

**SPECIAL MEETING MINUTES
CITY COUNCIL RETREAT
FEBRUARY 28, 2025
9:00 A.M.
DOMINICAN SISTERS, 43326 MISSION CIRCLE, FREMONT**

CALL TO ORDER & WELCOME BY THE MAYOR

The meeting was called to order by Mayor Salwan at 9:00 a.m.

Present: Mayor Salwan, Vice Mayor Campbell, Councilmembers: Keng, Kimberlin, Shao, Zhang, and Liu

Staff Present: City Manager Shackelford, City Attorney Alvarado, Assistant City Managers, and City Leadership Team.

Facilitator: Shawn Spano, Communication Consultant

PUBLIC COMMENTS

Speakers: Sister Jane Rudolph, Lily Mei, Benjamin Yee, Steve Skala, Kelly Abreu, Kate Amon, and Vipin Shazwa, shared a variety of concerns.

COMMENTS FROM THE CITY MANAGER

The City Manager offered opening comments about why the retreat was important. She emphasized that the executive team's aim is to serve the Council and the entire Fremont community.

The Councilmembers participated in a visioning exercise that explored their collective and individual visions for the City of Fremont.

DISCUSSION OF PROTOCOLS AND NORMS

Councilmembers discussed and agreed to amend the norms and protocols memorialized in the Council handbook. The intent is that these amendments will be guiding practices to foster effective working relationships among members of Council.

DISCUSSION OF COUNCIL PRIORITIES FOR FY 2025-2026 AND GOAL SETTING

The Council reaffirmed their current set of Citywide priorities while also noting an intent to finetune the draft language associated with several priority objectives.

WRAP UP AND NEXT STEPS

The group discussed specific items that will aid the Council and staff in achieving priorities.

ADJOURNMENT

The retreat concluded at 3:00 p.m.

APPROVED:

Raj Salwan
Mayor

ATTEST:

Susan Gauthier, CMC
City Clerk

The full City Council Retreat Report is available online:

<https://www.fremont.gov/home/showdocument?id=17789&t=638791204891089273>