

Tammy Cloud-McMinn

From: Mary Real <anewday4me2020@gmail.com>
Sent: Monday, January 29, 2024 5:03 PM
To: City Clerk; Council Internet Email; Scott Chadwick; Geoff Patnoe; Kyle Lancaster; Mary Real; Suzanne Smithson; Mick Calarco
Subject: Item 1 Comments, 01-30-2023 Carlsbad City Council Meeting

To all concerned about the downgrade in services by the current Management Team, please contact your Mayor, City Manager and City Council.

Why would we want to increase the salary of the City Council members without attaching a performance clause to evaluate their performance or rather a lack of performance because they are employed full time or are running for higher office or looking to run for another office or they believe everything that Park & Rec-ers tell them without seeing for themselves or listening to comments from the general public?

City Council members can request an UPgrade in services at the Library and the Senior Center without a vote by the entire City Council.

One City Council member requested the City Mgr. ask the Senior Center to upgrade the meals to include salads and the City Mgr. was able to make it happen.

Various members of the general public have asked the Library to open on Sunday for 6 or 7 hours like other cities do to serve the general public.

If City Council Members are not going to be responsive and just do whatever suits the various departments with no public meetings or feedback, then why should they get paid to be less than the public wants in terms of service?

Thanks for your time,

Mary Lucid

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Tammy Cloud-McMinn

From: Mary Real <anewday4me2020@gmail.com>
Sent: Monday, January 29, 2024 5:31 PM
To: City Clerk; Council Internet Email; Scott Chadwick; Geoff Patnoe; Kyle Lancaster; Suzanne Smithson; Mary Real
Subject: Item 1 Comments, 01-30-2023 City Council Meeting

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Isn't it time for the City Council to order a feasibility study to upgrade and serve the Seniors instead of using the Senior Center budget to revert to the general fund? Is it time to specify some rules for the money to actually be used to benefit the seniors? I know the Council is new or running for office or believes every word that the nice staffers at Park & Rec. tell them or they are mediocre managers doing the best they can as part-time employees. Isn't it time to upgrade?

Why are we paying without a performance review or Oversight by the City Mgr. Mr. Scott Chadwick who makes a lot of money to oversee the Staff at the Direction of the City Council.

Why is the City Council so unresponsive or willing to accept any excuse from a Staffer without seeing or listening to the people in the area who "see" the Chaos at the library and the Senior Center.

Why do Seniors have to complain to Park & Rec-ers about Cold temps in the Senior Center when the weather was 41 degrees and no Staffer reported this to management. Where is the management team and why is there Chaos at the Senior Center? Are the employees too busy being on Zoom meetings to do their jobs and why isn't the City Manager allowing Kyle Lancaster and Suzanne Smithson to Serve the Seniors seven days a week?

The City Council needs to determine what amount of money should be spent on the budget to serve the community instead of providing no place for reporting the useless actions of a few people who want to "phone in" their job duties? Who is in charge and why isn't the City Manager providing more oversight and control of what the Staff does to earn their money?

Isn't it time to say that 90% of the Budget should be spent on improvements for the long range goals of giving back to the community instead of voting to return money to the General Fund for Big Projects instead of serving the goals of the Community?

The City Council is not serving the needs of the Community and seem to believe that they can do whatever they want? Does this make people want to bring up term limits and salary caps?

Thanks for your time,

Mary Lucid

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Tammy Cloud-McMinn

From: Mary Real <anewday4me2020@gmail.com>
Sent: Monday, January 29, 2024 6:11 PM
To: City Clerk; Council Internet Email; Scott Chadwick; Geoff Patnoe; Kyle Lancaster; Suzanne Smithson; Mary Real
Subject: Item 1 Comments for 01-30-2023 C-bad City Council Meeting

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The overall fee structure should reflect the value of the experience and market rates. Adult Programs: Adult programs are priced higher than the comparison agencies. Higher fees reflect facility and experience quality. Review higher priced programs to ensure that those classes are priced to reflect the value they provide and ensure options for those participants who cannot afford premium prices. Sports: Review per unit costs for indoor pickleball classes and consider implementing tiered pricing like the City of Vista for advanced offerings. Aquatics: The per unit cost for aquatics programming does not reflect market rates nor the quality of the experience provided by a highly rated facility such as the Alga Norte Aquatic Center. Increase aquatic program fees to be in line with market and experience rates. Camps: Offer high-quality camps at competitive prices to attract and retain participants. While some prices may be higher than other agencies, it is important to ensure the prices are based on the quality of the experience that Carlsbad provides, which is higher quality than others. Learning and Development: Consider increasing per unit costs for early childhood classes to be aligned with market rates and the cost of providing services. Adult's 50+: Offer senior programs at competitive prices to attract and retain participants and explore ways to ensure affordable offerings that make these programs accessible. Youth Programs: Review per unit costs for youth programs and consider adjusting fees to be competitive with the other benchmarked departments, particularly the City of Encinitas and the City of Escondido from the Parks & Rec Master Plan 2023

I am deeply concerned about the Attitude of some Dept. Heads within the City who seem to believe that They have the right to make the policy and tell the City Council what to do about anything without following the directives of the City Council.

Is this what Carlsbad wants to pay salaries to people who do not follow the "Guidelines" from the City Manager through the directions from the City Council?

Where is the oversight from the City Council regarding spending money on the basics (like programs at a reasonable price) and opening up for activities and services?) instead of giving glib answers instead of good service? Should money be spent on a mandatory basis for basic maintenance and upgrades rather than be returned to the general fund?

Why does the City Council deserve a raise? Are there standards of performance that must be met before a raise --- such as so many Zoom meetings or ??? taken and responded to by Staff to serve the City? Why do answers vary according to the person from each department who should know or ask someone who does know before giving out "Phony Info" to the public and to the 'gullible' City Council members who lack Logic training or the willingness to get an independent audit of certain departments ?

Why are we paying for less than great response to the people by some people who act out without consulting the City Council for directions? Why is the City Manager accepting that the City Council should be involved in HR hearings based on the legal dept. and the City Mgr. and the Mayor's desire to avoid any conflict with the Park & Rec-ers? Isn't that a job for the Staff in Human Resources and not the Park and Rec-ers who make phony claims and punish outspoken Seniors?

What are the City Council members duties to get their pay and what safeguards does the City provide against some seniors that Staff is not trained to deal with? Who is in charge of this waste of time to say nothing of treating a Senior as a criminal for disagreeing with a person in the High Command at Park & Rec.?

The City Council may not deserve a raise at this point in time so please continue this matter until their duties are clarified and updated and there are methods in place to Fact Check statements from the Dept. Heads of certain departments and the Chaos and reductions in service are upgraded????

Thank you for your time,

Mary Lucid