate-readers](https://404media.co/the-fbi-wants-to-buy-nationwide-access-to-license-plate-readers)

Joseph Cox

May 18, 2026

## Privacy

Only a couple vendors could likely fulfill what the FBI is after, namely Flock and Motorola.



Photo by [David Trinks](#) on [Unsplash](#)

The FBI wants to buy access to automated license plate readers (ALPRs) nationwide, which would likely allow the agency to track the movements of vehicles—and by extension people—across the country without a warrant, according to FBI procurement records reviewed by 404 Media.

The documents show that ALPRs continue to be a sought-after tool for law enforcement, not just for local police and individual communities, but federal agencies too. The news also comes as protests and pushback against ALPRs have spread around the country.

**Do you work at Flock or Motorola? I would love to hear from you. Using a non-work device, you can message me securely on Signal at joseph.404 or send me an email at joseph@404media.co.**



"The FBI has a crucial need for accessible LPRs to provide a diverse and reliable range of collections across the United States. This data should be available across major highways and in an array of locations for maximum usefulness to law enforcement," a statement of work, which describes what data the FBI is seeking access to, reads.

ALPR cameras generally work by constantly scanning the color, brand, model, and license plate of vehicles that drive by. This creates a timestamped record of where a particular vehicle was at a specific time that law enforcement can then query, effectively letting them see exactly where someone drove across time. The technology has existed for decades, but has become more pervasive in recent years.

The FBI says it is looking for a vendor that will let it log into a Software-as-a-Service system and then query the collected ALPR data with license plate information, a description of the vehicle, a time or date, and geolocation information.

The FBI says it is looking for ALPR coverage in the following areas: Eastern 48 (East of the Mississippi River); Western 48 (West of the Mississippi River); Hawaii; Puerto Rico; Alaska; and outlying areas such as Guam, the U.S. Virgin Islands, or Tribal Territories. In effect, the FBI is looking for ALPR data nationwide and even beyond. An attached price template indicates the FBI is willing to pay \$6 million for each of those broad areas, bringing the total to \$36 million.

Images: Screenshots from the documents.

The FBI says it intends to award the contract to a single vendor, but if any such vendor is unable to fulfill all of the requirements, the agency may award the contract to up to two vendors. The contract is specifically for the FBI's Directorate of Intelligence, which oversees the agency's intelligence mission. The FBI is not only a law enforcement agency, but also part of the Intelligence Community.

There are a limited number of companies that might be able to provide the sort of data the FBI is seeking. One of those is Flock, whose ALPR cameras are stationed in communities all across the country. According to data 404 Media and researchers have obtained through public records requests, Flock has at least 80,000 cameras connected to its national lookup tool. At one point, Homeland Security Investigations (HSI), a section of Immigration and Customs Enforcement (ICE); the Secret Service, and the Navy's criminal investigation arm all had access

to Flock's nationwide network as part of a pilot program. As 404 Media revealed, local police have performed lookups in the Flock nationwide database on behalf of ICE.

The other is Motorola Solutions, which acquired Vigilant Solutions. Motorola has a massive database of ALPR information built with cameras installed in police officer's roaming vehicles. An arm of the company that sells to private industry has essentially outsourced image collection to repo men. In 2019, I reported on that part of the business, called Digital Recognition Network (DRN), and was shown how powerful its tracking capabilities can be. 404 Media reported last year that ICE recently invited staff to demos of a Motorola app that let officers scan a license plate and add it to a database of billions of records that show where else that vehicle has been spotted.

Josh Thomas, chief communications officer at Flock, told 404 Media in an email "We're not going to speculate on prospective deals. But it's worth noting that we already work with several federal agencies, all of whom are subject to the same obligations, constraints, and transparency mechanisms that apply to every other Flock customer. We also rebuilt our product from the ground up, starting last year, to ensure all local customers could trust that they can use Flock in full compliance with local and state laws. A big part of that is our Audit Assistance tool."

Neither Motorola nor the FBI responded to a request for comment.

Joseph is an award winning investigative journalist focused on generating impact. His work has triggered hundreds of millions of dollars worth of fines, shut down tech companies, and much more.





**CITY OF LOS ALTOS  
CITY COUNCIL MEETING MINUTES  
TUESDAY, MAY 12, 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** – **Sally Meadows, Mayor**, led the Pledge of Allegiance.

**REPORT ON CLOSED SESSION**

There was no Closed Session meeting on May 12, 2026.

**CHANGES TO THE ORDER OF THE AGENDA**

There were no changes to the agenda order.

**SPECIAL ITEM**

Issue Proclamation Recognizing May 2026 as Affordable Housing Month

**Sally Meadows, Mayor**, presented the proclamation to **Cory Walbach, SV Homes Representative**

**PUBLIC COMMENTS ON ITEMS NOT ON THE AGENDA**

The following members of the public spoke during Public Comment:

- Julia Rapoza

**CONSENT CALENDAR**

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

1. **Approval of Meeting Minutes** – Draft Regular Meeting of April 28, 2026
2. **Adoption of Resolution — Authorizing the increase of Solid Waste Collection Rates by 4.9041%**  
Adopt a Resolution authorizing the increase of Solid Waste Collection Rates by 4.9041%, effective July 1, 2026
3. **Adoption of Resolution - Purchase of two Parks Maintenance Vehicles**  
Adopt a resolution to approve the purchase of two Parks Maintenance vehicles. One E-Transit Van for the irrigation crew and one dump-bed truck for general park material transport

## DISCUSSION ITEMS

### 4. Review of Contributions - Non-Profit and Civic Organizations

Review non-profit and civic organization contribution applications and direct staff to incorporate funding into the budget for FY 26-27

The City Council asked representatives from organizations with representatives present to discuss their request for funding:

- **Maddy McBirney and Karen Zucker** – Arts Los Altos
- **Mary Gloner and Amy Gibson** – CASSY
- **Jan McDaniel** – Compassion Week
- **Abi Karlin-Resnick and Amy Gibson**– Los Altos Mountain View Community Foundation Summit

Motion by Lang and Second by Dailey to approve funding to Arts Los Altos, in the amount of \$45,000. **Motion failed due to a tie vote, with Councilmember Dailey and Vice Mayor Lang voting in favor; Councilmember Weinberg and Mayor Meadows opposed.**

Motion by Lang and Second by Meadows to approve funding to CASSY, in the amount of \$10,000. **Motion failed by roll call vote, with Councilmember Lang in favor, and Councilmember Dailey, Councilmember Weinberg, and Mayor Meadows opposed.**

Motion by Lang and Second by Dailey to approve funding for Compassion Week, in the amount of \$5,500. **Motion failed due to a tie vote, with Councilmember Dailey and Vice Mayor Lang voting in favor; Councilmember Weinberg and Mayor Meadows opposed.**

Motion by Lang and Second by Meadows to approve funding for the Los Altos Mountain View Community Foundation Summit, in the amount of \$10,000. **Motion carried 3-1 by roll call vote, with Councilmember Weinberg opposed.**

The City Council did not make a motion to approve funding for Live Oak Adult Day Services.

The City Council did not make a motion to approve funding for Loved Twice.

## COUNCIL/STAFF REPORTS AND DIRECTIONS ON FUTURE AGENDA ITEMS

- **Pete Dailey, Councilmember** – Requested a future agenda item:
  - Discussion regarding the process for grant funding issuance (*Supported by*

**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 May 26, 2026.

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Sally Meadows  
Mayor

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Melissa Thurman, MMC  
City Clerk

The May 12, 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:** May 26, 2026  
**Prepared By:** Saskia Lagergren  
**Approved By:** Gabe Engeland

**Subject:** Adoption of Resolution - Accept COPS Grant Funding

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### COUNCIL PRIORITY AREA

Public Safety  
General Government

### RECOMMENDATION

Accept grant funding from the Citizens Option for Public Safety/Supplemental Law Enforcement Services Fund (COPS/SLESF) and authorize revenue and allocate it to the Supplemental Law Enforcement Services Fund for Fiscal Year 2025–26

### ENVIRONMENTAL IMPACT

Not applicable

### FISCAL IMPACT

If Council approves the proposed recommendation, the Police Department will continue to receive a minimum of \$100,000 in annual SLESF funding. The allocation of SLESF funds will be maintained in the Supplemental Law Enforcement Fund, which is a special revenue fund, with corresponding revenue and expenditure line to manage the funds. This ensures the funds are appropriately tracked, with the revenue deposited into the COPS/SLESF grant program. The current grant program allocates an annual minimum of \$100,000 for front-line law enforcement operations.

After the initial disbursement of funds to participating jurisdictions, any additional growth funds are distributed by the County of Santa Clara to participating jurisdictions. The funding received during FY 25/26 to date is \$201,540.94

### PREVIOUS COUNCIL CONSIDERATION

May 13, 2025—Accept COPS Grant Funding  
August 26, 2025—Accept Surplus COPS Grant Funding

### BACKGROUND

In 1996, Assembly Bill 3229 established the Citizen's Option for Public Safety (COPS) Program's Supplemental Law Enforcement Services Fund (SLESF). The Legislature determined that there was a compelling need for additional resources at the local level for the purpose of ensuring public safety and established the COPS program to advance community policing in all

counties. The COPS program awards non-competitive and non-matching grants to law enforcement agencies to fund frontline municipal police services. These funds are to be used to purchase officer safety and duty equipment, communications equipment and vehicles, among other things, that are all used directly and solely in the provision of frontline police services to the community.

Per Government Code §§ 30061-30063, cities are allocated a proportionate share of COPS funds by the California Department of Finance, through Santa Clara County. Proportionate shares are based on population estimates determined by the California Department of Finance.

This is not a fixed amount grant. Under the standard grant program allocation, the City of Los Altos is eligible to receive a minimum of \$100,000 annually. Each fall, the California Department of Finance estimates the allocation for each law enforcement agency in the county; the actual amount paid varies from the projection and is unknown until the payment cycle is complete. Monthly distributions are received via wire transfer and the City's Finance Department deposits these funds into a separate grant account. These distributions are not received in equal installments from month-to-month; therefore, spending over the course of the payment cycle can be unpredictable.

The COPS/SLESF grant does not have any application or other requirements; the monies are transferred to local entities through the County by operation of law (Government Code §§30061-30063) and are to be expended in accordance with the requirements of those code sections. The Government Code contains the following requirements for a recipient agency:

- The funds shall be used exclusively for front line law enforcement services
- The funds cannot be used to supplant other existing funding sources for general law enforcement services
- Moneys in the fund shall not be transferred to, or intermingled with, the moneys in any other fund in the City treasury, except to the extent necessary to facilitate the appropriation and expenditure of those transferred moneys
- The City Council shall approve the appropriation of COPS funds which authorizes that such funds can be expended by staff
- Once the appropriation of the grant funds is made, it cannot be subsequently altered by the City Council
- The funds cannot be used for a capital or construction project that does not directly support front line law enforcement services

## **ANALYSIS**

## **DISCUSSION**

Staff recommends the use of SLESF funds continue in the spirit of the COPS program. Staff recommends FY 2025/26 approval and allocation of SLESF funds to the Supplemental Law Enforcement Services Fund for FY 25/26. The department intends to utilize the funding for the following purposes:



- Recon Robotics Throwbot 2 (approved by Council during the annual AB 481 report)
- Ballistic shields, NIJ Level III or IV body armor and other protective equipment
- Technology and software, such as that used for digital forensics, Crime Analysis, or other uses that enhance operational efficiency, improve communication, and enable enhanced data analysis, crime deterrent measures, crisis negotiation or case management. The goal is to leverage equipment integration of modern technology that can improve public safety and overall service delivery.
- Protective vehicle-mitigation barriers used to prevent intentional vehicle intrusions and related threats

## **ATTACHMENTS**

1. Attachment 1 - Resolution
2. Attachment 2 - COPS Grant Funding Letter 2025

**RESOLUTION NO. 2026-**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS  
AUTHORIZING THE ACCEPTANCE OF FUNDS FROM THE CITIZENS  
OPTION FOR PUBLIC SAFETY/SUPPLEMENTAL LAW ENFORCEMENT  
SERVICES FUND (COPS/SLESF)**

**WHEREAS**, the State of California has authorized a cumulative grant of \$201,540.94 to the Los Altos Police Department under the Citizens Options for Public Safety (COPS) program to be distributed through the Supplemental Law Enforcement Services Fund-SLESF administered by Santa Clara County; and

**WHEREAS**, as a condition of receiving the grant funds, state law requires the City Council to authorize the expenditure of grant funds for specific purposes related to “front line law enforcement;” and

**WHEREAS**, the Los Altos Police Department recommends that the grant funds be spent on a Recon Robotics Throwbot 2; ballistic shields, NIJ Level III or IV body armor and other protective equipment; technology and software, such as that used for digital forensics, Crime Analysis, or other uses that enhance operational efficiency, improve communication, and enable enhanced data analysis, crime deterrent measures, crisis negotiation or case management; and protective vehicle-mitigation barriers used to prevent intentional vehicle intrusions and related threats.

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Los Altos does hereby authorize the expenditure of the COPS/SLESF grant funds as outlined above.

**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 May 26, 2026 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

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Sally Meadows, MAYOR

Attest:

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Melissa Thurman, MMC,  
CITY CLERK

September 9, 2025

Honorable Malia M. Cohen  
State Controller  
3301 C Street  
Sacramento, CA 95816

Attention: Evelyn Calderon-Yee, Chief  
Bureau of Payments, Local Government Programs and Services Division,  
State Controller's Office

Dear Controller Cohen:

Pursuant to Government Code section 30029.05, subdivision (e), paragraph (2), the Department of Finance respectfully submits the attached (Attachments I and II) percentages for the 2025-26 allocation of \$214,200,000 in Citizens' Option for Public Safety (COPS) and Juvenile Justice Crime Prevention Act (JJCPA) funds deposited in the Enhancing Law Enforcement Activities Subaccount (ELEAS) in the Law Enforcement Services Account within the Local Revenue Fund 2011.

Pursuant to Government Code section 30061, subdivisions (b) and (g), subsequent to the allocation described in Section 29552, subdivision (d), 47.08727192 percent of the remaining funds deposited in the ELEAS for the COPS (23.54363596 percent) and JJCPA (23.54363596 percent) programs are to be allocated, according to the relative population for each county and city, as follows:

- (1) 5.15 percent to county sheriffs for county jail construction and operation (\$11,031,300).
- (2) 5.15 percent to district attorneys for criminal prosecution (\$11,031,300).
- (3) 50 percent to counties to implement a comprehensive multi-agency juvenile justice plan (\$107,100,000).
- (4) 39.7 percent to counties and cities for front-line law enforcement (\$85,037,400).

Please note that the by-county percentages for the first three allocations above: (1) county jail construction and operation, (2) district attorney criminal prosecution, and (3) multi-agency juvenile justice plans, are specified on Attachment I and the by-county/city percentages for the fourth allocation, front-line law enforcement, are identified on Attachment II.

Pursuant to Government Code section 30061, subdivision (b), paragraph (3), each law enforcement jurisdiction receiving front-line law enforcement funding is to receive a minimum grant of \$100,000. The percentages included in Attachment II are calculated in a manner that provides for a minimum grant allocation of \$100,000 to each law enforcement jurisdiction listed in Attachment II.

Also note that the allocations shown on Attachments I and II may be slightly different from the final allocations made by the State Controller's Office due to rounding.

If you have any questions, or need additional information, please call Kyle Gayman, Finance Budget Analyst, at (916) 445-8913.

Sincerely,



AMY JARVIS  
Program Budget Manager

Attachment

cc:

Anne Kato, Acting Chief, Local Government Programs and Services Division, State Controller's Office  
Evelyn Calderon-Yee, Chief, Bureau of Payments, Local Government Programs and Services Division, State Controller's Office  
Melma Dizon, Manager, Local Apportionments Section, Local Government Programs and Services Division, State Controller's Office  
Aaron Maguire, Executive Director, Board of State and Community Corrections

2025-26 Enhancing Law Enforcement Activities Subaccount  
Citizens' Option for Public Safety (COPS) and Juvenile Justice Crime Prevention Act (JJCPA) Allocations  
Based on Jan. 1, 2025 Population Estimates

Attachment I

| County          | 1/1/2025<br>Population by<br>County | Percent of 1/1/2025<br>Population by County | COPS (Excluding Front-line Enforcement)          |                                                             |                                                 |                                                            | JJCPA                                          |                                                           | Subtotal                         |                                             | COPS (Front-line Law Enforcement)* |                                             | Total                         |
|-----------------|-------------------------------------|---------------------------------------------|--------------------------------------------------|-------------------------------------------------------------|-------------------------------------------------|------------------------------------------------------------|------------------------------------------------|-----------------------------------------------------------|----------------------------------|---------------------------------------------|------------------------------------|---------------------------------------------|-------------------------------|
|                 |                                     |                                             | 5.15%                                            |                                                             | 5.15%                                           |                                                            | 50.00%                                         |                                                           | 60.30%                           |                                             | 39.70%                             |                                             | 100.00%                       |
|                 |                                     |                                             | 11,031,300                                       |                                                             | 11,031,300                                      |                                                            | 107,100,000                                    |                                                           | 129,162,600                      |                                             | 85,037,400                         |                                             | 214,200,000                   |
|                 |                                     |                                             | Co. Jail<br>Operation<br>Allocation by<br>County | Percent of Co.<br>Jail Operation<br>Allocation by<br>County | District<br>Attorney<br>Allocation by<br>County | Percent of District<br>Attorney<br>Allocation by<br>County | Juvenile<br>Justice<br>Allocation by<br>County | Percent of<br>Juvenile Justice<br>Allocation by<br>County | Total<br>Allocation by<br>County | Percent of Total<br>Allocation by<br>County | Front-line Law<br>Enforcement      | Percent of Total<br>Allocation by<br>County | Total Allocation<br>by County |
| Alameda         | 1,662,482                           | 4.20571669%                                 | \$463,945                                        | 4.20571669%                                                 | \$463,945                                       | 4.20571669%                                                | \$4,504,323                                    | 4.20571669%                                               | \$5,432,213                      | 4.20571669%                                 | \$2,797,398                        | 3.28960930%                                 | \$8,229,611                   |
| Alpine          | 1,177                               | 0.00297755%                                 | \$328                                            | 0.00297755%                                                 | \$328                                           | 0.00297755%                                                | \$3,189                                        | 0.00297755%                                               | \$3,846                          | 0.00297755%                                 | \$100,000                          | 0.11759532%                                 | \$103,846                     |
| Amador          | 39,563                              | 0.10008576%                                 | \$11,041                                         | 0.10008576%                                                 | \$11,041                                        | 0.10008576%                                                | \$107,192                                      | 0.10008576%                                               | \$129,273                        | 0.10008576%                                 | \$600,000                          | 0.70557190%                                 | \$729,273                     |
| Butte           | 207,525                             | 0.52499297%                                 | \$57,914                                         | 0.52499297%                                                 | \$57,914                                        | 0.52499297%                                                | \$562,267                                      | 0.52499297%                                               | \$678,095                        | 0.52499297%                                 | \$673,984                          | 0.79257419%                                 | \$1,352,079                   |
| Calaveras       | 44,722                              | 0.11313690%                                 | \$12,480                                         | 0.11313690%                                                 | \$12,480                                        | 0.11313690%                                                | \$121,170                                      | 0.11313690%                                               | \$146,131                        | 0.11313690%                                 | \$200,000                          | 0.23519063%                                 | \$346,131                     |
| Colusa          | 22,026                              | 0.05572097%                                 | \$6,147                                          | 0.05572097%                                                 | \$6,147                                         | 0.05572097%                                                | \$59,677                                       | 0.05572097%                                               | \$71,971                         | 0.05572097%                                 | \$300,000                          | 0.35278595%                                 | \$371,971                     |
| Contra Costa    | 1,158,225                           | 2.93005652%                                 | \$323,223                                        | 2.93005652%                                                 | \$323,223                                       | 2.93005652%                                                | \$3,138,091                                    | 2.93005652%                                               | \$3,784,537                      | 2.93005652%                                 | \$2,559,844                        | 3.01025712%                                 | \$6,344,382                   |
| Del Norte       | 26,544                              | 0.06715053%                                 | \$7,408                                          | 0.06715053%                                                 | \$7,408                                         | 0.06715053%                                                | \$71,918                                       | 0.06715053%                                               | \$86,733                         | 0.06715053%                                 | \$200,000                          | 0.23519063%                                 | \$286,733                     |
| El Dorado       | 190,770                             | 0.48260647%                                 | \$53,238                                         | 0.48260647%                                                 | \$53,238                                        | 0.48260647%                                                | \$516,872                                      | 0.48260647%                                               | \$623,347                        | 0.48260647%                                 | \$443,151                          | 0.52112445%                                 | \$1,066,498                   |
| Fresno          | 1,037,053                           | 2.62351780%                                 | \$289,408                                        | 2.62351780%                                                 | \$289,408                                       | 2.62351780%                                                | \$2,809,788                                    | 2.62351780%                                               | \$3,388,604                      | 2.62351780%                                 | \$2,593,429                        | 3.04975080%                                 | \$5,982,033                   |
| Glenn           | 29,369                              | 0.07429716%                                 | \$8,196                                          | 0.07429716%                                                 | \$8,196                                         | 0.07429716%                                                | \$79,572                                       | 0.07429716%                                               | \$95,964                         | 0.07429716%                                 | \$300,000                          | 0.35278595%                                 | \$395,964                     |
| Humboldt        | 133,817                             | 0.33852781%                                 | \$37,344                                         | 0.33852781%                                                 | \$37,344                                        | 0.33852781%                                                | \$362,563                                      | 0.33852781%                                               | \$437,251                        | 0.33852781%                                 | \$807,696                          | 0.94981261%                                 | \$1,244,947                   |
| Imperial        | 186,499                             | 0.47180177%                                 | \$52,046                                         | 0.47180177%                                                 | \$52,046                                        | 0.47180177%                                                | \$505,300                                      | 0.47180177%                                               | \$609,391                        | 0.47180177%                                 | \$800,000                          | 0.94076254%                                 | \$1,409,391                   |
| Inyo            | 18,800                              | 0.04755990%                                 | \$5,246                                          | 0.04755990%                                                 | \$5,246                                         | 0.04755990%                                                | \$50,937                                       | 0.04755990%                                               | \$61,430                         | 0.04755990%                                 | \$200,000                          | 0.23519063%                                 | \$261,430                     |
| Kern            | 923,961                             | 2.33741972%                                 | \$257,848                                        | 2.33741972%                                                 | \$257,848                                       | 2.33741972%                                                | \$2,503,377                                    | 2.33741972%                                               | \$3,019,072                      | 2.33741972%                                 | \$2,309,413                        | 2.71576153%                                 | \$5,328,485                   |
| Kings           | 154,015                             | 0.38962434%                                 | \$42,981                                         | 0.38962434%                                                 | \$42,981                                        | 0.38962434%                                                | \$417,288                                      | 0.38962434%                                               | \$503,249                        | 0.38962434%                                 | \$500,000                          | 0.58797658%                                 | \$1,003,249                   |
| Lake            | 67,254                              | 0.17013794%                                 | \$18,768                                         | 0.17013794%                                                 | \$18,768                                        | 0.17013794%                                                | \$182,218                                      | 0.17013794%                                               | \$219,755                        | 0.17013794%                                 | \$300,000                          | 0.35278595%                                 | \$519,755                     |
| Lassen          | 28,716                              | 0.07264521%                                 | \$8,014                                          | 0.07264521%                                                 | \$8,014                                         | 0.07264521%                                                | \$77,803                                       | 0.07264521%                                               | \$93,830                         | 0.07264521%                                 | \$200,000                          | 0.23519063%                                 | \$293,830                     |
| Los Angeles     | 9,876,811                           | 24.98617664%                                | \$2,756,300                                      | 24.98617664%                                                | \$2,756,300                                     | 24.98617664%                                               | \$26,760,195                                   | 24.98617664%                                              | \$32,272,795                     | 24.98617664%                                | \$18,542,720                       | 21.80537059%                                | \$50,815,516                  |
| Madera          | 162,599                             | 0.41133999%                                 | \$45,376                                         | 0.41133999%                                                 | \$45,376                                        | 0.41133999%                                                | \$440,545                                      | 0.41133999%                                               | \$531,297                        | 0.41133999%                                 | \$319,847                          | 0.37612473%                                 | \$851,144                     |
| Marin           | 254,550                             | 0.64395596%                                 | \$71,037                                         | 0.64395596%                                                 | \$71,037                                        | 0.64395596%                                                | \$689,677                                      | 0.64395596%                                               | \$831,750                        | 0.64395596%                                 | \$1,201,496                        | 1.41290293%                                 | \$2,033,246                   |
| Mariposa        | 16,917                              | 0.04279632%                                 | \$4,721                                          | 0.04279632%                                                 | \$4,721                                         | 0.04279632%                                                | \$45,835                                       | 0.04279632%                                               | \$55,277                         | 0.04279632%                                 | \$100,000                          | 0.11759532%                                 | \$155,277                     |
| Mendocino       | 89,827                              | 0.22724271%                                 | \$25,068                                         | 0.22724271%                                                 | \$25,068                                        | 0.22724271%                                                | \$243,377                                      | 0.22724271%                                               | \$293,513                        | 0.22724271%                                 | \$500,000                          | 0.58797658%                                 | \$793,513                     |
| Merced          | 293,080                             | 0.74142845%                                 | \$81,789                                         | 0.74142845%                                                 | \$81,789                                        | 0.74142845%                                                | \$794,070                                      | 0.74142845%                                               | \$957,648                        | 0.74142845%                                 | \$784,477                          | 0.92250833%                                 | \$1,742,125                   |
| Modoc           | 8,491                               | 0.02148038%                                 | \$2,370                                          | 0.02148038%                                                 | \$2,370                                         | 0.02148038%                                                | \$23,005                                       | 0.02148038%                                               | \$27,745                         | 0.02148038%                                 | \$200,000                          | 0.23519063%                                 | \$227,745                     |
| Mono            | 12,684                              | 0.03208775%                                 | \$3,540                                          | 0.03208775%                                                 | \$3,540                                         | 0.03208775%                                                | \$34,366                                       | 0.03208775%                                               | \$41,445                         | 0.03208775%                                 | \$200,000                          | 0.23519063%                                 | \$241,445                     |
| Monterey        | 438,831                             | 1.11014667%                                 | \$122,464                                        | 1.11014667%                                                 | \$122,464                                       | 1.11014667%                                                | \$1,188,967                                    | 1.11014667%                                               | \$1,433,894                      | 1.11014667%                                 | \$1,506,114                        | 1.77111902%                                 | \$2,940,008                   |
| Napa            | 136,124                             | 0.34436402%                                 | \$37,988                                         | 0.34436402%                                                 | \$37,988                                        | 0.34436402%                                                | \$368,814                                      | 0.34436402%                                               | \$444,790                        | 0.34436402%                                 | \$618,799                          | 0.72767811%                                 | \$1,063,588                   |
| Nevada          | 100,354                             | 0.25387372%                                 | \$28,006                                         | 0.25387372%                                                 | \$28,006                                        | 0.25387372%                                                | \$271,899                                      | 0.25387372%                                               | \$327,910                        | 0.25387372%                                 | \$401,973                          | 0.47270110%                                 | \$729,883                     |
| Orange          | 3,175,427                           | 8.03313741%                                 | \$886,159                                        | 8.03313741%                                                 | \$886,159                                       | 8.03313741%                                                | \$8,603,490                                    | 8.03313741%                                               | \$10,375,809                     | 8.03313741%                                 | \$5,637,270                        | 6.62916545%                                 | \$16,013,079                  |
| Placer          | 421,446                             | 1.06616642%                                 | \$117,612                                        | 1.06616642%                                                 | \$117,612                                       | 1.06616642%                                                | \$1,141,864                                    | 1.06616642%                                               | \$1,377,088                      | 1.06616642%                                 | \$927,171                          | 1.09030948%                                 | \$2,304,259                   |
| Plumas          | 18,885                              | 0.04777493%                                 | \$5,270                                          | 0.04777493%                                                 | \$5,270                                         | 0.04777493%                                                | \$51,167                                       | 0.04777493%                                               | \$61,707                         | 0.04777493%                                 | \$200,000                          | 0.23519063%                                 | \$261,707                     |
| Riverside       | 2,495,640                           | 6.31342463%                                 | \$696,453                                        | 6.31342463%                                                 | \$696,453                                       | 6.31342463%                                                | \$6,761,678                                    | 6.31342463%                                               | \$8,154,583                      | 6.31342463%                                 | \$4,599,559                        | 5.40886638%                                 | \$12,754,143                  |
| Sacramento      | 1,604,745                           | 0.40965468%                                 | \$447,833                                        | 0.40965468%                                                 | \$447,833                                       | 0.40965468%                                                | \$4,347,890                                    | 0.40965468%                                               | \$5,243,556                      | 0.40965468%                                 | \$2,611,378                        | 3.07085879%                                 | \$7,854,934                   |
| San Benito      | 66,822                              | 0.16904508%                                 | \$18,648                                         | 0.16904508%                                                 | \$18,648                                        | 0.16904508%                                                | \$181,047                                      | 0.16904508%                                               | \$218,343                        | 0.16904508%                                 | \$300,000                          | 0.35278595%                                 | \$518,343                     |
| San Bernardino  | 2,207,424                           | 5.58430104%                                 | \$616,021                                        | 5.58430104%                                                 | \$616,021                                       | 5.58430104%                                                | \$5,980,786                                    | 5.58430104%                                               | \$7,212,828                      | 5.58430104%                                 | \$4,025,057                        | 4.73327828%                                 | \$11,237,885                  |
| San Diego       | 3,330,139                           | 8.42452501%                                 | \$929,335                                        | 8.42452501%                                                 | \$929,335                                       | 8.42452501%                                                | \$9,022,666                                    | 8.42452501%                                               | \$10,881,336                     | 8.42452501%                                 | \$5,499,547                        | 6.46720954%                                 | \$16,380,882                  |
| San Francisco   | 842,027                             | 2.13014457%                                 | \$234,983                                        | 2.13014457%                                                 | \$234,983                                       | 2.13014457%                                                | \$2,281,385                                    | 2.13014457%                                               | \$2,751,350                      | 2.13014457%                                 | \$1,286,812                        | 1.51323012%                                 | \$4,038,162                   |
| San Joaquin     | 805,856                             | 2.03863984%                                 | \$224,888                                        | 2.03863984%                                                 | \$224,888                                       | 2.03863984%                                                | \$2,183,383                                    | 2.03863984%                                               | \$2,633,160                      | 2.03863984%                                 | \$1,493,419                        | 1.75619025%                                 | \$4,126,579                   |
| San Luis Obispo | 279,337                             | 0.70661666%                                 | \$77,954                                         | 0.70661666%                                                 | \$77,954                                        | 0.70661666%                                                | \$756,835                                      | 0.70661666%                                               | \$912,743                        | 0.70661666%                                 | \$883,508                          | 1.03896453%                                 | \$1,796,251                   |
| San Mateo       | 748,337                             | 1.89312932%                                 | \$208,837                                        | 1.89312932%                                                 | \$208,837                                       | 1.89312932%                                                | \$2,027,542                                    | 1.89312932%                                               | \$2,445,215                      | 1.89312932%                                 | \$2,340,960                        | 2.75285966%                                 | \$4,786,175                   |
| Santa Barbara   | 447,132                             | 1.13114639%                                 | \$124,780                                        | 1.13114639%                                                 | \$124,780                                       | 1.13114639%                                                | \$1,211,458                                    | 1.13114639%                                               | \$1,461,018                      | 1.13114639%                                 | \$1,117,350                        | 1.31395177%                                 | \$2,578,369                   |
| Santa Clara     | 1,922,259                           | 4.86289582%                                 | \$536,441                                        | 4.86289582%                                                 | \$536,441                                       | 4.86289582%                                                | \$5,208,161                                    | 4.86289582%                                               | \$6,281,043                      | 4.86289582%                                 | \$3,348,184                        | 3.93730804%                                 | \$9,629,227                   |
| Santa Cruz      | 263,710                             | 0.66712876%                                 | \$73,593                                         | 0.66712876%                                                 | \$73,593                                        | 0.66712876%                                                | \$714,495                                      | 0.66712876%                                               | \$861,681                        | 0.66712876%                                 | \$595,821                          | 0.70065803%                                 | \$1,457,502                   |
| Shasta          | 180,201                             | 0.45586921%                                 | \$50,288                                         | 0.45586921%                                                 | \$50,288                                        | 0.45586921%                                                | \$488,236                                      | 0.45586921%                                               | \$588,813                        | 0.45586921%                                 | \$443,143                          | 0.52111546%                                 | \$1,031,956                   |
| Sierra          | 3,170                               | 0.00801941%                                 | \$885                                            | 0.00801941%                                                 | \$885                                           | 0.00801941%                                                | \$8,589                                        | 0.00801941%                                               | \$10,358                         | 0.00801941%                                 | \$200,000                          | 0.23519063%                                 | \$210,358                     |
| Siskiyou        | 43,311                              | 0.10956738%                                 | \$12,087                                         | 0.10956738%                                                 | \$12,087                                        | 0.10956738%                                                | \$117,347                                      | 0.10956738%                                               | \$141,520                        | 0.10956738%                                 | \$1,000,000                        | 1.29354849%                                 | \$1,241,520                   |
| Solano          | 449,839                             | 1.13799451%                                 | \$125,536                                        | 1.13799451%                                                 | \$125,536                                       | 1.13799451%                                                | \$1,218,792                                    | 1.13799451%                                               | \$1,469,863                      | 1.13799451%                                 | \$1,028,933                        | 1.20997689%                                 | \$2,498,796                   |
| Sonoma          | 482,848                             | 1.22150008%                                 | \$134,747                                        | 1.22150008%                                                 | \$134,747                                       | 1.22150008%                                                | \$1,308,227                                    | 1.22150008%                                               | \$1,577,721                      | 1.22150008%                                 | \$1,272,610                        | 1.49652969%                                 | \$2,850,331                   |
| Stanislaus      | 555,765                             | 1.40596418%                                 | \$155,096                                        | 1.40596418%                                                 | \$155,096                                       | 1.40596418%                                                | \$1,505,788                                    | 1.40596418%                                               | \$1,815,980                      | 1.40596418%                                 | \$1,313,945                        | 1.54513815%                                 | \$3,129,925                   |
| Sutter          | 100,257                             | 0.25362833%                                 | \$27,979                                         | 0.25362833%                                                 | \$27,979                                        | 0.25362833%                                                | \$271,636                                      | 0.25362833%                                               | \$327,593                        | 0.25362833%                                 | \$307,668                          | 0.36180368%                                 | \$635,261                     |
| Tehama          | 64,827                              | 0.16399816%                                 | \$18,091                                         | 0.16399816%                                                 | \$18,091                                        | 0.16399816%                                                | \$175,642                                      | 0.16399816%                                               | \$211,824                        | 0.16399816%                                 | \$400,000                          | 0.47038127%                                 | \$611,824                     |
| Trinity         | 15,884                              | 0.04018305%                                 | \$4,433                                          | 0.04018305%                                                 | \$4,433                                         | 0.04018305%                                                | \$43,036                                       | 0.04018305%                                               | \$51,901                         | 0.04018305%                                 | \$100,000                          | 0.11759532%                                 | \$151,901                     |
| Tulare          | 487,209                             | 1.23253246%                                 | \$135,964                                        | 1.23253246%                                                 | \$135,964                                       | 1.23253246%                                                | \$1,320,042                                    | 1.23253246%                                               | \$1,591,971                      | 1.23253246%                                 | \$1,144,366                        | 1.34572140%                                 | \$2,736,337                   |
| Tuolumne        | 54,357                              | 0.13751135%                                 | \$15,169                                         | 0.13751135%                                                 | \$15,169                                        | 0.13751135%                                                | \$147,275                                      | 0.13751135%                                               | \$177,613                        | 0.13751135%                                 | \$200,000                          | 0.23519063%                                 | \$377,613                     |
| Ventura         | 829,005                             | 2.09720176%                                 | \$231,349                                        | 2.09720176%                                                 | \$231,349                                       | 2.09720176%                                                | \$2,246,103                                    | 2.09720176%                                               | \$2,708,800                      | 2.09720176%                                 | \$1,595,987                        | 1.87680654%                                 | \$4,304,788                   |
| Yolo            | 225,433                             | 0.57029630%                                 | \$62,911                                         | 0.57029630%                                                 | \$62,911                                        | 0.57029630%                                                | \$610,787                                      | 0.57029630%                                               | \$736,610                        | 0.57029630%                                 | \$500,000                          | 0.58797658%                                 | \$1,236,610                   |
| Yuba            | 85,023                              | 0.21508964%                                 | \$23,727                                         | 0.21508964%                                                 | \$23,727                                        | 0.21508964%                                                | \$230,361                                      | 0.21508964%                                               | \$277,815                        | 0.21508964%                                 | \$304,369                          | 0.35792368%                                 | \$582,184                     |
| Total           | 39,529,101                          | 100.00000000%                               | 11,031,300                                       | 100.00000000%                                               | 11,031,300                                      | 100.00000000%                                              | 107,100,000                                    | 100.00000000%                                             | 129,162,600                      | 100.00000000%                               | 85,037,400                         | 100.00000000%                               | 214,200,000                   |

\*The COPS Front-line Law Enforcement breakdown by county and city for SCO distribution is provided in Attachment II.

**2025-26 Enhancing Law Enforcement Activities Subaccount  
Citizens' Option for Public Safety  
Front-line Law Enforcement Allocation for 2025-26**

ATTACHMENT II

| City/County         | City/County<br>Population Estimates<br>1/1/2025 | Projected Allocations by<br>City/County | Percent of Allocation by<br>City/County |
|---------------------|-------------------------------------------------|-----------------------------------------|-----------------------------------------|
| <b>Alameda</b>      | <b>1,662,482</b>                                | <b>\$2,797,398</b>                      | <b>3.28960932%</b>                      |
| Alameda             | 79,020                                          | \$120,761                               | 0.14200904%                             |
| Albany              | 20,578                                          | \$100,000                               | 0.11759532%                             |
| Berkeley            | 128,348                                         | \$196,145                               | 0.23065776%                             |
| Dublin              | 74,691                                          | \$114,145                               | 0.13422927%                             |
| Emeryville          | 13,471                                          | \$100,000                               | 0.11759532%                             |
| Fremont             | 232,619                                         | \$355,496                               | 0.41804607%                             |
| Hayward             | 162,359                                         | \$248,122                               | 0.29177987%                             |
| Livermore           | 85,899                                          | \$131,273                               | 0.15437148%                             |
| Newark              | 48,886                                          | \$100,000                               | 0.11759532%                             |
| Oakland             | 426,457                                         | \$651,725                               | 0.76639772%                             |
| Piedmont            | 10,806                                          | \$100,000                               | 0.11759532%                             |
| Pleasanton          | 77,232                                          | \$118,028                               | 0.13879577%                             |
| San Leandro         | 87,813                                          | \$134,199                               | 0.15781118%                             |
| Union City          | 66,657                                          | \$101,867                               | 0.11979115%                             |
| Balance of County   | 147,646                                         | \$225,637                               | 0.26533873%                             |
| <b>Alpine</b>       | <b>1,177</b>                                    | <b>\$100,000</b>                        | <b>0.11759532%</b>                      |
| <b>Amador</b>       | <b>39,563</b>                                   | <b>\$600,000</b>                        | <b>0.70557192%</b>                      |
| Amador              | 196                                             | \$100,000                               | 0.11759532%                             |
| Ione                | 9,037                                           | \$100,000                               | 0.11759532%                             |
| Jackson             | 4,822                                           | \$100,000                               | 0.11759532%                             |
| Plymouth            | 1,122                                           | \$100,000                               | 0.11759532%                             |
| Sutter Creek        | 2,538                                           | \$100,000                               | 0.11759532%                             |
| Balance of County   | 21,848                                          | \$100,000                               | 0.11759532%                             |
| <b>Butte</b>        | <b>207,525</b>                                  | <b>\$673,984</b>                        | <b>0.79257421%</b>                      |
| Biggs               | 1,973                                           | \$100,000                               | 0.11759532%                             |
| Chico               | 113,847                                         | \$173,984                               | 0.20459761%                             |
| Gridley             | 7,302                                           | \$100,000                               | 0.11759532%                             |
| Oroville            | 19,653                                          | \$100,000                               | 0.11759532%                             |
| Paradise            | 11,088                                          | \$100,000                               | 0.11759532%                             |
| Balance of County   | 53,662                                          | \$100,000                               | 0.11759532%                             |
| <b>Calaveras</b>    | <b>44,722</b>                                   | <b>\$200,000</b>                        | <b>0.23519064%</b>                      |
| Angels City         | 3,570                                           | \$100,000                               | 0.11759532%                             |
| Balance of County   | 41,152                                          | \$100,000                               | 0.11759532%                             |
| <b>Colusa</b>       | <b>22,026</b>                                   | <b>\$300,000</b>                        | <b>0.35278596%</b>                      |
| Colusa              | 6,536                                           | \$100,000                               | 0.11759532%                             |
| Williams            | 5,589                                           | \$100,000                               | 0.11759532%                             |
| Balance of County   | 9,901                                           | \$100,000                               | 0.11759532%                             |
| <b>Contra Costa</b> | <b>1,158,225</b>                                | <b>\$2,559,844</b>                      | <b>3.01025715%</b>                      |
| Antioch             | 116,781                                         | \$178,468                               | 0.20987038%                             |
| Brentwood           | 65,747                                          | \$100,477                               | 0.11815576%                             |
| Clayton             | 10,743                                          | \$100,000                               | 0.11759532%                             |
| Concord             | 122,650                                         | \$187,438                               | 0.22041772%                             |
| Danville            | 42,960                                          | \$100,000                               | 0.11759532%                             |
| El Cerrito          | 25,862                                          | \$100,000                               | 0.11759532%                             |
| Hercules            | 26,225                                          | \$100,000                               | 0.11759532%                             |
| Lafayette           | 25,054                                          | \$100,000                               | 0.11759532%                             |
| Martinez            | 36,817                                          | \$100,000                               | 0.11759532%                             |
| Moraga              | 16,637                                          | \$100,000                               | 0.11759532%                             |
| Oakley              | 46,826                                          | \$100,000                               | 0.11759532%                             |
| Orinda              | 19,351                                          | \$100,000                               | 0.11759532%                             |
| Pinole              | 18,261                                          | \$100,000                               | 0.11759532%                             |
| Pittsburg           | 76,374                                          | \$116,717                               | 0.13725384%                             |

**2025-26 Enhancing Law Enforcement Activities Subaccount  
Citizens' Option for Public Safety  
Front-line Law Enforcement Allocation for 2025-26**

ATTACHMENT II

| City/County                  | City/County<br>Population Estimates<br>1/1/2025 | Projected Allocations by<br>City/County | Percent of Allocation by<br>City/County |
|------------------------------|-------------------------------------------------|-----------------------------------------|-----------------------------------------|
| Pleasant Hill                | 33,601                                          | \$100,000                               | 0.11759532%                             |
| Richmond                     | 113,594                                         | \$173,598                               | 0.20414293%                             |
| San Pablo                    | 31,507                                          | \$100,000                               | 0.11759532%                             |
| San Ramon                    | 83,391                                          | \$127,441                               | 0.14986428%                             |
| Walnut Creek                 | 69,927                                          | \$106,865                               | 0.12566775%                             |
| Balance of County            | 175,917                                         | \$268,842                               | 0.31614533%                             |
| Kensington Police Department | 0                                               | \$100,000                               | 0.11759532%                             |
| <b>Del Norte</b>             | <b>26,544</b>                                   | <b>\$200,000</b>                        | <b>0.23519064%</b>                      |
| Crescent City                | 6,056                                           | \$100,000                               | 0.11759532%                             |
| Balance of County            | 20,488                                          | \$100,000                               | 0.11759532%                             |
| <b>El Dorado</b>             | <b>190,770</b>                                  | <b>\$443,151</b>                        | <b>0.52112445%</b>                      |
| Placerville                  | 10,642                                          | \$100,000                               | 0.11759532%                             |
| South Lake Tahoe             | 21,022                                          | \$100,000                               | 0.11759532%                             |
| Balance of County            | 159,106                                         | \$243,151                               | 0.28593381%                             |
| <b>Fresno</b>                | <b>1,037,053</b>                                | <b>\$2,593,429</b>                      | <b>3.04975084%</b>                      |
| Clovis                       | 129,121                                         | \$197,327                               | 0.23204694%                             |
| Coalinga                     | 17,608                                          | \$100,000                               | 0.11759532%                             |
| Firebaugh                    | 8,714                                           | \$100,000                               | 0.11759532%                             |
| Fowler                       | 7,667                                           | \$100,000                               | 0.11759532%                             |
| Fresno                       | 557,032                                         | \$851,273                               | 1.00105768%                             |
| Huron                        | 6,932                                           | \$100,000                               | 0.11759532%                             |
| Kerman                       | 17,535                                          | \$100,000                               | 0.11759532%                             |
| Kingsburg                    | 13,285                                          | \$100,000                               | 0.11759532%                             |
| Mendota                      | 12,710                                          | \$100,000                               | 0.11759532%                             |
| Orange Cove                  | 9,717                                           | \$100,000                               | 0.11759532%                             |
| Parlier                      | 14,649                                          | \$100,000                               | 0.11759532%                             |
| Reedley                      | 26,603                                          | \$100,000                               | 0.11759532%                             |
| Sanger                       | 27,037                                          | \$100,000                               | 0.11759532%                             |
| San Joaquin                  | 3,654                                           | \$100,000                               | 0.11759532%                             |
| Selma                        | 24,585                                          | \$100,000                               | 0.11759532%                             |
| Balance of County            | 160,204                                         | \$244,829                               | 0.28790706%                             |
| <b>Glenn</b>                 | <b>29,369</b>                                   | <b>\$300,000</b>                        | <b>0.35278596%</b>                      |
| Orland                       | 8,704                                           | \$100,000                               | 0.11759532%                             |
| Willows                      | 6,475                                           | \$100,000                               | 0.11759532%                             |
| Balance of County            | 14,190                                          | \$100,000                               | 0.11759532%                             |
| <b>Humboldt</b>              | <b>133,817</b>                                  | <b>\$807,696</b>                        | <b>0.94981263%</b>                      |
| Arcata                       | 19,001                                          | \$100,000                               | 0.11759532%                             |
| Blue Lake                    | 1,136                                           | \$100,000                               | 0.11759532%                             |
| Eureka                       | 26,122                                          | \$100,000                               | 0.11759532%                             |
| Ferndale                     | 1,361                                           | \$100,000                               | 0.11759532%                             |
| Fortuna                      | 12,198                                          | \$100,000                               | 0.11759532%                             |
| Rio Dell                     | 3,232                                           | \$100,000                               | 0.11759532%                             |
| Trinidad                     | 296                                             | \$100,000                               | 0.11759532%                             |
| Balance of County            | 70,471                                          | \$107,696                               | 0.12664539%                             |
| <b>Imperial</b>              | <b>186,499</b>                                  | <b>\$800,000</b>                        | <b>0.94076256%</b>                      |
| Brawley                      | 28,952                                          | \$100,000                               | 0.11759532%                             |
| Calexico                     | 40,073                                          | \$100,000                               | 0.11759532%                             |
| Calipatria                   | 6,061                                           | \$100,000                               | 0.11759532%                             |
| El Centro                    | 46,007                                          | \$100,000                               | 0.11759532%                             |
| Holtville                    | 5,685                                           | \$100,000                               | 0.11759532%                             |
| Imperial                     | 22,866                                          | \$100,000                               | 0.11759532%                             |
| Westmorland                  | 2,084                                           | \$100,000                               | 0.11759532%                             |
| Balance of County            | 34,771                                          | \$100,000                               | 0.11759532%                             |



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| City/County                                  | City/County<br>Population Estimates<br>1/1/2025 | Projected Allocations by<br>City/County | Percent of Allocation by<br>City/County |
|----------------------------------------------|-------------------------------------------------|-----------------------------------------|-----------------------------------------|
| <b>Inyo</b>                                  | <b>18,800</b>                                   | <b>\$200,000</b>                        | <b>0.23519064%</b>                      |
| Bishop                                       | 3,850                                           | \$100,000                               | 0.11759532%                             |
| Balance of County                            | 14,950                                          | \$100,000                               | 0.11759532%                             |
| <b>Kern</b>                                  | <b>923,961</b>                                  | <b>\$2,309,413</b>                      | <b>2.71576157%</b>                      |
| Arvin                                        | 19,991                                          | \$100,000                               | 0.11759532%                             |
| Bakersfield                                  | 419,238                                         | \$640,692                               | 0.75342426%                             |
| California City                              | 13,317                                          | \$100,000                               | 0.11759532%                             |
| Delano                                       | 52,831                                          | \$100,000                               | 0.11759532%                             |
| Maricopa                                     | 1,024                                           | \$100,000                               | 0.11759532%                             |
| McFarland                                    | 14,213                                          | \$100,000                               | 0.11759532%                             |
| Ridgecrest                                   | 28,386                                          | \$100,000                               | 0.11759532%                             |
| Shafter                                      | 23,455                                          | \$100,000                               | 0.11759532%                             |
| Taft                                         | 7,087                                           | \$100,000                               | 0.11759532%                             |
| Tehachapi                                    | 11,476                                          | \$100,000                               | 0.11759532%                             |
| Wasco                                        | 26,235                                          | \$100,000                               | 0.11759532%                             |
| Balance of County                            | 306,708                                         | \$468,721                               | 0.55119347%                             |
| Bear Valley Community Services District      | 0                                               | \$100,000                               | 0.11759532%                             |
| Stallion Springs Community Services District | 0                                               | \$100,000                               | 0.11759532%                             |
| <b>Kings</b>                                 | <b>154,015</b>                                  | <b>\$500,000</b>                        | <b>0.58797660%</b>                      |
| Avenal                                       | 13,315                                          | \$100,000                               | 0.11759532%                             |
| Corcoran                                     | 21,612                                          | \$100,000                               | 0.11759532%                             |
| Hanford                                      | 61,238                                          | \$100,000                               | 0.11759532%                             |
| Lemoore                                      | 27,692                                          | \$100,000                               | 0.11759532%                             |
| Balance of County                            | 30,158                                          | \$100,000                               | 0.11759532%                             |
| <b>Lake</b>                                  | <b>67,254</b>                                   | <b>\$300,000</b>                        | <b>0.35278596%</b>                      |
| Clearlake                                    | 16,533                                          | \$100,000                               | 0.11759532%                             |
| Lakeport                                     | 5,026                                           | \$100,000                               | 0.11759532%                             |
| Balance of County                            | 45,695                                          | \$100,000                               | 0.11759532%                             |
| <b>Lassen</b>                                | <b>28,716</b>                                   | <b>\$200,000</b>                        | <b>0.23519064%</b>                      |
| Susanville                                   | 12,270                                          | \$100,000                               | 0.11759532%                             |
| Balance of County                            | 16,446                                          | \$100,000                               | 0.11759532%                             |
| <b>Los Angeles</b>                           | <b>9,876,811</b>                                | <b>\$18,542,720</b>                     | <b>21.80536957%</b>                     |
| Agoura Hills                                 | 19,904                                          | \$100,000                               | 0.11759532%                             |
| Alhambra                                     | 82,374                                          | \$125,886                               | 0.14803660%                             |
| Arcadia                                      | 56,116                                          | \$100,000                               | 0.11759532%                             |
| Artesia                                      | 16,359                                          | \$100,000                               | 0.11759532%                             |
| Avalon                                       | 3,383                                           | \$100,000                               | 0.11759532%                             |
| Azusa                                        | 48,988                                          | \$100,000                               | 0.11759532%                             |
| Baldwin Park                                 | 70,848                                          | \$108,272                               | 0.12732291%                             |
| Bell                                         | 33,315                                          | \$100,000                               | 0.11759532%                             |
| Bellflower                                   | 76,656                                          | \$117,148                               | 0.13776063%                             |
| Bell Gardens                                 | 38,471                                          | \$100,000                               | 0.11759532%                             |
| Beverly Hills                                | 31,945                                          | \$100,000                               | 0.11759532%                             |
| Bradbury                                     | 902                                             | \$100,000                               | 0.11759532%                             |
| Burbank                                      | 106,146                                         | \$162,216                               | 0.19075793%                             |
| Calabasas                                    | 22,797                                          | \$100,000                               | 0.11759532%                             |
| Carson                                       | 91,812                                          | \$140,310                               | 0.16499790%                             |
| Cerritos                                     | 47,871                                          | \$100,000                               | 0.11759532%                             |
| Claremont                                    | 37,299                                          | \$100,000                               | 0.11759532%                             |
| Commerce                                     | 12,146                                          | \$100,000                               | 0.11759532%                             |
| Compton                                      | 93,692                                          | \$143,183                               | 0.16837650%                             |
| Covina                                       | 51,090                                          | \$100,000                               | 0.11759532%                             |
| Cudahy                                       | 22,132                                          | \$100,000                               | 0.11759532%                             |

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| City/County           | City/County<br>Population Estimates<br>1/1/2025 | Projected Allocations by<br>City/County | Percent of Allocation by<br>City/County |
|-----------------------|-------------------------------------------------|-----------------------------------------|-----------------------------------------|
| Culver City           | 40,403                                          | \$100,000                               | 0.11759532%                             |
| Diamond Bar           | 53,539                                          | \$100,000                               | 0.11759532%                             |
| Downey                | 111,871                                         | \$170,965                               | 0.20104648%                             |
| Duarte                | 23,746                                          | \$100,000                               | 0.11759532%                             |
| El Monte              | 107,986                                         | \$165,028                               | 0.19406464%                             |
| El Segundo            | 16,983                                          | \$100,000                               | 0.11759532%                             |
| Gardena               | 60,263                                          | \$100,000                               | 0.11759532%                             |
| Glendale              | 192,212                                         | \$293,744                               | 0.34542953%                             |
| Glendora              | 51,254                                          | \$100,000                               | 0.11759532%                             |
| Hawaiian Gardens      | 13,561                                          | \$100,000                               | 0.11759532%                             |
| Hawthorne             | 85,653                                          | \$130,898                               | 0.15392939%                             |
| Hermosa Beach         | 19,014                                          | \$100,000                               | 0.11759532%                             |
| Hidden Hills          | 1,746                                           | \$100,000                               | 0.11759532%                             |
| Huntington Park       | 53,051                                          | \$100,000                               | 0.11759532%                             |
| Industry              | 431                                             | \$100,000                               | 0.11759532%                             |
| Inglewood             | 106,305                                         | \$162,459                               | 0.19104367%                             |
| Irwindale             | 1,509                                           | \$100,000                               | 0.11759532%                             |
| La Canada Flintridge  | 20,160                                          | \$100,000                               | 0.11759532%                             |
| La Habra Heights      | 5,503                                           | \$100,000                               | 0.11759532%                             |
| Lakewood              | 80,596                                          | \$123,169                               | 0.14484131%                             |
| La Mirada             | 48,233                                          | \$100,000                               | 0.11759532%                             |
| Lancaster             | 177,768                                         | \$271,671                               | 0.31947181%                             |
| La Puente             | 37,546                                          | \$100,000                               | 0.11759532%                             |
| La Verne              | 32,300                                          | \$100,000                               | 0.11759532%                             |
| Lawndale              | 30,860                                          | \$100,000                               | 0.11759532%                             |
| Lomita                | 20,407                                          | \$100,000                               | 0.11759532%                             |
| Long Beach            | 462,561                                         | \$706,900                               | 0.83128122%                             |
| Los Angeles           | 3,835,263                                       | \$5,861,167                             | 6.89245647%                             |
| Lynwood               | 66,660                                          | \$101,872                               | 0.11979654%                             |
| Malibu                | 10,604                                          | \$100,000                               | 0.11759532%                             |
| Manhattan Beach       | 34,051                                          | \$100,000                               | 0.11759532%                             |
| Maywood               | 24,496                                          | \$100,000                               | 0.11759532%                             |
| Monrovia              | 38,920                                          | \$100,000                               | 0.11759532%                             |
| Montebello            | 62,732                                          | \$100,000                               | 0.11759532%                             |
| Monterey Park         | 59,269                                          | \$100,000                               | 0.11759532%                             |
| Norwalk               | 101,075                                         | \$154,466                               | 0.18164469%                             |
| Palmdale              | 167,097                                         | \$255,363                               | 0.30029466%                             |
| Palos Verdes Estates  | 12,999                                          | \$100,000                               | 0.11759532%                             |
| Paramount             | 52,371                                          | \$100,000                               | 0.11759532%                             |
| Pasadena              | 140,631                                         | \$214,917                               | 0.25273188%                             |
| Pico Rivera           | 60,858                                          | \$100,000                               | 0.11759532%                             |
| Pomona                | 153,042                                         | \$233,883                               | 0.27503603%                             |
| Rancho Palos Verdes   | 40,727                                          | \$100,000                               | 0.11759532%                             |
| Redondo Beach         | 68,091                                          | \$104,059                               | 0.12236823%                             |
| Rolling Hills         | 1,677                                           | \$100,000                               | 0.11759532%                             |
| Rolling Hills Estates | 8,545                                           | \$100,000                               | 0.11759532%                             |
| Rosemead              | 50,501                                          | \$100,000                               | 0.11759532%                             |
| San Dimas             | 34,209                                          | \$100,000                               | 0.11759532%                             |
| San Fernando          | 23,692                                          | \$100,000                               | 0.11759532%                             |
| San Gabriel           | 38,953                                          | \$100,000                               | 0.11759532%                             |
| San Marino            | 12,330                                          | \$100,000                               | 0.11759532%                             |
| Santa Clarita         | 232,377                                         | \$355,126                               | 0.41761116%                             |
| Santa Fe Springs      | 18,680                                          | \$100,000                               | 0.11759532%                             |
| Santa Monica          | 93,212                                          | \$142,449                               | 0.16751387%                             |
| Sierra Madre          | 10,870                                          | \$100,000                               | 0.11759532%                             |
| Signal Hill           | 11,421                                          | \$100,000                               | 0.11759532%                             |
| South El Monte        | 19,535                                          | \$100,000                               | 0.11759532%                             |
| South Gate            | 92,955                                          | \$142,057                               | 0.16705201%                             |
| South Pasadena        | 26,287                                          | \$100,000                               | 0.11759532%                             |

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|-------------------|-------------------------------------------------|-----------------------------------------|-----------------------------------------|
| Temple City       | 36,322                                          | \$100,000                               | 0.11759532%                             |
| Torrance          | 143,261                                         | \$218,936                               | 0.25745832%                             |
| Vernon            | 207                                             | \$100,000                               | 0.11759532%                             |
| Walnut            | 28,214                                          | \$100,000                               | 0.11759532%                             |
| West Covina       | 109,428                                         | \$167,231                               | 0.19665610%                             |
| West Hollywood    | 35,284                                          | \$100,000                               | 0.11759532%                             |
| Westlake Village  | 7,918                                           | \$100,000                               | 0.11759532%                             |
| Whittier          | 87,850                                          | \$134,255                               | 0.15787768%                             |
| Balance of County | 1,004,490                                       | \$1,535,092                             | 1.80519689%                             |
| <b>Madera</b>     | <b>162,599</b>                                  | <b>\$319,847</b>                        | <b>0.37612473%</b>                      |
| Chowchilla        | 18,742                                          | \$100,000                               | 0.11759532%                             |
| Madera            | 66,443                                          | \$101,540                               | 0.11940656%                             |
| Balance of County | 77,414                                          | \$118,306                               | 0.13912285%                             |
| <b>Marin</b>      | <b>254,550</b>                                  | <b>\$1,201,496</b>                      | <b>1.41290296%</b>                      |
| Belvedere         | 2,058                                           | \$100,000                               | 0.11759532%                             |
| Corte Madera      | 9,966                                           | \$100,000                               | 0.11759532%                             |
| Fairfax           | 7,407                                           | \$100,000                               | 0.11759532%                             |
| Larkspur          | 12,731                                          | \$100,000                               | 0.11759532%                             |
| Mill Valley       | 13,688                                          | \$100,000                               | 0.11759532%                             |
| Novato            | 51,690                                          | \$100,000                               | 0.11759532%                             |
| Ross              | 2,309                                           | \$100,000                               | 0.11759532%                             |
| San Anselmo       | 12,551                                          | \$100,000                               | 0.11759532%                             |
| San Rafael        | 59,885                                          | \$100,000                               | 0.11759532%                             |
| Sausalito         | 6,941                                           | \$100,000                               | 0.11759532%                             |
| Tiburon           | 8,910                                           | \$100,000                               | 0.11759532%                             |
| Balance of County | 66,414                                          | \$101,496                               | 0.11935444%                             |
| <b>Mariposa</b>   | <b>16,917</b>                                   | <b>\$100,000</b>                        | <b>0.11759532%</b>                      |
| <b>Mendocino</b>  | <b>89,827</b>                                   | <b>\$500,000</b>                        | <b>0.58797660%</b>                      |
| Fort Bragg        | 7,187                                           | \$100,000                               | 0.11759532%                             |
| Point Arena       | 452                                             | \$100,000                               | 0.11759532%                             |
| Ukiah             | 16,325                                          | \$100,000                               | 0.11759532%                             |
| Willits           | 4,838                                           | \$100,000                               | 0.11759532%                             |
| Balance of County | 61,025                                          | \$100,000                               | 0.11759532%                             |
| <b>Merced</b>     | <b>293,080</b>                                  | <b>\$784,477</b>                        | <b>0.92250834%</b>                      |
| Atwater           | 31,862                                          | \$100,000                               | 0.11759532%                             |
| Dos Palos         | 5,712                                           | \$100,000                               | 0.11759532%                             |
| Gustine           | 6,021                                           | \$100,000                               | 0.11759532%                             |
| Livingston        | 14,441                                          | \$100,000                               | 0.11759532%                             |
| Los Banos         | 48,896                                          | \$100,000                               | 0.11759532%                             |
| Merced            | 98,039                                          | \$149,826                               | 0.17618861%                             |
| Balance of County | 88,109                                          | \$134,651                               | 0.15834313%                             |
| <b>Modoc</b>      | <b>8,491</b>                                    | <b>\$200,000</b>                        | <b>0.23519064%</b>                      |
| Alturas           | 2,657                                           | \$100,000                               | 0.11759532%                             |
| Balance of County | 5,834                                           | \$100,000                               | 0.11759532%                             |
| <b>Mono</b>       | <b>12,684</b>                                   | <b>\$200,000</b>                        | <b>0.23519064%</b>                      |
| Mammoth Lakes     | 7,040                                           | \$100,000                               | 0.11759532%                             |
| Balance of County | 5,644                                           | \$100,000                               | 0.11759532%                             |
| <b>Monterey</b>   | <b>438,831</b>                                  | <b>\$1,506,114</b>                      | <b>1.77111905%</b>                      |
| Carmel-by-the-Sea | 3,049                                           | \$100,000                               | 0.11759532%                             |
| Del Rey Oaks      | 1,546                                           | \$100,000                               | 0.11759532%                             |
| Gonzales          | 8,434                                           | \$100,000                               | 0.11759532%                             |

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|------------------------|-------------------------------------------------|-----------------------------------------|-----------------------------------------|
| Greenfield             | 20,785                                          | \$100,000                               | 0.11759532%                             |
| King City              | 14,344                                          | \$100,000                               | 0.11759532%                             |
| Marina                 | 23,086                                          | \$100,000                               | 0.11759532%                             |
| Monterey               | 27,273                                          | \$100,000                               | 0.11759532%                             |
| Pacific Grove          | 14,871                                          | \$100,000                               | 0.11759532%                             |
| Salinas                | 160,645                                         | \$245,503                               | 0.28869959%                             |
| Sand City              | 373                                             | \$100,000                               | 0.11759532%                             |
| Seaside                | 32,019                                          | \$100,000                               | 0.11759532%                             |
| Soledad                | 27,310                                          | \$100,000                               | 0.11759532%                             |
| Balance of County      | 105,096                                         | \$160,611                               | 0.18887094%                             |
| <b>Napa</b>            | <b>136,124</b>                                  | <b>\$618,799</b>                        | <b>0.72767813%</b>                      |
| American Canyon        | 22,396                                          | \$100,000                               | 0.11759532%                             |
| Calistoga              | 5,160                                           | \$100,000                               | 0.11759532%                             |
| Napa                   | 77,736                                          | \$118,799                               | 0.13970153%                             |
| St Helena              | 5,349                                           | \$100,000                               | 0.11759532%                             |
| Yountville             | 2,638                                           | \$100,000                               | 0.11759532%                             |
| Balance of County      | 22,845                                          | \$100,000                               | 0.11759532%                             |
| <b>Nevada</b>          | <b>100,354</b>                                  | <b>\$401,973</b>                        | <b>0.47270111%</b>                      |
| Grass Valley           | 13,364                                          | \$100,000                               | 0.11759532%                             |
| Nevada City            | 3,336                                           | \$100,000                               | 0.11759532%                             |
| Truckee                | 16,928                                          | \$100,000                               | 0.11759532%                             |
| Balance of County      | 66,726                                          | \$101,973                               | 0.11991515%                             |
| <b>Orange</b>          | <b>3,175,427</b>                                | <b>\$5,637,270</b>                      | <b>6.62916550%</b>                      |
| Aliso Viejo            | 50,213                                          | \$100,000                               | 0.11759532%                             |
| Anaheim                | 341,773                                         | \$522,308                               | 0.61420975%                             |
| Brea                   | 47,900                                          | \$100,000                               | 0.11759532%                             |
| Buena Park             | 82,667                                          | \$126,334                               | 0.14856316%                             |
| Costa Mesa             | 110,321                                         | \$168,596                               | 0.19826093%                             |
| Cypress                | 49,499                                          | \$100,000                               | 0.11759532%                             |
| Dana Point             | 32,730                                          | \$100,000                               | 0.11759532%                             |
| Fountain Valley        | 56,560                                          | \$100,000                               | 0.11759532%                             |
| Fullerton              | 141,469                                         | \$216,197                               | 0.25423787%                             |
| Garden Grove           | 171,492                                         | \$262,079                               | 0.30819304%                             |
| Huntington Beach       | 193,134                                         | \$295,153                               | 0.34708648%                             |
| Irvine                 | 318,629                                         | \$486,939                               | 0.57261703%                             |
| Laguna Beach           | 22,763                                          | \$100,000                               | 0.11759532%                             |
| Laguna Hills           | 30,309                                          | \$100,000                               | 0.11759532%                             |
| Laguna Niguel          | 65,257                                          | \$100,000                               | 0.11759532%                             |
| Laguna Woods           | 17,183                                          | \$100,000                               | 0.11759532%                             |
| La Habra               | 61,202                                          | \$100,000                               | 0.11759532%                             |
| Lake Forest            | 87,639                                          | \$133,933                               | 0.15749848%                             |
| La Palma               | 15,110                                          | \$100,000                               | 0.11759532%                             |
| Los Alamitos           | 12,006                                          | \$100,000                               | 0.11759532%                             |
| Mission Viejo          | 91,740                                          | \$140,200                               | 0.16486850%                             |
| Newport Beach          | 82,654                                          | \$126,314                               | 0.14853980%                             |
| Orange                 | 139,724                                         | \$213,531                               | 0.25110188%                             |
| Placentia              | 53,982                                          | \$100,000                               | 0.11759532%                             |
| Rancho Santa Margarita | 46,341                                          | \$100,000                               | 0.11759532%                             |
| San Clemente           | 62,865                                          | \$100,000                               | 0.11759532%                             |
| San Juan Capistrano    | 35,329                                          | \$100,000                               | 0.11759532%                             |
| Santa Ana              | 315,325                                         | \$481,889                               | 0.56667932%                             |
| Seal Beach             | 24,400                                          | \$100,000                               | 0.11759532%                             |
| Stanton                | 40,552                                          | \$100,000                               | 0.11759532%                             |
| Tustin                 | 79,326                                          | \$121,228                               | 0.14255896%                             |
| Villa Park             | 5,738                                           | \$100,000                               | 0.11759532%                             |
| Westminster            | 90,295                                          | \$137,992                               | 0.16227165%                             |

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|--------------------|-------------------------------------------------|-----------------------------------------|-----------------------------------------|
| Yorba Linda        | 66,267                                          | \$101,271                               | 0.11909027%                             |
| Balance of County  | 133,033                                         | \$203,305                               | 0.23907730%                             |
| <b>Placer</b>      | <b>421,446</b>                                  | <b>\$927,171</b>                        | <b>1.09030949%</b>                      |
| Auburn             | 13,286                                          | \$100,000                               | 0.11759532%                             |
| Colfax             | 1,996                                           | \$100,000                               | 0.11759532%                             |
| Lincoln            | 54,520                                          | \$100,000                               | 0.11759532%                             |
| Loomis             | 6,689                                           | \$100,000                               | 0.11759532%                             |
| Rocklin            | 73,172                                          | \$111,824                               | 0.13149943%                             |
| Roseville          | 158,494                                         | \$242,215                               | 0.28483397%                             |
| Balance of County  | 113,289                                         | \$173,132                               | 0.20359481%                             |
| <b>Plumas</b>      | <b>18,885</b>                                   | <b>\$200,000</b>                        | <b>0.23519064%</b>                      |
| Portola            | 2,098                                           | \$100,000                               | 0.11759532%                             |
| Balance of County  | 16,787                                          | \$100,000                               | 0.11759532%                             |
| <b>Riverside</b>   | <b>2,495,640</b>                                | <b>\$4,599,559</b>                      | <b>5.40886644%</b>                      |
| Banning            | 31,949                                          | \$100,000                               | 0.11759532%                             |
| Beaumont           | 59,708                                          | \$100,000                               | 0.11759532%                             |
| Blythe             | 15,400                                          | \$100,000                               | 0.11759532%                             |
| Calimesa           | 10,994                                          | \$100,000                               | 0.11759532%                             |
| Canyon Lake        | 11,004                                          | \$100,000                               | 0.11759532%                             |
| Cathedral City     | 51,651                                          | \$100,000                               | 0.11759532%                             |
| Coachella          | 44,384                                          | \$100,000                               | 0.11759532%                             |
| Corona             | 159,157                                         | \$243,229                               | 0.28602547%                             |
| Desert Hot Springs | 33,262                                          | \$100,000                               | 0.11759532%                             |
| Eastvale           | 69,799                                          | \$106,669                               | 0.12543772%                             |
| Hemet              | 91,934                                          | \$140,496                               | 0.16521715%                             |
| Indian Wells       | 4,862                                           | \$100,000                               | 0.11759532%                             |
| Indio              | 92,539                                          | \$141,421                               | 0.16630441%                             |
| Jurupa Valley      | 105,928                                         | \$161,882                               | 0.19036615%                             |
| Lake Elsinore      | 73,783                                          | \$112,757                               | 0.13259748%                             |
| La Quinta          | 38,796                                          | \$100,000                               | 0.11759532%                             |
| Menifee            | 115,316                                         | \$176,229                               | 0.20723759%                             |
| Moreno Valley      | 210,823                                         | \$322,186                               | 0.37887587%                             |
| Murrieta           | 111,789                                         | \$170,839                               | 0.20089912%                             |
| Norco              | 25,221                                          | \$100,000                               | 0.11759532%                             |
| Palm Desert        | 51,980                                          | \$100,000                               | 0.11759532%                             |
| Palm Springs       | 44,476                                          | \$100,000                               | 0.11759532%                             |
| Perris             | 81,240                                          | \$124,153                               | 0.14599866%                             |
| Rancho Mirage      | 17,120                                          | \$100,000                               | 0.11759532%                             |
| Riverside          | 320,337                                         | \$489,549                               | 0.57568652%                             |
| San Jacinto        | 54,990                                          | \$100,000                               | 0.11759532%                             |
| Temecula           | 112,220                                         | \$171,498                               | 0.20167368%                             |
| Wildomar           | 37,077                                          | \$100,000                               | 0.11759532%                             |
| Balance of County  | 417,901                                         | \$638,649                               | 0.75102150%                             |
| <b>Sacramento</b>  | <b>1,604,745</b>                                | <b>\$2,611,378</b>                      | <b>3.07085881%</b>                      |
| Citrus Heights     | 86,280                                          | \$131,856                               | 0.15505619%                             |
| Elk Grove          | 182,842                                         | \$279,425                               | 0.32859044%                             |
| Folsom             | 92,577                                          | \$141,479                               | 0.16637270%                             |
| Galt               | 26,092                                          | \$100,000                               | 0.11759532%                             |
| Isleton            | 764                                             | \$100,000                               | 0.11759532%                             |
| Rancho Cordova     | 85,451                                          | \$130,589                               | 0.15356637%                             |
| Sacramento         | 527,979                                         | \$806,874                               | 0.94884573%                             |
| Balance of County  | 602,760                                         | \$921,156                               | 1.08323674%                             |
| <b>San Benito</b>  | <b>66,822</b>                                   | <b>\$300,000</b>                        | <b>0.35278596%</b>                      |
| Hollister          | 43,492                                          | \$100,000                               | 0.11759532%                             |

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|-----------------------|-------------------------------------------------|-----------------------------------------|-----------------------------------------|
| San Juan Bautista     | 2,078                                           | \$100,000                               | 0.11759532%                             |
| Balance of County     | 21,252                                          | \$100,000                               | 0.11759532%                             |
| <b>San Bernardino</b> | <b>2,207,424</b>                                | <b>\$4,025,057</b>                      | <b>4.73327831%</b>                      |
| Adelanto              | 37,150                                          | \$100,000                               | 0.11759532%                             |
| Apple Valley          | 75,262                                          | \$115,018                               | 0.13525543%                             |
| Barstow               | 24,811                                          | \$100,000                               | 0.11759532%                             |
| Big Bear Lake         | 4,953                                           | \$100,000                               | 0.11759532%                             |
| Chino                 | 95,206                                          | \$145,497                               | 0.17109735%                             |
| Chino Hills           | 77,314                                          | \$118,154                               | 0.13894314%                             |
| Colton                | 53,278                                          | \$100,000                               | 0.11759532%                             |
| Fontana               | 219,172                                         | \$334,945                               | 0.39388009%                             |
| Grand Terrace         | 12,803                                          | \$100,000                               | 0.11759532%                             |
| Hesperia              | 101,792                                         | \$155,562                               | 0.18293323%                             |
| Highland              | 57,088                                          | \$100,000                               | 0.11759532%                             |
| Loma Linda            | 25,322                                          | \$100,000                               | 0.11759532%                             |
| Montclair             | 37,526                                          | \$100,000                               | 0.11759532%                             |
| Needles               | 4,791                                           | \$100,000                               | 0.11759532%                             |
| Ontario               | 184,404                                         | \$281,812                               | 0.33139755%                             |
| Rancho Cucamonga      | 175,992                                         | \$268,956                               | 0.31628011%                             |
| Redlands              | 73,488                                          | \$112,307                               | 0.13206733%                             |
| Rialto                | 105,565                                         | \$161,328                               | 0.18971379%                             |
| San Bernardino        | 222,727                                         | \$340,378                               | 0.40026888%                             |
| Twentynine Palms      | 24,257                                          | \$100,000                               | 0.11759532%                             |
| Upland                | 79,140                                          | \$120,944                               | 0.14222469%                             |
| Victorville           | 141,013                                         | \$215,500                               | 0.25341838%                             |
| Yucaipa               | 54,838                                          | \$100,000                               | 0.11759532%                             |
| Yucca Valley          | 22,027                                          | \$100,000                               | 0.11759532%                             |
| Balance of County     | 297,505                                         | \$454,656                               | 0.53465450%                             |
| <b>San Diego</b>      | <b>3,330,139</b>                                | <b>\$5,499,547</b>                      | <b>6.46720959%</b>                      |
| Carlsbad              | 116,368                                         | \$177,837                               | 0.20912817%                             |
| Chula Vista           | 281,401                                         | \$430,046                               | 0.50571356%                             |
| Coronado              | 22,610                                          | \$100,000                               | 0.11759532%                             |
| Del Mar               | 3,950                                           | \$100,000                               | 0.11759532%                             |
| El Cajon              | 104,932                                         | \$160,360                               | 0.18857621%                             |
| Encinitas             | 61,956                                          | \$100,000                               | 0.11759532%                             |
| Escondido             | 150,425                                         | \$229,884                               | 0.27033295%                             |
| Imperial Beach        | 26,369                                          | \$100,000                               | 0.11759532%                             |
| La Mesa               | 60,908                                          | \$100,000                               | 0.11759532%                             |
| Lemon Grove           | 28,163                                          | \$100,000                               | 0.11759532%                             |
| National City         | 58,965                                          | \$100,000                               | 0.11759532%                             |
| Oceanside             | 174,340                                         | \$266,432                               | 0.31331126%                             |
| Poway                 | 50,379                                          | \$100,000                               | 0.11759532%                             |
| San Diego             | 1,408,937                                       | \$2,153,181                             | 2.53203983%                             |
| San Marcos            | 97,123                                          | \$148,426                               | 0.17454244%                             |
| Santee                | 59,568                                          | \$100,000                               | 0.11759532%                             |
| Solana Beach          | 12,986                                          | \$100,000                               | 0.11759532%                             |
| Vista                 | 101,599                                         | \$155,267                               | 0.18258639%                             |
| Balance of County     | 509,160                                         | \$778,114                               | 0.91502558%                             |
| <b>San Francisco</b>  | <b>842,027</b>                                  | <b>\$1,286,812</b>                      | <b>1.51323012%</b>                      |
| <b>San Joaquin</b>    | <b>805,856</b>                                  | <b>\$1,493,419</b>                      | <b>1.75619027%</b>                      |
| Escalon               | 7,232                                           | \$100,000                               | 0.11759532%                             |
| Lathrop               | 38,596                                          | \$100,000                               | 0.11759532%                             |
| Lodi                  | 67,093                                          | \$102,534                               | 0.12057469%                             |
| Manteca               | 93,733                                          | \$143,246                               | 0.16845018%                             |
| Mountain House        | 28,795                                          | \$100,000                               | 0.11759532%                             |

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|--------------------------------------|-------------------------------------------------|-----------------------------------------|-----------------------------------------|
| Ripon                                | 15,753                                          | \$100,000                               | 0.11759532%                             |
| Stockton                             | 320,877                                         | \$490,374                               | 0.57665697%                             |
| Tracy                                | 98,215                                          | \$150,095                               | 0.17650491%                             |
| Balance of County                    | 135,562                                         | \$207,170                               | 0.24362224%                             |
| <b>San Luis Obispo</b>               | <b>279,337</b>                                  | <b>\$883,508</b>                        | <b>1.03896455%</b>                      |
| Arroyo Grande                        | 17,910                                          | \$100,000                               | 0.11759532%                             |
| Atascadero                           | 30,134                                          | \$100,000                               | 0.11759532%                             |
| El Paso de Robles                    | 31,061                                          | \$100,000                               | 0.11759532%                             |
| Grover Beach                         | 12,411                                          | \$100,000                               | 0.11759532%                             |
| Morro Bay                            | 10,404                                          | \$100,000                               | 0.11759532%                             |
| Pismo Beach                          | 7,804                                           | \$100,000                               | 0.11759532%                             |
| San Luis Obispo                      | 49,534                                          | \$100,000                               | 0.11759532%                             |
| Balance of County                    | 120,079                                         | \$183,508                               | 0.21579731%                             |
| <b>San Mateo</b>                     | <b>748,337</b>                                  | <b>\$2,340,960</b>                      | <b>2.75285972%</b>                      |
| Atherton                             | 7,007                                           | \$100,000                               | 0.11759532%                             |
| Belmont                              | 28,206                                          | \$100,000                               | 0.11759532%                             |
| Brisbane                             | 4,676                                           | \$100,000                               | 0.11759532%                             |
| Burlingame                           | 31,552                                          | \$100,000                               | 0.11759532%                             |
| Colma                                | 1,411                                           | \$100,000                               | 0.11759532%                             |
| Daly City                            | 102,155                                         | \$156,116                               | 0.18358559%                             |
| East Palo Alto                       | 29,133                                          | \$100,000                               | 0.11759532%                             |
| Foster City                          | 32,658                                          | \$100,000                               | 0.11759532%                             |
| Half Moon Bay                        | 11,303                                          | \$100,000                               | 0.11759532%                             |
| Hillsborough                         | 11,254                                          | \$100,000                               | 0.11759532%                             |
| Menlo Park                           | 33,311                                          | \$100,000                               | 0.11759532%                             |
| Millbrae                             | 23,164                                          | \$100,000                               | 0.11759532%                             |
| Pacifica                             | 37,217                                          | \$100,000                               | 0.11759532%                             |
| Portola Valley                       | 4,285                                           | \$100,000                               | 0.11759532%                             |
| Redwood City                         | 82,073                                          | \$125,426                               | 0.14749567%                             |
| San Bruno                            | 42,631                                          | \$100,000                               | 0.11759532%                             |
| San Carlos                           | 29,535                                          | \$100,000                               | 0.11759532%                             |
| San Mateo                            | 104,315                                         | \$159,417                               | 0.18746738%                             |
| South San Francisco                  | 65,397                                          | \$100,000                               | 0.11759532%                             |
| Woodside                             | 5,206                                           | \$100,000                               | 0.11759532%                             |
| Balance of County                    | 61,848                                          | \$100,000                               | 0.11759532%                             |
| Broadmoor Police Protection District | 0                                               | \$100,000                               | 0.11759532%                             |
| <b>Santa Barbara</b>                 | <b>447,132</b>                                  | <b>\$1,117,350</b>                      | <b>1.31395178%</b>                      |
| Buellton                             | 5,091                                           | \$100,000                               | 0.11759532%                             |
| Carpinteria                          | 12,735                                          | \$100,000                               | 0.11759532%                             |
| Goleta                               | 32,747                                          | \$100,000                               | 0.11759532%                             |
| Guadalupe                            | 8,851                                           | \$100,000                               | 0.11759532%                             |
| Lompoc                               | 43,424                                          | \$100,000                               | 0.11759532%                             |
| Santa Barbara                        | 86,451                                          | \$132,117                               | 0.15536349%                             |
| Santa Maria                          | 112,208                                         | \$171,480                               | 0.20165211%                             |
| Solvang                              | 5,755                                           | \$100,000                               | 0.11759532%                             |
| Balance of County                    | 139,870                                         | \$213,754                               | 0.25136426%                             |
| <b>Santa Clara</b>                   | <b>1,922,259</b>                                | <b>\$3,348,184</b>                      | <b>3.93730807%</b>                      |
| Campbell                             | 43,281                                          | \$100,000                               | 0.11759532%                             |
| Cupertino                            | 59,831                                          | \$100,000                               | 0.11759532%                             |
| Gilroy                               | 62,205                                          | \$100,000                               | 0.11759532%                             |
| Los Altos                            | 31,720                                          | \$100,000                               | 0.11759532%                             |
| Los Altos Hills                      | 8,548                                           | \$100,000                               | 0.11759532%                             |
| Los Gatos                            | 33,355                                          | \$100,000                               | 0.11759532%                             |
| Milpitas                             | 81,915                                          | \$125,185                               | 0.14721172%                             |
| Monte Sereno                         | 3,637                                           | \$100,000                               | 0.11759532%                             |

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|-------------------------------------|-------------------------------------------------|-----------------------------------------|-----------------------------------------|
| Morgan Hill                         | 46,599                                          | \$100,000                               | 0.11759532%                             |
| Mountain View                       | 86,513                                          | \$132,212                               | 0.15547492%                             |
| Palo Alto                           | 68,794                                          | \$105,133                               | 0.12363161%                             |
| San Jose                            | 979,415                                         | \$1,496,772                             | 1.76013391%                             |
| Santa Clara                         | 134,587                                         | \$205,680                               | 0.24187004%                             |
| Saratoga                            | 31,110                                          | \$100,000                               | 0.11759532%                             |
| Sunnyvale                           | 159,673                                         | \$244,017                               | 0.28695278%                             |
| Balance of County                   | 91,076                                          | \$139,185                               | 0.16367521%                             |
| <b>Santa Cruz</b>                   | <b>263,710</b>                                  | <b>\$595,821</b>                        | <b>0.70065805%</b>                      |
| Capitola                            | 9,670                                           | \$100,000                               | 0.11759532%                             |
| Santa Cruz                          | 62,972                                          | \$100,000                               | 0.11759532%                             |
| Scotts Valley                       | 11,831                                          | \$100,000                               | 0.11759532%                             |
| Watsonville                         | 51,101                                          | \$100,000                               | 0.11759532%                             |
| Balance of County                   | 128,136                                         | \$195,821                               | 0.23027677%                             |
| <b>Shasta</b>                       | <b>180,201</b>                                  | <b>\$443,143</b>                        | <b>0.52111547%</b>                      |
| Anderson                            | 10,967                                          | \$100,000                               | 0.11759532%                             |
| Redding                             | 93,534                                          | \$142,942                               | 0.16809255%                             |
| Shasta Lake                         | 10,133                                          | \$100,000                               | 0.11759532%                             |
| Balance of County                   | 65,567                                          | \$100,202                               | 0.11783228%                             |
| <b>Sierra</b>                       | <b>3,170</b>                                    | <b>\$200,000</b>                        | <b>0.23519064%</b>                      |
| Loyalton                            | 730                                             | \$100,000                               | 0.11759532%                             |
| Balance of County                   | 2,440                                           | \$100,000                               | 0.11759532%                             |
| <b>Siskiyou</b>                     | <b>43,311</b>                                   | <b>\$1,100,000</b>                      | <b>1.29354852%</b>                      |
| Dorris                              | 830                                             | \$100,000                               | 0.11759532%                             |
| Dunsmuir                            | 1,628                                           | \$100,000                               | 0.11759532%                             |
| Etna                                | 662                                             | \$100,000                               | 0.11759532%                             |
| Fort Jones                          | 663                                             | \$100,000                               | 0.11759532%                             |
| Montague                            | 1,195                                           | \$100,000                               | 0.11759532%                             |
| Mount Shasta                        | 3,179                                           | \$100,000                               | 0.11759532%                             |
| Tulelake                            | 851                                             | \$100,000                               | 0.11759532%                             |
| Weed                                | 2,716                                           | \$100,000                               | 0.11759532%                             |
| Yreka                               | 7,879                                           | \$100,000                               | 0.11759532%                             |
| Balance of County                   | 23,708                                          | \$100,000                               | 0.11759532%                             |
| Lake Shastina Community Services Di | 0                                               | \$100,000                               | 0.11759532%                             |
| <b>Solano</b>                       | <b>449,839</b>                                  | <b>\$1,028,933</b>                      | <b>1.20997690%</b>                      |
| Benicia                             | 26,195                                          | \$100,000                               | 0.11759532%                             |
| Dixon                               | 20,174                                          | \$100,000                               | 0.11759532%                             |
| Fairfield                           | 120,720                                         | \$184,488                               | 0.21694927%                             |
| Rio Vista                           | 10,338                                          | \$100,000                               | 0.11759532%                             |
| Suisun City                         | 29,036                                          | \$100,000                               | 0.11759532%                             |
| Vacaville                           | 103,181                                         | \$157,684                               | 0.18542944%                             |
| Vallejo                             | 122,207                                         | \$186,760                               | 0.21962159%                             |
| Balance of County                   | 17,988                                          | \$100,000                               | 0.11759532%                             |
| <b>Sonoma</b>                       | <b>482,848</b>                                  | <b>\$1,272,610</b>                      | <b>1.49652972%</b>                      |
| Cloverdale                          | 8,678                                           | \$100,000                               | 0.11759532%                             |
| Cotati                              | 7,290                                           | \$100,000                               | 0.11759532%                             |
| Healdsburg                          | 10,972                                          | \$100,000                               | 0.11759532%                             |
| Petaluma                            | 59,094                                          | \$100,000                               | 0.11759532%                             |
| Rohnert Park                        | 44,062                                          | \$100,000                               | 0.11759532%                             |
| Santa Rosa                          | 178,452                                         | \$272,716                               | 0.32070105%                             |
| Sebastopol                          | 7,367                                           | \$100,000                               | 0.11759532%                             |
| Sonoma                              | 10,507                                          | \$100,000                               | 0.11759532%                             |
| Windsor                             | 25,625                                          | \$100,000                               | 0.11759532%                             |



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|-------------------|-------------------------------------------------|-----------------------------------------|-----------------------------------------|
| Balance of County | 130,801                                         | \$199,894                               | 0.23506611%                             |
| <b>Stanislaus</b> | <b>555,765</b>                                  | <b>\$1,313,945</b>                      | <b>1.54513817%</b>                      |
| Ceres             | 49,305                                          | \$100,000                               | 0.11759532%                             |
| Hughson           | 7,977                                           | \$100,000                               | 0.11759532%                             |
| Modesto           | 219,765                                         | \$335,852                               | 0.39494579%                             |
| Newman            | 12,389                                          | \$100,000                               | 0.11759532%                             |
| Oakdale           | 23,231                                          | \$100,000                               | 0.11759532%                             |
| Patterson         | 25,868                                          | \$100,000                               | 0.11759532%                             |
| Riverbank         | 26,090                                          | \$100,000                               | 0.11759532%                             |
| Turlock           | 72,219                                          | \$110,367                               | 0.12978677%                             |
| Waterford         | 9,169                                           | \$100,000                               | 0.11759532%                             |
| Balance of County | 109,752                                         | \$167,726                               | 0.19723837%                             |
| <b>Sutter</b>     | <b>100,257</b>                                  | <b>\$307,668</b>                        | <b>0.36180368%</b>                      |
| Live Oak          | 9,658                                           | \$100,000                               | 0.11759532%                             |
| Yuba City         | 70,453                                          | \$107,668                               | 0.12661304%                             |
| Balance of County | 20,146                                          | \$100,000                               | 0.11759532%                             |
| <b>Tehama</b>     | <b>64,827</b>                                   | <b>\$400,000</b>                        | <b>0.47038128%</b>                      |
| Corning           | 8,268                                           | \$100,000                               | 0.11759532%                             |
| Red Bluff         | 14,466                                          | \$100,000                               | 0.11759532%                             |
| Tehama            | 428                                             | \$100,000                               | 0.11759532%                             |
| Balance of County | 41,665                                          | \$100,000                               | 0.11759532%                             |
| <b>Trinity</b>    | <b>15,884</b>                                   | <b>\$100,000</b>                        | <b>0.11759532%</b>                      |
| <b>Tulare</b>     | <b>487,209</b>                                  | <b>\$1,144,366</b>                      | <b>1.34572142%</b>                      |
| Dinuba            | 26,025                                          | \$100,000                               | 0.11759532%                             |
| Exeter            | 10,233                                          | \$100,000                               | 0.11759532%                             |
| Farmersville      | 10,392                                          | \$100,000                               | 0.11759532%                             |
| Lindsay           | 12,725                                          | \$100,000                               | 0.11759532%                             |
| Porterville       | 63,622                                          | \$100,000                               | 0.11759532%                             |
| Tulare            | 73,002                                          | \$111,564                               | 0.13119392%                             |
| Visalia           | 146,978                                         | \$224,616                               | 0.26413825%                             |
| Woodlake          | 8,005                                           | \$100,000                               | 0.11759532%                             |
| Balance of County | 136,227                                         | \$208,186                               | 0.24481733%                             |
| <b>Tuolumne</b>   | <b>54,357</b>                                   | <b>\$200,000</b>                        | <b>0.23519064%</b>                      |
| Sonora            | 5,116                                           | \$100,000                               | 0.11759532%                             |
| Balance of County | 49,241                                          | \$100,000                               | 0.11759532%                             |
| <b>Ventura</b>    | <b>829,005</b>                                  | <b>\$1,595,987</b>                      | <b>1.87680656%</b>                      |
| Camarillo         | 68,927                                          | \$105,336                               | 0.12387063%                             |
| Fillmore          | 17,035                                          | \$100,000                               | 0.11759532%                             |
| Moorpark          | 34,754                                          | \$100,000                               | 0.11759532%                             |
| Ojai              | 7,559                                           | \$100,000                               | 0.11759532%                             |
| Oxnard            | 198,733                                         | \$303,710                               | 0.35714860%                             |
| Port Hueneme      | 20,838                                          | \$100,000                               | 0.11759532%                             |
| San Buenaventura  | 108,985                                         | \$166,554                               | 0.19585997%                             |
| Santa Paula       | 31,658                                          | \$100,000                               | 0.11759532%                             |
| Simi Valley       | 124,815                                         | \$190,746                               | 0.22430850%                             |
| Thousand Oaks     | 122,468                                         | \$187,159                               | 0.22009065%                             |
| Balance of County | 93,233                                          | \$142,482                               | 0.16755161%                             |
| <b>Yolo</b>       | <b>225,433</b>                                  | <b>\$500,000</b>                        | <b>0.58797660%</b>                      |
| Davis             | 65,423                                          | \$100,000                               | 0.11759532%                             |
| West Sacramento   | 55,403                                          | \$100,000                               | 0.11759532%                             |
| Winters           | 8,021                                           | \$100,000                               | 0.11759532%                             |

**2025-26 Enhancing Law Enforcement Activities Subaccount  
Citizens' Option for Public Safety  
Front-line Law Enforcement Allocation for 2025-26**

ATTACHMENT II

| City/County                  | City/County<br>Population Estimates<br>1/1/2025 | Projected Allocations by<br>City/County | Percent of Allocation by<br>City/County |
|------------------------------|-------------------------------------------------|-----------------------------------------|-----------------------------------------|
| Woodland                     | 61,623                                          | \$100,000                               | 0.11759532%                             |
| Balance of County            | 34,963                                          | \$100,000                               | 0.11759532%                             |
|                              |                                                 |                                         |                                         |
| <b>Yuba</b>                  | <b>85,023</b>                                   | <b>\$304,369</b>                        | <b>0.35792368%</b>                      |
| Marysville                   | 12,717                                          | \$100,000                               | 0.11759532%                             |
| Wheatland                    | 4,012                                           | \$100,000                               | 0.11759532%                             |
| Balance of County            | 68,294                                          | \$104,369                               | 0.12273304%                             |
| <b>CALIFORNIA TOTAL</b>      | <b>39,529,101</b>                               | <b>\$85,037,400</b>                     | <b>100.00000000%</b>                    |
| <b>CALIFORNIA CITY TOTAL</b> | <b>33,188,202</b>                               | <b>\$73,399,455</b>                     | <b>86.31432129%</b>                     |



## City Council Agenda Report

**Meeting Date: May 26, 2026**

**Prepared By: Scott Gerdes**

**Approved By: Gabe Engeland**

**Subject:** Adopt a Resolution to Approve a Successor Memorandum of Understanding between the City of Los Altos and Los Altos Municipal Employee Association.

---

### **COUNCIL PRIORITY AREA**

- ☐ Business Communities
- ☐ Circulation Safety and Efficiency
- ☐ Environmental Sustainability
- ☐ Housing
- ☐ Neighborhood Safety Infrastructure
- ☒ General Government

### **RECOMMENDATION**

Staff recommends the City Council adopt a Resolution to approve a successor Memorandum of Understanding between the City of Los Altos and Los Altos Municipal Employee Association.

### **FISCAL IMPACT**

The proposed Memorandum of Understanding (MOU) includes compensation, benefit, and administrative changes for employees represented by the Los Altos Municipal Employees Association (LAMEA). All known costs associated with the proposed agreement for Fiscal Year 2026/2027 have been incorporated into the proposed FY 2026/2027 budget; therefore, adoption of the MOU will not require additional budget appropriations for the upcoming fiscal year.

The financial impact of the agreement includes both known and estimated costs. Certain provisions have fixed or readily calculable costs (e.g., bilingual certification premium increases), while other provisions are dependent on future variables including Consumer Price Index (CPI) calculations, market survey results, staffing levels, and employee benefit elections. Additionally, certain market adjustment provisions included in later years of the agreement cannot be fully determined at this time and will depend on future compensation survey outcomes.

The estimated total increase in known and projected costs associated with the agreement is approximately \$428.5K in FY 2026/2027 and approximately \$3.49M over the five-year term of the agreement.

| FY                 | Salary       | Certifications | Benefits   | Total Annual |
|--------------------|--------------|----------------|------------|--------------|
| 26/27              | \$ 389,861   | \$ 2,600       | \$ 36,040  | \$ 428,501   |
| 27/28              | \$ 415,087   | \$ 2,600       | \$ 69,697  | \$ 487,384   |
| 28/29              | \$ 560,410   | \$ 2,600       | \$ 100,708 | \$ 663,718   |
| 29/30              | \$ 729,955   | \$ 2,600       | \$ 155,827 | \$ 888,382   |
| 30/31              | \$ 826,837   | \$ 2,600       | \$ 188,631 | \$ 1,018,068 |
| <b>Grand Total</b> | \$ 2,922,151 | \$ 13,000      | \$ 550,903 | \$ 3,486,054 |

## ENVIRONMENTAL REVIEW

This action does not qualify as a “Project” as defined by Section 15378(b) of the CEQA Guidelines because it involves organizational and administrative activities that will not result in a direct or indirect physical change to the environment.

## PREVIOUS COUNCIL CONSIDERATION

June 22, 2021 - Resolution No. 2021-37: Adopt the Memorandum of Understanding between the City of Los Altos and the Los Altos Municipal Employees Association covering July 1, 2021 – June 30, 2024.

October 11, 2022 – Resolution No. 2022-70: Adopt the Side Letter to Extend the Memorandum of Understanding with LAMEA by two additional years to June 30, 2026.

## BACKGROUND

The current Memorandum of Understanding (MOU) between the City of Los Altos and the Los Altos Municipal Employees Association (LAMEA) expires June 30, 2026. LAMEA represents miscellaneous employees responsible for providing a wide range of municipal services supporting City operations and service delivery.

During the term of the current MOU, the City continued implementation of its Total Compensation Philosophy with a focus on maintaining competitive compensation, supporting recruitment and retention, and ensuring long-term fiscal sustainability. The City experienced continued labor market pressure across many public sector classifications, particularly in the Bay Area, resulting in ongoing evaluation of compensation competitiveness and operational flexibility.

In preparation for successor negotiations, the City conducted a market compensation analysis comparing classifications represented by LAMEA against peer agencies selected based on geographic proximity, population, staffing levels, agency expenditures, expenditures per capita, and organizational similarity. The peer agency framework included the Town of Los Gatos and the Cities of Foster City, Campbell, San Carlos, East Palo Alto, Morgan Hill, Belmont, Milpitas, and Gilroy.

The market survey data completed to date indicates that application of the negotiated FY 2026/2027 salary adjustments is anticipated to position most represented classifications at or above the 50th percentile of the market for both base salary and total compensation.

Representatives from the City and LAMEA met and conferred in good faith over multiple bargaining sessions between March 3, 2026 and April 30, 2026 regarding wages, hours, and other terms and conditions of employment. Negotiations included discussions regarding compensation, overtime and scheduling practices, leave and benefit provisions, recruitment and retention considerations, and modernization of various administrative provisions within the MOU.

The parties reached a tentative agreement on a successor five-year MOU covering the period July 1, 2026 through June 30, 2031. LAMEA membership ratified the tentative agreement on May 13, 2026. Final approval of the successor MOU is now before the City Council.

## **DISCUSSION/ANALYSIS**

The successor MOU with LAMEA is for five years and covers the period July 1, 2026 through June 30, 2031. The City and LAMEA reached agreement on a package of modifications intended to maintain competitive compensation, support recruitment and retention, clarify administrative practices, and modernize contract language.

Key highlights include:

- CPI-based salary adjustments during the term of the agreement, including negotiated minimum and maximum increase provisions.
- Market adjustment and market range adjustment provisions tied to peer agency compensation data and market survey analysis to support long-term compensation competitiveness.
- Increased bilingual pay premium amounts, aligned with the median compensation offered by peer agencies, and updated recertification requirements.
- Alignment of the City's health insurance contribution structure with the Kaiser rate associated with the employee's selected level of coverage, consistent with current market practices among peer agencies.
- Sunset of the prior health benefit option for employees hired on or before October 1, 2013 that allowed employees to receive additional compensation when enrolling in medical plans costing less than the City's contribution amount.
- Voluntary vacation cash-outs, including limited one-time opportunities to assist employees with high balances due to limited vacation use, along with related Personnel Regulation updates applicable citywide regarding discretionary pre-separation vacation cash-outs in extraordinary circumstances subject to written City Manager approval. These provisions require employees to maintain a minimum balance and are structured to comply with IRS constructive receipt rules.
- To maintain consistency with negotiated employee benefits and align with practices commonly offered by market peer agencies, the City will also implement voluntary vacation cash-out provisions for unrepresented employees, including authorization for annual vacation cash-outs of up to forty (40) hours. These provisions will be incorporated into the City of Los Altos Personnel Rules and Regulations.

The agreement is intended to support the City's Total Compensation Philosophy while balancing operational needs, market competitiveness, and long-term fiscal sustainability.

A summary of key changes by fiscal year is provided in the table below:

| <b>Fiscal Year</b>           | <b>Items Proposed</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Year 1<br/>(FY 26/27)</b> | <ul style="list-style-type: none"> <li>• Effective the pay period including July 1, 2026, 3.8% Pay Increase based on April CPI.</li> <li>• Increased bilingual pay premium aligned with median peer agency compensation.</li> <li>• MOU cleanup and modernization updates.</li> </ul>                                                                                                                                                                                                                                                                         |
| <b>Year 2<br/>(FY 27/28)</b> | <ul style="list-style-type: none"> <li>• Effective the pay period including July 1, 2027, 3% - 4.5% Pay Increase based on April CPI.</li> <li>• One Time Tiered Voluntary Vacation Cashout in July 2027 <ul style="list-style-type: none"> <li>- 0 – 4 Years of Service = 40 Hours</li> <li>- 5+ Years of Service = 80 Hours</li> </ul> </li> <li>• One Time Tiered Voluntary Vacation Cashout in October 2027 <ul style="list-style-type: none"> <li>- 10 – 15 Years of Service = 40 Hours</li> <li>- 15+ Years of Service = 80 Hours</li> </ul> </li> </ul> |
| <b>Year 3<br/>(FY 28/29)</b> | <ul style="list-style-type: none"> <li>• Effective the pay period including July 1, 2028, Market Adjustments based on peer agency compensation survey data in conjunction with a maximum CPI increase of 3% based on April CPI.</li> <li>• Effective January 1, 2029, and each calendar year thereafter, the city's contribution to health insurance will be the Kaiser rate associated with the employee's selected level of coverage, consistent with current market practices among peer agencies.</li> </ul>                                              |
| <b>Year 4<br/>(FY 29/30)</b> | <ul style="list-style-type: none"> <li>• Effective the pay period including July 1, 2029, 2.5 - 3.5% Pay Increase based on April CPI.</li> <li>• Reopener for FY 30/31.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Year 5<br/>(FY 30/31)</b> | <ul style="list-style-type: none"> <li>• Effective the pay period including July 1, 2030, Market Range Adjustments.</li> <li>• Effective December 31, 2031, the health benefit option for employees hired on or before October 1, 2013 will sunset.</li> </ul>                                                                                                                                                                                                                                                                                                |

## **ATTACHMENTS**

1. City of Los Altos Resolution No. 2026-XX
2. Memorandum of Understanding between City of Los Altos & Los Altos Municipal Employees Association between July 1, 2026 – June 30, 2031

**RESOLUTION NO. 2026-\_\_**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS TO  
APPROVE A SUCCESSOR MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF LOS ALTOS AND THE LOS ALTOS MUNICIPAL  
EMPLOYEES ASSOCIATION.**

**WHEREAS**, on June 22, 2021, the City Council approved a Memorandum of Understanding (“MOU”) between the City of Los Altos and the Los Altos Municipal Employees Association (“LAMEA”) for the term July 1, 2021 through June 30, 2024; and

**WHEREAS**, on October 11, 2022, the City Council approved a Side Letter Agreement extending the term of the MOU through June 30, 2026; and

**WHEREAS**, representatives from the City and LAMEA met and conferred in good faith regarding wages, hours, and other terms and conditions of employment for a successor MOU; and

**WHEREAS**, the City and LAMEA reached a tentative agreement on a successor five-year MOU covering the period July 1, 2026 through June 30, 2031; and

**WHEREAS**, on May 13, 2026, LAMEA members completed voting and successfully ratified the successor MOU; and

**WHEREAS**, the parties signed the agreement on May 14, 2026; and

**WHEREAS**, the City Council has reviewed the successor MOU and desires to approve the agreement;

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

1. Approves the Successor MOU between the City of Los Altos and the Los Altos Municipal Employees Association for the term July 1, 2026 through June 30, 2031, attached hereto and incorporated herein by reference.

**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 \_\_\_\_ day of \_\_\_\_, 2026 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Attest:

\_\_\_\_\_  
Sally Meadows, MAYOR

\_\_\_\_\_  
Melissa Thurman, CITY CLERK

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**CITY OF LOS ALTOS**  
**AND**  
**LOS ALTOS MUNICIPAL EMPLOYEE ASSOCIATION**  
  
**JULY 1, 2026 - JUNE 30, 2031**



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## **PREAMBLE**

This Memorandum of Understanding (MOU) is entered into by and between the City of Los Altos (CITY) and the Los Altos Municipal Employee Association (hereinafter referred to as LAMEA) as a result of meeting and conferring in good faith regarding matters related to wages, hours, and /or other terms and conditions of employment between the employees represented by the Association and the City pursuant and subject to Sections 3500-3510 of the Government Code of the State of California.

For the purposes of this Memorandum of Understanding, “employee” shall mean an employee appointed to a classification represented by LAMEA.

This MOU sets forth the items on which the City and the Association have reached Agreement, so that these items will not have to be renegotiated during the term of the contract. The term of this Agreement shall be from July 1, 2026 through June 30, 2031, having been ratified by LAMEA on 05/XX/2026 and approved by the City Council on 05/XX/2026.

During the initial four-year term, the contract may also be reopened through mutual consent of the association and the City Manager. In addition, either party may reopen this MOU for the sole purpose of discussing specific provisions of this contract during the 2030-2031 fiscal year.

The written request must be submitted between the following dates:

- January 1, 2029 and March 15, 2029 for the fiscal year 2030-2031 reopening

Upon receipt of such timely written request, the parties agree to meet and confer in good faith regarding the identified provisions. In the absence of mutual agreement, the terms and conditions of this MOU shall remain in full force and effect for the duration of the Agreement.

## **ARTICLE 1. RECOGNITION**

Pursuant to City policies and procedures and Section 3500-3510 of the Government Code of the State of California, the City recognizes LAMEA as the exclusive representative of all full-time employees in the classifications listed in Appendix A attached. Hereto and incorporated for reference.

## **ARTICLE 2. NO DISCRIMINATION**

The City and LAMEA agree that no person covered by this MOU shall be discriminated against because of race, religious creed, political affiliation, color, national origin, ancestry, union activity, disability, medical condition, genetic condition, marital status, sex, age, gender identify, gender expression, sexual orientation, or any other basis protected by law, unless such factor is a bona fide occupational qualification or such action is required to comply with Federal or State law.

## **ARTICLE 3. DUES DEDUCTION**

Upon written notification to the Human Resources Director by the LAMEA representative, the City shall implement LAMEA dues deductions within thirty (30) days as follows:

- 3.1 The City will deduct LAMEA dues upon written certification from LAMEA that it has and will maintain employees' written authorization to be a dues-paying member of LAMEA.
- 3.2 Payroll deductions shall be for a specified amount set by LAMEA and shall not include fines. LAMEA may change the fixed uniform dollar amount by giving the City thirty (30) days notice of any such change. Dues deductions shall be made upon notice from the Association of an employee's desire for dues deduction. Authorization, cancellation or modification of payroll deduction shall be made upon written request and confirmation in writing from the Association. The City shall direct unit members to the Association if they so request to cancel or change dues deductions. Dues deductions may be revoked only by certification from the Association pursuant to the terms of the unit member's written authorization. The voluntary payroll deduction authorization shall remain in effect until employment with the City is terminated or until written notice to cancel or modify the deduction is received by the City from the Association. Unit members may authorize dues deductions only for the organization certified as the recognized employee organization of the unit to which such unit members are assigned.
- 3.3 The City shall transmit withheld dues deductions to LAMEA on a periodic basis and by method agreed upon by the Parties.
- 3.4 When an employee is in a non-pay status for an entire pay period (currently two weeks), no deduction shall be made. In that instance, no withholding will be made to cover that pay period from future earnings nor will the employee deposit the amount with the City which would have been withheld if the employee had been in pay status during that pay period.
- In the case of an employee who is in a non-pay status during a part of the pay period, and the salary is not sufficient to cover the full withholding no deduction shall be made. Note that all legally-required deductions have priority over LAMEA dues deduction.
- 3.5 LAMEA shall refund to the City an amount paid to it in error upon presentation of supporting evidence.
- 3.6 LAMEA shall indemnify the City and any Department of the City and hold it harmless against any and all claims, demands, suits, or other forms of liability that may arise out of, or by reason of, any action taken by the City or any Department of the City for the purpose of complying with the provisions of this Section.

#### **ARTICLE 4. ASSOCIATION RIGHTS**

##### **4.1 Meet and Confer**

LAMEA will be notified and given the opportunity to meet and confer prior to changes in terms and conditions of employment, which are within the scope of representation as defined

by the Meyers Miliars Brown Act (MMBA). The City retains the right to act on matters within the scope of representation after discharging all of its obligations under the MMBA.

#### **4.2 New Employee Notification**

When an employee is hired into any of the job classifications represented by LAMEA, the City shall notify the employee that LAMEA is the exclusive recognized bargaining representative for that classification and shall inform the employee of his/her right to join and participate in LAMEA activities.

- (a) The City will provide a written statement to each new employee hired into a classification in the bargaining unit represented by LAMEA stating, that the employee's classification is represented by LAMEA and the name of a LAMEA representative. The City will provide the employee with a packet of information that has been supplied by the Association and a membership application form.
- (b) The City will notify LAMEA, in writing, no less than fifteen (15) calendar days in advance of any new employee orientation who joins the bargaining unit whether by hire, transfer or otherwise specified. Email notification will suffice. The fifteen (15) calendar days advance notice for new employee orientation may be shortened only when there is an urgent need critical to the City's operations that was not reasonably foreseeable (e.g. the employee's first day of work in the bargaining unit position is less than fifteen (15) calendar days after the hiring decision) in which case the City shall provide as much advanced notice as practicable and must provide LAMEA the rationale for the exception in writing.
- (c) The new employee orientation notice provided to LAMEA will include the date, time and location of the orientation. The City shall not disclose the date, time, or place of any such new employee orientation(s) to anyone other than City staff, the employees who are to attend the orientation, LAMEA, or a vendor that is contracted to provide a service for purposes of orientation.

#### **4.3 New Employee Orientation**

**4.3.1** The City shall allow two (2) bargaining unit representatives designated by LAMEA to meet with the new employee(s) during new employee orientation to provide information about the MOU and related matters. It is anticipated that this meeting would require approximately thirty (30) minutes. Management representatives will excuse themselves during LAMEA portion of the orientation.

**4.3.2** Employees attending an orientation as LAMEA representatives shall be given paid release time sufficient to cover LAMEA's presentation and travel time to and from the orientation site.

#### **4.4 Employee Contact Information**

Within thirty (30) days from the date of hire, promotion, or appointment of an employee into a classification represented by LAMEA, the City will provide LAMEA with the below information for such an employee:

- (a) Employee name
- (b) Job title
- (c) Department
- (d) Work location
- (e) Work phone number
- (f) Personal/cell phone number
- (g) Home address
- (h) Personal email address (if on file with the City)

The City will provide LAMEA with the above-listed information for all employees working in classifications represented by LAMEA every one hundred and twenty (120) calendar days, which will be established as every September, January, and May. If an employee's contact information has changed since the City last provided LAMEA with employee contact information, the City will provide the updated information to LAMEA at the next scheduled submission date.

#### **4.5 Disclosure of Employee Contact Information to Third Party**

The City shall not disclose employee contact information to a third party other than LAMEA unless required by law. The City shall provide LAMEA with reasonably immediate notice of any third party request for such information prior to disclosing the information to the third party.

Upon written request by an employee, the City shall not disclose the employee's home address, personal/cell phone number, or personal email address to LAMEA.

#### **4.6 Bulletin Board**

The City provides bulletin board space for Association postings at Building A – Development Services, Building B – Administrative Services, Building C- Police Station, Los Altos Community Center and the Maintenance Service Center. LAMEA postings shall only be for the following: a) LAMEA election materials and election results; b) LAMEA official business reports of the Board of Directors or Committees, or Stewards' reports and notices; c) LAMEA news bulletins and meeting notices; d) LAMEA membership benefits and programs; and e) other written materials approved for posting by the City of Los Altos.

LAMEA may not post material on the bulletin boards that contains derogatory, defamatory, or inflammatory statements concerning the City or City employees, volunteers, or contractors, nor any material that disrupts the operations of the City. Forty-eight hours prior to posting of any notice on the designated bulletin board, LAMEA shall file one (1) copy of said notice or material with the Human Resources Director or designee.

#### **4.7 City Communications to Unit Members Concerning Association Rights**

If the City chooses to disseminate a communication to unit members or applicants to be unit members concerning public employees' rights to join or support an employee organization, or to refrain from joining or supporting an employee organization, the City shall meet and confer with LAMEA concerning the content of the communication before dissemination.



If the City and LAMEA cannot reach agreement and the City elects to proceed with its proposed mass communication, the City must also distribute, at the City's expense and in the same format and manner of delivery as utilized for the City's communication, a communication of reasonable length provided by LAMEA.

The City will remain neutral in all communications to unit members about whether to join or support the Association and will not discourage or deter Association membership or support.

#### **4.8 Access to Association Representatives**

Membership meetings, organizing activities, membership campaigns, or dues collecting by Association or their representative on City premises or at work locations/sites during regular hours of work shall not be permitted.

LAMEA representatives shall be granted reasonable access to employee work locations/sites to investigate matters relating to employer-employee relations, unless such access would constitute a safety hazard or would interfere with the operations of the City. Access to work locations/sites shall not constitute a safety hazard or interfere with operations of the City, as determined by the City. Association representatives shall not enter a work location/site without advance notification to the Human Resources Director or designee.

#### **4.9 Steward**

LAMEA shall have the right to certify one (1) steward to represent other employees in disciplinary or grievance matters. The Steward may have one (1) alternate steward whose sole purpose shall be to serve in the absence of the steward.

LAMEA shall notify the City in writing of the name of the steward. Stewards shall conduct their representation activities on their own time and on the employee's own time, unless prior approval has been received from the appropriate supervisor, or manager in order to leave the job site. Time off without loss of compensation shall be allowed for management approved meetings

#### **4.10 Representatives for Disciplinary or Grievance Matters**

LAMEA shall have the right to designate members to represent other members in disciplinary or grievance matters. Each such representative may have one (1) alternate whose sole purpose shall be to serve in the absence of the representative.

LAMEA shall notify the City in writing of the name of such representatives. The representatives shall conduct their representation activities on their own time and on the employee's own time, unless prior approval has been received from the Department Head or designee. Time off without loss of compensation shall be allowed for management-approved meetings.

#### **4.11 Meeting Places**

During regular work hours, LAMEA shall have the same right as any other city staff member to reserve City meeting rooms.

During non-working hours, LAMEA shall have the same right as any other private organization to reserve City meeting rooms and facilities. Use of such meeting rooms and facilities shall be subject to established City policies and procedures for rental of such facilities.

## **ARTICLE 5. MANAGEMENT RIGHTS**

### **5.1 Rights Retained**

The City reserves all rights with respect to matters of general legislative, managerial and financial policy including, among others: the exclusive right to determine the mission of its constituent departments, commissions and boards; set standards and the levels of service; determine the procedure and standards of selection for employment; direct and schedule its employees; establish and enforce performance standards; take disciplinary action; relieve its employees of duties because of lack of work or for other legitimate reasons; maintain the efficiency of government operations; determine the methods, means and personnel by which governmental operations are to be conducted; require overtime; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and technology of performing its work. These rights shall be limited only as specified in the Agreement.

Nothing in this Article shall be construed to limit, amend, decrease, revoke or otherwise modify the rights vested in the City by any law regulating, authorizing or empowering the City to act or refrain from acting.

### **5.2 Impact on Bargaining Unit**

The exercise of such rights shall not preclude LAMEA from meeting and conferring with City representatives about the impact that decisions on these matters may have on wages, benefits, and other terms and conditions of employment within the scope of representation.

### **5.3 Emergency**

Except in an emergency, City decisions shall not supersede the provisions of this Agreement. Emergency shall mean the actual or threatened existence of conditions of disaster or of extreme peril to the safety of persons and property within the City caused by such conditions as air pollution, fire, flood, storm, epidemic, riot, earthquake, or other conditions, including conditions resulting from war or imminent threat of war. Action taken by the City to meet such emergency that are not in compliance with this Agreement shall be in effect only for the duration of the emergency.

## **ARTICLE 6. LAYOFF AND RECALL**

### **6.1 Definition of Layoff**

Layoff means the elimination of an employee's classification or position.

### **6.2 Reason for Layoff**

The City in its discretion shall determine whether layoffs are necessary. Although not limited to the following, layoffs shall ordinarily be for lack of work, material change in duties or organization, and/or lack of funds.

### **6.3 Notification of Layoff**

Employees laid off due to the above reasons will be given written notice, either by certified mail or hand delivery, at least thirty (30) calendar days before the effective date of the layoff. A copy of such notice will be given to LAMEA.

### **6.4 Order of Layoff**

An employee with permanent seniority in a classification shall have the right to displace an employee with less permanent seniority in the same classification in any department.

If it is determined that layoffs are necessary, employees in the affected classifications will be laid off in the following order:

- a) Temporary employees;
- b) Probationary employees;
- c) In the event of further reductions in force are necessary, an employee with permanent seniority in a classification shall have the right to displace an employee with less permanent seniority in the same classification in any department, if the employee is able to perform the remaining work available without further training.

All bumping and displacement shall first occur within the department that affected the layoff in question prior to City-wide bumping.

### **6.5 Seniority**

For purposes of this section, Seniority means an employee's length of continuous full-time service for the City since his / her last date of hire, less any approved leaves of absence greater than thirty (30) days, unless otherwise required by law.

### **6.6 Application for Seniority Reassignment**

In all applications of seniority under this Agreement the ability of the employee shall mean having at least a satisfactory rating or better from the employee's last performance review, the qualifications and ability (including physical fitness) of an employee to perform the required work. Where the last performance review is satisfactory or better, ability and qualifications to perform the required work are, among the employees concerned, relatively equal seniority as defined above shall govern.

### **6.7 Reassignment**

In lieu of layoff, the City may at its discretion (after consulting with the department head concerned) offer the employee(s) whose position is subject to elimination, the opportunity to transfer to a current vacant position. Nothing in this section shall be construed to limit or supersede an employee's seniority based displacement or retreat rights under the Order of Layoffs section of this Article.

### **6.8 Reemployment Rights**

Employees who are laid off and whose last performance review was satisfactory or better shall be placed on a recall list for a period of one (1) year. An employee's name will remain on the

list for one (1) year, or until the employee is offered an equal or comparable position in the laid off class, whichever comes first. If there is a recall, employees who are still on the recall list shall be recalled, in the inverse order of their layoff, provided the employee is presently qualified to perform the work in the job classification to which the employee is recalled without further training.

If an employee is recalled to a position in a lower rated job classification, the employee shall have the right to return to the job classification the employee held prior to being laid off in the event it subsequently becomes available. If an employee is recalled to a lower rated job classification, the employee shall have the right to refuse the recall without forfeiting recall rights. The City shall not hire new employees in bargaining unit positions so long as there are still employees on the recall list who are presently qualified to perform the work in the affected job classification and are willing to be recalled to said classification.

**6.8.1** Employees, who accepted demotions in lieu of layoff, will be granted the same reemployment right as laid off employees.

**6.8.2** Employees on reemployment lists shall have the right to apply for promotional positions.

**6.8.3** Employees on reemployment lists eligible for recall shall be given written notice of recall. The notice may be hand-delivered or sent by certified mail or registered mail with a copy to LAMEA, provided that the employee must notify the City of his/her/their intention to return within five (5) business days after receiving notice of recall. The City shall be deemed to have fulfilled its obligations by mailing the recall notice by registered mail, return receipt requested, to the mailing address provided by the employee, it being the obligation and responsibility of the employee to provide the City with his/her/their latest mailing address.

## **6.9 Full Rights**

Employees who are laid off and are subsequently rehired within the one (1) year reemployment period will have their vacation accrual rate, and accumulated sick leave balance restored to the level they were upon separation.

## **ARTICLE 7. PROBATIONARY PERIODS**

### **7.1 Probationary Periods for Newly Hired Employees:**

The probationary period for all newly hired employees to the City shall be two thousand eighty (2,080) hours actually worked.

Paid or unpaid leave, including but not limited to vacation, sick leave, or other absences, shall not count toward completion of the probationary period, and the probationary period shall be extended accordingly.

All newly hired employees to the City may be dismissed during the probationary period at any time without right of appeal.

## **7.2 Probationary Periods for Newly Promoted Employees:**

The probationary period for all newly promoted employees shall be one thousand forty (1,040) hours actually worked.

Paid or unpaid leave, including but not limited to vacation, sick leave, or other absences, shall not count toward completion of the probationary period, and the probationary period shall be extended accordingly.

An employee rejected during promotional probation shall be reinstated to the position from which employee was promoted, unless the employee is dismissed for cause or the position is no longer vacant.

## **7.3 Probationary Period Extension:**

The probationary period may be extended by the City Manager, upon recommendation of the department head, for not more than one thousand forty (1,040) hours actually worked.

# **ARTICLE 8. BASE SALARY**

## **8.1 Salary Increases**

**8.1.1** Effective the first full pay period after LAMEA's ratification and subsequent Council approval of this MOU, or the pay period that includes July 1, 2026, whichever is later, base salary (defined as base pay only) for all classifications shall be increased by the April 2026 year over year Consumer Price Index (CPI) for the San Francisco Bay Area, from the United States Department of Labor, Bureau of Labor Statistics (DOL BLS), with a minimum increase of three (3%) percent and a maximum increase of four and one half percent (4.5%).

**8.1.2** Effective the pay period that includes July 1, 2027, base salary for all classifications shall be increased by the April 2027 year-over-year (CPI) for the San Francisco Bay Area, from the DOL BLS with a minimum increase of three (3%) percent and a maximum increase of four percent (4%).

**8.1.3** Effective the pay period that includes July 1, 2028, a market adjustment shall be applied to represented classifications identified in the market survey, completed pursuant to Section 8.2, as below market.

The Market adjustment shall be determined by comparing the City of Los Altos maximum annual pay rate for a classification to the fiftieth (50<sup>th</sup>) percentile of the maximum annual pay rate for equivalent classifications in the identified peer cities. The resulting difference shall be expressed as a percentage above or below the current maximum annual pay rate for the represented classification.

If a represented classification is determined to be below market, the salary range shall be increased by the percentage necessary to bring the classification to the 50th percentile of the market. Such adjustment shall be applied proportionally to all steps within the salary range, and the incumbent employee(s) shall receive a

corresponding increase to their base salary equal to the market adjustment, effective the same pay period.

However, no represented classification shall receive a pay increase of less than the amount determined by the April 2028 year over year CPI for the San Francisco Bay Area, as published by the DOL BLS, with a maximum increase of three percent (3%).

The market survey shall not be used to reduce compensation, decrease salary ranges, alter an incumbent employee's step placement, or place an employee at a lower step than held immediately prior to the adjustment, nor eliminate the guaranteed minimum General Salary Increase provided in this Section.

- 8.1.4** Effective the pay period that includes July 1, 2029, base salary for all classifications shall be increased by the April 2029 year-over-year (CPI) for the San Francisco Bay Area, from the DOL BLS with a minimum increase of two and one half (2.5%) percent and a maximum increase of three and one half percent (3.5%).
- 8.1.5** Effective the pay period that includes July 1, 2030, Market Range Adjustments will be applied to classification salary ranges based on the results of the market survey completed pursuant to Section 8.2 .

A Market Range Adjustment shall increase the salary range for the represented classification based on the fiftieth (50th) percentile of the maximum annual pay rates for equivalent classifications in the identified peer cities. Such adjustments shall apply to the salary range only and shall not result in an automatic increase to incumbent employee salaries.

Incumbent employees shall remain eligible for step increases based on merit, in accordance with this Agreement, up to the revised maximum of the salary range, effective on the employee's regular salary review date.

Nothing in this section shall prohibit the City from granting off-cycle salary adjustments based on performance, internal equity, or other operational considerations consistent with the Agreement.

Market Range adjustments shall be applied in a manner necessary to ensure compliance with applicable CalPERS compensation and public pay schedule requirements.

Salaries for all represented classifications during the term of this MOU are listed in Appendix A.

## **8.2 Market Survey**

The City will conduct a market salary survey to inform successor Memorandum of Understanding negotiations and to support the evaluation and implementation of compensation adjustments during the term of this Agreement, including market adjustments

and market range adjustments as set forth in Section 8.1.

The City will utilize the top six (6) highest-ranked comparator agencies, based on cumulative scores, for purposes of evaluating market compensation. In the event of a tie in cumulative scoring affecting inclusion in the top six (6), the City will consider the comparator agency with the higher-paid comparable classification. If a comparator agency does not have a comparable classification, the City may utilize the next highest-ranked comparator agency with a comparable classification.

Effective March 1 of each MOU year, the City shall provide LAMEA with the list of comparator agencies used for the market survey, including the likeness factors and scoring applied.

The survey may evaluate total compensation, including base salary, salary ranges, and employer-paid benefits. The City will make a good faith effort to include classifications represented by LAMEA, including the use of benchmark classifications where appropriate.

The City will endeavor to share the results of the market salary survey with LAMEA in advance of successor negotiations, subject to data availability, timing, and operational considerations. The survey is intended to inform discussions and does not limit the parties' ability to negotiate compensation adjustments, including general wage increases and other salary-related provisions.

### **8.3 Step Increases**

Step increases within the established salary range are intended to recognize satisfactory job performance and continued service. Step increases are not automatic but will be based on an employee's overall performance and length of service.

Employees who receive an overall performance rating of **"Meets Expectations" or higher** on their performance evaluation shall be eligible for a step increase, subject to completion of the required service period at each step.

The first [A] step is the minimum rate and is typically the hiring rate for the classification. The City Manager or designee may approve appointment at a higher step based on qualifications, labor market conditions, or other factors determined to be in the best interest of the City.

Employees shall be eligible for step advancement as follows:

- **Step B:** After six (6) months of continuous service at Step A
- **Step C:** After one (1) year of continuous service at Step B
- **Step D:** After one (1) year of continuous service at Step C
- **Step E:** After one (1) year of continuous service at Step D

Step increases shall be effective upon recommendation of the department head and approval of the City Manager or designee, based on documented satisfactory performance.

Step increases shall be effective beginning of the pay period that includes the employee's anniversary date, upon meeting the required service and performance criteria. If the

performance evaluation is completed after the anniversary date, the step increase shall be applied retroactively to the beginning of the pay period that includes the employee's anniversary date.

If an employee does not meet performance expectations, the step increase may be delayed. The employee shall be informed of the reasons for the delay and the expectations required to become eligible for a future step increase.

#### **8.4 Salary Review**

An employee's salary rate shall be reviewed on the employee's salary review date for purposes of determining eligibility for step advancement in accordance with Section 8.3.

If an employee is appointed at the first [A] step, the employee's initial salary review date shall be the date of completion of six (6) months of continuous full-time service at the first [A] step.

If an employee is appointed at the second [B] step or higher, the employee's initial salary review date shall be the date of completion of twelve (12) months of continuous full-time service.

Following advancement from Step A to Step B, the employee's salary review date shall be adjusted to reflect eligibility for the next step increase after completion of one (1) year of continuous service at Step B. Thereafter, the salary review date shall continue to reflect the completion of the required service period at each subsequent step.

An employee's salary review date shall change under the following conditions:

- a) Transfer. The salary review date of an employee transferred to a position of similar duties, responsibilities and salary range shall not be altered.
- b) Promotion. The salary review date of an employee promoted to a position, which involves either an increase in responsibilities or a change in duties and an increase in salary range, shall be altered to coincide with the effective date of such promotion.
- c) Demotion. The salary review date of an employee demoted to a position, which involves either a reduction in responsibilities or a change in duties and a reduction in salary range shall be altered to coincide with the effective date of such demotion.
- d) Leave of Absence. The salary review date of an employee whose service is interrupted by a leave of absence without pay, for whatever reason, for more than thirty (30) calendar days shall be adjusted by the total number of days, unless otherwise required by law.

#### **8.5 Promotion (Non Flexibly-Staffed Positions)**

Promotion is the appointment of an employee to a position in another classification with a higher top step base salary. Upon promotion, an employee shall be placed at the step within the salary range of the higher classification that provides at least a five percent (5%) increase



to the employee's base salary.

If the five percent (5%) increase falls between two steps, the employee shall be placed at the next higher step. In no case shall the promotional increase exceed the top step of the higher-paid classification.

## **8.6 Flexibly Staffed Positions**

Certain positions in LAMEA will be flexibly staffed to promote qualified incumbents from lower classifications to higher classifications without conducting a competitive recruitment process. Flexibly staffed positions also provide managers the flexibility to make appointments at either the lower or higher classification, depending on the needs of the department and the candidates' qualifications.

### **8.6.1 The flexibly staffed Association positions are as follows:**

Accounting Technician I/II  
Assistant Planner / Associate Planner  
Information Technology Analyst I/II  
Junior Engineer / Assistant Engineer / Associate Engineer  
Office Assistant I/II

### **8.6.2 Flexibly Staffed Promotion- Criteria**

To be eligible for promotion within a flexibly staffed position, the incumbent must demonstrate sustained satisfactory performance in the lower classification, must meet the minimum qualifications of the higher classification, and perform duties consistent with the higher classification on a regular and ongoing basis.

Employees who satisfy the criteria will be promoted to the higher classification upon recommendation of the Department Head.

### **8.6.3 Flexibly Staffed Promotion - Pay Rate**

An employee promoted to a higher classification within a flexibly staffed classification series shall be placed at the step within the salary range of the higher classification that provides at least a five percent (5%) increase to the employee's base salary.

If the five percent (5%) increase falls between two steps, the employee shall be placed at the next higher step. In no case shall the employee's salary exceed the top step of the higher classification.

Higher step placement may be approved by the City Manager or designee based on qualifications, internal equity, or other factors determined to be in the best interest of the City.

### **8.6.4 Flexibly Staffed Promotion - Probationary Period**

Employees promoted within a flexibly staffed position shall serve a promotional probationary period of one thousand forty (1,040) hours of

actual hours worked in the higher classification. Paid leave and other absences shall not count toward completion of the probationary period.

The promotional probationary period may be extended an additional one thousand forty (1,040) hours at the discretion of the City Manager or designee.

An employee rejected during the probationary period from the higher classification will be reinstated to his or her previous lower classification unless the employee is dismissed for cause.

#### **8.6.5 Flexibly Staffed Promotion - Effective Date**

Flexibly staffed promotions shall begin on the first full pay period after the employee has submitted documentation to the department head or designee that shows the requisite criteria have been attained. Each employee is singularly responsible for submitting all documentation to qualify for a Flexibly Staffed Promotion

### **ARTICLE 9. WORK PERFORMED IN A HIGHER CLASSIFICATION**

If an employee is assigned by the Department Head or designee to temporarily perform duties of another classification with a higher salary range due to a temporary vacancy resulting from leave, separation, or other temporary absence of the incumbent, and the assignment is for a minimum duration of forty (40) consecutive work hours, the employee's salary shall be adjusted to the first [A] step of the higher classification or will be increased by 5%, whichever is greater.

Compensation for work in the higher classification shall be effective at the outset of the assignment and shall cease upon conclusion of the assignment.

The Parties agree that to the extent permitted by law, pay for work performed in a higher classification is special compensation for Classic members only and shall be reported as such pursuant to Title 2 CCR Section 571(a)(3) Temporary Upgrade Pay.

The Parties agree that this provision does not provide employees with an entitlement to temporary assignment pay that would violate Government Code section 20480.

### **ARTICLE 10. BILINGUAL PREMIUM PAY**

The City shall pay fifty-nine dollars and sixty-two cents (\$59.62) per pay period to employees approved to receive bilingual pay.

To receive this pay, employees must demonstrate the ability to both understand and effectively communicate in a language other than English that the Department Head has determined is necessary for the effective or efficient operation of the City. Approval of both the Department Head and the City Manager or designee is required for an employee to receive bilingual pay. The Department Head and City Manager or designee maintain the right to determine the number of employees eligible to receive this pay.

Employees receiving this pay are required to utilize the second language in the course and scope of their employment when necessary and may be asked to assist in translating.

Eligibility for bilingual premium pay shall become effective on the first full pay period following submission and approval of the required certification to Human Resources. Bilingual premium pay shall not be applied retroactively.

Employees receiving bilingual premium pay shall be required to recertify their language proficiency at least once every three (3) years, in a manner determined by the City.

Employees shall have one (1) year from the effective date of this Memorandum of Understanding to complete the initial recertification requirement. Failure to maintain certification may result in discontinuation of bilingual premium pay.

The Parties agree that to the extent permitted by law, bilingual premium pay is special compensation and shall be reported as such pursuant to Title 2 CCR Sections 571(a)(4) and 571.1(b)(3).

## **ARTICLE 11. WORK SCHEDULES, OVERTIME, CALL-OUT PAY**

### **11.1 Work Schedule**

Employees shall be assigned to regularly-scheduled work shifts with standard daily start and stop times. Should it be necessary, in the interest of efficient operations, or due to a special event or circumstances, to modify an employee's regular work schedule, the City shall give at least five (5) working days notice of such change to the affected employee(s), unless such notice is not feasible.

The City will notify LAMEA of any permanent work schedule changes in advance, consistent with applicable law.

Nothing herein shall prohibit the City from adjusting an employee's work hours or days as needed. Work schedules shall not be unjustly changed.

### **11.2 Ten Hour Rest Period**

If an employee's supervisor requires the employee to work more than fourteen (14) hours in one work day (measured from the time the employee begins their shift on that workday), upon the employee's request, the employee's supervisor shall adjust the employee's schedule on the following day so the employee has at least a ten hour off-duty period before beginning their next shift, except in the event of an emergency or if the schedule adjustment will unduly disrupt City operations.

### **11.3 Alternative Work Schedules**

Upon written request by an employee, the Department Head or designee and the employee's immediate supervisor/manager shall consider allowing the employee to work an alternative work schedule. This schedule will only be approved if it maintains established levels of service and is transparent to the public. In addition, this scheduling will be subject to the conditions, limitations and procedures outlined in the City's Administrative Policies.

Work schedules have been and will continue to be determined by the Department Head based upon the need to provide service to the public. These schedules will continue to be administered by the Department Head. The Department Head or designee will work with the

employee's immediate supervisor/manager and the employee to determine the appropriate alternative work schedule and break time(s).

### **11.3.1 Alternative Work Schedule Options**

(a) 4/10 Work Schedule

A 4/10 work schedule consists of four (4) workdays of ten (10) hours within a seven (7) day work week. For this schedule, the workweek begins Sunday at 12:00 AM and ends Saturday at 11:59 PM.

(b) 9/80 Work Schedule

A 9/80 is a work schedule of eighty (80) work hours, scheduled over the course of nine (9) workdays during a single biweekly pay period. The typical 9/80 schedule consists of eight (8) work days of nine (9)-hours, Monday through Thursday of each week, with one eight (8)-hour day on one of the Fridays. For this schedule, the workweek shall begin exactly four (4) hours after the start time of the day of the week that the employee's eight (8) hour work day is scheduled.

### **11.3.2 Alternative Work Schedule Procedure**

(a) An employee scheduled to work an alternative work schedule or an employee requesting to work an alternative work schedule shall submit an "Alternative Work Schedule Form" to his or her immediate supervisor and to the Department Head for approval. Human Resources must receive a copy of the approved form.

(b) Upon receipt of an employee's written request to work an alternative schedule, the Department Head will work with the employee's immediate supervisor/manager to determine whether the department can approve the employee's alternative work request.

1. In determining whether the department can approve the request, the department shall first consider its obligation to the public.
2. If the department head determines that the alternative work schedule will not cause harm to the public service, he or she shall next consider whether the department can adequately manage the requested alternative schedule.
3. Finally, the Department Head will consider and allow the requested alternative schedules as long as it does not diminish the quality of the employee's work, the availability of City services, or result in increased costs.

(c) In certain circumstances, and depending on workload and department initiatives, the department head or designee may take the employee off their alternative work schedule unless an employee's labor agreement specifies otherwise. This may occur due to public service needs, the

department's ability to manage the employee, the employee's performance or productivity, or for any other lawful reasons. In such instances, the department head or designee will make an effort to notify the employee ahead of time of any scheduling change.

- (d) Employees working an alternative work schedule cannot move their regular day off or "flex" or adjust work hours forward or backward on the alternating regular work day without written approval by their supervisor.
- (e) Starting and ending times for the work day for an employee working an alternative work schedule continue to be subject to approval by the employee's supervisor / manager. The supervisor/manager may adjust the employee's start and end times from time to time, as necessary to provide adequate staffing and coverage.

#### **11.4 Meal Periods**

Employees shall be entitled to a one (1) hour unpaid, duty-free meal period per shift.

The meal period shall be either thirty (30) minutes or one (1) hour in duration. Whenever possible, the meal period shall be scheduled at the mid-point of each shift.

Employees are relieved of responsibilities and restrictions during their meal period. If an employee is assigned to work an on-duty meal period, the work time will be paid time.

#### **11.5 Rest Periods**

Employees shall be entitled to a paid fifteen (15) minute rest period during each four (4) hours of work.

Rest periods shall be taken near the midpoint of each work period of the day whenever feasible. Rest periods shall not be taken at the beginning or end of the workday and may not be combined with the meal period or accumulated for a longer break. Rest periods not taken shall be waived.

#### **11.6 Overtime**

Employees may work overtime hours only with prior approval from the department head or designee. Paid time off due is included as "time worked" for purposes of computing contractual overtime.

Overtime shall be defined as follows:

- a) 8-hour shift employees – Employees assigned to an 8-hour shift shall receive 1.5 rate overtime compensation for all hours worked more than 8 hours per workday or 40 hours per workweek.
- b) 9-hour shift employees – Employees assigned to work a 9-hour shift shall receive 1.5 rate overtime compensation for all hours worked more than 9 hours per workday or 40 hours per workweek.

- c) 10-hour shift employees – Unit employees assigned to work a 10-hour shift shall receive 1.5 rate overtime compensation for all hours worked more than 10 hours per workday or 40 hours per workweek.
- d) Non-exempt employees who are required to work on a recognized holiday shall receive compensation for all hours worked at one and one-half (1.5) times their regular rate of pay, in addition to the holiday pay provided for that day.

Employees who receive compensation for working on a holiday shall not be eligible to observe the holiday on an alternate day or otherwise adjust their schedule to receive additional holiday benefit.

## **11.7 Compensatory Time Off**

- 11.7.1** In lieu of overtime pay in cash, an employee may request to accrue compensatory time off (CTO), which will accrue at the rate of one and one-half (1 ½) times each overtime hour worked. The Department Head or designee has sole discretion to grant a request for CTO in lieu of cash overtime. The maximum hours of CTO an employee may accrue is 80. Once an employee has reached the CTO cap of 80 hours, overtime shall be compensated in cash.
- 11.7.2** All earned and unused CTO will be cashed out in the first pay period in December of every year. CTO will be cashed out at the employee's regular rate of pay at the time of the cash out.
- 11.7.3** An employee wanting to use his/her/their CTO shall provide his/her/their Department Head with reasonable notice of such request. Reasonable notice is defined as at least ten (10) calendar days in advance. If reasonable notice is provided, the employee's request may not be denied unless it is unduly disruptive to the department. A request to use CTO without reasonable notice may still be granted within the discretion of the Department Head or designee responsible for considering the request.
- 11.7.4** At separation, any accrued and unused CTO will be cashed out at the employee's regular rate at time of separation, or as otherwise required by law.
- 11.7.5** Upon promotion to a higher classification, any accrued and unused compensatory time off (CTO) shall be cashed out at the employee's regular rate of pay in effect immediately prior to the promotion.

## **11.8 Call-Out Pay**

Call back compensation shall be a minimum of three (3) hours at 1.5 rate overtime compensation. Callbacks between the hours of 9:00 p.m. and 5:00 a.m. will be compensated at a minimum of four (4) hours at 1.5 rate overtime compensation.

## **ARTICLE 12. UNIFORMS, SAFETY EQUIPMENT, AND MILEAGE REIMBURSEMENT**

### **12.1 Uniforms**

The City shall be responsible for provision and maintenance of all required uniforms and safety equipment.

### **12.2 Safety Equipment**

The City shall provide safety equipment as follows. This safety equipment shall remain the property of the City.

#### **12.2.1 Building Division**

The City will provide high quality, non-steel-toed safety/work boots to Building Inspectors, Senior Building Inspectors, Construction Inspectors, and other individuals in classifications in the Building Division that visit construction sites. Safety/work boots will be replaced at the City's expense when they are unserviceable, not more than twice per employee per year. Total cost to the City shall not exceed two hundred fifty dollars (\$250) per pair of safety/work boots.

#### **12.2.2 Engineering Department**

The City will provide non-steel-toed safety/work boots and rain coats to GIS Technicians, Junior Civil Engineers, Assistant Civil Engineers, Associate Civil Engineers, Senior Engineers, and other individuals in classifications in the Engineering Department that visit construction sites. Safety/Work boots and/or raincoats will be replaced at the City's expense when they are unserviceable, not more than twice per employee per year. Total cost to the City shall not exceed two hundred fifty dollars (\$250) per pair of work boots and raincoat.

#### **12.2.3 Planning Division**

The City will provide non-steel-toed safety/work boots for Assistant Planners, Associate Planners, Senior Planners and other individuals in classifications in the Planning Division that visit construction sites. Safety/work boots will be replaced at the City's expense when they are unserviceable, not more than once per employee per year. Total cost to the City shall not exceed two hundred and fifty dollars (\$250) per fiscal year.

#### **12.2.4 Maintenance Service Center**

The City will provide high quality, steel-toed safety/work boots for Maintenance Supervisors. Safety/work boots will be replaced at the City's expense when they are unserviceable, not more than twice per employee per year. Total cost to the City shall not exceed two hundred fifty dollars (\$250) per pair of work boots.

### **12.3 Appearance**

Employees shall be responsible for ensuring that uniforms are maintained and work in a neat and professional manner. Supervisors shall be responsible for ensuring that employees maintain a proper appearance and take appropriate actions as required.

### **12.4 Mileage Reimbursement**

Employees required to travel on City business shall either be provided with a City vehicle or reimbursed for transportation expenses. City business does not include travel from home to work.

Employees required to use their private automobiles for City related business shall be reimbursed for all such authorized travel at the current IRS rate. Employees using their private vehicles must maintain appropriate automobile insurance coverage.

## **ARTICLE 13. HOLIDAYS**

### **13.1 Observed Holidays**

The following are City-observed holidays:

|                         |                               |
|-------------------------|-------------------------------|
| New Year's Day          | January 1                     |
| Martin Luther King Day  | Third Monday in January       |
| Cesar Chavez Day        | March 31                      |
| President's Day         | Third Monday in February      |
| Juneteenth              | June 19                       |
| Memorial Day            | Last Monday in May            |
| Independence Day        | July 4                        |
| Labor Day               | First Monday in September     |
| Indigenous Peoples' Day | October 10                    |
| Veterans Day            | November 11                   |
| Thanksgiving Day        | Fourth Thursday in November   |
| Day After Thanksgiving  | Friday after Thanksgiving Day |
| Christmas Eve           | December 24                   |
| Christmas Day           | December 25                   |

The City will observe a Holiday Closure on the working days which fall between the Christmas Day holiday and New Year's Day holiday. Employees shall receive paid holiday leave for the closure based on their regularly scheduled work hours for each day of the closure.

Additional holidays declared by the City Council shall be observed consistent with this section.

Holidays that fall on Saturday will be observed the Friday before. Holidays that fall on Sunday will be observed the following Monday.

If a holiday falls on an employee's regularly scheduled day off due to an alternative work schedule, the City shall provide an alternate day of holiday leave based on the employee's regularly scheduled work hours.



## **13.2 Paid Time Off for Holidays**

- 13.2.1** When an observed holiday falls on an employee's regularly scheduled ten (10) hour work day, the employee shall receive nine (9) hours of paid holiday. When an observed holiday falls on an employee's regularly scheduled nine (9) hour work day, the employee shall receive nine (9) hours of paid holiday. When a holiday falls on an employee's regularly scheduled eight (8) hour work day, the employee shall receive eight (8) hours of paid holiday.
- 13.2.2** If a holiday falls on a non-working Friday and the Thursday before is also a holiday, the employee shall receive holiday pay the Wednesday before the holiday in accordance with the employee's regularly scheduled hours for those days. (For example, if a non-working Friday falls on the day after Thanksgiving, employees would maintain their non-working Friday and receive nine (9) hours of holiday pay on Wednesday and Thursday instead of receiving holiday pay on Thursday and Friday).
- 13.2.3** Employees on a 4/10 Schedule will need to use either floating holiday, vacation or compensatory time to cover the difference between their regularly scheduled hours and the compensated time received for holidays. Employees who take a full day off on a ten (10) hour workday will be charged ten (10) hours of leave. Employees who take a full day off on a nine (9) hour workday will be charged nine (9) hours of leave. Employees who take a full day off on an eight (8) hour workday will be charged eight (8) hours of leave.

## **13.3 Floating Holidays**

- 13.3.1** Employees are entitled to one (1) nine (9)-hour floating holiday that accrues on July 1.
- 13.3.2** Floating holidays may be taken at any time upon approval of the Department Head or designee.
- 13.3.3** Unused floating holiday shall carry over from year to year without limitation and shall not be subject to a maximum accrual cap.

## **ARTICLE 14. VACATIONS**

### **14.1 Vacation Accrual**

Full-time employees shall accrue vacation hours up to a maximum as follows:

| <u>Months of Continuous Service "MOS"</u> | <u>Annual Vacation Accrual</u> | <u>Maximum</u> |
|-------------------------------------------|--------------------------------|----------------|
| <u>Accrual</u>                            |                                |                |
| 0 – 47 MOS                                | 112 hours                      | 264 hours      |

|             |           |           |
|-------------|-----------|-----------|
| 48-59 MOS   | 152 hours | 384 hours |
| 60-83 MOS   | 160 hours | 408 hours |
| 84-107 MOS  | 168 hours | 432 hours |
| 108-131 MOS | 176 hours | 456 hours |
| 132-155 MOS | 184 hours | 480 hours |
| 156-227 MOS | 192 hours | 504 hours |
| 228+ MOS    | 212 hours | 564 hours |

For the purposes of this section, years of continuous service shall mean an employee's length of continuous full-time service for the City since his/her/their most recent date of hire, less any adjustments due to layoff or approved leaves of absence greater than (30) days, unless otherwise required by law.

Vacation accrual changes will begin the first full pay period following the employee's anniversary date.

#### **14.2 Vacation Eligibility Requirements**

An employee shall be eligible to take paid vacation after six (6) months employment with the City, not to exceed the amount of vacation leave earned up to that time. However, employees shall accumulate vacation upon employment with the City.

Employees shall not accrue vacation leave for any pay period during which they are on leaves of absence without pay.

#### **14.3 Scheduling Vacations**

The times during a calendar year at which an employee may take his/her/their vacation shall be determined by the department head with due regard for the wishes of the employee and particular regard for the needs of the service.

#### **14.4 Maximum Vacation Accumulation**

No vacation shall be earned or accrued above the maximum. Exceptions to the accrual maximum, in extraordinary circumstances, may be granted with written approval of the City Manager. Any such decision shall not be subject to the grievance procedure.

#### **14.5 Holiday Falling During Vacation**

In the event a City-observed holiday falls during an employee's vacation, the employee shall not be charged a vacation day for the holiday.

#### **14.6 Illness During Vacation**

If an employee becomes ill while on vacation and wishes to use sick leave instead of approved vacation leave, the employee must immediately notify their supervisor. The City reserves the right to request a certification from a physician or other health provider.

#### **14.7 Vacation Cash Out**

Any employee who separates from the service of the City, shall receive pay for all accrued vacation upon their separation from employment with the City. Payment for all unused vacation hours shall be at the employee's base hourly rate at the time of separation.

## **14.8 Voluntary Vacation Cash Out**

### **2027 Vacation Cash-Out #1:**

Employees may make a written, irrevocable election to cash out accrued vacation leave for payment on July 10, 2027. Elections must be submitted to Human Resources no later than December 15, 2026.

**Eligibility:** Employees must maintain a minimum vacation balance of 40 hours after the cash-out to be eligible.

Maximum Cash-Out by Years of Service:

- 0–4 years: up to 40 hours
- 5+ years: up to 80 hours

### **2027 Vacation Cash-Out #2:**

Employees may make a written, irrevocable election to cash out accrued vacation leave for payment on October 30, 2027. Elections must be submitted to Human Resources no later than December 15, 2026.

**Eligibility:** Employees must maintain a minimum vacation balance of 40 hours after the cash-out to be eligible.

Maximum Cash-Out by Years of Service:

- 10 – 15 years: up to 40 hours
- 15+ years: up to 80 hours

## **ARTICLE 15. LEAVE PROVISIONS**

### **15.1 Time Off to Vote**

If an employee does not have sufficient time outside of working hours to vote at a state-wide election, the employee may, without loss of pay, take off enough working time which, when added to the voting time available outside of working hours, will enable the employee to vote.

No more than two (2) hours of the time taken off for voting shall be without loss of pay. The time off for voting shall be only at the beginning or end of the regular working shift whichever allows the most free time for voting and the least time off from the regular working shift, unless otherwise mutually agreed.

If the employee on the third working day prior to the day of election, knows or has reason to believe that time off will be necessary to be able to vote on Election Day, the employee shall give the City at least two working days' notice that time off for voting is desired, in accordance with the provisions of this section.

Employees who need time off to vote should make arrangements with their immediate supervisor.

This section applies to employees who are registered voters.

### **15.2 Bereavement Leave**

In the event of the death of a family member, an employee will be entitled to up to five (5) days of paid bereavement leave. For purposes of this Article, “family member” is defined as spouse, domestic partner, parent, stepparent, parent-in-law, sibling, sibling-in-law, child, stepchild, stepsibling, child-in-law, grandparent, grandparent-in-law, grandchild, and grandchild-in-law. Special circumstances beyond this policy may be considered on a case-by-case basis and must be approved by the City Manager.

Days of bereavement leave need not be consecutive but shall be completed within three months of the date of death of the family member. The City may require the employee, within thirty (30) days of the first day of leave, to provide documentation of the death of the family member. As used in this section, "documentation" includes, is not limited to, a death certificate, a published obituary, or written verification of death, burial, or memorial services from a mortuary, funeral home, burial society, crematorium, religious institution, or governmental agency.

### **15.3 Leave of Absence Without Pay**

Upon written request by an employee, the City Manager may grant an employee up to one (1) year of leave without pay if the City Manager or designee determines such leave is in the best interest of the City.

Failure of an employee on leave without pay to report to work promptly at the expiration of the leave, or within reasonable time after notice to return to duty, shall be cause for discharge.

### **15.4 Family Medical Leave**

Family care, medical, and pregnancy disability leave shall be provided according to applicable law.

### **15.5 Sick Leave**

Employees accrue sick leave at a rate of 3.69 hours per bi-weekly pay period in paid status. Use of sick leave is governed by the City’s Personnel Regulations for Sick Leave for Regular Full-Time Employees

Accrued sick leave carries over from year to year. No accrual limit applies.

Unused sick leave may be converted to retirement service credit as permitted by the City’s contract with CalPERS and applicable CalPERS laws and regulations.

### **15.6 Limited Personal Use of Sick Leave**

Each employee may use up to twenty (20) hours of accrued sick leave per calendar year for personal purposes, provided the employee maintains a minimum sick leave balance of eighty

(80) hours. Any use in excess of twenty (20) hours per calendar year shall be charged to the employee's available vacation leave balance.

Personal leave may be used for any personal purpose; however, it shall not be used to supplement paid holiday hours for employees on alternative work schedules.

Employees shall indicate at the time of submitting a leave request that the sick leave is being used for personal purposes.

Personal leave shall not carry over from year to year and must be used within the calendar year.

#### **15.7 Sick Leave Pay Out at Honorable Separation**

Upon honorable separation from the City (death, or resignation with no accompanying investigation or disciplinary matter), employees with five (5) or more years of continuous service with the City shall receive cash payment of their accumulated and unused sick leave hours, up to 100 hours. Each hour of cashed-out sick leave will be paid at the employee's base hourly rate at the time of separation.

Upon retirement from the City, accumulated and unused sick leave hours shall be reported to CalPERS for sick leave credit.

#### **15.8 Management Leave**

Management Leave for FLSA-exempt employees shall be administered in accordance with the City of Los Altos Personnel Rules and Regulations section titled Management Leave.

### **ARTICLE 16. BENEFIT PROGRAMS**

#### **16.1 Workers' Compensation Insurance / Industrial Temporary Disability:**

Any employee incurring an injury or disability in the course and scope of his/her/their employment shall be entitled to injury leave to the extent provided by the State Workers' Compensation and Insurance Act. Any employee on Workers' Compensation injury leave shall receive full salary for up to ninety (90) calendar days after the injury, provided medical documentation substantiates the disability. After 90 days, if the employee is still disabled the employee may opt to continue receiving the difference between full salary and Workers' Compensation benefits to the extent earned vacation leave and/or sick leave is available.

#### **16.2 Quality Of Life / Wellness Employee Reimbursement Program**

Effective October 16, 2022, the City implemented a Quality-of-Life Employee Reimbursement Plan that may be used towards reimbursement for the following allowable categories:

- Mental/Emotional Wellness
- Health/Physical Wellness
- Financial/Retirement Wellness

Employees may be reimbursed up to \$1,300 per calendar year (\$50 per pay period) for the qualifying wellness activities outlined in detail within the City's Quality of Life / Wellness Employee Reimbursement policy.

### **16.3 Long Term Disability Insurance**

To the extent that long-term disability (LTD) programs continue to be available, the City will continue to provide the kinds and types of coverage currently offered. The employee shall pay the full premium for this insurance with a post-tax deduction, which means the employee will pay for coverage out of their post-tax earnings. The current coverage provides for income protection up to sixty-six and two-thirds per cent (66 2/3%) of monthly salary up to \$10,000 maximum per month following a ninety (90) day elimination period, which begins on the date of illness or injury.

The City maintains the right to select or change carriers, and also to modify the long-term disability plans so long as the level of benefits shall remain substantially the same. Employees should refer to the plan documents for a complete description of benefits, coverage and limitations. If, during the term of this Agreement a change in insurance plans or coverage is necessary, the City shall provide notice and, upon request, meet with representatives of LAMEA.

The City integrates leave balances with LTD benefits, starting with sick leave, upon employee request.

### **16.4 Tuition Reimbursement Program**

Tuition Reimbursement Program shall be consistent with the City's Professional Certification Reimbursement Program, as set forth in the Personnel Regulations.

### **16.5 Health and Medical Benefits:**

#### **16.5.1 Active Employees – PEMHCA Contribution**

The City currently provides medical benefits through the California Public Employees' Retirement System (CalPERS) Health Program under the Public Employees' Medical and Hospital Care Act (PEMHCA). Employees must comply with all applicable rules and regulations of the CalPERS Health Benefits Program and PEMHCA.

The City will contribute the minimum monthly amount required by PEMHCA for medical insurance benefits (PEMHCA Minimum Contribution). The City pays this contribution directly to CalPERS. This amount is established annually by CalPERS and is the minimum amount the City must pay on behalf of employees for medical insurance. This contribution is required only to the extent mandated by law and only as long as the City participates in the PEMHCA plan.

#### **16.5.2 Section 125 Cafeteria Plan and Administrative Fees**

The City will maintain a cafeteria plan pursuant to Section 125 of the Internal Revenue Code, for the purpose of providing members with access to various health benefits.

The City pays the CalPERS health care administrative fees and the cafeteria plan administrative fees.

The City maintains the right to select or change medical plans and providers, and also to modify the medical plans so long as the level of benefits shall remain substantially the same.

**16.5.3 CalPERS Annuitants – PEMHCA Health Benefits**

In accordance with PEMHCA, eligible retirees shall receive the PEMHCA Minimum Contribution if they elect to continue health benefits with CalPERS.

The City's monthly contribution for each eligible retiree shall be the minimum employer contribution required under PEMHCA (\$162 per month for calendar year 2026), and may be adjusted by CalPERS from year to year.

**16.5.4 Additional Employee Contribution**

In addition to the PEMHCA Minimum Contribution, the City shall provide an additional contribution to eligible employees to offset the cost of participation in City sponsored medical benefits available through an IRS Section 125 cafeteria plan (Additional Contribution). The Additional Contribution is based on the employee's medical insurance plan participation level. The PEMHCA Minimum Contribution, when added to the Additional Contribution, will equal the City's total monthly contribution toward an employee's medical election (Total Contribution).

**16.5.5 Employer Health Contribution**

The City's total contribution will increase each calendar year by 3% as follows:

|      |            |
|------|------------|
| 2027 | \$3,017.20 |
| 2028 | \$3,107.72 |

Effective January 1, 2029 and each calendar year thereafter, The City will pay the full cost of monthly plan premiums at the tier at which the employee participates (employee, employee plus one, employee plus family), not to exceed the CalPERS Kaiser Bay Area monthly plan premium.

If the employee elects medical coverage at rates higher than the CalPERS Kaiser Bay Area plan rate, the employee will pay the difference between the CalPERS Kaiser rate at the tier at which the employee participates and the cost of the elected plan, through payroll deductions.

The City will continue the practice of paying the January premium in December at the increased rate.

#### **16.5.6 Employee Contribution**

If an employee chooses Flexible Benefit Plan benefits whose aggregate cost exceeds the City's total contribution to the Cafeteria Plan, the City will automatically deduct the excess amount on a pre-tax basis from the employee's bi-weekly payroll.

#### **16.5.7 Cash In Lieu of Medical Benefits**

##### **16.5.7.1 Employees Hired After October 1, 2013**

Employees who provide proof of alternative minimum essential coverage for themselves and their tax family shall receive \$350 per month, beginning the first full pay period after sufficient proof is provided.

Effective January 1, 2027, employees who are covered by the City for health insurance as a dependent of another city employee are ineligible for the \$350 per month stipend.

Effective January 1, 2032, this benefit shall apply to all employees in classifications represented by LAMEA regardless of hire date.

##### **16.5.7.2 Employees Hired On or Before October 1, 2013**

Employees who elect health insurance plans and tiers that are less costly are eligible to receive up to a maximum amount of \$1,096.59 per month which is subject to taxation as wages, beginning the first full pay period after sufficient proof is provided.

This benefit will sunset on December 31, 2031, and no payments shall be made under this provision after that date.

The amount an employee is eligible to receive is calculated as follows:

###### Step 1

Total monthly cost of the employee's health insurance election minus the monthly cost for the least expensive health insurance for the employee only tier.

###### Step 2

The result of Step 1 is subtracted from the maximum cash in lieu of medical benefits amount (\$1,096.59) to obtain the Employee's Monthly Cash Payment.



#### Example

LAMEA member hired 01/01/2013 electing Kaiser, HMO employee only coverage for calendar year 2026 with a total monthly cost of \$1,168.86. The least expensive health insurance for the employee only tier for calendar year 2026 is PERS Gold, PPO at a total monthly cost of \$1,120.58.

Total monthly cost of the employee's health insurance election (\$1,168.86) minus the monthly cost for the least expensive health insurance for the employee only tier (\$1,120.58) equals \$48.28.

Maximum cash in lieu of medical benefits amount (\$1,096.59) minus the results from the first calculation (\$48.28) to obtain the employee's monthly cash payment of \$1,048.31.

### **16.6 Dental and Vision Reimbursement Plan**

The City's maximum employee dental and vision reimbursement per fiscal year is two thousand two hundred thirty dollars (\$2,230.00) per employee and one thousand four hundred eighty-five dollars (\$1,485) per dependent. Based on City Council Resolution 2008-45, the annual reimbursement maximum for employees and dependents will be adjusted annually using the August 12-month CPI for the San Francisco Bay Area from the DOL BLS, up to a maximum of 3%, and becomes effective January 1 of the following year.

The annual benefit is pooled such that the employee and their eligible dependent(s)' annual maximum benefit amounts are combined and the employee or the eligible dependent(s) may incur eligible expenses up to the pooled maximum annual benefit.

If, during the term of this Agreement a change in dental plans or coverage is necessary, the City shall provide notice and, upon request, to meet with representatives of LAMEA. Employees should refer to the dental plan documents for a complete description of benefits, coverage and limitations.

The Dental Plan shall provide the ability to shift dental dollars to vision care up to maximum dental reimbursement designated for the year for vision care for the unit member and dependent to include prescriptive lenses and frames, contact lenses, optometry or eye care appointments which are not covered by unit member or dependents medical insurance.

### **16.7 Flexible Spending Arrangements**

The City maintains a Flexible Benefit Plan pursuant to Section 125 of the Internal Revenue Code to provide eligible active employees with access to various health and welfare benefits, including a Health Care Flexible Spending Arrangement and a Day Care Flexible Spending Arrangement.

### **16.8 State of California Short Term Disability Insurance (SDI)**

Employees participate in the State of California Short Term Disability Insurance (SDI) Program. The program shall be at the employee's cost.

The City integrates leave balances with SDI benefits, starting with sick leave, upon employee request.

**16.9 Medical Insurance While on LTD or SDI**

Employees receiving benefits under the City's LTD Insurance Plan or under the State Disability Insurance may continue their health benefits while still employed by the City by paying the full premium directly to CalPERS, unless otherwise required by law.

**16.10 Retiree Health Savings Plan**

The City will make available to all employees a retiree health savings plan (RHSP) administered by MissionSquare.

**16.10.1 Retiree Health – Employer Contribution**

Effective January 1, 2022, the City began contributing to each employee's RHSP account an amount based on continuous years of service at the City as follows:

| <u>Years of Service</u> | <u>Pay Period Contribution</u> |
|-------------------------|--------------------------------|
| 0-5                     | \$25.00                        |
| 5-10                    | \$35.00                        |
| 10+                     | \$45.00                        |

**16.10.2 Retiree Health – Employee Contribution**

Effective January 1, 2027, employees shall begin making matching contributions per pay period through pre-tax payroll deductions on the same years of city service tiers listed above

For probationary employees, the City's contribution will vest upon successful completion of probation.

**16.11 Deferred Compensation Plan**

The City shall continue to make available deferred compensation plans for voluntary employee participation including a self-directed brokerage link.

**16.12 Basic Life and AD&D Insurance**

The City provides Basic Life and Accidental Death and Dismemberment (AD&D) insurance to full time employees. Employees are enrolled on their date of hire. The current benefit is one and one half (1 ½) times the employee's Basic Annual Earnings, up to a \$150,000 annual maximum.

The City maintains the right to select or change carriers, and also to modify the life insurance plan as long as the level of benefits remains substantially the same. Employees should refer to the plan documents for a complete description of benefits, coverage and limitations.

**ARTICLE 17. RETIREMENT PLANS**

The City contracts with CalPERS to provide the following retirement benefits.

### **17.1 2.7% at Age 55 Plan**

For “Classic” employees hired on or before December 31, 2011, the City provides the CalPERS 2.7% at age fifty-five (55) retirement plan for miscellaneous employees. Each employee shall pay the full eight percent (8%) employee contribution rate to maintain such benefits. Additional benefits currently provided include:

- a) Single highest year (California Government Code section 20042)
- b) Credit for unused sick leave (California Government Code section 20965)
- c) 3rd Level 1959 Survivor Benefit (California Government Code section 21573)
- d) Military Service Credit (California Government Code sections 21024, 21027)
- e) Annual 2% COLA (California Government Code section 21329)

A comprehensive list of additional benefits is available by viewing the City’s contract with CalPERS or the Public Agency Actuarial Valuation Reports regularly prepared by CalPERS.

### **17.2 2.0% at Age 60 Plan**

For “Classic” employees hired on or after January 1, 2012, the City provides the CalPERS 2.0% at age sixty (60) retirement plan for miscellaneous employees. Each employee shall pay the full seven percent (7%) employee contribution rate to maintain such benefits. Additional benefits currently provided include:

- a) Three year average final compensation (California Government Code section 20037)
- b) Credit for unused sick leave (California Government Code section 20965)
- c) 3rd Level 1959 Survivor Benefit (California Government Code section 21573)
- d) Military Service Credit (California Government Code sections 21024, 21027)
- e) Annual 2% COLA (California Government Code section 21329)

A comprehensive list of additional benefits is available by viewing the City’s contract with CalPERS or the Public Agency Actuarial Valuation Reports regularly prepared by CalPERS.

### **17.3 2.0% at Age 62 Plan**

For “New Member” employees, the City provides the CalPERS 2.0% at age sixty-two (62) retirement plan. New Member employees shall pay the retirement contributions as required by law, which is currently fifty percent (50%) of the normal cost rate set forth in the annual CalPERS valuation report. Additional benefits currently provided include:

- a) Three year average final compensation (California Government Code section 20037)
- b) Credit for unused sick leave (California Government Code section 20965)
- c) 3rd Level 1959 Survivor Benefit (California Government Code section 21573)
- d) Military Service Credit (California Government Code sections 21024, 21027)
- e) Annual 2% COLA (California Government Code section 21329)

A comprehensive list of additional benefits is available by viewing the City’s contract with CalPERS or the Public Agency Actuarial Valuation Reports regularly prepared by CalPERS.

As used here, the term “New Member” is defined by the Public Employees’ Pension Reform Act of 2013 (PEPRA).

## **ARTICLE 18. SAFETY**

The City and LAMEA have a mutual interest in providing safe and healthful working conditions for its employees, in protecting City property from damage and loss and in ensuring the safety of the

public when using City facilities. To this end both parties will work actively to adhere to the provisions of the City's Injury and Illness Prevention Program.

#### **18.1 Health and Safety Provisions**

Health and safety provisions are covered under the City's Injury and Illness Prevention Program.

#### **18.2 City Safety Committees**

One City employee, who is a member of LAMEA, shall be a member of the City's Safety Committee.

#### **18.3 Outstanding Safety Issues**

Any outstanding safety issues or concerns should be addressed to the employee's immediate supervisor.

### **ARTICLE 19. GRIEVANCE PROCEDURE**

The Grievance Procedure is established to provide a consistent process for the fair and expeditious resolution of grievances.

#### **19.1 Definition of a Grievance**

A grievance is an allegation by one or more employees or LAMEA that there has been a misinterpretation, misapplication or violation of this MOU. However, Article 2 of this MOU (Discrimination) is not within the scope of the grievance procedure.

#### **19.2 Time Limitations**

Should a decision not be rendered within the time limits set forth below, the grievant may immediately appeal to the next step of this procedure. Should the grievant fail to appeal a decision within the time limits set forth below, the grievance will be considered resolved and the grievant will have waived all rights to appeal.

#### **19.3 Grievant**

An employee, a group of employees, or LAMEA may file a grievance. If an employee(s) is the grievant, they must initiate their grievance at Step One. If LAMEA is the grievant, it must initiate the grievance at Step Two. LAMEA may represent an employee(s) grievant at Step Two or higher in the grievance process.

#### **19.4 Steps in the Grievance Process**

##### **19.4.1 Step One (Immediate Supervisor)**

An employee(s) must present the grievance to their immediate supervisor. If LAMEA is the grievant, it must submit the grievance at Step Two. The grievance must be presented to the immediate supervisor within ten (10) calendar days of the occurrence giving rise to the grievance or the time within which the grievant knew or should have known of the occurrence.

The supervisor will investigate the alleged grievance. The supervisor shall provide a decision on the grievance within ten (10) calendar days from the date the employee presented the grievance.

#### **19.4.2 Step Two (Department Head)**

If the employee(s) is not satisfied with the decision on the Step One, the employee(s) or their representative must present the grievance to the Department Head within ten (10) calendar days from the response from the supervisor at Step One.

The Step Two grievance must in writing and must (1) state the section(s) of the MOU alleged to be violated; (2) provide sufficient facts to establish that a violation of the identified section(s) of the MOU has occurred; and (3) state the desired remedy to resolve the grievance.

If LAMEA is the grievant, the written grievance must be submitted within ten (10) calendar days of the date of the occurrence giving rise to the grievance or the time within which LAMEA knew or should have known of the occurrence.

The Department Head or designee will investigate the alleged grievance. The investigation will include a meeting with the grievant. The Department Head or designee shall provide a written decision on the grievance to the grievant within ten (10) calendar days from the Step Two written grievance.

#### **19.4.3 Step Three (Personnel Review)**

If the grievant is not satisfied with the decision on the Step Two grievance, the grievant must present the grievance in writing to the Human Resources Director within ten (10) calendar days of the grievant's receipt of the decision from the Department Head at Step Two.

The Step Three grievance must (1) state the section(s) of the MOU alleged to be violated; (2) provide sufficient facts to establish that a violation of the identified section(s) of the MOU has occurred; (3) provide as much narrative as possible as to why the employee is not satisfied with the decision on the Step Two grievance; and (4) state the desired remedy to resolve the grievance. The Step Three grievance must attach the written decision of the Department Head at Step Two.

The Human Resources Director or designee shall investigate the alleged grievance. The Human Resources Director or designee shall provide a written decision on the grievance to the grievant within fifteen (15) calendar days from receipt of the Step Three written grievance.

#### **19.4.4 Step Four (Arbitration)**

Should the grievance remain unresolved through the preceding steps, LAMEA may request binding arbitration as the final step in the grievance process, by notifying the City Manager in writing of their intent to proceed to arbitration. Such notice shall be provided to the City Manager within fifteen (15) calendar days from the employee's receipt of the Human Resources Director's decision at Step Three.

**19.4.4.1 Selection of the Arbitrator:** Upon notice of intent to arbitrate, LAMEA and the City Manager or designee shall meet to select an arbitrator. If unable to mutually agree on the selection of an arbitrator, then a list of seven (7) available arbitrators shall be obtained from the State of California Mediation and Conciliation Services. Upon receipt of such list, the parties shall meet (in person, by phone or virtually) and if unable to mutually select an arbitrator from such list then a coin shall be flipped and the party correctly calling the coin flip shall strike a name from the list. The parties shall then alternately strike names from the list until only one name remains and that individual shall be the arbitrator. The second to last arbitrator shall serve as the alternate, if needed.

**19.4.4.2 Decision of the Arbitrator:** The decision, opinion, and award of the arbitrator shall be final and binding upon all parties, subject to review only under the provisions of California Code of Civil Procedure Section 1280 et seq., as amended. The arbitrator shall not have the power to add to, subtract from, or modify any of the terms of this MOU.

**19.4.4.3** If the question of arbitrability is raised, the arbitrator shall make his/her/their determination on arbitrability prior to hearing the merits of the grievance, unless the parties mutually agree otherwise.

**19.4.4.4** The Arbitrator shall, if requested by either party, subpoena witnesses and/or require production of other relevant records or material evidence. The arbitrator may, in his/her/their discretion, require a showing of good cause prior to the issuance of any subpoena.

**19.4.4.5** LAMEA and the City agree to share equally all costs of the arbitrator and to be responsible for their own respective costs of making their presentation to the arbitrator.

**19.4.4.6** If by mutual agreement or requirement of the arbitrator, services of a court reporter are utilized, the parties agree to equally share the cost of such service. Any cost for transcription shall be borne by the party requesting it.

## **19.5 Extension of Time Limits**

The Step One time limits set forth above may be extended with prior written approval from the City Manager. The remaining time limits set forth above may be extended by mutual agreement.

## **19.6 General Provisions**

19.6.1 Nothing in these procedures shall be construed to prevent discussion or meetings between parties at any time to clarify the facts to conclude any matter as promptly as possible.

- 19.6.2 Nothing in these procedures shall be construed to prevent the parties from mutually agreeing to other alternative dispute procedures, such as voluntary mediation, at any point during the grievance procedure.
- 19.6.3 Concurrent grievances alleging violation of the same provision and/or based on the same occurrence may be consolidated upon the agreement of the City and LAMEA. Consolidated grievances or appeals shall be determined in one proceeding.
- 19.6.4 Once a Step Two grievance has been submitted, no other grievance concerning the issue, incident, or action upon which the grievance is based may be initiated.

## **ARTICLE 20. APPEAL PROCEDURE FOR FINAL DISCIPLINARY ACTION**

The following administrative appeal process shall apply to all appeals of final disciplinary actions. For purposes of this section “final disciplinary action” means disciplinary actions involving a loss of compensation, e.g. discharge, demotion, unpaid suspension, or reduction in salary.

### **20.1 Notice of Appeal**

Within seven (7) calendar days of receipt by an employee of Notice of Final Discipline, the employee shall notify the City Manager in writing of the employee’s intent to appeal the final disciplinary action. The Notice of Appeal shall specify the action being appealed and the substantive and procedural grounds for the appeal.

### **20.2 Hearing Officer**

Upon receipt of the employee’s Notice of Appeal, the parties will select a neutral Hearing Officer who will hear the employee’s appeal and provide a written advisory decision to the City Manager. The Hearing Officer shall conduct the formal hearing in accordance with the procedures set forth herein.

The parties may mutually agree upon a Hearing Officer, or the parties will jointly select a Hearing Officer from a list of seven (7) arbitrators provided by the State of California Mediation and Conciliation Service (SCMCS). If the parties cannot reach mutual agreement regarding an arbitrator to serve as Hearing Officer from the SCMCS list, they shall strike names from the SCMCS list. The parties shall flip a coin to determine who strikes first. The parties shall then alternately strike names from the list until only one name remains and that individual shall be the arbitrator. The second to last arbitrator shall serve as the alternate, if needed. If LAMEA is representing the employee in the appeal, the Hearing Officer’s fee and expenses shall be borne equally by the parties. Otherwise, the City will pay the Hearing Officer’s fee and expenses.

### **20.3 Burden of Proof**

The City shall bear the burden of proof at the hearing. The City must prove the facts which form the basis for the charge(s) by a preponderance of the evidence. The City must also prove that the punitive action was reasonable in consideration of the gravity of the offense and any history of prior discipline.

## **20.4 Conduct of Hearing**

- 20.4.1** The hearing shall be conducted in the manner most conducive to determination of the truth, and the Hearing Officer shall not be bound by technical rules of evidence. The Hearing Officer shall have discretion to exclude evidence which is incompetent, irrelevant or cumulative, or the presentation of which will otherwise consume undue time.
- 20.4.2** Each side will be permitted an opening statement. The City shall first present its witnesses and evidence to sustain the charges and the employee will then present his/her/their witnesses and evidence in defense.
- 20.4.3** Witnesses shall testify under oath. The oath may be administered by the Hearing Officer.
- 20.4.4** Each side will be allowed to call and examine witnesses, to introduce exhibits; to cross-examine opposing witnesses on any matter relevant to the issues even though that matter was not covered in the direct examination; to impeach any witness regardless of which party first called him or her to testify; and to rebut the evidence against him or her.
- 20.4.5** The Hearing Officer shall, if requested by either party, subpoena witnesses and/or require production of other relevant records or material evidence. The Hearing Officer may, in his/her/their discretion, require a showing of good cause prior to the issuance of any subpoena.
- 20.4.6** The Hearing Officer may, prior to or during a hearing, grant a continuance for any reason the employee believes to be important to his/her/they reaching a fair and proper decision.
- 20.4.7** Following the presentation of evidence, the parties may submit oral and/or written closing arguments for consideration by the Hearing Officer.

## **20.5 Representation**

The employee may be represented by an Association representative or attorney of his or her choice at all stages of the proceedings. All costs associated with such representation, and any other costs the employee incurs in association with the appeal hearing, shall be borne by the employee. The City/Department shall also be entitled to representation at all stages of the proceedings.

## **20.6 Recommended Decision**

The Hearing Officer shall prepare and issue a Recommended Decision in writing within thirty (30) calendar days of the submission of the case by the parties for decision. The Hearing Officer's written Recommended Decision shall set forth whether the charge(s) are sustained, and shall contain findings regarding the facts which form the basis for the charge(s), and a determination on the reasonableness of the penalty in consideration of the gravity of the offense and any history of prior discipline.



The Hearing Officer shall serve the Recommended Decision on the parties.

#### **20.7 Final Decision**

The Hearing Officer's Recommended Decision is advisory to the City Council. After the City receives the Recommended Decision, the City Council will consider the Recommended Decision and will thereafter sustain, modify or revoke the disciplinary action.

The City shall serve the City Council's Final Decision on the employee as well as his/her/their attorney or representative, and shall advise the employee that the time within which judicial review of the decision may be sought is governed by California Code of Civil Procedure section 1094.5.

### **ARTICLE 21. WORK STOPPAGE AND LOCKOUTS**

During the term of this agreement, no work stoppage, slowdown, strikes (including sympathy strikes), or picketing shall be caused or sanctioned by LAMEA, and the City agrees that it will not lock out employees.

### **ARTICLE 22. CONTRACTING OUT**

The City will provide prior written notice to LAMEA related to contracting or subcontracting work customarily performed by members of LAMEA, consistent with state law. LAMEA shall be given an opportunity to discuss the effect of the proposed action upon its members and to propose alternative ways in which the work could be provided by Association members.

### **ARTICLE 23. MISCELLANEOUS**

#### **23.1 Use of City Facilities for Private Purposes:**

Employees shall be entitled to rent City facilities for private use by the employee or his/her/their immediate family at the resident rate for up to two (2) non-consecutive days per calendar year, subject to established City policy.

#### **23.2 Americans with Disabilities Act:**

The City reserves the right to take all necessary actions to comply with the Americans with Disabilities Act and other State and Federal laws protecting disabled employees, including determining the need for defining and making available reasonable accommodations to disabled employees who are otherwise qualified to perform the essential job functions of their position. The City agrees to meet and confer with LAMEA to discuss any actions which impact wages, hours and other terms and conditions of employment within the scope of representation of any member of this bargaining unit.

#### **23.3 Personnel Regulations:**

The City will regularly update the Personnel Regulations. The City shall meet and confer with LAMEA on revisions that are within the scope of representation. Where there are conflicts or differences between the Personnel Regulations and this MOU, the language in this MOU shall supersede the procedure in the City's Personnel Regulations.

**23.4 Outside Employment:**

Employees shall comply with the City of Los Altos Personnel Rules and Regulations regarding outside employment and conflicts of interest, as may be amended from time to time.

Employees shall disclose outside employment in accordance with City policy, including situations where such employment may create an actual or potential conflict of interest with City duties.

**ARTICLE 24. AUTHORIZED AGENTS**

For the purpose of administering the terms and provisions of this MOU the City's principal authorized agent shall be the Human Resources Director or designee. LAMEA's principal authorized agent shall be LAMEA President. LAMEA shall update Human Resources upon the selection of a new Association President as soon as possible.

**ARTICLE 25. SAVINGS CLAUSE**

This MOU is subject to all current and future applicable Federal and State laws and regulations and the Constitution of the State of California. If any part or provision of this agreement is in conflict or inconsistent with such applicable laws, or regulation, or it is rendered or declared invalid by reason of any State or Federal legislation, such invalidation of such part or portion of this MOU shall not invalidate the remaining portions hereof, and the remaining portions shall remain in full force and effect, insofar as such remaining portions shall remain in full force and effect, insofar as such remaining portions are severable. Parties shall meet and confer to the extent required to address the impacts new Federal or State laws have upon matters within the scope of employment.

**ARTICLE 26. TERM**

The term of this MOU is July 1, 2026 through June 30, 2031. This MOU sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety. This MOU shall become effective after Association ratification and subsequent City Council approval.

**FOR THE LOS ALTOS MUNICIPAL EMPLOYEE ASSOCIATION**

\_\_\_\_\_  
Sean Gallegos, Association President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Candace Avina, Association Vice President

\_\_\_\_\_  
Date

**FOR THE CITY OF LOS ALTOS**

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Jon Maginot, Assistant City Manager

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Date

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Irene Barragan, Human Resources Director

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Date

## APPENDIX A

### SALARY SCHEDULE:

Effective the first full pay period after LAMEA's ratification and subsequent Council approval of this MOU, or the pay period that includes July 1, 2026, whichever is later, base salary (defined as base pay only) for all classifications shall be increased by the April 2026 year over year Consumer Price Index (CPI) for the San Francisco Bay Area, from the United States Department of Labor, Bureau of Labor Statistics (DOL BLS), with a minimum increase of three (3%) percent and a maximum increase of four and one half percent (4.5%).

3.8% COLA, effective 06/21/26

#### LAMEA - Salary Schedule FY 26/27

| <b><i>LAMEA Classifications</i></b> | <b>Biweekly</b> |               |               |               |               |
|-------------------------------------|-----------------|---------------|---------------|---------------|---------------|
|                                     | <b>Step A</b>   | <b>Step B</b> | <b>Step C</b> | <b>Step D</b> | <b>Step E</b> |
| Accountant                          | \$4,439.59      | \$4,661.57    | \$4,894.65    | \$5,139.38    | \$5,396.35    |
| Accounting Office Assistant         | \$2,873.32      | \$3,016.99    | \$3,167.84    | \$3,326.23    | \$3,492.54    |
| Accounting Technician I             | \$3,064.08      | \$3,217.29    | \$3,378.15    | \$3,547.06    | \$3,724.41    |
| Accounting Technician II            | \$3,528.49      | \$3,704.92    | \$3,890.16    | \$4,084.67    | \$4,288.91    |
| Assistant Engineer                  | \$4,813.03      | \$5,053.68    | \$5,306.36    | \$5,571.68    | \$5,850.26    |
| Assistant Planner                   | \$4,335.77      | \$4,552.56    | \$4,780.19    | \$5,019.20    | \$5,270.16    |
| Associate Civil Engineer            | \$5,458.99      | \$5,731.94    | \$6,018.54    | \$6,319.47    | \$6,635.44    |
| Associate Planner                   | \$4,789.95      | \$5,029.45    | \$5,280.92    | \$5,544.97    | \$5,822.21    |
| Building Inspector                  | \$4,636.22      | \$4,868.03    | \$5,111.43    | \$5,367.00    | \$5,635.35    |
| Code Enforcement Officer            | \$4,217.15      | \$4,428.01    | \$4,649.41    | \$4,881.88    | \$5,125.97    |
| Construction Inspector              | \$4,494.86      | \$4,719.60    | \$4,955.58    | \$5,203.36    | \$5,463.53    |
| Development Services Technician     | \$3,582.41      | \$3,761.53    | \$3,949.61    | \$4,147.09    | \$4,354.45    |
| Economic Development Coordinator    | \$4,800.94      | \$5,040.99    | \$5,293.04    | \$5,557.69    | \$5,835.57    |
| Emergency Response Coordinator      | \$5,150.44      | \$5,407.96    | \$5,678.36    | \$5,962.27    | \$6,260.39    |
| Engineering Technician              | \$3,880.32      | \$4,074.34    | \$4,278.05    | \$4,491.96    | \$4,716.55    |
| Executive Assistant                 | \$3,592.06      | \$3,771.66    | \$3,960.24    | \$4,158.25    | \$4,366.17    |
| GIS Technician                      | \$4,643.12      | \$4,875.27    | \$5,119.03    | \$5,374.99    | \$5,643.74    |
| Information Technology Analyst I    | \$4,938.36      | \$5,185.27    | \$5,444.54    | \$5,716.76    | \$6,002.60    |
| Information Technology Analyst II   | \$5,185.27      | \$5,444.54    | \$5,716.76    | \$6,002.60    | \$6,302.73    |
| Information Technology Technician   | \$4,150.89      | \$4,358.44    | \$4,576.36    | \$4,805.18    | \$5,045.43    |
| Lead Records Specialist             | \$3,428.28      | \$3,599.70    | \$3,779.68    | \$3,968.67    | \$4,167.10    |
| Network Systems Administrator       | \$5,507.42      | \$5,782.79    | \$6,071.93    | \$6,375.52    | \$6,694.30    |
| Office Assistant I                  | \$2,427.73      | \$2,549.12    | \$2,676.57    | \$2,810.40    | \$2,950.92    |

|                                      |            |            |            |            |            |
|--------------------------------------|------------|------------|------------|------------|------------|
| Office Assistant II                  | \$2,873.32 | \$3,016.99 | \$3,167.84 | \$3,326.23 | \$3,492.54 |
| Police Records Supervisor            | \$4,074.78 | \$4,278.52 | \$4,492.45 | \$4,717.07 | \$4,952.92 |
| Records Specialist                   | \$3,116.62 | \$3,272.45 | \$3,436.08 | \$3,607.88 | \$3,788.27 |
| Recreation Coordinator               | \$3,563.36 | \$3,741.53 | \$3,928.60 | \$4,125.03 | \$4,331.29 |
| Senior Building Inspector            | \$5,288.78 | \$5,553.22 | \$5,830.88 | \$6,122.42 | \$6,428.54 |
| Senior Network Systems Administrator | \$5,782.79 | \$6,071.93 | \$6,375.52 | \$6,694.30 | \$7,029.01 |
| Senior Planner                       | \$5,676.55 | \$5,960.38 | \$6,258.40 | \$6,571.32 | \$6,899.88 |
| Sustainability Coordinator           | \$4,347.29 | \$4,564.65 | \$4,792.89 | \$5,032.53 | \$5,284.16 |



## City Council Staff Report

**Meeting Date:** May 26, 2026

**Prepared By:** Steven Son

**Approved By:** Gabe Engeland

**Subject:** Adoption of Resolutions - 999 Fremont Avenue

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### COUNCIL PRIORITY AREA

Public Safety

Business Communities

Circulation Safety and Efficiency

General Government

### RECOMMENDATION

- Adopt a resolution to transfer funding allocation from the Almond Fire Station Reroofing Project and the Fire Station Improvement Project and provide an additional \$118,008 to fully fund the project; and
- Adopt a resolution authorizing the City Manager to execute a construction contract with Ron Paris Construction Co., Inc., in the amount of \$657,069.99 and 20% contingency, if needed, in the amount not to exceed \$130,00.00. The total project cost will be \$787,070.00, and the Council's action is exempt from review under the California Environmental Quality Act (CEQA) pursuant to CEQA guidelines Section 15301(a), and that is one of the circumstances in the CEQA Guidelines

### ENVIRONMENTAL IMPACT

The project is Categorically Exempt pursuant to CEQA Section 15301(a). The project scope is considered interior or exterior alterations involving such things as interior partitions, plumbing, and electrical conveyances, which are exempt from review under the California Environmental Quality Act ("CEQA").

### FISCAL IMPACT

Based on the Fiscal Year 2025-265 budget adopted by the Council, this project has been allocated \$240,500.00 from the City's CIP fund. The Council's funding allocation allowed the staff to hire an architect to prepare construction plans for \$34,500.00. For this reason, a total of \$206,000.00 remained in the project's construction budget.

The bid received from the contractor was unexpected and much higher than the original estimate. For this reason, to fully fund this project, the Parks and Recreation Department would like to reallocate the Council-approved budget for the Almond Fire Station Reroofing Project and the Fire Station Improvements Project. The Council has currently appropriated \$250,000 and \$214,000, respectively, in the Fiscal Year 2025-2026 budget. At this time, the Parks and Recreation Department will not be able to proceed with these two (2) projects before the end of

this fiscal year. With the reallocation of funding, the combined available construction funds are \$669,062.50. With the generous \$100,000 donation from the Chou Family, which will be utilized to fund this project, an additional funding of \$18,008 is needed to fully fund this project with adequate contingency.

The building was built in 1981, and no records of structural modifications have been located. While the design was carried out as conservatively as possible, with numerous visual inspections, no destructive testing was conducted on the building. Neither the staff nor the architect can determine the building's true condition until construction begins. For this reason, staff is requesting a 20% construction contingency (\$130,000.00).

### **PREVIOUS COUNCIL CONSIDERATION**

Not Applicable

### **BACKGROUND**

On January 14, 2020, the Council authorized the purchase of 999 Fremont Avenue, a triangular property located at the intersection of A Street, Miramonte Avenue, and Fremont Avenue, with the intent of improving the property and utilizing it for the City's use.

Starting in Fiscal Year 2023-2024, the Council allocated \$100,000 for tenant improvements. The intent is to provide additional citywide police coverage and a location for community meetings with the Police Department. Due to various competing city priorities, the project delivery was delayed. In the Fiscal Year 2025-2026, the Public Works Engineering Department met with the new Police Chief to discuss the scope of the building renovation. At the meeting, the Chief expressed interest in revising the original scope of work to incorporate a larger open area for community engagement, a dedicated space for officers to rest and complete reports, and provisions for onsite charging of future electric vehicles (EVs) during shifts.

On November 28, 2025, the Chou Family made a generous \$100,000 donation to the city. The Chou family wanted to contribute to enhancing and strengthening public safety for the residents of the city. The generous donation that was provided to the city will be utilized for this project.

### **ANALYSIS**

Not Applicable

### **DISCUSSION**

The project opened bid on February 26, 2026, and received eight (8) bids, ranging from the lowest bid of \$590,455.99 to the highest bid of \$1,051,010.00. Staff reviewed the received bid

packages and determined that the two (2) lowest bidders failed to meet all bid requirements by not submitting the correct bid bonds. After a discussion with the City Attorney, it was determined that failing to submit a bid bond constitutes a major irregularity and disqualifies the bid from consideration. The notice of intent (NOI) to award the bid was posted on March 9, 2026, with no bid protests filed by the two (2) lowest bidders.

#### **ATTACHMENTS**

1. Attachment 1 - Resolution for Appropriations
2. Attachment 2 - Resolution awarding contract
3. Attachment 3 - Project Vicinity Map
4. Attachment 4 - Notice of Intent to Award Contract



## ATTACHMENT 1

### RESOLUTION NO. 2026-

#### **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS REALLOCATION AND APPROPRIATE ADDITIONAL FUNDING INTO FISCAL YEAR 2025-26 FOR 999 FREMONT AVENUE – POLICE DEPARTMENT REMODEL PROJECT CF-01006**

**WHEREAS**, the City will enter into a construction contract with Ron Paris Construction Co., Inc. for construction services in an amount not to exceed \$657,069.99 and up to 20% contingency funds not to exceed \$130,000; and

**WHEREAS**, the City advertised the Fiscal Year 2025-26 999 Fremont Avenue – Police Department Remodel Project CF-01006, and eight (8) bids were received and opened in PlanetBids on February 26, 2026. Ron Paris Construction Co., Inc. was the lowest responsive and responsible bidder; and

**WHEREAS**, the current CIP Project does not have sufficient funds to complete the project as specified in the design; and

**WHEREAS**, to fund this project, Council will transfer the current funding allocation for the Almond Fire Station Reroofing Project in the amount of \$250,000 and the Fire Station Improvement Project in the amount of \$214,000; and

**WHEREAS**, the Council will appropriate additional funding in the amount of \$18,008 to fully fund this project; and

**WHEREAS**, the project is Categorically Exempt pursuant to CEQA Section 15301(a). The project scope is considered interior or exterior alterations involving such things as interior partitions, plumbing, and electrical conveyances, which are exempt from review under the California Environmental Quality Act (“CEQA”).

**NOW THEREFORE, BE IT RESOLVED**, that the City Council of the City of Los Altos hereby adopts a resolution to transfer funding from Almond Fire Station Reroofing in the amount of \$250,000 and the Fire Station Improvement in the amount of \$214,000, and appropriate additional funding in the amount of \$18,008 into Fiscal Year 2025-26 Capital Improvement & Major Maintenance Program (CIMMP) for 999 Fremont Avenue – Police Department Remodel Project CF-01006.

## ATTACHMENT 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 26<sup>th</sup> day of May 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

---

Sally Meadows, MAYOR

Attest:

---

Melissa Thurman, MMC, CITY CLERK

## ATTACHMENT 2

### RESOLUTION NO. 2026-\_\_

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS AUTHORIZING THE CITY MANAGER TO EXECUTE A CONSTRUCTION CONTRACT WITH RON PARIS CONSTRUCTION CO., INC. FOR THE 999 FREMONT AVENUE POLICE DEPARTMENT REMODEL PROJECT (CF-01006) IN THE BID AMOUNT OF \$657,069.99 AND AUTHORIZING THE CITY MANAGER TO EXECUTE UP TO 20% CONTINGENCY IN THE AMOUNT OF \$130,000.00.**

**WHEREAS**, the 999 Fremont Avenue Police Department Remodel Project (CF-01006) scope of work is to remodel the building to allow the Police Department to have a substation on the southern side of the City; and

**WHEREAS**, the police substation will provide a permanent police presence, allow officers to utilize the building to conduct public meetings and other necessary business, and

**WHEREAS**, the City advertised the 999 Fremont Avenue Police Department Remodel Project (CF-01006) on December 19, 2025, and eight (8) bids were received and opened in PlanetBids on February 26, 2026. Ron Paris Construction Co., Inc was the lowest responsive and responsible bidder; and

**WHEREAS**, the Fiscal Year 2024-25 Council-approved Capital Improvement & Major Maintenance Program (CIMMP) budget has adequate funding to award the base bid; and

**WHEREAS**, Council to award 999 Fremont Avenue Police Department Remodel Project (CF-01006) to Ron Paris Construction Co., Inc., and authorize the City Manager to execute a contract in the amount of \$657,069.99 and up to 20% contingency (\$130,000).

**NOW THEREFORE, BE IT RESOLVED**, that the City Council of the City of Los Altos does hereby adopt a resolution to:

1. Award the 999 Fremont Avenue Police Department Remodel Project (CF-01006) to Ron Paris Construction Co., Inc., and authorize the City Manager to execute a contract in the amount of \$657,069.99.
2. Authorize the City Manager to execute change orders not to exceed \$130,000.00.
3. Authorize the City Manager to take such further actions as may be necessary to implement the foregoing agreement.

## ATTACHMENT 2

**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 26<sup>th</sup> day of May 2026, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

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Sally Meadows  
Mayor

ATTEST:

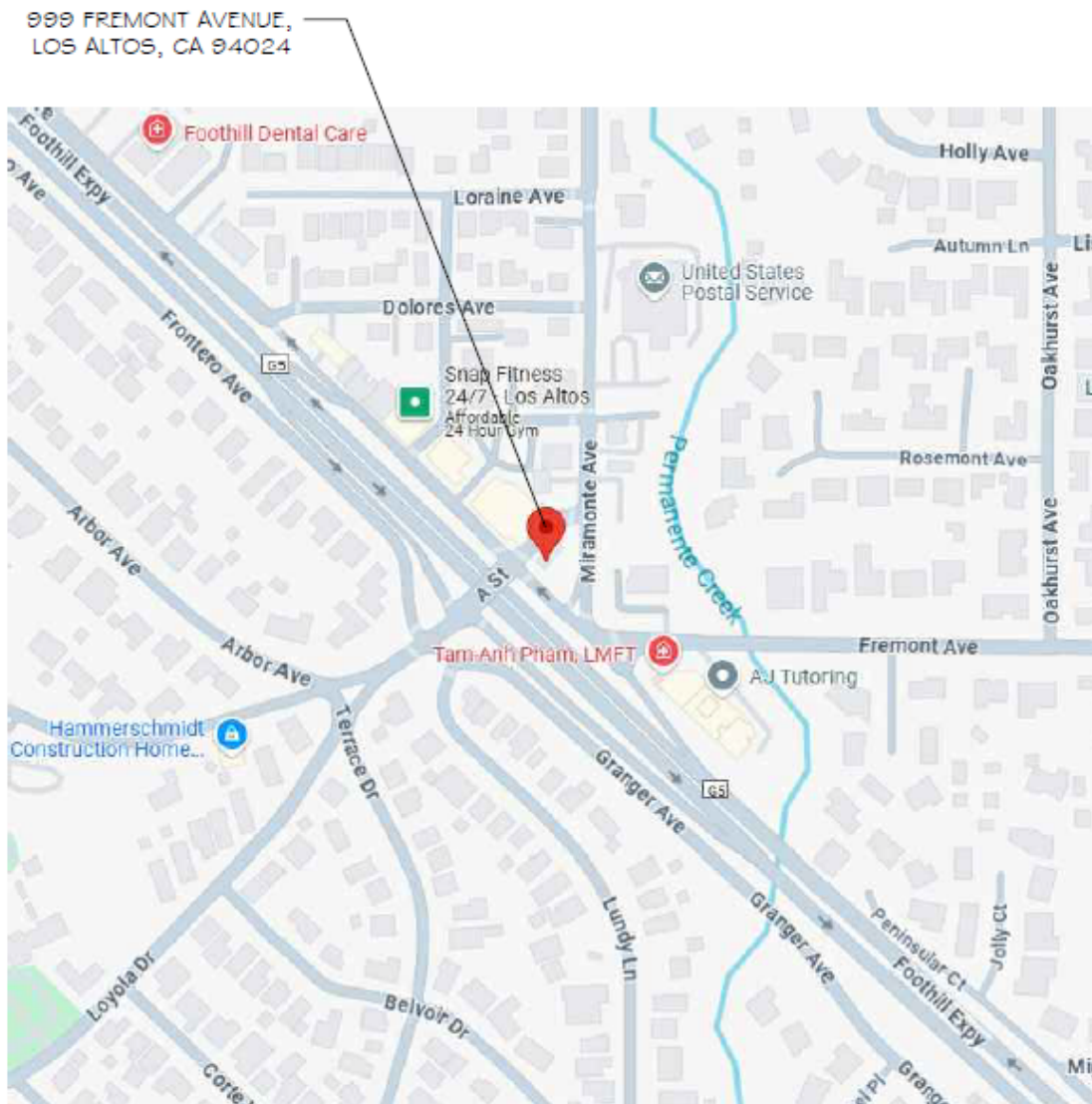
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Melissa Thurman, MMC  
City Clerk

# PROJECT VICINITY MAP

## FOR

### 999 FREMONT AVENUE – POLICE DEPARTMENT REMODEL (CF-01006)



VICINITY MAP





# City of Los

**Public Works Department  
One North San Antonio Road  
Los Altos, California 94022-3087  
Tel: (650) 947-2780  
Fax (650) 947-2732**

## **NOTICE OF INTENT TO AWARD CONTRACT**

**Project Name:**

999 Fremont Avenue – Police Department Remodel Project CF-01006

**Bid Opening Date:**

February 26, 2026 at 2:00 pm

**NOI Posting Date:**

March 9, 2026

The City of Los Altos intends to award a construction contract in the amount of \$657,069.99 to the lowest responsive bidder, Ron Paris Construction, for the 999 Fremont Avenue – Police Department Remodel Project CF-01006.

A bidder who wishes to protest the award shall follow the City's procedures as established by Resolution 2015-36.

| <b>CONTRACTOR</b>               | <b>BID AMOUNT</b> |
|---------------------------------|-------------------|
| ZONE 4                          | \$590,445.99      |
| BP PAK, INC                     | \$590,715.00      |
| RON PARIS CONSTRUCTION          | \$657,069.99      |
| A CST GROUP                     | \$759,124.20      |
| SAE CONSULTANT ENGINEERING      | \$776,650.00      |
| GREENTECH                       | \$787,015.00      |
| MEDICAL FACILITIES SOLUTION LLC | \$850,944.92      |
| B & M CIVIL LLC                 | \$1,051,010.00    |



## City Council Staff Report

**Meeting Date:** May 26, 2026  
**Prepared By:** Saskia Lagergren  
**Approved By:** Gabe Engeland

**Subject:** Adoption of Resolution - Contract Extension with Flock Safety

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### COUNCIL PRIORITY AREA

Public Safety  
General Government

### RECOMMENDATION

Adopt a resolution authorizing the City Manager to execute a contract extension with Flock Safety in the amount of \$160,000 to extend the current contracts for an additional two years for maintenance and service for the 25 Flock Safety cameras in the City of Los Altos

### ENVIRONMENTAL IMPACT

N/A

### FISCAL IMPACT

The \$80,000 for Year 1 is already appropriated in the Operating Budget under the Public Safety Department. No additional appropriation is required at this time.

### PREVIOUS COUNCIL CONSIDERATION

February 28, 2023—Discussion about potential Flock Pilot Program

May 9, 2023—Flock Pilot Program discussed

July 11, 2023—Approval of the ALPR Pilot Program, ALPR policy and the Flock Safety 3-year contract

January 28, 2025—Approval of the ongoing usage of ALPRs and approval of changes to policy, Received Flock Pilot Program Report

July 8, 2025 – Approval of Contract Amendment #1 to add ten (10) cameras for a 2-year contract

### BACKGROUND

#### ***FLOCK PROGRAM***

One of the Los Altos City Council's priorities is Public Safety. An issue of particular concern was the increase in residential burglaries that were on an upward trend between 2020-2023, steadily increasing to seventy-three (73) in 2023. Vehicles thefts had also dramatically increased to thirty-three (33) in 2022.

To combat this, in February 2023, the Los Altos Police Department proposed a one-year pilot program for an Automated License Plate Reader (ALPR) Program. This type of program

enhances public safety, improves investigative efficiency and supports the City's broader efforts to reduce crime. ALPR technology provides officers with timely, accurate information about vehicles associated with criminal activity, including stolen vehicles, wanted persons and vehicles linked to active investigations which allows for faster and more targeted responses. ALPR cameras are also used to locate missing persons. In recent years, ALPR systems have become a widely adopted tool among California law-enforcement agencies, offering measurable improvements in recovery rates, case resolution and prevention of repeat offenses. The ALPR systems have also shown to be a crime deterrent.

To address community members' concerns about transparency and privacy, the Los Altos Police Department worked with community groups and City Council to draft a policy that struck a balance between privacy concerns and enhancing public safety. The following safeguards were written into the policy:

- ALPR data will only be accessed for legitimate law enforcement purposes
- ALPR data will not be used for traffic enforcement, immigration enforcement or personal use
- It is expressly prohibited for members of the Los Altos Police Department to access ALPR data for the purposes of harassment/intimidation, use based upon a protected class or characteristic, to infringe upon First Amendment rights or as an invasion of privacy
- ALPR data will not be shared with federal agencies to include Customs and Border Patrol (CBP) and Immigration and Customs Enforcement (ICE), pursuant to the California Values Act (Government Code 7282.5: Government Code 7284.2 et seq)
- ALPR data will only be accessed on a need-to-know, right-to-know basis. Unauthorized use is subject to criminal penalties, civil liability and administrative sanctions
- All users of the ALPR system will be required to have individual credentials for access and use of the systems and/or data, which has the ability to be audited
- Officers shall visually verify the license plate number of any license plate of interest the ALPR system has alerted law enforcement to, prior to enforcement action
- The Los Altos Police Department will conduct twice yearly audits of the ALPR system to ensure compliance with all applicable laws and policies. In addition, a designated outside law enforcement agency will conduct a separate, yearly audit of ALPR queries as an added measure to ensure compliance with all applicable Los Altos Police Department policies and applicable laws

By deploying ALPRs with strong policy safeguards, transparency measures and strict limitations on data access and retention, the City aimed to balance the benefits of this technology with our community's expectations regarding privacy, accountability and responsible data use. This program reflects our commitment to modernizing public safety practices while upholding the trust and values of our residents.

The City Council approved the pilot program and the City entered into a contract with Flock Safety for fifteen (15) cameras in July 2023. The initial contract was a 1-year contract with a 2-year renewal. The first camera was installed in Los Altos in March 2024. The final camera was



installed in September 2024. In addition to what was written into department policy, the following safety and transparency measures were included in the roll-out of the program:

- Positioning cameras to capture rear vehicle images only, not vehicle occupants
- Capturing still images only, not video or audio clips
- Not including facial recognition capabilities
- Establishing a limited (30-day) retention period for non-inquiry ALPR data
- Requiring training for all Los Altos Police Department staff before granting access to ALPR data and limiting access to a legitimate law enforcement need
- Requiring any California agency requesting access to review and agree to comply with the City's policy and receive approval by the Police Chief or designee in order to receive access
- Creation of a Los Altos Police Department Flock Transparency page describing guiding policies and system usage, including a listing of agencies granted access and the number of searches and vehicles detected in the last 30 days.

In January 2025, the Los Altos Police Department returned to City Council to seek approval to continue the ALPR Program. Council approved the program to continue. There were some minor changes made to the ALPR policy, to include the addition of quarterly internal audits, rather than continuing with bi-annual audits.

In July 2025, the City Council approved an amendment to the Flock Safety contract to add an additional ten (10) cameras in the City of Los Altos, for a total of twenty-five (25) cameras. Staff also completed an informational report on Flock audits that was presented to Council.

### ***FLOCK DATA-SHARING CONCERNS***

Since January 2024, there has been a heightened concern in the community about immigration enforcement. There has been a lot of misinformation in the media about Flock Automated License Plate Reader (ALPR) data and there have been multiple allegations that law enforcement agencies have shared their ALPR information “with ICE” or to support immigration enforcement and that Flock as a company, has given ICE access to their system. This has been disputed by Flock and the company has assured customers that federal agencies do not have access to the data. Staff want to be clear that the Los Altos Police Department has never shared information to support immigration enforcement, nor would we. As mentioned previously, the department has a strict data sharing policy. It is stated in the policy that data cannot be shared with federal or out-of-state agencies and ALPR information cannot be used for immigration enforcement. It was made clear to Flock prior to and during implementation of the cameras of the intention to have a strict data sharing policy.

In July 2025, Los Altos Police Department was made aware that the setting for nationwide look-up was turned on without the department's knowledge or permission from August 2024 to March 2025. The department was unaware that the setting was ever activated until it was discovered after doing a network audit in July 2025. The department conducted a network audit for the first

time after receiving a Public Records Act (PRA) request in July 2025 that detailed exactly how to run a network audit. Up until that point in time, the department had been running organization audits, per the policy, to monitor Los Altos Police Officers' usage of the system. The department was unaware of what a network audit even was until receiving the PRA with explicit instructions on how to run a network audit.

After conducting the network audit in July 2025, the department discovered there were some out-of-state agencies listed in the network audit from August 2024-March 2025. Staff questioned Flock about this and were informed that there was a glitch in their system during this timeframe and that nationwide look-up was on. Flock turned that feature off for all California agencies in March 2025 to ensure compliance with Senate Bill 34 and the California Values Act (Senate Bill 54). So, this feature was turned on and eventually off, prior to the department even having knowledge of it. The department found out approximately four months after it was already deactivated. However, just because an agency shows up on a network audit, it does not automatically mean that any data was shared with that jurisdiction or that they were able to search our data.

The Los Altos Police Department first obtained Flock ALPR cameras in March 2024. In January 2026, the department ran a Flock network audit for May 2023 just to see if any information would be returned. It is important to note that May 2023 was approximately one year prior to the installation and activation of the department's first Flock camera. Despite the cameras not yet being installed at that time, the May 2023 network audit document reflected thousands of searches and listed numerous agencies throughout the country. The key point is that the network audit report reflects activity across the entire Flock network, not activity specific to our agency's cameras or data. Because our cameras were not installed in May 2023, it would have been impossible for any agency to search or access our camera data during that time. The presence of thousands of searches in the May 2023 network audit confirms that the network audit displays network-wide activity rather than activity involving our system.

Similarly, in network audit reports from February 2025, when the City did have cameras installed, out-of-state agencies appeared in the audit. As mentioned above, the department is prohibited from sharing ALPR data with federal or out-of-state agencies and this is written into the policy. It can be deduced from the May 2023 network audit, that just because an agency appears on our network audit, it does not mean: 1) they had access to our camera data, 2) they searched our camera data, or 3) they were granted permission to view our system. The network audit simply identifies agencies that are part of the broader Flock Safety network during the selected time period. It is not limited to agencies that have access to or have conducted searches of our department's data.

In digging deeper into the network audit, the department discovered there were searches by out-of-state agencies that listed "immigration" as a reason for the search. However, for those searches from out-of-state agencies, the users conducting the searches applied a filter for their state or a non-California state, which means they only searched within the state for which the filter was applied. The network audits also list the number of networks searched and the number of devices searched. Typically, the number of devices will be higher than the number of networks listed since there are multiple cameras in a network. For many of the out-of-state

agencies listed on the network audit, it listed that zero devices were searched. This was during the timeframe when Flock stated there was a glitch in their system, so those searches would have provided no results since they were not even completed since zero devices were searched.

In the department's network audit for the 2-year life of the camera system, March 2024-March 2026, there were 148 searches from out-of-state agencies that listed either "immigration" or "ICE" as the reason for the search. Of those 148 searches listed, all but 10 had a filter for their specific state, so the searches could not have been run within California anyway. Of the remaining ten, three searched zero devices. Miami PD conducted one search related to an "ICE investigation" and Raleigh PD conducted two searches giving "ICE" as the reason for their search. Milford PD in Massachusetts conducted one search and listed "Assist ICE" as their reason and Auburn PD in Massachusetts conducted a search, listing "ICE suspect" as their search reason. Again, it should be noted that this does not mean: 1) they had access to our camera data, 2) they searched our camera data, or 3) they were granted permission to view our system. In five searches by Lowndes County Sheriff's Office in Georgia, California was actually used as a filter, but the system did not allow the searches, as zero devices were searched. For the past year, there have been no out-of-state agencies that have appeared on our network audit.

After discovering the existence of network audits in July 2025, the department immediately implemented a change in its audit procedure. Rather than conducting only quarterly organization audits, the department added quarterly network audits to ensure there were no violations of its data-sharing policy. In November 2025, the department noticed there were some California agencies in its network audit that were not on its share list. The department immediately reached out to Flock to inquire about the discrepancy. Flock explained that a statewide look-up setting was turned on, allowing any agency in California to search the entire network of Flock cameras. The department had not approved this feature being turned on, so we asked Flock to disable it, which they did. It should be noted that it is lawful for the department to share our ALPR data with any non-federal agency in California, so this feature being activated was not a violation of the law. It was just not in line with department policy, which is why Flock was asked to deactivate it.

The Los Altos Police Department took additional steps in November 2025 to further tighten data sharing:

- Data sharing is restricted to approved local police departments in Santa Clara, San Mateo, Alameda and Santa Cruz Counties only
- The department revoked search approvals for every California agency outside this four-county area, including multi-jurisdictional agencies like CalFire and the California Highway Patrol
- Agencies outside this geographic area cannot search our data directly. They must request that Los Altos PD conduct a search on their behalf, subject to the Chief's approval under Council-adopted policy
- The department confirmed that no Federal or out-of-State agencies have access to our data

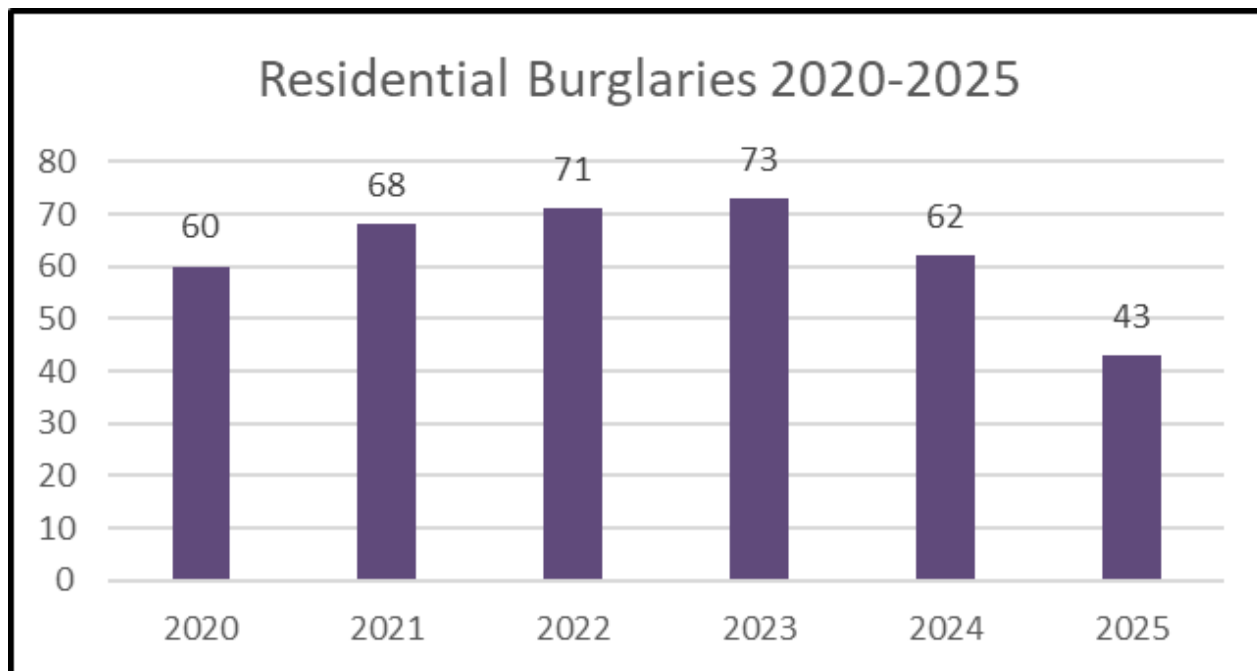
Within the past few months, Flock made multiple changes in California to ensure compliance with the law. Now, it is impossible to activate nationwide look-up in the system for California agencies. Flock also requires a specific search reason to be selected from a drop-down menu in order to run a search. The drop-down menu lists specific crimes so users have to be specific in noting their reason for each search. If a user enters a keyword related to immigration or abortion, the search is denied. There are multiple safeguards in place now to ensure compliance with our policy and California law.

The Los Altos Police Department continues to keep a close eye on our organization and network audits to ensure compliance with department policy and with California law. The ALPR cameras are an invaluable tool for the department and we want to balance the benefits of this technology with our community's expectations regarding privacy, accountability and responsible data use.

## ANALYSIS

### *LOS ALTOS POLICE DEPARTMENT USAGE*

The Los Altos Police Department has seen numerous successes with the ALPR cameras. Of particular note is the decrease in residential burglaries. Between 2023-2025, residential burglaries have been significantly declining. The cameras were installed in early 2024. There has been a 41% decrease in burglaries from 2023 to 2025.



Here are some of the success stories for City of Los Altos cases:

### **Burglary:**

- Following a construction site burglary, Ring camera footage and Flock ALPR data helped detectives identify the suspect vehicle and two suspects. The investigation linked them to additional burglaries in Los Altos and Palo Alto, resulting in four cases being solved and forwarded to the District Attorney's Office for filing.
- A residential burglary investigation used home surveillance footage and Flock ALPR to identify a suspect vehicle, which was linked to additional cases in Santa Clara and Sunnyvale despite multiple license plate switches. The suspect was identified and the case was forwarded to the District Attorney's Office for filing.
- A residential burglary investigation utilized Flock ALPR to identify a suspect vehicle with a stolen license plate entering a Los Altos neighborhood. Of 15 vehicle returns from private Flock cameras, one plate did not match the vehicle description, appearing to be a dark-colored Mercedes but registered to a Toyota out of San Jose. Further investigation confirmed the plate was stolen. A similar crew was identified via a Trak Flyer from Pleasanton Police Department and the investigation is ongoing.
- Using Flock ALPR, investigators identified and linked two suspect vehicles involved in a series of residential burglaries in Los Altos and neighboring jurisdictions, despite stolen and swapped license plates and incomplete plate reads. Flock data, corroborated by private and commercial surveillance and interagency coordination, showed the vehicles traveling together before and after the burglaries across multiple Northern California cities. The investigation connected the suspects to a larger multi-state burglary crew, ultimately leading to the arrest of eight individuals by the Scottsdale Police Department and establishing a direct nexus to the Los Altos cases.

### **Robbery:**

- Following a robbery at a local business, surveillance footage and Flock ALPR identified two suspect vehicles, including a secondary vehicle linked to an attempted robbery investigated by Campbell PD earlier that day. The suspect was identified and the case was forwarded to the District Attorney's Office for filing.

### **Stolen Vehicle:**

- Flock ALPR was used to locate a victim's stolen vehicle in San Jose. Officers coordinated with San Jose State University Police, who located and recovered the vehicle the same day based on Flock location data.

- After receiving a Flock ALPR alert, officers located a stolen vehicle and confirmed it was stolen through VIN verification. Two juvenile suspects were cited and released to their parents, and the vehicle was recovered and returned to the lawful owner.
- Following a Flock ALPR alert, a stolen vehicle was located and a suspect was identified and arrested at a nearby business. The vehicle was recovered and returned to the owner, and the suspect, who was on formal probation, was booked into the main jail.

### **Identity Theft:**

- An identity theft and burglary investigation used Flock ALPR to identify a suspect vehicle entering an apartment complex to steal mail. The suspect was identified and found to have a history of fraud-related offenses in Santa Clara County, including a recent arrest in San Jose for possessing a loaded stolen firearm.

### **Theft:**

- Following a petty theft investigation, surveillance photos led detectives to identify a white Ford Edge with unique features. A Flock ALPR search returned 80 images, with only one matching vehicle, resulting in the identification of both the vehicle and the suspect.

### **Assault/Battery/Criminal Threats:**

- Flock ALPR was used to locate a suspect truck in a battery and criminal threats case and information displayed in the vehicle enabled officers to contact the company and identify the suspect driver based on the vehicle's route.

### **Wanted Subject:**

- Flock Hotlist was used to identify a wanted subject entering Los Altos, driving on a suspended license and possibly in violation of a restraining order with child.

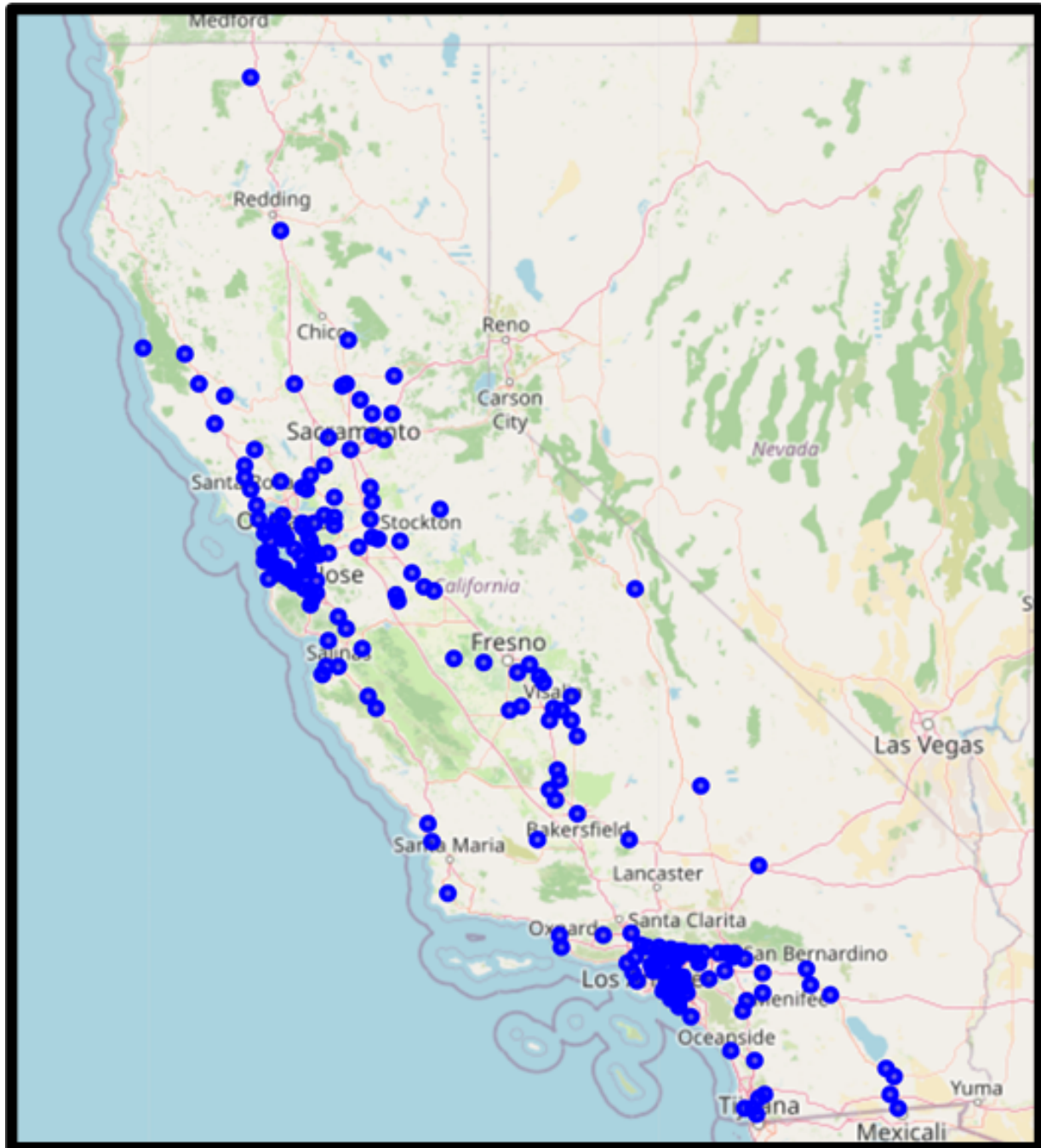
Crimes in 2026 are solved through a combination of technology, data integration and coordinated police work rather than reliance on a single lead or eyewitness. Modern investigations typically begin with digital evidence, such as automated license plate readers, surveillance video from public and private cameras, phone records and online activity, being quickly aggregated and analyzed. This digital trail is then corroborated with traditional police work such as follow-up

surveillance, interviews, forensic evidence and records checks to build a legally sound case.

It is typical for Los Altos Police Officers and Detectives to use ALPR data in conjunction with residential surveillance cameras in order to generate leads in an investigation. Home surveillance systems will often help identify the type of vehicle and sometimes the color, but the cameras are not typically high enough resolution to capture a specific license plate. This is where Flock becomes a huge tool since the database can be searched for the make, model and color of the suspect vehicle in the area of the crime and the system will give officers and investigators license plates to follow-up on. The officers and detectives would then use other investigative techniques to follow-up on the license plates in hopes of identifying a suspect. Because Los Altos does not have traffic cameras and City-owned surveillance cameras like many neighboring jurisdictions, the department is even more reliant on ALPR cameras to help generate leads. If the department did not have ALPR cameras, the City would need to invest in traffic cameras and other City-owned surveillance cameras in order to have any kind of impact on investigations. There is no other technology on the market that generates the same investigative leads as ALPR cameras.

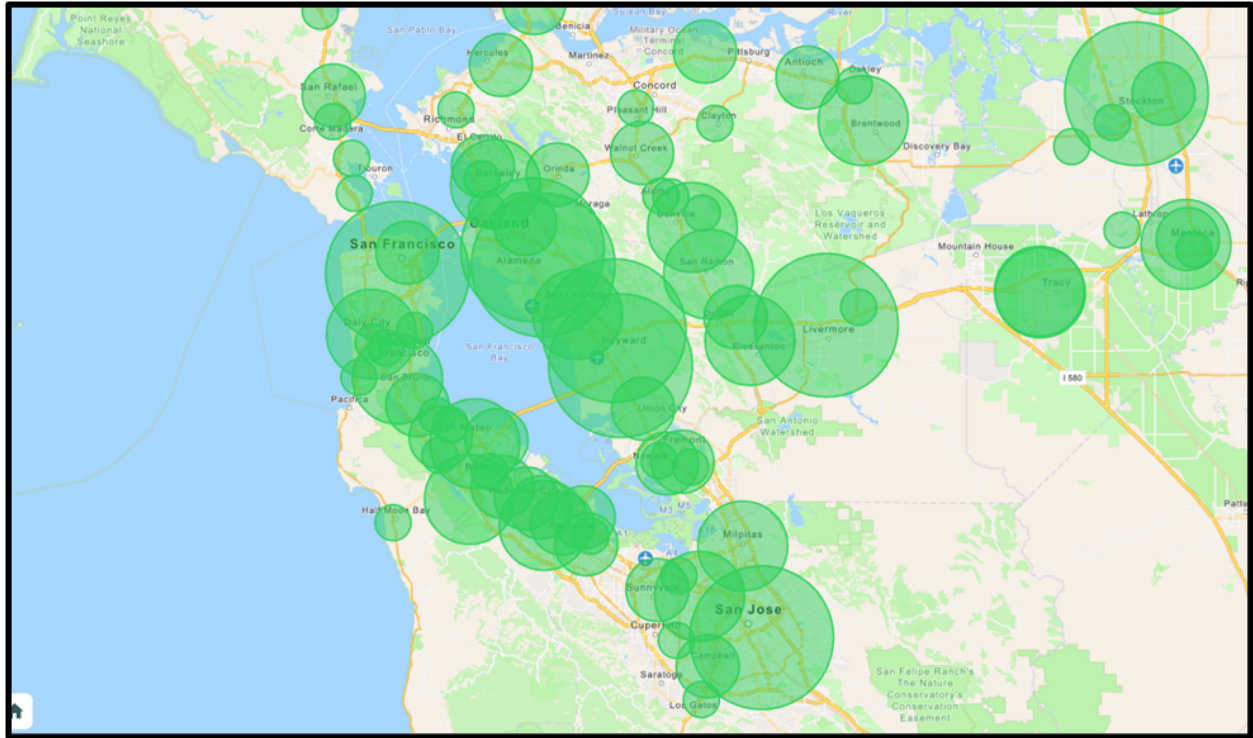
Equally important is information sharing. Crimes today often cross city, state, or even national borders, so agencies coordinate in real time through shared databases, intelligence bulletins and regional task forces. This is why networks such as the Flock ALPR network are invaluable to the Los Altos Police Department. A burglary or vehicle crime in one city may be linked to similar cases elsewhere by matching vehicles, methods or timelines, allowing investigators to identify crews rather than isolated suspects, as referenced in one of the success stories above. In short, solving crimes in 2026 is about connecting data, technology and professional judgment and using modern tools to work faster and smarter while still relying on trained officers and detectives to interpret the evidence and hold offenders accountable. Additionally, there are currently no other vendors that compare to Flock based on the size of Flock's network. There are other ALPR vendors, but they either do not allow for sharing with other jurisdictions or their networks are extremely small, taking away the value of the technology. Currently, there are 260 jurisdictions in California that share their Flock ALPR information with the Los Altos Police Department. This includes over 200 cities in the state of California, making it an incredibly vast and useful tool for investigations.

*State of California Agencies Sharing Flock ALPR Data with Los Altos PD*



*San Francisco Bay Area Agencies Sharing Flock ALPR Data with Los Altos PD*





## ***SANTA CLARA COUNTY SUCCESS STORIES***

There have also been multiple Flock success stories throughout Santa Clara County. As mentioned above, agencies share information and coordinate in real time to solve crimes, so having shared databases such as Flock is an important investigative tool.

### **Homicide:**

- Using Flock ALPR, San Jose Police Officers positively identified a vehicle associated to a double homicide that occurred in the city of Pleasanton. Officers located the suspect vehicle and conducted a vehicle stop, detaining both the driver and passenger. The driver of the vehicle was the suspect being sought for the double homicide. Pleasanton Police Department Officers arrived on scene and took custody of the suspect.
- Santa Clara Police Department received a Flock alert for a vehicle that was stolen during an armed carjacking three days prior. The suspects involved in the carjacking were also believed to be wanted for a homicide in Alabama. Officers located the vehicle and apprehended the suspects. Two search warrants were served in Sunnyvale and Santa Clara related to the case. The third suspect from the carjacking was safely taken into custody at a residence in Santa Clara.

**Kidnapping:**

- Mountain View PD responded to a kidnapping report involving a suspect who threatened a victim's life in the presence of her family. Given the suspect's volatile behavior, there was immediate concern for the victim's safety. After entering the suspect's vehicle as a "hot list," MVPD officers tracked the vehicle into San Jose. Through a coordinated effort with the San Jose Police Department, the suspect was apprehended and the victim was safely rescued and returned to Mountain View.

**Burglary:**

- San Jose Police arrested a suspect who stole a firearm during a residential burglary and attempted to burglarize the same home days later. ALPR data was used to identify the suspect vehicle, which was later located in Santa Clara after the suspect fled from officers and struck another vehicle before abandoning the car. With assistance from SJPD specialized units, the suspect was arrested in Los Gatos and found in possession of the stolen firearm and was booked into Santa Clara County Main Jail on burglary and firearms-related charges.
- Mountain View Police Officers assigned to a downtown burglary suppression detail were alerted to a string of auto burglaries in Palo Alto involving a specific suspect vehicle. Shortly after, MVPD received a Flock alert for the vehicle, which was also confirmed stolen. Officers located the suspects in Mountain View as they were attempting another burglary. The suspects fled, discarding stolen laptops from the Palo Alto crimes in the process. This proactive intervention prevented further burglaries in Mountain View and led to the recovery of stolen property.
- Following multiple reports of auto burglaries at a park in Mountain View, the license plate of a suspect vehicle was identified. Later that evening, a Flock alert notified Mountain View Police Department officers that the vehicle had returned to Mountain View. Officers intercepted the vehicle and detained the occupants, who were found in possession of burglary tools and stolen property from prior thefts. Both suspects were arrested on multiple charges, including auto burglary, possession of stolen credit cards and conspiracy.
- Over the course of several months, an organized criminal group committed multiple commercial burglaries, vehicle thefts, assaults and attempted carjackings across Santa Clara County. The suspects carried out armed vehicle thefts and used the stolen vehicles to forcibly enter businesses, then fled, often evading police and, in one instance,

brandishing a firearm at an officer. Flock Automated License Plate Reader (ALPR) data was instrumental in linking the crimes and locating suspects, leading to the arrest of eight individuals and the seizure of evidence.

### **Robbery:**

- In San Jose, an elderly female victim was approached by two suspects who pretended to ask for directions, then distracted her by offering jewelry and stole her necklace worth thousands of dollars before fleeing. Using ALPR technology, SJPD's Real Time Intelligence Center quickly identified the suspect vehicle, which was later linked to a separate suspicious vehicle report at a local business. Officers located the vehicle, arrested two suspects and both were positively identified and booked into jail on robbery-related charges.
- Three suspects armed with a firearm committed a robbery and assault with a deadly weapon at a business in Santa Clara. Video surveillance footage from the store provided a partial description of the suspect vehicle. A search of Flock ALPR positively identified the suspect vehicle. As Detectives investigated the case, they learned the same suspects committed a similar robbery in a neighboring jurisdiction. The vehicle was later located after officers received a Flock alert. Several agencies coordinated together and ultimately arrested 5 suspects.
- Officers in Santa Clara received a Flock alert of a wanted armed home invasion vehicle out of Modesto PD. Officers located the vehicle and a short vehicle pursuit ensued. The driver was ultimately arrested.

### **Missing Person:**

- Sunnyvale Department of Public Safety received a Flock alert for a vehicle associated with a reported missing person that had entered the city. Officers quickly responded to the area and located the vehicle within approximately 10 minutes of the alert. The driver, an elderly individual, was found to be lost and confused. Officers ensured the driver's safety and coordinated with family members, ultimately reuniting them and helping facilitate a safe return home.

### **Theft:**

- What began as a single report of mail theft escalated into a major, multi-jurisdictional

investigation after Flock data identified a suspect vehicle. Following a Flock Safety alert from a Mountain View camera, MVPD officers conducted a traffic stop and arrested two occupants for possession of stolen property. Subsequent search warrants executed by detectives at four locations uncovered a massive volume of stolen mail. The suspects were ultimately linked to a mail theft ring spanning six counties and affecting over 588 individual victims.

- Santa Clara Police Detectives investigated a series of “bank juggling” grand thefts committed by a South American Theft Group across Santa Clara County, and surrounding counties, ultimately linking the suspects to more than 50 incidents region-wide. Within Santa Clara alone, the group stole over \$250,000 in currency and jewelry in more than 10 cases using distraction tactics such as “money drops” and tire deflation devices, with Flock ALPR data playing a critical role in identifying suspect vehicles and supporting surveillance. The investigation resulted in eight suspects being identified, over 160 felony counts filed, including burglary, grand theft and elder abuse, and multiple arrests following search warrants.

#### **Sexual Assault of a Child:**

- Santa Clara Police investigated a case in which an adult suspect met a 13-year-old Santa Clara resident online and sexually assaulted the victim on two occasions, also providing cannabis and alcohol. An extended investigation involving multiple agencies and search warrants identified the Alameda County suspect and additional juvenile victims across the Bay Area, with Flock ALPR data providing critical evidence of the suspect’s travel to Santa Clara near the time of the offenses. The suspect was ultimately arrested for multiple criminal charges.

After two Santa Clara County agencies turned off their Flock cameras within the past six months, recently multiple other City Councils from various Santa Clara County cities' have voted to continue their Flock contracts to include City of San Jose, City of Santa Clara and City of Sunnyvale. Currently, every agency in Santa Clara County except for Mountain View and the Santa Clara County Sheriff’s Office jurisdiction (Cupertino, Los Altos Hills and Saratoga) is using Flock cameras.

| City / Agency                                                | Flock Cameras |
|--------------------------------------------------------------|---------------|
| Campbell                                                     | ✓             |
| Gilroy                                                       | ✓             |
| Los Altos                                                    | ✓             |
| Los Gatos / Monte Sereno                                     | ✓             |
| Milpitas                                                     | ✓             |
| Morgan Hill                                                  | ✓             |
| Mountain View                                                | ✗             |
| Palo Alto                                                    | ✓             |
| San José                                                     | ✓             |
| Santa Clara                                                  | ✓             |
| Santa Clara County<br>(Cupertino, Los Altos Hills, Saratoga) | ✗             |
| Sunnyvale                                                    | ✓             |

Other cities in the San Francisco Bay Area have also voted to retain Flock, such as the City of Richmond and City of East Palo Alto, among others.

### Alerts

In the Flock ALPR system, alerts are automated notifications generated when a vehicle detected by a camera matches a predefined criterion, such as a stolen vehicle, wanted vehicle or custom hotlist entry. These alerts allow officers to quickly identify vehicles of interest in real time or during investigations, supporting timely and informed enforcement actions. Since the inception of the ALPR Program, the Los Altos Police Department Flock cameras have generated the following alerts:

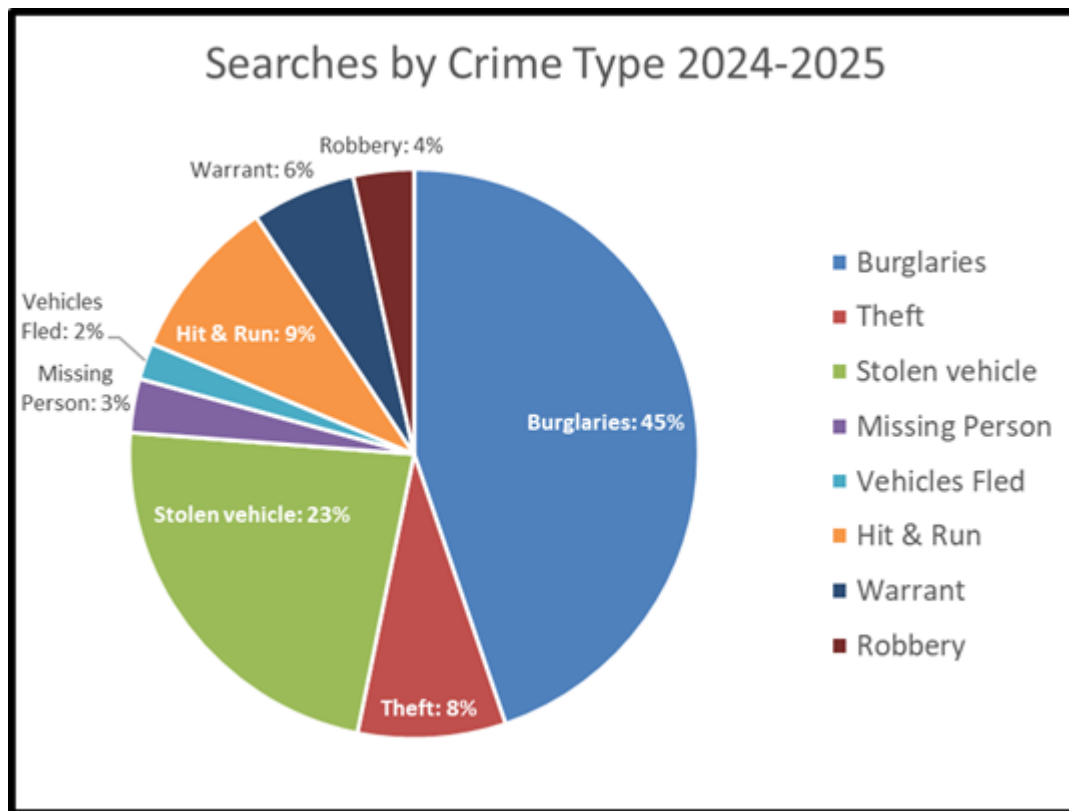
**Los Altos**

### **Police Department ALPR Camera Alerts March 2024-March 2026**

|            |  |
|------------|--|
| Alert Type |  |
|------------|--|

|                       |     |
|-----------------------|-----|
| Stolen Vehicles       | 201 |
| Custom Hotlist Alerts | 92  |
| Felony Vehicles       | 14  |

Officers and Detectives have used the Flock system in hundreds of cases over the past two years. In 2024, Los Altos Police Department Officers and Detectives searched the Flock database 3,148 times. In 2025, the database was searched 4,518 times. Shown below is a chart that breaks down the types of investigations for which the searches were conducted.



As is shown, the most common search was related to burglary investigations, followed by stolen vehicles, hit & run collisions and theft cases. It should be noted that the number of searches does not equate to the number of cases being investigated. Officers and Detectives will often conduct multiple searches for any given vehicle of interest, covering different timeframes, geographic areas, vehicle descriptions, etc. as the information, scope and direction of a case or area of inquiry evolves.

Many of these searches helped in solving the cases listed above. Based on all of this information, it is recommended to extend the contract with Flock Safety, as the system has proven to be a highly effective investigative tool that enhances real-time awareness, strengthens regional crime-solving capabilities and supports officer and community safety. Continued use will ensure uninterrupted access to critical technology that has consistently delivered measurable public

safety benefits.

## **DISCUSSION**

## **ATTACHMENTS**

1. Attachment 1 - Resolution

**RESOLUTION NO. 2026-\_\_\_\_\_**

**A RESOLUTION OF THE COUNCIL OF THE CITY OF LOS ALTOS  
AUTHORIZING THE CITY MANAGER TO EXECUTE A CONTRACT EXTENSION  
WITH FLOCK SAFETY IN THE AMOUNT NOT TO EXCEED \$160,000**

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**WHEREAS**, in July 2023, the CITY entered into an agreement with Flock Group Inc., doing business as Flock Safety (“Flock Safety”), to provide automatic license plate recognition (ALPR) camera systems and related services to enhance public safety and support law enforcement operations; and

**WHEREAS**, the City has determined there is a continued need to expand and enhance the City’s ALPR camera infrastructure to improve crime deterrence and investigative capabilities; and

**WHEREAS**, the City and Flock Safety desire to amend the existing agreement to provide for additional equipment, services, and related technology in support of these public safety goals; and

**WHEREAS**, funding for this amendment has been identified and appropriated in the City’s approved budget;

**NOW, THEREFORE, BE IT RESOLVED** that the Council of the City of Los Altos adopt a resolution to:

1. Authorize the City Manager to execute a contract extension with Flock Safety on behalf of the City to extend the current contracts for an additional two years for an amount not to exceed \$160,000
2. The \$80,000 for Year 1 was appropriated from the General Fund in the Operating Budget. There is no additional appropriation required.
3. Authorize the City Manager or their designee to take such further actions as may be necessary to implement the foregoing amendment, and

**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 26<sup>th</sup> day of May, 2026 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:



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Mayor Sally Meadows

ATTEST:

---

Melissa Thurman  
Los Altos City Clerk



## City Council Staff Report

**Meeting Date:** May 26, 2026  
**Prepared By:** Saskia Lagergren  
**Approved By:** Gabe Engeland

**Subject:** Introduction of Ordinance –Amend Chapter 2.24 Disposal of Unclaimed Property

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### **COUNCIL PRIORITY AREA**

Public Safety  
General Government

### **RECOMMENDATION**

Waive first reading and introduce an ordinance to amend Los Altos Municipal Code Chapter 2.24 Disposal of Unclaimed Property to update sections governing the holding, disposal and auction notice requirements for unclaimed property, in order to reflect current legal requirements and City practices

### **ENVIRONMENTAL IMPACT**

Not Applicable

### **FISCAL IMPACT**

Not applicable

### **PREVIOUS COUNCIL CONSIDERATION**

Not Applicable

### **BACKGROUND**

Los Altos Municipal Code Chapter 2.24 governs the Police Department's handling of property and evidence, including procedures for the retention, notice and disposal of unclaimed property. Several sections of this chapter have remained unchanged for extended periods of time and have become more restrictive than current state law requires or inconsistent with modern operational practices. As a result, compliance with these sections has created operational challenges for the Police Department without providing additional legal or public benefit. Staff is proposing limited, targeted amendments to clarify existing procedures, reduce unnecessary administrative burden and ensure the Municipal Code remains aligned with applicable state law.

### **ANALYSIS**

### **DISCUSSION**

#### **Section 2.24.020 – Holding and Disposal of Unclaimed Property**

Los Altos Municipal Code section 2.24.020 currently requires unclaimed property to be held for a minimum of six months before it may be deemed unclaimed and eligible for disposal.

However, California Civil Code section 2080.2 provides that owners have 90 days to claim property before it may be considered unclaimed. Holding property beyond that statutory period is not required by law and places a strain on the Police Department's limited property storage capacity. Extended retention of unclaimed property has resulted in increased use of secure storage space, administrative inefficiencies and delays in lawful disposition of property. Updating this section to align with state law would maintain compliance while reducing unnecessary logistical challenges for the Department.

#### **Section 2.24.080 – Notice of Sale at Auction**

Section 2.24.080 requires the Chief of Police to publish a notice of sale at auction at least twenty (20) days prior to the sale, specifying the time, place and items to be sold. While the Police Department does provide notice by publishing a list of property eligible for auction, current auction practices differ from the assumptions reflected in the Municipal Code. In practice:

- The City utilizes third-party auction vendors
- Auctions are scheduled and conducted by the vendor
- Property is released in batches when an auction opportunity becomes available
- The Police Department does not control the exact time or location of the auction

Requiring publication of a specific time and place of sale no longer reflects how auctions are conducted and is unnecessarily restrictive. Updating the code would allow notice requirements to reflect current, lawful practices while maintaining transparency and public awareness.

The proposed amendments would:

- Update retention timelines in Section 2.24.020 to align with state law
- Clarify and modernize notice requirements in Section 2.24.080
- Ensure the Municipal Code accurately reflects how property and evidence are handled and auctioned today
- Preserve transparency and accountability while reducing administrative inefficiencies

These amendments are administrative and clarifying in nature and do not represent a substantive change in policy. The proposed updates to Chapter 2.24 represent a common-sense, legally compliant update to the Municipal Code. Aligning the code with current state law and established practices will improve efficiency, reduce unnecessary administrative burden and maintain appropriate safeguards for the handling and disposal of unclaimed property.

#### **ATTACHMENTS**

1. Attachment 1 - Ordinance

## ORDINANCE NO.

### AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LOS ALTOS AMENDING TITLE 2 OF THE LOS ALTOS MUNICIPAL CODE SECTIONS 2.24.020 AND 2.24.080

**WHEREAS**, Los Altos Municipal Code, Chapter 2.24 Disposal of Unclaimed Property provides the chief of police with authority to receive found property; and

**WHEREAS**, the chief of police holds such property, which shall be delivered to the true owner upon proof of ownership satisfactory to the chief of police; and;

**WHEREAS**, unclaimed property may be used by the City or sold at auction; and;

**WHEREAS**, adoption of updates to these procedures as set forth in this Ordinance, are necessary to enhance and safeguard public health, safety, general welfare and effectively administer the sale of unclaimed property pursuant to the California Civil Code; and;

**WHEREAS**, the Ordinance amendments set forth below have been reviewed and considered by the City Council in accordance with the provisions of the California Environmental Quality Act of 1970, as amended (“CEQA”), and the guidelines promulgated thereunder and, further, said Council finds that it can be seen with certainty that there is no possibility that said amendments may have a significant effect on the environment and said amendments are therefore exempt from the requirements of the CEQA pursuant to the provisions of Section 15061(b)(3) of Division 6 of Title 14 of the California Code of Regulations.

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

**SECTION 1.** Section 2.24.020 is amended to read as follows:

**“Section 2.24.020 Holding and disposal of unclaimed property.**

Such property shall be stored in a safe place and such money deposited with the finance director for a period of at least three months ~~six months~~, unless sooner claimed by the true owner, and shall then be deemed to be unclaimed property or unclaimed money, subject to disposal as provided in this chapter.”

**SECTION 2.** Section 2.24.020 is amended to read as follows:

**Section 2.24.080 Notice of sale at auction.**

“The chief of police shall cause a notice of sale at auction to be published in a newspaper printed and circulated within the city at least ~~twenty (20)~~ five (5) days prior to the date of sale. Such notice shall specify ~~the time and place of sale and~~ the particular items to be sold.”

**SECTION 3. 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 4. PUBLICATION.** This Ordinance shall be published as provided in

Government Code section 36933.

**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 May 26, 2026 and was thereafter, at a regular meeting held on June 9, 2026 passed and adopted by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

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Sally Meadows, MAYOR

Attest:

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Melissa Thurman, CITY CLERK



## City Council Staff Report

**Meeting Date:** May 26, 2026

**Prepared By:** Jessie Kim

**Approved By:** Gabe Engeland

**Subject:** Proposed FY 2026/27 Operating Budget and FY2027-31 Five-Year Capital & Major Maintenance Program

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### **COUNCIL PRIORITY AREA**

Public Safety

Business Communities

Circulation Safety and Efficiency

Environmental Sustainability

Housing

General Government

### **RECOMMENDATION**

Discuss the proposed FY2026/27 Operating Budget and FY2027–31 Capital Improvement and Major Maintenance Program (CIMMP), and provide direction to staff for any revisions prior to final adoption

### **ENVIRONMENTAL IMPACT**

Not applicable

### **FISCAL IMPACT**

This item presents a review of the proposed FY2026/27 Operating Budget and FY2027–31 Capital Improvement and Major Maintenance Program (CIMMP). While there is no immediate fiscal impact from this discussion, the financial implications will be finalized upon Council adoption of the budget and capital plan.

### **PREVIOUS COUNCIL CONSIDERATION**

June 10, 2025

### **BACKGROUND**

Each year, staff prepares the Operating Budget and Capital Improvement and Major Maintenance Program (CIMMP) to align with the City Council's strategic priorities. The Operating Budget outlines the City's planned revenues and expenditures for the upcoming fiscal year, while the CIMMP identifies planned capital projects over the next five years. Both documents are developed in coordination with all departments, reviewed by the Financial

Commission, and presented to Council for discussion and input prior to formal adoption in June 2026.

## **ANALYSIS**

The proposed FY2026/27 Operating Budget includes \$71.8 million in General Fund revenues, reflecting a 10% increase over the FY2025/26 adopted budget. This growth is primarily driven by a 7% projected increase in property tax revenue and continued strength in community development fees, along with modest growth in the transient occupancy tax (TOT) and documentary transfer tax (DTT). These gains are partially offset by a projected 12% decline in the utility users tax (UUT).

General Fund expenditures are projected at \$62.8 million, reflecting an 11% increase compared to the FY2025/26 adopted budget. This increase is driven by several factors, including rising personnel costs from full-year staffing of previously vacant positions, scheduled CalPERS and benefit cost increases, and rising utility costs. Additional cost growth is related to the expansion of the traffic control program. Departmentally, Public Works is projected to increase by 24%, largely due to a departmental reorganization in which Land Use Engineering — previously housed under Development Services and then moved to Public Works — has now been absorbed into Engineering, with personnel allocations adjusted accordingly. The increase also reflects expanded traffic control operations. Community Services (formerly Parks and Recreation) expenditures are also expected to rise by 22%, reflecting departmental reorganization, rising utility costs, and expanded recreation programming.

The proposed budget results in a projected \$9.0 million surplus. After planned transfers to reserves and internal service funds, the unassigned General Fund balance is estimated at \$19.8 million, which represents 31% of budgeted expenditures. This is in addition to the City's 20% Emergency and Operating Reserve, reflecting a strong and stable financial position.

The FY2027 Capital Improvement and Major Maintenance Program (CIMMP) includes \$28.6 million in planned projects, with a total of \$35.1 million programmed through FY2031. Major FY2027 projects include citywide street resurfacing, slurry seal, and striping; downtown parking lot resurfacing; the San Antonio Road Complete Streets project; the comprehensive General Plan update; continued community engagement and design refinement for the downtown park space with parking; continued Library design development; and playground replacements at Shoup and Grant Parks. These projects will be funded through a combination of the Capital Projects Fund (supported by General Fund transfers), state transportation revenues (SB1, Measure B, Gas Tax), Park Impact Fees, and grants.

## **DISCUSSION**

The FY2026/27 Operating Budget and FY2027–31 Capital Improvement and Major Maintenance Program (CIMMP) have been developed in alignment with Council's strategic goals and current financial policies. This meeting is intended to present the full scope of projected revenues, expenditures, and capital investments, along with associated fund balances and reserve levels. Staff will provide an overview of the major changes from the prior fiscal year and highlight key program and project adjustments. Feedback from this meeting will be used to finalize the documents in preparation for formal adoption in June 2026.

**ATTACHMENTS**

1. Attachment 1 - Proposed FY2026-27 Budget - General Fund and Enterprise Funds Summary
2. Attachment 2 - Draft FY2026 and FY2027 Fund Balance Summary
3. Attachment 3 - Draft FY2027-31 Capital Improvement and Major Maintenance Program (CIMMP)



## GENERAL FUND SUMMARY

|                                             | FY2023/24           | FY2024/25           | FY2025/26           | FY2025/26               | FY2026/27           | % Change<br>over FY26<br>Projection | % Change<br>over FY26<br>Budget |
|---------------------------------------------|---------------------|---------------------|---------------------|-------------------------|---------------------|-------------------------------------|---------------------------------|
| REVENUES                                    | Actual              | Actual              | Budget              | Projection              | Budget              |                                     |                                 |
| Taxes                                       | \$ 45,692,947       | \$ 48,391,117       | \$ 50,741,767       | \$ 51,427,418           | \$ 53,056,033       | 3.2%                                | 4.6%                            |
| Fees                                        | 9,884,055           | 14,245,789          | 11,573,254          | 15,463,527              | 15,048,600          | -2.7%                               | 30.0%                           |
| Interest                                    | 2,455,767           | 2,114,807           | 1,656,000           | 2,250,179               | 2,137,670           | -5.0%                               | 29.1%                           |
| Misc. Revenue                               | 1,422,260           | 2,074,730           | 1,142,696           | 1,516,810               | 1,540,372           | 1.6%                                | 34.8%                           |
| One Time Revenue                            | -                   | -                   | -                   | -                       | -                   |                                     |                                 |
| <b>Total General Fund Revenue</b>           | <b>59,455,029</b>   | <b>66,826,443</b>   | <b>65,113,717</b>   | <b>70,657,933</b>       | <b>71,782,675</b>   | <b>1.6%</b>                         | <b>10.2%</b>                    |
| PROGRAM EXPENDITURES                        | FY2023/24<br>Actual | FY2024/25<br>Actual | FY2025/26<br>Budget | FY2025/26<br>Projection | FY2026/27<br>Budget | % Change<br>over FY26<br>Projection | % Change<br>over FY26<br>Budget |
| Legislative                                 | \$ 584,065          | \$ 831,179          | \$ 1,018,533        | \$ 941,719              | \$ 1,241,596        | 31.8%                               | 21.9%                           |
| City Manager's Office                       | 5,248,766           | 4,730,211           | 4,547,263           | 4,416,975               | 5,140,706           | 16.4%                               | 13.1%                           |
| Finance                                     | 2,392,063           | 1,943,698           | 2,565,376           | 1,636,657               | 2,540,861           | 55.2%                               | -1.0%                           |
| Human Resources                             | 1,827,293           | 1,764,441           | 2,066,391           | 1,673,622               | 2,175,486           | 30.0%                               | 5.3%                            |
| Development Services                        | 4,598,636           | 5,476,638           | 6,367,951           | 5,471,355               | 6,120,984           | 11.9%                               | -3.9%                           |
| Public Works                                | 2,367,066           | 2,160,758           | 2,677,976           | 2,586,001               | 3,316,144           | 28.2%                               | 23.8%                           |
| Public Safety                               | 22,006,310          | 24,326,347          | 27,016,213          | 31,771,488              | 29,547,688          | -7.0%                               | 9.4%                            |
| Community Services                          | 8,635,454           | 9,793,975           | 10,435,278          | 10,403,603              | 12,735,061          | 22.4%                               | 22.0%                           |
| <b>Total General Fund Expenditure</b>       | <b>47,659,654</b>   | <b>51,027,247</b>   | <b>56,694,982</b>   | <b>58,901,420</b>       | <b>62,818,526</b>   | <b>6.7%</b>                         | <b>10.8%</b>                    |
| Transfers In / (Out)                        | (1,578,000)         | (20,065,209)        | (15,252,719)        | (15,940,836)            | (8,034,725)         |                                     |                                 |
| <b>Revenues over Expenditures</b>           |                     |                     |                     |                         |                     |                                     |                                 |
| <b>Surplus / (Deficit) Before Transfers</b> | <b>11,795,375</b>   | <b>15,799,196</b>   | <b>8,418,735</b>    | <b>11,756,513</b>       | <b>8,964,149</b>    | <b>-23.8%</b>                       | <b>6.5%</b>                     |
| <b>Revenues over Expenditures</b>           |                     |                     |                     |                         |                     |                                     |                                 |
| <b>Surplus / (Deficit) After Transfers</b>  | <b>10,217,375</b>   | <b>(4,266,013)</b>  | <b>(6,833,984)</b>  | <b>(4,184,323)</b>      | <b>929,424</b>      |                                     |                                 |

## GENERAL FUND REVENUE SUMMARY

| REVENUES                                           | FY2023/24<br>Actual  | FY2024/25<br>Actual  | FY2025/26<br>Budget  | FY2025/26<br>Projection | FY2026/27<br>Budget  | % Change<br>over FY26<br>Projection | % Change<br>over FY26<br>Budget |
|----------------------------------------------------|----------------------|----------------------|----------------------|-------------------------|----------------------|-------------------------------------|---------------------------------|
| Property Tax                                       | \$ 34,410,697        | \$ 36,186,927        | \$ 38,243,942        | \$ 39,414,000           | \$ 40,786,830        | 3.5%                                | 6.6%                            |
| Sales Tax                                          | 3,442,623            | 3,591,444            | 3,592,738            | 3,437,616               | 3,496,887            | 1.7%                                | -2.7%                           |
| Utility Users Tax                                  | 3,517,437            | 3,725,468            | 4,128,018            | 3,678,270               | 3,654,303            | -0.7%                               | -11.5%                          |
| Other Taxes                                        | 4,322,189            | 4,887,279            | 4,777,069            | 4,897,531               | 5,118,013            | 4.5%                                | 7.1%                            |
| Franchise Fees                                     | 2,608,195            | 2,799,296            | 2,842,464            | 2,806,194               | 2,810,800            | 0.2%                                | -1.1%                           |
| Recreation Fees                                    | 1,598,589            | 1,437,297            | 1,647,790            | 1,622,221               | 1,734,100            | 6.9%                                | 5.2%                            |
| Community Development Fees                         | 5,677,271            | 10,009,197           | 7,083,000            | 11,035,112              | 10,503,700           | -4.8%                               | 48.3%                           |
| Intergovernmental                                  | 23,238               | -                    | -                    | -                       | -                    | 0.0%                                | 0.0%                            |
| Grants and Donations                               | 806,765              | 9,900                | 10,000               | 5,067                   | 10,000               | 97.4%                               | 0.0%                            |
| Interest Income                                    | 2,455,767            | 2,114,807            | 1,656,000            | 2,250,179               | 2,137,670            | -5.0%                               | 29.1%                           |
| Miscellaneous Revenue                              | 592,257              | 2,064,830            | 1,132,696            | 1,511,743               | 1,530,372            | 1%                                  | 35%                             |
| <b>Total General Fund Revenue</b>                  | <b>59,455,029</b>    | <b>66,826,443</b>    | <b>65,113,717</b>    | <b>70,657,933</b>       | <b>71,782,675</b>    | <b>1.6%</b>                         | <b>10.2%</b>                    |
| <b>One-Time Revenue</b>                            | -                    | -                    | -                    | -                       | -                    |                                     |                                 |
| Transfer In                                        | -                    | 500,000              | -                    | 8,666,500               | -                    |                                     |                                 |
| <b>Total General Fund<br/>Revenue/Transfers In</b> | <b>\$ 59,455,029</b> | <b>\$ 67,326,443</b> | <b>\$ 65,113,717</b> | <b>\$ 79,324,433</b>    | <b>\$ 71,782,675</b> | <b>-9.5%</b>                        | <b>10.2%</b>                    |

## GENERAL FUND EXPENDITURE SUMMARY

| PROGRAM EXPENDITURES               | FY2023/24<br>Actual | FY2024/25<br>Actual | FY2025/26<br>Budget | FY2025/26<br>Projection | FY2026/27<br>Budget | % Change<br>over FY26<br>Projection | % Change<br>over FY26<br>Budget |
|------------------------------------|---------------------|---------------------|---------------------|-------------------------|---------------------|-------------------------------------|---------------------------------|
| <b>LEGISLATIVE</b>                 |                     |                     |                     |                         |                     |                                     |                                 |
| 11110-City Council                 | \$ 584,065          | \$ 831,179          | \$ 1,018,533        | \$ 941,719              | \$ 1,241,596        | 31.8%                               | 21.9%                           |
| <b>Total City Council</b>          | <b>584,065</b>      | <b>831,179</b>      | <b>1,018,533</b>    | <b>941,719</b>          | <b>1,241,596</b>    | <b>31.8%</b>                        | <b>21.9%</b>                    |
| <b>CITY MANAGER'S OFFICE</b>       |                     |                     |                     |                         |                     |                                     |                                 |
| 12100-City Manager                 | 975,308             | 1,087,610           | 920,084             | 1,474,533               | 1,033,290           | -29.9%                              | 12.3%                           |
| 13100-City Attorney                | 1,369,103           | 1,210,165           | 817,000             | 943,172                 | 800,000             | -15.2%                              | -2.1%                           |
| 14100-City Clerk                   | 530,646             | 585,069             | 700,038             | 541,483                 | 598,898             | 10.6%                               | -14.4%                          |
| 12400-Public Information           | 320,545             | 217,760             | 109,330             | 132,383                 | 542,095             | 309.5%                              | 395.8%                          |
| 12500-Emergency Preparedness       | 55,624              | 41,307              | 10,000              | -                       | 70,500              | 100.0%                              | 605.0%                          |
| 12600-Sustainability               | 138,795             | -                   | 414,525             | -                       | 387,138             | 100.0%                              | -6.6%                           |
| 12300-Economic Development         | 416,710             | 241,588             | 249,415             | 211,327                 | 264,598             | 25.2%                               | 6.1%                            |
| 12200-Information Technology       | 1,442,033           | 1,346,711           | 1,326,872           | 1,114,076               | 1,444,187           | 29.6%                               | 8.8%                            |
| <b>Total City Manager's Office</b> | <b>5,248,766</b>    | <b>4,730,211</b>    | <b>4,547,263</b>    | <b>4,416,975</b>        | <b>5,140,706</b>    | <b>16.4%</b>                        | <b>13.1%</b>                    |
| 25100-Finance                      | 2,023,378           | 1,701,366           | 1,875,616           | 1,328,268               | 2,061,495           | 55.2%                               | 9.9%                            |
| 26100-Non Department               | 368,685             | 242,333             | 689,760             | 308,389                 | 479,366             | 55.4%                               | -30.5%                          |
| <b>Total Finance</b>               | <b>2,392,063</b>    | <b>1,943,698</b>    | <b>2,565,376</b>    | <b>1,636,657</b>        | <b>2,540,861</b>    | <b>55.2%</b>                        | <b>-1.0%</b>                    |
| <b>21100-Human Resources</b>       | <b>1,827,293</b>    | <b>1,764,441</b>    | <b>2,066,391</b>    | <b>1,673,622</b>        | <b>2,175,486</b>    | <b>30.0%</b>                        | <b>5.3%</b>                     |
| <b>DEVELOPMENT SERVICES</b>        |                     |                     |                     |                         |                     |                                     |                                 |
| 31100-Planning                     | 2,685,792           | 2,545,766           | 2,891,600           | 2,166,639               | 2,839,799           | 31.1%                               | -1.8%                           |
| 32200-Inspections                  | 1,672,910           | 2,759,135           | 3,078,886           | 3,050,501               | 3,020,936           | -1.0%                               | -1.9%                           |
| 35100-Business License             | 89,251              | 23,440              | 110,906             | 57,454                  | 118,128             | 105.6%                              | 6.5%                            |
| 36100-Code Enforcement             | 150,683             | 148,297             | 286,560             | 196,760                 | 142,122             | -27.8%                              | -50.4%                          |
| <b>Total Development Services</b>  | <b>4,598,636</b>    | <b>5,476,638</b>    | <b>6,367,951</b>    | <b>5,471,355</b>        | <b>6,120,984</b>    | <b>11.9%</b>                        | <b>-3.9%</b>                    |
| <b>PUBLIC WORKS</b>                |                     |                     |                     |                         |                     |                                     |                                 |
| 41100-Engineering                  | 1,212,366           | 1,219,413           | 1,206,547           | 1,230,232               | 1,205,174           | -2.0%                               | -0.1%                           |
| 41200-Traffic Control              | 828,887             | 591,305             | 859,699             | 969,434                 | 1,720,404           | 77.5%                               | 100.1%                          |
| 44200-Urban Runoff                 | 325,813             | 229,602             | 330,285             | 289,637                 | 390,565             | 34.8%                               | 18.3%                           |
| 38100-Land Use Engineering         | -                   | 120,438             | 281,445             | 96,699                  | -                   | -100.0%                             | -100.0%                         |
| <b>Total Public Works</b>          | <b>2,367,066</b>    | <b>2,160,758</b>    | <b>2,677,976</b>    | <b>2,586,001</b>        | <b>3,316,144</b>    | <b>28.2%</b>                        | <b>23.8%</b>                    |
| <b>PUBLIC SAFETY</b>               |                     |                     |                     |                         |                     |                                     |                                 |
| 61100-Administration               | 2,007,285           | 3,050,603           | 3,032,569           | 4,636,832               | 4,047,389           | -12.7%                              | 33.5%                           |
| 62100-Support Services             | 2,459,448           | 2,854,810           | 3,648,776           | 4,016,002               | 4,248,415           | 5.8%                                | 16.4%                           |
| 62200-Investigation Services       | 1,524,816           | 1,803,310           | 1,326,267           | 1,162,959               | 1,958,780           | 68.4%                               | 47.7%                           |
| 63200-Traffic Operations           | 1,643,910           | 1,767,767           | 1,138,318           | 1,022,804               | 1,190,973           | 16.4%                               | 4.6%                            |
| 63300-Patrol Services              | 5,744,867           | 6,604,883           | 8,146,234           | 9,336,451               | 7,973,646           | -14.6%                              | -2.1%                           |
| 63400-Crossing Guard               | -                   | -                   | -                   | 372,390                 | 357,696             | -3.9%                               | 100.0%                          |
| 66100-Fire Services                | 8,625,984           | 8,244,974           | 9,724,050           | 11,224,050              | 9,770,790           | -12.9%                              | 0.5%                            |
| <b>Total Public Safety</b>         | <b>22,006,310</b>   | <b>24,326,347</b>   | <b>27,016,213</b>   | <b>31,771,488</b>       | <b>29,547,688</b>   | <b>-7.0%</b>                        | <b>9.4%</b>                     |

|                                        | FY2023/24            | FY2024/25            | FY2025/26            | FY2025/26            | FY2026/27            | % Change<br>over FY26 | % Change<br>over FY26 |
|----------------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------------------|-----------------------|
| PROGRAM EXPENDITURES                   | Actual               | Actual               | Budget               | Projection           | Budget               | Projection            | Budget                |
| <b>COMMUNITY SERVICES</b>              |                      |                      |                      |                      |                      |                       |                       |
| 71100-REC Administration               | 1,381,190            | 1,288,965            | 1,460,724            | 1,154,039            | 1,885,065            | 63.3%                 | 29.1%                 |
| 72xxx-Facilities                       | 400,937              | 491,548              | 367,540              | 488,373              | 456,870              | -6.5%                 | 24.3%                 |
| 73100-Tiny Tots                        | 356,245              | 293,552              | 254,389              | 393,193              | -                    | -100.0%               | -100.0%               |
| 74100-Community Events                 | 60,643               | 93,520               | 142,098              | 87,284               | 151,727              | 73.8%                 | 6.8%                  |
| 76100-Teen Program                     | 68,561               | 71,956               | 98,302               | 59,882               | 102,711              | 71.5%                 | 4.5%                  |
| 77500-Camps-Contracts                  | 28,548               | 62,883               | 48,000               | 57,355               | 48,000               | -16.3%                | 0.0%                  |
| 77400-Camps-Programs                   | 151,440              | 238,439              | 344,096              | 227,223              | 352,372              | 55.1%                 | 2.4%                  |
| 77200-Classes-Youth                    | 223,438              | 30,814               | 54,033               | 26,547               | 114,082              | 329.7%                | 111.1%                |
| 77300-Classes-Adults                   | 40,926               | 215,479              | 228,001              | 273,964              | 297,633              | 8.6%                  | 30.5%                 |
| 78200-Sports Junior High               | 132,947              | 157,959              | 165,112              | 117,764              | 176,662              | 50.0%                 | 7.0%                  |
| 78300-Adult Sports                     | 1,711                | 108                  | -                    | -                    | -                    | 0.0%                  | 0.0%                  |
| 79100-Seniors Operations               | 262,840              | 292,679              | 317,276              | 284,146              | 385,852              | 35.8%                 | 21.6%                 |
| 79200-Seniors Activities               | 36,151               | 52,786               | 152,700              | 70,326               | 167,700              | 138.5%                | 9.8%                  |
| 51100-MSC Administration               | 238,591              | 513,348              | 477,957              | 352,487              | 451,509              | 28.1%                 | -5.5%                 |
| 53100-Street Maintenance               | 678,289              | 799,931              | 847,123              | 738,290              | 1,757,184            | 138.0%                | 107.4%                |
| 51200-Fleet Maintenance                | 280,083              | 380,019              | 516,837              | 333,184              | 497,396              | 49.3%                 | -3.8%                 |
| 51400-Parks and Street Landscaping     | 3,104,082            | 3,471,104            | 3,789,690            | 4,139,648            | 4,413,035            | 6.6%                  | 16.4%                 |
| 51500-Facility Maintenance             | 1,188,832            | 1,338,886            | 1,171,400            | 1,599,898            | 1,477,262            | -7.7%                 | 26.1%                 |
| <b>Total Parks &amp; Recreation</b>    | <b>8,635,454</b>     | <b>9,793,975</b>     | <b>10,435,278</b>    | <b>10,403,603</b>    | <b>12,735,061</b>    | <b>22.4%</b>          | <b>22.0%</b>          |
| <b>Total General Fund Expenditures</b> | <b>47,659,654</b>    | <b>51,027,247</b>    | <b>56,694,982</b>    | <b>58,901,420</b>    | <b>62,818,526</b>    | <b>6.7%</b>           | <b>10.8%</b>          |
| Transfer Out                           | 1,578,000            | 20,565,209           | 15,252,719           | 24,607,336           | 8,034,725            |                       |                       |
| <b>Total General Fund</b>              |                      |                      |                      |                      |                      |                       |                       |
| <b>Expenditures/Transfers Out</b>      | <b>\$ 49,237,654</b> | <b>\$ 71,592,456</b> | <b>\$ 71,947,701</b> | <b>\$ 83,508,756</b> | <b>\$ 70,853,251</b> | <b>-15.2%</b>         | <b>-1.5%</b>          |

## ENTERPRISE FUND SUMMARY

| SEWER FUND                                        | FY2023/24<br>Actual | FY2024/25<br>Actual | FY2025/26<br>Budget | FY2025/26<br>Projection | FY2026/27<br>Budget |
|---------------------------------------------------|---------------------|---------------------|---------------------|-------------------------|---------------------|
| <b>Beginning Net Position</b>                     |                     |                     |                     | \$ 30,553,865           | \$ 32,899,043       |
| <b>Unrestricted Net Position</b>                  |                     |                     |                     | 16,710,691              |                     |
| Interest Income                                   | \$ 403,753          | \$ 553,085          | \$ 310,500          | \$ 602,642              | \$ 576,407          |
| Sewer Charges                                     | 10,383,108          | 10,501,872          | 12,202,565          | 12,393,184              | 14,526,369          |
| Sewer Connection Fees                             | 1,085               | 145,214             | 14,000              | 8,895                   | 7,000               |
| Misc. Sewer Fees                                  | 25,825              | 187,377             | 20,000              | 60,259                  | 10,000              |
| <b>Total Revenues</b>                             | <b>10,813,771</b>   | <b>11,387,549</b>   | <b>12,547,065</b>   | <b>13,064,980</b>       | <b>15,119,776</b>   |
| Sewer Administration                              | 7,572,122           | 7,421,132           | 7,584,710           | 7,318,045               | 6,344,466           |
| Sewer System Maintenance                          | 378,203             | 1,768,896           | 2,249,544           | 2,241,195               | 2,406,696           |
| Capital Program                                   | 224,591             | 531,147             | 2,263,583           | 1,160,562               | 2,154,929           |
| <b>Total Expenditures</b>                         | <b>8,174,916</b>    | <b>9,721,175</b>    | <b>12,097,837</b>   | <b>10,719,802</b>       | <b>10,906,091</b>   |
| <b>Operating Surplus / (Deficit)</b>              | <b>2,863,446</b>    | <b>2,197,521</b>    | <b>2,712,810</b>    | <b>3,505,740</b>        | <b>6,368,615</b>    |
| <b>Change in Net Position (Including Capital)</b> | <b>2,638,855</b>    | <b>1,666,374</b>    | <b>449,228</b>      | <b>2,345,178</b>        | <b>4,213,686</b>    |
| <b>Transfer In / (Out)</b>                        | (720,000)           | -                   | -                   | -                       | -                   |
| <b>Ending Net Position</b>                        |                     |                     |                     | \$ 32,899,043           | \$ 37,112,729       |
| SOLID WASTE FUND                                  | FY2023/24<br>Actual | FY2024/25<br>Actual | FY2025/26<br>Budget | FY2025/26<br>Projection | FY2026/27<br>Budget |
| <b>Beginning Net Position (Unrestricted)</b>      |                     |                     |                     | \$ 2,203,334            | \$ 967,362          |
| Interest Income                                   | 229,463             | 178,688             | 103,500             | 137,602                 | 125,206             |
| Administrative Charges                            | 951,996             | 1,062,492           | 1,048,900           | 946,549                 | 1,064,868           |
| AB939 Tax                                         | -                   | 12,300              | 38,000              | 9,694                   | 12,000              |
| Grants and donations                              | -                   | -                   | -                   | -                       | -                   |
| <b>Total Revenues</b>                             | <b>1,181,459</b>    | <b>1,085,000</b>    | <b>1,085,000</b>    | <b>1,093,844</b>        | <b>1,202,074</b>    |
| Solid Waste Administration                        | -                   | 2,411,198           | 2,427,641           | 2,329,817               | 2,362,572           |
| <b>Total Expenditures</b>                         | <b>-</b>            | <b>2,411,198</b>    | <b>2,427,641</b>    | <b>2,329,817</b>        | <b>2,362,572</b>    |
| <b>Net Operations</b>                             | <b>1,181,459</b>    | <b>(1,326,198)</b>  | <b>(1,342,641)</b>  | <b>(1,235,972)</b>      | <b>(1,160,498)</b>  |
| <b>Transfer In / (Out)</b>                        | -                   | -                   | -                   | -                       | 500,000             |
| <b>Ending Net Position</b>                        |                     |                     |                     | \$ 967,362              | \$ 306,864          |

**All Funds - Fund Balance Schedule  
FY26 Projections & FY27 Budget**

| Funds                                | FY2025<br>Audited | FY2026<br>Projected<br>Revenues | FY2026<br>Projected<br>Expenditures | Transfers<br>(Approved) | FY26 Year-End<br>Transfers<br>(Proposed) | FY2026<br>Projected<br>Fund Balance | FY2027<br>Revenues<br>(Proposed) | FY2027<br>Expenditures<br>(Proposed) | FY2027<br>Transfers<br>(Proposed) | FY2027<br>Proposed Fund<br>Balance |
|--------------------------------------|-------------------|---------------------------------|-------------------------------------|-------------------------|------------------------------------------|-------------------------------------|----------------------------------|--------------------------------------|-----------------------------------|------------------------------------|
| <b>General Fund</b>                  | <b>48,134,221</b> | <b>71,004,101</b>               | <b>(60,607,634)</b>                 | <b>(4,402,719)</b>      | <b>(4,195,270)</b>                       | <b>49,932,699</b>                   | <b>71,907,675</b>                | <b>(65,436,199)</b>                  | <b>(7,251,438)</b>                | <b>49,152,737</b>                  |
| 01 Unassigned                        | 22,912,816        | 70,763,302                      | (58,901,420)                        | (10,532,013)            | (5,408,823)                              | 18,833,862                          | 71,782,675                       | (62,818,526)                         | (8,034,725)                       | 19,763,286                         |
| <b>Nonspendable/Assigned</b>         |                   |                                 |                                     | -                       |                                          | -                                   |                                  |                                      |                                   | -                                  |
| Inventory and prepaids               | 213,821           | -                               | -                                   | -                       |                                          | 213,821                             | -                                | -                                    |                                   | 213,821                            |
| Emergency & Operating Reserve        | 10,171,485        | -                               | -                                   | 279,295                 | 1,329,504                                | 11,780,284                          | -                                | -                                    | 783,287                           | 12,563,571                         |
| Veteran Memorial Reserve             | 8,615             | -                               | -                                   | -                       |                                          | 8,615                               | -                                | -                                    |                                   | 8,615                              |
| 67 Facility Maintenance Fund         | 12,000,000        | -                               | (154,666)                           | 5,000,000               | (1,500,000)                              | 15,345,334                          | -                                | (444,300)                            |                                   | 14,901,034                         |
| 44 Fleet Vehicle Fund                | 2,000,000         | -                               | (167,499)                           | -                       |                                          | 1,832,501                           | -                                | (909,450)                            |                                   | 923,051                            |
| 61 Technology Fund                   | 827,484           | 240,799                         | (1,384,049)                         | 850,000                 | 1,384,049                                | 1,918,283                           | 125,000                          | (1,263,923)                          |                                   | 779,360                            |
| <b>Capital Projects Fund</b>         | <b>182,152</b>    | <b>-</b>                        | <b>(5,237,320)</b>                  | <b>5,779,246</b>        | <b>5,135,270</b>                         | <b>5,859,349</b>                    | <b>1,069,597</b>                 | <b>(12,203,544)</b>                  | <b>5,722,838</b>                  | <b>448,239</b>                     |
| 62 Capital Projects Fund             | (394,476)         | -                               | (5,201,931)                         | 5,779,246               | 5,228,270                                | 5,411,109                           | 1,069,597                        | (12,105,544)                         | 5,624,838                         | 0                                  |
| 65 Equipment Replacement Fund        | 576,628           | -                               | (35,389)                            | -                       | (93,000)                                 | 448,239                             | -                                | (98,000)                             | 98,000                            | 448,239                            |
| <b>Internal Service Fund</b>         | <b>10,447,751</b> | <b>-</b>                        | <b>(3,604,503)</b>                  | <b>(1,499,000)</b>      | <b>(1,440,000)</b>                       | <b>3,904,248</b>                    | <b>-</b>                         | <b>(3,393,551)</b>                   | <b>1,100,000</b>                  | <b>1,610,697</b>                   |
| 03 PERS Reserve                      | 7,048,384         | -                               | -                                   | (5,000,000)             | (2,000,000)                              | 48,384                              | -                                | -                                    |                                   | 48,384                             |
| 40 Dental/Vision Fund                | 328,545           | -                               | (492,171)                           | 792,000                 | 50,000                                   | 678,374                             | -                                | (650,000)                            |                                   | 28,374                             |
| 41 Unemployment Fund                 | 44,799            | -                               | (50,568)                            | -                       | 10,000                                   | 4,231                               | -                                | -                                    |                                   | 4,231                              |
| 42 Workers Compensation Fund         | 2,001,572         | -                               | (1,325,761)                         | 1,174,000               | 200,000                                  | 2,049,811                           | -                                | (1,259,851)                          |                                   | 789,960                            |
| 43 Liability Fund                    | 1,024,451         | -                               | (1,736,003)                         | 1,535,000               | 300,000                                  | 1,123,448                           | -                                | (1,483,700)                          | 1,100,000                         | 739,748                            |
| <b>Special Revenue Fund</b>          | <b>28,006,462</b> | <b>5,291,863</b>                | <b>(8,269,199)</b>                  | <b>(800,891)</b>        | <b>-</b>                                 | <b>24,228,235</b>                   | <b>5,821,047</b>                 | <b>(11,577,995)</b>                  | <b>(372,090)</b>                  | <b>18,099,196</b>                  |
| 04 Measure B                         | -                 |                                 | (1,026,278)                         | -                       | 1,026,278                                | -                                   |                                  | (881,834)                            | 194,834                           | (687,000.00)                       |
| 06 Public safety Impact Fee          | 11,778            | 9,554                           | -                                   | -                       |                                          | 21,332                              | 6,000                            | -                                    |                                   | 27,332                             |
| 07 SB1 Road Maintenance Rehab        | 2,014,365         | 839,493                         | (751,214)                           | -                       | (1,026,278)                              | 1,076,366                           | 890,016                          | (925,922)                            | (194,834)                         | 845,626                            |
| 10 General Govt. Impact Fee          | 17,067            | 13,803                          | -                                   | -                       |                                          | 30,870                              | 8,000                            | -                                    |                                   | 38,870                             |
| 11 Vehicle Impound Fund              | (24,415)          | 18,897                          | -                                   | -                       |                                          | (5,518)                             | 15,000                           | -                                    |                                   | 9,482                              |
| 13 Supplemental Law Enforcement Fund | 238,240           | 242,485                         | (459,625)                           | -                       |                                          | 21,100                              | 100,000                          | -                                    |                                   | 121,100                            |
| 14 Gas Tax Fund                      | 1,890,187         | 843,761                         | (1,033,675)                         | -                       |                                          | 1,700,272                           | 929,343                          | (1,781,419)                          |                                   | 848,196                            |
| 20 PEG Fees                          | 346,808           | 52,595                          | (50,707)                            | -                       |                                          | 348,697                             | -                                | (29,486)                             |                                   | 319,211                            |
| 21 Art in Lieu                       | 677,534           | -                               | -                                   | (73,500)                |                                          | 604,034                             | -                                | -                                    |                                   | 604,034                            |
| 24 Vehicle Registration Fund         | 1,400,734         | 327,653                         | (640,644)                           | -                       |                                          | 1,087,743                           | 500,000                          | (1,095,467)                          |                                   | 492,276                            |
| 25 TDA Fund                          | 644               | 19                              | (106,503)                           | 20,754                  |                                          | (85,086)                            | -                                | (26,610)                             |                                   | (111,696)                          |
| 26 Traffic Impact Fee Fund           | 901,115           | 281,386                         | -                                   | -                       |                                          | 1,182,501                           | 175,000                          | (283,000)                            |                                   | 1,074,501                          |
| 27 Park Impact Fee Fund              | 19,412,446        | 2,525,291                       | (3,792,919)                         | (748,145)               |                                          | 17,396,673                          | 2,000,000                        | (4,434,236)                          | (622,090)                         | 14,340,346                         |
| 28 Downtown Parking Fund             | 984,821           | 115,399                         | (407,634)                           | -                       |                                          | 692,586                             | 65,000                           | (1,000,020)                          | 250,000                           | 7,566                              |
| 29 Estate Donation Fund              | 18,639            | -                               | -                                   | -                       |                                          | 18,639                              | -                                | -                                    |                                   | 18,639                             |
| 64 AB-1379 CASP Fee                  | 116,499           | 21,527                          | -                                   | -                       |                                          | 138,026                             | 10,000                           | -                                    |                                   | 148,026                            |
| 18 One Bay Area Grant (OBAG)         | -                 | -                               | -                                   | -                       |                                          | -                                   | 1,122,688                        | (1,120,000)                          |                                   | 2,688                              |

**All Funds - Fund Balance Schedule  
FY26 Projections & FY27 Budget**

| Funds                    | FY2025<br>Audited  | FY2026<br>Projected<br>Revenues | FY2026<br>Projected<br>Expenditures | Transfers<br>(Approved) | FY26 Year-End<br>Transfers<br>(Proposed) | FY2026<br>Projected<br>Fund Balance | FY2027<br>Revenues<br>(Proposed) | FY2027<br>Expenditures<br>(Proposed) | FY2027<br>Transfers<br>(Proposed) | FY2027<br>Proposed Fund<br>Balance |
|--------------------------|--------------------|---------------------------------|-------------------------------------|-------------------------|------------------------------------------|-------------------------------------|----------------------------------|--------------------------------------|-----------------------------------|------------------------------------|
| <b>Debt Service Fund</b> | <b>222,725</b>     | -                               | <b>(790,690)</b>                    | <b>923,364</b>          | -                                        | <b>355,399</b>                      | -                                | <b>(800,690)</b>                     | <b>800,690</b>                    | <b>355,399</b>                     |
| 73 General Debt Service  | 222,723            | -                               | (168,600)                           | 175,219                 | -                                        | 229,342                             | -                                | (178,600)                            | 178,600                           | 229,342                            |
| 74 LA Community Center   | 2                  |                                 | (622,090)                           | 748,145                 | -                                        | 126,057                             | -                                | (622,090)                            | 622,090                           | 126,057                            |
| <b>Enterprise Fund</b>   | <b>32,757,198</b>  | <b>14,158,824</b>               | <b>(13,049,618)</b>                 | -                       | <b>500,000</b>                           | <b>34,366,404</b>                   | <b>16,321,851</b>                | <b>(13,653,663)</b>                  | -                                 | <b>37,034,592</b>                  |
| 30 Sewer Fund            | 30,553,864         | 13,064,980                      | (10,719,802)                        | -                       |                                          | 32,899,042                          | 15,119,776                       | (11,291,091)                         |                                   | 36,727,728                         |
| 35 Solid Waste Fund      | 2,203,334          | 1,093,844                       | (2,329,817)                         | -                       | 500,000                                  | 1,467,362                           | 1,202,074                        | (2,362,572)                          |                                   | 306,864                            |
| <b>Fiduciary Fund</b>    | <b>85,300</b>      | <b>51,800</b>                   | <b>(49,733)</b>                     | -                       | -                                        | <b>87,367</b>                       | <b>51,800</b>                    | <b>(49,800)</b>                      |                                   | <b>89,367</b>                      |
| 91 Blue Oak Lane Sewer   | 85,300             | 51,800                          | (49,733)                            | -                       |                                          | 87,367                              | 51,800                           | (49,800)                             |                                   | 89,367                             |
| <b>TOTAL</b>             | <b>119,835,809</b> | <b>90,506,588</b>               | <b>(91,608,697)</b>                 | -                       | -                                        | <b>118,733,700</b>                  | <b>95,171,969</b>                | <b>(107,115,442)</b>                 | -                                 | <b>106,790,227</b>                 |

*FY2026 projections include anticipated year-end activity. Proposed year-end transfers are pending Council approval and will affect FY2027 beginning balances if approved.*

## FY2027-31 Capital Improvement & Major Maintenance Projects

| No. | Project # | Project Name                                 | Project Scope                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Strategic Alignment          | Status | Funding Source       | FY2026-27 Budget | FY2027-28 Budget | FY2028-29 Budget | FY2029-30 Budget | FY2030-31 Budget | Total   |
|-----|-----------|----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|--------|----------------------|------------------|------------------|------------------|------------------|------------------|---------|
| 1   | 10001     | Police Department Building Security Upgrades | The Police department security cameras need replacement/upgrading.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Public Safety                | Active | Technology           | 155,000          | -                | -                | -                | -                | 155,000 |
| 2   | 10002     | San Antonio Club Upgrades                    | Upgrades to the interior and exterior of the historic facility.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Housing                      | Active | Park Impact Fee      | 85,000           | -                | -                | -                | -                | 85,000  |
| 3   | 10004     | 999 Fremont                                  | The City-owned facility at 999 Fremont Ave. is currently unoccupied. The Los Altos Police Department plans to use it as a sub-station with a few interior upgrades that will allow officers better access to the south side of the city. The facility will have a reception area for the public along with workspace, fitness area and break area for officers. Funding for this project is to install a small kitchen space as well as a shower and changing space. Prior year funding added the walls that created the reception area.                                                                                                                                                                                                              | Public Safety                | Active | CIP                  | 239,563          | -                | -                | -                | -                | 239,563 |
| 4   | 10005     | Halsey House Rehabilitation                  | The Facilities Maintenance Division manages the annual rat abatement contract and the fencing rental for the Halsey House. An environmental consultant is currently working on the Environmental Impact Report (EIR) for the Halsey House.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Housing                      | Active | CIP                  | 181,569          | -                | -                | -                | -                | 181,569 |
| 5   | 10007     | City Hall Emergency Back-up Power Generator  | The existing stand-by generators at City Hall, Police Department and the Municipal Services Center are beyond their useful life and in need of replacement. The City has been required by Bay Area Air Quality Management District (BAAQMD) and California Air Resources Board (CARB) to register the emergency generator under the Portable Equipment Registration Program. The generator is subject to unscheduled inspections by the State for compliance with emission requirements. While the existing generator is meeting the current emission requirements, it is aging and at risk of exceeding emission standards soon. A new more energy-efficient generator will meet all BAAQMD requirements and will be more cost-effective to operate. | Public Safety                | Active | CIP                  | 460,000          | -                | -                | -                | -                | 460,000 |
| 6   | 10009     | Library Construction                         | The design team has wrapped up the Schematic Design Phase which includes 30% drawings and refined cost estimates for the overall project. Over the next fiscal year, the design team will work to develop 60% design documents and further refined cost estimates before ultimately developing full Construction Documents that will be a full bid-ready plans and specifications. This project is anticipated to be ready for final review and bid preparation at the end of FY26-27 so that construction on this project will be targeted for FY27-28 and part of FY28-29.                                                                                                                                                                          | General Government           | Active | Grant                | 919,597          | -                | -                | -                | -                | 919,597 |
| 7   | 10010     | MSC EV Infrastructure Project                | The City is electrifying its fleet with support from SVCE and PG&E. In 2024, SVCE helped develop EV infrastructure plans for 707 Fremont Ave. Through PG&E's Make-Ready Program, PG&E handles utility upgrades while the City installs chargers and site work. This CIP readies the site for fleet electrification.                                                                                                                                                                                                                                                                                                                                                                                                                                   | Environmental Sustainability | Active | CIP                  | 195,000          | -                | -                | -                | -                | 195,000 |
|     |           |                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                              |        | Fleet Vehicle        | 188,450          | -                | -                | -                | -                | 188,450 |
| 8   | 10011     | History Museum Roof Replacement              | This project will replace the roof at the Los Altos History Museum. The roof is beyond it's useful life.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Environmental Sustainability | Active | Facility Maintenance | 215,000          | -                | -                | -                | -                | 215,000 |



### FY2027-31 Capital Improvement & Major Maintenance Projects

| No. | Project # | Project Name                                               | Project Scope                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Strategic Alignment             | Status | Funding Source       | FY2026-27 Budget | FY2027-28 Budget | FY2028-29 Budget | FY2029-30 Budget | FY2030-31 Budget | Total   |
|-----|-----------|------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|--------|----------------------|------------------|------------------|------------------|------------------|------------------|---------|
| 9   | 10014     | Grant Park Facility Solar and Battery Storage Installation | This project is for the purchase and installation of solar panels and battery power storage at the Grant Park buildings. This would reduce the electric load required from the public utility supplier and create an emergency power storage back-up in case of power outage.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Environmental Sustainability    | Active | Park Impact Fee      | 254,444          | -                | -                | -                | -                | 254,444 |
| 10  | 10015     | New Police Building Design                                 | This project focuses on the planning and architectural development of a modern facility to support effective law enforcement operations and community engagement. It may include admin office, secure detention areas, evidence storage, public service counters, and parking.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Public Safety                   | Active | Facility Maintenance | 229,300          | -                | -                | -                | -                | 229,300 |
| 11  | 10018     | Garden House Upgrade Design                                | Create a design for interior upgrades at the Garden House facility.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Housing                         | New    | Park Impact Fee      | 75,000           | -                | -                | -                | -                | 75,000  |
| 12  | 10019     | Tennis Court Resurfacing                                   | Resurface Rosita and Montclair tennis courts. Montclair will be a full subsurface replacement and include new fencing.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Housing                         | New    | Park Impact Fee      | 310,000          | -                | -                | -                | -                | 310,000 |
| 13  | 10020     | Grant Park Basketball Court Replacement and resurfacing    | Replace and resurface basketball court surface at Grant Park including posts and backboards.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Housing                         | New    | Park Impact Fee      | 250,000          | -                | -                | -                | -                | 250,000 |
| 14  | 10021     | McKenzie Pickleball Courts                                 | Convert McKenzie tennis courts into permanent pickleball court that would include lighting and leisure space.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Housing                         | New    | Park Impact Fee      | 375,000          | -                | -                | -                | -                | 375,000 |
| 15  | 10022     | Lincoln Park Gazebo Replacement                            | Replace gazebo located at the west side of Lincoln Park.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Housing                         | New    | Park Impact Fee      | 200,000          | -                | -                | -                | -                | 200,000 |
| 16  | 10023     | Admin Building B (formerly LAYC) Playground                | Expand the playground footprint, enclose the fencing and add play elements.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Housing                         | New    | Park Impact Fee      | 80,000           | -                | -                | -                | -                | 80,000  |
| 17  | 10024     | Redwood Grove cement pathway replacement                   | Replacement/Improvement of damaged cement pathway near archery area in Redwood Grove.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Housing                         | New    | Park Impact Fee      | 20,000           | -                | -                | -                | -                | 20,000  |
| 18  | 10025     | Replacement of irrigation controls                         | Replace outdated irrigation controls in all city parks.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Housing                         | New    | CIP                  | 75,000           | -                | -                | -                | -                | 75,000  |
| 19  | 10026     | Sidewalk concrete repair and work                          | City-wide sidewalk condition evaluation.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Circulation Safety & Efficiency | New    | CIP                  | 50,000           | -                | -                | -                | -                | 50,000  |
| 20  | 10028     | Green Stormwater Infrastructure Retrofit Program           | This Capital Improvement Program (CIP) project will implement green stormwater infrastructure (GSI) retrofits within the public street right of way to support compliance with the Municipal Regional Stormwater National Pollutant Discharge Elimination System (NPDES) Permit MRP 3.0 requirements. The project will construct curb cuts, permeable pavement and bioretention facilities within selected public streets to capture, convey, and treat stormwater runoff from impervious roadway and sidewalk surfaces. Improvements will include but not limited to installation of curb openings, engineered bioretention soil media, permeable pavement, underdrains as needed, and native or climate appropriate vegetation to promote infiltration, evapotranspiration, and pollutant removal. The project is intended to retrofit existing public streets, where feasible, and provide stormwater treatment consistent with MRP 3.0 requirements for Green Stormwater Infrastructure (GSI) and Low Impact Development (LID) practices. The City will pursue implementation of GSI improvements toward a cumulative retrofit target of 1.88 acres of impervious drainage area treated, consistent with the City's MRP 3.0 compliance obligations by the end of the current permit term (June 30, 2027). | Environmental Sustainability    | New    | CIP                  | 350,000          | 150,000          | -                | -                | -                | 500,000 |

## FY2027-31 Capital Improvement & Major Maintenance Projects

| No. | Project # | Project Name                     | Project Scope                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Strategic Alignment          | Status | Funding Source  | FY2026-27 Budget | FY2027-28 Budget | FY2028-29 Budget | FY2029-30 Budget | FY2030-31 Budget | Total     |
|-----|-----------|----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|--------|-----------------|------------------|------------------|------------------|------------------|------------------|-----------|
| 21  | 10029     | Capacity Study (Civic Center)    | The City will study the electrical capacity for the Civic Center campus in an analysis of current and future improvements to the property. This will allow the City to prepare and plan for any necessary electric infrastructure improvements that will be required for the campus.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Environmental Sustainability | New    | CIP             | 120,000          | -                | -                | -                | -                | 120,000   |
| 22  | 20000     | Downtown Lighting Improvements   | City staff will improve the lighting within the downtown core because sidewalks, Veterans Community Plaza, and parking plazas are not extremely well lit in some locations. This will improve safety for residents and businesses while also increasing downtown vibrancy. City staff will identify other lighting solutions that may limit their impact on the overall electrical infrastructure.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Business Communities         | Active | CIP             | 66,526           | -                | -                | -                | -                | 66,526    |
| 23  | 20002     | Downtown Park Space with parking | The City completed extensive community engagement last summer by participating in 48 community events and connecting with over 1,000 community members at pop-up events, meetings, and workshops. After engaging with the community, the design team created design options that were presented to City Council in February 2026 that have been refined further based upon Council direction. The design team will take the refined design options back out to the community in the summer of 2026 for community engagement and feedback regarding preferred design options, locations, and amenities now that there are potential design concepts for discussion. Upon completion of the community engagement, this project will return for consideration in FY26-27.                                                                                                                                                                                                                                                                                                                                                                                                                         | Business Communities         | Active | Park Impact Fee | 1,104,160        | -                | -                | -                | -                | 1,104,160 |
| 24  | 30000     | General Plan                     | The General Plan establishes a community's long-term vision for growth, reflecting shared priorities and values while guiding future development. The City of Los Altos last completed a comprehensive update of its General Plan in 2002. Since then, numerous State laws have been enacted that require a full overhaul of the existing plan. Most recently, the City adopted its 6th Cycle Housing Element and updated its Safety Element to comply with State mandates. State law requires that when a jurisdiction adopts a 6th Cycle Housing Element, it must also update its Safety Element. Additionally, when two or more required General Plan elements are updated, the jurisdiction must prepare an Environmental Justice Element. Beyond these State-mandated updates, the City adopted its Climate Action & Adaptation Plan (CAAP) and Complete Streets Master Plan (CSMP) in 2022. Both documents provide important direction for how Los Altos should grow and evolve in the coming decades. Integrating the policies and vision of the CAAP and CSMP into the General Plan is essential, as the General Plan serves as the City's highest level regulatory land use document. | Housing                      | Active | CIP             | 1,643,420        | -                | -                | -                | -                | 1,643,420 |
| 25  | 40006     | Community Center Café            | Complete the construction documents and permitting, purchase the appliances, and complete the construction for a new café inside the Los Altos Community Center.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | General Government           | Active | Park Impact Fee | 165,000          | -                | -                | -                | -                | 165,000   |

### FY2027-31 Capital Improvement & Major Maintenance Projects

| No. | Project # | Project Name                                              | Project Scope                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Strategic Alignment             | Status | Funding Source   | FY2026-27 Budget | FY2027-28 Budget | FY2028-29 Budget | FY2029-30 Budget | FY2030-31 Budget | Total     |
|-----|-----------|-----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|--------|------------------|------------------|------------------|------------------|------------------|------------------|-----------|
| 26  | 40008     | Shoup Park Playground                                     | This project will upgrade the aging play equipment at Shoup Park. There are two playgrounds in the park. One playground is age appropriate for 2-5 year olds and another for 5-12 year olds. The funding includes design and construction services.                                                                                                                                                                                                                                                                                                                                 | Housing                         | Active | Park Impact Fee  | 619,950          | -                | -                | -                | -                | 619,950   |
| 27  | 40009     | Grant Playground                                          | This project will upgrade the aging play equipment at Grant Park. The funding includes design and construction services.                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Housing                         | Active | Park Impact Fee  | 619,950          | -                | -                | -                | -                | 619,950   |
| 28  | 70002     | Fremont Ave Pedestrian Bridge Rehabilitation              | Rehabilitation would include: replacement of timber decking, replacement of structural blocking and cross bracing, replacement of endspans middle glulam stringer, replacement of timber railing, installation of a drainage system, minor repairs to the bridge abutments, and backfilling of the first span to repair scour damage and loss of backfill material. Existing bridge abutments will remain.                                                                                                                                                                          | Circulation Safety & Efficiency | Active | CIP              | 465,967          | -                | -                | -                | -                | 465,967   |
| 29  | 70004     | Intersection Access Barrier Removal                       | The Hetch Hetchy pathway is a multi-use bike and pedestrian trail within the San Francisco Public Utilities Commission (SFPUC) right-of-way, connecting the City to Palo Alto via Arastradero Road. It also serves maintenance access for SFPUC and City staff. The City will reconstruct the existing crossings at Estrellita Way and Los Altos Avenue to meet current ADA standards and improve connectivity.                                                                                                                                                                     | Circulation Safety & Efficiency | Active | TDA              | 26,610           | -                | -                | -                | -                | 26,610    |
| 30  | 70005     | Downtown Parking lot resurfacing                          | To prepare topographic survey of all parking lots in the downtown area. Design and reconstruct Parking Plaza 4, 5 and 6.                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Business Communities            | Active | Downtown Parking | 1,000,020        | -                | -                | -                | -                | 1,000,020 |
|     |           |                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                 |        | CIP              | 2,499,980        | -                | -                | -                | -                | 2,499,980 |
| 31  | 70010     | San Antonio Road Complete Street Project                  | This project would employ best practice street design principles to create designated space for each mode of transportation, separating pedestrians and cyclists from motor vehicle traffic, and reducing conflicts between vulnerable road users and vehicles. This improvement project would facilitate a safer experience for these vulnerable roadway users.                                                                                                                                                                                                                    | Circulation Safety & Efficiency | Active | OBAG             | 1,120,000        | -                | -                | -                | -                | 1,120,000 |
|     |           |                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                 |        | TIF              | 283,000          | -                | -                | -                | -                | 283,000   |
| 32  | 70013     | Downtown Circulation Study                                | Examine the circulation around the downtown area to determine if one-way will be feasible in the downtown area. (State Street and Main Street)                                                                                                                                                                                                                                                                                                                                                                                                                                      | Business Communities            | Active | CIP              | 100,000          | -                | -                | -                | -                | 100,000   |
| 33  | 70015     | Bicycle/Pedestrian Education Program                      | The project will provide bicycle and pedestrian safety education from K-12 grades. (Original)The project will deliver bicycle and pedestrian safety education programs for students in grades K-12, promoting safe travel behaviors and increasing awareness of traffic rules and best practices.                                                                                                                                                                                                                                                                                   | Circulation Safety & Efficiency | New    | Measure B        | 64,000           | -                | -                | -                | -                | 64,000    |
| 34  | 70016     | Maintenance of various Traffic Safety throughout the City | The maintenance of existing traffic signals, signs, and pedestrian crossings at various locations throughout the City. Also, this project will install other safety features as necessary to improve pedestrian and bicycle safety.                                                                                                                                                                                                                                                                                                                                                 | Circulation Safety & Efficiency | New    | RMRA             | 250,000          | -                | -                | -                | -                | 250,000   |
| 35  | 70017     | New traffic signal controller at Springer and Fremont     | Existing control is old and unable to obtain parts. New control, wiring and synchronization of the traffic signal between Fremont and Foothill Express will be done to allow an efficient flow of traffic through this area. (Original)The existing traffic signal controller is outdated and replacement parts are no longer available. This project will replace the controller, upgrade associated wiring, and implement signal synchronization between Fremont Avenue and Foothill Expressway to improve operational reliability and enhance traffic flow through the corridor. | Circulation Safety & Efficiency | New    | CIP              | 600,000          | -                | -                | -                | -                | 600,000   |

### FY2027-31 Capital Improvement & Major Maintenance Projects

| No. | Project # | Project Name                         | Project Scope                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Strategic Alignment             | Status           | Funding Source | FY2026-27 Budget | FY2027-28 Budget | FY2028-29 Budget | FY2029-30 Budget | FY2030-31 Budget | Total     |
|-----|-----------|--------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|------------------|----------------|------------------|------------------|------------------|------------------|------------------|-----------|
| 36  | 70020     | Cristo Rey Drive Investigation       | The longitudinal cracking of the road and the vertical displacement of the road are such that the embankment on which the road is built may be settling unevenly and shows a possible slope instability.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Circulation Safety & Efficiency | New              | CIP            | 150,000          | -                | -                | -                | -                | 150,000   |
| 37  | 70021     | City-Owned Sidewalk Construction     | This project funds the construction phase of sidewalk, curb, and gutter repairs on City-owned frontages identified through the City-owned Sidewalk Assessment (Project# 70000) and ongoing community service requests. Work includes removal and replacement of failed concrete panels, grinding or ramping of trip hazards, root pruning and root-barrier installation where tree-related damage is present, ADA-compliant curb ramp upgrades, and restoration of adjacent landscaping and pavement. The project will locate and identify damaged sidewalk and curb/gutter and make necessary repairs that do not fall within the legal responsibility of adjacent property owners.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Circulation Safety & Efficiency | New              | CIP            | 175,000          | -                | -                | -                | -                | 175,000   |
| 38  | 70022     | FY27 Annual Traffic Sign Replacement | There are approximately 8,000 standard roadway traffic signs throughout the City including street name signs. After time, the signs lose its reflectivity and makes it difficult for the public to see, especially at night. The Traffic Sign Replacement project provides funds to inventory and maintain and replace these signs. This project will also improve signage per the City's Complete Streets Master Plan, where appropriate, to improve safe access for bicycles and pedestrians and safer routes to schools. When appropriate, for economies of scale, this project may be integrated with the annual street resurfacing contract. (Original)The City maintains approximately 8,000 roadway traffic signs, including street name signs. Over time, these signs lose reflectivity, reducing visibility—particularly at night—and diminishing their effectiveness. This project provides funding to inventory, maintain, and systematically replace aging or non-compliant signs. The project will also upgrade signage, where appropriate, in alignment with the City's Complete Streets Master Plan to enhance accessibility and support safer travel for bicyclists, pedestrians, and safe routes to schools. When feasible, sign replacement work will be coordinated with the annual street resurfacing program to improve efficiency and achieve cost savings. | Circulation Safety & Efficiency | Ongoing - Annual | RMRA           | 220,000          | -                | -                | -                | -                | 220,000   |
| 39  | 70023     | FY27 Annual Street Resurfacing       | The annual street resurfacing project includes milling and an overlay of asphalt concrete (AC) on existing street surfaces that are approaching the end of their useful life, as evidenced by cracking and minor pavement failures. Priority was given to streets that is been identified as safe route to school.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Circulation Safety & Efficiency | Ongoing - Annual | Measure B      | 787,677          | -                | -                | -                | -                | 787,677   |
|     |           |                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                 |                  | RMRA           | 455,922          | -                | -                | -                | -                | 455,922   |
|     |           |                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                 |                  | Gas Tax        | 576,293          | -                | -                | -                | -                | 576,293   |
|     |           |                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                 |                  | CIP            | 3,035,671        | -                | -                | -                | -                | 3,035,671 |
| 40  | 70024     | FY27 Annual Street Striping          | Roadway striping and markers throughout the City need to be refreshed on a regular basis. Adjustments of striping on existing roadway to reduce conflicts are also considered. Visibility of pavement markings is important to prevent traffic accidents and improve traffic flow.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Circulation Safety & Efficiency | Ongoing - Annual | Gas Tax        | 555,159          | -                | -                | -                | -                | 555,159   |
|     |           |                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                 |                  | VRF            | 370,106          | -                | -                | -                | -                | 370,106   |

### FY2027-31 Capital Improvement & Major Maintenance Projects

| No. | Project # | Project Name                                | Project Scope                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Strategic Alignment             | Status           | Funding Source | FY2026-27 Budget | FY2027-28 Budget | FY2028-29 Budget | FY2029-30 Budget | FY2030-31 Budget | Total   |
|-----|-----------|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|------------------|----------------|------------------|------------------|------------------|------------------|------------------|---------|
| 41  | 70025     | FY27 Annual Street Slurry Seal              | This project slurry- or micro-seals City streets annually, including cutout and repair of minor pavement failures. The seal typically places a thin layer of sand and oil over City streets. Neighborhood streets should receive a surface treatment (slurry seal) other than an overlay about every seven years. Sealing is a preventative maintenance treatment that prevents moisture from penetrating the pavement and softening the base material supporting the pavement.                                                                                 | Circulation Safety & Efficiency | Ongoing - Annual | Measure B      | 30,157           | -                | -                | -                | -                | 30,157  |
|     |           |                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                 |                  | Gas Tax        | 649,968          | -                | -                | -                | -                | 649,968 |
|     |           |                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                 |                  | VRF            | 725,361          | -                | -                | -                | -                | 725,361 |
|     |           |                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                 |                  | CIP            | 531,252          | -                | -                | -                | -                | 531,252 |
| 42  | 80000     | Chamber AV Equipment Upgrade                | Replacement and upgrade of audio-visual equipment in the City Council Chambers to improve meeting reliability, broadcast quality, and public accessibility of City meetings.                                                                                                                                                                                                                                                                                                                                                                                    | General Government              | Active           | PEG            | 29,486           | -                | -                | -                | -                | 29,486  |
| 43  | 80001     | Police Records Management & Dispatch System | Procurement of regional tri-city (Los Altos, Mountain View & Palo Alto) “virtual consolidation” public safety information system, which includes the sharing of a Computer Aided Dispatch (CAD) system, Records Management System (RMS), Field Based Reporting (FBR) and Mobile for Public Safety (MPS) system. These enterprise-wide applications will serve as the centerpiece for the larger project including a common 9-1-1 phone system and a shared police radio frequency. It will provide both technical and physical redundancy for all three cities. | Public Safety                   | Active           | CIP            | 247,000          | -                | -                | -                | -                | 247,000 |

## FY2027-31 Capital Improvement & Major Maintenance Projects

| No. | Project # | Project Name                        | Project Scope                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Strategic Alignment          | Status           | Funding Source | FY2026-27 Budget | FY2027-28 Budget | FY2028-29 Budget | FY2029-30 Budget | FY2030-31 Budget | Total     |
|-----|-----------|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|------------------|----------------|------------------|------------------|------------------|------------------|------------------|-----------|
| 44  | 80004     | IT Enhancement                      | The project originates from the IT Initiatives CIP, which has been carried out since FY 2016-17. After performing critical updates to the City's infrastructure (fiber internet, 10Gb switches, HA Firewalls, Wi-Fi, cloud VoIP, etc.), IT continues to deliver additional enhancements to support the City's operations. The enhancements include data center modernization (server rack reconfiguration, hyperconverged system, Virtualization platform, UPS, backup solution), business applications (TRAKIT, ArcGIS, AppEnhancer, etc.), physical security (simplified camera system and door access readers), and software solutions on cybersecurity (Managed Detection & Responses, Endpoint and Ransomware Protection), and AI-powered solutions. The City's IT Department also continues to perform hardware refresh and software upgrades to keep our IT environment up to date, and enhance the IT experience for all City staff. | General Government           | Ongoing - Annual | Technology     | 611,503          | -                | -                | -                | -                | 611,503   |
| 45  | 90001     | Sewer System Management Plan Update | In accordance with State requirements, this project will update the City of Los Altos Sewer System Management Plan. The updating is typically done by a sewer management consultant. The update of the SSMP will be based on compliance with the State Water Resources Control Board (SWRCB) Sanitary Sewer Discharge Requirements (WDR).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Environmental Sustainability | Active           | Sewer          | 98,771           | 50,000           | 25,000           | 25,000           | 50,000           | 248,771   |
| 46  | 90002     | Annual Root Foaming                 | Annual sewer maintenance program that applies chemical root-control foam to City sewer mains to remove invasive tree roots and prevent regrowth, reducing the risk of blockages and sanitary sewer overflows.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Environmental Sustainability | Ongoing - Annual | Sewer          | 170,266          | -                | -                | -                | -                | 170,266   |
| 47  | 90003     | Document Scanning                   | The Document Scanning project includes the conversion of hardcopy documents into digital format and the maintenance of the operating software for the storage and retrieval of documents. This project increases efficiency in work flow for the creation , maintenance, preservation, and retrieval of project records and documentation, which improves the overall utilization of resources including space and staff time.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Environmental Sustainability | Active           | Sewer          | 450,000          | 150,000          | 150,000          | 150,000          | 150,000          | 1,050,000 |
| 48  | 90005     | Sanitary Sewer Video Inspection     | As sewer system networks age, the risk of deterioration, blockages, and collapses become a major concern. Cleaning and inspecting sewer lines is essential to maintaining a properly functioning system. These activities further a community's reinvestment into its wastewater infrastructure. Inspection programs are required to determine current sewer conditions and to aid in planning a maintenance or rehabilitation strategy. Closed-circuit television (CCTV) inspections are the most frequently used, most cost efficient, and most effective method to inspect the internal condition of a sewer. The 2013 Sanitary Sewer Master Plan Update recommends full video inspection of the sanitary sewer system every 5 years. Current system CCTV data was last collected between 2021 and 2023.                                                                                                                                  | Environmental Sustainability | Active           | Sewer          | 878,983          | 440,000          | 440,000          | 440,000          | 440,000          | 2,638,983 |

FY2027-31 Capital Improvement & Major Maintenance Projects

| No. | Project # | Project Name                       | Project Scope                                                                                                                                                                                                                                                                                                                                                                           | Strategic Alignment          | Status | Funding Source | FY2026-27 Budget | FY2027-28 Budget | FY2028-29 Budget | FY2029-30 Budget | FY2030-31 Budget | Total   |
|-----|-----------|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|--------|----------------|------------------|------------------|------------------|------------------|------------------|---------|
| 49  | 90006     | Adobe Creek Sewer Main Replacement | The project involves rehabilitation and partial realignment of approximately 6,580 linear feet of sewer main along Adobe Creek. The construction of the project is to be completed in four phases. Obtaining permits with regulatory agencies to work near and within the creek requires additional time, coordination, environmental submittal review, and overall project management. | Environmental Sustainability | Active | Sewer          | 491,908          | -                | -                | -                | -                | 491,908 |

### FY2027-31 Capital Improvement & Major Maintenance Projects

| No.          | Project # | Project Name                                     | Project Scope                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Strategic Alignment          | Status           | Funding Source | FY2026-27 Budget  | FY2027-28 Budget | FY2028-29 Budget | FY2029-30 Budget | FY2030-31 Budget | Total             |
|--------------|-----------|--------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|------------------|----------------|-------------------|------------------|------------------|------------------|------------------|-------------------|
| 50           | 90007     | FY27 Annual Sewer System Repair Program          | The 2013 Sanitary Sewer Master Plan Update recommended replacement of segments of pipes located at various locations throughout the City that are included in the focused cleaning schedule that have severe sags. Such sags can cause accumulation of debris and grease which necessitates frequent cleaning.                                                                                                                                                                                                                                                                                                                                                       | Environmental Sustainability | New              | Sewer          | 235,000           | -                | -                | -                | -                | 235,000           |
| 51           | 90008     | Sewer Flow Metering - Los Altos Hills Conveyance | This project will install permanent flow meters on sewers conveying Los Altos Hills wastewater into the City system. The meters will provide continuous flow data to replace the current per-household allocation method with cost sharing based on measured wastewater flows. Project elements include evaluating existing and proposed meter locations, confirming site feasibility (access, power, and communications), constructing permanent meters, and conducting a monitoring and validation period before full implementation for billing, inter-agency coordination and long-term agreements. The anticipated project duration is approximately 2-3 years. | Environmental Sustainability | New              | Sewer          | 150,000           | 1,350,000        | -                | -                | -                | 1,500,000         |
| 52           | 90010     | FY27 Annual Fats, Oils, Grease Program (FOG)     | State-mandated source-control program that inspects food-service establishments and educates customers on best management practices to keep fats, oils, and grease out of the sanitary sewer system.                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Environmental Sustainability | Ongoing - Annual | Sewer          | 67,308            | 54,000           | 56,000           | 58,000           | 60,000           | 295,308           |
| 53           | 90011     | FY27 Annual Structural Reach Replacement         | Annual capital program to replace segments of sanitary sewer main with moderate-to-severe structural defects identified through CCTV inspection, in implementation of the 2013 Sanitary Sewer Master Plan Update.                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Environmental Sustainability | Ongoing - Annual | Sewer          | 1,264,680         | 225,000          | 900,000          | 225,000          | 900,000          | 3,514,680         |
| <b>TOTAL</b> |           |                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                              |                  |                | <b>28,613,976</b> | <b>2,419,000</b> | <b>1,571,000</b> | <b>898,000</b>   | <b>1,600,000</b> | <b>35,101,976</b> |





## City of Los Altos 2026 Tentative Council Agenda Calendar

**June 9, 2026**

**Regular Meeting – 7:00 p.m.**

### **CONSENT:**

- Annual Street Resurfacing Program
- Adoption of Property Evidence
- Authorizing Submittal of Grant Applications (CalRecycle)
- Vacancy Report from HR
- Adopt Resolution Calling for November Election (2 District Candidate Seats)
- Administration Building Conversion

### **PUBLIC HEARING:**

- FY 26/27 Budget Adoption

### **DISCUSSION:**

- Downtown One Way
- Intro of Sidewalk Ordinance

*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.*



## City of Los Altos 2026 Tentative Council Agenda Calendar

**June 23, 2026**

**Study Session – Halsey House – 5:00 p.m.**

**Regular Meeting – 7:00 p.m.**

### **CONSENT:**

- Adopt Sidewalk Ordinance
- Adopt Resolution for the Citizen's Initiative
- Award Contract for Document Scanning

### **DISCUSSION:**

- Downtown One Way Circulation
- Advisory Ballot Measure

*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 | <b>COMPLETED</b> |
| 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           | <b>ONGOING</b>   |
| Program 1.L: General Plan amendments.                                                                                     |                                                                                                                    |  | Ongoing           | <b>ONGOING</b>   |
| Program 1.M: SB 9 implementation.                                                                                         |                                                                                                                    |  | Ongoing           | <b>ONGOING</b>   |
| Program 1.N: Facilitate and monitor pipeline housing projects.                                                            |                                                                                                                    |  | Ongoing           | <b>ONGOING</b>   |
| Program 2.C: Assist in securing funding for affordable housing projects.                                                  |                                                                                                                    |  | Ongoing           | <b>ONGOING</b>   |
| Program 2.D: Encourage and streamline Accessory Dwelling Units (ADUs).                                                    |                                                                                                                    |  | Ongoing           | <b>ONGOING</b>   |
| Program 2.E: Conduct annual ADU rental income surveys.                                                                    | Annual Survey                                                                                                      |  | Annually          | <b>ONGOING</b>   |
| Program 4.A: Support efforts to fund homeless services.                                                                   |                                                                                                                    |  | Ongoing           | <b>ONGOING</b>   |
| Program 4.B: Continue to participate in local and regional forums for homelessness, supportive, and transitional housing. |                                                                                                                    |  | Ongoing           | <b>ONGOING</b>   |
| Program 5.A: Monitor condominium conversions.                                                                             |                                                                                                                    |  | Ongoing           | <b>ONGOING</b>   |
| Program 5.B: Continue to administer the City's affordable housing programs.                                               |                                                                                                                    |  | Ongoing           | <b>ONGOING</b>   |
| Program 5.C: Restrict commercial uses from displacing residential neighborhoods.                                          |                                                                                                                    |  | Ongoing           | <b>ONGOING</b>   |
| Program 5.D: Implement voluntary code inspection program.                                                                 |                                                                                                                    |  | Ongoing           | <b>ONGOING</b>   |
| Program 5.E: Help secure funding for housing rehabilitation and assistance programs.                                      |                                                                                                                    |  | Ongoing           | <b>ONGOING</b>   |

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

**DATE: 05/26/2026**

**TO: COUNCILMEMBERS**

**FROM: CITY MANAGER'S OFFICE**

**SUBJECT: COUNCIL Q&A FOR MAY 26, 2026 CITY COUNCIL REGULAR MEETING**

**Agenda Item 1 (Minutes):**

- Future Agenda Items: Councilmember Dailey decided not to request a future agenda item.

**Answer: See redlined minutes.**

- In the proclamation, corrections should be made to the organization name, which is Silicon Valley @ Home, and to the name of the recipient, Cory Wolbach.

**Answer: See redlined minutes.**

- Councilmember Dailey did not end up making a motion for a future agenda item.

**Answer: See redlined minutes.**

- Pete Dailey, Councilmember – Requested a future agenda item:
  - o Discussion regarding the process for grant funding issuance (Supported by)

My recollection is that Councilmember Dailey raised this idea earlier, but when the appropriate time in the meeting arrived, he declined to pursue it. But if that recollection is incorrect, the “Supported by” note should be completed.

**Answer: See redlined minutes.**

**Agenda Item 2 (COPS Grant):**

- Technology and software: Will any of the proposed purchases require ongoing recurring payments?

**Answer: For technology or software items, there could possibly be recurring payments, depending on what was purchased. However, we have not selected any specific technology or software items yet for purchase with the COPS grant. We would typically pay for 2-3 years worth of ongoing cost with the COPS grant. If we wanted to continue usage of the technology or software after that timeframe, we would add it into the operating budget.**



### **Agenda Item 3 (Memo of Understanding with LAMEA):**

- In Attachment 2, the MOU in 13.1 - Observed Holidays needs to be updated since it still shows March 31 as Cesar Chavez Day which has since been renamed.

**Answer:** We will update accordingly. Thank you for catching that.

- Previous Council Consideration -

October 11, 2022 – Resolution No. 2022-70: Adopt the Side Letter to Extend the Memorandum of Understanding with LAMEA by two additional years to June 30, 2026.

Two additional years would have been 2024. Why the inconsistency?

**Answer:** The Memorandum of Understanding originally adopted by Council on October 11, 2022, covered the period from July 1, 2021, through June 30, 2024. The approved side letter extended that agreement by two additional years, resulting in a new expiration date of June 30, 2026.

- What is the likely impact moving health contribution from 3 percent increases to matching the Kaiser premiums? At least in theory, Kaiser decisions could significantly increase the City's obligations, correct? What are the history of Kaiser increases?

**Answer:** For Calendar Year 2026, the average CalPERS Bay Area Region 1 PPO Increase was 12.08% and the average HMO increase was 6.48%.

Kaiser's Calendar Year 2026 increase was 5.05% and has been historically remained relatively moderate compared to other healthcare plans.

The city anticipates the fiscal impact of this change will be approximately \$45K annually beginning in calendar year 2029, though actual costs will depend on future health premium increases, employee enrollment selection, and staffing levels. Approximately 70% of employees represented by LAMEA currently participate in Kaiser Plans.

While tying contributions to Kaiser rates may create greater variability in future City costs compared to fixed percentage increases, the structure more closely aligns with actual healthcare costs, supports internal and external equity, and current market practices among peer cities.

- Are the vacation payouts designed to ensure employees still, in fact, take time off to rest and rejuvenate?

**Answer:** Yes. The vacation cash-out provisions were intentionally structured with safeguards to ensure employees continue to utilize vacation leave for rest and rejuvenation. Employees are required to maintain minimum accrued vacation balance of forty (40) hours following any cash-out, and the provisions include limitations on timing and eligible payout amounts.

In addition to this, there is financial benefit to paying for vacation cashouts at an employee's current rate of pay as opposed to paying at retirement or separation, when the employee's hourly rate is likely higher.

- Has the adoption and use of artificial intelligence been discussed with LAMEA?

**Answer:** Artificial intelligence was not a formal negotiation topic during successor MOU discussions. However, the city recognizes how evolving technologies may impact administrative and operational practices over time. The city plans to address once leadership has a clearer understanding of where AI tools will be initially implemented. Currently, AI tools are being piloted with members of the leadership and management teams.

#### **Agenda Item 4 (Resolutions - 999 Fremont Avenue):**

- Will the transfer of funding from the two Fire Station allocations have any impact on the ongoing plans for annexing into the Santa Clara County Central Fire District?

**Answer:** No. There will no impact to the annexation. The City has budgeted separately for the \$1.5M one-time payment to the County as part of the transfer of buildings and land to their control.

- What sort of public engagement is envisioned at 999 Fremont?

**Answer:** Please see the answer below.

- What data is available about police officer use of the property? Seeking to understand if this is a productive use of a city asset, as opposed to finding a purpose for an abrupt acquisition.

**Answer:** The substation will be used for various purposes. Some of the uses will be the following: to meet community members who need to file a police report and who live in the southern part of town; to interview victims and/or witnesses in the interview room at the substation; to serve as a breakroom/bathroom for officers; to allow officers to write their reports at the substation rather than returning to the Police Department in order to keep them in their “beat” so they can respond quickly to calls in the southern part of Los Altos; and to provide officers with sleep rooms for those who have long commutes after working overtime or for those who have to go to court in the middle of the day after working a midnight shift.

**Agenda Item 5 (Contract Extension with Flock Safety):**

- The staff report says that the interface to perform a search now has a drop-down menu to select the reason for the search. It then goes on to mention “keywords” like “abortion” and “immigration?” Are those keywords part of the drop-down menu? Or is there a separate place to enter keywords?

**Answer:** There is a separate space to enter keywords, but it is not required to enter a keyword in order to run a search. However, it is required to select a crime type from the drop-down menu in order to run a search.

- We are told that when nationwide queries included our data, that there were ten searches for information in violation of our policy. We were also told that since the searching agencies’ reason for the search did not comport with our policy, that no data was provided in response. Is it actually the case the search was not performed on our data, or was there simply no “hit” to report from our data? (There is a difference between law enforcement not performing a search because there is no probable cause to do so versus law enforcement performing an unwarranted search and finding nothing incriminating.)

**Answer:** Nationwide queries did not include our data and there were not searches in violation of our policy. Nationwide look-up was turned on and there were some out-of-state agencies that appeared on our network audit. However, just because an agency appears on our network audit, it does not mean: 1) they had access to our camera data, 2) they searched our camera data, or 3) they were granted permission to view our system. The network audit simply identifies agencies that are part of the broader Flock

Safety network during the selected time period. It is not limited to agencies that have access to or have conducted searches of our department's data.

Several months ago, Flock changed their audit procedures for network audits. Now, instead of showing all the agencies in the entire Flock network in a network audit, the network audits only show other agencies that actually ran searches that included the Los Altos Police Department cameras. Additionally, Flock made another change to the network audits. Now, the network audit will show if any data was shared with the other agency who ran a search. We can now clearly see which agencies searched our cameras and whether or not they got a "hit." This was not possible when nationwide and statewide search were turned on. It was a change Flock made to enhance transparency several months ago and it gives us a comprehensive audit trail of who exactly searched our data and whether or not they received any data.

- Why was the public comment we received prior to the packet being published excluded? Council members repeatedly advise members of the public to submit their written comment well before a meeting. Our website says "**Public comments submitted by 5:00 PM of the meeting date will be included in the agenda packet.**" [Original emphasis.] [https://www.losaltosca.gov/296/Public-Comments?utm\\_source=copilot.com](https://www.losaltosca.gov/296/Public-Comments?utm_source=copilot.com)

**Answer:** Written Public Comment is included in the packet by noon on the date of the meeting. Comments received after noon will be added by 2pm.

- Why was our contract with Flock not included in the packet?

**Answer:** It is attached [here](#).

- Are we extending the term of the existing contract with Flock or are we entering into a new contract? If a new contract, please provide a copy of the proposed contract.

**Answer:** We are extending the term of the current contract. The Master Services Agreement has a twenty-four (24) month auto-renewal every two years unless Flock is notified 30 days ahead of the renewal date that the City is not extending.

- What is the rate of residential burglaries for agencies using Flock ALPR's vs. the rate of residential burglaries for agencies that do not use ALPR's in the Bay Area?

**Answer:** The City of Los Altos does not have access to this data. We can only report on our own data and we have seen a 41% decline in residential burglaries since installing the cameras.

- For agencies in the Bay Area that have elected to stop using Flock ALPR's, what has been the impact to their residential burglary rate?

**Answer:** The City of Los Altos does not have access to this data. We can only report on our own data and we have seen a 41% decline in residential burglaries since installing the cameras.

- Section 5.3 of our contract with Flock says:

“Subject to and during the retention Period, Flock may access, use, preserve and/or disclose the Footage to law enforcement authorities, government officials, and/or third parties, if legally required to do so.”

ICE has an Acquisition and Use of License Plate Reader Data from a Commercial Service PIA which documents ICE's intention to procure access to ALPR data. In the Privacy Impact Assessment for the Acquisition and Use of License Plate Reader (LPR) Data from a Commercial Service, the document explains:

“The LPR vendor is not permitted to share ICE query information with third parties without ICE's express permission, including other customers, business parties, and any other individual or entity.”

Taken together, doesn't section 5.3 of our contract with Flock allow Flock to comply with ICE requests for information? If so, doesn't federal (ICE) law prohibit Flock from informing the City if ICE demanded a search of our records? My concern is that our network audits wouldn't show impermissible use of the City's data because Flock is prohibited from disclosing ICE inquiries.

**Answer:** In Section 5.3, Flock is referring to a situation if they were to receive a search warrant, etc, from another law enforcement agency, and they would have to comply with the search warrant. They would still not be legally allowed to share our data with federal agencies, including ICE, FBI, etc, since this is prohibited by law. Flock uses blanket language in their contracts since laws differ state-to-state. In not accessible to federal agencies, including the FBI and ICE. The Flock Safety platform includes California-specific protections

that are enforced technically within the system, not just through policy or contract.

As a result:

- Los Altos PD data is not discoverable by any federal agency, including the FBI.
  - We do not have the ability to share our system or cameras with federal agencies, nor can any federal entity access our data.
  - The National Lookup feature is disabled for all California agencies, further preventing any cross-jurisdictional querying at the federal level.
- The staff report says:

“Because Los Altos does not have traffic cameras and City-owned surveillance cameras like many neighboring jurisdictions, the department is even more reliant on ALPR cameras to help generate leads. If the department did not have ALPR cameras, the City would need to invest in traffic cameras and other City owned surveillance cameras in order to have any kind of impact on investigations”

What is the cost of investing in “traffic cameras City-owned surveillance cameras?” other than cost, what is the downside to installing these tools?

**Answer:** Staff does not know the cost of this, but could research it and report back. The downside to investing in these cameras to replace ALPR cameras would be the following:

- The cameras would most likely not be high enough resolution to record license plates.
- The Los Altos Police Department would not be able to search the system for particular vehicles, such as those wanted for crimes or associated with missing people.
- General surveillance footage requires manual review, which is extremely time consuming.
- There are no real-time alerts.
- Accuracy at night or when vehicles are in motion is often poor.
- There can be broader privacy concerns from the community.

- **These systems often lack detailed audit trails, retention policies, CJIS-oriented controls and search permissions.**
- **No access to other agencies' ALPR databases, which is where the Los Altos Police Department receives a tremendous benefit and generates leads for investigations.**
- Please ask Flock to respond to the concerns raised in sections 1.a. and 1.b. of the memo from the Berkeley City Attorney's memo to the members of the Berkeley City Council.

**Answer:** The questions were sent to Flock for a response. Flock may not be able to respond by the Q/A deadline as yesterday was a holiday. Staff will forward any responses received by Flock to the City Council and include them in the final version of the Q/A that is posted online.

- If renewed, will this contract cover all 25 ALPRs including the 10 additional cameras that were approved under the most recent contract addendum in July 2025, or are the cameras that were approved in 2025 covered under a different timeline?

**Answer:** The cameras that were approved in 2025 are covered under a different timeline. That contract will expire in July 2027. If not action is taken, the July 2027 contract will auto-renew in two year periods, the same as the contract Council is considering at this meeting.

- Are the quarterly audits the only way we can detect whether Flock has overridden our policies through settings we may not be aware of, or are there other ways we can ensure that our settings are consistent with our policies?

**Answer:** Staff are able to verify in our administrative settings that the settings are compliant with our policy and California law. The audits provide a secondary verification.

- It appears that more jurisdictions are sharing data with us than we are sharing with others. Does this present any issues when we want to access data from an agency with whom we don't reciprocally share our data?

**Answer:** It can present issues and this exact situation happened recently. We used to share with the San Francisco Police Department, but when we restricted our sharing to just our surrounding counties, we removed San Francisco PD's access. They reached out to our Flock Administrator the other day and asked why they were removed. They also suggested that they may remove our access to their data if we continue not to reciprocally share with

**them. There may be other agencies that decide not to share with us if we do not share with them, but most agencies have not taken this stance.**

- Campbell is listed as a city using Flock, but according to their Councilmember Sergio Lopez: "Campbell is currently in the process of decommissioning our Flock cameras, with one already offline. We plan to move to our own in-house system for safety cameras rather than continuing to rely on outside vendors." Have we discussed with Campbell their plans, and any possibility of collaborating?

**Answer:** Campbell PD has an extensive surveillance system comprised of traffic cameras, City-owned live surveillance cameras, ALPR cameras and access to business-owned live-feed cameras. They also have a Real-Time Information Center (RTIC) with live monitoring of video surveillance. They received almost a half million dollars from the Organized Retail Theft (ORT) grant, which they used over the course of several years to build their infrastructure. They also used various other grants to fund their infrastructure and systems. Doing something similar in Los Altos would not be financially possible. One of Campbell's Flock contracts expired, but they are still in contract for the ALPR cameras received under the ORT grant, so those cameras are still operational.

- The FBI recently issued an RFP for nationwide ALPR data collection (SAM.gov SHOP-PR-26-003385). If Flock were to respond, would including Los Altos cameras violate the city contract and policy, as well as state law? What recourse would the city have?

**Answer:** Los Altos' cameras would not be included in the network to which the FBI would have access. Los Altos PD's ALPR system is fully compliant with California law and is not accessible to federal agencies, nor would it be if Flock were to contract with FBI. The Flock Safety platform includes California-specific protections that are enforced technically within the system, not just through policy or contract. As a result:

- Los Altos PD data is not discoverable by any federal agency, including the FBI.
- We do not have the ability to share our system or cameras with federal agencies, nor can any federal entity access our data.
- The National Lookup feature is disabled for all California agencies, further preventing any cross-jurisdictional querying at the federal level.



- Reps. Scott Perry and Chuy García recently introduced an amendment to the Highway Bill to withhold Federal funding from jurisdictions using ALPR. If it were to become law, what impact might that have on the Los Altos system?

**Answer:** The City does not regularly receive Federal funding for projects through the Federal Highway Bill. The City is usually deemed ineligible to apply for funds. When we are eligible we do apply and currently have one project funded under Safe Streets and Roads.

If this amendment does pass it would have limited or no impact on City funds. However, Council could make a determination at that time if the potential offset of these funds would be sufficient to no longer contract with Flock.

#### **Agenda Item 6 (Amend Chapter 2.24 Disposal of Unclaimed Property):**

- "published in a newspaper" Would online notification also be provided?

**Answer:** In the newspaper, there would be a link posted for the auction company. People could then go onto the auction website to see what items are up for auction and when.

- "Such notice shall specify [the time and place of sale and] the particular items to be sold."

Presumably time and place don't make sense anymore, because of online auctions.

But shouldn't the notice include some information about how to bid?

**Answer:** In the newspaper, there would be a link posted for the auction company. People could then go onto the auction website to see what items are up for auction and when. Information would be posted there on how to bid for items.

#### **Agenda Item 7 (FY2026/27 Operating Budget and FY2027-31 Five-Year Capital & Major Maintenance Program):**

- To what do we attribute the 12% decline in UUT?

**Answer:** The 12% decline reflects a comparison to the FY26 adopted budget, which assumed continued growth in PG&E-related UUT as rate increases from calendar 2024 and early 2025 annualized into the full fiscal year. However, actual FY26 collections tracked closer to FY25 levels, suggesting that lower taxable utility consumption offset much of the expected rate impact. This is generally consistent with continued energy efficiency improvements and the cumulative effect of rooftop solar adoption.

Telecom-related UUT also continues to face structural decline as traditional landline usage decreases, and mobile customers shift to bundled data plans with a smaller share allocated to taxable voice charges. Compared to the FY26 projection, FY27 UUT is essentially flat (-0.7%), reflecting a reset of the budget to better align with actual collection trends.

- The staff report refers to rising utility costs, which utilities costs are increasing and why?

**Answer:** The increase reflects several factors. PG&E rate increases over the past two fiscal years are now reflected on a full-year basis in the budget. In addition, Neutra House came online during FY26 and its utility costs were absorbed under the Los Altos Community Center budget. In FY27, those costs are budgeted separately, contributing to the increase. Utility costs for the City's EV charging infrastructure are also being aligned with actual costs as charging stations have expanded at facilities such as the Police Department and Community Center.

Smaller increases are also reflected in parks and landscape maintenance utilities due to expanded park and streetscape areas and increased activity, along with expanded operating hours at the Community Center. Telephone and fleet fuel costs are also budgeted slightly higher in FY27.

- Although there have been reorganizations of services between departments, shouldn't the increase in costs in one department be balanced by a commensurate decrease in another? For example, why isn't the 24% increase in Public Works' expenses balanced (more or less) by a similar decrease in another department?

**Answer:** While some of the increase in Public Works reflects organizational changes that are offset by reductions in other departments, the 24% increase is not solely attributable to reorganization. In addition to the reorganization, Public Works added three positions to support growing service needs, particularly in traffic-related operations. The department also added new professional services

funding, including \$300,000 for Bear Electric, and \$100,000 for delineators and minor striping.

Other departments also experienced cost increases beyond reorganizations. Community Services increased due to higher utility and service costs, and Legislative and Executive increased due to expanded community engagement efforts, sustainability initiatives, and FY27 election costs. While some reorganization-related costs are offset across departments, overall expenditures increased due to additional staffing, higher operating costs, and expanded service needs.

- CIMMP #25, please provide an update on the status of our selected cafe vendor since this project appears to be significantly delayed from its originally proposed timeline; what are our options to move this forward?

**Answer:** The contracted designer for the changes to the Cafe space ran into delays at the end of the calendar year. The plans for the building modifications were submitted to the County last month and staff, and Ada's, are now the process of answering County Health Department questions to receive approval. Once the county approves, the modifications will be posted for RFP. A realistic timeline will be available once we have County approval.

- CIMMPs #26 and 27 show the same costs to update Shoup and Grant Park playgrounds but I had seen elsewhere that the costs were similar but not exactly the same; what are the actual costs for each of these projects?

**Answer:** Both projects were budgeted at \$620,000 in FY26. To date, approximately \$50 has been paid for CEQA filing fees, and \$537,595 is currently encumbered with Playcore Wisconsin, Inc. for renovation work and Town Crier for advertising. Any remaining balance will be rolled over to FY27.

- Line item 12400-Public Information increases by nearly 400 percent. What new communications initiatives are causing this increase? How do we measure the return on this investment?

**Answer:** The \$432,765 increase is driven by both personnel and operating costs. Approximately \$190,000 is related to the Community Engagement Supervisor position, including salary and associated benefits. On the operating side, Professional Services increased by \$125,000, due to a Citywide Communications Strategy (\$97,000) and annual website costs (\$28,000). Other Services increased by \$26,000, for resident mailers (\$20,000) and printing services (\$6,000) to support community outreach. Software Subscriptions increased by \$27,260 for social

media management, email outreach, website accessibility monitoring, graphic design, and public records retention of social media content. These subscriptions were previously budgeted under the Information Technology Department and are now budgeted within individual departments.

- Line item 41200-Traffic Control doubles. What is the cause of this substantial increase?

**Answer:** The approximately \$860,000 increase is driven by both personnel and operating costs. Approximately \$460,000 is related to personnel costs, including three positions that will impact the full year of FY2027 (Engineering Manager, Construction Inspector, and Assistant Engineer), together with associated salary and benefits. In addition, payroll allocation for one Assistant Engineer position was redirected to Traffic Control based on actual job responsibilities.

On the operating side, Professional Services increased by approximately \$330,000, primarily due to an on-call electrical contract with Bear Electric for traffic signal repairs and electrical work, along with traffic engineering support for development review. Special Departmental Supplies increased by \$100,000 for delineators and minor striping work to be completed in-house rather than through project contracts.

- Line item 03 PERS Reserve goes from \$7M to zero. What is the motivation for that change?

**Answer:** The decrease is due to the planned use of the PERS Reserve for one-time Additional Discretionary Payments (ADPs) toward the City's CalPERS unfunded liability. Of the \$7 million reserve balance, \$5 million was included in the FY26 adopted budget, and an additional \$2 million was approved during the mid-year budget process. These payments were made to reduce future pension costs and unfunded liability, based on discussions with the City's actuary regarding long-term cost savings and risk reduction. Following completion of the FY26 audit, staff will review available surplus and evaluate whether to replenish the reserve.

- Line item 35 Solid Waste Fund includes a \$500k transfer. Why does this service require a subsidy from the general fund?

**Answer:** The Solid Waste Fund requires a General Fund transfer because the Fund does not generate sufficient revenue to cover the City's costs. Residents pay trash and recycling fees directly to the franchised hauler, so the Fund's revenues are limited to administrative charges, AB939 fees, and interest income. These

revenues are not sufficient to cover franchise oversight, state-mandated compliance reporting, public education, and contract administration costs.

In FY26-27, Solid Waste Fund revenues are budgeted at approximately \$1.20 million compared to expenditures of \$2.36 million, creating a structural shortfall. The \$500,000 transfer helps slow the depletion of fund reserves while staff develop a long-term cost recovery strategy.

**Questions forwarded and answered by FLOCK:**

Request to have Flock respond to concerns raised in a memo from the Berkeley City Attorney. The version of the document in the public domain is very difficult to read. In particular, I would like Flock's response to this portion of the memo:

1. ***The MSA Cannot Fully Protect the City from Unauthorized Sharing.***
  - i. ***The Reported Incidents involving Flock Suggest it May Not Be Able to Comply with Strict Contractual Obligations Not to Share Data***

...

*First, we are concerned based on reported and unreported incidents involving Flock, that it may not have adequate protocols to ensure compliance with its contracts and/or applicable state or federal laws. In Mountain View, for instance, we understand from conversations with their CAO that Flock reactivation of the national lookup feature violated its contract with the city. It is likely that Flock's alleged reactivation of this feature via software updates violated its contracts with other cities as well. Even without an express prohibition on software updates that chain sharing settings, it is a breach of contract for Flock to share data with third parties in violation of contractual commitments not to share data. Flock's procedures for ensuring compliance with state law similarly may be insufficient. Even though SB54 has required limits on sharing data with federal immigration enforcement for almost ten years, and Flock's Standard MSA in Section 11.1 requires all parties, including Flock, to comply with state law, Flock has seemingly failed to comply with this obligation on many occasions. While Flock asserts that it has fixed the issue with National Lookup, the reported incidents raise concerns that it has inadequate compliance controls that could be an issue in the future - for example, in the event California passes a new law with which Flock must comply. We also note that the Mountain View City Attorney's Office informed us confidentially that in their view, the issue may be less with Flock's legal compliance capabilities or intentions and more with its software*

engineering. In this view, Flock may not be capable of programming its software to the level needed to mitigate risk. They cited issues with corrupt datasets and faulty programming, which cannot be fixed by any contract language, even if Flock's legal team makes every effort to ensure compliance.

Second, Flock's negotiations with the City raised further concerns. After agreeing to language specifically requiring the city's written consent to disclosing data to third party requesters, it sent the City order forms that could have overridden those provisions. After CAO corrected those changes, Flock then set the City a boilerplate amendment, which it claimed to be implementing across all jurisdictions, that, again, would have overridden CAO's changes to the MSA and given Flock discretion to disclose some data to third parties without the City's consent. We cannot be sure if Flock's amendments reflect an intentional attempt to discreetly revise the City's previous edits without notifying us, or rather just involve a failure to recognize inconsistencies between its standard boilerplate and the City's requests, but either possibility is troubling.

Third, while Flock's willingness to agree to major contract changes without further discussion is encouraging in some respects, it also raises the possibility that Flock may not fully appreciate the substantial departures from its standard operating practices that Berkeley is requesting. For instance, Flock will likely need to make significant technical changes to its software if Berkeley requires it to turn off machine learning or audio updating features. Flock will also need to ensure that whatever data practices it is following for non-california customers or other California customers, it follows different, stricter protocols for Berkeley. This will require a robust compliance operation with significant attention to detail, which Flock has not demonstrated to date. Such an operation is also expensive and a serious commitment for a large nationwide company to make for one mid-size jurisdiction. Given this, Flock's seeming willingness to agree to major overhauls the city proposes – coupled with widespread media reports of other jurisdictions canceling their Flock contracts, which likely has put pressure on the company – suggests that Flock may be willing to agree to major MSA changes to secure a deal, even though its technical team will not, in practice, be able to implement them.

Fourth, the various alleged incidents involving Flock suggest that there may be tension between Flock's business model and customers' right to control their own data. Flock is a startup that appears to encourage its customers to share as much data as possible to improve Flock's service and to help the company grow. Flock has advertised, for instance, the successful apprehension of the Brown University shooter across state lines as a selling point of wide jurisdiction should purchase Flock products and enable broad cross

*jurisdictional data sharing. Strict curbs on cross-jurisdictional sharing limit the usefulness of Flock's database and therefore its attractiveness as a service.*

*In short, the nature of Flock's business as a growing startup with limited compliance capacity, coupled with its past conduct, suggests that there may still be a significant risk of the city's data being shared with third parties in an unauthorized manner, regardless of the language of the MSA.*

**2. *If Flock Does Not Comply with Limits on Data Sharing, the City's Remedies Will Be Limited.***

...

*First, the City's remedies against Flock will likely be limited to money damages. The City does not have the power to prosecute Flock in court for state or federal law violations or to obtain injunctive relief to force Flock to comply with the contract as injunctive relief is typically unavailable in contract cases. [Citations]*

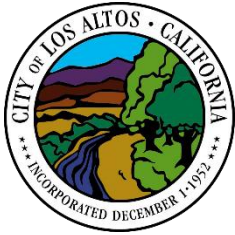
*Second, the stipulated penalty to which Flock has agreed has substantial limitations. We understand that Flock has agreed to a clause providing that in the event Flock causes an "Unauthorized Sharing," Flock shall pay to Customer as a penalty the sum of \$150.00 per Violation. A "Violation" is defined as a "single discrete act or incident of unauthorized disclosure . . . irrespective of the volume or number of records, cameras or data elements involved in that same act or incident." Although this is a sign of good faith, this remedy has legal and practical limits. Legally, it requires Flock to have "caused" the "Unauthorized Sharing," which will likely lead to litigation over whether Flock caused a particular incident and whether it was "unauthorized." The city should also expect Flock to argue that even a massive, egregious breach of the MSA sharing hundreds of thousands of videos, amounts to a single "violation." And practically, even if it is clear Flock has caused an unauthorized share, the city may find it difficult to recover the penalty. Flock is a national company with significant resources and would have capacity to cause a drawn out legal battle that would drain the city's coffers. The lawsuit would be especially resource intensive if the unauthorized sharing stemmed from faulty programming, given that proving software is faulty requires complex source code analysis and is notoriously challenging. Accordingly, any breach of contract lawsuit is likely to be drawn out and expensive, and may result only in a pyrrhic victory.*

*Finally, even if the City can recover contractual remedies, such remedies cannot, of course, compensate Berkeley residents or visitors from the harm caused by unauthorized disclosure of data. For instance, if Flock did share video footage of an undocumented*

*Berkeleyan with ICE, no contract remedy could protect the resident from detention and/or deportation.*

**Answer from FLOCK:** If Flock provides answers by the deadline for this QA they will provided here. If the answers are received after the deadline, they will be forwarded to the City Council and included in the final electronic version of this QA and posted online. Given that yesterday was a holiday, it is likely Flock will not meet the initial deadline.





**CITY OF LOS ALTOS  
CITY COUNCIL MEETING MINUTES  
TUESDAY, MAY 12, 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** – **Sally Meadows, Mayor**, led the Pledge of Allegiance.

**REPORT ON CLOSED SESSION**

There was no Closed Session meeting on May 12, 2026.

**CHANGES TO THE ORDER OF THE AGENDA**

There were no changes to the agenda order.

**SPECIAL ITEM**

Issue Proclamation Recognizing May 2026 as Affordable Housing Month

**Sally Meadows, Mayor**, presented the proclamation to **Cory Walbach, ~~SV~~ Silicon Valley at Homes Representative**

**PUBLIC COMMENTS ON ITEMS NOT ON THE AGENDA**

The following members of the public spoke during Public Comment:

- Julia Rapoza

**CONSENT CALENDAR**

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

1. **Approval of Meeting Minutes** – Draft Regular Meeting of April 28, 2026
2. **Adoption of Resolution — Authorizing the increase of Solid Waste Collection Rates by 4.9041%**  
Adopt a Resolution authorizing the increase of Solid Waste Collection Rates by 4.9041%, effective July 1, 2026
3. **Adoption of Resolution - Purchase of two Parks Maintenance Vehicles**  
Adopt a resolution to approve the purchase of two Parks Maintenance vehicles. One E-Transit Van for the irrigation crew and one dump-bed truck for general park material transport

## DISCUSSION ITEMS

### 4. Review of Contributions - Non-Profit and Civic Organizations

Review non-profit and civic organization contribution applications and direct staff to incorporate funding into the budget for FY 26-27

The City Council asked representatives from organizations with representatives present to discuss their request for funding:

- **Maddy McBirney and Karen Zucker** – Arts Los Altos
- **Mary Gloner and Amy Gibson** – CASSY
- **Jan McDaniel** – Compassion Week
- **Abi Karlin-Resnick and Amy Gibson**– Los Altos Mountain View Community Foundation Summit

Motion by Lang and Second by Dailey to approve funding to Arts Los Altos, in the amount of \$45,000. **Motion failed due to a tie vote, with Councilmember Dailey and Vice Mayor Lang voting in favor; Councilmember Weinberg and Mayor Meadows opposed.**

Motion by Lang and Second by Meadows to approve funding to CASSY, in the amount of \$10,000. **Motion failed by roll call vote, with Councilmember Lang in favor, and Councilmember Dailey, Councilmember Weinberg, and Mayor Meadows opposed.**

Motion by Lang and Second by Dailey to approve funding for Compassion Week, in the amount of \$5,500. **Motion failed due to a tie vote, with Councilmember Dailey and Vice Mayor Lang voting in favor; Councilmember Weinberg and Mayor Meadows opposed.**

Motion by Lang and Second by Meadows to approve funding for the Los Altos Mountain View Community Foundation Summit, in the amount of \$10,000. **Motion carried 3-1 by roll call vote, with Councilmember Weinberg opposed.**

The City Council did not make a motion to approve funding for Live Oak Adult Day Services.

The City Council did not make a motion to approve funding for Loved Twice.

## COUNCIL/STAFF REPORTS AND DIRECTIONS ON FUTURE AGENDA ITEMS

- **Pete Dailey, Councilmember** – Requested a future agenda item:
  - Discussion regarding the process for grant funding issuance (*Supported by Request withdrawn*)

**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 May 26, 2026.

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Sally Meadows  
Mayor

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Melissa Thurman, MMC  
City Clerk

The May 12, 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.