



From The Desk of the City Manager

Hello Clayton Community

"Courage gives us a voice and compassion gives us an ear."

-Brené Brown

Message from the City Manager

I recently learned of a national movement that seeks to heal the extreme division in our country. The organization, Starts With Us, states on their website "Our movement is founded on the belief that diversity of thought is a strength that leads to our most innovative ideas and that we must cooperate across our differences to solve the most pressing societal challenges of our time." Additionally, they explain this is accomplished through The 3Cs:

- Curiosity
- Compassion
- Courage

This movement prompted me to contemplate how sometimes an individual

disagrees with a friend or colleague, yet they maintain a respectful relationship through diplomacy, decorum, and dialogue. Conversely, there are times when an individual disagrees with a colleague simply based on their personal disliking of the colleague. In that situation, the underlying issue is denied the attention it deserves.

A dear friend often says, “Listen to the message, not the messenger.” It’s challenging to do at times—especially if emotions are heightened. If we don’t like someone, do we give ourselves the opportunity hear the merits of what they have to say? Or are we willing to dismiss a good idea because we don’t like the person behind the idea?

If we’re honest with ourselves, an obstinate attitude or personal attack often leads to a defensive standoff where no one benefits; cooperation fails; and no one is truly heard.

Let’s get curious. What would happen if we approached each discussion with an open mind and hit pause the moment we catch ourselves polarizing an issue? According to Peter T. Coleman, Ph.D., a professor of Psychology and Education at Columbia University, the best way to get curious is to question one’s own assumptions and seek new and different perspectives.

Although the word compassion has been around for ages, in recent years, it has become a buzzword associated with more liberal ideals. Compassion is not a political ideal. It’s the way in which we connect with one another and build communities. I ask you to consider the root cause of a person who no longer has compassion for a person who is suffering. Perhaps it’s the fear that acknowledging another person’s suffering may lead to our own suffering. However, the word compassion is literally from Latin words meaning “with” and “suffering,” In other words, it is only when we suffer with another person or feel sympathy for their situation that we embody compassion as a value.

The third concept, courage, is perhaps the most difficult to embrace. Many people avoid speaking up or speaking their truth to avoid discomfort. Fear of being in the minority or upsetting people with different ideas is a common form of conflict avoidance, yet silence serves no one. It also makes us complicit when decisions marginalize or harm others.

It’s time to engage in constructive conversations. The idea here is not to force people to change their minds. It’s about getting clarity on our values and seeking common ground. We won’t always agree on every issue, but can we agree to not lose sight of one another’s humanity when engaged in public discourse? I certainly hope so.

All the best,

Bret

To learn more about the movement, go to www.startswith.us

**Click the Video to learn about the next Conversation
with the City Manager**

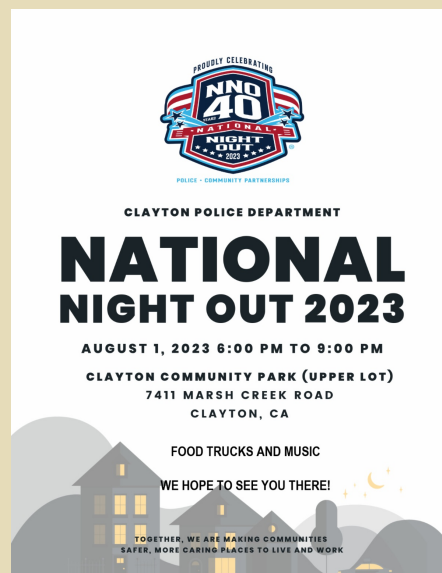
Email me at: bretp@claytonca.gov



GovDeals

The City of Clayton continues to find ways to assist in not filling up our landfills while adding revenue to the City.

The City of Clayton is now registered with GovDeals.com to



National Night Out

sell surplus items. This is an opportunity to recover revenue for the City while diverting items from the landfill.

What can we sell? We can sell a large variety of surplus items ranging from office supplies to furniture to vehicles. In my experience, GovDeals.com has been a great source for recovering the highest dollar for surplus.

This idea was generated from staff. I love to continue to see the creativity and immediate call to action from the team!

Please join us for National Night Out! This is going to be a great community event with food trucks available for you to purchase food, a DJ, and you can say hello and thanks to our wonderful Police Department. I look forward to seeing the community at the event.

Location: Upper Part of Clayton Community Park

August 1, 2023, 6pm-9pm



Behind the Scenes

Community Development/Code Enforcement

The Clayton Community Development Department (CDD) implements the City's zoning and land use regulations that move the City toward achieving its long-term land use vision and goals. CDD is staffed by a Director, an Assistant Planner, and Office Assistant/Code Enforcement, who provide day-to-day service to the Clayton community in person at City Hall, by email and over the phone. Our staff regularly responds to inquiries about permitting

processes for additions to buildings, home renovations, new residences and accessory dwelling units, and new businesses in home-based and commercial locations. We also provide staff support to the Clayton Planning Commission and make recommendations to the City Council on certain matters related to long-range development policy.

In addition to implementing zoning regulations in new developments in Clayton, CDD staff enforces municipal regulations on developed properties in the City. The Office Assistant also serves as a part-time Code Enforcement Officer for the City. When staff receives notification from residents or field staff of potential violations of the municipal code, the Code Enforcement Officer investigates the matter, typically visiting the site to determine if a violation of the code has actually occurred. While not all reported issues are violations of code, if the issue is indeed a violation of municipal code, the Code Enforcement Officer communicates with the resident and/or property owner to educate them about the violation, with a goal to resolve the issue quickly and cooperatively. Though some issues take more time, staff finds that most property owners are interested in addressing issues and were simply unaware of the code conflict on their property. As with permit questions, residents or property owners who are concerned about a potential code violation can contact the Code Enforcement Officer in person, by email, and over the phone, or can report concerns via the City website.

CDD is located on the third floor of City Hall. Staff is available in person and by telephone (925-673-7300) between 9:00 a.m. and 5:00 p.m., Monday through Thursday.

Did you know?

(Click the video below)



ClearGov



Employee Spotlight

Patrick Nemah

Please meet Patrick Nemah. Patrick heads our code enforcement unit. Patrick is originally from Africa (Liberia), but grew up in Oakland, California. Patrick brings a great attitude, professionalism and joy to his work. Patrick also never quits as he works as a park steward for the city of Oakland on weekends.

Patrick loves trying new restaurants with his significant other, playing pool, dancing, hiking, soccer, running (lake Merritt), reading, cooking, traveling and being active as much as he can.

Patrick also enjoys traveling the world. He has been to Paris, London, Berlin, Cartagena, Medellin, Puerto Vallarta, Ghana, among other areas. Seeing the world and experiencing new things is important to Patrick.

We are so proud to have Patrick as part of our Clayton team!!



REPUBLIC
SERVICES

Solid Waste and Recycling

On July 18th the City Council approved a new agreement with Republic Services,

effective January 2024. The need for the agreement was to continue our ongoing relationship as our solid waste and recycling provider as well as address some additional services required due to changing legislation.

SB 1383 set Statewide mandates for organics recovery, including edible food recovery, The City is obligated, through the State, to meet this mandate prior to March 2024.

You may ask why organics collection is an issue?

The State generates 20-23 million tons of organic waste each year, essentially 2/3rd of our total Statewide waste, thus this is an ongoing Statewide issue that needs significant attention.

The programs will affect residential and commercial users. Your container size will ultimately be the driver of the price increase but on average the initial rate increase, including the standard annual rate increase plus the additional SB 1383 requirements will be approximately 20% (between \$6 to \$10 per month depending on can size). Please see the link below to view the entire agenda item from July 18th.

[07182023web.pdf \(claytonca.gov\)](#)

City of Clayton Meetings Coming Up

August 1, 2023, 6pm-9pm National Night Out
August 7, 2023, Conversation with the City Manager 1130pm Cup O' Joes
August 15, 2023, City Council Meeting
September 19, 2023, City Council Meeting

(925) 673-7300

Email Us



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