



CITY COUNCIL SPECIAL MEETING AGENDA

CITY COUNCIL CHAMBERS, CITY HALL
7351 ROSANNA STREET, GILROY, CA
95020

MAYOR
Greg Bozzo



COUNCIL MEMBERS
Dion Bracco
Tom Cline
Terence Fugazzi
Zach Hilton
Carol Marques
Kelly Ramirez

THURSDAY, APRIL 2, 2026 | 8:30 AM

CITY COUNCIL PACKET MATERIALS ARE AVAILABLE ONLINE AT www.cityofgilroy.org
AGENDA CLOSING TIME IS 5:00 P.M. THE TUESDAY PRIOR TO THE MEETING

COMMENTS BY THE PUBLIC WILL BE TAKEN ON AGENDA ITEMS BEFORE ACTION IS TAKEN BY THE CITY COUNCIL. Public testimony is subject to reasonable regulations, including but not limited to time restrictions for each individual speaker. *****Please limit your comments to 3 minutes.***** The amount of time allowed per speaker may vary at the Mayor’s discretion depending on the number of speakers and length of the agenda.

Written comments on any agenda item may be emailed to the City Clerk’s Office at publiccomment@cityofgilroy.org or mailed to the Gilroy City Clerk’s Office at City Hall, 7351 Rosanna Street, Gilroy, CA 95020. Comments received by the City Clerk’s Office by 1 p.m. on the day of a Council meeting will be distributed to the City Council prior to or at the meeting and available for public inspection with the agenda packet located in the lobby of Administration at City Hall, 7351 Rosanna Street prior to the meeting. Any correspondence received will be incorporated into the meeting record. Items received after the 1 p.m. deadline will be provided to the City Council as soon as practicable. Written comments are also available on the City’s Public Records Portal at bit.ly/3NuS1IN.

 In compliance with the Americans with Disabilities Act, the City will make reasonable arrangements to ensure accessibility to this meeting. If you need special assistance to participate in this meeting, please contact the City Clerk’s Office at least 72 hours prior to the meeting at (408) 846-0204 or cityclerk@cityofgilroy.org to help ensure that reasonable arrangements can be made. 

If you challenge any planning or land use decision made at this meeting in court, you may be limited to raising only those issues you or someone else raised at the public hearing held at this meeting, or in written correspondence delivered to the City Council at, or prior to, the public hearing. Please take notice that the time within which to seek judicial review of any final administrative determination reached at this meeting is governed by Section 1094.6 of the California Code of Civil Procedure.

A Closed Session may be called during this meeting pursuant to Government Code Section 54956.9 (d)(2) if a point has been reached where, in the opinion of the legislative body of the City on the advice of its legal counsel, based on existing facts and circumstances, there is a significant exposure to litigation against the City.

Materials related to an item on this agenda submitted to the City Council after distribution of the agenda packet are available with the agenda packet on the City website at www.cityofgilroy.org subject to the Staff’s ability to post the documents before the meeting.

KNOW YOUR RIGHTS UNDER THE GILROY OPEN GOVERNMENT ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, task forces, councils and other agencies of the City exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review.

FOR MORE INFORMATION ON YOUR RIGHTS UNDER THE OPEN GOVERNMENT ORDINANCE, TO RECEIVE A FREE COPY OF THE ORDINANCE OR TO REPORT A VIOLATION OF THE ORDINANCE, CONTACT THE OPEN GOVERNMENT COMMISSION STAFF AT (408) 846-0204.

If you need assistance with translation and would like to speak during public comment, please contact the City Clerk a minimum of 72 hours prior to the meeting at 408-846-0204 or e-mail the City Clerk's Office at cityclerk@cityofgilroy.org.

Si necesita un intérprete durante la junta y gustaría dar un comentario público, comuníquese con el Secretario de la Ciudad un mínimo de 72 horas antes de la junta al 408-846-0204 o envíe un correo electrónico a la Oficina del Secretario de la Ciudad a cityclerk@cityofgilroy.org.



To access written translation during the meeting, please scan the QR Code or click this link:

Para acceder a la traducción durante la reunión, por favor escanee el código QR o haga clic en el enlace:

bit.ly/3FBiGA0

Choose Language and Click Attend | Seleccione su lenguaje y haga clic en asistir

Use a headset on your phone for audio or read the transcript on your device.

Use sus auriculares para escuchar el audio o leer la transcripción en el dispositivo.

The agenda for this special meeting is outlined as follows:

1. **OPENING**
 - 1.1. Call to Order
 - 1.2. Roll Call
 - 1.3. City Clerk's Report on Posting the Agenda
2. **PUBLIC COMMENT**
3. **CITY COUNCIL STUDY SESSION**
 - 3.1. Priorities and Workplan Goal Setting

4. ADJOURNMENT

City Council Legislative Agenda - Council Prioritization Voting Sheet

Item #	Top 5	Bottom 5	Item Name
1	2	3	Communication and Support for District-Based Elections
2	1	0	Review the Council Policy on General Fund Investment in Recreation Services and Programs
3	3	2	Consideration of Revising the Tobacco Ordinance and a Moratorium on New Tobacco Retailers During Revision Process
4	1	1	Review of Campaign Finance Laws/Contribution Limits and Enforcement Options
6	5	0	Evaluate the Annexation of Gilroy Sports Park
6	3	1	Develop a City Policy on a Regional Approach to Housing/Unhoused Challenges
7	1	6	Climate Action Plan
8	1	6	Develop Vehicle Miles Traveled (VMT) Policy and Transportation Demand Management (TDM) Measures
9	0	4	Develop Affordable Housing Policy/Ordinance
10	1	2	Evaluate the City's Transient Occupancy Tax
11	7	0	Conduct Fire Service Evaluation
12	4	1	Police Department Service Level Evaluation and Strategic Plan
13	5	1	Beautification Efforts for Gilroy Gateways - Highway 101 and Monterey
14	2	2	Highway Cloverleaves/Interchange Maintenance Responsibility
15	0	0	Update the Parks and Trails Master Plan
16	1	5	Downtown/ Rule 20A Undergrounding
17	1	0	Downtown
			Other:
			Other:

City Administrator Performance Measures

Performance Measures	
Category	Rating (1-10)
Individual Characteristics & Professional Skills	10
Organizational Management & Policy Delivery	10
Relations with City Council	10
Fiscal Management	10
Community Relations	10
Total	50

Special Initiatives (Progress On)	
Initiative	Rating (1-5)
Gilroy Sports Park	5
Economic Development	5
Fire Services Review	5
Gateway Beautification	5
Police Department Service Review	5
Total	25

City Administrator Performance Measures

Performance Measures	Rating (1-10)	Avg of Rows	Mayor	CM 2	CM 3	CM 4	CM 5	CM 6	CM 7
Individual Characteristics & Professional Skills		10 -							
Organizational Management & Policy Delivery		10 -							
Relations with City Council		10 -							
Fiscal Management		10 -							
Community Relations		10 -							
Total		50	0 Box A - Average of Performance Measures						

Special Initiatives (progress on)	Rating (1-5)	Avg of Row	Mayor	CM 2	CM 3	CM 4	CM 5	CM 6	CM 7
Gilroy Sports Park		5 -							
Economic Development		5 -							
Fire Services Review		5 -							
Gateway Beautification		5 -							
Police Department Service Review		5 -							
Total		25	0 Box B - Average of Special Initiatives						

Scoring Rubric	
Value of Box A - Performance Measures	0
Value of Box B - Special Initiatives	0
Total Points (Box A + Box B)	0



Performance Pay Structure	
Rating	Performance Pay
52	\$2,500
56	\$5,000
60	\$7,500
64	\$10,000
67	\$20,000
71	\$30,000
75	\$40,000

Performance Measure Definitions

Individual Characteristics & Professional Skills

Diligent and thorough in discharge of duties (self-starter); exercises good judgement; displays enthusiasm and willingness to adapt; demonstrate a capacity for innovation and creativity; exhibits composure, appearance and attitude appropriate for executive position; conduct and behavior with high ethical standards. Maintain knowledge of current developments affecting the practice of local government; anticipate and analyze problems to develop effective approaches to solving them; set a professional example by handling City business in fair and impartial manner; set priorities consistent with effective and efficient delivery of City Services.

Organizational Management and Policy Delivery

Deliver on established Council priorities and policies. Encourage Department Heads to deliver their services with guidance and direction. Reinforce the need for accountability in the organization. Grow a culture of respect, empathy, and collaboration. Provide opportunities for advancement through training and on the job experience. Ensure the delivery of core services in an open and responsible manner. Review ordinance and policy periodically to suggest improvements.

Relations with City Council

Carry out directives of the body as communicated or voted at the appropriate forums; set Council meeting agendas with background information on policy and action issues; respond to requests; facilitates decision making with pertinent facts; respond appropriately to individual requests. Share essential information equally to all Council members. Facilitate Council decision making. Engages in direct and open conversations with Council members.

Fiscal Management

Prepares a balanced budget to provide services at a level directed by Council; prioritizes the need to operate the organization in a cost-effective and efficient manner; ensures proper financial planning, analysis and accountability; monitors and manages fiscal activities of the organization appropriately. Creates opportunities to discuss the long-term

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fiscal outlook and provides opportunities to plan for anticipated funding needs. Provides options for service delivery trade-offs to allow flexibility in providing services.

Community Relations

Ensure an understanding of general community issues and concerns; remain involved and active in the community; represent the City well and in a professional and positive manner; works effectively with community organizations including chamber of commerce, county, and other agencies; include stakeholders in service delivery; educate the community on City goals and services.

City Administrator Performance Measures

Performance Measures	
Category	
Individual Characteristics & Professional	
Organizational Management & Policy Delive	
Relations with City Council	
Fiscal Management	
Community Relations	
	Total

Special Initiatives (Progress	
Initiative	
Gilroy Sports Park	
Economic Development	
Fire Services Review	
Gateway Beautification	
Police Department Service Review	
	Total

City Administrator Performance Measures

Rating (1-10)
10
10
10
10
10
10
50

On)
Rating (1-5)
5
5
5
5
5
25

City Administrator Performance Measures

Performance Measures	Rating (1-10)	Avg of Rows	Mayor	CM 2	CM 3	CM 4	CM 5	CM 6	CM 7
Individual Characteristics & Professional Sk		10	-						
Organizational Management & Policy Delivery		10	-						
Relations with City Council		10	-						
Fiscal Management		10	-						
Community Relations		10	-						
Total		50	0 Box A - Average of Performance Measures						

Special Initiatives (progress on)	Rating (1-5)	Avg of Row	Mayor	CM 2	CM 3	CM 4	CM 5	CM 6	CM 7
Gilroy Sports Park		5	-						
Economic Development		5	-						
Fire Services Review		5	-						
Gateway Beautification		5	-						
Police Department Service Review		5	-						
Total		25	0 Box B - Average of Special Initiatives						

Scoring Rubric	
Value of Box A - Performance Measures	0
Value of Box B - Special Initiatives	0
Total Points (Box A + Box B)	0



Performance Pay Structure	
Rating	Performance Pay
52	\$2,500
56	\$5,000
60	\$7,500
64	\$10,000
67	\$20,000
71	\$30,000
75	\$40,000



Kickoff

Recap Last Meeting

Study Session Goals

Session 1

Review the established Council Norms, Legislative Agenda, and Departmental Workplan to align Council and staff priorities and strategies.

Session 2

Building off of the work in Session 1, develop performance targets that enable measurable areas of success.

Role of the City Administrator

- Support the City Council
- Serve the Community
- Lead the Workforce

Purpose of a City Administrator Evaluation

- Provide structured, actionable feedback on performance
- Align Council-administrator goals
- Strengthen Working Relationships

City Administrator Ratings

Performance Measure	Rating (1-10)
Individual Characteristics & Professional Skills	
Organizational Management & Policy Delivery	
Relations with City Council	
Fiscal Management	
Community Relations	
Total (50 Points Possible)	

Special Initiatives (Progress On)	Rating (1-5)
Gilroy Sports Park	
Economic Development	
Fire Services Review	
Gateway Beautification	
Police Department Service Review	
Total (25 Points Possible)	

City Administrator Ratings

Rating Summary	Possible Points
Performance Measures	50
Special Initiatives	25
Total	75

Performance Measures

One at a Time

Individual Characteristics and Professional Skills

Self Starter	Ethical
Exercises good judgement	Current on government practice
Enthusiastic & adaptable	Anticipates & analyzes challenges
Innovative and creative	Fair and impartial
Executive level presence	Sets effective priorities

Organizational Management & Policy Delivery

Deliver Council priorities	Employee development
Empower Department Heads	Deliver core services
Expect accountability	Review ordinances and policies
Culture of respect, empathy, collaboration	

Relations with Council

Carry out Council directives	Provide factual, relevant reports
Set clear actionable agenda items	Shares info with entire Council
Respond to requests	Facilitates Council decision making
Engages in direct and open conversations	

Fiscal Management

Balanced Budget	Provide factual, relevant reports
Deliver cost effective & efficient services	Plans and acts for long term fiscal stability
Responsible planning & accountability	Considers service delivery trade offs

Community Relations

Understand community issues	Partner with community orgs
Remain involved & active	Engage with stakeholders
Represent the City	Educate the community

Five Special Initiatives

- Gilroy Sports Park
- Economic Development
- Fire Services Review
- Gateway Beautification
- Police Department Service Review

City Administrator Ratings

Performance Measure	Rating (1-10)
Individual Characteristics & Professional Skills	
Organizational Management & Policy Delivery	
Relations with City Council	
Fiscal Management	
Community Relations	
Total (50 Points Possible)	

Special Initiatives (Progress On)	Rating (1-5)
Gilroy Sports Park	
Economic Development	
Fire Services Review	
Gateway Beautification	
Police Department Service Review	
Total (25 Points Possible)	

Check In

- Do the two components (Performance Measures & Special Initiatives) make sense?
- Are we good with the Performance Measure Categories? Is there anything missing?
- Do the Special Initiatives align with Council thinking?
- Does the allocation of ratings (scoring) work?
- Are there other thoughts or questions?

Performance Pay Matrix

Rating Summary	Possible Points
Performance Measures	50
Special Initiatives	25
Total	75



Performance Pay Structure	
Rating	Performance Pay
52	\$2,500
56	\$5,000
60	\$7,500
64	\$10,000
67	\$20,000
71	\$30,000
75	\$40,000

Immediate Next Steps

- Refine through discussion
- Agree on approach
- Present at regular Council Meeting
 - Non-Consent
 - Contract Amendment

Next Year at This Time

- Contracted Facilitator
- One on one conversations with Council members
- Rating sheets provided
- Council group conversation on results
- Closed session discussion
- Regular session report out

Public Comment

