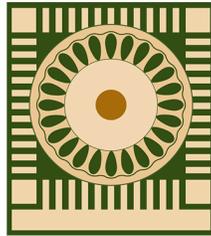


CITY OF HAYWARD

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



CITY OF
HAYWARD
HEART OF THE BAY

Agenda

Tuesday, April 17, 2018

7:00 PM

Council Chambers

City Council

Mayor Barbara Halliday
Mayor Pro Tempore Elisa Márquez
Council Member Francisco Zermeño
Council Member Marvin Peixoto
Council Member Al Mendall
Council Member Sara Lamnin
Council Member Mark Salinas

**SPECIAL JOINT CITY COUNCIL/REDEVELOPMENT SUCCESSOR AGENCY
BOARD/HOUSING AUTHORITY BOARD MEETING**

CALL TO ORDER Pledge of Allegiance: Council/RSAB/HAB Member Mendall

ROLL CALL

CLOSED SESSION ANNOUNCEMENT

PRESENTATION

Earth Day Poster and Writing Contest Awards

PUBLIC COMMENTS

The Public Comment section provides an opportunity to address the City Council on items not listed on the agenda or Information Items. The Council welcomes your comments and requests that speakers present their remarks in a respectful manner, within established time limits, and focus on issues which directly affect the City or are within the jurisdiction of the City. As the Council is prohibited by State law from discussing items not listed on the agenda, your item will be taken under consideration and may be referred to staff.

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. [MIN 18-054](#) Minutes of the City Council Meeting on March 27, 2018

 Attachments: [Attachment I Draft Minutes of 03/27/2018](#)

2. [MIN 18-055](#) Minutes of the City Council Meeting on April 3, 2018

 Attachments: [Attachment I Draft Minutes of 04/03/2018](#)

3. [CONS 18-233](#) Resignation of Ms. Luci Rogers from the Library Commission

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

4. [CONS 18-217](#) Adoption of Resolution Approving the Amendment and Extension of Memoranda of Understanding between the City of Hayward and the Hayward Firefighters, Local 1909 and Hayward Fire Officers Association and Authorizing Staff to Execute the Agreements (Report will be available no later than Monday, April 16, 2018)
5. [CONS 18-224](#) Request for Sewer Service for a Property at 27489 Fairview Avenue in Unincorporated Alameda County, requiring Adoption of a Resolution Authorizing the City Manager to File an Application with the Alameda County Local Agency Formation Commission for Approval of an Out-of-Service Area Agreement and to Execute Utility Service and Public Street Improvement Agreements; Application No. USA 18-01; Reina Murray (Owner)

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)
[Attachment III Project Location Map](#)

6. [CONS 18-234](#) Approval to Increase and Appropriate Funds for FY 2018 Capital Improvement Program (CIP) Budget for the Information Technology Capital Fund in the amount of \$106,960 to Maintain the City's East Bay Regional Communications Systems Authority Infrastructure (EBRCSA)

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

7. [CONS 18-246](#) Authorization to Enter into an Exclusive Negotiating Rights Agreement with The True Life Companies, for a Proposed Development of Former Route 238 Parcel Group 2 off of Tennyson Road and Mission Boulevard

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)
[Attachment III Group 2 Parcel Map](#)
[Attachment IV Letter of Intent](#)

8. [CONS 18-259](#) Approval of Route 238 Tenant Transfer Assistance Program and Appropriation of Program Funding

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

PUBLIC HEARING

9. [PH 18-030](#) Approval of FY 2019 Community Agency Funding Recommendations (Report from Assistant City Manager Hurtado)

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

LEGISLATIVE BUSINESS

10. [LB 18-010](#) Presentation of Proposed FY 2019 Operating Budget and Update on Five-Year Plan (Report from Finance Director Claussen)

Attachments: [Attachment I Staff Report](#)
[Attachment II Budget Message](#)
[Attachment III FY 2019 Budget Overview](#)
[Attachment IV 5 Year General Fund Projected October 2017](#)
[Attachment V 5 Year General Fund Proj FY 2018 Mid-Year](#)
[Attachment VI City Council Directed Options](#)
[Attachment VII 5 Year General Fund Proj FY 2019 Proposed](#)
[Attachment VIII 5 Year General Fund Proj FY 2019 and Options](#)

11. [LB 18-005](#) Adoption of Resolution Approving an Amendment to the City of Hayward Salary Plan for FY 2018 (Report from Human Resources Director Collins)

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)
[Attachment III FY 2018 Salary Plan](#)

CITY MANAGER'S COMMENTS

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

COUNCIL REPORTS, REFERRALS, AND FUTURE AGENDA ITEMS

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

ADJOURNMENT

NEXT MEETING, April 24, 2018, 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.



CITY OF HAYWARD

Hayward City Hall
777 B Street
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File #: MIN 18-054

DATE: April 17, 2018

TO: Mayor and City Council

FROM: City Clerk

SUBJECT

Minutes of the City Council Meeting on March 27, 2018

RECOMMENDATION

That the City Council approves the minutes of the City Council meeting on March 27, 2018.

SUMMARY

The City Council held a meeting on March 27, 2018.

ATTACHMENTS

Attachment I Draft Minutes of 03/27/2018



MINUTES OF THE MEETING OF THE CITY COUNCIL
Council Chambers
777 B Street, Hayward, CA 94541
Tuesday, March 27, 2018, 7:00 p.m.

The Meeting of the Hayward City Council was called to order by Mayor Halliday at 7:00 p.m., followed by the Pledge of Allegiance led by Council Member Zermeño.

ROLL CALL

Present: COUNCIL MEMBERS Zermeño, Márquez, Mendall, Peixoto, Lamnin, Salinas
MAYOR Halliday
Absent: None

CLOSED SESSION ANNOUNCEMENT

City Attorney Lawson announced that on March 20, 2018 the City Council reconvened to closed session after the regular meeting to continue discussion related to conference with labor negotiators pursuant to Government Code Section 54957.6; and noted there was no reportable action. City Attorney Lawson added that the City Council convened in closed session today at 5:30 p.m., to discuss conference with labor negotiators pursuant to Government Code Section 54957.6 concerning all groups; and noted there was no reportable action.

Mayor Halliday announced that Public Hearing Item No. 9 was moved to April 3, 2018, and any comments were welcomed under Public Comments.

PUBLIC COMMENTS

Mr. Martin Genera, Hayward resident and President of La Alianza de Hayward, noted that he would send correspondence to the Council about the initiatives that La Alianza is putting forward.

Ms. Theresa Rezenates, Hayward resident, expressed concern about the road construction on Mission Boulevard which impacts the traffic during commute hours.

Ms. Sheila Burks, Hayward resident and member of the Community Taskforce, expressed concern that the implementation of the Commitment for an Inclusive, Equitable, and Compassionate Community (CIECC) Action Plan has not started yet.

Mr. Charlie Peters, Clean Air Performance Professionals representative, spoke about self-driving cars and submitted related documents.

Ms. Deborah Curtis, reported that motor homes are towed from private properties where homeless individuals stay.

Consent Items 3, 4, and 5 were removed from the Consent Calendar for separate vote.

CONSENT

1. Authorization to Negotiate and Execute an Agreement with LDV Custom Specialty Vehicles for the Purchase of a new Mobile Command Center and to Appropriate Asset Forfeiture Funds and Bay Area Urban Area Security Initiative Grant Funds **CONS 18-184**

Staff report submitted by Police Chief Koller, dated March 27, 2018, was filed.

It was moved by Council Member Lamnin, seconded by Council Member Márquez, and carried unanimously, to adopt the following:

Resolution 18-042, "Resolution Authorizing the City Manager to Execute a contract with LCD Customs Specialty Vehicles to Purchase New Mobile Command Center"

Resolution 18-043, "Resolution Authorizing the City Manager to Accept and Appropriate \$85,138 of Funding from Bay Area Urban Areas Security Initiative Grant Funds, and to Appropriate \$340,332.02 in Funding from the HPD Asset Forfeiture Fund for the Purpose of Purchasing a Mobile Command Center"

2. Amendment No. 1 to Professional Services Agreement with St. Francis Electric, Inc., for On-Call Streetlight and Traffic Signal Maintenance Support Services - Approval to Increase and Appropriate Funds **CONS 18-196**

Staff report submitted by Interim Public Works Director Ameri, dated March 27, 2018, was filed.

It was moved by Council Member Lamnin, seconded by Council Member Márquez, and carried unanimously, to adopt the following:

Resolution 18-044, "Resolution Authorizing the City Manager to Amend the Professional Services Agreement with St. Francis Electric, INC., for On-Call Streetlight and Traffic Signal Maintenance to Increase Contract Amount by \$100,000 for a Total Not-To-Exceed Amount of \$275,000"

Resolution 18-045, "Resolution Amending Resolution 17-088, the Budget Resolution for Capital Improvement Projects for Fiscal Year 2018, Relating to an Appropriation of Funds from Fund 210- Gas Tax"



MINUTES OF THE MEETING OF THE CITY COUNCIL
Council Chambers
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Tuesday, March 27, 2018, 7:00 p.m.

3. Authorization for the City Manager to Execute a Facility Operator Agreement with La Familia Counseling Services and Eden Youth and Family Center for Operations and Administration of the Planned South Hayward Youth and Family Center Community Multiservice Facility **CONS 18-207**

Staff report submitted by Library and Community Services
Director Reinhart, dated March 27, 2018, was filed.

Mayor Halliday allowed for a public comment.

Ms. Claudia Del Rio, La Familia Community Outreach Director, spoke on behalf of La Familia Executive Director Ortis thanking the Council and all stakeholders for their support and partnership.

It was moved by Council Member Márquez, seconded by Council Member Zermeño, and carried unanimously, to adopt the following:

Resolution 18-047, "Resolution Authorizing the City Manager to Negotiate and Execute a Facility Operator Agreement with La Familia Counseling Services and Eden Youth and Family Center for Operations and Administration of the Planned South Hayward Youth and Family Center Community Multiservice Facility"

4. Adoption of a Resolution Authorizing the City Manager to Execute a Professional Services Agreement with HdL Companies for Commercial Cannabis Program Application Review Services **CONS 18-201**

Staff report submitted by Management Analyst II Stefanski,
dated March 27, 2018, was filed.

It was moved by Council Member Zermeño, seconded by Council Member Lamnin, and carried with the following vote, to adopt the resolution:

AYES:	COUNCIL MEMBERS Zermeño, Márquez, Mendall, Peixoto, Lamnin MAYOR Halliday
NOES:	COUNCIL MEMBERS Salinas
ABSENT:	None
ABSTAIN:	None

Resolution 18-048, “Resolution Authorizing the City Manager to Negotiate and Execute a Professional Services Agreement with HDL Companies for Commercial Cannabis Program Application Review Series in an Amount Not to exceed \$180,750, in a Form Approved by the City Attorney”

5. Adoption of a Resolution Authorizing the City Manager to Execute a Professional Services Agreement with ICF Incorporated for Commercial Cannabis Program Application Review Services **CONS 18-202**

Staff report submitted by Management Analyst II Stefanski, dated March 27, 2018, was filed.

It was moved by Council Member Zermeño, seconded by Council Member , and carried unanimously, to adopt the following:

AYES: COUNCIL MEMBERS Zermeño, Márquez, Mendall, Peixoto, Lamnin
MAYOR Halliday
NOES: COUNCIL MEMBERS Salinas
ABSENT: None
ABSTAIN: None

Resolution 18-049, “Resolution Authorizing the City Manager to Negotiate and Execute a Professional Services Agreement with ICF Incorporated for Commercial Cannabis Program Applications Review Services in an Amount Not to Exceed \$180,838, in a Form Approved by the City Attorney”

6. Approval of a Resolution in Support of Proposition 68, Park and Water Bond of 2018 **CONS 18-180**

Staff report submitted by Management Analyst II Stefanski, dated March 27, 2018, was filed.

It was moved by Council Member Lamnin, seconded by Council Member Márquez, and carried unanimously, to adopt the following:

Resolution 18-046, “Resolution in Support of Proposition 68, Park and Water Bond”

WORK SESSION

7. Follow-up Discussion of Rental Housing Affordability Strategies and Community Proposed Tenant Protections (Report from City Manager McAdoo) **WS 18-011**



MINUTES OF THE MEETING OF THE CITY COUNCIL
Council Chambers
777 B Street, Hayward, CA 94541
Tuesday, March 27, 2018, 7:00 p.m.

Staff report submitted by Assistant City Manager Hurtado, dated March 27, 2018, was filed.

Assistant City Manager Hurtado, Housing Manager Morales, and City Manager McAdoo provided an overview of the staff report. It was noted that extending noticing periods of a rent increase was no longer an option based on further research of state law. It was also noted that the PowerPoint presentation had an updated timeline.

Mayor Halliday opened the public comments section at 7:41 p.m.

The following individuals favored removing “vacancy decontrol” from the Hayward’s Residential Rent Ordinance; enacting an emergency moratorium on rent increases; amending the “just cause for eviction” section of the Ordinance; helping individuals who are at risk of being displaced and becoming homeless; abolishing no cause evictions; extending noticing periods for tenants; adjusting rent control to include more units; monitoring evictions by City staff; having retaliation protections; making housing and tenant protections a priority; and auditing programs to avoid further displacement.

Ms. Alicia Lawrence, Hayward resident and The Hayward Collective member, submitted a Just Cause and Rent Control Fact Sheet

Mr. Richard Mendoza submitted a card but did not speak

Ms. Michelle Nazar

Ms. Nancy Mendoza, Hayward resident

Mr. Monzella Curtis, Hayward tenant

Ms. Leslie Montes-Guillen, Hayward resident

Ms. Sheila Burks, Hayward resident

Ms. Maria Montes, Hayward resident

Ms. Veronica Solorio, Hayward resident, The Hayward Collective member and Community Taskforce member

Mr. Ramon Rios Pareda, Hayward resident and The Hayward Collective member

Ms. Annette Sanders, Hayward resident

Mr. Sonny Alvarado, Hayward resident, also invited the Council to a Town Hall event at Chabot College on April 7, 2018.

Ms. Lacei Amodei, Hayward resident and The Hayward Collective member

Ms. Maria Oseguera, Hayward tenant

Ms. Araceli Orozco, Hayward resident

Claribel Camal Amodei, Hayward resident

Ms. Corina Vasare, Hayward resident

Ms. Sarah Winfield, Hayward tenant and Centro Legal’s staff attorney

Ms. Rosaura Figueroa Mendoza, The Hayward Collective member and Community Taskforce member

Ms. Navpreet Knabra, Hayward resident

Ms. Nancy Tejada, Hayward resident

Mr. Bill Mulgrew, Rental Housing Association representative, expressed support for a mandatory mediation program with non-binding decisions and expanding the contract with ECHO Housing; and spoke against amending the “just cause for eviction” and extending noticing periods for no cause evictions.

Ms. Pamela Glassoff, Eden I&R’s Housing Coordinator, favored extending noticing periods for rent increase, all tenant protections, and binding arbitration.

Mr. David Stark, Public Affairs Director for the Bay East Association of Realtors, favored increasing the communication to all tenants about their housing rights and reducing barriers to the construction of more housing.

Mr. Bill Espinola, Hayward property owner, spoke about the need for a housing policy that is fair for everyone and noted that strict rent control would inhibit property improvements.

Mr. Ed Kellar, Hayward property owner, noted that amendment to the Residential Rent Ordinance could negatively impact the community and favored staying in line with other communities.

Mayor Halliday closed the public comments section at 8:54 p.m.

The City Council thanked all members of the community for their input.

Discussion ensued among Council Members and City staff about the three requests submitted by The Hayward Collective; mediation vs. arbitrations and decisions that are binding vs. unbinding; service provided by Eden Council for Hope and Opportunity (ECHO Housing); noticing periods for rent increases and evictions; and an emergency moratorium on rent increases.

Council Members offered their preference for undertaking rental housing affordability strategies and tenant protections: consider the three asks offered by The Hayward Collective; explore the arbitration process; explore a mechanism that protects the 1,000 units that continue to be rent controlled and the 49% of rental units in Hayward; reduce barriers to affordable housing development; continue to explore tiny homes and granny units where parking is available; continue to provide information to all stakeholders; explore retaliation protection for tenants; preserve good landlords and tenants; consider a moratorium on rent increases for one year; encourage extending noticing periods; consider mandatory mediation that applies broadly to tenants and landlords with neutral third party mediators; clarify the “just cause eviction” language and apply it to all units; implement policies to penalize landlords who violate tenants’ rights such that they would not get to impose rent increases on any renters for a number of years or would be banned from decontrolling units for a number of years; consider non-binding mediation with a progression to binding arbitration; gather information about a mediation program that includes rent increase, change in services and lease terms; consider rent control similar to



MINUTES OF THE MEETING OF THE CITY COUNCIL
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the Mobilehome Space Rent Stabilization Ordinance; consider a moratorium as a means to strengthen the Ordinance; explore increasing the improvement value threshold to the appropriate consumer price index (CPI); consider incentivizing contributing to the Inclusionary Housing Ordinance by allowing the decontrol of units; gather input from all stakeholders and bring back an analysis of findings.

There was Council's general consensus to direct staff to bring back a policy around a mandatory mediation program to protect the 1,000 units that continue to be rent controlled under the City's Rent Stabilization Ordinance; a policy for no cause eviction protection; a policy to punish unruly landlords; continue to improve the City's role in providing information; a policy to reduce barriers to development; and an assessment of a moratorium on rent increases. It was noted that a report would come back to the Council in May 2018.

PUBLIC HEARING

8. FY 2019 Master Fee Schedule/Fine and Bail Schedule (Report from Finance Director Claussen) **PH 18-025**

Staff report submitted by Finance Director Claussen, dated March 27, 2018, was filed.

Finance Director Claussen provided a synopsis of the staff report.

Discussion ensued among Council Members and City staff regarding overtime rate for plan check or inspection services; alternate materials and methods requests fees; new fee for Landscape Lighting Assessment District Benefit Zone Annexation & Formation; parking permit fees; and new fees for cannabis business employee applicants.

There being no public comments, Mayor Halliday opened and closed the public hearing at 10:42 p.m.

Council Member Peixoto offered a motion per staff recommendation and Council Member Zermeño seconded the motion.

Council Member Lamnin supported the staff recommendation and asked that library policies including meeting room fees come back before the Council as a part of upcoming items related to the new library.

It was moved by Council Member Peixoto, seconded by Council Member Zermeño, and carried unanimously, to adopt the following:

Resolution 18-050, "Resolution Adopting the FY 2018 Master Fee Schedule that Reflects Updated Fees and Charges for Departments in the City of Hayward and the Fine and Bail Schedule without Modifications and Rescinding Resolutions No. 17-053 and All Amendments Thereto"

9. Public TEFRA Hearing as Required by the Internal Revenue Code of 1986, and Adoption of a Resolution Approving the Issuance of the California Municipal Finance Authority Multifamily Housing Revenue Bonds for the Purpose of Financing or Refinancing the Acquisition, Rehabilitation, Improvement and Equipping of Park Manor Apartments (Hearing Continued to April 3, 2018) **PH 18-027**

CITY MANAGER'S COMMENTS

City Manager McAdoo made two announcements: 1) the City will recognize Autism Awareness Day by lighting City Hall in blue light on April 2, 2018; and 2) the City will be replacing the decorative lights on B Street from Watkins Street to Foothill Boulevard.

COUNCIL REPORTS, REFERRALS, AND FUTURE AGENDA ITEMS

Council Member Zermeño invited all to celebrate Cesar E. Chávez Day on April 1, 2018 at the Hayward City Hall Plaza, and noted that students from Chabot College will be cleaning B Street.

Council Member Lamnin, also the City's representative to StopWaste, shared a StopWaste Topic Brief on how to recycle package labeling.

ADJOURNMENT

Mayor Halliday adjourned the meeting at 10:54 p.m., in memory of Ms. Lillian Litzsey.

It was noted that Ms. Lillian Litzsey was a former Hayward resident; served on the Citizens Advisory Commission (1989-1992); served on the Economic Development Committee (1992-2000); was president of the Hayward/South County Black Women Organized for Political Action (BWOPA) Chapter and received the Ella Hutch Award; and was the originator of the Hayward Youth Commission. Mayor Halliday asked City staff to work with the Litzsey family to plant a tree in memory of Lillian Litzsey.

APPROVED:

Barbara Halliday
Mayor, City of Hayward

ATTEST:

Miriam Lens
City Clerk, City of Hayward



CITY OF HAYWARD

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

File #: MIN 18-055

DATE: April 17, 2018

TO: Mayor and City Council

FROM: City Clerk

SUBJECT

Minutes of the City Council Meeting on April 3, 2018

RECOMMENDATION

That the City Council approves the minutes of the City Council meeting on April 3, 2018.

SUMMARY

The City Council held a meeting on April 3, 2018.

ATTACHMENTS

Attachment I Draft Minutes of 04/03/2018



MINUTES OF THE MEETING OF THE CITY COUNCIL
Council Chambers
777 B Street, Hayward, CA 94541
Tuesday, April 3, 2018, 7:00 p.m.

The Meeting of the Hayward City Council was called to order by Mayor Halliday at 7:00 p.m., followed by the Pledge of Allegiance led by Council Member Márquez.

ROLL CALL

Present: COUNCIL MEMBERS Zermeño, Márquez, Mendall, Peixoto, Lamnin, Salinas
MAYOR Halliday
Absent: None

PRESENTATION

Mayor Halliday read a certificate of commendation presented to the Gladiatrix Life Chiropractic College West Women's Rugby Team for their athleticism, determination, sportsmanship, team-spirit, and all-around excellence in the sport of rugby.

Council Member Zermeño read a proclamation recognizing the week of April 8-14, 2018, as National Public Safety Telecommunicators Week in the City of Hayward.

Council Member Lamnin read a proclamation recognizing the week of April 8-14, 2018, as National Animal Care and Control Appreciation Week in the City of Hayward.

PUBLIC COMMENTS

Ms. Wynn Grich, Hayward resident, expressed concern about the smart water meter installed at her property, and submitted documents related to smart meters.

Mr. Jim Drake, Hayward resident, thanked the Police Department for arresting drivers who were performing doughnuts; and spoke about information he received related to rape statistics.

Mr. Thomas Birt, Hayward resident, expressed concern about the security on Bunker Hill Boulevard and inquired about the demolition of vacant Caltrans properties.

Mr. Anthony Fidel, Hayward resident, expressed concern about the safety of his property and suggested that vacant Caltrans properties be demolished to address issues with homelessness.

Consent Item 7 was removed from the Consent Calendar for separate vote.

CONSENT

1. Minutes of the City Council Meeting on March 20, 2018 **MIN 18-041**

It was moved by Council Member Peixoto, seconded by Council Member Márquez, and carried unanimously, to approve the minutes of the City Council Meeting on March 20, 2018.

2. Resignation of Ms. V. Toni Adams from the Personnel Commission **CONS 18-215**

Staff report submitted by City Clerk Lens, dated April 3, 2018, was filed.

It was moved by Council Member Peixoto, seconded by Council Member Márquez, and carried unanimously, to adopt the following:

Resolution 18-051, "Resolution Accepting the Resignation of V. Toni Adams from the Personnel Commission"

3. Approval of Plans and Specifications for the Municipal Parking Lot No. 2 Improvement Project Located Between A Street and B Street and Call for Bids **CONS 18-210**

Staff report submitted by Interim Public Works Director Ameri, dated April 3, 2018, was filed.

It was moved by Council Member Peixoto, seconded by Council Member Márquez, and carried unanimously, to adopt the following:

Resolution 18-052, "Resolution Approving Plans and Specification for the Municipal Parking Lot No. 2 Improvement Project, Project No. 05248, and Call for Bids"

4. Adoption of a Resolution Authorizing the City Manager to Execute an Amendment to the Agreement with Dutchover & Associates for Landscape Architect Services **CONS 18-194**

Staff report submitted by Interim Development Services Director Bristow, dated April 3, 2018, was filed.

It was moved by Council Member Peixoto, seconded by Council Member Márquez, and carried unanimously, to adopt the following:

Resolution 18-053, "Resolution Authorizing the City Manager to Negotiate and Execute an Amendment to the Agreement with Dutchover & Associates., for Landscape Architect Services"



MINUTES OF THE MEETING OF THE CITY COUNCIL
Council Chambers
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Tuesday, April 3, 2018, 7:00 p.m.

5. Annual Review of City Issued Debt **CONS 18-214**

Staff report submitted by Finance Director Claussen, dated April 3, 2018, was filed.

It was moved by Council Member Peixoto, seconded by Council Member Márquez, and carried unanimously, to accept the staff report.

6. Annual City Benefit Liabilities and Funding Plan Review **CONS 18-216**

Staff report submitted by Finance Director Claussen, dated April 3, 2018, was filed.

It was moved by Council Member Peixoto, seconded by Council Member Márquez, and carried unanimously, to accept the staff report.

7. Approval of a Resolution in Support of Proposition 69, Transportation Funding Protection **CONS 18-185**

Staff report submitted by Management Analyst II Stefanski, dated April 3, 2018, was filed.

Mayor Halliday noted that Proposition 69 on the June 2018 ballot would prevent new transportation funds from being diverted for non-transportation purposes.

It was moved by Mayor Halliday, seconded by Council Member Peixoto, and carried unanimously, to adopt the following:

Resolution 18-056, "Resolution in Support of Proposition 69, Transportation Funding Protection"

8. Approving Issuance of a Request for Proposals for the Sale of Former Route 238 Parcel Group 4; Generally Bounded by Westview Way, Harder Road and Calhoun Street; APN's 078-800-002-2, and 14; 445-240-5-4 and 445-250- 60 **CONS 18-226**

Staff report submitted by City Attorney Lawson and Assistant City Attorney Brick, dated April 3, 2018, was filed.

It was moved by Council Member Peixoto, seconded by Council Member Márquez, and carried unanimously, to adopt the following:

Resolution 18-054, “Resolution Authorizing the City Manager to Issue a Request for Proposals for the Sale of Former Route 238 Parcel Group 4;”

9. Approving Issuance of a Request for Proposals for the Sale of Former Route 238 Parcel Group 3; Generally Bounded by East 16th Street, Calhoun Street and Tennyson Road; APNs 78c-626-001-7, 78c-626-3-9, 78c-626-3-16, 78c-635-13-3, 78c-640-7-6, 78c-641-10-1, and 78c-641-1 **CONS 18-228**

Staff report submitted by City Attorney Lawson and Assistant City Attorney Brick, dated April 3, 2018, was filed.

It was moved by Council Member Peixoto, seconded by Council Member Márquez, and carried unanimously, to adopt the following:

Resolution 18-055, “Resolution Authorizing the City Manager to Issue a Request for Proposals for the Sale of Former Route 238 Parcel Group 3”

WORK SESSION

10. FY 2019 Community Agency Funding Recommendations (Report from Assistant City Manager Hurtado) **WS 18-013**

Staff report submitted by Community Services Manager Bailey and Assistant City Manager Hurtado, dated April 3, 2018, was filed.

Assistant City Manager Hurtado announced the report and introduced Community Services Manager Bailey who provided a synopsis of the staff report and acknowledged Community Services Commissioners (CSC) who participated in the three application review committees (ARCs) and served as chairs.

Mayor Halliday opened the public comments section at 7:53 p.m.

Ms. Diane Fagalde, Hayward resident and former Community Services Commissioner, supported the recommendations presented by the Community Services Commission.

Ms. Pamela Glassoff, Eden I&R’s Housing Coordinator, thanked the City for considering continuing to fund the 2-1-1 program and spoke about its housing and human services.

Ms. Stephanie Penrod, Family Violence Law Center attorney, advocated for increasing the funding for the Family Violence Law Center up to the requested level.



MINUTES OF THE MEETING OF THE CITY COUNCIL
Council Chambers
777 B Street, Hayward, CA 94541
Tuesday, April 3, 2018, 7:00 p.m.

Community Services Commission Chair Isais thanked the Council for considering the Commission's funding recommendations and acknowledged the participating agencies.

Community Services Commission Vice Chair Roche, noted she was the chair of the Services ARC, and spoke of the diligent work done around the funding recommendations.

Community Services Commissioner Glover-Gardin, noted she chaired the Infrastructure & Economic Development and the Arts & Music ARCs, and spoke about the allocation process and the responsibility involved with selecting the agencies recommended to be funded.

Mayor Halliday closed the public comments section at 8:19 p.m.

Discussion ensued among Council Members, City staff and Community Services Commissioners regarding: reduction in funding for the FESCO Family Shelter and Ruby's Place and prioritization for Eden I&R; opportunities for agencies that provided mediation/legal services to tenants; increase in funding for the Family Education Program (literacy services); the Hayward Area Recreation's funding request/recommendation of \$96,000 for Mia's Dream Playground soil grading; allocation and reallocation of funds; resignations in the Community Services Commission; funding recommendations for Community Development Block Grant (CDBG) programs; Alameda County Community Food Bank's fund request and service provided; increase in funds for Spectrum Community Services; decrease in funding for Hayward Municipal Band; and funding for affordable housing.

The City Council expressed appreciation for the service provided by the Community Services Commissioners and especially those involved with the funding recommendations.

Council Members offered the following recommendations: consider separating agencies, such as Eden I&R that have been funded continuously over many years, from the competitive process and funding them through City operated programs; have the Council review unspent funds, at the end of the funding cycle year, to determine reallocation; have the FY 2019 Funding Recommendations Table presented in larger font and with categories more clearly defined; increase potential applications for non-service funding that have the experience and capacity to address the needs of residents impacted by the housing crisis; give Commissioners back some discretion for flexibility and provide them access to the quarterly/annual reports to better inform their decision making; review the Eden Council for Hope and Opportunity (ECHO Housing) contract and outcomes, search best practices, and consider an RFP process for housing services; include City operated programs in the application competitive process; encourage the Hayward Municipal Band to diversify its funding sources; have the City Clerk conduct exit interviews when Commissioners submit resignations to evaluate turnover rates, and present a report to the Council prior to the annual interview/appointment process; and amend the public contact section of the staff

report to indicate the Family Violence Law Center Executive Director, Erin Scott, made a public comment during the CSC meeting on March 21, 2018.

It was noted the funding recommendations would come back to Council on April 17, 2018 for final decision.

PUBLIC HEARING

11. Adoption of a Resolution Associated with a Proposed Single-Family Residence on a Vacant 0.13-Acre Hillside Lot Located at 2398 Rainbow Court, Requiring Site Plan Review with Grading Permit and Variance Application No. PL 201705626; and the Adoption of a Mitigated Negative Declaration and Mitigation Monitoring and Reporting Program. Siddiq Miakhail (Applicant) (Report from Interim Development Director Bristow) **PH 18-028**

Staff report submitted by Interim Development Services
Director Bristow, dated April 3, 2018, was filed.

Assistant Planner Langbauer provided a synopsis of the staff report.

Mayor Halliday opened the public hearing at 9:20 p.m.

Mr. Siddiq Miakhail, project applicant, spoke about the proposed project and responded to energy efficiency questions related to his project.

Mayor Halliday closed the public hearing at 9:25 p.m.

Council Member Mendall offered a motion per staff's recommendation and Council Member Zermeño seconded the motion.

It was moved by Council Member Mendall, seconded by Council Member Zermeño, and carried unanimously, to adopt the following:

Resolution 18-057, "Resolution Adopting the Mitigated Negative Declaration and the Mitigation Monitoring and Reporting Program and Approving the Site Plan Review with Grading Permit and Variance Application NO. 201705626 Pertaining to Construction of a New Single-Family Residence at 2398 Rainbow Court"

12. Public TEFRA Hearing as Required by the Internal Revenue Code of 1986, and Adoption of a Resolution Approving the Issuance of the California Municipal Finance Authority Multifamily Housing Revenue Bonds to Finance or Refinance the Acquisition, Rehabilitation, Improvement and Equipping of Park Manor Apartments (Report from Finance Director Claussen)



MINUTES OF THE MEETING OF THE CITY COUNCIL
Council Chambers
777 B Street, Hayward, CA 94541
Tuesday, April 3, 2018, 7:00 p.m.

Staff report submitted by Finance Director Claussen, dated April 3, 2018, was filed.

Finance Director Claussen provided a synopsis of the staff report and responded to questions related to the staff report.

In response to questions related to income levels for the property units and any reporting of safety issues at the apartments, Finance Director Claussen noted he would provide the Council with more information.

There being no public comments, Mayor Halliday opened and closed the public hearing at 9:33 p.m.

It was moved by Council Member Mendall, seconded by Council Member Márquez, and carried unanimously, to adopt the following:

Resolution 18-058, "Resolution of the City Council of the City of Hayward Approving the Issuance of the California Municipal Finance Authority Multifamily Housing Revenue Bonds in an Aggregate Principal Amount Not to Exceed \$14,500,000 for the Purpose of Financing or Refinancing the Acquisition, Rehabilitation, Improvement and Equipping of Park Manor Apartment and Certain Other Matters Relating Thereto"

CITY MANAGER'S COMMENTS

There were none.

COUNCIL REPORTS, REFERRALS, AND FUTURE AGENDA ITEMS

Council Member Lamnin requested that staff work with the Masonic Hall to ensure that its tenants are notified prior to the commencement of Municipal Parking Lot No. 2 repairs.

Council Member Salinas acknowledged the Kids' Breakfast Club and its volunteers for cooking and serving breakfast at the Burbank Elementary School while school was on Spring break, and noted that the service will continue for another week.

Council Member Mendall provided an update on East Bay Community Energy: starting June 1, 2018 power will be rolled out to all Hayward commercial customers and starting November 1, 2018 to all residential customers. Mr. Mendall shared that he had an opportunity to speak about the two mega-watts solar expansion at the Water Pollution Control Facility and the City was congratulated for its efforts.

Mayor Halliday shared that City Hall participated in the National Autism Awareness Day on April 2, 2018, by lighting up City Hall with blue lights. Mayor Halliday announced that two Hayward businesses, Therm-x and RefleXion, were winners in the Advanced Manufacturing and Life Science categories and were celebrated at the East Bay Economic Development Alliance's annual East Bay Innovation Awards competition on March 29, 2018 at the Fox Theatre in Oakland. It was noted that Therm-x's custom solutions helps manufacturers tackle temperature-control challenges to build smaller, faster products; and RefleXion Medical's technology combines PET scan cancer imaging and radiation therapy. Economic Development Specialist, Paul Nguyen, was recognized for his efforts to move the City forward and for nominating the two businesses.

ADJOURNMENT

Mayor Halliday adjourned the meeting at 9:44 p.m.

APPROVED

Barbara Halliday
Mayor, City of Hayward

ATTEST:

Miriam Lens
City Clerk, City of Hayward



CITY OF HAYWARD

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

File #: CONS 18-233

DATE: April 17, 2018

TO: Mayor and City Council

FROM: City Clerk

SUBJECT

Resignation of Ms. Luci Rogers from the Library Commission

RECOMMENDATION

That the City Council adopts a resolution accepting the resignation of Ms. Luci Rogers from the Library Commission, effective immediately.

SUMMARY

Ms. Luci Rogers was appointed to the Library Commission on September 15, 2015. Ms. Rogers' resignation becomes effective immediately per her resignation letter (Attachment III). Ms. Rogers' vacated position will be filled as part of the annual appointment process for the City's appointed officials to Boards, Commissions, Committees, and Task Forces.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	Resignation Letter



DATE: April 17, 2018
TO: Mayor and City Council
FROM: City Clerk
SUBJECT: Resignation of Ms. Luci Rogers from the Library Commission

RECOMMENDATION

That the City Council adopts a resolution accepting the resignation of Ms. Luci Rogers from the Library Commission, effective immediately.

SUMMARY

Ms. Luci Rogers was appointed to the Library Commission on September 15, 2015. Ms. Rogers' resignation becomes effective immediately per her resignation letter (Attachment III). Ms. Rogers' vacated position will be filled as part of the annual appointment process for the City's appointed officials to Boards, Commissions, Committees, and Task Forces.

FISCAL IMPACT

There is no fiscal impact associated with this action.

STRATEGIC INITIATIVES

This agenda item is a routine operational item and does not relate to one of the Council's Strategic Initiatives.

Prepared and Recommended by: Miriam Lens, City Clerk

Approved by:

Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION No. 18-

Introduced by Council Member _____

RESOLUTION ACCEPTING THE RESIGNATION OF LUCI ROGERS FROM THE LIBRARY COMMISSION

WHEREAS, Ms. Luci Rogers was appointed to the Library Commission on September 15, 2015;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the Council hereby accepts the resignation of Luci Rogers from the Library Commission; and commends her for her civic service to the City.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2018.

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

ATTACHMENT III

From: Luci Rogers
Sent: Sunday, April 1, 2018 4:31 PM
To: Miriam Lens <Miriam.Lens@hayward-ca.gov>
Subject: Re: Library Commission Attendance

Hi Miriam. I have relocated to Coalinga so it is best if I resign since I am not in Hayward daily. I do still have a primary residence in Hayward however. Please let me know if I need to file a final form 700. Thanks so much

Sent from my iPhone



CITY OF HAYWARD

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

File #: CONS 18-217

DATE: April 17, 2018

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT

Resolution Approving the Amendment and Extension of Memoranda of Understanding between the City of Hayward and the Hayward Firefighters, Local 1909 and Hayward Fire Officers Association and Authorizing Staff to Execute the Agreements (Report will be available no later than Monday, April 16, 2018)



CITY OF HAYWARD

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

File #: CONS 18-224

DATE: April 17, 2018

TO: Mayor and City Council

FROM: Interim Development Services Director

SUBJECT

Request for Sewer Service for a Property at 27489 Fairview Avenue in Unincorporated Alameda County, requiring Adoption of a Resolution Authorizing the City Manager to File an Application with the Alameda County Local Agency Formation Commission for Approval of an Out-of-Service Area Agreement and to Execute Utility Service and Public Street Improvement Agreements; Application No. USA 18-01; Reina Murray (Owner)

RECOMMENDATION

That the City Council adopts the attached resolution (Attachment II) approving the Utility Service Agreement 18-01, and authorizing the City Manager to file an application with the Alameda County Local Agency Formation Commission (LAFCo) for approval of an out-of-service area agreement, and execute Utility Service and Public Street Improvement Agreements.

SUMMARY

The property owner intends to submit an application to Alameda County for a Building Permit to convert the existing single-family residence located at 27489 Fairview Avenue in unincorporated Alameda County from a septic tank system to be connected to the City's sanitary sewer system. The property is located within the City of Hayward's Sphere of Influence (City's SOI) and Sewer Service Area (Attachment III). The City's 6-inch sewer main located in Oakes Drive will need to be extended by the property owner and the main has capacity to accept additional sewer service.

Approval of the resolution would authorize the City Manager to file an application with LAFCo for approval of an out-of-service area agreement, and execute a Utility Service and Public Street Improvement agreement. Upon LAFCo approval of the out-of-service area agreement, the applicant would be able to move forward with applying for a permit to extend the City's sewer main to the property and connect to the sewer system as well as apply for the necessary Building Permits with Alameda County.

File #: CONS 18-224

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	Project Location Map



DATE: April 17, 2018

TO: Mayor and City Council

FROM: Interim Development Services Director

SUBJECT Request for Sewer Service for a Property at 27489 Fairview Avenue in Unincorporated Alameda County, requiring Adoption of a Resolution Authorizing the City Manager to File an Application with the Alameda County Local Agency Formation Commission for Approval of an Out-of-Service Area Agreement and to Execute Utility Service and Public Street Improvement Agreements; Application No. USA 18-01; Reina Murray (Owner)

RECOMMENDATION

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SUMMARY

The property owner intends to submit an application to Alameda County for a Building Permit to convert the existing single-family residence located at 27489 Fairview Avenue in unincorporated Alameda County from a septic tank system to be connected to the City's sanitary sewer system. The property is located within the City of Hayward's Sphere of Influence (City's SOI) and Sewer Service Area (Attachment III). The City's 6-inch sewer main located in Oakes Drive will need to be extended by the property owner and the main has capacity to accept additional sewer service.

Approval of the resolution would authorize the City Manager to file an application with LAFCo for approval of an out-of-service area agreement, and execute a Utility Service and Public Street Improvement agreement. Upon LAFCo approval of the out-of-service area agreement, the applicant would be able to move forward with applying for a permit to extend the City's sewer main to the property and connect to the sewer system as well as apply for the necessary Building Permits with Alameda County.

BACKGROUND

The property owner, Reina Murray, of 27489 Fairview Avenue in Unincorporated Alameda County intends to apply for a building permit from Alameda County to connect to the City's

sanitary sewer system. Additionally, the sewer connection would allow her to remove the existing septic sewer tanks on her property. The property is located within the City of Hayward's Sphere of Influence (City's SOI) and Sewer Service Area (Attachment II). The City's 6-inch sewer main located in Oakes Drive has capacity to accept additional water service.

Longstanding City policy allows parcels located in the unincorporated portion of the County to connect to the City water system where parcels are within the City's SOI and Service Area. Furthermore, State law requires that a city file a resolution application to the applicable LAFCo for approval of an out-of-area service agreement prior to providing utility connections/service by that city for properties located within its Sphere of Influence but outside its jurisdictional boundaries.

Pursuant to the City policy, the owner has signed a Public Street Improvement Agreement committing to improve Fairview Avenue to meet the City's standards at a future date and agreeing to a future annexation of the property, if requested by the City. Requiring such an agreement is consistent with past practice for providing utility services to properties outside City of Hayward's jurisdictional boundaries, but within the boundaries of the City's Water Service Area.

Approval of a utility service agreement and related connection is not subject to environmental review, pursuant to Section 15061 (b) (3) of the California Environmental Quality Act (CEQA) Guidelines. Section 15061 (b) (3) states that a project is exempt from CEQA if, "the activity is covered by the general rule that CEQA applies only to projects, which have the potential for causing a significant effect on the environment. Where it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA."

ECONOMIC IMPACT

This action would not have any economic impact.

FISCAL IMPACT

Consistent with the FY2017-18 Master Fee Schedule, the applicant has provided a refundable initial deposit of \$5,000 to the City that will be used to cover staff time and materials expended to process this application. Should Council approve this action and thereafter LAFCo approve the out-of-service area application, the applicant would submit an application and additional deposit to the City for review and approval of a Major Street Improvement Plan.

STRATEGIC INITIATIVES

This agenda item is a routine operational item and does not relate to one of the Council's Strategic Initiatives.

SUSTAINABILITY FEATURES

Allowing the applicant to connect to the City's sewer system would allow the property to disconnect and remove its current septic tank system that requires regular maintenance and monitoring.

PUBLIC CONTACT

A public hearing is not required for the filing of a utility service agreement. Staff also sent a copy of this report to the owner.

NEXT STEPS

Should the Council authorize the filing of an out-of-service area application with LAFCo, staff will submit an application within the next 30 days so that this utility service agreement may be presented at LAFCo's next available hearing. Upon receiving LAFCo approval, the agreement will be executed and the property owner may commence the sewer connection upon having improvement plans reviewed and approved by the City Engineer, submitting any necessary surety, and paying the applicable sewer fees.

Prepared by: Allen Baquilar, Senior Civil Engineer

Recommended by: Stacey Bristow, Interim Development Services Director

Approved by:



Kelly McAdo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 18-

Introduced by Council Member _____

RESOLUTION AUTHORIZING THE CITY MANAGER TO APPLY TO THE ALAMEDA COUNTY LOCAL AGENCY FORMATION COMMISSION FOR APPROVAL TO ALLOW THE CITY TO PROVIDE SEWER SERVICE TO 27489 FAIRVIEW AVENUE, BEARING ASSESSOR'S PARCEL NUMBER 425-0500-013-00, AND FURTHER AUTHORIZING THE CITY MANAGER TO EXECUTE UTILITY SERVICE (USA 18-01) AND PUBLIC STREET IMPROVEMENTS AGREEMENTS

WHEREAS, water service from the City of Hayward (City) has been requested by the owner of the property fronting Fairview Avenue, bearing Assessor's Parcel No. 085A-6100-012 (the Property); and

WHEREAS, the Property is located within the City of Hayward's Sphere of Influence; and

WHEREAS, pursuant to City policy, the Property owner has signed Public Street Improvement and Utility Service Agreements to install street improvements across the Property frontage at a future date and to agree to annexation of the Property into Hayward when requested by City; and

WHEREAS, the City is required to apply to the Alameda County Local Agency Formation Commission (LAFCO) for approval of out-of-service area agreements to allow the City of Hayward to provide water service to properties located outside the City limits; and

WHEREAS, the Property owner has agreed to pay the LAFCO application processing costs;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is authorized to direct staff to file an application with the Alameda County Local Agency Formation Commission requesting that the City of Hayward be allowed to provide sewer service for the Property.

BE IT FURTHER RESOLVED that, provided LAFCO approves an out-of-area service agreement pursuant to Government Code §56133, the City Manager is also authorized to execute a utility service agreement (Utility Service Agreement 18-02) and a public street improvement agreement in the form of the agreements on file in the office of the City Clerk, to which reference may be made for further particulars.

IN COUNCIL, HAYWARD, CALIFORNIA April 17, 2018

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

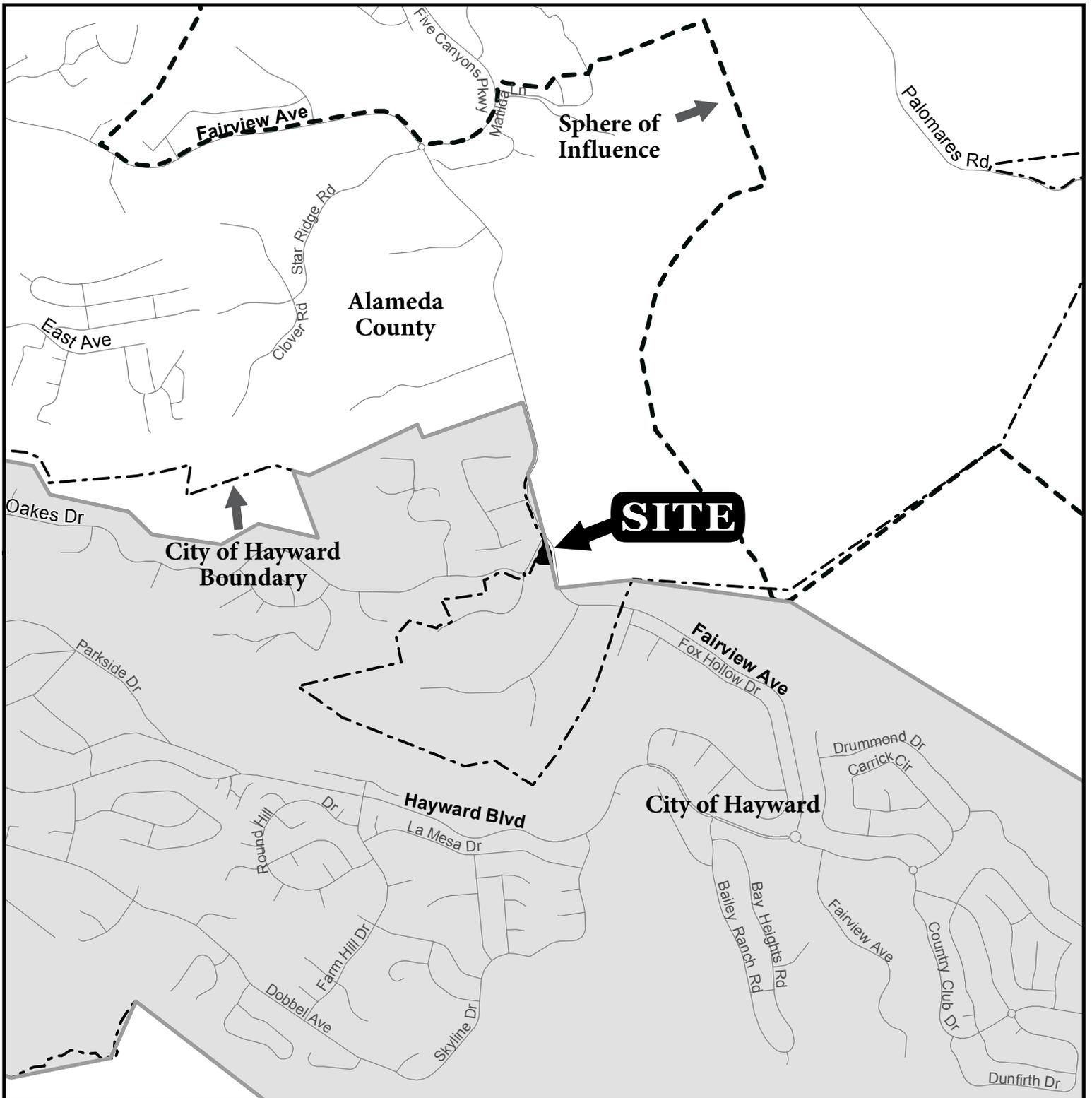
ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward



Project Location Map

201801820 USA 18-01
27489 Fairview Ave

 Sewer Service Boundary

Mile 0

0.5





CITY OF HAYWARD

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

File #: CONS 18-234

DATE: April 17, 2018

TO: Mayor and City Council

FROM: Fire Chief and Director of Information Technology

SUBJECT

Approval to Increase and Appropriate Funds for FY 2018 Capital Improvement Program (CIP) Budget for the Information Technology Capital Fund in the amount of \$106,960 to Maintain the City's East Bay Regional Communications Systems Authority Infrastructure (EBRCSA)

RECOMMENDATION

That the City Council adopts the attached resolution: (1) increasing the FY 2018 Capital Improvement Program (CIP) Budget for the Information Technology Fund in the amount of \$106,960 and; (2) appropriating funds in the amount of \$106,960 from the General Fund to the (CIP) Information Technology Fund.

SUMMARY

The City joined the East Bay Regional Communications Systems Authority (EBRCSA) in 2007. EBRCSA is a Joint Powers Authority established to facilitate regional communications interoperability in the event of a regional emergency. Starting in FY2018, the City has implemented EBRSCA-compatible radios organization-wide, with a total of 672 mobile and portable radios. These radios are primarily assigned to the Police, Fire, and Utilities Departments. They are used for daily operations as well as in the event of an emergency.

To participate in the EBRSCA network, the City needs to pay a one-time activation fee, as well as annual subscription and maintenance fees for each radio. This money is used to maintain the EBRSCA infrastructure. The City budgeted \$250,000 in its Capital Improvement Program (CIP) budget under the Information Technology Capital Fund for these costs in FY2018. However, the actual amount due in FY2018 is \$356,960. Staff is requesting that Council increase the budgeted amount for this CIP project by \$106,960 to cover the remaining amount due to EBRSCA this year.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution

File #: CONS 18-234



DATE: April 17, 2018

TO: Mayor and City Council

FROM: Fire Chief and Director of Information Technology

SUBJECT Approval to Increase and Appropriate Funds for FY 2018 Capital Improvement Program (CIP) Budget for the Information Technology Capital Fund in the amount of \$106,960 to Maintain the City's East Bay Regional Communications Systems Authority Infrastructure (EBRCSA)

RECOMMENDATION

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SUMMARY

The City joined the East Bay Regional Communications Systems Authority (EBRCSA) in 2007. EBRCSA is a Joint Powers Authority established to facilitate regional communications interoperability in the event of a regional emergency. Starting in FY2018, the City has implemented EBRCSA-compatible radios organization-wide, with a total of 672 mobile and portable radios. These radios are primarily assigned to the Police, Fire, and Utilities Departments. They are used for daily operations as well as in the event of an emergency.

To participate in the EBRCSA network, the City needs to pay a one-time activation fee, as well as annual subscription and maintenance fees for each radio. This money is used to maintain the EBRCSA infrastructure. The City budgeted \$250,000 in its Capital Improvement Program (CIP) budget under the Information Technology Capital Fund for these costs in FY2018. However, the actual amount due in FY2018 is \$356,960. Staff is requesting that Council increase the budgeted amount for this CIP project by \$106,960 to cover the remaining amount due to EBRCSA this year..

BACKGROUND AND DISCUSSION

In 2011, the Hayward Fire Department purchased 82 mobile and 58 portable EBRCSA-compliant radios, largely paid for by a federal grant.

On September 13, 2016, the Hayward City Council [adopted a resolution](#) authorizing the City Manager to execute a lease-purchase agreement with Motorola Solutions to procure

approximately 520 additional radios for the Police Department and non-public safety field staff. Since then, staff has procured and implemented the radios, achieving organization-wide communications interoperability. Table 1 below lists the number of radios assigned by department:

TABLE 1: # OF RADIOS BY DEPARTMENT

DEPARTMENT	RADIOS
Police Department	452
Fire Department	140
Non-Safety Departments, including Utilities and Technology Services	80
Total	672

At the September 2016 City Council meeting, staff informed Council that the costs associated with participating in the EBRCSA network included a one-time activation fee of \$200 per radio, an annual subscription fee of \$300 per radio, and an annual maintenance fee of \$180 per radio. A CIP project was created in FY2018 CIP with a budget of \$250,000 for FY2018 and an annual increase of \$5,000 thereafter.

Unfortunately, the budgeted amount in the CIP project only accounted for the new radios that were procured for Police and the non-safety departments. It failed to account for the 140 radios that the Fire Department purchased in 2011. The Fire Department was not required to pay the annual fees to EBRSCA prior to FY2018 because the City was not using radios for operations during that time. Thus, there was no past CIP project for the Fire Department's Radios and they were mistakenly omitted from the new FY2018 project.

Table 2 below shows that the total one-time costs are \$34,400 and the ongoing annual costs are \$322,560. Staff is requesting that Council appropriate \$106,960 to cover the remaining amount due to EBRSCA in FY2018. This error will be corrected in future CIP budgets.

TABLE 2: # TOTAL ONE-TIME AND ONGOING

Item	Radios	Cost	Total
One-time Activation Fee	172*	\$200	\$34,400
Annual Subscription Fee	672	\$300	\$201,600
Annual Maintenance Fee	672	\$180	\$120,960
Total due in FY18			\$356,960

*The City pre-paid activation fees for 500 radios in FY2012 to help fund the start-up costs of the EBRSCA network

STRATEGIC INITIATIVES

This agenda item is a routine operational item and does not relate to one of the Council's Strategic Initiatives.

FISCAL IMPACT

The fiscal impact of the attached resolution will be \$106,960 in FY2018, which will come from the General Fund reserves in the form of a transfer to the EBRSCA CIP Project. Moving forward, the annual CIP Budget will request appropriation for the full subscription costs for all 672 radios with funding from the recipient departments. The FY2019 CIP Budget will be less than the total due in FY2018 because the City will have already paid the one-time activation fees for the radios in use.

Staff is currently reviewing radio usage in each department to determine if any of the radios with subscriptions are not being utilized and can be taken offline to reduce the annual subscription and maintenance fees.

Prepared by: Laurel James, Management Analyst
 Mary Thomas, Management Analyst
 Sandi Wong, IT Solutions Analyst

Recommended by: Garret Contreras, Fire Chief
 Adam Kostrzak, Director of Information Technology

Approved by:



Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 18-

Introduced by Council Member _____

RESOLUTION AMENDING RESOLUTION 17-088, THE BUDGET RESOLUTION FOR CAPITAL IMPROVEMENT PROJECTS FOR FISCAL YEAR 2018, RELATING TO AN APPROPRIATION OF FUNDS FROM GENERAL FUND TO INFORMATION TECHNOLOGY CAPITAL FUND TO MAINTAIN THE CITY'S EAST BAY REGIONAL COMMUNICATIONS SYSTEMS INFRASTRUCTURE

WHEREAS, communication between City departments and other cities is crucial for successful response to a major emergency, including natural disasters; and

WHEREAS, participating in the East Bay Regional Communications System Authority (EBRCSA) increases Hayward's interoperability with other agencies and provides the City with a regional, secure, and interoperable public safety radio system; and

WHEREAS, additional one-time funding is needed to pay for EBRCSA subscription and maintenance fees for Fiscal Year 2018, in the amount of \$106,960;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward authorizes the appropriation of \$106,960 from the General Fund to the Information Technology Capital Fund for EBRCSA fees.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2018

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 #: CONS 18-246

DATE: April 17, 2018

TO: Mayor and City Council

FROM: City Manager

SUBJECT

Authorization to Enter into an Exclusive Negotiating Rights Agreement with The True Life Companies, for a Proposed Development of Former Route 238 Parcel Group 2 off of Tennyson Road and Mission Boulevard.

RECOMMENDATION

That the Council adopts the attached resolution (Attachment II) authorizing the City Manager to enter into an Exclusive Negotiating Rights Agreement (ENRA) with the True Life Companies to develop conceptual development plans and negotiate a Disposition and Development Agreement (DDA) for former Route 238 Parcel Group 2 off of Tennyson Road and Mission Boulevard.

SUMMARY

The purpose of this item is to authorize the City Manager to enter into an Exclusive Negotiation Rights Agreement with The True Life Companies to develop conceptual development plans and negotiate a Disposition and Development Agreement for acquisition and development of a City-owned 8.75-acre parcel, giving them reassurance that the City will not negotiate with another entity while they are expending due diligence funds during the negotiation period.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	Group 2 Parcel Map
Attachment IV	Letter of Intent



DATE: April 17, 2018

TO: Mayor and City Council

FROM: City Manager

SUBJECT Authorization to Enter into an Exclusive Negotiating Rights Agreement with The True Life Companies, for a Proposed Development of Former Route 238 Parcel Group 2 off of Tennyson Road and Mission Boulevard.

RECOMMENDATION

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SUMMARY

The purpose of this item is to authorize the City Manager to enter into an Exclusive Negotiation Rights Agreement with The True Life Companies to develop conceptual development plans and negotiate a Disposition and Development Agreement for acquisition and development of a City-owned 8.75-acre parcel, giving them reassurance that the City will not negotiate with another entity while they are expending due diligence funds during the negotiation period.

BACKGROUND

After abandoning the State Route 238 Bypass Highway Project, Caltrans began selling previously acquired properties. To ensure that future development of these parcels aligns with the City's land use policies and overall vision, the City has negotiated a Purchase and Sale Agreement (PSA) with Caltrans to assume responsibility for the sale of these properties to private developers. The PSA provides the City with six years to sell the parcels or Caltrans may take them back. There are ten parcel groups along Foothill and Mission that are part of the City PSA with Caltrans.

The subject parcel is known as Parcel Group 2 and it is a single parcel located between the Tennyson Road extension on the north and Mission Boulevard to the west. The property is irregularly shaped and wraps behind commercial properties fronting Mission Boulevard and portions of the property front on Mission. The assessor has not assigned a parcel number to Parcel Group 2 and it is identified on the parcel map as State Freeway (See Attachment III).

The parcel is approximately 8.75 acres or 381,182 gross square feet, which has been reduced by the extension of Tennyson Road at the north end of the parcel, and a storm drain easement on the west side. The parcel is currently vacant.

The True Life Companies recently acquired the 4-acre site south of Parcel Group 2 at 29212 Mission Boulevard (former Roller Rink site). The developer submitted concept plans for the roller rink site at the Council Economic Development Committee (CEDC) under the City's Business Concierge Program concept review for a 91-unit development on February 5, 2018. Following CEDC feedback, the developer met with City staff about acquisition of the City owned Parcel Group 2 for a potential larger site assemblage and submitted a Letter of Interest (LOI) on March 30, 2018 (see Attachment IV).

DISCUSSION

Since the City has received a LOI from a developer pursuing a development project adjacent to Parcel Group 2, staff is recommending that the City Council enter into an ENRA to allow exploration of a larger assembled project that could take advantage of access points and developable land area of Parcel Group 2 along Mission Boulevard. The ENRA is only the first step in the land disposition process. The developer will need go through site development feasibility studies, environmental review and land use entitlement review processes. The ENRA simply gives The True Life Companies reassurance that the City will not negotiate with another entity while they are expending funds during the due diligence and framing up of a Disposition and Development Agreement. Listed below is a summary of key elements of the ENRA:

Key Elements of the ENRA

- Upon the effective date, Developer and the City will have 90 days to negotiate the form of a mutually acceptable DDA, which could be extended up to 60 additional days as determined by the City Manager.
- Developer will conduct site development feasibility and develop preliminary project plans and information required to conduct California Environmental Quality Act (CEQA) and entitlement review for the proposed project.
- Developer will submit a good faith deposit and staff and City consultant time will be billed against the deposit.
- The Project is not considered a public project or to have any public participation; and as such is not subject to any Project Labor Agreement requirements.

Developer Background and Experience

True Life Companies is a national developer with regional offices located in California, Colorado, Hawaii and Arizona with a Bay Area office located in San Ramon. True Life Companies focuses on in-fill projects that have been former industrial sites or have some level of contamination requiring remediation. Projects selected by the developer are typically transit-oriented with a location within a 1/3 of a mile from transit hubs. True Life Companies

has multiple Bay Area projects including projects in Fremont, Milpitas, Santa Clara, and recently completed projects in San Jose.

ECONOMIC IMPACT

No property taxes are currently being paid on the parcel group. Sale of Parcel Group 2 to a non-governmental entity will place it back on the tax rolls and provide an opportunity for new residential development needed to address the goals of the Housing Element, and expansion of La Vista Park.

The sale of the parcel group will be made pursuant to SB 470, which allows cities to sell public land for private development if the sale creates economic opportunity. Economic opportunity includes the creation and retention of jobs, increasing property tax revenues to all taxing entities, creation of affordable housing, implementation of a sustainable communities' strategy, and implementation of a transit-related project. If the project moves forward to the DDA phase, the DDA for the project will need to include one or more of these elements as an obligation and/or outcome of the development.

FISCAL IMPACT

This is the initial phase of potential property disposition and development. There are no anticipated fiscal impacts with the ENRA/DDA negotiations as the developer deposit will pay for staff time and consulting costs. The estimated amount of new tax revenue to be generated will be calculated at the time the DDA moves forward for City Council consideration.

STRATEGIC INITIATIVES

This agenda item would support the Complete Communities Strategic Initiative. The purpose of the Complete Communities Initiative is to create and support structured services and amenities to provide inclusive and equitable access for all with the goal of becoming a thriving and promising place to live, work and play. This item would support the following goals and objectives:

Goal 1: Improve quality of life for residents, business owners, and community members in all Hayward neighborhoods

Objective 1.b. Foster a sense of place and support neighborhood pride.

Objective 1.d. Create resilient and sustainable neighborhoods.

Goal 2: Provide a mix of housing stock for all Hayward residents and community members, including the expansion of affordable housing opportunities and resources.

Objective 2.b. Facilitate the development of diverse housing types that serve the needs of all populations.

The proposed project would be in line with the above goals and objectives as it would create new housing, potential jobs, and investment into the Mission Corridor, while adding to the resiliency and vitality of Hayward.

PUBLIC CONTACT

To date, there has been no public contact associated with this project. As the developer begins to put together the preliminary land use plan, community outreach will be an expectation of this process. In addition, there will be the standard public hearings before the Planning Commission and City Council as the City considers the necessary planning and environmental approvals for the proposed project should it move forward to those phases.

NEXT STEPS

If Council authorizes the action, the City Manager will negotiate and execute the ENRA and staff will begin work with the developer. Should staff be successful in the negotiations with the developer, the proposed terms and conditions of the Disposition and Development Agreement would come back to Council for approval.

Prepared and Recommended by: Micah Hinkle, Economic Development Manager

Approved by:



Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 18-

Introduced by Council Member _____

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HAYWARD
AUTHORIZING THE CITY MANAGER TO NEGOTIATE AND EXECUTE AN
EXCLUSIVE NEGOTIATION RIGHTS AGREEMENT BETWEEN THE CITY
OF HAYWARD AND THE TRUE LIFE COMPANY FOR A PROPOSED
DEVELOPMENT LOCATED AT 2300 FOOTHILL BOULEVARD

WHEREAS, the State Department of Transportation (Caltrans) purchased over 400 parcels of property in the City of Hayward for the planned construction of the 238 Bypass Freeway project, which was stopped because of a lawsuit filed by La Raza Unida of Southern Alameda County; and

WHEREAS, the City and Caltrans negotiated a Purchase and Sale Agreement for the City to acquire a portion of the properties from Caltrans, that was approved by the City Council and the California Transportation Commission (CTC) in January 2016; and

WHEREAS, the Purchase and Sale Agreement with Caltrans allows the City to buy from Caltrans ten different parcel groups for a six-year period that expires in January 2022; and

WHEREAS, the City will resell the properties to private developers pursuant to SB 470, which allows cities to sell public land for private development if the sale creates economic opportunity; and

WHEREAS, the potential sale and development of the above identified property would create and retain jobs, increasing property tax revenues to all taxing entities, contribute to affordable housing, implement a sustainable communities' strategy and a transit-related project.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward hereby authorizes and directs the City Manager to negotiate and execute an Exclusive Negotiation Rights Agreement (ENRA) with The True Life Company consistent with the terms generally outlined in the accompanying staff report, in a form approved by the City Attorney, and providing for The True Life Company payment of a \$50,000 deposit upon execution of the ENRA.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2018

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

True Life Companies



March 30, 2018

Mr. Micah Hinkle
Economic Development Manager
City of Hayward, Economic Development Department
777 B Street, 2nd Floor
Hayward, CA 94541

Re: **Letter of Intent – City of Hayward Controlled Property, Hayward, CA
8.75+/- acres (Directly Adjacent North of 29212 Mission Blvd property)**

Dear Mr. Hinkle:

Thank you again for our meeting on Tuesday. As mentioned at that meeting and prior conversations, The True Life Companies is very interested in working with the City of Hayward in trying to incorporate the adjacent property into our current project being proposed on 4.69 acres at 29212 Mission Blvd. As a follow up to our meeting, the following outlines a framework under which TTLC Management, Inc. ("Buyer") is prepared to enter into negotiations with the City of Hayward ("Seller") to purchase approximately 8.75+/- acres directly adjacent and north of True Life's property along Mission Blvd. ("Property"). This Letter of Intent represents the understanding in which the Buyer is prepared to enter into an Agreement that allows exclusive negotiation with the City. Pending such an agreement, Buyer and Seller agree to negotiate in good faith. *Buyer understands that it will be responsible for obtaining all City of Hayward entitlements that may include: General Plan Amendment, Re-Zoning, Tentative Map, and PD Permit entitlement approvals at its sole cost and expense.*

The following are the salient terms and conditions of Buyer's proposal to purchase the Property:

- 1) Property Description:** The Property consists of approximately 8.75 acres of land located on the east side of Mission Blvd (See attached Diagram labeled "16"). Property is currently vacant and is directly adjacent and north of True Life's 4.69 acre property at 29212 Mission Blvd. The Property currently has CN and RM zoning designations.
- 2) Purchase Price:** The Purchase Price shall be negotiated by Buyer and Seller based on type of units, unit count and developable acreage. Since this property would be in addition to, and an enhancement to our neighboring project, we have attached 2 examples of site plans illustrating unit count possibilities based on developable acreage.

12647 Alcosta Blvd., Suite 470, San Ramon, CA 94583

PH: (925) 824-4300 FX: (925) 355-1607

www.thetruelifecompanies.com

MM
3/30/18

True Life Companies



3) Payment of Purchase Price: The Purchase Price shall be paid in all cash at the Close of Escrow.

4) Deposits:

Initial Deposit: \$50,000 applicable deposit shall be deposited into escrow at execution of the mutually acceptable Agreement. This deposit is to be fully-refundable to Buyer during Feasibility Period.

5) Close of Escrow: Shall occur at the earlier of: 1) Within 30 days after City of Hayward Approval of a Tentative Map and PD Permit (or similar entitlement) to include the expiration of all appeal periods, or 2) Twelve (12) months after Feasibility Expiration, whichever occurs first. Buyer shall give Seller a 30-day prior written notice of their intent to close the escrow.

Extension to Close of Escrow: Buyer will be entitled to Two (2) Extensions of Three (3) Months each to the Close of Escrow provided that Buyer deposits and releases an additional deposit of \$50,000 for each extension. Extension Deposits are applicable and non-refundable. Buyer may extend Close of Escrow if Buyer has not obtained a PD Permit and Tentative Map approval, to include all applicable appeal periods. Buyer to use commercially reasonable efforts to process Tentative Map and PD Permit.

6) Feasibility Review Period:

Buyer shall be entitled to a Feasibility Review Period of Sixty (60) days from the execution of the Agreement. Seller will deliver to Buyer a draft Agreement within 5 days of executing this Letter of Intent. Seller will deliver all documents and due diligence information relating to this property within 3 days after signing this Letter of Intent.

Buyer shall be responsible for all costs associated with Buyer's feasibility review and shall indemnify and hold Seller harmless for any investigative work performed on the Property. Buyer will notify Seller and obtain Seller's approval before entering the Property; and Seller shall provide to Buyer, upon full execution of the Agreement, copies of any and all reports, studies, and other documentation relating to the Property that are in Seller's possession at no cost. Buyer shall have the Feasibility Review Period to review such documents.

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A handwritten signature in blue ink, appearing to be the initials "JM".

True Life Companies



7) Environmental Contamination:

Buyer assumes there is no environmental contamination on the property.

8) Escrow:

Escrow shall commence on the date upon full execution of the Agreement by both parties. An escrow shall be opened with Diane Burton at First American Title in Pleasanton, California.

9) Closing Costs: All Closing Costs (including County Transfer Tax and City Transfer Tax, if any) shall be borne by the parties in accordance with the prevailing custom in Alameda County. Current non-delinquent real property taxes shall be prorated between Buyer and Seller based on a Thirty (30) day month.

10) Brokerage Commission:

Buyer and Seller represents that there are no brokers involved in this transaction.

11) Right of Entry:

Buyer is hereby granted the right to enter the Property at any time after the execution of this Letter of Intent to conduct any investigations as may be required by Buyer to analyze the Property. Buyer shall give 48 hour written notice to Seller of their intent to enter and coordinate such activities with Seller. Buyer shall provide Seller with the appropriate indemnification and hold harmless provisions as Buyer and Seller mutually agree upon.

12) Representations and Warranties:

The Agreement will include standard representations and warranties for the transaction with respect to the authority and good standing of the parties, authorization to do business, absence of mechanics liens, outstanding litigation, force and effect of all agreements relating to the Property, and the environmental condition of the Property. Seller shall be entitled to any and all lease payments/income during the course of the proposed escrow period. In addition, Seller shall be responsible for delivering the property vacant (all tenants vacated from the property), free of any encumbrances with all associated loan payoffs (including any prepayment fees) and deeds of trust removed prior to close of escrow and shall have cured any violations of applicable laws, regulations and

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A handwritten signature in blue ink, appearing to be the initials "JM".

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codes. With Seller's prior written consent, Buyer will have the right to assign the Agreement at Buyer discretion, which Seller cannot unreasonably withhold, condition or delay.

13) Cooperation of the Parties:

The parties shall cooperate with each other and at the request of either party, shall execute additional documents as customary or as may become necessary in order to carry out the intent and the terms of this LOI. Seller agrees that he will assist Buyer in obtaining development approvals for the project as needed, at no cost to Seller.

14) Tenants:

Seller represents that there are no current tenants on the property.

15) Exclusivity:

At all times for a period of Thirty (30) days from and after Seller's execution of this letter of intent (and if the Agreement is executed, at all times prior to the closing or termination of the Agreement, whichever occurs first), Seller agrees not to (and Seller will instruct its agents, brokers, employees and representatives not to) solicit, encourage, accept or provide factual information or negotiate with respect to any letter of intent or offer to purchase or any other agreement regarding the sale of this Property from any person or entity other than the Buyer. This section is enforceable against Seller.

16) Agreement:

This letter constitutes a Letter of Intent only and does not constitute a binding agreement between the parties. This Letter of Intent outlines the major deal points that the parties have proposed for this transaction. Upon execution of this LOI, Seller shall prepare a more comprehensive Agreement which incorporates the terms herein for the execution of the parties. Buyer and Seller shall, in good faith, attempt to prepare and execute a definitive, binding and mutually acceptable Agreement based on the terms of this LOI. If the Agreement is not fully executed, neither party shall have any rights or obligations to the other.

(remainder of page left intentionally blank)

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A handwritten signature in blue ink, consisting of a stylized 'M' followed by a long, sweeping horizontal line.

True Life Companies



If the above terms and conditions are acceptable, please acknowledge by signing below. If you should have any questions, please feel free to call me to discuss. Thank you!

Respectfully,

THE TRUE LIFE COMPANIES

Scott A. Menard
Executive Vice President

Cc: Leah Beniston, The True Life Companies
Dan Fox, The True Life Companies
Kelley Rutchena, The True Life Companies

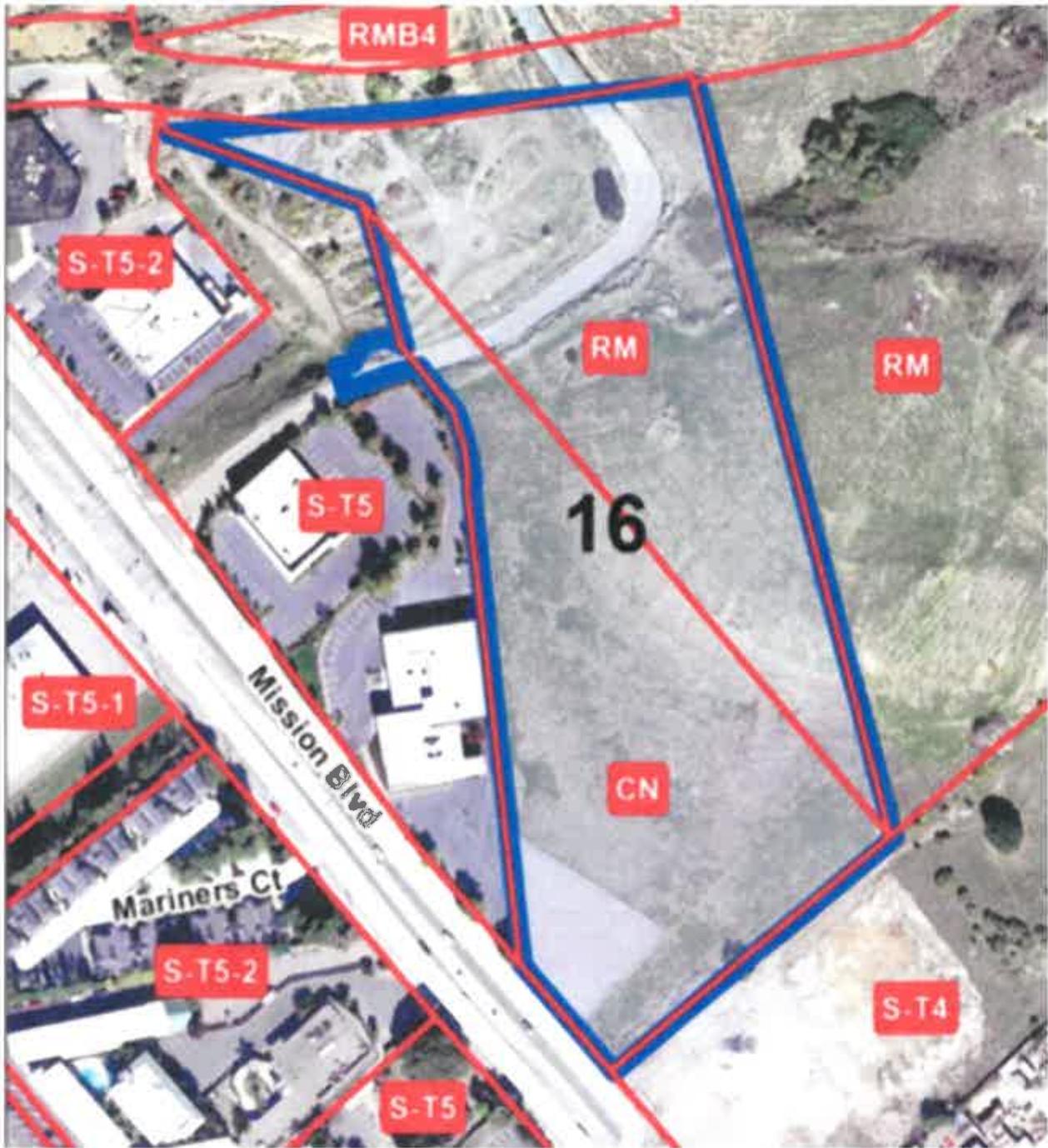
Approved and accepted this _____ day of April 2018.

By: _____

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Total Parcel Size is Approx. 8.75-acres.

Tennyson Road does run along the northern edge and with the road deduct it is approx. 7.19-acres.



CITY OF HAYWARD

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

File #: CONS 18-259

DATE: April 17, 2018

TO: Mayor and City Council

FROM: City Manager

SUBJECT

Approval of Route 238 Tenant Transfer Assistance Program and Appropriation of Program Funding

RECOMMENDATION

That the Council adopts the attached resolution (Attachment II) establishing the rental agreement termination date, and Tenant Transfer Assistance Program for the tenants occupying Route 238 parcel groups 5, 7 and 9

SUMMARY

This item will: 1) Establish a date for the termination of the rental agreements and a move-out date for the parcel groups 5, 7 and 9 tenants in the properties the City acquired from Caltrans; and, 2) approve the creation of a Tenant Transfer Assistance Program to provide financial incentives to assist tenants as they vacate the properties.

ATTACHMENTS

Attachment I Staff Report
Attachment II Resolution



DATE: April 17, 2018

TO: Mayor and City Council

FROM: City Manager

SUBJECT Approval of Route 238 Tenant Transfer Assistance Program and Appropriation of Program Funding.

RECOMMENDATION

That the Council adopts the attached resolution (Attachment II) establishing the rental agreement termination date, and Tenant Transfer Assistance Program for the tenants occupying Route 238 parcel groups 5, 7 and 9.

SUMMARY

This item will: 1) Establish a date for the termination of the rental agreements and a move-out date for the parcel groups 5, 7 and 9 tenants in the properties the City acquired from Caltrans; and, 2) approve the creation of a Tenant Transfer Assistance Program to provide financial incentives to assist tenants as they vacate the properties.

BACKGROUND

After abandoning the Route 238 Bypass Project, Caltrans started selling previously acquired parcels. To ensure that future development of these parcels supports the City's land use policies and overall vision, the City negotiated a Purchase and Sale Agreement (PSA) with Caltrans to assume responsibility for the sale of the properties to private developers.

Pursuant to the PSA, the City has acquired Parcel Groups 5, 7 and 9 from Caltrans, containing 37 residential and eight commercial tenants. The locations of the parcel groups are:

- Parcel Group 5 – Bunker Hill Area including Bunker Hill Blvd. Bunker Hill Court, Maitland Drive and Central Blvd. (residential tenants only).
- Parcel Group 7 – Sloped hillside parcel bounded by Mission Blvd. and Carlos Bee Blvd. (Commercial tenants only on Mission Blvd.).
- Parcel Group 9 – Primarily vacant parcel; near Highway 238 bounded by 238 on-ramp and Oak Street (residential and commercial tenants).

Upon transfer, the tenants received notification from Caltrans and the City of the property ownership change. The City's notification in December 2017 informed tenants that a schedule would be developed for their rental termination, and the soonest they would need to move is Spring 2018. Information was included concerning available housing resources.

On April 2, the City hosted a tenant information meeting at City Hall. Tenants were notified of the meeting by certified mail. Approximately 35 residents attended and heard a presentation concerning the proposed move schedule and assistance program recommended by this agenda item. The information about housing resources that was sent in December was handed out again at the meeting. Tenant comments and questions included the following:

- Objection to having to move at all
- Request to have an additional two years to stay until development starts
- The housing market is expensive and the proposed financial assistance is inadequate
- The City provided inadequate notice of the meeting
- Crime is increasing in the area due to homeless occupying vacant City-owned houses
- Why are tenants being asked to move before the City knows if the area is developable?
- When will security deposits be refunded?
- Will incentive payments be taxed?
- Why can't we purchase our homes?
- Are there legal resources to stop the City's termination of rental agreements?

The following information was either provided at the meeting in response to the questions, or provided in this report as additional background for the recommended Council actions:

Purpose of the property acquisition – The City acquired the properties to ensure an orderly transition to new private ownership and development. Neither Caltrans nor the City has plans for continued public ownership of these parcels. The properties are not on the tax roles, are in poor condition, and can be better utilized with different and potentially higher density uses.

Timing of parcel group disposition and development – The schedule set forth in Table 1 was shared with tenants. The parcel groups are being studied for re-use options, which should be complete in fall. Proposals for developers will be distributed shortly thereafter. The parcel groups will be more marketable with the preplanning and demolition of existing structures completed first. Sufficient time must be made available for tenants to move and for buildings to be demolished. Demolition requires asbestos and lead surveys to be conducted prior to bid documents being circulated. These surveys should be conducted when the units are vacated to avoid contamination of occupied spaces. The normal demolition bid process takes 60-90 days after the asbestos surveys are complete. Starting the move out process now to allow the parcel groups to be ready for marketing at the end of the year when the preplanning tasks are completed. In addition, many of the properties are in extremely poor condition, which may necessitate significant maintenance expenditures in the short term. Since the City's ultimate objective is to clear these parcel groups for future development, it is more cost effective to begin this process now.

Development Potential of Parcel Group 5 - The consulting team of Design Workshop is analyzing the development potential of Parcel Group 5. Although this work will not be completed until fall, the City has already undertaken soils studies to determine the feasibility of development in the area given the presence of some landslide activity and fault traces. These studies indicate that the land can be suitable for development. The first study, which involved surface observations but no trenching, was cited in the second study with the following statement: "The previous study concluded that proposed residential development of the property is feasible provided that the project is appropriately designed for the geologic and geotechnical hazards identified in the report." The second study, which involved trenching the area also concluded the area can be developed with appropriate design mitigations: "Based on the exploration results, from a geotechnical standpoint the site is feasible for potential development." Based on these studies, it is not necessary to delay the move out of tenants until further studies by Design Workshop or future developers are completed.

Home Purchase Option - One of the tenants at the April 2nd meeting asked why tenants could not acquire their existing houses in Parcel Group 5. This was an option available after the 2009 Settlement Agreement was signed and the City established a two-year first-time homebuyer program to assist with resident acquisition of a portion of the Caltrans acquired homes. A few of the houses in Parcel Group 5 were acquired under this program and the City invested in acquiring the remaining property from Caltrans and planning for its development. Selling additional existing houses in a piecemeal fashion will only further fragment the area and make the redevelopment of the parcel group more difficult and less attractive to potential developers. In addition to an inefficient site area, establishing needed infrastructure improvements such as roads and sewer mains will be more difficult. Further fragmentation will delay and possibly prevent the City from accomplishing its Complete Communities Strategic Initiative and economic development goals including but not limited to job creation, strong public infrastructure, and a mix of housing stock for all residents and community members including affordable housing.

DISCUSSION

Rental Termination Date

All the units will need to be vacated and demolished prior to their conveyance to developers. The City's Building Division has inspected the units for habitability. Although all the units are habitable, they are in poor condition because of years of Caltrans ownership with minimal maintenance. Units that have already been vacated are being broken into by the homeless, and require constant attention to remove the trespassers and re-secure the units. To stay on schedule with marketing, to reduce security problems, and to reduce resources spent on property maintenance, the schedule in Table 1 is recommended for Council approval:

Table 1 Rental Termination and Tenant Assistance Schedule

ACTIVITY	TIMING
Council Approves Tenant Assistance Program	Tuesday April 17th
Staff and Consultant Sign Program Consulting Agreement*	Thursday April 19th
90 Day Notices to Vacate Mailed to Tenants	Monday April 23rd
90 Day Notices to Vacate - Effective Date	Tuesday May 1st
Consultant Contacts Tenants to Start Assistance*	Wednesday May 2nd
90 Day Deadline to Move	July 31st

*See Tenant Transfer Assistance Agent discussion below

Tenant Transfer Assistance Program

No Relocation Obligation

There is no obligation for the City to pay any further relocation payments to any tenant. The prior payments made by the City pursuant to the Settlement Agreement and special LATIP legislation comply with State Relocation Law and satisfy this requirement. In addition, all tenants, whether they received stipends or moved into their unit after the settlement agreement was approved, signed rental agreements with a clause stating they are not eligible for relocation benefits. With respect to tenants who commenced their tenancy after the settlement agreement, state law specifically states that they “shall not be eligible for any additional relocation assistance under any provision of state law.”¹

Proposed Transfer Assistance Program Elements

The following are recommended elements of an assistance program for residential tenants:

1. Security Deposits – All tenants have security deposits due to be returned to them (less any damage or debris removal costs the City may incur). A total of approximately \$55,000 will be refunded to tenants.
2. 2010 City Relocation Payments – Pursuant to the 2009 Settlement Agreement, the City made relocation payments (stipends) to most of the current tenants totaling approximately \$419,000. These stipends included moving costs and rent differential payments combined. Most of the residential tenants received payments. The remaining tenants allowed to occupy the units after the Settlement Agreement was executed were not eligible for stipends. Tenants that have retained all or a portion of their stipend have a resource for offsetting the higher cost of new housing.
3. Early Move Incentives Payments – To assist with a timely vacation of the premises, staff recommends an incentive payment to be made available for all residential tenants. The graduated incentive utilizes a sliding scale of higher payments for immediate moves that decrease the longer the tenant stays. The recommended program would range from \$2,000 to \$4,500 as set forth in Table 2:

¹ Cal. Gov't Code § 14528.6

Table 2 Incentive Payments

INCENTIVE MOVE TIMING	AMOUNT
Within 30 Days of Termination Notice	\$4,500
Within 60 Days of Termination Notice	\$3,000
Within 90 Days of Termination Notice	\$2,000
After Move Deadline	\$0

4. Tenant Transfer Assistance Agent - This program element consists of hiring a consultant to provide assistance to tenants for: 1) Filing the appropriate forms for incentive payments; 2) Obtaining the refund of security deposits including performing walk thru inspections; 3) Researching affordable and market rate housing; and, 4) Obtaining information on moving resources. An RFP has been distributed to consulting firms specializing in tenant moves, so that a Tenant Assistance Agent can be in place to start advising and supporting tenants when the rental agreement termination notices are distributed.

There are eight commercial tenants in parcel groups 7 and 9 that the above program would not apply to as they have greater financial resources and the move does not affect their place of residence.

ECONOMIC IMPACT

This program is one further step towards returning underutilized properties to the tax roles with the development of additional new housing, consistent with the policies of the City's Housing Element of the General Plan.

STRATEGIC INITIATIVES

This agenda item supports the Complete Communities Strategic Initiative. The purpose of the Complete Communities initiative is to create and support structures, services, and amenities to provide inclusive and equitable access with the goal of becoming a thriving and promising place to live, work and play for all. This item supports the following goals:

- Goal 1: Improve the quality of life for residents, business owners, and community members in all Hayward Neighborhoods
- Goal 2: Provide a mix of housing stock for all Hayward residents and community members, including the expansion of affordable housing opportunities and resources.

Implementing the program will improve the quality of life for residents that remain in, or are living near these parcel groups, through the elimination of security problems and visual deterioration in the area caused by the existing vacant and dilapidated homes. Reselling the parcels for new development will create new housing to expand the existing housing stock.

FISCAL IMPACT

Assuming all tenants move within 30 days, the total maximum incentives payment cost is \$166,500. The tenant assistance agent element would be accomplished for a not to exceed cost under \$75,000. The total maximum program cost is \$241,500. The total amount of resources that have, and will be made available to the tenants is set forth in Table 3:

Table 3 – Total Tenant Resources

PAYMENT TYPE	AMOUNT
Security Deposits	\$55,000
Relocation Payments per Settlement Agreement	\$419,000
Incentives Payments	\$166,500
Tenant Assistance Agent	\$75,000
Total Tenant Resources and Support	\$715,500

These expenses will be paid using rental income previously collected for these properties. There is no impact to the General Fund.

PUBLIC CONTACT

Public contact has and will consist of the following items:

- Information letter from Caltrans sent in November 2017 regarding ownership transfer.
- December information letter from City regarding ownership transfer, FAQs on what happens next, and housing resources available.
- Inspection of units by City Building Division.
- Installation of smoke and carbon dioxide detectors for some units by Building Division.
- Information meeting on April 2nd to explain proposed Tenant Transfer Assistance Program.
- Notification of tenants of the April 17th City Council meeting to consider Tenant Transfer Assistance Program, and opportunity to speak at the Council meeting.
- Individual meetings between tenants and Tenant Assistance Agent (if program is approved).

NEXT STEPS

If the City Council approves the program by adopting the attached resolution, the next steps will consist of engaging a tenant assistance consultant and issuing rental termination notices pursuant to the steps set forth in Table 1.

Prepared by: Patrick O’Keeffe, Management Partners

Approved by:

A handwritten signature in black ink, appearing to read 'K McAadoo', written in a cursive style.

Kelly McAadoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 18-

Introduced by Council Member _____

RESOLUTION ESTABLISHING MAY 1, 2018 AS THE NOTICE OF TERMINATION DATE FOR RENTAL AGREEMENTS WITH TENANTS IN FORMER ROUTE 238 PROPERTIES; APPROVING A ROUTE 238 TENANT TRANSFER ASSISTANCE PROGRAM; AND APPROPRIATION OF \$245,000 FROM FUND 412—238 PROPERTY MANAGEMENT

WHEREAS, in 2016 the City negotiated a Purchase and Sale Agreement (PSA) with Caltrans to assume responsibility for the sale of the Caltrans acquired former Route 238 properties to private developers; and

WHEREAS, Pursuant to the PSA, the City has acquired Parcel Groups 5, 7 and 9 from Caltrans, containing 37 residential and eight commercial tenants, located in the Bunker Hill, Mission/Carlos Bee and Foothill/Oak Street areas respectively; and

WHEREAS, in December 2017 the City sent notice to the tenants of the transfer of ownership and the requirement for tenants to move in 2018; followed by a meeting with the tenants on April 2, 2018 informing them of the proposed rental agreement termination date and Tenant Transfer Assistance Program; and

WHEREAS, the timely resale of the acquired properties, pursuant to the PSA with Caltrans, requires termination of the rental agreements to allow demolition and site preparation activities to conclude by December 31, 2018; and

WHEREAS, notwithstanding that most of the tenants received relocation stipends pursuant to the 2009 Settlement Agreement, or are ineligible for payments pursuant to California Government Code Section 14528.6, the City of Hayward desires to assist with the timely vacation of the properties through the creation of a Tenant Transfer Assistance Program;

THEREFORE, BE IT RESOLVED, the City Council of the City of Hayward hereby establishes May 1, 2018 as the date of Notice of Termination of rental agreements in parcel groups 5, 7 and 9; and requires all tenants vacate premises by the termination date of July 31, 2018 (90 Days); and



CITY OF HAYWARD

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

File #: PH 18-030

DATE: April 17, 2018

TO: Mayor and City Council

FROM: Assistant City Manager

SUBJECT

Approval of FY 2019 Community Agency Funding Recommendations

RECOMMENDATION

That Council:

1. Accepts the Community Services Commission's FY 2019 community agency funding recommendations as outlined in Attachment II;
2. Adopts a resolution (Attachment III) authorizing the City Manager to submit an application for the Community Development Block Grant (CDBG) Program for HUD Program Year 2018, including the City of Hayward Fiscal Year 2019 CDBG Annual Action Plan with the FY 2019 CDBG funding allocations; and
3. Reviews and confirms Council's recommended changes to the FY 2020 annual community agency funding process.

The total funding availability for FY 2019 is estimated at \$1,465,933. Listed below is a summary of the funding recommendations.

<u>CATEGORY</u>	<u>AMOUNT</u>
Jobs, Economic Development, Infrastructure Category	\$345,999
Services Category	450,000
Arts & Music Category	82,000
<hr/>	
Total Grants to Community Agencies	\$877,999
City of Hayward-operated programs	\$530,934
HUD- Required fair housing activities	\$ 57,000
<hr/>	
Total City-Operated Services and HUD-Required Fair Housing	\$587,394

Total FY 2019 Recommended Funding

\$1,465,933

Attachment II provides a more detailed summary of the Community Services Commission recommendations by category, community agency/program, and funding amounts.

The funding recommendations in this report include Council's feedback from the April 3, 2018 Council work session.

Considerations for FY 2020 Funding Process:

Based on the April 3, 2018 Council work session discussion, six areas for consideration were identified by Council for the FY 2020 funding process:

1. Complete an RFP process for the Fair Housing services requirement;
2. Consider removing the Eden I&R 2-1-1 Program from the competitive process;
3. Ensure the City of Hayward operated programs are included in the competitive process;
4. Ensure Council reviews any surplus funds in the Infrastructure category, regardless of amounts and prior to re-allocation of those funds;
5. Review Selection Criteria to ensure funding recommendations are congruent with Council goals, particularly relative to affordable housing; and
6. Ensure proactive outreach measures are taken relative to increase potential applications for non-service categorical funding, particularly those that advance affordable housing.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	FY 2019 Community Agency Funding Recommendations
Attachment III	Resolution for CDBG Program FY 18-19



DATE: April 17, 2018
TO: Mayor and City Council
FROM: Assistant City Manager
SUBJECT: Approval of FY 2019 Community Agency Funding Recommendations

RECOMMENDATION

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SUMMARY

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City of Hayward-operated programs	\$530,934
HUD- Required fair housing activities	\$ 57,000
Total City-Operated Services and HUD-Required Fair Housing	\$587,394
<hr/>	
TOTAL FY 2019 RECOMMENDED FUNDING	\$1,465,933

Attachment II provides a more detailed summary of the Community Services Commission recommendations by category, community agency/program, and funding amounts. The funding recommendations in this report include Council’s feedback from the April 3, 2018 Council work session.

Considerations for FY 2020 Funding Process:

Based on the April 3, 2018 Council work session discussion, six areas for consideration were identified by Council for the FY 2020 funding process:

1. Complete an RFP process for the Fair Housing services requirement;
2. Consider removing the Eden I&R 2-1-1 Program from the competitive process;
3. Ensure the City of Hayward operated programs are included in the competitive process;
4. Ensure Council reviews any surplus funds in the Infrastructure category, regardless of amounts and prior to re-allocation of those funds;
5. Review Selection Criteria to ensure funding recommendations are congruent with Council goals, particularly relative to affordable housing; and
6. Ensure proactive outreach measures are taken relative to increase potential applications for non-service categorical funding, particularly those that advance affordable housing.

BACKGROUND

The information in the Background and Discussion sections of this report were presented to Council at the April 3, 2018 Council meeting. The [Full text of April 3, 2018 staff report and supporting documents](#) can be accessed by clicking the preceding hyperlink. The [Video of April 3, 2018 proceedings](#) is also available by clicking the preceding hyperlink, both of which can also be accessed via the City’s April 4, 2018 Council meeting web page.

DISCUSSION

The City of Hayward is designated as a HUD CDBG Entitlement Jurisdiction, therefore, on an annual basis, administers CDBG funds received from the U.S. Department of Housing and Urban Development (HUD). CDBG Entitlement funding is a formula determined by Congressional budget appropriation to HUD, and is calculated according to each Entitlement jurisdiction’s population size and poverty level which are derived from the most recent Census data. Formula funding is provided annually upon HUD’s approval of

Council's CDBG allocations, which form the substantive portion of the [City's Annual Action Plan](#).

Council recommended that the layout of the Community Services Commission FY 2019 Community Agency Funding Recommendations Chart (Attachment II) be modified to include three prior years of funding and other formatting changes, which have been incorporated. Council discussed both City-operated and agency programs, had several questions for staff and Commission regarding rationale for funding amount recommendations, and although individual Council members expressed a desire to modify or examine recommended amounts in specific program areas, staff did not make modifications to the Community Services Commission FY 2019 funding recommendations due to no apparent Council consensus on funding changes to this year's funding cycle.

On a related note, Council requested that staff conduct Exit Interviews when Commissioners submit resignations to evaluate the reasons for turnover rates, as this data may assist in identifying any barriers associated with retention of Commissioners. The City Clerk's office will report to Council prior to the July annual Commissioner Application Interview process.

CONSIDERATIONS FOR FY 2020 FUNDING PROCESS:

However, based on the April 3, 2018 Council work session discussion, six areas for consideration were identified by Council for the FY 2020 funding process. Staff request Council confirmation of these areas captured below.

CONSIDERATION #1: Complete an RFP process for the Fair Housing services requirement (RFP)

The City of Hayward uses a portion of its CDBG entitlement grant to comply with HUD mandated Affirmatively Fair Housing activities. At Council's recommendation, staff will develop an RFP for fair housing services in FY 2020.

CONSIDERATION #2: Remove Eden I & R 2-1-1 Program from the competitive process and Award Annually

At Council's recommendation, the Eden I & R 2-1-1 Program will be removed from the FY 2020 competitive process and will be awarded annually. Eden I&R is the sole provider of 2-1-1 in Alameda County and the agency has contractually provided the service for 41 years. Funds are provided through a consortium of 14 cities and several County agencies and departments. Skilled information and referral specialists provide critical connections between individuals in need and various human services agencies. Eden I&R was recently awarded the contract to serve as the county-wide call center for Alameda County's Coordinated Entry System, the entry point by which homeless individuals and families are assessed and prioritized to housing.

CONSIDERATION #3: Ensure the City of Hayward operated programs are included in the competitive process

Rather than determining the funding allocation for City-operated programs prior to the Community Services Commission's review of the various community submitted applications, there was Council consensus that, beginning in FY 2020, the City-operated programs be included in the competitive application process.

CONSIDERATION #4: Ensure Council reviews any surplus funds in the Infrastructure category

In the event organizations do not expend annual allocated amounts towards Infrastructure projects and there are surplus funds at the end of the funding cycle year, staff will ensure Council review of surplus funds to determine re-allocation priorities.

CONSIDERATION #5: Review Selection Criteria

Council recommended that staff review the funding selection criteria utilized by the Community Services Commission to ensure funding recommendations are congruent with Council goals, particularly relative to affordable housing.

CONSIDERATION #6: Ensure proactive outreach measures are taken to increase potential applications for non-service categorical funding

Council recommended that staff take proactive outreach measures to increase potential applications for non-service categorical funding, particularly those that advance affordable housing during next fiscal year's funding cycle.

Staff would like to receive final direction from the Council on whether and how to pursue these considerations as part of the FY 2020 funding process.

FISCAL IMPACT

The total funding availability for FY 2019 is estimated at \$1,465,933, of which \$536,308 is a General Fund appropriation request currently included in the FY 2019 proposed operating budget. The remaining \$929,625 is the estimated amount to be received from the CDBG Grant.

STRATEGIC INITIATIVES

This agenda item supports the Complete Communities Strategic Initiative. The purpose of the Complete Communities Initiative is to create and support structures, services, and amenities to provide inclusive and equitable access with the goal of becoming a thriving and promising place to live, work and play for all. This item supports the following goals:

- Goal 1: Improve the quality of life for residents, business owners, and community members in all Hayward neighborhoods.
- Goal 2: Provide a mix of housing stock for all Hayward residents and community members, including the expansion of affordable housing opportunities and resources.

PUBLIC CONTACT

On September 22, 2017, a Notice of Funding Availability was published in English and Spanish in the Daily Review newspaper and on the City's website, posted at the Hayward Public Library and City Hall, and emailed to a number of agencies (currently funded agencies, previously funded agencies, applications from previous years, and all other interested parties on the Community Agency Funding mailing list).

On October 26, 2017, application materials were published and readily accessible by logging onto the City Data Services web-based system, or downloadable from the City's website and a public Bidder's Conference was held to provide information about the application process.

The Community Services Commission reviewed applications and interviewed applicants at open meetings held on February 21, 2018 and March 21, 2018.

From February 21, 2018 through March 21, 2018, the Public Comment period for the recommendations in all categories were in effect. During this public comment period, nonprofit provider Centro Legal de la Raza submitted a statement of thanks to the CSC. A representative from the Family Violence Law Center commented regarding reduction in funding at the March 21, 2018 CSC Meeting.

On Friday, March 9, 2018, a notice was published in the Daily Review newspaper, in both English and Spanish to advise the public of the April 17, 2018 City Council meeting on this item. Notification was also sent through electronic mail to all applicants and interested parties, and posted on the City of Hayward website.

On Wednesday, March 22, 2018, the Community Services Commission held a public meeting after which the Commission voted to approve the FY 2019 funding recommendations and present them to the City Council as shown in Attachment II to this report.

On Tuesday, April 3, 2018, the Council held a work session to discuss the preliminary FY 2019 funding recommendations set forth by the Community Services Commission.

NEXT STEPS

If Council approves the Community Services Commission's FY 2019 funding recommendations, the City Manager will: (1) submit the Community Development Block

Grant (CDBG) grant application; (2) agency notification and contracts will be completed; and (3) staff will begin implementation of the considerations for the FY 2020 annual community agency funding process based upon Council confirmation at this meeting and bring back any necessary Council actions necessary to implement those changes.

Prepared by: Rachael McNamara, Management Analyst

Recommended by: Dana Bailey, Community Services Manager

Approved by:

A handwritten signature in black ink, appearing to read "Kelly McAdoo". The signature is fluid and cursive, with a long horizontal stroke at the end.

Kelly McAdoo, City Manager

Community Services Commission: FY 2019 Community Agency Funding Recommendations

Source	Category	Agency Name	Project	FY 2016 Award	FY 2017 Award	FY 2018 Award	FY 2019 Request	FY 2019 Recommended
JOBS, INFRASTRUCTURE AND ECONOMIC DEVELOPMENT CATEGORY								
CDBG	Economic Development	4Cs of Alameda County	Training in-home childcare providers	\$27,000	\$27,625	\$30,000	\$30,000	\$30,000
CDBG	Economic Development	Downtown Streets Team	Jobs placement for homelessness individuals	NA	\$90,000	\$90,000	\$149,999	\$149,999
CDBG	Economic Development	Elevating Soulciety	Job placement	NA	NA	\$40,000	\$50,000	\$45,000
CDBG	Infrastructure	East Bay Community Recovery Project	HVAC Replacement	NA	NA	NA	\$37,000	\$0
CDBG	Infrastructure	Hayward Area Recreation	Mia's Dream Playground soil grading	NA	NA	NA	\$96,000	\$96,000
CDBG	Infrastructure	Magnolia Recovery	Bathroom Renovation	NA	NA	NA	\$25,000	\$25,000
							SUBTOTAL:	\$345,999
SERVICES CATEGORY								
GF	Food Security	Alameda County Community Food Bank	Food scholarships for pantries and shelters	\$40,000	\$40,000	\$40,000	\$40,000	\$40,000
GF	Food Security	Spectrum Services	Meal program for seniors	\$21,000	\$21,000	\$22,000	\$30,000	\$15,000
GF	Health	Tri-City Health	HIV early intervention	NA	NA	\$10,000	\$20,000	\$10,000
GF	Housing	Centro Legal de la Raza †	Anti-Displacement Affirmative Litigation program	\$26,000	\$26,000	\$38,000	\$135,000	\$54,000
GF	Housing	Abode Services	AC Impact Program - permanent supportive housing	\$39,000	\$30,000	\$38,000	\$51,822	\$40,000
GF	Housing	Eden I&R	211 System	\$50,000	\$40,000	\$38,000	\$50,000	\$50,000
GF	Housing	FESCO Family Shelter	Shelter services	\$40,000	\$40,000	\$38,000	\$50,000	\$30,000
GF	Housing	Family Violence Law Center	Violence and homelessness prevention	\$60,000	\$40,000	\$40,000	\$50,000	\$30,000
GF	Housing	Ruby's Place	Shelter and children's programs	\$60,000	\$40,000	\$38,000	\$40,000	\$30,000
GF	Housing	South Hayward Parish ‡	Case manager	NA	\$15,000	\$15,000	\$38,000	\$38,000
GF	Legal Services	International Institute of the Bay Area	Legal services for immigrants	\$10,000	\$10,000	\$10,000	\$20,000	\$15,000
GF	Legal Services	Legal Assistance for Seniors	Legal services for seniors	\$20,000	\$20,000	\$20,000	\$22,000	\$17,000
GF	Youth and Family	CALICO	Interviewing and case management	\$25,000	\$20,000	\$20,000	\$35,000	\$18,000
GF	Youth and Family	East Bay Agency For Children (EBAC)	Hayward HUB services coordination	NA	NA	NA	\$0	\$0
GF	Youth and Family	Eden Youth and Family Center	EYFC/HPD Gang prevention project	NA	NA	NA	\$50,000	\$20,000
GF	Youth and Family	Horizon Services	School based LGBTQ programming	\$48,000	\$30,000	\$30,000	\$65,000	\$15,000
GF	Youth and Family	SAVE/COPS	Domestic violence counseling	\$24,000	\$15,000	NA	\$10,000	\$10,000
GF	Youth and Family	St. Rose Hospital Foundation	Healthcare internships	\$17,500	\$17,500	\$18,000	\$29,000	\$18,000
							SUBTOTAL:	\$450,000
ARTS & MUSIC CATEGORY								
GF	Arts & Music	Hayward Area Historical Society	Fiscal Administrator	\$8,199	\$8,199	\$8,199	\$9,614	\$7,450
GF	Arts & Music	Hayward Arts Council	Galleries and Education Program	\$16,321	\$16,321	\$16,321	\$27,000	\$16,500
GF	Arts & Music	Hayward Arts Council	Band & Orchestra Festival	\$7,326	\$7,326	\$7,326	\$7,550	\$7,550
GF	Arts & Music	Hayward Municipal Band	Summer Performances at parks	\$13,500	\$13,500	\$13,500	\$15,688	\$9,600
GF	Arts & Music	Pacific Chamber Symphony	Music is Fun! School program	\$6,208	\$6,208	\$6,208	\$8,800	\$8,800
GF	Arts & Music	Sun Gallery	Art Gallery and Education	\$27,176	\$27,176	\$27,176	\$33,000	\$28,000
GF	Arts & Music	Youth Orchestra of So. Alameda County	Scholarships for advance instruction	\$3,265	\$3,265	\$3,265	\$4,100	\$4,100
							SUBTOTAL:	\$82,000
CITY OF HAYWARD - City-Operated and HUD Required Fair Housing Activities Category								
CDBG	City-Operated Services	Housing Rehabilitation Program	Housing Rehabilitation, ADA upgrades and Brace and Bolt Program	\$344,496	\$344,496	\$349,500	\$350,000	\$350,000
CDBG	City-Operated Services	Family Education Program	Literacy and academic support for low-income Hayward Families	\$147,864	\$147,864	\$161,268	\$185,000	\$180,934
CDBG	HUD-Required Fair Housing	Eden council for Hope and Opportunity (ECHO)	Fair-housing audits, tenant/landlord counseling	\$51,000	\$51,000	\$51,000	\$57,000	\$57,000
							SUBTOTAL:	\$587,934
							TOTAL FY 2019 RECOMMENDATIONS:	\$1,465,933

Final CDBG awards are dependent upon FY 2019 Adopted Federal funding allocations.

† Centro Legal de la Raza 2019 application is for a new program - Affirmative Litigation Anti-Displacement Pilot

‡ South Hayward Parish 2019 application is for a new program - Case Manager for Food Pantry Clients

HAYWARD CITY COUNCIL

RESOLUTION NO. 18-

Introduced by Council Member _____

RESOLUTION AUTHORIZING THE CITY MANAGER TO APPLY FOR FEDERAL ASSISTANCE UNDER THE COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) PROGRAM FOR FEDERAL FISCAL YEAR 2018-2019.

WHEREAS the Housing and Community Development Act of 1974 makes funds available to qualified cities for certain community development activities, and the City of Hayward is qualified to receive certain funds pursuant to said act; and

WHEREAS the City Council has considered public testimony and the CDBG Program recommendations prepared by staff and the Community Services Commission, a copy of which is attached and hereby referred to for further particulars; and

WHEREAS the Council has considered the environmental impact of the program and hereby finds and determines that the program is composed of projects that are categorically excluded from the National Environmental Protection Act or will be subject to later environmental review and finds and determines that the activities funded by the program are either not subject to the California Environmental Quality Act or will be subject to later environmental review;

NOW THEREFORE BE IT RESOLVED that the City Council of the City of Hayward hereby approves the Community Development Block Grant Program and authorizes the City Manager on behalf of the City of Hayward to execute and submit the required applications and all implementing documents in connection therewith.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2018.

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 18-010

DATE: April 17, 2018

TO: Mayor and City Council
Redevelopment Successor Agency Board
Housing Authority Board

FROM: Director of Finance

SUBJECT

Presentation of Proposed FY 2019 Operating Budget and Update on Five-Year Plan

RECOMMENDATION

That Council receives and comments on the Proposed FY 2019 Operating Budget and the Update to the Five-Year Plan.

SUMMARY

The Proposed FY 2019 Operating Budget is presented to the City Council in advance of the April 28, 2018 Saturday work session. Council will receive and comment on the Proposed FY 2019 Operating Budget and the updated Five-Year Plan.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Budget Message
Attachment III	FY 2019 Budget Overview
Attachment IV	Five-Year General Fund Projection October 2017
Attachment V	Five-Year General Fund Projection FY 2018 Mid-Year
Attachment VI	City Council Directed Options
Attachment VII	Five-Year General Fund Projection FY 2019 Proposed
Attachment VIII	Five-Year General Fund Projection FY 2019 and City Council Directed Options



DATE: April 17, 2018

TO: Mayor and City Council
Redevelopment Successor Agency Board
Housing Authority Board

FROM: Director of Finance

SUBJECT Presentation of Proposed FY 2019 Operating Budget and Update on Five-Year Plan

RECOMMENDATION

That Council receives and comments on the Proposed FY 2019 Operating Budget and the Update to the Five-Year Plan.

SUMMARY

The Proposed FY 2019 Operating Budget is presented to the City Council in advance of the April 28, 2018 Saturday work session. Council will receive and comment on the Proposed FY 2019 Operating Budget and the updated Five-Year Plan.

BACKGROUND

The FY 2019 Operating Budget process began earlier than previous fiscal years in January of 2018. Over the last several months, Finance staff and the various departments met to review the respective FY 2019 department budget proposals before presenting them to the City Manager. On March 7, the FY 2019 Operating Budget Process was presented to the Council Budget and Finance Committee.

[In October 2017, the City held a Fiscal Sustainability work session](#), where City Council was presented with the new General Fund Long Range Financial Model (Model), as well as options for revenue generating, cost shifting, expenditure control, and changes in provision of services to assist in closing the City's long term structural budget gap. City Council supported exploration of options primarily from revenue, expenditure control, and cost shifting.

DISCUSSION

Proposed FY 2019 Operating Budget

The purpose of this agenda item is to present Council with the Proposed FY 2019 Operating Budget document in advance of the April 28, 2018 Saturday work session. The Council will

consider the annual budget over the coming weeks prior to the planned adoption on May 22, 2018. The City Manager’s Budget Message & Budget Overview provides Council with a summary of the various considerations, recommended changes, and highlights of the FY 2019 budget, included herein as Attachment II and Attachment III.

The full FY 2019 Proposed Budget document will be available on-line on the City’s web site after 5:00 pm, Monday, April 16, 2018 and in hard copy on April 17, 2018. The proposed FY 2019-2028 Capital Improvement Program budget is scheduled to be presented to and discussed by Council on May 8, 2018.

Update on Five-Year Plan

City Council reviewed the Model at the budget work session on October 14, 2017, and reviewed Attachment IV, which illustrated that, if the City took no action, the General Fund reserve level would fall below the City’s 20% General Fund Reserve Policy, to 14.9% in 2019, 8.2% in 2020, and depletion of all the City’s General Fund reserve by 2021, leaving a -1% General Fund ending fund balance.

TABLE 1: FIVE-YEAR GENERAL FUND PROJECTION (OCTOBER 2017)

FIVE-YEAR GENERAL FUND PROJECTION OCTOBER 2017 in thousands	FY 2019 Year 1	FY 2020 Year 2	FY 2021 Year 3	FY 2022 Year 4	FY 2023 Year 5
Revenues	\$158,113	\$160,690	\$164,181	\$170,353	\$176,909
Expenditures	163,266	170,963	180,068	189,690	195,683
Beginning Balance	\$29,424	\$24,271	\$13,998	(\$1,890)	(\$21,227)
Change in Reserve - Surplus / (Shortfall)	(\$5,153)	(\$10,273)	(\$15,887)	(\$19,337)	(\$18,774)
Ending Balance	\$24,271	\$13,998	(\$1,890)	(\$21,227)	(\$40,001)
Target to maintain 20% GF Reserves in Operating Expenses	\$32,653	\$34,193	\$36,014	\$37,938	\$39,137
General Fund Reserve Level as % of Total Expenses	14.9%	8.2%	-1.0%	-11.2%	-20.4%
Amount Above or (Below) Target 20%	(\$8,383)	(\$20,195)	(\$37,903)	(\$59,165)	(\$79,138)
Percentage Above or Below Target 20%	-26%	-59%	-105%	-156%	-202%

Mid-Year Adjustments and Impact on Five Year Forecast

During the mid-year review of the FY 2018 Adopted Budget, a mid-year expenditure adjustment of \$2.15 million in the General Fund was made in order to ensure the Model was updated to reflect the FY 2017 audited actuals, FY 2018 revised revenue projections, and FY 2018 mid-year expenditure adjustments. Attachment V shows the General Fund reserve level falling below the City Council’s 20% policy level to 12.6% in 2019, 4.5% in 2020, and an exhaustion of the City’s General Fund reserve in 2021, with -6% ending fund balance.

FIVE-YEAR GENERAL FUND SUMMARY - FY18 MID-YEAR PROJECTION in thousands	FY 2019 Year 1	FY 2020 Year 2	FY 2021 Year 3	FY 2022 Year 4	FY 2023 Year 5
Revenues	\$158,150	\$160,700	\$164,161	\$170,353	\$176,909
Expenditures	166,163	173,924	183,093	192,779	198,838
Beginning Balance	\$29,000	\$20,987	\$7,763	(\$11,168)	(\$33,595)
Change in Reserve - Surplus / (Shortfall)	(\$8,013)	(\$13,224)	(\$18,932)	(\$22,426)	(\$21,929)
Ending Balance	\$20,987	\$7,763	(\$11,168)	(\$33,595)	(\$55,524)
Target to maintain 20% GF Reserves in Operating Expenses	\$33,233	\$34,785	\$36,619	\$38,556	\$39,768
General Fund Reserve Level as % of Total Expenses	12.6%	4.5%	-6.1%	-17.4%	-27.9%
Amount Above or (Below) Target 20%	(\$12,245)	(\$27,021)	(\$47,787)	(\$72,150)	(\$95,292)
Percentage Above or (Below) Target 20%	(37%)	(78%)	(130%)	(187%)	(240%)

During the October 14, 2017 budget work session, City Council identified several budget balancing strategies and directed staff to explore the following options for potential implementation beginning in FY 2019. These strategies are included in Attachment VI:

Options	Estimated Annual Fiscal Impact	Additional Details
Revenue Generation Strategies		
Real Property Transfer Tax (RPTT)	\$4,020,000 - \$16,890,000	Potentially Place on Ballot in 2018 (\$7-\$15 per \$1,000) FY 2020 could be first full year
Transient Occupancy Tax (TOT)	\$356,000 - \$1,370,000	Potentially Place on Ballot in 2018 (10%-14%) FY 2020 could be first full year
Business License Tax (BLT)	\$2,900,000 - \$4,000,000 increase	Potentially Place on Ballot in 2020 \$19.06-\$26.02 per capita
Cannabis Tax	\$750,000-\$2,500,000	Assume 2% growth annually FY 2019 is first full year
Expenditure Controls and Cost Shifts		
Update Cost Allocation Plan	\$100,000	
Employee Cost Sharing	\$1,000,000	
Service Delivery Changes		
Prioritized Use of Measure C Revenue after Projects Completed - Transfer to GF	\$7,000,000 - \$7,500,000	Beginning in FY2021
Fleet Utilization Study	\$121,975	

If the City does not implement any changes and only adopts the FY 2019 budget as proposed, Attachment VII shows the General Fund reserve level falling below the City Council's 20% General Fund Reserve Policy to 14.7% in 2019, 8.5% in 2020, and complete depletion of the City's General Fund reserve in 2021, leaving a -1% ending fund balance.

FIVE-YEAR GENERAL FUND SUMMARY - FY 2019 PROPOSED BUDGET in thousands	FY 2019 Year 1	FY 2020 Year 2	FY 2021 Year 3	FY 2022 Year 4	FY 2023 Year 5
Revenues	\$159,748	\$162,774	\$166,492	\$172,774	\$179,454
Expenditures	165,219	172,324	181,570	191,282	197,351
Beginning Balance	\$29,713	\$24,242	\$14,691	(\$386)	(\$18,894)
Change in Reserve - Surplus / (Shortfall)	(\$5,471)	(\$9,551)	(\$15,078)	(\$18,508)	(\$17,897)
Ending Balance	\$24,242	\$14,691	(\$386)	(\$18,894)	(\$36,791)
Target to maintain 20% GF Reserves in Operating Expenses	\$33,044	\$34,465	\$36,314	\$38,256	\$39,470
General Fund Reserve Level as % of Total Expenses	14.7%	8.5%	-0.2%	-9.9%	-18.6%
Amount Above or (Below) Target 20%	(\$8,802)	(\$19,773)	(\$36,700)	(\$57,151)	(\$76,261)
Percentage Above or (Below) Target 20%	(27%)	(57%)	(101%)	(149%)	(193%)

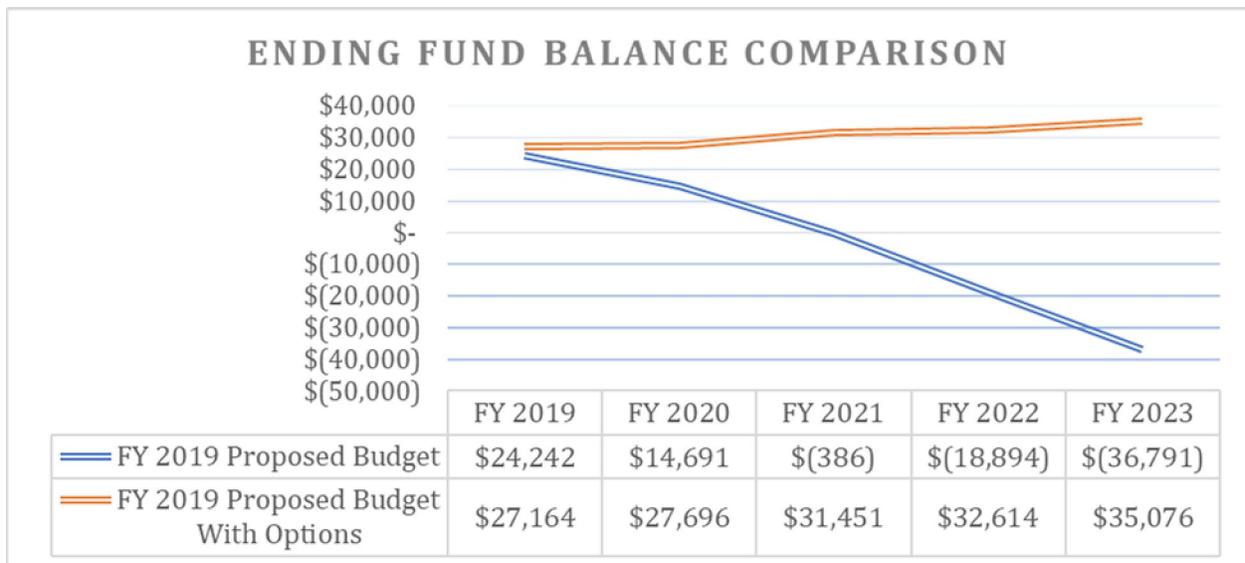
While the proposed FY 2019 General Fund budget is balanced with the reluctant use of \$5.5 million of General Fund reserves, achieving this balance is the result of some difficult choices. While the budget does not contain expenditure reductions, it maintains current service levels and includes limited growth in necessary areas. It also restores full funding to the City's internal fleet and information technology (IT) funds, consistent with FY2017 levels. In FY 2018, the Council made a one-time reduction to transfers to these internal service funds to balance the FY 2018 budget. These reductions are not sustainable long term as they prevented the City from making key investments and replacements of critical fleet and IT equipment. The ultimate adopted FY 2019 budget may again incorporate some one-time balancing measures to reduce this proposed use of General Fund reserves.

Attachment VIII shows the impacts on the five year forecast with the FY 2019 proposed budget and the Council directed options being implemented. In this model, the General Fund reserve level falls below the City Council's 20% General Fund Reserve Policy to 16.3% in 2019, 16.0% in 2020, 17.2% in 2021, 17.0 in 2022, and 17.7% in 2023. With the inclusion of the City Council directed options, there is very gradual restoration of General Fund reserves. This option includes the following changes in conditions:

- Increase Real Property Transfer tax to \$9.95/\$1,000 in 2019
- Increase Transient Occupancy Tax to 12% in 2019
- Increase the Business License Tax by 25% in 2021
- Cannabis Tax revenues at \$750,000 in 2019
- Cost Allocation Plan Update - \$100,000 annually
- Employee Cost Sharing - \$1,000,000 annually
- Prioritized Use of Measure C Revenue Transfer to GF in 2021 - \$7,500,000 annually
- Fleet Utilization Study - \$121,975 annually

FIVE-YEAR GENERAL FUND SUMMARY - FY 2019 PROPOSED BUDGET With City Council Directed Options <i>in thousands</i>		FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
		Year 1	Year 2	Year 3	Year 4	Year 5
Revenues		\$163,693	\$173,908	\$186,409	\$193,561	\$200,964
Expenditures		166,241	173,376	182,653	192,398	198,502
Beginning Balance		\$29,713	\$27,164	\$27,696	\$31,451	\$32,614
<i>Change in Reserve - Surplus / (Shortfall)</i>		<i>(\$2,548)</i>	<i>\$531</i>	<i>\$3,755</i>	<i>\$1,163</i>	<i>\$2,462</i>
Ending Balance		\$27,164	\$27,696	\$31,451	\$32,614	\$35,076
Target to maintain 20% GF Reserves in Operating Expenses		\$33,248	\$34,675	\$36,531	\$38,480	\$39,700
General Fund Reserve Level as % of Total Expenses		16.3%	16.0%	17.2%	17.0%	17.7%
Amount Above or (Below) Target 20%		(\$6,084)	(\$6,980)	(\$5,080)	(\$5,866)	(\$4,624)
Percentage Above or (Below) Target 20%		(18%)	(20%)	(14%)	(15%)	(12%)

As we continue to work toward exploration and implementation of the City Council directed options in pursuit of fiscal sustainability, work remains. If the structural gap cannot be resolved over the long-term, future budgets are likely contain recommendations for service reductions even without significant change to economic conditions.



STRATEGIC INITIATIVES

The Proposed FY 2019 Operating Budget includes budget augmentations to fund projects that support the three Council Strategic Initiatives. These will be discussed further as part of the upcoming Saturday budget work session.

NEXT STEPS

Upcoming opportunities for public input and comment are:

- | | |
|------------------------|---|
| April 28 th | All-day Special Work Session of Council, including Departmental budget presentations |
| May 1 st | Budget Work Session #1 at regular Council meeting (if needed) |
| May 8 th | Presentation of FY 2019-2028 Capital Improvement Program Budget (regular City Council meeting – work session) |
| May 8 th | Budget Work Session #2 |
| May 22 nd | Public Hearing and Adoption for FY 2019 Operating and Capital budgets |

Prepared by: Nicole Gonzales, Budget Officer
Monica Davis, Management Analyst II

Recommended by: Dustin Claussen, Director of Finance

Approved by:



Kelly McAdoo, City Manager



April 2018

Honorable Mayor and Members of the City Council:

I am pleased to present this year's proposed FY2019 budget that continues the organization's strong work towards achieving fiscal sustainability. Through the Great Recession and recovery, the City of Hayward has continued to provide quality services and has worked to invest in its future. While the City has taken significant steps towards attaining fiscal sustainability over the last five years, much work remains and we continue to struggle with a structural budget gap driven by increasing costs of operations and the rising costs of labor. Achieving progress during the Great Recession and the subsequent period of slow recovery is a testament to the hard work and dedication of all City employees and the City Council. Hayward continues to see positive economic improvement in many of its key General Fund revenues, such as Property Tax and Sales Tax, but we continue to experience an astronomical rise in employee benefit costs, particularly pension and post-employment healthcare costs. The phased in lowering of the CalPERS discount rate to 7% and modification to the mortality and investment risk assumptions only exacerbate the already steep growth in retirement benefit rates for cities. Unfortunately, CalPERS is likely not done with these types of changes that will make it harder for cities, including Hayward, to fund ongoing operations and services to the communities we serve while also continuing to provide our employees with a sustainable retirement.

This budget is being proposed with limited growth in necessary areas and is "balanced" with the assumed use of \$5.5 million of the General Fund Reserves. This reflects a significant decrease from last year's initial FY 2018 proposed budget, which identified a use of approximately \$10 million of General Fund Reserves. This proposed budget reinstates the one-time reductions that were used in FY 2018 to ultimately balance the budget.

Nevertheless, the structural gap continues to grow in future years absent additional cost cutting measures and expanded or increased sources of revenue. During the October 14, 2017 Fiscal Sustainability Worksession, the Council provided clear direction to address the gap and staff has worked to advance the strategies supported to do so; however, many of the strategies require voter approval or will take additional time for the City to receive the benefiting fiscal impact.

As we struggle to address and resolve the City's ongoing structural deficit, we must also strategically address staffing needs throughout the organization to manage increasing workloads and service requests from our community. Our deferred infrastructure and capital needs, along with our unfunded liabilities like CalPERS, must also be accommodated in both our short and long-range financial planning.

A continuing challenge to balance...

While the FY 2019 General Fund budget is balanced with the reluctant use of General Fund Reserves, achieving even this delicate balance is the result of some difficult choices faced by Council and employees alike. For example, while the City is committed to paying down its unfunded liabilities, the FY 2019 proposed budget includes funding the pay as you go portion of \$3.4 million and an additional \$2.0 million towards the annually required contribution (ARC) amount for retiree healthcare (OPEB) contributions, totaling \$5.4 million in FY 2019 for OPEB payments. Council has provided clear intent to fund the OPEB ARC by phasing it in over the next five fiscal years.



Additionally, while the budget does not contain expenditure reductions, it maintains current service levels and includes limited growth in necessary areas. Given these facts, the City is still struggling to meet the rising costs of doing business and the proposed budget requires a use of \$5.5 million in General Fund Reserves.

While the City certainly faces its financial challenges, the voters of Hayward have been a wonderful partner in our mission to achieve long-term fiscal sustainability. "Measure A," passed in June 2009 and re-approved for 20 years by 73.3% of the voters in June 2016, generates approximately \$16.6 million annually in Utility Users Tax (UUT) funds. This has allowed us to maintain staffing levels in public safety, as well as other critical City services. Absent re-approval, the City would have had an enormous financial gap that would have required drastic and immediate measures (including service reductions) to correct.

The community should take pride in all the successful efforts we have made to effectively utilize the Measure A revenue in a way intended by Council and the voters. Even during the darkest period of the recent Great Recession, we have been able to maintain the same number of sworn personnel as before the recession, in both Fire and Police. We did that while maintaining other essential services, albeit with a reduced staff.

Additionally, Measure C, a 0.5% sales tax add-on, was approved for 20 years by 67.4% of the voters in June 2016. This has generated approximately \$13.5 million a year to fund debt service for the financing and construction of the new Library and Community Learning Center and adjacent plaza, improvements to fire stations, a new fire training center, and the repaving of many City streets, as well as providing funding for increased police and maintenance staffing and services.

While the Great Recession severely impacted cities throughout the nation, the State and more specifically the East Bay have seen healthy economic growth over the past year. The nation as a whole has added nearly 200,000 jobs per month since early 2010 and California job growth leads the nation. California added 19,393 jobs in February 2018; 2.3% greater than the year prior. State unemployment is down to 4.3% and the economy is being driven by increases in construction, healthcare, and consumer spending. East Bay unemployment was 3.3% as of January 2017 and continues to remain lower than the State average.

Nevertheless, despite these encouraging signs, the economy is on the 9th year of its recovery and seems due for a correction based on normal economic cycles. While no economist can definitively predict the next recession, many are forecasting a slowdown around FY 2019, albeit forecasters predict one much less severe than the Great Recession. Additionally, the new Trump administration produces much uncertainty and anxiety for California as its policies are often diametrically opposed to the core values and beliefs the State prides itself on. Of particular concern is the proposed restriction or "clawback" of grant funding for cities that adopt sanctuary city status as it relates to cooperation with Federal immigration officials. While the ability of the Federal government to take this action will likely not stand up on legal grounds, it nevertheless presents cities, like Hayward that value diversity and inclusion, with many challenges and concerns. In reality though, no one truly knows what the current administration will actually do, not even the President's own political party; this poses the greatest anxiety of all. Thus, the City of Hayward needs to prepare itself for the possibility of and work further towards measures that will achieve long-term fiscal sustainability and to prepare to react and respond to actions coming out of Washington.

The City of Hayward has long prided itself on being a lean, efficient, and nimble organization, making the most of the resources entrusted to us. The previous recession forced the organization to make hard choices about which services were provided to the community, and how best to provide them. In addition, our employees were a key element in our financial survival during the Great Recession as they provided significant additional benefit cost sharing

with the City. Through it all, the organization has continued to do more with less, based on a strong ethic of commitment to the community we serve; and to do it with creative energy and an innovative approach.

While the proposed budget reflects the presumed spending plan for FY 2019 in keeping with City Council priorities, there are many unfunded needs not represented in this budget that will impact future funding levels – including critical staffing, capital infrastructure, and technology. The budget does however work towards achieving the goals set forth by the Complete Communities, Complete Streets, and Tennyson Corridor initiatives adopted in 2017. The City also continues to work towards a Safe, Clean, Green, and Thriving community and these initiatives will help to ensure that Hayward is not only an outstanding place to live, work, and play, but also a place that is convenient and accessible to all.

Balancing the budget and staffing resources to meet service demands...

Staffing resources in the General Fund are at 664.1 positions, down from a high in FY 2003 of 773 General Fund positions. Total citywide staffing (inclusive of all operating funds) hit a high of 937 in FY 2003; in FY 2019, 895.3 positions are proposed. This loss of resources did not translate to a reduction in service demands. In fact, the City has enhanced and improved its quality services over the years and is now at a breaking point – particularly as service demands continue to increase. As might be expected, we are a victim of our own success: the more we do, the more that is expected from us. This is a problem we embrace and to which we proudly respond. Even with this positive attitude and deep commitment, we are reaching the breaking point and risk burning out employees.

Nevertheless, we must be mindful that increases to staffing absent additional funding sources only widen the structural budget gap and exponentially increase unfunded liabilities for CalPERS (retirement) and OPEB (retiree medical benefits). The adopted budget has extremely limited staffing growth. The City will continue to be strategic in its staffing decisions as it looks towards fiscal sustainability.

The quest towards long-term fiscal sustainability...

For the past several years, we have worked towards moving away from the use of the reserves to balance the budget; and yet, the proposed budget includes the use of some General Fund Reserves. We continue to make remarkable progress in our elusive quest for fiscal sustainability, but as previously stated, work remains. During FY 2018, we developed a new ten year financial model and identified a number of budget balancing strategies that the Council reviewed and prioritized during the October 2017 work session. We will continue our work implementing these strategies and working with all departments to identify operational efficiencies that can be implemented. While difficult decisions may be necessary, the General Fund Ten-Year Plan clearly demonstrates that we cannot continue to balance the budget with the use of Reserves. At our current pace, projections show the City depleting its reserves by FY 2020.

If we cannot resolve our structural gap over the long-term, future budgets must contain recommendations for service reductions even if the economy holds or continues to improve. It is better to act now when our actions will have greater impact and will not need to be so severe before the City risks fiscal insolvency and has to implement more drastic and emergency measures in the future. No matter how much progress we make in economic recovery, operating expenses, primarily employee benefit costs, continue to grow faster than revenue and will continue to do so for the foreseeable future absent substantive action.

In this struggle to resolve our structural deficit and meet the demands of the future, I want to recognize and be thankful for the leadership and courage of our Mayor and Council. The decisions you have had to make over the last eight or more years have been extremely difficult,

and you met them each with honesty, fairness, and a keen sense of your responsibilities to both the organization and its employees and the community you represent. It is largely through the partnership with our elected officials, our executives and unrepresented employees, and our multiple bargaining groups that the City works every year to close the annual operating deficit in a variety of ways.

I look to a bright future for all of us as we make more progress toward fiscal stability in FY 2019, as well as continuing to improve the quality of services we deliver to Hayward residents and businesses. We must always be mindful of the future and the long-term consequences of our actions today. We will work towards solutions that have meaningful impact together. Hayward is a wonderful community that understands and truly honors the value of diversity in every facet of life. Our municipal organization is committed to the value of being a “family” despite our immediate differences; one that has shown its grit and mettle over the tough years and one that looks to the future with maturity, strength, and a strong commitment to service. Thank you for the honor and the privilege of being your City Manager and leading such a fantastic organization in service to our community.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Kelly McAdoo', with a stylized flourish at the end.

Kelly McAdoo
City Manager
ICMA-CM

Attachment: FY 2019 Budget Overview

CITYWIDE BUDGET OVERVIEW

CITYWIDE FINANCIALS

The City's operating budget is comprised of a number of different funding sources.¹ The General Fund is the largest single fund and represents the resources for which the City Council has the most discretion. The total proposed City expenditure budget for the FY 2019 is \$318.5 million, with a General Fund budget of \$165.2 million.

Table 1: City Expenditure Budget Summary – All Funds

Expenditures	FY 2017	FY 2018	FY 2019		
<i>in 1,000's</i>	Adopted	Adopted	Proposed	\$ Change	% Change
General Fund	149,029	151,562	165,219	13,657	9.0%
All Other Funds	130,306	135,938	153,316	17,378	12.8%
Total City Budget	279,335	287,500	318,535	31,035	10.8%

The FY 2019 proposed budget reflects General Fund expenditure growth over the FY 2018 adopted budget of 9% and an increase to All Other Funds of 12.8% primarily due rising personnel and benefits costs, and transfer related to funding critical capital needs. Total overall growth is projected at 10.8% for all funds combined.

CITYWIDE STAFFING

The FY 2019 proposed budget reflects a number of staffing changes over what was approved at the time of adoption of the FY 2018 Budget resulting in a net increase of 9.6 Full Time Equivalents (FTE) to the General Fund and 4.9 FTE additions to other revenue funds. Staffing changes result in a 1.6% increase in overall labor resources.

The Staffing section of the budget document provides more details regarding specific department and fund staffing changes.

Table 2: Staffing Summary

FTE Summary	FY 2016	FY 2017	FY 2018	FY 2019	#	%
	Adopted	Adopted	Adopted	Proposed	Change	Change
General Fund	646.7	651.2	654.5	664.1	9.6	1.5%
All Other Funds	217.5	223.6	226.3	231.2	4.9	2.2%
Total City Positions	864.2	874.8	880.8	895.3	14.5	1.6%

¹ Other funds is comprised of all non-General Fund revenue sources with key funds including the City's enterprise funds (Water, Sewer, Airport, etc.), Internal Service Funds (Facilities, Fleet/Equipment, Technology).

CITYWIDE BUDGET OVERVIEW

GENERAL FUND DISCUSSION

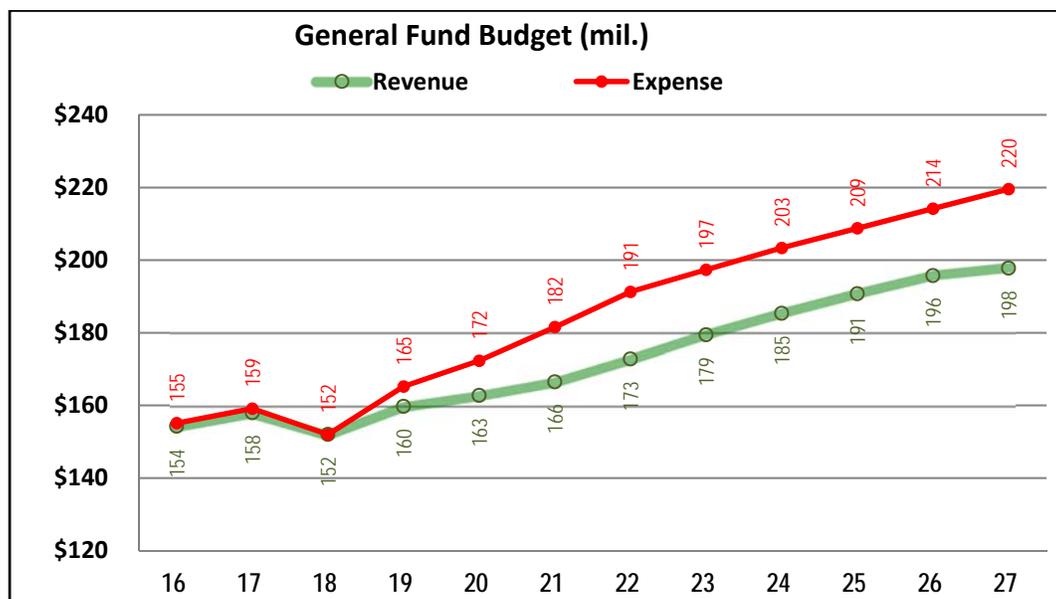
The General Fund represents over fifty percent of the City's total operating costs, and provides many important services such as police and fire services, street maintenance, code enforcement, library and learning services, and other community programs for the residents of Hayward.

The economic crisis that began in 2008 hit the General Fund the hardest of all of the City's funds. In 2011, the General Fund forecasted a 30 million deficit – a reflection of the severe loss of revenue caused by the recession the continued forecast of expenditure growth relating to the cost of providing services out pacing revenue growth.

In October 2017, the City held a Fiscal Sustainability work session, where the Council was presented with the updated General Fund Long Range Financial Model (Model), as well as revenue generating, cost shifting, expenditure control, and change to service provisions options to assist in closing the City's long term structural budget gap. Council supported exploration of options from all categories with the expectation of a reduction to provision of services.

The FY 2019 proposed budget shows a use of \$5.5 million of reserves. This structural gap continues to widen in future fiscal years. The adopted FY 2018 budget indicated a structural deficit of \$2.4 million; however, it should be noted that the adopted budget included three key one-time strategies to help reduce the FY 2018 deficit: 1) Reduction in General Fund allocation to Internal Service Funds (ISF), 2) Deferral of recruitment for vacant non-sworn positions for a three-month period, and 3). Prepayment of CalPERS ARC. Based on the FY 2018 year-end projection, the City is expected to close the year building reserves by the nominal amount of \$33,000. While the "surplus" would appear to be nominal in advancing the City's goal of long-term fiscal sustainability, it is an improvement over the projection from the FY 2018 adopted budget. The City continues to explore options to close the structural budget gap projected in the FY 2019 proposed budget.

Table 3: General Fund Long Range Financial Model



CITYWIDE BUDGET OVERVIEW

Basic General Fund Long Range Financial Assumptions

Over the last year, the City has worked with Management Partners to develop and enhance its General Fund Long Range Financial Model (Model). The Model is a dynamic planning tool used to assist City Council and staff in managing and projecting the City's current and future fiscal status. The updated Model provides sophisticated economic forecasting, escalation factors, and detailed personnel related costs. The City uses the Model to simulate a variety of different fiscal scenarios to understand the long-term fiscal impacts to the General Fund.

The General Fund section of the budget document contains a detailed General Fund Long Range Financial forecast. Critical Cost Drivers impacting FY 2019 and beyond include:

- Escalating CalPERS retirement costs, related to the recent change in PERS discount rate assumption
- Funding Retiree Medical benefits
- Critical resource additions
- Capital costs: vehicle replacement and information technology

General Fund Reserve

The General Fund Reserve is made up of funds intended for emergency needs (such as a catastrophic natural or financial disaster). It also provides some flexibility to address one-time priority programs, smooth out economic swings, and buffer the loss of state and federal funds. Current City Council policy is to maintain a reasonable Reserve level equal to 20% of total General Fund expenditures.

While FY 2018 assumed a use of \$2.4 million of General Fund Reserves when the budget was adopted, the Model now projects to close the year building reserves by \$33,000 (the actual use of reserves could change depending on actual year-end results). The FY 2019 proposed budget projects another planned use of the Reserve of \$5.5 million to balance the proposed budget. The estimated FY 2019 ending General Fund Reserve is approximately \$24.2 million, resulting in a projected Reserve level of 14.7%.

It is Council's policy to replenish the General Fund Reserve when it dips below the 20% threshold as one-time funds become available. Council has been wise in past uses of reserves, and staff has made every effort to maintain those reserve levels as close to Council policy as possible.

KEY FY 2019 BUDGET CHANGES

The following General Fund analysis provides a comparison of the FY 2019 Proposed Budget to the immediate previous years. FY 2018 "Projected" is based on what staff currently knows about how this fiscal year will end; the actual ending balance may be different when the year is closed.

General Fund Revenues

General Fund revenue projections reflect improvements to several key revenues, refined further from the projections presented in the FY 2018 Adopted Budget. Overall, staff is proposing to increase FY 2019 revenues over FY 2018 Adopted by about \$10.7 million or 7.2%. Each

CITYWIDE BUDGET OVERVIEW

revenue category varies in its change over the prior year, with some revenues seeing declines and others experiencing increases.

Table 4: FY 2019 General Fund Revenues

		A	B	C	D	E	F
		FY 2017	FY 2018	FY 2018	FY 2019	Change \$	Change %
<i>(in the 1,000's)</i>		Actuals	Adopted	Projected	Proposed	(D-B)	(D/B-1)
Revenue							
1	Annual Property Tax - Recurring	\$ 44,501	\$ 46,512	\$ 46,512	\$ 50,258	\$ 3,746	8.1%
2	RPTTF Pass-Thru & Annual	\$ 2,697	\$ 2,400	\$ 2,400	\$ 3,009	\$ 609	25.4%
3	Property Tax Total	\$ 47,198	\$ 48,912	\$ 48,912	\$ 53,267	\$ 4,355	8.9%
4	Sales Tax (incl Prop 172)	\$ 34,839	\$ 32,609	\$ 33,540	\$ 34,817	\$ 2,208	6.8%
5	Utility Users Tax	\$ 16,777	\$ 17,663	\$ 18,663	\$ 19,000	\$ 1,337	7.6%
6	UUT Prior Period Payment	\$ 3,977		\$ -	\$ -	\$ -	
7	Franchise Fees	\$ 9,646	\$ 9,462	\$ 10,462	\$ 10,921	\$ 1,459	15.4%
8	Property Transfer Tax	\$ 8,350	\$ 7,154	\$ 7,154	\$ 7,369	\$ 215	3.0%
9	Business License Tax	\$ 2,724	\$ 2,846	\$ 2,846	\$ 2,903	\$ 57	2.0%
10	Transient Occupancy Tax	\$ 2,560	\$ 2,036	\$ 2,036	\$ 2,077	\$ 41	2.0%
11	Cannabis Tax				\$ 750	\$ 750	
12	Emergency Facilities Tax	\$ 2,100	\$ 1,838	\$ 1,838	\$ 1,981	\$ 143	7.8%
13	Charges for Services	\$ 15,435	\$ 12,799	\$ 12,929	\$ 13,019	\$ 220	1.7%
14	Intergovernmental	\$ 6,559	\$ 6,424	\$ 6,304	\$ 6,552	\$ 128	2.0%
15	Fines and Forfeitures	\$ 2,429	\$ 2,114	\$ 2,114	\$ 2,187	\$ 73	3.5%
16	Interest and Rents	\$ 561	\$ 656	\$ 680	\$ 308	\$ (348)	-53.0%
17	Other Revenue	\$ 798	\$ 614	\$ 590	\$ 635	\$ 21	3.4%
18	Total Revenue	\$ 153,952	\$ 145,127	\$ 148,069	\$ 155,785	\$ 10,658	7.3%
19	Transfers In-Other Funds	\$ 4,037	\$ 3,960	\$ 3,960	\$ 3,962	\$ 2	0.1%
20	Total Revenue/Resources	\$ 157,989	\$ 149,087	\$ 152,029	\$ 159,748	\$ 10,661	7.2%

A summary of key revenue assumptions for FY 2019 follows. Please note that the General Fund section of the budget document contains further discussion and analysis of key General Fund revenue categories.

Property Tax – Property Tax is tied directly to assessed valuation and the decline of these revenues during the Great Recession, coupled with California's tax controls, resulted in a slow recovery. Hayward has experienced the impacts of an improved economy and active real estate market. Actions taken by the County Assessor from FY 2013 – FY 2015, driven by improved market conditions and rising housing stock prices, increased valuation related to the reassessment of property values (Proposition 8). This is a reversal of significant reductions in assessed value occurring from FY 2010 – FY 2012 as a result of the Great Recession.

The FY 2019 Proposed Budget increases Property Tax revenue projections totaling 8.1% over the amount adopted in FY 2018 revenues. The projection for Property Tax revenue is primarily based on the annual County Assessor's Office estimate of assessed values, with projections for the proposed budget based on information provided by the Assessor in March. In addition, the City uses a property tax consultant to review and confirm estimates. Future annual growth is projected between 2%–5%.

CITYWIDE BUDGET OVERVIEW

Sales Tax – Revenue projections for FY 2019 reflect a 6.8% growth from the amount adopted in FY 2018.

In recent years, the City has experienced sales tax erosion like many California municipalities; however, the FY 2019 proposed budget projects an increase in Sales Tax revenue similar to levels experienced in FY 2017. Due to focused efforts of Economic Development improvements and a sustained level of receipts, staff assumes a steady economic growth of sales tax revenue of 3–4% in future years.

Real Property Transfer Tax – FY 2018 Transfer Tax revenues are projected at \$7.4 million – of which \$4.8 million are considered recurring baseline revenues pursuant to current Council policy. This is a 3% increase over FY 2018 adopted revenues. It is difficult to project this volatile revenue; however, future annual growth is estimated at 2% in future fiscal years.

- *RPTT Volatility and Base Annual Revenues:* RPTT is volatile revenue – and is entirely connected to Hayward’s real estate market conditions, both value and rate of sales. It is reasonable to assume that Hayward will receive an annual base of revenues due to normal property turnover. However, given the unpredictability of this revenue, it is also reasonable to assume that spikes to this revenue are one-time in nature. Meaning, revenues received in excess of an annual base, currently set at \$4.8 million, are considered non-recurring and are to be used toward one-time expenses such as replenishing the General Fund reserve, capital improvements, and/or reductions of benefit liabilities. This prudent fiscal approach helps avoid the mistake of budgeting recurring costs against one-time spikes in revenue – thereby exacerbating the City’s structural gap.

Franchise Fees – This revenue category is comprised of franchise fees assessed on utilities doing business within City limits (e.g., refuse, gas, electricity, cable, etc.) and is assessed as a percentage of gross receipts. Overall franchise fees are experiencing an increase of 15.4% for FY 2019.

Charges for Services – This revenue category is comprised of a variety of fees for building and development related activities. Given continued levels of activity, FY 2019 projects a 1.7% increase over FY 2018. Future years reflect a steady annual growth of 2–3% as a means to smooth the impacts of a future recession and market slow-down.

CITYWIDE BUDGET OVERVIEW

General Fund Expenditures

Overall, the Proposed FY 2019 expenditures have increased over the FY 2018 Adopted Budget by \$13.6 million or 9%. There are several factors driving the expenditure growth, almost all due to escalating employee-related costs.

Table 5: FY 2019 Proposed General Fund Expenditures

(in the 1,000's)	A FY 2017 Actual	B FY 2018 Adopted	C FY 2018 Projected	D FY 2019 Proposed	E Change \$ (D-B)	F Change % (D/B-1)
1 Expenditures						
2 Salary	\$71,003	\$74,243	\$74,257	\$77,899	\$3,656	4.92%
3 Overtime	\$8,161	\$5,566	\$7,021	\$3,320	(\$2,246)	-40.35%
4 Wages Subtotal	\$79,164	\$79,809	\$81,278	\$81,219	\$1,410	1.77%
5 Medical/Dental/Other Benefits	\$12,585	\$14,585	\$14,581	\$14,549	(\$36)	-0.25%
6 Retiree Medical (pay-go)	\$2,847	\$2,794	\$2,794	\$3,038	\$244	8.72%
7 Worker's Compensation	\$6,284	\$5,899	\$5,903	\$6,600	\$701	11.88%
8 Retirement (CalPERS)	\$23,021	\$23,600	\$23,600	\$29,018	\$5,418	22.96%
9 Benefits Subtotal	\$123,901	\$126,687	\$128,156	\$134,424	\$7,737	6.11%
10 Assumed Vacancy Savings		(\$1,931)	(\$4,602)	(\$2,288)	(\$357)	18.49%
11 Interdepartmental (ID) Charges	(\$4,069)	(\$4,602)	(\$4,396)	(\$4,507)	\$95	-2.05%
12 OPEB Liability Contribution*	-	\$1,000	\$1,000	\$2,000	\$1,000	100.00%
13 Net Staffing Expense	\$119,832	\$121,155	\$120,158	\$129,629	\$8,474	6.99%
14 Supplies & Services	\$10,294	\$9,268	\$10,574	\$10,074	\$806	8.70%
15 Internal Service Fees	\$14,413	\$11,863	\$11,863	\$16,504	\$4,641	39.12%
16 Debt Service*	\$3,640	\$3,283	\$3,283	\$2,930	(\$353)	-10.75%
17 Liability Insurance*	\$4,389	\$2,907	\$2,907	\$2,950	\$43	1.48%
18 Economic Dev. Fund (from RPTTF)*	\$556	\$350	\$350	\$350	\$0	0.00%
19 Capital Funding*	\$1,769	\$2,736	\$2,861	\$2,782	\$46	1.68%
20 Non-Personnel Expenses Subtotal	\$35,061	\$30,407	\$31,838	\$35,590	\$5,183	17.05%
21 UUT Prior Period Payment Offset	\$4,248	\$0	\$0	\$0	\$0	
22 Total Expenditures	159,139	151,562	151,996	165,219	\$13,657	9.01%

*Transfers Out of General Fund Total

Salary – FY 2019 include the assumed contracted Cost of Living Adjustment (COLA) for all applicable bargaining groups. The City is currently in negotiations with all of the applicable bargaining groups. As a result, staff assumed COLA based on FY 2018 contractual rates, with the exception of public safety bargaining groups, which included a 5% COLA in FY 2019 per the current contract. FY 2019 includes all proposed position changes – a total increase of 9.6 FTE to the General Fund and 4.9 FTE additions to other revenue funds.

Overtime – FY 2019 Overtime is \$3.3 million – which is significant decrease over the FY 2018 Adopted Budget. The FY 2019 Proposed Budget includes the addition of 9 Fire Fighters to allow for adequate staffing levels, and significantly minimize the use of overtime within the Fire Department. The majority of the remaining General Fund overtime is appropriated in the Police Departments to meet mandatory staffing level requirements.

CalPERS Retirement Rates – Retirement rates increase significantly in FY 2019 – with total costs increasing 22.9%. Over the last several years, the CalPERS Board of Administration has considered and adopted several rate methodology changes that directly impact the retirement rates that cities pay (employer contribution rates). Each of these changes is effective in different fiscal years, with varying phase-in schedules. While these changes significantly increase our current retirement costs, they are intended to stabilize the CalPERS plans for long-term

CITYWIDE BUDGET OVERVIEW

sustainability and should have been implemented long ago in the CalPERS system. The FY 2019 Proposed Budget is the first year of a three-year phase-in in the changes in CalPERS discount rate from 7.5% to 7.0%.

The cost of the retirement plans is broken into Employee Contribution rates (fixed) and Employer Contribution rates (variable). Both rates are a percent of payroll. The Employee Contribution is fixed and is based on the pension plan formula (generally 9% for public safety plans and 7% or 8% for miscellaneous plans). The Public Employees' Pension Reform Act of 2013 (PEPRA) introduced new benefit formulas effective January 1, 2013 that affect new employees to the City that have not previously been part of the CalPERS system. While there is little immediate financial benefit to the City with this "two-tiered" system, the long-term benefit of lower retiree costs is anticipated to be significant.

Most employee groups contribute beyond the Employee Contribution portion and pay a portion of the Employer Contribution: 6% for sworn police and fire personnel, 3% for all non-sworn personnel. The Employer rates displayed in Table 7 represent the full Employer cost as assessed by CalPERS, and do not reflect these cost-sharing agreements, as these agreements do not affect the overall cost of CalPERS, only who pays what share.

Table 6 below reflects the CalPERS Board decision to lower the discount rate from 7.5% to 7.0% in December 2016. Lowering the discount rate, also known as the assumed rate of return, means employers that contract with CalPERS to administer their pension plans will see increases in their normal costs and unfunded actuarial liabilities in order to make the plan more sustainable in the long term. Active members hired after January 1, 2013, under the Public Employees' Pension Reform Act will also see their contribution rates rise.

The most recent actuarial valuations provided to the City of Hayward by CalPERS in July 2017 reflect the final rates for FY 2019. The new valuations the City received in July 2017 reflect rate projections that include all of the rate actions taken by the CalPERS Board to date.

Table 6 provides a summary of what the City's projected CalPERS rates will be based on CalPERS recent change to the discount rate. Please note that these projections are an estimate based on a model and are not entirely reflective of what the City's exact rates will be. Immediately upon receipt of the CalPERS Actuarial Valuation Report (reportedly late July 2017), staff will return to the Council with updated projections and further discussion.

Table 6 – CalPERS Rates

<i>(in the \$1,000s)</i>	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Miscellaneous								
Normal Cost %	84.160%	8.809%	9.300%	10.200%	10.200%	10.200%	10.200%	10.200%
UAL Payment	\$7,926	\$9,165	\$10,591	\$11,722	\$13,187	\$14,514	\$15,423	\$16,209
Employer Contribution Rate %	27.40%	28.60%	31.50%	34.10%	36.30%	38.10%	39.00%	39.60%
Change over Prior Year	101.00%	1.20%	2.90%	2.60%	2.20%	1.80%	0.90%	0.60%
Police								
Normal Cost %	21.460%	22.112%	23.000%	24.900%	24.900%	24.900%	24.900%	24.900%
UAL Payment	\$6,994	\$8,346	\$9,880	\$10,928	\$12,255	\$13,376	\$14,227	\$14,962
Employer Contribution Rate %	50.30%	54.40%	60.20%	64.70%	68.30%	70.90%	72.40%	73.40%
Change over Prior Year	4.61%	4.10%	5.80%	4.50%	3.60%	2.60%	1.50%	1.00%
Fire								
Normal Cost %	16.872%	17.721%	18.600%	20.400%	20.400%	20.400%	20.400%	20.400%
UAL Payment	\$4,985	\$5,939	\$7,024	\$7,854	\$8,929	\$9,811	\$10,432	\$10,969
Employer Contribution Rate %	45.20%	48.90%	54.40%	59.20%	63.20%	66.10%	67.60%	68.60%
Change over Prior Year	2.36%	3.70%	5.50%	4.80%	4.00%	2.90%	1.50%	1.00%

CITYWIDE BUDGET OVERVIEW

Vacancy Savings – Vacancy savings are assumed based on normal attrition and known staffing vacancies. Projected FY 2019 vacancy savings are \$2.3 million in the General Fund and assume savings primarily attributed to police staffing.

Retiree Medical Unfunded Liabilities – City Council policy is to pre-fund the City's benefit liabilities to the greatest extent possible within existing operating resources. FY 2019 Proposed Budget includes a \$2 million contribution toward the City's Other Post-Employment Benefits (OPEB) Retiree Medical unfunded liability. The City will continue to phase in the funding of the total Annual Required Contribution (ARC) for its OPEB liability – reaching this minimum annual funding level by FY 2022.

Internal Service Fees – The Internal Service Funds (ISF) for FY 2019 Proposed shows an increase of \$4.6 million over the FY 2018 Adopted Budget. In FY 2018, City Council approved the reduction in General Fund allocation to Internal Service Funds in FY 2018 to help close the structural budget gap. The reduction in General Fund allocation was a one-time approach, and has been discontinued.

The Technology Internal Service Fund presents specific recurring technology costs, which includes Munis and other program annual software maintenance.

Capital Funding

The Technology Capital Fund requests \$1 million in FY 2019, and includes:

- Network infrastructure replacement
- Security Assessment and Improvement
- Highspeed Hayward fiber plan implementation

Some of these projects will require funding in future years as well to complete; however, funding levels will be contingent on future budget processes.

Other Funds

The most significant changes in non-General Fund funds are related to the new Measure C Fund. The Enterprise & Other Funds section of the budget document provides multi-year forecasts and analyses for all of the City's key enterprise and internal service funds.

Measure C – During the June 3, 2014 municipal election, the voters of the City of Hayward passed a ballot measure (Measure C) to increase the City's Transaction and Use (Sales) Tax by half a percent for twenty years. This half cent increase became effective October 1, 2014, bringing Hayward's Sales and Use Tax rate to 10.0%. This is a general tax and is considered discretionary in nature. Staff originally estimated that the new sales tax would generate approximately \$10 million annually in locally controlled revenue that can be allocated by the City Council and will remain in place for a period of twenty years. In FY 2019, staff projects that the City will receive \$14.2 million in Measure C sales tax revenues.

The City Council, as well as the ballot language, established a number of spending priorities for these funds. These priorities include a mix of capital projects and funding allocations toward operating services. The Measure C revenues continue to be used to fund debt service for construction of the new Library and Community Learning Center, completion of fire station retrofits and improvements, and rehabilitation and expansion of the City's existing fire training center. Of the \$14.2 million in annual revenue, staff estimates annual debt service payments for

CITYWIDE BUDGET OVERVIEW

the above defined projects will total approximately \$5.4 million annually. The remaining funds are to be allocated among police services, maintenance services, and street repairs.

Staff presented recommendations for the use of the Measure C funds to both the Council Budget & Finance Committee and the City Council in November and December 2014. Consistent with those discussions, staff is including assumed revenues and expenditures for Measure C as part of the FY 2019 budget.

- **Revenue:** The City began receiving allocations of the Measure C Transaction and Use (sales) Tax effective January 1, 2015. Staff anticipates receiving approximately \$14.2 million in revenues from Measure C for FY 2019. As previously approved by Council, staff established a new fund within the General Fund to allow for easy tracking of the revenues and expenses associated with Measure C (Fund 101).
- **Expenditures:** Given the timing of the design of the Measure C funded capital projects, FY 2019 estimates expenses of \$9 million for staffing (police and maintenance) and estimated debt service. The FY 2019 Proposed Budget also includes a change in Measure C staffing. Staff presented a recommended change in Police staffing at the March Council Budget and Finance Committee. Due to the high levels of Call Taker vacancies (Measure C Funded), it was the recommendation that to better utilized Measure C funding, that Call Takers (8.0 FTE) be reallocated to the General Fund, and Communications Operators (7.0 FTE) be reallocated to Measure C. The Council Budget and Finance Committee supported the recommendation.

UNFUNDED NEEDS & LIABILITIES

While the FY 2019 Operating Budget reflects the basic operating needs of the City, as well as the inclusion of funding toward some benefit liabilities and capital needs, it does not reflect the full spectrum of need – as many of these needs are by necessity “unfunded.” As can be seen in the discussion below regarding benefit liabilities, the City is not fully funding these obligations. However, the City Council spent time in FY 2017 and 2018 reviewing its benefit liabilities and considering funding plans toward adequately funding the unfunded portions of these liabilities.

Unfunded Capital Needs

The FY 2019 Capital Improvement Program reflects “Identified Capital Needs” totaling approximately \$410 million, for which funding is undetermined. In accord with Council policy, as one-time funding becomes available, Council will allocate funds toward these unfunded CIP needs.

Benefit Liabilities & Funding Status

The City actively manages its benefit liabilities and completes actuarial valuations for all benefit liabilities with the exception of accrued leave payouts (analysis conducted by staff). These valuations consider the economic, demographic, and historical compositions of the benefit programs and establish amounts that the City should allocate each year to fund its benefit-related financial obligations. In today’s economic climate, it is critical that the City continue to manage its benefit liabilities to ensure long-term fiscal stability and the continuance of these valuable benefits to City employees. Actuarial valuations identify the Annual Required Contribution (ARC) an agency should make toward the funding of the benefit. This is essentially the minimum funding amount that should be responsibly made by any organization. The ARC is

CITYWIDE BUDGET OVERVIEW

generally comprised of two elements: a portion of funding for current costs (sometimes referred to as “pay go”) and a portion of funding for future costs (the Unfunded Actuarial Liability or UAL).

As bond rating agencies review the City’s debt, they actively consider the level of the City’s unfunded benefit liabilities and the economic pressure these place on the City. Failure to meet the minimum recommended funding levels or to implement a plan to achieve full funding of the ARC and/or a long-term plan to pay down the future liabilities could have a negative impact on future bond ratings – with a possible resultant increase in the cost of borrowing should the City seek to incur new debt or need to refinance existing debt.

Table 7 provides a summary of the City’s benefit liabilities and current levels of funding. Each of these benefit liabilities is unique in its structure and the degree of funding varies depending on the benefit.

Table 7: Summary of Benefit Liabilities

<i>(in millions)</i>	Actuarial				Funded Ratio	Unfunded Liability (1)	Unfunded Ratio
	Valuation Date	Accrued Liability	Value of Assets	Funded Ratio			
CalPERS Police Safety Plan	6/30/2016	\$ 354.59	\$ 209.91	59.2%	\$ 144.68	40.8%	
CalPERS Fire Safety Plan	6/30/2016	\$ 272.37	\$ 166.80	61.2%	\$ 105.57	38.8%	
CalPERS Miscellaneous Plan	6/30/2016	\$ 418.59	\$ 268.64	64.2%	\$ 149.95	35.8%	
Total Cal PERS		\$ 1,045.55	\$ 645.36	61.5%	\$ 400.20	38.5%	
OPEB - Retiree Medical Police Officers	6/30/2015	\$ 55.69	\$ 1.36	2.4%	\$ 54.33	97.6%	
OPEB - Retiree Medical Fightfighters	6/30/2015	\$ 22.47	\$ 0.94	4.2%	\$ 21.53	95.8%	
OPEB - Retiree Medical Miscellaneous	6/30/2015	\$ 30.18	\$ 1.38	4.6%	\$ 28.80	95.4%	
Total OPEB-Retiree Medical		\$ 108.34	\$ 3.68	3.7%	\$ 104.66	96.3%	
Workers' Compensation	6/30/2017	\$ 16.64	\$ 8.63	51.9%	\$ 8.01	48.1%	
Accrued Leave Payouts (1)	6/30/2017	7.89	0	0.0%	\$ 7.89	100%	
TOTAL		\$ 1,178.42	\$ 657.67	55.8%	\$ 520.76	44.2%	

Retirement Annual cost (annual cost: \$27.1 million) – The City is fully meeting its annual required contribution (ARC) amounts based on the CalPERS premium rates. Given the new CalPERS “smoothing” methodology, the long-term intent is to fund the City’s liability over the 30-year amortization period.

Workers’ Compensation (annual Cost: \$5.05 million) – Pursuant to the current actuarial valuation conducted for the program, a funding status of 70 – 85% is recommended. Table 7 shows that the City is currently at about a 48.1% funding level. Staff recommended funding at the 80% level and beginning in FY 2013, implemented a plan to build the fund balance toward achieving this funding level over the next four years. Workers’ Compensation rates charged against live payroll include a component of cost (about \$1 million/year) toward unfunded liability. Once the 80% funding level is reached (about \$10 million in fund balance reserved for future liability), the Workers’ Compensation rates will be adjusted downward.

Retiree Medical – OPEB (annual cost: \$3.1 million “pay go”) – The estimated actuarial calculation of the City’s ARC is \$12.2 million (\$3.1 million “pay go” and \$9 million toward future unfunded

CITYWIDE BUDGET OVERVIEW

liability). The City is not funding the full ARC due to its budget pressures but is fully funding the annual \$3.1 million “pay go” portion for active retirees. Contributions towards the ARC were made in FY 2014 of \$1 million and FY 2015 of \$2 million; however, in an effort to reduce the use of reserves in FY 2016 and FY 2017, additional voluntary contributions were not made. In FY 2018, the City began contributing towards the ARC with a \$1 million contribution. The FY 2019 Proposed Budget includes a \$2 million contribution to the ARC. The City’s General Fund Long Range Financial Model includes phasing this cost in until the full ARC payment is achieved. Pursuant to the valuation, if the City fully funded the ARC, the City would pay for current costs and fund the future liability by the end of the amortization period. The phase-in of costs included in the Model will allow the City to fully fund the ARC by FY 2022.

Accrued Leave Payouts (annual Cost: varies) – Staff has taken strong action to lower this liability during the past two years by managing employees to approved vacation caps. This has helped to prevent large accrued leave payouts to retiring or terminating employees. The total liability has reduced from the FY 2012 balance of \$10.7 million to the FY 2017 balance of \$7.89 million – a significant reduction in liability.

FIVE-YEAR GENERAL FUND PROJECTION OCTOBER 2017 <i>in thousands</i>	FY 2019 Year 1	FY 2020 Year 2	FY 2021 Year 3	FY 2022 Year 4	FY 2023 Year 5
Revenues	\$158,113	\$160,690	\$164,181	\$170,353	\$176,909
Expenditures	163,266	170,963	180,068	189,690	195,683
Beginning Balance	\$29,424	\$24,271	\$13,998	(\$1,890)	(\$21,227)
<i>Change in Reserve - Surplus / (Shortfall)</i>	(\$5,153)	(\$10,273)	(\$15,887)	(\$19,337)	(\$18,774)
Ending Balance	\$24,271	\$13,998	(\$1,890)	(\$21,227)	(\$40,001)
Target to maintain 20% GF Reserves in Opearting Expenses	\$32,653	\$34,193	\$36,014	\$37,938	\$39,137
General Fund Reserve Level as % of Total Expenses	14.9%	8.2%	-1.0%	-11.2%	-20.4%
Amount Above or (Below) Target 20%	(\$8,383)	(\$20,195)	(\$37,903)	(\$59,165)	(\$79,138)
Percentage Above or Below Target 20%	-26%	-59%	-105%	-156%	-202%

FIVE-YEAR GENERAL FUND SUMMARY - FY18 MID-YEAR PROJECTION <i>in thousands</i>	FY 2019 Year 1	FY 2020 Year 2	FY 2021 Year 3	FY 2022 Year 4	FY 2023 Year 5
Revenues	\$158,150	\$160,700	\$164,161	\$170,353	\$176,909
Expenditures	166,163	173,924	183,093	192,779	198,838
Beginning Balance	\$29,000	\$20,987	\$7,763	(\$11,168)	(\$33,595)
<i>Change in Reserve - Surplus / (Shortfall)</i>	<i>(\$8,013)</i>	<i>(\$13,224)</i>	<i>(\$18,932)</i>	<i>(\$22,426)</i>	<i>(\$21,929)</i>
Ending Balance	\$20,987	\$7,763	(\$11,168)	(\$33,595)	(\$55,524)
Target to maintain 20% GF Reserves in Opearting Expenses	\$33,233	\$34,785	\$36,619	\$38,556	\$39,768
General Fund Reserve Level as % of Total Expenses	12.6%	4.5%	-6.1%	-17.4%	-27.9%
Amount Above or (Below) Target 20%	(\$12,245)	(\$27,021)	(\$47,787)	(\$72,150)	(\$95,292)
Percentage Above or (Below) Target 20%	(37%)	(78%)	(130%)	(187%)	(240%)

Options	Estimated Annual Fiscal Impact	Additional Details
Revenue Generation Strategies		
<i>Real Property Transfer Tax (RPTT)</i>	\$4,020,000 - \$16,890,000	Potentially Place on Ballot in 2018 (\$7-\$15 per \$1,000) FY 2020 could be first full year
<i>Transient Occupancy Tax (TOT)</i>	\$356,000 - \$1,370,000	Potentially Place on Ballot in 2018 (10%-14%) FY 2020 could be first full year
<i>Business License Tax (BLT)</i>	\$2,900,000 - \$4,000,000 increase	Potentially Place on Ballot in 2020 \$19.06-\$26.02 per capita
<i>Cannabis Tax</i>	\$750,000-\$2,500,000	Assume 2% growth annually FY 2019 is first full year
Expenditure Controls and Cost Shifts		
<i>Update Cost Allocation Plan</i>	\$100,000	
<i>Employee Cost Sharing</i>	\$1,000,000	
Service Delivery Changes		
<i>Prioritized Use of Measure C Revenue after Projects Completed - Transfer to GF</i>	\$7,000,000 - \$7,500,000	Beginning in FY2021
<i>Fleet Utilization Study</i>	\$121,975	

FIVE-YEAR GENERAL FUND SUMMARY - FY 2019 PROPOSED BUDGET	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
<i>in thousands</i>	Year 1	Year 2	Year 3	Year 4	Year 5
Revenues	\$159,748	\$162,774	\$166,492	\$172,774	\$179,454
Expenditures	165,219	172,324	181,570	191,282	197,351
Beginning Balance	\$29,713	\$24,242	\$14,691	(\$386)	(\$18,894)
<i>Change in Reserve - Surplus / (Shortfall)</i>	<i>(\$5,471)</i>	<i>(\$9,551)</i>	<i>(\$15,078)</i>	<i>(\$18,508)</i>	<i>(\$17,897)</i>
Ending Balance	\$24,242	\$14,691	(\$386)	(\$18,894)	(\$36,791)
Target to maintain 20% GF Reserves in Operating Expenses	\$33,044	\$34,465	\$36,314	\$38,256	\$39,470
General Fund Reserve Level as % of Total Expenses	14.7%	8.5%	-0.2%	-9.9%	-18.6%
Amount Above or (Below) Target 20%	(\$8,802)	(\$19,773)	(\$36,700)	(\$57,151)	(\$76,261)
Percentage Above or (Below) Target 20%	(27%)	(57%)	(101%)	(149%)	(193%)

FIVE-YEAR GENERAL FUND SUMMARY - FY 2019 PROPOSED BUDGET	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
With City Council Directed Options					
<i>in thousands</i>	Year 1	Year 2	Year 3	Year 4	Year 5
Revenues	\$163,693	\$173,908	\$186,409	\$193,561	\$200,964
Expenditures	166,241	173,376	182,653	192,398	198,502
Beginning Balance	\$29,713	\$27,164	\$27,696	\$31,451	\$32,614
<i>Change in Reserve - Surplus / (Shortfall)</i>	(\$2,548)	\$531	\$3,755	\$1,163	\$2,462
Ending Balance	\$27,164	\$27,696	\$31,451	\$32,614	\$35,076
Target to maintain 20% GF Reserves in Operating Expenses	\$33,248	\$34,675	\$36,531	\$38,480	\$39,700
General Fund Reserve Level as % of Total Expenses	16.3%	16.0%	17.2%	17.0%	17.7%
Amount Above or (Below) Target 20%	(\$6,084)	(\$6,980)	(\$5,080)	(\$5,866)	(\$4,624)
Percentage Above or (Below) Target 20%	(18%)	(20%)	(14%)	(15%)	(12%)



CITY OF HAYWARD

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

File #: LB 18-005

DATE: April 17, 2018

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT

Adoption of Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2018

RECOMMENDATION

That the City Council adopts the attached Resolution and approves an amendment to the City of Hayward Salary Plan for fiscal year 2018 ("FY 2018"), which designates all classifications and the corresponding salary range for employment in the City of Hayward government as of April 23, 2018 superseding Resolution No. 17-185 and all amendments thereto.

SUMMARY

This item is requesting that Council approve amending the City of Hayward Salary Plan for Fiscal Year 2018 to change the title Director of Library and Community Services to Director of Library Services to more accurately reflect the duties and scope of responsibility of the position.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	FY 2018 Salary Plan



DATE: April 17, 2018

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT: Adoption of Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2018

RECOMMENDATION

That the City Council adopts the attached Resolution and approves an amendment to the City of Hayward Salary Plan for fiscal year 2018 (“FY 2018”), which designates all classifications and the corresponding salary range for employment in the City of Hayward government as of April 23, 2018, superseding Resolution No. 17-185 and all amendments thereto.

BACKGROUND/DISCUSSION

The FY 2018 Salary Plan is being amended to change the title Director of Library and Community Services to Director of Library Services. The change is being made to reflect recent changes to the duties for the Director of Library Services. The scope of responsibility for the classification has changed due to the reassignment of the Community Services and Housing Divisions out of the Library and into the City Manager’s Office. This classification is an unclassified executive position that serves at the will of the City Manager.

SUMMARY

This item is requesting that Council approve amending the City of Hayward Salary Plan for Fiscal Year 2018 to change the title Director of Library and Community Services to Director of Library Services to more accurately reflect the duties and scope of responsibility of the position.

FISCAL IMPACT

There is no change in salary for the current incumbent and future salary adjustments will be recommended at the sole discretion of the City Manager, with approval of the City Council.

Prepared and Recommended by: Nina S. Collins, Director of Human Resources

Approved by:

A handwritten signature in black ink, appearing to read 'K. McAdoo', written in a cursive style.

Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 18-_____

Introduced by Council Member _____

RESOLUTION APPROVING THE AMENDED FISCAL YEAR 2018 SALARY PLAN DESIGNATING POSITIONS OF EMPLOYMENT IN THE CITY GOVERNMENT OF THE CITY OF HAYWARD AND SALARY RANGE; AND SUPERSEDING RESOLUTION NO. 17-185 AND ALL AMENDMENTS THERETO

NOW, THEREFORE, 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 "II," attached hereto and made a part hereof. The positions enumerated under the columns headed "Class Title" are hereby designated as the positions of employment in the City of Hayward, and the hourly rates of pay shown in the columns under the heading "Hourly Salary Range" are the salary rates or the 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 2018**

ATTACHMENT III
Recommended by
Personnel Commission
on March 8, 2018
Approved by Council
on April 17, 2018

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				122.15	
			Bi-Weekly				9,772.00	
			Monthly				21,172.67	
			Annual				254,072.00	
CITY ATTORNEY	A100	Unclassified	Hourly				107.97	
			Bi-Weekly				8,637.60	
			Monthly				18,714.80	
			Annual				224,577.60	
CITY CLERK	A110	Unclassified	Hourly				66.54	
			Bi-Weekly				5,323.20	
			Monthly				11,533.60	
			Annual				138,403.20	
ASSISTANT CITY MANAGER	U735	Unclassified	Hourly	92.08	96.69	101.52	106.59	111.92
			Bi-Weekly	7,366.40	7,735.20	8,121.60	8,527.20	8,953.60
			Monthly	15,960.53	16,759.60	17,596.80	18,475.60	19,399.47
			Annual	191,526.40	201,115.20	211,161.60	221,707.20	232,793.60
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
DIRECTOR OF DEVELOPMENT SERVICES	U700	Unclassified	Hourly	80.01	84.01	88.21	92.63	97.26
			Bi-Weekly	6,400.80	6,720.80	7,056.80	7,410.40	7,780.80
			Monthly	13,868.40	14,561.73	15,289.73	16,055.87	16,858.40
			Annual	166,420.80	174,740.80	183,476.80	192,670.40	202,300.80
DIRECTOR OF FINANCE	U725	Unclassified	Hourly	80.75	84.78	89.02	93.48	98.15
			Bi-Weekly	6,460.00	6,782.40	7,121.60	7,478.40	7,852.00
			Monthly	13,996.67	14,695.20	15,430.13	16,203.20	17,012.67
			Annual	167,960.00	176,342.40	185,161.60	194,438.40	204,152.00
DIRECTOR OF HUMAN RESOURCES	U705	Unclassified	Hourly	77.95	81.84	85.94	90.24	94.74
			Bi-Weekly	6,236.00	6,547.20	6,875.20	7,219.20	7,579.20
			Monthly	13,511.33	14,185.60	14,896.27	15,641.60	16,421.60
			Annual	162,136.00	170,227.20	178,755.20	187,699.20	197,059.20
DIRECTOR OF INFORMATION TECHNOLOGY / CHIEF INFORMATION OFFICER (CIO)	U720	Unclassified	Hourly	78.25	82.16	86.27	90.58	95.11
			Bi-Weekly	6,260.00	6,572.80	6,901.60	7,246.40	7,608.80
			Monthly	13,563.33	14,241.07	14,953.47	15,700.53	16,485.73
			Annual	162,760.00	170,892.80	179,441.60	188,406.40	197,828.80
DIRECTOR OF LIBRARY SERVICES	U710	Unclassified	Hourly	77.31	81.17	85.24	89.49	93.98
			Bi-Weekly	6,184.80	6,493.60	6,819.20	7,159.20	7,518.40
			Monthly	13,400.40	14,069.47	14,774.93	15,511.60	16,289.87
			Annual	160,804.80	168,833.60	177,299.20	186,139.20	195,478.40
DIRECTOR OF MAINTENANCE SERVICES	U715	Unclassified	Hourly	77.31	81.17	85.24	89.49	93.98
			Bi-Weekly	6,184.80	6,493.60	6,819.20	7,159.20	7,518.40
			Monthly	13,400.40	14,069.47	14,774.93	15,511.60	16,289.87
			Annual	160,804.80	168,833.60	177,299.20	186,139.20	195,478.40
DIRECTOR OF PUBLIC WORKS	U730	Unclassified	Hourly	83.71	87.90	92.29	96.92	101.75
			Bi-Weekly	6,696.80	7,032.00	7,383.20	7,753.60	8,140.00
			Monthly	14,509.73	15,236.00	15,996.93	16,799.47	17,636.67
			Annual	174,116.80	182,832.00	191,963.20	201,593.60	211,640.00
FIRE CHIEF	F800	Unclassified	Hourly	83.38	87.54	91.92	96.52	101.35
			Bi-Weekly	6,670.40	7,003.20	7,353.60	7,721.60	8,108.00
			Monthly	14,452.53	15,173.60	15,932.80	16,730.13	17,567.33
			Annual	173,430.40	182,083.20	191,193.60	200,761.60	210,808.00

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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	49.86	52.33	54.96	57.71	60.58
			Bi-Weekly	3,988.80	4,186.40	4,396.80	4,616.80	4,846.40
			Monthly	8,642.40	9,070.53	9,526.40	10,003.07	10,500.53
			Annual	103,708.80	108,846.40	114,316.80	120,036.80	126,006.40
MANAGEMENT ANALYST II	H110	Classified	Hourly	45.34	47.61	49.99	52.48	55.10
			Bi-Weekly	3,627.20	3,808.80	3,999.20	4,198.40	4,408.00
			Monthly	7,858.93	8,252.40	8,664.93	9,096.53	9,550.67
			Annual	94,307.20	99,028.80	103,979.20	109,158.40	114,608.00
MANAGEMENT ANALYST I	H105	Classified	Hourly	41.22	43.29	45.44	47.71	50.10
			Bi-Weekly	3,297.60	3,463.20	3,635.20	3,816.80	4,008.00
			Monthly	7,144.80	7,503.60	7,876.27	8,269.73	8,684.00
			Annual	85,737.60	90,043.20	94,515.20	99,236.80	104,208.00
EXECUTIVE ASSISTANT	U315	Unclassified	Hourly	38.01	39.76	41.56	43.34	45.25
			Bi-Weekly	3,040.80	3,180.80	3,324.80	3,467.20	3,620.00
			Monthly	6,588.40	6,891.73	7,203.73	7,512.27	7,843.33
			Annual	79,060.80	82,700.80	86,444.80	90,147.20	94,120.00
ADMINISTRATIVE SUPERVISOR	H120	Classified	Hourly	36.33	38.14	40.05	42.04	44.15
			Bi-Weekly	2,906.40	3,051.20	3,204.00	3,363.20	3,532.00
			Monthly	6,297.20	6,610.93	6,942.00	7,286.93	7,652.67
			Annual	75,566.40	79,331.20	83,304.00	87,443.20	91,832.00
ADMINISTRATIVE SECRETARY	C120	Classified	Hourly	33.30	34.68	36.03	37.39	38.88
			Bi-Weekly	2,664.00	2,774.40	2,882.40	2,991.20	3,110.40
			Monthly	5,772.00	6,011.20	6,245.20	6,480.93	6,739.20
			Annual	69,264.00	72,134.40	74,942.40	77,771.20	80,870.40
SENIOR SECRETARY	C115	Classified	Hourly	30.44	31.63	32.92	34.12	35.44
			Bi-Weekly	2,435.20	2,530.40	2,633.60	2,729.60	2,835.20
			Monthly	5,276.27	5,482.53	5,706.13	5,914.13	6,142.93
			Annual	63,315.20	65,790.40	68,473.60	70,969.60	73,715.20
SECRETARY	C110	Classified	Hourly	26.78	28.01	29.42	30.79	32.25
			Bi-Weekly	2,142.40	2,240.80	2,353.60	2,463.20	2,580.00
			Monthly	4,641.87	4,855.07	5,099.47	5,336.93	5,590.00
			Annual	55,702.40	58,260.80	61,193.60	64,043.20	67,080.00
ADMINISTRATIVE CLERK II	C105	Classified	Hourly	25.35	26.38	27.45	28.68	30.09
			Bi-Weekly	2,028.00	2,110.40	2,196.00	2,294.40	2,407.20
			Monthly	4,394.00	4,572.53	4,758.00	4,971.20	5,215.60
			Annual	52,728.00	54,870.40	57,096.00	59,654.40	62,587.20
ADMINISTRATIVE CLERK I	C100	Classified	Hourly	22.31	23.49	24.68	26.00	27.36
			Bi-Weekly	1,784.80	1,879.20	1,974.40	2,080.00	2,188.80
			Monthly	3,867.07	4,071.60	4,277.87	4,506.67	4,742.40
			Annual	46,404.80	48,859.20	51,334.40	54,080.00	56,908.80
ADMINISTRATIVE INTERN	Z120	Classified	Hourly				15.00	20.00
			Bi-Weekly				1,200.00	1,600.00
			Monthly				2,600.00	3,466.67
			Annual				31,200.00	41,600.00
MAIL CLERK	C410	Classified	Hourly			15.45	16.22	17.04
			Bi-Weekly			1,236.00	1,297.60	1,363.20
			Monthly			2,678.00	2,811.47	2,953.60
			Annual			32,136.00	33,737.60	35,443.20
CITY WIDE ENGINEERING								
SENIOR CIVIL ENGINEER	H240	Classified	Hourly	58.40	61.31	64.39	67.60	70.97
			Bi-Weekly	4,672.00	4,904.80	5,151.20	5,408.00	5,677.60
			Monthly	10,122.67	10,627.07	11,160.93	11,717.33	12,301.47
			Annual	121,472.00	127,524.80	133,931.20	140,608.00	147,617.60
ASSOCIATE CIVIL ENGINEER	T215	Classified	Hourly	47.34	49.72	52.14	54.79	57.46
			Bi-Weekly	3,787.20	3,977.60	4,171.20	4,383.20	4,596.80
			Monthly	8,205.60	8,618.13	9,037.60	9,496.93	9,959.73
			Annual	98,467.20	103,417.60	108,451.20	113,963.20	119,516.80
ASSISTANT CIVIL ENGINEER	T210	Classified	Hourly	40.78	42.89	45.08	47.26	49.62
			Bi-Weekly	3,262.40	3,431.20	3,606.40	3,780.80	3,969.60
			Monthly	7,068.53	7,434.27	7,813.87	8,191.73	8,600.80
			Annual	84,822.40	89,211.20	93,766.40	98,300.80	103,209.60

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CITY WIDE MAINTENANCE								
ELECTRICIAN II	M410	Classified	Hourly	42.56	44.26	46.00	47.95	49.93
			Bi-Weekly	3,404.80	3,540.80	3,680.00	3,836.00	3,994.40
			Monthly	7,377.07	7,671.73	7,973.33	8,311.33	8,654.53
			Annual	88,524.80	92,060.80	95,680.00	99,736.00	103,854.40
ELECTRICIAN I	M405	Classified	Hourly	38.71	40.29	41.90	43.65	45.42
			Bi-Weekly	3,096.80	3,223.20	3,352.00	3,492.00	3,633.60
			Monthly	6,709.73	6,983.60	7,262.67	7,566.00	7,872.80
			Annual	80,516.80	83,803.20	87,152.00	90,792.00	94,473.60
MAINTENANCE WORKER	M305	Classified	Hourly	28.63	29.79	31.02	32.08	33.36
			Bi-Weekly	2,290.40	2,383.20	2,481.60	2,566.40	2,668.80
			Monthly	4,962.53	5,163.60	5,376.80	5,560.53	5,782.40
			Annual	59,550.40	61,963.20	64,521.60	66,726.40	69,388.80
LABORER	M200 M300 M830 M905	Classified	Hourly	25.00	25.93	26.96	28.07	29.06
			Bi-Weekly	2,000.00	2,074.40	2,156.80	2,245.60	2,324.80
			Monthly	4,333.33	4,494.53	4,673.07	4,865.47	5,037.07
			Annual	52,000.00	53,934.40	56,076.80	58,385.60	60,444.80
CITY ATTORNEY DEPARTMENT								
ASSISTANT CITY ATTORNEY	U210	Classified	Hourly	65.46	68.73	72.17	75.78	79.57
			Bi-Weekly	5,236.80	5,498.40	5,773.60	6,062.40	6,365.60
			Monthly	11,346.40	11,913.20	12,509.47	13,135.20	13,792.13
			Annual	136,156.80	142,958.40	150,113.60	157,622.40	165,505.60
DEPUTY CITY ATTORNEY II	U205	Classified	Hourly	54.10	56.79	59.64	62.61	65.76
			Bi-Weekly	4,328.00	4,543.20	4,771.20	5,008.80	5,260.80
			Monthly	9,377.33	9,843.60	10,337.60	10,852.40	11,398.40
			Annual	112,528.00	118,123.20	124,051.20	130,228.80	136,780.80
DEPUTY CITY ATTORNEY I	U200	Classified	Hourly	49.18	51.64	54.22	56.93	59.77
			Bi-Weekly	3,934.40	4,131.20	4,337.60	4,554.40	4,781.60
			Monthly	8,524.53	8,950.93	9,398.13	9,867.87	10,360.13
			Annual	102,294.40	107,411.20	112,777.60	118,414.40	124,321.60
PARALEGAL	U195	Classified	Hourly	34.90	36.65	38.48	40.40	42.42
			Bi-Weekly	2,792.00	2,932.00	3,078.40	3,232.00	3,393.60
			Monthly	6,049.33	6,352.67	6,669.87	7,002.67	7,352.80
			Annual	72,592.00	76,232.00	80,038.40	84,032.00	88,233.60
LEGAL SECRETARY II	C935	Classified	Hourly	31.60	33.43	35.95	36.70	38.58
			Bi-Weekly	2,528.00	2,674.40	2,876.00	2,936.00	3,086.40
			Monthly	5,477.33	5,794.53	6,231.33	6,361.33	6,687.20
			Annual	65,728.00	69,534.40	74,776.00	76,336.00	80,246.40
LEGAL SECRETARY I	C930	Classified	Hourly	28.45	29.95	31.53	33.23	34.99
			Bi-Weekly	2,276.00	2,396.00	2,522.40	2,658.40	2,799.20
			Monthly	4,931.33	5,191.33	5,465.20	5,759.87	6,064.93
			Annual	59,176.00	62,296.00	65,582.40	69,118.40	72,779.20
CITY CLERK DEPARTMENT								
DEPUTY CITY CLERK	H500	Classified	Hourly	45.34	47.62	49.98	52.48	55.11
			Bi-Weekly	3,627.20	3,809.60	3,998.40	4,198.40	4,408.80
			Monthly	7,858.93	8,254.13	8,663.20	9,096.53	9,552.40
			Annual	94,307.20	99,049.60	103,958.40	109,158.40	114,628.80
CITY MANAGER DEPARTMENT								
OFFICE OF THE CITY MANAGER								
DEPUTY CITY MANAGER	U505	Unclassified	Hourly	69.96	73.46	77.13	80.98	85.03
			Bi-Weekly	5,596.80	5,876.80	6,170.40	6,478.40	6,802.40
			Monthly	12,126.40	12,733.07	13,369.20	14,036.53	14,738.53
			Annual	145,516.80	152,796.80	160,430.40	168,438.40	176,862.40

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ASSISTANT TO CITY MANAGER	U320	Unclassified	Hourly	50.37	52.90	55.54	58.32	61.23
			Bi-Weekly	4,029.60	4,232.00	4,443.20	4,665.60	4,898.40
			Monthly	8,730.80	9,169.33	9,626.93	10,108.80	10,613.20
			Annual	104,769.60	110,032.00	115,523.20	121,305.60	127,358.40
COMMUNITY AND MEDIA RELATIONS OFFICER	U310	Unclassified	Hourly	55.26	58.02	60.92	63.98	67.18
			Bi-Weekly	4,420.80	4,641.60	4,873.60	5,118.40	5,374.40
			Monthly	9,578.40	10,056.80	10,559.47	11,089.87	11,644.53
			Annual	114,940.80	120,681.60	126,713.60	133,078.40	139,734.40
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified	Hourly	30.42	31.90	33.59	35.27	36.98
			Bi-Weekly	2,433.60	2,552.00	2,687.20	2,821.60	2,958.40
			Monthly	5,272.80	5,529.33	5,822.27	6,113.47	6,409.87
			Annual	63,273.60	66,352.00	69,867.20	73,361.60	76,918.40
DIGITAL APPLICATIONS DEVELOPER	T470	Classified	Hourly	41.73	43.81	46.00	48.31	50.73
			Bi-Weekly	3,338.40	3,504.80	3,680.00	3,864.80	4,058.40
			Monthly	7,233.20	7,593.73	7,973.33	8,373.73	8,793.20
			Annual	86,798.40	91,124.80	95,680.00	100,484.80	105,518.40
MANAGEMENT FELLOW	U300	Classified	Hourly					23.64
			Bi-Weekly					1,891.20
			Monthly					4,097.60
			Annual					49,171.20

ECONOMIC DEVELOPMENT

ECONOMIC DEVELOPMENT MANAGER	H710	Classified	Hourly	62.36	65.47	68.74	72.17	75.79
			Bi-Weekly	4,988.80	5,237.60	5,499.20	5,773.60	6,063.20
			Monthly	10,809.07	11,348.13	11,914.93	12,509.47	13,136.93
			Annual	129,708.80	136,177.60	142,979.20	150,113.60	157,643.20
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified	Hourly	43.86	46.07	48.32	50.78	53.26
			Bi-Weekly	3,508.80	3,685.60	3,865.60	4,062.40	4,260.80
			Monthly	7,602.40	7,985.47	8,375.47	8,801.87	9,231.73
			Annual	91,228.80	95,825.60	100,505.60	105,622.40	110,780.80

NEIGHBORHOOD PARTNERSHIP SERVICES

NEIGHBORHOOD DEVELOPMENT MANAGER	H735	Classified	Hourly	61.75	64.82	68.06	71.46	75.04
			Bi-Weekly	4,940.00	5,185.60	5,444.80	5,716.80	6,003.20
			Monthly	10,703.33	11,235.47	11,797.07	12,386.40	13,006.93
			Annual	128,440.00	134,825.60	141,564.80	148,636.80	156,083.20
NEIGHBORHOOD PARTNERSHIP MANAGER	H730	Classified	Hourly	55.53	58.31	61.22	64.28	67.50
			Bi-Weekly	4,442.40	4,664.80	4,897.60	5,142.40	5,400.00
			Monthly	9,625.20	10,107.07	10,611.47	11,141.87	11,700.00
			Annual	115,502.40	121,284.80	127,337.60	133,702.40	140,400.00

HOUSING AUTHORITY

HOUSING MANAGER	H715	Classified	Hourly	55.53	58.31	61.22	64.28	67.50
			Bi-Weekly	4,442.40	4,664.80	4,897.60	5,142.40	5,400.00
			Monthly	9,625.20	10,107.07	10,611.47	11,141.87	11,700.00
			Annual	115,502.40	121,284.80	127,337.60	133,702.40	140,400.00
HOUSING DEVELOPMENT SPECIALIST	T750	Classified	Hourly	43.86	46.07	48.32	50.78	53.26
			Bi-Weekly	3,508.80	3,685.60	3,865.60	4,062.40	4,260.80
			Monthly	7,602.40	7,985.47	8,375.47	8,801.87	9,231.73
			Annual	91,228.80	95,825.60	100,505.60	105,622.40	110,780.80

HOMEOWNERSHIP COORDINATOR	T710	Classified	Hourly	38.53	40.46	42.41	44.57	46.75
			Bi-Weekly	3,082.40	3,236.80	3,392.80	3,565.60	3,740.00
			Monthly	6,678.53	7,013.07	7,351.07	7,725.47	8,103.33
			Annual	80,142.40	84,156.80	88,212.80	92,705.60	97,240.00

DEVELOPMENT SERVICES DEPARTMENT

DEVELOPMENT SERVICE ADMINISTRATION

DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	U515	Classified	Hourly	72.73	76.37	80.20	84.20	88.42
			Bi-Weekly	5,818.40	6,109.60	6,416.00	6,736.00	7,073.60
			Monthly	12,606.53	13,237.47	13,901.33	14,594.67	15,326.13
			Annual	151,278.40	158,849.60	166,816.00	175,136.00	183,913.60

BUILDING DIVISION

CITY BUILDING OFFICIAL	H335	Classified	Hourly	64.21	67.42	70.79	74.34	78.05
			Bi-Weekly	5,136.80	5,393.60	5,663.20	5,947.20	6,244.00
			Monthly	11,129.73	11,686.13	12,270.27	12,885.60	13,528.67
			Annual	133,556.80	140,233.60	147,243.20	154,627.20	162,344.00
SUPERVISING BUILDING INSPECTOR	H330	Classified	Hourly	52.42	55.04	57.79	60.69	63.72
			Bi-Weekly	4,193.60	4,403.20	4,623.20	4,855.20	5,097.60
			Monthly	9,086.13	9,540.27	10,016.93	10,519.60	11,044.80
			Annual	109,033.60	114,483.20	120,203.20	126,235.20	132,537.60

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SENIOR BUILDING INSPECTOR/STRUCTURAL	T365	Classified	Hourly	43.33	45.64	47.94	50.20	52.71
			Bi-Weekly	3,466.40	3,651.20	3,835.20	4,016.00	4,216.80
			Monthly	7,510.53	7,910.93	8,309.60	8,701.33	9,136.40
			Annual	90,126.40	94,931.20	99,715.20	104,416.00	109,636.80
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360	Classified	Hourly	43.33	45.64	47.94	50.20	52.71
			Bi-Weekly	3,466.40	3,651.20	3,835.20	4,016.00	4,216.80
			Monthly	7,510.53	7,910.93	8,309.60	8,701.33	9,136.40
			Annual	90,126.40	94,931.20	99,715.20	104,416.00	109,636.80
SENIOR BUILDING INSPECTOR/ELECTRICAL	T355	Classified	Hourly	43.33	45.64	47.94	50.20	52.71
			Bi-Weekly	3,466.40	3,651.20	3,835.20	4,016.00	4,216.80
			Monthly	7,510.53	7,910.93	8,309.60	8,701.33	9,136.40
			Annual	90,126.40	94,931.20	99,715.20	104,416.00	109,636.80
BUILDING INSPECTOR	T350	Classified	Hourly	37.41	39.17	41.16	43.26	46.09
			Bi-Weekly	2,992.80	3,133.60	3,292.80	3,460.80	3,687.20
			Monthly	6,484.40	6,789.47	7,134.40	7,498.40	7,988.93
			Annual	77,812.80	81,473.60	85,612.80	89,980.80	95,867.20
PLAN CHECKING ENGINEER	T335	Classified	Hourly	50.66	53.11	55.79	58.69	61.68
			Bi-Weekly	4,052.80	4,248.80	4,463.20	4,695.20	4,934.40
			Monthly	8,781.07	9,205.73	9,670.27	10,172.93	10,691.20
			Annual	105,372.80	110,468.80	116,043.20	122,075.20	128,294.40
SUPERVISING PLAN CHECKER AND EXPEDITOR	H325	Classified	Hourly	56.36	59.17	62.15	65.25	68.52
			Bi-Weekly	4,508.80	4,733.60	4,972.00	5,220.00	5,481.60
			Monthly	9,769.07	10,256.13	10,772.67	11,310.00	11,876.80
			Annual	117,228.80	123,073.60	129,272.00	135,720.00	142,521.60
SENIOR PLAN CHECKER	T330	Classified	Hourly	43.33	45.64	47.94	50.20	52.71
			Bi-Weekly	3,466.40	3,651.20	3,835.20	4,016.00	4,216.80
			Monthly	7,510.53	7,910.93	8,309.60	8,701.33	9,136.40
			Annual	90,126.40	94,931.20	99,715.20	104,416.00	109,636.80
PLAN CHECKER	T325	Classified	Hourly	39.40	41.48	43.58	45.66	47.93
			Bi-Weekly	3,152.00	3,318.40	3,486.40	3,652.80	3,834.40
			Monthly	6,829.33	7,189.87	7,553.87	7,914.40	8,307.87
			Annual	81,952.00	86,278.40	90,646.40	94,972.80	99,694.40
SUPERVISING PERMIT TECHNICIAN	H340	Classified	Hourly	37.50	39.38	41.34	43.41	45.58
			Bi-Weekly	3,000.00	3,150.40	3,307.20	3,472.80	3,646.40
			Monthly	6,500.00	6,825.87	7,165.60	7,524.40	7,900.53
			Annual	78,000.00	81,910.40	85,987.20	90,292.80	94,806.40
SENIOR PERMIT TECHNICIAN	C205	Classified	Hourly	34.94	36.38	37.79	39.44	41.44
			Bi-Weekly	2,795.20	2,910.40	3,023.20	3,155.20	3,315.20
			Monthly	6,056.27	6,305.87	6,550.27	6,836.27	7,182.93
			Annual	72,675.20	75,670.40	78,603.20	82,035.20	86,195.20
PERMIT TECHNICIAN II	C200	Classified	Hourly	31.50	32.75	34.07	35.55	37.35
			Bi-Weekly	2,520.00	2,620.00	2,725.60	2,844.00	2,988.00
			Monthly	5,460.00	5,676.67	5,905.47	6,162.00	6,474.00
			Annual	65,520.00	68,120.00	70,865.60	73,944.00	77,688.00
PERMIT TECHNICIAN I	C199	Classified	Hourly	28.63	29.78	30.98	32.31	33.96
			Bi-Weekly	2,290.40	2,382.40	2,478.40	2,584.80	2,716.80
			Monthly	4,962.53	5,161.87	5,369.87	5,600.40	5,886.40
			Annual	59,550.40	61,942.40	64,438.40	67,204.80	70,636.80
PLANNING DIVISION								
PLANNING MANAGER	H320	Classified	Hourly	64.43	67.63	71.01	74.56	78.30
			Bi-Weekly	5,154.40	5,410.40	5,680.80	5,964.80	6,264.00
			Monthly	11,167.87	11,722.53	12,308.40	12,923.73	13,572.00
			Annual	134,014.40	140,670.40	147,700.80	155,084.80	162,864.00
PRINCIPAL PLANNER	H315	Classified	Hourly	55.53	58.31	61.22	64.28	67.50
			Bi-Weekly	4,442.40	4,664.80	4,897.60	5,142.40	5,400.00
			Monthly	9,625.20	10,107.07	10,611.47	11,141.87	11,700.00
			Annual	115,502.40	121,284.80	127,337.60	133,702.40	140,400.00
SENIOR PLANNER	H310	Classified	Hourly	49.75	52.23	54.85	57.59	60.47
			Bi-Weekly	3,980.00	4,178.40	4,388.00	4,607.20	4,837.60
			Monthly	8,623.33	9,053.20	9,507.33	9,982.27	10,481.47
			Annual	103,480.00	108,638.40	114,088.00	119,787.20	125,777.60
ASSOCIATE PLANNER	T315	Classified	Hourly	43.99	46.15	48.44	50.93	53.37
			Bi-Weekly	3,519.20	3,692.00	3,875.20	4,074.40	4,269.60
			Monthly	7,624.93	7,999.33	8,396.27	8,827.87	9,250.80
			Annual	91,499.20	95,992.00	100,755.20	105,934.40	111,009.60

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			Hourly	Bi-Weekly	Monthly	Annual	Hourly	Bi-Weekly
ASSISTANT PLANNER	T310	Classified	Hourly	36.10	37.86	39.90	41.85	43.99
			Bi-Weekly	2,888.00	3,028.80	3,192.00	3,348.00	3,519.20
			Monthly	6,257.33	6,562.40	6,916.00	7,254.00	7,624.93
			Annual	75,088.00	78,748.80	82,992.00	87,048.00	91,499.20
JUNIOR PLANNER	T305	Classified	Hourly	32.00	33.69	35.28	37.04	38.85
			Bi-Weekly	2,560.00	2,695.20	2,822.40	2,963.20	3,108.00
			Monthly	5,546.67	5,839.60	6,115.20	6,420.27	6,734.00
			Annual	66,560.00	70,075.20	73,382.40	77,043.20	80,808.00
DEVELOPMENT REVIEW SPECIALIST	T320	Classified	Hourly	38.47	40.33	42.52	44.61	46.88
			Bi-Weekly	3,077.60	3,226.40	3,401.60	3,568.80	3,750.40
			Monthly	6,668.13	6,990.53	7,370.13	7,732.40	8,125.87
			Annual	80,017.60	83,886.40	88,441.60	92,788.80	97,510.40
LANDSCAPE ARCHITECT	H300	Classified	Hourly	58.64	61.56	64.64	67.88	71.28
			Bi-Weekly	4,691.20	4,924.80	5,171.20	5,430.40	5,702.40
			Monthly	10,164.27	10,670.40	11,204.27	11,765.87	12,355.20
			Annual	121,971.20	128,044.80	134,451.20	141,190.40	148,262.40
CODE ENFORCEMENT DIVISION								
CODE ENFORCEMENT MANAGER	H703	Classified	Hourly	50.74	53.28	55.94	58.74	61.67
			Bi-Weekly	4,059.20	4,262.40	4,475.20	4,699.20	4,933.60
			Monthly	8,794.93	9,235.20	9,696.27	10,181.60	10,689.47
			Annual	105,539.20	110,822.40	116,355.20	122,179.20	128,273.60
CODE ENFORCEMENT SUPERVISOR	H700	Classified	Hourly	44.11	46.32	48.65	51.07	53.63
			Bi-Weekly	3,528.80	3,705.60	3,892.00	4,085.60	4,290.40
			Monthly	7,645.73	8,028.80	8,432.67	8,852.13	9,295.87
			Annual	91,748.80	96,345.60	101,192.00	106,225.60	111,550.40
SENIOR CODE ENFORCEMENT INSPECTOR	T610	Classified	Hourly	39.73	41.72	43.80	45.99	48.29
			Bi-Weekly	3,178.40	3,337.60	3,504.00	3,679.20	3,863.20
			Monthly	6,886.53	7,231.47	7,592.00	7,971.60	8,370.27
			Annual	82,638.40	86,777.60	91,104.00	95,659.20	100,443.20
CODE ENFORCEMENT INSPECTOR II	T605	Classified	Hourly	36.11	37.91	39.81	41.80	43.89
			Bi-Weekly	2,888.80	3,032.80	3,184.80	3,344.00	3,511.20
			Monthly	6,259.07	6,571.07	6,900.40	7,245.33	7,607.60
			Annual	75,108.80	78,852.80	82,804.80	86,944.00	91,291.20
CODE ENFORCEMENT INSPECTOR I	T600	Classified	Hourly	32.82	34.47	36.18	37.99	39.90
			Bi-Weekly	2,625.60	2,757.60	2,894.40	3,039.20	3,192.00
			Monthly	5,688.80	5,974.80	6,271.20	6,584.93	6,916.00
			Annual	68,265.60	71,697.60	75,254.40	79,019.20	82,992.00
FINANCE DEPARTMENT								
ADMINISTRATION DIVISION								
DEPUTY DIRECTOR OF FINANCE	U500	Classified	Hourly	66.44	69.76	73.26	76.92	80.75
			Bi-Weekly	5,315.20	5,580.80	5,860.80	6,153.60	6,460.00
			Monthly	11,516.27	12,091.73	12,698.40	13,332.80	13,996.67
			Annual	138,195.20	145,100.80	152,380.80	159,993.60	167,960.00
BUDGET OFFICER	H170	Classified	Hourly	52.22	54.85	57.58	60.46	63.47
			Bi-Weekly	4,177.60	4,388.00	4,606.40	4,836.80	5,077.60
			Monthly	9,051.47	9,507.33	9,980.53	10,479.73	11,001.47
			Annual	108,617.60	114,088.00	119,766.40	125,756.80	132,017.60
FINANCIAL ANALYST	H165	Classified	Hourly	45.53	47.79	50.18	52.68	55.32
			Bi-Weekly	3,642.40	3,823.20	4,014.40	4,214.40	4,425.60
			Monthly	7,891.87	8,283.60	8,697.87	9,131.20	9,588.80
			Annual	94,702.40	99,403.20	104,374.40	109,574.40	115,065.60
FINANCE TECHNICIAN	C320	Classified	Hourly	33.94	35.63	37.42	39.28	41.26
			Bi-Weekly	2,715.20	2,850.40	2,993.60	3,142.40	3,300.80
			Monthly	5,882.93	6,175.87	6,486.13	6,808.53	7,151.73
			Annual	70,595.20	74,110.40	77,833.60	81,702.40	85,820.80

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ACCOUNTING DIVISION								
ACCOUNTING MANAGER	H150	Classified	Hourly	60.41	63.42	66.58	69.91	73.41
			Bi-Weekly	4,832.80	5,073.60	5,326.40	5,592.80	5,872.80
			Monthly	10,471.07	10,992.80	11,540.53	12,117.73	12,724.40
			Annual	125,652.80	131,913.60	138,486.40	145,412.80	152,692.80
SENIOR ACCOUNTANT	H145	Classified	Hourly	45.80	48.07	50.46	52.99	55.63
			Bi-Weekly	3,664.00	3,845.60	4,036.80	4,239.20	4,450.40
			Monthly	7,938.67	8,332.13	8,746.40	9,184.93	9,642.53
			Annual	95,264.00	99,985.60	104,956.80	110,219.20	115,710.40
ACCOUNTANT	H140	Classified	Hourly	41.61	43.69	45.86	48.16	50.57
			Bi-Weekly	3,328.80	3,495.20	3,668.80	3,852.80	4,045.60
			Monthly	7,212.40	7,572.93	7,949.07	8,347.73	8,765.47
			Annual	86,548.80	90,875.20	95,388.80	100,172.80	105,185.60
SENIOR ACCOUNT CLERK	C305	Classified	Hourly	29.05	30.46	31.78	33.32	34.87
			Bi-Weekly	2,324.00	2,436.80	2,542.40	2,665.60	2,789.60
			Monthly	5,035.33	5,279.73	5,508.53	5,775.47	6,044.13
			Annual	60,424.00	63,356.80	66,102.40	69,305.60	72,529.60
ACCOUNT CLERK	C300	Classified	Hourly	26.47	27.65	28.95	30.28	31.80
			Bi-Weekly	2,117.60	2,212.00	2,316.00	2,422.40	2,544.00
			Monthly	4,588.13	4,792.67	5,018.00	5,248.53	5,512.00
			Annual	55,057.60	57,512.00	60,216.00	62,982.40	66,144.00
REVENUE DIVISION								
REVENUE MANAGER	H160	Classified	Hourly	60.41	63.42	66.58	69.91	73.41
			Bi-Weekly	4,832.80	5,073.60	5,326.40	5,592.80	5,872.80
			Monthly	10,471.07	10,992.80	11,540.53	12,117.73	12,724.40
			Annual	125,652.80	131,913.60	138,486.40	145,412.80	152,692.80
FINANCE SUPERVISOR	H155	Classified	Hourly	45.02	47.28	49.63	52.11	54.71
			Bi-Weekly	3,601.60	3,782.40	3,970.40	4,168.80	4,376.80
			Monthly	7,803.47	8,195.20	8,602.53	9,032.40	9,483.07
			Annual	93,641.60	98,342.40	103,230.40	108,388.80	113,796.80
SUPERVISING CUSTOMER ACCOUNT CLERK	C332	Classified	Hourly	31.56	33.14	34.77	36.52	38.35
			Bi-Weekly	2,524.80	2,651.20	2,781.60	2,921.60	3,068.00
			Monthly	5,470.40	5,744.27	6,026.80	6,330.13	6,647.33
			Annual	65,644.80	68,931.20	72,321.60	75,961.60	79,768.00
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified	Hourly	29.05	30.46	31.78	33.32	34.87
			Bi-Weekly	2,324.00	2,436.80	2,542.40	2,665.60	2,789.60
			Monthly	5,035.33	5,279.73	5,508.53	5,775.47	6,044.13
			Annual	60,424.00	63,356.80	66,102.40	69,305.60	72,529.60
CUSTOMER ACCOUNT CLERK	C325	Classified	Hourly	26.47	27.65	28.95	30.28	31.80
			Bi-Weekly	2,117.86	2,212.00	2,316.23	2,422.40	2,543.77
			Monthly	4,588.70	4,792.67	5,018.50	5,248.53	5,511.50
			Annual	55,064.43	57,512.00	60,221.97	62,982.40	66,137.99
MAIL AND REVENUE CLERK	C322	Classified	Hourly	22.31	23.49	24.68	26.00	27.36
			Bi-Weekly	1,784.80	1,879.20	1,974.40	2,080.00	2,188.80
			Monthly	3,867.07	4,071.60	4,277.87	4,506.67	4,742.40
			Annual	46,404.80	48,859.20	51,334.40	54,080.00	56,908.80
PURCHASING DIVISION								
PURCHASING AND SERVICES MANAGER	H180	Classified	Hourly	52.21	54.82	57.56	60.43	63.44
			Bi-Weekly	4,176.80	4,385.60	4,604.80	4,834.40	5,075.20
			Monthly	9,049.73	9,502.13	9,977.07	10,474.53	10,996.27
			Annual	108,596.80	114,025.60	119,724.80	125,694.40	131,955.20
PURCHASING TECHNICIAN	C345	Classified	Hourly	30.87	32.42	34.02	35.70	37.50
			Bi-Weekly	2,469.60	2,593.60	2,721.60	2,856.00	3,000.00
			Monthly	5,350.80	5,619.47	5,896.80	6,188.00	6,500.00
			Annual	64,209.60	67,433.60	70,761.60	74,256.00	78,000.00
MAIL AND PURCHASING CLERK	C335	Classified	Hourly	24.05	25.27	26.44	27.82	29.19
			Bi-Weekly	1,924.00	2,021.60	2,115.20	2,225.60	2,335.20
			Monthly	4,168.67	4,380.13	4,582.93	4,822.13	5,059.60
			Annual	50,024.00	52,561.60	54,995.20	57,865.60	60,715.20

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FIRE DEPARTMENT								
SWORN								
DEPUTY FIRE CHIEF (40 HR)	F600	Classified	Hourly	75.82	79.61	83.58	87.77	92.16
			Bi-Weekly	6,065.60	6,368.80	6,686.40	7,021.60	7,372.80
			Monthly	13,142.13	13,799.07	14,487.20	15,213.47	15,974.40
			Annual	157,705.60	165,588.80	173,846.40	182,561.60	191,692.80
FIRE MARSHAL (40 HR)	F400	Classified	Hourly	68.93	72.38	75.99	79.79	83.78
			Bi-Weekly	5,514.40	5,790.40	6,079.20	6,383.20	6,702.40
			Monthly	11,947.87	12,545.87	13,171.60	13,830.27	14,521.87
			Annual	143,374.40	150,550.40	158,059.20	165,963.20	174,262.40
FIRE TRAINING OFFICER (40 HR)	F420	Classified	Hourly	68.93	72.38	75.99	79.79	83.78
			Bi-Weekly	5,514.40	5,790.40	6,079.20	6,383.20	6,702.40
			Monthly	11,947.87	12,545.87	13,171.60	13,830.27	14,521.87
			Annual	143,374.40	150,550.40	158,059.20	165,963.20	174,262.40
BATTALION CHIEF (56 HR)	F410	Classified	Hourly	44.76	47.00	49.35	51.82	54.40
			Bi-Weekly	5,013.12	5,264.00	5,527.20	5,803.84	6,092.80
			Monthly	10,861.76	11,405.33	11,975.60	12,574.99	13,201.07
			Annual	130,341.12	136,864.00	143,707.20	150,899.84	158,412.80
BATTALION CHIEF (40 HR)	F415	Classified	Hourly	62.65	65.79	69.07	72.53	76.16
			Bi-Weekly	5,012.00	5,263.20	5,525.60	5,802.40	6,092.80
			Monthly	10,859.33	11,403.60	11,972.13	12,571.87	13,201.07
			Annual	130,312.00	136,843.20	143,665.60	150,862.40	158,412.80
STAFF FIRE CAPTAIN (40 HR)	F240	Classified	Hourly			60.34	63.35	66.52
			Bi-Weekly			4,827.20	5,068.00	5,321.60
			Monthly			10,458.93	10,980.67	11,530.13
			Annual			125,507.20	131,768.00	138,361.60
FIRE CAPTAIN (56 HR)	F245	Classified	Hourly			39.17	41.13	43.19
			Bi-Weekly			4,387.04	4,606.56	4,837.28
			Monthly			9,505.25	9,980.88	10,480.77
			Annual			114,063.04	119,770.56	125,769.28
FIRE CAPTAIN (40 HR)	F250	Classified	Hourly			54.85	57.59	60.46
			Bi-Weekly			4,388.00	4,607.20	4,836.80
			Monthly			9,507.33	9,982.27	10,479.73
			Annual			114,088.00	119,787.20	125,756.80
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified	Hourly	33.19	34.84	36.58	38.41	40.32
			Bi-Weekly	3,717.28	3,902.08	4,096.96	4,301.92	4,515.84
			Monthly	8,054.11	8,454.51	8,876.75	9,320.83	9,784.32
			Annual	96,649.28	101,454.08	106,520.96	111,849.92	117,411.84
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified	Hourly	46.43	48.76	51.20	53.76	56.44
			Bi-Weekly	3,714.40	3,900.80	4,096.00	4,300.80	4,515.20
			Monthly	8,047.87	8,451.73	8,874.67	9,318.40	9,782.93
			Annual	96,574.40	101,420.80	106,496.00	111,820.80	117,395.20
APPARATUS OPERATOR (56 HR)	F210	Classified	Hourly	31.43	32.99	34.65	36.38	38.19
			Bi-Weekly	3,520.16	3,694.88	3,880.80	4,074.56	4,277.28
			Monthly	7,627.01	8,005.57	8,408.40	8,828.21	9,267.44
			Annual	91,524.16	96,066.88	100,900.80	105,938.56	111,209.28
APPARATUS OPERATOR (40 HR)	F215	Classified	Hourly	43.95	46.15	48.46	50.88	53.43
			Bi-Weekly	3,516.00	3,692.00	3,876.80	4,070.40	4,274.40
			Monthly	7,618.00	7,999.33	8,399.73	8,819.20	9,261.20
			Annual	91,416.00	95,992.00	100,796.80	105,830.40	111,134.40
FIREFIGHTER (56 HR)	F200	Classified	Hourly	29.61	31.10	32.65	34.29	36.01
			Bi-Weekly	3,316.32	3,483.20	3,656.80	3,840.48	4,033.12
			Monthly	7,185.36	7,546.93	7,923.07	8,321.04	8,738.43
			Annual	86,224.32	90,563.20	95,076.80	99,852.48	104,861.12
FIREFIGHTER (40 HR)	F205	Classified	Hourly	41.47	43.54	45.71	48.00	50.40
			Bi-Weekly	3,317.60	3,483.20	3,656.80	3,840.00	4,032.00
			Monthly	7,188.13	7,546.93	7,923.07	8,320.00	8,736.00
			Annual	86,257.60	90,563.20	95,076.80	99,840.00	104,832.00
FIREFIGHTER TRAINEE (40 HR)	F100	Classified	Hourly	37.71	39.58			
			Bi-Weekly	3,016.80	3,166.40			
			Monthly	6,536.40	6,860.53			
			Annual	78,436.80	82,326.40			

**SALARY PLAN FOR ALL CLASSIFICATIONS
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FY 2018**

ATTACHMENT III
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on April 17, 2018

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	54.78	57.52	60.39	63.42	66.58
			Bi-Weekly	4,382.40	4,601.60	4,831.20	5,073.60	5,326.40
			Monthly	9,495.20	9,970.13	10,467.60	10,992.80	11,540.53
			Annual	113,942.40	119,641.60	125,611.20	131,913.60	138,486.40
FIRE PROTECTION ENGINEER	T510	Classified	Hourly	50.66	53.11	55.79	58.69	61.68
			Bi-Weekly	4,052.80	4,248.80	4,463.20	4,695.20	4,934.40
			Monthly	8,781.07	9,205.73	9,670.27	10,172.93	10,691.20
			Annual	105,372.80	110,468.80	116,043.20	122,075.20	128,294.40
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified	Hourly	49.82	52.32	54.93	57.67	60.56
			Bi-Weekly	3,985.60	4,185.60	4,394.40	4,613.60	4,844.80
			Monthly	8,635.47	9,068.80	9,521.20	9,996.13	10,497.07
			Annual	103,625.60	108,825.60	114,254.40	119,953.60	125,964.80
ENVIRONMENTAL SPECIALIST	T505	Classified	Hourly	44.81	47.05	49.41	51.87	54.47
			Bi-Weekly	3,584.80	3,764.00	3,952.80	4,149.60	4,357.60
			Monthly	7,767.07	8,155.33	8,564.40	8,990.80	9,441.47
			Annual	93,204.80	97,864.00	102,772.80	107,889.60	113,297.60
HAZARDOUS MATERIALS INSPECTOR	T500	Classified	Hourly	42.69	44.82	47.06	49.43	51.87
			Bi-Weekly	3,415.20	3,585.60	3,764.80	3,954.40	4,149.60
			Monthly	7,399.60	7,768.80	8,157.07	8,567.87	8,990.80
			Annual	88,795.20	93,225.60	97,884.80	102,814.40	107,889.60
FIRE SERVICES SUPERVISOR	H580	Classified	Hourly	49.86	52.36	54.97	57.72	60.61
			Bi-Weekly	3,988.80	4,188.80	4,397.60	4,617.60	4,848.80
			Monthly	8,642.40	9,075.73	9,528.13	10,004.80	10,505.73
			Annual	103,708.80	108,908.80	114,337.60	120,057.60	126,068.80
FIRE TECHNICIAN II	C255	Classified	Hourly	30.74	32.27	33.88	35.58	37.35
			Bi-Weekly	2,459.20	2,581.60	2,710.40	2,846.40	2,988.00
			Monthly	5,328.27	5,593.47	5,872.53	6,167.20	6,474.00
			Annual	63,939.20	67,121.60	70,470.40	74,006.40	77,688.00
FIRE TECHNICIAN I	C250	Classified	Hourly	27.92	29.32	30.79	32.33	33.95
			Bi-Weekly	2,233.60	2,345.60	2,463.20	2,586.40	2,716.00
			Monthly	4,839.47	5,082.13	5,336.93	5,603.87	5,884.67
			Annual	58,073.60	60,985.60	64,043.20	67,246.40	70,616.00
HUMAN RESOURCES DEPARTMENT								
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified	Hourly	66.44	69.76	73.26	76.92	80.75
			Bi-Weekly	5,315.20	5,580.80	5,860.80	6,153.60	6,460.00
			Monthly	11,516.27	12,091.73	12,698.40	13,332.80	13,996.67
			Annual	138,195.20	145,100.80	152,380.80	159,993.60	167,960.00
HUMAN RESOURCES MANAGER	U135	Classified	Hourly	50.06	52.56	55.19	57.95	60.84
			Bi-Weekly	4,004.80	4,204.80	4,415.20	4,636.00	4,867.20
			Monthly	8,677.07	9,110.40	9,566.27	10,044.67	10,545.60
			Annual	104,124.80	109,324.80	114,795.20	120,536.00	126,547.20
SENIOR HUMAN RESOURCES ANALYST	U120	Classified	Hourly	49.86	52.33	54.96	57.71	60.58
			Bi-Weekly	3,988.80	4,186.40	4,396.80	4,616.80	4,846.40
			Monthly	8,642.40	9,070.53	9,526.40	10,003.07	10,500.53
			Annual	103,708.80	108,846.40	114,316.80	120,036.80	126,006.40
HUMAN RESOURCES ANALYST II	U115	Classified	Hourly	45.34	47.61	49.99	52.48	55.10
			Bi-Weekly	3,627.20	3,808.80	3,999.20	4,198.40	4,408.00
			Monthly	7,858.93	8,252.40	8,664.93	9,096.53	9,550.67
			Annual	94,307.20	99,028.80	103,979.20	109,158.40	114,608.00
HUMAN RESOURCES ANALYST I	U110	Classified	Hourly	41.22	43.29	45.44	47.71	50.10
			Bi-Weekly	3,297.60	3,463.20	3,635.20	3,816.80	4,008.00
			Monthly	7,144.80	7,503.60	7,876.27	8,269.73	8,684.00
			Annual	85,737.60	90,043.20	94,515.20	99,236.80	104,208.00
HUMAN RESOURCES TECHNICIAN	U100	Classified	Hourly	30.03	31.54	33.11	34.75	36.49
			Bi-Weekly	2,402.40	2,523.20	2,648.80	2,780.00	2,919.20
			Monthly	5,205.20	5,466.93	5,739.07	6,023.33	6,324.93
			Annual	62,462.40	65,603.20	68,868.80	72,280.00	75,899.20
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified	Hourly	33.74	35.42	37.19	39.05	41.01
			Bi-Weekly	2,699.20	2,833.60	2,975.20	3,124.00	3,280.80
			Monthly	5,848.27	6,139.47	6,446.27	6,768.67	7,108.40
			Annual	70,179.20	73,673.60	77,355.20	81,224.00	85,300.80

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LIBRARY AND COMMUNITY SERVICES DEPARTMENT								
COMMUNITY SERVICES								
COMMUNITY SERVICES MANAGER	H745	Classified	Hourly	62.55	65.67	68.96	72.42	76.03
			Bi-Weekly	5,004.00	5,253.60	5,516.80	5,793.60	6,082.40
			Monthly	10,842.00	11,382.80	11,953.07	12,552.80	13,178.53
			Annual	130,104.00	136,593.60	143,436.80	150,633.60	158,142.40
COMMUNITY PROGRAMS SPECIALIST	T705	Classified	Hourly	40.42	42.52	44.68	46.88	49.17
			Bi-Weekly	3,233.60	3,401.60	3,574.40	3,750.40	3,933.60
			Monthly	7,006.13	7,370.13	7,744.53	8,125.87	8,522.80
			Annual	84,073.60	88,441.60	92,934.40	97,510.40	102,273.60
SENIOR PROPERTY REHABILITATION SPECIALIST	T730	Classified	Hourly	44.45	46.76	49.14	51.56	54.08
			Bi-Weekly	3,556.00	3,740.80	3,931.20	4,124.80	4,326.40
			Monthly	7,704.67	8,105.07	8,517.60	8,937.07	9,373.87
			Annual	92,456.00	97,260.80	102,211.20	107,244.80	112,486.40
PROPERTY REHABILITATION SPECIALIST	T725	Classified	Hourly	40.42	42.52	44.68	46.88	49.17
			Bi-Weekly	3,233.60	3,401.60	3,574.40	3,750.40	3,933.60
			Monthly	7,006.13	7,370.13	7,744.53	8,125.87	8,522.80
			Annual	84,073.60	88,441.60	92,934.40	97,510.40	102,273.60
PARATRANSIT COORDINATOR	T715	Classified	Hourly	38.53	40.46	42.41	44.57	46.75
			Bi-Weekly	3,082.40	3,236.80	3,392.80	3,565.60	3,740.00
			Monthly	6,678.53	7,013.07	7,351.07	7,725.47	8,103.33
			Annual	80,142.40	84,156.80	88,212.80	92,705.60	97,240.00
EDUCATION SERVICES MANAGER	H760	Classified	Hourly	43.21	45.36	47.63	50.00	52.50
			Bi-Weekly	3,456.80	3,628.80	3,810.40	4,000.00	4,200.00
			Monthly	7,489.73	7,862.40	8,255.87	8,666.67	9,100.00
			Annual	89,876.80	94,348.80	99,070.40	104,000.00	109,200.00
EDUCATIONAL SERVICES COORDINATOR	T780	Classified	Hourly	30.03	31.54	33.13	34.78	36.52
			Bi-Weekly	2,402.40	2,523.20	2,650.40	2,782.40	2,921.60
			Monthly	5,205.20	5,466.93	5,742.53	6,028.53	6,330.13
			Annual	62,462.40	65,603.20	68,910.40	72,342.40	75,961.60
LIBRARY SERVICES DIVISION								
LIBRARY OPERATIONS MANAGER	H755	Classified	Hourly	43.21	45.36	47.63	50.00	52.50
			Bi-Weekly	3,456.80	3,628.80	3,810.40	4,000.00	4,200.00
			Monthly	7,489.73	7,862.40	8,255.87	8,666.67	9,100.00
			Annual	89,876.80	94,348.80	99,070.40	104,000.00	109,200.00
SUPERVISING LIBRARIAN I	H750	Classified	Hourly	43.21	45.36	47.63	50.00	52.50
			Bi-Weekly	3,456.80	3,628.80	3,810.40	4,000.00	4,200.00
			Monthly	7,489.73	7,862.40	8,255.87	8,666.67	9,100.00
			Annual	89,876.80	94,348.80	99,070.40	104,000.00	109,200.00
LIBRARIAN II	T795	Classified	Hourly	33.89	35.59	37.31	39.20	41.05
			Bi-Weekly	2,711.20	2,847.20	2,984.80	3,136.00	3,284.00
			Monthly	5,874.27	6,168.93	6,467.07	6,794.67	7,115.33
			Annual	70,491.20	74,027.20	77,604.80	81,536.00	85,384.00
LIBRARIAN I	T790	Classified	Hourly	30.73	32.28	33.89	35.50	37.32
			Bi-Weekly	2,458.40	2,582.40	2,711.20	2,840.00	2,985.60
			Monthly	5,326.53	5,595.20	5,874.27	6,153.33	6,468.80
			Annual	63,918.40	67,142.40	70,491.20	73,840.00	77,625.60

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LEAD LIBRARY ASSISTANT	C520	Classified	Hourly	28.76	30.21	31.65	33.21	34.94
			Bi-Weekly	2,300.80	2,416.80	2,532.00	2,656.80	2,795.20
			Monthly	4,985.07	5,236.40	5,486.00	5,756.40	6,056.27
			Annual	59,820.80	62,836.80	65,832.00	69,076.80	72,675.20
SENIOR LIBRARY ASSISTANT	C515	Classified	Hourly	26.55	27.72	28.99	30.28	31.73
			Bi-Weekly	2,124.00	2,217.60	2,319.20	2,422.40	2,538.40
			Monthly	4,602.00	4,804.80	5,024.93	5,248.53	5,499.87
			Annual	55,224.00	57,657.60	60,299.20	62,982.40	65,998.40
LIBRARY ASSISTANT	C510	Classified	Hourly	24.06	25.17	26.31	27.52	28.82
			Bi-Weekly	1,924.80	2,013.60	2,104.80	2,201.60	2,305.60
			Monthly	4,170.40	4,362.80	4,560.40	4,770.13	4,995.47
			Annual	50,044.80	52,353.60	54,724.80	57,241.60	59,945.60
SENIOR LIBRARY PAGE (.6 FTE)	C505	Classified	Hourly					17.90
			Bi-Weekly					859.20
			Monthly					1,861.60
			Annual					22,339.20
LIBRARY PAGE (.3 FTE)	C500	Classified	Hourly					16.35
			Bi-Weekly					392.40
			Monthly					850.20
			Annual					10,202.40
LITERACY PROGRAM COORDINATOR	T785	Classified	Hourly	30.07	31.59	33.16	34.74	36.52
			Bi-Weekly	2,405.60	2,527.20	2,652.80	2,779.20	2,921.60
			Monthly	5,212.13	5,475.60	5,747.73	6,021.60	6,330.13
			Annual	62,545.60	65,707.20	68,972.80	72,259.20	75,961.60
LEAD PROGRAM ASSISTANT	C508	Classified	Hourly	28.76	30.21	31.65	33.21	34.94
			Bi-Weekly	2,300.80	2,416.80	2,532.00	2,656.80	2,795.20
			Monthly	4,985.07	5,236.40	5,486.00	5,756.40	6,056.27
			Annual	59,820.80	62,836.80	65,832.00	69,076.80	72,675.20
PROGRAM ASSISTANT	C506	Classified	Hourly	22.50	23.64	24.81	26.06	27.37
			Bi-Weekly	1,800.00	1,891.20	1,984.80	2,084.80	2,189.60
			Monthly	3,900.00	4,097.60	4,300.40	4,517.07	4,744.13
			Annual	46,800.00	49,171.20	51,604.80	54,204.80	56,929.60
MAINTENANCE SERVICES DEPARTMENT								
FACILITIES MANAGEMENT								
FACILITIES AND BUILDING MANAGER	H605	Classified	Hourly	54.78	57.50	60.38	63.41	66.58
			Bi-Weekly	4,382.40	4,600.00	4,830.40	5,072.80	5,326.40
			Monthly	9,495.20	9,966.67	10,465.87	10,991.07	11,540.53
			Annual	113,942.40	119,600.00	125,590.40	131,892.80	138,486.40
FACILITIES LEADWORKER	M135	Classified	Hourly	47.09	48.96	50.86	52.96	55.23
			Bi-Weekly	3,767.20	3,916.80	4,068.80	4,236.80	4,418.40
			Monthly	8,162.27	8,486.40	8,815.73	9,179.73	9,573.20
			Annual	97,947.20	101,836.80	105,788.80	110,156.80	114,878.40
HVAC MECHANIC	M140	Classified	Hourly	42.56	44.26	46.00	47.95	49.93
			Bi-Weekly	3,404.80	3,540.80	3,680.00	3,836.00	3,994.40
			Monthly	7,377.07	7,671.73	7,973.33	8,311.33	8,654.53
			Annual	88,524.80	92,060.80	95,680.00	99,736.00	103,854.40
FACILITIES PAINTER II	M130	Classified	Hourly	34.74	36.16	37.57	39.13	40.76
			Bi-Weekly	2,779.20	2,892.80	3,005.60	3,130.40	3,260.80
			Monthly	6,021.60	6,267.73	6,512.13	6,782.53	7,065.07
			Annual	72,259.20	75,212.80	78,145.60	81,390.40	84,780.80
FACILITIES PAINTER I	M125	Classified	Hourly	31.61	32.89	34.22	35.65	37.06
			Bi-Weekly	2,528.80	2,631.20	2,737.60	2,852.00	2,964.80
			Monthly	5,479.07	5,700.93	5,931.47	6,179.33	6,423.73
			Annual	65,748.80	68,411.20	71,177.60	74,152.00	77,084.80

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			Hourly	Bi-Weekly	Monthly	Annual	Hourly	Bi-Weekly	Monthly	Annual	Hourly	Bi-Weekly	Monthly	Annual	Hourly	Bi-Weekly	Monthly	Annual	Hourly	Bi-Weekly	Monthly	Annual	Hourly	Bi-Weekly	Monthly	Annual	
FACILITIES CARPENTER II	M120	Classified	Hourly	34.60				35.97					37.48				39.03				40.65						
			Bi-Weekly	2,768.00				2,877.60					2,998.40				3,122.40				3,252.00						
			Monthly	5,997.33				6,234.80					6,496.53				6,765.20				7,046.00						
			Annual	71,968.00				74,817.60					77,958.40				81,182.40				84,552.00						
FACILITIES CARPENTER I	M115	Classified	Hourly	31.48				32.77					34.12				35.50				36.99						
			Bi-Weekly	2,518.40				2,621.60					2,729.60				2,840.00				2,959.20						
			Monthly	5,456.53				5,680.13					5,914.13				6,153.33				6,411.60						
			Annual	65,478.40				68,161.60					70,969.60				73,840.00				76,939.20						
FACILITIES SERVICEWORKER II	M110	Classified	Hourly	25.57				26.58					27.68				28.64				29.79						
			Bi-Weekly	2,045.60				2,126.40					2,214.40				2,291.20				2,383.20						
			Monthly	4,432.13				4,607.20					4,797.87				4,964.27				5,163.60						
			Annual	53,185.60				55,286.40					57,574.40				59,571.20				61,963.20						
FACILITIES SERVICEWORKER I	M105	Classified	Hourly	23.29				24.14					25.09				26.13				27.06						
			Bi-Weekly	1,863.20				1,931.20					2,007.20				2,090.40				2,164.80						
			Monthly	4,036.93				4,184.27					4,348.93				4,529.20				4,690.40						
			Annual	48,443.20				50,211.20					52,187.20				54,350.40				56,284.80						
FLEET MANAGEMENT DIVISION																											
FLEET MAINTENANCE MANAGER	H635	Classified	Hourly	54.78				57.50					60.38				63.41				66.58						
			Bi-Weekly	4,382.40				4,600.00					4,830.40				5,072.80				5,326.40						
			Monthly	9,495.20				9,966.67					10,465.87				10,991.07				11,540.53						
			Annual	113,942.40				119,600.00					125,590.40				131,892.80				138,486.40						
SENIOR EQUIPMENT MECHANIC	M620	Classified	Hourly	37.77				39.54					41.54				43.71				45.87						
			Bi-Weekly	3,021.60				3,163.20					3,323.20				3,496.80				3,669.60						
			Monthly	6,546.80				6,853.60					7,200.27				7,576.40				7,950.80						
			Annual	78,561.60				82,243.20					86,403.20				90,916.80				95,409.60						
EQUIPMENT MECHANIC II	M615	Classified	Hourly	32.84				34.38					36.12				38.01				39.89						
			Bi-Weekly	2,627.20				2,750.40					2,889.60				3,040.80				3,191.20						
			Monthly	5,692.27				5,959.20					6,260.80				6,588.40				6,914.27						
			Annual	68,307.20				71,510.40					75,129.60				79,060.80				82,971.20						
EQUIPMENT MECHANIC I	M610	Classified	Hourly	29.90				31.40					33.01				34.63				36.33						
			Bi-Weekly	2,392.00				2,512.00					2,640.80				2,770.40				2,906.40						
			Monthly	5,182.67				5,442.67					5,721.73				6,002.53				6,297.20						
			Annual	62,192.00				65,312.00					68,660.80				72,030.40				75,566.40						
EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly	27.51				28.98					30.37				31.91				33.52						
			Bi-Weekly	2,200.80				2,318.40					2,429.60				2,552.80				2,681.60						
			Monthly	4,768.40				5,023.20					5,264.13				5,531.07				5,810.13						
			Annual	57,220.80				60,278.40					63,169.60				66,372.80				69,721.60						
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly	25.40				26.39					27.48				28.42				29.51						
			Bi-Weekly	2,032.00				2,111.20					2,198.40				2,273.60				2,360.80						
			Monthly	4,402.67				4,574.27					4,763.20				4,926.13				5,115.07						
			Annual	52,832.00				54,891.20					57,158.40				59,113.60				61,380.80						
LANDSCAPE MAINTENANCE DIVISION																											
LANDSCAPE MAINTENANCE MANAGER	H615	Classified	Hourly	54.78				57.50					60.38				63.41				66.58						
			Bi-Weekly	4,382.40				4,600.00					4,830.40				5,072.80				5,326.40						
			Monthly	9,495.20				9,966.67					10,465.87				10,991.07				11,540.53						
			Annual	113,942.40				119,600.00					125,590.40				131,892.80				138,486.40						

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Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
GROUNDSKEEPER III	M215	Classified	Hourly	35.54	36.96	38.46	39.82	41.35
			Bi-Weekly	2,843.20	2,956.80	3,076.80	3,185.60	3,308.00
			Monthly	6,160.27	6,406.40	6,666.40	6,902.13	7,167.33
			Annual	73,923.20	76,876.80	79,996.80	82,825.60	86,008.00
GROUNDSKEEPER II	M210	Classified	Hourly	30.90	32.14	33.44	34.63	35.96
			Bi-Weekly	2,472.00	2,571.20	2,675.20	2,770.40	2,876.80
			Monthly	5,356.00	5,570.93	5,796.27	6,002.53	6,233.07
			Annual	64,272.00	66,851.20	69,555.20	72,030.40	74,796.80
GROUNDSKEEPER I	M205	Classified	Hourly	28.06	29.19	30.42	31.47	32.7
			Bi-Weekly	2,244.80	2,335.20	2,433.60	2,517.60	2,616.00
			Monthly	4,863.73	5,059.60	5,272.80	5,454.80	5,668.00
			Annual	58,364.80	60,715.20	63,273.60	65,457.60	68,016.00
TREE TRIMMER	M220	Classified	Hourly	32.18	33.46	34.82	36.06	37.47
			Bi-Weekly	2,574.40	2,676.80	2,785.60	2,884.80	2,997.60
			Monthly	5,577.87	5,799.73	6,035.47	6,250.40	6,494.80
			Annual	66,934.40	69,596.80	72,425.60	75,004.80	77,937.60
STREET MAINTENANCE DIVISION								
STREETS MAINTENANCE MANAGER	H625	Classified	Hourly	54.78	57.50	60.38	63.41	66.58
			Bi-Weekly	4,382.40	4,600.00	4,830.40	5,072.80	5,326.40
			Monthly	9,495.20	9,966.67	10,465.87	10,991.07	11,540.53
			Annual	113,942.40	119,600.00	125,590.40	131,892.80	138,486.40
SENIOR MAINTENANCE LEADER	M315	Classified	Hourly	36.27	37.68	39.24	40.61	42.18
			Bi-Weekly	2,901.60	3,014.40	3,139.20	3,248.80	3,374.40
			Monthly	6,286.80	6,531.20	6,801.60	7,039.07	7,311.20
			Annual	75,441.60	78,374.40	81,619.20	84,468.80	87,734.40
MAINTENANCE LEADER	M310	Classified	Hourly	31.54	32.76	34.12	35.32	36.68
			Bi-Weekly	2,523.20	2,620.80	2,729.60	2,825.60	2,934.40
			Monthly	5,466.93	5,678.40	5,914.13	6,122.13	6,357.87
			Annual	65,603.20	68,140.80	70,969.60	73,465.60	76,294.40
SWEEPER EQUIPMENT OPERATOR	M700	Classified	Hourly	30.54	31.57	32.83	34.24	35.59
			Bi-Weekly	2,443.20	2,525.60	2,626.40	2,739.20	2,847.20
			Monthly	5,293.60	5,472.13	5,690.53	5,934.93	6,168.93
			Annual	63,523.20	65,665.60	68,286.40	71,219.20	74,027.20
POLICE DEPARTMENT								
SWORN								
POLICE CAPTAIN	P300	Classified	Hourly	79.93	83.92	88.12	92.53	97.14
			Bi-Weekly	6,394.40	6,713.60	7,049.60	7,402.40	7,771.20
			Monthly	13,854.53	14,546.13	15,274.13	16,038.53	16,837.60
			Annual	166,254.40	174,553.60	183,289.60	192,462.40	202,051.20
POLICE LIEUTENANT	P215	Classified	Hourly			70.73	74.17	
			Bi-Weekly				5,658.40	5,933.60
			Monthly				12,259.87	12,856.13
			Annual				147,118.40	154,273.60
POLICE SERGEANT	P210	Classified	Hourly			60.61	63.53	66.78
			Bi-Weekly				4,848.80	5,082.40
			Monthly				10,505.73	11,011.87
			Annual				126,068.80	132,142.40
POLICE OFFICER	P200	Classified	Hourly	44.51	46.64	48.90	51.27	53.70
			Bi-Weekly	3,560.80	3,731.20	3,912.00	4,101.60	4,296.00
			Monthly	7,715.07	8,084.27	8,476.00	8,886.80	9,308.00
			Annual	92,580.80	97,011.20	101,712.00	106,641.60	111,696.00
POLICE OFFICER TRAINEE	P100	Classified	Hourly	33.31	34.95			
			Bi-Weekly	2,664.80	2,796.00			
			Monthly	5,773.73	6,058.00			
			Annual	69,284.80	72,696.00			

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PROFESSIONAL STAFF								
PERSONNEL AND TRAINING ADMINISTRATOR	H450	Classified	Hourly	62.24	65.35	68.63	72.06	75.66
			Bi-Weekly	4,979.20	5,228.00	5,490.40	5,764.80	6,052.80
			Monthly	10,788.27	11,327.33	11,895.87	12,490.40	13,114.40
			Annual	129,459.20	135,928.00	142,750.40	149,884.80	157,372.80
SENIOR CRIME AND INTELLIGENCE ANALYST	H406	Classified	Hourly	49.86	52.33	54.96	57.71	60.58
			Bi-Weekly	3,988.80	4,186.40	4,396.80	4,616.80	4,846.40
			Monthly	8,642.40	9,070.53	9,526.40	10,003.07	10,500.53
			Annual	103,708.80	108,846.40	114,316.80	120,036.80	126,006.40
CRIME AND INTELLIGENCE ANALYST	H405	Classified	Hourly	45.34	47.61	49.99	52.48	55.10
			Bi-Weekly	3,627.20	3,808.80	3,999.20	4,198.40	4,408.00
			Monthly	7,858.93	8,252.40	8,664.93	9,096.53	9,550.67
			Annual	94,307.20	99,028.80	103,979.20	109,158.40	114,608.00
POLICE PROGRAMS ANALYST	H400	Classified	Hourly	45.34	47.61	49.99	52.48	55.10
			Bi-Weekly	3,627.20	3,808.80	3,999.20	4,198.40	4,408.00
			Monthly	7,858.93	8,252.40	8,664.93	9,096.53	9,550.67
			Annual	94,307.20	99,028.80	103,979.20	109,158.40	114,608.00
SPECIAL OPERATIONS DIVISION								
CRIME PREVENTION SPECIALIST	C670	Classified	Hourly	30.66	32.19	33.80	35.50	37.27
			Bi-Weekly	2,452.80	2,575.20	2,704.00	2,840.00	2,981.60
			Monthly	5,314.40	5,579.60	5,858.67	6,153.33	6,460.13
			Annual	63,772.80	66,955.20	70,304.00	73,840.00	77,521.60
RESERVE OFFICER COORDINATOR	H455	Classified	Hourly	54.57	57.30	60.16	63.07	66.29
			Bi-Weekly	4,365.60	4,584.00	4,812.80	5,045.60	5,303.20
			Monthly	9,458.80	9,932.00	10,427.73	10,932.13	11,490.27
			Annual	113,505.60	119,184.00	125,132.80	131,185.60	137,883.20
INVESTIGATION DIVISION								
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified	Hourly	62.24	65.35	68.63	72.06	75.66
			Bi-Weekly	4,979.20	5,228.00	5,490.40	5,764.80	6,052.80
			Monthly	10,788.27	11,327.33	11,895.87	12,490.40	13,114.40
			Annual	129,459.20	135,928.00	142,750.40	149,884.80	157,372.80
COUNSELING SUPERVISOR	H440	Classified	Hourly	47.04	49.40	51.86	54.45	57.18
			Bi-Weekly	3,763.20	3,952.00	4,148.80	4,356.00	4,574.40
			Monthly	8,153.60	8,562.67	8,989.07	9,438.00	9,911.20
			Annual	97,843.20	102,752.00	107,868.80	113,256.00	118,934.40
FAMILY COUNSELOR	T550	Classified	Hourly	37.66	39.52	41.51	43.41	45.68
			Bi-Weekly	3,012.80	3,161.60	3,320.80	3,472.80	3,654.40
			Monthly	6,527.73	6,850.13	7,195.07	7,524.40	7,917.87
			Annual	78,332.80	82,201.60	86,340.80	90,292.80	95,014.40
CERTIFIED LATENT PRINT EXAMINER	T560	Classified	Hourly	44.81	47.05	49.41	51.87	54.47
			Bi-Weekly	3,584.80	3,764.00	3,952.80	4,149.60	4,357.60
			Monthly	7,767.07	8,155.33	8,564.40	8,990.80	9,441.47
			Annual	93,204.80	97,864.00	102,772.80	107,889.60	113,297.60
SUPPORT SERVICES DIVISION								
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified	Hourly	71.88	75.48	80.02	84.03	88.21
			Bi-Weekly	5,750.40	6,038.40	6,401.60	6,722.40	7,056.80
			Monthly	12,459.20	13,083.20	13,870.13	14,565.20	15,289.73
			Annual	149,510.40	156,998.40	166,441.60	174,782.40	183,476.80
PROPERTY/EVIDENCE AND CRIME SCENE ADMINISTRATOR	H415	Classified	Hourly	49.86	52.34	54.96	57.72	60.60
			Bi-Weekly	3,988.80	4,187.20	4,396.80	4,617.60	4,848.00
			Monthly	8,642.40	9,072.27	9,526.40	10,004.80	10,504.00
			Annual	103,708.80	108,867.20	114,316.80	120,057.60	126,048.00
PROPERTY AND EVIDENCE SUPERVISOR	H410	Classified	Hourly	36.80	38.65	40.58	42.59	44.72
			Bi-Weekly	2,944.00	3,092.00	3,246.40	3,407.20	3,577.60
			Monthly	6,378.67	6,699.33	7,033.87	7,382.27	7,751.47
			Annual	76,544.00	80,392.00	84,406.40	88,587.20	93,017.60
POLICE ID SPECIALIST	T555	Classified	Hourly	33.20	34.86	36.60	38.46	40.27
			Bi-Weekly	2,656.00	2,788.80	2,928.00	3,076.80	3,221.60
			Monthly	5,754.67	6,042.40	6,344.00	6,666.40	6,980.13
			Annual	69,056.00	72,508.80	76,128.00	79,996.80	83,761.60
CRIME SCENE TECHNICIAN	C685	Classified	Hourly	30.50	31.88	33.35	34.84	36.50
			Bi-Weekly	2,440.00	2,550.40	2,668.00	2,787.20	2,920.00
			Monthly	5,286.67	5,525.87	5,780.67	6,038.93	6,326.67
			Annual	63,440.00	66,310.40	69,368.00	72,467.20	75,920.00

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			Hourly	Bi-Weekly	Monthly	Annual	Hourly	Bi-Weekly
PROPERTY TECHNICIAN	C665	Classified	Hourly	29.40	30.67	32.15	33.62	35.22
			Bi-Weekly	2,352.00	2,453.60	2,572.00	2,689.60	2,817.60
			Monthly	5,096.00	5,316.13	5,572.67	5,827.47	6,104.80
			Annual	61,152.00	63,793.60	66,872.00	69,929.60	73,257.60
ANIMAL SERVICES ADMINISTRATOR	H430	Classified	Hourly	49.86	52.34	54.96	57.72	60.60
			Bi-Weekly	3,988.80	4,187.20	4,396.80	4,617.60	4,848.00
			Monthly	8,642.40	9,072.27	9,526.40	10,004.80	10,504.00
			Annual	103,708.80	108,867.20	114,316.80	120,057.60	126,048.00
SHELTER OPERATIONS SUPERVISOR	C621	Classified	Hourly	32.37	33.81	35.39	37.01	38.77
			Bi-Weekly	2,589.60	2,704.80	2,831.20	2,960.80	3,101.60
			Monthly	5,610.80	5,860.40	6,134.27	6,415.07	6,720.13
			Annual	67,329.60	70,324.80	73,611.20	76,980.80	80,641.60
ANIMAL CONTROL OFFICER	C610	Classified	Hourly	27.83	29.26	30.60	32.04	33.54
			Bi-Weekly	2,226.40	2,340.80	2,448.00	2,563.20	2,683.20
			Monthly	4,823.87	5,071.73	5,304.00	5,553.60	5,813.60
			Annual	57,886.40	60,860.80	63,648.00	66,643.20	69,763.20
ANIMAL CARE ATTENDANT	C600	Classified	Hourly	23.16	24.14	25.11	26.20	27.50
			Bi-Weekly	1,852.80	1,931.20	2,008.80	2,096.00	2,200.00
			Monthly	4,014.40	4,184.27	4,352.40	4,541.33	4,766.67
			Annual	48,172.80	50,211.20	52,228.80	54,496.00	57,200.00
SHELTER VOLUNTEER COORDINATOR	C607	Classified	Hourly	23.16	24.14	25.11	26.20	27.50
			Bi-Weekly	1,852.80	1,931.20	2,008.80	2,096.00	2,200.00
			Monthly	4,014.40	4,184.27	4,352.40	4,541.33	4,766.67
			Annual	48,172.80	50,211.20	52,228.80	54,496.00	57,200.00
COMMUNICATIONS ADMINISTRATOR	H435	Classified	Hourly	49.86	52.34	54.96	57.72	60.60
			Bi-Weekly	3,988.80	4,187.20	4,396.80	4,617.60	4,848.00
			Monthly	8,642.40	9,072.27	9,526.40	10,004.80	10,504.00
			Annual	103,708.80	108,867.20	114,316.80	120,057.60	126,048.00
COMMUNICATIONS SUPERVISOR	C645	Classified	Hourly	39.94	41.94	44.04	46.23	48.57
			Bi-Weekly	3,195.20	3,355.20	3,523.20	3,698.40	3,885.60
			Monthly	6,922.93	7,269.60	7,633.60	8,013.20	8,418.80
			Annual	83,075.20	87,235.20	91,603.20	96,158.40	101,025.60
COMMUNICATIONS OPERATOR	C635	Classified	Hourly	34.65	36.42	38.20	40.15	42.17
			Bi-Weekly	2,772.00	2,913.60	3,056.00	3,212.00	3,373.60
			Monthly	6,006.00	6,312.80	6,621.33	6,959.33	7,309.47
			Annual	72,072.00	75,753.60	79,456.00	83,512.00	87,713.60
CALL TAKER	C633	Classified	Hourly	28.83	30.25	31.78	33.38	35.04
			Bi-Weekly	2,306.40	2,420.00	2,542.40	2,670.40	2,803.20
			Monthly	4,997.20	5,243.33	5,508.53	5,785.87	6,073.60
			Annual	59,966.40	62,920.00	66,102.40	69,430.40	72,883.20
RECORDS ADMINISTRATOR	H425	Classified	Hourly	49.86	52.34	54.96	57.72	60.60
			Bi-Weekly	3,988.80	4,187.20	4,396.80	4,617.60	4,848.00
			Monthly	8,642.40	9,072.27	9,526.40	10,004.80	10,504.00
			Annual	103,708.80	108,867.20	114,316.80	120,057.60	126,048.00
RECORDS SUPERVISOR	C705	Classified	Hourly	35.18	36.94	38.78	40.72	42.76
			Bi-Weekly	2,814.40	2,955.20	3,102.40	3,257.60	3,420.80
			Monthly	6,097.87	6,402.93	6,721.87	7,058.13	7,411.73
			Annual	73,174.40	76,835.20	80,662.40	84,697.60	88,940.80
POLICE RECORDS CLERK II	C695	Classified	Hourly	27.35	28.45	29.58	30.89	32.40
			Bi-Weekly	2,188.00	2,276.00	2,366.40	2,471.20	2,592.00
			Monthly	4,740.67	4,931.33	5,127.20	5,354.27	5,616.00
			Annual	56,888.00	59,176.00	61,526.40	64,251.20	67,392.00
POLICE RECORDS CLERK I	C690	Classified	Hourly	24.05	25.29	26.64	27.96	29.46
			Bi-Weekly	1,924.00	2,023.20	2,131.20	2,236.80	2,356.80
			Monthly	4,168.67	4,383.60	4,617.60	4,846.40	5,106.40
			Annual	50,024.00	52,603.20	55,411.20	58,156.80	61,276.80
JAIL ADMINISTRATOR	H420	Classified	Hourly	49.86	52.34	54.96	57.72	60.60
			Bi-Weekly	3,988.80	4,187.20	4,396.80	4,617.60	4,848.00
			Monthly	8,642.40	9,072.27	9,526.40	10,004.80	10,504.00
			Annual	103,708.80	108,867.20	114,316.80	120,057.60	126,048.00
JAIL SUPERVISOR	C660	Classified	Hourly	34.29	35.73	37.45	39.20	41.08
			Bi-Weekly	2,743.20	2,858.40	2,996.00	3,136.00	3,286.40
			Monthly	5,943.60	6,193.20	6,491.33	6,794.67	7,120.53
			Annual	71,323.20	74,318.40	77,896.00	81,536.00	85,446.40
COMMUNITY SERVICE OFFICER	C650	Classified	Hourly	29.95	31.25	32.75	34.26	35.89
			Bi-Weekly	2,396.00	2,500.00	2,620.00	2,740.80	2,871.20
			Monthly	5,191.33	5,416.67	5,676.67	5,938.40	6,220.93
			Annual	62,296.00	65,000.00	68,120.00	71,260.80	74,651.20

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TRANSPORTATION AND ENGINEERING DEPARTMENT								
AIRPORT DIVISION SUMMARY								
AIRPORT MANAGER	H205	Classified	Hourly	61.75	64.82	68.06	71.46	75.04
			Bi-Weekly	4,940.00	5,185.60	5,444.80	5,716.80	6,003.20
			Monthly	10,703.33	11,235.47	11,797.07	12,386.40	13,006.93
			Annual	128,440.00	134,825.60	141,564.80	148,636.80	156,083.20
AIRPORT OPERATIONS SUPERVISOR	H200	Classified	Hourly	51.47	54.03	56.74	59.58	62.55
			Bi-Weekly	4,117.60	4,322.40	4,539.20	4,766.40	5,004.00
			Monthly	8,921.47	9,365.20	9,834.93	10,327.20	10,842.00
			Annual	107,057.60	112,382.40	118,019.20	123,926.40	130,104.00
AIRPORT BUSINESS SUPERVISOR	H198	Classified	Hourly	49.86	52.33	54.96	57.71	60.58
			Bi-Weekly	3,988.80	4,186.40	4,396.80	4,616.80	4,846.40
			Monthly	8,642.40	9,070.53	9,526.40	10,003.07	10,500.53
			Annual	103,708.80	108,846.40	114,316.80	120,036.80	126,006.40
AIRPORT OPERATIONS SPECIALIST	T270	Classified	Hourly	30.07	31.59	33.16	34.74	36.52
			Bi-Weekly	2,405.60	2,527.20	2,652.80	2,779.20	2,921.60
			Monthly	5,212.13	5,475.60	5,747.73	6,021.60	6,330.13
			Annual	62,545.60	65,707.20	68,972.80	72,259.20	75,961.60
SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified	Hourly	33.00	34.22	35.58	37.04	38.52
			Bi-Weekly	2,640.00	2,737.60	2,846.40	2,963.20	3,081.60
			Monthly	5,720.00	5,931.47	6,167.20	6,420.27	6,676.80
			Annual	68,640.00	71,177.60	74,006.40	77,043.20	80,121.60
AIRPORT MAINTENANCE WORKER	M505	Classified	Hourly	29.98	31.09	32.29	33.65	35.03
			Bi-Weekly	2,398.40	2,487.20	2,583.20	2,692.00	2,802.40
			Monthly	5,196.53	5,388.93	5,596.93	5,832.67	6,071.87
			Annual	62,358.40	64,667.20	67,163.20	69,992.00	72,862.40
AIRPORT ATTENDANT	M500	Classified	Hourly	22.44	23.44	24.30	25.36	26.62
			Bi-Weekly	1,795.20	1,875.20	1,944.00	2,028.80	2,129.60
			Monthly	3,889.60	4,062.93	4,212.00	4,395.73	4,614.13
			Annual	46,675.20	48,755.20	50,544.00	52,748.80	55,369.60
ENGINEERING/TRANSPORTATION DIVISION								
REAL PROPERTY MANAGER	H225	Classified	Hourly	45.30	47.58	49.94	52.45	55.07
			Bi-Weekly	3,624.00	3,806.40	3,995.20	4,196.00	4,405.60
			Monthly	7,852.00	8,247.20	8,656.27	9,091.33	9,545.47
			Annual	94,224.00	98,966.40	103,875.20	109,096.00	114,545.60
REAL PROPERTY ASSOCIATE	T260	Classified	Hourly	39.82	41.90	44.01	46.15	48.42
			Bi-Weekly	3,185.60	3,352.00	3,520.80	3,692.00	3,873.60
			Monthly	6,902.13	7,262.67	7,628.40	7,999.33	8,392.80
			Annual	82,825.60	87,152.00	91,540.80	95,992.00	100,713.60
REAL PROPERTY ASSISTANT	T255	Classified	Hourly	33.94	35.63	37.34	39.20	41.17
			Bi-Weekly	2,715.20	2,850.40	2,987.20	3,136.00	3,293.60
			Monthly	5,882.93	6,175.87	6,472.27	6,794.67	7,136.13
			Annual	70,595.20	74,110.40	77,667.20	81,536.00	85,633.60
ENGINEERING TECHNICIAN	T200	Classified	Hourly	32.37	33.93	35.65	37.43	39.22
			Bi-Weekly	2,589.60	2,714.40	2,852.00	2,994.40	3,137.60
			Monthly	5,610.80	5,881.20	6,179.33	6,487.87	6,798.13
			Annual	67,329.60	70,574.40	74,152.00	77,854.40	81,577.60
SURVEY ENGINEER	H230	Classified	Hourly	53.02	55.67	58.46	61.38	64.44
			Bi-Weekly	4,241.60	4,453.60	4,676.80	4,910.40	5,155.20
			Monthly	9,190.13	9,649.47	10,133.07	10,639.20	11,169.60
			Annual	110,281.60	115,793.60	121,596.80	127,670.40	134,035.20
SURVEYOR	T265	Classified	Hourly	38.51	40.41	42.42	44.52	46.76
			Bi-Weekly	3,080.80	3,232.80	3,393.60	3,561.60	3,740.80
			Monthly	6,675.07	7,004.40	7,352.80	7,716.80	8,105.07
			Annual	80,100.80	84,052.80	88,233.60	92,601.60	97,260.80

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TRANSPORTATION MANAGER	H220	Classified	Hourly	67.97	71.38	74.95	78.70	82.62
			Bi-Weekly	5,437.60	5,710.40	5,996.00	6,296.00	6,609.60
			Monthly	11,781.47	12,372.53	12,991.33	13,641.33	14,320.80
			Annual	141,377.60	148,470.40	155,896.00	163,696.00	171,849.60
SENIOR TRANSPORTATION ENGINEER	H215	Classified	Hourly	58.96	61.91	65.00	68.25	71.66
			Bi-Weekly	4,716.80	4,952.80	5,200.00	5,460.00	5,732.80
			Monthly	10,219.73	10,731.07	11,266.67	11,830.00	12,421.07
			Annual	122,636.80	128,772.80	135,200.00	141,960.00	149,052.80
ASSOCIATE TRANSPORTATION ENGINEER	T240	Classified	Hourly	47.34	49.72	52.14	54.79	57.46
			Bi-Weekly	3,787.20	3,977.60	4,171.20	4,383.20	4,596.80
			Monthly	8,205.60	8,618.13	9,037.60	9,496.93	9,959.73
			Annual	98,467.20	103,417.60	108,451.20	113,963.20	119,516.80
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified	Hourly	40.78	42.89	45.08	47.26	49.62
			Bi-Weekly	3,262.40	3,431.20	3,606.40	3,780.80	3,969.60
			Monthly	7,068.53	7,434.27	7,813.87	8,191.73	8,600.80
			Annual	84,822.40	89,211.20	93,766.40	98,300.80	103,209.60
SENIOR TRANSPORTATION PLANNER	H210	Classified	Hourly	49.75	52.23	54.85	57.59	60.47
			Bi-Weekly	3,980.00	4,178.40	4,388.00	4,607.20	4,837.60
			Monthly	8,623.33	9,053.20	9,507.33	9,982.27	10,481.47
			Annual	103,480.00	108,638.40	114,088.00	119,787.20	125,777.60
ASSOCIATE TRANSPORTATION PLANNER	T225	Classified	Hourly	43.99	46.15	48.44	50.93	53.37
			Bi-Weekly	3,519.20	3,692.00	3,875.20	4,074.40	4,269.60
			Monthly	7,624.93	7,999.33	8,396.27	8,827.87	9,250.80
			Annual	91,499.20	95,992.00	100,755.20	105,934.40	111,009.60
TRAFFIC SIGNAL TECHNICIAN	T220	Classified	Hourly	32.37	33.93	35.65	37.43	39.22
			Bi-Weekly	2,589.60	2,714.40	2,852.00	2,994.40	3,137.60
			Monthly	5,610.80	5,881.20	6,179.33	6,487.87	6,798.13
			Annual	67,329.60	70,574.40	74,152.00	77,854.40	81,577.60
SUPERVISING CONSTRUCTION INSPECTOR	H235	Classified	Hourly	52.42	55.04	57.79	60.69	63.72
			Bi-Weekly	4,193.60	4,403.20	4,623.20	4,855.20	5,097.60
			Monthly	9,086.13	9,540.27	10,016.93	10,519.60	11,044.80
			Annual	109,033.60	114,483.20	120,203.20	126,235.20	132,537.60
SENIOR CONSTRUCTION INSPECTOR	T250	Classified	Hourly	43.33	45.64	47.94	50.20	52.71
			Bi-Weekly	3,466.40	3,651.20	3,835.20	4,016.00	4,216.80
			Monthly	7,510.53	7,910.93	8,309.60	8,701.33	9,136.40
			Annual	90,126.40	94,931.20	99,715.20	104,416.00	109,636.80
CONSTRUCTION INSPECTOR	T245	Classified	Hourly	36.31	38.17	39.95	41.97	44.11
			Bi-Weekly	2,904.80	3,053.60	3,196.00	3,357.60	3,528.80
			Monthly	6,293.73	6,616.13	6,924.67	7,274.80	7,645.73
			Annual	75,524.80	79,393.60	83,096.00	87,297.60	91,748.80

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UTILITIES AND ENVIRONMENTAL SERVICES DEPARTMENT								
ADMINISTRATION								
DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified	Hourly	70.07	73.58	77.26	81.13	85.19
			Bi-Weekly	5,605.60	5,886.40	6,180.80	6,490.40	6,815.20
			Monthly	12,145.47	12,753.87	13,391.73	14,062.53	14,766.27
			Annual	145,745.60	153,046.40	160,700.80	168,750.40	177,195.20
WATER RESOURCES MANAGER	H875	Classified	Hourly	70.07	73.58	77.26	81.13	85.19
			Bi-Weekly	5,605.60	5,886.40	6,180.80	6,490.40	6,815.20
			Monthly	12,145.47	12,753.87	13,391.73	14,062.53	14,766.27
			Annual	145,745.60	153,046.40	160,700.80	168,750.40	177,195.20
UTILITIES ENGINEERING MANAGER	H880	Classified	Hourly	70.07	73.58	77.26	81.13	85.19
			Bi-Weekly	5,605.60	5,886.40	6,180.80	6,490.40	6,815.20
			Monthly	12,145.47	12,753.87	13,391.73	14,062.53	14,766.27
			Annual	145,745.60	153,046.40	160,700.80	168,750.40	177,195.20
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified	Hourly	35.01	36.74	38.49	40.47	42.45
			Bi-Weekly	2,800.80	2,939.20	3,079.20	3,237.60	3,396.00
			Monthly	6,068.40	6,368.27	6,671.60	7,014.80	7,358.00
			Annual	72,820.80	76,419.20	80,059.20	84,177.60	88,296.00
STOREKEEPER - EXPEDITER	M100	Classified	Hourly	28.74	29.92	31.04	32.23	33.45
			Bi-Weekly	2,299.20	2,393.60	2,483.20	2,578.40	2,676.00
			Monthly	4,981.60	5,186.13	5,380.27	5,586.53	5,798.00
			Annual	59,779.20	62,233.60	64,563.20	67,038.40	69,576.00
RECYCLING-SOLID WASTE								
SOLID WASTE PROGRAM MANAGER	H800	Classified	Hourly	49.86	52.33	54.96	57.71	60.58
			Bi-Weekly	3,988.80	4,186.40	4,396.80	4,616.80	4,846.40
			Monthly	8,642.40	9,070.53	9,526.40	10,003.07	10,500.53
			Annual	103,708.80	108,846.40	114,316.80	120,036.80	126,006.40
RECYCLING SPECIALIST	T800	Classified	Hourly	34.24	35.94	37.69	39.61	41.57
			Bi-Weekly	2,739.20	2,875.20	3,015.20	3,168.80	3,325.60
			Monthly	5,934.93	6,229.60	6,532.93	6,865.73	7,205.47
			Annual	71,219.20	74,755.20	78,395.20	82,388.80	86,465.60
SUSTAINABILITY SPECIALIST	T803	Classified	Hourly	36.79	38.62	40.55	42.58	44.71
			Bi-Weekly	2,943.20	3,089.60	3,244.00	3,406.40	3,576.80
			Monthly	6,376.93	6,694.13	7,028.67	7,380.53	7,749.73
			Annual	76,523.20	80,329.60	84,344.00	88,566.40	92,996.80
SUSTAINABILITY TECHNICIAN	T802	Classified	Hourly	33.45	35.11	36.86	38.69	40.64
			Bi-Weekly	2,676.00	2,808.80	2,948.80	3,095.20	3,251.20
			Monthly	5,798.00	6,085.73	6,389.07	6,706.27	7,044.27
			Annual	69,576.00	73,028.80	76,668.80	80,475.20	84,531.20
WATER POLLUTION CONTROL FACILITY (WPCF)								
WATER POLLUTION CONTROL FACILITY MANAGER	H870	Classified	Hourly	70.07	73.58	77.26	81.13	85.19
			Bi-Weekly	5,605.60	5,886.40	6,180.80	6,490.40	6,815.20
			Monthly	12,145.47	12,753.87	13,391.73	14,062.53	14,766.27
			Annual	145,745.60	153,046.40	160,700.80	168,750.40	177,195.20
WPCF OPERATIONS AND MAINTENANCE MANAGER	H865	Classified	Hourly	57.15	60.01	63.02	66.18	69.48
			Bi-Weekly	4,572.00	4,800.80	5,041.60	5,294.40	5,558.40
			Monthly	9,906.00	10,401.73	10,923.47	11,471.20	12,043.20
			Annual	118,872.00	124,820.80	131,081.60	137,654.40	144,518.40
WPCF MAINTENANCE SUPERVISOR	H860	Classified	Hourly	51.99	54.57	57.30	60.18	63.19
			Bi-Weekly	4,159.20	4,365.60	4,584.00	4,814.40	5,055.20
			Monthly	9,011.60	9,458.80	9,932.00	10,431.20	10,952.93
			Annual	108,139.20	113,505.60	119,184.00	125,174.40	131,435.20
WPCF OPERATIONS SUPERVISOR	H855	Classified	Hourly	51.99	54.57	57.30	60.18	63.19
			Bi-Weekly	4,159.20	4,365.60	4,584.00	4,814.40	5,055.20
			Monthly	9,011.60	9,458.80	9,932.00	10,431.20	10,952.93
			Annual	108,139.20	113,505.60	119,184.00	125,174.40	131,435.20
WPCF LEAD OPERATOR	M935	Classified	Hourly	40.15	41.76	43.39	45.11	46.94
			Bi-Weekly	3,212.00	3,340.80	3,471.20	3,608.80	3,755.20
			Monthly	6,959.33	7,238.40	7,520.93	7,819.07	8,136.27
			Annual	83,512.00	86,860.80	90,251.20	93,828.80	97,635.20
WPCF OPERATOR	M930	Classified	Hourly	35.70	37.12	38.61	40.11	41.75
			Bi-Weekly	2,856.00	2,969.60	3,088.80	3,208.80	3,340.00
			Monthly	6,188.00	6,434.13	6,692.40	6,952.40	7,236.67
			Annual	74,256.00	77,209.60	80,308.80	83,428.80	86,840.00
OPERATOR-IN-TRAINING	M925	Classified	Hourly	32.68	33.98	35.40	36.60	38.03
			Bi-Weekly	2,614.40	2,718.40	2,832.00	2,928.00	3,042.40
			Monthly	5,664.53	5,889.87	6,136.00	6,344.00	6,591.87
			Annual	67,974.40	70,678.40	73,632.00	76,128.00	79,102.40

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LAB SUPERVISOR	H850	Classified	Hourly	51.99	54.57	57.30	60.18	63.19
			Bi-Weekly	4,159.20	4,365.60	4,584.00	4,814.40	5,055.20
			Monthly	9,011.60	9,458.80	9,932.00	10,431.20	10,952.93
			Annual	108,139.20	113,505.60	119,184.00	125,174.40	131,435.20
CHEMIST	T807	Classified	Hourly	40.43	42.46	44.58	46.80	49.14
			Bi-Weekly	3,234.40	3,396.80	3,566.40	3,744.00	3,931.20
			Monthly	7,007.87	7,359.73	7,727.20	8,112.00	8,517.60
			Annual	84,094.40	88,316.80	92,726.40	97,344.00	102,211.20
LABORATORY TECHNICIAN	T805	Classified	Hourly	35.16	36.48	37.88	39.44	40.91
			Bi-Weekly	2,812.80	2,918.40	3,030.40	3,155.20	3,272.80
			Monthly	6,094.40	6,323.20	6,565.87	6,836.27	7,091.07
			Annual	73,132.80	75,878.40	78,790.40	82,035.20	85,092.80

WATER POLLUTION SOURCE CONTROL

ENVIRONMENTAL SERVICES MANAGER	H805	Classified	Hourly	60.45	63.47	66.65	69.98	73.48
			Bi-Weekly	4,836.00	5,077.60	5,332.00	5,598.40	5,878.40
			Monthly	10,478.00	11,001.47	11,552.67	12,129.87	12,736.53
			Annual	125,736.00	132,017.60	138,632.00	145,558.40	152,838.40
WATER POLLUTION CONTROL ADMINISTRATOR	H845	Classified	Hourly	52.54	55.17	57.92	60.83	63.88
			Bi-Weekly	4,203.20	4,413.60	4,633.60	4,866.40	5,110.40
			Monthly	9,106.93	9,562.80	10,039.47	10,543.87	11,072.53
			Annual	109,283.20	114,753.60	120,473.60	126,526.40	132,870.40
SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR	T815	Classified	Hourly	40.20	42.29	44.41	46.51	48.88
			Bi-Weekly	3,216.00	3,383.20	3,552.80	3,720.80	3,910.40
			Monthly	6,968.00	7,302.27	7,697.73	8,061.73	8,472.53
			Annual	83,616.00	87,963.20	92,372.80	96,740.80	101,670.40
WATER POLLUTION SOURCE CONTROL INSPECTOR	T810	Classified	Hourly	36.53	38.44	40.19	42.26	44.36
			Bi-Weekly	2,922.40	3,075.20	3,215.20	3,380.80	3,548.80
			Monthly	6,331.87	6,662.93	6,966.27	7,325.07	7,689.07
			Annual	75,982.40	79,955.20	83,595.20	87,900.80	92,268.80
TECHNICAL INTERN	Z125	Classified	Hourly					15.00
			Bi-Weekly					1,200.00
			Monthly					2,600.00
			Annual					31,200.00

SENIOR UTILITIES ENGINEER	H810	Classified	Hourly	58.40	61.31	64.39	67.60	70.97
			Bi-Weekly	4,672.00	4,904.80	5,151.20	5,408.00	5,677.60
			Monthly	10,122.67	10,627.07	11,160.93	11,717.33	12,301.47
			Annual	121,472.00	127,524.80	133,931.20	140,608.00	147,617.60

SEWER COLLECTIONS & WATER DISTRIBUTION

UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified	Hourly	64.51	67.72	71.10	74.66	78.39
			Bi-Weekly	5,160.80	5,417.60	5,688.00	5,972.80	6,271.20
			Monthly	11,181.73	11,738.13	12,324.00	12,941.07	13,587.60
			Annual	134,180.80	140,857.60	147,888.00	155,292.80	163,051.20
UTILITIES OPERATIONS AND MAINTENANCE SUPERVISOR	H830	Classified	Hourly	53.75	56.42	59.26	62.22	65.33
			Bi-Weekly	4,300.00	4,513.60	4,740.80	4,977.60	5,226.40
			Monthly	9,316.67	9,779.47	10,271.73	10,784.80	11,323.87
			Annual	111,800.00	117,353.60	123,260.80	129,417.60	135,886.40
UTILITIES FIELD SERVICES SUPERVISOR	H825	Classified	Hourly	53.75	56.42	59.26	62.22	65.33
			Bi-Weekly	4,300.00	4,513.60	4,740.80	4,977.60	5,226.40
			Monthly	9,316.67	9,779.47	10,271.73	10,784.80	11,323.87
			Annual	111,800.00	117,353.60	123,260.80	129,417.60	135,886.40
WASTEWATER COLLECTIONS SYSTEM SUPERVISOR	H823	Classified	Hourly	51.99	54.57	57.30	60.18	63.19
			Bi-Weekly	4,159.20	4,365.60	4,584.00	4,814.40	5,055.20
			Monthly	9,011.60	9,458.80	9,932.00	10,431.20	10,952.93
			Annual	108,139.20	113,505.60	119,184.00	125,174.40	131,435.20
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified	Hourly	42.37	44.50	46.72	49.07	51.51
			Bi-Weekly	3,389.60	3,560.00	3,737.60	3,925.60	4,120.80
			Monthly	7,344.13	7,713.33	8,098.13	8,505.47	8,928.40
			Annual	88,129.60	92,560.00	97,177.60	102,065.60	107,140.80

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2018**

ATTACHMENT III
Recommended by
Personnel Commission
on March 8, 2018
Approved by Council
on April 17, 2018

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified	Hourly	36.85	38.13	39.63	41.27	42.94
			Bi-Weekly	2,948.00	3,050.40	3,170.40	3,301.60	3,435.20
			Monthly	6,387.33	6,609.20	6,869.20	7,153.47	7,442.93
			Annual	76,648.00	79,310.40	82,430.40	85,841.60	89,315.20
CROSS CONNECTION CONTROL SPECIALIST	M815	Classified	Hourly	32.04	33.16	34.46	35.89	37.34
			Bi-Weekly	2,563.20	2,652.80	2,756.80	2,871.20	2,987.20
			Monthly	5,553.60	5,747.73	5,973.07	6,220.93	6,472.27
			Annual	66,643.20	68,972.80	71,676.80	74,651.20	77,667.20
WATER METER MECHANIC	M810	Classified	Hourly	31.15	32.34	33.68	35.06	36.46
			Bi-Weekly	2,492.00	2,587.20	2,694.40	2,804.80	2,916.80
			Monthly	5,399.33	5,605.60	5,837.87	6,077.07	6,319.73
			Annual	64,792.00	67,267.20	70,054.40	72,924.80	75,836.80
WATER METER READER	M805	Classified	Hourly	27.84	28.94	30.12	31.22	32.47
			Bi-Weekly	2,227.20	2,315.20	2,409.60	2,497.60	2,597.60
			Monthly	4,825.60	5,016.27	5,220.80	5,411.47	5,628.13
			Annual	57,907.20	60,195.20	62,649.60	64,937.60	67,537.60
BACKFLOW/CROSS CONNECTION TESTER	M800	Classified	Hourly	26.93	28.22	29.53	30.96	32.47
			Bi-Weekly	2,154.40	2,257.60	2,362.40	2,476.80	2,597.60
			Monthly	4,667.87	4,891.47	5,118.53	5,366.40	5,628.13
			Annual	56,014.40	58,697.60	61,422.40	64,396.80	67,537.60
UTILITIES MAINTENANCE SUPERVISOR	H820	Classified	Hourly	48.73	51.16	53.71	56.41	59.23
			Bi-Weekly	3,898.40	4,092.80	4,296.80	4,512.80	4,738.40
			Monthly	8,446.53	8,867.73	9,309.73	9,777.73	10,266.53
			Annual	101,358.40	106,412.80	111,716.80	117,332.80	123,198.40
UTILITIES SERVICE WORKER	M900	Classified	Hourly	30.71	31.93	33.25	34.40	35.75
			Bi-Weekly	2,456.80	2,554.40	2,660.00	2,752.00	2,860.00
			Monthly	5,323.07	5,534.53	5,763.33	5,962.67	6,196.67
			Annual	63,876.80	66,414.40	69,160.00	71,552.00	74,360.00
GENERAL MAINTENANCE								
EQUIPMENT OPERATOR	M400	Classified	Hourly	31.05	32.19	33.46	34.82	36.24
			Bi-Weekly	2,484.00	2,575.20	2,676.80	2,785.60	2,899.20
			Monthly	5,382.00	5,579.60	5,799.73	6,035.47	6,281.60
			Annual	64,584.00	66,955.20	69,596.80	72,425.60	75,379.20
SENIOR UTILITY LEADER	M845	Classified	Hourly	38.84	40.40	42.08	43.54	45.22
			Bi-Weekly	3,107.20	3,232.00	3,366.40	3,483.20	3,617.60
			Monthly	6,732.27	7,002.67	7,293.87	7,546.93	7,838.13
			Annual	80,787.20	84,032.00	87,526.40	90,563.20	94,057.60
UTILITY LEADER	M840	Classified	Hourly	33.77	35.12	36.59	37.86	39.32
			Bi-Weekly	2,701.60	2,809.60	2,927.20	3,028.80	3,145.60
			Monthly	5,853.47	6,087.47	6,342.27	6,562.40	6,815.47
			Annual	70,241.60	73,049.60	76,107.20	78,748.80	81,785.60
UTILITY WORKER	M835	Classified	Hourly	30.71	31.93	33.25	34.40	35.75
			Bi-Weekly	2,456.80	2,554.40	2,660.00	2,752.00	2,860.00
			Monthly	5,323.07	5,534.53	5,763.33	5,962.67	6,196.67
			Annual	63,876.80	66,414.40	69,160.00	71,552.00	74,360.00
SENIOR UTILITY LEADER - SEWER	M920	Classified	Hourly	40.09	41.67	43.37	44.90	46.65
			Bi-Weekly	3,207.20	3,333.60	3,469.60	3,592.00	3,732.00
			Monthly	6,948.93	7,222.80	7,517.47	7,782.67	8,086.00
			Annual	83,387.20	86,673.60	90,209.60	93,392.00	97,032.00
UTILITY LEADER - SEWER	M915	Classified	Hourly	34.86	36.24	37.72	39.04	40.56
			Bi-Weekly	2,788.80	2,899.20	3,017.60	3,123.20	3,244.80
			Monthly	6,042.40	6,281.60	6,538.13	6,766.93	7,030.40
			Annual	72,508.80	75,379.20	78,457.60	81,203.20	84,364.80
UTILITY WORKER - SEWER	M910	Classified	Hourly	31.68	32.94	34.30	35.49	36.87
			Bi-Weekly	2,534.40	2,635.20	2,744.00	2,839.20	2,949.60
			Monthly	5,491.20	5,709.60	5,945.33	6,151.60	6,390.80
			Annual	65,894.40	68,515.20	71,344.00	73,819.20	76,689.60
UTILITIES MAINTENANCE MECHANIC	M415	Classified	Hourly	36.69	38.11	39.61	41.21	42.87
			Bi-Weekly	2,935.20	3,048.80	3,168.80	3,296.80	3,429.60
			Monthly	6,359.60	6,605.73	6,865.73	7,143.07	7,430.80
			Annual	76,315.20	79,268.80	82,388.80	85,716.80	89,169.60

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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	55.26	58.02	60.92	63.98	67.18
			Bi-Weekly	4,420.80	4,641.60	4,873.60	5,118.40	5,374.40
			Monthly	9,578.40	10,056.80	10,559.47	11,089.87	11,644.53
			Annual	114,940.80	120,681.60	126,713.60	133,078.40	139,734.40
INFORMATION TECHNOLOGY MANAGER	H566	Classified	Hourly	55.26	58.02	60.92	63.98	67.18
			Bi-Weekly	4,420.80	4,641.60	4,873.60	5,118.40	5,374.40
			Monthly	9,578.40	10,056.80	10,559.47	11,089.87	11,644.53
			Annual	114,940.80	120,681.60	126,713.60	133,078.40	139,734.40
DATA AND SYSTEMS COORDINATOR	H560	Classified	Hourly	49.73	52.21	54.83	57.57	60.44
			Bi-Weekly	3,978.40	4,176.80	4,386.40	4,605.60	4,835.20
			Monthly	8,619.87	9,049.73	9,503.87	9,978.80	10,476.27
			Annual	103,438.40	108,596.80	114,046.40	119,745.60	125,715.20
NETWORK SYSTEMS SPECIALIST	H555	Classified	Hourly	44.69	46.94	49.28	51.74	54.33
			Bi-Weekly	3,575.20	3,755.20	3,942.40	4,139.20	4,346.40
			Monthly	7,746.27	8,136.27	8,541.87	8,968.27	9,417.20
			Annual	92,955.20	97,635.20	102,502.40	107,619.20	113,006.40
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified	Hourly	47.97	50.37	52.76	55.42	59.09
			Bi-Weekly	3,837.60	4,029.60	4,220.80	4,433.60	4,727.20
			Monthly	8,314.80	8,730.80	9,145.07	9,606.13	10,242.27
			Annual	99,777.60	104,769.60	109,740.80	115,273.60	122,907.20
PROGRAMMER ANALYST	T455	Classified	Hourly	41.75	43.79	46.07	48.34	50.73
			Bi-Weekly	3,340.00	3,503.20	3,685.60	3,867.20	4,058.40
			Monthly	7,236.67	7,590.27	7,985.47	8,378.93	8,793.20
			Annual	86,840.00	91,083.20	95,825.60	100,547.20	105,518.40
WEB SPECIALIST	T450	Classified	Hourly	41.14	43.22	45.37	47.62	50.01
			Bi-Weekly	3,291.20	3,457.60	3,629.60	3,809.60	4,000.80
			Monthly	7,130.93	7,491.47	7,864.13	8,254.13	8,668.40
			Annual	85,571.20	89,897.60	94,369.60	99,049.60	104,020.80
INFORMATION TECHNOLOGY ANALYST II	T435	Classified	Hourly	41.73	43.81	46.00	48.31	50.73
			Bi-Weekly	3,338.40	3,504.80	3,680.00	3,864.80	4,058.40
			Monthly	7,233.20	7,593.73	7,973.33	8,373.73	8,793.20
			Annual	86,798.40	91,124.80	95,680.00	100,484.80	105,518.40
INFORMATION TECHNOLOGY ANALYST I	T430	Classified	Hourly	37.94	39.83	41.83	43.92	46.11
			Bi-Weekly	3,035.20	3,186.40	3,346.40	3,513.60	3,688.80
			Monthly	6,576.27	6,903.87	7,250.53	7,612.80	7,992.40
			Annual	78,915.20	82,846.40	87,006.40	91,353.60	95,908.80
TECHNOLOGY SOLUTIONS ANALYST II	T445	Classified	Hourly	41.73	43.81	46.00	48.31	50.73
			Bi-Weekly	3,338.40	3,504.80	3,680.00	3,864.80	4,058.40
			Monthly	7,233.20	7,593.73	7,973.33	8,373.73	8,793.20
			Annual	86,798.40	91,124.80	95,680.00	100,484.80	105,518.40
TECHNOLOGY SOLUTIONS ANALYST I	T440	Classified	Hourly	37.94	39.83	41.83	43.92	46.11
			Bi-Weekly	3,035.20	3,186.40	3,346.40	3,513.60	3,688.80
			Monthly	6,576.27	6,903.87	7,250.53	7,612.80	7,992.40
			Annual	78,915.20	82,846.40	87,006.40	91,353.60	95,908.80
GEOGRAPHIC INFO SYSTEM TECHNICIAN II	T465	Classified	Hourly	37.89	39.79	41.77	43.85	46.08
			Bi-Weekly	3,031.20	3,183.20	3,341.60	3,508.00	3,686.40
			Monthly	6,567.60	6,896.93	7,240.13	7,600.67	7,987.20
			Annual	78,811.20	82,763.20	86,881.60	91,208.00	95,846.40
GEOGRAPHIC INFO SYSTEM TECHNICIAN I	T464	Classified	Hourly	34.47	36.18	37.99	39.90	41.89
			Bi-Weekly	2,757.60	2,894.40	3,039.20	3,192.00	3,351.20
			Monthly	5,974.80	6,271.20	6,584.93	6,916.00	7,260.93
			Annual	71,697.60	75,254.40	79,019.20	82,992.00	87,131.20

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			Hourly	Bi-Weekly	Monthly	Annual	Hourly	Bi-Weekly
INFORMATION TECHNOLOGY TECHNICIAN II	T425	Classified	Hourly	37.89	39.79	41.77	43.85	46.08
			Bi-Weekly	3,031.20	3,183.20	3,341.60	3,508.00	3,686.40
			Monthly	6,567.60	6,896.93	7,240.13	7,600.67	7,987.20
			Annual	78,811.20	82,763.20	86,881.60	91,208.00	95,846.40
INFORMATION TECHNOLOGY TECHNICIAN I	T424	Classified	Hourly	34.47	36.18	37.99	39.90	41.89
			Bi-Weekly	2,757.60	2,894.40	3,039.20	3,192.00	3,351.20
			Monthly	5,974.80	6,271.20	6,584.93	6,916.00	7,260.93
			Annual	71,697.60	75,254.40	79,019.20	82,992.00	87,131.20
INFORMATION SYSTEMS SUPPORT TECHNICIAN	T415	Classified	Hourly	31.04	32.58	34.26	35.96	37.69
			Bi-Weekly	2,483.20	2,606.40	2,740.80	2,876.80	3,015.20
			Monthly	5,380.27	5,647.20	5,938.40	6,233.07	6,532.93
			Annual	64,563.20	67,766.40	71,260.80	74,796.80	78,395.20
DATA SYSTEMS OPERATOR	C450	Classified	Hourly	27.52	28.77	30.20	31.63	33.11
			Bi-Weekly	2,201.60	2,301.60	2,416.00	2,530.40	2,648.80
			Monthly	4,770.13	4,986.80	5,234.67	5,482.53	5,739.07
			Annual	57,241.60	59,841.60	62,816.00	65,790.40	68,868.80
AUDIO VIDEO SPECIALIST	T410	Classified	Hourly	29.57	31.02	32.61	34.22	35.85
			Bi-Weekly	2,365.60	2,481.60	2,608.80	2,737.60	2,868.00
			Monthly	5,125.47	5,376.80	5,652.40	5,931.47	6,214.00
			Annual	61,505.60	64,521.60	67,828.80	71,177.60	74,568.00
VIDEO ASSISTANT	T400	Classified	Hourly					16.24
			Bi-Weekly					1,299.20
			Monthly					2,814.93
			Annual					33,779.20
INFORMATION TECHNOLOGY INTERN	Z121	Classified	Hourly				15.00	20.00
			Bi-Weekly				1,200.00	1,600.00
			Monthly				2,600.00	3,466.67
			Annual				31,200.00	41,600.00