

CITY OF DALY CITY
MINUTES – REGULAR MEETING – CITY COUNCIL
OCTOBER 27, 2025

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CALL TO ORDER:

Mayor Daus-Magbual called the regular meeting to order at 7:06 P.M. and read the City's Land Acknowledgement:

The City of Daly City acknowledges that we are on the ancestral lands of the Ramaytush (rah-my-toosh) Ohlone (O-lon-ee) peoples. We recognize their enduring connection to this region and honor their history, culture, and contributions. As the Indigenous protectors of this land, we affirm their sovereign rights as the original inhabitants of this land and pay respects to the Ancestors, Elders, and Relatives of the Ramaytush Ohlone peoples.

ROLL CALL: Councilmembers Present
 Dr. Roderick Daus-Magbual, Mayor
 Glenn R. Sylvester, Vice Mayor
 Juslyn C. Manalo
 Teresa G. Proaño

Councilmembers Absent
 Pamela DiGiovanni

Staff Present
 Thomas J. Piccolotti, City Manager
 Rose L. Zimmerman, City Attorney
 K. Annette Hipona, City Clerk

PRESENTATIONS:

Proclamation: Hispanic Heritage Month

(Nancy Rodriguez, Vice Chair of the Daly City Arts & Culture Commission; Members of the Nuestro Estilo Car Club)

Proclamation: Filipino American History Month

(Skyline College's Kababayan Learning Community; Benny Menor, Seafood City; Joal Truong-Vargas; Bambu and Rocky Rivera of BeatRock Music)

Proclamation: Breast Cancer Awareness Month

APPROVAL OF MINUTES:

Regular Meeting of October 13, 2025

It was moved by Councilmember Manalo, seconded by Councilmember Proaño/Vice Mayor Sylvester and carried to approve the minutes of October 13, 2025, as amended.

Note on Public Comments:

To provide public comments, members of the public have the option to- 1) attend in person, 2) email the City Clerk, or 3) submit comments through the public comment portal on the City's website. Persons with disabilities who require auxiliary aids or services in attending or participating in this meeting are instructed to call the office of the City Clerk at 991-8078 prior to the meeting.

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APPROVAL OF AGENDA:

It was moved by Councilmember Manalo, seconded by Councilmember Proaño, and carried to approve the agenda.

ORAL COMMENT:

Jim Wagstaffe acknowledged the First Amendment, especially the right to free speech, but also emphasized the importance of maintaining a good name and reputation. Jim cautioned that these freedoms shouldn't be compromised by false statements. Jim referred to City Manager Piccolotti and his staff as victims of attacks on their reputations.

CONSENT AGENDA:

It was moved by Councilmember Manalo seconded by Vice Mayor Sylvester and carried to approve the consent agenda with the exception of item #16, which was pulled for discussion.

Communications:

Accept 2025 QTR 3 Investment Report

Resolutions:

Revise Daly City Bicycle/Pedestrian Advisory Committee Bylaws

Resolution 25-140, Amending Resolution No. 02-332 To Update The Meeting Frequency And Time For The Bicycle/Pedestrian Advisory Committee

Approve Professional Services Agreement to Revise the Planned Retreat Management Plan, Revision 1 for Mussel Rock Landfill

Resolution 25-141, Approving Professional Services Agreement With Tetra Tech To Revise The Planned Retreat Management Plan, Revision 1 For Mussel Rock Landfill

Approve Partnership with Thornton High School at the Pacelli Event Center

Resolution 25-142, Approving A Partnership With Thornton High School For Use Of The Pacelli Event Center For Graduation Ceremonies

Approve Partnership with In The Lab and Hoop Bus at the Pacelli Gymnasium

Resolution 25-143, Approving A Partnership With In The Lab And Hoop Bus To Host The Infinity 3x3 Invitational Basketball Tournament

Accept and Appropriate Zip Books Grant

Resolution 25-144, Accepting And Appropriating A \$1,890 Zip Books Grant From The State Of California

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Approve Proposed Revisions of Building Permit Technician, Building Maintenance Worker I/II and Groundskeeper Gardener I/II Job Specifications (Civil Service)

Resolution 25-145, Adopting Revised Job Specifications of Building Permit Technician, Building Maintenance Worker I/II And Groundskeeper Gardener I/II

Adopt of Memorandum of Understanding and Salary Schedule between the City of Daly City and Police Officers Association

Resolution 25-146, Adopting Composite Summary Memorandum Of Understanding With The Daly City Police Officers Association (July 1, 2025 through June 30, 2028)

Adopt of Memorandum of Understanding and Salary Schedule between the City of Daly City and Police Management Association

Resolution 25-147, Adopting Composite Summary Memorandum Of Understanding With The Daly City Police Management Association (July 1, 2025 through June 30, 2028)

Approve Proposed Revisions to Resolution 20-179 Adopting Benefits for Specific Executive Management Positions – Police Chief

Resolution 25-148, Amending Resolution No. 20-179 Adopting Benefits For Specific Executive Management Positions – Police Chief

Check Registers

Check Registers for the Month of September 2025

Approve Employment Agreement with Cameron Christensen as Chief of Police

City Manager Piccolotti made a recommendation to approve an employment agreement for Cameron Christensen as Chief of Police for a five-year term, which includes severance protections. Piccolotti emphasized Christensen's extensive experience within the Police Department, highlighting his performance as Acting Chief for more than three years. During that time, Christensen showcased exemplary leadership and a strong commitment to public safety. *** Councilmember Manalo read a letter of recommendation she sent to City Manager Piccolotti for Cameron Christensen to be the Chief of Police.

Chief Christensen expressed his gratitude to all those who have supported him throughout his career, including supervisors, peers, friends, community partners, family, and his parents. He also acknowledged the contributions of support staff, executive peers, the Council, and City Manager Piccolotti to his journey. Among those he recognized were two influential members of the community, Marie Villarosa and Tita Perla Ibarrientos, who have had a significant impact on him and the City. During the pinning ceremony, Christensen invited his family to stand alongside him, and he chose Mrs. Ibarrientos to pin on the Chief's badge. The Council voiced its support for the City Manager's appointment of Christensen as Chief of Police, praising his outstanding leadership and commitment to the community. Councilmember Manalo shared a message from former Councilmember Buenaventura, reaffirming support for Christensen in his new role as Chief.

****Councilmember Manalo made an amendment to the minutes at the November 24, 2025 Council meeting.*

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It was moved by Councilmember Manalo, seconded by Vice Mayor Sylvester and carried by voice vote to adopt the resolution.

Resolution 25-149, Approving An Employment Agreement With Cameron Christensen To Serve As Chief Of Police

Mayor Daus-Magbual called for a recess at 8:50 PM and reconvened the meeting at 9:14 PM.

PUBLIC HEARINGS:

Public Hearing on the Censure of Councilmember Pamela DiGiovanni Pursuant to the City Council's Internal Discipline and Censure Policy

Mayor Daus-Magbual outlined the purpose of the hearing, which is to determine whether the conduct of Councilmember DiGiovanni constitutes a violation of ethical standards, the Daly City Municipal Code (DCMC), or any other policies that govern the behavior of elected officials on the City Council. The Mayor introduced Richard Pio Roda as Special Legal Counsel for the hearing, whose role is to advise the Council on procedural matters and ensure that the censure hearing is carried out lawfully and equitably.

City Clerk Hipona read Councilmember DiGiovanni's written remarks regarding the censure. In her email, DiGiovanni cited health risks as the reason for her absence, mentioning that the hearing could possibly contribute to those risks. DiGiovanni requested that the censure hearing and all things related be halted permanently and noted her public service as a City Councilmember since 2018.

Mayor Daus-Magbual inquired if any Councilmembers had objections to moving forward with the public hearing. Hearing none, Mayor Daus-Magbual outlined the procedure for the hearing.

City Attorney Zimmerman presented the findings of the independent investigation stemming from substantiated claims by City employees regarding ethical misconduct and violations of the DCMC by DiGiovanni. Zimmerman provided a timeline of events leading up to the censure hearing. In April 2023, the first independent investigation confirmed findings of harassment and abuse of power by DiGiovanni, leading to a formal Admonishment via Resolution 24-21 issued in January 2024. Between March and August 2025, Human Resources received formal complaints from City employees regarding DiGiovanni's behavior, prompting another independent investigation in April 2025; this was subsequently reviewed by the Ethics Committee, consisting of the Mayor and the Vice Mayor. DiGiovanni received notices of the Censure Hearing in October, and the Ethics Committee granted DiGiovanni's request to reschedule the hearing to tonight's meeting. Zimmerman summarized the allegations against DiGiovanni, which were corroborated by the investigation. These allegations included abuse of authority, harassment and disruptive conduct, hostility toward a fellow Councilmember, noncompliance with prior Admonishment, refusal to participate in the investigation, and violations of the DCMC. Staff recommended that the Council affirm the findings of the investigation and consider the appropriate actions. Possible actions included either a Formal Public Censure, a second notice of Admonishment, or no immediate disciplinary action. Zimmerman provided the Conditions of Public Censure for the Council's consideration.

Mayor Daus-Magbual inquired if Councilmember DiGiovanni had any statements or rebuttals; there were none provided. Zimmerman responded to questions about the opportunities given to DiGiovanni to participate in or comment during the investigation, to which she refused. She clarified the details surrounding DCMC 2.02.090 and 2.02.080, including their adoption timeline, the timeframe of the incidents, and specifics of the allegations from the 2023 investigation. Zimmerman also addressed that DiGiovanni refused to participate in the 2023 investigation, any repercussions faced due to the findings,

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and that DiGiovanni did not comply with any of the recommended disciplinary actions from the 2024 Admonishment.

Nikki Hall, the independent investigator, responded to questions and confirmed that there were multiple outreach attempts to DiGiovanni for the investigation and that no one in the City interfered with the investigation in any way.

Councilmember Proaño confirmed the incident involving her and Councilmember DiGiovanni as detailed in the investigation report. Proaño expressed that DiGiovanni's treatment of her has been part of a troubling pattern observed at various events since Proaño joined the Council. Councilmember Manalo thanked both the Mayor and the Vice Mayor for their efforts on the Ethics Committee, acknowledging their role in bringing this important matter to the attention of the City Council.

Mayor Daus-Magbual opened the public hearing.

Robert Quinn voiced support for Councilmember DiGiovanni, noting her consistent backing of the police, firefighters, nurses, and Seton Hospital. He referred to DiGiovanni as an upright and ethical person and expressed his shock at the allegations against her. Quinn asked the Council to show mercy towards DiGiovanni if they choose to move forward with the censure.

The Council engaged in deliberation regarding the item, addressing a variety of points and concerns. They examined the ongoing pattern of misconduct and abuse of power attributed to Councilmember DiGiovanni, deliberating on potential ethical violations and the varying impacts of her words and actions on individuals. They acknowledged the numerous allegations, including those reported in 2023 by several staff members and other individuals, including witnesses, and expressed concerns about liability involving personnel. The conversation also touched on the privilege of serving as an elected Councilmember, emphasizing the importance of upholding that position by maintaining high standards and accountability. The Council stressed the need for accountability, especially considering DiGiovanni's refusal to apologize, correct past behavior or comply with the Admonishment recommendations. They recognized the courage it takes for individuals to come forward about misconduct, particularly when it involves someone in a position of power. Additionally, they discussed the need to protect employees and ensure a healthy workplace environment, suggesting that training could be beneficial to help DiGiovanni better understand City procedures. Furthermore, the Councilmembers expressed a wish for reconciliation with DiGiovanni, hoping she would take meaningful steps to take responsibility for her actions. Considering all the information presented, Vice Mayor Sylvester was inclined to pursue a formal censure of Councilmember DiGiovanni, a sentiment that was echoed by the entire Council.

It was moved by Vice Mayor Sylvester, seconded by Councilmember Proaño and carried by unanimous roll call vote to take the action of issuing a formal censure of Councilmember DiGiovanni.

Legal Counsel Pio Roda addressed inquiries regarding the hearing procedures. City Attorney Zimmerman addressed questions on how the five proposed conditions of public censure were determined, potential consequences of failing to comply with the agreed-upon conditions, mandatory HR-coordinated trainings, whether additional Conditions could be added to the Censure, confirmed the allegation of City vehicle misuse in 2023, and the types of HR trainings to be given to DiGiovanni.

Councilmember Sylvester proposed adding three conditions to the censure, including prohibiting the use of a City vehicle for six months and requiring DiGiovanni to initial ordinances related to DCMC 2.02.080 and 2.02.090 upon receipt, or have a witness present during the transaction. Councilmember Proaño emphasized the importance of DiGiovanni issuing an apology, while Councilmember Manalo

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stressed that such an apology is crucial for achieving reconciliation. Pio Roda expressed his opinion that DiGiovanni has the First Amendment protection against compelled speech and recommended encouraging an apology rather than making it a condition. The Council concurred with these amendments.

It was moved by Vice Mayor Sylvester, seconded by Mayor Daus-Magbual and carried by unanimous roll call vote to adopt the resolution of censure, with the additional conditions, for a total of eight conditions.

Resolution 25-150, A Resolution Of The City Council Of The City Of Daly City Censuring Councilmember Pamela DiGiovanni For Violations Of The Daly City Municipal Code, City Policies, And Ethical Standards In Accordance With The City Of Daly City's Censure Policy

COMMUNICATIONS:

Use Permit UPR-01-23-016044 and Design Review DR-01-23-016046 – Service Station Reconstruction at 101 South Mayfair Avenue

Associate Planner Sam Fielding presented a proposed use permit for a new service station, convenience store, and carwash at the subject site. Fielding addressed questions on traffic signal visibility, noise standards for the carwash, the sound barrier wall, the smog check garage, and the construction process.

It was moved by Councilmember Manalo, seconded by Vice Mayor Sylvester and carried by unanimous roll call vote to adopt the resolution, with the amendment to increase the permit for two years.

Resolution 25-151, Adopting Findings Of Fact And Imposing Conditions Of Approval On Use Permit UPR-01-23-016044 And Design Review DR-01-23-016046 For Service Station Reconstruction At 101 South Mayfair Avenue

REPORTS:

Council Committee

Illegal Dumping Committee (Proaño)

Council

Councilmember Manalo reported attendance at the following events: the LifeMoves event celebrating Filipino American History Month and Hispanic Heritage Month, where she was a guest speaker; the South San Francisco Chamber of Commerce annual event, congratulating Dani on becoming the first Filipina board member; the 10th Anniversary of Futurelab, a Genentech initiative; the 10th Anniversary of the Middle College Program at Skyline College, acknowledging Councilmember Proaño and Middle College graduate Rheanna Mariano; the Top of the Hill Festival, congratulating City Manager Piccolotti and his staff Leilani Ramos, Maybelle Manio, and Rheanna Mariano, and the City staff on their work, and acknowledging the small businesses and residents for standing together in joy; the Seafood City late night destination event, along with daughter Juselle, also attended by the Mayor; the bocce ball tournament, thanking Director Brown and the Recreation team, and congratulating the seniors for their victory; the Woodrow Wilson PTA Harvest Festival, acknowledging the participating businesses; the Council of Cities Dinner, alongside Mayor Daus-Magbual and Councilmember Proaño; the 1st Anniversary of Kapwa Kultural Center, where Manalo and Mayor Daus-Magbual received an award; the Dia de los Muertos celebration at City Hall, thanking the vendors and the community for their involvement; the San Mateo

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Board of Supervisors meeting which recognized Domestic Violence Prevention Month and Filipino American History Month, and where Manalo and Tita Perla Ibarrientos were honored with a proclamation for the latter; and the Bayanihan Gala event, alongside her husband, where Manalo and Romeo Marquez were honored for their work in government and public service. Manalo also thanked Assemblymember Haney for giving her a recognition at the Gala. Councilmember Manalo looked forward to sponsoring a resolution for the José Rizal statue at Gellert Park, acknowledging Mayor Daus-Magbual for co-sponsoring the item. Manalo also thanked Mayor Daus-Magbual for his energy, positivity and leadership.

Mayor Daus-Magbual expressed his gratitude to City staff for their work in organizing various recent events, including ¡Pachanga, Kasayahan, the Top of the Hill Festival, and the Día De Los Muertos celebration.

Councilmember Proaño acknowledged Mayor Daus-Magbual's leadership and highlighted the success of the Top of the Hill Festival.

Vice Mayor Sylvester commended and thanked City staff for their execution of the Top of the Hill Festival and acknowledged City Manager Piccolotti for his leadership.

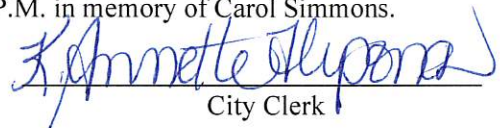
Staff

City Manager Piccolotti acknowledged the Council's leadership and recognized City Manager staff Maybelle Manio, Leilani Ramos, and Rheanna Mariano, as well as the Department Heads, for their dedicated efforts throughout the year in organizing the Top of the Hill Festival.

ADJOURNMENT:

Mayor Daus-Magbual adjourned the meeting at 11:22 P.M. in memory of Carol Simmons.

Approved as submitted, this 24th
day of November 2025.


City Clerk

Dr. Roderick Daus-Magbual
Mayor