

PERFORMANCE REPORT 2013 – 2014

Mayor and
City Council



Eureka, California
June 2014



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**Eureka
Vision 2028**

Eureka 2028 is a
*BEAUTIFUL,
HISTORIC AND DYNAMIC SEAPORT CITY*

Eureka 2028 has an
*ALIVE WATERFRONT, OLD TOWN,
AND DOWNTOWN*
and *THRIVING REGIONAL ECONOMY*

Our **Eureka Residents** enjoy a
LIVABLE AND SUSTAINABLE COMMUNITY
and *ABUNDANT CHOICES FOR LEISURE TIME*

**Eureka City Government:
Our Mission and Services**

**THE MISSION OF EUREKA
CITY GOVERNMENT**

IS TO BE

FINANCIALLY RESPONSIBLE

AND TO PROVIDE

EFFECTIVE MUNICIPAL SERVICES

IN A

PERSONAL, RESPONSIVE MANNER

AND IN

PARTNERSHIP WITH COMMUNITY

Eureka City Government Services

No Choice

Govern City

Manage Public Records

Choice – Daily Living

Enforce Laws and Ordinances

Secure Water Supply, Treat and Distribute Water

Collect and Treat Wastewater

Design, Build and Maintain Streets

Patrol Community, Respond to Emergencies

Prevent, Suppress Fires

Collect, Dispose and Recycle Solid Waste

Regulate Land Use and Development

Manage Stormwater and Protection from Flooding

Quality of Life – Livable

**Plan for, Respond to and Recover from a Natural Disaster or
Major Emergency**

Stimulate Business Investment and Economic Expansion

Design, Build and Maintain Trails and Pathways

**Design, Build and Maintain Parks with Athletic Fields
and Playgrounds**

Plan for Eureka’s Future

Design, Build and Maintain Sidewalks

Sweep Streets

Provide Street Lights

Manage and Control Traffic Flow

Seek Compliance with Nuisance Codes

Add Ons – Add Value and Make Unique

Maintain, Expand and Operate a Zoo

Plan and Support Community Events and Festivals

Provide Recreational Programs and Activities

Plan, Build and Maintain Unique Parks: Disk Golf, Dogs

License and Provide Animal Control

Design, Build and Maintain Entrances and Streetscapes

Inform and Engage the Community

Operate a Golf Course

Operate a Marina and Manage Mooring Space

Support Public Art

Liaison with Other Governments

Other Service Areas

Manage a Municipal Auditorium

Manage Adorni Center

Manage Urban Forest

Design, Build and Maintain Alleys

City of Eureka Goals 2018

Financially Sound City Providing Effective Services



**Thriving Regional Economy:
Business Investment, Business Growth and Quality Jobs**



**Alive Waterfront, Old Town and Downtown: Community
Destination, Successful Businesses, 24/7 Activities**



**More Livable Eureka Community:
Safe, Clean, Beautiful and Enjoyable**

City of Eureka Policy Agenda 2013 – 2014 Targets for Action

TOP PRIORITY

- ✓ → Measure "O": Direction for 2014
- Post "Redevelopment": Direction
- ✓ → Economic Development City Policy and Plan Development
- Balloon Track Redevelopment/Marina Center Development
- Annexations Policy: Review Process
- ✓ → South Gateway Entrance Beautification Plan

HIGH PRIORITY

- ★ Street Improvement Program: Funding
- Business Outreach and Visitation Program: Development
- ✓ → East-West Rail Link Study: Fund, Participation
- ✓ → Transportation Safety Master Plan and Community Education Program: Development
- McKay Tract: Direction
- ★ → Waterfront Trail: Next Segments
- Waterfront Hotel Development: Direction

★ = Completed ✓ = Significant Progress → = 2014 – 2015

City of Eureka Management Agenda 2013 – 2014 Targets for Action

HIGH PRIORITY

- ★ **Disaster and Emergency Preparedness, Response and Recovery Plan**
- ★ → **Police Services, Staffing and Deployment: Evaluation**
- ★ **City Department Reorganization and Budget Recommendations**
- ★ → **Community Policing Program: Conceptual Definition, Program Development**
- ✓ → **Fishermen's Terminal Building Project: Cafe**
- ✓ → **Downtowner Hotel Redevelopment: Actions**

HIGH PRIORITY

- Business Friendly Audit of City Regulations and Processes: Report with Recommendations**
- ★ → **General Plan: Update**
- ★ **Fire JPA: Development**
- **Municipal Code: Update**
- **Information Technology Plan: Development**

★ = Completed ✓ = Significant Progress → = 2014 – 2015

City of Eureka

Management in Progress 2013 – 2014

- ★1. Plan Review: Software Implementation
- ★2. Police Chief: Selection
- ➔3. Fire Prevention Bureaus Consolidation and Training
- ★4. Koff Classification/Compensation Study
- ➔5. Police Vehicles: Video Camera Installation
- ★6. Managers, Supervisors and Employee Training
- ➔7. Online Building Permits: Software Implementation
- ★8. City Space Plan
- ★9. Contract Templates: Development
- ➔10. Website Enhancement: RFP, Modifications
- ★11. Labor Contracts/MOU: EPOA, ECEA, EFL
- ➔12. Health Care Reform: Implementation
- ➔13. 5-Year Discharge Permit for Elk River Wastewater Treatment Plant
- ➔14. Paperless Agenda: Implementation
- ★15. Police Motorcycle Replacement
- ★16. Past Due TOT (Bed Tax) Collection: Clarion Hotel, Scottfield Inn
- ➔17. Document Imaging and Retention Management
- ➔18. Social Media Outreach: Expansion
- ★19. Code Enforcement Program Manager: Hiring
- ★20. Foreign Trade Zone: Administration, Marketing
- ★21. Economic Development Website: Update
- ★22. Business Read! Program: Implementation
- ★23. Waterfront Improvement Grants
- ➔24. 4th and 5th Pedestrian Safety Plan (Caltrans)

- ➔25. Concurrence on Vegetation Management (Bayshore Mall Area)
- ★➔26. Municipal Services Review (by LAFCO)/Sphere of Influence Update
- ➔27. Re-Permitting Parcel M for Biosolids Disposal: Decision Plan
- ★28. ACAD Software for Engineering Update
- ★29. Bike Friendly Community: Recognition
- ➔30. Recycling Processing RFP
- ➔31. Phase II Stormwater NPDES Permit: State Review, Implementation
- ➔★32. Pavement Management System Plan Development
- ➔33. PALCO Marsh Enhancement Plan: Completion, Funding
- 34. Wetlands Management Plan: Completion
- ★35. G & R Metals Site Remediation: Completion
- ➔36. Citywide SCADA System: Water and Wastewater Facilities
- ★37. Watershed Heroes Exhibit
- ➔38. CDBG Grants Management and Application Processing
- ➔39. Housing Program Management: Guidelines, Reuse Plan, Revolving Loan Program
- ➔40. Parkway (Cutten to Eureka): Evaluation, Plan, Direction, Funding (Traffic/Pedestrian and Bikeway)
- ➔41. Broadway/Highway 101 Traffic, Pedestrian Safety and Beautification Plan
- ★42. Code Enforcement Position: Hiring

City of Eureka Major Projects 2013 – 2014

- ★1. Martin Slough Wastewater Interceptor Project: Phase 2b, Phase 2c
- ★2. Wastewater Treatment Plant Backup Generator
- ★3. Water-Sewer Shop: Construction
- ★4. HBMWD Emergency Intertie Project
- ➔5. City Hall: Re-Roof
- 6. City Facilities Painting
- ★7. Mad River Water Line to Reservoir: Phase 5, Phase 6
- ➔8. Waterfront Drive Connection (H” to “J”)
- ★9. EVP System
- ★10. Traffic Signalization Improvements
- ➔11. Bayshore Mall Area: Vegetation Removal

GOAL 1	FINANCIALLY SOUND CITY PROVIDING EFFECTIVE SERVICES
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ACHIEVEMENTS 2013 – 2014	VALUE TO RESIDENTS
1. Police Leadership and Performance: New Police Chief; Reach Out in the Community; New Ideas and Methods; Data Driven Policing; Police Responsive	+ Service value for dollars
2. New City Manager: Level of Confidence, Selection Process, Outreach to Community and City Organization, Listening and Learning about Eureka	+ City responsive to the community
3. City Reorganization: Responsive to Community Feedback/Complaints, Parks and Recreation – Responsiveness and Accountability	+ Reliable delivery on City services
4. Emergency Management Plan: Development	+ Increase efficiency in City service delivery
5. Fire JPA: Working Well; Potential Service Effectiveness; Cost Savings and Efficiencies	+ City and community prepared for major emergency
6. Martin Slough Inceptor: Ahead of Schedule; Joint Project; Near Completion	+ Expanding services to respond to community needs
7. Humboldt Waste Management/JPA Solid Waste (including Recycling): Open/Transparent Process; Revenues to City; Reduced Costs; No Rate Increase	+ City improving and streamlining processes and services delivery

OTHER ACHIEVEMENTS 2013 – 2014

1. Building and Employee Security Plan
2. Plan Review: Software
3. Koff Classification and Compensation Study
4. Contract Templates
5. Labor Contracts: EPOA, ECEA, EFL
6. City Space Plan: Record Relocation, Third Floor
7. Police Motorcycle Replacement
8. Code Enforcement Manager Hired
9. Past Due TOT (Bed Tax) Collections
10. HBMWD Emergency Intertie Project
11. City Facilities Painting
12. Water – Sewer Shop
13. Wastewater Treatment Plant Back Up Generators
14. Mad River Water Line to Reservoir: Phase 5

GOAL 2	THRIVING REGIONAL ECONOMY: BUSINESS INVESTMENT, BUSINESS GROWTH AND QUALITY JOBS
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ACHIEVEMENTS 2013 – 2014	VALUE TO RESIDENTS
1. Lost Coast Brewery: City Infrastructure to Support Expansion; Retained Local Business	+ City supports local businesses
2. Foreign Trade Zone: In Place, Initial Marketing	+ More “business friendly” City government
3. Business License Process: Streamlining	+ More quality jobs for residents
4. Carson Block Building: \$5.3 million Grant; Earthquake Safe; Cornerstone for Downtown	+ More diverse local economy and tax base
5. Railroad Alternative Route Pre-Feasibility Study: Grant	+ Potential for more business investments
6. Cold Storage: Grant Application	
7. “Business Friendly” Website: Completed	
8. Lemonade Day Sponsorship/Support	

GOAL 3	ALIVE WATERFRONT, OLD TOWN AND DOWNTOWN: COMMUNITY DESTINATION, SUCCESSFUL BUSINESSES, 24/7 ACTIVITIES
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ACHIEVEMENTS 2013 – 2014	VALUE TO RESIDENTS
1. Waterfront Trail Connectivity	+ Greater public access and use of waterfront
2. Hikshari Trail: Public Use	+ Cleaning up waterfront area
3. Waterfront Drive: Railroad	+ Support for water based businesses and tourism
4. G & R Metals: Clean Up	
5. Chevron Contract: Resolution	+ City striving to create a safe and comfortable destination for the community
6. Fueling Dock: City Assistance/Permit Expedited Revised Lease	
7. Pre-Permitting Aqua Culture: Approved Resolution	
8. Sidewalk Cleaning	

GOAL 4	MORE LIVABLE EUREKA COMMUNITY: SAFE, CLEAN, BEAUTIFUL AND ENJOYABLE
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ACHIEVEMENTS 2013 – 2014	VALUE TO RESIDENTS
1. Park Appearance: Better Maintenance, More Attractive for Residents	+ Protection of property values
2. Watershed Heroes Exhibit: Funding, Opening in July	+ More beautiful community – curb appeal, reducing blight
3. Motel Ordinance: Adopted, Initiated Actions	+ More pedestrian friendly, bike friendly community
4. General Plan: Kick Off, Citizens Involved, Initial Analysis near Completion	+ City addressing the homeless situation with community partners
5. Transportation Study Plan (3 rd Draft): Public Input, Re-drafted Plan	+ City planning for Eureka’s future
6. 1 st Time Homebuyers Grants	+ More quality choices for leisure time
7. Betty Chin Center for Homeless: Managing Service, Transition from Homelessness	+ Opportunities for 1 st time homebuyers
8. Lighting for Reservoir	

OTHER ACHIEVEMENTS 2013 – 2014

1. Park on Parcel 4
2. Samoa Boat Launching Facility
3. Aerial Photo
4. Eureka Municipal Auditorium:
Re-Flooring/Re-Striping
5. Highland Park Playground Equipment:
Upgrade
6. Bicycle Friendly Community: Bronze
Designation
7. Housing Element: Submitted to HCD

City of Eureka

Actions to Reduce Cost to Government

1. Parks and Recreation: Use of Temps, Internships
2. Director Retirements: Salary Savings
3. Consultant Oversights: Monitoring, Scope of Services
4. Fire: Position Consolidation, Joint Purchasing, Fleet Reduction
5. Budget Operating: 10% from Proposed Departmental Budgets
6. Employee Contribution: Health Insurance, Pension
7. Voluntary Furlow Program:
8. Volunteer Trail Stewards: Litter Removal, Planting and Landscaping, “Eyes” in Community
9. Police Patrol: Idling Policy
10. Dispatcher: Overtime Double – “Hired” More Staff
11. Credit Card: \$100 Approved by Managers, Guidelines
12. Plan Review Online
13. City Cellphone Policy

City of Eureka

Service Reductions 2013 – 2014

1. Street Maintenance: Sweeping, Repairs
2. Shopping Carts: Stop Pick Up
3. Design Review: Staffing
4. In House Engineering Survey Service (Incidental)
5. No Women Softball/Volleyball
6. Adorni Recreation Center: from 10 am to 9 pm (July 2014)
7. Eureka Transit: Route Reduction

City of Eureka

Service Increases and New Services

2013 – 2014

1. Park Maintenance
2. Hoopster: Practice Time
3. Traffic Signals/Safety/Enforcement/Preemption System
4. Code Enforcement: Responsive, Case
5. Plan Review Online
6. ALS in City
7. Fire Public Education
8. Historic Structure: Website
9. GIS: Community Development
10. New Aerial Photo
11. Illegal Dumping in Marsh Area/Greenbelt
12. “Explore Eureka” Program
13. City Hall 3rd Floor Remodel
14. Exposed Sidewalk: Washing in Old Town
15. Foot Patrol in Old Town
16. Police Outreach
17. Transient (9/30): Reduce Call Service
18. Social Media
19. Prosecution of Top Offenders
20. Mobile Data System: Upgrade
21. Traffic Signal Monitoring
22. Business License Website/Process Improvement
23. General Plan: Website

DEPARTMENTAL SUCCESSES
CITY OF EUREKA
2013 – 2014

DEPARTMENTAL SUCCESSES 2013

Eureka, California

June 2014

DEPARTMENT: Building & Housing

Please list your department's most important achievements that were completed during 2013 under "Success." Under "Impacts", please explain what the benefits to the City and to a resident were as a result of each achievement.

Success: Completed reorganization of department archives

Impacts: Increased storage space and ability to retrieve documents for customers in a timely manner.

Success: All staff completed State-mandated training

Impacts: Complied with CA Health and Safety Code requirements for staff training and ensured proper enforcement of codes.

Success: Coordinated monthly meetings on customer service and permit process

Impacts: Increased staff awareness of customer service and upcoming projects, resulting in better customer service.

Success: Developed new plan review routing policy for Council approval

Impacts: Decreased complication and turnaround time for building permit applications.

Success: Filled Code Enforcement Program Manager position

Impacts: Increased ability to respond to and track code enforcement issues, along with more proactive approach to code enforcement.

Success: Selected Homebuyer Program first mortgage lender

Impacts: Allows for distribution of up to \$1M in homebuyer funds for low-income households.

Success: Assisted in development of Housing Element

Impacts: Kept City in compliance with State law, allowing application for grant funds, etc.

Success: Completed \$4.5M HOME NOFA grant application

Impacts: Will potentially facilitate rehabilitation of blighted property into 50 unit low-income senior housing facility.

Success: Implemented electronic plan review software

Impacts: Saves time, money, and resources for project applicants and the City.

Success: Adopted Lodging Permit ordinance

Impacts: Over time, will facilitate improvement of problem hotels.

DEPARTMENTAL SUCCESSES 2013

Eureka, California

June 2014

DEPARTMENT: City Attorney

Please list your department's most important achievements that were completed during 2013 under "Success."
Under "Impacts", please explain what the benefits to the City and to a resident were as a result of each achievement.

Success: Working law office.

Impacts: Cost savings to City.

Success: EMC Prosecutions

Impacts: Working relationship developed with EPD to address repeat offenders.

Success: Outside legal work kept in-house.

Impacts: Cost savings to City.

Success: Fee schedule (hourly rate) implemented for CA's Office.

Impacts: Recoupment of costs for City legal work.

Success: Resolution of old matters.

Impacts: Cost savings to City.

Success: Open door policy with City Staff.

Impacts: Strong working relationships developed. Cost savings to City.

Success: New City ordinances.

Impacts: To assist with addressing issues of vagrancy in the City.

Success: Relationships developed with other agencies in county.

Impacts: Legal fees paid to City Attorney's Office for outside legal work.

DEPARTMENTAL SUCCESSES 2013

Eureka, California

June 2014

DEPARTMENT: City Clerk/IT

Please list your department's most important achievements that were completed during 2013 under "Success." Under "Impacts", please explain what the benefits to the City and to a resident were as a result of each achievement.

Success: Completed merge of the Eureka Fire Department and Humboldt Fire District technology systems into Humboldt Bay Fire District information systems.

Impacts: Humboldt Bay Stations are connected to City's network infrastructure. Reduces cost in having two separate IT departments. This has, however, created much more work for the current IT department.

Success: Enhanced data back-up/ Replaced Tape Backup system

Impacts: Will be able to hold back-ups of user data for longer periods of time. Will be able to ensure that our data is backing up successfully.

Success: Updated Communications to EPD fleet. Installed new Mobile Data Software and servers, re-imaged computers, upgraded communication speeds.

Impacts: Faster boot times for mobile PCs. Faster access to important CAD related information.

Success: Secured current and future licensing for Microsoft Applications.

Impacts: Continues City's compliance with Microsoft Licensing Agreements. Projects that have been on hold will be able to move forward.

Success: Installed and configured eight additional network connections and phones for use at the HBFD EOC.

Impacts: In the event of an emergency where the EOC needs to be put into service. HBFD has a set of phones and cables ready for instant roll out and use.

Success: Updated Cal Photo and Data Works Plus Systems at EPD.

Impacts: System had been down for a while. EPD can now take mug shots in house and upload to County system once again; streamlining workflow and reducing time it takes to complete task.

Success: Roll-out of HBFD Mobile Fleet

Impacts: Fire crews have access to important mapping and other necessary online information inside of vehicles.

Success: Implementation of new Web Filter.

Impacts: Provides City security from nefarious web sites. New Barracuda system replaced older, more expensive system. Provides better security for less money.

Success: Upgraded Spam Filter

Impacts: Replaced older Barracuda Spam Filter with a new unit that is better suited for current Internet threats. Replacement was part of maintenance agreement with Barracuda.

Success: Upgraded Server, Mobile Software, and provided more storage for EPD Mobile Video Array.

Impacts: Mobile Video Server is running more stable and EPD can store more video from traffic stops before having to archive or remove.

Success: Updated Rec Pro Software for Adorni Center

Impacts: Provides better Internet access for City residents who want to sign up for services provided by the Adorni Center.

Success: Configured new Corp Yard Solar Array so that information can be accessed by City staff and product vendor.

Impacts: Will help to determine the effectiveness of the Solar Array as well as providing advanced alert to any issues. Saves City money by using re-usable energy.

Success: Upgraded Wireless connections to POP, HBFD Station 3, WWTP, and HBFD Station 2.

Impacts: Provided more stable network and telephony communications to outside buildings.

Success: Upgrade TrakIT Server and Applications

Impacts: Replacing old equipment with new provides better performance and security as well as providing access to new features of upgraded software.

Success: Replaced Engineering PCs and migrated to new version of AutoCad

Impacts: New systems necessary to run new AutoCad version. New AutoCad version makes it easier for the Engineering department to work with outside consultants.

Success: Moved Equipment and established Network room in new Corp Yard Building.

Impacts: Was able to migrate Corp Yard from a temperamental local area wireless system to a much faster, stable, and secure wired system. Have dedicated room for Network Services

Success: Updated Corp Yard Fleet Management Software

Impacts: Provides faster access to City Fleet information providing better tracking and easier ordering.

Success: Set up new Traffic Signal Monitoring station at City Hall with a redundant system at the Muni.

Impacts: Provides Engineering staff connection to City's Traffic Signals so they can monitor the system for issues and use information provided for future modeling.

Success: Updated Firehouse software.

Impacts: Provides applications corrections and stability.

Success: Replaced main Printing System in Print Services

Impacts: Reduces maintenance calls and in turn provides more uptime to complete large City print jobs.

Success: 1298 Closed Help Desk Tickets since July 1, 2013

Impacts: Among other work, 1298 help requests that made it to the Help Desk System were addressed and closed allowing City workers to complete their assigned tasks.

DEPARTMENTAL SUCCESSES 2013

Eureka, California

June 2014

DEPARTMENT: Economic Development

Please list your department's most important achievements that were completed during 2013 under "Success." Under "Impacts", please explain what the benefits to the City and to a resident were as a result of each achievement.

Success: Completion of \$5.3 Million Community Development Block Grant application for the Historic Carson Block Building

Impacts: Restoration of a 120 year old unreinforced masonry historic building, which is a landmark in Eureka's Old Town District. The project, when completed will improve safety, restore this historic structure to its original ornate architecture and remove blight in the Old Town District.

Success: Completion of the Target Employment Area

Impacts: Having the new and approved TEA, will allow employees in the TEA to benefit from State approved employment programs.

Success: Completion of the Annual Foreign Trade Zone Report

Impacts: Will allow the Port of Humboldt to participate with the State/Federal programs involving the Port and FTZ.

Success: Completed the Long Range Property Management Plan

Impacts: Completion of the Plan consistent with State Law avoids the potential of fines by the State and when approved by the Department of Finance will allow the City of Eureka to develop the properties consistent with the Redevelopment Plan.

Success: Helen Putnam Award for Arts

Impacts: Acclaim for the many wonderful Artists and works of Art in our Community. The City was asked to present at the CALED conference relating Arts and Economic Development impact.

Success: Completion of CDBG Planning Grant: Rail Road Alternative Route Pre-Feasibility Study

Impacts: Completion of Study is a Council priority and will provide necessary information to determine the need for a full Feasibility Study.

Success: Ice and Cold Storage Facility

Impacts: Ice and Cold Storage facility is one of the projects the City submitted to the Prosperity 2012 process. Staff has prepared and submitted an application to EDA to fund a feasibility study to determine the local need. This is another example of Eureka’s effort to support out fishing industry and local farmers to improve economic development in this area.

Success: Lemonade Day Sponsor

Impacts: Staff assists with this important event to help create an atmosphere to teach young people business concepts and be able to put those concepts into action. Supporting Young Entrepreneurs learning opportunities.

Success: CDBG – Revolving Loan Fund Opportunities – Low Interest Loans

Impacts: Staff continues to reach out to potential business owners to apply for and receive Revolving Loan Funds.

Success: Enterprise Zone Vouchers – Employee Hiring Credit

Impacts: Staff has worked with the state to extend the employee vouchering benefits for Eureka businesses, even with reduced staff, to continue the EZ Vouchering through October 2014. This has allowed local businesses to take advantage of state tax credits.

Success: Creation and Implementation of Expedited Business License Process

Impacts: Economic Development staff has worked with Finance to streamline the Business License process.

Success: Business Friendly Economic Development Web Site

Impacts: Recent upgrades to the Economic Development web site enable potential business owners to identify necessary information regarding economic development opportunities in the City of Eureka. The Department has received numerous positive feedback from visitors to the site.

Success: City Liaison with Henderson Center Merchants Association.

Impacts: The Henderson Center Merchants Association liaison creates a personal contact with the Merchants Association to assist them in accomplishing their goals to improve economic development in Henderson Center.

Success: Art & Culture Commission

Impacts: Economic Development staffs this important commission to connect the City with the Arts & Culture Commission and artist community resulting in beautification and increased economic development activity.

Success: Staff Liaison to Humboldt Bay Harbor & Recreation Conservation District
Economic Development Committee

Impacts: City staff works with the Harbor District to coordinate our economic development efforts.

Success: Staff Liaison and CFO to the California Upstate Economic Development Council

Impacts: Regional Economic Development marketing, collaboration and networking.

Success: Ongoing Business Assistance to Current, New and Prospective Businesses

Impacts: Encourages the City being viewed as receptive and supportive of business growth.

Success: CDBG – Business Read! Planning and Technical Grant

Impacts: This grant award meets a 2010 Council Visioning priority to develop a business friendly environment through a thorough review of the Eureka Municipal Code and ongoing customer training.

Success: Economic Development City Policy and Plan Development, including integrating ED Strategy

Impacts: When completed, the plan will help City staff focus their resources to support business and improve the economy.

Success: The State of California Economic Development Department “Go Biz”

Impacts: The State recently requested the City of Eureka to submit a proposal for a foreign trade business who would like to utilize our port for shipping. The Proposal was completed and submitted to the State as requested.

DEPARTMENTAL SUCCESSES 2013

Eureka, California

June 2014

DEPARTMENT: Finance

Please list your department's most important achievements that were completed during 2013 under "Success." Under "Impacts", please explain what the benefits to the City and to a resident were as a result of each achievement.

Success: Meeting with Assembly member Wesley Chesbro's staff and convincing them to introduce legislation to eliminate the current requirement that the City pay the State Controller's Office 15 percent of gross revenues from the Harbor Fund as payment for the State's help in settling tidelands issues.

In reading through the history of this issue, the value of the State's assistance is listed at \$750,000. To date, the City has paid over \$1.2 million dollars to the State, and our position is that the City has satisfied its obligation.

Impacts: The successful passage of this legislation will save the City's Harbor Fund between \$45,000-\$55,000 annually, in a fund that is currently in a large deficit position – a position that would be close to breaking even if the payments had been eliminated once they had reached \$750,000.

Success: Prevailing in a suit that was thrown out of court for being frivolous, allowing the City to proceed with issuing bonds that will in effect refinance the City's two CalPERS side funds. Initially the savings were projected to be about \$1.6 million; unfortunately, due to the length of time it took for the lawsuit to be dismissed, market changes, as well as costs incurred because of the lawsuit have lowered the projected savings to only about \$480,000.

Impacts: Estimated savings in the general fund of about \$480,000.

Success: Completion and submission to the California Department of Finance of the Successor Agency's Long Range Property Management Plan.

Impacts: Once approved by the State, the City, in its role as the Successor Agency to move forward with plans to develop the properties as proposed in the LRPMP.

Success: Successfully administered Measure O spending in a transparent manner, that was examined and approved by the Finance Advisory Committee.

Impacts: As Measure O expires, it is imperative that we are transparent to the public so they are amenable to renewing it when it is up for renewal in November 2014.

DEPARTMENTAL SUCCESSES 2013

Eureka, California

June 2014

DEPARTMENT: FIRE

Please list your department's most important achievements that were completed during 2013 under "Success." Under "Impacts", please explain what the benefits to the City and to a resident were as a result of each achievement.

Success: Complete integration of all personnel, City and District into JPA operations
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Impacts: More efficient and effective service delivery

Success: Alignment of several MOU articles

Impacts: More efficient filling of work shifts, less paperwork, standardization
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Success: Reduced Engine fleet

Impacts: Cost savings reduced maintenance, fuel, insurance

Success: Began ALS Service at station 4
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Impacts: Highest level of medical care available outside emergency room
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Success: Purchased USAR response vehicle

Impacts: Eliminated redundancy of trailers and provides higher level of service
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Success: Grants

Impacts: Grant funded project, extrication tools, heart monitor equal higher level of service less required expenditure from existing budget

Success: Enhanced customer service

Impacts: More in depth level of service beyond just mitigating emergency

Success: Combined Prevention bureau

Impacts: Reduced redundancy and improved service

Success: Reached full staffing

Impacts: Improved service delivery, continuity of crews

Success: Replaced problem apparatus

Impacts: Reduced apparatus maintenance costs

Success: Joint Training with neighboring agencies

Impacts: More efficiency on the fire ground

Success: Several strike team deployments

Impacts: Increased revenue and crew experience

Success: Combined portions of City and District budgets into JPA

Impacts: Streamlined invoice processing and improved purchasing power

Success: Improved communication infrastructure

Impacts: More reliable operations

Success: Approval from PERS to tier existing retirement systems under new JPA

Impacts: Huge cost savings as opposed to having only one retirement level for all employees

Success: Completed previously deferred facilities repairs

Impacts: Improved employee morale and greater efficiency

Success: More in depth and accurate employee evaluations

Impacts: Greater employee accountability

Success: Aligned MOU expiration dates

Impacts: Greater cooperation and solidifying work of consolidation

Success: Investigator incentive pay

Impacts: Improved coverage and morale within investigator rank

Success: Leadership coaching

Impacts: Improved leader skills and awareness

Success: Started rehabilitation of City Emergency Operations Center

Impacts: Prepares City staff to provide emergency services to community in event of disaster

Success: Completion of Grant funding installation of Fire station sprinkler and alarm systems

Impacts: Increased firefighter safety and protection of our community's fire and rescue resources

Success: Progress made in consolidating City and District budget into JPA

Impacts: Streamlining of admin operations and accounting procedures

DEPARTMENTAL SUCCESSES 2013

Eureka, California

June 2014

DEPARTMENT: Parks and Recreation

Please list your department's most important achievements that were completed during 2013 under "Success." Under "Impacts", please explain what the benefits to the City and to a resident were as a result of each achievement.

Success: Development of New Organizational Structure

Impacts: In July, the recreation, parks, zoo and harbor divisions reorganized under the newly formed Parks and Recreation Department. The department was able to offer more efficient services including a new "Parks & Recreation Community Services & Visitors Guide," and the launch of a brand new outdoor recreation program, *Explore Eureka*.

Success: State Recognition with receipt of League of California Cities Helen Putnam Award

Impacts: The City of Eureka's G.U.L.C.H. Teen Program (Growing Unity, Leadership, Community & Health) was the recipient of the Helen Putnam Award for Excellence in Community Services and Economic Development, an award given out for outstanding achievements by the League of California Cities. The City of Eureka's receipt of the award was recognized at the Annual League of California Cities Conference in Sacramento, City Council Meeting, local media, and in an upcoming issue of Western City Magazine.

Success: Water-Sewer Shop Completion

Impacts: Provided a newer, earthquake safe, more maintenance free and professional building for our Water Distribution and Wastewater Collection staff. Majority of the costs were covered by CalEMA. Residents will benefit as the brand new building will require less maintenance and provide General Fund relief.

Success: City Facilities Painting (City Hall, Police and Fire Headquarters)

Impacts: Provides more maintenance free City owned buildings. Residents will benefit as the new paint job will protect the City assets, reduce maintenance costs and provide General Fund relief in the future.

Success: Breeding successes of four important zoo animals: red panda, Patagonian cavy, Chilean flamingo, crested screamer

Impacts: Generated interest in zoo and attendance; community pride; professional accolades for Sequoia Park Zoo

Success: CEQA Completion for Phase C of Waterfront Trail

Impacts: The project can move forward toward engineering, permitting and construction.

Success: Adopted MOU describing a partnership between County of Humboldt and the City of Eureka for the development and management of the McKay Tract Community Forest

Impacts: The community forest will enhance the overall quality of life for Eureka and surrounding residents, present environmental enhancement and preservation opportunities and provide direct and indirect economic benefits.

Success: Record-breaking zoo attendance in spite of impacts from construction of Watershed Heroes project

Impacts: More awareness in community of the many experiences the zoo has to offer; word of mouth and buzz about zoo as a venue; more interest and visitation from tourists visiting the area; a projected \$25,000 additional revenues beyond last FY

Success: Procurement of state funding for construction of major new exhibits: otter, salmon, eagle

Impacts: Majority of grant funds (\$2.33 million) spent locally, benefiting economy

Success: Commencement of site preparation/construction of Watershed Heroes exhibits

Impacts: Generating renewed interest and support regionally for zoo

Success: Redwood forest ecology and watershed health/stormwater curriculum taught to regional school children on zoo field trips, special events, outreach

Impacts: Reached over 3,000 students

Success: Cooper Gulch Park completion of trail improvement and riparian enhancement project by Department staff and the California Conservation Corps.

Impacts: Preservation of natural resources and environment, connected trail system enhancement for recreation, wellness and mobility focusing on ease and safety of walking and biking.

Success: Sequoia Park Garden planted, maintained and operated for public recreation and enjoyment.

Impacts: Community and civic partnership between volunteers and Department staff. Well-designed and maintained parks. Enhanced top quality community parks and tourism opportunities.

Success: Sequoia Park Community Cleanup Day, Helping Hands Service Day, Carson Park Cleanup and other volunteer service projects and events throughout the year.

Impacts: Community and civic partnerships between volunteers and Department staff. Providing well maintained park facilities, preserving natural resources and enhancing community livability.

Success: “No Smoking” signage installation within all park playgrounds and the Eureka Skate Park. Maintaining and updating playground apparatus hardware and features.

Impacts: Enhance quality of life, public health and safety.

Success: Community events support by Department staff for annual holiday activities, Truckers Parade, Arts Alive, 4th of July Celebration, Veterans Day, Jazz Festival, Bikes by the Bay, Kinetic Grand Championship and a wide variety of additional festivals and activities.

Impacts: Supports tourism, arts and culture, Eureka history and heritage. Provides quality entertainment venues for strong community events for residents and attracting visitors.

Success: Traffic control system maintenance, repair and upgrading. Eureka Police Department phone system improvements to enhance 911 and emergency communication.

Impacts: Support Public Safety and enhance overall safe community efforts. Improve safe movement by pedestrians, bikes and vehicles. Protection of property and home values.

Success: Installation of City Centrex and technology upgrades.

Impacts: Enhance City communications and operational efficiencies by providing state of the art technologies.

Success: Oversee Municipal Auditorium Building earthquake reinforcement and remodel for City records and property storage use.

Impacts: Improve city records storage for a variety of departments and provide secure Police Department evidence bulk-storage area.

Success: Remodel Council Chambers at City Hall to improve accessibility and versatility of use for public meetings and staff work activities.

Impacts: Provide enhancements and improve public buildings while providing access for all citizens. Facilitate attractive upgrades to public use areas.

Success: Fisherman’s Terminal Building and dock operational support of commercial crab and fishing seasons as well as oyster processing and related fishery activities.

Impacts: Support of Eureka’s heritage as a dynamic seaport and hub of waterfront business economic activity as a regional port for aquaculture and fisheries. Enhance economic and business activity.

Success: Providing recreational sport fishing launching, docking facilities and fish cleaning station for crab, salmon, rock fish and halibut seasons. Distribution point for California Fish and Game information to public. Support tenant docking facilities within Eureka Public Marina.

Impacts: Enhanced Tourism opportunities for sport and pleasure craft recognizing Eureka’s unique heritage and culture as a waterfront community. Protecting related waterfront natural resources.

Success: Wharfinger Building support of community cultural activities, Governmental hearings and private recreational events. Providing an attractive well designed and maintained public building.

Impacts: Enhanced City revenue and economic activity. Site for community outreach for environmental and natural resource education and marine related recreational activities. Support of Eureka’s heritage as a seaport and waterfront community

DEPARTMENTAL SUCCESSES 2013

Eureka, California

June 2014

DEPARTMENT: Personnel/Human Resources

Please list your department's most important achievements that were completed during 2013 under "Success." Under "Impacts", please explain what the benefits to the City and to a resident were as a result of each achievement.

Success: Completed labor negotiations, new MOU for Eureka Police Officers Assoc. (EPOA)

Impacts: Builds long term economic safeguards, operational flexibility, internal consistency within MOU.

Success: Completed labor negotiations, new MOU for Humboldt Bay Firefighters Local 4630

Impacts: Builds long term economic safeguards, operational flexibility, internal consistency within MOU.

Success: Completion of new Police Chief Recruitment

Impacts: Fills key management position within the organization.

Success: Allocated, filled new Communication Manager position

Impacts: Creates and fills key management position within the Police Department.

Success: Implementation of FY 2013/14 Reorganization

Impacts: New and combined departments, greater department efficiencies, new management structure, improves promotional opportunities.

Success: Completed salary compensation component of Koff Class/Comp Study (2007)

Impacts: Improved internal equity, morale, marketability and recruitment talent pools.

Success: MOU Amendment to establish new Fire Dept. Paramedic Program

Impacts: Assists Fire Dept., improves life safety services, aligns with fire consolidation process.

Success: HR training workshops for Management and Supervisorial staff

Impacts: Improved management skills and morale, reduces liability.

Success: Continued staff training on new Health Care Reform

Impacts: Improves our grasp of complex reforms to better assist employees; maintain compliance with reform implementation mandates and timelines.

Success: Continued staff training on new Pension Reform

Impacts: Improved understanding and planning for continued higher annual employer costs.

Success: Filled vacant positions through successful employee Recruitment processes

Impacts: Filled departmental positions to better maintain budgeted services levels.

Success: Completed investigations and disciplinary processes

Impacts: Resolved disciplinary appeals, grievances, claims; preserve due process rights for employees; improve use of mediation, conflict resolution, independent investigations.

Success: Continue confidential Personnel document audit process

Impacts: Keeps City compliant with state and federal laws and guidelines.

Success: Complete Employee Industrial Disability retirement processes

Impacts: Facilitate employee health safety, retirement processes; maintain Dept. staffing levels.

Success: Facilitate Educational Reimbursement program

Impacts: Improved employee knowledge, skills and abilities, technical, professional and managerial competency; directly benefits City through improved customer service.

Success: Workers Compensation Program

Impacts: Facilitate confidential employee health safety processes; assist with injury prevention and reasonable accommodations findings, and returning employees to work.

DEPARTMENTAL SUCCESSES 2013

Eureka, California

June 2014

DEPARTMENT: Police Department

Please list your department's most important achievements that were completed during 2013 under "Success." Under "Impacts", please explain what the benefits to the City and to a resident were as a result of each achievement.

Success: Reduction in the number of traffic collisions along the 101 corridor

Impacts: Fewer injury accidents along the 101 and Broadway Corridor.
Fewer pedestrian's hit by vehicles.
Fewer bicyclists hit by vehicles..

Success: Increase in positive community interaction with residents

Impacts: Increase our knowledge of the types of crimes and problems important to the community. Ability to be more responsive to community needs.

Success: Increase in collaborative Efforts to Problem Solve

Impacts: Working with community groups and other governmental agencies to find broad solutions to crime problems.
Conducting analysis to bring long -term solutions to entrenched problems such as homelessness.

Success: Increase of proactive methamphetamine arrests

Impacts: Reduce the amount and availability of drugs on the streets in Eureka.

Success: Rank restructuring of the Police Department

Impacts: Making the Department more responsive to community input

Success: Implementation of a Crime Analysis Position

Impacts: Clear goals in our crime fighting mission and a better understanding of crime and disorder citywide.