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CONFIDENTIAL: ATTORNEY-CLIENT PRIVILEGED COMMUNICATION

VIA SECURE SERVER TRANSMISSION TO

Michelle Sassano (msassano@awattorneys.com)
Harry Black (Harry.Black@cityofvallejo.net)

Re: **Investigation of Complaints by Former [redacted] Against Mayor Andrea Sorce and Former [redacted]**

Dear Vice Mayor Matulac and City Council members:

I write regarding the completion of the investigation of allegation that former [redacted] raised against Mayor Andrea Sorce and former [redacted] Please accept this as my report of the investigative effort that was undertaken and the conclusions that I have reached. As you know, I was assisted by Investigator Karen Herz, who conducted the fact-finding investigation.

Below is a summary of [redacted] allegations against Mayor Sorce and [redacted] Ms. Herz's factual findings (which I adopted), and an accounting of the violations of Vallejo's City Charter, Code of Ethics and Conduct, and Municipal Code that I believe Mayor Sorce committed (based on the investigation's factual findings). Attached are Ms. Herz's investigative reports (the investigation was bifurcated into two parts), along with the exhibits she relied upon for her findings. Ms. Herz's reports fully detail [redacted]s allegations, Ms. Herz's investigative activities, and how she reached her factual findings.

1. Initiation and Performance of this Investigation

[redacted] submitted complaints to [redacted] alleging improper and potentially unlawful conduct by Mayor Sorce and [redacted] The complaints were submitted via emails [redacted] sent [redacted] between April and June 2025. In the aggregate, [redacted]s complaints alleged that [redacted] was discriminating against her based on her age and gender, and that Mayor Sorce was seeking [redacted] removal

and was improperly interfering with the performance of her job duties due to the perception that [redacted] may have been involved in the investigation that led to the termination of the Mayor's husband [redacted] and that [redacted] was enabling/allowing this interference.

I was engaged in June 2025 to effectuate the investigation of [redacted] s complaints against Mayor Sorce and [redacted] Prior to this engagement, I had not previously provided legal advice to the City (I had been engaged to provide Due Process and Peace Officer Bill of Rights training to the City's Police Oversight & Accountability Commission).

I was given the authority to determine the appropriate scope and depth of the investigation, as well as engage an independent investigator to conduct a fact-finding investigation of [redacted] allegations. In July 2025, I selected Karen Herz of Impartial Investigations to perform the fact-finding investigation. Ms. Herz is an Association of Workplace Investigators certified investigator who also had not previously performed services for the City.

Between July 2025 and July 2026, Ms. Herz conducted her fact-finding investigation on behalf of the City, which included the collection and review of documents, review of video footage of City Council open session meetings, and interviews of [redacted] and several witnesses. Notably, an interview of Mayor Sorce was requested, but she declined.

The investigation of [redacted] allegations were bifurcated into two parts: (1) [redacted] allegations that [redacted] discriminated against her based on her age and gender, and (2) Mayor Sorce sought [redacted] removal and was interfering with the performance of her job duties with the assistance or acquiescence of [redacted] Ms. Herz completed her investigation of [redacted] s allegations that [redacted] discriminated against her based on her age and gender and submitted a Final Report for this aspect of the investigation in April 2026. (**Attachment 1**) Ms. Herz completed her investigation of the allegations that Mayor Sorce sought [redacted] removal and improperly interfered with the performance of [redacted] job duties and submitted a Final Report in July 2026. (**Attachment 2**)

Upon receipt of the Final Reports, I reviewed them and have concurred with Mr. Herz's factual findings, her assessment of the evidence, and her credibility determinations regarding [redacted] and the witnesses that were interviewed.

2. [redacted] Allegations that [redacted] Discriminated Against Her Based on Her Age and Gender were NOT SUBSTANTIATED

[redacted] alleged that [redacted] demonstrated a pattern of disrespectful conduct towards women (particularly [redacted]) and preferential treatment toward male employees. The

disrespectful conduct included: (i) interrupting or talking over her during meetings, (ii) routine dismissal of [redacted] ideas, (iii) preferential assignments of tasks to male employees, (iv) undermining [redacted] authority by directly engaging with her subordinate employees, and (v) making an inappropriate comment about female employees and "gossip in the office." (See Attachment 1, pp. 2-3)

Ms. Herz's investigation included multiple interviews of [redacted] and [redacted] as well as interviews of two of [redacted] female colleagues ([redacted]) and Councilmember Diosdado Matulec. (See Attachment 1, pp. 3-7) Upon the completion of the investigation into these allegations, Ms. Herz concluded that there was not sufficient evidence from which to substantiate that [redacted] was treating [redacted] (or other women) differently based on gender or age. (See Attachment 1, pp. 7-8) Information provided by [redacted] played an important role in Ms. Herz factual findings.

I adopt Ms. Herz' assessment of the witnesses and factual findings, and conclude that [redacted] allegations that [redacted] discriminated against her based on her age and gender were NOT SUBSTANTIATED.

3. [redacted] Allegations that Mayor Sorce Improperly Sought her Removal and Interfered with Her Job Duties with the Assistance or Acquiescence of [redacted] were SUBSTANTIATED in part and NOT SUBSTANTIATED in part

[redacted] alleged that Mayor Sorce was determined to get [redacted] fired or get her to resign through improper interference with [redacted] job duties, and that [redacted] was assisting the Mayor and/or acquiescing to her. More specifically, [redacted] alleged that:

(i) Mayor Sorce improperly sought the termination of [redacted]s employment with [redacted]

(ii) Mayor Sorce improperly influenced [redacted]s decision not to appoint [redacted] during an absence of [redacted]

(iii) Mayor Sorce unjustifiably accused [redacted] of a Brown Act violation during a City Council meeting (open session) and [redacted] failed to intervene;

(iv) Mayor Sorce influenced [redacted] to reassign [redacted] homelessness-related responsibilities;

(v) Mayor Sorce and [redacted] inappropriately excluded [redacted] from meetings related to projects for which she was the City's representative;

(vi) [redacted] retaliated against [redacted] for raising complaints by reprimanding her for sending a correction memo to the City Council several months after the memo had been sent; and

(vii) [redacted] impeded [redacted]s ability to use vacation and improperly denied a payout of accrued vacation.

(See Attachment 2, p. 1). The last two allegations were raised by [redacted] after Ms. Herz had initiated her investigation.

Ms. Herz's investigation included a review of voluminous documents, multiple interviews of [redacted] as well as interviews of eight witnesses (including four City Councilmembers). (See Attachment 2, p. 2) Beginning on November 18, 2025, Ms. Herz actively sought the interview of Mayor Sorce as part of this investigation. Mayor Sorce initially indicated a willingness to participate in an interview with the attendance of Mayor Sorce's counsel, and several attempts to set the interview were made by Ms. Herz. Ultimately, Mayor Sorce's counsel informed Ms. Herz on January 30, 2026, that Mayor Sorce was declining to participate in an interview and that Mayor Sorce "understands that the investigation may proceed without her involvement based on the information gathered."

Upon the completion of the investigation into [redacted] allegations, Ms. Herz concluded that the allegations of improper conduct by Mayor Sorce had been substantiated, and that there was not sufficient evidence from which to substantiate most of the allegations against [redacted] (See Attachment 2, p. 1)

As explained in more detail below, I adopt Ms. Herz' assessment of the evidence, witness statements, and Ms. Herz' factual findings. I conclude that the allegations against Mayor Sorce were SUBSTANTIATED and that her conduct violated the City Charter, the City's Code of Ethics and Conduct, and provisions of the Municipal Code. I also conclude that the allegations against [redacted] were NOT SUBSTANTIATED, [redacted]

Notably, [redacted] alleged that Mayor Sorce sought her removal and interfered with her duties in retaliation for the perception that [redacted]n was involved in the investigation that resulted in the termination of the Mayor's husband. Multiple Councilmember witnesses have similar suspicions regarding the Mayor's motives in her treatment of [redacted] However, the evidence as to Mayor Sorce's motives is largely speculative, and without her participation in the investigation, assigning a motive to her actions is difficult. Importantly, Mayor Sorce's conduct violated the City Charter, Code of Ethics and Conduct, and the Municipal Code regardless of

whether she was retaliating against [redacted] for any part she may have played in the termination of [redacted] (or resulting litigation).

Material provisions of the City Charter (*italics added*):

- Section 503: "Except for the purpose of inquiry into the affairs of the City and the conduct of any City department, officer or agency, the Council or its members shall deal with City officers and employees who are subject to the direction and supervision of the City Manager solely through the City Manager and *neither the Council nor its members* shall give orders to any officer or employee either publicly or privately *nor shall they attempt to coerce or influence the City Manager in respect to* any contract or purchase of supplies or *any other administrative action* or *in any manner direct or request the appointment of any person to, or his/her removal from, office by the City Manager or his/her subordinates*. Violation of the provisions of this Section by a member of the Council shall be a misdemeanor, conviction of which shall immediately result in forfeiture of the [office] of the convicted member."
- Section 600: ". . . All departments, offices, and agencies of the City except the Office of City Attorney shall be under the direction and supervision of the City Manager and shall be administered by an officer or employee appointed by him/her subject to his/her discretion."

Material provisions of the Code of Ethics and Conduct *(italics added)*:

- Ethics: "Members of the City Council, City Manager, City Attorney, and of all Boards and Commissions shall conduct themselves in accordance with the following ethical standards:"
    - Paragraph 2 – *"Comply with both the spirit and the letter of the Law and City Policy*. Members shall comply with the laws of the nation, the State of California and the City of Vallejo in the performance of their public duties."
    - Paragraph 3 – "Conduct of Members. *The professional and personal conduct* of members while exercising the powers and duties of their office *must be above reproach and avoid even the appearance of impropriety*. *Members shall refrain from abusive conduct, personal charges or verbal attacks upon the character or motives of* other members of the City Council, Boards and Commissions, *the staff* or public."
    - Paragraph 14 – "Policy Role of Members. *Members shall respect and adhere to the council-manager structure of Vallejo City government* as outlined in the Vallejo City Code. In this structure, the City Council determines the policies of the City with the advice, information and analysis provided *by the City staff*, Boards and Commissions, and the public. Except as provided by the City Code, *members shall not interfere with the administrative functions of the City or the professional duties of City staff; nor shall they impair the ability of staff to implement Council policy decisions*."
    - Paragraph 16 – "Positive Work Place Environment. Members shall support the maintenance of a positive and constructive environment *for City employees* and for citizens and businesses dealing with the City. *Members shall recognize their special role in dealings with City employees to in no way create the perception of inappropriate direction to staff*."

- Conduct: "The Conduct Guidelines are designed to describe the manner in which elected and appointed officials should treat one another, City staff, constituents, and others they come into contact with while representing the City of Vallejo."
    - Paragraph 1 – "City appointed and elected officials and staff will endeavor to communicate with each other and with members of the public in accordance with the following behavior guidelines at all public meetings and while discussing municipal affairs in public fora including social networks and social media platforms and listserves . . . a. Treat everyone courteously . . . e. focus on the issues and avoid personalizing debate . . . g. Refrain from personal attacks on others."
    - Paragraph 4 – "Governance of a City relies on the cooperative efforts of elected officials, who set policy, appointed officials who advise the elected, and City staff who implement and administer the Council's policies. Therefore, every effort should be made to be cooperative and show mutual respect for the contributions made by each individual for the good of the community.
        - *Treat all staff as professionals*. Clear, honest communication that respects the abilities, experience, *and dignity of each individual is expected. Poor behavior towards staff is not acceptable*.
        - *Never publicly criticize an individual employee*. Elected and appointed officials should never express concerns about the performance of a City employee in public, to the employee directly, or to the employee's manager. Comments about staff performance should only be made to the City Manager through private correspondence or conversation. Appointed officials should make their comments regarding staff to the City Manager."
- Compliance: "Primary and Additional Responsibility. The Vallejo Code of Ethics and Conduct expresses standards of ethical conduct expected for members of the Vallejo City Council, Boards and Commissions. Members themselves have the primary responsibility to assure that ethical standards are understood and met, and that the public can continue to have full confidence in the integrity of government."

Material provisions of the Vallejo Municipal Code:

- 2.02.190 – Rules of decorum at public meetings.
    A. The purpose of these rules is to promote orderly meetings and respectful communications so that government business can be discussed and conducted in an atmosphere of respect and collaboration rather than one marked by divisiveness or antagonism.
    B. These rules of decorum shall apply at all meetings of the city council and at all public meetings of the City of Vallejo (hereinafter "Public Meetings") including those conducted by any commission, committee or board appointed by the city council.
    C. City appointed and elected officials, members of the public and city staff will observe these rules of decorum at public meetings: 1. No person participating in or attending a public meeting shall engage in . . . abusive, personal, impertinent, or slanderous

utterance that disturbs, disrupts, or otherwise impedes the orderly conduct of a meeting.

- 2.02.200 – Responsibility of councilmembers. During council meetings, councilmembers shall conduct themselves in accordance with these rules and in such a manner as to avoid disrupting the meeting. Except as otherwise provided in these rules, council members shall abide by the ruling of the council and presiding officer.

(i) Mayor Sorce improperly sought [redacted]emoval as [redacted] – Substantiated (Attachment 2, pp. 4-5, 17-20, 29-30)

Multiple witnesses, including City Councilmembers, stated that they witnessed Mayor Sorce (a) say that she wanted [redacted] fired/removed and/or (b) consistently act in ways that sent that message. One witness, also a City Councilmember, heard the Mayor tell [redacted] that [redacted] should be fired. Although [redacted] denied that Mayor Sorce *directed* him to fire [redacted] he essentially admitted that she had suggested/recommended it. Further, email correspondence Mayor Sorce sent [redacted] specifically targeted [redacted] including one that stated [redacted] "undermines my ability to lead the city effectively," and that the email should be considered a "formal HR complaint" (though she didn't want it shared with the HR Director or City Attorney).

Mayor Sorce's conduct violated the Vallejo City Charter, Section 503, and well as Vallejo Code of Ethics and Conduct, Ethics paragraphs 2, 3, 14, 16, and Conduct paragraph 4.

a. [redacted] acted on Mayor Sorce's direction - Not Substantiated (Attachment 2, pp. 4-5, 24-26, 29-30)

[redacted]

(ii) Mayor Sorce influenced [redacted] decision to not appoint [redacted] – Substantiated (Attachment 2, pp. 7-9, 18, 20, 32-34)

During his absence in July 2025 (across three non-consecutive weeks), [redacted] appointed the Chief of Police to be [redacted] for all three weeks, instead of designating

[redacted] for the portion of the time for which she was available. Multiple witnesses stated that the appointment of the Chief of Police was highly unusual and didn't make sense. [redacted]

[redacted] explanation that he felt it would have been "confusing and disruptive" to have two different people designated as [redacted] during different portions of his absences is not credible, as it is contradicted by the fact he later split [redacted] designations between [redacted] and another [redacted] and the designation of the Chief of Police violated the City Charter. Further, [redacted] that it is possible that a Councilmember requested that he not designate [redacted] but does not recall if it was the Mayor. Notably, a City Councilmember witness stated that Mayor Sorce and another Councilmember wanted to have a Town Hall held during [redacted] absence to discuss some recent shootings, and that the Mayor believed [redacted] would not have allowed that Town Hall to occur but that the Chief might. Multiple City Councilmember witnesses stated that Mayor Sorce was opening hostile to [redacted]

Although this was a close call, in light of the context of the other findings in this investigation, along with Mayor Sorce's refusal to provide a statement on this issue, it is ultimately more likely than not that Mayor Sorc[redacted].

Mayor Sorce's conduct violated the Vallejo City Charter, Section 503, and well as Vallejo Code of Ethics and Conduct, Ethics paragraphs 2, 3, 14, 16, and Conduct paragraph 4.

(iii) Mayor Sorce improperly accused [redacted] of a Brown Act violation at a public City Council meeting – Substantiated (Attachment 2, pp. 9-11, 18-20, 34-37)

On May 23, 2025, the agenda for the City Council's May 27th meeting was published. The agenda included consideration of a report that [redacted] submitted, at [redacted] request, regarding an inquiry by Congressman John Garamendi's office as to whether the City wanted to include a portion of Mare Island in draft legislation designating a National Wildlife Refuge.

Upon receipt of that agenda, Mayor Sorce emailed [redacted] and Councilmember Tonia Lediju and stated – "is this language not a direct admission of a Brown Act violation?" A series of email exchanges between all of the recipients of Mayor Sorce's email followed in which the purported Brown Act violation was discussed. The email exchange culminated in the City Attorney providing a rather robust explanation for why there had been no such violation.

Nonetheless, as soon as [redacted] presented the Wildlife Refuge agenda item at the May 27th City Council meeting, Mayor Sorce publicly accused [redacted] (Mayor Sorce's use of the term "staff" while [redacted] was presenting this topic was the equivalent of accusing [redacted] by name) of committing a violation of the Brown Act and pointed out that it was a criminal offense (misdemeanor). Following the email exchanges that had already occurred, and the availability of closed session to further discuss any legal implications that Mayor Sorce may have still believed were plausible, there was no legitimate reason for Mayor Sorce to publicly accuse [redacted] of the supposed Brown Act violation. Her doing so appears designed to publicly accuse [redacted] of wrongdoing and foster scorn of her from Vallejo constituents.

Mayor Sorce's conduct violated the Vallejo Code of Ethics and Conduct, Ethics paragraphs 2, 3, 14, 16, and Conduct paragraphs 1 and 4, as well as Vallejo Municipal Code sections 2.02.190 (Rules of decorum at public meetings) and 2.02.200 (Responsibility of councilmembers).

a. Acting [redacted] failed to intervene – Substantiated (Attachment 2, pp. 9-11, 18-20, 34-37)

The documentary evidence and statements by [redacted] clearly showed that [redacted] asked that the Wildlife Refuge topic be agendized, and did so on short timeframe. Contrary to [redacted] statement that he didn't recall any conversation about a Brown Act violation prior to the May 27th City Council meeting, the evidence shows that he was directly involved in a rather pointed email conversation on the topic in advance of the City Council meeting, and even expressed his own opinion that there had not been any Brown Act violation. Despite that, [redacted] sat idle at the City Council meeting while [redacted] was criticized for both the supposed Brown Act violation and the manner in which this topic had been placed on the meeting agenda.

(iv) Mayor Sorce influenced [redacted] reassignment of homelessness-related responsibilities – Substantiated (pp. 14-15, 20, 22, 39-40)

Councilmember Gordon stated that she specifically heard Mayor Sorce say that [redacted] handling of homelessness issues had been incompetent and tell [redacted] to appoint someone other than [redacted] to handle homelessness. While [redacted] denied the Mayor's involvement in his decision, his explanation for the reason he made the decision is contradicted by other witnesses, particularly [redacted]

Mayor Sorce's conduct violated the Vallejo City Charter, Section 503, and well as Vallejo Code of Ethics and Conduct, Ethics paragraphs 2, 3, 14, 16, and Conduct paragraph 4.

(v) Mayor Sorce excluded [redacted] from meetings related to Mare Island development projects for which [redacted] had responsibility – Substantiated (Attachment 2, pp. 15-17, 19-22, 40-41)

[redacted] alleged that, although she had worked on Mare Island development issues for a number of years and the City Council had specifically directed that she be involved in meetings with the Vallejo Flood and Wastewater District (VFWD) and Mare Island Company (MIC), Mayor Sorce and [redacted] excluded her from a meeting in May 2025 with these parties, and Mayor Sorce excluded her from subsequent meetings. [redacted] also alleged that Mayor Sorce (with [redacted] knowledge) bypassed [redacted] and met directly with [redacted] subordinate employees about Mare Island development.

Documentary evidence, [redacted] and multiple witness statements demonstrate that these allegations were true. Further, a detailed statement from Councilmember Palmares on this issue shows that [redacted] had a great deal of institutional knowledge on Mare Island development matters and he specifically wanted her involved (even specifically requested her attendance at the May 2025 meeting with VFWD and MIC). According to Councilmember Palmares, Mayor Sorce actively worked to exclude [redacted] from involvement in Mare Island development activities.

Both [redacted] and Councilmember Palmares describe Mayor Sorce "wearing her VFWD Board hat" in this scenario, which does not change the equation. The Mayor's membership on the VFWD Board is *literally and exclusively* by virtue of her position on the City Council as the Mayor. In other words, she doesn't stop being the Mayor of Vallejo when doing VFWD Board work, she does VFWD Board work as the Mayor of Vallejo. Moreover, the City Charter and Code of Ethics and Conduct both expressly extend to Boards and Commissions.

Further, the Mayor's communications setting up the meetings were sent by the Mayor's Executive Assistant and follow up communications came from the Mayor's official email account. Importantly, Councilmember Palmares stated that Mayor Sorce devised an ostensible arrangement where Mare Island development meetings would not have City representation merely as a way to cut [redacted] out of involvement in this work.

Mayor Sorce's conduct violated the Vallejo City Charter, Section 503, and well as Vallejo Code of Ethics and Conduct, Ethics paragraphs 2, 3, 14, 16, and Conduct paragraph 4.

a. [redacted] improperly excluded [redacted] from meetings – Unsubstantiated (Attachment 2, pp. 15-17, 19-22, 40-42)

The evidence shows that [redacted] was not actively involved in the exclusion of [redacted] from Mare Island development meetings (although it appears he was aware it was happening and did nothing to stop it). [redacted] also provided Ms. Herz with examples of instances in which [redacted] communicated directly with [redacted] staff (effectively excluding her from involvement in the interactions), but [redacted] provided a legitimate rationale for doing so, including examples.

(vi) [redacted] retaliated against [redacted] by reprimanding her for issuing a correction memo – Unsubstantiated (Attachment 2, pp. 12-14, 23-25, 37-39)

Shortly after [redacted] had been interviewed by Ms. Herz in the investigation, [redacted] informed Ms. Herz that she had just received an email from [redacted] reprimanding her for issuing a memo to the City Council in June 2025 to address comments the Council had made regarding a Homekey affordable housing project. [redacted] received this email in October 2025, several months after the memo had been sent.

As Ms. Herz notes, the timing of [redacted] action to address the issues he had with [redacted] memo to the Council was problematic, but the evidence demonstrating that he had begun the process of drafting and obtaining review of the reprimand language *before* the commencement of Ms. Herz's investigation tends to show that [redacted] was simply slow to act and was not retaliating against [redacted] for making complaints against him.

(vii) [redacted] retaliated against [redacted] by impeding her ability to use vacation and denying a payout of her accrued vacation – Unsubstantiated (Attachment 2, pp. 12-14, 26, 31-32)

During Ms. Herz's investigation, [redacted] raised an allegation that [redacted] was impeding her ability to use vacation (a pattern of asking her to cancel vacation plans to tend to special or time-sensitive projects/tasks) and then denied her request to pay out vacation time she would otherwise lose due to vacation caps. Documentary evidence Ms. Herz reviewed along with statements by [redacted] and [redacted] demonstrated that [redacted] had chronically experienced vacation accrual cap issues before [redacted] hiring with the City, that [redacted] had time management and delegation issues that caused her to have the vacation accrual cap issues, and that [redacted] legitimately and genuinely believed that he did not have the authority to payout [redacted] for vacation she was losing due to the cap.

4. Allegation by [redacted] that Mayor Sorce was continuing to improperly interfere with her duties [redacted] was UNSUBSTANTIATED (Attachment 2, pp. 16, 26-27, 29)

During the course of Ms. Herz investigation, [redacted] submitted his resignation and was replaced by [redacted] As Ms. Herz was finishing her investigation, [redacted] contacted her to report that Mayor Sorce was inappropriately using [redacted] to continue to retaliate against [redacted] and interfere with her job duties. Specifically, [redacted] alleged that [redacted] took away her responsibility for the Economic Development Department and was making changes to her telework schedule.

[redacted] was interviewed by Ms. Herz, and he denied that Mayor Sorce had provided him any direction or suggestions regarding [redacted] work. [redacted] also provided legitimate explanations for the changes he had made (he took on the Economic Development responsibilities because he had significant experience in that field) and intended to review and consider revision to telework arrangements as part of familiarizing himself with the City's management of its staff and considering improvements.

5. Conclusion

As stated above, virtually all of the allegations [redacted] raised against Mayor Sorce were substantiated. The substantiated allegations equate to several violations of Vallejo's City Charter, Code of Ethics and Conduct, and Municipal Code. The vast majority of the allegations against [redacted] were not substantiated, though the investigation did identify questionable decisions he had made and instances in which he unjustifiably failed to act.

[redacted]

Sincerely,

Douglas L. Ropel

DLR:jjh

ATTACHMENT 1

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CONFIDENTIAL INVESTIGATIVE REPORT

I. INTRODUCTION AND SCOPE

On July 7, 2025, Impartial Investigations, P.C. ("Investigator") was retained by the City of Vallejo ("City"), to conduct an investigation into allegations of discrimination and hostile environment raised [redacted]
Investigator's role in examining [redacted] allegations was to interview witnesses, collect, review and analyze pertinent information, assess credibility and make factual findings as to the veracity of her claims. Once the scope of the investigation was agreed upon, Investigator operated with independence as to witness identification, interview content, and preparation of findings.[1]

II. WITNESSES AND DOCUMENTS

Investigator interviewed the individuals listed below. The investigation also included a review of a large number of emails and other documentation that are not attached to this Report, but can be provided upon request.

Name of Interviewee	Date(s) of Interview	Basic Profile Info	Relationship to Case
[redacted]	August 7, 13, 14, 19 and 22, 2025	[redacted]	Complainant
[redacted]	September 19 and 29, October 1 and 2, 2025	[redacted]	Respondent
[redacted]	October 13, 2025	[redacted]	Witness
[redacted]	October 28, 2025	[redacted]	Witness

[1] Investigator was assisted throughout the investigation by the City's outside counsel Doug Ropel in the introduction to witnesses. At the beginning of each interview, all interviewees were advised of the following: (1) Investigator is a neutral fact finder investigating conduct raised by an employee; (2) Though Investigator is an attorney, Investigator's sole purpose is to make impartial findings of fact and not to advocate on anyone's behalf nor act as legal counsel for the City; (3) Investigator will be taking notes during the interview; (4) Witnesses are free to take a break or leave at any time; and (5) Witnesses are protected from retaliation for participating in the investigation and should likewise not retaliate against anyone else for participating in the investigation.

III. BACKGROUND

[redacted] has been employed at the City for approximately six years. She is currently employed as an [redacted] reporting directly to [redacted] who was [redacted]. On April 16, 2025 [redacted] submitted a complaint via email to [redacted] alleging gender and age discrimination [redacted]

IV. CLAIM, RESPONSE AND WITNESS STATEMENTS

[redacted] center around allegations of discriminatory behavior and conduct at work based on her gender and her age.[2]

[redacted] alleges that she has been subjected to differential treatment based on her gender and age, asserting that [redacted] demonstrates a pattern of conduct reflecting a lack of respect toward women and preferential treatment toward male employees. She acknowledges that some of the conduct could be attributed to ineffective or unprofessional management but believes it is also motivated by gender bias. [redacted] asserts that the following actions collectively demonstrate differential treatment based on gender:

- She claims that [redacted] frequently interrupts her, talks over her, cuts her off mid-sentence, and does not allow her to fully express her thoughts or provide input in team settings. [redacted] reports observing similar treatment toward other female employees, including [redacted] She asserts that male employees in leadership roles are treated differently, noting that [redacted] does not interrupt, talk over, or dismiss male leaders and instead engages with them respectfully.
- [redacted] alleges that [redacted] routinely dismisses her ideas while giving weight to similar ideas when presented by male employees, citing only one specific example involving a pop-up vendor meeting in which he allegedly ignored her recommendation as to when to start this program but approved the same recommendation when presented by a male employee.
- She asserts that [redacted] has also experienced discriminatory behavior by [redacted] and points to an incident in which work with police check-in meetings was assigned to a male colleague [redacted] expression of interest. She reports that [redacted] has made informal comments in the past

[2] [redacted] alleges additional misconduct by [redacted] addressed in a separate report, but neither alleges nor provides any evidence that the conduct in that report was based on gender or age discrimination.

suggesting that [redacted] does not respect women, including statements such as, "he doesn't respect females."

- [redacted] also alleges that [redacted] undermines her authority by meeting directly with her subordinate employees and providing them direction without informing or including her. While she initially told Investigator that she had adjusted to this practice and did not consider it part of her complaint, [redacted] subsequently states that this conduct contributed to her belief that she was being treated differently. She reports that in August/September 2024, [redacted] met with all of her department heads to discuss departmental goals without notifying or including her and that she learned of these meetings from a direct report. She also asserts that he excluded her from bi-weekly Council meetings as well as the budget process which she says she has worked on every year while she has been [redacted] She claims that in October, Councilmember Matulac asked her whether she was being treated differently from male employees in the context of her removal from meetings, though she does not know what prompted him to say this.
- Finally, [redacted] alleges that in October 2024, after concerns arose regarding whether an [redacted] candidate had been preselected prior to interviews, [redacted] addressed a group of female employees and stated that the allegation was untrue and added, "let's not be women who gossip in the office." [redacted] perceives this comment as gender-based and inappropriate.

[redacted] denies treating women differently than men and responds to [redacted] claims as follows:

- He explains that to ensure that everyone has a fair opportunity to contribute in discussion, he uses a roundtable approach in which staff members provide an update on what they are working on. He says he tries to ensure that everyone has time to participate but explains that people have different levels of self-awareness of how much time to spend with their update, requiring him to interrupt them on occasion. He explains that he does not favor certain staff over others in terms of providing them an opportunity to speak. Specifically, he denies providing men the opportunity to speak over women, noting that many of the male department heads are less vocal than the women.
- [redacted] dismissing [redacted] ideas while giving weight to similar ideas when presented by male employees. With respect to the pop up example presented by [redacted] recalls generally discussing the idea of having pop up vendors, but does not recall the specifics. He denies ignoring [redacted] recommendation of an implementation date yet accepting the same recommendation from a male employee.

- In regard to assigning work related to the police team to [redacted] explains that the [redacted] at the police department left and [redacted] was assigned to work as [redacted] as he had expertise in budgeting. Ultimately, he explains, the police department hired a new [redacted] is no longer working in an interim role.
- With regard to [redacted] aim that [redacted] undermines her authority by excluding her from certain meetings or meeting with her staff without her, [redacted] explains as follows:
    - He says there are instances - - for example, when matters are time sensitive or to better understand an issue or even when he has worked with someone on an issue in the past - - when he might bypass the [redacted] and reach out directly to their subordinate employees. He states that he may have met with some of [redacted] department heads to get to know them and to understand their goals.
    - He says that he did not exclude [redacted] from Council meetings unless there was a Closed session in which the Council wanted to discuss something that was not related to the work she was doing or if they wanted to discuss a topic related to concerns that they had with [redacted] role in particular projects. He likewise says he did not exclude her from the budget process. He continues that he does not know whether [redacted] had traditionally been involved in the budgeting process before he got there, but that when he arrived, he streamlined the budget process. He says he did nothing to remove [redacted] from the budget process and if that happened, it would have been at the suggestion of [redacted]

- Finally, [redacted] does not remember making a comment about women gossiping in the office and says this does not sound like something he would have said, though he acknowledges he may have said something about gossip more generally.[3]

[3] In an email provided to Investigator after his interviews, [redacted] emphasizes that he is "very aware of diversity, equity, and inclusion issues in the workplace" and is "very careful not to take any action that might be remotely perceived as offensive." He reflects on his personal and professional background and believes it contributes to him being a strong supporter of women having fair and equitable standing in the workplace. He offers a hypothesis about why [redacted] made what he describes as "untrue" allegations, explaining that [redacted] has "been under fire" from the Council and Community for her performance on a number of projects, and was disappointed she did not get selected by the City Council for the [redacted] He continues that he "hesitate(s) to say" and does not "say it lightly", but he believes [redacted] filed a complaint because she was concerned about her job security and that she knew that the "City would be reluctant to take any adverse action, such as separation, against an employee that recently filed a complaint, for fear that the City might receive a retaliation complaint." He adds that he also believes that [redacted] "thinks that if she can undermine (him) in (his) role [redacted] she might somehow be given the opportunity to serve [redacted]" and that he thinks

[redacted] explains that she used to report directly to [redacted] but because of an unrelated lawsuit brought by a former employee against the [redacted] she had been warned through the "rumor mill" (which she explained meant staff, including [redacted]) that they had heard from people who used to work with him at his last job that he was misogynist. Based on this, she admits she is "probably slightly biased" because she was looking for signs of this in him.

With respect to the police check-in meetings to which [redacted] refers, [redacted] that she had expressed multiple times to [redacted] hat she wanted to branch out of her responsibilities for homelessness and delve into issues related to first responders. She says that when there was an opening, [redacted] into this position and that, at first, she was frustrated and expressed her frustration to [redacted] states that she does not feel that [redacted] to this position because he is male. She acknowledges that [redacted] had previous experience in finance, which was required for this role, and she did not.

[redacted] ays that in some of their department meetings, everyone typically has an opportunity to share, and while someone may talk more, it is not gender-based.[5] She says that [redacted] pulled her aside after one meeting (May or June 2025) expressing that she did not have the opportunity to speak on her items and felt she was locked out. [redacted] recollection of this was that [redacted] joined late, and that after [redacted] presented on a specific topic, he moved on to the next person.

[redacted] acknowledges that [redacted] can and does cut people off while they are talking. She says it seems to happen more over Zoom, but she has never considered it to be rude and she does not believe it happens more with women than men. But, she explains, their department has 9 women and only 2 men on staff, so it might occur more with women. She also says she cannot think of any instances in which [redacted] appeared to give more weight to what a man said than what a woman said.

"that there might be a couple of other City employees who are worried about their job security and/or their job circumstances (like not being able to work as remotely or the flexible hours they would like) who might be collaborating with [redacted] n spreading the false allegations."

[4] Though she cannot recall with certainty, [redacted] ays that she may have made a comment to [redacted] hat [redacted] does not respect women or may have said "If I was a guy I would have gotten that position."

[5] She explains that they also have staff meetings in which people don't always get a chance to share their items.

Finally, [redacted] does recall [redacted] making a comment related to women gossiping though she does not recall that this was in the same meeting to which [redacted] refers. Regardless, in a meeting with all female staff, she recalls [redacted] making some sort of comment to the effect of "we don't need to run around being gossipy women/hens/girls". She remembers after this meeting saying to some of her co-workers "if this was men having this conversation, would he have used those words?" She also recalls another incident in which [redacted] made some sort of reference to gossipy girl type conversations.

[redacted] describes [redacted] as collaborative and a good communicator, asking for feedback from Directors before rolling anything out. She says he asks for opinions and takes input from all Directors when crafting a response to Council on any given issue. She explains that she feels respected and valued by [redacted] and feels that he treats all staff fairly and consistently. She continues that, in Director's meetings, everyone is treated equally, there is no feeling of special treatment and she has not observed any dynamics or interactions or occurrences in which female employees are not treated the same as male. She states that she has not observed [redacted] interrupting female employees or not providing them the space to fully share their input. She acknowledges that he is very "to the point" and that he can move very quickly from one topic to the next. She says that, if he has interrupted her, it's because she is not being concise enough, and she loves this.

[redacted] states that "everyone knows" that [redacted] "are not getting along," that [redacted] "does not like" [redacted] or that she feels she is not included. She says she has not heard this directly from [redacted] but other staff members have told her that [redacted] was unhappy with [redacted] and his style of working. [redacted] offers that she was not surprised to learn of this investigation because of what she had been hearing, but reiterates that she works with [redacted] and to her, this claim doesn't make sense.

With regard to the budgeting process, [redacted] explains that [redacted] was not historically involved in this process as this is the responsibility of the [redacted] though at the request of the prior [redacted] was involved in almost all aspects of running the City, including budgeting [redacted] says when the prior [redacted] left and an [redacted] was in place, she stopped copying [redacted] on budget stuff. And by the time [redacted] joined, she explains [redacted] was no longer included in budgeting. She explains that [redacted] did not provide any direction to her as to whether to include or exclude [redacted] in the budgeting process.

J.R. Matulac's Statement - Councilmember Matulec says he has heard from [redacted] that she is left out of the loop on things, but he shares that he has never observed [redacted] treating [redacted]

[redacted] differently than men. He continues that he has never heard nor said anything to [redacted] or anyone else about [redacted] being treated differently than men on staff.

V. FACTUAL FINDINGS[6]

Investigator's findings are based on an assessment of the credibility of the witnesses and analysis of documents. Investigator assessed the facts using a preponderance of the evidence standard to determine whether it's more likely than not that [redacted] claims are true. **Following a comprehensive review of the evidence and credibility of the witnesses, Investigator finds that the preponderance of the evidence does not support [redacted] claims that [redacted] ay treated her differently because of her gender or age.**

In evaluating the credibility of the parties and witnesses, Investigator considered various factors, including corroborating evidence, plausibility, ability to observe the events, and bias. With respect to [redacted] it is somewhat diminished by her belief that [redacted] is attempting to have her terminated, as this indicates a personal stake in the outcome and a potential motive to exaggerate or portray events in a more negative light.[7] Additionally, with one exception, there is no corroboration of her statements, as discussed below. In fact, Councilmember Matulac unequivocally denied making the statement she attributed to him. Taken together, this negatively impacts [redacted] credibility.

In assessing [redacted] credibility, consideration was given to the consistency of his account, the extent to which it was corroborated, and its overall plausibility. [redacted] denied the majority of the allegations made against him, and these denials were supported by both [redacted] which strengthens the reliability of his account. Indeed, the fact that [redacted] who acknowledged that she initially held a pre-conceived concern that the respondent might be sexist but nevertheless corroborated much o [redacted] description of his conduct and interactions with female staff - - further supports his credibility. The only area of partial corroboration relates to an alleged comment about women being "gossips." [redacted] denied making a gender-specific remark, he acknowledged the possibility that he may have made a more general comment about gossip in the workplace. Investigator considered that [redacted] may have recognized that attributing gossiping to gender was inflammatory,

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[6] Investigator did not make a legal determination as to whether there was any unlawful conduct under any law or statute, nor did she make a determination as to whether there was a violation of the City's policies or charters. Investigator's findings should not be interpreted as giving a legal opinion on liability.

[7] Investigator also considered [redacted] had shared that she had heard [redacted] was a misogynist, suggesting she may have formed a negative perception of him before any direct interaction. While this raises concerns about objectivity and the possibility that her interpretation of subsequent events was influenced by a pre-existing bias, there is no evidence to suggest this is the case.

and therefore may have been intentionally—or conveniently—unable to recall the full statement. However, in light of the other evidence presented, this possibility was not given significant weight. Overall, [redacted] account is supported by corroborating witness evidence and demonstrates internal consistency, which enhances its reliability.

As to the remaining witnesses - - [redacted] and Councilmember Matulac - – Investigator finds them credible, with no apparent motive to exaggerate and no apparent bias.

Investigator finds that the preponderance of the evidence weighs against [redacted] allegations. She provided no substantive evidence in support of her age discrimination claim, relying solely on her assertion that she is younger than [redacted] and her belief that she is treated differently on that basis, while also acknowledging uncertainty regarding the applicable standards. The absence of specific examples, corroboration, or comparative evidence weakens the reliability of this aspect of her claim. As to her claim of [redacted] there is no evidence to support [redacted] claim that [redacted] treated women differently than men.[8] Additionally, both [redacted] treats women differently, and Mr. Matulac refutes [redacted] claim that he made a comment to her about [redacted] treating her differently. Based on the credibility of the witnesses and the evidence presented, Investigator finds that it is more likely than not that [redacted] laims are without merit.

Should you require additional detail, please do let me know. Thank you.

Respectfully submitted,

4/14/26

[8] Even if this single comment was made, it would not, in Investigator's view, be sufficient to establish that [redacted] treats women differently than men. However, if made, he should be made aware of how the remark could be interpreted and its potential impact, as references to gender should not be introduced in the workplace.

ATTACHMENT 2

ATTACHMENT 2

Impartial Investigations

CONFIDENTIAL, ATTORNEY-CLIENT PRIVILEGED INVESTIGATIVE REPORT

July 6, 2026

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I. INTRODUCTION AND SCOPE

On July 7, 2025, Impartial Investigations, P.C. ("Investigator") was retained by the City of Vallejo ("City"), to conduct an investigation into [redacted] allegations of retaliation and hostile environment against [redacted] and Mayor Andrea Sorce. Investigator's role in examining [redacted] allegations was to interview witnesses, collect, review and analyze pertinent information, assess credibility and make factual findings as to the veracity of her claims. Once the scope of the investigation was agreed upon, Investigator operated with independence as to witness identification, interview content, and preparation of findings.[1]

II. EXECUTIVE SUMMARY OF FINDINGS

Below is a summary of Investigator's findings with respect to each allegation. These findings are based on the evidence gathered during the investigation and are explained in detail in the body of this report.

SUBSTANTIATED. IT IS MORE LIKELY THAT NOT THAT…	UNSUBSTANTIATED. IT IS MORE LIKELY THAN NOT THAT…
Mayor Sorce sought [redacted] termination and suggested that [redacted] from her position	[redacted]
[redacted] decision not to appoint [redacted] as [redacted] was influenced by Mayor Sorce	[redacted] did not interfere with [redacted] vacation use nor did he improperly deny her accrued vacation payout
Mayor Sorce unjustifiably alleged a Brown Act violation and [redacted] failed to intervene	[redacted] did not retaliate against [redacted] for issuing Correction memos to Council
Mayor Sorce influenced [redacted] to reassign [redacted] homelessness-related responsibilities	[redacted] did not improperly excluded [redacted] from meetings
Mayor Sorce inappropriately excluded [redacted] from meetings	

[1] Investigator was assisted throughout the investigation by the City's outside counsel Doug Ropel in the introduction to witnesses. At the beginning of each interview, all interviewees were advised of the following: (1) Investigator is a neutral fact finder investigating conduct raised by an employee; (2) Though Investigator is an attorney, Investigator's sole purpose is to make impartial findings of fact and not to advocate on anyone's behalf nor act as legal counsel for the City; (3) Investigator will be taking notes during the interview; (4) Witnesses are free to take a break or leave at any time; and (5) Witnesses are protected from retaliation for participating in the investigation and should likewise not retaliate against anyone else for participating in the investigation.

III. WITNESSES AND DOCUMENTS

Investigator interviewed the individuals listed below. Although Mayor Sorce initially agreed to participate in an interview, she later declined to do so and did not make herself available for questioning. The investigation also included a review of a large number of emails; those that were relied upon and/or referenced are listed in the attached Exhibit List. Investigator was granted partial access to [redacted] email inbox covering the period from the commencement of his employment in May 2024 through early 2026. This access was provided for the limited purpose of reviewing correspondence between [redacted] and Mayor Sorce that could be relevant to the subject matter of this investigation.

Name of Interviewee	Date(s) of Interview	Basic Profile Info	Relationship to Case
[redacted]	August 7, 13, 14, 19 and 22, 2025, May 5, 2026	[redacted]	Complainant
[redacted]	September 19 and 29, October 1 and 2, 2025	[redacted]	Respondent
[redacted]	October 10, December 23, 2025	[redacted]	Witness
[redacted]	October 28, 2025	[redacted]	Witness
Councilmember Helen-Marie Gordon	November 10, 2025	Council member	Witness
Councilmember JR Matulac	November 18, 2025	Council member	Witness
Councilmember Peter Bregenzer	November 12, 2025	Council member	Witness
Councilmember Charles Palmares	May 22, 2026	Council member	Witness
[redacted]	June 3, 2026	[redacted]	Witness

IV. BACKGROUND

[redacted] has been employed by the City for approximately six years. At the time this investigation commenced [redacted]

On April 16, 2025, [redacted] emailed [redacted] and Mayor Andrea Sorce[2] were retaliating against her because of her involvement in matters related to [redacted] (Mayor Sorce's husband) termination and lawsuit, and her participation in a [redacted] further alleges that [redacted] acted in coordination with Mayor Sorce, resulting in what she characterized as bullying. On May 28 and June 1, [redacted] submitted follow up emails to [redacted] providing additional examples that she contends demonstrate ongoing retaliation, harassment, and a hostile work environment.[4]

V. [redacted] CLAIMS AND [redacted] RESPONSES

[redacted] says that during her tenure at the City she has been supervised by five different City Managers. The then-current [redacted] with what she describes as a top-down leadership style, which she says is different from how others have previously managed. She explains that the Mayor Sorce was elected in November 2024 and sworn into office in January 2025. [redacted] claims that both [redacted] and Mayor Sorce are treating her unfairly and retaliating against her. More specifically, [redacted] alleges that Mayor Sorce is attempting to orchestrate her removal in retaliation for [redacted] involvement in the investigation and subsequent litigation concerning [redacted] from the City.[5] She further alleges that Mayor Sorce is directing [redacted] to take actions designed to prompt her resignation or result in her termination. [redacted] denies acting in concern

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[2] Mayor Andrea Sorce is an elected official without a direct supervisory relationship to City employees.

[3] [redacted] did not provide any evidence beyond the allegation in her initial complaint that any actions taken against her were related to her participation in the [redacted]

[4] [redacted] advised Investigator that she has handwritten notes that allegedly support her claims, however she refused to provide them to Investigator on the advice of her attorney, stating that if she did,then they would become the City's property.

[5] According to [redacted] used to work in the City's Economic Development office until [redacted] at that time, [redacted] was his peer working in the Planning Department. She says that she was involved in the investigation into [redacted] that ultimately led to [redacted] and provided information that was adverse to him. She adds that after [redacted] she took over all of his projects. As a result, she claims the Mayor is "out to get her" and is seeking [redacted] assistance in making that happen.

with Mayor Sorce with regard to any of his behavior toward [redacted] and he further denies acting improperly or retaliating against her.

A. ALLEGED COORDINATED EFFORTS BY MAYOR SORCE AND [redacted] TO REMOVE HER FROM HER POSITION

[redacted] says that after Mayor Sorce was elected but before she was sworn in, she heard from constituents that the Mayor was campaigning for the City Hall staff, including [redacted] to be "cleared out." Additionally, she claims that:

- Councilmember ("CM") Bregenzer called her in February and told her that Mayor Sorce is directing [redacted] to get rid of her and the [redacted] She alleges that, a month earlier, CM Bregenzer told her he was shocked she had not sued the City yet because the treatment of her was completely out of line.
- In February, another unnamed community member told her that "the Mayor is out to get rid of Executive Leadership" including [redacted] She also states that CM Matulac told her he heard the Mayor speaking negatively about her and asked if [redacted] was supporting her, allegedly advising [redacted] to speak to an attorney about the conduct of the Mayor.
- On April 22, CM Gordon called her and advised that Mayor Sorce was talking negatively about [redacted] and her work and that [redacted] was not sticking up for her. On another occasion she says that CM Gordon told her that a member of a Homeowners' Association meeting told her that the Mayor said she was getting rid of [redacted] and others.
- Two unnamed members of the public told her that Mayor Sorce said that she was going after [redacted] and that she was going to clear house and get rid of all Executive Staff. [redacted] says that yet another unnamed community member told her that Mayor Sorce is trying to oust her because she is part of the group of people who got the Mayor's [redacted] spoke negatively of the Mayor's husband's work.

Mayor Sorce's response: Mayor Sorce declined to participate in an investigatory interview and, therefore, did not provide any information relating to this allegation.

[redacted] denies that Mayor Sorce is directing him to remove [redacted] from her position. He says that before she was elected Mayor, he was "indirectly" aware of comments Mayor Sorce made about removing [redacted] from her position. He adds that Mayor Sorce has made direct comments and expressed concern to him about work that [redacted]

[redacted] is overseeing, though he doesn't recall if she ever said specifically that she thought [redacted] was doing a bad job.[6] He continues that the Mayor has never directed him to get rid of any staff; when asked if the Mayor has perhaps recommended or suggested it, he responds that he doesn't know "if she has gone that far," though perhaps she has made observations such as "I think there is a performance problem here that the City might want to do something about."[7]

[redacted] acknowledges that he has spoken to [redacted] about a [redacted]

B. ALLEGED INTERFERENCE WITH VACATION USE AND DENIAL OF ACCRUED VACATION PAYOUT

[redacted] alleges that [redacted] coordinated with Mayor Sorce to sabotage her ability to take vacation and refused to compensate her for unused time. By way of example, she states that the prior City Manager had approved [redacted] 1-week vacation for the first week of July 2024. However, she says that [redacted] planned to take a 3-week vacation in July. Because of his vacation, [redacted] says she agreed to forego her vacation, though she says she expressed to him that she was approaching her vacation cap and would lose the time if she did not take it.[8] She claims [redacted] told her not to worry about the lost vacation time.

[redacted] says she placed the vacation cap issue on their weekly check-in agenda to keep it front of mind, but by November/December 2024, the matter had not been remedied. Because she had stopped accruing vacation in July, and so that she would not incur further vacation loss, [redacted]

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[6] [redacted] says that the Mayor does express comments about the fact that she doesn't think the Mare Island project - [redacted] works on - is going well. He explains that, prior to [redacted] working on it, [redacted]

[7] In a March 14, 2025 email from Mayor Sorce to [redacted] the Mayor complained about something that [redacted] had done, writing, in part, [redacted] action undermines my ability to lead the city effectively." She then asked him to consider her email, along with an earlier conversation, a "formal HR complaint" about [redacted] and she asked him not to share it with the [redacted] Then on September 2, 2025, Mayor Sorce sent [redacted] an email commenting that an earlier email [redacted] sent about the fact that she was excluded from meetings related to Mare Island was *"wholly and entirely inappropriate on so many levels. I will be following up."*

[8] [redacted] states that the pric[redacted] paid her out for unused vacation because she had been unable to take all of her vacation due to work commitments.

[redacted] says she attempted to take one week off in November and one week off in December. However, she says, [redacted] directed her to work on time-sensitive matters, preventing her from taking some of the vacation time in both months. She says he also asked her to drop her plans and attend a special meeting on December 30 or 31 to address year-end matters for her departments because he was going to be on vacation. She says she had no choice but to attend the meeting and as a result she lost additional vacation time.

In January 2025, [redacted] wrote to the [redacted] about the vacation time issue, and she says [redacted] told her he would take care of it. However, she says, he did not get back to her until March (while she was on vacation [redacted] at which time he wrote to her that she would not be paid out for unused vacation.[9] When she returned, she says she spoke to [redacted] about his decision, stating she expected he would restore her hours rather than refuse them. She says she reminded him that her prior experience was that when covering [redacted] and forgoing vacation, she would be paid out for it. [redacted] sent an email dated April 7 asking [redacted] to reconsider, but he did not change his decision. [redacted] believes everything [redacted] did regarding her vacation, including delaying the decision as to whether to pay her out for unused vacation and notifying her while she was out of the country that he would not do so, was at the Mayor's direction.[10]

Mayor Sorce's response: Mayor Sorce declined to participate in an investigatory interview and, therefore, did not provide any information relating to this allegation.

[redacted] denies preventing [redacted] from taking vacation and also denies coordinating with Mayor Sorce to deny compensation for unused time. [redacted] points out that [redacted] was accruing vacation in the years prior to him joining that led to her reaching her cap and opines that [redacted] characterization of not being able to use her vacation due to overlapping time off and work obligations is not true; rather, he believes it is a time management issue for [redacted] He states that he has never cancelled [redacted] vacation, but he does acknowledge that she was required to work on time-sensitive work related to year-end issues when she was supposed to be on vacation, stating "we all have deadlines and things we have to get done." He also says he might have texted or emailed her while she was on vacation, explaining that when he is on vacation he remains available to answer questions. He also says he may have reached out to her to join a call when she was on

[9] [redacted]

[10] She notes [redacted] could have made the decision in July, but says it sat for eight months despite her raising it repeatedly.

vacation, but he does not recall this specifically. He states that she has never indicated that she does not want to be disturbed on vacation.

[redacted] says he cannot recall when he first became aware of [redacted] concern about reaching her vacation cap, but believes it was sometime in 2024. He explains that she was asking to be paid for vacation time that she could not use and he told her he would look into it. [redacted] He provides an email dated February 18, 2025 [redacted] inquiring if they were aware of any exceptions that would allow payment to an unrepresented employee for foregone annual leave accrual to which he says they responded they were not.[11] He then reported to [redacted] that there is no policy nor procedure under which she could be paid or credited for lost vacation accrual in a March 10, 2025 email.

[redacted] states that he is aware that the prior [redacted] had paid out [redacted] unused vacation in the past, but he says that was only one data point for him. He says he determined that the [redacted] did not have the legal authority to cash out or buy back vacation, and that only City Council can make decisions on benefits. When asked why it took until March to respond to [redacted] vacation buyback request when she had first raised it as a concern the prior July, [redacted] explained he was busy and that it did not change anything because she had already lost accruals based on being at the cap. Regarding finally responding to [redacted] while she was on vacation in Australia, he states that he saw no reason to delay sending her an email about the denial of payout until she returned from vacation.

C. ALLEGED IMPROPER REFUSAL TO APPOINT HER AS [redacted]

[redacted] alleges that [redacted] has intentionally not selected her to serve as [redacted]r in his absence and believes he did so at the Mayor's urging. [redacted] says that her job description says that she will serve as [redacted] [redacted] is out. She states that in mid June 2024, [redacted] announced he would be out of the office for three, non-consecutive weeks in July and would appoint an [redacted] She states she wrote to him and advised that she was available for the second part of his vacation but not the first part. [redacted] explains that, at a meeting a week or so later, he announced that [redacted] when she was there and that someone else would do it the week she was out. She says [redacted] [redacted] can attest to [redacted] saying this. Despite this, she says on June 30, [redacted] sent an email announcing that the Chief of Police was going to be [redacted] for the

[11] [redacted]

entire time he was out of the office. [redacted] a response to this email on July 9, asking why he had "changed direction" from what he had told the group earlier that she would be [redacted] responded, in part, that he thought it would be confusing and disruptive to change [redacted] mid-stream. [redacted] questions why [redacted] declined to allow her to split serving [redacted] with the Police Chief, yet in December 2025, he proposed that [redacted] duties while he was on vacation over Christmas.[12] [redacted] says that she was under the impression that [redacted] was acting at the Mayor's direction in appointing the Police Chief, but she provides no evidence to support this.

In August 2025, she says that CM Gordon told her that she had told [redacted] that he should be appointing [redacted] She says that [redacted] did in fact ask her to serve as [redacted] that month, which she did. She opines that he did so because he knew that she filed a complaint.

Mayor Sorce's response: Mayor Sorce declined to participate in an investigatory interview and, therefore, did not provide any information relating to this allegation.

[redacted] denies improperly refusing to appoint [redacted] He acknowledges that it is most appropriate to ask the [redacted] in his absence, but that he does not always do that, depending on bandwidth and availability. At the time of his interview, he recalls there were only six occasions when he appointed an [redacted] and he does not remember how many of those times it was [redacted] He recalls one occasion when he was going to be out of the office for an extended period of time and [redacted] was going to be out for some of that time, it made sense for him to appoint the Police Chief [redacted] especially because there were a lot of public safety issues at the time. He acknowledges that [redacted] told him that she would be available during some of that time, though he says he never told her he would appoint her to be [redacted] He believes she was under the impression she would be appointed and was disappointed when she was not.

[redacted] states that [redacted] sent him an email stating that it is her role to serve as [redacted] if he is not in the office, and he responded apologizing if there had been a miscommunication. He wrote that, though she told him she would be available to serve as

[12] [redacted] provides a December 2025 email to support this. She suggests that he did this because the Police Chief is male and [redacted] are both women, though she provides no evidence to support this.

[redacted] he had not made a decision.[13] [redacted] also explains that there is a provision in the Municipal Code that states he can appoint the [redacted] or any other person who is qualified.[14]

[redacted] does not recall speaking with any of the Council members about who to appoint as [redacted] though he acknowledges that one of them may have asked or suggested or requested that he not appoint [redacted] He says he does not recall if this was the Mayor who did this. And he clarifies that he's "not saying it happened or didn't happen," and states he has never taken any direction from the Mayor or Council members as to how to manage staff.

D. ALLEGED IMPROPER BROWN ACT VIOLATION ACCUSATION BY MAYOR SORCE AND FAILURE OF [redacted] TO INTERVENE

[redacted] says that, at [redacted] request, she wrote a report that was sent to Council to consider whether they should ask Congressman Garamendi to add 109 acres of land to the draft legislation for inclusion in the National Wildlife Refuge. She says she submitted the report to [redacted] for approval for inclusion on the agenda for the May 27 meeting before it was sent to Council. She describes the report as including reference to prior meetings between certain Council members and staff (including [redacted]) about this same issue. At the May 27, 2025 Council meeting, Mayor Sorce started discussion on this agenda item by making an accusation of a Brown Act violation on the part of staff by virtue of these meetings having occurred.[15]

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[13] [redacted] July 10, 2025 email response reads *"I am sorry that you feel like there has been a miscommunication. My recollection is that you let me know when you would be available to serve as* [redacted] *and I told you thanks for letting me know your availability. I had not made a decision about who I would assign to serve as* [redacted] *and I don't think I communicated a plan to anyone at that time. The Code does not require that an* [redacted] *Because you are not going to be available for the full period I am going to be away, and I think it would be confusing and disruptive to change* [redacted] *midstream, and because public safety has been a key topic of Council interest, I think it makes the most sense to have* [redacted] *serve."*

[14] [redacted]

[15] The Brown Act is a California law that promotes transparency in government. It prohibits secret meetings, serial communication and undisclosed decision making.

[redacted] contends that, prior to the May 27 City Council meeting, Mayor Sorce had been advised by the City Attorney that there had not been a Brown Act violation. She adds that she believes Mayor Sorce had also spoken to [redacted] about this in advance of the meeting. Her belief is based on a conversation she had with [redacted] which [redacted] told her that [redacted] had sent her an email about the Mayor's position that this was a problem and that he seemed onboard with the Mayor's position. Despite knowing the Mayor was going to raise a concern of a Brown Act violation at the meeting, [redacted] did not give her any advance notification. And, she says, [redacted] could easily have stated at the meeting that he and [redacted] attended those meetings and could have clarified that what the Mayor was saying was incorrect. She also asserts that when she was criticized for the timing of the item being added to the agenda, he could have disclosed that he had directed it be brought to Council. She believes Mayor Sorce and [redacted] collaborated to raise this issue to attack her.

Mayor Sorce's response: Mayor Sorce declined to participate in an investigatory interview and, therefore, did not provide any information relating to this allegation.

[redacted] denies that he improperly failed to intervene when Mayor Sorce made an accusation of a Brown Act violation. He explains that he does not recall asking [redacted] to bring the issue of including City land in the National Wildlife Preserve to Council, stating that perhaps it was one of the Council members who asked for this to be brought forward.[16] He also says he does not remember providing [redacted] any input on her report and does not recall approving it.[17]

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[16] Documents provided during this Investigation indicate that [redacted] did in fact ask for this issue to be included on the agenda and that he was aware of proposed legislation by Congressman Garamendi's office about the Wildlife Nature preserve as early as March 2025. On May 2, 2025, [redacted] sent an email to other staff asking them to find out when the Congressman's office would need to know if the City would like to include the Preserve in the draft legislation. On May 12, [redacted] requested that staff create a written summary of the pros and cons of including the Preserve in the legislation that could be used to "educate Council members on this topic." On May 13 he directed Staff to include this topic as a "tentative Council agenda action item for 5/27/25." On May 14, [redacted] asked the City Clerk to add this discussion to the agenda "per [redacted] direction" for the May 27 meeting.

[17] [redacted] subsequently wrote to Investigator on October 20, 2025 as follows: *"Regarding the time stamps from Civic Clerk that show when I received [redacted] written report and when I approved it for submission to the Council, our normal practice is to publish the City Council agenda and packet one week prior to the Council meeting. So, for the Tuesday May 27, 2025 Council meeting, we would have been aiming to publish the packet on Tuesday May 20, 2025. I received the draft staff report through Civic Clerk at 5:16 am on Thursday May 22, 2025, and approved it at 8:53 am that day. I received it for my review two days after it should have already been reviewed, approved, and published in the packet. Although I don't recall what level of review I gave this specific item before approving it, considering how late it was and the fact that we would have wanted to get it published ASAP, I imagine that I would have given it just a cursory review or not even reviewed it at all before approving it."* He later clarifies that he is *"supposed to receive Council meeting agenda packet materials for review at least 13 days prior to the Council meeting."* He explains that for a variety of reasons, he often gets materials for a review closer to the

[redacted] acknowledges that at the May 27 Council meeting, Mayor Sorce made an accusation that there was a Brown Act violation. He states that he does not recall a discussion with Mayor Sorce about her concern beforehand and denies having a conversation about it with her.[18] He also says he was not aware that Mayor Sorce had spoken to the [redacted] before the meeting about whether the meetings discussed in the report presented a Brown Act violation. He declares that the first time he heard of this concern was in the public session; he then clarifies that he may have heard about it beforehand in a letter from a member of the public. He insists he did not know the topic was going to be raised at the May 27 meeting. When presented with the recording of the May 27 Public Council meeting in which Mayor Sorce says in relevant part *"I'm seeing a Brown Act violation here,"* and that when she *"read the staff report on Friday the first thing I did was email the* [redacted] says he does not remember the Mayor calling or emailing him. He later says, however, that he recalls speaking with the City Attorney about Mayor Sorce's concern of a Brown Act violation in advance of the meeting and that the City Attorney agreed to address this topic if it came up at the meeting. When asked to clarify the contradiction of when he first learned about a concern of a Brown Act violation, he states that he spoke to the City Attorney about it and that conversation could have been after he received the email from the member of the public.

[redacted] explains that the Brown Act prohibits Council members from using an intermediary to give their opinions or share information. He states that he was in attendance at all of the meetings with which Mayor Sorce took issue and says that none of them were held in secret and that he does not recall that any of the Council members provided any directions or opinions to either [redacted] explains that the reason he didn't speak up at the Council meeting and defend himself and his staff by explaining that nothing improper had been done was because he is not an expert and the City Attorney took the lead and responded to Mayor Sorce's claim. He says it is not his responsibility to defend his staff when they are accused of wrongdoing if the City Attorney is going to do that on behalf of the City team.

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publication deadline and that he occasionally has not choice but to either provide a cursory or no review at all prior to approving it.

[18] Though [redacted] did not provide it to Investigator, she located a May 23, 2025 email in [redacted] inbox from Mayor Sorce which states *"Is the staff report for Item D not a Brown Act Violation?"* and she copied and pasted the following language from the report: *"In June 2024, staff presented the opportunity to the City Council in one-on-one meetings for consideration. At that time, Council direction to staff was to retain City ownership of the Preserve Site and not ask for inclusion in the San Pablo NWR."* There were additional emails on this topic up to and including one sent by [redacted] on Sunday May 25.

E. ALLEGED RETALIATION FOR RAISING COMPLAINTS ABOUT [redacted]

[redacted] claims that [redacted] retaliated against her by writing an email which she describes as a "reprimand" approximately four months after the underlying event. By way of background, she explains that during a May 19 2025 Council meeting, Mayor Sorce made false statements about the HomeKey project, which is a Housing project that [redacted] were working on. She says that sometime after this meeting she suggested to [redacted] that they correct the false information that had been presented in front of the public and that he told her to go ahead and do this. She explains that she wrote a memo doing just that in cooperation with [redacted] and it was sent to the Council on June 8, 2025.[19] [redacted] says she believes that Mayor Sorce did not like that [redacted] was defending herself and staff by challenging the Mayor's misrepresentations and she thinks Mayor Sorce directed [redacted] to do something about it, though she produces no evidence to support this. In any event, [redacted] says she did not hear anything further about this from [redacted] or anyone else until October 3, 2025, when [redacted] sent an email to [redacted] writing that he wanted to "circle back to close the loop" on the Correction memo that was sent back in June.[20] She says he sent this while she was on vacation and believes it "goes beyond poor leadership", stating that she thinks his intent in sending this email was "personal and trying to get [her] to leave." [redacted] subsequently sent an email to [redacted] writing that she does not understand why she is being "reprimanded 4 months after an event except that it is retaliation for" filing her complaint.

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[19] [redacted] subsequently wrote an email to [redacted] stating that the memo contained more information than she was expecting, which [redacted] says she did not understand because [redacted] provided red-lined feedback. [redacted] provided Investigator a copy of this email string between [redacted] wrote in relevant part: *"the correction memo had a bit more of it then I was expecting,"* continuing that while she feels it is important to defend staff if there is inaccurate information being presented, she does not feel that she or her staff have been *"unheard or intentionally slighted"* during Council meetings. [redacted] responded that she *"thought we were settled with your redline edits on Friday when we spoke"* and invited her to communicate *"any specific edits she felt needed to be made."* [redacted] replied that she did not feel any further edits to the memo were needed and that she just wanted to add context for her and [redacted]

[20] [redacted] email reads, in relevant part: *"I was surprised that I was not given the opportunity to review the memo before it was sent to Council; that the scope of the memo was beyond what we had agreed (the history from the City's perspective of the interactions with the three project proponents); and some of the language in the memo. For example, I was surprised and do not believe that it was appropriate in the context of this memo to discuss staff morale and staff experience. I am also concerned that the memo might not have accurately reflected all three authors' perspectives regarding those issues..I will be considering whether any additional follow up is appropriate regarding this matter."*

Mayor Sorce's response: Mayor Sorce declined to participate in an investigatory interview and, therefore, did not provide any information relating to this allegation.

[redacted] denies retaliating against [redacted] by reprimanding her for issuing correction memos to Council. He states that in or around May or June, [redacted] suggested that the [redacted] office correct some of the information that the Mayor made in public Council meetings she viewed to be inaccurate. He continues that both [redacted] and [redacted] thought that some of the things that were said in this meeting were unfair and overly critical and that he told [redacted] that if she thought there was something factually incorrect she could send a memo with clarifying information. [redacted] states that [redacted] worked with [redacted] to put together a Correction memo which she then sent to the City Council without his review first, which he says is unusual. He says he thought the memo waded into many topics that were too broad, including how the comments affected staff morale. He says that Mayor Sorce and two Councilmembers told him this was inappropriate. He continues that [redacted] was out of the office the day after the memo came out so he asked both [redacted] about it and they told him they provided input to [redacted] but that the memo didn't accurately reflect what they told her. He says they told him that there were parts of the letter that they had not seen before, including about the misrepresentations affecting staff morale.

Upon receiving the Correction memo in June 2025, [redacted] says he felt it was unprofessional and that he reached out to [redacted]

On August 1, [redacted]

[redacted] He then sent that email to all three women that same day.

F. ALLEGED INFLUENCE BY MAYOR SORCE ON [redacted] TO REASSIGN HER HOMELESSNESS-RELATED RESPONSIBILITIES

[redacted] claim: [redacted] explains that as part of her responsibilities, she oversees homelessness projects, which she works on with [redacted] She says that while she was on vacation in August 2025, [redacted] reassigned her role on this project to [redacted] She initially told Investigator that this reassignment was "fine" with her because her "workload is so heavy and she needs the help," though she wishes he would have coordinated with her. She later says she was shocked to learn that she was no longer supervising the homelessness program. She says [redacted] told her that [redacted] had told him that she [redacted] doesn't do anything for homelessness. She says when she reminded him of the work that she had done on these projects, he apologized to her and told her she could continue to work on homelessness projects if she wanted to, but then he would communicate directly with [redacted] about these projects rather than her. She believes the Mayor directed [redacted] o reassign her responsibilities on the homelessness project, though she offers no evidence to support this.

Mayor Sorce's response: Mayor Sorce declined to participate in an investigatory interview and, therefore, did not provide any information relating to this allegation.

[redacted] response: [redacted] denies that Mayor Sorce influenced him to reassign [redacted] homelessness-related responsibilities. He acknowledges that [redacted] had been involved in working on homelessness projects, including providing services to the unhoused and cleaning up encampments, describing her as being in a "caretaker role" for these things. When asked to expound upon the use of the word "caretaker," [redacted] explains that [redacted] told him that the oversight for this work "bounced around a lot" prior to him joining. He says after he joined, [redacted] told him that [redacted] was not providing any direction or oversight on homelessness issues. He explains that [redacted] started coming to him directly with questions such as how to handle issues of prioritization and he ultimately decided that more direct supervision was needed and that is why he assigned it to [redacted][21] [redacted] says he made the decision to reassign work on homelessness projects to [redacted] was out of the office on vacation. He continues that upon her return, he explained to [redacted]

[21] [redacted] explains that [redacted] is also involved in the development of affordable housing and she still maintains responsibility for that.

[redacted] why he had made the reassignment and she expressed concern and that she wished the communication had been done differently. He says he does not recall [redacted] asking to have her responsibilities for homelessness projects reinstated and says he did not tell her he would do so.

G. ALLEGED EXCLUSION FROM MEETINGS

[redacted] **claim:** [redacted] reports that in or around April 8, 2025, Councilmembers gave direction at one of their meetings that she was to participate in meetings related to Mare Island along with Vallejo Flood and Wastewater District (VFWD), Mare Island Company (MIC), Councilmember Palmares and Mayor Sorce. She claims that Mayor Sorce and [redacted] intentionally excluded her from meetings related to Mare Island and that Mayor Sorce is attempting to assume responsibilities associated with [redacted] role. She states as follows:

- On May 27, 2025, a meeting occurred between Mayor Sorce, [redacted] Vallejo Flood and Wastewater District (VFWD), Mare Island Company (MIC) and others regarding Mare Island infrastructure, which [redacted] was not invited to attend. [redacted] expresses confusion and concern about being excluded from the meeting, especially given the earlier City Council closed session directive that she be included in such discussions since she has been the lead negotiator on Mare Island projects for the past five years.[22] [redacted] claims that Mayor Sorce met with this group without her on at least two other occasions. She says that she believes that Mayor Sorce will try to justify her actions by claiming that she sits on other boards and that she was holding these meetings with her "other board hat on."[23]
- In August 2025, [redacted] sent an email to [redacted] expressing frustration that she was excluded from a meeting about the Mare Island project at which both he and the Mayor were in attendance. She directly questions [redacted] about his expectations for

[22] [redacted] provided Investigator with agendas and notes from meetings that she says demonstrate that she facilitated with MIC and VFWD before Mayor Sorce interjected herself. Investigator has not attached those but can provide them upon request.

[23] The May 25 meeting invitation, which excluded [redacted] was sent from the Mayor's Executive Assistant with his signature line on April 28 and identifies the location of the meeting as the "Mayor's office." A May 29, 2025 email follow-up after the meeting - sent from the Mayor's City of Vallejo email address and using her Mayor signature line - shows that she asked her assistant to schedule follow up meetings in June and also potentially a regular monthly meeting going forward. [redacted] was not included on either of these emails. On September 10, 2025, Mayor Sorce sent an email to staff, including [redacted] acknowledging that there have been communication gaps with respect to conversations around Mare Island and the "dual roles that councilmembers hold" as VFWD board members.

her meeting attendance and communication, noting this is not the first time she has been left out of relevant discussions about her own projects.

- Also in August 2025, [redacted] states that Mayor Sorce and [redacted] met with [redacted] direct staff without communicating with her first. [redacted] believes she should be informed about such meetings directly by the Mayor and [redacted] rather than learning about them from her staff.[24]
- In May 2026, [redacted] claimed in an email to Investigator that Mayor Sorce was inappropriately using the [redacted] to retaliate against her, and she provided examples of actions [redacted] took that she says support her claim. In particular, she claims that he took away her responsibility for the Economic Development Department on his first day on the job. She also claims that he asked her to approve her telework schedule. [redacted] states that she "believes" the Mayor is influencing [redacted] to put pressure on her."

Mayor Sorce's response: Mayor Sorce declined to participate in an investigatory interview and, therefore, did not provide any information relating to this allegation.

[redacted] **response:** [redacted] denies that he improperly excluded [redacted] from meetings, explaining as follows: Regarding the May 25 meeting to which [redacted] was not invited, [redacted] concurs that the Mayor organized a meeting involving the players on this project, but that [redacted] was not invited. He says he viewed it as a "meet and greet" and not a substantive conversation about the details of the project.[25] When asked if he thought [redacted] should have been invited, he says she could have been but didn't need to be. However, he says that when they get into the details as it relates to the City, then he would expect [redacted] to be included, depending on what the details were.[26]

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[24] She provides an email string dated August 18, 2025 which included an invitation from the Mayor to [redacted] who is on [redacted] staff to *"schedule some time to sit down with you and download the wealth of info you have on [Mare] island, especially with the infrastructure and shipbuilding conversations ramping up."* The email cc'd [redacted]

[25] In a May 29, 2025 email to staff advising them of the May 25 meeting, [redacted] wrote that, though he was invited to attend the May 25 meeting, he "later learned that the invite was accidental as they want the meetings/discussion at this point to be between VFWD and MIC." He subsequently responded to [redacted] May 30, 2025 email inquiring why she was not invited, explaining that the meeting was primarily an information-sharing session between Vallejo Flood and Wastewater (VFWD) and Mare Island Company (MIC), focusing on infrastructure and sewer impact discussions. He wrote that if Mayor Sorce *"convenes a meeting with a different set of invitees than what Council earlier directed, I suppose that's an issue between [her] and the rest of the Council. I don't think there's any change in City staff responsibilities on this issue."*

[26] When asked by Investigator why the Mayor would be involved in the issues that were being discussed between MIC and VFWD, he says that Council members wear many hats in that they sit on multiple committees and aren't

- [redacted] states that, in addition to her other responsibilities, [redacted] a role in real estate matters in the City, including on Mare Island. [redacted] ays he has "heard through the grapevine," which he then defined as Community Watchdog groups, that the Mayor had meetings about Mare Island without [redacted] He explains that even if Council directed [redacted] to work with the principals at Mare Island, it does not "preclude a Council member from having a complimentary conversation with some of the same parties." He clarifies that he is not saying that this happened with respect to Mare Island.
- [redacted] explains that there are instances where he might work with the direct reports of - and therefore bypass - the [redacted] He provides as examples situations in which he might need information right away, he will go directly to the source; or, he continues, if he wants to better understand an issue or provide direction directly to the staff member. He says he tries to be mindful and circle back to the [redacted] to let them know what was discussed.

VI. WITNESS STATEMENTS

A. Councilmember Peter Bregenzer's Statement

CM Bregenzer has observed Mayor Sorce acting hostilely toward [redacted]. CM Bregenzer opines that in a public setting, City Council should treat staff with praise. He continues that if Council has any concerns with staff, it should be handled privately. Despite this, he shares that some of the current Council members are too stern with staff in public and it fosters negativity from the community. He feels like this is the result of the platform on which Mayor Sorce campaigned, which was ostensibly to be more transparent but is really characterizing staff as inept by highlighting the mistakes they make. CM Bregenzer believes that the Mayor treats [redacted] with hostility, which emanates from the Mayor's husband's termination, citing comments by Mayor Sorce and her "groupies" claiming the original Mare Island agreement was right and [redacted] ruined it. CM Bregenzer defends [redacted] work on redeveloping the Mare Island agreement, explaining that everything she did was at the prior Council's direction and that [redacted] is not to blame. He states that he told this to Mayor Sorce but that she "instantly" shut him down, telling him that she is happy to have him hear her husband's side of the story. According to CM Bregenzer, "the Mayor is making it personal."

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always participating as Mayor or Council members. He suggested that perhaps she convened the meeting at issue in her capacity as being on the Board of the Flood and Sand committee.

CM Bregenzer has heard Mayor Sorce say she wants to remove certain staff, including [redacted] CM Bregenzer says that when Mayor Sorce first got elected, she told him once that she wanted to have [redacted] removed from their offices. He says he told her that she cannot remove [redacted] because [redacted] does not report to Council. Though he has not heard Mayor Sorce reiterate her intention to push [redacted] out, he says has seen her engage in some behaviors that reinforce her desire to get rid of [redacted] He explains she takes every opportunity to publicly expose anything [redacted] may have done wrong or could have done better.[27] He says that he does not believe Mayor Sorce's criticism to be justified, as the concerns raised by Mayor Sorce are not [redacted] fault since she acts at the Council's direction. He states he feels like Mayor Sorce has intentionally attacked [redacted] since "Day 1." CM Bregenzer shares that he has spoken with [redacted] about this, asking if she was ok because of what he perceived to be a "witch hunt."[28] CM Bregenzer says he senses that Mayor Sorce wants [redacted] "gone." However, he states that he has no first hand knowledge that Mayor Sorce directed or encouraged [redacted] to take action against [redacted] though he has told [redacted] that it was his impression that the Mayor was trying to get rid of [redacted] and that [redacted] needed to look after his staff. He says that Mr. [redacted] responded that he had no knowledge of the Mayor's desire to get rid of [redacted] which CM Bregenzer found unbelievable since this was the basis of the Mayor's campaign.

CM Bregenzer believes [redacted] acted at Mayor Sorce's direction in appointing an [redacted] CM Bregenzer shares that, in his past experience, one of the [redacted] is always appointed as [redacted] However, he says there was one occasion when [redacted] was out of town and [redacted] was gone for a few of those days and [redacted] appointed the Police Chief [redacted] for a few weeks.[29] CM Bregenzer says this is highly unusual and though he is not sure who directed it, he believes it was Mayor Sorce.[30]

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[27] CM Bregenzer says that [redacted] is one of the hardest working staff members in the City and she always has the City's interest in mind. He says she almost instantly responds to questions day and night.

[28] He denies telling [redacted] that the Mayor is directing [redacted] to get rid of her and also denies telling her he was surprised she had not sued the City as a result of the Mayor's conduct toward her. He does acknowledge, however, that he has shared with other Council members that he is shocked [redacted] has not sued the City yet based on her treatment by Mayor Sorce. He shares that they "are ruining her name" and he doesn't know how she would ever find another job.

[29] He explains that it makes no sense that [redacted] did this as the City was under an emergency proclamation that the police are so understaffed, and yet [redacted] took the Police Chief out of his role for a few weeks.

[30] He explains his belief came from the fact that the Mayor and another Council member wanted to have a Town Hall in North Vallejo about some recent shootings and other issues and he believes the Mayor knew that [redacted] wouldn't allow this but the Chief might.

CM Bregenzer states that Mayor Sorce is excluding [redacted] from meetings. CM Bregenzer states that the prior Council directed both [redacted] to oversee the Mare Island project, but that [redacted] has been excluded from meetings with the Flood District and Mare Island by the Mayor. He says that when [redacted] is asked by Council to report on Mare Island, she tells them she has no new information as she hasn't been able to have any meetings.

B. Council Member JR Matulac's Statement - CM Matulac says he has worked with [redacted] for a long time and finds her professional and a "very hard worker." He says that [redacted] has told him that she feels [redacted] is keeping her "out of the loop," and that she feels left out. CM Matulac says he does not recall telling [redacted] to speak to an attorney about the conduct of the Mayor.

CM Matulac has observed Mayor Sorce being critical of [redacted]. CM Matulac shares that he has observed Mayor Sorce being critical of [redacted] both in public and private Council meetings and he surmises that it has something to do with the [redacted] He has observed Mayor Sorce criticizing [redacted] telling her she did a bad job or didn't meet expectations.[31] In his words, Mayor Sorce is "basically belittling or demeaning" [redacted] His interpretation of Mayor Sorce's words and conduct is that she would prefer someone else in [redacted] position, though she does not have the authority to fire [redacted] He is not aware of Mayor Sorce directing [redacted] to get rid of [redacted] or take any action against her.

C. Councilmember Helen-Marie Gordon's Statement

CM Gordon has observed Mayor Sorce mistreating [redacted] - Unprompted by Investigator, CM Gordon reports observing what she perceived to be targeting and retaliation by Mayor Sorce against [redacted] She says that in both open and closed Council meeting sessions, Mayor Sorce made comments that she wanted to get rid of [redacted] She states that Mayor Sorce initially used cost as her rationale, but later started attacking [redacted] work and "belittling her integrity." She states that in a closed session meeting, [redacted] She explains that the City Council does not have

[31] CM Matulac states that he finds that a lot of the Mayor's criticisms are unfounded and harsh and while there may be some instances of "truth" to some things she says, it feels like more of a personal attack against [redacted] rather than a factual attack on the work product itself. He points to the Broadway Project as an example, explaining they were way over budget and that [redacted] played a role in how the financing was set up. But he clarifies that other factors beyond [redacted] control played a role in them being over budget.

the authority to tell him to fire someone on staff, though, she says, [redacted] could listen to it regardless.

CM Gordon reports that during one meeting in which [redacted] was reporting on a project related to Mare Island, Mayor Sorce was so rude and abrupt to [redacted] that CM Gordon asked the Mayor after whether she was trying to fire her. She says Mayor Sorce denied this stating that she wanted information to be correct, though CM Gordon says the information being presented was already correct. CM Gordon says she believes the reason Mayor Sorce is so vindictive toward [redacted] got the job that [redacted] She adds that she believes Mayor Sorce is trying to seek revenge.

CM Gordon has observed Mayor Sorce excluding [redacted] from projects - She says she has seen Mayor Sorce prevent [redacted] from participating in meetings related to the SHIPS project that she says [redacted] should have been in, and ignoring or disregarding [redacted] in a meeting with Congressman Garamendi about SHIPS.[32]

CM Gordon has observed Mayor Sorce directing [redacted] assignment decisions regarding [redacted] - CM Gordon shares that she heard Mayor Sorce tell [redacted] in a closed session [redacted][33] CM Gordon shares that, in her experience in working with different cities, whenever the [redacted] cannot be available, they would appoint the [redacted] She says she has never seen the Chief of Police be appointed as [redacted]

She has observed that [redacted] did not defend [redacted] from "attacks" by Mayor Sorce - CM Gordon shares that, until recently, [redacted] did not defend [redacted] against attacks from Mayor Sorce when he should have and that she called him out on this a few times.[34] One such example she shares was in the May 27 meeting in which Mayor Sorce brought

[32] CM Gordon questions why Mayor Sorce is doing [redacted] job in this regard.

[33] When asked how she knew this, CM Gordon says that she learned it from someone who had first hand knowledge but whom she was not at liberty to identify.

[34] She says that in November 2025 she did observe [redacted] defend [redacted] from negative comments made by Mayor Sorce related to the Broadway project and the Fabrication Center.

up a possible Brown Act violation "out of nowhere", and [redacted] did nothing to defend [redacted]

D. Councilmember Charles Palmares' Statement

CM Palmares confirms that Council directed [redacted] to oversee the Mare Island Project - CM Palmares explains that [redacted] had been involved in overseeing the Mare Island project prior to him being elected, and that she had institutional knowledge that required that she remain involved. He confirms that Council directed that she remain involved, and on April 14, 2025, he sent an email to [redacted] inquiring if they could schedule the initial meeting for the working group, and that "*attendees should include at a minimum [himself], Mayor Sorce, [redacted] and representatives and engineers from*" MIC and VFWD.

CM Palmares states that Mayor Sorce suggested they exclude [redacted] from meetings regarding Mare Island - In an email, [redacted] responded to CM Palmares' April 14 email later that day stating that "*The Mayor and I discussed this topic this morning and she might have some slight tweaks to propose. I expect she will check in with you about them before we proceed to schedule the meeting.*" CM Palmares states that he and Mayor Sorce did in fact meet in the VFWD parking lot and the Mayor's suggestion was that they should proceed without [redacted] He shares that though everyone at the meeting was fine if [redacted] participated, Mayor Sorce stated that she did not want [redacted] involved at all. He says that the decision to exclude or limit [redacted] involvement was initiated by the Mayor.

He states that Mayor Sorce suggested they "put on their VFWD hats" to hold these meetings without the City's involvement - Mr. Palmares states that he was not comfortable proceeding without the City involved and says he told Mayor Sorce that he was not comfortable excluding [redacted] He states that the Mayor told him they could just say it was a meeting between MIC and VFWD, until CM Palmares pointed out that [redacted] was in attendance at the May 25, 2025 meeting.[35] He says that going forward, he and Mayor Sorce agreed that no other City employee would be invited, including [redacted] He explains that he and the Mayor decided that if they wanted to proceed without the City, they needed to put on their "VFWD hats," as they both sit on the Board of the VFWD. He acknowledges that the meeting planner for the May 25 meeting was entitled "Mare Island Infrastructure Working group," that it was sent from the Mayor's Executive Assistant and that her signature line in a follow up email after the meeting came from the Mayor's City email. He said there is no good explanation for this,

[35] CM Palmares says that he told Mayor Sorce that if [redacted] was at the meeting, they were "basically just communicating that they didn't want" [redacted] there.

that it was just them "being sloppy" and that it "effectively" indicated that Mayor Sorce was convening that meeting in her capacity as Mayor.

CM Palmares states he expected [redacted] would be brought into these meetings after the initial May 25 meeting - He says he expected that [redacted] would get involved with leading the Mare Island project immediately after the May 27 but that it was "regrettably a longer time" than he anticipated. He says there were between 3-4 meetings regarding the Mare Island project from which [redacted] was excluded, and he shares that it started to feel to him that they were "just bull shitting everyone" that the City didn't need to be involved, because the truth was that the Mayor did not want her there.

E. [redacted] Statement - [redacted] and also the [redacted] She says she used to report directly to [redacted] but in April 2025, [redacted][36]

[redacted] role on Homelessness projects - [redacted] explains that there is a division of responsibilities related to work on homelessness projects. With regard to development of affordable housing (primarily the Broadway project and Navigation center), this resides primarily with [redacted] says she assists in execution of [redacted] directives. With respect to encampment clean up and removal and providing services to the unhoused, [redacted] that most of this responsibility resides with her, and that she kept [redacted] up to speed and sought guidance when needed. She explains that, by design, [redacted] did not provide her direction unless she asked for it. And, she says, [redacted] was responsive to her. [redacted] explains that shortly after she started reporting directly to [redacted] she was checking in with him regularly about encampment clean up as she was hoping to seek his guidance on how to handle Council's changing direction on this issue and also his support with her plan as to how to move forward. She says she believes [redacted] felt he did not have the bandwidth to keep providing the support she needed and he asked her if [redacted] had helped in the past with encampment clean up, to which she responded in the affirmative.

She says that shortly after the other [redacted] was hired, [redacted] told her that [redacted] would take the encampment work under her portfolio, which [redacted]

[36] [redacted]

[redacted] felt happy about because she welcomed more "hands" to help. She continues that, when [redacted] was out on vacation, [redacted] sent an email to all staff letting them know that [redacted] would be taking over homelessness, prior to [redacted] even having a chance to discuss how they would work together. [redacted] says she is confused as to why [redacted] chose to reassign this responsibility to [redacted] rather than see if [redacted] had the bandwidth to continue. She opines that had [redacted] communicated with everyone involved prior to sending the announcement, much of the tension around this issue could have been avoided.

Correction memo: [redacted] She says they both reviewed the draft, which included some "emotion-based information about staff feeling frustrated." She says [redacted] was "not thrilled" about the language and was upset that [redacted] had not obtained his approval before sending it. She says a week after the memo was sent to Council, [redacted] spoke to her about it and explained why he was upset. Then, several months later, she says [redacted] "all of a sudden" sent an email to her, [redacted] and she wonders why the written documentation needed to be sent. She says that [redacted] sent this email at the end of the week, and on that Saturday she saw him at a community event at which time he told her that he knew he had already spoken with her about this shortly after it occurred so there was no need for her to respond. [redacted] says she did not ask [redacted] what prompted him to send it at this time.

Appointment of [redacted] says that historically, [redacted] Mr. [redacted] starting, the [redacted] would appoint one of the [redacted] and they would rotate responsibility. Under [redacted] she recalls one time prior to [redacted] starting when both [redacted] were going to be on vacation at the same time and so the next highest ranked employee - who was the Police Chief - was appointed [redacted] in their absence. She states that during an agenda meeting about coverage upon [redacted] return from vacation, [redacted] volunteered to serve as [redacted] responded, "ok," acknowledging the offer without formally appointing her. After the meeting though, he sent a communication naming the Police Chief as [redacted] She notes this was unusual, as the role typically does not go to another department head unless the [redacted] also unavailable.

Mayor Sorce's "hit list" - [redacted] says she heard from multiple staff members, community members and a Council member that Mayor Sorce has a hit list and that [redacted] were on it. She says she brought this up to [redacted] saying she needed to make sure she had backing for the actions she was taking. She says [redacted] told her words to the effect of "I've never heard your name on that list," which made her think he knew about there being a "hit list."

F. [redacted] Statement -

[redacted] demeanor: [redacted] as a direct person who is known by others in the City as a "bull in a china shop." She explains that, prior to [redacted] hire, [redacted] was a candidate for the [redacted] position. She says that it was City Council's decision to hire [redacted] however, after this decision was made but before [redacted] was formally appointed, [redacted] called her and "screamed" at her because no one had told her that [redacted] appointment was official. She continues that [redacted] told her that she believed she was "next in line" to be appointed should [redacted] not sign his contract - which [redacted] says is not the case, and adds that she believes [redacted] felt like the [redacted] states that [redacted] asked a number of people in the community and on staff to send in letters of support of her candidacy, which [redacted] ews as improper intervention into the hiring process. [redacted]

[redacted]

Council's treatment of staff: [redacted] shares that this Council can be "quick to criticize and roast staff in public," and this happened to her on one occasion when she was presenting to Council at [redacted] request, with his review and approval. She explains that Council was not pleased with what she presented and she "wishes" [redacted] had spoken up and supported her. However, she says, she recognizes that [redacted] is in a tricky spot because Council has the right to renew his contract or to fire him.

[redacted]

t[redacted] She states that t[redacted] wrote to Council, with a copy to her, addressing their concerns and advising that he was not aware that [redacted] was going to write what she did. According to [redacted] if the Correction memo had been solely to correct the record, there would have been no issue; however, she continues, it was improper for [redacted] to address how staff had been treated at the meeting. She explains that the proper way for [redacted] to have addressed this would have been to bring it to her supervisor [redacted] and ask him to raise it with Council.

[redacted] sent her an email advising he had concerns with the June Correction memo [redacted] sent to Council, that it wasn't what they had discussed and he wanted perspective as to whether she agreed and what reaction she thought it warranted. She states that he included a draft email of what he was going to send to [redacted] says she wrote back on August 18 with suggested revisions.[37] She continues that he just recently sent the memo, and it was not what she had recommended but rather fairly similar to what he had originally proposed.[38] [redacted]

After her interview, [redacted] wrote Investigator on November 6, 2025 that there were occasions when [redacted][39] She does

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[37] [redacted] he says he did not respond back to her until October 3 and attributed that to him being overworked.

[38] [redacted] However, she does not know why he waited until October to send it.

[39] [redacted] interview was October 10, 2025. In an email [redacted]

[redacted]

[redacted] it does not seem to her that [redacted] was trying to go after [redacted] [redacted]

[redacted] request for Vacation payout - [redacted] provides background regarding the City's vacation accrual policy. She explains that the City Council confers benefits for employees who are not represented by Union (including [redacted]) and that the policy applicable to [redacted] is set forth in a Unrepresented Resolution. She states that vacation accrual has caused what she describes as "significant problems" with [redacted] though she acknowledges that two other unrepresented employees have also raised a concern with it.

[redacted] states that, although only the City Council has the authority to confer additional benefits, prior City Managers were in the habit of making their own decisions. She explains that during the pandemic, the [redacted] allowed accrued vacation time to roll over even though she explained to him that this was not permitted. And, she says, an [redacted] [redacted] continued the practice of allowing rollovers for [redacted] However, when [redacted] joined and this issue came up again, he questioned his authority to allow the rollover or payout and conferred with her and [redacted] confirmed he was not authorized.

G. [redacted] **Statement** - [redacted] states that he was hired as [redacted] He says that though he interviewed with Mayor Sorce, he had no interaction with her between the time he interviewed and the day he started. He states that Mayor Sorce did not direct him to take any action related [redacted] He explains that when he was interviewing he learned that Economic Development was of high priority and that there was frustration by the City Council members and constituents that there had not been a lot of

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[40] She says she was aware of the Mayor's campaign stance to clean house but that it never occurred to her that [redacted] was responding to the Mayor's desires.

development. He explains that he had significant prior experience with Economic Development so he decided he would take it over from [redacted] and instead shift the Director of Water to report to [redacted] He also explains that he is inventorying how telework is being used and intends to make changes once he has done his research. He says that he has already had a conversation with [redacted] about her schedule because he noticed she was out of the office a lot and they agreed she would reduce her telework schedule.

VII. CREDIBILITY ASSESSMENT[41]

[redacted] account is detailed and consistent across multiple interview sessions spanning several weeks, and some of her claims are supported by contemporaneous documentary evidence. In particular, her account regarding her treatment by Mayor Sorce and the Mayor's directives to [redacted] are corroborated by multiple independent witnesses, including elected Council members. One factor considered in assessing [redacted] credibility is a minor discrepancy regarding a statement she attributed to CM Bregenzer, in which she says he advised her to sue. CM Brengenzer denies making this statement. While this inconsistency exists, it is relatively minor in the context of [redacted] overall account regarding Mayor Sorce's treatment of her, much of which is corroborated by other evidence.

Investigator considered that [redacted] has a potential motive to present facts in the light most favorable to her position, given her personal and professional interest in the outcome. In addition, Investigator noted that some of her claims rely solely on her assertions, without objective evidentiary support. These factors diminish the reliability of her account, and as a result, her statements are afforded reduced weight where they are uncorroborated or unsupported by independent evidence. Further, Investigator considered [redacted] characterization of [redacted] management style as more top-down and different from that of prior managers. This difference in management approach may have influenced her perception of his conduct and could contribute to a tendency to interpret his actions in a manner consistent with her expectations or prior experiences. Accordingly, Investigator considered that this dynamic may affect the objectivity of [redacted] perspective and has taken it into account in assessing the credibility and weight to be afforded to her statements.

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[41] In evaluating the credibility of the parties and witnesses, Investigator considered various factors, including plausibility, corroborating evidence, consistency, motive, specificity and timing. Because Mayor Sorce declined to participate in this investigation, Investigator was unable to assess her credibility through an interview, including evaluating her responsiveness, and the consistency of her account under questioning. As a result, Investigator could not obtain her version of events or clarify any discrepancies that might have arisen from other evidence. Accordingly, the findings and determinations in this report are based on the available evidence, including witness interviews, documents, and other relevant materials, and reflect an assessment of credibility derived from those sources alone.

[redacted] overall credibility is nuanced. He is evasive on several key points. His statements are generally consistent, though, as discussed below in further detail, are on occasion contradicted by documentary evidence and other witnesses. His account of performance concerns is to some degree corroborated by [redacted] denial of certain events is also in tension with other evidence. He denied that Mayor Sorce had directed him to terminate [redacted] yet was uncertain whether she had made such recommendations or suggestions. At the same time, he acknowledges Mayor Sorce expressed concerns about [redacted] This inconsistency undermines his credibility. Additionally, CM Gordon directly contradicts [redacted] position, stating she personally heard Mayor Sorce instruct him to remove the [redacted] While his performance concerns about [redacted] may reflect genuine observations, his evasiveness regarding the Mayor's influence, the timing of his [redacted] efforts and contradictions from multiple witnesses reduce the weight accorded to his denials. Also as discussed below, some of [redacted] denials are simply not plausible.

Investigator finds [redacted] account to be somewhat constrained by factors that affect her overall reliability. [redacted] rather than firsthand involvement. [redacted] largely corroborated [redacted] account of events, but her reliance on secondhand information limits the independent value of her statements. Finally, during the course of the interview, [redacted] While this evolution may reflect refreshed recollection upon review of records, it nonetheless diminishes the overall weight of her account.

[redacted] is a direct observer of workplace dynamics and has no apparent personal stake in the outcome, which enhances her overall credibility. Investigator finds all three Council members to be credible. Their accounts were measured and they were careful to distinguish between what they directly observed and what they heard through community or secondhand sources.

Each Councilmember provided a detailed and plausible account of the relevant events. Their statements were generally consistent with one another on key issues. In addition, their accounts were corroborated by other evidence obtained during the investigation where said evidence was available. Investigator considered that the Council members have an interest in protecting their professional reputations as elected public officials, but finds that that interest alone does not render their accounts less reliable.

Finally, Investigator finds [redacted] to be credible. As a relatively [redacted] he had no apparent personal stake in the outcome of the investigation and no known motive to misrepresent the events he described. His account was straightforward and provided in a candid manner. Nothing obtained during the investigation suggested bias or a reason to fabricate or exaggerate his statements.

VIII. ANALYSIS AND FINDINGS[42]

Investigator's findings are based on an assessment of the evidence presented, including witness statements and analysis of documents, as well as on the credibility of the witnesses. Investigator assessed the facts using a preponderance of the evidence standard to determine whether it's more likely than not that [redacted] claims are true.

A. [redacted] CLAIM THAT MAYOR SORCE SOUGHT HER TERMINATION AND SUGGESTED THAT [redacted] REMOVE HER FROM HER POSITION IS SUBSTANTIATED. [redacted] CLAIM THAT [redacted] ACTED ON THE MAYOR'S SUGGESTION IS UNSUBSTANTIATED.

It is more likely that not that Mayor Sorce wanted [redacted] fired. - [redacted] elieves that because she was involved in the investigation into [redacted] and because she took over his projects, the Mayor wants her fired. Multiple witnesses provide testimony indicating that Mayor Sorce immediately began treating [redacted] hostilely and has actively sought to have her removed from her position. CM Bregenzer heard Mayor Sorce say she wants [redacted] removed from her office and further recounts that the Mayor takes every opportunity to publicly expose anything [redacted] may have done wrong or could have done better. CM Matulac, while more measured in his characterizations, nonetheless observes that the Mayor has criticized, demeaned and belittled [redacted] n public and private meetings, which he interprets to mean the Mayor would prefer someone else in [redacted]

[42] Investigator assessed the facts using a preponderance of the evidence standard, which evaluates whether the conduct complained of is more likely than not to have occurred. Investigator did not make a legal determination as to whether there was any violation of any law, statute or City policy. Investigator's determinations should not be interpreted as giving a legal opinion on liability.

[redacted] position. CM Gordon states that she heard Mayor Sorce say that she wants [redacted] fired. These accounts from multiple independent elected officials lend significant corroborative weight to [redacted] narrative that the Mayor is attempting to remove her from her position. **Investigator finds by a preponderance of the evidence that Mayor Sorce wanted [redacted] fired.**[43]

It is more likely than not that the Mayor communicated to [redacted] her desire to terminate [redacted][44] - Investigator next considers the available evidence to assess whether it supports [redacted] claim that Mayor Sorce directed [redacted] to terminate [redacted] CM Gordon states that she heard the Mayor direct [redacted] to terminate [redacted] [redacted] denies receiving any direction from Mayor Sorce to terminate [redacted] but then says he doesn't know if she has gone as "far" as recommending or suggesting that he fire her.[45] He also acknowledges that the Mayor has expressed her negative thoughts on work that [redacted] performed. In contrast, CM Gordon states that she heard the Mayor tell [redacted] y in multiple meetings that he needed to remove the [redacted]

It is more likely than not that [redacted] did not act on the Mayor's suggestion - Independent of the Mayor's alleged direction, the evidence presented by [redacted] Based on the evidence reviewed, **Investigator finds by a preponderance of the evidence that [redacted] indicated a desire to [redacted] before the Mayor was elected and he therefore did not act on the Mayor's suggestion.**

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[43] While there has been some speculation regarding the reasons underlying Mayor Sorce's desire to have [redacted] terminated, Investigator found insufficient evidence to substantiate any claim that such actions were in any way related to the [redacted]

[44] The conduct described herein may be inconsistent with, or potentially implicate, various provisions of the City's Code of Conduct and Ethics, City Charter, and/or Municipal Code. Investigator does not offer a legal opinion or conclusion as to whether any such provisions have been violated. This observation is noted for the City's consideration in determining whether any further review or analysis is warranted.

[45] Investigator considered that [redacted] may have a motive to deny that the Mayor directed him to act, as acknowledging such direction could reflect negatively on him by suggesting he was acting on orders rather than exercising independent judgment.

[46] Investigator recognizes that a new [redacted] has the right to assess staff and determine whether there is an appropriate fit, however, there is no indication that [redacted] conducted such an assessment at the time he first considered termination in October. Additionally, [redacted] explains that she would expect there to be multiple documented conversations before termination of someone at [redacted] level. The absence of such documented steps leads Investigator to question why standard performance management protocols were not followed.

B. [redacted] CLAIM OF INTERFERENCE WITH VACATION USE AND DENIAL OF ACCRUED VACATION PAYOUT IS UNSUBSTANTIATED

The dispute over vacation time centers on [redacted] claim that [redacted] interfered with her ability to use accrued vacation time and wrongfully denied her a payout for approximately 179 hours of lost vacation. [redacted] describes a pattern beginning in July 2024 in which she alleges [redacted] conduct caused her to lose accrued vacation time. She says [redacted] also asked her to cancel her plans and attend a special meeting on or around New Year's Eve to address year-end items across her departments, causing her to lose additional vacation time while [redacted] mself was on vacation. She also claims that he has wrongfully denied her a payout of her accrued vacation, though this has been permitted - and she received such payouts - under the management of prior [redacted] She believes he is doing so at the direction of Mayor Sorce.

[redacted] denies interfering with [redacted] vacation and his account of the vacation dispute presents a materially different picture. He acknowledges there was time-sensitive, year-end work for [redacted] to complete but emphasizes that he did not assign it to her. He also says that when there are deadlines, plans may need to be cancelled to meet those deadlines. And while he acknowledges that he may have texted or emailed [redacted] with work related questions while she was on vacation, or even asked her to be on a call, he emphasizes that he has never cancelled her vacation. [redacted] characterizes [redacted] claim that she bumped up against her accrual cap due to overlapping time off and work obligations as "not necessarily true," stating she could have told him she could not serve as [redacted] when he was away if she wanted to use her vacation time, and further noting that she had encountered vacation cap issues prior to his arrival, unrelated to him. [redacted] the situation as a time management and delegation issue for [redacted]

[redacted] states that he investigated the matter thoroughly before declining to allow [redacted] a payout.[47] [redacted] he did not have the authority to cash out or buy back vacation. He acknowledges he had heard that the prior [redacted] had paid out [redacted] unused vacation in the past and considered this as a data point, but ultimately concluded it was not

[47] The governing framework for this dispute is the City's Unrepresented Resolution, which controls the benefits available to unrepresented employees such as [redacted] According to [redacted] the City has three types of leave — Sick Leave, Annual Leave, and Unrepresented Leave. Unrepresented leave has a "use it or lose it" provision, while Annual Leave has a cap on accrual.

legal for the [redacted] to make a payment the City Council had not authorized.[48] [redacted] confirms his interpretation of his authority in this regard.

Both [redacted] explain that the [redacted] lacks the legal authority to cash out or roll over accrued vacation for unrepresented employees without City Council approval. The prior practice of informal payout by [redacted] — while arguably relied upon by [redacted] — was characterized [redacted] as inconsistent with the Unrepresented Resolution. [redacted] refusal to continue that practice, while consequential for [redacted] appears to reflect a good-faith interpretation of governing authority rather than any improper motive. Additionally, [redacted] states that he has not provided any other employee vacation payout. Also of note is [redacted] acknowledgment that she agreed to forego her July 2024 vacation and that this was the product of a conversation and a mutual understanding with [redacted] not a unilateral directive. Further, [redacted] could have declined to serve as [redacted] when he was out of the office if she needed to use her vacation time, a choice she did not make. Taken together, **the preponderance of the evidence supports that [redacted] did not interfere with [redacted] vacation time. In addition, his denial of additional vacation accrual and payout was grounded in a good-faith application of the Unrepresented Resolution and City Council authority, and was consistent with how he applied policy to other employees. For these reasons, this claim is unsubstantiated.**

C. [redacted]'S CLAIM THAT MAYOR SORCE INFLUENCED [redacted] DECISION NOT TO APPOINT [redacted] IS SUBSTANTIATED.

[redacted] alleges that [redacted] improperly denied her the [redacted] role at the direction of Mayor Sorce. She points to one specific incident a few months after [redacted] was hired. She describes a Senior Leadership meeting at which she says [redacted] announced that, while he was out on vacation, [redacted] would be [redacted] when she was in the office and that someone else would cover the week she was out. She claims [redacted] could attest to this conversation. However, [redacted] wrongfully appointed the Police Chief [redacted] instead of her, a decision she asserts made no sense given existing public safety concerns (e.g., diverting the Chief's focus away from policing issues that were a major issue at the time). [redacted] also notes that she believes she should act as [redacted] is out, and she views the appointment of the Police Chief as inconsistent with standard practice.

[48] Although there is no evidence that [redacted] acted with improper intent, his failure to resolve the vacation issue for a number of months, and his decision to issue the denial while [redacted] was abroad rather than upon her return, reflects a lack of consideration and sensitivity in handling this issue.

[redacted] acknowledges that it is most appropriate to ask the [redacted] to be the [redacted] in his absence, but that he does not always do that. He adds that he has only appointed an [redacted] six times since his tenure began, does not remember how many times it was [redacted] and that the decision depends on bandwidth and availability. With respect to the specific incident in dispute, [redacted] explains that because he was going to be out of the office for a long period of time and [redacted] would also be out for a portion of that time, and given the number of public safety issues at the time, it made sense to appoint the Police Chief. [redacted] admits that he had asked [redacted] if she would be available to serve as [redacted] and she said yes, but he says he never told her he would appoint her. He explains that he believes she got the impression she would be appointed and felt surprised when he appointed the Police Chief instead. Notably, he has appointed [redacted] [redacted] after this incident.

[redacted] denies receiving direction from Mayor Sorce to appoint the Police Chief in lieu of [redacted] He acknowledges that one of the Council members may have asked, suggested, or requested that he not appoint [redacted] as [redacted] but states he did not recall it being the Mayor, and clarifies that he was not saying it happened or did not happen. He emphasizes that it is not within any Council member's authority to direct him on how to utilize staff, and that he has never taken direction from the Mayor or any Council member as to how to manage staff. One aspect of [redacted] rationale warrants scrutiny: in his email to [redacted] explaining why the Police Chief would serve as [redacted] the whole time rather than dividing responsibility, he explains that it would be "*confusing and disruptive to change* [redacted] *midstream,*" yet the record reflects that, at a later time when he needed to appoint an [redacted], [redacted] divided the responsibilities between [redacted] The inconsistency between [redacted] s stated rationale for not splitting [redacted] responsibility with [redacted] and the Police Chief and his subsequent willingness to otherwise divide leadership duties is a factor that warrants consideration.

[redacted] account partially corroborates both [redacted] She notes that it is unusual for the [redacted] designation not to go to the [redacted] when one is available. However, In reference to the meeting in which [redacted] says that [redacted] told her she would be [redacted] when he was out and she was available, [redacted] states that [redacted] did not commit to appointing [redacted] as [redacted] though he did acknowledge her availability.

CM Gordon reports that the Mayor suggested that [redacted] appoint the Police Chief as [redacted] and that the Police Chief did not feel comfortable with that arrangement. However, CM Gordon acknowledges that she learned of this from a third party

who had first-hand knowledge, and that only [redacted] himself could confirm whether the Mayor made that suggestion. CM Bregenzer describes the appointment of the Police Chief as [redacted] as highly unusual and speculates about a possible connection to the Mayor. CM Bregenzer also believes that [redacted] was taking direction from the Mayor in deciding not to appoint [redacted] though he acknowledges having no proof.

The evidence on this issue is mixed, and the finding requires careful weighing of competing accounts. On the one hand, [redacted] articulates a facially legitimate rationale grounded in operational consideration. On the other hand, [redacted] appointment of the Police Chief as [redacted] was widely regarded as unusual by multiple witnesses. While no witnesses personally heard Mayor Sorce direct [redacted] to exclude [redacted] from the [redacted] his ambiguous statement that a Council member *may* have suggested that he not appoint [redacted] - without confirming whether it occurred - is implausible and raises concern. Additionally, CM Gordon states that an unidentified person with first hand knowledge told her that they had overheard the Mayor doing so, and CM Bregenzer notes that it was so unusual that [redacted] appointed the Police Chief that he believes that [redacted] took direction from the Mayor in deciding not to appoint [redacted] **Based on the evidence presented and credibility of the witnesses, Investigator finds that it is more likely than not that [redacted] decision not to appoint [redacted] as [redacted] was influenced by Mayor Sorce.**

D. [redacted] CLAIM THAT MAYOR SORCE WRONGFULLY ALLEGED A BROWN ACT VIOLATION AND THAT [redacted] FAILED TO INTERVENE IS SUBSTANTIATED.

Background and Timeline of the Agenda Item at Issue- The staff report that became the subject of the Brown Act allegation at the May 27, 2025 City Council meeting concerned a resolution asking Congressman Garamendi to include the Mare Island Preserve Site in the proposed San Pablo Bay National Wildlife Refuge Expansion Act. The documentary record establishes that the origin of this agenda item, and the timeline pressures surrounding it, are attributable in significant part to [redacted]s own decisions and delays.

[redacted] states that [redacted] asked her to bring the issue to Council, that she wrote the report, that he approved it, and that it went to Council — with the Civic Clerk system's mandated approval process documenting his sign-off. [redacted] on the other hand, implausibly says he cannot recall directing staff to add the item to the agenda, faults [redacted] for getting him the report late and says he does not recall providing more than a cursory review of the report. Email correspondence shows that the details of the Garamendi legislation were first brought to [redacted] attention in March 2025. However, [redacted] did not act on this information until May - nearly two months later - when he emailed staff members asking them

to contact Garamendi's office to determine the deadline for a decision. Staff confirmed that the deadline to make a request to add land to the legislation was May 30, 2025. This left staff with an extremely compressed window to prepare a substantive staff report for Council consideration. It was only on May 13, 2025 — two weeks before the meeting — that [redacted] directed that the item be added to the May 27 agenda. The compressed timeline that resulted was a direct consequence of [redacted] delay in acting on information he had received in March.

Despite this, [redacted] subsequently characterized the lateness of the draft staff report as a performance deficiency attributable to [redacted] In correspondence to Investigator, [redacted] states that the normal practice was to publish the Council packet one week prior to the meeting — by May 20 — but that he did not receive the draft staff report through Civic Clerk until May 22, 2025, two days after it should have already been reviewed, approved, and published. Given the timing, he imagines he gave it only a cursory review or possibly no review at all before approving it. [redacted] account omits that he directed the item be added to a Council meeting just fourteen days away, creating the truncated timeline himself.

[redacted] Awareness of the Brown Act Concern Prior to the Meeting - [redacted] has provided inconsistent timelines regarding when he first learned of the Mayor's Brown Act concern. He initially told Investigator that he first became aware of a concern about a potential Brown Act violation when he attended the public session on May 27. He later clarifies that the first time he heard there was such a concern was when he read an email dated May 24 from a member of the public just before the session.[49] [redacted] account of when he first learned of the Mayor's concern of a Brown Act violation shifted again when he explained that the reason he did not address the topic at the May 27 meeting was because he had spoken in advance about the concern with [redacted] and she agreed to address if it came up at the meeting.

[redacted] also says he does not recall the Mayor discussing her concern that there had been a Brown Act violation with him prior to the Council meeting. However, there is significant evidence to the contrary. The Mayor stated publicly at the May 27 meeting that upon receiving the staff report on Friday, May 23, *"the first thing I did was email the* [redacted]

[49] That email was entitled "Cure and Correct Demand" submitted by [redacted] on Saturday, May 24, 2025 at 6:39 p.m., which [redacted] forwarded to Investigator. [redacted] email, addressed to Mayor Sorce and all Council members and copied to [redacted] alleged a Brown Act violation in connection with the Garamdendi agenda item for the May 27 meeting, asserting that the staff report's reference to "one-on-one meetings" in June 2024 in which Council gave direction to staff constituted an improper meeting under the Brown Act.

[redacted] states he does not remember the Mayor emailing or otherwise contacting him. Additionally, redacted email correspondence between [redacted] reveal that [redacted] was the recipient of, and responded to, email correspondence about this very issue, commencing on May 23.

Based on the foregoing, the preponderance of the evidence reveals that [redacted] had awareness that the Mayor had concerns about a Brown Act violation and had at least some anticipatory awareness that it might arise at the meeting. Investigator finds his statements on this point to be inconsistent and considers them to be evasive at best and misleading at worst.

Mayor Sorce's Public Accusation of Brown Act Violation Despite Knowledge of City Attorney's Advice - A significant factual question arising from the May 27, 2025 City Council meeting concerns Mayor Sorce's decision to publicly accuse staff of a Brown Act violation.[50] Relying on the Mayor's recorded statement at the May 27 meeting - that she had read the staff report on Friday and immediately contacted the [redacted] infers that the Mayor had communicated with the City Attorney in advance of the meeting. In the same recording of the May 27 meeting, the City Attorney reiterates that no Brown Act violation had occurred. Mayor Sorce's decision to nonetheless raise the accusation publicly and persist with it suggests that the purpose of the public accusation was not to obtain a legal remedy, but rather to generate public disdain for [redacted]

The question of why the Mayor would publicly accuse [redacted] of a Brown Act violation after having been advised by the City Attorney that no such violation existed cannot be answered directly, as Mayor Sorce refused to be interviewed as part of this investigation. However, the available evidence permits certain reasonable inferences to be drawn from the totality of the record. First, the record establishes that the Mayor had, from the outset of her tenure, expressed a desire to remove [redacted] from her position. Additionally, the Mayor had on multiple prior occasions made public statements about [redacted] work that multiple witnesses characterized as false or misleading. Additionally, the Mayor had previously raised the Brown Act issue with the [redacted] and at least one other City Council member, and could have revisited this issue in a Closed Session if she felt further discussion was necessary. Taken together, these facts support an inference that the Mayor's public accusation of a Brown Act violation at the May 27 meeting served a purpose other than the legitimate enforcement of open meeting law. The most consistent inference available from the record is that the public accusation was a means of further damaging [redacted] professional credibility and reputation

[50] CM Gordon characterizes the Mayor's raising of the Brown Act issue at the meeting as "blatantly abusive" of [redacted]

before the Council, city staff, and the public — consistent with the broader pattern of conduct the record reflects.

[redacted] Failure to Defend [redacted] at the May 27 Meeting - [redacted] contends that [redacted] should have intervened to correct the Mayor's public accusation that staff had violated the Brown Act. The record shows he attended the individual Council check-in meetings referenced in the staff report and knew there had been no improper collective deliberation. He also had the opportunity to review the report before it went to Council. Given his direct involvement—and the fact that he himself had requested the item be agendized on short notice[51]—[redacted] was in a position to clarify both that no wrongdoing had occurred and the circumstances behind the item's timing. Instead, he remained silent.[52] When later asked why he did not defend his staff, [redacted] stated he was not a Brown Act expert and that Ms. Nebb had taken the lead, an explanation that is not persuasive.

For the reasons discussed herein, **Investigator finds, by a preponderance of the evidence, that given the legal opinion that Mayor Sorce had received, the continued assertion of a legal violation appears to have been made for reasons other than a good-faith belief that the law had been violated. Investigator also finds that by a preponderance of the evidence that [redacted] failed to defend [redacted] or otherwise intervene on her behalf.**

E. [redacted] CLAIM THAT SHE WAS REPRIMANDED FOR ISSUING CORRECTION MEMOS IN RETALIATION FOR RAISING COMPLAINTS ABOUT [redacted] IS UNSUBSTANTIATED.

[redacted] acknowledges that in or around May or June, [redacted] suggested that the [redacted] office correct comments made at public Council meetings that [redacted] viewed as inaccurate, and that [redacted] subsequently sent two communications to the Council, one of which related to the HomeKey affordable housing project. Regarding that project, [redacted] worked with [redacted] to draft a memo which she then sent to the [redacted]

[51] Notably, [redacted] was criticized at that meeting for the manner and timing of the preserve item, and [redacted] did not disclose his own role in placing it on the agenda.

[52] It should be noted, that [redacted] failure to publicly defend staff is not necessarily limited to [redacted] specifically. [redacted] recounts her own experience presenting a whistleblower policy to Council during which she was publicly criticized. She states that she wished [redacted] had spoken up for her in that instance, and that she told him so — but that she also recognized that he is in a very difficult position because the Council has the right to renew his contract or terminate him. This observation suggests that [redacted] tendency not to publicly defend staff under Council criticism may be part of a broader management approach, not limited to [redacted] While this context was considered, it alone is not determinative of whether his actions in this instance were appropriate.

Council on June 8, 2025 without [redacted] prior review, and which he believes waded into topics he considered too broad, such as comments about staff morale.

The evidence establishes that [redacted] delayed for a significant time before taking any formal action. [redacted]

[redacted] account is relevant to the question of retaliatory intent. She expressed surprise at receiving the written communication in October, noting that [redacted] had initially spoken to her about the Correction memo approximately a week after it was sent to Council in June. She questions why written documentation was suddenly needed so much later, and speculates - based on information [redacted] shared with her - that the belated reprimand may have been [redacted] way of documenting so that he could dispute [redacted] further notes that [redacted] saw her at a community event the day or two after he sent the October email and told her that since they had already spoken about the matter shortly after it happened, there was no need for her to respond or do anything further. Investigator considered whether this conversation was intended to convey to [redacted] that she had done nothing wrong, and, if so, why she was included in the email communication at all. This raises the question of whether the email was solely intended for [redacted] While this alone would not establish retaliatory intent, this factor was weighed against the other evidence.

The timing of the reprimand — issued months after the underlying incident and after this investigation had commenced — is a concerning management decision that reflects poorly on [redacted] handling of the matter. On the other hand, the record also reflects that [redacted] had begun drafting and circulated proposed reprimand language to [redacted] as early as August 1, 2025, prior to the commencement of this investigation. [redacted] presents her view that, from an [redacted] it did not appear that [redacted] was trying to "go after" [redacted] and that she did not perceive his actions as personal. On balance, the

preponderance of the evidence cuts against a finding that the written reprimand was issued in retaliation for [redacted] complaint, though the extended and unexplained delay remains a management deficiency warranting note in this record.

F. [redacted] CLAIM THAT MAYOR SORCE INFLUENCED [redacted] REASSIGNMENT OF HOMELESSNESS-RELATED RESPONSIBILITIES IS SUBSTANTIATED.

The evidence gathered from multiple interviews raises significant questions about whether the reassignment of homelessness oversight responsibilities from [redacted] was driven by a legitimate business rationale or by external pressure from Mayor Sorce.[53] CM Gordon provides the most direct evidence linking the Mayor to the removal of [redacted] homelessness responsibilities. [redacted] This account directly implicates the Mayor as the motivating force behind the reassignment rather than any independent managerial judgment on [redacted] part.

[redacted] denies that the Mayor influenced him to make this reassignment, and offers as a specific rationale that he did so because he understood from [redacted] was not helping her. He says [redacted] told him that [redacted] was not really providing direction, that [redacted] had stopped participating as much in providing oversight. Therefore, he says he decided more direct supervision was needed and assigned it to [redacted] However, this justification is undermined by the testimony of [redacted] She explains that she corrected [redacted] when he said [redacted] hadn't helped to oversee homelessness, affirming that [redacted] did oversee it, and she told him that she was not looking for someone to oversee her but rather wanted him to intervene when Council became divisive on this issue. This directly contradicts [redacted] characterization of [redacted] communications as a signal that [redacted] was an inadequate supervisor of this work and significantly weakens the legitimacy of his stated rationale. Additionally, [redacted] states she was confused as to why [redacted] chose to reassign this to [redacted] rather than see if [redacted] had the bandwidth to continue.

[53] Investigator considered [redacted] statement that she did not object to [redacted] reassigning her homelessness-related responsibilities, citing her heavy workload and need for assistance. However, Investigator does not find her initial lack of objection to the reassignment to be inconsistent with her belief that the reassignment occurred as a result of improper influence by the Mayor.

Taken together, Investigator finds that CM Gordon's attribution of the reassignment to a directive from Mayor Sorce and [redacted] contradiction of [redacted] justification make it more likely than not that Mayor Sorce influenced the reassignment of [redacted] homelessness responsibilities.

G. [redacted]S CLAIM THAT SHE WAS EXCLUDED FROM MEETINGS BY MAYOR SORCE IS SUBSTANTIATED, THOUGH HER CLAIM THAT [redacted] WRONGFULLY EXCLUDED HER FROM MEETINGS IS UNSUBSTANTIATED.

[redacted] alleges that she has been improperly excluded from meetings by Mayor Sorce and also by [redacted] In documentation and in her interview, [redacted] expresses confusion and frustration that she was excluded by Mayor Sorce from meetings about the Mare Island project she has worked on for five years, despite a previous City Council directive that she be included. CM's Bregenzer and Palmares confirm that Council directed [redacted] and [redacted] to oversee the Mare Island project. The evidence shows that Mayor Sorce facilitated a meeting (which [redacted] was not advised of nor invited to) and outlined follow-up steps, including executing a reimbursement agreement and planning future infrastructure coordination for Mare Island's development. [redacted] says, and CM Palmares confirms, that the Mayor met with this group a few other times without her. [redacted] characterizes this conduct as significant, noting that the Mayor was acting in a staff role, which she describes as out of the Mayor's purview.[54]

CM Gordon independently corroborates the Mayor's exclusion of [redacted] She states that the Mayor was leaving [redacted] out of meetings she should be in, appearing to try to push [redacted] out and make her look incompetent. CM Bregenzer similarly confirms that [redacted] has

[54] [redacted] allegation that the Mayor was working on the Mare Island project at the exclusion of [redacted] is corroborated by three emails authored by Mayor Sorce as well as testimony from CM Palmares. The first email is dated August 18, 2025 and is directed to [redacted] direct report, [redacted] seeking to schedule a meeting to discuss Mare Island infrastructure and shipbuilding. This email did not include [redacted] [redacted] forwarded this exchange to Investigator, noting that the Mayor and [redacted] were meeting with her direct staff without communicating to her. The second is a May 29 email from Mayor Sorce to those who attended the May 27 meeting with VFWD and MIC, including [redacted] providing an overview of what had been discussed and agreed to at that meeting. The third is a September 10, 2025 email from Mayor Sorce regarding the Mare Island infrastructure discussions. This email confirms that the Mayor and CM Palmares had been facilitating conversations between VFWD and MIC to resolve urgent barriers, and that despite their best intent, that piece of context may not have made it back to City staff, and that their dual board roles complicated the matter. [redacted] interprets the Mayor's email acknowledging her involvement as an attempt to cover her actions following notification of [redacted] complaint. Investigator finds that this email constitutes a partial admission by the Mayor that staff was not kept informed of substantive project discussions, which lends some corroboration to [redacted]s claim of exclusion, while also providing the Mayor's own explanation for the conduct.

been excluded from meetings with the Flood District and Mare Island, that these meetings took place by the Mayor, and that the Mayor never reported back to the Council what had occurred. When [redacted] was asked to report on Mare Island to the Council, she told them she had no new information as she had not been able to have any meetings. And perhaps most telling is CM Palmares' acknowledgement that Mayor Sorce stated she wanted to exclude [redacted] from these meetings.

[redacted] acknowledges that the Mayor convened her own meeting related to Mare Island and that he was invited but [redacted] was not. He justifies that meeting by describing it as merely a "meet and greet" rather than a substantive conversation about the details.[55] This is significant because [redacted] says that while [redacted] could have been invited to this meeting but did not need to be, he would expect her to be included if the subject of the meetings was more focused on the details as they related to the City. [redacted] explanation and characterization of the meeting as a "meet and greet" is undermined by the content of a May 29 email from Mayor Sorce which summarizes the content of the meeting, including her statements that they will "work on the other key items of infrastructure ownership between the City and VFWD and the island wide infrastructure plan." Additionally, his characterization of [redacted] exclusion as unremarkable is contradicted by the consistent accounts of multiple other witnesses who viewed [redacted] exclusion as deliberate and inappropriate given her oversight role, as assigned specifically by the Council.

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[55] [redacted] offers a contextual explanation for the Mayor's convening of the meetings related to Mare Island without [redacted] inclusion. Specifically, he notes that the Mayor wears "different hats" in that she sits on other Boards and, in that capacity, can convene meetings related to her work on those Boards and he suggests that perhaps the Mayor was convening the meeting in her capacity as a Board member of Flood and Sand. Indeed, the Mayor's September 10, 2025 referenced earlier offers the fact that she has a dual role on a Board as a justification for why she convened meetings without Staff.

However, this "different hats" explanation is contradicted by evidence that the meeting invitations and/or follow-up communications originated from the Mayor's office and/or from her City email address, in her capacity as Mayor rather than from any separate board or committee role. Additionally, CM Palmares acknowledges that because the Mayor did not want [redacted] involved, they devised the idea of proceeding without the City and determined they would do so by acting in their capacities as VFWD Board members. Finally, Investigator understands, based on information available on the VFWD Board of Trustees website, that members of the City Council serve on the VFWD Board by virtue of their positions as City Council members. Accordingly, Investigator questions whether the characterization that individuals were acting solely in their capacities as VFWD Board members, rather than as City Council members, was advanced primarily to create a distinction that would avoid the appearance that they were acting on behalf of the City.

With respect to being excluded from meetings by [redacted] provides several specific accounts describing instances in which [redacted] communicated directly with her direct report staff and department heads, bypassing her and effectively excluding her from those interactions and decisions. [redacted] provides several legitimate examples of when he may bypass the [redacted] to work directly with staff, such as when information is needed urgently, an issue is time-sensitive, or he needs to better understand a matter, noting that in such situations he may also provide direct direction to expedite the response.

Based on the consistent, corroborated accounts of [redacted] CM Palmares, CM Gordon, and CM Bregenzer, along with [redacted] admissions and the documentary evidence, **Investigator finds that it is more likely than not that Mayor Sorce intentionally excluded [redacted] from meetings concerning Island that were within [redacted] area of oversight and in which she otherwise would have participated.**[56] **Weighing the totality of the available evidence, Investigator finds that [redacted] has offered operational and structural justifications for instances of exclusion of his meetings with [redacted] direct staff.**

In sum, the evidence was carefully evaluated for credibility, consistency, and corroboration. Where accounts conflicted, greater weight was afforded to those supported by independent evidence and reliable testimony. Based on the totality of the record, Investigator finds that certain aspects of [redacted] concerns are substantiated while other allegations are not supported by sufficient evidence or rely on inferences that cannot be conclusively established. These findings reflect a balanced assessment of the available evidence and the relative credibility of the witnesses, and are offered to inform any appropriate next steps. Should you require additional detail, please do let me know. Thank you.

Respectfully submitted,

7/5/26

[56] Investigator finds that the preponderance of the evidence does not support [redacted] claim that Mayor Sorce instructed [redacted] to make changes involving [redacted] The weight of the evidence supports that [redacted] made these changes on his own initiative.

Impartial Investigations

CONFIDENTIAL, ATTORNEY-CLIENT PRIVILEGED INVESTIGATIVE REPORT EXHIBIT LIST

July 6, 2026

A. April 16, May 28 and June 1, 2025 [redacted] complaints to [redacted]

B. March 14, 2025 Mayor Sorce complaints to [redacted]

C. September 2, 2025 Mayor Sorce complaint to [redacted]

D. April 2025 email string re Vacation Use accrual and payout

E. June-July 2025 emails re [redacted] appointing Police Chief Acting [redacted]

F. December 2025 email re [redacted] responsibilities between [redacted]

G. May 27, 2025 public session "Brown Act" violation related documents

1. May 2-13, 2025 email string in which [redacted] requests adding Mare Island preserve discussion to May 27, 2025 Council agenda
2. May 14, 2025 email from [redacted] adding Mare Island preserve discussion to May 27, 2025 Council agenda at [redacted] direction.
3. May 19, 2025 [redacted] proposed draft of May 27 meeting, including draft agenda showing preserve on it
4. May 23, 2025 email from Mayor Sorce to [redacted] inquiring about Brown Act violation.
5. May 24, 2025 [redacted] email to Council re alleged Brown Act violation

6. October 20, 2025 email from [redacted] to Investigator re time stamp for agenda review

H. emails re Correction Memo

1. June 6, 2025 Correction Memo related to May 19, 2025 Council meeting
2. June 8-June 10 2025 email string related to correcting misrepresentations at the May 19, 2025 Council meeting
3. June 9, 2025 email from [redacted] to Council advising he had not reviewed or approved the June 6 memo
4. August 1-August 18, 2025 and October 3, 2025 email string with [redacted] and [redacted] re Correction Memo
5. October 3, 2025 email response from [redacted] related to June 6 Correction memo

I. Documents re Mare Island Project

1. April 14, 2025 Charles Palmares email string with [redacted] re scheduling meeting
2. April 28-May 20, 2025 email string re scheduling of Mare Island Infrastructure meeting
3. August 18, 2025 email from Mayor Sorce to [redacted] and subsequent follow up
4. August 28, 2025 email string re Mayor Sorce scheduling meetings on Mare Island project
5. September 10, 2025 email from Mayor Sorce re "significant communication gaps" on Mare Island project

EXHIBIT A

From: [redacted]
Date: June 1, 2025 at 10:03:23 PM PDT
To: [redacted]
Subject: RE: Complaint of workplace retaliation and discrimination

[redacted]

I wanted to voice my specific concerns with the Mayor Sorce's attacks towards me at the Council meeting on 5/27/25, to add to my prior complaint from April below. Her accusations of my criminal violation of the Brown Act and how she verbally attacked me in public violated the COV Municipal Code and the COV Code of Ethics and Conduct for Elected and Appointed Officials by bullying and attacking me with false accusations and inaccurate facts that she held as truth. Even after, you the City Attorney told her the Brown Act was not violated and it only applies to elected officials, she still continued to call me unethical and not transparent and bash my work. Her false narrative about me and my work is disturbing and disruptive. Her behavior is increasingly aggressive and causing undue stress.

There are several negative impacts this behavior is causing to the work environment:

1. Hostile Work Environment-I have endured multiple instances of Andrea Sorce bullying and mistreating me and it's creating a hostile work environment where I can't adequately do my job due to the intensity and frequency of the Mayors behavior towards me. Again, I believe she is retaliating against me for participating in an investigation for her [redacted] from the City and because I ultimately replaced him and she continues to mistreat me in order to push me to quit. I do think [redacted] is tied into her directives and goals to make me leave as he is aligned on several points the Mayor is trying to falsely accuse me of. (Mare Island VFWD meetings that the Mayor removed me from against Council direction and he lied and denied involvement, when the developer and his calendar say otherwise). The Mayor has worked with members of the public including [redacted] to accuse me of the same things she is falsely accusing me of, and colluded to have him file complaints and request information while slandering my character and my work publicly in the same manner the Mayor is doing.
2. Impacts to Morale-I have several staff members that are afraid to present before City Council because of the hostile environment and I must agree. They feel unsupported by Council and fear they will be the center of the bashing as well. Staff has left recently due to this behavior and it affects overall staff very negatively.
3. Slander-My reputation is at stake and is being observed by other Cities and prospective employers. Her false public accusations of criminal and unethical behavior in the 5/27/25 Council meeting, combined with her narrative of spreading misinformation about my projects/departments throughout the community are damaging my reputation. They amount to slander. The community members jump on board with her negativity and join in spreading the false information and degrading banter, as have the newspapers and social media. Members of the public tell me the gossip and untrue things she is spreading throughout the community to try to get me to leave or be fired from the City. She is spreading lies about Costco taking 10 years to get through the ED department which is also untrue (Mayors statement made publicly at the 5/13/25 City Council meeting). She approaches developers and the community members accusing me of making bad deals for the ED department and the City. The list is a long one of her slander.

4. Public Perception-The City's image is also affected negatively for potential developers or future staff watching council meetings.
5. Operations-Efficiency of city operations is impeded by hours of pointing fingers about what staff is doing wrong and how much work still needs to be done (which are untrue), instead of being part of any solution. When there is an agreed upon agendizing process that is undermined by the blame game on my items being last minute and pinning me as the reason for all timing and agenda issues that arise instead of taking accountability for setting the agendas herself as Mayor with the [redacted], operations are ineffective and time is wasted. Blaming me for these agenda issues is wrong and inaccurate.

Developers, other City staff, and other jurisdiction staff have reached out to me checking in to ensure I'm ok. This is getting extremely uncomfortable for me daily. There is also a concern with [redacted] I have witnessed [redacted] behave in what I see as unprofessional behavior with a bias towards [redacted] and I worry she will tell him about this complaint and I will be treated poorly because of it.

I am asking for an immediate call to action:

1. Put a stop to these harassing interactions from Mayor Sorce, bring an immediate end to her misinformation spreading and slander, and immediate stop to her retaliative bullying behaviors towards me.
2. Cite her for Violations of the City of Vallejo Code of Ethics and Conduct for Elected and Appointed Officials rev. 2019 following provisions:
    1. No abusive conduct, personal charges, verbal attacks.
    2. Public officials shall not make belligerent, personal, impertinent, slanderous, threatening, abusive, or disparaging comments.
    3. Treat all staff as professionals, do not disrupt city staff from their jobs, never publicly criticize an individual employee, do not get involved in administrative functions, all which have been violated by the Mayor.
    4. It is the responsibility of the Mayor (or Vice Mayor) to initiate action if a member is not in compliance with the Code of Ethics and Conduct.
3. Cite her for Violations of the City of Vallejo Municipal Code:
    1. 2.02.190-Rules of Decorum at Public Meetings-1.No person participating in or attending a public meeting shall engage in disorderly or boisterous conduct, including but not limited to applause, whistling, stamping of feet, booing, or making any loud, threatening, profane, abusive, personal, impertinent, or slanderous utterance that disturbs, disrupts, or otherwise impedes the orderly conduct of the meeting.
4. Allow for clarification of facts and support in public meetings when misinfo is spread and staff is degraded and blamed as was the case on 5/13/25, 5/19/25 and 5/27/25.
5. Encourage the [redacted] to engage in immediate Goal setting process, including team building and council training-focused building relationship between staff and council, and council to council, to create an environment of trust and support instead of fear and punishment.
6. Support the Code of Ethics requirement for constructive criticism behind closed doors and support in public from the [redacted] and the City Council which is supported by the ICMA Practices for Effective Local Government Management and Leadership (https://icma.org/page/practices-effective-local-government-management-and-leadership), Tips

for Effective Governing Body Meetings (https://icma.org/articles/pm-magazine/tips-effective-governing-body-meetings) and the Cal Cities conference sessions on Leadership at every event.

I expect to be able to come to work to do the what my job description describes and not have to deal with these issues in the workplace.
Thanks for your time and consideration on this important topic, please let me know if you need more details or examples.

[redacted]

[redacted]
Sent: Wednesday, May 28, 2025 6:12 PM
To: [redacted]
Subject: RE: Complaint of workplace retaliation and discrimination

[redacted]
To add to this complaint, I believe last nights City Council meeting was more evidence of the retaliation and harassment I am enduring from the Mayor trying to get me to leave the City. Please add that video documentation to my complaint. This treatment is getting out of hand and creating increased toxicity in the work environment.

[redacted]
[redacted]

From: [redacted]
Sent: Thursday, April 17, 2025 1:36 PM
[redacted]
Subject: RE: Complaint of workplace retaliation and discrimination

[redacted]

Yes. Confirming receipt.

[redacted]

[redacted]
[redacted]
[redacted]
[redacted]
[redacted]
[redacted]

[redacted]

[redacted]
Sent: Thursday, April 17, 2025 1:05 PM
To: [redacted]
Subject: Re: Complaint of workplace retaliation and discrimination

[redacted]

Just checking to make sure you received this.

Thanks,

[redacted]

[redacted]

[redacted]

As I mentioned to you earlier this morning, I do not want to make waves, but I am continuing to be retaliated against and treated unfairly by [redacted] and the Mayor, Andrea Sorce, to the point that I can no longer ignore it. Today I was told that the Mayor will not approve my closed session item if I am the staff proposing it, and that [redacted] should be the one bringing the item forward so that she will consider it. It has been my project for 5 years and I need to be able to update City Council on my project in order to perform my job duties, yet she is refusing to work with me. I believe I am being retaliated against by both parties due to my involvement in [redacted] The retaliation is intensified even more, by [redacted] taking unilateral direction from the Mayor without the full Council review and direction. They are teaming up and bullying me privately and publicly.

In addition, I also think I am being unlawfully harassed and discriminated against in the workplace due to my age and gender by both parties as well. Not sure if this is a retaliatory action, but it is unacceptable no matter the reason for the continuous unfair and discriminating treatment. Others in my office and those in the public who are male and outside my age range are not treated similarly. It seems as though both [redacted] are trying to push me out of my job by taking away responsibilities, taking away benefits (including the vacation hour complaint I sent last week), speaking poorly of my work, and making my work environment so intolerable that I will leave under a forced resignation or constructive dismissal. It has been weighing on me for months and I am having a hard time even entering my office space right now knowing I have to deal with this.

At this time, I am not fully comfortable reporting this to [redacted] I also worry about her ability to keep confidential items confidential.

I value my job here in Vallejo and I just want to do the good work the community deserves without these issues interfering.
Thank you for your time. Please let me know if you need anything else,

[redacted]

[redacted]

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EXHIBIT B

karen@impartial-investigations.com

From: Andrea Sorce
Sent: Friday, March 14, 2025 6:48 PM
[redacted]
Subject: Confidential follow-up on email sent by city staff

Follow Up Flag: Follow up
Flag Status: Flagged

[redacted]

Following up on our conversation after Tuesday's council meeting, I am sure you saw the additional emails which have come in that target me.

The [redacted] made the decision to use her official City of Vallejo email address to reply to an email from an otherwise anonymous entity which was attacking and defaming a private citizen. In this reply, she used language which validated and inflamed the attacks and explicitly mentioned me. Following her email reply, additional attack emails came in referencing the information from [redacted] email.

[redacted] action undermines my ability to lead the city effectively. When I ran for office and became a public official, I knew full and well that I would be open to criticism and attacks from the public, and I am no stranger to said attacks. But to have City Staff participate and inflame these attacks crosses a very real line which puts at risk my ability to function in my role, the entire City Council's ability to function as a body, and my personal safety. I have given a great deal of thought and care to this matter and believe it to be grave.

Please consider this, along with our Tuesday conversation, a formal HR complaint on my behalf with the appropriate confidentiality that comes with such a complaint. Please do not share with [redacted] purposes of confidentiality. I respect the boundaries of our roles and will continue to, per City policy, only share my concerns with you directly. I am sharing this to protect my personal safety and ability to do my job on behalf of the people of Vallejo.

Andrea

Andrea Sorce
Mayor
City of Vallejo | Mayor's Office
555 Santa Clara Street Vallejo, CA 94590
(707) 648-4377 | *andrea.sorce@cityofvallejo.net*

EXHIBIT C

karen@impartial-investigations.com

From: Andrea Sorce
Sent: Tuesday, September 2, 2025 11:22 AM
[redacted]
Subject: Re: City Council communication on VFWD meetings

Follow Up Flag: Follow up
Flag Status: Flagged

[redacted]his is wholly and entirely inappropriate on so many levels. I will be following up.

Andrea Sorce

Mayor

City of Vallejo | Mayor's Office

555 Santa Clara Street Vallejo, CA 94590

(707) 648-4377 | *andrea.sorce@cityofvallejo.net*

[redacted]
Sent: Tuesday, September 2, 2025 10:53 AM
To: [redacted]
Subject: City Council communication on VFWD meetings

Please see the below update from [redacted]

> *Good morning, Mayor and City Councilmembers (bcc'd),*
>
> *For your information, Given Council direction on 4/8/25, staff will be setting up coordination meetings with the Vallejo Flood and Wastewater District staff regarding the Connolly Corridor project capacity issues on Mare Island. Per Council direction: VFWD, Mare Island Company, the Mayor and Councilmember Palmares will be included, as well as Veronica and Myself. Staff is aware meetings have taken place between the City, VFWD, and Mare Island Company that did not include Veronica and me, so at this time staff will be looping everyone together in an effort to move solutions forward collaboratively.*

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]



EXHIBIT D

karen@impartial-investigations.com

[redacted]
Sent: Thursday, November 6, 2025 10:46 AM
To: karen@impartial-investigations.com
Subject: Fw: PR#10 Maximum Leave

[redacted]
Sent: Tuesday, April 8, 2025 4:23 PM
[redacted]
Subject: FW: PR#10 Maximum Leave

Adding [redacted] for awareness.
Let me know if you have any questions.

[redacted]

[redacted]

[redacted]



***City Hall and the Central Permit Center and the Housing and Community Development Division are open from 9 a.m. to 3 p.m. Mondays through Thursdays.

[redacted]
Sent: Monday, April 7, 2025 6:31 PM
[redacted]
Subject: Re: PR#10 Maximum Leave

[redacted]

This communication is so unfortunate after many conversations with you since July of last year that led me to believe pay out of my lost vacation was imminent. Past practice also led me to believe it was moving forward as it had been done twice before with t[redacted] I spoke with [redacted] while you were on vacation about the fact that I would have not made the same decision about covering for your vacation in July, and foregoing vacations at Thanksgiving and Christmas to complete year end projects, if I had known these lost hours were not going to be returned to me or paid out. My decisions were based on you working to process my time back to me, amidst a busy time of you adjusting to the new city. Our check in discussions and emails led me to believe it would happen, not that it was under consideration to decide IF it could happen.

I ask that you please discuss with [redacted] the option of a one-off agreement regarding my time, given the above circumstances. I appreciate your consideration and priority to the time I dedicate to this City and the time I have unwillingly lost.

[redacted]

[redacted]

[redacted]

[redacted]

I apologize for the delay in getting back to you on this. [redacted] have all communicated on this matter and do not believe that there is any policy or procedure under which you can be paid or credited for lost vacation accrual. I am sorry that this is not possible and deeply regret that you have lost this accrual. Thank you for your hard work and long hours on behalf of the City and let's make sure that going forward you do not lose any accrual.

[redacted]

[redacted]

[redacted]
Sent: Wednesday, February 19, 2025 8:51 AM
[redacted]
Subject: FW: PR#10 Maximum Leave

[redacted] –

Here is the string regarding the topic we discussed yesterday. Look forward to your thoughts.

Thanks

[redacted]
Sent: Tuesday, February 18, 2025 2:26 PM
[redacted]
Subject: RE: PR#10 Maximum Leave

Correct. Nothing for Unrep. We don't typically see CAMP employees exceed their max since the pandemic and since telework has become an option – in addition to CAMP now having 60 hours of management leave.

[redacted]
[redacted]
[redacted]
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[redacted]
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[redacted]png>

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<image011.jpg>
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<image013.png>

[redacted]
Sent: Tuesday, February 18, 2025 1:53 PM
[redacted]
Subject: FW: PR#10 Maximum Leave

Hi –

The CAMP MOU provides the following situations (“exceptions”) in which employees can be paid for foregone annual leave accrual. The unrepresented resolution does not contain any exceptions, and I don’t see any “me too” in the unrepresented resolution for CAMP provisions.

8.2.2. Limitation of Accumulation
Employees included in this representational unit shall be eligible to accumulate annual leave up to that which can be accumulated in three (3) years. No employee shall be allowed to accrue annual leave above the maximum allowed accumulation unless one of the following exceptions is granted by the Director of Human Resources, or designee.
8.2.2.1. An exception will be granted by the Director of Human Resources, or designee, in the event that an injury or illness to the employee, or the employee serving on jury duty precludes that employee using accrued annual leave. To be considered for this exception, the Director of Human Resources must be informed of the circumstances surrounding the need to allow for the exception before an employee's annual leave accumulation reaches the maximum. The employee shall be paid for any accrual in excess of the maximum determined appropriate by the Director of Human Resources at the employee's current pay rate. At a minimum, an employee shall be paid for that amount of annual leave they would have accrued during the period they were precluded from using accrued annual leave.
8.2.2.2. The Director of Human Resources, or designee, may grant an exception in cases where an employee's scheduled annual leave was canceled by the employee's department head. To be considered for this exception, the Director of Human Resources must be informed of the circumstances surrounding the need to allow for the exception before an employee's annual leave accumulation reaches the maximum. The employee shall be paid for any accrual in excess of the maximum determined appropriate by the Director of Human Resources at the employee's current pay rate. At a minimum, an employee shall be paid for that amount of annual leave they would have accrued during the period they were precluded from using accrued annual leave.

Thanks

[redacted]>
Sent: Friday, February 7, 2025 9:38 AM
[redacted]
Subject: RE: PR#10 Maximum Leave

[redacted]

I have not accrued vacation since May due to workloads and coverage. I believe it is about 145 hours at this point which equates to about 3.5 weeks. Finance will be able to do an exact calculation as they did last time (below).

[redacted]

[redacted]
Sent: Friday, February 7, 2025 8:10 AM
[redacted]
Subject: RE: PR#10 Maximum Leave

Hi –

How many hours of annual leave accrual did you forego due to being at the cap?

Thanks

[redacted]
Sent: Monday, February 3, 2025 3:27 PM
[redacted]
Subject: RE: PR#10 Maximum Leave

Bringing to the top of your inbox…
I am hoping to get 2024 PP #11 to current approved for lost vacation time payout (May 2024– February 2025).

Let me know if you'd like me to send the request to the group below so you can approve via email if that's easier.

[redacted]

[redacted]

[redacted]

[redacted]>

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<image020.png>

***City Hall and the Central Permit Center and the Housing and Community Development Division are open from 9 a.m. to 3 p.m. Mondays through Thursdays.

[redacted]
Sent: Wednesday, January 29, 2025 6:10 PM
[redacted]
Subject: RE: PR#10 Maximum Leave

[redacted]

As discussed prior, please see the process below last time I had lost vacation cashed out due to cancelling vacation to assist the [redacted]
It was a simple process. Thank you for your consideration.

[redacted]

[redacted]
Sent: Tuesday, May 14, 2024 7:29 PM
[redacted]
Subject: RE: PR#10 Maximum Leave

[redacted]

Based on ICM [redacted] approval we will be paying your lost accrual in pp11.

As per our records you lost [redacted] leave accrual till pp10. Payroll team has been cc'd as well.

Please do let us know if we can provide any additional information.

[redacted]

[redacted]
555 Santa Clara St, Vallejo California, 94590
Tel: 707-648-5433

[redacted]
Sent: Tuesday, May 14, 2024 11:17 AM
[redacted]
Subject: PR#10 Maximum Leave

[redacted] has been unable to utilize her annual leave due to workload. Please payout her annual leave accruals for PP10.

[redacted]

EXHIBIT E

karen@impartial-investigations.com

[redacted]
Sent: Friday, August 22, 2025 10:29 AM
To: karen@impartial-investigations.com
Subject: [redacted]

Flag Status: Flagged

FYI

[redacted]
Sent: Thursday, July 10, 2025 11:03 AM
[redacted]
Subject: RE: [redacted]

[redacted]

I am sorry that you feel like there has been a miscommunication. My recollection is that you let me know when you would be available to serve as [redacted] and I told you thanks for letting me know your availability. I had not made a decision about who I would assign to serve as [redacted] and I don't think I communicated a plan to anyone at that time. The Code does not require that an [redacted] Because you are not going to be available for the full period I am going to be away, and I think it would be confusing and disruptive to change [redacted] midstream, and because public safety has been a key topic of Council interest, I think it makes the most sense to have Jason serve.

Thanks

[redacted]
Sent: Thursday, July 10, 2025 9:41 AM
[redacted]
Subject: [redacted] out of office dates for July

[redacted]

Following back up on this? Can you please explain why you changed direction to have [redacted] while I am in the office 7/21-7/25/25? Per my job description and the Code that should be my responsibility. Please advise.

[redacted]

[redacted]

[redacted]
Sent: Wednesday, July 9, 2025 1:00 PM
[redacted]
Subject: [redacted] out of office dates for July

Ok I'm confused are you now changing what you told me prior and the SLT group yesterday that I will be [redacted] 7/21-7/25 and during that council meeting? Just wanting some clarity if that has changed which the email below appears to be different.

[redacted]

[redacted]

On Jul 9, 2025, at 12:45 PM, [redacted]

Hi –

Reminder that I will be out of the office Monday 7/14/25 through Friday 7/25/25. I am not going to have any phone or internet connectivity from Monday 7/14/25 through Saturday 7/19/25. [redacted] is also going to be out of the office for some of this time, [redacted] is just getting settled, and public safety is the hot topic, so I will have [redacted] while I am away.

Thanks

[redacted]
Sent: Monday, June 30, 2025 7:03 AM
[redacted]
Subject: RE: [redacted]y

Good morning –

Reminder that I will be out of the office today through Thursday. I will not have phone or internet connectivity. [redacted] during this period.

Thanks

[redacted]
Sent: Tuesday, June 17, 2025 10:26 AM
[redacted]

Good morning –

I am going to be out of the office for a few weeks in July: 6/30/25 – 7/3/25 and 7/14/25 – 7/25/25. I am not going to have any phone or internet connectivity for much of those periods. I will appoint an [redacted] Please let me know if you have any questions. Thank you in advance for keeping things moving forward while I am away.

[redacted]

[redacted]
[redacted]
[redacted]
[redacted]
[redacted]
[redacted]

[redacted]

[redacted]
[redacted]

[redacted] png>

EXHIBIT F

karen@impartial-investigations.com

From: [redacted]
Sent: Monday, December 8, 2025 9:32 AM
To: karen@impartial-investigations.com
Subject: FW: [redacted]

Flag Status: Flagged

Karen,

Just forwarding an email in which [redacted] and Myself about covering while he is gone in Hawaii (when we both are on prior approved vacation). The thing here is that he is proposing the two of us split his time off to cover for him. If you recall the last time he was gone and I was in the office for a portion of his vacation, he told me the Police Chief should cover so we didn't split up the coverage and confuse people. Yet now he is changing his mind, I believe it is because the chief is a man and he wanted him to cover fully. In this case, we are both woman so he was fine with us splitting it. At each juncture when he can choose a man over a woman he does.

Let me know if you need anything else.

[redacted]

[redacted]

From: [redacted]
Sent: Thursday, December 4, 2025 9:52 AM
To: [redacted]
Subject: [redacted]

Do we want to have [redacted] Thanks

From: [redacted]
Sent: Monday, December 1, 2025 2:13 PM
To: [redacted]
Subject: RE: [redacted]

I am in office 12/18-12/19 but off thereafter. I am staying in the area and am available if needed.

Thanks,

[redacted]

From: [redacted]
Sent: Tuesday, November 25, 2025 1:45 PM
To: [redacted]

Cc: [redacted]

Good afternoon,

I will be around. I was planning on taking a day or two off during this time but can still be available. The days that I was looking at were potentially 12/24-29. I'll be around through the 1st.

[redacted]



From: [redacted]
Sent: Tuesday, November 25, 2025 1:28 PM
To: [redacted]
Subject: [redacted]

Hi –

I am planning to be out of state on vacation Thursday 12/18/25 – Wednesday 12/24/25. Will either of you be working during that timeframe and able to serve as [redacted]? I will be in Hawaii, so reachable by phone and will be doing some intermittent email.

[redacted]



EXHIBIT G

karen@impartial-investigations.com

From: [redacted]
Sent: Monday, December 8, 2025 12:47 PM
To: karen@impartial-investigations.com
Subject: FW: Thanks for the time

Flag Status: Flagged

Another email documenting [redacted] saying it was a council request to review the legislation which he moved forward.
[redacted]

From: [redacted]
Sent: Tuesday, May 13, 2025 2:01 PM
To: [redacted]
Cc: [redacted]
Subject: RE: Thanks for the time

I think so, as Council requested it as a future agenda item, and we won't have time to develop the necessary background information to present to Council Members during check ins this week. [redacted] might be able to confirm by what Council meeting we need to have an answer to give to Garamendi. I believe they earlier said they need to know by the end of May.

From: [redacted]
Sent: Tuesday, May 13, 2025 12:08 PM
To: [redacted]
Subject: RE: Thanks for the time

Are we adding before we have discussed with each CC member.

[redacted]

[redacted]

[redacted]

From: [redacted]
Sent: Tuesday, May 13, 2025 9:38 AM
To: [redacted]
Subject: RE: Thanks for the time

Whoever is responsible for the staff report should be the one adding. Just let me know and I will unlock the agenda. As an FYI, adding this to the 5/27 Action Calendar now makes for a total of 13 items.

[redacted]



IIMC President Elect 2024-25



International Institute of Municipal Clerks https://www.iimc.com/

From: [redacted]>
Sent: Tuesday, May 13, 2025 8:58 AM
To: [redacted]
Cc: [redacted]
Subject: RE: Thanks for the time

If as [redacted] mentions we would want Council direction in an open meeting on whether or not to request Garamendi include MI Preserve in the legislation, let's add this as a tentative Council agenda action item for 5/27/25. Thanks

From: [redacted]
Sent: Monday, May 12, 2025 5:16 PM
To: [redacted]
Subject: Re: Thanks for the time

Hi there,

We own the property so we control with the zoning is and can update that during the specific plan process, but we cannot project revenue from a potential hotel with very much accuracy. I can set up an internal meeting and try and get maintenance costs from Oscar. I will work on that next week.

Thanks,

[redacted]

Sent from my iPhone

On May 12, 2025, at 5:08 PM, [redacted] wrote:

Hi –

Could you please create a written summary of the pros and cons of adding the MI Preserve to the NWR legislation, which we can use to educate Council Members on this topic. Please include mention of the cost to the City of maintaining the preserve, whether or not a hotel would be allowed, what revenue a hotel would generate for the City, and whether the City would be able to decide whether to include MI Preserve in the NWR subsequent to the passage of the legislation.

Thanks

From: [redacted]
Sent: Friday, May 2, 2025 10:05 AM
To: [redacted]
Subject: RE: Thanks for the time

Hi [redacted]

I just spoke with Sophia Danzeisen, the Legislative Assistant at Congressman John Garamendi's office who has been working on the San Pablo Bay National Wildlife Refuge Legislation. She stated we would need to make a request to add land to this legislation by the end of this month (5/30/2025). I asked what was driving this date and she explained they would need time to process the request and get approvals from the stakeholders and Senator Padilla. They hope to introduce the bill in the next few months.

As to the hotel issue, let me reach out to State Lands on this. It is my understanding hotels are sometimes allows on public trust lands, but it would be good to understand the perimeters of this.

Thanks and please let me know if you need any additional information.
[redacted]

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<image006.png>

From: [redacted]
Sent: Friday, May 2, 2025 9:43 AM
To: [redacted]
Subject: RE: Thanks for the time

[redacted]

Can one of you please reach out to the appropriate contact in Garamendi's office to find out how soon they need to know if we would like to include the Preserve in the updated NWR? The appropriate contact is in a prior email.

Thanks

From: [redacted]
Sent: Friday, May 2, 2025 9:41 AM
To: [redacted]
Subject: FW: Thanks for the time

[redacted]

Thank you for this information about the legislation.

Best,

[redacted]

From: [redacted]
Sent: Tuesday, March 11, 2025 7:27 PM
To: [redacted]
Subject: Thanks for the time

[redacted]

Good to have you at the Brewing Co. Thank you for your time. I appreciate your calm and measured approach. Think it will serve our City well.

A few follow-ups:

Here are the recent KQED episodes on base closures and Mare Island:

1. Part 1 (with VP of the Foundation Dennis Kelly): https://www.kqed.org/news/12022479/why-are-there-so-many-abandoned-military-bases-in-the-bay-area
2. Part 2 (with yours truly): https://www.kqed.org/news/12023708/surprising-ways-former-bay-area-military-bases-are-transforming-and-why-it-takes-so-long

Here's the original Connolly Street Corridor Plan that MICo committed by contract to finishing by 2027: https://static1.squarespace.com/static/628ea660119bff50ecf57179/t/62a974271436211b0ab63a7d/1655272533556/07.21.2021-Mare-Island+-+Community-Meeting_compressed+%281%29.pdf

Here are the details from Garamendi on the Wildlife Refuge Expansion:

Thanks for your work for our City. As discussed, do let me know if there's anything I can do to support your efforts; I remain at the ready.

[redacted]t

Kent

Kent Fortner - Founder
Mare Island Brewing Co.
Mare Island, CA
www.mareislandbrewingco.com
kent@mareislandbrewingco.com
Facebook www.facebook.com/mareislandbrewingco
Instagram @mareislandbrewingco
Twitter @mareislandbrew

karen@impartial-investigations.com

From: [redacted]
Sent: Monday, December 8, 2025 12:45 PM
To: karen@impartial-investigations.com
Subject: FW: National Wildlife Refuge Staff report

Flag Status: Flagged

The bottom email has [redacted] on copy where I was implementing his direction to put the Garamendi legislation o the agenda. Let me kno if you need anything additional.

Thanks,
[redacted]

From: [redacted]
Sent: Tuesday, August 19, 2025 11:44 AM
To: karen@impartial-investigations.com
Subject: FW: National Wildlife Refuge Staff report

FYI

From: [redacted]
Sent: Wednesday, May 14, 2025 6:33 PM
To: [redacted]
Subject: RE: National Wildlife Refuge Staff report

5/27/25, action item, since Garamendi wants direction by 5/31.

Thanks,

[redacted]

From: Dawn Abrahamson <Dawn.Abrahamson@cityofvallejo.net>
Sent: Wednesday, May 14, 2025 6:29 PM
To: [redacted]
Subject: RE: National Wildlife Refuge Staff report

For which meeting?

Dawn G. Abrahamson, MMC
City Clerk
City of Vallejo | City Clerk's Office
Office: (707) 648-4528| dawn.abrahamson@cityofvallejo.net
Cell: (707) 334-2931

IIMC President Elect 2024-25

International Institute of Municipal Clerks https://www.iimc.com/

From: [redacted]
Sent: Wednesday, May 14, 2025 6:28 PM
To: Dawn Abrahamson <Dawn.Abrahamson@cityofvallejo.net>
Cc: [redacted]
Subject: National Wildlife Refuge Staff report

[redacted]

Can you please open the agenda so [redacted] can add the staff report for the wildlife legislation per [redacted] direction?

[redacted] can you please upload the staff report, draft legislation, and put together a reso for CAO to review please?

Thanks,

[redacted]

[redacted]

CALL AND NOTICE OF REGULAR MEETING AT 7:00 PM OF THE VALLEJO CITY COUNCIL

MAY 27, 2025

COUNCIL MEMBERS
Andrea Sorce (Mayor)
Peter Bregenzer (Vice-Mayor)
Helen-Marie Gordon
Tonia Lediju, PhD
Alexander Matias
Diosdado "JR" Matulac
Charles Palmares

HYBRID MEETING
www.Cityofvallejo.net

Council Chambers
555 Santa Clara Street
Vallejo, CA 94590

NOTICE: Members of the Public will be able to participate in-person or remotely via Zoom	City Hall and the Council Chambers will be open to members of the public 30 minutes prior to the start of the meeting.
PUBLIC COMMENT: Members of the Public may provide public comments during the City Council Meeting in person or via ZOOM (https://ZoomRegular.Cityofvallejo.net), or via phone, by dialing (669) 900-6833.	**For additional instructions on how to speak remotely during public comment, please visit, www.cityofvallejo.net/publiccomment**
VIEW THE MEETING: **There are four different ways you can view this public meeting:** • **In Person** • **Watch Vallejo local channel 28** • **Stream from the City website: www.cityofvallejo.net/Streaming** • **Join the Zoom webinar: https://ZoomRegular.Cityofvallejo.net**	Scan QR code for live captions and translation in Spanish and Tagalog.

Hybrid Options are available for members of the public to participate. To participate remotely

Option to Join by Computer	**Option to Join by Phone**
From your browser go to https://ZoomRegular.CityofVallejo.net to launch and join the zoom application. Meeting ID: 914 0075 0676# Meeting Password: 131313	Dial (669) 900-6833 Enter Meeting ID: 914 0075 0676# Meeting Password: 131313 Press *9 to digitally raise your hand from the phone. Press *6 to unmute/mute

Any supplemental writing related to an agenda item for an open session of a regular meeting that is distributed to all or a majority of all members of the City Council less than 72 hours before the meeting will be posted concurrently on the City's website at www.cityofvallejo.net/agendas Written material distributed during the meeting, will be available at the meeting if prepared by the City or after the meeting if prepared by someone else. Such materials may be obtained from the City Clerk

Vallejo City Council Chambers ADA compliant. Devices for the hearing impaired are available from the City Clerk. Requests for disability related modifications or accommodations, aids or services may be made by a person with a disability to the City Clerk's office no less than 72 hours prior to the meeting as required by Section 202 of the Americans with Disabilities Act of 1990 and the federal rules and regulations adopted in implementation thereof

AGENDA

1. CALL TO ORDER

2. ROLL CALL

3. PLEDGE OF ALLEGIANCE

4. REPORT OUT OF CLOSED SESSION

5. PRESENTATIONS AND COMMENDATIONS

A. **PRESENTATION OF A PROCLAMATION RECOGNIZING LESBIAN, GAY, BISEXUAL, TRANSGENDER, AND QUEER PRIDE MONTH - JUNE 2025**

B. **PRESENTATION OF A PROCLAMATION RECOGNIZING PHILIPPINE CULTURAL MONTH - MAY 2025**

6. FIRST COMMUNITY FORUM

*The Community Forum is an opportunity to address the Council on any matter for which another opportunity to speak is not provided on the agenda, and which is within the jurisdiction of the Council to resolve. Any interested members of the public desiring to communicate with the City Council as part of the First Community Forum may do so in person by signing in to the Public Speaker's kiosk located in the back of the Council Chambers or via ZOOM:(https://ZoomRegular.Cityofvallejo.net), Option to join by phone: Dial (669) 900-6833. Enter Meeting ID: 914 0075 0676#. Press * 9 to digitally raise your hand from the phone. Press *6 to unmute/mute. For additional instructions on how to speak remotely during public comment, please visit, www.cityofvallejo.net/publiccomment. In person speakers will be recognized first. When called upon, each speaker should step to the podium, state his/her name for the record. The conduct of the community forum shall be limited to a maximum of fifteen (15) minutes, with each speaker limited to a maximum of three minutes pursuant to Vallejo Municipal Code Section 2.02.300.*

7. PUBLIC COMMENT REGARDING CONSENT CALENDAR ITEMS

*Members of the public wishing to address the Council on Consent Calendar items may do so in person by signing in to the Public Speaker's kiosk located in the back of the Council Chambers or via ZOOM:(https://ZoomRegular.Cityofvallejo.net), Option to join by phone: Dial (669) 900-6833. Enter Meeting ID: 914 0075 0676#. Press * 9 to digitally raise your hand from the phone. Press *6 to unmute/mute. For additional instructions on how to speak remotely during public comment, please visit, www.cityofvallejo.net/publiccomment. In person speakers will be recognized first. Each speaker is limited to three minutes pursuant to Vallejo Municipal Code Section 2.02.310. Requests for removal of Consent Items received from the public are subject to approval by a majority vote of the Council. Items removed from the Consent Calendar will be heard immediately after approval of the Consent Calendar and Agenda.*

8. CONSENT CALENDAR AND APPROVAL OF AGENDA

A. **WAIVE FULL READING AND AUTHORIZING INTRODUCTIONS AND/OR ADOPTION OF ORDINANCES BY TITLE ONLY**

Recommendation: Waive reading and authorize introductions and/or adoption of any and all ordinances on this agenda, if any, by title only. This is a standard procedural action so the City Council does not have to read an ordinance in its entirity.

Contact: Dawn G. Abrahamson, MMC, City Clerk (707) 648-4527
Dawn.Abrahamson@cityofvallejo.net

B. **PAYMENT OF CLAIMS: MARCH 2025**

Recommendation: Ratify the payment of claims for the period of March 1, 2025, through March 31, 2025.

Contact: Rekha Nayar, Finance Director (707) 648-4592
Rekha.Nayar@cityofvallejo.net

C. **ADOPT A RESOLUTION AMENDING THE FISCAL YEAR 2024-25 CAPITAL IMPROVEMENT PROGRAM BUDGET TO APPROPRIATE $98,218 IN ADDITIONAL FUNDING FROM THE NAPA VALLEY VINE TRAIL COALITION FOR THE BAY TRAIL/VINE TRAIL GAP CLOSURE PROJECT (PW9802) – STEP 2 OF 2**

Recommendation: Adopt a Resolution amending the FY 2024-25 Capital Improvement Program budget to appropriate $98,218 in additional funding from the Napa Valley Vine Trail Coalition for the Bay Trail/Vine Trail Gap Closure Project (PW9802) – Step 2 of 2

Contact: Oscar Alcantar, Interim Public Works Director
Oscar.Alcantar@cityofvallejo.net

D. **ADOPT A RESOLUTION AMENDING THE FISCAL YEAR 2024-25 SOLID WASTE FUND BUDGET TO RECOGNIZE REVENUE IN THE AMOUNT OF $47,717 FROM TWO GRANTS AWARDED BY THE CALIFORNIA DEPARTMENT OF RESOURCES RECYCLING AND RECOVERY (CALRECYCLE) IN THE AMOUNTS OF $17,156 AND $30,561, APPROPRIATING EXPENDITURE BUDGET, AND ACCEPTING AND APPROVING THE GRANT GUIDELINES RELATED TO SAME (Step 2 of 2)**

Recommendation: Adopt a Resolution amending the FY 2024-25 Solid Waste Fund budget to recognize revenue in the amount of $47,717 from two grants awarded by CalRecycle in the amounts of $17,156 and $30,561, appropriating expenditure budget, and accepting and approving the Grant Guidelines related to same.

Contact: Oscar Alcantar, Interim Public Works Director
Oscar.Alcantar@cityofvallejo.net

E. **ADOPT A RESOLUTION APPROVING A MEMORANDUM OF AGREEMENT WITH HEALTHY VALLEJO COMMUNITY SUPPORT SERVICES, INC. FOR AN AMOUNT NOT TO EXCEED $119,700 FOR SERVICES THROUGH SEPTEMBER 30, 2025, AND AUTHORIZING THE CITY MANAGER TO EXECUTE SAME**

Recommendation: Authorize the City Manager to execute a Memorandum of Agreement with Healthy Vallejo Community Support Services, Inc. for an amount not to exceed $119,700 for services through September 30, 2025.

Contact: jason.ta@cityofvallejo.net

F. **ADOPT A RESOLUTION APPROVING THE PLANS AND SPECIFICATIONS FOR THE ROOFING REPLACEMENT PROJECT LOCATED AT 23 HARBOR WAY, AWARDING A CONSTRUCTION CONTRACT FOR THE PROJECT TO**

STRONGER BUILDING SERVICES IN AN AMOUNT NOT TO EXCEED $121,655 AND REJECTING ALL OTHER BIDS, AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE CONSTRUCTION CONTRACT

Recommendation: Adopt a resolution approving the plans and specifications for the roofing replacement project located at 23 Harbor Way, awarding a construction contract to Stronger Building Services in an amount not to exceed $121,655 and rejecting all other bids, and authorizing the City Manager to execute the Construction Contract.

Contact: Oscar Alcantar, Interim Public Works Director
Oscar.Alcantar@cityofvallejo.net

G. **ADOPT A RESOLUTION APPROVING THE ENGINEER'S REPORT AND DECLARING THE INTENTION TO LEVY AND COLLECT ASSESSMENTS FOR FISCAL YEAR 2025–2026 WITHIN THE CIMARRON HILLS/MADIGAN, COLLEGE HILLS, COSTA DEL RIO (SEAVIEW), SOMERSET HIGHLANDS I/II, HUNTER RANCH I/II, GLEN COVE I/II, MONICA PLACE, SOMERSET HIGHLANDS III, SPRINGTREE/FLEMING HILL, SUMMIT II, TOWN AND COUNTRY I, WOODRIDGE, AND GREENMONT/SEAPORT HILLS LANDSCAPE MAINTENANCE DISTRICTS AND SETTING A PUBLIC HEARING ON THE MATTER FOR JUNE 10, 2025 AT 7:00 P.M.**

Recommendation: Adopt a resolution approving the Engineer's Report and declaring the intention to levy and collect assessments for Fiscal Year (FY) 2025-26 within existing landscape maintenance districts formed pursuant to the Improvement Act of 1911, and setting a public hearing on the matter for June 10, 2025 at 7:00pm.

Contact: Oscar Alcantar, Interim Public Works Director
Oscar.Alcantar@cityofvallejo.net

H. **ADOPT A RESOLUTION APPROVING THE ENGINEER'S REPORT AND DECLARING THE INTENTION TO LEVY AND COLLECT ASSESSMENTS FOR FISCAL YEAR 2025- 2026 WITHIN THE RIDGECREST LANDSCAPE MAINTENANCE DISTRICT AND SETTING A PUBLIC HEARING ON THE MATTER FOR JUNE 10, 2025 AT 7:00 P.M.**

Recommendation: Adopt a resolution approving the Engineer's Report and declaring the intention to levy and collect assessments for Fiscal Year 2025-26 within the Ridgecrest Landscape Maintenance District and setting a public hearing on the matter for June 10, 2025 at 7:00 p.m.

Contact: Oscar Alcantar, Interim Public Works Director
Oscar.Alcantar@cityofvallejo.net

I. **ADOPT A RESOLUTION APPROVING THE ENGINEER'S REPORT AND DECLARING THE INTENTION TO LEVY AND COLLECT ASSESSMENTS FOR FISCAL YEAR 2025-2026 WITHIN THE BORDONI RANCH, CARRIAGE OAKS, GARTHE RANCH, HIDDENBROOKE, HUNTER RANCH III, MARINE WORLD/FAIRGROUNDS, MARINVIEW, NORTHEAST QUADRANT, SOUTH VALLEJO BUSINESS PARK, AND TOWN AND COUNTRY II-V LANDSCAPE MAINTENANCE DISTRICTS AND SETTING A PUBLIC HEARING ON THE MATTER FOR JUNE 10, 2025 AT 7:00 P.M.**

Recommendation: Adopt a resolution approving the Engineer's Report and declaring the intention to levy and collect assessments for Fiscal Year (FY) 2025-2065 within the Bordoni Ranch, Carriage Oaks, Garthe Ranch, Hiddenbrooke, Hunter Ranch III, Marine World/Fairgrounds, Marinview, Northeast Quadrant, South Vallejo Business Park, and Town and Country II-V landscape maintenance districts and setting a public hearing on the matter for June 10, 2025 at 7:00 P.M.

Contact: Oscar Alcantar, Interim Public Works Director
Oscar.Alcantar@cityofvallejo.net

J. **ADOPT A RESOLUTION APPROVING THE ENGINEER'S REPORT AND DECLARING THE INTENTION TO LEVY AND COLLECT ASSESSMENTS FOR FISCAL YEAR 2025-2026 WITHIN THE GLEN COVE III AND GLEN COVE III 2015 LANDSCAPE MAINTENANCE DISTRICTS AND SETTING A PUBLIC HEARING ON THE MATTER FOR JUNE 10, 2025 AT 7:00 P.M.**

Recommendation: Adopt a resolution approving the Engineer's Report and declaring the intention to levy and collect assessments for Fiscal Year 2025-2026 within Glen Cove III and Glen Cove III 2015 Landscape Maintenance Districts (LMD) formed pursuant to the 1972 Landscape and Lighting Act of 1972, and setting a Public Hearing on the matter for June 10, 2025 at 7:00 PM.
Contact: Oscar Alcantar, Interim Public Works Director
Oscar.Alcantar@cityofvallejo.net

K. **ADOPT A RESOLUTION APPROVING THE ENGINEER'S REPORT AND DECLARING THE INTENTION TO LEVY AND COLLECT ASSESSMENTS FOR FISCAL YEAR 2025-2026 WITHIN THE SANDPIPER POINT LANDSCAPE MAINTENANCE DISTRICT AND SETTING A PUBLIC HEARING ON THE MATTER FOR JUNE 10, 2025 AT 7:00 P.M.**

Recommendation: Adopt a resolution approving the Engineer's Report and declaring the intention to levy and collect assessments for Fiscal Year (FY) 2025-2065 within the Sandpiper Point Landscape Maintenance District and setting a Public Hearing on the matter for June 10, 2025 at 7:00 p.m.

Contact: Oscar Alcantar, Interim Public Works Director
Oscar.Alcantar@cityofvallejo.net

L. **PROVIDE NOTICE OF INTENT TO AMEND THE FISCAL YEAR 2024-25 CAPITAL IMPROVEMENT PROGRAM BUDGET TO APPROPRIATE $50,000 OF TRANSPORTATION FUND FOR CLEAN AIR GRANT FUNDS FOR THE FIFTH STREET BIKE AND PEDESTRIAN SAFETY IMPROVEMENTS PROJECT (PW9714) - STEP 1 OF 2**

Recommendation: Provide Notice of Intent to amend the fiscal year 2024-25 Capital Improvement Program budget to appropriate $50,000 of Transportation Fund for Clean Air Grant funds for the Fifth Street Bike and Pedestrian Safety Improvement Project (PW9714) - Step 1 of 2

Contact: Oscar Alcantar, Interim Public Works Director
Oscar.Alcantar@cityofvallejo.net

M. **PROVIDE NOTICE OF INTENT TO AMEND THE FY 2024-25 CAPITAL IMPROVEMENT PROGRAM BUDGET TO APPROPRIATE $350,000**

OF HIGHWAY SAFETY IMPROVEMENT PROGRAM (HSIP) GRANT FUNDS FOR THE ROAD EDGELINE PROJECT (PW9715) - STEP 1 OF 2

Recommendation: Provide Notice of Intent to amend the FY 2024-25 Capital Improvement Program budget to appropriate $350,000 of Highway Safety Improvement Program (HSIP) Grant funds for the Road Edgeline Project (PW9715) - Step 1 of 2

Contact: Oscar Alcantar, Interim Public Works Director
Oscar.Alcantar@cityofvallejo.net

N. **ADOPT A RESOLUTION REVISING THE UNREPRESENTED EXECUTIVE MANAGEMENT EMPLOYEE COMPENSATION, LEAVE, AND BENEFITS TO ADD P.O.S.T. CERTIFICATE PAYS FOR THE DEPUTY POLICE CHIEF AND POLICE CHIEF**

Recommendation: Adopt a resolution revising the Unrepresented Executive Management Employee Compensation, Leave, and Benefits to add a provision for Deputy Police Chiefs to earn an additional 5% if they obtain their P.O.S.T. Management Certification, and for Police Chiefs to earn an additional 5% if they obtain their P.O.S.T. Executive Development Certification, effective May 31, 2025.

Contact: Stephanie Sifuentes, Human Resources Director (707) 649-4852
Stephanie.sifuentes@cityofvallejo.net

O. **ADOPT A RESOLUTION APPROVING A THIRD AMENDMENT TO THE CONSULTANT AND PROFESSIONAL SERVICES AGREEMENT WITH MUNICIPAL RESOURCE GROUP LLC TO PROVIDE CONTINUED POLICY DEVELOPMENT, PROCESS IMPROVEMENT, AND ANALYSIS FOR THE HUMAN RESOURCES DEPARTMENT, FINANCE DEPARTMENT, AND CITY MANAGER'S OFFICE AND INCREASE COMPENSATION TO A NEW NOT-TO-EXCEED AMOUNT OF $375,000 AND AUTHORIZING THE CITY MANAGER TO EXECUTE SAME**

Recommendation: Adopt a resolution approving a Third Amendment to the Consultant and Professional Services Agreement with Municipal Resources Group, LLC., to extend the agreement until June 30, 2026, and to add an additional $115,000 to the Agreement for a new not-to-exceed total of $375,000, and authorize the City Manager to execute same.

Contact: Andrew Murray, City Manager (707) 648-4576
Andrew.Murray@cityofvallejo.net

P. **ADOPT A RESOLUTION AMENDING THE FISCAL YEAR 2024-25 MARINA FUND AND STATE LANDS FUND BUDGETS BY REALLOCATING $260,000 OF THE STATE LANDS BUDGET IN PROJECT PWC112: ROOF REPAIRS/REPLACEMENT TO THE MARINA FUND (STEP 2 OF 2)**

Recommendation: Adopt a Resolution amending the fiscal year 2024-25 Marina Fund and State Lands Fund budgets by reallocating $260,000 of the State Lands budget in Project PWC112: Roof Repairs/Replacement to the Marina Fund (Step 2 of 2).

Contact: Oscar Alcantar, Interim Public Works Director
Oscar.Alcantar@cityofvallejo.net

Q. **ADOPT A RESOLUTION AMENDING THE FISCAL YEAR 2024–2025 BUDGET IN THE AMOUNT OF $310,000 OF OPIOID LITIGATION FUND REVENUES TO PROVIDE CONTINUED SUPPORT TO THE IHART PROGRAM (STEP 2 OF 2)**

Recommendation: Adopt a resolution amending the Fiscal Year 2024-2025 Budget in the amount of $310,000 in Opioid Litigation Fund Revenues to provide continued support of the IHART Program; (Step 2 of 2)

Contact: Jason Ackley, Assistant to the City Manager
jason.ackley@cityofvallejo.net

9. ACTION CALENDAR

*NOTICE: Members of the public wishing to address the Council on Action Calendar Items may do so in person by signing in to the Public Speaker's kiosk located in the back of the Council Chambers or via ZOOM (https://ZoomRegular.Cityofvallejo.net), or via phone, by dialing (669) 900-6833. Enter Meeting ID: 914 0075 0676#. Press *9 to digitally raise your hand from the phone. Press *6 to unmute/mute. For additional instructions on how to speak remotely during public comment, please visit, www.cityofvallejo.net/publiccomment. Each speaker is limited to five minutes pursuant to Vallejo Municipal Code Section 2.02.420 or as approved and announced by the Mayor. In person speakers will be recognized first*

A. **broadway operator agreement**

Recommendation:
Contact:

B. **NAV CENTER OPERATOR AGREEMENT**

Recommendation:
Contact:

C. **CONSIDER AND POSSIBLY ADOPT A RESOLUTION ASKING CONGRESSMAN GARAMENDI TO CONSIDER ADDING THE MARE ISLAND PRESERVE SITE TO THE PROPOSED SAN PABLO BAY NATIONAL WILDLIFE REFUGE EXPANSION ACT OF 2024**

Recommendation: Adopt a resolution asking Congressman Garamendi to consider adding the Mare Island Preserve Site to the proposed San Pablo Bay National Wildlife Refuge Expansion Act of 2024.
Contact: Gillian Haen, Assistant City Manager, Gillian.Haen@cityofvallejo.net

D. **ADOPT A RESOLUTION APPROVING AND SUBMITTING THE SCOTTS VALLEY TRIBE DOI COMMENT LETTER BY THE MAY 30, 2025 DEADLINE AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE SAME**

Recommendation: Adopt a Resolution approving and submitting the Scotts Valley Tribe comment letter to the Department Of Interior (DOI) by the May 30, 2025 deadline to ensure the City takes a proactive and constructive role in the Gaming Compact Process.
Contact: Gillian Haen, Assistant City Manager
(707) 648-4163
Gillian.Haen@cityofvallejo.net

E. **POTENTIAL SAFE CAMPING LOCATIONS**

Recommendation:
Contact:

F. **ADOPT A RESOLUTION APPROVING AN AGREEMENT WITH HUNT OIL OF**

CALIFORNIA FOR THE SUPPLY OF FUEL AND PETROLEUM PRODUCTS AT VARIOUS CITY FACILITIES FOR A TOTAL AMOUNT NOT TO EXCEED $5,000,000 AND AUTHORIZING THE CITY MANAGER TO EXECUTE SAME

Recommendation: Adopt a resolution approving an agreement with Hunt Oil of California for the supply of fuel and petroleum products at various City facilities for a total amount not to exceed $5,000,000 and authorizing the City Manager to execute same.

Contact: Oscar Alcantar, Interim Public Works Director
Oscar.Alcantar@cityofvallejo.net

G. **ADOPT A RESOLUTION APPROVING TWO SEPARATE CONSULTANT AND PROFESSIONAL SERVICES AGREEMENTS WITH ENVIRONMENTAL RISK SERVICES CORPORATION (ERS) FOR THE MARE ISLAND AND THE FORMER PG&E MANUFACTURED GAS PLANT ENVIRONMENTAL CLEANUP PROJECTS, EACH FOR A THREE-YEAR TERM WITH TWO ONE-YEAR EXTENSION OPTIONS IN A TOTAL NOT TO EXCEED AMOUNT OF $1,200,000 AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE SAME**

Recommendation: Adopt a resolution approving two separate consultant and professional services agreements with Environmental Risk ServicesCorporation (ERS) for the Mare Island and the former PG&E Manufactured Gas Plant Environmental Cleanup Projects, both projects funded by third party sources, each for a three-year term with two one-year extension options in a total not to exceed amount of $1,200,000 and authorizing the City Manager to execute the same.

Contact: Gillian Haen, Assistant City Manager (707) 648-4163
Gillian.Haen@cityofvallejo.net

H. **ADOPT A RESOLUTION AWARDING TWO CONSULTANT AND PROFESSIONAL SERVICES AGREEMENTS TO CSG CONSULTANTS, INC. FOR CONSTRUCTION MANAGEMENT SERVICES FOR: (1) THE MARE ISLAND CAUSEWAY BRIDGE PREVENTATIVE MAINTENANCE AND REPAIR PROJECT IN AN AMOUNT NOT TO EXCEED $2,000,000; AND (2) AS-NEEDED SERVICES RELATED TO OTHER CITY PROJECTS IN AN AMOUNT NOT TO EXCEED $500,000, AND AUTHORIZING THE CITY MANAGER TO EXECUTE SAME**

Recommendation: Adopt a resolution authorizing the execution of two Consultant and Professional Services Agreements with CSG Consultants, Inc. for construction management services for: (1) the Mare Island Causeway Bridge Preventative Maintenance and Repair Project in an amount not to exceed $2,000,000; and (2) as-needed services related to other City projects in an amount not to exceed $500,000, and authorizing the City Manager to execute same.

Contact: Public Works

I. **AUTHORIZE: (1) REALLOCATION OF $397,250 OF CALVIP GRANT FUNDING TO CENTER FOR URBAN EXCELLENCE TO EXPAND PROJECT H.O.P.E., AND (2) THE CITY MANAGER TO EXECUTE A MEMORANDUM OF AGREEMENT WITH CENTER FOR URBAN EXCELLENCE FOR AN AMOUNT NOT TO EXCEED $397,250 FOR SERVICES THROUGH JUNE 30, 2026**

Recommendation: Authorize:

1. Reallocation of $397,250 of CalVIP Grant Funding to Center for Urban

Excellence to Expand Project H.O.P.E., and

2. The City Manager to execute a Memorandum of Agreement with Center for Urban Excellence for an amount not to exceed $397,250 for services through June 30, 2026.

Contact: jason.ta@cityofvallejo.net

J. **ADOPT A RESOLUTION AMENDING THE FY 24-25 BUDGET FOR FIBER ENTERPRISE FUND#432 TO RECOGNIZE AND APPROPRIATE THE LAST MILE FEDERAL FUNDING ACCOUNT GRANT AWARDED TO THE CITY OF VALLEJO IN THE AMOUNT OF $3,806,104 TO INSTALL THE LAST MILE BROADBAND CONNECTIVITY FOR THE MARE ISLAND BUILD, NORTH SONOMA BLVD, PORTER STREET TO SEAPORT, AND TRAILER CITY PARK (STEP 2 OF 2); FINDING THAT THE PROJECT IS EXEMPT FROM CEQA; FINDING THAT AWARDING A CONTRACT TO SMART FIBER NETWORKS, INC. WITHOUT PUBLIC BIDDING IS IN THE BEST INTEREST OF THE CITY, AND APPROVING A CONTRACT WITH SMART FIBER NETWORKS, INC. IN THE AMOUNT OF $3,806,104 TO BUILD OUT THE FOUR APPROVED PROJECTS AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE SAME.**

Recommendation: Adopt a Resolution amending the FY 24-25 budget of Fiber Enterprise Fund# 432 to recognize and appropriate the California Public Utilities (CPUC) Federal Funding Account Last Mile grant in the amount of 3,806,104 (Step 2 of 2), finding that awarding a contract to Smart Fiber Networks, Inc. without public bidding is in the best interests of the City, authorizing the city manager to execute the contract with Smart Fiber Networks for an amount not to exceed $3,806,104.

Contact: Naveed Ashraf, Chief Innovation Officer & IT Director - (707) 648-5200
Naveed.Ashraf@Cityofvallejo.net

K. **ADOPT A RESOLUTION CREATING AND APPOINTING MEMBERS TO AN UNHOUSED AD-HOC COMMITTEE**

Recommendation:
Contact:

L. **RECEIVE AN UPDATE ON PUBLIC SAFETY STAFFING IN VALLEJO AND CONSIDER MAKING A FINDING TO CONTINUE THE STATE OF LOCAL EMERGENCY RELATING TO PUBLIC SAFETY STAFFING**

Recommendation: Receive an update on Vallejo public safety staffing and consider making a finding reaffirming that the conditions exist to continue the proclamation of a local emergency.

Contact: Jason Ta, Chief of Police
(707) 648-4540; jason.ta@cityofvallejo.net

10. INFORMATION CALENDAR

NOTICE: Members of the public wishing to address the Council on Information Calendar Items may do so in person by signing in to the Public Speaker's kiosk located in the back of the Council Chambers or via ZOOM (https://ZoomRegular.Cityofvallejo.net), or via phone, by dialing (669) 900-6833. Enter Meeting ID: 914 0075 0676#. Press *9 to digitally raise your hand from the phone. Press *6 to unmute/mute. For additional instructions on how to speak remotely during public

comment, please visit, www.cityofvallejo.net/publiccomment. Each speaker is limited to five minutes pursuant to Vallejo Municipal Code Section 2.02.420 or as approved and announced by the Mayor. In person speakers will be recognized first

A. **BROADWAY PROJECT MONTHLY UPDATE**
Recommendation: Receive an update on the Broadway Project.
Contact: Gillian Haen, Assistant City Manager
gillian.haen@cityofvallejo.net

11. CITY MANAGER'S REPORT

12. CITY ATTORNEY'S REPORT

13. COMMUNITY FORUM

Anyone wishing to address the Council on any matter for which another opportunity to speak is not provided on the agenda, and which is within the jurisdiction of the Council to resolve, is requested to submit a completed speaker card to the City Clerk. When called upon, each speaker should step to the podium, state his /her name, and address for the record. Each speaker is limited to three minutes pursuant to Vallejo Municipal Code Section 2.20.300.

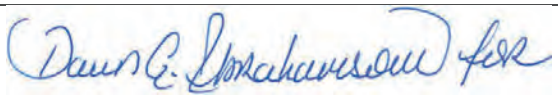
14. REPORT OF THE PRESIDING OFFICER AND MEMBERS OF THE CITY COUNCIL

15. ADJOURNMENT

ADDITIONAL CITY INFORMATION

Members of the public can:

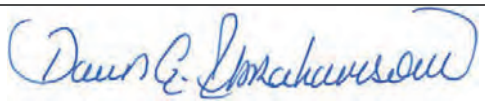
- Like us on Facebook and Instagram (@cityofvallejo)
- Sign up to receive City Communications via e-mail (www.cityofvallejo.net/subscribe)
- Sign up for emergency alerts at: alertsolano.com

Dated:	 Andrea Sorce, Mayor

I, Dawn Abrahamson, City Clerk do hereby certify that I have caused a true copy of the above notice and agenda to be delivered to

Andrea Sorce (Mayor)
Peter Bregenzer (Vice-Mayor)
Helen-Marie Gordon
Tonia Lediju, PhD
Alexander Matias
Diosdado "JR" Matulac
Charles Palmares,

at the time and in the manner prescribed by law and that this agenda was posted at City Hall, 555 Santa Clara Street, CA at , .

Dated:	

karen@impartial-investigations.com

From: [redacted]
Sent: Monday, May 19, 2025 4:51 PM
To: [redacted]
Subject: RE: May 27 Council Agenda
Attachments: 5-27-25 Council Meeting Agenda - DRAFT 5-19-25.docx

Follow Up Flag: Follow up
Flag Status: Flagged

Hi –

I think that we can consider ordering the action calendar items by time sensitivity and priority, and see how many agenda items we get through. I have taken a crack at prioritizing them in the attached draft agenda.

Thanks

From: Dawn Abrahamson <Dawn.Abrahamson@cityofvallejo.net>
Sent: Tuesday, May 13, 2025 5:15 PM
To: [redacted]
Subject: May 27 Council Agenda

Good Afternoon,

Since we missed last Friday's check in and we don't have anything scheduled this week (I am out Thursday, May 15-23 and will be checking and responding to emails) we need to do this by email.

Attached is the current draft of the May 27 regular council meeting agenda and as you can see a very heavy Action Calendar with currently 11 items. Two that have not been added at this time but are under discussion are: (1) Mare Island Preserve to request Garamendi include in legislation and (2) Melvin Cowen Letter of Support. If those are added, it would then make for 13 which would be hard to get through everything that evening.

There will be a Closed Session at 5 p.m. and the current items are: (1) Scotts Valley Litigation; (2) Council authorization to file 2 Health and Safety Receivership Cases; and (3) Sheriff Contract Meet & Confer.

The June 10 regular council meeting is equally as heavy with 11 Action Calendar Items. You do have special meetings on June 3 and I have attached those agendas.

Dawn G. Abrahamson, MMC
City Clerk
City of Vallejo | City Clerk's Office
Office: (707) 648-4528| dawn.abrahamson@cityofvallejo.net
Cell: (707) 334-2931

IIMC President Elect 2024-25



International Institute of Municipal Clerks https://www.iimc.com/

karen@impartial-investigations.com

From: Andrea Sorce
Sent: Friday, May 23, 2025 3:05 PM
To: [redacted]y
Subject: Re: May 27 Council & Housing Authority Meetings: Agenda Packet & Meeting Information

Is the staff report for Item D not a Brown Act Violation?

"In June 2024, staff presented the opportunity to the City Council in one-on-one meetings for consideration. At that time, Council direction to staff was to retain
City ownership of the Preserve Site and not ask for inclusion in the San Pablo NWR. Council also felt the City
Date: May 27, 2025
Subject: CONSIDER AND POSSIBLY ADOPT A RESOLUTION REQUESTING THAT CONGRESSMAN GARAMENDI INCLUDE THE MARE ISLAND PRESERVE SITE IN THE PROPOSED SAN PABLO BAY NATIONAL WILDLIFE REFUGE EXPANSION ACT OF 2024
Page 3
could make a future request for NWR status at a later date if needed.
Most recently, several Council Members have requested that staff bring the item back for reconsideration

Andrea Sorce
Mayor
City of Vallejo | Mayor's Office
555 Santa Clara Street Vallejo, CA 94590
(707) 648-4377 | *andrea.sorce@cityofvallejo.net*

From: Dawn Abrahamson <Dawn.Abrahamson@cityofvallejo.net>
Sent: Friday, May 23, 2025 11:51 AM
To: Dawn Abrahamson <Dawn.Abrahamson@cityofvallejo.net>
Subject: May 27 Council & Housing Authority Meetings: Agenda Packet & Meeting Information

Good Morning Mayor & Councilmembers (bcc'd):

Information is provided within this email regarding May27 series of meetings. Agendas are attached.

Sequence of meetings for the 27th:

5:00 p.m. Closed Session (Council & Select City Staff Only) – AGENDA ATTACHED
The open session portion of the closed session will begin at 5:00 p.m. in the Council Chambers. Closed Session will be held in the Council Conference Room directly behind the dais. A menu will be sent to you by tomorrow for your selection.

6:45 p.m. Special Housing Authority Meeting – AGENDA ATTACHED
The hyperlink to access the special agenda packet:
https://vallejoca.portal.civicclerk.com/event/7411/files/agenda/10882

7:00 p.m. Regular City Council Meeting - AGENDA ATTACHED
The hyperlink to access the regular agenda packet:
https://vallejoca.portal.civicclerk.com/event/7239/files/agenda/10884

This same information will be sent to update your Outlook calendars. Please share with other pertinent staff. Thank you.

karen@impartial-investigations.com

From: [redacted]
Sent: Tuesday, August 19, 2025 11:56 AM
To: karen@impartial-investigations.com
Subject: FW: Cure and Correct Demand

Flag Status: Flagged

From: [redacted]
Sent: Saturday, May 24, 2025 6:39 PM
To: [redacted]
Subject: Cure and Correct Demand

Mayor and Council Members,

I hope this message finds you well. Pursuant to Government Code Section 54960.1, I am submitting a request that the City Council hold a cure and correct meeting over Agenda item 9 D on the May 27, 2025 agenda. The staff report states "In June 2024, staff presented the opportunity to the City Council in one-on-one meetings for consideration. At that time, Council direction to staff was to retain City ownership of the Preserve Site and not ask for inclusion in the San Pablo NWR."

This is a blatant violation of the Brown Act. Any direction from the Council must be given at a properly noticed public meeting. This staff report admits that there was no public meeting ("one-on-one meetings") but that "council direction" was given. I am not convinced that the council members were under the impression that they were giving direction as a council. Those who were on the council at the time can correct that if I am mistaken.

Please let me know before the Council meeting if a cure and correct hearing will be held. Also, please let me know if anything I have said is factually or legally inaccurate. I must thank Jimmy Genn for bringing this issue forward.

Sincerely,
Stephen Hallett.

--
Stephen Hallett,

karen@impartial-investigations.com

From: [redacted]net>
Sent: Monday, October 20, 2025 9:46 AM
To: karen@impartial-investigations.com
Cc: [redacted]
Subject: RE: Additional documents

Flag Status: Flagged

Hi Karen –

Regarding the time stamps from Civic Clerk that show when I received [redacted] written report and when I approved it for submission to the Council, our normal practice is to publish the City Council agenda and packet one week prior to the Council meeting. So, for the Tuesday May 27, 2025 Council meeting, we would have been aiming to publish the packet on Tuesday May 20, 2025. I received the draft staff report through Civic Clerk at 5:16 am on Thursday May 22, 2025, and approved it at 8:53 am that day. I received it for my review two days after it should have already been reviewed, approved, and published in the packet. Although I don't recall what level of review I gave this specific item before approving it, considering how late it was and the fact that we would have wanted to get it published ASAP, I imagine that I would have given it just a cursory review or not even reviewed it at all before approving it.

Thanks

From: [redacted]
Sent: Monday, October 20, 2025 8:53 AM
To: karen@impartial-investigations.com
Cc: [redacted]
Subject: RE: Additional documents

Hi Karen –

Attached find documents responsive to this request. Please let me know if you need anything more. I am assembling the documents you requested in your other email and will send those over soon.

[redacted]

From: karen@impartial-investigations.com <karen@impartial-investigations.com>
Sent: Wednesday, October 1, 2025 4:15 PM
To: [redacted]
Subject: Additional documents

Thank you for your time today [redacted] Per our discussion today, can you please add the following documents to the list to be provided (should they exist):

- The bullet point list/your notes from the meeting with Congressman Garamendi related to the potential funding opportunity (I think you called it SHIPS?)

Attached

- The draft proposal you received from [redacted] for presentation to the Council and any edits/suggestions you made to that draft

Attached

- All email/ text / IM correspondence between you and [redacted]

The emails with [redacted]n, the first of which is dated 4/8/2025 and references earlier discussions of this matter, are addressed to [redacted] Would you like to see those?

- Any written documentation that shows who asked/directed [redacted] to bring the issue of whether the City Council should ask Congressman Garamendi to add the 109 acres of land to the draft legislation for inclusion in the National Wildlife Refuge

I have attached an email from 6/11/2024 that shows that [redacted] was working with another staff person, [redacted] on the federal legislation regarding the NWR. Let me know if this is what you are looking for or if you are seeking something different.

- The agendas of your 1:1's with the Council members related to discussions of the above issue

Council check in agendas for the weeks of 6/10/24 and 6/21/24 attached.

- Time stamps from Civic Clerk that show when you received [redacted] written report and when you approved it for submission to the Council.

I am checking with the City Clerk and our IT Department whether this information can be drawn from the agenda management system (Civic Clerk) and will let you know. Note that the system shows the [redacted] created the item.

- Email exchange from Steven Hallet on or about May 27 related to whether there was a Brown Act violation

Attached

Kind Regards,

Karen Herz

Karen Herz, Founder & Principal
Impartial Investigations, PC
AWI-CH

Mobile: 415.717.6353
Web: www.impartial-investigations.com
Email: karen@impartial-investigations.com
LinkedIn: https://www.linkedin.com/in/karen-herz-71441425/

EXHIBIT H

MEMORANDUM

City Manager's Office

DATE: June 6, 2025
TO: Mayor and City Councilmembers
FROM: [redacted]
SUBJECT: **May 19, 2025 City Council Information Correction Memo**

On May 19, 2025, the City Council considered three projects for potential HOMEKEY+ funding partnerships. Throughout the meeting, numerous statements were made that were inaccurate. Staff was not invited to respond but had this information prepared and ready to share. It was unnerving to sit and listen to multiple misrepresentations while not being able to respond with the accurate facts. This continued spread of misinformation directly affects our reputation as expert staff and needs to be clarified for the record. It also affects morale citywide. In an effort to ensure the Council receives correct information surrounding the HOMEKEY+ conversation and any prior communications that were had, staff has prepared the following summary to clarify/correct the record:

Ethos Environmental-Vista La Terraza Duplexes

The applicant, Caleb Esborg, stated that he had been in discussions with City staff for over a year and that it had been difficult. What he did not mention is that the discussions he had with staff were related to a completely different development proposal for the site. Staff did not know about the affordable housing proposal he shared with the Council until the Friday prior to the May 19th Council meeting. Further, staff had no previous conversations with Caleb or his team regarding the potential HOMEKEY+ partnership (prior to this timeframe). Staff received an inquiry on May 15, 2025 regarding VASH vouchers and the process to obtain them, then heard about the affordable proposal on May 16, 2025.

It should be noted that the project site has had a long history in conjunction with the original approved Vista De La Terraza residential subdivision (previously known as the "Highlands at Garthe Ranch"). This subdivision was originally approved for 105 single family homes (with this specific site including 30 lots, as the final phase of that project).

In 2022, prior to completion of the final phase, landslides occurred on the property, which necessitated new geotechnical analysis and a revised/reduced lot layout to avoid newly identified un-buildable areas.

On June 7, 2023, a Preliminary Review application for the site was submitted to the City to request input on a revised proposal to develop 15 new detached single-family homes on the site (rather than the 30 lots approved prior). On October 23, 2023, the City sent the attached comment letter (see Attachment A) to the applicant outlining potential concerns with the new project proposal.

On July 18, 2024, a new Preliminary Review application was submitted in accordance with California Senate Bill (SB) 330, for essentially the same proposal to revise the map and create 15 lots for market rate detached single-family residences.

On August 8, 2024, the City provided the applicant (see Attachment B) confirmation that their preliminary application satisfied the requirements of the SB 330 checklist, and that in accordance with SB 330, they would have 180-days to submit a formal development application to the City for review. That 180-day timeframe expired on January 14, 2025, as no formal submittal was received.

In addition to the high-level project history outlined above, it should be noted that no discussions took place, and no new concept plans, proforma, or other information for an affordable and/or duplex project at this site was submitted to staff for review.

Enough Housing - Motel 6 Project

On October 15, 2024 Melvin Cowan, and the Enough Housing team met with Natalie Peterson to discuss the upcoming HOMEKEY+ Notice of Funding Availability that had not yet been released. At that time, project details were conceptual and she let them know the City did not have capacity to be the lead applicant on the upcoming HOMEKEY+ grant until the current HOMEKEY project was completed.

On December 2, 2024, the Vallejo Housing Authority issued an RFP for up to 200 Project Based Vouchers (PBVs). The Enough Housing PBV application was denied for the following reasons:

- The supporting documentation included a letter of intent between Enough Housing (Developer) in partnership with Krishna Hospitality LLC (Seller) titled: HOMEKEY+ application cooperation and contingent site control. The application requires full site control.
- At the time of the PBV application Enough Housing had NOT partnered with the City of Vallejo to apply for HOMEKEY+ funding and no other funding sources had been secured at the time of the application.

February 18, 2025 Melvin reached back out regarding the HOMEKEY+ opportunity to gather due diligence information regarding application process.

Despite the applicant stating that the Assistant City Manager 'closed the door' on the project, please see email correspondence recommending that regardless of the fact that the City doesn't have allocated funding for an affordable project, nor the staffing resources until our current projects are complete, staff did refer him to connect with Kristin Pollot and Alicia Jones to detail out the application path of the proposed project for potential future assessment of grant readiness and potential partnership. (See attachment C)

On March 17, 2025, Planning staff met with Melvin's team to discuss the potential project to convert the existing Motel 6, located at 1455 Enterprise Street, into a Homekey+ supportive housing project with 55 units. There was not a complete project description, budget, or conceptual plans to review.

On April 10, 2025, Planning staff received an application (and associated filing fee) requesting a Zoning Compliance letter from the City, to provide a determination that the conceptual project would be permitted within the zoning district and deemed exempt from the California Environmental Quality Act (CEQA). This request was made to potentially support their potential HOMEKEY+ application.

Unfortunately, Planning staff was unable to issue the Zoning Compliance letter as requested because staff cannot pre-determine CEQA analyses for conceptual projects without a "complete" project description. In order to have a "complete" project description, staff requires all the pre-defined information from the application submittal checklist, to be submitted for review. This review is typically done in conjunction with a formal project submittal, which we did not have for this request.

Additionally, staff would like to note that this project is one of the hotels that is currently behind in making TOT tax payments since January 2025.

Admiral Callahan Apartments-Country Inn and Suites Project-CA Supportive Housing

In February of 2023, Punit Bhargava approached the City regarding a potential HOMEKEY round 3 project on Fairgrounds Drive and requested City partnership for 85 units of new construction. Due to the lack of funding sources, lack of full project description and plans, the City at that time told Punit to continue developing the project and provide the City more information including concept plans and pro forma before we could entertain a request for potential partnership.

In response to the December 2, 2024 Housing Authority's PBV program RFP, the project team submitted a response. The application outlined a plan to secure project funding through philanthropic giving, private partnerships, and from the City as lead through the HOMEKEY+ grant program. Funding for the project was not secured as outlined in the application requirements and evidence of funding commitments was not provided. Despite the applicant's assertion that they were awarded PBVs, as explained in the May 19, 2025 Council meeting, they were not awarded. Please see Attachment D-PBV denial letter dated February 2, 2025.

On December 23, 2024 Punit approached the City again and again asked for partnership on a HOMEKEY+ application.

On February 10, 2025, Punit presented the Country Inn and Suites property Admiral Apartments project at the hotel to staff. At this time, Punit told staff the project was fully funded and there was no City funding necessary. There were no projects plans, budget, or defined project description for construction or operation of the proposal.

On February 19, 2025 Natalie Petersen let Punit know that the City was not moving forward with new HOMEKEY+ projects as the City was focused on completion of Broadway and the Navigation Center and advised that he reach back out in May for potential partnership once there was staff capacity to entertain another project and once he added more detail to his project proposal. (See attachment E).

On May 9, 2025 Punit again reached out to the City regarding his voucher denial and the HOMEKEY+ application deadline. He still had no project description, plans or budget pro forma information. (See attachment E for emails and slide decks without essential information on the project).

Conclusions

Each of these projects requested partnership from the City without a fully baked proposal. Staff did not have time to help the potential partners develop their projects and teams necessary to complete project design and application submittal. Staff also communicated the MRG report recommendations to each HOMEKEY+ proponent and other perspective affordable housing proponents as well. As outlined in the MRG report, until which time a Housing Development Officer is in place, and an RFP process for non-profit developer partners has been conducted, staff does not recommend partnering on affordable housing projects unless City Council so directs.

It was asserted at the meeting that 'if staff had information for over a year we could have had analysis at the meeting for City Council consideration.' As outlined above, staff did not have complete proposals to bring before the City Council for consideration. In order for the City to consider moving forward on any potential partnership for grant funding, best practices show that the proposals should include realistic timelines, budgets, funding sources, pro formas, project descriptions, site plans, and proposed teams/partners. Those tasks are generally developed by the project proposer, not City staff. Solano County staff were similarly approached by Enough Housing and Admiral Apartments and the projects were not presented to the Board of Supervisors for consideration.

Overall Staff Experience

Assertions in the meeting that City staff are inexperienced in affordable housing development is false. We would like to show a high level highlight of the experience and expertise that the City of Vallejo staff working on these projects has.

- [redacted] has over 23 years' experience in affordable housing development both from the City entitlement, negotiation, public/private partnership, and construction management side, and the Engineering consultant side of engineering and development through project design, proformas, engineer estimating, entitlements, construction implementation and construction management and installation.
- [redacted] has over 35 years' experience in all aspects of affordable housing development and implementation.
- [redacted] has 20+ years' experience in development and entitlements for affordable housing projects.

This misinformation that staff is inexperienced began with the Broadway project, was put into the MRG Report falsely, and the story has continued to spread through the newspaper, at multiple public meetings, and in the media. The misrepresentation must stop being regurgitated as it is untrue and it is damaging to staff. On January 8, 2025, staff formally clarified the misrepresentation of the MRG report but no correction has been shared to date.

We hope this clarifying information is helpful. Please let us know if you have any further questions.

Attachments:

A. Vista La Terraza – Preliminary Review Letter – Dated October 23, 2023
B. Vista La Terraza – SB330 Consistency Letter – Date August 8, 2024
C. Melvin Cowan emails
D. PBV Denial letter to CA Supportive Housing dated February 4, 2025
E. Punit B emails and slide decks discussing project

karen@impartial-investigations.com

From: [redacted]
Sent: Tuesday, August 19, 2025 12:46 PM
To: karen@impartial-investigations.com
Subject: FW: Correction Memos to City Council

Flag Status: Flagged

FYI

From: [redacted]
Sent: Tuesday, June 10, 2025 12:08 PM
To: [redacted]
Subject: RE: Correction Memos to City Council

Ok sounds good. Thanks [redacted] So far I haven't heard anything.

[redacted]

From: [redacted]
Sent: Tuesday, June 10, 2025 12:04 PM
To: [redacted]
Subject: Re: Correction Memos to City Council

It's ok - I don't think we need to further edit the memo, I just wanted to provide that added context/info for you and [redacted] just in case any verbal/informal responses might be needed for Council.

[redacted]

[redacted]

From: [redacted]
Sent: Tuesday, June 10, 2025 11:49:02 AM
To: [redacted]
Subject: RE: Correction Memos to City Council

[redacted]

Thanks for the feedback, I thought we were settled with your redline edits on Friday when we spoke. If there's something specific that you think should be clarified, I'm happy to do so. Maybe on the MRG info clarify that [redacted] are the staff to that comment section? Let's edit some more if needed I apologize if I didn't get all of your concerns.

Thanks,

[redacted]

From: [redacted]
Sent: Tuesday, June 10, 2025 11:27 AM
To: A[redacted]
Subject: RE: Correction Memos to City Council

[redacted]– I just wanted to let you both know that this 5/19 correction memo had a bit more in it then I was expecting (unfortunately I didn't get a chance to see the final before it went out), so I just want to clarify for you both that yes, I do feel its important to defend staff if there is inaccurate information being spread and to correct any inaccurate information shared in a public forum; however, I personally do not feel that I (nor my PDS staff, by extension) have been unheard or intentionally slighted at all during the Council meetings.

Also, (as I'm sure you are both aware) I really don't know anything about the past Broadway project process, nor the MRG report (I just learned of its existence recently and have not reviewed the document). My primary contribution to this memo was to provide relevant facts related to the applicant interactions with staff for the three potential HOMEKEY+ projects, but that was about it.

Anyhow, I just wanted to share that with you both in case there were any follow up questions from Council.

Thanks,

[redacted]

***City Hall and the Central Permit Center are open from 9 a.m. to 3 p.m. Mondays through Thursdays.

From: [redacted]
Sent: Sunday, June 8, 2025 5:53 PM
To: [redacted]net>
Subject: Correction Memos to City Council

Please see below from [redacted]

Good evening, Mayor and Council (bcc'd),

Please see two information correction memos attached for your review. Please let us know if you have any questions related.

[redacted]



[redacted]

***

From: [redacted]
Sent: Monday, June 9, 2025 6:32 PM
To: GRP_COUNCIL <GRP_COUNCIL@cityofvallejo.net>
Cc: [redacted]
Subject: FW: Correction Memos to City Council

Hi –

I did not review or approve these memos nor authorize staff to send them to City Council. I did discuss in general with staff that I would be fine with staff providing some contextual information about the histories of the three Homekey+ projects. These memos go beyond that and contain some information that I find concerning. I will be discussing this with the staff that authored the memos.

Please let me know if you have any questions.

[redacted]

From: [redacted]
Sent: Sunday, June 8, 2025 5:53 PM
To: [redacted]
Subject: Correction Memos to City Council

Please see below from [redacted]

> Good evening, Mayor and Council (bcc'd),
>
> Please see two information correction memos attached for your review. Please let us know if you have any questions related.

[redacted]

karen@impartial-investigations.com

From: [redacted]
Sent: Friday, October 10, 2025 10:39 AM
To: karen@impartial-investigations.com
Subject: FW: Correction Memos to City Council

Flag Status: Flagged

[redacted]

From: [redacted]
Sent: Friday, October 3, 2025 10:41 AM
To: [redacted]
Subject: RE: Correction Memos to City Council

[redacted]

Thank you for this input. I am going to send the message that I drafted below and add that I will be considering whether any additional follow up is appropriate.

Thanks

From: [redacted]
Sent: Monday, August 18, 2025 9:18 AM
To: [redacted]
Subject: RE: Correction Memos to City Council

[redacted]

In my experience, the purpose of correction memos has been to correct errors/matters of fact that were in a staff report or presentation to Council which were already published. Correction memos are not intended to be a platform to scold Council, to air personal grievances, or "set the record straight." Staff can provide Council with factual, contextual information as you stated. All of the additional commentary should have been brought to your attention separately to communicate to Council.

[redacted]

[redacted]

[redacted]

[redacted]

- [redacted]

I believe there were likely varying degrees of involvement in this, but given the brevity of the memo to Council, I don't think the email below is severe enough. I would want to know the extent of each of the parties involved and respond accordingly.

[redacted]

[redacted]

[redacted]

[redacted]>
Sent: Friday, August 1, 2025 10:08 AM
To: [redacted]
Subject: FW: Correction Memos to City Council

Hi [redacted]

Below please find my draft message to [redacted] about these memos. Please suggest any edits you think appropriate.

Thanks

***

[redacted]e –

I was surprised and concerned when I read the memo regarding the three projects seeking Homekey+ funding. I was surprised that I was not given the opportunity to review the memo before it was sent to Council; that the scope of the memo was beyond what we had agreed (the history from the City's perspective of the interactions with the three project proponents); and some of the language in the memo. For example, I was surprised and do not believe that it was appropriate in the context of this memo to discuss staff morale and staff experience. I am also concerned that the memo might not have accurately reflected all three authors' perspectives regarding those issues. I also do not believe that the MRG report contained false information about staff experience, and therefore do not believe any correction is needed. Nor do I believe that matter is appropriate to address in a memo such as this. Finally, I do not think that the use of the term "regurgitate" is professional. Going forward, please ensure that your work products conform to the direction we have agreed to (such as regarding scope of this memo); that I be given the opportunity to review any memo that you would like to send to Council and receive my approval to send before sending; and that you use appropriate mechanisms to address any workplace issues that you believe need attention/resolution.

Please let me know if you have any questions or would like to discuss this.

Best,

karen@impartial-investigations.com

From: [redacted]
Sent: Friday, October 3, 2025 11:30 AM
To: Karen Herz
Subject: Fwd: Correction Memos to City Council

Flag Status: Flagged

Karen,

It seems very clear to me that this is retaliation from my complaint. This timing is not a coincidence. I'm so tense and stressed from this I'm not sure how much I can take. I don't feel comfortable meeting with him one on one anymore because he is manipulating some of these communications inaccurately.

Let me know if you need anything else

[redacted]

[redacted]

Begin forwarded message:

From: [redacted]
Date: October 3, 2025 at 11:09:53 AM PDT
To: [redacted]net>
Subject: Re: Correction Memos to City Council

[redacted]

This email comes as a complete shock to me. As you know, I am on vacation and have been working the past two days during my vacation to ensure nothing slips, so this email comes as quite a surprise when I'm supposed to be trying to take some time off.

I do not understand why nothing has been said to me in the past four months regarding these concerns, yet when I am out of office you drop this type of communication in writing. We meet bi weekly and no mention has ever been made.

Staff experience and morale related to leadership and council is very important to address. We may have different approaches and I'm happy to talk about your thoughts and ideas moving forward, but I am no longer OK with sitting back and not addressing these important issues that affect the work environment. It's affecting me and all of the staff around me and we can no longer let this continue.

[redacted]

[redacted]

[redacted]

Sent from my iPhone

On Oct 3, 2025, at 10:46 AM, [redacted]

[redacted]

I know that some time has passed, but I want to circle back to close the loop on these memos. I was surprised and concerned when I read the memo regarding the three projects seeking Homekey+ funding. I was surprised that I was not given the opportunity to review the memo before it was sent to Council; that the scope of the memo was beyond what we had agreed (the history from the City's perspective of the interactions with the three project proponents); and some of the language in the memo. For example, I was surprised and do not believe that it was appropriate in the context of this memo to discuss staff morale and staff experience. I am also concerned that the memo might not have accurately reflected all three authors' perspectives regarding those issues. I also do not believe that the MRG report contained false information about staff experience, and therefore do not believe any correction is needed. Nor do I believe that matter is appropriate to address in a memo such as this. Finally, I do not think that the use of the term "regurgitate" is professional. Going forward, please ensure that your work products conform to the direction we have agreed to (such as regarding scope of this memo); that I be given the opportunity to review any memo that you would like to send to Council and receive my approval to send before sending; and that you use appropriate mechanisms to address any workplace issues that you believe need attention/resolution. I will be considering whether any additional follow up is appropriate regarding this matter.

Please let me know if you have any questions or would like to discuss this.

[redacted]

[redacted]

From: [redacted]
Sent: Sunday, June 8, 2025 5:53 PM
To: [redacted]
Subject: Correction Memos to City Council

Please see below from ACM Haen, Kristin Pollot and Natalie Peterson.

Good evening, Mayor and Council (bcc'd),

Please see two information correction memos attached for your review. Please let us know if you have any questions related.

[redacted]



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EXHIBIT I

karen@impartial-investigations.com

From: [redacted]
Sent: Tuesday, May 5, 2026 3:47 PM
To: karen@impartial-investigations.com
Subject: RE: MI Infrastructure & Connolly Corridor Project Working Group

Flag Status: Flagged

FYI

[redacted]

I did not hear back from you on this. I have gotten an update on this from an external source that I was removed from this meeting and it was scheduled without my attendance. Not sure why that happened when the city council as a whole gave direction in closed session to have myself, the mayor, and Palmares attend the meeting with VFWD moving forward. Its difficult to keep my projects moving forward when things are happening without me.

From: [redacted]
Sent: Monday, April 14, 2025 1:30 PM
To: [redacted]>
Subject: RE: MI Infrastructure & Connolly Corridor Project Working Group

Can you update me on this please?

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

From: [redacted]
Sent: Monday, April 14, 2025 1:12 PM
To: Charles Palmares <Charles.Palmares@cityofvallejo.net>
Cc: [redacted]
Subject: RE: MI Infrastructure & Connolly Corridor Project Working Group

Hi Charles –

The Mayor and I discussed this topic this morning and she might have some slight tweaks to propose. I expect she will check in with you about them before we proceed to schedule the meeting.

Thanks

From: Charles Palmares <Charles.Palmares@cityofvallejo.net>
Sent: Monday, April 14, 2025 1:06 PM
To: [redacted]
Subject: MI Infrastructure & Connolly Corridor Project Working Group

[redacted]

Can we please schedule the initial meeting for the working group to discuss Mare Island infrastructure and the Connolly Corridor project?

Attendees should include at a minimum myself, Mayor Sorce, [redacted] and representatives and engineers from Mare Island Company and VFWD.

All the best,

Charles N. Palmares
Councilmember, District 4
City of Vallejo
charles.palmares@cityofvallejo.net

From: [redacted]
Sent: Friday, May 30, 2025 2:27 PM
To: [redacted]
[redacted]
Subject: RE: Mare Island Infrastructure follow up

[redacted]

I mentioned this meeting to you last week at our check in. This was on your calendar then and you told me there was no meeting.

I am confused when City Council directed in closed session that I be part of these meetings moving forward, why the Mayor would schedule this meeting without me present?

Its disturbing to me that the Mayor would take on the staff role to negotiate this path forward, summarize the next steps and direction below, (staff roles) without including me as I have worked on this project of the last 5 years. Also, there is already a provision in the NMI DDA for the reimbursement agreement so this isn't a new idea. We all know infrastructure is imperative to the development of the island.

If this role is going to be taken from my project list, I would appreciate that information. It's imperative I am kept in the loop as I am the lead negotiator on all things Mare Island including the New Specific Plan DA.

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]net

From: [redacted]
Sent: Thursday, May 29, 2025 5:40 PM
To: [redacted]
[redacted]
[redacted]t>
Subject: FW: Mare Island Infrastructure follow up

Hi –

There was a meeting Tuesday with staff from VFWD and MIC as well as Andrea and Charles. I was invited and attended, but I later learned that the invite was accidental as they want the meetings/discussion at this point to be between VFWD and MIC. The meeting mostly involved information sharing by VFWD and MIC. One next step is that MIC and VFWD will execute a reimbursement agreement so VFWD can be reimbursed for work it does to look at sewer impacts of activity on MI. Another next step is that MIC will explain the sewer impact of the only project they are planning to undertake soon, the development of the remaining coal sheds, and VFWD will identify what steps MIC needs to take to offset the new flow from the project (such as disconnect illicit connections of downspouts), and MIC will make those changes. VFWD will let MIC move forward with the development of the remaining coal sheds if MIC makes those offsets. As I understand it, MIC is not intending to do any other development (except the 90ish already permitted single family homes) until the Specific Plan is approved. VFWD and MIC understand that an infrastructure plan will be developed along with the Specific Plan.

Thanks

From: Andrea Sorce <Andrea.Sorce@cityofvallejo.net>
Sent: Thursday, May 29, 2025 1:40 PM
To: [redacted]
[redacted]
[redacted]
[redacted]
[redacted]fvallejo.net>
Subject: Mare Island Infrastructure follow up

Hi all,

Thank you again for an honest and productive discussion on Tuesday. We have a lot of work ahead, but I am encouraged and optimistic about our ability to work through it.

I've asked [redacted] to assist in helping schedule a follow up meeting for us in late June, and potentially a regular monthly time going forward.

My understanding of the follow-up items is that MIC and VFWD will execute the reimbursement contract in order to begin work on scoping out the impact of the Connolly Corridor Phase 1, in order to identify needed INI offset and facilitate Mare Island Company's preparation of the full application to the City. We can then evaluate the cost and implications of needed offsets, and determine responsibilities and next steps.

From there, we will work on the other key items of infrastructure ownership between the City and VFWD and the island-wide infrastructure plan.

Please don't hesitate to reach out if I or Councilmember Palmares can be of support. And please also let me know if I've missed any key items, or you have other thoughts to raise.

Thank you again for the partnership.

Andrea

Andrea Sorce

Mayor

City of Vallejo | Mayor's Office

555 Santa Clara Street Vallejo, CA 94590

(707) 648-4377 | *andrea.sorce@cityofvallejo.net*

From: [redacted]
Sent: Monday, April 28, 2025 4:05 PM
To: [redacted]

A[redacted]
[redacted]
[redacted]
[redacted]>

Subject: Mare Island Infrastructure Working group
When: Tuesday, May 27, 2025 11:00 AM-12:00 PM.
Where: Mayor's office

Meeting with Mayor Sorce, Councilmember Palmares, Vallejo Flood and Wastewater and Mare Island Company

[redacted]

[redacted]
To: <karen@impartial-investigations.com>
Cc:
Bcc:
Date: 2025-08-19T22:35:54+00:00
Subject: FW: Mayor meeting FYI

Again, Mayor and [redacted] meeting with my direct staff without communicating to me still ongoing. I supervise the Economic Development Department, [redacted]
I should be informed by the Mayor and [redacted] on these items, not by my staff.

[redacted]

From: [redacted]
Sent: Monday, August 18, 2025 3:16 PM
To: [redacted]
Subject: Mayor meeting FYI

Just an FYI about a meeting request from the mayor. I'm good with meeting with Andrea – I think it might be helpful. Just giving you a heads up as you're my boss. ☺

From: Andrea Sorce <Andrea.Sorce@cityofvallejo.net>
Sent: Monday, August 18, 2025 3:06 PM
To: [redacted]
Subject: Finding some time to meet & discuss Mare Island

[redacted]

Hope all is well with you! I've been wanting to schedule some time to sit down with you and download the wealth of info you have on the island – especially with the infrastructure and shipbuilding conversations ramping up. Any chance we could find some time to meet in the next few weeks? I mentioned this to Andrew already and am ccing him so he's in the loop.

Right now it looks like I have time next Monday the 25th late afternoon, and otherwise we'd be looking at September so [redacted] can follow up and help us find some time once he's back next week. Let me know what might work for you.

Take care,
Andrea

Andrea Sorce
Mayor
City of Vallejo | Mayor's Office

555 Santa Clara Street Vallejo, CA 94590
(707) 648-4377 | andrea.sorce@cityofvallejo.net

From: [redacted]
To: <karen@impartial-investigations.com>
Cc:
Bcc:
Date: 2025-08-28T20:46:34+00:00
Subject: FW: Reminder - Thursdays In-person Directors Meeting

---

Another Mayor and [redacted] meeting scheduled on my mare island project without me.

[redacted]

From: [redacted]
Sent: Thursday, August 28, 2025 1:46 PM
To: [redacted]
Subject: RE: Reminder - Thursdays In-person Directors Meeting

[redacted],

As I just informed you, I forwarded the Cal Cities meeting to you and [redacted] for your awareness, but the Mayor's meeting afterward on the same topic was not forwarded to me for mine. Last nig[redacted] forwarded the invite and sent the info over but I am not clear if I should be attending the 4pm meeting. Although [redacted] and I are working on this, and we both told the Mayor in our verbal check-in, I was excluded from the invite. This is not the first time. I need to know what your expectation for me attending meetings regarding my project workload is. Also, any communications about meetings you may attend that impact my projects would be appreciated. Its difficult when I am not aware or informed about negotiations, meetings, and information shared on what I am directly working on.

[redacted]

[redacted]

From: [redacted]
Sent: Wednesday, August 27, 2025 4:07 PM
To: [redacted]
Subject: Re: Reminder - Thursdays In-person Directors Meeting

I have just forwarded you the invite for your awareness; not sure of the background on this meeting.

[redacted]

[redacted]



From: [redacted]
Sent: Wednesday, August 27, 2025 4:04 PM
To: [redacted]
Subject: Re: Reminder - Thursdays In-person Directors Meeting

Thanks [redacted]

The mayor is holding a meeting at the event tomorrow as well? I was not informed and would appreciate any updates to ensure I understand and plan accordingly.

Thanks,

[redacted]

> On Aug 27, 2025, at 3:05 PM, [redacted] wrote:
>
> Thank you, [redacted]
>
> [redacted] - Can you all confirm that you to plan on attend for 2 hours? Noting, the Mayor will have the SHIPS stakeholder meeting at 4PM in Cal Poly as well.
>
> [redacted]
>
> [redacted]
>
> [redacted]
>
> [redacted]

[redacted]

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From: [redacted]
Sent: Wednesday, August 27, 2025 2:51 PM
To: [redacted]
Subject: Re: Reminder - Thursdays In-person Directors Meeting

FYI reminder we are meeting 2-4pm tomorrow for Cal Cities meeting with Garamendi on the Ships legislation. So that would conflict with directors in person.

[redacted]

[redacted]

> On Aug 27, 2025, at 1:39 PM, [redacted]
>
> Good afternoon, Directors,
>
> Friendly reminder, tomorrow's Director's meeting will be in-person in the City Manager's conference room. There will be no zoom option for this meeting.

[redacted]

[redacted]

[redacted]

[redacted]

[redacted]net

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karen@impartial-investigations.com

From: [redacted]
Sent: Tuesday, May 5, 2026 3:43 PM
To: karen@impartial-investigations.com
Subject: FW: Mare Island infrastructure discussions

Flag Status: Flagged

FYI

From: Andrea Sorce <Andrea.Sorce@cityofvallejo.net>
Sent: Wednesday, September 10, 2025 11:58 PM
To: [redacted]
Subject: Mare Island infrastructure discussions

All,

It is clear from recent exchanges that there have been significant communication gaps with respect to conversations around Mare Island infrastructure and the dual roles that councilmembers hold as VFWD board members.

Charles and I spoke this evening, and we agree that the best next step is to have an internal COV meeting to reset roles and expectations, resolve any miscommunications, and determine the best path to follow up with the other stakeholders. My hope is that [redacted] can help us find a time that works for everyone.

As we work to identify a time, I will go ahead and clarify that Charles and I have been facilitating conversations between VFWD and Mare Island Company to resolve the most urgent barrier to the Connolly development, discussions which we intentionally bifurcated to focus on our VFWD board roles. I fully recognize that, despite our best intent, that piece of context may not have made it back to COV staff, and the dual board roles complicated the matter. Progress has been slow but positive, and after our most recent conversation, both parties expressed that they wanted more time to work through the reimbursement agreement and engineering conversations, so that they could get the basics resolved and be ready to come to the table with the city.

I think three good goals for our internal meeting would be to (1) clarify roles, responsibilities, and expectations of the internal team and how to best streamline our communication; (2) identify how we are going to potentially address conflicts between Council and VFWD roles in the infrastructure ownership discussions (which I am reluctant to start without at least some contingency planning); and (3) create a plan for how to best structure the work going forward, so we can clearly communicate that out to the other stakeholders.

Andrea

Andrea Sorce

Mayor

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