



**CITY OF MONTEBELLO
REGULAR MEETING**

MINUTES

WEDNESDAY, MAY 27, 2026 AT 6:00 PM

**CITY HALL COUNCIL CHAMBERS
1600 WEST BEVERLY BOULEVARD
MONTEBELLO, CALIFORNIA**

OPENING CEREMONIES

CALL TO ORDER - 6:00 P.M.

Mayor Tamayo called the meeting to order at 6:01 p.m.

ROLL CALL

Members present were Mayor Tamayo, Mayor Pro Tem Romero, Councilmember Peralta, and Councilmember Melendez. City Treasurer Matanga was also present.

Councilmember Alonzo arrived during Closed Session.

City Clerk Jimenez was absent.

City Attorney Arnold Alvarez-Glasman, City Manager Raul Alvarez, Assistant City Manager Angelica Palmeros, Management Analyst Samantha Nevarez, and Department Directors Kimberly Guillen, Michael Solorza, Joseph Palombi, Ramon Figueroa, John Soria, David Sosnowski, Cesar Roldan, Fire Chief Pelaez, and Police Chief Lopez were present.

ANNOUNCEMENT OF CLOSED SESSION ITEMS

City Attorney Alvarez-Glasman announced the Closed Session Items.

PUBLIC COMMENTS ON CLOSED SESSION ITEMS

At this time, the public may submit a speaker card to the City Clerk staff for Closed Session items, prior to the beginning of this statement. Speakers will be called in the order received. Please be aware that the maximum time allotted for members of the public to speak on Closed Session items shall not exceed three (3) minutes per person. State Law prohibits the City Council from taking action or entertaining extended discussion on a topic not listed on the agenda. Please show courtesy to others and direct all of your comments to the Mayor and City Council.

None.

CLOSED SESSION

The City Attorney shall provide a briefing on the item listed for Closed Session as follows:

Mayor Tamayo recessed the meeting into Closed Session at 6:02 p.m. to consider the following Closed Session items:

1. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION

Government Code Section 54956.9(d)(1)
Jesus Macias v. City of Montebello
Los Angeles Superior Court Case No: 25STCV37986

2. CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION

Government Code Section 54956.9(d)(1)
Hermes Carbajal vs. City of Montebello
Los Angeles Superior Court Case No. 26STCV02126

3. CONFERENCE WITH LABOR NEGOTIATORS

Government Code Section 54957.6
Agency Negotiators: Raul Alvarez
Employee Group: Montebello Police Management Association

4. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION

Government Code Section 59456.9(d)(4)
Consideration of initiation of litigation in one matter

REGULAR SESSION - 7:00 P.M.

CLOSED SESSION REPORT

Mayor Tamayo reconvened the meeting at 7:10 p.m.

All five members were present to discuss all Closed Session items. City Attorney Arnold Alvarez-Glasman provided the following report to City Council: Item No. 3, a briefing was provided to City Council, no action was taken, and nothing further to report. City Council will reconvene in Closed Session following the Regular Session to discuss Item Nos. 1, 2, and 4.

INVOCATION

Led by City Treasurer Matanga.

PLEDGE OF ALLEGIANCE

Led by the Future Leader of Montebello, Miguel Moreno Venegas.

CORRECTIONS TO THE AGENDA - CITY MANAGER

None.

CEREMONIAL ITEMS/PRESENTATIONS

5. CITIZEN OF THE MONTH — LORRAINE RICHARDS

Presented by Mayor Tamayo.

6. CERTIFICATES OF RECOGNITION FOR MONTEBELLO BUS LINES EMPLOYEES PARTICIPATING IN THE 5-STAR, REGIONAL, AND INTERNATIONAL ROADEOS

Presented by Mayor Tamayo.

7. EASTSIDE LIGHT RAIL EXTENSION PRESENTATION

Jill Liu, Countywide Planning Manager, and Lorena Sanchez, Community Relations Manager, presented the item.

8. PROPOSED FY 2026-27 BUDGET OVERVIEW

Director of Finance, Michael Solorza, presented the item.

9. CAPITAL PROJECTS FY 2026-27 PRESENTATION

Public Works Manager Vanessa Ramos presented the item.

PUBLIC COMMENTS ON NON-AGENDA ITEMS (30 MINUTES)

At this time, the public may submit speaker card(s) to the City Clerk staff, for both agenda and non-agenda items, prior to the beginning of this statement; Public Hearing items do not require a speaker card.

The City Council will address non-agenda items during this section and speakers will be called in the order received. Those persons not accommodated during this 30-minute period will have an opportunity to speak under "Public Comments – Continued", after all scheduled matters have been considered. **Public Hearing, Regular Business and/or Consent Calendar items will be addressed at the time that matter of business is heard, in the order received.**

Please be aware that the maximum time allotted for members of the public to speak shall not exceed three (3) minutes per speaker. State Law prohibits the City Council from taking action or entertaining extended discussion on a topic not listed on the agenda. Please show courtesy to others and direct all of your comments to the Mayor and City Council.

The City Clerk's Office acknowledged eleven(11) members of the public wishing to address the City Council. Speakers were provided three minutes to address the City Council and said speaker cards are on file at the City Clerk's office.

STAFF COMMUNICATIONS ON ITEMS OF COMMUNITY INTEREST

City Manager Alvarez announced the upcoming Food Distribution event with Supervisor Hilda L. Solis, scheduled for Friday, May 29, 2026.

He also announced the upcoming Bluff Road Fence Ribbon Cutting Ceremony, scheduled for Saturday, May 30, 2026.

PUBLIC HEARING**10. PUBLIC HEARING - RESIDENTIAL SOLID WASTE COLLECTION AND RECYCLING CHARGES ANNUAL RATE ADJUSTMENT****RECOMMENDATION: It is recommended that the City Council:**

1. Conduct a Public Hearing and approve Resolution No. 26-36 establishing the residential solid waste collection and recycling rate for Fiscal Year 2026-27 (Attachment A) per Agreement No. 4279 between the City of Montebello and Arakelian Enterprises (dba Athens Services); and,
2. Direct staff to forward the Resolution to the Los Angeles County Auditor-Controller to place the revised charges on the property tax rolls; and,
3. Take such additional, related action that may be desirable.

Mayor Tamayo opened the Public Hearing at 9:18 p.m.

The City Clerk's Office acknowledged two(2) members of the public wishing to address the City Council. Speakers were provided three minutes to address the City Council, and said speaker cards are on file at the City Clerk's office. Both speakers asked clarifying questions.

Mayor Tamayo closed the Public Hearing at 9:21 p.m.

Mayor Pro Tem Romero motioned, seconded by Councilmember Peralta, to approve the item; the motion was approved unanimously.

REGULAR BUSINESS

11. APPROVE AMENDMENT NO. 1 TO AGREEMENT NO. 4454 WITH INSIGHT STRATEGIES INC., FOR ORGANIZATIONAL HEALTH AND HIGH-PERFORMANCE ASSESSMENT SERVICES – PHASE II

RECOMMENDATION: It is recommended that the City Council:

1. Approve Amendment No. 1 to Agreement No. 4454 with Insight Strategies, Inc. for a one-year (1-year) term, and increase the total not-to-exceed amount for an additional \$49,800, to implement Phase II – Agency Strategic Plan Development and Activation for Montbello Bus Lines (MBL); and
2. Authorize the City Manager to execute Amendment No. 1 on behalf of the City of Montebello; and
3. Authorize the City Manager and/or his designee to approve change orders for up to fifteen percent (15%) or \$7,470, of the amended agreement amount; and
4. Amend the Fiscal Year 2025-26 adopted operating budget to increase appropriations by \$57,720, in Account No. 600-90-900-6040.95 (Transit Fund, Administration, Contract Services - Other Professional Services); and
5. Take such additional, related action as may be desirable.

Teri Fisher, CEO and Managing Partner of Insight Strategies Inc., presented the item.

Councilmember Peralta motioned, seconded by Councilmember Melendez, to approve the item; the motion was approved unanimously.

12. AWARD PROFESSIONAL SERVICES AGREEMENT NO. 4418 TO WEST COAST ARBORISTS, INC. FOR URBAN FOREST MANAGEMENT PLAN GRANT IMPLEMENTATION SERVICES

RECOMMENDATION: It is recommended that the City Council:

1. Rescind the prior award of the professional services Agreement No. 4419 to TreePeople, Inc. for Urban Forest Management Plan grant implementation services due to the firm's formal withdrawal from the project; and
2. Award Professional Services Agreement No. 4418 to West Coast Arborists, Inc. in the amount of \$597,500 payable from Cal Fire grant funds in Account No. 249-30-320-6040.10 (Cal Fire Urban Forestry Management, Public Works, Trees, Contract Services -outside Contracts); and
3. Authorize the City Manager to execute Professional Services Agreement No. 4418 in good faith; and
4. Take such additional, related action that may be desirable.

Cesar Roldan, Director of Public Works, provided a brief overview of the item.

Councilmember Peralta motioned, seconded by Councilmember Melendez, to approve the item; the motion was approved unanimously.

CONSENT CALENDAR

All matters listed under the Consent Calendar are considered to be routine. Any items a member wishes to discuss, including any items the public submitted speaker cards for, should be designated at this time. All other items may be approved in a single motion. Such approval will also waive the reading of any Ordinance.

Mayor Pro Tem Romero pulled Item No. 19 for discussion.

Councilmember Melendez motioned, seconded by Councilmember Peralta, to approve Item Nos. 13-18 and 20-27; the motion was approved unanimously.

13. FISCAL YEAR 2026-27 CONFIRMATION OF ANNUAL TAX RATE FOR VOTER APPROVED INDEBTEDNESS

RECOMMENDATION: It is recommended that the City Council:

1. Review and adopt the attached resolution establishing property tax override rates on voter approved indebtedness for retirement expenditures for the Fiscal Year 2026-27; and,
2. Direct staff to forward the resolution to the Los Angeles County Auditor Controller within the required time limit; and

3. Take such additional, related action that may be desirable.

Councilmember Melendez motioned, seconded by Councilmember Peralta, to approve the item; the motion was approved unanimously.

14. AWARD AGREEMENT NO. 4484 TO VOLTAIRE ENGINEERING, INC. FOR CHET HOLIFIELD COMMUNITY GARDEN PROJECT (CP 945)

RECOMMENDATION: It is recommended that the City Council:

1. Award Agreement No. 4484 to Voltaire Engineering, Inc. for the Chet Holifield Community Garden Project (Sign) (CP 945) as the most responsive, responsible bidder for the amount of \$342,879 payable from Account No. 221-70-744-6040.10 (Measure A Local, Parks and Recreation, Parks and Rec Capital Projects, Contract Services-Outside Contracts) and Account No. 250-70-744-6040.10 (Park Development, Parks and Recreation, Parks and Rec Capital Projects, Contract Services-Outside Contracts); and
2. Approve a 10% construction contingency in the amount of \$34,287; and
3. Amend the Fiscal Year 2025-26 budget by increasing appropriations by \$77,166 in Account No. 250-70-744-6040.10 (Park Development, Parks and Recreation, Parks and Rec Capital Projects, Contract Services-Outside Contracts); and
4. Authorize the City Clerk's Office to release all-other bidders' bonds; and
5. Authorize the City Manager to execute the Agreement No. 4484 and all change orders in good faith; and
6. Take such additional, related action that may be desirable.

Councilmember Melendez motioned, seconded by Councilmember Peralta, to approve the item; the motion was approved unanimously.

15. ACCEPTANCE OF RIO HONDO COASTAL SPREADING GROUNDS FENCE REPLACEMENT PROJECT (CP 884) – NOTICE OF COMPLETION

RECOMMENDATION: It is recommended that the City Council:

1. Accept the Rio Hondo Coastal Spreading Grounds Fence Replacement Project (CP 884) as completed by J&A Engineering Corporation; and
2. Approve the final contract amount with J&A Engineering Corporation for the Project in the amount of \$1,234,400 including change orders; and
3. Approve the Final Total Project Budget (Attachment A); and
4. Authorize the City Clerk to execute, verify and file the Notice of Completion (Attachment B) with the Los Angeles County Registrar-Recorder; and
5. Authorize the release of the retention payment of \$61,720 due to J&A Engineering Corporation following the mandatory waiting period from the date the Notice of Completion is recorded; and
6. Take such additional, related action that may be desirable.

Councilmember Melendez motioned, seconded by Councilmember Peralta, to approve the item; the motion was approved unanimously.

16. AUTHORIZE EXECUTION OF THE UNITED STATES ENVIRONMENTAL PROTECTION AGENCY (EPA) – REGION 9 ADMINISTRATIVE ORDER ON CONSENT

RECOMMENDATION: It is recommended that the City Council:

1. Authorize the City Manager to sign and execute the Administrative Order on Consent between the United States Environmental Protection Agency (EPA) – Region 9 and the City of Montebello; and
2. Take such additional, related action that may be desirable.

Councilmember Melendez motioned, seconded by Councilmember Peralta, to approve the item; the motion was approved unanimously.

17. AUTHORIZE EXECUTION OF AGREEMENT NO. 4417 WITH THE LOS ANGELES COUNTY METROPOLITAN TRANSPORTATION AUTHORITY (LACMTA) TO ACCEPT PROPOSITION C FULFILLMENT FUNDS FOR UNPROGRAMMED SURFACE TRANSPORTATION PROGRAM-LOCAL (STP-L) IN THE AMOUNT OF \$188,392

RECOMMENDATION: It is recommended that the City Council:

1. Authorize the City Manager to enter into a funding agreement with the Los Angeles County Metropolitan Transportation Authority (LACMTA) to receive Proposition C fulfillment funds for unprogrammed Surface Transportation Program - Local (STP-L) in the amount of \$188,392 and execute any subsequent agreements regarding this grant award; and
2. Find that the Lincoln Street Rehabilitation (Wilcox to 18th Street) Project (CP 946) is categorically exempt from the California Environmental Quality Act (CEQA) pursuant to State CEQA Guidelines Section 15301; and
3. Take such additional, related action that may be desirable.

Councilmember Melendez motioned, seconded by Councilmember Peralta, to approve the item; the motion was approved unanimously.

18. APPROVE SUBMISSION OF AN APPLICATION TO THE STATE OF CALIFORNIA NATURAL RESOURCES AGENCY FOR THE URBAN GREENING GRANT PROGRAM

RECOMMENDATION: It is recommended that the City Council:

1. Authorize staff to submit an application to the California Natural Resources Agency for the Urban Greening Grant Program to purchase trees; and
2. Authorize the City Manager to sign and execute all applicable documents associated with the submittal process; and
3. Take such additional, related action that may be desirable.

Councilmember Melendez motioned, seconded by Councilmember Peralta, to approve the item; the motion was approved unanimously.

19. APPROVE AMENDMENT NO. 2 TO AGREEMENT NO. 3836 WITH WEST COAST ARBORIST FOR CITYWIDE TREE GRID PRUNING, TREE REMOVALS, TREE PLANTING, AND EMERGENCY SERVICES

RECOMMENDATION: It is recommended that the City Council:

1. Approve Amendment No. 2 to Agreement No. 3836 between the City of Montebello and West Coast Arborists to add additional scope of work for the Part-Time Urban Forestry Program Advisor; and
2. Approve an amendment to the adopted Fiscal Year 2025-26 budget by increasing appropriations by \$79,000 in Account No. 100-30-320-6040.15 (General Fund, Public Works, Trees, Contract Services - Tree Trimming); and
3. Authorize the City Manager to execute Amendment No. 2 on behalf of the City; and
4. Take such additional, related action that may be desirable.

Mayor Pro Tem Romero Councilmember Melendez motioned, seconded by Councilmember Peralta, to approve the item; the motion was approved unanimously.

20. APPROVE AMENDMENT NO. 1 TO AGREEMENT NO. 4100 WITH STAR-DUST TOURS, INC. FOR CHARTER BUS SERVICES

RECOMMENDATION: It is recommended that the City Council:

1. Approve Amendment No. 1 to Agreement No. 4100 with Star-Dust Tours, Inc. for an additional one-year term and to increase the annual not-to-exceed amount to \$110,000; and
2. Authorize the City Manager to execute Amendment No. 1 on behalf of the City; and
3. Take such additional, related action that may be desirable.

Councilmember Melendez motioned, seconded by Councilmember Peralta, to approve the item; the motion was approved unanimously.

21. APPROVE ISSUING REQUEST FOR PROPOSALS, NO. 26-15 FOR DEMOLITION, ENVIRONMENTAL, REMEDIATION, SITE CLEARANCE AND GRADING SERVICES

RECOMMENDATION: It is recommended that the City Council:

1. Approve issuing Request for Proposals (RFP) No. 26-15 for Demolition, Environmental Remediation, Site Clearance, and Grading (DESG) Services; and
2. Take such additional, related, action as may be desirable.

Councilmember Melendez motioned, seconded by Councilmember Peralta, to approve the item; the motion was approved unanimously.

22. APPROVE INCREASES TO THE NOT-TO-EXCEED AMOUNTS ON BLANKET PURCHASE ORDERS FOR CUMMINS PACIFIC LLC, INLAND KENWORTH INC, MUNCIE RECLAMATION AND SUPPLY COMPANY, RUSH TRUCK CENTERS OF CALIFORNIA INC, AND ZUTRA WATER CORPORATION

RECOMMENDATION: It is recommended that the City Council:

1. Approve increasing the total not-to-exceed (NTE) amount, from \$127,320 to \$177,320, on the Blanket Purchase Order with Cummins Pacific, LLC (Cummins Pacific), to purchase maintenance-related bus parts, for Fiscal Year 2025-26; and
2. Approve increasing the total NTE amount, from \$100,000 to \$150,000, on the Blanket Purchase Order with Inland Kenworth, Inc. (Inland Kenworth), to purchase maintenance-related bus parts, for FY 2025-26; and
3. Approve increasing the total NTE amount, from \$100,000 to \$150,000, on the Blanket Purchase Order with Muncie Reclamation and Supply Company (Muncie), to purchase maintenance-related bus parts, for FY 2025-26; and
4. Approve increasing the total NTE amount, from \$100,000 to \$150,000, on the Blanket Purchase Order with Rush Truck Centers of California, Inc. (Rush Truck), to purchase maintenance-related bus parts, for FY 2025-26; and
5. Approve increasing the total NTE amount from, \$49,000 to \$74,000, on the Blanket Purchase Order with Zutra Water Corporation (Zutra Water), to continue providing water delivery services for the City of Montebello for FY 2025-26; and
6. Amend the Fiscal Year 2025-26 adopted operating budget by increasing appropriations by \$250,000 in Account No. 600-90-915-6080.50 (Transit, Corporate Shops, Vehicle Maintenance/Expenses Bus Parts) and \$25,000 in Account No. 600-90-900-6000.20 (Transit, Administration, Supplies Non-Durable).

Councilmember Melendez motioned, seconded by Councilmember Peralta, to approve the item; the motion was approved unanimously.

23. APPROVE THE EMERGENCY PROCUREMENT OF GENETEC SERVER EQUIPMENT FROM R.L. CONTROLS LLC FOR THE TRANSPORTATION DEPARTMENT

RECOMMENDATION: It is recommended that the City Council:

1. Confirm the emergency procurement of Genetec server equipment from R.L. Controls LLC (R.L Controls) for the Transportation Department (Transportation); and
2. Take such additional, related action as may be desirable

Councilmember Melendez motioned, seconded by Councilmember Peralta, to approve the item; the motion was approved unanimously.

24. APPROVE AGREEMENT NO. 4415 WITH NEW FLYER OF AMERICA, INC. TO PURCHASE NINE, FORTY-FOOT, HEAVY DUTY COMPRESSED NATURAL GAS (CNG) TRANSIT BUSES

RECOMMENDATION: It is recommended that the City Council:

1. Approve Agreement No. 4415 with New Flyer of America, Inc. (New Flyer), to purchase nine (9), forty-foot (40'), Heavy Duty, Compressed Natural Gas (CNG) Transit Buses; using the base pricing and terms established in the Basin Transit / CALACT Contract #23-01 (Cooperative Contract No. 23-01), expiring on July 31, 2026; and
2. Authorize the City Manager and/or his designee to approve change orders for up to two percent (2%) of the total agreement amount; and
3. Amend the Fiscal Year 2025-26 adopted budget to increase appropriations by \$2,437,986, in Account No. 600-90-915-6082 (Transit, Corporate Shop, Vehicle Purchases); and

4. Take such additional, related action that may be desirable.

Councilmember Melendez motioned, seconded by Councilmember Peralta, to approve the item; the motion was approved unanimously.

25. APPROVE AGREEMENT NO. 4419 WITH NEW FLYER OF AMERICA, INC. TO PURCHASE THREE, FORTY-FOOT, HEAVY DUTY HYDROGEN FUEL CELL ELECTRIC TRANSIT BUSES

RECOMMENDATION: It is recommended that the City Council:

1. Approve Agreement No. 4419 with New Flyer of America, Inc. (New Flyer), to purchase three (3), forty-foot (40'), Heavy Duty Hydrogen Fuel Cell Electric Buses (FCEBs); and
2. Authorize the City Manager and/or his designee to approve change orders for up to two percent (2%) of the total agreement amount; and
3. Amend the Fiscal Year 2025-26 adopted operating budget to increase appropriations by \$801,888, in Account No. 600-90-915-6082 (Transit, Corporate Shop, Vehicle Purchases) ; and
4. Take such additional, related action as may be desirable.

Councilmember Melendez motioned, seconded by Councilmember Peralta, to approve the item; the motion was approved unanimously.

26. APPROVAL OF MINUTES: MAY 13, 2026, CITY COUNCIL MEETING

RECOMMENDATION: It is recommended that the City Council:

1. Approve said Minutes as is.

Councilmember Melendez motioned, seconded by Councilmember Peralta, to approve the item; the motion was approved unanimously.

27. PAYMENT OF BILLS: ADOPT RESOLUTION NO. 26-34 APPROVING THE CITY WARRANT REGISTER OF DEMANDS DATED MAY 27, 2026

RECOMMENDATION: It is recommended that the City Council:

1. Adopt Resolution No. 26-34 approving the Warrant Register dated May 27, 2026.

Councilmember Melendez motioned, seconded by Councilmember Peralta, to approve the item; the motion was approved unanimously.

PUBLIC COMMENTS - CONTINUED

AB 1234 TRAVEL REPORTS

Members will provide a brief report on meetings attended at the expense of the local agency as required by Government Code Section 53232.3(d).

Councilmember Peralta, Councilmember Melendez, and Mayor Pro Tem Romero attended the ICSC Conference. During the conference, they met with businesses and property owners who may have an interest in locating or investing in the City.

COUNCIL/AGENCY ORALS

Announcements and requests for future agenda items.

- Ric Alonzo, Councilmember

- Danielle Romero, Mayor Pro Tem
- Scarlet Peralta, Councilmember
- Salvador Melendez, Councilmember
- Georgina Tamayo, Mayor

CLOSED SESSION - CONTINUED

Mayor Tamayo recessed the meeting into Closed Session at 10:14 p.m.

Mayor Tamayo reconvened the meeting at 11:12 p.m.

All five members were present to discuss all Closed Session items. City Attorney Arnold Alvarez-Glasman provided the following report to City Council: Item No. 1, a briefing was provided to City Council, no action was taken, and nothing to further to report; Item No. 2, a briefing was provided to City Council, no action was taken and nothing further to report.

ADJOURNMENT

The City of Montebello will adjourn to the next **Regular Meeting on June 10, 2026, at 6:00 p.m.**, which can be live-streamed at <https://www.montebellocal.gov> (Click on Live Stream).

I, Kimberly Guillen, Director of City Clerk Services for the City of Montebello, hereby certify that a copy of this agenda has been posted on or before **Sunday, May 24, 2026, no later than 6:00 p.m.**



Kimberly Guillen, Director of City Clerk Services

Mayor Tamayo adjourned the meeting in memory of Rosie Broquez and her son, Atiel Borquez, as well as Yolanda Romero, mother of Vivian Romero. The meeting was adjourned at 11:15 p.m.

THE MINUTES OF MAY 27, 2026, ARE HEREBY APPROVED AND ADOPTED ON THIS 10TH DAY OF JUNE 2026.

EXHIBIT - CITY OF MONTEBELLO FORECASTED AGENDA

Please note, the attached exhibit is a draft version that is to be used for reference purposes only; agenda items, information, and dates are subject to change. The exhibit will be placed at the end of the Agenda Packet.

- CITY OF MONTEBELLO FORECASTED AGENDA

PLEASE NOTE: A SEPARATE CARD MUST BE SUBMITTED FOR EACH ITEM

CITY OF MONTEBELLO

Request No. 1



SPEAKER CARD

Please Note:

Public Comment/Speaker Card must be submitted to the City Clerk's Office prior to **the statement of oral communications being read and/or 6:00 p.m., whichever is later.**

TYPE OF COMMENT: Closed Session **Non-Agenda Item** **AGENDA ITEM NO.** _____

Opposed In Support Neutral **TOPIC:** _____

MEETING DATE: 5-27-26 **TIME RECEIVED:** _____

SPEAKER'S FULL NAME: ZACHARY HUMBER **PHONE:** _____
(Optional)

ADDRESS: _____
(Optional)

ORGANIZATION REPRESENTED: _____

NOTES: _____

ACCOMMODATIONS: _____

TRANSLATION NEEDED: No Yes **Language:** _____

RECEIVED BY STAFF: _____

PLEASE NOTE: A SEPARATE CARD MUST BE SUBMITTED FOR EACH ITEM

CITY OF MONTEBELLO

Request No. 2



SPEAKER CARD

Please Note:

Public Comment/Speaker Card must be submitted to the City Clerk's Office prior to **the statement of oral communications being read and/or 6:00 p.m., whichever is later.**

TYPE OF COMMENT: Closed Session Non-Agenda Item **AGENDA ITEM NO.** _____

Opposed In Support Neutral **TOPIC:** _____

MEETING DATE: 5/27/28 **TIME RECEIVED:** _____

SPEAKER'S FULL NAME: NICHOLAS SWAYING **PHONE:** _____
(Optional)

ADDRESS: _____
(Optional)

ORGANIZATION REPRESENTED: _____

NOTES: _____

ACCOMMODATIONS: _____

TRANSLATION NEEDED: No Yes Language: _____

RECEIVED BY STAFF: _____

PLEASE NOTE: A SEPARATE CARD MUST BE SUBMITTED FOR EACH ITEM

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CITY OF MONTEBELLO

Request No.



SPEAKER CARD

Please Note:

Public Comment/Speaker Card must be submitted to the City Clerk's Office prior to **the statement of oral communications being read and/or 6:00 p.m., whichever is later.**

TYPE OF COMMENT: Closed Session Non-Agenda Item AGENDA ITEM NO. _____

Opposed In Support Neutral TOPIC: _____

MEETING DATE: 5/27/26 **TIME RECEIVED:** _____

SPEAKER'S FULL NAME: Marcos Miranda **PHONE:** _____
(Optional)

ADDRESS: _____
(Optional)

ORGANIZATION REPRESENTED: _____

NOTES: _____

ACCOMMODATIONS: _____

TRANSLATION NEEDED: No Yes Language: _____

RECEIVED BY STAFF: _____

PLEASE NOTE: A SEPARATE CARD MUST BE SUBMITTED FOR EACH ITEM

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CITY OF MONTEBELLO

Request No. _____



SPEAKER CARD

Please Note:

Public Comment/Speaker Card must be submitted to the City Clerk's Office prior to the statement of oral communications being read and/or 6:00 p.m., whichever is later.

TYPE OF COMMENT: Closed Session Non-Agenda Item AGENDA ITEM NO. _____

Opposed In Support Neutral TOPIC: _____

MEETING DATE: 05/27/20 **TIME RECEIVED:** _____

SPEAKER'S FULL NAME: Erica Rodriguez **PHONE:** _____
(Optional)

ADDRESS: _____
(Optional)

ORGANIZATION REPRESENTED: _____

NOTES: _____

ACCOMMODATIONS: _____

TRANSLATION NEEDED: No Yes Language: _____

RECEIVED BY STAFF: _____

PLEASE NOTE: A SEPARATE CARD MUST BE SUBMITTED FOR EACH ITEM

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CITY OF MONTEBELLO

Request No.



SPEAKER CARD

Please Note:

Public Comment/Speaker Card must be submitted to the City Clerk's Office prior to **the statement of oral communications being read and/or 6:00 p.m., whichever is later.**

TYPE OF COMMENT: Closed Session Non-Agenda Item **AGENDA ITEM NO.** _____

Opposed In Support Neutral **TOPIC:** _____

MEETING DATE: 05/27/24 **TIME RECEIVED:** _____

SPEAKER'S FULL NAME: Isabel Carbajal **PHONE:** _____
(Optional)

ADDRESS: _____
(Optional)

ORGANIZATION REPRESENTED: _____

NOTES: _____

ACCOMMODATIONS: _____

TRANSLATION NEEDED: No Yes **Language:** _____

RECEIVED BY STAFF: _____

PLEASE NOTE: A SEPARATE CARD MUST BE SUBMITTED FOR EACH ITEM

CITY OF MONTEBELLO

Request No. 6



SPEAKER CARD

Please Note:

Public Comment/Speaker Card must be submitted to the City Clerk's Office prior to **the statement of oral communications being read and/or 6:00 p.m., whichever is later.**

TYPE OF COMMENT: Closed Session Non-Agenda Item **AGENDA ITEM NO.** _____

Opposed In Support Neutral **TOPIC:** _____

MEETING DATE: 05-27-2026 **TIME RECEIVED:** _____

SPEAKER'S FULL NAME: Rosa Tamayo **PHONE:** [REDACTED] (Optional)

ADDRESS: _____ (Optional)

ORGANIZATION REPRESENTED: _____

NOTES: _____

ACCOMMODATIONS: _____

TRANSLATION NEEDED: No Yes **Language:** _____

RECEIVED BY STAFF: _____

PLEASE NOTE: A SEPARATE CARD MUST BE SUBMITTED FOR EACH ITEM

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CITY OF MONTEBELLO

Request No. _____



SPEAKER CARD

Please Note:

Public Comment/Speaker Card must be submitted to the City Clerk's Office prior to **the statement of oral communications being read and/or 6:00 p.m., whichever is later.**

TYPE OF COMMENT: Closed Session **Non-Agenda Item** **AGENDA ITEM NO.** _____

Opposed In Support Neutral **TOPIC:** Community Concerns

MEETING DATE: _____ **TIME RECEIVED:** _____

SPEAKER'S FULL NAME: Amde Nicklas **PHONE:** _____ (Optional)

ADDRESS: _____

ORGANIZATION REPRESENTED: MATCH ^(Optional) 90740

NOTES: _____

ACCOMMODATIONS: _____

TRANSLATION NEEDED: No Yes **Language:** _____

RECEIVED BY STAFF: _____

PLEASE NOTE: A SEPARATE CARD MUST BE SUBMITTED FOR EACH ITEM

CITY OF MONTEBELLO

Request No. 8



SPEAKER CARD

Please Note:

Public Comment/Speaker Card must be submitted to the City Clerk's Office prior to **the statement of oral communications being read and/or 6:00 p.m., whichever is later.**

TYPE OF COMMENT: Closed Session Non-Agenda Item AGENDA ITEM NO. _____

Opposed In Support Neutral TOPIC: Public Comment

MEETING DATE: _____ **TIME RECEIVED:** _____

SPEAKER'S FULL NAME: Will Cervera **PHONE:** _____
(Optional)

ADDRESS: _____
(Optional)

ORGANIZATION REPRESENTED: _____

NOTES: _____

ACCOMMODATIONS: _____

TRANSLATION NEEDED: No Yes Language: _____

RECEIVED BY STAFF: _____

PLEASE NOTE: A SEPARATE CARD MUST BE SUBMITTED FOR EACH ITEM

9

CITY OF MONTEBELLO

Request No. _____



SPEAKER CARD

Please Note:

Public Comment/Speaker Card must be submitted to the City Clerk's Office prior to **the statement of oral communications being read and/or 6:00 p.m., whichever is later.**

TYPE OF COMMENT: Closed Session Non-Agenda Item AGENDA ITEM NO. _____

Opposed In Support Neutral TOPIC: _____

MEETING DATE: 5/27/2024 **TIME RECEIVED:** _____

SPEAKER'S FULL NAME: Paul Hubbard **PHONE:** _____ (Optional)

ADDRESS: _____ (Optional)

ORGANIZATION REPRESENTED: _____

NOTES: _____

ACCOMMODATIONS: _____

TRANSLATION NEEDED: No Yes Language: _____

RECEIVED BY STAFF: _____

PLEASE NOTE: A SEPARATE CARD MUST BE SUBMITTED FOR EACH ITEM

CITY OF MONTEBELLO

Request No. 10



SPEAKER CARD

Please Note:

Public Comment/Speaker Card must be submitted to the City Clerk's Office prior to **the statement of oral communications being read and/or 6:00 p.m., whichever is later.**

TYPE OF COMMENT: Closed Session **Non-Agenda Item** AGENDA ITEM NO. _____

Opposed In Support Neutral TOPIC: _____

MEETING DATE: 5/27/26 **TIME RECEIVED:** _____

SPEAKER'S FULL NAME: Corey Chappell PHONE: _____
(Optional)

ADDRESS: _____
(Optional)

ORGANIZATION REPRESENTED: _____

NOTES: _____

ACCOMMODATIONS: _____

TRANSLATION NEEDED: No Yes Language: _____

RECEIVED BY STAFF: _____

PLEASE NOTE: A SEPARATE CARD MUST BE SUBMITTED FOR EACH ITEM

CITY OF MONTEBELLO

Request No. 11



SPEAKER CARD

Please Note:

Public Comment/Speaker Card must be submitted to the City Clerk's Office prior to **the statement of oral communications being read and/or 6:00 p.m., whichever is later.**

TYPE OF COMMENT: Closed Session Non-Agenda Item **AGENDA ITEM NO.** _____

Opposed In Support Neutral **TOPIC:** _____

MEETING DATE: 5/27 **TIME RECEIVED:** _____

SPEAKER'S FULL NAME: Marie Ledezma **PHONE:** _____
(Optional)

ADDRESS: _____
(Optional)

ORGANIZATION REPRESENTED: _____

NOTES: _____

ACCOMMODATIONS: _____

TRANSLATION NEEDED: No Yes **Language:** _____

RECEIVED BY STAFF: _____



INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

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General President

Frank V. Lima
General Secretary-Treasurer

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13th District

Danny Todd
14th District

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15th District

James B. Johnson
16th District

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Ron Glass

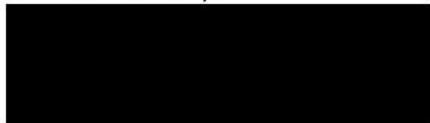
Scott Marks

Anthony Mejia

March 16, 2026

VIA ELECTRONIC DELIVERY

Hermes Carbajal



Zachary Humber



Dear Brothers Carbajal and Humber:

On March 3, 2026, a Pre-Trial Review Board consisting of the undersigned International Vice Presidents convened to consider Brother Zachary Humber's request to dismiss the charges filed against him by Brother Hermes Carbajal. Carbajal alleges that Humber violated IAFF CBL Article XV, Sections 2(2), 2(5), and 2(8). Carbajal alleges Section 2(2) was violated by Humber's "failure to properly represent and defend members in matters of employment, discipline, and union business." Carbajal alleges that Section 2(5) was violated when Humber committed "acts detrimental to the welfare of the Local through intimidation and chilling protected participations." And Carbajal alleges that Section 2(8) is violated by a Humber's "abuse of authority by leveraging the presidency to threaten career prospects tied to union involvement."

Carbajal's charges allege that Humber has failed to represent members, retaliated against disfavored members, colluded with management, and abused his power to interfere with Local democracy. Carbajal lists events during which Humber allegedly failed to provide adequate representation to members during adverse employment actions ranging from placement on desk duty to termination. Carbajal alleges that Humber colluded with Department leadership to affect the Department's hiring and promotions, as well as crew assignments.

Carbajal also lists events where Humber allegedly retaliated against Local 3821 members. These events included alleged threats made to Local political rivals that they would not be promoted. Carbajal alleges that Huber orchestrated the demotion of Local 3821 members. Carbajal further alleges that Humber engaged in unsafe training and emergency operations, listing firefighting decisions made by Humber which are alleged to violate best practices or be unwise. Lastly, Carbajal alleges that Humber threatened members against running against him for President of Local 3821 and engaged in threats and intimidation tactics related to Local 3821 elections. Other than Carbajal, no other

member of Local 3821 has filed charges against Humber or signed off on Carbajal's charges supporting Carbajal's allegations against Humber.

It must be noted that Carbajal and Humber both ran for elected positions on opposition slates in the recent Local 3821 elections. Humber was not re-elected as Local President. Carbajal was re-elected as Local Vice President. The candidate on Carbajal's slate won the position of Local President.

On January 12, 2026, Humber submitted a request for a Pre-Trial Review Board. Requests for statements on the charges were solicited from the parties. In Humber's statement, he responds to these charges by offering several procedural defects. Humber argues that the charges are overbroad and fail to identify discrete instances of misconduct, as required by IAFF CBL Art. XVI Sec. 2. Humber asserts that the content and context of the filing indicate Carbajal's retaliatory intent against him. Humber claims that the charges are outside the scope of Article XV. Humber submitted a copy of an email Carbajal sent to Local 3821 members on December 30, 2025, in the midst of Local 3821's election, to which Carbajal attached a copy of his IAFF Complaint against Humber. Carbajal did not submit a statement beyond what was included in his initial filing of the charges.

Article XVI, Section 5 of the IAFF Constitution and By-Laws empowers the Pre-Trial Review Board to dismiss charges that it concludes are "frivolous, retaliatory, or *de minimis*." The Board is not empowered to weigh evidence, determine the truth of allegations, or impose discipline; those functions are reserved for the Trial Board. After reviewing the statements and evidence submitted by the parties, we unanimously agree that Carbajal's charges are retaliatory, frivolous, or *de minimis* and, therefore, will be dismissed.

To dismiss charges as retaliatory, the Charged Party must show the charges were filed with a retaliatory purpose, rather than a legitimate purpose. This requires evidence that the stated basis for the charges was pretextual or that retaliation was a motivating factor for filing the charges. There is such evidence in this case.

It is problematic that in the midst of an election campaign where Humber and Carbajal were running on opposing slates that Carbajal filed a number of charges against Humber based on his performance as President of the Local that Humber allegedly directed at other members that were not filed or supported by those other members. It is further problematic that Carbajal then distributed the charges to all of the members during the course of the election. Such action has all of the hallmarks of retaliation, essentially Carbajal retaliating against Humber for running for re-election by filing charges against him in an effort to influence the outcome of the election.

Additional evidence of retaliation is that most of Carbajal's charges against Humber occurred more than six months from the time that he filed the charges, with some occurring well over one year old before Carbajal filed charges, well outside the six-month timeframe for filing charges required by the IAFF CBL. Carbajal chose not to file any of his charges when the purported wrongdoing occurred but instead waited until the heat of an election to file his charges. This further establishes that Carbajal

had an ulterior motive with respect to the filing of his charges. Accordingly, we find that the charges are retaliatory.

To dismiss a charge as frivolous, the Charged Party must demonstrate that the charge cannot be established legally or factually, or there is no evidence to support it. A charge is frivolous when it lacks any arguable basis in law or fact. The record contains sufficient evidence that most of the charges filed against Humber are frivolous.

In addition to a number of his alleged violations being outside the six-month time limit for filing charges set forth in Article XVI, Section 1, Carbajal does not allege violations of IAFF CBL as his complaints cite to provisions and definitions of misconduct that are not found in the IAFF CBL. All of these charges, therefore, can be dismissed as frivolous because they cannot be maintained under the IAFF CBL.

Within Carbajal's Complaint are claims that Humber engaged in conduct unbecoming a member of the IAFF. If properly pled, these would allege a violation of IAFF CBL Art. XV, Sec. 1(L). This provision requires that charges of conduct unbecoming a member of the IAFF "shall be valid only when the charges are set forth in specific terms specifying the act or acts or conduct alleged to be unbecoming a member." Carbajal identifies several specific events which he alleges are conduct unbecoming a member of the IAFF. Many of these allegations occurred outside of the six month time period for filing charges and are dismissed on that ground.

The remaining allegations are very unspecific as to how they establish conduct unbecoming a member of the IAFF. For instance, Carbajal asserts that on August 4 and August 5, 2025, Humber engaged in a false counseling memorandum followed by baiting and attempted provocation of Carbajal. In addition, Carbajal claims that on November 18, 2025, Humber engaged in intimidation of an elected officer that demonstrates abusive conduct incompatible with the ethical duties of a Local president. Carbajal, however, fails to explain what the "baiting" or "abusive" conduct was or how it demonstrates that Humber intimidated an elected officer or acted in a manner unbecoming a member of the IAFF. Therefore, his charges are dismissed as frivolous for failure to specify the nature of his charges as required by the IAFF Constitution.

To dismiss charges as *de minimis*, the Charged Party must demonstrate that any violation had no or minimal negative impact on the Local or its members. This standard applies where the alleged misconduct is so minor that discipline would be unreasonable. The record contains sufficient evidence that the remaining charges against Humber are *de minimis*.


The allegations which are specified and within the six month time period are comments which Humber made to Carbajal including, "if you take the Union President spot...you can kiss your promotion goodbye." No evidence was presented that Humber, if he was defeated as Local President, would have any influence over employees' promotions. At most, Carbajal has alleged that political disagreements that he had with Humber regarding decisions Humber made as President of Local 3821

during his tenure were Conduct Unbecoming a Member of the IAFF. These grievances are, at most, *de minimis*.

Because the conduct complained of by Carbajal within six months of filing his charges primarily amounts to criticisms of Humber's leadership as President of Local 3821, the proper forum to resolve a dispute over whether a Local president is effective in performing his or her job is typically through the democratic Local union election process. This is what happened here.

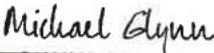
Local 3821 held an election, and the membership democratically decided that Humber should not remain as their president. Accordingly, the election has rendered the remainder of Carbajal's allegations regarding Humber's conduct during the election as moot.

For the foregoing reasons, the evidence demonstrates that the charges brought by Carbajal present as frivolous, retaliatory, or *de minimis*. Accordingly, as there is ample basis for the charges not proceed to trial, this PTRB unanimously dismisses all charges that Carbajal filed against Humber.

DocuSigned by:

E4438F3G4AF7442...
Mark Woolbright, IAFF Vice President
District 2

Signed by:

F6242E28BAG0482...
Michael Frainier, IAFF Vice President
District 9

Signed by:

BC90696AA06C41C...
Michael Glynn, IAFF Vice President
District 11

cc: Edward A. Kelly, IAFF General President
Frank V. Lima, IAFF General Secretary-Treasurer
Stephen Gilman, IAFF Vice President, 10th District
Wayne Murphy, IAFF Chief of Staff
Jim Brinkley, IAFF Chief of Operations
Peter Leff, IAFF General Counsel
Clark Gebhart, IAFF Legal Counsel
Corrine Griffin, IAFF Executive Assistant to the General President
Teresa Alva, IAFF Executive Assistant to the General Secretary-Treasurer
Hallie Miracle, IAFF Legal Department
Stephanie Griffiths, IAFF Legal Department