

1 and emergency services, the “Stay Home – Stay Healthy” proclamation identified grocery stores
2 as essential business sectors critical to protecting the health and well-being of all Californians
3 and designated their workers as essential critical infrastructure workers.

4 G. On March 18, 2020, the Alameda County Public Health Officer issued the
5 “Shelter in Place” Order to control the effects and spread of COVID-19 by closing all non-
6 essential workplaces, requiring people to stay home except to participate in essential activities
7 or to provide essential business services. In addition to healthcare, public health and emergency
8 services, the “Shelter in Place” Order identified grocery stores, pharmacies and other retailers
9 that sell food or beverage products, and animal/pet food as essential business sectors critical to
10 protecting the health and well-being of all Californians and designated their workers as essential
11 critical infrastructure workers.
12

13 H. On December 3, 2020, Governor Newsom extended the “Stay Home – Stay
14 Healthy” proclamation using regional availability of intensive care unit (ICU) beds to
15 implement a Regional Stay-At-Home Order. The State’s Order would go into effect when a
16 region’s ICU availability falls below 15 percent and would remain in effect for a minimum of
17 three weeks. Additionally, all private gatherings of any size would be prohibited and non-
18 essential travel restricted. The Order came after many Americans gathered and traveled over
19 the Thanksgiving holiday in the midst of a winter surge of COVID-19 cases and deaths.

20 I. Effective December 7, 2020, the Alameda County Health Officer, along with
21 five other Bay Area Health Officers, moved to implement the State’s Regional Stay-At-Home
22 Order, rather than waiting until ICU bed availability reached critical levels. Nevertheless, as of
23 December 16, 2020, ICU bed capacity in the Bay Area Region fell below the 15 percent
24 threshold. During this time, grocery, drug retail and certain retail workers report to work while
25 others are directed to remain home to slow the spread of the virus.

26 J. On January 25, 2021 Governor Newsom lifted the statewide stay-at-home order,
27 returning counties back to a tiered system.

28 K. On January 25, 2021, the California Department of Public Health (CDPH) ended
the Regional Stay at Home Order, lifting the order for all regions statewide, including the Bay
Area. This action allowed all counties to return to the Blueprint for a Safer Economy framework

1 which uses color-coded tiers to indicate which activities and businesses can open based on local
2 case rates and test positivity. At that time, Alameda County was in the strictest tier, the Purple
3 Tier. Alameda County met the metrics for the Red Tier on March 9, 2021.

4 L. On March 30, 2021, Alameda County met the metrics for the Orange Tier where
5 the virus remains a moderate threat. As of March 30, 2021, Alameda County’s adjusted daily
6 new case rate is 2.6 per 100,000 residents and vaccinations are progressing. However, as more
7 activities and businesses open indoors and more people from different households mix, the risk
8 of becoming infected increases. In a press release, the Alameda County Health Officer, Dr.
9 Nicholas Moss stated: “Variants of the virus that causes COVID-19 are circulating in our
10 county, case rates are rising in other parts of the country and, while nearly a quarter of Alameda
11 County residents aged 16 and older have been fully vaccinated, we aren’t at the levels required
12 for broad community protection or immunity.” The new variants of COVID-19 are being
13 studied, and these variants may spread more easily, may have increased risk of death, or may
14 have mutations which could affect the virus’ ability to be recognized by antibodies.

15 M. As of April 6, 2021, the WHO reported a global total of 131,487,572 cases of
16 COVID-19, including 2,857,702 deaths; California reported 3,583,830 cases of COVID-19,
17 including 58,541 deaths; Alameda County reported 83,864 cases of COVID-19 (with 327 cases
18 in Albany) including 1,426 deaths.

19 N. Grocery, drug retail and certain retail stores are essential businesses operating in
20 Albany during the COVID-19 emergency making these workers highly vulnerable to economic
21 insecurity and health or safety risks.

22 O. Workers working for grocery stores, drug retail, and certain retail stores are
23 essential workers who perform services that are fundamental to the economy and health of the
24 community during the COVID-19 crisis. They work in high-risk conditions with inconsistent
25 access to protective equipment and other safety measures; work indoors in public situations with
26 limited ability to engage in physical distancing; and continually expose themselves and the
27 public to the spread of disease. A NBC Investigation article from January 15, 2021, discovered
28 146 outbreaks in December alone at supermarkets in the Los Angeles area, according to data

1 obtained from the United Food and Commercial Workers Local 324.¹ On January 10, 2021, the
2 Sacramento Bee reported 342 cases in December among the Raley’s network of 126 stores in
3 Northern California.² Drug retail and certain retail employees selling grocery, beverage, drug
4 and household products face similar risks since they work under these same conditions.
5 COVID-19 outbreaks hit several large retail chains throughout Los Angeles County infecting
6 over 900 workers during a two week period in January, 2021 following the rush of holiday
7 shopping.³ This, while grocery stores and retail companies across the country have seen record
8 profits. The Brookings Institute found that top retail companies had a 39% increase in profit,
9 averaging an extra \$16.9 billion in 2020.⁴

11 P. Premium pay, paid in addition to regular wages, is an established type of
12 compensation for employees performing hazardous duty or work involving physical hardship
13 that can cause extreme physical discomfort and distress. Many hiring entities paid premium pay
14 to its workers earlier in the pandemic, which demonstrates that it is an appropriate means of
15 compensating workers for increases hazards at work.

16 Q. Grocery, drug retail and certain retail workers working during the COVID-19
17 emergency merit additional compensation because they are performing hazardous duty due to
18 the significant risk of exposure to the COVID-19 virus. Grocery, drug retail and certain retail
19 workers have been working under these hazardous conditions for months. They are working in
20 these hazardous conditions now and will continue to face safety risks as the virus presents an
21 ongoing threat for an uncertain period, potentially resulting in subsequent waves of infection.

22 R. The availability of grocery drug retail and certain retail stores is fundamental to
23 the health of the community and is made possible during the COVID-19 emergency because

24 1 Grover, Joel & Davis, Josh, “COVID Outbreaks Skyrocket at SoCal Supermarkets” NBC4, published 1/15/21,
available at: <https://www.nbclosangeles.com/news/local/ovid-outbreaks-skyrocket-at-social-supermarkets/2507053/>

25 2 Smith, Darrell, “It’s their lives: California’s grocery workers navigate COVID outbreaks, fears” Sacramento
Bee, published 1/10/21, available at: <https://www.sacbee.com/news/coronavirus/article248386620.html>

26 3 Kay, Grace, “Retail giants Target, Amazon, and Home Depot have been hit by COVID-19 outbreaks in Los
Angeles County,” Business Insider, published 1/7/2021, available at [https://www.businessinsider.com/target-](https://www.businessinsider.com/target-amazon-and-home-depot-hit-by-outbreak-2021-1)
27 [amazon-and-home-depot-hit-by-outbreak-2021-1](https://www.businessinsider.com/target-amazon-and-home-depot-hit-by-outbreak-2021-1)

28 4 Kinder, Molly, Stateler, Laura & Du, Julia, “Windfall profits and deadly risks: How the biggest retail
companies are compensating essential workers during the COVID-19 pandemic,” Brookings Institution, published
Nov., 2020, available at: <https://www.brookings.edu/essay/windfall-profits-and-deadly-risks/>

1 grocery, drug retail and certain retail workers are on the frontlines of this devastating pandemic
2 supporting public health, safety, and welfare by working in hazardous situations. A study of
3 essential workers has also shown an accelerated risk of coronavirus infection faced by workers
4 in customer-centric roles, including retail workers.^{5,6} Another article from CNBC reports how
5 the toll of COVID has been particularly hard on grocery store workers who cannot work from
6 home and often have low pay and limited benefits.⁷ Additionally, new and potentially more
7 contagious variants of the coronavirus that have been detected in California.
8

9 S. Establishing an immediate requirement for grocery, drug retail and retail stores
10 to provide premium pay to grocery, drug retail and certain retail workers protects public health,
11 supports stable incomes, and promotes job retention by ensuring that these workers are
12 compensated for the substantial risks, efforts, and expenses they are undertaking to provide
13 essential services in a safe and reliable manner during the COVID-19 emergency.

14 T. As a result of the COVID-19 pandemic, this Ordinance aims to protect and
15 promote the public health, safety, and welfare during the coronavirus 19 (COVID-19)
16 emergency by requiring grocery, drug retail and certain retail stores to provide premium pay for
17 their workers performing work in Albany. Requiring grocery, drug retail and certain retail stores
18 to provide premium pay to their workers compensates them for the risks of working during a
19 pandemic. Grocery, drug retail and certain retail workers face magnified risks of catching or
20 spreading the COVID-19 disease because the nature of their work involves close contact with
21 the public, including members of the public who are not showing symptoms of COVID-19 but
22 who can spread the disease. The provision of premium pay better ensures the retention of these
23 essential workers who are on the frontlines of this pandemic providing essential services and

24 5 Chen, Yea-Hung et al., Excess mortality associated with the COVID-19 pandemic among Californians 18–65
25 years of age, by occupational sector and occupation: March through October 2020, medRxiv 2021.01.21.21250266;
doi: available at: <https://doi.org/10.1101/2021.01.21.21250266>

26 6 Lan F, Suharlum C, Kales SN, et al., Association between SARS-CoV-2 infection, exposure risk and mental
27 health among a cohort of essential retail workers in the USA. Occupational and Environmental Medicine 2021;
78:237-243. Available at: <https://oem.bmj.com/content/78/4/237>

28 7 Repko, Melissa, “We Haven’t Learned: Grocery workers face new challenges as Covid worsens, pandemic
fatigue sets in” CNBC, published 11/23/20, available at: <https://www.cnbc.com/2020/11/23/grocery-workers-face-new-challenges-as-covid-worsens-fatigue-sets-in.html>

1 who are needed throughout the duration of the COVID-19 emergency. As such, they are
2 deserving of fair and equitable compensation for their work.

3 U. On April 5, 2021, the City Council adopted Ordinance No. 2021-04, an urgency
4 ordinance establishing premium pay and associated labor protections for grocery workers. The
5 City Council also directed that the ordinance be amended to include additional retail workers, as
6 set forth in this Ordinance.
7

8 V. This Ordinance is adopted pursuant to the City's police powers and powers
9 afforded to the city in time of national, state, county and local emergency during an
10 unprecedented health pandemic, such powers being afforded by the State Constitution, State law
11 and Section 2-16 of the Albany Municipal Code to protect the peace, health, and safety of the
12 public. The Albany City Council finds that this Ordinance is necessary for the preservation of
13 the public peace, health, and safety of grocery, drug retail and certain retail workers working in
14 Albany and finds urgency to approve this Ordinance immediately based on the facts described
15 herein and detailed in the staff report. Under Government Code Section 8634, this ordinance is
16 necessary to provide for the protection of health, life and property.

17 **SECTION 2: PRIOR ORDINANCE REPEALED.**

18 Ordinance No. 2021-04 is repealed and replaced with the terms of this Ordinance as set forth
19 herein.
20

21 **SECTION 3: PREMIUM PAY FOR GROCERY, DRUG RETAIL AND CERTAIN**
22 **RETAIL WORKERS.**

23 A. Definitions.

24 For purposes of this Ordinance:

25 “Adverse action” means reducing the compensation to a covered worker, garnishing
26 gratuities, temporarily or permanently denying or limiting access to work, incentives, or
27 bonuses, offering less desirable work, demoting, terminating, deactivating, putting a
28 covered worker on hold status, failing to rehire after a seasonal interruption of work,

1 threatening, penalizing, retaliating, or otherwise discriminating against a covered worker
2 for any reason prohibited by this ordinance. “Adverse action” also encompasses any action
3 by the hiring entity or a person acting on the hiring entity’s behalf that would dissuade a
4 covered worker from exercising any right afforded by this ordinance.
5

6 “Aggrieved party” means a covered worker or other person who suffers tangible or
7 intangible harm due to a hiring entity or other person’s violation of this ordinance.
8

9 “City” means the City of Albany.

10 “Covered worker” means a retail worker employed directly by a hiring entity who is
11 entitled to premium pay pursuant to this Ordinance.
12

13 “Drug retail store” means a store that sells a variety of prescription and nonprescription
14 medicines and miscellaneous items, including but not limited to, drugs, pharmaceuticals,
15 sundries, produce, meats, poultry, fish, deli products, dairy products, canned foods, dry
16 foods, beverages, prepared foods, and other merchandise (also referred to as drug retail
17 products).
18

19 “Grocery store” means a store that devotes seventy percent (70%) or more of its business
20 to retailing a general range of food products, which may be fresh or packaged. There is a
21 rebuttable presumption that if a store receives seventy percent (70%) or more revenue
22 from retailing a general range of food products, then it qualifies as a grocery store.
23

24 “Hiring entity” means a grocery store, drug retail store or retail store that employs over
25 three hundred (300) workers nationally and employs more than fifteen (15) employees per
26 store in the City of Albany.
27

28 “Premium pay” means additional compensation owed to a covered worker that is separate
from hiring entity payments for providing services, bonuses, and commissions, as well as
tips earned from customers. Hiring entities that have already established and are currently
paying premium pay due to COVID-19 to covered workers shall be credited for premium
pay currently being paid during the effective term of this ordinance.

1 “Respondent” means a grocery store, drug retail store or retail store, or the parent company
2 or any person who is alleged or found to have committed a violation of this Ordinance.

3
4 “Retail store” is a store that is over 10,000 square feet, and dedicates 10 percent or more
5 of its sales floor to retailing a general range of food or beverage products, or 10 percent
6 or more of its sales floor to a general range of drug retail products.
7

8
9 “Retail worker” means a worker employed directly by a hiring entity at a grocery store,
10 drug retail store, or retail store. Retail worker does not include managers, supervisors or
11 confidential employees.

12 B. Retail worker coverage.

13
14 For the purposes of this Ordinance, covered workers are limited to those retail workers
15 who perform work for a hiring entity where the work is performed in the City of Albany.

16 C. Hiring entity coverage.

17 1. For purposes of this Ordinance, hiring entities are limited to those who employ
18 over three hundred (300) retail workers nationally and employ more than fifteen
19 (15) employees per store in the City of Albany.

20 2. To determine the number of retail workers employed for the current calendar
21 year:

22 a. The calculation is based upon the average number per calendar week of
23 retail workers who worked for compensation during the preceding calendar year
24 for any and all weeks during which at least one (1) retail worker worked for
25 compensation. For hiring entities that did not have any retail workers during the
26 preceding calendar year, the number of retail workers employed for the current
27 calendar year is calculated based upon the average number per calendar week of
28

1 retail workers who worked for compensation during the first ninety (90) calendar
2 days of the current year in which the hiring entity engaged in business.

3
4 b. All retail workers who worked for compensation shall be counted,
5 including but not limited to:

6
7 i. Retail workers who are not covered by this Ordinance; and

8
9 ii. Retail workers who worked in Albany.

10 D. Premium pay requirement.

11
12 1. Hiring entities shall provide each retail worker with premium pay consisting of
13 an additional Five Dollars (\$5.00) per hour for each hour worked.

14
15 2. The premium pay requirement of this Section 3 shall be in effect for a minimum
16 of sixty (60) days as set forth below, and until the County of Alameda is in the
17 Yellow Tier of the California Department of Public Health Blueprint for a Safer
18 Economy framework:

19 a. Grocery Stores: April 6, 2021 through June 5, 2021;

20 b. Drug Retail and Retail Stores: April 20, 2021 through June 19, 2021.

21 E. Retail worker and consumer protections.

22
23 1. No hiring entity shall, as a result of this Ordinance going into effect, take any
24 of the following actions:

25 a. Reduce a retail worker's compensation;

26 b. Limit a retail worker's earning capacity.

1 2. It shall be a violation if this Ordinance is a motivating factor in a hiring entity's
2 decision to take any of the actions in Subsection E.1 unless the hiring entity can
3 prove that its decision to take the action(s) would have happened in the absence of
4 this Ordinance going into effect.
5

6 F. Notice of rights.

7
8 1. Hiring entities shall provide covered workers with a written notice of rights
9 established by this Ordinance. The notice of rights shall be in a form and manner
10 sufficient to inform covered workers of their rights under this Ordinance. The
11 notice of rights shall provide information on:

- 12 a. The right to premium pay guaranteed by this Ordinance;
- 13
14 b. The right to be protected from retaliation for exercising in good faith the
15 rights protected by this Ordinance; and
- 16
17 c. The right to bring a civil action for a violation of the requirements of this
18 Ordinance, including a hiring entity's denial of premium pay as required
19 by this Ordinance and a hiring entity or other person's retaliation against a
20 covered worker or other person for asserting the right to premium pay or
otherwise engaging in an activity protected by this Ordinance.

21 2. Hiring entities shall provide the notice of rights required by posting a written
22 notice of rights in a location of the store utilized by employees for breaks, and in
23 an electronic format that is readily accessible to the covered workers. The notice
24 of rights shall be made available to the covered workers via smartphone
25 application or an online web portal, in English and any language that the hiring
26 entity knows or has reason to know is the primary language of the covered
worker(s).
27

28 G. Hiring entity records.

1 1. Hiring entities shall retain records that document compliance with this
2 Ordinance for covered workers.

3
4 2. Hiring entities shall retain the records required above for a period of two (2)
5 years.

6
7 3. If a hiring entity fails to retain adequate records required under this Ordinance,
8 there shall be a presumption, rebuttable by clear and convincing evidence, that the
9 hiring entity violated this Ordinance for each covered worker for whom records
10 were not retained.

11
12 H. Retaliation prohibited.

13 No hiring entity employing a covered worker shall discharge, reduce in compensation, or
14 otherwise discriminate against any covered worker for opposing any practice proscribed
15 by this Ordinance, for participating in proceedings related to this Ordinance, for seeking
16 to exercise their rights under this Ordinance by any lawful means, or for otherwise
17 asserting rights under this Ordinance.

18 I. Violation.

19 The failure of any respondent to comply with any requirement imposed on the respondent
20 under this Ordinance is a violation.

21 J. Remedies.

22
23 1. The payment of unpaid compensation, liquidated damages, civil penalties,
24 penalties payable to aggrieved parties, fines, and interest provided under this
25 Ordinance is cumulative and is not intended to be exclusive of any other available
26 remedies, penalties, fines, and procedures.

27 2. A respondent found to be in violation of this Ordinance for retaliation under
28 Section H above shall be subject to any appropriate relief at law or equity

1 including, but not limited to reinstatement of the aggrieved party, front pay in lieu
2 of reinstatement with full payment of unpaid compensation plus interest in favor
3 of the aggrieved party under the terms of this Ordinance, and liquidated damages
4 in an additional amount of up to twice the unpaid compensation.
5

6 K. Private right of action.

7
8 1. Any covered worker that suffers financial injury as a result of a violation of this
9 Ordinance, or is the subject of prohibited retaliation under Section H, may bring a
10 civil action in a court of competent jurisdiction against the hiring entity or other
11 person violating this Ordinance and, upon prevailing, may be awarded reasonable
12 attorney's fees and costs and such legal or equitable relief as may be appropriate
13 to remedy the violation including, without limitation: the payment of any unpaid
14 compensation plus interest due to the person and liquidated damages in an
15 additional amount of up to twice the unpaid compensation; and a reasonable
16 penalty payable to any aggrieved party if the aggrieved party was subject to
17 prohibited retaliation.

18 L. Encouragement of more generous policies.

19 1. Nothing in this Ordinance shall be construed to discourage or prohibit a hiring
20 entity from the adoption or retention of premium pay policies more generous than
21 the one required herein.

22 2. Nothing in this Ordinance shall be construed as diminishing the obligation of a
23 hiring entity to comply with any contract or other agreement providing more
24 generous protections to a retail worker than required by this Ordinance.
25

26 M. Other legal requirements.

27 This Ordinance provides minimum requirements for premium pay while working for a
28 hiring entity during the COVID-19 emergency and shall not be construed to preempt,

1 limit, or otherwise affect the applicability of any other law, regulation, requirement,
2 policy, or standard that provides for higher premium pay, or that extends other protections
3 to retail workers; and nothing in this Ordinance shall be interpreted or applied so as to
4 create any power or duty in conflict with federal or state law. Nothing in this Section shall
5 be construed as restricting a retail worker's right to pursue any other remedies at law or
6 equity for violation of their rights.
7

8 N. Exemption for collective bargaining agreement.
9

10 All of the provisions of this Ordinance, or any part thereof, may be expressly waived in a
11 collective bargaining agreement, but only if the waiver is explicitly set forth in the
12 agreement in clear and unambiguous terms. Unilateral implementation of terms and
13 conditions of employment by either party to a collective bargaining relationship shall not
14 constitute a waiver of all or any of the provisions of this Ordinance.
15

16 O. No waiver of rights.

17 Except for workers covered by a collective bargaining agreement pursuant to Section N,
18 any waiver by a retail worker of any or all provisions of this Ordinance shall be deemed
19 contrary to public policy and shall be void and unenforceable. Other than in connection
20 with the bona fide negotiation of a collective bargaining agreement, any request by a hiring
21 entity to a retail worker to waive rights given by this Ordinance shall be a violation of this
22 Ordinance.

23 **SECTION 4: URGENCY FINDINGS.**

24 Pursuant to California Government Code Section 36937, this Ordinance is designed to protect the
25 health, safety and welfare of the citizens of the City of Albany and becomes effective immediately
26 up adoption by a four-fifths (4/5) vote of the City Council. The City Council hereby finds that
27 there is an urgent need to adopt these regulations in order to address the current and immediate
28 threats set forth above. Given the uncertain and evolving nature of the pandemic, the premium

1 pay and associated protections must be immediately implemented to ensure that retail workers
2 continue working and providing this essential service to the residents of Albany and the region
3 generally. The workers have already been working for many months throughout this pandemic.
4 Retail workers face magnified risks of catching or spreading the COVID-19 disease because the
5 nature of their work involves close contact with the public, including members of the public who
6 are not showing symptoms of COVID-19 but who can spread the disease. The ordinance is aimed
7 at compensating workers for the increased hazards at work. The provision of premium pay better
8 ensures the retention of these essential workers who are on the frontlines of this pandemic
9 providing essential services and who are needed throughout the duration of the COVID-19
10 emergency. This urgency ordinance is needed during the emergency in the interest of maintaining
11 access to and continuity in essential grocery services and access to food and drugs through grocery
12 store, drug retail and retail operations. This ordinance must be adopted immediately. Lowest wage
13 workers have been particularly devastated by the pandemic—which is still an immediate hazard
14 to public health. The need for greater financial security is immediate as greater financial strain
15 compounds the longer the pandemic continues. Hazard and premium pay that was original offered
16 by employers have for the most part expired. Higher wages for grocery, drug retail and retail
17 workers in the City promotes overall community health, safety, and welfare. These workers will
18 have greater financial security and greater access to healthcare, and greater ability to stay home
19 when experiencing symptoms or when family members have been exposed (which directly
20 reduces the spread of the virus). Schools remain on modified or hybrid remote schooling
21 schedules and workers with children have to report to work and find the means to provide
22 childcare. Under Government Code Section 8634 and Albany Municipal Code Section 2-16, this
23 ordinance is necessary to provide for the protection of life and property for the reasons set out
24 herein. The Council therefore finds and determines that the immediate preservation of the public
25 peace, health and safety, and protection of life and property, require that this Ordinance be enacted
26 as an urgency ordinance pursuant to Government Code section 36937 and take effect immediately
upon adoption by four-fifths of the City Council.

27 **SECTION 5: CEQA – EXEMPTION.**
28

1 The City Council determines that the adoption of this Urgency Ordinance is exempt from
2 environmental review under the California Environmental Quality Act (“CEQA”) pursuant to the
3 following provisions of the CEQA Guidelines, 14 California Code of Regulations, Chapter 3: this
4 Urgency Ordinance is exempt under CEQA Guidelines Section 15378(b)(5) in that it is not a
5 “project” under CEQA, and will not result in direct or indirect physical changes in the
6 environment. This ordinance only regulates the pay and protections for grocery workers and those
7 matters would not result in physical changes to the environment.
8

9 **SECTION 6: SEVERABILITY.**

10 If any section, subsection, subdivision, paragraph, sentence, clause or phrase of this Ordinance or
11 any part thereof is for any reason held to be unconstitutional or invalid or ineffective by any court
12 of competent jurisdiction, such decision shall not affect the validity or effectiveness of the
13 remaining portions of this Ordinance or any part thereof. The City Council of the City of Albany
14 hereby declares that it would have passed each section, subsection, subdivision, paragraph,
15 sentence, clause or phrase thereof irrespective of the fact that any one or more sections,
16 subsections, subdivisions, paragraphs, sentences, clauses or phrases be declared unconstitutional
17 or invalid or ineffective.

18 **SECTION 7: PUBLICATION AND EFFECTIVE DATE.**

19 This Ordinance shall be posted at three public places within the City of Albany and shall
20 take effect immediately upon its adoption.

21 **PASSED AND ADOPTED** by the City Council of the City of Albany at its meeting on
22 the 19th day of April, 2021 by the following vote:
23

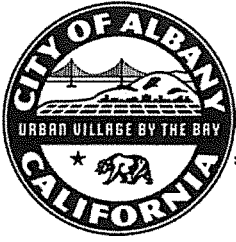
24 AYES: Council Members McQuaid, Nason, Tiedemann, and Mayor Gary

25 NOES: Council Member Jordan

26 ABSENT:

27 ABSTAIN:

28 
GE'NELL GARY, MAYOR



City of Albany

1000 San Pablo Avenue • Albany, California 94706
(510) 528-5710 • www.albanyca.org

ORDINANCE NO. 2021-06

PASSED AND APPROVED BY THE COUNCIL OF THE CITY OF ALBANY,

The 19th day of April, 2021, by the following votes:

AYES: Council Members McQuaid, Nason, Tiedemann and Mayor Gary

NOES: Council Member Jordan

ABSENT: none

ABSTAINED: none

RECUSED: none

WITNESS MY HAND AND THE SEAL OF THE CITY OF ALBANY, this

20th day of April, 2021.

Anne Hsu
CITY CLERK

The City of Albany is dedicated to maintaining its small town ambiance, responding to the needs of a diverse community, and providing a safe, healthy and sustainable community.