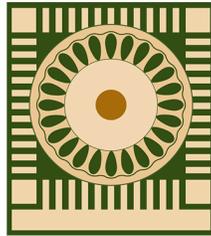


CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov



CITY OF
HAYWARD
HEART OF THE BAY

Agenda

Tuesday, April 7, 2020

7:00 PM

Remote Participation

City Council

SPECIAL CITY COUNCIL MEETING

This meeting is being conducted utilizing teleconferencing and electronic means consistent with State of California Executive Order No. 29-20 dated March 17, 2020, and Alameda County Health Officer Order No. 20-04 dated March 31, 2020, regarding the COVID-19 pandemic.

How to observe the Meeting:

1. Comcast Channel 15
2. Live stream <https://hayward.legistar.com/Calendar.aspx>

How to submit written Public Comment:

1. Use eComment on the City's Meeting & Agenda Center webpage at <https://hayward.legistar.com/Calendar.aspx>. eComments are directly sent to the iLegislate application used by City Council and City staff. Comments received before 3:00 p.m. the day of the meeting will be exported into a report, distributed to the City Council and staff, and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda. eComments received after 3:00 p.m. through the adjournment of the meeting will be included as a part of the meeting record and published the following day.
2. Send an email to List-Mayor-Council@hayward-ca.gov by 3:00 p.m. the day of the meeting. Please identify the Agenda Item Number in the subject line of your email. Emails will be compiled into one file, distributed to the City Council and staff, and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda.

How to provide spoken Public Comment during the City Council Meeting:

1. Call the City Clerk at (510) 583-4400 prior to the close of public comment on an item as indicated by the Mayor.

CALL TO ORDER**ROLL CALL**

PUBLIC COMMENTS

Limited Only to Items on the Agenda.

ACTION ITEMS

The Council will permit comment as each item is called for the Consent Calendar, Public Hearings, and Legislative Business. In the case of the Consent Calendar, a specific item will need to be pulled by a Council Member in order for the Council to discuss the item or to permit public comment on the item. Please notify the City Clerk any time before the Consent Calendar is voted on by Council if you wish to speak on a Consent Item.

CONSENT

1. [CONS 20-187](#) Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2020

 Attachments: [Attachment I Staff Report](#)
 [Attachment II Resolution](#)
 [Attachment III FY 2020 Salary Plan](#)

2. [CONS 20-192](#) Adopt a Resolution Authorizing the City Manager to Amend the Contract with Delta Engineering Sales, LLC, to an Amount Not-to-Exceed \$10,748,182 to Purchase and Install Additional Water Meter Materials for the Advanced Metering Infrastructure Project No. 07025

 Attachments: [Attachment I Staff Report](#)
 [Attachment II Resolution](#)
 [Attachment III Quote](#)

3. [CONS 20-196](#) Adopt a Resolution Approving Plans and Specifications and Call for Bids for the Sulphur Creek Mitigation Project at Hayward Executive Airport

 Attachments: [Attachment I Staff Report](#)
 [Attachment II Resolution](#)

LEGISLATIVE BUSINESS

4. [LB 20-016](#) Repeal and Replacement of Temporary Moratorium on Evictions: Repeal of Existing Moratorium and Adoption of Emergency Ordinance Establishing a Temporary Moratorium on Residential and Commercial Evictions in the City of Hayward for Non-Payment of Rent or Mortgage Payments Caused by the Coronavirus (COVID-19) Pandemic to Include Prohibitions on Commercial Evictions, Lender Evictions of Homeowners, and Retaliation against Tenants (Report from City Manager McAdoo)

Attachments: [Attachment I Staff Report](#)
[Attachment II Ordinance](#)

5. [LB 20-015](#) Minimum Wage Ordinance: Introduce an Ordinance to Amend Chapter 6 “Minimum Wage Ordinance” of the City of Hayward Municipal Code Delaying the Implementation Date and Modifying the Yearly Adjustment Date for Increases in Response to Significant Impacts to Businesses Caused by the COVID-19 Pandemic (Report from City Manager McAdoo)

Attachments: [Attachment I Staff Report](#)
[Attachment II Proposed Ordinance](#)
[Attachment III Employer Cost Comparison](#)
[Attachment IV Business and Employee Demographics](#)

CITY MANAGER’S COMMENTS

An oral report from the City Manager on upcoming activities, events, or other items of general interest to Council and the Public.

COUNCIL REPORTS AND ANNOUNCEMENTS

Oral reports from Council Members on their activities, referrals to staff, and suggestions for future agenda items.

COUNCIL REFERRALS

Council Members may bring forward a Council Referral Memorandum (Memo) on any topic to be considered by the entire Council. The intent of this Council Referrals section of the agenda is to provide an orderly means through which an individual Council Member can raise an issue for discussion and possible direction by the Council to the appropriate Council Appointed Officers for action by the applicable City staff.

ADJOURNMENT**NEXT MEETING, April 21, 2019, 7:00 PM****PUBLIC COMMENT RULES**

Any member of the public desiring to address the Council shall limit her/his address to three (3) minutes unless less or further time has been granted by the Presiding Officer or in accordance with the section under Public Hearings. The Presiding Officer has the discretion to shorten or lengthen the maximum time members may speak. Speakers will be asked for their name before speaking and are expected to honor the allotted time. Speaker Cards are available from the City Clerk at the meeting.

PLEASE TAKE NOTICE

That if you file a lawsuit challenging any final decision on any public hearing or legislative business item listed in this agenda, the issues in the lawsuit may be limited to the issues that were raised at the City's public hearing or presented in writing to the City Clerk at or before the public hearing.

PLEASE TAKE FURTHER NOTICE

That the City Council adopted Resolution No. 87-181 C.S., which imposes the 90-day deadline set forth in Code of Civil Procedure section 1094.6 for filing of any lawsuit challenging final action on an agenda item which is subject to Code of Civil Procedure section 1094.5.

****Materials related to an item on the agenda submitted to the Council after distribution of the agenda packet are available for public inspection in the City Clerk's Office, City Hall, 777 B Street, 4th Floor, Hayward, during normal business hours. An online version of this agenda and staff reports are available on the City's website. Written comments submitted to the Council in connection with agenda items will be posted on the City's website. All Council Meetings are broadcast simultaneously on the website and on Cable Channel 15, KHRT. ****

Assistance will be provided to those requiring accommodations for disabilities in compliance with the Americans with Disabilities Act of 1990. Interested persons must request the accommodation at least 48 hours in advance of the meeting by contacting the City Clerk at (510) 583-4400 or TDD (510) 247-3340.

Assistance will be provided to those requiring language assistance. To ensure that interpreters are available at the meeting, interested persons must request the accommodation at least 48 hours in advance of the meeting by contacting the City Clerk at (510) 583-4400.

CHILDCARE WILL NOT BE PROVIDED UNTIL FURTHER NOTICE DUE TO COUNTYWIDE SHELTER-IN-PLACE ORDER.



CITY OF HAYWARD

Hayward City Hall
777 B Street
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File #: CONS 20-187

DATE: April 7, 2020

TO: Mayor and City Council

FROM: Assistant City Manager/Interim Director of Human Resources

SUBJECT

Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2020

RECOMMENDATION

That Council adopts a Resolution (Attachment II) approving an amendment to the City of Hayward Salary Plan for fiscal year 2020 (FY 2020), which designates all classifications and the corresponding salary range for employment in the City of Hayward as of December 23, 2019, superseding Resolution No. 19-246 and all amendments thereto.

SUMMARY

As required by the Municipal Code, the FY 2020 Salary Plan has been updated to reflect salary adjustments to the classifications in the City's classified service including salary adjustments to the Tree Trimmer and Personnel Operations Specialist classifications.

After the Personnel Commission held a public hearing on March 12, 2020 and considered public and Commissioner comments, they recommended Council consider adoption of an amended FY 2020 Salary Plan for the classifications in the City's classified service.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	FY 2020 Salary Plan



DATE: April 7, 2020

TO: Mayor and City Council

FROM: Assistant City Manager/Interim Director of Human Resources

SUBJECT: Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2020

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SUMMARY

As required by the Municipal Code, the FY 2020 Salary Plan has been updated to reflect salary adjustments to the classifications in the City's classified service including salary adjustments to the Tree Trimmer and Personnel Operations Specialist classifications.

After the Personnel Commission held a public hearing on March 12, 2020 and considered public and Commissioner comments, they recommended Council consider adoption of an amended FY 2020 Salary Plan for the classifications in the City's classified service.

BACKGROUND/DISCUSSION

Salary Adjustments:

SEIU Local 1021 Maintenance and Operations Unit (SEIU)

Tree Trimmer: The salary plan has been revised to correct the salary range for Tree Trimmer; this salary range should have been corrected as a result of the SEIU Local 1021 Clerical and Related and SEIU Local 1021 Maintenance and Operations Units' salary survey. Operationally, the Tree Trimmer classification supervises duties of the Groundskeeper I. Based on internal salary settings to maintain the consistency of a lead classification maintaining 10% above the highest base wage rate of a linked classification, the Tree Trimmer classification will be increased by 1.01%. The salary plan has been updated to reflect the correct salary range which is \$33.39 per hour at Step A and \$38.88 per hour at Step E.

Hayward Association of Management Employees (HAME)

Personnel Operations Specialist: The salary plan has been revised to correct the salary range for Personnel Operations Specialist; this salary range should have been corrected as a result of the SEIU Local 1021 Clerical and Related and SEIU Local 1021 Maintenance and Operations Units' salary survey. Upon creation of this classification, the Personnel Operations Specialist was set internally at 10% above the Administrative Secretary classification. The salary plan has been updated to reflect the correct salary range which is \$39.61 per hour at Step A and \$46.24 per hour at Step E.

FISCAL IMPACT

The internal equity salary adjustments for Tree Trimmer and Personnel Operations Specialist result in a net fiscal increase of approximately \$8,050 annually and are not included in the FY 2020 Operating Budget. The salary adjustments for Tree Trimmer and Personnel Operations Specialist will be included with the FY 2021 Operating Budget.

STRATEGIC ROADMAP

This agenda item is a routine operational item and does not relate to the City Council's Strategic Roadmap.

NEXT STEPS

The salary adjustments will be implemented by the Human Resources and Finance departments retroactive to the pay period including January 1, 2020 and will be reflected on employees' paychecks dated May 1, 2020.

Prepared by: Anthony Phillip, Human Resources Analyst II

Recommended by: Robin Young, Deputy Director of Human Resources
Maria A. Hurtado, Assistant City Manager/Interim Director of Human Resources

Approved by:



Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 19-_____

Introduced by Council Member _____

RESOLUTION APPROVING THE AMENDED FISCAL YEAR 2020 SALARY PLAN DESIGNATING POSITIONS OF EMPLOYMENT IN THE CITY OF HAYWARD AND SALARY RANGE; AND SUPERSEDING RESOLUTION NO. 19-246 AND ALL AMENDMENTS THERETO

BE IT RESOLVED by the City Council of the City of Hayward, as follows:

Section 1. That a revised Positions and Salaries Schedule relating to the positions of employment in the City of Hayward, and the hourly rates of pay for those positions, is hereby set forth in Attachment "III", attached hereto and made a part hereof. The positions enumerated under the columns headed "Classification Title" are hereby designated as the positions of employment in the City of Hayward, and the hourly, bi-weekly, monthly, and annual rates of pay shown in the adjacent rows under the headings "Step A" through "Step E" are the salary rates or the minimum and maximum rates of pay for such positions.

Section 2. Salaries paid to occupants of said positions shall be administered in accordance with the Personnel Rules and Memoranda of Understanding and Side Letter Agreements approved by the City Council and currently in effect.

Section 3. All class titles used herein refer to the specifications of the position classification plan as reviewed by the Personnel Commission of the City of Hayward, or as set forth in the City Charter.

Section 4. The City Manager may approve in advance of an established effective date, payment to certain classifications in the Management Unit of all or a portion of a general salary increase previously approved by the City Council. Such advance payments shall be made only for those management classifications where the salary range is less than ten percent above an immediately subordinate classification. The amount of advance payment approved by the City Manager shall not exceed the amount required to establish a ten percent salary differential between the affected classifications. The City Manager shall advise the City Council and each bargaining unit in advance of any payments made pursuant to the provisions of this section.

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2020**

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
CITY ELECTED OFFICIALS/APPOINTED OFFICERS/EXECUTIVES								
MAYOR	E100	Unclassified	Hourly					
			Bi-Weekly					
			Monthly					
			Annual				39,960.00	
CITY COUNCIL	E110	Unclassified	Hourly					
			Bi-Weekly					
			Monthly					
			Annual				24,975.00	
CITY MANAGER	A120	Unclassified	Hourly				142.64	
			Bi-Weekly				11,411.20	
			Monthly				24,724.27	
			Annual				296,691.20	
CITY ATTORNEY	A100	Unclassified	Hourly				110.13	
			Bi-Weekly				8,810.40	
			Monthly				19,089.20	
			Annual				229,070.40	
CITY CLERK	A110	Unclassified	Hourly				67.87	
			Bi-Weekly				5,429.60	
			Monthly				11,764.13	
			Annual				141,169.60	
ASSISTANT CITY MANAGER	U735	Unclassified	Hourly	93.92	98.62	103.55	108.72	114.16
			Bi-Weekly	7,513.60	7,889.60	8,284.00	8,697.60	9,132.80
			Monthly	16,279.47	17,094.13	17,948.67	18,844.80	19,787.73
			Annual	195,353.60	205,129.60	215,384.00	226,137.60	237,452.80
CHIEF OF POLICE	P500	Unclassified	Hourly	91.91	96.50	101.33	106.39	111.71
			Bi-Weekly	7,352.80	7,720.00	8,106.40	8,511.20	8,936.80
			Monthly	15,931.07	16,726.67	17,563.87	18,440.93	19,363.07
			Annual	191,172.80	200,720.00	210,766.40	221,291.20	232,356.80
COMMUNICATIONS AND MARKETING OFFICER / PUBLIC INFORMATION OFFICER (PIO)	U311	Unclassified	Hourly	56.37	59.18	62.14	65.26	68.52
			Bi-Weekly	4,509.60	4,734.40	4,971.20	5,220.80	5,481.60
			Monthly	9,770.80	10,257.87	10,770.93	11,311.73	11,876.80
			Annual	117,249.60	123,094.40	129,251.20	135,740.80	142,521.60
DEPUTY CITY MANAGER	U505	Unclassified	Hourly	85.69	89.97	94.47	99.21	104.16
			Bi-Weekly	6,855.20	7,197.60	7,557.60	7,936.80	8,332.80
			Monthly	14,852.93	15,594.80	16,374.80	17,196.40	18,054.40
			Annual	178,235.20	187,137.60	196,497.60	206,356.80	216,652.80
DIRECTOR OF DEVELOPMENT SERVICES	U700	Unclassified	Hourly	81.61	85.69	89.97	94.48	99.21
			Bi-Weekly	6,528.80	6,855.20	7,197.60	7,558.40	7,936.80
			Monthly	14,145.73	14,852.93	15,594.80	16,376.53	17,196.40
			Annual	169,748.80	178,235.20	187,137.60	196,518.40	206,356.80
DIRECTOR OF FINANCE	U725	Unclassified	Hourly	82.37	86.48	90.80	95.35	100.11
			Bi-Weekly	6,589.60	6,918.40	7,264.00	7,628.00	8,008.80
			Monthly	14,277.47	14,989.87	15,738.67	16,527.33	17,352.40
			Annual	171,329.60	179,878.40	188,864.00	198,328.00	208,228.80
DIRECTOR OF HUMAN RESOURCES	U705	Unclassified	Hourly	79.51	83.48	87.66	92.04	96.63
			Bi-Weekly	6,360.80	6,678.40	7,012.80	7,363.20	7,730.40
			Monthly	13,781.73	14,469.87	15,194.40	15,953.60	16,749.20
			Annual	165,380.80	173,638.40	182,332.80	191,443.20	200,990.40
DIRECTOR OF INFORMATION TECHNOLOGY / CHIEF INFORMATION OFFICER (CIO)	U720	Unclassified	Hourly	87.15	91.49	96.07	100.88	105.92
			Bi-Weekly	6,972.00	7,319.20	7,685.60	8,070.40	8,473.60
			Monthly	15,106.00	15,858.27	16,652.13	17,485.87	18,359.47
			Annual	181,272.00	190,299.20	199,825.60	209,830.40	220,313.60
DIRECTOR OF LIBRARY SERVICES	U710	Unclassified	Hourly	82.21	86.31	90.64	95.17	99.92
			Bi-Weekly	6,576.80	6,904.80	7,251.20	7,613.60	7,993.60
			Monthly	14,249.73	14,960.40	15,710.93	16,496.13	17,319.47
			Annual	170,996.80	179,524.80	188,531.20	197,953.60	207,833.60
DIRECTOR OF MAINTENANCE SERVICES	U715	Unclassified	Hourly	78.86	82.79	86.94	91.28	95.86
			Bi-Weekly	6,308.80	6,623.20	6,955.20	7,302.40	7,668.80
			Monthly	13,669.07	14,350.27	15,069.60	15,821.87	16,615.73
			Annual	164,028.80	172,203.20	180,835.20	189,862.40	199,388.80
DIRECTOR OF PUBLIC WORKS	U730	Unclassified	Hourly	85.38	89.66	94.14	98.86	103.79
			Bi-Weekly	6,830.40	7,172.80	7,531.20	7,908.80	8,303.20
			Monthly	14,799.20	15,541.07	16,317.60	17,135.73	17,990.27
			Annual	177,590.40	186,492.80	195,811.20	205,628.80	215,883.20
FIRE CHIEF	F800	Unclassified	Hourly	91.85	96.43	101.26	106.33	111.65
			Bi-Weekly	7,348.00	7,714.40	8,100.80	8,506.40	8,932.00
			Monthly	15,920.67	16,714.53	17,551.73	18,430.53	19,352.67
			Annual	191,048.00	200,574.40	210,620.80	221,166.40	232,232.00

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2020**

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
CITY WIDE ADMINISTRATIVE/ANALYTICAL SUPPORT								
SENIOR MANAGEMENT ANALYST	H115	Classified	Hourly	50.86	53.38	56.06	58.86	61.79
			Bi-Weekly	4,068.80	4,270.40	4,484.80	4,708.80	4,943.20
			Monthly	8,815.73	9,252.53	9,717.07	10,202.40	10,710.27
			Annual	105,788.80	111,030.40	116,604.80	122,428.80	128,523.20
MANAGEMENT ANALYST II	H110	Classified	Hourly	46.25	48.56	50.99	53.53	56.20
			Bi-Weekly	3,700.00	3,884.80	4,079.20	4,282.40	4,496.00
			Monthly	8,016.67	8,417.07	8,838.27	9,278.53	9,741.33
			Annual	96,200.00	101,004.80	106,059.20	111,342.40	116,896.00
MANAGEMENT ANALYST I	H105	Classified	Hourly	42.04	44.16	46.35	48.66	51.10
			Bi-Weekly	3,363.20	3,532.80	3,708.00	3,892.80	4,088.00
			Monthly	7,286.93	7,654.40	8,034.00	8,434.40	8,857.33
			Annual	87,443.20	91,852.80	96,408.00	101,212.80	106,288.00
EXECUTIVE ASSISTANT	U315	Unclassified	Hourly	38.77	40.56	42.39	44.21	46.16
			Bi-Weekly	3,101.60	3,244.80	3,391.20	3,536.80	3,692.80
			Monthly	6,720.13	7,030.40	7,347.60	7,663.07	8,001.07
			Annual	80,641.60	84,364.80	88,171.20	91,956.80	96,012.80
ADMINISTRATIVE SUPERVISOR	H120	Classified	Hourly	38.06	39.95	41.95	44.03	46.24
			Bi-Weekly	3,044.80	3,196.00	3,356.00	3,522.40	3,699.20
			Monthly	6,597.07	6,924.67	7,271.33	7,631.87	8,014.93
			Annual	79,164.80	83,096.00	87,256.00	91,582.40	96,179.20
ADMINISTRATIVE SECRETARY	C120	Classified	Hourly	36.01	37.49	38.96	40.43	42.04
			Bi-Weekly	2,880.80	2,999.20	3,116.80	3,234.40	3,363.20
			Monthly	6,241.73	6,498.27	6,753.07	7,007.87	7,286.93
			Annual	74,900.80	77,979.20	81,036.80	84,094.40	87,443.20
SENIOR SECRETARY	C115	Classified	Hourly	32.91	34.20	35.59	36.89	38.32
			Bi-Weekly	2,632.80	2,736.00	2,847.20	2,951.20	3,065.60
			Monthly	5,704.40	5,928.00	6,168.93	6,394.27	6,642.13
			Annual	68,452.80	71,136.00	74,027.20	76,731.20	79,705.60
SECRETARY	C110	Classified	Hourly	28.96	30.28	31.81	33.29	34.87
			Bi-Weekly	2,316.80	2,422.40	2,544.80	2,663.20	2,789.60
			Monthly	5,019.73	5,248.53	5,513.73	5,770.27	6,044.13
			Annual	60,236.80	62,982.40	66,164.80	69,243.20	72,529.60
ADMINISTRATIVE CLERK II	C105	Classified	Hourly	26.19	27.26	28.37	29.64	31.10
			Bi-Weekly	2,095.20	2,180.80	2,269.60	2,371.20	2,488.00
			Monthly	4,539.60	4,725.07	4,917.47	5,137.60	5,390.67
			Annual	54,475.20	56,700.80	59,009.60	61,651.20	64,688.00
ADMINISTRATIVE CLERK I	C100	Classified	Hourly	23.05	24.28	25.51	26.87	28.27
			Bi-Weekly	1,844.00	1,942.40	2,040.80	2,149.60	2,261.60
			Monthly	3,995.33	4,208.53	4,421.73	4,657.47	4,900.13
			Annual	47,944.00	50,502.40	53,060.80	55,889.60	58,801.60
ADMINISTRATIVE INTERN	Z120	Classified	Hourly				15.82	20.00
			Bi-Weekly				1,265.60	1,600.00
			Monthly				2,742.13	3,466.67
			Annual				32,905.60	41,600.00
MAIL CLERK	C410	Classified	Hourly			15.82	16.61	17.44
			Bi-Weekly			1,265.60	1,328.80	1,395.20
			Monthly			2,742.13	2,879.07	3,022.93
			Annual			32,905.60	34,548.80	36,275.20

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2020**

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
CITY WIDE MAINTENANCE								
ELECTRICIAN II	M410	Classified	Hourly	43.41	45.15	46.92	48.91	50.93
			Bi-Weekly	3,472.80	3,612.00	3,753.60	3,912.80	4,074.40
			Monthly	7,524.40	7,826.00	8,132.80	8,477.73	8,827.87
			Annual	90,292.80	93,912.00	97,593.60	101,732.80	105,934.40
ELECTRICIAN I	M405	Classified	Hourly	39.48	41.10	42.74	44.52	46.33
			Bi-Weekly	3,158.40	3,288.00	3,419.20	3,561.60	3,706.40
			Monthly	6,843.20	7,124.00	7,408.27	7,716.80	8,030.53
			Annual	82,118.40	85,488.00	88,899.20	92,601.60	96,366.40
MAINTENANCE WORKER	M305	Classified	Hourly	31.82	33.09	34.43	35.66	37.03
			Bi-Weekly	2,545.60	2,647.20	2,754.40	2,852.80	2,962.40
			Monthly	5,515.47	5,735.60	5,967.87	6,181.07	6,418.53
			Annual	66,185.60	68,827.20	71,614.40	74,172.80	77,022.40
LABORER	M200 M300 M830 M905	Classified	Hourly	25.65	26.60	27.66	28.79	29.81
			Bi-Weekly	2,052.00	2,128.00	2,212.80	2,303.20	2,384.80
			Monthly	4,446.00	4,610.67	4,794.40	4,990.27	5,167.07
			Annual	53,352.00	55,328.00	57,532.80	59,883.20	62,004.80
CITY ATTORNEY DEPARTMENT								
SENIOR ASSISTANT CITY ATTORNEY	U215	Classified	Hourly	77.11	80.98	85.03	89.28	93.75
			Bi-Weekly	6,168.80	6,478.40	6,802.40	7,142.40	7,500.00
			Monthly	13,365.73	14,036.53	14,738.53	15,475.20	16,250.00
			Annual	160,388.80	168,438.40	176,862.40	185,702.40	195,000.00
ASSISTANT CITY ATTORNEY	U210	Classified	Hourly	70.10	73.61	77.30	81.16	85.22
			Bi-Weekly	5,608.00	5,888.80	6,184.00	6,492.80	6,817.60
			Monthly	12,150.67	12,759.07	13,398.67	14,067.73	14,771.47
			Annual	145,808.00	153,108.80	160,784.00	168,812.80	177,257.60
DEPUTY CITY ATTORNEY II	U205	Classified	Hourly	57.95	60.82	63.87	67.05	70.43
			Bi-Weekly	4,636.00	4,865.60	5,109.60	5,364.00	5,634.40
			Monthly	10,044.67	10,542.13	11,070.80	11,622.00	12,207.87
			Annual	120,536.00	126,505.60	132,849.60	139,464.00	146,494.40
DEPUTY CITY ATTORNEY I	U200	Classified	Hourly	52.67	55.30	58.07	60.98	64.02
			Bi-Weekly	4,213.60	4,424.00	4,645.60	4,878.40	5,121.60
			Monthly	9,129.47	9,585.33	10,065.47	10,569.87	11,096.80
			Annual	109,553.60	115,024.00	120,785.60	126,838.40	133,161.60
SENIOR PARALEGAL	U196	Classified	Hourly	39.16	41.13	43.18	45.33	47.59
			Bi-Weekly	3,132.80	3,290.40	3,454.40	3,626.40	3,807.20
			Monthly	6,787.73	7,129.20	7,484.53	7,857.20	8,248.93
			Annual	81,452.80	85,550.40	89,814.40	94,286.40	98,987.20
PARALEGAL	U195	Classified	Hourly	35.60	37.38	39.25	41.21	43.27
			Bi-Weekly	2,848.00	2,990.40	3,140.00	3,296.80	3,461.60
			Monthly	6,170.67	6,479.20	6,803.33	7,143.07	7,500.13
			Annual	74,048.00	77,750.40	81,640.00	85,716.80	90,001.60
LEGAL SECRETARY II	C935	Classified	Hourly	32.23	34.1	36.67	37.43	39.35
			Bi-Weekly	2,578.40	2,728.00	2,933.60	2,994.40	3,148.00
			Monthly	5,586.53	5,910.67	6,356.13	6,487.87	6,820.67
			Annual	67,038.40	70,928.00	76,273.60	77,854.40	81,848.00
LEGAL SECRETARY I	C930	Classified	Hourly	29.02	30.55	32.16	33.89	35.69
			Bi-Weekly	2,321.60	2,444.00	2,572.80	2,711.20	2,855.20
			Monthly	5,030.13	5,295.33	5,574.40	5,874.27	6,186.27
			Annual	60,361.60	63,544.00	66,892.80	70,491.20	74,235.20
CITY CLERK DEPARTMENT								
DEPUTY CITY CLERK	H500	Classified	Hourly	46.25	48.57	50.98	53.53	56.21
			Bi-Weekly	3,700.00	3,885.60	4,078.40	4,282.40	4,496.80
			Monthly	8,016.67	8,418.80	8,836.53	9,278.53	9,743.07
			Annual	96,200.00	101,025.60	106,038.40	111,342.40	116,916.80

**SALARY PLAN FOR ALL CLASSIFICATIONS
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FY 2020**

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E
CITY MANAGER DEPARTMENT							

OFFICE OF THE CITY MANAGER								
ASSISTANT TO CITY MANAGER	U320	Unclassified	Hourly	51.38	53.96	56.65	59.49	62.45
			Bi-Weekly	4,110.40	4,316.80	4,532.00	4,759.20	4,996.00
			Monthly	8,905.87	9,353.07	9,819.33	10,311.60	10,824.67
			Annual	106,870.40	112,236.80	117,832.00	123,739.20	129,896.00
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified	Hourly	30.72	32.22	33.93	35.62	37.35
			Bi-Weekly	2,457.60	2,577.60	2,714.40	2,849.60	2,988.00
			Monthly	5,324.80	5,584.80	5,881.20	6,174.13	6,474.00
			Annual	63,897.60	67,017.60	70,574.40	74,089.60	77,688.00
DIGITAL APPLICATIONS DEVELOPER	T470	Classified	Hourly	42.15	44.25	46.46	48.79	51.24
			Bi-Weekly	3,372.00	3,540.00	3,716.80	3,903.20	4,099.20
			Monthly	7,306.00	7,670.00	8,053.07	8,456.93	8,881.60
			Annual	87,672.00	92,040.00	96,636.80	101,483.20	106,579.20
MANAGEMENT FELLOW	U300	Classified	Hourly					38.22
			Bi-Weekly					3,057.60
			Monthly					6,624.80
			Annual					79,497.60

COMMUNITY SERVICES								
COMMUNITY SERVICES MANAGER	H745	Classified	Hourly	63.80	66.98	70.34	73.87	77.55
			Bi-Weekly	5,104.00	5,358.40	5,627.20	5,909.60	6,204.00
			Monthly	11,058.67	11,609.87	12,192.27	12,804.13	13,442.00
			Annual	132,704.00	139,318.40	146,307.20	153,649.60	161,304.00
COMMUNITY PROGRAMS SPECIALIST	T705	Classified	Hourly	40.82	42.95	45.13	47.35	49.66
			Bi-Weekly	3,265.60	3,436.00	3,610.40	3,788.00	3,972.80
			Monthly	7,075.47	7,444.67	7,822.53	8,207.33	8,607.73
			Annual	84,905.60	89,336.00	93,870.40	98,488.00	103,292.80

SENIOR PROPERTY REHABILITATION SPECIALIST	T730	Classified	Hourly	44.89	47.23	49.63	52.08	54.62
			Bi-Weekly	3,591.20	3,778.40	3,970.40	4,166.40	4,369.60
			Monthly	7,780.93	8,186.53	8,602.53	9,027.20	9,467.47
			Annual	93,371.20	98,238.40	103,230.40	108,326.40	113,609.60
PROPERTY REHABILITATION SPECIALIST	T725	Classified	Hourly	40.82	42.95	45.13	47.35	49.66
			Bi-Weekly	3,265.60	3,436.00	3,610.40	3,788.00	3,972.80
			Monthly	7,075.47	7,444.67	7,822.53	8,207.33	8,607.73
			Annual	84,905.60	89,336.00	93,870.40	98,488.00	103,292.80

PARATRANSIT COORDINATOR	T715	Classified	Hourly	38.92	40.86	42.83	45.02	47.22
			Bi-Weekly	3,113.60	3,268.80	3,426.40	3,601.60	3,777.60
			Monthly	6,746.13	7,082.40	7,423.87	7,803.47	8,184.80
			Annual	80,953.60	84,988.80	89,086.40	93,641.60	98,217.60

ECONOMIC DEVELOPMENT								
ECONOMIC DEVELOPMENT MANAGER	H710	Classified	Hourly	63.80	66.98	70.34	73.87	77.55
			Bi-Weekly	5,104.00	5,358.40	5,627.20	5,909.60	6,204.00
			Monthly	11,058.67	11,609.87	12,192.27	12,804.13	13,442.00
			Annual	132,704.00	139,318.40	146,307.20	153,649.60	161,304.00
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified	Hourly	44.30	46.53	48.80	51.29	53.79
			Bi-Weekly	3,544.00	3,722.40	3,904.00	4,103.20	4,303.20
			Monthly	7,678.67	8,065.20	8,458.67	8,890.27	9,323.60
			Annual	92,144.00	96,782.40	101,504.00	106,683.20	111,883.20

NEIGHBORHOOD PARTNERSHIP SERVICES								
NEIGHBORHOOD DEVELOPMENT MANAGER	H735	Classified	Hourly	62.99	66.12	69.42	72.89	76.54
			Bi-Weekly	5,039.20	5,289.60	5,553.60	5,831.20	6,123.20
			Monthly	10,918.27	11,460.80	12,032.80	12,634.27	13,266.93
			Annual	131,019.20	137,529.60	144,393.60	151,611.20	159,203.20
NEIGHBORHOOD PARTNERSHIP MANAGER	H730	Classified	Hourly	56.64	59.48	62.44	65.57	68.85
			Bi-Weekly	4,531.20	4,758.40	4,995.20	5,245.60	5,508.00
			Monthly	9,817.60	10,309.87	10,822.93	11,365.47	11,934.00
			Annual	117,811.20	123,718.40	129,875.20	136,385.60	143,208.00

**SALARY PLAN FOR ALL CLASSIFICATIONS
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FY 2020**

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
HOUSING AUTHORITY								
HOUSING MANAGER	H715	Classified	Hourly	63.80	66.98	70.34	73.87	77.55
			Bi-Weekly	5,104.00	5,358.40	5,627.20	5,909.60	6,204.00
			Monthly	11,058.67	11,609.87	12,192.27	12,804.13	13,442.00
			Annual	132,704.00	139,318.40	146,307.20	153,649.60	161,304.00
HOUSING DEVELOPMENT SPECIALIST	T750	Classified	Hourly	44.30	46.53	48.80	51.29	53.79
			Bi-Weekly	3,544.00	3,722.40	3,904.00	4,103.20	4,303.20
			Monthly	7,678.67	8,065.20	8,458.67	8,890.27	9,323.60
			Annual	92,144.00	96,782.40	101,504.00	106,683.20	111,883.20
HOMEOWNERSHIP COORDINATOR	T710	Classified	Hourly	38.92	40.86	42.83	45.02	47.22
			Bi-Weekly	3,113.60	3,268.80	3,426.40	3,601.60	3,777.60
			Monthly	6,746.13	7,082.40	7,423.87	7,803.47	8,184.80
			Annual	80,953.60	84,988.80	89,086.40	93,641.60	98,217.60
DEVELOPMENT SERVICES DEPARTMENT								
DEVELOPMENT SERVICE ADMINISTRATION								
DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	U515	Classified	Hourly	74.18	77.90	81.80	85.88	90.19
			Bi-Weekly	5,934.40	6,232.00	6,544.00	6,870.40	7,215.20
			Monthly	12,857.87	13,502.67	14,178.67	14,885.87	15,632.93
			Annual	154,294.40	162,032.00	170,144.00	178,630.40	187,595.20
BUILDING DIVISION								
CITY BUILDING OFFICIAL	H335	Classified	Hourly	65.49	68.77	72.21	75.83	79.61
			Bi-Weekly	5,239.20	5,501.60	5,776.80	6,066.40	6,368.80
			Monthly	11,351.60	11,920.13	12,516.40	13,143.87	13,799.07
			Annual	136,219.20	143,041.60	150,196.80	157,726.40	165,588.80
SUPERVISING BUILDING INSPECTOR	H330	Classified	Hourly	53.47	56.14	58.95	61.90	64.99
			Bi-Weekly	4,277.60	4,491.20	4,716.00	4,952.00	5,199.20
			Monthly	9,268.13	9,730.93	10,218.00	10,729.33	11,264.93
			Annual	111,217.60	116,771.20	122,616.00	128,752.00	135,179.20
SENIOR BUILDING INSPECTOR/STRUCTURAL	T365	Classified	Hourly	43.76	46.10	48.42	50.70	53.24
			Bi-Weekly	3,500.80	3,688.00	3,873.60	4,056.00	4,259.20
			Monthly	7,585.07	7,990.67	8,392.80	8,788.00	9,228.27
			Annual	91,020.80	95,888.00	100,713.60	105,456.00	110,739.20
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360	Classified	Hourly	43.76	46.10	48.42	50.70	53.24
			Bi-Weekly	3,500.80	3,688.00	3,873.60	4,056.00	4,259.20
			Monthly	7,585.07	7,990.67	8,392.80	8,788.00	9,228.27
			Annual	91,020.80	95,888.00	100,713.60	105,456.00	110,739.20
SENIOR BUILDING INSPECTOR/ELECTRICAL	T355	Classified	Hourly	43.76	46.10	48.42	50.70	53.24
			Bi-Weekly	3,500.80	3,688.00	3,873.60	4,056.00	4,259.20
			Monthly	7,585.07	7,990.67	8,392.80	8,788.00	9,228.27
			Annual	91,020.80	95,888.00	100,713.60	105,456.00	110,739.20
BUILDING INSPECTOR	T350	Classified	Hourly	37.78	39.56	41.57	43.69	46.55
			Bi-Weekly	3,022.40	3,164.80	3,325.60	3,495.20	3,724.00
			Monthly	6,548.53	6,857.07	7,205.47	7,572.93	8,068.67
			Annual	78,582.40	82,284.80	86,465.60	90,875.20	96,824.00
PLAN CHECKING ENGINEER	T335	Classified	Hourly	51.17	53.64	56.35	59.28	62.30
			Bi-Weekly	4,093.60	4,291.20	4,508.00	4,742.40	4,984.00
			Monthly	8,869.47	9,297.60	9,767.33	10,275.20	10,798.67
			Annual	106,433.60	111,571.20	117,208.00	123,302.40	129,584.00
SUPERVISING PLAN CHECKER AND EXPEDITOR	H325	Classified	Hourly	57.49	60.35	63.39	66.56	69.89
			Bi-Weekly	4,599.20	4,828.00	5,071.20	5,324.80	5,591.20
			Monthly	9,964.93	10,460.67	10,987.60	11,537.07	12,114.27
			Annual	119,579.20	125,528.00	131,851.20	138,444.80	145,371.20
SENIOR PLAN CHECKER	T330	Classified	Hourly	43.76	46.10	48.42	50.70	53.24
			Bi-Weekly	3,500.80	3,688.00	3,873.60	4,056.00	4,259.20
			Monthly	7,585.07	7,990.67	8,392.80	8,788.00	9,228.27
			Annual	91,020.80	95,888.00	100,713.60	105,456.00	110,739.20
PLAN CHECKER	T325	Classified	Hourly	39.79	41.89	44.02	46.12	48.41
			Bi-Weekly	3,183.20	3,351.20	3,521.60	3,699.60	3,872.80
			Monthly	6,896.93	7,260.93	7,630.13	7,994.13	8,391.07
			Annual	82,763.20	87,131.20	91,561.60	95,929.60	100,692.80

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FY 2020**

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
SUPERVISING PERMIT TECHNICIAN	H340	Classified	Hourly	38.25	40.17	42.17	44.28	46.49
			Bi-Weekly	3,060.00	3,213.60	3,373.60	3,542.40	3,719.20
			Monthly	6,630.00	6,962.80	7,309.47	7,675.20	8,058.27
			Annual	79,560.00	83,553.60	87,713.60	92,102.40	96,699.20
SENIOR PERMIT TECHNICIAN	C205	Classified	Hourly	35.89	37.37	38.82	40.51	42.57
			Bi-Weekly	2,871.20	2,989.60	3,105.60	3,240.80	3,405.60
			Monthly	6,220.93	6,477.47	6,728.80	7,021.73	7,378.80
			Annual	74,651.20	77,729.60	80,745.60	84,260.80	88,545.60
PERMIT TECHNICIAN II	C200	Classified	Hourly	32.36	33.65	35.01	36.53	38.37
			Bi-Weekly	2,588.80	2,692.00	2,800.80	2,922.40	3,069.60
			Monthly	5,609.07	5,832.67	6,068.40	6,331.87	6,650.80
			Annual	67,308.80	69,992.00	72,820.80	75,982.40	79,809.60
PERMIT TECHNICIAN I	C199	Classified	Hourly	29.42	30.59	31.82	33.19	34.88
			Bi-Weekly	2,353.60	2,447.20	2,545.60	2,655.20	2,790.40
			Monthly	5,099.47	5,302.27	5,515.47	5,752.93	6,045.87
			Annual	61,193.60	63,627.20	66,185.60	69,035.20	72,550.40
PLANNING DIVISION								
PLANNING MANAGER	H320	Classified	Hourly	65.72	68.98	72.43	76.05	79.87
			Bi-Weekly	5,257.60	5,518.40	5,794.40	6,084.00	6,389.60
			Monthly	11,391.47	11,956.53	12,554.53	13,182.00	13,844.13
			Annual	136,697.60	143,478.40	150,654.40	158,184.00	166,129.60
PRINCIPAL PLANNER	H315	Classified	Hourly	56.64	59.48	62.44	65.57	68.85
			Bi-Weekly	4,531.20	4,758.40	4,995.20	5,245.60	5,508.00
			Monthly	9,817.60	10,309.87	10,822.93	11,365.47	11,934.00
			Annual	117,811.20	123,718.40	129,875.20	136,385.60	143,208.00
SENIOR PLANNER	H310	Classified	Hourly	50.75	53.27	55.95	58.74	61.68
			Bi-Weekly	4,060.00	4,261.60	4,476.00	4,699.20	4,934.40
			Monthly	8,796.67	9,233.47	9,698.00	10,181.60	10,691.20
			Annual	105,560.00	110,801.60	116,376.00	122,179.20	128,294.40
ASSOCIATE PLANNER	T315	Classified	Hourly	44.43	46.61	48.92	51.44	53.90
			Bi-Weekly	3,554.40	3,728.80	3,913.60	4,115.20	4,312.00
			Monthly	7,701.20	8,079.07	8,479.47	8,916.27	9,342.67
			Annual	92,414.40	96,948.80	101,753.60	106,995.20	112,112.00
ASSISTANT PLANNER	T310	Classified	Hourly	36.46	38.24	40.30	42.77	44.43
			Bi-Weekly	2,916.80	3,059.20	3,224.00	3,381.60	3,554.40
			Monthly	6,319.73	6,628.27	6,985.33	7,326.80	7,701.20
			Annual	75,836.80	79,539.20	83,824.00	87,921.60	92,414.40
JUNIOR PLANNER	T305	Classified	Hourly	32.32	34.03	35.63	37.41	39.24
			Bi-Weekly	2,585.60	2,722.40	2,850.40	2,992.80	3,139.20
			Monthly	5,602.13	5,898.53	6,175.87	6,484.40	6,801.60
			Annual	67,225.60	70,782.40	74,110.40	77,812.80	81,619.20
DEVELOPMENT REVIEW SPECIALIST	T320	Classified	Hourly	38.85	40.73	42.95	45.06	47.35
			Bi-Weekly	3,108.00	3,258.40	3,436.00	3,604.80	3,788.00
			Monthly	6,734.00	7,059.87	7,444.67	7,810.40	8,207.33
			Annual	80,808.00	84,718.40	89,336.00	93,724.80	98,488.00
LANDSCAPE ARCHITECT	H300	Classified	Hourly	59.81	62.79	65.93	69.24	72.71
			Bi-Weekly	4,784.80	5,023.20	5,274.40	5,539.20	5,816.80
			Monthly	10,367.07	10,883.60	11,427.87	12,001.60	12,603.07
			Annual	124,404.80	130,603.20	137,134.40	144,019.20	151,236.80
ASSOCIATE LANDSCAPE ARCHITECT	T370	Classified	Hourly	44.43	46.61	48.92	51.44	53.90
			Bi-Weekly	3,554.40	3,728.80	3,913.60	4,115.20	4,312.00
			Monthly	7,701.20	8,079.07	8,479.47	8,916.27	9,342.67
			Annual	92,414.40	96,948.80	101,753.60	106,995.20	112,112.00
CODE ENFORCEMENT DIVISION								
CODE ENFORCEMENT MANAGER	H703	Classified	Hourly	51.75	54.35	57.06	59.91	62.90
			Bi-Weekly	4,140.00	4,348.00	4,564.80	4,792.80	5,032.00
			Monthly	8,970.00	9,420.67	9,890.40	10,384.40	10,902.67
			Annual	107,640.00	113,048.00	118,684.80	124,612.80	130,832.00
CODE ENFORCEMENT SUPERVISOR	H700	Classified	Hourly	44.99	47.25	49.62	52.09	54.70
			Bi-Weekly	3,599.20	3,780.00	3,969.60	4,167.20	4,376.00
			Monthly	7,798.27	8,190.00	8,600.80	9,028.93	9,481.33
			Annual	93,579.20	98,280.00	103,209.60	108,347.20	113,776.00
SENIOR CODE ENFORCEMENT INSPECTOR	T610	Classified	Hourly	40.13	42.14	44.24	46.45	48.77
			Bi-Weekly	3,210.40	3,371.20	3,539.20	3,716.00	3,901.60
			Monthly	6,955.87	7,304.27	7,668.27	8,051.33	8,453.47
			Annual	83,470.40	87,651.20	92,019.20	96,616.00	101,441.60
CODE ENFORCEMENT INSPECTOR II	T605	Classified	Hourly	36.47	38.29	40.21	42.22	44.33
			Bi-Weekly	2,917.60	3,063.20	3,216.80	3,377.60	3,546.40
			Monthly	6,321.47	6,636.93	6,969.73	7,318.13	7,683.87
			Annual	75,857.60	79,643.20	83,636.80	87,817.60	92,206.40
CODE ENFORCEMENT INSPECTOR I	T600	Classified	Hourly	33.15	34.81	36.54	38.37	40.30
			Bi-Weekly	2,652.00	2,784.80	2,923.20	3,069.60	3,224.00
			Monthly	5,746.00	6,033.73	6,333.60	6,650.80	6,985.33
			Annual	68,952.00	72,404.80	76,003.20	79,809.60	83,824.00

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2020**

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
FINANCE DEPARTMENT								
ADMINISTRATION DIVISION								
DEPUTY DIRECTOR OF FINANCE	U500	Classified	Hourly	67.77	71.16	74.73	78.46	82.37
			Bi-Weekly	5,421.60	5,692.80	5,978.40	6,276.80	6,589.60
			Monthly	11,746.80	12,334.40	12,953.20	13,599.73	14,277.47
			Annual	140,961.60	148,012.80	155,438.40	163,196.80	171,329.60
BUDGET OFFICER	H170	Classified	Hourly	53.26	55.95	58.73	61.67	64.74
			Bi-Weekly	4,260.80	4,476.00	4,698.40	4,933.60	5,179.20
			Monthly	9,231.73	9,698.00	10,179.87	10,689.47	11,221.60
			Annual	110,780.80	116,376.00	122,158.40	128,273.60	134,659.20
FINANCIAL ANALYST	H165	Classified	Hourly	46.44	48.75	51.18	53.73	56.43
			Bi-Weekly	3,715.20	3,900.00	4,094.40	4,298.40	4,514.40
			Monthly	8,049.60	8,450.00	8,871.20	9,313.20	9,781.20
			Annual	96,595.20	101,400.00	106,454.40	111,758.40	117,374.40
FINANCE TECHNICIAN	C320	Classified	Hourly	34.62	36.34	38.17	40.07	42.09
			Bi-Weekly	2,769.60	2,907.20	3,053.60	3,205.60	3,367.20
			Monthly	6,000.80	6,298.93	6,616.13	6,945.47	7,295.60
			Annual	72,009.60	75,587.20	79,393.60	83,345.60	87,547.20
ACCOUNTING DIVISION								
ACCOUNTING MANAGER	H150	Classified	Hourly	61.62	64.69	67.91	71.31	74.88
			Bi-Weekly	4,929.60	5,175.20	5,432.80	5,704.80	5,990.40
			Monthly	10,680.80	11,212.93	11,771.07	12,360.40	12,979.20
			Annual	128,169.60	134,555.20	141,252.80	148,324.80	155,750.40
SENIOR ACCOUNTANT	H145	Classified	Hourly	46.72	49.03	51.47	54.05	56.74
			Bi-Weekly	3,737.60	3,922.40	4,117.60	4,324.00	4,539.20
			Monthly	8,098.13	8,498.53	8,921.47	9,368.67	9,834.93
			Annual	97,177.60	101,982.40	107,057.60	112,424.00	118,019.20
ACCOUNTANT	H140	Classified	Hourly	42.44	44.56	46.78	49.12	51.58
			Bi-Weekly	3,395.20	3,564.80	3,742.40	3,929.60	4,126.40
			Monthly	7,356.27	7,723.73	8,108.53	8,514.13	8,940.53
			Annual	88,275.20	92,684.80	97,302.40	102,169.60	107,286.40
SENIOR ACCOUNT CLERK	C305	Classified	Hourly	29.97	31.43	32.79	34.37	35.98
			Bi-Weekly	2,397.60	2,514.40	2,623.20	2,749.60	2,878.40
			Monthly	5,194.80	5,447.87	5,683.60	5,957.47	6,236.53
			Annual	62,337.60	65,374.40	68,203.20	71,489.60	74,838.40
ACCOUNT CLERK	C300	Classified	Hourly	27.31	28.53	29.87	31.24	32.81
			Bi-Weekly	2,184.80	2,282.40	2,389.60	2,499.20	2,624.80
			Monthly	4,733.73	4,945.20	5,177.47	5,414.93	5,687.07
			Annual	56,804.80	59,342.40	62,129.60	64,979.20	68,244.80
REVENUE DIVISION								
REVENUE MANAGER	H160	Classified	Hourly	61.62	64.69	67.91	71.31	74.88
			Bi-Weekly	4,929.60	5,175.20	5,432.80	5,704.80	5,990.40
			Monthly	10,680.80	11,212.93	11,771.07	12,360.40	12,979.20
			Annual	128,169.60	134,555.20	141,252.80	148,324.80	155,750.40
FINANCE SUPERVISOR	H155	Classified	Hourly	45.92	48.23	50.62	53.15	55.80
			Bi-Weekly	3,673.60	3,858.40	4,049.60	4,252.00	4,464.00
			Monthly	7,959.47	8,359.87	8,774.13	9,212.67	9,672.00
			Annual	95,513.60	100,318.40	105,289.60	110,552.00	116,064.00
SUPERVISING CUSTOMER ACCOUNT CLERK	C332	Classified	Hourly	32.56	34.19	35.87	37.68	39.57
			Bi-Weekly	2,604.80	2,735.20	2,869.60	3,014.40	3,165.60
			Monthly	5,643.73	5,926.27	6,217.47	6,531.20	6,858.80
			Annual	67,724.80	71,115.20	74,609.60	78,374.40	82,305.60
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified	Hourly	29.97	31.43	32.79	34.37	35.98
			Bi-Weekly	2,397.60	2,514.40	2,623.20	2,749.60	2,878.40
			Monthly	5,194.80	5,447.87	5,683.60	5,957.47	6,236.53
			Annual	62,337.60	65,374.40	68,203.20	71,489.60	74,838.40
CUSTOMER ACCOUNT CLERK	C325	Classified	Hourly	27.31	28.53	29.87	31.24	32.81
			Bi-Weekly	2,184.80	2,282.40	2,389.60	2,499.20	2,624.80
			Monthly	4,733.73	4,945.20	5,177.47	5,414.93	5,687.07
			Annual	56,804.80	59,342.40	62,129.60	64,979.20	68,244.80
MAIL AND REVENUE CLERK	C322	Classified	Hourly	23.05	24.28	25.51	26.87	28.27
			Bi-Weekly	1,844.00	1,942.40	2,040.80	2,149.60	2,261.60
			Monthly	3,995.33	4,208.53	4,421.73	4,657.47	4,900.13
			Annual	47,944.00	50,502.40	53,060.80	55,889.60	58,801.60
PURCHASING DIVISION								
PURCHASING AND SERVICES MANAGER	H180	Classified	Hourly	53.25	55.92	58.71	61.64	64.71
			Bi-Weekly	4,260.00	4,473.60	4,696.80	4,931.20	5,176.80
			Monthly	9,230.00	9,692.80	10,176.40	10,684.27	11,216.40
			Annual	110,760.00	116,313.60	122,116.80	128,211.20	134,596.80
PURCHASING TECHNICIAN	C345	Classified	Hourly	31.49	33.07	34.70	36.41	38.25
			Bi-Weekly	2,519.20	2,645.60	2,776.00	2,912.80	3,060.00
			Monthly	5,458.27	5,732.13	6,014.67	6,311.07	6,630.00
			Annual	65,499.20	68,785.60	72,176.00	75,732.80	79,560.00
MAIL AND PURCHASING CLERK	C335	Classified	Hourly	24.86	26.11	27.33	28.75	30.17
			Bi-Weekly	1,988.80	2,088.80	2,186.40	2,300.00	2,413.60
			Monthly	4,309.07	4,525.73	4,737.20	4,983.33	5,229.47
			Annual	51,708.80	54,308.80	56,846.40	59,800.00	62,753.60

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2020**

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
FIRE DEPARTMENT								
SWORN								
DEPUTY FIRE CHIEF (40 HR)	F600	Classified	Hourly	87.70	92.09	96.69	101.53	106.60
			Bi-Weekly	7,016.00	7,367.20	7,735.20	8,122.40	8,528.00
			Monthly	15,201.33	15,962.27	16,759.60	17,598.53	18,477.33
			Annual	182,416.00	191,547.20	201,115.20	211,182.40	221,728.00
FIRE MARSHAL (40 HR)	F400	Classified	Hourly	79.73	83.72	87.90	92.30	96.91
			Bi-Weekly	6,378.40	6,697.60	7,032.00	7,384.00	7,752.80
			Monthly	13,819.87	14,511.47	15,236.00	15,998.67	16,797.73
			Annual	165,838.40	174,137.60	182,832.00	191,984.00	201,572.80
FIRE TRAINING OFFICER (40 HR)	F420	Classified	Hourly	79.73	83.72	87.90	92.30	96.91
			Bi-Weekly	6,378.40	6,697.60	7,032.00	7,384.00	7,752.80
			Monthly	13,819.87	14,511.47	15,236.00	15,998.67	16,797.73
			Annual	165,838.40	174,137.60	182,832.00	191,984.00	201,572.80
BATTALION CHIEF (56 HR)	F410	Classified	Hourly	51.77	54.36	57.08	59.94	62.93
			Bi-Weekly	5,798.24	6,088.32	6,392.96	6,713.28	7,048.16
			Monthly	12,562.85	13,191.36	13,851.41	14,545.44	15,271.01
			Annual	150,754.24	158,296.32	166,216.96	174,545.28	183,252.16
BATTALION CHIEF (40 HR)	F415	Classified	Hourly	72.47	76.10	79.91	83.91	88.10
			Bi-Weekly	5,797.60	6,088.00	6,392.80	6,712.80	7,048.00
			Monthly	12,561.47	13,190.67	13,851.07	14,544.40	15,270.67
			Annual	150,737.60	158,288.00	166,212.80	174,532.80	183,248.00
STAFF FIRE CAPTAIN (40 HR)	F240	Classified	Hourly			69.79	73.28	76.94
			Bi-Weekly			5,583.20	5,862.40	6,155.20
			Monthly			12,096.93	12,701.87	13,336.27
			Annual			145,163.20	152,422.40	160,035.20
STAFF FIRE CAPTAIN - EMT (40 HR)	F241	Classified	Hourly			64.62	67.85	71.24
			Bi-Weekly			5,169.60	5,428.00	5,699.20
			Monthly			11,200.80	11,760.67	12,348.27
			Annual			134,409.60	141,128.00	148,179.20
FIRE CAPTAIN (56 HR)	F245	Classified	Hourly			45.31	47.57	49.96
			Bi-Weekly			5,074.72	5,327.84	5,595.52
			Monthly			10,995.23	11,543.65	12,123.63
			Annual			131,942.72	138,523.84	145,483.52
FIRE CAPTAIN (40 HR)	F250	Classified	Hourly			63.44	66.61	69.93
			Bi-Weekly			5,075.20	5,328.80	5,594.40
			Monthly			10,996.27	11,545.73	12,121.20
			Annual			131,955.20	138,548.80	145,454.40
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified	Hourly	38.39	40.30	42.31	44.43	46.64
			Bi-Weekly	4,299.68	4,513.60	4,738.72	4,976.16	5,223.68
			Monthly	9,315.97	9,779.47	10,267.23	10,781.68	11,317.97
			Annual	111,791.68	117,353.60	123,206.72	129,380.16	135,815.68
FIRE PREVENTION INSPECTOR - EMT (40 HR)	F221	Classified	Hourly	49.73	52.22	54.84	57.58	60.45
			Bi-Weekly	3,978.40	4,177.60	4,387.20	4,606.40	4,836.00
			Monthly	8,619.87	9,051.47	9,505.60	9,980.53	10,478.00
			Annual	103,438.40	108,617.60	114,067.20	119,766.40	125,736.00
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified	Hourly	53.70	56.40	59.22	62.18	65.28
			Bi-Weekly	4,296.00	4,512.00	4,737.60	4,974.40	5,222.40
			Monthly	9,308.00	9,776.00	10,264.80	10,777.87	11,315.20
			Annual	111,696.00	117,312.00	123,177.60	129,334.40	135,782.40
APPARATUS OPERATOR (56 HR)	F210	Classified	Hourly	36.35	38.16	40.08	42.08	44.17
			Bi-Weekly	4,071.20	4,273.92	4,488.96	4,712.96	4,947.04
			Monthly	8,820.93	9,260.16	9,726.08	10,211.41	10,718.59
			Annual	105,851.20	111,121.92	116,712.96	122,536.96	128,623.04
APPARATUS OPERATOR - EMT (56 HR)	F211	Classified	Hourly	33.66	35.33	37.11	38.96	40.90
			Bi-Weekly	3,769.92	3,956.96	4,156.32	4,363.52	4,580.80
			Monthly	8,168.16	8,573.41	9,005.36	9,454.29	9,925.07
			Annual	98,017.92	102,880.96	108,064.32	113,451.52	119,100.80
APPARATUS OPERATOR (40 HR)	F215	Classified	Hourly	50.84	53.38	56.05	58.85	61.80
			Bi-Weekly	4,067.20	4,270.40	4,484.00	4,708.00	4,944.00
			Monthly	8,812.27	9,252.53	9,715.33	10,200.67	10,712.00
			Annual	105,747.20	111,030.40	116,584.00	122,408.00	128,544.00
FIREFIGHTER (56 HR)	F200	Classified	Hourly	34.25	35.97	37.77	39.66	41.65
			Bi-Weekly	3,836.00	4,028.64	4,230.24	4,441.92	4,664.80
			Monthly	8,311.33	8,728.72	9,165.52	9,624.16	10,107.07
			Annual	99,736.00	104,744.64	109,986.24	115,489.92	121,284.80
FIREFIGHTER (40 HR)	F205	Classified	Hourly	47.97	50.36	52.87	55.52	58.30
			Bi-Weekly	3,837.60	4,028.80	4,229.60	4,441.60	4,664.00
			Monthly	8,314.80	8,729.07	9,164.13	9,623.47	10,105.33
			Annual	99,777.60	104,748.80	109,969.60	115,481.60	121,264.00
FIREFIGHTER TRAINEE (40 HR)	F100	Classified	Hourly	43.61	45.78			
			Bi-Weekly	3,488.80	3,662.40			
			Monthly	7,559.07	7,935.20			
			Annual	90,708.80	95,222.40			

**SALARY PLAN FOR ALL CLASSIFICATIONS
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FY 2020**

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
PROFESSIONAL STAFF								
HAZARDOUS MATERIALS PROGRAM COORDINATOR	H590	Classified	Hourly	55.88	58.67	61.60	64.69	67.91
			Bi-Weekly	4,470.40	4,693.60	4,928.00	5,175.20	5,432.80
			Monthly	9,685.87	10,169.47	10,677.33	11,212.93	11,771.07
			Annual	116,230.40	122,033.60	128,128.00	134,555.20	141,252.80
FIRE PROTECTION ENGINEER	T510	Classified	Hourly	51.17	53.64	56.35	59.28	62.30
			Bi-Weekly	4,093.60	4,291.20	4,508.00	4,742.40	4,984.00
			Monthly	8,869.47	9,297.60	9,767.33	10,275.20	10,798.67
			Annual	106,433.60	111,571.20	117,208.00	123,302.40	129,584.00
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified	Hourly	50.82	53.37	56.03	58.82	61.77
			Bi-Weekly	4,065.60	4,269.60	4,482.40	4,705.60	4,941.60
			Monthly	8,808.80	9,250.80	9,711.87	10,195.47	10,706.80
			Annual	105,705.60	111,009.60	116,542.40	122,345.60	128,481.60
ENVIRONMENTAL SPECIALIST	T505	Classified	Hourly	45.26	47.52	49.9	52.39	55.01
			Bi-Weekly	3,620.80	3,801.60	3,992.00	4,191.20	4,400.80
			Monthly	7,845.07	8,236.80	8,649.33	9,080.93	9,535.07
			Annual	94,140.80	98,841.60	103,792.00	108,971.20	114,420.80
HAZARDOUS MATERIALS INSPECTOR	T500	Classified	Hourly	43.12	45.27	47.53	49.92	52.39
			Bi-Weekly	3,449.60	3,621.60	3,802.40	3,993.60	4,191.20
			Monthly	7,474.13	7,846.80	8,238.53	8,652.80	9,080.93
			Annual	89,689.60	94,161.60	98,862.40	103,833.60	108,971.20
FIRE SERVICES SUPERVISOR	H580	Classified	Hourly	50.86	53.41	56.07	58.87	61.82
			Bi-Weekly	4,068.80	4,272.80	4,485.60	4,709.60	4,945.60
			Monthly	8,815.73	9,257.73	9,718.80	10,204.13	10,715.47
			Annual	105,788.80	111,092.80	116,625.60	122,449.60	128,585.60
SENIOR FIRE TECHNICIAN	C260	Classified	Hourly	35.89	37.37	38.82	40.51	42.57
			Bi-Weekly	2,871.20	2,989.60	3,105.60	3,240.80	3,405.60
			Monthly	6,220.93	6,477.47	6,728.80	7,021.73	7,378.80
			Annual	74,651.20	77,729.60	80,745.60	84,260.80	88,545.60
FIRE TECHNICIAN II	C255	Classified	Hourly	31.58	33.15	34.80	36.56	38.37
			Bi-Weekly	2,526.40	2,652.00	2,784.00	2,924.80	3,069.60
			Monthly	5,473.87	5,746.00	6,032.00	6,337.07	6,650.80
			Annual	65,686.40	68,952.00	72,384.00	76,044.80	79,809.60
FIRE TECHNICIAN I	C250	Classified	Hourly	28.68	30.12	31.63	33.21	34.87
			Bi-Weekly	2,294.40	2,409.60	2,530.40	2,656.80	2,789.60
			Monthly	4,971.20	5,220.80	5,482.53	5,756.40	6,044.13
			Annual	59,654.40	62,649.60	65,790.40	69,076.80	72,529.60
HUMAN RESOURCES DEPARTMENT								
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified	Hourly	67.77	71.16	74.73	78.46	82.37
			Bi-Weekly	5,421.60	5,692.80	5,978.40	6,276.80	6,589.60
			Monthly	11,746.80	12,334.40	12,953.20	13,599.73	14,277.47
			Annual	140,961.60	148,012.80	155,438.40	163,196.80	171,329.60
HUMAN RESOURCES MANAGER	U135	Classified	Hourly	51.06	53.61	56.29	59.11	62.06
			Bi-Weekly	4,084.80	4,288.80	4,503.20	4,728.80	4,964.80
			Monthly	8,850.40	9,292.40	9,756.93	10,245.73	10,757.07
			Annual	106,204.80	111,508.80	117,083.20	122,948.80	129,084.80
SENIOR HUMAN RESOURCES ANALYST	U120	Classified	Hourly	50.86	53.38	56.06	58.86	61.79
			Bi-Weekly	4,068.80	4,270.40	4,484.80	4,708.80	4,943.20
			Monthly	8,815.73	9,252.53	9,717.07	10,202.40	10,710.27
			Annual	105,788.80	111,030.40	116,604.80	122,428.80	128,523.20
HUMAN RESOURCES ANALYST II	U115	Classified	Hourly	46.25	48.56	50.99	53.53	56.20
			Bi-Weekly	3,700.00	3,884.80	4,079.20	4,282.40	4,496.00
			Monthly	8,016.67	8,417.07	8,838.27	9,278.53	9,741.33
			Annual	96,200.00	101,004.80	106,059.20	111,342.40	116,896.00
HUMAN RESOURCES ANALYST I	U110	Classified	Hourly	42.04	44.16	46.35	48.66	51.10
			Bi-Weekly	3,363.20	3,532.80	3,708.00	3,892.80	4,088.00
			Monthly	7,286.93	7,654.40	8,034.00	8,434.40	8,857.33
			Annual	87,443.20	91,852.80	96,408.00	101,212.80	106,288.00
HUMAN RESOURCES TECHNICIAN	U100	Classified	Hourly	30.63	32.17	33.77	35.45	37.22
			Bi-Weekly	2,450.40	2,573.60	2,701.60	2,836.00	2,977.60
			Monthly	5,309.20	5,576.13	5,853.47	6,144.67	6,451.47
			Annual	63,710.40	66,913.60	70,241.60	73,736.00	77,417.60
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified	Hourly	34.41	36.13	37.93	39.83	41.83
			Bi-Weekly	2,752.80	2,890.40	3,034.40	3,186.40	3,346.40
			Monthly	5,964.40	6,262.53	6,574.53	6,903.87	7,250.53
			Annual	71,572.80	75,150.40	78,894.40	82,846.40	87,006.40

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2020**

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
LIBRARY SERVICES DEPARTMENT								
LIBRARY SERVICES DIVISION								
LIBRARY OPERATIONS MANAGER	H755	Classified	Hourly	44.07	46.27	48.58	51.00	53.55
			Bi-Weekly	3,525.60	3,701.60	3,886.40	4,080.00	4,284.00
			Monthly	7,638.80	8,020.13	8,420.53	8,840.00	9,282.00
			Annual	91,665.60	96,241.60	101,046.40	106,080.00	111,384.00
SUPERVISING LIBRARIAN I	H750	Classified	Hourly	44.07	46.27	48.58	51.00	53.55
			Bi-Weekly	3,525.60	3,701.60	3,886.40	4,080.00	4,284.00
			Monthly	7,638.80	8,020.13	8,420.53	8,840.00	9,282.00
			Annual	91,665.60	96,241.60	101,046.40	106,080.00	111,384.00
LIBRARIAN II	T795	Classified	Hourly	34.23	35.95	37.68	39.59	41.46
			Bi-Weekly	2,738.40	2,876.00	3,014.40	3,167.20	3,316.80
			Monthly	5,933.20	6,231.33	6,531.20	6,862.27	7,186.40
			Annual	71,198.40	74,776.00	78,374.40	82,347.20	86,236.80
LIBRARIAN I	T790	Classified	Hourly	31.04	32.60	34.23	35.86	37.69
			Bi-Weekly	2,483.20	2,608.00	2,738.40	2,868.80	3,015.20
			Monthly	5,380.27	5,650.67	5,933.20	6,215.73	6,532.93
			Annual	64,563.20	67,808.00	71,198.40	74,588.80	78,395.20
LEAD LIBRARY ASSISTANT	C520	Classified	Hourly	30.06	31.58	33.08	34.71	36.53
			Bi-Weekly	2,404.80	2,526.40	2,646.40	2,776.80	2,922.40
			Monthly	5,210.40	5,473.87	5,733.87	6,016.40	6,331.87
			Annual	62,524.80	65,686.40	68,806.40	72,196.80	75,982.40
SENIOR LIBRARY ASSISTANT	C515	Classified	Hourly	27.75	28.98	30.30	31.65	33.17
			Bi-Weekly	2,220.00	2,318.40	2,424.00	2,532.00	2,653.60
			Monthly	4,810.00	5,023.20	5,252.00	5,486.00	5,749.47
			Annual	57,720.00	60,278.40	63,024.00	65,832.00	68,993.60
LIBRARY ASSISTANT	C510	Classified	Hourly	25.15	26.31	27.50	28.76	30.12
			Bi-Weekly	2,012.00	2,104.80	2,200.00	2,300.80	2,409.60
			Monthly	4,359.33	4,560.40	4,766.67	4,985.07	5,220.80
			Annual	52,312.00	54,724.80	57,200.00	59,820.80	62,649.60
SENIOR LIBRARY PAGE (.6 FTE)	C505	Classified	Hourly					19.45
			Bi-Weekly					933.60
			Monthly					2,022.80
			Annual					24,273.60
LIBRARY PAGE (.3 FTE)	C500	Classified	Hourly					17.68
			Bi-Weekly					424.32
			Monthly					919.36
			Annual					11,032.32
EDUCATION SERVICES MANAGER	H760	Classified	Hourly	44.07	46.27	48.58	51.00	53.55
			Bi-Weekly	3,525.60	3,701.60	3,886.40	4,080.00	4,284.00
			Monthly	7,638.80	8,020.13	8,420.53	8,840.00	9,282.00
			Annual	91,665.60	96,241.60	101,046.40	106,080.00	111,384.00
EDUCATIONAL SERVICES COORDINATOR	T780	Classified	Hourly	30.33	31.86	33.46	35.13	36.89
			Bi-Weekly	2,426.40	2,548.80	2,676.80	2,810.40	2,951.20
			Monthly	5,257.20	5,522.40	5,799.73	6,089.20	6,394.27
			Annual	63,086.40	66,268.80	69,596.80	73,070.40	76,731.20
LITERACY PROGRAM COORDINATOR	T785	Classified	Hourly	30.37	31.91	33.49	35.09	36.89
			Bi-Weekly	2,429.60	2,552.80	2,679.20	2,807.20	2,951.20
			Monthly	5,264.13	5,531.07	5,804.93	6,082.27	6,394.27
			Annual	63,169.60	66,372.80	69,659.20	72,987.20	76,731.20
LEAD PROGRAM ASSISTANT	C508	Classified	Hourly	30.06	31.58	33.08	34.71	36.53
			Bi-Weekly	2,404.80	2,526.40	2,646.40	2,776.80	2,922.40
			Monthly	5,210.40	5,473.87	5,733.87	6,016.40	6,331.87
			Annual	62,524.80	65,686.40	68,806.40	72,196.80	75,982.40
PROGRAM ASSISTANT	C506	Classified	Hourly	25.15	26.31	27.50	28.76	30.12
			Bi-Weekly	2,012.00	2,104.80	2,200.00	2,300.80	2,409.60
			Monthly	4,359.33	4,560.40	4,766.67	4,985.07	5,220.80
			Annual	52,312.00	54,724.80	57,200.00	59,820.80	62,649.60

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2020**

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
MAINTENANCE SERVICES DEPARTMENT								
FACILITIES MANAGEMENT								
FACILITIES AND BUILDING MANAGER	H605	Classified	Hourly	55.88	58.65	61.59	64.68	67.91
			Bi-Weekly	4,470.40	4,692.00	4,927.20	5,174.40	5,432.80
			Monthly	9,685.87	10,166.00	10,675.60	11,211.20	11,771.07
			Annual	116,230.40	121,992.00	128,107.20	134,534.40	141,252.80
FACILITIES LEADWORKER	M135	Classified	Hourly	50.91	52.94	54.99	57.26	59.71
			Bi-Weekly	4,072.80	4,235.20	4,399.20	4,580.80	4,776.80
			Monthly	8,824.40	9,176.27	9,531.60	9,925.07	10,349.73
			Annual	105,892.80	110,115.20	114,379.20	119,100.80	124,196.80
HVAC MECHANIC	M140	Classified	Hourly	43.41	45.15	46.92	48.91	50.93
			Bi-Weekly	3,472.80	3,612.00	3,753.60	3,912.80	4,074.40
			Monthly	7,524.40	7,826.00	8,132.80	8,477.73	8,827.87
			Annual	90,292.80	93,912.00	97,593.60	101,732.80	105,934.40
FACILITIES PAINTER II	M130	Classified	Hourly	37.56	39.09	40.62	42.30	44.07
			Bi-Weekly	3,004.80	3,127.20	3,249.60	3,384.00	3,525.60
			Monthly	6,510.40	6,775.60	7,040.80	7,332.00	7,638.80
			Annual	78,124.80	81,307.20	84,489.60	87,984.00	91,665.60
FACILITIES PAINTER I	M125	Classified	Hourly	34.17	35.56	36.99	38.54	40.07
			Bi-Weekly	2,733.60	2,844.80	2,959.20	3,083.20	3,205.60
			Monthly	5,922.80	6,163.73	6,411.60	6,680.27	6,945.47
			Annual	71,073.60	73,964.80	76,939.20	80,163.20	83,345.60
FACILITIES CARPENTER II	M120	Classified	Hourly	37.41	38.89	40.52	42.20	43.95
			Bi-Weekly	2,992.80	3,111.20	3,241.60	3,376.00	3,516.00
			Monthly	6,484.40	6,740.93	7,023.47	7,314.67	7,618.00
			Annual	77,812.80	80,891.20	84,281.60	87,776.00	91,416.00
FACILITIES CARPENTER I	M115	Classified	Hourly	34.04	35.44	36.89	38.38	39.99
			Bi-Weekly	2,723.20	2,835.20	2,951.20	3,070.40	3,199.20
			Monthly	5,900.27	6,142.93	6,394.27	6,652.53	6,931.60
			Annual	70,803.20	73,715.20	76,731.20	79,830.40	83,179.20
FACILITIES SERVICEWORKER II	M110	Classified	Hourly	28.93	30.08	31.30	32.41	33.67
			Bi-Weekly	2,314.40	2,406.40	2,504.00	2,592.80	2,693.60
			Monthly	5,014.53	5,213.87	5,425.33	5,617.73	5,836.13
			Annual	60,174.40	62,566.40	65,104.00	67,412.80	70,033.60
FACILITIES SERVICEWORKER I	M105	Classified	Hourly	26.30	27.35	28.46	29.47	30.60
			Bi-Weekly	2,104.00	2,188.00	2,276.80	2,357.60	2,448.00
			Monthly	4,558.67	4,740.67	4,933.07	5,108.13	5,304.00
			Annual	54,704.00	56,888.00	59,196.80	61,297.60	63,648.00
FLEET MANAGEMENT DIVISION								
FLEET MAINTENANCE MANAGER	H635	Classified	Hourly	55.88	58.65	61.59	64.68	67.91
			Bi-Weekly	4,470.40	4,692.00	4,927.20	5,174.40	5,432.80
			Monthly	9,685.87	10,166.00	10,675.60	11,211.20	11,771.07
			Annual	116,230.40	121,992.00	128,107.20	134,534.40	141,252.80
SENIOR EQUIPMENT MECHANIC	M620	Classified	Hourly	38.81	40.63	42.69	44.91	47.13
			Bi-Weekly	3,104.80	3,250.40	3,415.20	3,592.80	3,770.40
			Monthly	6,727.07	7,042.53	7,399.60	7,784.40	8,169.20
			Annual	80,724.80	84,510.40	88,795.20	93,412.80	98,030.40
EQUIPMENT MECHANIC II	M615	Classified	Hourly	33.44	35.00	36.78	38.70	40.62
			Bi-Weekly	2,674.85	2,799.70	2,942.50	3,095.90	3,249.31
			Monthly	5,795.50	6,066.01	6,375.41	6,707.79	7,040.18
			Annual	69,546.05	72,792.10	76,504.90	80,493.50	84,482.11
EQUIPMENT MECHANIC I	M610	Classified	Hourly	30.44	31.97	33.61	35.26	37.00
			Bi-Weekly	2,434.94	2,557.34	2,688.72	2,820.91	2,959.63
			Monthly	5,275.71	5,540.91	5,825.56	6,111.98	6,412.54
			Annual	63,308.54	66,490.94	69,906.72	73,343.71	76,950.43
EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly	28.36	29.88	31.30	32.90	34.56
			Bi-Weekly	2,268.80	2,390.40	2,504.00	2,632.00	2,764.80
			Monthly	4,915.73	5,179.20	5,425.33	5,702.67	5,990.40
			Annual	58,988.80	62,150.40	65,104.00	68,432.00	71,884.80
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly	26.18	27.20	28.33	29.29	30.42
			Bi-Weekly	2,094.40	2,176.00	2,266.40	2,343.20	2,433.60
			Monthly	4,537.87	4,714.67	4,910.53	5,076.93	5,272.80
			Annual	54,454.40	56,576.00	58,926.40	60,923.20	63,273.60

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FY 2020**

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
LANDSCAPE MAINTENANCE DIVISION								
LANDSCAPE MAINTENANCE MANAGER	H615	Classified	Hourly	55.88	58.65	61.59	64.68	67.91
			Bi-Weekly	4,470.40	4,692.00	4,927.20	5,174.40	5,432.80
			Monthly	9,685.87	10,166.00	10,675.60	11,211.20	11,771.07
			Annual	116,230.40	121,992.00	128,107.20	134,534.40	141,252.80
GROUNDSKEEPER III	M215	Classified	Hourly	38.43	39.96	41.58	43.06	44.71
			Bi-Weekly	3,074.40	3,196.80	3,326.40	3,444.80	3,576.80
			Monthly	6,661.20	6,926.40	7,207.20	7,463.73	7,749.73
			Annual	79,934.40	83,116.80	86,486.40	89,564.80	92,996.80
GROUNDSKEEPER II	M210	Classified	Hourly	33.41	34.75	36.16	37.44	38.88
			Bi-Weekly	2,672.80	2,780.00	2,892.80	2,995.20	3,110.40
			Monthly	5,791.07	6,023.33	6,267.73	6,489.60	6,739.20
			Annual	69,492.80	72,280.00	75,212.80	77,875.20	80,870.40
GROUNDSKEEPER I	M205	Classified	Hourly	30.34	31.56	32.89	34.03	35.35
			Bi-Weekly	2,427.20	2,524.80	2,631.20	2,722.40	2,828.00
			Monthly	5,258.93	5,470.40	5,700.93	5,898.53	6,127.33
			Annual	63,107.20	65,644.80	68,411.20	70,782.40	73,528.00
TREE TRIMMER	M220	Classified	Hourly	33.39	34.72	36.13	37.42	38.88
			Bi-Weekly	2,671.20	2,777.60	2,890.40	2,993.60	3,110.40
			Monthly	5,787.60	6,018.13	6,262.53	6,486.13	6,739.20
			Annual	69,451.20	72,217.60	75,150.40	77,833.60	80,870.40
STREET MAINTENANCE DIVISION								
STREETS MAINTENANCE MANAGER	H625	Classified	Hourly	55.88	58.65	61.59	64.68	67.91
			Bi-Weekly	4,470.40	4,692.00	4,927.20	5,174.40	5,432.80
			Monthly	9,685.87	10,166.00	10,675.60	11,211.20	11,771.07
			Annual	116,230.40	121,992.00	128,107.20	134,534.40	141,252.80
SENIOR MAINTENANCE LEADER	M315	Classified	Hourly	39.22	40.74	42.42	43.91	45.60
			Bi-Weekly	3,137.60	3,259.20	3,393.60	3,512.80	3,648.00
			Monthly	6,798.13	7,061.60	7,352.80	7,611.07	7,904.00
			Annual	81,577.60	84,739.20	88,233.60	91,332.80	94,848.00
MAINTENANCE LEADER	M310	Classified	Hourly	34.10	35.43	36.89	38.19	39.65
			Bi-Weekly	2,728.00	2,834.40	2,951.20	3,055.20	3,172.00
			Monthly	5,910.67	6,141.20	6,394.27	6,619.60	6,872.67
			Annual	70,928.00	73,694.40	76,731.20	79,435.20	82,472.00
SWEEPER EQUIPMENT OPERATOR	M700	Classified	Hourly	31.72	32.78	34.10	35.56	36.96
			Bi-Weekly	2,537.60	2,622.40	2,728.00	2,844.80	2,956.80
			Monthly	5,498.13	5,681.87	5,910.67	6,163.73	6,406.40
			Annual	65,977.60	68,182.40	70,928.00	73,964.80	76,876.80
POLICE DEPARTMENT								
SWORN								
POLICE CAPTAIN	P300	Classified	Hourly	83.93	88.12	92.53	97.16	102.00
			Bi-Weekly	6,714.40	7,049.60	7,402.40	7,772.80	8,160.00
			Monthly	14,547.87	15,274.13	16,038.53	16,841.07	17,680.00
			Annual	174,574.40	183,289.60	192,462.40	202,092.80	212,160.00
POLICE LIEUTENANT	P215	Classified	Hourly				74.27	77.88
			Bi-Weekly				5,941.60	6,230.40
			Monthly				12,873.47	13,499.20
			Annual				154,481.60	161,990.40
POLICE SERGEANT	P210	Classified	Hourly			63.64	66.71	70.12
			Bi-Weekly			5,091.20	5,336.80	5,609.60
			Monthly			11,030.93	11,563.07	12,154.13
			Annual			132,371.20	138,756.80	145,849.60
POLICE OFFICER	P200	Classified	Hourly	46.74	48.97	51.35	53.83	56.39
			Bi-Weekly	3,739.20	3,917.60	4,108.00	4,306.40	4,511.20
			Monthly	8,101.60	8,488.13	8,900.67	9,330.53	9,774.27
			Annual	97,219.20	101,857.60	106,808.00	111,966.40	117,291.20
POLICE OFFICER TRAINEE	P100	Classified	Hourly	34.35	36.05			
			Bi-Weekly	2,748.00	2,884.00			
			Monthly	5,954.00	6,248.67			
			Annual	71,448.00	74,984.00			

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Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
PROFESSIONAL STAFF								
PERSONNEL AND TRAINING ADMINISTRATOR	H450	Classified	Hourly	63.48	66.66	70.00	73.50	77.17
			Bi-Weekly	5,078.40	5,332.80	5,600.00	5,880.00	6,173.60
			Monthly	11,003.20	11,554.40	12,133.33	12,740.00	13,376.13
			Annual	132,038.40	138,652.80	145,600.00	152,880.00	160,513.60
PERSONNEL OPERATIONS SPECIALIST	H460	Classified	Hourly	39.61	41.24	42.85	44.46	46.24
			Bi-Weekly	3,168.80	3,299.20	3,428.00	3,556.80	3,699.20
			Monthly	6,865.73	7,148.27	7,427.33	7,706.40	8,014.93
			Annual	82,388.80	85,779.20	89,128.00	92,476.80	96,179.20
SENIOR CRIME AND INTELLIGENCE ANALYST	H406	Classified	Hourly	50.86	53.38	56.06	58.86	61.79
			Bi-Weekly	4,068.80	4,270.40	4,484.80	4,708.80	4,943.20
			Monthly	8,815.73	9,252.53	9,717.07	10,202.40	10,710.27
			Annual	105,788.80	111,030.40	116,604.80	122,428.80	128,523.20
CRIME AND INTELLIGENCE ANALYST	H405	Classified	Hourly	46.25	48.56	50.99	53.53	56.20
			Bi-Weekly	3,700.00	3,884.80	4,079.20	4,282.40	4,496.00
			Monthly	8,016.67	8,417.07	8,838.27	9,278.53	9,741.33
			Annual	96,200.00	101,004.80	106,059.20	111,342.40	116,896.00
POLICE PROGRAMS ANALYST	H400	Classified	Hourly	46.25	48.56	50.99	53.53	56.20
			Bi-Weekly	3,700.00	3,884.80	4,079.20	4,282.40	4,496.00
			Monthly	8,016.67	8,417.07	8,838.27	9,278.53	9,741.33
			Annual	96,200.00	101,004.80	106,059.20	111,342.40	116,896.00
SPECIAL OPERATIONS DIVISION								
CRIME PREVENTION SPECIALIST II	C671	Classified	Hourly	34.78	36.51	38.34	40.27	42.28
			Bi-Weekly	2,782.40	2,920.80	3,067.20	3,221.60	3,382.40
			Monthly	6,028.53	6,328.40	6,645.60	6,980.13	7,328.53
			Annual	72,342.40	75,940.80	79,747.20	83,761.60	87,942.40
CRIME PREVENTION SPECIALIST I	C670	Classified	Hourly	31.62	33.19	34.85	36.61	38.43
			Bi-Weekly	2,529.60	2,655.20	2,788.00	2,928.80	3,074.40
			Monthly	5,480.80	5,752.93	6,040.67	6,345.73	6,661.20
			Annual	65,769.60	69,035.20	72,488.00	76,148.80	79,934.40
RESERVE OFFICER COORDINATOR	H455	Classified	Hourly	55.66	58.45	61.36	64.33	67.62
			Bi-Weekly	4,452.80	4,676.00	4,908.80	5,146.40	5,409.60
			Monthly	9,647.73	10,131.33	10,635.73	11,150.53	11,720.80
			Annual	115,772.80	121,576.00	127,628.80	133,806.40	140,649.60
INVESTIGATION DIVISION								
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified	Hourly	63.48	66.66	70.00	73.50	77.17
			Bi-Weekly	5,078.40	5,332.80	5,600.00	5,880.00	6,173.60
			Monthly	11,003.20	11,554.40	12,133.33	12,740.00	13,376.13
			Annual	132,038.40	138,652.80	145,600.00	152,880.00	160,513.60
COUNSELING SUPERVISOR	H440	Classified	Hourly	47.98	50.39	52.90	55.54	58.32
			Bi-Weekly	3,838.40	4,031.20	4,232.00	4,443.20	4,665.60
			Monthly	8,316.53	8,734.27	9,169.33	9,626.93	10,108.80
			Annual	99,798.40	104,811.20	110,032.00	115,523.20	121,305.60
FAMILY COUNSELOR	T550	Classified	Hourly	38.04	39.92	41.93	43.84	46.14
			Bi-Weekly	3,043.20	3,193.60	3,354.40	3,507.20	3,691.20
			Monthly	6,593.60	6,919.47	7,267.87	7,598.93	7,997.60
			Annual	79,123.20	83,033.60	87,214.40	91,187.20	95,971.20
CERTIFIED LATENT PRINT EXAMINER	T560	Classified	Hourly	45.26	47.52	49.90	52.39	55.01
			Bi-Weekly	3,620.80	3,801.60	3,992.00	4,191.20	4,400.80
			Monthly	7,845.07	8,236.80	8,649.33	9,080.93	9,535.07
			Annual	94,140.80	98,841.60	103,792.00	108,971.20	114,420.80
SUPPORT SERVICES DIVISION								
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified	Hourly	73.32	76.99	81.62	85.71	89.97
			Bi-Weekly	5,865.60	6,159.20	6,529.60	6,856.80	7,197.60
			Monthly	12,708.80	13,344.93	14,147.47	14,856.40	15,594.80
			Annual	152,505.60	160,139.20	169,769.60	178,276.80	187,137.60
PROPERTY/EVIDENCE AND CRIME SCENE ADMINISTRATOR	H415	Classified	Hourly	50.86	53.39	56.06	58.87	61.81
			Bi-Weekly	4,068.80	4,271.20	4,484.80	4,709.60	4,944.80
			Monthly	8,815.73	9,254.27	9,717.07	10,204.13	10,713.73
			Annual	105,788.80	111,051.20	116,604.80	122,449.60	128,564.80
PROPERTY AND EVIDENCE SUPERVISOR	H410	Classified	Hourly	37.54	39.42	41.39	43.44	45.61
			Bi-Weekly	3,003.20	3,153.60	3,311.20	3,475.20	3,648.80
			Monthly	6,506.93	6,832.80	7,174.27	7,529.60	7,905.73
			Annual	78,083.20	81,993.60	86,091.20	90,355.20	94,868.80
POLICE ID SPECIALIST	T555	Classified	Hourly	33.53	35.21	36.97	38.84	40.67
			Bi-Weekly	2,682.40	2,816.80	2,957.60	3,107.20	3,253.60
			Monthly	5,811.87	6,103.07	6,408.13	6,732.27	7,049.47
			Annual	69,742.40	73,236.80	76,897.60	80,787.20	84,593.60
CRIME SCENE TECHNICIAN	C685	Classified	Hourly	31.50	32.93	34.44	35.98	37.69
			Bi-Weekly	2,520.00	2,634.40	2,755.20	2,878.40	3,015.20
			Monthly	5,460.00	5,707.87	5,969.60	6,236.53	6,532.93
			Annual	65,520.00	68,494.40	71,635.20	74,838.40	78,395.20
PROPERTY TECHNICIAN	C665	Classified	Hourly	30.44	31.75	33.29	34.81	36.47
			Bi-Weekly	2,435.20	2,540.00	2,663.20	2,784.80	2,917.60
			Monthly	5,276.27	5,503.33	5,770.27	6,033.73	6,321.47
			Annual	63,315.20	66,040.00	69,243.20	72,404.80	75,857.60

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2020**

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
ANIMAL SERVICES ADMINISTRATOR	H430	Classified	Hourly	50.86	53.39	56.06	58.87	61.81
			Bi-Weekly	4,068.80	4,271.20	4,484.80	4,709.60	4,944.80
			Monthly	8,815.73	9,254.27	9,717.07	10,204.13	10,713.73
			Annual	105,788.80	111,051.20	116,604.80	122,449.60	128,564.80
SHELTER OPERATIONS SUPERVISOR	C621	Classified	Hourly	33.54	35.03	36.67	38.34	40.17
			Bi-Weekly	2,683.20	2,802.40	2,933.60	3,067.20	3,213.60
			Monthly	5,813.60	6,071.87	6,356.13	6,645.60	6,962.80
			Annual	69,763.20	72,862.40	76,273.60	79,747.20	83,553.60
ANIMAL CONTROL OFFICER	C610	Classified	Hourly	28.84	30.31	31.70	33.19	34.75
			Bi-Weekly	2,307.20	2,424.80	2,536.00	2,652.20	2,780.00
			Monthly	4,998.93	5,253.73	5,494.67	5,752.93	6,023.33
			Annual	59,987.20	63,044.80	65,936.00	69,035.20	72,280.00
ANIMAL CARE ATTENDANT	C600	Classified	Hourly	23.99	25.01	26.01	27.14	28.49
			Bi-Weekly	1,919.20	2,000.80	2,080.80	2,171.20	2,279.20
			Monthly	4,158.27	4,335.07	4,508.40	4,704.27	4,938.27
			Annual	49,899.20	52,020.80	54,100.80	56,451.20	59,259.20
SHELTER VOLUNTEER COORDINATOR	C607	Classified	Hourly	23.99	25.01	26.01	27.14	28.49
			Bi-Weekly	1,919.20	2,000.80	2,080.80	2,171.20	2,279.20
			Monthly	4,158.27	4,335.07	4,508.40	4,704.27	4,938.27
			Annual	49,899.20	52,020.80	54,100.80	56,451.20	59,259.20
COMMUNICATIONS ADMINISTRATOR	H435	Classified	Hourly	50.86	53.39	56.06	58.87	61.81
			Bi-Weekly	4,068.80	4,271.20	4,484.80	4,709.60	4,944.80
			Monthly	8,815.73	9,254.27	9,717.07	10,204.13	10,713.73
			Annual	105,788.80	111,051.20	116,604.80	122,449.60	128,564.80
COMMUNICATIONS SUPERVISOR	C645	Classified	Hourly	41.53	43.62	45.80	48.08	50.51
			Bi-Weekly	3,322.40	3,489.60	3,664.00	3,846.40	4,040.80
			Monthly	7,198.53	7,560.80	7,938.67	8,333.87	8,755.07
			Annual	86,382.40	90,729.60	95,264.00	100,006.40	105,060.80
COMMUNICATIONS OPERATOR	C635	Classified	Hourly	36.04	37.87	39.73	41.76	43.86
			Bi-Weekly	2,883.20	3,029.60	3,178.40	3,340.80	3,508.80
			Monthly	6,246.93	6,564.13	6,886.53	7,238.40	7,602.40
			Annual	74,963.20	78,769.60	82,638.40	86,860.80	91,228.80
CALL TAKER	C633	Classified	Hourly	29.99	31.46	33.05	34.71	36.44
			Bi-Weekly	2,399.20	2,516.80	2,644.00	2,776.80	2,915.20
			Monthly	5,198.27	5,453.07	5,728.67	6,016.40	6,316.27
			Annual	62,379.20	65,436.80	68,744.00	72,196.80	75,795.20
RECORDS ADMINISTRATOR	H425	Classified	Hourly	50.86	53.39	56.06	58.87	61.81
			Bi-Weekly	4,068.80	4,271.20	4,484.80	4,709.60	4,944.80
			Monthly	8,815.73	9,254.27	9,717.07	10,204.13	10,713.73
			Annual	105,788.80	111,051.20	116,604.80	122,449.60	128,564.80
RECORDS SUPERVISOR	C705	Classified	Hourly	36.05	37.85	39.74	41.73	43.82
			Bi-Weekly	2,884.00	3,028.00	3,179.20	3,338.40	3,505.60
			Monthly	6,248.67	6,560.67	6,888.27	7,233.20	7,595.47
			Annual	74,984.00	78,728.00	82,659.20	86,798.40	91,145.60
POLICE RECORDS CLERK II	C695	Classified	Hourly	28.03	29.15	30.31	31.65	33.20
			Bi-Weekly	2,242.40	2,332.00	2,424.80	2,532.00	2,656.00
			Monthly	4,858.53	5,052.67	5,253.73	5,486.00	5,754.67
			Annual	58,302.40	60,632.00	63,044.80	65,832.00	69,056.00
POLICE RECORDS CLERK I	C690	Classified	Hourly	24.64	25.92	27.30	28.65	30.19
			Bi-Weekly	1,971.20	2,073.60	2,184.00	2,292.00	2,415.20
			Monthly	4,270.93	4,492.80	4,732.00	4,966.00	5,232.93
			Annual	51,251.20	53,913.60	56,784.00	59,592.00	62,795.20
JAIL ADMINISTRATOR	H420	Classified	Hourly	50.86	53.39	56.06	58.87	61.81
			Bi-Weekly	4,068.80	4,271.20	4,484.80	4,709.60	4,944.80
			Monthly	8,815.73	9,254.27	9,717.07	10,204.13	10,713.73
			Annual	105,788.80	111,051.20	116,604.80	122,449.60	128,564.80
JAIL SUPERVISOR	C660	Classified	Hourly	37.08	38.63	40.49	42.38	44.41
			Bi-Weekly	2,966.40	3,090.40	3,239.20	3,390.40	3,552.80
			Monthly	6,427.20	6,695.87	7,018.27	7,345.87	7,697.73
			Annual	77,126.40	80,350.40	84,219.20	88,150.40	92,372.80
COMMUNITY SERVICE OFFICER	C650	Classified	Hourly	32.38	33.79	35.41	37.05	38.81
			Bi-Weekly	2,590.40	2,703.20	2,832.80	2,964.00	3,104.80
			Monthly	5,612.53	5,856.93	6,137.73	6,422.00	6,727.07
			Annual	67,350.40	70,283.20	73,652.80	77,064.00	80,724.80

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2020**

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
PUBLIC WORKS & UTILITIES DEPARTMENT								
ADMINISTRATION								
ASSISTANT DIRECTOR OF PUBLIC WORKS-UTILITIES	U525	Classified	Hourly	78.62	82.56	86.69	91.02	95.58
			Bi-Weekly	6,289.60	6,604.80	6,935.20	7,281.60	7,646.40
			Monthly	13,627.47	14,310.40	15,026.27	15,776.80	16,567.20
			Annual	163,529.60	171,724.80	180,315.20	189,321.60	198,806.40
DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified	Hourly	71.47	75.05	78.81	82.75	86.89
			Bi-Weekly	5,717.60	6,004.00	6,304.80	6,620.00	6,951.20
			Monthly	12,388.13	13,008.67	13,660.40	14,343.33	15,060.93
			Annual	148,657.60	156,104.00	163,924.80	172,120.00	180,731.20
WATER RESOURCES MANAGER	H875	Classified	Hourly	71.47	75.05	78.81	82.75	86.89
			Bi-Weekly	5,717.60	6,004.00	6,304.80	6,620.00	6,951.20
			Monthly	12,388.13	13,008.67	13,660.40	14,343.33	15,060.93
			Annual	148,657.60	156,104.00	163,924.80	172,120.00	180,731.20
UTILITIES ENGINEERING MANAGER	H880	Classified	Hourly	71.47	75.05	78.81	82.75	86.89
			Bi-Weekly	5,717.60	6,004.00	6,304.80	6,620.00	6,951.20
			Monthly	12,388.13	13,008.67	13,660.40	14,343.33	15,060.93
			Annual	148,657.60	156,104.00	163,924.80	172,120.00	180,731.20
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified	Hourly	37.85	39.72	41.62	43.76	45.90
			Bi-Weekly	3,028.00	3,177.60	3,329.60	3,500.80	3,672.00
			Monthly	6,560.67	6,884.80	7,214.13	7,585.07	7,956.00
			Annual	78,728.00	82,617.60	86,569.60	91,020.80	95,472.00
STOREKEEPER - EXPEDITER	M100	Classified	Hourly	29.62	30.84	32.00	33.22	34.48
			Bi-Weekly	2,369.60	2,467.20	2,560.00	2,657.60	2,758.40
			Monthly	5,134.13	5,345.60	5,546.67	5,758.13	5,976.53
			Annual	61,609.60	64,147.20	66,560.00	69,097.60	71,718.40
AIRPORT DIVISION SUMMARY								
AIRPORT MANAGER	H205	Classified	Hourly	62.99	66.12	69.42	72.89	76.54
			Bi-Weekly	5,039.20	5,289.60	5,553.60	5,831.20	6,123.20
			Monthly	10,918.27	11,460.80	12,032.80	12,634.27	13,266.93
			Annual	131,019.20	137,529.60	144,393.60	151,611.20	159,203.20
AIRPORT OPERATIONS SUPERVISOR	H200	Classified	Hourly	52.50	55.11	57.87	60.77	63.80
			Bi-Weekly	4,200.00	4,408.80	4,629.60	4,861.60	5,104.00
			Monthly	9,100.00	9,552.40	10,030.80	10,533.47	11,058.67
			Annual	109,200.00	114,628.80	120,369.60	126,401.60	132,704.00
AIRPORT BUSINESS SUPERVISOR	H198	Classified	Hourly	50.86	53.38	56.06	58.86	61.79
			Bi-Weekly	4,068.80	4,270.40	4,484.80	4,708.80	4,943.20
			Monthly	8,815.73	9,252.53	9,717.07	10,202.40	10,710.27
			Annual	105,788.80	111,030.40	116,604.80	122,428.80	128,523.20
AIRPORT OPERATIONS SPECIALIST	T270	Classified	Hourly	30.37	31.91	33.49	35.09	36.89
			Bi-Weekly	2,429.60	2,552.80	2,679.20	2,807.20	2,951.20
			Monthly	5,264.13	5,531.07	5,804.93	6,082.27	6,394.27
			Annual	63,169.60	66,372.80	69,659.20	72,987.20	76,731.20
SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified	Hourly	35.68	36.99	38.47	40.05	41.65
			Bi-Weekly	2,854.40	2,959.20	3,077.60	3,204.00	3,332.00
			Monthly	6,184.53	6,411.60	6,668.13	6,942.00	7,219.33
			Annual	74,214.40	76,939.20	80,017.60	83,304.00	86,632.00
AIRPORT MAINTENANCE WORKER	M505	Classified	Hourly	33.41	34.75	36.15	37.44	38.88
			Bi-Weekly	2,672.80	2,780.00	2,892.00	2,995.20	3,110.40
			Monthly	5,791.07	6,023.33	6,266.00	6,489.60	6,739.20
			Annual	69,492.80	72,280.00	75,192.00	77,875.20	80,870.40
AIRPORT ATTENDANT	M500	Classified	Hourly	26.30	27.35	28.46	29.47	30.60
			Bi-Weekly	2,104.00	2,188.00	2,276.80	2,357.60	2,448.00
			Monthly	4,558.67	4,740.67	4,933.07	5,108.13	5,304.00
			Annual	54,704.00	56,888.00	59,196.80	61,297.60	63,648.00
ENGINEERING/TRANSPORTATION DIVISION								
REAL PROPERTY MANAGER	H225	Classified	Hourly	46.21	48.53	50.94	53.50	56.17
			Bi-Weekly	3,696.80	3,882.40	4,075.20	4,280.00	4,493.60
			Monthly	8,009.73	8,411.87	8,829.60	9,273.33	9,736.13
			Annual	96,116.80	100,942.40	105,955.20	111,280.00	116,833.60
REAL PROPERTY ASSOCIATE	T260	Classified	Hourly	40.22	42.32	44.45	46.61	48.90
			Bi-Weekly	3,217.60	3,385.60	3,556.00	3,728.80	3,912.00
			Monthly	6,971.47	7,335.47	7,704.67	8,079.07	8,476.00
			Annual	83,657.60	88,025.60	92,456.00	96,948.80	101,712.00
REAL PROPERTY ASSISTANT	T255	Classified	Hourly	34.28	35.99	37.71	39.59	41.58
			Bi-Weekly	2,742.40	2,879.20	3,016.80	3,167.20	3,326.40
			Monthly	5,941.87	6,238.27	6,536.40	6,862.27	7,207.20
			Annual	71,302.40	74,859.20	78,436.80	82,347.20	86,486.40
SENIOR CIVIL ENGINEER	H240	Classified	Hourly	59.57	62.54	65.68	68.95	72.39
			Bi-Weekly	4,765.60	5,003.20	5,254.40	5,516.00	5,791.20
			Monthly	10,325.47	10,840.27	11,384.53	11,951.33	12,547.60
			Annual	123,905.60	130,083.20	136,614.40	143,416.00	150,571.20
ASSOCIATE CIVIL ENGINEER	T215	Classified	Hourly	47.81	50.22	52.66	55.34	58.03
			Bi-Weekly	3,824.80	4,017.60	4,212.80	4,427.20	4,642.40
			Monthly	8,287.07	8,704.80	9,127.73	9,592.27	10,058.53
			Annual	99,444.80	104,457.60	109,532.80	115,107.20	120,702.40
ASSISTANT CIVIL ENGINEER	T210	Classified	Hourly	41.19	43.32	45.53	47.73	50.12
			Bi-Weekly	3,295.20	3,465.60	3,642.40	3,818.40	4,009.60
			Monthly	7,139.60	7,508.80	7,891.87	8,273.20	8,687.47
			Annual	85,675.20	90,105.60	94,702.40	99,278.40	104,249.60

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FY 2020**

Classification Title	Job Code	Service Type	Step A		Step B		Step C		Step D		Step E		
			Hourly	Bi-Weekly	Monthly	Annual	Hourly	Bi-Weekly	Monthly	Annual	Hourly	Bi-Weekly	Monthly
ENGINEERING TECHNICIAN	T200	Classified	Hourly	32.69	34.27	36.01	37.80	39.61					
			Bi-Weekly	2,615.20	2,741.60	2,880.80	3,024.00	3,168.80					
			Monthly	5,666.27	5,940.13	6,241.73	6,552.00	6,865.73					
			Annual	67,995.20	71,281.60	74,900.80	78,624.00	82,388.80					
SURVEY ENGINEER	H230	Classified	Hourly	54.08	56.78	59.63	62.61	65.73					
			Bi-Weekly	4,326.40	4,542.40	4,770.40	5,008.80	5,258.40					
			Monthly	9,373.87	9,841.87	10,335.87	10,852.40	11,393.20					
			Annual	112,486.40	118,102.40	124,030.40	130,228.80	136,718.40					
SURVEYOR	T265	Classified	Hourly	38.90	40.81	42.84	44.97	47.23					
			Bi-Weekly	3,112.00	3,264.80	3,427.20	3,597.60	3,778.40					
			Monthly	6,742.67	7,073.73	7,425.60	7,794.80	8,186.53					
			Annual	80,912.00	84,884.80	89,107.20	93,537.60	98,238.40					
TRANSPORTATION MANAGER	H220	Classified	Hourly	69.33	72.81	76.45	80.27	84.27					
			Bi-Weekly	5,546.40	5,824.80	6,116.00	6,421.60	6,741.60					
			Monthly	12,017.20	12,620.40	13,251.33	13,913.47	14,606.80					
			Annual	144,206.40	151,444.80	159,016.00	166,961.60	175,281.60					
SENIOR TRANSPORTATION ENGINEER	H215	Classified	Hourly	60.14	63.15	66.30	69.62	73.09					
			Bi-Weekly	4,811.20	5,052.00	5,304.00	5,569.60	5,847.20					
			Monthly	10,424.27	10,946.00	11,492.00	12,067.47	12,668.93					
			Annual	125,091.20	131,352.00	137,904.00	144,809.60	152,027.20					
ASSOCIATE TRANSPORTATION ENGINEER	T240	Classified	Hourly	47.81	50.22	52.66	55.34	58.03					
			Bi-Weekly	3,824.80	4,017.60	4,212.80	4,427.20	4,642.40					
			Monthly	8,287.07	8,704.80	9,127.73	9,592.27	10,058.53					
			Annual	99,444.80	104,457.60	109,532.80	115,107.20	120,702.40					
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified	Hourly	41.19	43.32	45.53	47.73	50.12					
			Bi-Weekly	3,295.20	3,465.60	3,642.40	3,818.40	4,009.60					
			Monthly	7,139.60	7,508.80	7,891.87	8,273.20	8,687.47					
			Annual	85,675.20	90,105.60	94,702.40	99,278.40	104,249.60					
SENIOR TRANSPORTATION PLANNER	H210	Classified	Hourly	50.75	53.27	55.95	58.74	61.68					
			Bi-Weekly	4,060.00	4,261.60	4,476.00	4,699.20	4,934.40					
			Monthly	8,796.67	9,233.47	9,698.00	10,181.60	10,691.20					
			Annual	105,560.00	110,801.60	116,376.00	122,179.20	128,294.40					
ASSOCIATE TRANSPORTATION PLANNER	T225	Classified	Hourly	44.43	46.61	48.92	51.44	53.90					
			Bi-Weekly	3,554.40	3,728.80	3,913.60	4,115.20	4,312.00					
			Monthly	7,701.20	8,079.07	8,479.47	8,916.27	9,342.67					
			Annual	92,414.40	96,948.80	101,753.60	106,995.20	112,112.00					
TRAFFIC SIGNAL TECHNICIAN	T220	Classified	Hourly	32.69	34.27	36.01	37.80	39.61					
			Bi-Weekly	2,615.20	2,741.60	2,880.80	3,024.00	3,168.80					
			Monthly	5,666.27	5,940.13	6,241.73	6,552.00	6,865.73					
			Annual	67,995.20	71,281.60	74,900.80	78,624.00	82,388.80					
SUPERVISING CONSTRUCTION INSPECTOR	H235	Classified	Hourly	53.47	56.14	58.95	61.90	64.99					
			Bi-Weekly	4,277.60	4,491.20	4,716.00	4,952.00	5,199.20					
			Monthly	9,268.13	9,730.93	10,218.00	10,729.33	11,264.93					
			Annual	111,217.60	116,771.20	122,616.00	128,752.00	135,179.20					
SENIOR CONSTRUCTION INSPECTOR	T250	Classified	Hourly	43.76	46.10	48.42	50.70	53.24					
			Bi-Weekly	3,500.80	3,688.00	3,873.60	4,056.00	4,259.20					
			Monthly	7,585.07	7,990.67	8,392.80	8,788.00	9,228.27					
			Annual	91,020.80	95,888.00	100,713.60	105,456.00	110,739.20					
CONSTRUCTION INSPECTOR	T245	Classified	Hourly	36.67	38.55	40.35	42.39	44.55					
			Bi-Weekly	2,933.60	3,084.00	3,228.00	3,391.20	3,564.00					
			Monthly	6,356.13	6,682.00	6,994.00	7,347.60	7,722.00					
			Annual	76,273.60	80,184.00	83,928.00	88,171.20	92,664.00					

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2020**

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
RECYCLING-SOLID WASTE								
SOLID WASTE PROGRAM MANAGER	H800	Classified	Hourly	50.86	53.38	56.06	58.86	61.79
			Bi-Weekly	4,068.80	4,270.40	4,484.80	4,708.80	4,943.20
			Monthly	8,815.73	9,252.53	9,717.07	10,202.40	10,710.27
			Annual	105,788.80	111,030.40	116,604.80	122,428.80	128,523.20
RECYCLING SPECIALIST	T800	Classified	Hourly	34.58	36.30	38.07	40.01	41.99
			Bi-Weekly	2,766.40	2,904.00	3,045.60	3,200.80	3,359.20
			Monthly	5,993.87	6,292.00	6,598.80	6,935.07	7,278.27
			Annual	71,926.40	75,504.00	79,185.60	83,220.80	87,339.20
SUSTAINABILITY SPECIALIST	T803	Classified	Hourly	37.16	39.01	40.96	43.01	45.16
			Bi-Weekly	2,972.80	3,120.80	3,276.80	3,440.80	3,612.80
			Monthly	6,441.07	6,761.73	7,099.73	7,455.07	7,827.73
			Annual	77,292.80	81,140.80	85,196.80	89,460.80	93,932.80
SUSTAINABILITY TECHNICIAN	T802	Classified	Hourly	33.78	35.46	37.23	39.08	41.05
			Bi-Weekly	2,702.40	2,836.80	2,978.40	3,126.40	3,284.00
			Monthly	5,855.20	6,146.40	6,453.20	6,773.87	7,115.33
			Annual	70,262.40	73,756.80	77,438.40	81,286.40	85,384.00
WATER POLLUTION CONTROL FACILITY (WPCF)								
WATER POLLUTION CONTROL FACILITY MANAGER	H870	Classified	Hourly	71.47	75.05	78.81	82.75	86.89
			Bi-Weekly	5,717.60	6,004.00	6,304.80	6,620.00	6,951.20
			Monthly	12,388.13	13,008.67	13,660.40	14,343.33	15,060.93
			Annual	148,657.60	156,104.00	163,924.80	172,120.00	180,731.20
WPCF OPERATIONS AND MAINTENANCE MANAGER	H865	Classified	Hourly	58.29	61.21	64.28	67.50	70.87
			Bi-Weekly	4,663.20	4,896.80	5,142.40	5,400.00	5,669.60
			Monthly	10,103.60	10,609.73	11,141.87	11,700.00	12,284.13
			Annual	121,243.20	127,316.80	133,702.40	140,400.00	147,409.60
WPCF MAINTENANCE SUPERVISOR	H860	Classified	Hourly	53.03	55.66	58.45	61.38	64.45
			Bi-Weekly	4,242.40	4,452.80	4,676.00	4,910.40	5,156.00
			Monthly	9,191.87	9,647.73	10,131.33	10,639.20	11,171.33
			Annual	110,302.40	115,772.80	121,576.00	127,670.40	134,056.00
WPCF OPERATIONS SUPERVISOR	H855	Classified	Hourly	53.03	55.66	58.45	61.38	64.45
			Bi-Weekly	4,242.40	4,452.80	4,676.00	4,910.40	5,156.00
			Monthly	9,191.87	9,647.73	10,131.33	10,639.20	11,171.33
			Annual	110,302.40	115,772.80	121,576.00	127,670.40	134,056.00
WPCF LEAD OPERATOR	M935	Classified	Hourly	45.31	47.12	49.00	50.91	52.98
			Bi-Weekly	3,624.80	3,769.60	3,920.00	4,072.80	4,238.40
			Monthly	7,853.73	8,167.47	8,493.33	8,824.40	9,183.20
			Annual	94,244.80	98,009.60	101,920.00	105,892.80	110,198.40
WPCF OPERATOR	M930	Classified	Hourly	39.40	40.97	42.61	44.27	46.07
			Bi-Weekly	3,152.00	3,277.60	3,408.80	3,541.60	3,685.60
			Monthly	6,829.33	7,101.47	7,385.73	7,673.47	7,985.47
			Annual	81,952.00	85,217.60	88,628.80	92,081.60	95,825.60
OPERATOR-IN-TRAINING	M925	Classified	Hourly	36.07	37.49	39.06	40.40	41.98
			Bi-Weekly	2,885.60	2,999.20	3,124.80	3,232.00	3,358.40
			Monthly	6,252.13	6,498.27	6,770.40	7,002.67	7,276.53
			Annual	75,025.60	77,979.20	81,244.80	84,032.00	87,318.40

**SALARY PLAN FOR ALL CLASSIFICATIONS
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FY 2020**

Classification Title	Job Code	Service Type	Step A Step B Step C Step D Step E																	
			Hourly	Bi-Weekly	Monthly	Annual	Hourly	Bi-Weekly	Monthly	Annual	Hourly	Bi-Weekly	Monthly	Annual	Hourly	Bi-Weekly	Monthly	Annual		
LAB SUPERVISOR	H850	Classified	Hourly	53.03	55.66	58.45	61.38	64.45												
			Bi-Weekly	4,242.40	4,452.80	4,676.00	4,910.40	5,156.00												
			Monthly	9,191.87	9,647.73	10,131.33	10,639.20	11,171.33												
			Annual	110,302.40	115,772.80	121,576.00	127,670.40	134,056.00												
CHEMIST	T807	Classified	Hourly	40.83	42.88	45.03	47.27	49.63												
			Bi-Weekly	3,266.40	3,430.40	3,602.40	3,781.60	3,970.40												
			Monthly	7,077.20	7,432.53	7,805.20	8,193.47	8,602.53												
			Annual	84,926.40	89,190.40	93,662.40	98,321.60	103,230.40												
LABORATORY TECHNICIAN	T805	Classified	Hourly	35.51	36.84	38.26	39.83	41.32												
			Bi-Weekly	2,840.80	2,947.20	3,060.80	3,186.40	3,305.60												
			Monthly	6,155.07	6,385.60	6,631.73	6,903.87	7,162.13												
			Annual	73,860.80	76,627.20	79,580.80	82,846.40	85,945.60												

WATER POLLUTION SOURCE CONTROL

ENVIRONMENTAL SERVICES MANAGER	H805	Classified	Hourly	61.66	64.74	67.98	71.38	74.95												
			Bi-Weekly	4,932.80	5,179.20	5,438.40	5,710.40	5,996.00												
			Monthly	10,687.73	11,221.60	11,783.20	12,372.53	12,991.33												
			Annual	128,252.80	134,659.20	141,398.40	148,470.40	155,896.00												
WATER POLLUTION CONTROL ADMINISTRATOR	H845	Classified	Hourly	53.59	56.27	59.08	62.05	65.16												
			Bi-Weekly	4,287.20	4,501.60	4,726.40	4,964.00	5,212.80												
			Monthly	9,288.93	9,753.47	10,240.53	10,755.33	11,294.40												
			Annual	111,467.20	117,041.60	122,886.40	129,064.00	135,532.80												
SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR	T815	Classified	Hourly	40.60	42.71	44.85	46.98	49.37												
			Bi-Weekly	3,248.00	3,416.80	3,588.00	3,758.40	3,949.60												
			Monthly	7,037.33	7,403.07	7,774.00	8,143.20	8,557.47												
			Annual	84,448.00	88,836.80	93,288.00	97,718.40	102,689.60												
WATER POLLUTION SOURCE CONTROL INSPECTOR	T810	Classified	Hourly	36.90	38.82	40.59	42.68	44.80												
			Bi-Weekly	2,952.00	3,105.60	3,247.20	3,414.40	3,584.00												
			Monthly	6,396.00	6,728.80	7,035.60	7,397.87	7,765.33												
			Annual	76,752.00	80,745.60	84,427.20	88,774.40	93,184.00												
TECHNICAL INTERN	Z125	Classified	Hourly					15.82												
			Bi-Weekly					1,265.60												
			Monthly					2,742.13												
			Annual					32,905.60												

SENIOR WATER RESOURCES ENGINEER	H813	Classified	Hourly	59.57	62.54	65.68	68.95	72.39												
			Bi-Weekly	4,765.60	5,003.20	5,254.40	5,516.00	5,791.20												
			Monthly	10,325.47	10,840.27	11,384.53	11,951.33	12,547.60												
			Annual	123,905.60	130,083.20	136,614.40	143,416.00	150,571.20												
SENIOR UTILITIES ENGINEER	H810	Classified	Hourly	59.57	62.54	65.68	68.95	72.39												
			Bi-Weekly	4,765.60	5,003.20	5,254.40	5,516.00	5,791.20												
			Monthly	10,325.47	10,840.27	11,384.53	11,951.33	12,547.60												
			Annual	123,905.60	130,083.20	136,614.40	143,416.00	150,571.20												

SEWER COLLECTIONS & WATER DISTRIBUTION

UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified	Hourly	65.80	69.07	72.52	76.15	79.96												
			Bi-Weekly	5,264.00	5,525.60	5,801.60	6,092.00	6,396.80												
			Monthly	11,405.33	11,972.13	12,570.13	13,199.33	13,859.73												
			Annual	136,864.00	143,665.60	150,841.60	158,392.00	166,316.80												
UTILITIES OPERATIONS AND MAINTENANCE SUPERVISOR	H830	Classified	Hourly	54.83	57.55	60.45	63.46	66.64												
			Bi-Weekly	4,386.40	4,604.00	4,836.00	5,076.80	5,331.20												
			Monthly	9,503.87	9,975.33	10,478.00	10,999.73	11,550.93												
			Annual	114,046.40	119,704.00	125,736.00	131,996.80	138,611.20												
UTILITIES FIELD SERVICES SUPERVISOR	H825	Classified	Hourly	54.83	57.55	60.45	63.46	66.64												
			Bi-Weekly	4,386.40	4,604.00	4,836.00	5,076.80	5,331.20												
			Monthly	9,503.87	9,975.33	10,478.00	10,999.73	11,550.93												
			Annual	114,046.40	119,704.00	125,736.00	131,996.80	138,611.20												
WASTEWATER COLLECTIONS SYSTEM SUPERVISOR	H823	Classified	Hourly	53.03	55.66	58.45	61.38	64.45												
			Bi-Weekly	4,242.40	4,452.80	4,676.00	4,910.40	5,156.00												
			Monthly	9,191.87	9,647.73	10,131.33	10,639.20	11,171.33												
			Annual	110,302.40	115,772.80	121,576.00	127,670.40	134,056.00												
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified	Hourly	43.22	45.39	47.65	50.05	52.54												
			Bi-Weekly	3,457.60	3,631.20	3,812.00	4,004.00	4,203.20												
			Monthly	7,491.47	7,867.60	8,259.33	8,675.33	9,106.93												
			Annual	89,897.60	94,411.20	99,112.00	104,104.00	109,283.20												

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FY 2020**

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified	Hourly	39.85	41.22	42.85	44.63	46.43
			Bi-Weekly	3,188.00	3,297.60	3,428.00	3,570.40	3,714.40
			Monthly	6,907.33	7,144.80	7,427.33	7,735.87	8,047.87
			Annual	82,888.00	85,737.60	89,128.00	92,830.40	96,574.40
CROSS CONNECTION CONTROL SPECIALIST	M815	Classified	Hourly	34.64	35.85	37.26	38.81	40.38
			Bi-Weekly	2,771.20	2,868.00	2,980.80	3,104.80	3,230.40
			Monthly	6,004.27	6,214.00	6,458.40	6,727.07	6,999.20
			Annual	72,051.20	74,568.00	77,500.80	80,724.80	83,990.40
WATER METER MECHANIC	M810	Classified	Hourly	31.77	32.99	34.35	35.76	37.19
			Bi-Weekly	2,541.60	2,639.20	2,748.00	2,860.80	2,975.20
			Monthly	5,506.80	5,718.27	5,954.00	6,198.40	6,446.27
			Annual	66,081.60	68,619.20	71,448.00	74,380.80	77,355.20
WATER METER READER	M805	Classified	Hourly	28.40	29.52	30.72	31.84	33.12
			Bi-Weekly	2,272.00	2,361.60	2,457.60	2,547.20	2,649.60
			Monthly	4,922.67	5,116.80	5,324.80	5,518.93	5,740.80
			Annual	59,072.00	61,401.60	63,897.60	66,227.20	68,889.60
BACKFLOW/CROSS CONNECTION TESTER	M800	Classified	Hourly	29.12	30.51	31.93	33.47	35.11
			Bi-Weekly	2,329.60	2,440.80	2,554.40	2,677.60	2,808.80
			Monthly	5,047.47	5,288.40	5,534.53	5,801.47	6,085.73
			Annual	60,569.60	63,460.80	66,414.40	69,617.60	73,028.80
UTILITIES MAINTENANCE SUPERVISOR	H820	Classified	Hourly	49.70	52.18	54.78	57.54	60.41
			Bi-Weekly	3,976.00	4,174.40	4,382.40	4,603.20	4,832.80
			Monthly	8,614.67	9,044.53	9,495.20	9,973.60	10,471.07
			Annual	103,376.00	108,534.40	113,942.40	119,683.20	125,652.80
UTILITIES SERVICE WORKER	M900	Classified	Hourly	33.20	34.52	35.96	37.20	38.66
			Bi-Weekly	2,656.00	2,761.60	2,876.80	2,976.00	3,092.80
			Monthly	5,754.67	5,983.47	6,233.07	6,448.00	6,701.07
			Annual	69,056.00	71,801.60	74,796.80	77,376.00	80,412.80
GENERAL MAINTENANCE								
EQUIPMENT OPERATOR	M400	Classified	Hourly	33.70	35.04	36.50	37.76	39.24
			Bi-Weekly	2,696.00	2,803.20	2,920.00	3,020.80	3,139.20
			Monthly	5,841.33	6,073.60	6,326.67	6,545.07	6,801.60
			Annual	70,096.00	72,883.20	75,920.00	78,540.80	81,619.20
SENIOR UTILITY LEADER	M845	Classified	Hourly	42.00	43.68	45.50	47.07	48.89
			Bi-Weekly	3,360.00	3,494.40	3,640.00	3,765.60	3,911.20
			Monthly	7,280.00	7,571.20	7,886.67	8,158.80	8,474.27
			Annual	87,360.00	90,854.40	94,640.00	97,905.60	101,691.20
UTILITY LEADER	M840	Classified	Hourly	36.52	37.97	39.56	40.94	42.52
			Bi-Weekly	2,921.60	3,037.60	3,164.80	3,275.20	3,401.60
			Monthly	6,330.13	6,581.47	6,857.07	7,096.27	7,370.13
			Annual	75,961.60	78,977.60	82,284.80	85,155.20	88,441.60
UTILITY WORKER	M835	Classified	Hourly	33.20	34.52	35.96	37.20	38.66
			Bi-Weekly	2,656.00	2,761.60	2,876.80	2,976.00	3,092.80
			Monthly	5,754.67	5,983.47	6,233.07	6,448.00	6,701.07
			Annual	69,056.00	71,801.60	74,796.80	77,376.00	80,412.80
SENIOR UTILITY LEADER - SEWER	M920	Classified	Hourly	43.34	45.05	46.89	48.55	50.43
			Bi-Weekly	3,467.20	3,604.00	3,751.20	3,884.00	4,034.40
			Monthly	7,512.27	7,808.67	8,127.60	8,415.33	8,741.20
			Annual	90,147.20	93,704.00	97,531.20	100,984.00	104,894.40
UTILITY LEADER - SEWER	M915	Classified	Hourly	37.69	39.18	40.78	42.21	43.85
			Bi-Weekly	3,015.20	3,134.40	3,262.40	3,376.80	3,508.00
			Monthly	6,532.93	6,791.20	7,068.53	7,316.40	7,600.67
			Annual	78,395.20	81,494.40	84,822.40	87,796.80	91,208.00
UTILITY WORKER - SEWER	M910	Classified	Hourly	34.25	35.62	37.09	38.37	39.87
			Bi-Weekly	2,740.00	2,849.60	2,967.20	3,069.60	3,189.60
			Monthly	5,936.67	6,174.13	6,428.93	6,650.80	6,910.80
			Annual	71,240.00	74,089.60	77,147.20	79,809.60	82,929.60
UTILITIES MAINTENANCE MECHANIC	M415	Classified	Hourly	40.49	42.06	43.71	45.47	47.32
			Bi-Weekly	3,239.20	3,364.80	3,496.80	3,637.60	3,785.60
			Monthly	7,018.27	7,290.40	7,576.40	7,881.47	8,202.13
			Annual	84,219.20	87,484.80	90,916.80	94,577.60	98,425.60

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FY 2020**

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
INFORMATION TECHNOLOGY DEPARTMENT								
INFORMATION SYSTEMS MANAGER	H565	Classified	Hourly	56.37	59.18	62.14	65.26	68.52
			Bi-Weekly	4,509.60	4,734.40	4,971.20	5,220.80	5,481.60
			Monthly	9,770.80	10,257.87	10,770.93	11,311.73	11,876.80
			Annual	117,249.60	123,094.40	129,251.20	135,740.80	142,521.60
INFORMATION TECHNOLOGY MANAGER	H566	Classified	Hourly	59.18	62.14	65.25	68.52	71.95
			Bi-Weekly	4,734.40	4,971.20	5,220.00	5,481.60	5,756.00
			Monthly	10,257.87	10,770.93	11,310.00	11,876.80	12,471.33
			Annual	123,094.40	129,251.20	135,720.00	142,521.60	149,656.00
DATA AND SYSTEMS COORDINATOR	H560	Classified	Hourly	50.72	53.25	55.93	58.72	61.65
			Bi-Weekly	4,057.60	4,260.00	4,474.40	4,697.60	4,932.00
			Monthly	8,791.47	9,230.00	9,694.53	10,178.13	10,686.00
			Annual	105,497.60	110,760.00	116,334.40	122,137.60	128,232.00
NETWORK SYSTEMS SPECIALIST	H555	Classified	Hourly	50.14	52.66	55.29	58.05	60.96
			Bi-Weekly	4,011.20	4,212.80	4,423.20	4,644.00	4,876.80
			Monthly	8,690.93	9,127.73	9,583.60	10,062.00	10,566.40
			Annual	104,291.20	109,532.80	115,003.20	120,744.00	126,796.80
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified	Hourly	48.45	50.87	53.29	55.97	59.68
			Bi-Weekly	3,876.00	4,069.60	4,263.20	4,477.60	4,774.40
			Monthly	8,398.00	8,817.47	9,236.93	9,701.47	10,344.53
			Annual	100,776.00	105,809.60	110,843.20	116,417.60	124,134.40
PROGRAMMER ANALYST	T455	Classified	Hourly	42.17	44.23	46.53	48.82	51.24
			Bi-Weekly	3,373.60	3,538.40	3,722.40	3,905.60	4,099.20
			Monthly	7,309.47	7,666.53	8,065.20	8,462.13	8,881.60
			Annual	87,713.60	91,998.40	96,782.40	101,545.60	106,579.20
WEB SPECIALIST	T450	Classified	Hourly	41.55	43.65	45.82	48.1	50.51
			Bi-Weekly	3,324.00	3,492.00	3,665.60	3,848.00	4,040.80
			Monthly	7,202.00	7,566.00	7,942.13	8,337.33	8,755.07
			Annual	86,424.00	90,792.00	95,305.60	100,048.00	105,060.80
INFORMATION TECHNOLOGY ANALYST II	T435	Classified	Hourly	42.15	44.25	46.46	48.79	51.24
			Bi-Weekly	3,372.00	3,540.00	3,716.80	3,903.20	4,099.20
			Monthly	7,306.00	7,670.00	8,053.07	8,456.93	8,881.60
			Annual	87,672.00	92,040.00	96,636.80	101,483.20	106,579.20
INFORMATION TECHNOLOGY ANALYST I	T430	Classified	Hourly	38.32	40.23	42.25	44.36	46.57
			Bi-Weekly	3,065.60	3,218.40	3,380.00	3,548.80	3,725.60
			Monthly	6,642.13	6,973.20	7,323.33	7,689.07	8,072.13
			Annual	79,705.60	83,678.40	87,880.00	92,268.80	96,865.60
TECHNOLOGY SOLUTIONS ANALYST II	T445	Classified	Hourly	42.15	44.25	46.46	48.79	51.24
			Bi-Weekly	3,372.00	3,540.00	3,716.80	3,903.20	4,099.20
			Monthly	7,306.00	7,670.00	8,053.07	8,456.93	8,881.60
			Annual	87,672.00	92,040.00	96,636.80	101,483.20	106,579.20
TECHNOLOGY SOLUTIONS ANALYST I	T440	Classified	Hourly	38.32	40.23	42.25	44.36	46.57
			Bi-Weekly	3,065.60	3,218.40	3,380.00	3,548.80	3,725.60
			Monthly	6,642.13	6,973.20	7,323.33	7,689.07	8,072.13
			Annual	79,705.60	83,678.40	87,880.00	92,268.80	96,865.60
GEOGRAPHIC INFO SYSTEM TECHNICIAN II	T465	Classified	Hourly	38.27	40.19	42.19	44.29	46.54
			Bi-Weekly	3,061.60	3,215.20	3,375.20	3,543.20	3,723.20
			Monthly	6,633.47	6,966.27	7,312.93	7,676.93	8,066.93
			Annual	79,601.60	83,595.20	87,755.20	92,123.20	96,803.20
GEOGRAPHIC INFO SYSTEM TECHNICIAN I	T464	Classified	Hourly	34.81	36.54	38.37	40.30	42.31
			Bi-Weekly	2,784.80	2,923.20	3,069.60	3,224.00	3,384.80
			Monthly	6,033.73	6,333.60	6,650.80	6,985.33	7,333.73
			Annual	72,404.80	76,003.20	79,809.60	83,824.00	88,004.80
INFORMATION TECHNOLOGY TECHNICIAN II	T425	Classified	Hourly	38.27	40.19	42.19	44.29	46.54
			Bi-Weekly	3,061.60	3,215.20	3,375.20	3,543.20	3,723.20
			Monthly	6,633.47	6,966.27	7,312.93	7,676.93	8,066.93
			Annual	79,601.60	83,595.20	87,755.20	92,123.20	96,803.20
INFORMATION TECHNOLOGY TECHNICIAN I	T424	Classified	Hourly	34.81	36.54	38.37	40.30	42.31
			Bi-Weekly	2,784.80	2,923.20	3,069.60	3,224.00	3,384.80
			Monthly	6,033.73	6,333.60	6,650.80	6,985.33	7,333.73
			Annual	72,404.80	76,003.20	79,809.60	83,824.00	88,004.80
INFORMATION SYSTEMS SUPPORT TECHNICIAN	T415	Classified	Hourly	31.35	32.91	34.60	36.32	38.07
			Bi-Weekly	2,508.00	2,632.80	2,768.00	2,905.60	3,045.60
			Monthly	5,434.00	5,704.40	5,997.33	6,295.47	6,598.80
			Annual	65,208.00	68,452.80	71,968.00	75,545.60	79,185.60
DATA SYSTEMS OPERATOR	C450	Classified	Hourly	28.44	29.73	31.21	32.69	34.22
			Bi-Weekly	2,275.20	2,378.40	2,496.80	2,615.20	2,737.60
			Monthly	4,929.60	5,153.20	5,409.73	5,666.27	5,931.47
			Annual	59,155.20	61,838.40	64,916.80	67,995.20	71,177.60
AUDIO VIDEO SPECIALIST	T410	Classified	Hourly	29.87	31.33	32.94	34.56	36.21
			Bi-Weekly	2,389.60	2,506.40	2,635.20	2,764.80	2,896.80
			Monthly	5,177.47	5,430.53	5,709.60	5,990.40	6,276.40
			Annual	62,129.60	65,166.40	68,515.20	71,884.80	75,316.80
VIDEO ASSISTANT	T400	Classified	Hourly					16.40
			Bi-Weekly					1,312.00
			Monthly					2,842.67
			Annual					34,112.00
INFORMATION TECHNOLOGY INTERN	Z121	Classified	Hourly				15.82	20.00
			Bi-Weekly				1,265.60	1,600.00
			Monthly				2,742.13	3,466.67
			Annual				32,905.60	41,600.00



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 20-192

DATE: April 7, 2020

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT

Adopt a Resolution Authorizing the City Manager to Amend the Contract with Delta Engineering Sales, LLC, to an Amount Not-to-Exceed \$10,748,182 to Purchase and Install Additional Water Meter Materials for the Advanced Metering Infrastructure Project No. 07025

RECOMMENDATION

That Council adopts a resolution (Attachment II) authorizing the City Manager to amend the contract with Delta Engineering Sales, LLC, to increase the contract amount by \$290,000 to a not-to-exceed amount of \$10,748,182, to purchase and install additional water meter materials for the Advanced Metering Infrastructure Project, and to appropriate the funds for use in the project.

SUMMARY

In April 2016, the City Council authorized execution of a contract with Delta Engineering Sales, LLC (Delta Engineering) to purchase water meters and related equipment for the Advanced Metering Infrastructure (AMI) Project. The purpose of the AMI Project is to replace the City's aging water meters with new AMI or smart meters, which eliminate the need for manual meter reading and provide customers with information to better manage their water use. Replacement of all City meters has been completed. However, given the age and condition of some of the City's existing water meter boxes, some of the new lighter-weight plastic box lids may not sit as tightly on the existing meter box frame, and may be more susceptible to movement under certain conditions. In 2018, the City authorized Delta Engineering to replace a portion of the new plastic polymer meter box lids with heavier concrete lids to provide a more secure fit. Staff is now requesting Council approval to increase the contract amount with Delta Engineering by \$290,000, to a not-to-exceed amount of \$10,748,182, to purchase additional materials and complete the replacement of oval meter box lids for the AMI Project.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	Quote



DATE: April 7, 2020

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT: Adopt a Resolution Authorizing the City Manager to Amend the Contract with Delta Engineering Sales, LLC, to an Amount Not-to-Exceed \$10,748,182 to Purchase and Install Additional Water Meter Materials for the Advanced Metering Infrastructure Project No. 07025

RECOMMENDATION

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SUMMARY

In April 2016, the City Council authorized execution of a contract with Delta Engineering Sales, LLC (Delta Engineering) to purchase water meters and related equipment for the Advanced Metering Infrastructure (AMI) Project. The purpose of the AMI Project is to replace the City's aging water meters with new AMI or smart meters, which eliminate the need for manual meter reading and provide customers with information to better manage their water use. Replacement of all City meters has been completed. However, given the age and condition of some of the City's existing water meter boxes, some of the new lighter-weight plastic box lids may not sit as tightly on the existing meter box frame, and may be more susceptible to movement under certain conditions. In 2018, the City authorized Delta Engineering to replace a portion of the new plastic polymer meter box lids with heavier concrete lids to provide a more secure fit. Staff is now requesting Council approval to increase the contract amount with Delta Engineering by \$290,000, to a not-to-exceed amount of \$10,748,182, to purchase additional materials and complete the replacement of oval meter box lids for the AMI Project.

BACKGROUND

The City has over 36,000 water meters. In 2013, staff began to study the feasibility of implementing Advanced Metering Infrastructure (AMI) in Hayward. AMI enables two-way communication over a fixed network between the utility system and metering endpoints (customers). This allows meters to be read, monitored, and managed from a remote, central

location rather than relying on the physical read of a meter in the field by an employee. Given the significant investment of resources, staff pilot tested three different AMI systems. Based on the results of the pilot test, the City selected Aclara Technologies LLC (Aclara) to implement the City-wide AMI program.

On April 5, 2016, Council approved execution of an installation contract with Aclara in an amount not to exceed \$3,113,000 and a material purchasing contract with Delta Engineering in an amount not to exceed \$9,500,000, to implement the AMI Project. Contracts with Aclara and Delta Engineering were executed by the City on June 28, 2016 and June 15, 2016, respectively. On July 24, 2018, Council approved an amendment to the Delta Engineering contract to increase the budget to \$10,248,182 for the purchase of additional water meters and related equipment.

In August 2018, the City completed replacement of all manual water meters with new AMI meters. One of the project challenges has been the ordering and installation of new meter box lids. The 2013 AMI feasibility study recommended replacing all existing concrete meter box lids with new plastic lids. In 2013, few agencies had installed AMI systems and the industry was recommending changing to plastic lids to ensure system performance and maximum battery life. Based on recommendations from consultants and vendors, the City proceeded with changing all concrete meter box lids to plastic lids.

The City's meter box inventory includes approximately 13,000 oval-shaped, 16-inch long by 10-inch wide, meter boxes. These oval meter boxes were installed in the early 1960s and are no longer manufactured. During the course of the project, staff became aware that the new, plastic oval lids may not seat securely on an existing concrete oval meter box if the meter box is cracked or damaged. This specific issue was not identified during the pilot test or during installation of the AMI meters. The vast majority of the City's oval meter boxes are in good condition with the new oval lids fitting securely.

In 2018, the City began replacing oval-shaped plastic lids in walkable areas back to concrete lids. Concrete lids are heavier and less prone to movement. On October 16, 2018, Council approved an amendment to the Delta Engineering contract to increase the budget by \$210,000 to a not-to-exceed amount of \$10,458,182 to assist the City with replacement of oval meter box lids. The October 16, 2018 Council report¹ provides additional background and discussion.

DISCUSSION

To date, the City has changed approximately 7,000 of the 13,000 plastic meter box lids back to concrete lids. Staff has surveyed other cities and agencies in the United States that have implemented AMI projects without switching to plastic meter box lids. Although these systems have only been in place for a few years, early indication is that AMI system performance is similar for concrete and plastic lids. Staff will continue to work with the AMI

¹ <https://hayward.legistar.com/LegislationDetail.aspx?ID=3701969&GUID=327A0D4B-B113-47F7-A03E-BAAB75264324&Options=&Search=>

project team and monitor the performance of the City's AMI system to see if future adjustments are needed.

Staff is requesting that Council authorize increasing Delta Engineering's contract by \$290,000 to a not-to-exceed amount of \$10,748,182 to purchase additional materials and replace the remaining 6,000 plastic oval meter box lids with concrete lids.

ECONOMIC IMPACT

The economic benefits of AMI to customers include greater control over water consumption, given increased interval data and a future customer portal and smartphone application, including prompt water leak notification. Most customers will also benefit from having more accurate meters because they will not be subsidizing a small percentage of customers with water meters which may be reading low due to malfunction, and these customers will more equitably share their proportional cost of water. The system should also aid the community in achieving greater water conservation results over time.

Over the next few years, there will be moderate increases in water service costs to account for the wholesale replacement of all water meters in the City.

STRATEGIC ROADMAP

This agenda item supports the Strategic Priority of Improve Infrastructure. Specifically, this item relates to the implementation of the following project(s):

Project 13: Upgrade Water System Infrastructure

FISCAL IMPACT

As shown in the following table, the total estimated project cost for the AMI Project is \$14,123,923, which includes the increase in the Delta Engineering contract amount of \$290,000 for purchase and installation of additional water meter materials to a not-to-exceed total amount of \$10,748,182.

Project Administration/City-supplied materials (estimate)	\$	150,000
Pilot Study (actual)	\$	62,741
Purchase and Installation of AMI System (Aclara contract)	\$	3,113,000
Purchase of Project Materials (Delta Engineering contract)	\$	10,748,182
Customer Web Portal Pilot Program (estimate)	\$	<u>50,000</u>
Total:	\$	14,123,923

The adopted FY 2020 Capital Improvement Program (CIP) includes \$13,833,923 in the Water Replacement Fund for implementation of the AMI Project. The CIP budget was based on the quantities, types, and models of meters and lids in the 2013 AMI feasibility study, which needed to be adjusted to match actual field conditions. The current total estimated capital cost exceeds the budgeted amount by \$290,000.

Staff is requesting that additional funds be appropriated from the Water Replacement Capital Improvement Fund balance in an amount of \$290,000 to cover the increased project costs. Sufficient funds are available in the Water Replacement Capital Improvement Fund for this appropriation. There will be no impact to the General Fund.

SUSTAINABILITY FEATURES

The AMI system promotes efficient water use and water conservation. The more frequent water consumption data will provide detailed information to help measure the overall effectiveness of targeted conservation initiatives. This information can be used to inform customers about potential leaks or overly high consumption. Analyzing data by frequent time intervals could also enable the City to look at consumption profile data for education and awareness related to conservation. Customers will also be able to be notified of unusual increased or continuous water usage, which could be the result of a leak. Remote notification of leaks allows for the ability to alert customers to an issue before substantial water waste or excessive charges occur.

The AMI Project also eliminated the need for manual meter reading, which reduced the number of vehicle miles traveled by City staff, furthering the City's Climate Action Plan goals of reducing greenhouse gas emissions.

PUBLIC CONTACT

Information about the AMI project can be found on the City's webpage.²

NEXT STEPS

If Council approves the recommendation, staff will increase the contract amount with Delta Engineering by \$290,000 to a not-to-exceed amount of \$10,748,182, to complete the replacement of oval meter box lids for the AMI Project.

Prepared by: Kaitlyn Byrne, Management Analyst

Recommended by: Alex Ameri, Director of Public Works

Approved by:



Kelly McAdoo, City Manager

² Advanced metering webpage:
<https://www.hayward-ca.gov/advanced-metering-infrastructure>

HAYWARD CITY COUNCIL

RESOLUTION NO. 20-____

Introduced by Council Member _____

RESOLUTION AUTHORIZING THE CITY MANAGER TO AMEND THE CONTRACT WITH DELTA ENGINEERING SALES, LLC, TO INCREASE THE CONTRACT AMOUNT BY \$290,000 TO A NOT TO EXCEED AMOUNT OF \$10,748,182, FOR PURCHASE AND INSTALLATION OF ADDITIONAL WATER METER MATERIALS, AND TO APPROPRIATE THESE FUNDS FOR USE IN THE PROJECT

WHEREAS, the Advanced Metering Infrastructure (“AMI”) Project No. 07025 replaced the City’s aging water meter infrastructure, eliminated the need for manual meter reading, and promotes water use efficiency and conservation; and

WHEREAS, the City entered into a contract with Delta Engineering Sales, LLC (“Delta Engineering”) on June 15, 2016 for the purchase of metering and transmitting equipment for the AMI Project in an amount not to exceed \$9,500,000; and

WHEREAS, the City contract with Delta Engineering was amended on August 15, 2018 and December 19, 2018, for the purchase of additional water meters and related equipment to complete the AMI Project and provide an initial inventory of materials for future repairs, replacements, and installations of AMI meters by City staff; and

WHEREAS, the City requires the purchase and installation of additional water meter materials to complete the AMI Project; and

WHEREAS, Delta Engineering can provide the additional water meter materials and installation services required by the City at a cost not to exceed \$290,000; and

WHEREAS, the Capital Improvement Program Water Replacement Fund includes sufficient funding for the contract with Delta Engineering for the purchase and installation of additional water meter materials.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized to amend the agreement with Delta Engineering Sales, LLC, to increase the contract amount by \$290,000, to a total not-to-exceed amount of \$10,748,182, for the purchase and installation of additional water meter materials for the Advanced Metering Infrastructure Project No. 07025, and to appropriate these funds for use in the Project.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2020

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



P.O. Box 663
Downingtown, PA 19335

CONFIDENTIAL Quotation

Quotation Number: Q200318-375

Quotation Date: 3/18/2020

Quotation Valid Until: 10/30/2018

QUOTATION for:

City of Hayward
Utilities & Environmental Services
777 B Street
Hayward, CA 94541
Attention: Daryl Lockhart

SHIP TO:

City of Hayward
Attn: Teresa Tubbs/Store Keeper
Public Works/Water Distribution
24505 Soto Road

Lin	ITEM NO.	DESCRIPTION	QTY	PRICE	Total
1	OC Oval 10x16	City of Hayward - Oval Lid Change Out Phase 2 C2) 10" x 16" Christy Oval Lid Reinforced Concrete M10 Standard Concrete Oval Lid, no probe hole	6,000	18.65	111,900.00
2	Install Lid	Meter Box Cover Installation: • Remove existing polymer lid • Install PVC "T" shape post. • Install MTU using plastic zip tie which will be attached to PVC "T" post • Install a new cement lid • Polymer lids will be returned to the City yard for disposal	6,000	21.75	130,500.00
3	Install MTU-C	Install PVC T-Post and MTU	6,000	4.00	24,000.00
4	Service	Oval Lid Field Audit • Cost for locating oval lid that's actually a non-oval lid Estimated at 200 accounts, Phase 1 actual total = 83	300	2.00	600.00
5	Service	PMI Work Order Mgmt System • Upload service addresses and create work orders • Track installations and photo documentation • Includes 2 installation handheld units NOTES and ASSUMPTIONS: 1) Does not include cost for PVC post or plastic zip tie 2) Lids are non-refundable 3) Shipping CPT Destination (No charge to City for shipping) ADDITIONAL TERMS: A. Payment Terms Net 20 Days from date of invoice B. Any amounts not paid after 20 days shall bear interest at 1 1/2% per month	6,000	2.00	12,000.00

Sales Contact: Bernard Dunham

Cell Phone: 610-858-1548

Office No: 610-873-2290

Fax No: 866-826-8576

E-mail: info@deltaengsales.com

Subtotal \$279,000.00

Sales Tax (9.75%) \$10,910.25

Total \$289,910.25



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: CONS 20-196

DATE: April 7, 2020

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT

Adopt a Resolution Approving Plans and Specifications and Call for Bids for the Sulphur Creek Mitigation Project at Hayward Executive Airport

RECOMMENDATION

That Council adopts a Resolution (Attachment II) approving the plans and specifications for the Sulphur Creek Mitigation Project at Hayward Executive Airport, calling for bids to be received on May 1, 2020.

SUMMARY

The Federal Aviation Administration (FAA) determined that a portion of Sulphur Creek that transverses Hayward Executive Airport (HEA) poses a potential safety hazard to aircraft that may veer off taxiways or runways in an emergency or for other reasons. The preferred solution is to enclose the open channels of the creek as well as grade the immediate areas surrounding the channels.

The three-phased project is entering the third phase. The first phase involved an Environmental Assessment under the National Environmental Policy Act (NEPA). Following the FAA's consultant selection criteria, Council approved a professional services agreement (PSA) with Kimley-Horn, for the design of the Sulphur Creek Mitigation project on July 17, 2018. The final phase is construction of the project. The project budget of \$3,700,000 is funded via the FAA, Caltrans Division of Aeronautics, and the City's Airport Enterprise fund.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution



DATE: April 7, 2020

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT: Adopt a Resolution Approving Plans and Specifications and Call for Bids for the Sulphur Creek Mitigation Project at Hayward Executive Airport

RECOMMENDATION

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SUMMARY

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BACKGROUND

A portion of Sulphur Creek crosses HEA and flows to the San Francisco Bay. Approximately 412 feet of the creek flows in an open channel on the airfield within the Runway Safety Area of Runway 10L-28R. This poses a potential safety hazard if an aircraft leaves the runway pavement due to pilot error or for other reasons. Under these circumstances, the aircraft could impact the open channel with the possibility of significant damage to the aircraft and injury to its occupants.

In 2007, the FAA Runway Safety Action Team (RSAT) recognized this potential safety issue and recommended that the City take steps to cover the open portions of the creek near the runways and grade the immediate area to a smooth surface. Airport staff subsequently

contacted the FAA San Francisco Airports District Office (ADO) and determined this project is eligible for grant funding under the Airport Improvement Program (AIP).

DISCUSSION

The purpose of a Runway Safety Area is to provide a prepared surface in the turf area surrounding a runway to reduce damage in the event of an aircraft undershoot, overshoot, or excursion from the runway. Enclosing the open channel in the Runway 10L-28R Runway Safety Area and grading the immediate area will provide important safety benefits to HEA users and the City. Since this potential safety hazard was identified and funding is available to mitigate the hazard, staff recommends that this issue be addressed.

Since the project is being partially funded by AIP funds, the project must follow FAA policies and procedures. The first phase consisted of an environmental review and preliminary design. A Finding of No Significant Impact (FONSI) was issued by the FAA in May 2016, and extended in 2019, after review of the Environmental Assessment (EA) in compliance with the National Environmental Policy Act (NEPA). The delay between NEPA approval and the commencement of the design phase is primarily because funding for the Sulphur Creek project was deferred until FY 2018, to permit the urgent pavement rehabilitation of Runway 10R-28L in late 2016. The delay was also the result of FAA personnel changes, and the need to research and draft a RFQ for design services.

A California Environmental Quality Act (CEQA) review was also conducted permitting a design for the project and advertisement. In accordance with CEQA, an exemption was filed under Class 1, Section 15301, Existing Facilities as the project improves safety and does not increase capacity. As part of the CEQA process, the City is coordinating with the required agencies regarding appropriate mitigation for impacts identified in the environmental process.

The final phase, which includes reimbursement for the CEQA and permitting efforts, construction costs, and construction support is anticipated to be issued in a Federal FY 2020 AIP grant. Staff estimates a total of \$3.7 million in costs for the remaining phase of the project.

ECONOMIC IMPACT

No economic impact is associated with this item.

FISCAL IMPACT

Most of the cost for the construction of the project will be reimbursed through grants from the FAA covering 90 percent of the actual cost; another match of 5% will be provided through Caltrans' Division of Aeronautics.

The adopted FY 2020 Capital Improvement Program (CIP) includes \$3.1 million for the construction phase, and \$3.7 million total. Staff anticipates that the FAA will reimburse \$3.33 million of this total. A summary of funding sources is noted in the table below:

AGENCY	AMOUNT	PROJECT PHASE
FAA (90%)	\$540,000	Design
FAA (90%)	\$2,790,000	Construction
Caltrans (5%)	\$185,000	Construction
City of Hayward (5% match)	\$185,000	Design and Construction
TOTAL	\$ 3,700,000	

STRATEGIC ROADMAP

This agenda item supports the Strategic Priority of Improve Infrastructure. Specifically, this item relates to the implantation of the following project:

Project 11, Part 11. b: Upgrade and maintain Airport Infrastructure Design.
Enclose and construct open sections of Sulphur Creek adjacent to runways,

SUSTAINABILITY FEATURES

The Airport is committed to developing projects that are environmentally responsible. Therefore, the project requires the contractor to recycle all construction and demolition debris as a result of the project.

PUBLIC CONTACT

The Council Airport Committee (CAC) discussed the Sulphur Creek project on several occasions since 2008. Last discussions occurred during CAC meetings held on April 23, 2015, April 28, 2016, January 20, 2019, September 19, 2019, and January 23, 2020; the meetings in latter 2019 and early 2020 included valuable input from the community, especially the Friends of San Lorenzo Creek. In addition, a community meeting was held on January 15, 2020 to discuss the latest project developments.

NEXT STEPS

May 1, 2020 Bid Opening
June 2020 Award of Contract
May 2021 Start of Construction
August 2021 End of Construction

Prepared by: Kathy Garcia, Deputy Director of Public Works

Recommended by: Alex Ameri, Director of Public Works

Approved by:



Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 20-_____

Introduced by Council Member _____

RESOLUTION APPROVING PLANS AND SPECIFICATIONS AND CALL FOR BIDS
FOR THE SULPHUR CREEK MITIGATION PROJECT AT HAYWARD EXECUTIVE
AIRPORT

WHEREAS, the Federal Aviation Administration (FAA) determined that a portion of Sulphur Creek that transverses Hayward Executive Airport (HEA) poses a potential safety hazard to aircraft that may veer off taxiways or runways in an emergency or for other reasons. The preferred solution is to enclose the open channels of the creek as well as grade the immediate areas surrounding the channels; and

WHEREAS, the three-phased project is entering the third phase, construction. The first phase involved an Environmental Assessment under the National Environmental Policy Act (NEPA) and the second phase involved design of the project by the City's consultant, Kimley-Horn; and

WHEREAS, environmental review under NEPA and CEQA were conducted under previous phases of the project.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Hayward that those certain plans and specifications for the Sulphur Creek Mitigation Project at Hayward Executive Airport, on file in the office of the City Clerk, are hereby adopted as the plans and specifications for the project.

BE IT FURTHER RESOLVED, that the City Clerk is hereby directed to cause a notice calling for bids for the required work and material to be made in the form and manner provided by law.

BE IT FURTHER RESOLVED, that sealed bids therefor will be received by the City Clerk's office at City Hall, 777 B Street, 4th Floor, Hayward, California 94541, up to the hour of 2:00 p.m. on Friday, May 1, 2020, and immediately thereafter publicly opened and declared by the City Clerk in the Public Works Conference Room, 4A, located on the 4th Floor of City Hall, Hayward, California.

BE IT FURTHER RESOLVED, that the City Council will consider a report on the bids at a regular meeting following the aforesaid opening and declaration of same.

NOW, THEREFORE, BE IT RESOLVED that the City Council hereby finds and determines as follows:

IN COUNCIL, HAYWARD, CALIFORNIA _____, 20

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: LB 20-016

DATE: April 7, 2020

TO: Mayor and City Council

FROM: City Manager

SUBJECT

Repeal and Replacement of Temporary Moratorium on Evictions: Repeal of Existing Moratorium and Adoption of Emergency Ordinance Establishing a Temporary Moratorium on Residential and Commercial Evictions in the City of Hayward for Non-Payment of Rent or Mortgage Payments Caused by the Coronavirus (COVID-19) Pandemic to Include Prohibitions on Commercial Evictions, Lender Evictions of Homeowners, and Retaliation against Tenants

RECOMMENDATION

That Council adopts an emergency ordinance repealing the existing temporary moratorium on evictions (Ordinance No. 20-06) and imposing a new temporary moratorium in the City of Hayward for non-payment of rent or mortgage payments caused by the COVID-19 pandemic, which includes prohibitions on commercial evictions, lender evictions of homeowners, and retaliation against tenants and homeowners.

SUMMARY

As a result of the State of Emergency declarations and Alameda County Shelter-in-Place Order during the COVID-19 pandemic outbreak, many residential tenants, homeowners, and commercial businesses have experienced or will experience sudden income loss, leaving them vulnerable to eviction. During the State of Emergency, the public interest in preserving peace, health, and safety, and preventing further transmission of COVID-19 will be served by avoiding unnecessary loss of jobs, displacement, and homelessness. On March 24, 2020, the City Council adopted a 90-day emergency moratorium on evictions of residential tenants due to non-payment of rent caused by the COVID-19 pandemic and on no-fault evictions. At that meeting, the City Council also directed staff to evaluate further the potential of including prohibitions on commercial and homeowner evictions. As a result, staff recommends repealing the existing moratorium (Ordinance No. 20-06) and adopting a replacement emergency ordinance imposing a temporary moratorium that prohibits residential and commercial evictions and lender evictions of homeowners due to non-payment of rent or mortgage payments related to loss of income or increased expenses related to COVID-19, as well as to include explicit prohibitions on retaliation against tenants and homeowners who are protected under this moratorium.

File #: LB 20-016

Enactment of an emergency ordinance would require at least five affirmative votes from the City Council. If only four Council members vote for the proposed ordinance, then adoption would occur at the next City Council meeting and the ordinance would go into effect 30 days after adoption.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Ordinance



DATE: April 7, 2020

TO: Mayor and City Council

FROM: City Manager

SUBJECT: Repeal and Replacement of Temporary Moratorium on Evictions: Repeal of Existing Moratorium and Adoption of Emergency Ordinance Establishing a Temporary Moratorium on Residential and Commercial Evictions in the City of Hayward for Non-Payment of Rent or Mortgage Payments Caused by the Coronavirus (COVID-19) Pandemic to Include Prohibitions on Commercial Evictions, Lender Evictions of Homeowners, and Retaliation against Tenants

RECOMMENDATION

That Council adopts an emergency ordinance repealing the existing temporary moratorium on evictions (Ordinance No. 20-06) and imposing a new temporary moratorium in the City of Hayward for non-payment of rent or mortgage payments caused by the COVID-19 pandemic, which includes prohibitions on commercial evictions, lender evictions of homeowners, and retaliation against tenants and homeowners (Attachment II).

SUMMARY

As a result of the State of Emergency declarations and Alameda County Shelter-in-Place Order during the COVID-19 pandemic outbreak, many residential tenants, homeowners, and commercial businesses have experienced or will experience sudden income loss, leaving them vulnerable to eviction. During the State of Emergency, the public interest in preserving peace, health, and safety, and preventing further transmission of COVID-19 will be served by avoiding unnecessary loss of jobs, displacement, and homelessness. On March 24, 2020, the City Council adopted a 90-day emergency moratorium on evictions of residential tenants due to non-payment of rent caused by the COVID-19 pandemic and on no-fault evictions. At that meeting, the City Council also directed staff to evaluate further the potential of including prohibitions on commercial and homeowner evictions. As a result, staff recommends repealing the existing moratorium (Ordinance No. 20-06) and adopting a replacement emergency ordinance imposing a temporary moratorium that prohibits residential and commercial evictions and lender evictions of homeowners due to non-payment of rent or mortgage payments related to loss of income or increased expenses related to COVID-19, as well as to include explicit prohibitions on retaliation against tenants and homeowners who are protected under this moratorium.

Enactment of an emergency ordinance would require at least five affirmative votes from the City Council. If only four Council members vote for the proposed ordinance, then adoption

would occur at the next City Council meeting and the ordinance would go into effect 30 days after adoption.

BACKGROUND

On March 1, 2020, the Alameda County Public Health Department and Solano County Public Health Department reported two presumptive cases of COVID-19, pending confirmatory testing by the Centers for Disease Control (CDC), prompting Alameda County to declare a local health emergency.

On March 4, 2020, the Governor proclaimed a State of Emergency to exist in California as a result of the threat of COVID-19.

On March 11, 2020, the City Manager, in her capacity as Director of Emergency Services, proclaimed a local emergency due to the spread of COVID-19, which was affirmed by the City Council on March 17, 2020.

On March 16, 2020, the Governor of the State of California issued Executive Order N-28-20 in response to the economic impacts of COVID-19 that threaten to undermine California's housing security and the stability of California businesses due to substantial loss of income, which authorized local jurisdictions to prohibit commercial and residential evictions due to non-payment of rent or mortgage payments, where failure to pay is related to the COVID-19 pandemic.

On March 17, 2020, Alameda County issued a legal order directing residents to shelter at home for three weeks. The order limits activity, travel, and business functions to only the most essential needs. The Shelter-in-Place Order has caused and will continue to cause a decrease in income for many Hayward businesses and residents, which will increase the risk of loss of jobs, displacement, and homelessness. While "essential businesses" such as pharmacies and grocery stores are exempt and restaurants are allowed to serve customers via take-out only, the business community is facing severe economic injury. Businesses small and large have reported a complete collapse of their revenue streams, reduced sales and the need to layoff or reduce their workforce's hours. While sales have dramatically fallen, fixed costs such as rents, health care costs, outstanding loans, and taxes remain on the books.

On March 24, 2020, the City Council adopted an emergency ordinance that 1) established a temporary moratorium on evictions in the City of Hayward for non-payment of rent caused by the COVID-19 pandemic, or for no-fault evictions unless the eviction is necessary for the health and safety of the tenant or landlord (e.g. unit is deemed uninhabitable), and 2) provided residential tenants and landlords mediation services to negotiate payment agreements. At that meeting, the City Council also directed staff to evaluate further the potential of including prohibitions on commercial and homeowner evictions.

DISCUSSION

As a result of the State of Emergency declarations and Alameda County Shelter-in-Place Order during the COVID-19 pandemic outbreak, many residential tenants, homeowners, and commercial businesses have experienced or will experience sudden income loss, leaving them vulnerable to eviction. During the State of Emergency, the public interest in preserving peace, health and safety, and preventing further transmission of COVID-19 will be served by avoiding unnecessary loss of jobs, displacement, and homelessness. On March 24, 2020, the City Council adopted a 90-day emergency moratorium on evictions of residential tenants due to non-payment of rent caused by the COVID-19 pandemic and on no-fault evictions. At that meeting, the City Council also directed staff to evaluate further the potential of including prohibitions on commercial and homeowner evictions. As a result, staff recommends repealing the emergency ordinance adopted on March 24, 2020 (Ordinance No. 20-06) and adopting a new emergency ordinance imposing a moratorium on both residential and commercial evictions, and lender evictions of homeowners due to non-payment of rent or mortgage payments related to loss of income or increased expenses related to COVID-19, as well as to include explicit prohibitions on retaliation against tenants and homeowners who are protected under this moratorium. The moratorium on evictions does not cover other reasons for evictions that are caused by a commercial tenant or homeowner, such as substantially violating material terms of the rental or mortgage agreement. The proposed amendments to the Ordinance include:

Applicability. All residential rental units, commercial rental units, and any residence subject to a mortgage payment that are occupied by the homeowners.

Term. If adopted, as an emergency ordinance, the new moratorium would be effective immediately and expire 90 days from that date of adoption.

Added Prohibitions. The new moratorium would expand the original protections for residential rental tenants to also prohibit evictions of commercial tenants and lender evictions of homeowners during the moratorium for nonpayment of rent or mortgage payments related COVID-19, the State of Emergency regarding COVID-19, or following government-recommended COVID-19 precautions, as well as explicit prohibitions on retaliation against tenants and homeowners who are protected under this moratorium.

Landlord and Lender Notification Requirement. Residential and Commercial tenants and homeowners must make a good faith effort to notify the landlord or lender, respectively, in writing of the loss of income and/or increased expense related to COVID-19 and inability to pay the full rent or mortgage.

Documentation Requirements. Residential and commercial tenants and homeowners should be prepared to provide documentation to support their claim. This documentation could include but is not limited to: medical bills or medical reports; documents showing reduced income such as pay stubs or unemployment benefit documents; correspondence from an employer citing COVID-19 as a basis for reduction in work hours or termination of employment; documents showing reduced business income; or correspondence by a business owner citing COVID-19 as a basis for reduced business hours or business closure.

Payment of Past Due Rent or Mortgage. Nothing in the proposed Ordinance would relieve residential or commercial tenants or homeowners of the liability for unpaid rent or mortgage payments.

No-Fault Evictions for Public Health or Safety. The carve-out for no-fault evictions necessary for public health or safety is intended to deal with a situation where the unit is uninhabitable or subject to some type of regulatory action such as a code enforcement or fire department 'red tag' order. This carve-out is not an opportunity to exploit or avoid the constraints of this emergency ordinance.

Mediation Services. Through the Residential Rent Stabilization Program, the City will provide mediation services to assist residential landlords and tenants to enter into repayment agreements for past due rent. Mediation will not be available for commercial tenants or property owners' negotiating forbearance agreements with their lender.

Next Steps

Enactment of an emergency ordinance would require at least five affirmative votes from the City Council. If only four Council members vote for the proposed ordinance, then adoption would occur at the next City Council meeting and the ordinance would go into effect 30 days after adoption. Upon adoption, the existing moratorium (Ordinance No. 20-060) would be repealed and replaced with the newly adopted emergency ordinance. Upon adoption, City staff will notify business groups and relevant community organizations.

FISCAL IMPACT

There is no fiscal impact associated with the adoption of the replacement temporary moratorium ordinance on evictions.

PUBLIC CONTACT

Staff has notified several key stakeholders of the proposed replacement moratorium Ordinance, including the Chamber of Commerce, the Downtown Hayward Improvement District, United Merchants, Downtown Business Association, landlord and broker associations, and residential tenant advocacy groups.

Prepared by: Christina Morales, Housing Division Manager
Jennifer Ott, Deputy City Manager

Approved by:



Kelly McAdoo, City Manager

ORDINANCE NO. 20-

AN EMERGENCY ORDINANCE OF THE CITY COUNCIL OF THE CITY OF HAYWARD REPEALING ORDINANCE No. 20-06 AND ADOPTING A TEMPORARY MORATORIUM ON RESIDENTIAL AND COMMERCIAL EVICTIONS IN THE CITY OF HAYWARD FOR NON-PAYMENT OF RENT OR MORTGAGE PAYMENTS CAUSED BY THE CORONAVIRUS (COVID-19) PANDEMIC, OR FOR A NO-FAULT REASON UNLESS THE EVICTION IS NECESSARY FOR THE IMMINENT HEALTH AND SAFETY OF THE TENANT OR LANDLORD

THE CITY COUNCIL OF THE CITY OF HAYWARD hereby ordains as follows:

SECTION 1.**Repeal of Existing Moratorium.**

Ordinance No. 20-06, adopted by the Hayward City Council as an emergency ordinance on March 24, 2020 is hereby repealed and replaced with the ordinance enacted herein.

SECTION 2.**Findings and Statement of Urgency.**

- A. Pursuant to Article XI, Sections 5 and 7 of the California Constitution, Government Code Sections 36934 and 36937, and section 617 of the Charter of the City of Hayward, the City may make and enforce all regulations and ordinances using its police powers to regulate municipal affairs and may enact emergency ordinances for the immediate preservation of the public peace, health, or safety.
- B. In late December 2019, several cases of unusual pneumonia began to emerge in the Hubei province of China. On January 7, 2020, a novel coronavirus now known as COVID-19 was identified as the likely source of the illness.
- C. On January 30, 2020, the World Health Organization (“WHO”) declared COVID-19 a Public Health Emergency of International Concern. On January 31, 2020, the United States Secretary of Health and Human Services declared a Public Health Emergency.
- D. On March 4, 2020 the Governor of California declared a State of Emergency due to the COVID-19 pandemic.
- E. On March 11, 2020, the City Manager declared a Local Emergency in the City of Hayward due to the COVID-19 pandemic, which was affirmed by resolution of the Hayward City Council on March 17, 2020.
- F. On March 13, 2020, the President of the United States declared a National Emergency due to the COVID-19 pandemic.
- G. On March 16, 2020, the health officers of seven jurisdictions in the San Francisco Bay Area, including the County of Alameda, issued an Order to all residents of the respective jurisdictions to shelter in their homes in an effort to slow the progression of the COVID-19 pandemic. As of 5:00 p.m. on March 15, 2020, 15 cases of COVID-19 were known to exist in Alameda County, as well as at least 258 confirmed cases and at least three deaths in the seven Bay Area jurisdictions jointly issuing the Order, including a

significant and increasing number of suspected cases of community transmission and likely further increases in transmission.

- H. On March 16, 2020, the Governor issued Executive Order N-28-20, authorizing local jurisdictions to prohibit commercial and residential evictions due to non-payment of rent or mortgage payments, where failure to pay is related to the COVID-19 pandemic. The Executive Order also requested all financial institutions holding mortgages to implement an immediate moratorium on foreclosures and related evictions when the default by the borrower was caused by the COVID-19 pandemic and directed certain state agencies to work with financial institutions to identify tools to be used to afford borrowers relief from the threat of residential foreclosures.
- I. On March 24, 2020 the Hayward City Council adopted Ordinance No. 20-06, an emergency ordinance imposing a moratorium on residential evictions where non-payment of rent is due to a substantial decrease in household (including but not limited to, a substantial decrease in household income caused by layoffs or a reduction in the number of compensable hours of work,) or substantial out-of-pocket medical expenses caused by the COVID-19 pandemic, or by any local, state, or federal government response to the COVID-19 pandemic, or evictions for a no-fault reason unless the eviction is necessary for the imminent health and safety of the tenant and landlord.
- J. The City of Hayward has one of the least affordable housing markets in California and the United States. Renters occupy about 49 percent of the City's housing stock and 57 percent of renters spend more than 30 percent of their income on housing.
- K. During the COVID-19 pandemic outbreak, as a result of the State of Emergency declarations and the Shelter in Place Order, many tenants and homeowners have experienced sudden income loss and further income impacts are anticipated, leaving tenants vulnerable to eviction due to failure to pay rent or mortgage payments.
- L. Affected tenants and homeowners who have lost income due to impact on the economy or their employment as a result of the State of Emergency declarations and the Shelter in Place Order are at risk of homelessness if they are evicted for non-payment as they will have little or no income and thus be unable to secure other housing if evicted.
- M. Displacement through eviction destabilizes the living situation of tenants and homeowners and impacts the health of Hayward's residents by uprooting children from schools, disrupting the social ties and networks that are integral to the community's welfare and the stability of communities within the City.
- N. Displacement through eviction creates undue hardship for tenants and homeowners through additional relocation costs, stress and anxiety, and the threat of homelessness due to the lack of alternative housing.
- O. During the COVID-19 pandemic outbreak, as a result of the State of Emergency declarations and the Shelter in Place Order, bars and restaurants have been ordered to only serve food for delivery or pick-up; many other businesses have been determined to be non-essential, and thus ordered to effectively cease operations. Consequently, many businesses have experienced sudden income loss due to reduced business hours, business closure, or reduced consumer demand, and further income impacts are anticipated.
- P. The loss of income caused by the effects of COVID-19 and the public health orders have, and will, impact commercial tenants' ability to pay rent when due, leaving them vulnerable to eviction.

- Q. Providing commercial tenants with short-term protection from eviction due to the inability to pay rent will help avoid further business closures and job losses
- R. Eviction of commercial tenants disrupts the social ties and networks that are integral to the community's welfare and the stability of communities within the City.
- S. Eviction of commercial tenants creates undue hardship for business owners through additional relocation costs, stress and anxiety, and the threat of losing residential housing due to lack of business income.
- T. The City Council finds and determines that during this state of emergency the public interest in preserving peace, health, and safety and preventing further transmission of COVID-19, would be served by avoiding unnecessary displacement and homelessness.
- U. The City Council further finds and determines that a temporary moratorium on residential and commercial evictions is necessary to protect public health and safety, where inability to pay is due to a substantial decrease in household or business income (including but not limited to, a substantial decrease in household income caused by layoffs or a reduction in the number of compensable hours of work, or a substantial decrease in business income caused by a reduction in opening hours or consumer demand) or substantial out-of-pocket medical expenses caused by the COVID-19 pandemic, or by any local, state, or federal government response to the COVID-19 pandemic, or evictions for a no-fault reason unless the eviction is necessary for the imminent health and safety of the tenant and landlord.
- V. Based upon the above-described facts and circumstances, and for these same reasons, the City Council finds that this ordinance is necessary as an emergency measure for preserving the public peace, health and safety, and therefore it may be introduced and adopted at one and the same meeting, and shall become effective immediately upon its adoption by five (5) or more affirmative votes of the Hayward City Council but shall be of no further force or effect 90 days from its date of adoption unless otherwise extended by the City Council.

SECTION 3. Definitions.

- A. **Commercial Rental Agreement.** An oral, written, or implied agreement between a Landlord and a Tenant for use or occupancy of a Commercial Rental Unit.
- B. **Commercial Rental Unit.** Any building, structure, or part thereof, or appurtenant thereto, or any other rental property rented or offered for rent, other than for living or dwelling purposes.
- C. **Covered Reason for Delayed Payment.** A tenant's or homeowner's inability to pay rent or mortgage payments which arises from a substantial decrease in household or business income (including but not limited to, a substantial decrease in household income caused by layoffs or a reduction in the number of compensable hours of work, or was unable to work because their children were out of school, or a substantial decrease in business income caused by a reduction in opening hours or consumer demand) or substantial out-of-pocket medical expenses and the decrease in household or business income or the out-of-pocket medical expenses were caused by the COVID-19 pandemic, or by any local, state, or federal government response to COVID-19, and is documented.

- D. Homeowner. The owner or owners of a Residence subject to a mortgage payment or similar loan secured by the residential unit. Homeowner includes the owner of a Mobile home.
- E. Housing Service. A service provided by the Landlord related to the use or occupancy of a Residential Rental Unit, including but not limited to, insurance, repairs, replacement, maintenance, painting, lighting, heat, water, elevator service, laundry facilities, janitorial service, refuse removal, furnishings, parking, security service, and employee services.
- F. Landlord. Any owner, lessor, or sublessor of real Property who receives or is entitled to receive Rent for the use or occupancy of any Residential or Commercial Rental Unit or portion thereof in the City of Hayward, and the designated representative, agent, or successor of such owner, lessor, or sublessor.
- G. Lender. The mortgagee of a purchase money or similar mortgage, or the holder or beneficiary of a loan secured by one or more Residences, which person has the right to mortgage or similar payments from the Homeowner as mortgagor, including a loan servicer, and the agent, representative, or successor of any of the foregoing.
- H. Moratorium Period. The period from the effective date of this Ordinance and continuing for ninety (90) days thereafter unless extended by the City Council. Mobile home. A structure transportable in one or more sections, designed and equipped to contain no more than one dwelling unit, to be used with or without a foundation system.
- I. Mortgage Payment. The predetermined set of payments that a borrower is obliged to pay to a lender pursuant to a debt instrument, which is secured by specified real estate property as collateral.
- J. No-Fault Eviction. No-fault eviction refers to any eviction for which the notice to terminate tenancy is not based on alleged fault by the tenant, including but not limited to, the circumstances described in Hayward Municipal Code section 12-1.13(b)(7) – (10) or any notice served pursuant to Code of Civil Procedures 1161, et seq, or other applicable law.
- K. Rent. All periodic payments and all nonmonetary consideration including, but not limited to, the fair market value of goods, labor performed or services rendered to or for the benefit of the Landlord for use or occupancy of a Residential Rental Unit and Housing Services under a Rental Housing Agreement or a Commercial Rental Unit under a Commercial Rental Agreement, as the case may be.
- L. Rental Housing Agreement. An oral, written, or implied agreement between a Landlord and a Tenant for use or occupancy of a Rental Unit and Housing Services.
- M. Residence. A structure, including a mobile home, or the portion thereof that is used as a home, residence, or sleeping place by one person who maintains a household or by two or more persons who maintain a common household, and which person or household pays

mortgage payments to a lender for the use and/or occupancy of the structure or Mobile home, or the space where a Mobile home is located.

N. Residential Rental Unit. Any building, structure, or part thereof, or appurtenant thereto, or any other rental Property Rented or offered for Rent for living or dwelling purposes, including houses, apartments, rooming or boarding house units, and other real properties used for living or dwelling purposes, together with all Housing Services connected with the use or occupancy of such Property. For purposes of this ordinance a Residential Rental Unit shall also include a mobile home or mobile home space.

O. Tenant. A Tenant, subtenant, lessee, sublessee, or a person entitled under the terms of a Rental Housing Agreement or Commercial Rental Agreement, to the use or occupancy of a Residential Rental Unit, or a Commercial Rental Unit, respectively.

SECTION 4. Imposition of Temporary Moratorium on Certain Non-Payment and No-Fault Evictions

A. During the Moratorium Period, no Landlord shall evict a tenant, nor shall any lender evict a homeowner, under either of the following circumstances: (1) for nonpayment of rent or mortgage payments if the tenant or homeowner demonstrates that inability to pay arises out of a substantial decrease in household or business income (including but not limited to, a substantial decrease in household income caused by layoffs or a reduction in the number of compensable hours of work, or was unable to work because their children were out of school, or a substantial decrease in business income caused by a reduction in opening hours or consumer demand) or substantial out-of-pocket medical expenses and the decrease in household or business income or the out-of-pocket medical expenses were caused by the COVID-19 pandemic, or by any local, state, or federal government response to COVID-19, and is documented, or (2) for a no-fault eviction unless necessary for the imminent health and safety of tenants, neighbors, or the landlord.

B. A landlord or lender who reasonably knows that a tenant or homeowner cannot pay some or all of the rent or mortgage payments temporarily for the reasons set forth in paragraph A of this section shall not serve a notice informing a tenant or homeowner of the termination of their right to occupy a Residential Rental Unit, Commercial Rental Unit, or Residence, in accordance with applicable California law, including but not limited to a 3- or 30-day notice to pay or quit, or otherwise seek to evict for nonpayment of rent or mortgage payments. A landlord or lender knows of the tenant's or homeowner's inability to pay within the meaning of this Ordinance if the tenant or homeowner notifies the landlord or lender in writing of lost income and inability to pay full rent or mortgage payments and is able to provide documentation to support the claim. Requirements to notify the landlord or lender do not preclude the tenant or homeowner from protections under the Moratorium if the tenant or homeowner was unable to notify the landlord or lender in writing.

C. For purposes of this section, "in writing" includes email or text communications to the landlord or lender, or the landlord's or lender's representative with whom the tenant or homeowner has previously corresponded by email or text.

D. For the purposes of this section, documentation to support a claim of inability to pay due to the COVID-19 pandemic may include, without limitation: a statement signed under penalty of perjury that the inability to pay is due to a Covered Reason for Delayed Payment as defined herein; medical bills or reports; documents showing reduced income such as pay stubs or unemployment benefit documents; correspondence from an employer citing COVID-19 as a basis for reduction in work hours or termination of employment; documents showing reduced business income; correspondence by a business owner citing COVID-19 as a basis for reduced business hours or business closure. Any medical or financial information provided to the landlord shall be held in confidence, and only used for evaluating the tenant's claim.

E. Nothing in this Ordinance shall relieve the tenant or homeowner of liability for the unpaid rent or mortgage payments, which the landlord or lender may seek after expiration of the moratorium, unless the parties agree otherwise. A landlord may not charge or collect a late fee for rent that is delayed for the reasons stated in this Ordinance.

F. A tenant or landlord may request to participate in a mediation process through the City of Hayward Rent Review Office, to assist the parties with negotiating, among other things, reduced rental payment amounts during the moratorium period and repayment schedules for unpaid rent during the moratorium period. Any negotiated reduced rent during the mediation process would not affect the base rent calculation of rent-controlled units pursuant to Chapter 12, Article 1 of the Hayward Municipal Code. The parties may request the assistance of the Rent Review Office, to renegotiate agreements as circumstances change. This paragraph shall only apply to tenants and landlords of residential rental units.

SECTION 5. Application

A. This Ordinance applies to all residential rental units, commercial rental units, and residences in the City of Hayward.

B. This Ordinance applies to nonpayment eviction notices, no-fault eviction notices, unlawful detainer actions under California Code of Civil Procedure section 1161, termination of tenancy in a Mobile home park under the Mobile home Residency Law (see Civil Code sections 798.55, et. seq.), petition for writ of possession, or any other action to recover possession of the Residential Rental Unit, Commercial Rental Unit, or Residence, or to otherwise cause tenants or homeowners to vacate the Residential Rental Unit, Commercial Rental Unit, or Residence, based on such notices served or filed during the effective period of this Ordinance. With respect to delayed payment covered by this Ordinance, a landlord may seek such rent after expiration of the moratorium. No landlord or lender may institute unlawful detainer proceedings under California Code of Civil Procedure section 1161, termination of tenancy in a Mobile home park under the Mobile home Residency Law (see Civil Code sections 798.55, et. seq.), petition for writ of possession, or any other action to recover possession of the Residential Rental Unit, Commercial Rental Unit, or Residence, or to otherwise cause tenants or homeowners to

vacate the Residential Rental Unit, Commercial Rental Unit, or Residence, for non-payment for a period of 90 days after expiration of the moratorium, unless the tenant or homeowner has breached the terms of a rental or mortgage payment agreement negotiated during the term of this moratorium. In any event the landlord or lender must meet and confer with the tenant or homeowner prior to commencement of any proceedings described in this section.

C. Non-compliance by a landlord or lender with any applicable provision of this Ordinance shall constitute an affirmative defense for a tenant or homeowner against any proceeding instituted by a landlord or lender described in this section.

SECTION 6. Retaliation Prohibited.

A landlord or lender shall not retaliate against a tenant or homeowner for nonpayment of rent or mortgage payments caused by COVID-19 or for exercising their rights under this Ordinance, including but not limited to shutting off any utilities or reducing services or amenities to which the tenant or homeowner would otherwise be entitled.

SECTION 7. Enforcement

The City, at its sole discretion, may choose to enforce the provisions of this ordinance through administrative fines and any other administrative procedure set forth in Hayward Municipal Code Chapter 1, section 1-3.00. Violations of the provisions of this ordinance may be subject to fines of up to \$4,000. The City's decision to pursue or not pursue enforcement of any kind shall not affect a tenant's rights to pursue civil remedies. The City Attorney is authorized to institute a civil action or pursue criminal prosecution to enforce any provisions of this Ordinance.

SECTION 8. Civil Remedies.

A Tenant or homeowner may bring a civil suit in the courts of the state alleging that a Landlord or lender has violated any of the provisions of this Ordinance or any regulations promulgated hereunder. In a civil suit, a Landlord or lender found to violate this Ordinance shall be liable to the Tenant or homeowner for all actual damages, which may include an award for mental and/or emotional distress and/or suffering, or for minimum damages in the sum of one thousand dollars (\$1,000.00), whichever is greater, and whichever other relief the court deems appropriate. A prevailing Tenant or homeowner in a civil action brought to enforce this Ordinance shall be awarded reasonable attorneys' fees and costs. Additionally, upon a showing that the Landlord or lender has acted willfully or with oppression, fraud, or malice, the Tenant or homeowner shall be awarded treble damages. No administrative remedy need be exhausted prior to filing suit pursuant to this Section.

SECTION 9. Severability.

If any section, subsection, sentence, clause, phrase or word of this Ordinance is for any reason held to be invalid and/or unconstitutional by a court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this ordinance.

SECTION 10. Effective Date and Expiration Date.

This Ordinance shall become effective immediately upon its adoption by five (5) or more affirmative votes of the Hayward City Council but shall be of no further force or effect 90 days from its date of adoption unless otherwise extended by the City Council.

SECTION 11. California Environmental Quality Act (CEQA)

The City Council independently finds and determines that this action is exempt from CEQA pursuant to Public Resources Code section 21065, based on the finding that this Ordinance is not a “project” within the meaning of Section 15378 of the CEQA Guidelines. The City Council further independently finds and determines that this action is exempt from CEQA pursuant to Section 15061(b)(3) of the CEQA Guidelines, as an activity that is covered by the general rule that CEQA applies only to projects which have the potential for causing a significant effect on the environment. The general exemption applies in this instance because it can be seen with certainty that there is no possibility that the proposed amendments could have a significant effect on the environment, and thus are not subject to CEQA. Thus, it can be seen with certainty that the proposed project would not have a significant effect on the environment.

INTRODUCED at a special meeting of the City Council of the City of Hayward, held the __ day of April, 2020, by _____.

ADOPTED at a special meeting of the City Council of the City of Hayward, held the day of April, 2020, by the following votes of members of said City Council:

- AYES: COUNCIL MEMBERS:
- MAYOR:
- NOES: COUNCIL MEMBERS:
- ABSTAIN: COUNCIL MEMBERS:
- ABSENT: COUNCIL MEMBERS:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



CITY OF HAYWARD

Hayward City Hall
777 B Street
Hayward, CA 94541
www.Hayward-CA.gov

File #: LB 20-015

DATE: April 7, 2020

TO: Mayor and City Council

FROM: Deputy City Manager

SUBJECT

Minimum Wage Ordinance: Introduce an Ordinance to Amend Chapter 6 “Minimum Wage Ordinance” of the City of Hayward Municipal Code Delaying the Implementation Date and Modifying the Yearly Adjustment Date for Increases in Response to Significant Impacts to Businesses Caused by the COVID-19 Pandemic

RECOMMENDATION

That Council introduces an Ordinance to amend Chapter 6 “Minimum Wage Ordinance” of the City of Hayward Municipal Code delaying the implementation date of the ordinance to January 1, 2021, adjusting the date of the yearly increases from July 1 to January 1, and finding that the proposed Ordinance is not a project under CEQA and, in any event, exempt under Section 15061 of the CEQA guidelines.

SUMMARY

Based on direction from Council at the March 24 meeting, staff has brought forward introduction of an ordinance delaying the implementation of the local minimum wage standards for the City of Hayward from July 1, 2020 to January 1, 2021 and adjust the yearly scheduled increases from July 1 to January 1, beginning January 1, 2022.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Proposed Ordinance
Attachment III	Employer Cost Comparison
Attachment IV	Business and Employee Demographics



DATE: April 7, 2020

TO: City Council

FROM: Deputy City Manager

SUBJECT: Minimum Wage Ordinance: Introduce an Ordinance to Amend Chapter 6 “Minimum Wage Ordinance” of the City of Hayward Municipal Code Delaying the Implementation Date and Modifying the Yearly Adjustment Date for Increases in Response to Significant Impacts to Businesses Caused by the COVID-19 Pandemic

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That Council introduces an Ordinance to amend Chapter 6 “Minimum Wage Ordinance” of the City of Hayward Municipal Code delaying the implementation date of the ordinance to January 1, 2021, adjusting the date of the yearly increases from July 1 to January 1, and finding that the proposed Ordinance is not a project under CEQA and, in any event, exempt under Section 15061 of the CEQA guidelines.

SUMMARY

Based on direction from Council at the March 24 meeting, staff has brought forward introduction of an ordinance delaying the implementation of the local minimum wage standards for the City of Hayward from July 1, 2020 to January 1, 2021 and adjust the yearly scheduled increases from July 1 to January 1, beginning January 1, 2022.

BACKGROUND

On February 4, 2020, the City Council adopted an ordinance establishing a local minimum wage for the City of Hayward. Per the adopted ordinance, beginning July 1, 2020, employers with 26 or more employees would need to pay at least \$15.00 an hour and those employers with 25 or fewer employees would need to pay \$14.00 an hour.

In subsequent years, beginning July 1, 2021, the minimum wage would increase based on the Consumer Price Index for the San Francisco-Oakland Hayward region. Beginning January 1, 2023, the minimum wage for small businesses would increase to \$15.00 an hour in alignment with state law and would increase each January as directed by the state. Large employers would continue to have the local ordinance increase each July 1.

On March 17, 2020, the City Council ratified a locally-declared state of emergency due to the COVID-19 pandemic.

On March 17, 2020, the County of Alameda Health Officer shelter-in-place order went into effect, which required the closure of any for-profit, non-profit or educational entities, regardless of the nature of the service, the function they perform or its corporate or entity structure. While “essential businesses” such as pharmacies and grocery stores are exempt and restaurants are allowed to serve customers via take-out only, the business community is facing severe economic injury. Businesses, small and large, have reported a complete collapse of their revenue streams, reduced sales, and the need to lay off or reduce their workforce’s hours. While sales have dramatically fallen, fixed costs such as rents, health care costs, outstanding loans, and taxes remain on the books.

On March 24, 2020, in response to the economic impacts of the COVID-19 crisis, the City Council approved a referral to direct staff to bring an item for Council consideration to delay the implementation of the minimum wage ordinance adopted on February 4, 2020 (Ordinance No. 20-03). Specifically, Council requested the following items be brought forward for consideration:

1. A six-month delay of the July 1, 2020 minimum wage increases until January 1, 2021.
2. A corresponding delay of future year increases so that they occur also on January 1 in subsequent years.
3. Any other minor adjustments to the ordinance that staff deems necessary to aid in the implementation of the local minimum wage ordinance.

DISCUSSION

Based on the direction on March 24, 2020 in the City Council referral and analysis of the issues, staff recommends the City Council introduce an ordinance amending Chapter 6 “Minimum Wage Ordinance” of the City of Hayward Municipal Code as follows:

Section 6-15.12 (b)

Beginning on ~~July 1, 2020~~ **January 1, 2021**, the minimum wage shall be an hourly rate of \$14.00 for small businesses. To prevent inflation from eroding its value, on ~~July 1, 2021 and July 1, 2022~~ **January 1, 2022**, the minimum wage shall increase by an amount corresponding to the Consumer Price Index (CPI), if any, to account for the increase in the cost of living but such increases shall not exceed a total of \$15.00 per hour. Beginning on January 1, 2023, the minimum wage shall be \$15.00 in accordance with current State of California minimum wage law. Beginning on January 1, 2024, and every January 1st thereafter the minimum wage shall increase by an amount corresponding to the CPI in accordance with State law.

Section 6-15.12 (c)

Beginning on ~~July 1, 2020~~ **January 1, 2021**, the minimum wage shall be an hourly rate of \$15.00 for large businesses. To prevent inflation from eroding its value, beginning on ~~July 1, 2021~~ **January 1, 2022**, and each ~~July~~ **January 1st** thereafter, the minimum wage shall increase by an amount corresponding to the **Consumer Price Index (CPI)** ~~increase~~, if any, **to account for the increase** in the cost of living not to exceed five percent.

These proposed amendments will reset the implementation date of the local minimum wage ordinance to January 1, 2021 and the yearly increases to January 1st subsequent years. For small businesses, the minimum wage will come into alignment with the State mandated minimum wage on \$15.00 an hour beginning January 1, 2023 and each year thereafter. For large businesses, the City of Hayward will always remain greater than the State mandated minimum wage; however, the adjustment to January yearly increases will simplify the ordinance with only one wage change per year for both small and large businesses and reduce the amount of noticing that the City will have to complete each year. The table below summarizes the new dates and projected minimum wage rates for both large and small businesses.

Date	Small Businesses Proposed	Large Businesses Proposed	State Wage Rate Small/Large
January 1, 2021	\$14.00	\$15.00	\$13.00/\$14.00
January 1, 2022	\$14.42 (\$14 + CPI)	\$15.45 (\$15 + CPI)	\$14.00/\$15.00
January 1, 2023	\$15.00	\$15.91 (+CPI)	\$15.00/\$15.00

*The wage rates listed above assume a 3% CPI increase. The Governor can pause the increase in State minimum wage due to a recession in the economy.

Section 6-15.11 Definitions

“Large Business” means a business with 26 or more full or part-time employees **including persons employed outside the city.**

“Small Business” means a business with 25 or fewer full or part-time employees **including persons employed outside the city.**

The additional language added to the definitions of “Large” and “Small” businesses will clarify for those businesses that have multiple locations both inside and outside the City of Hayward.

ECONOMIC IMPACT

The proposed amendments are in response to the unprecedented impacts caused by the COVID-19 pandemic. Businesses across the region have had to close their doors for several weeks to help slow the spread of the virus. Many businesses have chosen to continue to pay their employees when possible, even without income coming into the business to support

their employees. The delaying of the start of the Local Minimum Wage will allow Hayward businesses additional time to recover from the extended closures and the significant economic losses many are experiencing.

A delay of six months for increasing the minimum wage will have a cost savings of approximately \$3,580 per employee for small and large businesses. For the average medium restaurant in Hayward that employs 13 full time employees, the cost savings by delaying the implementation of the minimum wage increase to January 1, 2021 will be approximately \$46,540.

Staff has received requests from several businesses seeking a delay in the implementation date of the local minimum wage rates due to the closures and economic losses due to the COVID-19 outbreak. While the State and Federal governments are trying to provide aid to small businesses during the outbreak, most of the programs are loans that must be paid back. The City also has launched the COVID-19 Business Resiliency Grant Program to assist small businesses and restaurants with \$5,000 grants. With the available funds, the City will be able to assist 76 businesses with the small grants.

FISCAL IMPACT

Local jurisdictions that adopt a minimum wage that differs from the State are required to provide notification to the business community each time the local minimum wage is adjusted. Based on the current ordinance, notification is required in April each year. Beginning in January 2023, notices would be required twice a year (April and October) due to the different yearly increase occurring for Large and Small businesses. The cost for each notice is approximately \$13,000 for each round of noticing to be completed, for a total of cost of \$26,000 in 2023.

If the proposed amendments are adopted for adjusting all increases to January, the notification costs will remain at approximately \$13,000 each year as only one round of notifications are required.

STRATEGIC ROADMAP

This agenda item supports the Strategic Priority of Grow the Economy. Specifically, this item relates to the implementation of the following project:

Project 7: Develop and implement a local minimum wage ordinance.

NEXT STEPS

If the Council introduces the Ordinance this evening, adoption would be scheduled for the next Council meeting and the Ordinance would be effective 30 days following adoption. If the Ordinance is adopted, no later than October 1, 2020, official notices will be made available to all businesses via the City website, in addition of mailed and emailed notifications.

Prepared by: Catherine Ralston, Economic Development Specialist

Recommended by: Paul Nguyen, Economic Development Manager
Jennifer Ott, Deputy City Manager

Approved by:

A handwritten signature in black ink, appearing to read 'K. McAdoo', written over a horizontal line.

Kelly McAdoo, City Manager

ORDINANCE NO. 20-

AN ORDINANCE OF THE CITY OF HAYWARD, AMENDING ARTICLE 15 OF CHAPTER 6 OF THE HAYWARD MUNICIPAL CODE RELATING TO PAYMENT OF MINIMUM WAGES BY EMPLOYERS

THE CITY COUNCIL OF THE CITY OF HAYWARD DOES ORDAIN AS FOLLOWS:

Section 1. Article 15 of Chapter 6 of the Hayward Municipal Code is hereby amended as follows:

SEC. 6-15.11 Definitions.

The following terms shall have the following meanings:

“Large Business” means a business with 26 or more full or part-time employees including persons employed outside the city.

“Small Business” means a business with 25 or fewer full or part-time employees including persons employed outside the city.

SEC. 6-15.12 Minimum Wage.

(b) Beginning on January 1, 2021, the minimum wage shall be an hourly rate of \$14.00 for small businesses. To prevent inflation from eroding its value, on January 1, 2022, the minimum wage shall increase by an amount corresponding to the Consumer Price Index (CPI), if any, to account for the increase in the cost of living, but such increases shall not exceed a total of \$15.00 per hour. Beginning on January 1, 2023, the minimum wage shall be \$15.00 in accordance with current State of California minimum wage law. Beginning on January 1, 2024, and every January 1st thereafter, the minimum wage shall increase by an amount corresponding to the CPI in accordance with State law.

(c) Beginning on January 1, 2021, the minimum wage shall be an hourly rate of \$15.00 for large businesses. To prevent inflation from eroding its value, beginning on January 1, 2022, and each January 1st thereafter, the minimum wage shall increase by an amount corresponding to the Consumer Price Index (CPI), if any, to account for the increase in the cost of living not to exceed five (5) percent.

Section 2. California Environmental Quality Act (CEQA). The City Council independently finds and determines that this action is exempt from CEQA pursuant to Section 15061(b)(3) of the CEQA Guidelines, as an activity that is covered by the general rule that CEQA applies only to projects which have the potential for causing a significant effect on the environment. The general exemption applies in this instance because it can be seen with certainty that there is no possibility that the proposed amendments could have a significant effect on the environment, and thus are not subject to CEQA. Thus, it can be seen with certainty that the proposed project would not have a significant effect on the environment.

Section 3. If any section, subsection, paragraph or sentence of this Ordinance, or any part thereof, is for any reason found to be unconstitutional, invalid or beyond the authority of the City of Hayward by a court of competent jurisdiction, such decision shall not affect the validity or effectiveness of the remaining portions of this Ordinance.

Section 4. Pursuant to Section 620 of the Charter of the City of Hayward, this Ordinance shall become effective thirty (30) days from the date of its adoption by the City Council.

INTRODUCED at a regular meeting of the City Council of the City of Hayward, held the ___ day of, _____ 2020, by Council Member _____ .

ADOPTED at a regular meeting of the City Council of the City of Hayward held the day of _____ , 2020, by the following votes of members of said City Council.

AYES:	COUNCIL MEMBERS:
	MAYOR:
NOES:	COUNCIL MEMBERS:
ABSTAIN:	COUNCIL MEMBERS:
ABSENT:	COUNCIL MEMBER

APPROVED: _____
Mayor of the City of Hayward

DATE: _____

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward

Employer Cost Comparison

There are multiple State and Federal taxes and fees employers must pay, which are based upon the amount of an employee's wages. These include:

- **Federal Unemployment (FUTA):** The Department of Labor oversees state programs that provide unemployment benefits to workers who become unemployed because of an incident out of their control. FUTA is 3% on the first \$7,000 of an employee's wages.
- **California Unemployment (SUTA):** A state-sponsored insurance program, provides benefits to unemployed workers, the disabled, and those on paid family leave. Range is 1.5 – 8.2 % on the first \$7,000 depending on various factors. 4% used in calculations below.
- **California Employment Training Tax (ETT):** Provides funds to train employees in targeted industries. Employers must pay 0.1% on the first \$7,000.
- **Social Security (SS):** is a federal insurance program that provides benefits to retired employees and the disabled. Employers must pay 6.2 % of taxable wages on the first 132,900.
- **Medicare (MED):** is a federal system of health insurance for people over 65 and younger people with disabilities. Employers must pay 1.45 % on all of an employee's wages.

When these required taxes and costs are added to the base hourly rate, a one dollar increase in the hourly rate equates to approximately \$1.77 – \$2.21 an hour more on a business's cost structure.

Pay Rate	Hours per Week	Gross Pay	FUTA	SUTA	ETT	SS	Med	Gross Pay + Required Taxes	Actual Cost per hour
\$12.00	40	\$480.00	\$14.40	\$19.20	\$0.48	\$29.76	\$6.96	\$550.80	\$13.77
\$13.00	40	\$520.00	\$15.60	\$20.80	\$0.52	\$32.24	\$7.54	\$596.70	\$14.92
\$15.00	40	\$600.00	\$18.00	\$24.00	\$0.60	\$37.20	\$8.70	\$688.50	\$17.21

The table below provides an overview of a typical small to medium size restaurant with an average employee count of 13 full time employees and the costs associated with the increase in minimum wage from \$12.00 per hour to \$15.00 per hour. There is a 25% increase that occurs for the \$3.00 an hour increase in gross pay to the employee.

Gross Pay Rate	Gross Pay + Required Taxes	Employees Count	Hours per Week	Total Weekly Cost	Total Yearly Cost	% increase
\$12.00	\$13.77	13	40	\$7160.40	\$373,340.80	
\$15.00	\$17.21	13	40	\$8,949.20	\$465,358.40	25%

The table below provides two calculations for a business that has to now pay the required \$15.00 but is looking to hold costs of employees at the \$12.00 rate due to not being able to increase prices for customers.

Yearly Cost	Weekly Cost	Gross Pay + Required Taxes/hr.	Weekly Cost/Pay = Available Hours	Hours per Employee/Week	Number of Employees
\$372,340.80	\$7160.40	\$17.21	416 hours	40 hours	10 Employees
\$372,340.80	\$7160.40	\$17.21	416 hours	32 hours	13 employees

If the business is holding labor costs at a constant, then the business must either reduce the number of full-time employees that they have from 13 to 10 or reduce the number of hours the 13 employees have from 40 to 32. In the case of reduced hours, while employees are earning \$15.00 per hour, they would see their paycheck reduced from \$952.60 to \$786.69 due to the reduction in the number of hours worked per pay period. This new amount is a small increase over the paycheck amount of \$772.72 they were previously bringing home when they were paid \$12.00 an hour at 40 hours per week.

City of Hayward Business and Employee Demographic Data

Category	Statistic
Number of Businesses in the City of Hayward (Business License Data)	10,978
Number of Employees employed by those businesses:	79,470 full and part time employees
Number of Residents who both live and work in the City of Hayward (2017 Census Data)	17,055 employees (10.8% of Hayward's population). All other jobs filled by those that commute into the City of Hayward
Percentage of Workers making Minimum Wage (CA average):	30%
Estimated number of jobs in City of Hayward paying minimum wage:	Approximately 23,841 jobs (79,470 jobs x 30%)
Estimated Number of minimum wage jobs held by Hayward residents	Approximately 5,116 jobs (17,055 x 30%)

California Demographics on Minimum Wage Employees

(Data is not available at the local level)

Age of Employee	Percentage of Minimum Wage Employees
Under 20	9 %
20 – 29	36%
30 – 39	17%
40 -49	14%
50 or Older	24%

Number of Businesses in the City of Hayward and Full Time Employee Counts

Full Time Employee Range Per Business	Number of Businesses with Employee Range	Number of employees employed by Businesses
More than 500 Employees	1	570
499 – 400 Employees	2	938
399 – 300 Employees	5	1,880
299 – 200 Employees	19	4,612
199 – 100 Employees	55	7,174
99 – 50 Employees	111	7,645
49 – 26 Employees	224	8,251
25 – 2 Employees	4,222	26,041
1 or fewer employees	6,339	6,339
Totals	10,978 Businesses	63,450 Full Time Employees

*The City of Hayward collects full-time employee data from businesses as part of the business license process.

Employee Data by Business Type
(Selected Industries)

Business Type	# of Businesses	Total Employees	Avg. Employee per Business	# of Businesses with 26 or More Employees
Sales and Service	1,596	5,752	4	43
Wholesale	473	7,071	15	18
Retail	438	3,538	8	26
Restaurant	362	4,628	13	36
Auto Related	207	1,879	4	12
Manufacturing	194	6,647	34	53
Food Sales	188	3,360	18	34
Barber/Beauty	170	391	2	0
Warehouse	169	2,048	12	25
Building Materials	39	624	16	6
Bar	13	81	6	0