



**Additional Documents  
Distributed for the  
Regular City Council Meeting of  
December 7, 2022**

<b>Item No.</b>	<b>Agenda Item Description</b>	<b>Distributor</b>	<b>Document</b>
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4.	Public Comments & Suggestions	Nathan Leo Luhor	Flock Cameras
4.	Public Comments & Suggestions	Alan Ehrlich	ALPR Cameras
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20.	Reinstatement of Conceal Carry Weapon Permit Fees and Establishment of Recurring Appropriation of General Fund Reserves for Applicant Psychological Exam	Thomas Jacobs, Lieutenant	Memo providing Clarification .
25.	Adoption of the City of South Pasadena Updated Emergency Operations Plan along with an Earthquake Annex and a Heat Emergency Annex	Paul Riddle, Fire Chief	Memo providing a revision to the Recommendation.

**Public Comment  
December 7, 2022  
Item No. 4**

**From:** [Yvonne LaRose](#)  
**To:** [City Council Public Comment](#)  
**Subject:** Diversity Hiring: BIPOC Professionals  
**Date:** Wednesday, November 16, 2022 4:33:12 PM

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There are 3 questions that need to be answered when making a public comment in this place:

1. Why am I here tonight.
2. What do I want you to do.
3. What do you need to know.

I'm here in my diversity recruiting space because during the year there have been statements about the difficulty in making good hires and retention strategies

In June 2021, one of my recruiter colleagues asked me to present a one-hour seminar to their Seattle recruiters because they were having a lot of difficulty recruiting BIPOC IT professionals. I'm here to offer some highlights about what you want and need to know, especially in relation to hiring BIPOC candidates and hints at retention strategies.

The challenges are extremely similar. In relation to BIPOC candidates, you need to know what BIPOC stands for - Black and Indigenous People of Color.

You also need to know that (judging from the faces in front of me and nearly all behind me) you and I experience Life in very different ways. BIPOC are impacted by the centuries of myths about their abilities, standards, ethics. To put it in the words of my Second Grade teacher, "Because you are Negro, you will have to be three times better [than all the rest] in order to be considered half a good.

Mr. Mayor, you and I have had various conversations about this subject during this year.

Indeed in a recent book discussion, we learned that women Disney animators had to be 7 times better in order to be considered mediocre.

For decades, members of the Title VII class of individuals have been hammering away at that stupid glass ceiling. None have hammered so long and so hard as those considered BIPOC.

The hiring process for this class of professionals is similar to going to a dance. Each is evaluating the other to determine what the qualifications are and whether there will TRULY be a good fit.

The professional is analyzing matters such as:

- the quality of company management, viability, ethical standards
- will there be equitable, competitive remuneration
- equitable standards for judging my work as for my peers
- BIPOCs and their work will be publicly acknowledged or cited (or will credit being passed off to another staff member)

- how many who look like me are here; what are their roles
- will the BIPOC become known as the expert in certain subject matters and protocol
- will the work be static or will there be crescendoing opportunities in type and quality of work - is there growth here
- are there opportunities for increased professional training and development
- BIPOCs listen for microaggressions
- will answers to requests for information be so superficial they're tantamount to saying either "I don't know" or "You're not bright enough to understand"

These, and many other factors are being scrutinized by the BIPOC professional in relation to whether this is a good "dance" partner. These are some highlights of what was supposed to be the June 2021 seminar. Given time limitations here, I'm available to provide a more in-depth talk at another time.

Yvonne LaRose

Organization Development Consultant: Diversity/Title VII, Harassment, Ethics  
Consultant's Desk - <http://consultantdesk.blogspot.com>

The Desk - <http://thedesk.wordpress.com>

**From:** [Nathan Leo Luhur](#)  
**To:** [City Council Public Comment](#); [Michael Cacciotti](#)  
**Cc:** [Julia Wang](#); [Sylvia Leo](#); [Frederik Luhur](#); [Randall Martinez](#); [ASM Ai Buangsuwon](#)  
**Subject:** Public Comment on Flock License Plate Cameras: 11/16 South Pas City Council Meeting  
**Date:** Wednesday, November 16, 2022 6:16:53 PM

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Name: Nathan Leo Luhur

Agenda item: 22. AWARD OF A TWO-YEAR CONTRACT WITH FLOCK GROUP, INC.  
FOR FLOCK CAMERA AUTOMATED LICENSE PLATE READER TECHNOLOGY SERVICES IN  
AN AMOUNT NOT TO EXCEED \$69,550

Comment: The license plate information captured by the Flock License Plate scanners have major safety and security implications for South Pasadena residents. Who ensures the security of the information contained in the system?

**From:** [Alan Ehrlich](#)  
**To:** [City Council Public Comment](#)  
**Subject:** Public Comment, Agenda Item 22 11/16/2022  
**Date:** Wednesday, November 16, 2022 6:21:42 PM  
**Attachments:** [Public Comment Item 22 ALPR Cameras.docx](#)

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"Sunlight is said to be the best of disinfectants."

- Supreme Court Justice Louis Brandeis

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"Openness in government is essential to the functioning of a democracy."

International Federation of Professional & Technical Engineers, Local 21 v. Superior Court  
California Supreme Court, 42 Cal.4th 319 (2007)

**Agenda Item 22**

I encourage the council to reject the proposal for ALPR cameras at this time, and send it back to staff and the Public Safety Commission for more analysis and consideration.

The staff report is quantitatively and qualitative deficient and inadequate for the council to make an informed and educated decision as to the necessity of this technology.

The staff report makes references to the results achieved by other cities. Maybe useful to know if they were similar in characteristic to South Pasadena, but I'll come back to this point.

As noted in the staff report, SPPD has been using this technology since 2013, nine years. Where is the data and statistics on how useful ALPR has been to our city. Are we getting our money's worth for the investment? If ALPR was having a noticeable impact on policing in our city, I'm sure it would have been included.

The staff report indicates that San Marino saw 70% decline in larceny crimes in the first year of use. What year was that? Was it during COVID when many more people who working from home? What is the analysis demonstrating the 70% reduction was attributable to this technology and not other factors. 70% sounds impressive, but maybe that means San Marino went from having ten larcenies to three, does that justify a \$70,000 investment?

The staff report notes that Hunting Beach had 291 hits leading to 51 arrests in 2021. Huntington Beach is the 23<sup>rd</sup> largest city in California, with a population of about 200,000. Huntington Beach also hosts 16 million beach visitors annually. By contrast, South Pasadena is the 283<sup>rd</sup> largest city in the state, with no beach visitors. Is this even a fair or relevant comparison to make a \$70,000 decision on?

The staff report goes on to state vaguely that "other cities" have seen up to 80% reduction in crimes. What cities, how many total installations of this technology are there.

Facts matter, and anyone selectively choose the facts, as the staff report does, to make pro arguments supporting this investment. I'm using the same facts, and they don't support approving this proposal. If anything, the facts support abandoning this technology as a waste of limited resources.

Thank you

Alan Ehrlich

**From:** [Alan Ehrlich](#)  
**To:** [City Council Public Comment](#)  
**Subject:** Agenda Item 15, Purchasing Policy Changes  
**Date:** Wednesday, November 16, 2022 6:47:13 PM  
**Attachments:** [Public Comment Item 15 Purchasing Policy revisions.docx](#)

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**CAUTION:** This email originated from outside of the City of South Pasadena. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Please accept this public comment for this evening's council meeting.



"Sunlight is said to be the best of disinfectants."

- Supreme Court Justice Louis Brandeis

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"Openness in government is essential to the functioning of a democracy."

International Federation of Professional & Technical Engineers, Local 21 v. Superior Court  
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**Agenda Item 15**

I ask the council to push this item, changes in the city's purchasing policy, over to the next council meeting for consideration. I ask for a simple reason, the staff report references the red-lined changes, neither attachments A or B in tonight's agenda packet contained the red-lined versions, so it would not be possible for any member of the council, or member of the public, to be sure of what was changed from the previous draft without doing a word by word, side by side comparison. Also, the Finance Commission did not re-review the changes for accuracy. This wouldn't be the first time the Finance Commission approved a document, such as an annual budget, but the document presented to the council was substantially different.

If you do go forward with discussion and voting on these proposed changes this evening, I must repeat my previous objections:

1. No change/increase to the Goods, General Services or Professional Services purchasing limits without the inclusion of a monthly reporting requirement to council/the public. The record is clear that the previous city manager, Stephanie Dewolfe, abused her purchasing authority by approving contracts just below the then \$25,000 limit. It was members of the public, not the council, who discovered and reported that. There must be a reporting requirement in order for the council to be informed and provide proper oversight of the city manager.
2. There should not be a RFQ / multiple bidding exception or exemption for Professional Services. This is the category of purchases most abused by the aforementioned city manager.
3. The policy needs to include some level of qualifications for the person designated Purchasing Agent. At a previous council meeting, it was explained the Finance Director is the purchasing agent. Do I need to remind you that the last permanent Finance Director had zero qualifications to have been hired into that role.

Once the red-lined versions have been made available to the public, and you have reconsidered these three objections, then bring this back for a vote.

Alan Ehrlich

**From:** [Alan Ehrlich](#)  
**To:** [Armine Chaparyan](#); [City Council Public Comment](#); [Janet Braun](#)  
**Cc:** [Angelica Frausto-Lupo](#); [Anne Bagasao](#); [John Srebalus](#); [William J. Kelly](#); [Josh Albrektson](#)  
**Subject:** General Public Comment for Council 12/7/2022 Fw: REAP 2.0: Important Application Updates Inside  
**Date:** Tuesday, December 6, 2022 9:42:51 PM

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Armine, Angelica, City Council Members and city council member elect,

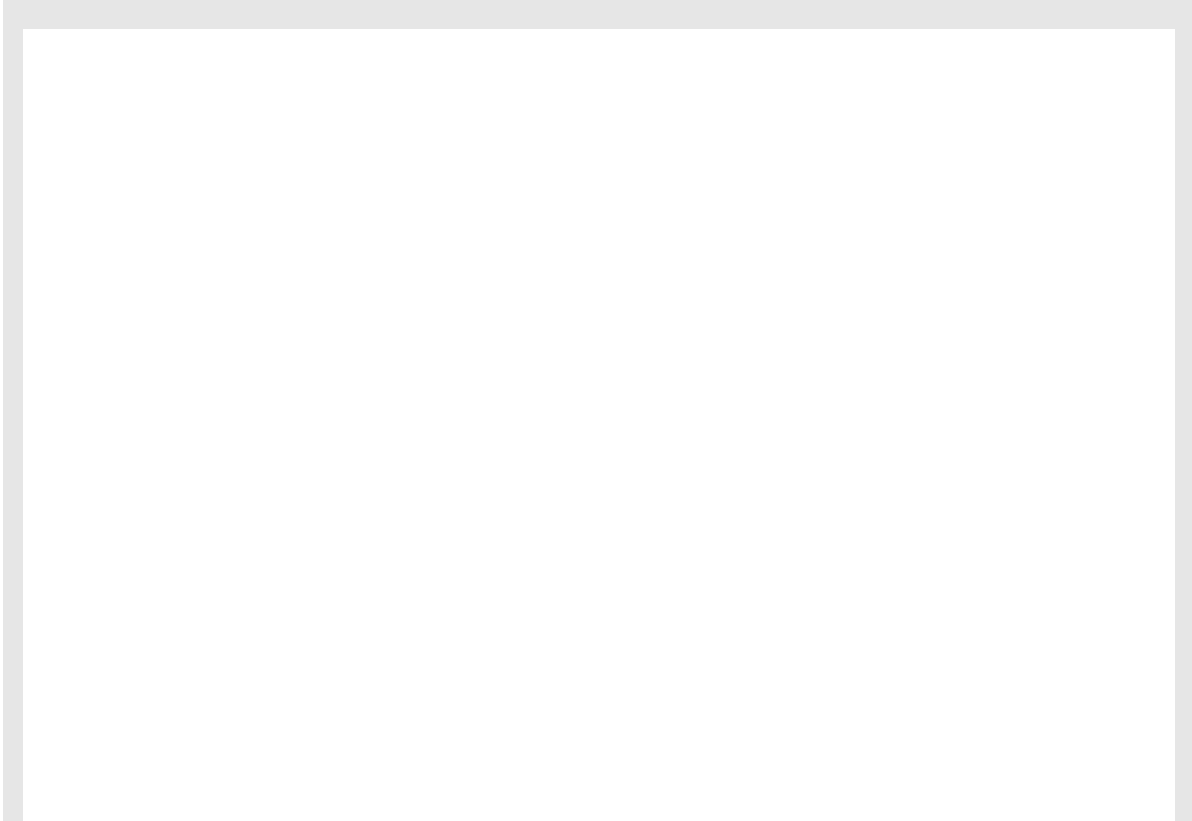
Please accept this as both a public comment and as a general inquiry as to whether or not the city has applied for any REAP 2.0 funding to help plan and implement an affordable housing program in conjunction and accordance with out city's obligations under the 6th HE cycle.

Given that the city is about to acquire 20 Caltrans properties and potentially up to another 47, and given that our city staff has neither the capability, capacity, nor expertise to manage the rehabilitation of any of these properties or to act as a landlord/property manager, it would appear REAP Planning Grants from HCD present an excellent opportunity for the city to hire qualified housing manager(s) and have the cost underwritten by the state.

Hopefully the city won't be disqualified or deemed ineligible for this opportunity because of the multiple flawed HE plans developed by Placeworks over the past 3 years which have resulted in South Pasadena being out of compliance with RHNA responsibilities.

Respectfully,  
Alan Ehrlich, Civic Watchdog

**Sent:** Tuesday, December 06, 2022 at 10:23 AM  
**From:** "CA Department of Housing & Community Development" <communications@hcd.ca.gov>  
**To:** [REDACTED]  
**Subject:** REAP 2.0: Important Application Updates Inside



## HCD Announcement

### **Regional Early Action Planning Grants 2.0 (REAP 2.0)**

Full application deadline reminder and  
resolution flexibility update

The Department of Housing and Community Development (HCD) and its State Collaborative Partners understand that the REAP 2.0 statutory application deadline of December 31, 2022 is fast approaching, and that providing an executed resolution by the application deadline may be difficult. As such, **HCD is allowing limited flexibility by allowing all applicants to submit executed resolutions to HCD by February 15, 2023.** Resolution templates for all applicants can now be found on our [REAP 2.0 program website](#).

**Please note: The deadline for the remainder of the completed application package remains December 31, 2022.**

A complete application package for REAP 2.0 funds includes, among other things, a proposed budget, a proposed timeline table, and self-certified attachments demonstrating compliance with threshold requirements. To clarify for non-MPO applicants (Rural/Tribal, HIT), a Sample Invoice is **not** a required component of the Application Package.

Additionally, HCD has uploaded new application files for the Rural/Tribal and MPO full applications to the website. While the content of the applications did not change, some functions of the applications were not working properly and are now fully functional.

**Questions?** Email [REAP2021@hcd.ca.gov](mailto:REAP2021@hcd.ca.gov)

For more information, please visit our [REAP 2.0 webpage](#).

**Background:** The Regional Early Action Planning grants program of 2021 (REAP 2.0) are a key part of strategic investments toward a more sustainable, resilient and inclusive future for people in all areas of the state. REAP 2.0 is explicitly intended to meet multiple objectives, including infill development, housing for all incomes, VMT reduction, and affirmatively furthering fair housing in ways that accelerate the implementation of adopted regional and local plans to achieve these goals. The program is a \$600 million state investment to advance the aforementioned plans and goals by funding planning and development activities.



Department of Housing & Community Development | 2020 W. El Camino Ave., Sacramento, CA 95833

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**From:** [Shu Wong](#)  
**To:** [City Council Public Comment](#)  
**Subject:** End of " Re-Location of Peafowl Project"  
**Date:** Wednesday, December 7, 2022 6:05:16 AM

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**CAUTION:** This email originated from outside of the City of South Pasadena. Do not click links or open attachments unless you recognize the sender and know the content is safe.

To City Council:

I was disheartened to learn that the City is trying to re-locate our Peafowl. The peacocks are part of our beautiful environment. I really enjoy seeing them walking around in my yard and neighborhood.

Please Stop the Relocation Project and implement City's "Public Education and Deterrent Measure" to sure that we can co-exist with our beautiful peacocks.

Thank you for acting immediately to end the "Re-Location Project".

Shu Wong

**From:** [Clarence Au-Young](#)  
**To:** [City Council Public Comment](#)  
**Subject:** Crowded air space over South Pasadena that pollutes our environment and our noise level, and increases our risk  
**Date:** Wednesday, December 7, 2022 11:29:15 AM

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Hello,

My name is Clarence Au-Young. Our family has lived in South Pasadena for over 30 years. For the Dec 7th 2022 city council meeting, I am raising the issue of noise level created by increasing use of South Pasadena air space by small aircraft. Over the past 3 to 5 years, the number of small aircraft that fly over South Pasadena has increased significantly (I would say there's been a 10 fold increase), to the point that it is nearly continuous during the day. They start as early as 5 AM, and go as late as past midnight, everyday. In some hours of the day, they are non-stop, one plane after another. Clearly, aircraft that are for police, medical, or military use would be no issue, but over 90% of these small aircraft are personal use planes. Some of them even circle over our air space for over an hour, likely for training or joy rides. The issues with that many number of small aircraft over our air space are as follows:

- 1) They cause high noise level
- 2) They pollute our air
- 3) They increase our physical risk as small planes are more prone to accidents

I am writing to ask the council to take action to limit the number of aircraft that fly over our air space. Cities such as Burbank have acoustic ordinance on flights, such as engine acoustic reduction control requirement, flight routes, flight hours, flight attitude, as well as charging fees for flights. These are just some ideas on how to approach this issue.

I will join the city council meeting on December 7th by Zoom, and will be happy to elaborate on this issue if needed. Thank you.

Clarence

**From:** [Yvonne LaRose](#)  
**To:** [City Council Public Comment](#)  
**Subject:** Public Comment: Community Changes and Growth  
**Date:** Wednesday, December 7, 2022 11:32:36 AM

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The Council meeting that occurred on November 2, 2022 held some astounding revelations as the deliberations transpired. Yes, it was a business meeting that considered the key issues impacting the City but it was more. I couldn't help but take notice of the changes that have occurred as we've progressed through this year.

Most impressive was the length of the meeting. In January, it was common for meetings to last well into the wee hours of the next day. Instead, the November 2 meeting concluded around 9:00 or 10:00 PM. The meetings have begun making that the standard since that night.

We began the year trying to discern whether a Black Lives Matter is an appropriate permanent installation on government property. The controversies that rose up about the proposed mural gave consideration to not only whether it is appropriate as an installation on government property but also the message it gives because of the depictions, some of which were not even remotely associated with South Pasadena.

Most significant about the proposal was (highly commendable) the fact that it was initiated by a group of high school students. It was not only a real-world lesson in making a request to the proper governing body, it was a life lesson in how government operates. There are guidelines that must be established and respected. Those guidelines need to be researched. Determination of whether the mural should be on government property needs to be taken into consideration or whether there are alternative locations for a work that carries such volatile implied messages about the City and about the people who live, work, and visit the City. Another of the implied messages is what the community standard is in South Pasadena and whether that is an acceptable standard.

The year has gotten past that ethnicity marker and moved on to recognizing and honoring other ethnic groups. By Cinco de Mayo, we recognized the second founding ethnicity in the San Gabriel Valley and the Mexican mulatto Corporal who was granted a tract of land that stretched from the San Gabriel mountains to the shores of Long Beach.

Juneteenth was not only finally recognized after being a fact of life for more than 150 years, it was declared an official City holiday. In 2023, government employees will have a paid day off while those who are part of the African Diaspora will feel honored for their presence and inclusion. Several have privately shared their elation about this milestone.

Citizens have been tasked with determining (in this year) riding themselves of historic restrictive covenants that bar selling properties to those who are not White while also prohibiting those who are not residents from simply being in the city after sundown. To that end, a proclamation was made that the age of the Sundown Town South Pasadena is a relic of the past and that attitude will no longer exist.

Adding to the responsibilities of the citizens also came the pronouncement from Sacramento

that dwelling units in the City need to be increased to 2,065 units. Every level of life associated with this City has attempted to come together to find a workable solution to that large an allocation while striving to maintain the highly desirable ambiance that characterizes South Pasadena. The throes of this endeavor continue. Definitions still need to be made. Possible, feasible, appealing solutions are still being massaged. The discussions are still on the table.

The Fourth of July brought the restoration of the City's celebration of the holiday, starting with the usual Pancake Breakfast, activities in the park, the "breaking out of COVID" parade, and the fireworks show on the high school track field.

But more than merely celebrating a COVID-free Fourth of July, there was a pre-holiday performance that celebrated the rich diversity that constitutes the foundation of why South Pasadena is as culturally wealthy as it is.

The business before the Council in November was more than merely wrestling with holidays and legislative directives. The challenges of the aftermath of a Finance matter are still being unraveled while corrections and safety check protocols are hammered out.

New protocols are being used to ascertain and identify qualified consultants and contractors. Screenings and interviewing questions are done in a public forum so that there is transparency and more are assured of the abilities of the candidate(s) under consideration.

The police force now has renewed enforcement tools. Their presence and credo "to protect and to serve" is even more underscored as violations that were once merely occasions to have a talk about become offences that can and will be enforced via penalties and fines, without regard to social status or ethnicity.

There's so much more that has changed in order to cause this City to grow. Matters brought before several of the Commissions were raised to the attention of the Council during that November 2 meeting. Positive action was taken with regard to those Commission petitions. The point is, it isn't necessary to see a City Council meeting as the **only** place where a concern can be presented, considered, addressed, and receive some form of solution.

There are some things on my own City shopping list that are waiting to be addressed. From my visionary perspective, they're on the table but the City "To-Do" lists in each office and on each desk are rather long. Reminders will help bring the items back to a higher position on each list.

Overall, South Pasadena has experienced a tremendous amount of positive growth. I'm still glad that this City chose me as one of its inhabitants, one of its citizens, one of its contributors.

Viva[voce]

Yvonne LaRose

Organization Development Consultant: Diversity/Title VII, Harassment, Ethics





## City of South Pasadena Police Department

# Memo

**Date:** December 7, 2022  
**To:** The Honorable City Council  
**Via:** Arminé Chaparyan, City Manager *Ae*  
**From:** Thomas Jacobs, Lieutenant

December 7, 2022 Item No. 20 Reinstatement of Conceal Carry Weapon  
Permit Fees and Establishment of Recurring Appropriation of General  
Fund Reserves for Applicant Psychological Exam

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The memo provides clarification to Item 20:

The staff report lists the Amending Fee as \$20. This should be amended to a \$10 fee as per California Penal Code 26190 (e) (1), which states, *In the case of an amended license pursuant to Section 26215, the licensing authority of any city, city and county, or county may charge a fee, not to exceed ten dollars (\$ 10), for processing the amended license.*



## City of South Pasadena Fire Department

# Memo

**Date:** December 7, 2022  
**To:** The Honorable City Council  
**Via:** Arminé Chaparyan, City Manager *AC*  
**From:** Paul Riddle, Fire Chief

December 7, 2022 City Council Meeting Item No. 25 Adoption of the City of South Pasadena Updated Emergency Operations Plan along with an Earthquake Annex and a Heat Emergency Annex

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The memo provides a revision to the Recommendation:

### **Recommendation**

It is recommended that City Council receive the presentation on the Emergency Operations Plan, and Staff will bring the item back with a Resolution for approval in January 2023.

~~It is recommended that the City Council adopt the updated Emergency Operations Plan (EOP) and associated Annexes.~~