



Lauren Gill Promoted to Assistant Town Manager

Lauren Gill, one of the Town's longest serving Town employees was promoted to Assistant Town Manager this last July 1st, following the retirement of Dennis Ivey.

During her twenty-six years with the Town, Lauren served in various secretarial and administrative capacities in planning, engineering, and in the Town Manager's Office, before being promoted to Housing Coordinator, and then Housing Supervisor. Several years ago, she was promoted to Assistant to the Town Manager in charge of the Town's Business and Housing Services Division, and as Deputy Executive Director of the Paradise Redevelopment Agency. She has a bachelor's degree in Public Administration from Chico State University.

She is responsible for bringing millions of dollars in federal and state grant monies to the Town that have resulted in a significant number of first time homebuyers and housing rehabilitation projects in our community; and through redevelopment, administered the RDA's business assistance programs that helped businesses with commercial façade renovations, expansions and relocations that have boosted our local economy.

In addition to keeping the same duties and responsibilities that she had prior to her promotion, Lauren now oversees all development services-related operations and services in the Town, including her business & housing services division, and the Community Development and Public Works Departments. She has been charged by the Town Manager to further streamline, simplify and speed up the Town's building and development process; and with her team to more aggressively pursue business, economic development, and job creating opportunities for our local economy.

As Assistant Town Manager, she also serves as Assistant RDA Executive Director and Assistant Emergency Operations Director.

She presently serves as the Town's liaison to the Paradise Chamber of Commerce, the Town's voting alternate to the Paradise Community Village Board of Directors, sits on Chico State's Center for Economic Development's Advisory Board, and represents the Town during the Paradise Recreation Parks District master plan process.

The position that she held prior to her promotion was eliminated as a budget cost cutting measure in the current FY 2010/11 adopted budget.



Craig Baker Promoted to Community Development Director

is presently the key staff person coordinating the Town's review of the proposed Wal-Mart project.

As Community Development Director, Craig not only continues to carry out the responsibilities of his former position, but now oversees the Town's planning, community safety services (building & fire prevention), transit, solid waste, and code enforcement operations and services. He reports directly to Assistant Town Manager Lauren Gill.

The assistant community development position that Craig held prior to his promotion was eliminated as a budget cutting measure in the current FY 2010/11 adopted budget.

Changes at the TOP P.1
Employee Salary Cuts & Public Pension Reform P.1
Keeping Our Town Financially Stable & Solvent P.2
Cost Saving Measures P.3
Future Fire Station Property Bought P.4
Street Striping Contract P.4
Memorial Trail Way Extension Project P.4
Paradise Loses their Matriarch of the Community P.5
Town Approves Growth Incentives P.5
Proposed Wal-Mart Status P.5

Craig Baker, who has served in a number of increasingly responsible planning positions for the Town of Paradise since he was first hired in 1991, was promoted to the position of Community Development Director this last July 1st, following the retirement of Al McGreehan.

During Craig's nineteen years with the Town, he has served as Assistant Planner, Associate Planner, Senior Planner, and since 2001, as Assistant Community Development Director.

During his tenure with the Town, he has overseen the planning review of large as well as moderate sized residential and commercial projects that have benefited our local economy. He

Town's General Operating & Confidential/Mid-Management Employees Agree to Salary Cut & Public Pension Reforms

The Town is presently in contract negotiations with all of our employees units in an effort to get their help with a second year of shared sacrifice concessions to deal with the Town's immediate financial challenges, and just as importantly to achieve long term savings and benefits cost containment to the Town through public pension reform.

The first two employee units to reach agreement with the Town in this round of contract negotiations are the General Operating and Confidential/Mid-Management employee units.

They agreed to a 6% salary cut between now and the end of the current fiscal year (June 30, 2010); a vesting schedule for retiree health for new hires effective January 1, 2011; 2% @ 60 retirement for new hires (miscellaneous employees) effective January 1, 2011; and assuming 100% of their employee share of PERS in exchange for an equivalent increase in salary.

Both agreements represent an immediate current fiscal year savings for all appropriate funds in the amount of \$ 92,000, and significant long term savings due to the public pension reforms.

Keeping Our Town Financially Stable & Solvent

The Town of Paradise has consistently, since its incorporation over thirty years ago, maintained a very conservative, frugal and financially responsible approach to both its fiscal management and investments. It has always taken its fiduciary responsibilities to our citizens and taxpayers very seriously. This is one reason why the Town has one of the lowest ratios of public employees to population served among cities of comparable size in this state. Doing more with less has been an important part of our organizational culture.

Even in this particularly tough time of the longest and most pervasive economic recession since the depression, and an increasingly serious state budget crisis that has been ongoing for the last eight years, the Town Council and Town management has taken decisive action to deal with declining revenues, rising costs, and continuing state raids on our local revenues.

The following is a summary of the cost cutting, cost saving measures and operational efficiencies that the Town Council and Town management have implemented to date since 2008 to deal with the current economic and state budget crisis, and to make sure that the Town continues to carry out its basic services, and at the same time remains fiscally solvent:

The Town management is presently developing additional proposed cost cutting measures for the Town Council's review and consideration that will eliminate before the end of the fiscal year the projected, remaining FY 2010/11 general fund operating deficit.

Town Positions Eliminated, Reduced and/or Frozen Since 2008

Town Manager's Department:

Asst. Town Manager/Business & Housing Dir. – reorganization/position eliminated

HR/Risk Management Manager –reduced from 40 hours/wk to 18 hrs/wk

Community Development/CSS:

Asst. Community Development Director – reorganization/position eliminated

One (1) PT Central Receptionist – retired/ position eliminated

Building Official – retired/position eliminated as stand alone position & consolidated into single position (Fire Chief/Fire Marshal/Building Official)

Building Inspector – laid off/position eliminated

Public Works:

(1) PT Engineering Tech II – retired/position eliminated

Two (2) Public Works Maintenance I – laid off/positions eliminated

Onsite Environmental Services Technician – frozen

Onsite PT Records Clerk - eliminated

Police:

Administrative Sergeant – frozen

One (1) Police Patrol Officer – frozen

One (1) FT Dispatch position –frozen until mid- 2009/10

One (1) PT Dispatch position –frozen until mid-2009/10

One (1) PT Community Service Officer (VIPS) – laid off/eliminated

One (1) PT Animal Control Officer – laid/off/ eliminated

Fire:

Fire Marshal position eliminated as a stand alone position -consolidated into single position (Fire Chief/Fire Marshal/Building Official)

Three (3) Division Chief positions –retirement/reorganization - eliminated (Battalion Chief positions as replacement at lower cost-appointments deferred to January 1, 2011)

Administrative Asst II– retirement/reduced hours on 960 basis

One (1) P/T Office Asst – eliminated

*** Please Note: P/T Asst. Building Official/Fire Marshal position established in FY 2009/10 to relieve Fire Chief & oversee the CSS Division on a day-to-day basis/position has only been temporarily filled since that time**

**Review of Other Cost-Saving Measures Already Implemented
and/or Being Implemented from 2008/09 to Present**

- Reduction of hours for all Onsite Division personnel – December, 2008 to June 30, 2010
- Golden handshake retirements for former asst. town manager, former community development director, former police chief, former fire chief, one (1) former division chief, one (1) former fire captain, one (1) administrative asst. II (fire), town hall central receptionist, & engineering technician II (Fiscal Year 2009/10)
- Elimination of TOT funding for the Gold Nugget Museum, the Chamber & PPAC (Fiscal Year 2009/10 & FY 2010/11)
- Outside maintenance contract for Paradise Community Park cancelled/brought in-house at savings to Town (Fiscal Year 2009/10 to present)
- Reduction of the size of the vehicle fleet and age of the fleet to reduce maintenance costs & operational reliability (FY 2010/11) (in progress)
- Initiated approved fire transition/reorganization plan with twin objectives of improved operational efficiencies & effectiveness & savings (overtime) (FY 2009/10) (in progress)
- Reduced dental, life & disability coverage costs (FY 2009/10 to present)
- Town Hall closed on Fridays/Building inspections on Fridays eliminated (FY 2009/10 to present)
- Town Council meetings reduced to one meeting per month/evening meetings in the Town Hall facility reduced
- Town Council voluntarily took salary cut for two years (Fiscal Years 2009/10 & 2010/11)
- POA contract shared sacrifice concessions paying 100% of their employee share of PERS that resulted in cost savings for FY 2009/10 & 2010/11
- Town Manager voluntarily made salary & benefit concessions (Fiscal Years 2009/10 & 2010/11)
- Town Clerk voluntarily made salary & benefit concessions (Fiscal Year 2009/10)
- Management contract shared sacrifice concessions including paying 50% of their PERS share & waiver of administrative leave (FY 2009/10)
- CMMA contract shared sacrifice concessions included 10% reduction in hours & assuming 50% share of PERS (FY 2009/10)
- Operating Engineers shared sacrifice concessions included 10% reduction in hours (FY 2009/10)
- Police Mid-Management shared sacrifice concessions included assuming 50% share of PERS & administrative leave waiver (FY 2009/10)

More Cost-Saving Measures.....continued on Page 4.....

**Continued - Review of Other Cost-Saving Measures Already Implemented
and/or Being Implemented from 2008/09 to Present**

- FFA shared sacrifice concessions included 50% share of PERS (last contract signed –only 6 months savings realized-FY 2009/10)
- Fire Mid-Management shared sacrifice concessions included assuming 50% share of PERS & administrative leave waiver (FY 2009/10)
- CMMA & Operating Engineers shared sacrifice concessions include 6% salary cut/ 100% PERS share swap/retiree health vesting schedule for new hires/2% at 60 PERS retirement for new hires (FY 2010/11)

**Town Buys
Future Fire
Station Property**

The Town recently took advantage of declining property values as a result of the recession, and with the help of the Paradise Fire Volunteers purchased for \$ 114,900 a foreclosed property that will serve as the future site of a badly needed fire station to better serve the southeast area of our community.

Located at the corner of Pentz and Pearson Roads, the actual 1.25- acre parcel was the site of a former care home. It's a very flat parcel with good ingress and egress from both Pearson and Pentz.

The remaining structures, which have been abandoned and are un-inhabitable have been secured by the Town. It is the Town's intent to eventually demolish the structures, and to properly mitigate for any lead paint that might still be in part of the structures.

Prior to purchasing the property, the Town conducted various due diligence inspections including an environmental assessment inspection. The property passed with flying colors.

The parcel also has three abandoned septic tanks, but plenty of wastewater capacity for the future fire station.



Alice R. Smith
January 8, 1909 to
September 11, 2010

She was born in Illinois and moved to Oakland, California in 1932 where she met her future husband, George. They were married 6 weeks after they met.

Paradise lost a dear friend; a beautiful woman who dedicated her life for the betterment of this Town through her many volunteer activities. While Alice and George never had any children of their own, they considered their many close friends in Paradise, and their surviving relatives scattered around the country to be part of their extended family. She was in every sense of the word the matriarch of our community. Memorial services for Alice will take place at the CMA Alliance Church, on Friday, October 29 at 1 pm.

**Street Striping
Contract with
County Kicks Off
October 4th**

The Town of Paradise decided as part of its adopted FY 2010/11 Budget to contract with Butte County's public works crews to stripe many of our major arterials and streets because the County has equipment that allows them to cover more streets in a shorter period of time.

However, because of particular regulations unique to California, there has been a statewide shortage of paint available for roadway striping. The delays with securing adequate paint supplies has moved back the starting date for the Town's striping project.

The striping project, which the Town is trying to complete before winter sets in will commence on October 4th. The major, most heavily travelled arterials, covering 45,632 lineal feet are first priority, and include Skyway, Clark, Pentz and Pearson. The County has also been given a number of additional well traveled arterials, streets and roads that they will be attempting to complete as well in this year's contract.

**Thank You
Arlan Hudson!**

Arlan Hudson, 86, started sweeping the streets of Paradise about 6 years ago to thank the Town for being so good to him. He wanted to give something back. Arlan is tireless and works 3-hour shifts, seven days a week keeping our streets free of litter. Arlan worked side-by-side with Alice Smith at the Senior Center for 14 years and he loved every minute of it. He is happy now, working at his own pace; no boss to report to or give him orders. We thank you, Arlan, for doing such a great job for the Town of Paradise!

**Memorial Trail Way
Extension Project
Underway**

The extension of the Town's Memorial Trailway, from Neal to Princeton, is now under construction. The project, which has an estimated total cost of \$ 130,000 (including contingency), is funded through an \$ 87,000 State Bicycle Pedestrian grant, and \$ 43,000 from Transportation Fund #90. The contractor is Franklin Construction.

It is anticipated that this Memorial Trail Way extension, which extends from the northern town limits will now extend on the southerly end to within ¾ of a mile of the town limits.

Town Approves Additional Economic Growth Incentives

In an effort to encourage additional residential and commercial development, and growth in Paradise, the Paradise Town Council recently adopted a development fee deferral program to help jump start residential and commercial development projects of any scale in an effort to help turn around our local economy.

The Town, which has intentionally not increased its development fees in over nine years, has the lowest development fees in Butte County. In addition, among the Town's other business assistance programs that are already available, the Town has had in place a development fee mitigation program that allows significant projects that are going to add significantly to the Town's tax or job base the ability to defer a percentage of their development fees up to a period of three years.

The new, recently approved development fee deferral program that is now available allows residential, commercial, or industrial developers of size project to defer the payment of their development fees until the issuance of their occupancy permit. This can help make a big difference to a builder or developer. At the same time, the Town doesn't ultimately lose any fees.

For more information concerning this new program, or information about any of the business and development assistance/incentive programs that the Town or Paradise Redevelopment Agency offers, you can go to "departments" on the Town's website home page and click either "Business & Housing" or "Redevelopment."

If you would like to talk to someone directly about any of the Town's business and economic assistance programs and services, you can call Asst. Town Manager Lauren Gill or her assistant Karin Fisk at 872-6235, or contact Lauren by email at lgill@townofparadise.com.

The Latest on the Proposed Wal-Mart

Wal-Mart submitted their application to the Town several months ago that the Town deemed as complete. As a result, the Town's review of their application and the overall proposed project is well underway.

This review includes an environmental impact report that will evaluate all possible impacts from the project, including air quality, traffic, wastewater capacity, fiscal and economic impacts, etc.

In addition, the Town is presently in negotiations with Wal-Mart over a development agreement for the proposed project that will ensure that various standards for design and development are met by Wal-Mart if the project is approved.

Also, the Town will be meeting with the County to negotiate the tax sharing agreement that is necessary in order to annex the Wal-Mart project site to the Town.

We expect that the public review of the draft environmental impact report will probably take place towards the end of this calendar year, and that a number of public hearings by both the planning commission and town council will kick off sometime in early spring 2011. Please see rendering below.....

