

# **CITY OF HAYWARD**

Hayward City Hall  
777 B Street  
Hayward, CA 94541  
[www.Hayward-CA.gov](http://www.Hayward-CA.gov)



CITY OF  
**HAYWARD**  
HEART OF THE BAY

## **Agenda**

**Tuesday, September 24, 2019**

**7:00 PM**

**Council Chambers**

**City Council**

**CITY COUNCIL MEETING****CALL TO ORDER Pledge of Allegiance: Council Member Lamnin****ROLL CALL****CLOSED SESSION ANNOUNCEMENT****September 10, 2019****September 24, 2019****PRESENTATION****Certificate of Recognition: Koshland Scholarship Recipients****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 19-113](#) Minutes of the Special City Council Meeting on September 10, 2019

**Attachments:** [Attachment I Draft Minutes of 9/10/2019](#)

2. [CONS 19-605](#) Adopt a Resolution Authorizing the City Manager to Execute a Professional Services Agreement Extension for Investment Portfolio Management Services with PFM Asset Management LLC

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

3.     [CONS 19-624](#)     Adopt a Resolution Authorizing the City Manager to Negotiate and Execute an Agreement with Chabot-Las Positas Community College District for PEG Broadcasting Services
- Attachments:**     [Attachment I Staff Report](#)  
                          [Attachment II Resolution](#)
4.     [CONS 19-632](#)     Adopt a Resolution Appointing the Representative and Alternate Representative to the ERMA Board of Directors and to the ERMAC Board of Directors; and Approving Amendments to the ERMAC Joint Powers Agreement
- Attachments:**     [Attachment I Staff Report](#)  
                          [Attachment II ERMA and ERMAC BOD Resolution](#)  
                          [Attachment III ERMAC JPA Amendments Resolution](#)  
                          [Attachment IV Exhibit to Attachment III Amended JPA](#)
5.     [CONS 19-633](#)     Adopt a Resolution Accepting the Resignation of Ms. Sarah Low from the Keep Hayward Clean and Green Task Force, Effective September 22, 2019
- Attachments:**     [Attachment I Staff Report](#)  
                          [Attachment II Resolution](#)  
                          [Attachment III Resignation Letter](#)
6.     [CONS 19-639](#)     Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2020
- Attachments:**     [Attachment I Staff Report](#)  
                          [Attachment II Resolution](#)  
                          [Attachment III FY 2020 Salary Plan](#)
7.     [CONS 19-643](#)     Authorization to Negotiate and Execute an Agreement with Knightscope for Security Robot Subscription Service
- Attachments:**     [Attachment I Staff Report](#)  
                          [Attachment II Resolution](#)

**LEGISLATIVE BUSINESS**

8. [LB 19-040](#) Adopt a Resolution Supporting Two League of California Cities Policy Resolutions Being Considered at the 2019 League of California Cities Annual Business Meeting (Report from City Manager McAdoo)

**Attachments:** [Attachment I Staff Report](#)  
[Attachment II Resolution](#)  
[Attachment III Conference Resolutions Packet](#)

### **CITY MANAGER'S COMMENTS**

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

### **COUNCIL REPORTS AND ANNOUNCEMENTS**

Council Members can provide oral reports on attendance at intergovernmental agency meetings, conferences, seminars, or other Council events to comply with AB 1234 requirements (reimbursable expenses for official activities).

### **COUNCIL REFERRALS**

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

9. [RPT 19-344](#) Consider an Item for Discussion on a Future City Council Agenda Regarding Modifying Regulations on Tobacco Retailers to Reduce Teen Smoking and Vaping (Report from Council Member Mendall, Council Member Márquez and Council Member Zermeño)

**Attachments:** [Attachment I Council Referral Memorandum](#)

### **ADJOURNMENT**

**NEXT MEETING, October 1, 2019, 7:00 PM**

**PUBLIC COMMENT RULES**

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

**PLEASE TAKE NOTICE**

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

**PLEASE TAKE FURTHER NOTICE**

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

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

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

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



# CITY OF HAYWARD

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**File #:** MIN 19-113

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**DATE:** September 24, 2019

**TO:** Mayor and City Council

**FROM:** City Clerk

**SUBJECT**

Minutes of the Special City Council Meeting on September 10, 2019

**RECOMMENDATION**

That the City Council approves the minutes of the Special City Council meeting on September 10, 2019.

**SUMMARY**

The City Council held a meeting on September 10, 2019.

**ATTACHMENTS**

Attachment I Draft Minutes of 9/10/2019



**MINUTES OF THE SPECIAL CITY COUNCIL MEETING**  
**Council Chambers**  
**777 B Street, Hayward, CA 94541**  
**Tuesday, September 10, 2019, 7:00 p.m.**

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

**ROLL CALL**

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

**CLOSED SESSION ANNOUNCEMENT**

The City Council convened in closed session at 5:30 p.m., regarding seven items: 1) conference with legal counsel pursuant to Government Code 54956.9 regarding Michael Goodness v. City of Hayward, Workers' Compensation Appeals Board Case No. ADJ10624093; ADJ11134796 and Robert Martinez v. City of Hayward, Workers' Compensation Appeals Board Case No. ADJ11233223; 2) conference with labor negotiators pursuant to Government Code 54957.6 regarding all groups; 3) conference with labor negotiators pursuant to Government Code 54957.6 regarding the Hayward Police Management Unit; 4) conference with legal counsel pursuant to Government Code 54956.9(d)(1) regarding Olvera v. City of Hayward, et al., Alameda County Superior Court, No. RG19016776 and Nelson v. City of Hayward, et al., U.S. District Court, N.D. CA., No. 3:16-cv-7222-SK; 5) conference with legal counsel pursuant to Government Code 54956.9(d)(1) regarding City of Hayward v. Russell City Energy Company, Alameda County Superior Court, No. RG 14752278; 6) conference with legal counsel pursuant to Government Code 54956.9(d)(1) regarding City of Hayward v. California State University Trustees, Alameda County Superior Court, No. RG 18895213; and 7) conference with real property negotiators pursuant to Government Code 54956.8, regarding APNS: 078C-0803-008-00, 078C-0803-006-00, 078C-0803-005-00, property adjacent to Mission Boulevard and Dixon Street, near Valle Vista Avenue.

City Attorney Lawson noted that the City Council unanimously approved, pursuant to Government Code 54954.2(b)(2) and with Council Member Zermeño moving and Council Member Lamnin seconding, to add one item under anticipated litigation. Mr. Lawson stated the Council unanimously approved the settlement of the Goodness v. City of Hayward case with a motion by Council Member Salinas and seconded by Council Member Marquez; and the Council unanimously approved the settlement of the Robert Martinez v. City of Hayward case with a motion by Council Member Salinas and seconded by Council Member Zermeño. The Council discussed items 2, 3, 5, 6 and took no reportable action. City Attorney Lawson further stated that the Council during its special City Council meeting on July 23, 2019 unanimously approved, with Council Member Zermeño and Council Member Wahab absent, the settlement of the Olvera v. City of Hayward case. There was no reportable action related to the Nelson v. City of Hayward case. It was stated that the Council did not complete the Closed Session and

may resume it after the regular meeting to discuss item 7 and the added anticipated case.

## **PRESENTATIONS**

Mayor Halliday read a Certificate of Commendation presented to the Downtown Streets Team in recognition of being named Nonprofit of the Year by California State Senator Bob Wieckowski and for its contributions to the community. Ms. Amanda Olson, Downtown Streets Team Project Manager, accepted the commendation.

Mayor Halliday read a Certificate of Commendation presented to Human Resources Director Nina Collins upon her retirement from the City of Hayward in honor of her dedication and commitment.

## **PUBLIC COMMENTS**

Ms. Davida Scott, Hayward Adult School teacher, acknowledged Human Resources Director Collins for helping launch Raising Leaders in Hayward-Workshops.

Mr. Toney Chaplin, new Hayward Police Chief, introduced himself to the City Council and the community.

Mr. Ismail Ayar, Hayward business owner, shared a tragic story when he was hit by a truck at the pedestrian crosswalk intersection of Mission Boulevard and Torrano Avenue and expressed concern about speeding on Mission Boulevard.

Mr. Butch Kille and Mr. Verne Smith, with 1<sup>st</sup> Lt. Frank Reasoner Detachment 919 - United States Marine Corps, invited all to the Marine Corps' birthday breakfast on November 2, 2019 at the Veteran's Memorial Building in San Leandro.

Mr. Kim Huggett, Hayward Chamber of Commerce president, spoke about the summer events and highlighted the opening of SoHay, Chicago Title, and Round1 bowling and entertainment venue; and announced the 10<sup>th</sup> Annual Mariachi Festival on September 13, 2019, in downtown. Council Member Mendall encouraged the public to visit Round1 at Southland Mall.

Mr. Jose Arroyo, International Youth Fellowship representative, extended an invitation to a Christmas Cantata on September 28, 2019 at Cow Palace in Union City.

## **ACTION ITEM**

1. Appointments and Reappointments to the Community Services Commission, Keep Hayward Clean and Green Task Force, Library Commission, Personnel Commission and Planning Commission (Report from City Clerk Lens) **APPT 19-007**

Staff report submitted by City Clerk Lens, dated September 10, 2019, was filed.





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City Clerk Lens provided a synopsis of the staff report.

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

Resolution 19-178, "Resolution Confirming the Appointment and Reappointment of Members of the Community Services Commission, Keep Hayward Clean and Green Task Force, Library Commission, Personnel Commission and Planning Commission"

City Clerk Lens administered the oath of office to newly appointed and reappointed members.

**CONSENT**

Consent Item No. 5 was removed for separate vote.

2. Minutes of the Special City Council Meeting on July 9, 2019 **MIN 19-105**

It was moved by Council Member Mendall, seconded by Council Member Márquez, and carried unanimously, to approve the minutes of the Special City Council meeting on July 9, 2019, with an amendment.

3. Minutes of the City Council Meeting on July 16, 2019 **MIN 19-106**

It was moved by Council Member Mendall, seconded by Council Member Márquez, and carried unanimously, to approve the minutes of the City Council meeting on July 16, 2019.

4. Minutes of the Special City Council Meeting on July 23, 2019 **MIN 19-107**

It was moved by Council Member Mendall, seconded by Council Member Márquez, and carried unanimously, to approve the minutes of the Special City Council meeting on July 23, 2019.

Council Member Wahab disclosed she had to recuse herself from participating and voting on Item 5 due to her past service on the Board of Directors at Adobe Services.

5. Allocation of \$379,716 in HOME Investment Partnership Program Funds and Renewal of Rental Housing Grant Subsidy Agreement with Abode Services for Project Independence to Provide Tenant Based Rental Assistance to Emancipated and Former Foster Care Youth **CONS 19-559**

Staff report submitted by Deputy City Manager Ott, dated September 10, 2019, was filed.

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

AYES: COUNCIL MEMBERS Zermeño, Márquez, Mendall, Lamnin, Salinas  
MAYOR Halliday  
NOES: NONE  
ABSENT: NONE  
RECUSED: COUNCIL MEMBER Wahab

Resolution 19-180, “Resolution Authorizing the Use of Home Funds for Rental Assistance to Emancipated and Former Foster Care Youth Through Abode Services’ Project Independence and Authorizing the City Manager to Negotiate and Execute a Rental Housing Subsidy Grant Agreement”

6. Adopt a Resolution Approving Addendum Nos. 1 and 2 and Award a Construction Contract to Con-Quest Contractors, Inc. for the Recycled Water Customer Onsite Conversions Project, Project No. 07507 **CONS 19-590**

Staff report submitted by Public Works Director Ameri, dated September 10, 2019, was filed.

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

Resolution 19-179, “Resolution Approving Addendum Nos. 1 and 2, and Awarding a Contract to Con-Quest Contractors, Inc., for the Recycled Water Customer Onsite Conversions Project, Project No. 07507, in an Amount Not to Exceed \$1,826,600”

### **CITY MANAGER’S COMMENTS**

City Manager McAdoo made two announcements: 1) the Hayward Executive Airport Open House on September 22, 2019 at the Hayward Executive Airport; and 2) the new library will open for operations and a community open house on September 14, 2019.

### **COUNCIL REPORTS AND ANNOUNCEMENTS**

7. East Bay Community Energy Update (Presentation from Council Member Mendall) **RPT 19-338**

Staff report submitted by Public Works Director Ameri, dated September 10, 2019, was filed.

Council Member Mendall, also serving as the City’s representative on the East Bay Community Energy (EBCE) Board of Directors, provided a progress update which included



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the history of EBCE, EBCE's three electric service products, EBCE's financial strength, and new renewable energy projects. Mayor Halliday thanked Council Member Mendall and Council Member Márquez, who serves on EBCE Board of Directors as an alternate, for their contributions to EBCE.

Council Member Márquez thanked the Police and Fire departments for containing the fire at B and Main streets on August 31, 2019. Mayor Halliday also acknowledged the Maintenance Services department for the assistance provided.

Council Member Márquez made two announcements: 1) the 10<sup>th</sup> Annual Mariachi Festival on September 13, 2019, at Downtown Hayward City Hall Plaza; and 2) the Library Open House on September 14, 2019.

Council Member Salinas reported on a successful Words for Lunch Summer 2019 program at Weekes Park from June 24, 2019 through August 1, 2019 and thanked all agencies and City departments that supported the program.

Council Member Lamnin announced the Hayward Area Recreation and Park District was hosting a ribbon cutting ceremony on September 14, 2019 to celebrate the opening of the new Hayward Community Garden located at Whitman Street and Berry Avenue.

### **COUNCIL REFERRALS**

8. Consider an Item for Discussion on a Future City Council Agenda Regarding Corrective Actions with Reliant Regarding Mass Displacement of Leisure Terrace Tenants (Report from Council Member Wahab) **RPT 19-340**

Referral memorandum provided by Council Member Wahab, dated September 10, 2019, was filed.

Council Member Wahab spoke about the referral and noted the item did not include an attachment containing emails but it was available via the City Manager's office.

Mayor Halliday opened the public hearing at 8:19 p.m.

The following public speakers voiced the following concerns: Leisure Terrace Apartments tenants were harassed and unfairly displaced; Reliant misinformed tenants about income qualifications; Reliant failed to provide adequate notice; the rent was increased by 30%; Reliant offered \$1,000 in relocation assistance to a limited number of tenants if they waived their legal rights; the Low-Income Housing Tax Credit (LIHTC) program is not affordable housing; the Residential Rent Stabilization Ordinance needs to be amended to extend just

cause protection to all tenants; and the conversion of Leisure Terrace from market rate apartments to long-term rent restricted affordable housing.

The speakers urged the Council to investigate the matter and help displaced tenants.

Ms. Bernadeth Hernandez

Mr. Jeff Kamikawa

Ms. Nayelli Blanco

Ms. Alejandra Ramirez, Centro Legal de La Raza paralegal

Ms. Sarah McCracken, Centro Legal de la Raza staff attorney

Mr. Aaron Shaul, California State University East Bay professor

Mr. Xavier Johnson, Centro Legal de la Raza representative

Ms. Emma Dinkelspiel, Bay Area Legal Aid staff attorney

Ms. Jackie Zaneri, Centro Legal de La Raza staff

Ms. Paola Hernandez, Centro Legal de la Raza housing advocate

Ms. Inas Hyatt

Ms. Mary Boutte

Ms. Kara Brodfuehrer, National Housing Law Project staff attorney

Ms. Alexis Payne

Ms. Linda Owens

Mr. Sulaiman Hyatt, Housing Rights Committee of San Francisco representative

Ms. Lacei Amodei

Mr. Derek Brazelton

Mr. Lucio Ortega

Ms. Brittney Abraham

Ms. Kady Brown

Mr. Danny Brown

Ms. Lucia Ortega

Ms. Alicia Lawrence, Hayward resident and Hayward Collective representative

Ms. Elisha Crader

Ms. Araceli Orozco

Mr. Joseph Sherman, The Reliant Group president, submitted a letter for the record and noted Reliant had created 68 units of affordable housing to be protected from rent increases for 55 years, spoke about interior and exterior renovations to the property, and refuted allegations.

Reverend Arnold Townsend, FRH Consulting partner, noted his firm was invited by The Reliant Group to resolve the issues raised in an amenable manner.

Mayor Halliday closed the public hearing at 8:55 p.m.

Discussion ensued among Council Members and City staff regarding allegations made.



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Council Member Zermeño offered a motion to approve the referral including investigation of allegations made regarding the Leisure Terrace Apartments and to take action to protect the remaining tenants. There was no second to the motion.

Council Member Wahab offered a motion to approve the referral including investigation of allegations made, have staff work with Reliant and Leisure Terrace Apartment tenants, and review the emergency ordinance that exempted affordable housing conversion projects.

Council Member Márquez seconded the motion.

Discussion ensued among Council Member and City staff regarding the intent of the referral and the allegations made; relocation assistance through the City's guidelines and Reliant resources for income eligible tenants; regulatory agreement of Low-income Housing Tax Credit (LIHTC) projects which is not enforced by the city; LIHTC program and rent rates; Just Cause for Eviction provisions in the emergency ordinance; and the 97% of units that had been occupied by income eligible tenants and three units held vacant for hospitality needs during renovation. Council Members agreed to have staff investigate the matter and analyze options to prevent a similar situation from occurring in the future.

Council Member Salinas supported the motion and offered an amendment to the motion to include a legal analysis of the requests in the referral and ask Reliant to work with affected tenants to come up with a solution that could be presented to the City Council.

Council Member Wahab and Council Member Márquez accepted the amendment.

City staff and Council Members clarified the motion and the additional requests.

Council Member Salinas asked for the motion to be withdrawn and made a recommendation to refer the referral to the Homelessness-Housing Task Force and have Reliant and affected tenants meet to come up with a solution that can be presented to the Task Force.

It was moved by Council Member Wahab, seconded by Council Member Márquez, and approved unanimously, to refer the issues raised in the referral and during public comments and Council discussion to the Homelessness-Housing Task Force for discussion at a special meeting within four to six weeks.

## **ADJOURNMENT**

Mayor Halliday adjourned the special meeting at 10:00 p.m., in memory of Mr. Richard Evans Albert, Ms. Carol Morgan Severin, and Ms. Isobel Flora Dvorsky. Mayor Halliday indicated the Council would reconvene in Conference Room 2A for the continuation of closed session.

Council Member Salinas and Council Member Zermeño noted that Mr. Richard Evans Albert was a Hayward resident, a professor at Chabot College, the first Puente Program instructor at Chabot College, the cofounder of interdisciplinary studies program, a poet and singer, and a painter.

Mayor Halliday noted that Ms. Carol Morgan Severin was elected to serve on the Hayward Area Recreation and Park District Board of Directors for 14 years and elected to serve on the East Bay Regional Park District Board for 20 years and had a commitment to preserving and increasing park lands and offering recreational opportunities to all regardless of age or ability.

Mayor Halliday noted that Ms. Isobel Flora Dvorsky received her Master's in Speech Pathology at California State University Hayward, served on the Eden Hospital's Foundation Board, served on the Chabot/Las Positas College Board of Trustees for 35 years, and was a Campus Beauty Queen at the University of Iowa.

Mayor Halliday asked staff to work with the family of Mr. Richard Evans Albert to find a suitable place to plant a tree in his memory.

**APPROVED**

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Barbara Halliday  
Mayor, City of Hayward

**ATTEST:**

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Miriam Lens  
City Clerk, City of Hayward



# CITY OF HAYWARD

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

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**File #:** CONS 19-605

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**DATE:** September 24, 2019

**TO:** Mayor and City Council

**FROM:** Director of Finance

**SUBJECT**

Adopt a Resolution Authorizing the City Manager to Execute a Professional Services Agreement Extension for Investment Portfolio Management Services with PFM Asset Management LLC

**RECOMMENDATION**

That Council adopts a resolution (Attachment II) authorizing the City Manager to execute a contract amendment with PFM Asset Management LLC for investment portfolio management services in an annual amount not to exceed \$95,000 per year, for a period through March 31, 2020.

**SUMMARY**

This action will bring the total term of contract services from PFM Asset Management LLC to eight years. The limited contract extension will allow staff the time necessary to complete the already issued request for proposals (RFP) for investment advisory services.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution



DATE: September 24, 2019

TO: Mayor and City Council

FROM: Director of Finance

SUBJECT: Adopt a Resolution Authorizing the City Manager to Execute a Professional Services Agreement Extension for Investment Portfolio Management Services with PFM Asset Management LLC

#### RECOMMENDATION

That Council adopts a resolution (Attachment II) authorizing the City Manager to execute a contract amendment with PFM Asset Management LLC for investment portfolio management services in an annual amount not to exceed \$95,000 per year, for a period through March 31, 2020.

#### SUMMARY

This action will bring the total term of contract services from PFM Asset Management LLC to eight years. The limited contract extension will allow staff the time necessary to complete the already issued request for proposals (RFP) for investment advisory services.

#### BACKGROUND

The Government Finance Officers Association (GFOA) recognizes that many local governments use the services of investment management firms and the GFOA offers best practice guidelines in the selection and utilization of such firms. The City's external auditor, Maze & Associates, opined as part of their FY 2011 year-end audit of the City's financial statements, that the City at that time did not have a balanced investment portfolio, and recommended that the City consider hiring a third-party investment manager to better manage and diversify the City's portfolio. Following recommendations from the City's Investment Advisory Committee (IAC) and Council Budget & Finance Committee, the City Council adopted an update to the City's FY 2012 Statement of Investment Policy for FY 2012 to allow the Director of Finance, upon direction of the City Manager and authorization by the City Council, to engage an external investment management firm to assist with the City's portfolio investments.

In December 2011, the City conducted a competitive Request for Proposals (RFP) process for investment portfolio management services. In April 2012, following a thorough review and interview process of the eight responsive proposers with the City's Investment Advisory Committee, the City awarded a contract for investment portfolio management services to PFM Asset Management LLC.



## DISCUSSION

PFM has been actively managing a portion of the City's investment portfolio since July 1, 2012. While the initial amount managed by PFM was \$40 million, they are now authorized to manage approximately \$120 million of the City's pooled cash assets. Investment performance of the City's portfolio is reported quarterly to the City Council and past reports are available on the City's website: <https://www.hayward-ca.gov/your-government/documents/investment-reports>.<sup>1</sup>

While the Director of Finance continues to be the responsible officer of the City regarding the City's portfolio, PFM Asset Management LLC assists in the investment management and diversification of the City's portfolio, bringing in the professional expertise needed to balance the City's investment portfolio within Council investment policies; and to maximize performance while maintaining safety and liquidity.

Staff is recommending that the City continue its engagement with PFM and authorize a contract amendment through March 31, 2020. The City issued a RFP for investment advisory services and is currently conducting a competitive RFP process. The amended contract will provide continued service to assist with the City's active portfolio management through March 2020. A new contract for advisory investment services will be presented to the City Council for consideration upon completion of the RFP process with an anticipated service start date of April 1, 2020.

## FISCAL IMPACT

The cost of services is based on the amount of funds being actively managed. PFM charges ten basis points (.10%) per year on the first \$25 million of assets under management, and eight basis points (.08%) per year on assets between \$25 million and \$50 million (with further cost phasing down to six basis points (.06%) per year for assets over \$100 million).

Based on this cost structure, the annual cost will be approximately \$95,000. An allocation is included in the Finance Department General Fund budget for FY 2020 to cover this annual cost – offset by a like amount of assumed investment revenue growth.

## STRATEGIC INITIATIVES

This is a routine operational item and does not relate to the Council's strategic initiatives.

Prepared by: Nicole Gonzales, Deputy Director of Finance

Recommended by: Dustin Clausen, Director of Finance

Approved by:



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<sup>1</sup> City's website: <https://www.hayward-ca.gov/your-government/documents/investment-reports>.

Kelly McAdoo, City Manager

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HAYWARD CITY COUNCIL

RESOLUTION NO. 19-\_\_\_\_\_

Introduced by Council Member \_\_\_\_\_

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE CONTRACT WITH PFM ASSET MANAGEMENT LLC FOR INVESTMENT PORTFOLIO MANAGEMENT SERVICES

BE IT RESOLVED that the City Manager is hereby authorized and directed to execute an agreement with PFM Asset Management in the name of and on behalf of the City of Hayward, for investment portfolio management services in an annual amount not to exceed \$95,000 per year for a period through March 31, 2020 in a form to be approved by the City Attorney.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2019

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



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**File #:** CONS 19-624

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**DATE:** September 24, 2019

**TO:** Mayor and City Council

**FROM:** Director of Information Technology/CIO

**SUBJECT**

Adopt a Resolution Authorizing the City Manager to Negotiate and Execute an Agreement with Chabot-Las Positas Community College District for PEG Broadcasting Services

**RECOMMENDATION**

That Council adopts a resolution (Attachment II) authorizing the City Manager to negotiate and execute an agreement with Chabot-Las Positas Community College District for PEG Broadcasting Services.

**SUMMARY**

The City undertook review of the agreement with Chabot-Las Positas Community College District for Public, Education, and Government (PEG) Broadcasting Services, which was a comprehensive approach leveraging analysis from multiple City departments. The outcome of the review was presented to the Council Infrastructure Committee on July 31, 2019 and a motion was approved to move this item to the Council consent calendar. Staff recommends revising the existing agreement and extending the agreement for a period of four years.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution



DATE: September 24, 2019

TO: Mayor and City Council

FROM: Director of Information Technology/CIO

SUBJECT: Adopt a Resolution Authorizing the City Manager to Negotiate and Execute an Agreement with Chabot-Las Positas Community College District for PEG Broadcasting Services

#### RECOMMENDATION

That Council adopts a resolution (Attachment II) authorizing the City Manager to negotiate and execute an agreement with Chabot-Las Positas Community College District for PEG Broadcasting Services.

#### SUMMARY

The City undertook review of the agreement with Chabot-Las Positas Community College District for Public, Education, and Government (PEG) Broadcasting Services, which was a comprehensive approach leveraging analysis from multiple City departments. The outcome of the review was presented to the Council Infrastructure Committee on July 31, 2019 and a motion was approved to move this item to the Council consent calendar. Staff recommends revising the existing agreement and extending the agreement for a period of four years.

#### BACKGROUND

In 2010, the City of Hayward executed an interim agreement with Chabot-Las Positas Community College District to provide content creation and broadcasting services for local PEG cable television channels.

This agreement was prompted by the state's passage of the Digital Infrastructure and Video Competition Act (DIVCA) in 2006. Prior to the DIVCA, a single local cable franchise owner, Comcast Communications and its predecessors, was responsible for all local public access channel programming and content produced by local community members at the Comcast Studios.

Under DIVCA, the authority of local governments to grant a single local cable franchise was changed to multiple competing cable franchises issued by the California Public Utilities Commission (CPUC). With this change, Comcast no longer was required to produce content for the public access channel and closed its studio used for these purposes. The City selected Chabot Community College (CCC) to provide this service, as CCC was already broadcasting the local education channel, and had the facilities and equipment in place.

Currently, the City can broadcast to three main cable channels in our area. The Government channel is KHRT, Comcast Channel 15 (AT&T Uverse Channel 99), which broadcasts City Council meetings, Planning Commission meetings, Hayward Unified School District meetings, a bulletin board with local government events, and other City-produced content. Channel 15 broadcasts from the City Hall Council Chambers. The education Channel is KGTH, Comcast channel 27 (AT&T Uverse 99), which is managed by CCC, and broadcasts educational content. Comcast Channel 28 (also AT&T Uverse 99) is the Public Access Channel, broadcasting content from local area producers and CCC staff. Channels 27 and 28 are both broadcast from CCC studios.

## DISCUSSION

In reviewing the existing agreement, it was recognized by both parties that terms within the agreement were no longer in effect, out of date, or not in-line with current community needs. This prompted a comprehensive review involving multiple internal and external resources and stakeholders. This approach included a legal review of DIVCA and PEG, PEG fee review, and contractual and ordinance language review.

### Legal Review

The City Attorney's Office conducted a review of two key elements concerning PEG channels that broadcast community events, City Council meetings, public service announcements, and other local original programming. The first element reviewed was the DIVCA. DIVCA is the California law that addresses the receipt of PEG fees by the City and the use of those funds. The second element reviewed was the language in the CCC agreement to ensure CCC is meeting expectations laid out in the agreement as well as satisfying relevant DIVCA and PEG legal standards or other applicable government codes outside of these key areas.

These reviews, coupled with engaging with the Buske Group, outside legal counsel who specializes in the DIVCA and PEG area of the law, have resulted in a modernized agreement which addresses key elements.

### Agreement Modifications

- **Modern terms and conditions:** To align with best practices and modern interpretations of the law, terminology has been updated throughout the agreement and ambiguous language has been removed. These updates clearly define the scope of services CCC offers the City.
- **Scope of services:** This section of the agreement has been updated to remove redundant and ambiguous language and most importantly, defines the exact scope of service provided.
- **Removed insurance requirements:** Obtaining insurance for our community members can be a challenge and cost-prohibitive, which may unintentionally serve as a barrier to use of the facility. This requirement has been removed.

- Access to the facility: One area that needed further definition in the previous version of the agreement was how to gain access to the facility. A provision was added to explicitly define that when community members receive training and/or can demonstrate competency, they are given access per guidelines in the user agreement. This promotes fair and equal community access to the facility.
- Training requirement for access: Language in the agreement states that training is offered at no/low cost and at varied dates and times. The intent of this provision is to remove barriers to access and promote the services of the facility to the community.
- Hours of operation: To encourage and promote use for the community, contract language states that the facility will be available thirty hours per week with the option of Sunday access by scheduled appointment with Chabot. The facility schedule will be posted to the facility website as well as to the bulletin board outside of the facility once the new contract takes effect.
- User Guide Update: CCC and the Buske Group are actively updating the user guide to reflect modern practices and procedures expected of a Community Media Center.
- Video footage services: As a community service, Chabot generates video footage of city events. Language has been added to the contract to ensure this valuable community service continues each calendar year.

The central theme of these provisions is to remove barriers to access the facility and encourage the community to create opportunities to utilize this community resource for education and public access broadcasting and training.

#### Franchise Fee and PEG Fee Review and Summary

The CPUC grants state franchises to cable operators who wish to provide cable service to municipalities. The CPUC has granted a state franchise to AT&T and Comcast to provide cable service to the City of Hayward community. AT&T and Comcast each pay 5 percent of their gross revenues from Hayward operations to the City, or approximately \$1.67 million annually. These revenues are deposited into the General Fund for overall city operations. Additionally, AT&T and Comcast pay 1 percent of gross revenues as the PEG fee, or approximately \$220,000 annually. These revenues are budgeted in the IT Department for the CCC agreement and DIVCA-appropriate expenses.

Per the guidelines of DIVCA, the City requested a review of the PEG fees received from the cable providers. An internal review confirmed timely receipt of PEG fees by the cable providers but found a need to update the City Ordinance to reflect current franchise expiration dates. The City requested and received a multi-year review and summary from CCC that outlined the expenditure of PEG fees. A review of the expenditures confirmed that services received by the City are consistent with rules, regulations, and laws concerning PEG fee expenditure. Moving forward, provisions in the CCC agreement require an annual report from CCC regarding expenditures.

## STRATEGIC INITIATIVES

This agenda item is a routine operational item and does not relate to any specific Council Strategic Initiative.

## FISCAL IMPACT

The cost of this agreement with Chabot-Las Positas Community College District will not exceed \$117,000 and is included in the City's FY 2020 Operating Budget. Authorizing this agreement does not require an additional appropriation. Staff projects that the cost of this agreement will be offset entirely by the PEG revenues received from AT&T and Comcast.

## NEXT STEPS

After partnering with CCC for the last nine years to provide education and public channel content production and broadcasting, staff recommends continuing this relationship with the revised agreement and extending the revised agreement for four years to align with best practices in the industry.

At a future date, it might also be necessary to recommend updating the City's franchise ordinance, to reflect current franchise agreement termination dates. Introductions of ordinances are required to be agendaized on the Legislative Business agenda or Public Hearing agenda. Staff will advise the Council accordingly.

Prepared by: Nathaniel Roush, Information Technology Manager

Recommended by: Adam Kostrzak, Director of Information Technology/CIO

Approved by:



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Kelly McAdoo, City Manager



HAYWARD CITY COUNCIL

RESOLUTION NO. 19-\_\_\_\_\_

Introduced by Council Member \_\_\_\_\_

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HAYWARD  
AUTHORIZING THE CITY MANAGER TO NEGOTIATE AND EXECUTE AN  
AGREEMENT BETWEEN THE CITY OF HAYWARD AND CHABOT-LAS  
POSITAS COMMUNITY COLLEGE DISTRICT FOR PEG BROADCASTING  
SERVICES

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward  
authorizes and directs the City Manager to negotiate and execute an Agreement with  
Chabot-Las Positas Community College District for PEG Broadcasting Services in an amount  
not to exceed \$117,000 per year, in a form approved by the City Attorney.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2019

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

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**File #:** CONS 19-632

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**DATE:** September 24, 2019

**TO:** Mayor and City Council

**FROM:** City Attorney

**SUBJECT:**

Adopt a Resolution Appointing the Representative and Alternate Representative to the ERMA Board of Directors and to the ERMAC Board of Directors; and Approving Amendments to the ERMAC Joint Powers Agreement

**RECOMMENDATION**

That the City Council adopts the attached Resolutions (1) Appointing Assistant City Attorney Seema Vashi as the City's Representative and City Attorney Michael Lawson as the City's Alternate to the ERMA Board of Directors; and appointing City Attorney Michael Lawson as the City's Representative and Assistant City Attorney Seema Vashi as the City's Alternate to the ERMAC Board of Directors; and (2) approving amendments to the ERMAC Joint Powers Agreement.

**SUMMARY**

The Employment Risk Management Authority (ERMA) is a self-insured joint powers authority, comprised of various public entities and created for the purposes of employment practices liability (EPL) coverage. The City is a current member of ERMA. The attached Resolution (Attachment II) appoints Assistant City Attorney Seema Vashi as the City's representative and City Attorney Michael Lawson as the City's Alternate to the ERMA Board of Directors.

The Exclusive Risk Management Authority of California (ERMAC) was founded in 2003 specifically for the purpose of providing risk-sharing and risk-transfer municipal liability protection to California Governmental Agencies. The City is a member of ERMAC. The attached Resolution (Attachment II) appoints City Attorney Michael Lawson as the City's representative and Assistant City Attorney Seema Vashi as the City's Alternate to the ERMAC Board of Directors.

The ERMAC Board of Directors recently approved several amendments to the ERMAC Joint Powers Agreement. The attached Resolution (Attachment III) approves these amendments to the ERMAC Joint Powers Agreement.

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**File #:** CONS 19-632

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**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	ERMAC JPA Amendments Resolution
Attachment IV	Exhibits to Attachment III Amended JPA



**DATE:** September 24, 2019

**TO:** Mayor and City Council

**FROM:** City Attorney

**SUBJECT:** Adopt a Resolution Appointing the Representative and Alternate Representative to the ERMA Board of Directors and to the ERMAC Board of Directors; and Approving Amendments to the ERMAC Joint Powers Agreement

#### RECOMMENDATION

That the City Council adopts the attached Resolutions (1) Appointing Assistant City Attorney Seema Vashi as the City's Representative and City Attorney Michael Lawson as the City's Alternate to the ERMA Board of Directors; and appointing City Attorney Michael Lawson as the City's Representative and Assistant City Attorney Seema Vashi as the City's Alternate to the ERMAC Board of Directors; and (2) approving amendments to the ERMAC Joint Powers Agreement.

#### SUMMARY

The Employment Risk Management Authority (ERMA) is a self-insured joint powers authority, comprised of various public entities and created for the purposes of employment practices liability (EPL) coverage. The City is a current member of ERMA. The attached Resolution (Attachment II) appoints Assistant City Attorney Seema Vashi as the City's representative and City Attorney Michael Lawson as the City's Alternate to the ERMA Board of Directors.

The Exclusive Risk Management Authority of California (ERMAC) was founded in 2003 specifically for the purpose of providing risk-sharing and risk-transfer municipal liability protection to California Governmental Agencies. The City is a member of ERMAC. The attached Resolution (Attachment II) appoints City Attorney Michael Lawson as the City's representative and Assistant City Attorney Seema Vashi as the City's Alternate to the ERMAC Board of Directors.

The ERMAC Board of Directors recently approved several amendments to the ERMAC Joint Powers Agreement. The attached Resolution (Attachment III) approves these amendments to the ERMAC Joint Powers Agreement.

## BACKGROUND

ERMA is a self-insured joint powers authority created exclusively for the purpose of providing broad EPL coverage at reasonable rates for public agencies and now covers more than 160 public agencies in California. ERMA comprises various public agencies in California, including the City of Hayward, in which agencies share risk up to \$1 million against potentially unlawful employment practices and discrimination claims.

ERMAC is a self-insured joint powers authority created for the purpose of providing liability protection to California governmental agencies. ERMAC provides high-value insurance coverages for all City activity – approximately 45 programs or activities are covered such as liability exposure for police practices, auto and property losses, employment practices, environmental contamination, internal theft/ embezzlement, library literacy activity, and so on. Coverages generally are \$50 million for tort and injury losses, and \$1 billion for property losses.

## DISCUSSION

The City of Hayward is a member entity of ERMA and ERMAC. Both ERMA and ERMAC have a board of directors, comprised of a representative and alternate from each member entity. Each respective board of directors is responsible for performing all acts necessary to fulfill the purposes of the joint powers agreement including, but not limited to, developing and administering coverage programs, reviewing financial information, and admitting or expelling members.

### Appointment of City Representative and Alternate to ERMA and ERMAC:

Article VII of the joint powers agreement creating ERMA requires the governing body of each member entity to appoint one representative and one alternate to the ERMA Board of Directors. Assistant City Attorney Seema Vashi advises the City on labor and employment matters and is therefore recommended to serve as the City's representative to the ERMA board of directors, with City Attorney Michael Lawson serving as the alternate in her absence. The City's alternate and representative will be authorized to bind the City on all matters pertaining to the ERMA Joint Powers Agreement.

Article 6 of the Joint Powers Agreement creating ERMAC requires the governing body of each member entity to appoint one representative and one alternate to the ERMAC Board of Directors. City Attorney Michael Lawson serves as the City's sole representative to the ERMAC Board. The City does not currently have an authorized alternate to the ERMAC Board of Directors. The alternate will be authorized to act in the absence of the representative and shall have the same responsibility, power, and authority as the representative. The City Attorney recommends that Assistant City Attorney Seema Vashi, who has been employed by the City of Hayward since 2012, serve as the City's alternate representative to the ERMAC Board given her familiarity with the ERMAC Joint Powers Agreement. The City's alternate and representative will be authorized to bind the City on all matters pertaining to the ERMAC Joint Powers Agreement.

### Approval of Amendments to the ERMAC Joint Powers Agreement:

The board of directors and the member agencies of ERMAC adopted a joint powers agreement originally dated June 27, 2003. Thereafter, the joint powers agreement was amended by Resolution 2004-01 to change the name of the Authority and by Resolution 2004-02 to add Section 15 related to contractual liability of member agencies. Recently, the board of directors determined that further amendments to the Joint Powers Agreement would be in the best interests of ERMAC. After review and discussion, the ERMAC Board of Directors approved the following amendments to the joint powers agreement:

1. Add to Section 3, Purpose of the Agreement: Common Exercise of Powers, the following sentence as a new paragraph at the end: “New members may be admitted to the Authority upon approval by a two-thirds or higher vote of the Board of Directors. Eligibility is limited to California public agencies.”
2. Add to Section 4, Powers, “(H) To appoint a Treasurer pursuant to Government Code section 6505.6. Per that section, the Treasurer shall cause an annual audit to be conducted.”
3. Replace Section 5, Termination, “giving of thirty (30) days written notice to the primary officer of the authority” with “giving of written notice to the primary officer of the Authority of provisional termination by December 31 and final notice of termination by March 31.”
4. Add to Section 6, Board of Directors, the following sentence as a new paragraph at the end: “At least one regular meeting shall be held each program year.”
5. Add as a new Section 16: “Member Agency Responsibilities. The member Agencies shall have the following responsibilities:
  - A. to cooperate fully with the Authority in determining the cause of losses and in the settlement of claims, as defined in the Memorandum of Coverage;
  - B. to pay cash contributions, cash assessments, and other charges, promptly to the Authority when due;
  - C. to provide the Authority with such statistical and loss experience data and other information as may be necessary for the Authority to carry out the purposes of this Agreement;
  - D. to establish and maintain risk management programs including but not limited to loss control, risk transfer, and employee safety programs;
  - E. to cooperate with and assist the Authority and any insurer, claims adjuster or legal counsel retained by the Authority, in all matters relating to this Agreement;
  - F. to comply with the Bylaws and all policies and procedures adopted by the Board; and,
  - G. to appoint a representative and alternate to the Board of Directors.”

6. Add as a new Section 17: “Assessments and Surplus Distributions. The Board by two-thirds vote shall have the authority to levy an assessment on member Agencies upon a determination that it is necessary to meet the Authority’s obligations. The assessment shall be pro rata in accordance with the respective initial premiums paid by members for the program year(s) giving rise to the deficit position. The Board by two-thirds vote shall have the authority to declare a distribution of surplus funds to current members upon a determination that surplus funds are available for distribution. Such distribution shall be pro rata in accordance with the respective initial premiums paid by current member Agencies for the program year(s) giving rise to the surplus position.”
7. Add as a new Section 18: “Expulsion. The Board, by a two-thirds vote, may expel any member Agency from membership, effective at the end of the program year in which notice is given; such Agency shall have all the duties of a member that had voluntarily withdrawn.”
8. Add as new Section 19: “Withdrawal. Withdrawal of any member Agency under Section 5 shall not terminate its responsibility:
  - A. to cooperate fully with the Authority in determining the cause of losses and in the defense of covered claims;
  - B. to pay assessments due and payable for program years in which the member Agency participated;
  - C. to provide such statistical and loss experience data and other information as may be necessary for the Authority to carry out the purposes of this Agreement; and
  - D. to cooperate and assist the Authority and any insurer, claims adjustor, or legal counsel retained by the Authority, in all matters relating to this Agreement. Coverage in all program years which the member Agency participated will remain in effect and continue until the conclusion of their respective program years.”
9. Add as a new Section 20: “Termination and Distribution. This Agreement may be terminated at any time by the written consent of all member Agencies, or when due to withdrawals or expulsions, less than two member Agencies remain. Provided, however, that this Agreement shall continue in force for the purpose of disposing of all claims and all other functions necessary to wind up the affairs of the Authority. Upon termination of this Agreement, after resolution of claims, all assets of the Authority shall be distributed among past or present members of the Authority pro rata in proportion to the contributions made.”

The City Attorney’s Office has reviewed these amendments and recommends approval of these amendments to the ERMAC Joint Powers Agreement.

## STRATEGIC INITIATIVES

This agenda item is a routine operational item and does not relate to a specific Council strategic initiative.

## ECONOMIC IMPACT

There will be no direct economic impact of this Resolution on Hayward residents.

## FISCAL IMPACT

There is no fiscal impact to the City of Hayward at this time. Annual insurance premiums are approved and appropriated by the City Council as part of the annual budget adoption process.

## PUBLIC CONTACT

No public notices were published.

## NEXT STEPS

Following Council's action, the City Clerk's office will administer the oath of affirmation to the newly appointed members.

Prepared by and Recommended by: Michael Lawson, City Attorney

Approved by:

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

Kelly McAdoo, City Manager



HAYWARD CITY COUNCIL

RESOLUTION NO. \_\_\_\_\_

Introduced by Council Member \_\_\_\_\_

RESOLUTION APPOINTING THE REPRESENTATIVE AND ALTERNATE TO THE ERMAC BOARD OF DIRECTORS AND APPOINTING THE REPRESENTATIVE AND ALTERNATE TO THE ERMA BOARD OF DIRECTORS

WHEREAS, the City is a member of the Exclusive Risk Management Authority of California (ERMAC), a self-insured joint powers authority created for the purpose of providing liability protection to California Governmental Agencies;

WHEREAS, the City is a member of the Employment Risk Management Authority (ERMA), a self-insured joint powers authority created for the sole purpose of providing Employment Practices Liability coverage to public entities; and

WHEREAS, Article 6 of the Joint Powers Agreement creating ERMAC requires the governing body of each member entity to appoint one Representative and one Alternate to the ERMAC Board of Directors; and

WHEREAS, said Representative or Alternate, shall have authority to bind the City on all matters pertaining to the ERMAC Joint Powers Agreement; and

WHEREAS, Article VII of the Joint Powers Agreement creating ERMA requires the governing body of each member entity to appoint one Representative and one Alternate to the ERMA Board of Directors; and

WHEREAS, said Representative or Alternate, shall have authority to bind the City on all matters pertaining to the ERMA Joint Powers Agreement.

NOW, THEREFORE, BE IT RESOLVED, that the City Council does hereby resolve that City Attorney Michael Lawson is hereby appointed to serve as the City's Representative on the ERMAC Board of Directors and Assistant City Attorney Seema Vashi is hereby appointed to serve as the Alternate to the City's Representative on the ERMAC Board of Directors; and

BE IT FURTHER RESOLVED that said Representative or Alternate, is hereby authorized to bind the City on all matters pertaining to the ERMAC Joint Powers Agreement;

BE IT FURTHER RESOLVED that Assistant City Attorney Seema Vashi is hereby appointed to serve as the City's Representative on the ERMA Board of Directors and City Attorney Michael Lawson is hereby appointed to serve as the Alternate to the City's Representative on the ERMA Board of Directors; and

BE IT FURTHER RESOLVED that said Representative or Alternate, is hereby authorized to bind the City on all matters pertaining to the ERMA Joint Powers Agreement.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2019

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

HAYWARD CITY COUNCIL

RESOLUTION NO. \_\_\_\_\_

Introduced by Council Member \_\_\_\_\_

RESOLUTION APPROVING AMENDMENTS TO THE EXCLUSIVE RISK  
MANAGEMENT AUTHORITY OF CALIFORNIA JOINT POWERS AGREEMENT

WHEREAS, the City is a member of the Exclusive Risk Management Authority of California (ERMAC), a self-insured joint powers authority created for the purpose of providing liability protection to California Governmental Agencies;

WHEREAS, the Board of Directors and the member agencies of ERMAC have adopted and approved a Joint Powers Agreement dated June 27, 2003; subsequently amended by Resolution 2004-01 to change the name of the Authority; and subsequently amended by Resolution 2004-02 to add Section 15 relating to contractual liability of agencies;

WHEREAS, the ERMAC Board of Directors have deemed it to be in the best interests of ERMAC that the Joint Powers Agreement be further amended;

WHEREAS, amendments to the Joint Powers Agreement require consent of member agencies; and

WHEREAS, the City has reviewed the amendments and agrees upon adoption of this Resolution to be bound by the terms of the Amended Joint Powers Agreement;

NOW, THEREFORE, BE IT RESOLVED, that the City Council does hereby approve the following Amendments to the Joint Powers Agreement (a copy of said amendments being attached hereto as an "Exhibit" and by this reference made a part hereof):

1. Add to Section 3, Purpose of the Agreement: Common Exercise of Powers the following sentence as a new paragraph at the end: "New members may be admitted to the Authority upon approval by a two-thirds or higher vote of the Board of Directors. Eligibility is limited to California public agencies."
2. Add to Section 4, Powers, "(H) To appoint a Treasurer pursuant to Government Code section 6505.6. Per that section, the Treasurer shall cause an annual audit to be conducted."
3. Replace Section 5, Termination, "giving of thirty (30) days written notice to the primary officer of the authority" with "giving of written notice to the primary officer of the Authority of provisional termination by December 31 and final notice of termination by March 31."

4. Add to Section 6, Board of Directors the following sentence as a new paragraph at the end: "At least one regular meeting shall be held each program year."
5. Add as a new Section 16: "Member Agency Responsibilities. The member Agencies shall have the following responsibilities:
  - A. to cooperate fully with the Authority in determining the cause of losses and in the settlement of claims, as defined in the Memorandum of Coverage;
  - B. to pay cash contributions, cash assessments and other charges, promptly to the Authority when due;
  - C. to provide the Authority with such statistical and loss experience data and other information as may be necessary for the Authority to carry out the purposes of this Agreement;
  - D. to establish and maintain risk management programs including but not limited to loss control, risk transfer and employee safety programs;
  - E. to cooperate with and assist the Authority and any insurer, claims adjuster or legal counsel retained by the Authority, in all matters relating to this Agreement;
  - F. to comply with the Bylaws and all policies and procedures adopted by the Board; and,
  - G. to appoint a representative and alternate to the Board of Directors."
6. Add as a new Section 17: "Assessments and Surplus Distributions. The Board by two-thirds vote shall have the authority to levy an assessment on member Agencies upon a determination that it is necessary to meet the Authority's obligations. The assessment shall be pro rata in accordance with the respective initial premiums paid by members for the program year(s) giving rise to the deficit position. The Board by two-thirds vote shall have the authority to declare a distribution of surplus funds to current members upon a determination that surplus funds are available for distribution. Such distribution shall be pro rata in accordance with the respective initial premiums paid by current member Agencies for the program year(s) giving rise to the surplus position."
7. Add as a new Section 18: "Expulsion. The Board, by a two-thirds vote, may expel any member Agency from membership, effective at the end of the program year in which notice is given; such Agency shall have all the duties of a member that had voluntarily withdrawn."
8. Add as new Section 19: "Withdrawal. Withdrawal of any member Agency under Section 5 shall not terminate its responsibility:
  - A. to cooperate fully with the Authority in determining the cause of losses and in the defense of covered claims;

- B. to pay assessments due and payable for program years in which the member Agency participated;
  - C. to provide such statistical and loss experience data and other information as may be necessary for the Authority to carry out the purposes of this Agreement; and
  - D. to cooperate and assist the Authority and any insurer, claims adjustor, or legal counsel retained by the Authority, in all matters relating to this Agreement. Coverage in all program years which the member Agency participated will remain in effect and continue until the conclusion of their respective program years.”
9. Add as a new Section 20: “Termination and Distribution. This Agreement may be terminated at any time by the written consent of all member Agencies, or when due to withdrawals or expulsions, less than two member Agencies remain. Provided, however, that this Agreement shall continue in force for the purpose of disposing of all claims and all other functions necessary to wind up the affairs of the Authority. Upon termination of this Agreement, after resolution of claims, all assets of the Authority shall be distributed among past or present members of the Authority pro rata in proportion to the contributions made.”

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2019

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

**JOINT EXERCISE OF POWERS AGREEMENT  
CREATING THE  
CALIFORNIA RISK MANAGEMENT AUTHORITY**

This Agreement is made and entered into as of the 24<sup>th</sup> day of June 2003, by and between the Agencies that are parties to the Agreement.

**RECITALS**

A. Article 1, Chapter 5, Division 7, Title 1 of the California Government Code (section 6500 et seq.) permits two or more public agencies by Agreement to exercise jointly powers common to the contracting parties.

B. The public agencies executing this Agreement desire to join together for the purpose of jointly funding, purchasing and/or establishing insurance and risk management programs as determined.

C. Article 16, Section 6 of the California Constitution provides that insurance pooling arrangements under joint exercise of power Agreements shall not be considered the giving or lending of credit as prohibited therein.

D. California Government Code Section 990.4 provides that a local public entity may self-insure, purchase insurance through an authorized carrier, or purchase insurance through a surplus line broker, or any combination of these.

E. California Government Code Section 990.6 provides that the cost of insurance is a proper charge against the local public entity.

F. California Government Code Section 990.8 provides that two or more local public entities by a joint powers Agreement may provide insurance by any one or more of the methods specified in Government Code Section 990.4, and the pooling of self-insured claims losses is not considered insurance nor subject to regulation under the Insurance Code.

G. California Government Code Section 990.8 also provides that a joint powers Agreement may provide that if any peril insured or covered under a contract has existed and the joint powers authority or other parties participating in the pool have been liable for any period, the Agreement may provide that the insured or covered agency is not entitled to the return of premiums, contributions, payments, or advances so far as the particular risk insured or covered is concerned.

In consideration of the mutual promises and covenants contained in this Agreement, the parties agree as follows:

## **PURPOSE AND POWERS**

### 1. Authority Created.

This Authority is created pursuant to Government Code section 6502. This Agreement shall become effective, and the Authority shall be authorized to exercise the powers provided in this Agreement, when executed by at least two (2) of the Agencies. The primary officer of the Authority shall promptly notify all member Agencies in writing of the effective date of this Agreement. This Agreement shall remain in effect until terminated as provided herein. This Agreement does not create a separate entity (as permitted by Government Code section 6503.5).

### 2. Authority Name.

The Authority shall be known as the Exclusive Risk Management Authority of California.

### 3. Purpose of the Agreement: Common Exercise of Powers.

The Agencies enter into this Agreement in order to jointly develop and fund insurance and other related programs as determined by the Agencies wishing to participate in such programs or obtain services. Programs may include, but are not limited to, the creation of joint insurance funds, including excess insurance funds, the pooling of self-insured claims and losses, purchase of insurance, including reinsurance, and the provision of necessary administrative and other services. Such services may include, but shall not be limited to, risk management consulting, loss prevention and control, centralized loss reporting, actuarial consulting, claims adjusting and legal defense services. New members may be admitted to the Authority upon approval by a two-thirds or higher vote of the Board of Directors. Eligibility is limited to California public agencies.

### 4. Powers.

The Authority has, and the Agencies delegate to the Authority, all powers reasonably necessary or prudent to perform and provide the services as generally described in Section 3 of this Agreement. In the exercise of the powers as provided in this agreement, the Authority shall conduct its business and perform its services in the same manner as a general law city. The agencies acknowledge that the powers delegated to the Authority are common to the Agencies. This delegation of powers includes, but is not limited to, the following:

- (A) To make and enter into contracts.

- (B) To employ agents and employees.
- (C). To incur debts, liabilities, and obligations.
- (D). To acquire, hold, or dispose of property, contributions and donations of property, funds, services and other forms of assistance from persons, firms, corporations and public agencies.
- (E). To receive and use contributions and advances from members as provided in Government Code Section 6504, including contributions or advances of personnel, equipment or property.
- (F). To invest any money in its treasury that is not required for its immediate necessities, pursuant to Government Code Section 6509.5.
- (G). To carry out all provisions of this Agreement.
- (H). To appoint a Treasurer pursuant to Government Code section 6505.6. Per that section, the Treasurer shall cause an annual audit to be conducted.

The delegated powers shall be exercised pursuant to the terms of this Agreement and in the manner provided by law.

5. Termination.

Each agency can terminate this Agreement upon the giving of written notice to the primary officer of the Authority of provisional termination by December 31 and final notice of termination by March 31 prior to the renewal date of the Agency's Memorandum of Coverage.

6. Board of Directors.

The governing body of each Agency shall appoint one person to serve as a member of the Board of Directors of the Authority. The Board of Directors shall have the authority to act on behalf of the Authority and all actions shall be approved by a majority of the members of the Board of Directors. The Board of Directors shall conduct meetings and operate in accordance with bylaws it shall create. At least one regular meeting shall be held each program year.

7. Limitations on Returns of Premiums.

Consistent with the provisions of California Government Code Section 990.8, each Agency shall not be entitled to the return of premiums, contributions, payments, or advances if any peril insured or covered under a



contract has existed and the Authority or other parties participating in this Authority have been liable for any period, so far as the particular risk insured or covered is concerned.

8. Notices.

Except as otherwise expressly provided by law, any and all notices or other communications required or permitted by this Agreement or by law to be served on or given to any party to this Agreement shall be in writing and shall be deemed duly served and given when personally delivered or in lieu of such personal service when deposited in the United States mail, first-class postage prepaid to each party to this Agreement at the primary business location of that agency.

9. Severability.

Should any provision of this Agreement be held by a court of competent jurisdiction or by a legislative or rule making act to be either invalid, void or unenforceable, the remaining provisions of this Agreement shall remain in full force and effect, unimpaired by the holding, legislation or rule.

10. Sole and Entire Agreement.

This Agreement constitutes the sole and entire Agreement between the agencies with respect to the subject matter hereof. This Agreement correctly set forth the obligations of the parties hereto to each other as of the date of this Agreement. All agreements or representations respecting the subject matter of this Agreement not expressly set forth or referred to in this Agreement are null and void.

11. Due Authority.

The agencies hereby represent that the individuals executing this Agreement are expressly authorized to do so on and in behalf of the agencies.

12. Construction.

The agencies agree that any rule of construction to the effect that ambiguities are to be resolved against the drafting shall not apply in the interpretation of this Agreement or any amendments or exhibits thereto. The captions of the sections are for convenience and reference only, and reference only, and are not intended to be construed to define or limit the provisions to which they relate.

13. Amendments.

Amendments to this Agreement shall be made only with the mutual written consent of **both** of the agencies to this Agreement.

14. Indemnification and Hold Harmless.

Each agency herein agrees to save free and hold harmless the other agencies, their elected officers, employees, volunteers and agents for any claim, damage, or liability in connection the joint exercise of common powers described herein.

15. Contractual Liability of Agencies.

Pursuant to California Government Code §6508.1, the Agencies agree that the Authority is not one or more of the parties to this Agreement but is a board constituted to administer the agreement and the debts, liabilities, and obligations of the Authority shall not be the debts, liabilities, and obligations of the individual Agencies that are parties to this Agreement.

Furthermore, neither the Authority nor the Authority's Board of Directors shall have the power or the authority to bind the Agencies to any debt, liability, contract, or obligation, or to employ any person on behalf of the Agencies; no debt, liability, contract, obligation, employee, or agent of the Authority or the Board of Directors of the Authority shall be or constitute thereby a debt, liability, contract, obligation, employee, or agent of the Agencies or any of them.

16. Member Agency Responsibilities.

The member Agencies shall have the following responsibilities:

- A. to cooperate fully with the Authority in determining the cause of losses and in the settlement of claims, as defined in the Memorandum of Coverage;
- B. to pay cash contributions, cash assessments and other charges, promptly to the Authority when due;
- C. to provide the Authority with such statistical and loss experience data and other information as may be necessary for the Authority to carry out the purposes of this Agreement;
- D. to establish and maintain risk management programs including but not limited to loss control, risk transfer and employee safety programs;
- E. to cooperate with and assist the Authority and any insurer, claims adjuster or legal

counsel retained by the Authority, in all matters relating to this Agreement;

F. to comply with the Bylaws and all policies and procedures adopted by the Board; and,

G. to appoint a representative and alternate to the Board of Directors.

#### 17. Assessments and Surplus Distributions.

The Board by two-thirds vote shall have the authority to levy an assessment on member Agencies upon a determination that it is necessary to meet the Authority's obligations. The assessment shall be *pro rata* in accordance with the respective initial premiums paid by members for the program year(s) giving rise to the deficit position. The Board by two-thirds vote shall have the authority to declare a distribution of surplus funds to current members upon a determination that surplus funds are available for distribution. Such distribution shall be *pro rata* in accordance with the respective initial premiums paid by current member Agencies for the program year(s) giving rise to the surplus position. Withdrawn members are not eligible for surplus distributions.

#### 18. Expulsion.

The Board, by a two-thirds vote, may expel any member Agency from membership, effective at the end of the program year in which notice is given; such Agency shall have all the duties of a member that had voluntarily withdrawn.

#### 19. Withdrawal.

Withdrawal of any member Agency under Section 5 shall not terminate its responsibility:

A. to cooperate fully with the Authority in determining the cause of losses and in the defense of covered claims;

B. to pay assessments due and payable for program years in which the member Agency participated;

C. to provide such statistical and loss experience data and other information as may be necessary for the Authority to carry out the purposes of this Agreement; and

D. to cooperate and assist the Authority and any insurer, claims adjustor, or legal counsel retained by the Authority, in all matters relating to this Agreement. Coverage in all program years in which the member Agency participated will remain in effect and continue unless and until their respective program year(s) are closed to further claims by a two-thirds vote of the Board.

20: Termination and Distribution. This Agreement may be terminated at any time by the written consent of all member Agencies, or when due to withdrawals or expulsions, less than two member Agencies remain. Provided, however, that this Agreement shall continue in force for the purpose of disposing of all claims and all other functions necessary to wind up the affairs of the Authority. Upon termination of this Agreement, after resolution of claims, all assets of the Authority shall be distributed among past or present members of the Authority *pro rata* in proportion to the contributions made.

Executed pursuant to X City Council Resolution No. 03-098 this \_\_\_ day  
of \_\_\_ at City, California.

By:

Attest:



# CITY OF HAYWARD

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

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**File #:** CONS 19-633

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**DATE:** September 24, 2019

**TO:** Mayor and City Council

**FROM:** City Clerk

**SUBJECT**

Adopt a Resolution Accepting the Resignation of Ms. Sarah Low from the Keep Hayward Clean and Green Task Force, Effective September 22, 2019

**RECOMMENDATION**

That the City Council adopts a resolution (Attachment II) accepting the resignation of Ms. Sarah Low from the Keep Hayward Clean and Green Task Force, effective September 22, 2019.

**SUMMARY**

Ms. Sarah Low was appointed to the Keep Hayward Clean and Green Task Force on September 18, 2018. Ms. Low's resignation becomes effective September 22, 2019, per her resignation letter (Attachment III).

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	Resignation Letter



DATE: September 24, 2019

TO: Mayor and City Council

FROM: City Clerk

SUBJECT: Adopt a Resolution Accepting the Resignation of Ms. Sarah Low from the Keep Hayward Clean and Green Task Force, Effective September 22, 2019

#### RECOMMENDATION

That the City Council adopts a resolution (Attachment II) accepting the resignation of Ms. Sarah Low from the Keep Hayward Clean and Green Task Force, effective September 22, 2019.

#### SUMMARY AND DISCUSSION

Ms. Sarah Low was appointed to the Keep Hayward Clean and Green Task Force on September 18, 2018. Ms. Low's resignation becomes effective September 22, 2019, per her resignation letter (Attachment III).

Ms. Low's vacated position could be filled as part of the annual appointment process for the City's appointed officials to Commissions and the Keep Hayward Clean and Green Task Force. Alternatively, the City Council could direct staff to contact Keep Hayward Clean and Green Task Force applicants who were interviewed but not selected to confirm their continuing interest and availability to serve. The City Council, at a subsequent Council meeting, could nominate someone from the list of interested applicants to fill the vacated position for the remainder of the unexpired term.

#### FISCAL IMPACT

There is no fiscal impact associated with this action.

#### STRATEGIC INITIATIVES

The 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:

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

---

Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION No. 19-

Introduced by Council Member \_\_\_\_\_

RESOLUTION ACCEPTING THE RESIGNATION OF SARAH LOW FROM THE  
KEEP HAYWARD CLEAN AND GREEN TASK FORCE

WHEREAS, Ms. Sarah Low was appointed to the Keep Hayward Clean and Green Task Force on September 18, 2018;

WHEREAS, Ms. Sarah Low submitted a resignation letter on September 5, 2019.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the Council hereby accepts the resignation of Sarah Low from the Keep Hayward Clean and Green Task Force; and commends her for her civic service to the City.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2019.

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



From: Sarah Low  
Sent: Thursday, September 5, 2019 9:40 AM  
To: Kimberly De Land <Kimberly.DeLand@hayward-ca.gov>  
Subject: Resignation

Hello Kimberly.

I will be resigning from the keep Hayward clean and green task force due to moving out of Hayward as of 9/22/19. Thank you for the opportunity to help serve.

Thanks

Sarah Low



# CITY OF HAYWARD

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

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**File #:** CONS 19-639

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**DATE:** September 24, 2019

**TO:** Mayor and City Council

**FROM:** Assistant City Manager/Interim Human Resources Director

**SUBJECT**

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

**RECOMMENDATION**

That the City Council adopts a Resolution (Attachment II) approving an amendment to the City of Hayward Salary Plan for fiscal year 2020 ("FY 2020"), which designates all classifications and the corresponding salary range for employment in the City of Hayward as of September 30, 2019, superseding Resolution No. 19-142 and all amendments thereto.

**SUMMARY**

After a public hearing on September 12, 2019, the Personnel Commission recommended Council consider adoption of an amended FY 2020 Salary Plan (Attachment III) for the classifications in the City's classified service. The FY 2020 Salary Plan has been updated to reflect salary adjustments to the classifications in the City's classified service as a result of a negotiated and approved Memorandum of Understanding (MOU) between the City of Hayward and the International Federation of Professional and Technical Engineers - Local 21; the addition of Senior Assistant City Attorney, Senior Paralegal, Personnel Operations Specialist and Associate Landscape Architect classifications; and salary increases to the Administrative Intern, Technical Intern, and Information Technology Intern classifications pursuant to the City of Hayward's Living Wage Ordinance.

**ATTACHMENTS**

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



DATE: September 24, 2019

TO: Mayor and City Council

FROM: Assistant City Manager/Interim Human Resources Director

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

## RECOMMENDATION

That the City Council adopts a Resolution (Attachment II) approving an amendment to the City of Hayward Salary Plan for fiscal year 2020 (“FY 2020”), which designates all classifications and the corresponding salary range for employment in the City of Hayward as of September 30, 2019, superseding Resolution No. 19-142 and all amendments thereto.

## SUMMARY

After a public hearing on September 12, 2019, the Personnel Commission recommended Council consider adoption of an amended FY 2020 Salary Plan (Attachment III) for the classifications in the City’s classified service. The FY 2020 Salary Plan has been updated to reflect salary adjustments to the classifications in the City’s classified service as a result of a negotiated and approved Memorandum of Understanding (MOU) between the City of Hayward and the International Federation of Professional and Technical Engineers – Local 21; the addition of Senior Assistant City Attorney, Senior Paralegal, Personnel Operations Specialist and Associate Landscape Architect classifications; and salary increases to the Administrative Intern, Technical Intern, and Information Technology Intern classifications pursuant to the City of Hayward’s Living Wage Ordinance.

## BACKGROUND AND DISCUSSION

### Cost-of-Living Adjustments (COLA):

Pursuant to the negotiated terms of the MOU between the City of Hayward and International Federation of Professional and Technical Engineers – Local 21, a 1% Cost-of-Living Adjustment (COLA) salary increase will be applied to the sixty-seven (67) classifications effective the pay period including October 1, 2019.

### Living Wage Ordinance:

The Intern classifications (Administrative Intern, Technical Intern, Information Technology Intern) have the current starting step on the City’s salary plan of \$15.21 per hour. The Living Wage Ordinance, established July 1, 1999, was designed to upwardly adjust and reflect a change in the Bay Area Consumer Price Index. As Interns are classified as temporary personnel, they also fall under Section 2, Article 14 of the City Charter regarding the living wage ordinance. The most recent update occurred July 1, 2019. Based on the information

obtained from the Bureau of Labor statistics and the Price Index for All Urban Consumers, the salary plan has been updated to reflect an increase of the starting salary step from \$15.21 to \$15.82 per hour for all Intern classifications.

#### Additional Classifications:

Senior Assistant City Attorney - The Senior Assistant City Attorney is a new classification, created to provide a wide range of professional legal services to all City departments, the City Council, and various boards and commissions. This position directs the work of a division, and assists with the planning, direction, and supervision in the Office of the City Attorney. The salary for the Senior Assistant City Attorney is set internally to 10% above Assistant City Attorney, which is \$75.60 per hour at Step A and \$91.91 per hour at Step E.

Senior Paralegal - The new Senior Paralegal will have oversight responsibility for the full scope of office support activities for the City Attorney and associated legal staff to advance initiatives in the City Attorney's Office. The salary for Senior Paralegal is set internally to 10% above Paralegal, which is \$38.39 per hour at Step A and \$46.66 per hour at Step E.

Personnel Operations Specialist – The Personnel Operations Specialist is a new classification, created to provide high level administrative support to the Personnel and Training Administrator or Police Lieutenant and command-level staff in the Police Department. The salary for the Personnel Operations Specialist is set internally to 10% above Administrative Secretary, which is \$37.37 per hour at Step A and \$43.63 per hour at Step E.

Associate Landscape Architect – This position was added to provide the full range of professional-level landscape architectural functions by ensuring technical adequacy and compliance with overall landscape goals and City regulations. The salary range of the Associate Landscape Architect is \$43.99 per hour at Step A and \$53.37 per hour at Step E.

#### FISCAL IMPACT

Cost-of-Living-Adjustment – The 1% Cost-of-Living Adjustment (COLA) salary increases to the classifications within Local 21 are included in the adopted FY 2020 Operating Budget.

Administrative and Information Technology Interns – These classifications are included in the adopted budget at a salary step of \$20.00 per hour. As such, there is no additional fiscal impact or appropriation necessary for increasing the starting salary step to \$15.82 per hour.

Technical Intern – This classification has one salary step of \$15.82 per hour. The fiscal impact is approximately \$1,362 annually. This position will continue to be funded entirely from the Enterprise Fund with no General Fund impact.

Associate Landscape Architect – The addition of the Associate Landscape Architect is included in the adopted FY 2020 Operating Budget and there is no additional fiscal impact to the General Fund.

Senior Assistant City Attorney – The net fiscal impact to the FY 2020 Operating Budget for the addition of the Senior Assistant City Attorney is approximately \$32,510. Funding for this

position is largely offset by reclassification of an Assistant City Attorney position in the General Fund or the Internal Service Fund.

Senior Paralegal - The net fiscal impact to the FY 2020 Operating Budget for the addition of the Senior Paralegal is approximately \$11,009. Funding for this position is largely offset by the elimination of a Paralegal position in the General Fund.

Personnel Operations Specialist – The net fiscal impact to the FY 2020 Operating Budget for the addition of the Personnel Operations Specialist is approximately \$10,774. Funding for this position is largely offset by the reclassification of an Administrative Secretary position in the General Fund.

#### STRATEGIC INITIATIVES

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

#### NEXT STEPS

The additional position and salary range will be implemented by the Human Resources and Finance departments effective September 30, 2019. Any necessary budget changes will be made during the FY 2020 mid-year review process.

Prepared by: Anthony Phillip, Human Resources Analyst II

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

Approved by:



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Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 19-\_\_\_\_\_

Introduced by Council Member \_\_\_\_\_

RESOLUTION APPROVING THE AMENDED FISCAL YEAR 2020 SALARY PLAN DESIGNATING POSITIONS OF EMPLOYMENT IN THE CITY OF HAYWARD AND SALARY RANGE; AND SUPERSEDING RESOLUTION NO. 19-142 AND ALL AMENDMENTS THERETO

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

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

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

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

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

Section 5. The salary ranges set forth in Attachment "III" shall be revised to reflect salary changes provided in any Memorandum of Understanding, Side Letters of Agreement, or resolution setting forth the wages, hours, and other terms and conditions of employment for a bargaining unit or group of unrepresented employees of the City. Any revisions made pursuant to the provisions of this section shall be incorporated into a document prepared

by the Human Resources Director and distributed to affected employees or their representatives that reflects the date of the revision and cites both the authority provided by this section and the provision of the memorandum or resolution being effectuated by the revision.

Section 6. This resolution supersedes Resolution No. 19-142 and all amendments thereto.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2019

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

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

ATTACHMENT III  
Recommended by  
Personnel Commission  
on September 12, 2019  
Approved by Council  
on September 24, 2019

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
<b>CITY ELECTED OFFICIALS/APPOINTED OFFICERS/EXECUTIVES</b>								
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				130.70	
			Bi-Weekly				10,456.00	
			Monthly				22,654.67	
			Annual				271,856.00	
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
COMMUNICATIONS AND MARKETING OFFICER / PUBLIC INFORMATION OFFICER (PIO)	U311	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
DEPUTY CITY MANAGER	U505	Unclassified	Hourly	84.01	88.21	92.62	97.26	102.12
			Bi-Weekly	6,720.80	7,056.80	7,409.60	7,780.80	8,169.60
			Monthly	14,561.73	15,289.73	16,054.13	16,858.40	17,700.80
			Annual	174,740.80	183,476.80	192,649.60	202,300.80	212,409.60
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	85.44	89.70	94.19	98.90	103.84
			Bi-Weekly	6,835.20	7,176.00	7,535.20	7,912.00	8,307.20
			Monthly	14,809.60	15,548.00	16,326.27	17,142.67	17,998.93
			Annual	177,715.20	186,576.00	195,915.20	205,712.00	215,987.20
DIRECTOR OF LIBRARY SERVICES	U710	Unclassified	Hourly	80.60	84.62	88.86	93.30	97.96
			Bi-Weekly	6,448.00	6,769.60	7,108.80	7,464.00	7,836.80
			Monthly	13,970.67	14,667.47	15,402.40	16,172.00	16,979.73
			Annual	167,648.00	176,009.60	184,828.80	194,064.00	203,756.80
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	91.85	96.43	101.26	106.33	111.65
			Bi-Weekly	7,348.00	7,714.40	8,100.80	8,506.40	8,932.00
			Monthly	15,920.67	16,714.53	17,551.73	18,430.53	19,352.67
			Annual	191,048.00	200,574.40	210,620.80	221,166.40	232,232.00



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

ATTACHMENT III  
Recommended by  
Personnel Commission  
on September 12, 2019  
Approved by Council  
on September 24, 2019

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
<b>CITY WIDE ADMINISTRATIVE/ANALYTICAL SUPPORT</b>								
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	33.97	35.37	36.75	38.14	39.66
			Bi-Weekly	2,717.60	2,829.60	2,940.00	3,051.20	3,172.80
			Monthly	5,888.13	6,130.80	6,370.00	6,610.93	6,874.40
			Annual	70,657.60	73,569.60	76,440.00	79,331.20	82,492.80
SENIOR SECRETARY	C115	Classified	Hourly	31.05	32.26	33.58	34.80	36.15
			Bi-Weekly	2,484.00	2,580.80	2,686.40	2,784.00	2,892.00
			Monthly	5,382.00	5,591.73	5,820.53	6,032.00	6,266.00
			Annual	64,584.00	67,100.80	69,846.40	72,384.00	75,192.00
SECRETARY	C110	Classified	Hourly	27.32	28.57	30.01	31.41	32.90
			Bi-Weekly	2,185.60	2,285.60	2,400.80	2,512.80	2,632.00
			Monthly	4,735.47	4,952.13	5,201.73	5,444.40	5,702.67
			Annual	56,825.60	59,425.60	62,420.80	65,332.80	68,432.00
ADMINISTRATIVE CLERK II	C105	Classified	Hourly	26.19	27.26	28.37	29.64	31.10
			Bi-Weekly	2,095.20	2,180.80	2,269.60	2,371.20	2,488.00
			Monthly	4,539.60	4,725.07	4,917.47	5,137.60	5,390.67
			Annual	54,475.20	56,700.80	59,009.60	61,651.20	64,688.00
ADMINISTRATIVE CLERK I	C100	Classified	Hourly	23.05	24.28	25.51	26.87	28.27
			Bi-Weekly	1,844.00	1,942.40	2,040.80	2,149.60	2,261.60
			Monthly	3,995.33	4,208.53	4,421.73	4,657.47	4,900.13
			Annual	47,944.00	50,502.40	53,060.80	55,889.60	58,801.60
ADMINISTRATIVE INTERN	Z120	Classified	Hourly				15.82	20.00
			Bi-Weekly				1,265.60	1,600.00
			Monthly				2,742.13	3,466.67
			Annual				32,905.60	41,600.00
MAIL CLERK	C410	Classified	Hourly			15.76	16.54	17.38
			Bi-Weekly			1,260.80	1,323.20	1,390.40
			Monthly			2,731.73	2,866.93	3,012.53
			Annual			32,780.80	34,403.20	36,150.40
<b>CITY WIDE ENGINEERING</b>								
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	47.81	50.22	52.66	55.34	58.03
			Bi-Weekly	3,824.80	4,017.60	4,212.80	4,427.20	4,642.40
			Monthly	8,287.07	8,704.80	9,127.73	9,592.27	10,058.53
			Annual	99,444.80	104,457.60	109,532.80	115,107.20	120,702.40
ASSISTANT CIVIL ENGINEER	T210	Classified	Hourly	41.19	43.32	45.53	47.73	50.12
			Bi-Weekly	3,295.20	3,465.60	3,642.40	3,818.40	4,009.60
			Monthly	7,139.60	7,508.80	7,891.87	8,273.20	8,687.47
			Annual	85,675.20	90,105.60	94,702.40	99,278.40	104,249.60

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<b>CITY WIDE MAINTENANCE</b>								
ELECTRICIAN II	M410	Classified	Hourly	43.41	45.15	46.92	48.91	50.93
			Bi-Weekly	3,472.80	3,612.00	3,753.60	3,912.80	4,074.40
			Monthly	7,524.40	7,826.00	8,132.80	8,477.73	8,827.87
			Annual	90,292.80	93,912.00	97,593.60	101,732.80	105,934.40
ELECTRICIAN I	M405	Classified	Hourly	39.48	41.10	42.74	44.52	46.33
			Bi-Weekly	3,158.40	3,288.00	3,419.20	3,561.60	3,706.40
			Monthly	6,843.20	7,124.00	7,408.27	7,716.80	8,030.53
			Annual	82,118.40	85,488.00	88,899.20	92,601.60	96,366.40
MAINTENANCE WORKER	M305	Classified	Hourly	30.02	31.22	32.48	33.64	34.93
			Bi-Weekly	2,401.60	2,497.60	2,598.40	2,691.20	2,794.40
			Monthly	5,203.47	5,411.47	5,629.87	5,830.93	6,054.53
			Annual	62,441.60	64,937.60	67,558.40	69,971.20	72,654.40
LABORER	M200 M300 M830 M905	Classified	Hourly	25.65	26.60	27.66	28.79	29.81
			Bi-Weekly	2,052.00	2,128.00	2,212.80	2,303.20	2,384.80
			Monthly	4,446.00	4,610.67	4,794.40	4,990.27	5,167.07
			Annual	53,352.00	55,328.00	57,532.80	59,883.20	62,004.80
<b>CITY ATTORNEY DEPARTMENT</b>								
SENIOR ASSISTANT CITY ATTORNEY	U215	Classified	Hourly	75.60	79.39	83.36	87.53	91.91
			Bi-Weekly	6,048.00	6,351.20	6,668.80	7,002.40	7,352.80
			Monthly	13,104.00	13,760.93	14,449.07	15,171.87	15,931.07
			Annual	157,248.00	165,131.20	173,388.80	182,062.40	191,172.80
ASSISTANT CITY ATTORNEY	U210	Classified	Hourly	68.73	72.17	75.78	79.57	83.55
			Bi-Weekly	5,498.40	5,773.60	6,062.40	6,365.60	6,684.00
			Monthly	11,913.20	12,509.47	13,135.20	13,792.13	14,482.00
			Annual	142,958.40	150,113.60	157,622.40	165,505.60	173,784.00
DEPUTY CITY ATTORNEY II	U205	Classified	Hourly	56.81	59.63	62.62	65.74	69.05
			Bi-Weekly	4,544.80	4,770.40	5,009.60	5,259.20	5,524.00
			Monthly	9,847.07	10,335.87	10,854.13	11,394.93	11,968.67
			Annual	118,164.80	124,030.40	130,249.60	136,739.20	143,624.00
DEPUTY CITY ATTORNEY I	U200	Classified	Hourly	51.64	54.22	56.93	59.78	62.76
			Bi-Weekly	4,131.20	4,337.60	4,554.40	4,782.40	5,020.80
			Monthly	8,950.93	9,398.13	9,867.87	10,361.87	10,878.40
			Annual	107,411.20	112,777.60	118,414.40	124,342.40	130,540.80
SENIOR PARALEGAL	U196	Classified	Hourly	38.39	40.32	42.33	44.44	46.66
			Bi-Weekly	3,071.20	3,225.60	3,386.40	3,555.20	3,732.80
			Monthly	6,654.27	6,988.80	7,337.20	7,702.93	8,087.73
			Annual	79,851.20	83,865.60	88,046.40	92,435.20	97,052.80
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	32.23	34.1	36.67	37.43	39.35
			Bi-Weekly	2,578.40	2,728.00	2,933.60	2,994.40	3,148.00
			Monthly	5,586.53	5,910.67	6,356.13	6,487.87	6,820.67
			Annual	67,038.40	70,928.00	76,273.60	77,854.40	81,848.00
LEGAL SECRETARY I	C930	Classified	Hourly	29.02	30.55	32.16	33.89	35.69
			Bi-Weekly	2,321.60	2,444.00	2,572.80	2,711.20	2,855.20
			Monthly	5,030.13	5,295.33	5,574.40	5,874.27	6,186.27
			Annual	60,361.60	63,544.00	66,892.80	70,491.20	74,235.20
<b>CITY CLERK DEPARTMENT</b>								
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

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<b>CITY MANAGER DEPARTMENT</b>								
<b>OFFICE OF THE CITY MANAGER</b>								
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
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified	Hourly	30.72	32.22	33.93	35.62	37.35
			Bi-Weekly	2,457.60	2,577.60	2,714.40	2,849.60	2,988.00
			Monthly	5,324.80	5,584.80	5,881.20	6,174.13	6,474.00
			Annual	63,897.60	67,017.60	70,574.40	74,089.60	77,688.00
DIGITAL APPLICATIONS DEVELOPER	T470	Classified	Hourly	42.15	44.25	46.46	48.79	51.24
			Bi-Weekly	3,372.00	3,540.00	3,716.80	3,903.20	4,099.20
			Monthly	7,306.00	7,670.00	8,053.07	8,456.93	8,881.60
			Annual	87,672.00	92,040.00	96,636.80	101,483.20	106,579.20
MANAGEMENT FELLOW	U300	Classified	Hourly					23.64
			Bi-Weekly					1,891.20
			Monthly					4,097.60
			Annual					49,171.20
<b>COMMUNITY SERVICES</b>								
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	40.82	42.95	45.13	47.35	49.66
			Bi-Weekly	3,265.60	3,436.00	3,610.40	3,788.00	3,972.80
			Monthly	7,075.47	7,444.67	7,822.53	8,207.33	8,607.73
			Annual	84,905.60	89,336.00	93,870.40	98,488.00	103,292.80
SENIOR PROPERTY REHABILITATION SPECIALIST	T730	Classified	Hourly	44.89	47.23	49.63	52.08	54.62
			Bi-Weekly	3,591.20	3,778.40	3,970.40	4,166.40	4,369.60
			Monthly	7,780.93	8,186.53	8,602.53	9,027.20	9,467.47
			Annual	93,371.20	98,238.40	103,230.40	108,326.40	113,609.60
PROPERTY REHABILITATION SPECIALIST	T725	Classified	Hourly	40.82	42.95	45.13	47.35	49.66
			Bi-Weekly	3,265.60	3,436.00	3,610.40	3,788.00	3,972.80
			Monthly	7,075.47	7,444.67	7,822.53	8,207.33	8,607.73
			Annual	84,905.60	89,336.00	93,870.40	98,488.00	103,292.80
PARATRANSIT COORDINATOR	T715	Classified	Hourly	38.92	40.86	42.83	45.02	47.22
			Bi-Weekly	3,113.60	3,268.80	3,426.40	3,601.60	3,777.60
			Monthly	6,746.13	7,082.40	7,423.87	7,803.47	8,184.80
			Annual	80,953.60	84,988.80	89,086.40	93,641.60	98,217.60
<b>ECONOMIC DEVELOPMENT</b>								
ECONOMIC DEVELOPMENT MANAGER	H710	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
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified	Hourly	44.30	46.53	48.80	51.29	53.79
			Bi-Weekly	3,544.00	3,722.40	3,904.00	4,103.20	4,303.20
			Monthly	7,678.67	8,065.20	8,458.67	8,890.27	9,323.60
			Annual	92,144.00	96,782.40	101,504.00	106,683.20	111,883.20
<b>NEIGHBORHOOD PARTNERSHIP SERVICES</b>								
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

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<b>HOUSING AUTHORITY</b>								
HOUSING MANAGER	H715	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
HOUSING DEVELOPMENT SPECIALIST	T750	Classified	Hourly	44.30	46.53	48.80	51.29	53.79
			Bi-Weekly	3,544.00	3,722.40	3,904.00	4,103.20	4,303.20
			Monthly	7,678.67	8,065.20	8,458.67	8,890.27	9,323.60
			Annual	92,144.00	96,782.40	101,504.00	106,683.20	111,883.20
HOMEOWNERSHIP COORDINATOR	T710	Classified	Hourly	38.92	40.86	42.83	45.02	47.22
			Bi-Weekly	3,113.60	3,268.80	3,426.40	3,601.60	3,777.60
			Monthly	6,746.13	7,082.40	7,423.87	7,803.47	8,184.80
			Annual	80,953.60	84,988.80	89,086.40	93,641.60	98,217.60
<b>DEVELOPMENT SERVICES DEPARTMENT</b>								
<b>DEVELOPMENT SERVICE ADMINISTRATION</b>								
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
<b>BUILDING DIVISION</b>								
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
SENIOR BUILDING INSPECTOR/STRUCTURAL	T365	Classified	Hourly	43.76	46.10	48.42	50.70	53.24
			Bi-Weekly	3,500.80	3,688.00	3,873.60	4,056.00	4,259.20
			Monthly	7,585.07	7,990.67	8,392.80	8,788.00	9,228.27
			Annual	91,020.80	95,888.00	100,713.60	105,456.00	110,739.20
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360	Classified	Hourly	43.76	46.10	48.42	50.70	53.24
			Bi-Weekly	3,500.80	3,688.00	3,873.60	4,056.00	4,259.20
			Monthly	7,585.07	7,990.67	8,392.80	8,788.00	9,228.27
			Annual	91,020.80	95,888.00	100,713.60	105,456.00	110,739.20
SENIOR BUILDING INSPECTOR/ELECTRICAL	T355	Classified	Hourly	43.76	46.10	48.42	50.70	53.24
			Bi-Weekly	3,500.80	3,688.00	3,873.60	4,056.00	4,259.20
			Monthly	7,585.07	7,990.67	8,392.80	8,788.00	9,228.27
			Annual	91,020.80	95,888.00	100,713.60	105,456.00	110,739.20
BUILDING INSPECTOR	T350	Classified	Hourly	37.78	39.56	41.57	43.69	46.55
			Bi-Weekly	3,022.40	3,164.80	3,325.60	3,495.20	3,724.00
			Monthly	6,548.53	6,857.07	7,205.47	7,572.93	8,068.67
			Annual	78,582.40	82,284.80	86,465.60	90,875.20	96,824.00
PLAN CHECKING ENGINEER	T335	Classified	Hourly	51.17	53.64	56.35	59.28	62.30
			Bi-Weekly	4,093.60	4,291.20	4,508.00	4,742.40	4,984.00
			Monthly	8,869.47	9,297.60	9,767.33	10,275.20	10,798.67
			Annual	106,433.60	111,571.20	117,208.00	123,302.40	129,584.00
SUPERVISING PLAN CHECKER AND EXPEDITOR	H325	Classified	Hourly	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	43.76	46.10	48.42	50.70	53.24
			Bi-Weekly	3,500.80	3,688.00	3,873.60	4,056.00	4,259.20
			Monthly	7,585.07	7,990.67	8,392.80	8,788.00	9,228.27
			Annual	91,020.80	95,888.00	100,713.60	105,456.00	110,739.20
PLAN CHECKER	T325	Classified	Hourly	39.79	41.89	44.02	46.12	48.41
			Bi-Weekly	3,183.20	3,351.20	3,521.60	3,689.60	3,872.80
			Monthly	6,896.93	7,260.93	7,630.13	7,994.13	8,391.07
			Annual	82,763.20	87,131.20	91,561.60	95,929.60	100,692.80

**SALARY PLAN FOR ALL CLASSIFICATIONS  
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FY 2020**

ATTACHMENT III  
Recommended by  
Personnel Commission  
on September 12, 2019  
Approved by Council  
on September 24, 2019

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
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	35.89	37.37	38.82	40.51	42.57
			Bi-Weekly	2,871.20	2,989.60	3,105.60	3,240.80	3,405.60
			Monthly	6,220.93	6,477.47	6,728.80	7,021.73	7,378.80
			Annual	74,651.20	77,729.60	80,745.60	84,260.80	88,545.60
PERMIT TECHNICIAN II	C200	Classified	Hourly	32.36	33.65	35.01	36.53	38.37
			Bi-Weekly	2,588.80	2,692.00	2,800.80	2,922.40	3,069.60
			Monthly	5,609.07	5,832.67	6,068.40	6,331.87	6,650.80
			Annual	67,308.80	69,992.00	72,820.80	75,982.40	79,809.60
PERMIT TECHNICIAN I	C199	Classified	Hourly	29.42	30.59	31.82	33.19	34.88
			Bi-Weekly	2,353.60	2,447.20	2,545.60	2,655.20	2,790.40
			Monthly	5,099.47	5,302.27	5,515.47	5,752.93	6,045.87
			Annual	61,193.60	63,627.20	66,185.60	69,035.20	72,550.40
<b>PLANNING DIVISION</b>								
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	44.43	46.61	48.92	51.44	53.90
			Bi-Weekly	3,554.40	3,728.80	3,913.60	4,115.20	4,312.00
			Monthly	7,701.20	8,079.07	8,479.47	8,916.27	9,342.67
			Annual	92,414.40	96,948.80	101,753.60	106,995.20	112,112.00
ASSISTANT PLANNER	T310	Classified	Hourly	36.46	38.24	40.30	42.27	44.43
			Bi-Weekly	2,916.80	3,059.20	3,224.00	3,381.60	3,554.40
			Monthly	6,319.73	6,628.27	6,985.33	7,326.80	7,701.20
			Annual	75,836.80	79,539.20	83,824.00	87,921.60	92,414.40
JUNIOR PLANNER	T305	Classified	Hourly	32.32	34.03	35.63	37.41	39.24
			Bi-Weekly	2,585.60	2,722.40	2,850.40	2,992.80	3,139.20
			Monthly	5,602.13	5,898.53	6,175.87	6,484.40	6,801.60
			Annual	67,225.60	70,782.40	74,110.40	77,812.80	81,619.20
DEVELOPMENT REVIEW SPECIALIST	T320	Classified	Hourly	38.85	40.73	42.95	45.06	47.35
			Bi-Weekly	3,108.00	3,258.40	3,436.00	3,604.80	3,788.00
			Monthly	6,734.00	7,059.87	7,444.67	7,810.40	8,207.33
			Annual	80,808.00	84,718.40	89,336.00	93,724.80	98,488.00
LANDSCAPE ARCHITECT	H300	Classified	Hourly	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
ASSOCIATE LANDSCAPE ARCHITECT	T370	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
<b>CODE ENFORCEMENT DIVISION</b>								
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	40.13	42.14	44.24	46.45	48.77
			Bi-Weekly	3,210.40	3,371.20	3,539.20	3,716.00	3,901.60
			Monthly	6,955.87	7,304.27	7,668.27	8,051.33	8,453.47
			Annual	83,470.40	87,651.20	92,019.20	96,616.00	101,441.60
CODE ENFORCEMENT INSPECTOR II	T605	Classified	Hourly	36.47	38.29	40.21	42.22	44.33
			Bi-Weekly	2,917.60	3,063.20	3,216.80	3,377.60	3,546.40
			Monthly	6,321.47	6,636.93	6,969.73	7,318.13	7,683.87
			Annual	75,857.60	79,643.20	83,636.80	87,817.60	92,206.40
CODE ENFORCEMENT INSPECTOR I	T600	Classified	Hourly	33.15	34.81	36.54	38.37	40.30
			Bi-Weekly	2,652.00	2,784.80	2,923.20	3,069.60	3,224.00
			Monthly	5,746.00	6,033.73	6,333.60	6,650.80	6,985.33
			Annual	68,952.00	72,404.80	76,003.20	79,809.60	83,824.00

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<b>FINANCE DEPARTMENT</b>								
<b>ADMINISTRATION DIVISION</b>								
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	34.62	36.34	38.17	40.07	42.09
			Bi-Weekly	2,769.60	2,907.20	3,053.60	3,205.60	3,367.20
			Monthly	6,000.80	6,298.93	6,616.13	6,945.47	7,295.60
			Annual	72,009.60	75,587.20	79,393.60	83,345.60	87,547.20
<b>ACCOUNTING DIVISION</b>								
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	29.97	31.43	32.79	34.37	35.98
			Bi-Weekly	2,397.60	2,514.40	2,623.20	2,749.60	2,878.40
			Monthly	5,194.80	5,447.87	5,683.60	5,957.47	6,236.53
			Annual	62,337.60	65,374.40	68,203.20	71,489.60	74,838.40
ACCOUNT CLERK	C300	Classified	Hourly	27.31	28.53	29.87	31.24	32.81
			Bi-Weekly	2,184.80	2,282.40	2,389.60	2,499.20	2,624.80
			Monthly	4,733.73	4,945.20	5,177.47	5,414.93	5,687.07
			Annual	56,804.80	59,342.40	62,129.60	64,979.20	68,244.80
<b>REVENUE DIVISION</b>								
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	32.56	34.19	35.87	37.68	39.57
			Bi-Weekly	2,604.80	2,735.20	2,869.60	3,014.40	3,165.60
			Monthly	5,643.73	5,926.27	6,217.47	6,531.20	6,858.80
			Annual	67,724.80	71,115.20	74,609.60	78,374.40	82,305.60
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified	Hourly	29.97	31.43	32.79	34.37	35.98
			Bi-Weekly	2,397.60	2,514.40	2,623.20	2,749.60	2,878.40
			Monthly	5,194.80	5,447.87	5,683.60	5,957.47	6,236.53
			Annual	62,337.60	65,374.40	68,203.20	71,489.60	74,838.40
CUSTOMER ACCOUNT CLERK	C325	Classified	Hourly	27.31	28.53	29.87	31.24	32.81
			Bi-Weekly	2,184.80	2,282.40	2,389.60	2,499.20	2,624.80
			Monthly	4,733.73	4,945.20	5,177.47	5,414.93	5,687.07
			Annual	56,804.80	59,342.40	62,129.60	64,979.20	68,244.80
MAIL AND REVENUE CLERK	C322	Classified	Hourly	23.05	24.28	25.51	26.87	28.27
			Bi-Weekly	1,844.00	1,942.40	2,040.80	2,149.60	2,261.60
			Monthly	3,995.33	4,208.53	4,421.73	4,657.47	4,900.13
			Annual	47,944.00	50,502.40	53,060.80	55,889.60	58,801.60
<b>PURCHASING DIVISION</b>								
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	31.49	33.07	34.70	36.41	38.25
			Bi-Weekly	2,519.20	2,645.60	2,776.00	2,912.80	3,060.00
			Monthly	5,458.27	5,732.13	6,014.67	6,311.07	6,630.00
			Annual	65,499.20	68,785.60	72,176.00	75,732.80	79,560.00
MAIL AND PURCHASING CLERK	C335	Classified	Hourly	24.86	26.11	27.33	28.75	30.17
			Bi-Weekly	1,988.80	2,088.80	2,186.40	2,300.00	2,413.60
			Monthly	4,309.07	4,525.73	4,737.20	4,983.33	5,229.47
			Annual	51,708.80	54,308.80	56,846.40	59,800.00	62,753.60

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

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Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
<b>PROFESSIONAL STAFF</b>								
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	51.17	53.64	56.35	59.28	62.30
			Bi-Weekly	4,093.60	4,291.20	4,508.00	4,742.40	4,984.00
			Monthly	8,869.47	9,297.60	9,767.33	10,275.20	10,798.67
			Annual	106,433.60	111,571.20	117,208.00	123,302.40	129,584.00
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified	Hourly	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	45.26	47.52	49.9	52.39	55.01
			Bi-Weekly	3,620.80	3,801.60	3,992.00	4,191.20	4,400.80
			Monthly	7,845.07	8,236.80	8,649.33	9,080.93	9,535.07
			Annual	94,140.80	98,841.60	103,792.00	108,971.20	114,420.80
HAZARDOUS MATERIALS INSPECTOR	T500	Classified	Hourly	43.12	45.27	47.53	49.92	52.39
			Bi-Weekly	3,449.60	3,621.60	3,802.40	3,993.60	4,191.20
			Monthly	7,474.13	7,846.80	8,238.53	8,652.80	9,080.93
			Annual	89,689.60	94,161.60	98,862.40	103,833.60	108,971.20
FIRE SERVICES SUPERVISOR	H580	Classified	Hourly	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
SENIOR FIRE TECHNICIAN	C260	Classified	Hourly	35.89	37.37	38.82	40.51	42.57
			Bi-Weekly	2,871.20	2,989.60	3,105.60	3,240.80	3,405.60
			Monthly	6,220.93	6,477.47	6,728.80	7,021.73	7,378.80
			Annual	74,651.20	77,729.60	80,745.60	84,260.80	88,545.60
FIRE TECHNICIAN II	C255	Classified	Hourly	31.58	33.15	34.80	36.56	38.37
			Bi-Weekly	2,526.40	2,652.00	2,784.00	2,924.80	3,069.60
			Monthly	5,473.87	5,746.00	6,032.00	6,337.07	6,650.80
			Annual	65,686.40	68,952.00	72,384.00	76,044.80	79,809.60
FIRE TECHNICIAN I	C250	Classified	Hourly	28.68	30.12	31.63	33.21	34.87
			Bi-Weekly	2,294.40	2,409.60	2,530.40	2,656.80	2,789.60
			Monthly	4,971.20	5,220.80	5,482.53	5,756.40	6,044.13
			Annual	59,654.40	62,649.60	65,790.40	69,076.80	72,529.60
<b>HUMAN RESOURCES DEPARTMENT</b>								
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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<b>LIBRARY SERVICES DEPARTMENT</b>								
<b>LIBRARY SERVICES DIVISION</b>								
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	34.23	35.95	37.68	39.59	41.46
			Bi-Weekly	2,738.40	2,876.00	3,014.40	3,167.20	3,316.80
			Monthly	5,933.20	6,231.33	6,531.20	6,862.27	7,186.40
			Annual	71,198.40	74,776.00	78,374.40	82,347.20	86,236.80
LIBRARIAN I	T790	Classified	Hourly	31.04	32.60	34.23	35.86	37.69
			Bi-Weekly	2,483.20	2,608.00	2,738.40	2,868.80	3,015.20
			Monthly	5,380.27	5,650.67	5,933.20	6,215.73	6,532.93
			Annual	64,563.20	67,808.00	71,198.40	74,588.80	78,395.20
LEAD LIBRARY ASSISTANT	C520	Classified	Hourly	30.06	31.58	33.08	34.71	36.53
			Bi-Weekly	2,404.80	2,526.40	2,646.40	2,776.80	2,922.40
			Monthly	5,210.40	5,473.87	5,733.87	6,016.40	6,331.87
			Annual	62,524.80	65,686.40	68,806.40	72,196.80	75,982.40
SENIOR LIBRARY ASSISTANT	C515	Classified	Hourly	27.75	28.98	30.30	31.65	33.17
			Bi-Weekly	2,220.00	2,318.40	2,424.00	2,532.00	2,653.60
			Monthly	4,810.00	5,023.20	5,252.00	5,486.00	5,749.47
			Annual	57,720.00	60,278.40	63,024.00	65,832.00	68,993.60
LIBRARY ASSISTANT	C510	Classified	Hourly	25.15	26.31	27.50	28.76	30.12
			Bi-Weekly	2,012.00	2,104.80	2,200.00	2,300.80	2,409.60
			Monthly	4,359.33	4,560.40	4,766.67	4,985.07	5,220.80
			Annual	52,312.00	54,724.80	57,200.00	59,820.80	62,649.60
SENIOR LIBRARY PAGE (.6 FTE)	C505	Classified	Hourly					18.35
			Bi-Weekly					880.80
			Monthly					1,908.40
			Annual					22,900.80
LIBRARY PAGE (.3 FTE)	C500	Classified	Hourly					16.68
			Bi-Weekly					400.32
			Monthly					867.36
			Annual					10,408.32
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	30.33	31.86	33.46	35.13	36.89
			Bi-Weekly	2,426.40	2,548.80	2,676.80	2,810.40	2,951.20
			Monthly	5,257.20	5,522.40	5,799.73	6,089.20	6,394.27
			Annual	63,086.40	66,268.80	69,596.80	73,070.40	76,731.20
LITERACY PROGRAM COORDINATOR	T785	Classified	Hourly	30.37	31.91	33.49	35.09	36.89
			Bi-Weekly	2,429.60	2,552.80	2,679.20	2,807.20	2,951.20
			Monthly	5,264.13	5,531.07	5,804.93	6,082.27	6,394.27
			Annual	63,169.60	66,372.80	69,659.20	72,987.20	76,731.20
LEAD PROGRAM ASSISTANT	C508	Classified	Hourly	30.06	31.58	33.08	34.71	36.53
			Bi-Weekly	2,404.80	2,526.40	2,646.40	2,776.80	2,922.40
			Monthly	5,210.40	5,473.87	5,733.87	6,016.40	6,331.87
			Annual	62,524.80	65,686.40	68,806.40	72,196.80	75,982.40
PROGRAM ASSISTANT	C506	Classified	Hourly	23.26	24.43	25.64	26.93	28.28
			Bi-Weekly	1,860.80	1,954.40	2,051.20	2,154.40	2,262.40
			Monthly	4,031.73	4,234.53	4,444.27	4,667.87	4,901.87
			Annual	48,380.80	50,814.40	53,331.20	56,014.40	58,822.40

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<b>MAINTENANCE SERVICES DEPARTMENT</b>								
<b>FACILITIES MANAGEMENT</b>								
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	48.03	49.94	51.88	54.02	56.33
			Bi-Weekly	3,842.40	3,995.20	4,150.40	4,321.60	4,506.40
			Monthly	8,325.20	8,656.27	8,992.53	9,363.47	9,763.87
			Annual	99,902.40	103,875.20	107,910.40	112,361.60	117,166.40
HVAC MECHANIC	M140	Classified	Hourly	43.41	45.15	46.92	48.91	50.93
			Bi-Weekly	3,472.80	3,612.00	3,753.60	3,912.80	4,074.40
			Monthly	7,524.40	7,826.00	8,132.80	8,477.73	8,827.87
			Annual	90,292.80	93,912.00	97,593.60	101,732.80	105,934.40
FACILITIES PAINTER II	M130	Classified	Hourly	35.43	36.88	38.32	39.91	41.58
			Bi-Weekly	2,834.40	2,950.40	3,065.60	3,192.80	3,326.40
			Monthly	6,141.20	6,392.53	6,642.13	6,917.73	7,207.20
			Annual	73,694.40	76,710.40	79,705.60	83,012.80	86,486.40
FACILITIES PAINTER I	M125	Classified	Hourly	32.24	33.55	34.90	36.36	37.80
			Bi-Weekly	2,579.20	2,684.00	2,792.00	2,908.80	3,024.00
			Monthly	5,588.27	5,815.33	6,049.33	6,302.40	6,552.00
			Annual	67,059.20	69,784.00	72,592.00	75,628.80	78,624.00
FACILITIES CARPENTER II	M120	Classified	Hourly	35.29	36.69	38.23	39.81	41.46
			Bi-Weekly	2,823.20	2,935.20	3,058.40	3,184.80	3,316.80
			Monthly	6,116.93	6,359.60	6,626.53	6,900.40	7,186.40
			Annual	73,403.20	76,315.20	79,518.40	82,804.80	86,236.80
FACILITIES CARPENTER I	M115	Classified	Hourly	32.11	33.43	34.80	36.21	37.73
			Bi-Weekly	2,568.80	2,674.40	2,784.00	2,896.80	3,018.40
			Monthly	5,565.73	5,794.53	6,032.00	6,276.40	6,539.87
			Annual	66,788.80	69,534.40	72,384.00	75,316.80	78,478.40
FACILITIES SERVICEWORKER II	M110	Classified	Hourly	27.29	28.38	29.53	30.58	31.76
			Bi-Weekly	2,183.20	2,270.40	2,362.40	2,446.40	2,540.80
			Monthly	4,730.27	4,919.20	5,118.53	5,300.53	5,505.07
			Annual	56,763.20	59,030.40	61,422.40	63,606.40	66,060.80
FACILITIES SERVICEWORKER I	M105	Classified	Hourly	24.81	25.80	26.85	27.80	28.87
			Bi-Weekly	1,984.80	2,064.00	2,148.00	2,224.00	2,309.60
			Monthly	4,300.40	4,472.00	4,654.00	4,818.67	5,004.13
			Annual	51,604.80	53,664.00	55,848.00	57,824.00	60,049.60
<b>FLEET MANAGEMENT DIVISION</b>								
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	38.81	40.63	42.69	44.91	47.13
			Bi-Weekly	3,104.80	3,250.40	3,415.20	3,592.80	3,770.40
			Monthly	6,727.07	7,042.53	7,399.60	7,784.40	8,169.20
			Annual	80,724.80	84,510.40	88,795.20	93,412.80	98,030.40
EQUIPMENT MECHANIC II	M615	Classified	Hourly	33.44	35.00	36.78	38.70	40.62
			Bi-Weekly	2,674.85	2,799.70	2,942.50	3,095.90	3,249.31
			Monthly	5,795.50	6,066.01	6,375.41	6,707.79	7,040.18
			Annual	69,546.05	72,792.10	76,504.90	80,493.50	84,482.11
EQUIPMENT MECHANIC I	M610	Classified	Hourly	30.44	31.97	33.61	35.26	37.00
			Bi-Weekly	2,434.94	2,557.34	2,688.72	2,820.91	2,959.63
			Monthly	5,275.71	5,540.91	5,825.56	6,111.98	6,412.54
			Annual	63,308.54	66,490.94	69,906.72	73,343.71	76,950.43
EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly	28.36	29.88	31.30	32.90	34.56
			Bi-Weekly	2,268.80	2,390.40	2,504.00	2,632.00	2,764.80
			Monthly	4,915.73	5,179.20	5,425.33	5,702.67	5,990.40
			Annual	58,988.80	62,150.40	65,104.00	68,432.00	71,884.80
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly	26.18	27.20	28.33	29.29	30.42
			Bi-Weekly	2,094.40	2,176.00	2,266.40	2,343.20	2,433.60
			Monthly	4,537.87	4,714.67	4,910.53	5,076.93	5,272.80
			Annual	54,454.40	56,576.00	58,926.40	60,923.20	63,273.60

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<b>LANDSCAPE MAINTENANCE DIVISION</b>								
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
GROUNDSKEEPER III	M215	Classified	Hourly	36.25	37.70	39.23	40.62	42.18
			Bi-Weekly	2,900.00	3,016.00	3,138.40	3,249.60	3,374.40
			Monthly	6,283.33	6,534.67	6,799.87	7,040.80	7,311.20
			Annual	75,400.00	78,416.00	81,598.40	84,489.60	87,734.40
GROUNDSKEEPER II	M210	Classified	Hourly	31.52	32.78	34.11	35.32	36.68
			Bi-Weekly	2,521.60	2,622.40	2,728.80	2,825.60	2,934.40
			Monthly	5,463.47	5,681.87	5,912.40	6,122.13	6,357.87
			Annual	65,561.60	68,182.40	70,948.80	73,465.60	76,294.40
GROUNDSKEEPER I	M205	Classified	Hourly	28.62	29.77	31.03	32.10	33.35
			Bi-Weekly	2,289.60	2,381.60	2,482.40	2,568.00	2,668.00
			Monthly	4,960.80	5,160.13	5,378.53	5,564.00	5,780.67
			Annual	59,529.60	61,921.60	64,542.40	66,768.00	69,368.00
TREE TRIMMER	M220	Classified	Hourly	33.06	34.37	35.77	37.05	38.49
			Bi-Weekly	2,644.80	2,749.60	2,861.60	2,964.00	3,079.20
			Monthly	5,730.40	5,957.47	6,200.13	6,422.00	6,671.60
			Annual	68,764.80	71,489.60	74,401.60	77,064.00	80,059.20
<b>STREET MAINTENANCE DIVISION</b>								
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	37.00	38.43	40.02	41.42	43.02
			Bi-Weekly	2,960.00	3,074.40	3,201.60	3,313.60	3,441.60
			Monthly	6,413.33	6,661.20	6,936.80	7,179.47	7,456.80
			Annual	76,960.00	79,934.40	83,241.60	86,153.60	89,481.60
MAINTENANCE LEADER	M310	Classified	Hourly	32.17	33.42	34.80	36.03	37.41
			Bi-Weekly	2,573.60	2,673.60	2,784.00	2,882.40	2,992.80
			Monthly	5,576.13	5,792.80	6,032.00	6,245.20	6,484.40
			Annual	66,913.60	69,513.60	72,384.00	74,942.40	77,812.80
SWEEPER EQUIPMENT OPERATOR	M700	Classified	Hourly	31.72	32.78	34.10	35.56	36.96
			Bi-Weekly	2,537.60	2,622.40	2,728.00	2,844.80	2,956.80
			Monthly	5,498.13	5,681.87	5,910.67	6,163.73	6,406.40
			Annual	65,977.60	68,182.40	70,928.00	73,964.80	76,876.80
<b>POLICE DEPARTMENT</b>								
<b>SWORN</b>								
POLICE CAPTAIN	P300	Classified	Hourly	83.93	88.12	92.53	97.16	102.00
			Bi-Weekly	6,714.40	7,049.60	7,402.40	7,772.80	8,160.00
			Monthly	14,547.87	15,274.13	16,038.53	16,841.07	17,680.00
			Annual	174,574.40	183,289.60	192,462.40	202,092.80	212,160.00
POLICE LIEUTENANT	P215	Classified	Hourly				74.27	77.88
			Bi-Weekly				5,941.60	6,230.40
			Monthly				12,873.47	13,499.20
			Annual				154,481.60	161,990.40
POLICE SERGEANT	P210	Classified	Hourly			63.64	66.71	70.12
			Bi-Weekly			5,091.20	5,336.80	5,609.60
			Monthly			11,030.93	11,563.07	12,154.13
			Annual			132,371.20	138,756.80	145,849.60
POLICE OFFICER	P200	Classified	Hourly	46.74	48.97	51.35	53.83	56.39
			Bi-Weekly	3,739.20	3,917.60	4,108.00	4,306.40	4,511.20
			Monthly	8,101.60	8,488.13	8,900.67	9,330.53	9,774.27
			Annual	97,219.20	101,857.60	106,808.00	111,966.40	117,291.20
POLICE OFFICER TRAINEE	P100	Classified	Hourly	34.35	36.05			
			Bi-Weekly	2,748.00	2,884.00			
			Monthly	5,954.00	6,248.67			
			Annual	71,448.00	74,984.00			

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Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
<b>PROFESSIONAL STAFF</b>								
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
PERSONNEL OPERATIONS SPECIALIST	H460	Classified	Hourly	37.37	38.91	40.43	41.95	43.63
			Bi-Weekly	2,989.60	3,112.80	3,234.40	3,356.00	3,490.40
			Monthly	6,477.47	6,744.40	7,007.87	7,271.33	7,562.53
			Annual	77,729.60	80,932.80	84,094.40	87,256.00	90,750.40
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
<b>SPECIAL OPERATIONS DIVISION</b>								
CRIME PREVENTION SPECIALIST II	C671	Classified	Hourly	34.78	36.51	38.34	40.27	42.28
			Bi-Weekly	2,782.40	2,920.80	3,067.20	3,221.60	3,382.40
			Monthly	6,028.53	6,328.40	6,645.60	6,980.13	7,328.53
			Annual	72,342.40	75,940.80	79,747.20	83,761.60	87,942.40
CRIME PREVENTION SPECIALIST I	C670	Classified	Hourly	31.62	33.19	34.85	36.61	38.43
			Bi-Weekly	2,529.60	2,655.20	2,788.00	2,928.80	3,074.40
			Monthly	5,480.80	5,752.93	6,040.67	6,345.73	6,661.20
			Annual	65,769.60	69,035.20	72,488.00	76,148.80	79,934.40
RESERVE OFFICER COORDINATOR	H455	Classified	Hourly	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
<b>INVESTIGATION DIVISION</b>								
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	38.04	39.92	41.93	43.84	46.14
			Bi-Weekly	3,043.20	3,193.60	3,354.40	3,507.20	3,691.20
			Monthly	6,593.60	6,919.47	7,267.87	7,598.93	7,997.60
			Annual	79,123.20	83,033.60	87,214.40	91,187.20	95,971.20
CERTIFIED LATENT PRINT EXAMINER	T560	Classified	Hourly	45.26	47.52	49.90	52.39	55.01
			Bi-Weekly	3,620.80	3,801.60	3,992.00	4,191.20	4,400.80
			Monthly	7,845.07	8,236.80	8,649.33	9,080.93	9,535.07
			Annual	94,140.80	98,841.60	103,792.00	108,971.20	114,420.80
<b>SUPPORT SERVICES DIVISION</b>								
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	4,616.80	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	33.53	35.21	36.97	38.84	40.67
			Bi-Weekly	2,682.40	2,816.80	2,957.60	3,107.20	3,253.60
			Monthly	5,811.87	6,103.07	6,408.13	6,732.27	7,049.47
			Annual	69,742.40	73,236.80	76,897.60	80,787.20	84,593.60
CRIME SCENE TECHNICIAN	C685	Classified	Hourly	31.50	32.93	34.44	35.98	37.69
			Bi-Weekly	2,520.00	2,634.40	2,755.20	2,878.40	3,015.20
			Monthly	5,460.00	5,707.87	5,969.60	6,236.53	6,532.93
			Annual	65,520.00	68,494.40	71,635.20	74,838.40	78,395.20
PROPERTY TECHNICIAN	C665	Classified	Hourly	30.44	31.75	33.29	34.81	36.47
			Bi-Weekly	2,435.20	2,540.00	2,663.20	2,784.80	2,917.60
			Monthly	5,276.27	5,503.33	5,770.27	6,033.73	6,321.47
			Annual	63,315.20	66,040.00	69,243.20	72,404.80	75,857.60

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Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
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	33.54	35.03	36.67	38.34	40.17
			Bi-Weekly	2,683.20	2,802.40	2,933.60	3,067.20	3,213.60
			Monthly	5,813.60	6,071.87	6,356.13	6,645.60	6,962.80
			Annual	69,763.20	72,862.40	76,273.60	79,747.20	83,553.60
ANIMAL CONTROL OFFICER	C610	Classified	Hourly	28.84	30.31	31.70	33.19	34.75
			Bi-Weekly	2,307.20	2,424.80	2,536.00	2,655.20	2,780.00
			Monthly	4,998.93	5,253.73	5,494.67	5,752.93	6,023.33
			Annual	59,987.20	63,044.80	65,936.00	69,035.20	72,280.00
ANIMAL CARE ATTENDANT	C600	Classified	Hourly	23.99	25.01	26.01	27.14	28.49
			Bi-Weekly	1,919.20	2,000.80	2,080.80	2,171.20	2,279.20
			Monthly	4,158.27	4,335.07	4,508.40	4,704.27	4,938.27
			Annual	49,899.20	52,020.80	54,100.80	56,451.20	59,259.20
SHELTER VOLUNTEER COORDINATOR	C607	Classified	Hourly	23.99	25.01	26.01	27.14	28.49
			Bi-Weekly	1,919.20	2,000.80	2,080.80	2,171.20	2,279.20
			Monthly	4,158.27	4,335.07	4,508.40	4,704.27	4,938.27
			Annual	49,899.20	52,020.80	54,100.80	56,451.20	59,259.20
COMMUNICATIONS ADMINISTRATOR	H435	Classified	Hourly	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	41.53	43.62	45.80	48.08	50.51
			Bi-Weekly	3,322.40	3,489.60	3,664.00	3,846.40	4,040.80
			Monthly	7,198.53	7,560.80	7,938.67	8,333.87	8,755.07
			Annual	86,382.40	90,729.60	95,264.00	100,006.40	105,060.80
COMMUNICATIONS OPERATOR	C635	Classified	Hourly	36.04	37.87	39.73	41.76	43.86
			Bi-Weekly	2,883.20	3,029.60	3,178.40	3,340.80	3,508.80
			Monthly	6,246.93	6,564.13	6,886.53	7,238.40	7,602.40
			Annual	74,963.20	78,769.60	82,638.40	86,860.80	91,228.80
CALL TAKER	C633	Classified	Hourly	29.99	31.46	33.05	34.71	36.44
			Bi-Weekly	2,399.20	2,516.80	2,644.00	2,776.80	2,915.20
			Monthly	5,198.27	5,453.07	5,728.67	6,016.40	6,316.27
			Annual	62,379.20	65,436.80	68,744.00	72,196.80	75,795.20
RECORDS ADMINISTRATOR	H425	Classified	Hourly	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	36.05	37.85	39.74	41.73	43.82
			Bi-Weekly	2,884.00	3,028.00	3,179.20	3,338.40	3,505.60
			Monthly	6,248.67	6,560.67	6,888.27	7,233.20	7,595.47
			Annual	74,984.00	78,728.00	82,659.20	86,798.40	91,145.60
POLICE RECORDS CLERK II	C695	Classified	Hourly	28.03	29.15	30.31	31.65	33.20
			Bi-Weekly	2,242.40	2,332.00	2,424.80	2,532.00	2,656.00
			Monthly	4,858.53	5,052.67	5,253.73	5,486.00	5,754.67
			Annual	58,302.40	60,632.00	63,044.80	65,832.00	69,056.00
POLICE RECORDS CLERK I	C690	Classified	Hourly	24.64	25.92	27.30	28.65	30.19
			Bi-Weekly	1,971.20	2,073.60	2,184.00	2,292.00	2,415.20
			Monthly	4,270.93	4,492.80	4,732.00	4,966.00	5,232.93
			Annual	51,251.20	53,913.60	56,784.00	59,592.00	62,795.20
JAIL ADMINISTRATOR	H420	Classified	Hourly	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	34.98	36.44	38.20	39.98	41.90
			Bi-Weekly	2,798.40	2,915.20	3,056.00	3,198.40	3,352.00
			Monthly	6,063.20	6,316.27	6,621.33	6,929.87	7,262.67
			Annual	72,758.40	75,795.20	79,456.00	83,158.40	87,152.00
COMMUNITY SERVICE OFFICER	C650	Classified	Hourly	30.55	31.88	33.41	34.95	36.61
			Bi-Weekly	2,444.00	2,550.40	2,672.80	2,796.00	2,928.80
			Monthly	5,295.33	5,525.87	5,791.07	6,058.00	6,345.73
			Annual	63,544.00	66,310.40	69,492.80	72,696.00	76,148.80

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<b>PUBLIC WORKS &amp; UTILITIES DEPARTMENT</b>								
<b>AIRPORT DIVISION SUMMARY</b>								
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	30.37	31.91	33.49	35.09	36.89
			Bi-Weekly	2,429.60	2,552.80	2,679.20	2,807.20	2,951.20
			Monthly	5,264.13	5,531.07	5,804.93	6,082.27	6,394.27
			Annual	63,169.60	66,372.80	69,659.20	72,987.20	76,731.20
SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified	Hourly	33.66	34.90	36.29	37.78	39.29
			Bi-Weekly	2,692.80	2,792.00	2,903.20	3,022.40	3,143.20
			Monthly	5,834.40	6,049.33	6,290.27	6,548.53	6,810.27
			Annual	70,012.80	72,592.00	75,483.20	78,582.40	81,723.20
AIRPORT MAINTENANCE WORKER	M505	Classified	Hourly	31.52	32.78	34.10	35.32	36.68
			Bi-Weekly	2,521.60	2,622.40	2,728.00	2,825.60	2,934.40
			Monthly	5,463.47	5,681.87	5,910.67	6,122.13	6,357.87
			Annual	65,561.60	68,182.40	70,928.00	73,465.60	76,294.40
AIRPORT ATTENDANT	M500	Classified	Hourly	24.81	25.80	26.85	27.80	28.87
			Bi-Weekly	1,984.80	2,064.00	2,148.00	2,224.00	2,309.60
			Monthly	4,300.40	4,472.00	4,654.00	4,818.67	5,004.13
			Annual	51,604.80	53,664.00	55,848.00	57,824.00	60,049.60
<b>ENGINEERING/TRANSPORTATION DIVISION</b>								
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	40.22	42.32	44.45	46.61	48.90
			Bi-Weekly	3,217.60	3,385.60	3,556.00	3,728.80	3,912.00
			Monthly	6,971.47	7,335.47	7,704.67	8,079.07	8,476.00
			Annual	83,657.60	88,025.60	92,456.00	96,948.80	101,712.00
REAL PROPERTY ASSISTANT	T255	Classified	Hourly	34.28	35.99	37.71	39.59	41.58
			Bi-Weekly	2,742.40	2,879.20	3,016.80	3,167.20	3,326.40
			Monthly	5,941.87	6,238.27	6,536.40	6,862.27	7,207.20
			Annual	71,302.40	74,859.20	78,436.80	82,347.20	86,486.40
ENGINEERING TECHNICIAN	T200	Classified	Hourly	32.69	34.27	36.01	37.80	39.61
			Bi-Weekly	2,615.20	2,741.60	2,880.80	3,024.00	3,168.80
			Monthly	5,666.27	5,940.13	6,241.73	6,552.00	6,865.73
			Annual	67,995.20	71,281.60	74,900.80	78,624.00	82,388.80
SURVEY ENGINEER	H230	Classified	Hourly	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	38.90	40.81	42.84	44.97	47.23
			Bi-Weekly	3,112.00	3,264.80	3,427.20	3,597.60	3,778.40
			Monthly	6,742.67	7,073.73	7,425.60	7,794.80	8,186.53
			Annual	80,912.00	84,884.80	89,107.20	93,537.60	98,238.40

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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	47.81	50.22	52.66	55.34	58.03
			Bi-Weekly	3,824.80	4,017.60	4,212.80	4,427.20	4,642.40
			Monthly	8,287.07	8,704.80	9,127.73	9,592.27	10,058.53
			Annual	99,444.80	104,457.60	109,532.80	115,107.20	120,702.40
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified	Hourly	41.19	43.32	45.53	47.73	50.12
			Bi-Weekly	3,295.20	3,465.60	3,642.40	3,818.40	4,009.60
			Monthly	7,139.60	7,508.80	7,891.87	8,273.20	8,687.47
			Annual	85,675.20	90,105.60	94,702.40	99,278.40	104,249.60
SENIOR TRANSPORTATION PLANNER	H210	Classified	Hourly	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	44.43	46.61	48.92	51.44	53.90
			Bi-Weekly	3,554.40	3,728.80	3,913.60	4,115.20	4,312.00
			Monthly	7,701.20	8,079.07	8,479.47	8,916.27	9,342.67
			Annual	92,414.40	96,948.80	101,753.60	106,995.20	112,112.00
TRAFFIC SIGNAL TECHNICIAN	T220	Classified	Hourly	32.69	34.27	36.01	37.80	39.61
			Bi-Weekly	2,615.20	2,741.60	2,880.80	3,024.00	3,168.80
			Monthly	5,666.27	5,940.13	6,241.73	6,552.00	6,865.73
			Annual	67,995.20	71,281.60	74,900.80	78,624.00	82,388.80
SUPERVISING CONSTRUCTION INSPECTOR	H235	Classified	Hourly	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	43.76	46.10	48.42	50.70	53.24
			Bi-Weekly	3,500.80	3,688.00	3,873.60	4,056.00	4,259.20
			Monthly	7,585.07	7,990.67	8,392.80	8,788.00	9,228.27
			Annual	91,020.80	95,888.00	100,713.60	105,456.00	110,739.20
CONSTRUCTION INSPECTOR	T245	Classified	Hourly	36.67	38.55	40.35	42.39	44.55
			Bi-Weekly	2,933.60	3,084.00	3,228.00	3,391.20	3,564.00
			Monthly	6,356.13	6,682.00	6,994.00	7,347.60	7,722.00
			Annual	76,273.60	80,184.00	83,928.00	88,171.20	92,664.00

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<b>PUBLIC WORKS &amp; UTILITIES DEPARTMENT (Cont'd)</b>								
<b>ADMINISTRATION</b>								
ASSISTANT DIRECTOR OF PUBLIC WORKS-UTILITIES	U525	Classified	Hourly	77.08	80.94	84.99	89.24	93.71
			Bi-Weekly	6,166.40	6,475.20	6,799.20	7,139.20	7,496.80
			Monthly	13,360.53	14,029.60	14,731.60	15,468.27	16,243.07
			Annual	160,326.40	168,355.20	176,779.20	185,619.20	194,916.80
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	35.71	37.47	39.26	41.28	43.30
			Bi-Weekly	2,856.80	2,997.60	3,140.80	3,302.40	3,464.00
			Monthly	6,189.73	6,494.80	6,805.07	7,155.20	7,505.33
			Annual	74,276.80	77,937.60	81,660.80	85,862.40	90,064.00
STOREKEEPER - EXPEDITER	M100	Classified	Hourly	29.62	30.84	32.00	33.22	34.48
			Bi-Weekly	2,369.60	2,467.20	2,560.00	2,657.60	2,758.40
			Monthly	5,134.13	5,345.60	5,546.67	5,758.13	5,976.53
			Annual	61,609.60	64,147.20	66,560.00	69,097.60	71,718.40
<b>RECYCLING-SOLID WASTE</b>								
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	34.58	36.30	38.07	40.01	41.99
			Bi-Weekly	2,766.40	2,904.00	3,045.60	3,200.80	3,359.20
			Monthly	5,993.87	6,292.00	6,598.80	6,935.07	7,278.27
			Annual	71,926.40	75,504.00	79,185.60	83,220.80	87,339.20
SUSTAINABILITY SPECIALIST	T803	Classified	Hourly	37.16	39.01	40.96	43.01	45.16
			Bi-Weekly	2,972.80	3,120.80	3,276.80	3,440.80	3,612.80
			Monthly	6,441.07	6,761.73	7,099.73	7,455.07	7,827.73
			Annual	77,292.80	81,140.80	85,196.80	89,460.80	93,932.80
SUSTAINABILITY TECHNICIAN	T802	Classified	Hourly	33.78	35.46	37.23	39.08	41.05
			Bi-Weekly	2,702.40	2,836.80	2,978.40	3,126.40	3,284.00
			Monthly	5,855.20	6,146.40	6,453.20	6,773.87	7,115.33
			Annual	70,262.40	73,756.80	77,438.40	81,286.40	85,384.00
<b>WATER POLLUTION CONTROL FACILITY (WPCF)</b>								
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	42.27	43.96	45.68	47.49	49.42
			Bi-Weekly	3,381.60	3,516.80	3,654.40	3,799.20	3,953.60
			Monthly	7,326.80	7,619.73	7,917.87	8,231.60	8,566.13
			Annual	87,921.60	91,436.80	95,014.40	98,779.20	102,793.60
WPCF OPERATOR	M930	Classified	Hourly	37.17	38.65	40.20	41.76	43.46
			Bi-Weekly	2,973.60	3,092.00	3,216.00	3,340.80	3,476.80
			Monthly	6,442.80	6,699.33	6,968.00	7,238.40	7,533.07
			Annual	77,313.60	80,392.00	83,616.00	86,860.80	90,396.80
OPERATOR-IN-TRAINING	M925	Classified	Hourly	34.03	35.37	36.85	38.11	39.60
			Bi-Weekly	2,722.40	2,829.60	2,948.00	3,048.80	3,168.00
			Monthly	5,898.53	6,130.80	6,387.33	6,605.73	6,864.00
			Annual	70,782.40	73,569.60	76,648.00	79,268.80	82,368.00



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			A	B	C	D	E	
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	40.83	42.88	45.03	47.27	49.63
			Bi-Weekly	3,266.40	3,430.40	3,602.40	3,781.60	3,970.40
			Monthly	7,077.20	7,432.53	7,805.20	8,193.47	8,602.53
			Annual	84,926.40	89,190.40	93,662.40	98,321.60	103,230.40
LABORATORY TECHNICIAN	T805	Classified	Hourly	35.51	36.84	38.26	39.83	41.32
			Bi-Weekly	2,840.80	2,947.20	3,060.80	3,186.40	3,305.60
			Monthly	6,155.07	6,385.60	6,631.73	6,903.87	7,162.13
			Annual	73,860.80	76,627.20	79,580.80	82,846.40	85,945.60

**WATER POLLUTION SOURCE CONTROL**

ENVIRONMENTAL SERVICES MANAGER	H805	Classified	Hourly	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	40.60	42.71	44.85	46.98	49.37
			Bi-Weekly	3,248.00	3,416.80	3,588.00	3,758.40	3,949.60
			Monthly	7,037.33	7,403.07	7,774.00	8,143.20	8,557.47
			Annual	84,448.00	88,836.80	93,288.00	97,718.40	102,689.60
WATER POLLUTION SOURCE CONTROL INSPECTOR	T810	Classified	Hourly	36.90	38.82	40.59	42.68	44.80
			Bi-Weekly	2,952.00	3,105.60	3,247.20	3,414.40	3,584.00
			Monthly	6,396.00	6,728.80	7,035.60	7,397.87	7,765.33
			Annual	76,752.00	80,745.60	84,427.20	88,774.40	93,184.00
TECHNICAL INTERN	Z125	Classified	Hourly					15.81
			Bi-Weekly					1,264.80
			Monthly					2,740.40
			Annual					32,884.80

SENIOR WATER RESOURCES ENGINEER	H813	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
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 2020**

ATTACHMENT III  
Recommended by  
Personnel Commission  
on September 12, 2019  
Approved by Council  
on September 24, 2019

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified	Hourly	37.59	38.89	40.42	42.10	43.80
			Bi-Weekly	3,007.20	3,111.20	3,233.60	3,368.00	3,504.00
			Monthly	6,515.60	6,740.93	7,006.13	7,297.33	7,592.00
			Annual	78,187.20	80,891.20	84,073.60	87,568.00	91,104.00
CROSS CONNECTION CONTROL SPECIALIST	M815	Classified	Hourly	32.68	33.82	35.15	36.61	38.09
			Bi-Weekly	2,614.40	2,705.60	2,812.00	2,928.80	3,047.20
			Monthly	5,664.53	5,862.13	6,092.67	6,345.73	6,602.27
			Annual	67,974.40	70,345.60	73,112.00	76,148.80	79,227.20
WATER METER MECHANIC	M810	Classified	Hourly	31.77	32.99	34.35	35.76	37.19
			Bi-Weekly	2,541.60	2,639.20	2,748.00	2,860.80	2,975.20
			Monthly	5,506.80	5,718.27	5,954.00	6,198.40	6,446.27
			Annual	66,081.60	68,619.20	71,448.00	74,380.80	77,355.20
WATER METER READER	M805	Classified	Hourly	28.40	29.52	30.72	31.84	33.12
			Bi-Weekly	2,272.00	2,361.60	2,457.60	2,547.20	2,649.60
			Monthly	4,922.67	5,116.80	5,324.80	5,518.93	5,740.80
			Annual	59,072.00	61,401.60	63,897.60	66,227.20	68,889.60
BACKFLOW/CROSS CONNECTION TESTER	M800	Classified	Hourly	27.47	28.78	30.12	31.58	33.12
			Bi-Weekly	2,197.60	2,302.40	2,409.60	2,526.40	2,649.60
			Monthly	4,761.47	4,988.53	5,220.80	5,473.87	5,740.80
			Annual	57,137.60	59,862.40	62,649.60	65,686.40	68,889.60
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	31.32	32.57	33.92	35.09	36.47
			Bi-Weekly	2,505.60	2,605.60	2,713.60	2,807.20	2,917.60
			Monthly	5,428.80	5,645.47	5,879.47	6,082.27	6,321.47
			Annual	65,145.60	67,745.60	70,553.60	72,987.20	75,857.60
<b>GENERAL MAINTENANCE</b>								
EQUIPMENT OPERATOR	M400	Classified	Hourly	31.67	32.83	34.13	35.52	36.96
			Bi-Weekly	2,533.60	2,626.40	2,730.40	2,841.60	2,956.80
			Monthly	5,489.47	5,690.53	5,915.87	6,156.80	6,406.40
			Annual	65,873.60	68,286.40	70,990.40	73,881.60	76,876.80
SENIOR UTILITY LEADER	M845	Classified	Hourly	39.62	41.21	42.92	44.41	46.12
			Bi-Weekly	3,169.60	3,296.80	3,433.60	3,552.80	3,689.60
			Monthly	6,867.47	7,143.07	7,439.47	7,697.73	7,994.13
			Annual	82,409.60	85,716.80	89,273.60	92,372.80	95,929.60
UTILITY LEADER	M840	Classified	Hourly	34.45	35.82	37.32	38.62	40.11
			Bi-Weekly	2,756.00	2,865.60	2,985.60	3,089.60	3,208.80
			Monthly	5,971.33	6,208.80	6,468.80	6,694.13	6,952.40
			Annual	71,656.00	74,505.60	77,625.60	80,329.60	83,428.80
UTILITY WORKER	M835	Classified	Hourly	31.32	32.57	33.92	35.09	36.47
			Bi-Weekly	2,505.60	2,605.60	2,713.60	2,807.20	2,917.60
			Monthly	5,428.80	5,645.47	5,879.47	6,082.27	6,321.47
			Annual	65,145.60	67,745.60	70,553.60	72,987.20	75,857.60
SENIOR UTILITY LEADER - SEWER	M920	Classified	Hourly	40.89	42.50	44.24	45.80	47.58
			Bi-Weekly	3,271.20	3,400.00	3,539.20	3,664.00	3,806.40
			Monthly	7,087.60	7,366.67	7,668.27	7,938.67	8,247.20
			Annual	85,051.20	88,400.00	92,019.20	95,264.00	98,966.40
UTILITY LEADER - SEWER	M915	Classified	Hourly	35.56	36.96	38.47	39.82	41.37
			Bi-Weekly	2,844.80	2,956.80	3,077.60	3,185.60	3,309.60
			Monthly	6,163.73	6,406.40	6,668.13	6,902.13	7,170.80
			Annual	73,964.80	76,876.80	80,017.60	82,825.60	86,049.60
UTILITY WORKER - SEWER	M910	Classified	Hourly	32.31	33.60	34.99	36.20	37.61
			Bi-Weekly	2,584.80	2,688.00	2,799.20	2,896.00	3,008.80
			Monthly	5,600.40	5,824.00	6,064.93	6,274.67	6,519.07
			Annual	67,204.80	69,888.00	72,779.20	75,296.00	78,228.80
UTILITIES MAINTENANCE MECHANIC	M415	Classified	Hourly	38.20	39.68	41.24	42.90	44.64
			Bi-Weekly	3,056.00	3,174.40	3,299.20	3,432.00	3,571.20
			Monthly	6,621.33	6,877.87	7,148.27	7,436.00	7,737.60
			Annual	79,456.00	82,534.40	85,779.20	89,232.00	92,851.20

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

ATTACHMENT III  
Recommended by  
Personnel Commission  
on September 12, 2019  
Approved by Council  
on September 24, 2019

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
<b>INFORMATION TECHNOLOGY DEPARTMENT</b>								
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	58.02	60.92	63.97	67.18	70.54
			Bi-Weekly	4,641.60	4,873.60	5,117.60	5,374.40	5,643.20
			Monthly	10,056.80	10,559.47	11,088.13	11,644.53	12,226.93
			Annual	120,681.60	126,713.60	133,057.60	139,734.40	146,723.20
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	49.16	51.63	54.21	56.91	59.76
			Bi-Weekly	3,932.72	4,130.72	4,336.64	4,553.12	4,781.04
			Monthly	8,520.89	8,949.89	9,396.05	9,865.09	10,358.92
			Annual	102,250.72	107,398.72	112,752.64	118,381.12	124,307.04
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified	Hourly	48.45	50.87	53.29	55.97	59.68
			Bi-Weekly	3,876.00	4,069.60	4,263.20	4,477.60	4,774.40
			Monthly	8,398.00	8,817.47	9,236.93	9,701.47	10,344.53
			Annual	100,776.00	105,809.60	110,843.20	116,417.60	124,134.40
PROGRAMMER ANALYST	T455	Classified	Hourly	42.17	44.23	46.53	48.82	51.24
			Bi-Weekly	3,373.60	3,538.40	3,722.40	3,905.60	4,099.20
			Monthly	7,309.47	7,666.53	8,065.20	8,462.13	8,881.60
			Annual	87,713.60	91,998.40	96,782.40	101,545.60	106,579.20
WEB SPECIALIST	T450	Classified	Hourly	41.55	43.65	45.82	48.1	50.51
			Bi-Weekly	3,324.00	3,492.00	3,665.60	3,848.00	4,040.80
			Monthly	7,202.00	7,566.00	7,942.13	8,337.33	8,755.07
			Annual	86,424.00	90,792.00	95,305.60	100,048.00	105,060.80
INFORMATION TECHNOLOGY ANALYST II	T435	Classified	Hourly	42.15	44.25	46.46	48.79	51.24
			Bi-Weekly	3,372.00	3,540.00	3,716.80	3,903.20	4,099.20
			Monthly	7,306.00	7,670.00	8,053.07	8,456.93	8,881.60
			Annual	87,672.00	92,040.00	96,636.80	101,483.20	106,579.20
INFORMATION TECHNOLOGY ANALYST I	T430	Classified	Hourly	38.32	40.23	42.25	44.36	46.57
			Bi-Weekly	3,065.60	3,218.40	3,380.00	3,548.80	3,725.60
			Monthly	6,642.13	6,973.20	7,323.33	7,689.07	8,072.13
			Annual	79,705.60	83,678.40	87,880.00	92,268.80	96,865.60
TECHNOLOGY SOLUTIONS ANALYST II	T445	Classified	Hourly	42.15	44.25	46.46	48.79	51.24
			Bi-Weekly	3,372.00	3,540.00	3,716.80	3,903.20	4,099.20
			Monthly	7,306.00	7,670.00	8,053.07	8,456.93	8,881.60
			Annual	87,672.00	92,040.00	96,636.80	101,483.20	106,579.20
TECHNOLOGY SOLUTIONS ANALYST I	T440	Classified	Hourly	38.32	40.23	42.25	44.36	46.57
			Bi-Weekly	3,065.60	3,218.40	3,380.00	3,548.80	3,725.60
			Monthly	6,642.13	6,973.20	7,323.33	7,689.07	8,072.13
			Annual	79,705.60	83,678.40	87,880.00	92,268.80	96,865.60
GEOGRAPHIC INFO SYSTEM TECHNICIAN II	T465	Classified	Hourly	38.27	40.19	42.19	44.29	46.54
			Bi-Weekly	3,061.60	3,215.20	3,375.20	3,543.20	3,723.20
			Monthly	6,633.47	6,966.27	7,312.93	7,676.93	8,066.93
			Annual	79,601.60	83,595.20	87,755.20	92,123.20	96,803.20
GEOGRAPHIC INFO SYSTEM TECHNICIAN I	T464	Classified	Hourly	34.81	36.54	38.37	40.30	42.31
			Bi-Weekly	2,784.80	2,923.20	3,069.60	3,224.00	3,384.80
			Monthly	6,033.73	6,333.60	6,650.80	6,985.33	7,333.73
			Annual	72,404.80	76,003.20	79,809.60	83,824.00	88,004.80

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

ATTACHMENT III  
Recommended by  
Personnel Commission  
on September 12, 2019  
Approved by Council  
on September 24, 2019

Classification Title	Job Code	Service Type	Step					
			A	B	C	D	E	
INFORMATION TECHNOLOGY TECHNICIAN II	T425	Classified	Hourly	38.27	40.19	42.19	44.29	46.54
			Bi-Weekly	3,061.60	3,215.20	3,375.20	3,543.20	3,723.20
			Monthly	6,633.47	6,966.27	7,312.93	7,676.93	8,066.93
			Annual	79,601.60	83,595.20	87,755.20	92,123.20	96,803.20
INFORMATION TECHNOLOGY TECHNICIAN I	T424	Classified	Hourly	34.81	36.54	38.37	40.30	42.31
			Bi-Weekly	2,784.80	2,923.20	3,069.60	3,224.00	3,384.80
			Monthly	6,033.73	6,333.60	6,650.80	6,985.33	7,333.73
			Annual	72,404.80	76,003.20	79,809.60	83,824.00	88,004.80
INFORMATION SYSTEMS SUPPORT TECHNICIAN	T415	Classified	Hourly	31.35	32.91	34.60	36.32	38.07
			Bi-Weekly	2,508.00	2,632.80	2,768.00	2,905.60	3,045.60
			Monthly	5,434.00	5,704.40	5,997.33	6,295.47	6,598.80
			Annual	65,208.00	68,452.80	71,968.00	75,545.60	79,185.60
DATA SYSTEMS OPERATOR	C450	Classified	Hourly	28.44	29.73	31.21	32.69	34.22
			Bi-Weekly	2,275.20	2,378.40	2,496.80	2,615.20	2,737.60
			Monthly	4,929.60	5,153.20	5,409.73	5,666.27	5,931.47
			Annual	59,155.20	61,838.40	64,916.80	67,995.20	71,177.60
AUDIO VIDEO SPECIALIST	T410	Classified	Hourly	29.87	31.33	32.94	34.56	36.21
			Bi-Weekly	2,389.60	2,506.40	2,635.20	2,764.80	2,896.80
			Monthly	5,177.47	5,430.53	5,709.60	5,990.40	6,276.40
			Annual	62,129.60	65,166.40	68,515.20	71,884.80	75,316.80
VIDEO ASSISTANT	T400	Classified	Hourly					16.40
			Bi-Weekly					1,312.00
			Monthly					2,842.67
			Annual					34,112.00
INFORMATION TECHNOLOGY INTERN	Z121	Classified	Hourly				15.82	20.00
			Bi-Weekly				1,265.60	1,600.00
			Monthly				2,742.13	3,466.67
			Annual				32,905.60	41,600.00



# CITY OF HAYWARD

Hayward City Hall  
777 B Street  
Hayward, CA 94541  
[www.Hayward-CA.gov](http://www.Hayward-CA.gov)

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**File #:** CONS 19-643

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**DATE:** September 24, 2019

**TO:** Mayor and City Council

**FROM:** CIO/Director of Information Technology

**SUBJECT**

Authorization to Negotiate and Execute an Agreement with Knightscope for Security Robot Subscription Service

**RECOMMENDATION**

That Council adopts the attached resolution authorizing the City Manager to execute an agreement with Knightscope for Security Robot Subscription Service.

**SUMMARY**

During FY 2019, the City engaged Knightscope in a pilot program to provide the K5 security robot to patrol the Watkins parking garage across from City Hall. The one-year pilot program has now concluded. An update on the pilot program was presented to the Council Infrastructure Committee on September 16, 2019, and a motion was approved to move this item to the Council consent calendar. Given the positive impact in crime deterrence the robot had during the pilot year, staff recommends extending the contract for an additional year of service.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution



**DATE:** September 24, 2019  
**TO:** Mayor and City Council  
**FROM:** CIO/Director of Information Technology  
**SUBJECT:** Authorization to Negotiate and Execute an Agreement with Knightscope for Security Robot Subscription Service

### **RECOMMENDATION**

That Council adopts the attached resolution authorizing the City Manager to execute an agreement with Knightscope for Security Robot Subscription Service.

### **SUMMARY**

During FY 2019, the City engaged Knightscope in a pilot program to provide the K5 security robot to patrol the Watkins parking garage across from City Hall. The one-year pilot program has now concluded. An update on the pilot program was presented to the Council Infrastructure Committee on September 16, 2019, and a motion was approved to move this item to the Council consent calendar. Given the positive impact in crime deterrence the robot had during the pilot year, staff recommends extending the contract for an additional year of service.

### **BACKGROUND**

Safety and security of public spaces is a concern for residents and businesses, and the City continues to commit resources and tools to improve public safety in those areas. The K5 security robot was installed to patrol the Watkins parking garage across from City Hall last year as a pilot tool to assist the City in its security efforts. This product captures the essential features needed to autonomously patrol an area and, with its presence and programmable route, deter crimes against people and property.

### **DISCUSSION**

This product offers a unique combination of features and abilities that are not available in one product from other vendors. The following is a list of technologies that are all offered within the solution:

- **AUTONOMOUS TECHNOLOGY:** Patrol, charge, and recharge without human intervention

- **HD VIDEO:** Stream and record 360-degree high definition video in daylight / lowlight conditions
- **THERMAL IMAGING:** Temperature threshold, early fire, and anomaly detection and alerting
- **PEOPLE DETECTION:** Identify one or more persons in a monitored area or during a monitored time
- **AUTOMATIC LICENSE PLATE RECOGNITION (ALPR):** Automatically read license plates, flag blacklisted vehicles, monitor parking and parking meter utilization – all maintained in an independent database not accessible to outside agencies.
- **AUTOMATIC SIGNAL DETECTION (ASD):** Track & record MAC addresses of mobile devices / routers
- **BROADCAST:** Project live or pre-recorded audio messages based on time, location, or event
- **INTERCOM:** Communicate via two-way audio between the Robot and the Knightscope Security Operation Center
- **FORENSICS:** Search historical data recorded by any of the security related sensors
- **REPORTS:** Track and audit all user activities and machine health data

## Key Statistics

Based on the quarterly report which covers April, May, and June of 2019, the K5 security robot patrolled 1,231 miles, detected 117,920 vehicles, as well as detected 179,792 individuals. These statistics showcase the enormous volume of tasks the robot completes and processes within a ninety-day period. Knightscope will continue to generate these reports for staff review as part of the service contract.

To assess potential impact of the K5 robot on the reported crimes of theft in the Watkins Garage, the crime statistics were analyzed for dates prior to FY 2019 deployment and during FY 2019 deployment. In the ten months prior to deployment, nine thefts of personal property, including theft from vehicles were reported. In the ten months post deployment, three crimes of theft were reported, which is a reduction of 66%. While there are multiple factors that can contribute to a decrease in reports of crime, these statistics showcase the impact of this specific tool as a solution to deter crimes of theft. Should crime patterns change in the parking garage, Knightscope will work with staff to adjust the patrol route as well as patrol time as needed.

## FISCAL IMPACT

The FY 2019 cost was \$74,880. The proposed contract amount for FY 2020 is also \$74,880, which is included in the Information Technology Department's FY 2020 Operating Budget. The City and KnightScope originally negotiated a competitive price for the initial pilot year, resulting in a discounted pricing model which waived the equipment, training, shipping, setup, and configuration fees as well as the deposit requirement normally charged for a pilot program. In the proposed renewal contract, Knightscope has agreed to continue to honor the discounts.

## **STRATEGIC INITIATIVES**

This item supports the Complete Communities Strategic Initiative. The purpose of the Complete Communities Strategic 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 agenda item supports the following goal and objective:

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

Objective 1: Increase neighborhood safety and cohesion

This product is aligned with the City's commitment to provide technology solutions to increase the public safety within the Hayward community.

## **NEXT STEPS**

If Council approves this consent calendar item, staff will proceed with the negotiation and renewal of the contract with Knightscope for Security Robot Subscription Service.

Prepared by: Nathaniel Roush, IT Manager

Recommended by: Adam Kostrzak, CIO / Director of Information Technology

Approved by:



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Kelly McAdoo, City Manager



HAYWARD CITY COUNCIL

RESOLUTION NO. 19-\_\_\_\_\_

Introduced by Council Member \_\_\_\_\_

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HAYWARD  
AUTHORIZING THE CITY MANAGER TO NEGOTIATE AND EXECUTE AN  
AGREEMENT BETWEEN THE CITY OF HAYWARD AND KNIGHTSCOPE FOR  
SECURITY ROBOT SUBSCRIPTION SERVICE

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward authorizes and directs the City Manager to negotiate and execute an Agreement with Knightscope for Security Robot Subscription Service in an amount not to exceed \$74,880 per year, in a form approved by the City Attorney.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2019

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

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**File #:** LB 19-040

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**DATE:** September 24, 2019

**TO:** Mayor and City Council

**FROM:** City Manager

**SUBJECT**

Adopt a Resolution Supporting Two League of California Cities Policy Resolutions Being Considered at the 2019 League of California Cities Annual Business Meeting

**RECOMMENDATION**

That the City Council adopts a resolution (Attachment II) supporting two League of California Cities policy resolutions that will be considered at the 2019 League of California Cities Annual Business Meeting.

**SUMMARY**

On July 9, 2019, the Council designated Mayor Barbara Halliday to be the City's voting delegate and Council Member Lamnin as the alternate voting delegate to the League of California Cities 2019 Annual Conference. Mayor Halliday, Council Member Lamnin and Council Member Salinas are attending the League of California Cities (League) 2019 Annual Conference, scheduled for October 16-18, 2019 in Long Beach, California.

The League's Annual Business (General Assembly) Meeting will take place on October 18, 2019, where voting delegates from member municipalities vote on the League policy resolutions being considered.

Staff recommends that Council support the two resolutions identified by the League: a resolution calling on California Public Utilities Commission to amend Rule 20A to add projects in high fire hazard severity zones to the list of eligibility criteria and to increase funding allocations for Rule 20A projects, and a resolution calling upon the federal and state governments to address the impacts of international transboundary pollution flows into the southernmost regions of California and the Pacific Ocean.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	Conference Resolutions Packet

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**File #:** LB 19-040

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DATE: September 24, 2019

TO: Mayor and City Council

FROM: City Manager

SUBJECT: Adopt a Resolution Supporting Two League of California Cities Policy Resolutions Being Considered at the 2019 League of California Cities Annual Business Meeting

#### RECOMMENDATION

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#### SUMMARY

On July 9, 2019, the Council designated Mayor Barbara Halliday to be the City's voting delegate and Council Member Lamnin as the alternate voting delegate to the League of California Cities 2019 Annual Conference.<sup>1</sup> Mayor Halliday, Council Member Lamnin and Council Member Salinas are attending the League of California Cities (League) 2019 Annual Conference, scheduled for October 16-18, 2019 in Long Beach, California.

The League's Annual Business (General Assembly) Meeting will take place on October 18, 2019, where voting delegates from member municipalities vote on the League policy resolutions being considered.

Staff recommends that Council support the two resolutions identified by the League: a resolution calling on California Public Utilities Commission to amend Rule 20A to add projects in high fire hazard severity zones to the list of eligibility criteria and to increase funding allocations for Rule 20A projects, and a resolution calling upon the federal and state governments to address the impacts of international transboundary pollution flows into the southernmost regions of California and the Pacific Ocean.

#### BACKGROUND

Policy development is a vital and ongoing process within the League of California Cities (League). The principal means for deciding policy on the important issues facing California cities is through the League's seven standing policy committees and the board of directors. The process allows for timely consideration of issues in a changing environment and assures

city officials the opportunity to both initiate and influence League policy decisions. Annual Conference resolutions are an additional way to develop League policy.

Two League policy resolutions have been introduced for consideration at the 2019 League of California Cities Annual Conference. The purpose of this report is to provide information about these two resolutions and to obtain direction from Council regarding the City's official position on each resolution.

## DISCUSSION

A summary of each of the two League policy resolutions being considered at the annual conference is provided below along with staff recommendations. A complete copy of both League resolutions, including background information and the League's staff analysis, is also available in the [2019 League of California Cities Annual Conference Resolutions Packet](#).<sup>2</sup>

### League Policy Resolution No. 1:

**Title:** A Resolution of the League of California Cities Calling on the California Public Utilities Commission to Amend Rule 20A to Add Projects in Very High Fire Hazard Severity Zones to the List of Eligibility Criteria and to Increase Funding Allocations for Rule 20A Projects.

### Summary:

This Resolution, in response to intensifying fire seasons and hazards associated with exposed energized utility lines, proposes that the League of California Cities (League) call upon the California Public Utilities Commission (CPUC) to amend the Rule 20A program by expanding the criteria for undergrounding overhead utilities to include projects in Very High Fire Hazards Severity Zones (VHFHSZ). This Resolution also proposes that the League call upon the CPUC to increase utilities' funding allocations for Rule 20A projects.

This Resolution supports the League's 2019 Strategic Goal to Improve Disaster Preparedness, Recovery, and Climate Resiliency by:

- Providing resources to cities and expand partnerships to better prepare for and recover from wildfires, seismic events, erosion, mudslides and other disasters, and
- Improving community preparedness and resiliency to respond to climate-related, natural and man-made disasters.

**Staff Recommendation:** Support.

### League Policy Resolution No. 2:

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<sup>2</sup> League of CA Cities Annual Conference Resolutions Packet Link: <https://www.cacities.org/Resources-Documents/Policy-Advocacy-Section/Policy-Development/Annual-Conference-Resolutions/2019/2019-Annual-Conference-Resolutions-Packet>

Title: A Resolution Calling Upon the Federal and State Governments to Address the Devastating Impacts of International Transboundary Pollution Flows into the Southernmost Region of California and the Pacific Ocean.

Summary:

League Policy Resolution No. 2 states that the League of California Cities should call upon the State and Federal governments to restore and ensure proper funding for the U.S. – Mexico Border Water Infrastructure Program (BWIP) and work bi-nationally to address water quality issues resulting from transboundary flows from Mexico’s Tijuana River into the United States containing untreated sewage, polluted sediment, and trash.

This Resolution is consistent with the Leagues Summary of Existing Policy and Guiding Principles 2018 related to water quality, and the League advocates for local, state and federal governments to work cooperatively to ensure that water quality is maintained. The following are guiding principles related to the issue of water quality:

- Surface and groundwater should be protected from contamination.
- Requirements for wastewater discharge into surface water and groundwater to safeguard public health and protect beneficial uses should be supported.
- When addressing contamination in a water body, water boards should place priority emphasis on clean-up strategies targeting sources of pollution, rather than in stream or end-of-pipe treatment.
- Water development projects must be economically, environmentally and scientifically sound.
- The viability of rivers and streams for instream uses such as fishery habitat, recreation and aesthetics must be protected.
- Protection, maintenance, and restoration of fish and wildlife habitat and resources.

Staff Recommendation: Support.

#### FISCAL AND ECONOMIC IMPACT

There are no immediate fiscal or economic impacts to the City that are associated with this report or support of these resolutions.

#### STRATEGIC INITIATIVES

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

#### PUBLIC CONTACT

The agenda for this item was posted in compliance with the California Brown Act and does not require additional public notice.

**NEXT STEPS**

Mayor Halliday, as the City's voting delegate, and/or Council member Lamnin, as the City's alternate, will represent the Council's vote at the 2019 League of California Cities Annual Business (General Assembly) Meeting on October 18, 2019.

Prepared and Recommended by: Maria A. Hurtado, Assistant City Manager

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. 19-

Introduced by Council Member \_\_\_\_\_

RESOLUTION SUPPORTING TWO LEAGUE OF CALIFORNIA CITIES POLICY RESOLUTIONS BEING CONSIDERED AT THE 2019 LEAGUE OF CALIFORNIA CITIES ANNUAL MEETING

WHEREAS, The League of California Cities is scheduled to conduct its annual meeting from October 16-18, 2019 in Long Beach, California; and

WHEREAS, as a member in good standing with the League of California Cities, the City of Hayward is entitled to vote on policy matters that come before the League at its Annual Business (General Assembly) Meeting, scheduled to take place on October 18, 2019; and

WHEREAS, two League policy resolutions will be considered at the League’s 2019 Annual Conference; and

NOW, THEREFORE, BE IT RESOLVED that the Hayward City Council hereby directs the City’s Voting Delegate to vote in support of both of the following League policy resolutions at the 2019 League of California Cities Annual Conference during the League’s Annual Business (General Assembly) meeting:

Resolution No. 1: A Resolution of the League of California Cities Calling on the California Public Utilities Commission to Amend Rule 20A to Add Projects in Very High Fire Hazard Severity Zones to the List of Eligibility Criteria and to Increase Funding Allocations for Rule 20A Projects.

Resolution No. 2: A Resolution Calling Upon the Federal and State Governments to Address the Devastating Impacts of International Transboundary Pollution Flows into the Southernmost Region of California and the Pacific Ocean.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2019

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

September 6, 2019

**To: Mayors, City Managers and City Clerks**

09/19/19 13:48 CLK

**From: Dan Carrigg, Deputy Executive Director and Legislative Director, League of California Cities**

**Re: League's 2019 Annual Conference Resolutions Packet**

Please find an enclosed copy of the Resolutions Packet for the League of California Cities' 2019 Annual Conference, October 16-18 in Long Beach. The conference announcement has previously been sent to all cities and we hope that you and your colleagues will be able to join us. More information about the conference is available on the League's Web site at [www.cacities.org/ac](http://www.cacities.org/ac).

Two resolutions have been submitted. The attached comprehensive packet contains the text of the proposed resolutions, background materials supplied by the sponsors, supporting letters from cities and city officials, and League staff analyses for each resolution. The packet also includes detailed information on the League's resolution process including meeting locations and times when the resolutions will be considered. A copy of the resolution packet is posted on the League's website for your convenience: [www.cacities.org/resolutions](http://www.cacities.org/resolutions).

**Resolutions:**

- Resolution 1 - Amendment to Rule 20A –Calls upon the California Public Utilities Commission (CPUC) to expand its Rule 20A program for undergrounding overhead utilities to include projects in high fire hazard severity zones.
- Resolution 2 - International Transboundary Pollution Flows – Calls upon the state and the federal governments of the U.S. and Mexico to address water quality issues resulting from transboundary flows from Mexico's Tijuana River into the United States.

**Closing Luncheon/General Assembly** - Friday, October 18, 12:30 p.m., Long Beach Convention Center.

**Voting Delegates:** In order to vote at the Annual Business Meeting, your city council must designate a voting delegate. Your city may also appoint up to two alternate voting delegates, one of whom may vote in the event that the designated voting delegate is unable to serve in that capacity. If your city has not already done so, Please complete the Voting Delegate form and return it to the League's office no later than Friday, October 4. This will allow us time to establish voting delegate/alternate records prior to the conference.

We encourage each city council to consider the resolutions and to determine a city position so that your voting delegate can represent your city's position on the resolution. Should you have any questions regarding the attached material, please contact Carly Shelby [cshelby@cacities.org](mailto:cshelby@cacities.org) 916-658-8279 or Meg Desmond [mdesmond@cacities.org](mailto:mdesmond@cacities.org) 916-658-8224 at the League office.





*Annual Conference  
Resolutions Packet*

*2019 Annual Conference Resolutions*



*Long Beach, California*

*October 16 – 18, 2019*



## INFORMATION AND PROCEDURES

**RESOLUTIONS CONTAINED IN THIS PACKET:** The League bylaws provide that resolutions shall be referred by the president to an appropriate policy committee for review and recommendation. Resolutions with committee recommendations shall then be considered by the General Resolutions Committee at the Annual Conference.

This year, two resolutions have been introduced for consideration at the Annual Conference and referred to League policy committees.

**POLICY COMMITTEES:** Two policy committees will meet at the Annual Conference to consider and take action on the resolutions referred to them. The committees are: Environmental Quality and Transportation, Communication & Public Works. The committees will meet from 9:00 – 11:00 a.m. on Wednesday, October 16, at the Hyatt Regency Long Beach. The sponsors of the resolutions have been notified of the time and location of the meeting.

**GENERAL RESOLUTIONS COMMITTEE:** This committee will meet at 1:00 p.m. on Thursday, October 17, at the Hyatt Regency Long Beach, to consider the reports of the policy committees regarding the resolutions. This committee includes one representative from each of the League's regional divisions, functional departments and standing policy committees, as well as other individuals appointed by the League president. Please check in at the registration desk for room location.

**ANNUAL LUNCHEON/BUSINESS MEETING/GENERAL ASSEMBLY:** This meeting will be held at 12:30 p.m. on Friday, October 18, at the Long Beach Convention Center.

**PETITIONED RESOLUTIONS:** For those issues that develop after the normal 60-day deadline, a resolution may be introduced at the Annual Conference with a petition signed by designated voting delegates of 10 percent of all member cities (48 valid signatures required) and presented to the Voting Delegates Desk at least 24 hours prior to the time set for convening the Annual Business Meeting of the General Assembly. This year, that deadline is 12:30 p.m., Thursday, October 17. Resolutions can be viewed on the League's Web site: [www.cacities.org/resolutions](http://www.cacities.org/resolutions).

Any questions concerning the resolutions procedures may be directed to Carly Shelby [cshelby@cacities.org](mailto:cshelby@cacities.org) 916-658-8279 or Nick Romo [nromo@cacities.org](mailto:nromo@cacities.org) 916-658-8232 at the League office.

## **GUIDELINES FOR ANNUAL CONFERENCE RESOLUTIONS**

Policy development is a vital and ongoing process within the League. The principal means for deciding policy on the important issues facing cities is through the League's seven standing policy committees and the board of directors. The process allows for timely consideration of issues in a changing environment and assures city officials the opportunity to both initiate and influence policy decisions.

Annual conference resolutions constitute an additional way to develop League policy. Resolutions should adhere to the following criteria.

### **Guidelines for Annual Conference Resolutions**

1. Only issues that have a direct bearing on municipal affairs should be considered or adopted at the Annual Conference.
2. The issue is not of a purely local or regional concern.
3. The recommended policy should not simply restate existing League policy.
4. The resolution should be directed at achieving one of the following objectives:
  - (a) Focus public or media attention on an issue of major importance to cities.
  - (b) Establish a new direction for League policy by establishing general principles around which more detailed policies may be developed by policy committees and the board of directors.
  - (c) Consider important issues not adequately addressed by the policy committees and board of directors.
  - (d) Amend the League bylaws (requires 2/3 vote at General Assembly).

## LOCATION OF MEETINGS

### **Policy Committee Meetings**

Wednesday, October 16, 9:00 – 11:00 a.m.

Hyatt Regency Long Beach

200 South Pine Avenue, Long Beach

### **The following committees will be meeting:**

1. Environmental Quality 10:00 - 11:00 a.m.
2. Transportation, Communication & Public Works 9:00 - 10:00 a.m.

### **General Resolutions Committee**

Thursday, October 17, 1:00 p.m.

Hyatt Regency Long Beach

200 South Pine Avenue, Long Beach

### **Annual Business Meeting and General Assembly Luncheon**

Friday, October 18, 12:30 p.m.

Long Beach Convention Center

300 East Ocean Boulevard, Long Beach



**KEY TO ACTIONS TAKEN ON RESOLUTIONS**

Resolutions have been grouped by policy committees to which they have been assigned.

Number	Key Word Index	Reviewing Body Action		
		1	2	3

1 - Policy Committee Recommendation to General Resolutions Committee  
 2 - General Resolutions Committee  
 3 - General Assembly

**ENVIRONMENTAL QUALITY POLICY COMMITTEE**

		1	2	3
1	Amendment to Rule 20A			
2	International Transboundary Pollution Flows			

**TRANSPORTATION, COMMUNICATION & PUBLIC WORKS POLICY COMMITTEE**

		1	2	3
1	Amendment to Rule 20A			

Information pertaining to the Annual Conference Resolutions will also be posted on each committee's page on the League website: [www.cacities.org](http://www.cacities.org). The entire Resolutions Packet is posted at: [www.cacities.org/resolutions](http://www.cacities.org/resolutions).

**KEY TO ACTIONS TAKEN ON RESOLUTIONS (Continued)**

Resolutions have been grouped by policy committees to which they have been assigned.

**KEY TO REVIEWING BODIES**

- 1. Policy Committee
- 2. General Resolutions Committee
- 3. General Assembly

**KEY TO ACTIONS TAKEN**

- A Approve
- D Disapprove
- N No Action
- R Refer to appropriate policy committee for study

**ACTION FOOTNOTES**

\* Subject matter covered in another resolution

- a Amend+
- Aa Approve as amended+
- Aaa Approve with additional amendment(s)+

\*\* Existing League policy

\*\*\* Local authority presently exists

- Ra Refer as amended to appropriate policy committee for study+
- Raa Additional amendments and refer+
- Da Amend (for clarity or brevity) and Disapprove+
- Na Amend (for clarity or brevity) and take No Action+
- W Withdrawn by Sponsor

**Procedural Note:**

The League of California Cities resolution process at the Annual Conference is guided by League Bylaws. A helpful explanation of this process can be found on the League's website by clicking on this link: [Guidelines for the Annual Conference Resolutions Process.](#)

## League of California Cities Resolution Process

### REGULAR RESOLUTIONS

Policy Committee Action	General Resolutions Committee Action	Calendar
Approve	Approve	Consent Calendar <sup>1</sup>
Approve	Disapprove or Refer	Regular Calendar <sup>2</sup>
Disapprove or Refer	Approve	Regular Calendar
Disapprove or Refer	Disapprove or Refer	Does not proceed to General Assembly

### PETITION RESOLUTIONS

Policy Committee Action	General Resolutions Committee Action	Calendar
Not Heard in Policy Committee	Approve	Consent Calendar
Not Heard in Policy Committee	Disapprove or Refer	Regular Calendar
Not Heard in Policy Committee	Disqualified per Bylaws Art. VI	Does not proceed to General Assembly

### Resolutions

- Submitted 60 days prior to conference *Bylaws Article VI, Sec. 4(a)*
- Signatures of at least 5 supporting cities or city officials submitted with the proposed resolution *Bylaws Article VI, Sec. 2*
- Assigned to policy committee(s) by League president *Bylaws Article VI, Sec. 4(b)(i)*
- Heard in policy committee(s) and report recommendation, if any, to GRC *Bylaws Article VI, Sec. 4(b)(ii)*
- Heard in GRC
  - Approved by policy committee(s) and GRC, goes on to General Assembly on consent calendar *2006 General Assembly Resolution Sec. 2(C)*
  - If amended/approved by all policy committee(s) to which it has been referred and disapproved by GRC, then goes on to General Assembly on the regular calendar. If not all policy committees to which it has been referred recommend amendment or approval, and the GRC disapproves or refers the resolution, the resolution does not move to the General Assembly *2006 General Assembly Resolution Sec. 2(A),(C); 1998 General Assembly Resolution, 1<sup>st</sup> Resolved Clause*
  - If disapproved by all policy committees to which it has been referred and disapproved by the GRC, resolution does not move to the General Assembly *2006 General Assembly Resolution Sec. 2(C)*
- Heard in General Assembly

<sup>1</sup> The consent calendar should only be used for resolutions where there is unanimity between the policy committees and the GRC that a resolution should be approved by the General Assembly, and therefore, it can be concluded that there will be less desire to debate the resolution on the floor.

<sup>2</sup> The regular calendar is for resolutions for which there is a difference in recommendations between the policy committees and the GRC.

### **Petitioned Resolutions**

- Submitted by voting delegate *Bylaws Article VI, Sec. 5 (a)*
- Must be signed by voting delegates representing 10% of the member cities *Bylaws Article VI, Sec. 5 (c)*
- Signatures confirmed by League staff
- Submitted to the League president for confirmation 24 hours before the beginning of the General Assembly. *Bylaws Article VI, Sec. 5 (d)*
- Petition to be reviewed by Parliamentarian for required signatures of voting delegates and for form and substance *Bylaws Article VI, Sec. 5(e)*
- Parliamentarian's report is presented to chair of GRC
- Will be heard at GRC for action (GRC cannot amend but may recommend by a majority vote to the GA technical or clarifying amendments) *2006 General Assembly Resolution sec. 6(A), (B)*
- GRC may disqualify if:
  - Non-germane to city issues
  - Identical or substantially similar in substance to a resolution already under consideration *Bylaws Article VI, Sec. 5(e), (f)*
- Heard in General Assembly
  - General Assembly will consider the resolution following the other resolutions<sup>3</sup> *Bylaws Article VI, Sec. 5(g)*
  - Substantive amendments that change the intent of the petitioned resolution may only be adopted by the GA *2006 General Assembly Resolution sec. 6(C)*

### **Voting Procedure in the General Assembly**

**Consent Calendar:** Resolution approved by Policy Committee(s) and GRC. Petitioned resolution approved by GRC)

- GRC Chair will be asked to give the report from the GRC and will ask for adoption of the GRC's recommendations
- Ask delegates if there is a desire to call out a resolution for discussion
- A voting delegate may make a motion to remove a resolution from the consent calendar for discussion
- If a motion is made to pull a resolution, the General Assembly votes on whether to pull the resolution from the consent calendar.
- If a majority of the General Assembly votes to pull the resolution, set "called out" reso(s) aside. If the motion fails, the resolution remains on the consent calendar.
- If reso(s) not called out, or after 'called out' reso is set aside, then ask for vote on remaining resos left on consent
- Move on to debate on reso(s) called out
- After debate, a vote is taken
- Voting delegates vote on resolutions by raising their voting cards.<sup>4</sup>

<sup>3</sup> Petitioned Resolutions on the Consent Calendar will be placed after all General Resolutions on the Consent Calendar. Petitioned Resolutions on the Regular Calendar will be placed after all General Resolutions on the Regular Calendar.

<sup>4</sup> Amendments to League bylaws require 2/3 vote

**Regular Calendar:** Regular resolutions approved by Policy Committee(s)<sup>5</sup>, and GRC recommends disapproval or referral; Regular resolutions disapproved or referred by Policy Committee(s)<sup>6</sup> and GRC approves; Petitioned resolutions disapproved or referred by the GRC.

- Open the floor to determine if a voting delegate wishes to debate a resolution on the regular calendar.
- If no voting delegate requests a debate on the resolution, a vote to ratify the recommendation of the GRC on the resolution is taken.
- Upon a motion by a voting delegate to debate a resolution, a debate shall be held if approved by a majority vote of the General Assembly. If a majority of the General Assembly to debate the resolution is not achieved, then a vote shall be taken on whether to ratify the GRC's recommendation. If a majority of the General Assembly approves of the motion to debate the resolution, debate will occur. After debate on the resolution, a vote is taken based upon the substitute motion that was made, if any, or on the question of ratifying the GRC's recommendation.
- Voting delegates vote by raising their voting cards.

<sup>5</sup> Applies in the instance where the GRC recommendation of disapproval or refer is counter to the recommendations of the policy committees.

<sup>6</sup> Applies in the instance where the GRC recommendation to approve is counter to the recommendations of the policy committees.

**1. RESOLUTION OF THE LEAGUE OF CALIFORNIA CITIES CALLING ON THE CALIFORNIA PUBLIC UTILITIES COMMISSION TO AMEND RULE 20A TO ADD PROJECTS IN VERY HIGH FIRE HAZARD SEVERITY ZONES TO THE LIST OF ELIGIBILITY CRITERIA AND TO INCREASE FUNDING ALLOCATIONS FOR RULE 20A PROJECTS**

Source: City of Rancho Palos Verdes

Concurrence of five or more cities/city officials

Cities: City of Hidden Hills, City of La Cañada Flintridge, City of Laguna Beach, City of Lakeport, City of Malibu, City of Moorpark, City of Nevada City, City of Palos Verdes Estates, City of Rolling Hills Estates, City of Rolling Hills, City of Ventura

Referred to: Environmental Quality Policy Committee; Transportation, Communications, and Public Works Policy Committee

**WHEREAS**, the California Public Utilities Commission regulates the undergrounding conversion of overhead utilities under Electric Tariff Rule 20 and;

**WHEREAS**, conversion projects deemed to have a public benefit are eligible to be funded by ratepayers under Rule 20A; and

**WHEREAS**, the criteria under Rule 20A largely restricts eligible projects to those along streets with high volumes of public traffic; and

**WHEREAS**, the cost of undergrounding projects that do not meet Rule 20A criteria is left mostly or entirely to property owners under other parts of Rule 20; and

**WHEREAS**, California is experiencing fire seasons of worsening severity; and

**WHEREAS**, undergrounding overhead utilities that can spark brush fires is an important tool in preventing them and offers a public benefit; and

**WHEREAS**, brush fires are not restricted to starting near streets with high volumes of public traffic; and

**WHEREAS**, expanding Rule 20A criteria to include Very High Fire Hazard Severity Zones would facilitate undergrounding projects that would help prevent fires; and

**WHEREAS**, expanding Rule 20A criteria as described above and increasing funding allocations for Rule 20A projects would lead to more undergrounding in Very High Fire Hazard Severity Zones; and now therefore let it be,

**RESOLVED** that the League of California Cities calls on the California Public Utilities Commission to amend Rule 20A to include projects in Very High Fire Hazard Severity Zones to the list of criteria for eligibility and to increase funding allocations for Rule 20A projects.

## **Background Information on Resolution No. 1**

**Source:** City of Rancho Palos Verdes

### **Background:**

Rancho Palos Verdes is the most populated California city to have 90 percent or more of residents living in a Cal Fire-designated Very High Fire Hazard Severity Zone. Over the years, the Palos Verdes Peninsula has seen numerous brush fires that were determined to be caused by electrical utility equipment.

Across the state, some of the most destructive and deadly wildfires were sparked by power equipment. But when it comes to undergrounding overhead utilities, fire safety is not taken into account when considering using ratepayer funds to pay for these projects under California's Electric Tariff Rule 20 program. The program was largely intended to address visual blight when it was implemented in 1967. Under Rule 20A, utilities must allocate ratepayer funds to undergrounding conversion projects chosen by local governments that have a public benefit and meet one or more of the following criteria:

- Eliminate an unusually heavy concentration of overhead lines;
- Involve a street or road with a high volume of public traffic;
- Benefit a civic or public recreation area or area of unusual scenic interest; and,
- Be listed as an arterial street or major collector as defined in the Governor's Office of Planning and Research (OPR) Guidelines.

As we know, brush fires are not restricted to erupting in these limited areas. California's fire season has worsened in severity in recent years, claiming dozens of lives and destroying tens of thousands of structures in 2018 alone.

Excluding fire safety from Rule 20A eligibility criteria puts the task of undergrounding power lines in Very High Fire Hazard Severity Zones squarely on property owners who are proactive, willing and able to foot the bill.

The proposed resolution calls on the California Public Utilities Commission to amend Rule 20A to include projects in Very High Fire Hazard Severity Zones to the list of criteria for eligibility. To facilitate more undergrounding projects in these high-risk zones, the proposed resolution also calls on the CPUC to increase funding allocations for Rule 20A projects.

If adopted, utilities will be incentivized to prioritize undergrounding projects that could potentially save millions of dollars and many lives.

## **League of California Cities Staff Analysis on Resolution No. 1**

Staff: Rony Berdugo, Legislative Representative, Derek Dolfie, Legislative Representative, Caroline Cirrincione, Legislative Policy Analyst  
Committees: Environmental Quality; Transportation, Communications, and Public Works

### **Summary:**

This Resolution, in response to intensifying fire seasons and hazards associated with exposed energized utility lines, proposes that the League of California Cities (League) call upon the California Public Utilities Commission (CPUC) to amend the Rule 20A program by expanding the criteria for undergrounding overhead utilities to include projects in Very High Fire Hazard Severity Zones (VHFHSZ). This Resolution also proposes that the League call upon the CPUC to increase utilities' funding allocations for Rule 20A projects.

### **Background**

#### **California Wildfires and Utilities**

Over the last several years, the increasing severity and frequency of California's wildfires have prompted state and local governments to seek urgent prevention and mitigation actions. Record breaking wildfires in Northern and Southern California in both 2017 and 2018 have caused destruction and loss of life. This severe fire trend has local officials seeking solutions to combat what is now a year-round fire season exacerbated by years of drought, intense weather patterns, untamed vegetation and global warming.

These conditions create a dangerous catalyst for wildfires caused by utilities as extreme wind and weather events make downed power lines more of a risk. In response to recent catastrophic wildfires, Governor Newsom established a Strike Force tasked with developing a "comprehensive roadmap" to address issues related to wildfires, climate change, and utilities. The Strike Force report acknowledges that measures to harden the electrical grid are critical to wildfire risk management. A key utility hardening strategy: undergrounding lines in extreme high-fire areas.

Governor Newsom's Wildfire Strike Force program report concludes, "It's not a question of "if" wildfire will strike, but "when."

#### **Very High Fire Hazard Severity Zones**

This Resolution seeks to expand the undergrounding of overhead utility lines in VHFHSZ. California Government Code Section 51178 requires the Director of the California Department of Forestry and Fire Protection (CalFIRE) to identify areas in the state as VHFHSZ based on the potential fire hazard in those areas. VHFHSZ are determined based on fuel loading, slope, fire weather, and other relevant factors. These zones are in both local responsibility areas and state responsibility areas. Maps of the statewide and county by county VHFHSZ can be found here.<sup>1</sup>

<sup>1</sup> <https://osfm.fire.ca.gov/divisions/wildfire-prevention-planning-engineering/wildland-hazards-building-codes/fire-hazard-severity-zones-maps/>



More than 25 million acres of California wildlands are classified under very high or extreme fire threat. Approximately 25 percent of the state's population, 11 million people, live in those high-risk areas. Additionally, over 350,000 Californians live in cities that are nearly encompassed within Cal Fire's maps of VHFHSZ. Similar to the proponents of this Resolution, City of Rancho Palos Verdes, over 75 communities have 90 percent or more of residents living in a VHFHSZ.

### **CPUC Rule 20 Program**

The CPUC's Rule 20 program lays out the guidelines and procedures for converting overhead electric and telecommunication facilities to underground electric facilities. Rule 20 funding and criteria is provided at four levels. Levels A, B, and C, reflect progressively diminishing ratepayer funding for undergrounding projects. Recently added Rule 20D is a relatively new program that is specific to San Diego Gas and Electric (SDG&E), which was created in response to the destructive 2007 wildfires. Each of these levels will be discussed below:

#### **Rule 20A**

The first California overhead conversion program, Rule 20A, was created in 1967 under then Governor Ronald Reagan. The program was created to provide a consistent and structured means of undergrounding utility lines throughout the state with costs covered broadly by utility ratepayers.

Each year, Investor Owned Utilities (IOUs) propose their Rule 20A allocation amounts to the CPUC during annual general rate case proceedings. In this process, IOUs propose revised utility customer rates based on expected service costs, new energy procurement and projects for the following year, including Rule 20 allocations. The CPUC then reviews, amends, and approves IOU rates. Currently, the cumulative budgeted amount for Rule 20A for Pacific Gas and Electric (PG&E), Southern California Edison (SCE), and San Diego Gas and Electric (SDG&E) totals around \$95.7 million.

The funding set aside by IOUs for Rule 20A is allocated to local governments through a credit system, with each credit holding a value to be used solely for the costs of an undergrounding project. The credit system was created so that local governments and IOUs can complete undergrounding projects without municipal financing. Through Rule 20A, municipalities that have developed and received city council approval for an undergrounding plan receive annual credits from the IOU in their service area. At the last count by the CPUC, over 500 local governments (cities and counties) participate in the credit system.

While these credits have no inherent monetary value, they can be traded in or banked for the conversion of overhead lines. Municipalities can choose to accumulate their credits until their credit balance is sufficient to cover these conversion projects, or choose to borrow future undergrounding allocations for a period of up to five years. Once the cumulative balance of credits is sufficient to cover the cost of a conversion project, the municipality and the utility can move forward with the undergrounding. All of the planning, design, and construction is performed by the participating utility. Upon the completion of an undergrounding project, the utility is compensated through the local government's Rule 20A credits.

At the outset of the program, the amount of allocated credits were determined by a formula which factored in the number of utility meters within a municipality in comparison to the utilities' service territory. However, in recent years the formula has changed. Credit allocations for IOUs, except for PG&E, are now determined based on the allocation a city or county received in 1990 and is then adjusted for the following factors:

- 50% of the *change from the 1990* total budgeted amount is allocated for the ratio of the number of overhead meters in any city or unincorporated area to the total system overhead meters; and
- 50% of the *change from the 1990* total budgeted amount is allocated for the ratio of the number of meters (which includes older homes that have overhead services, and newer homes with completely underground services) in any city or the unincorporated area to the total system meters.

As noted, PG&E has a different funding formula for their Rule 20A credit allocations as they are not tied to the 1990 base allocation. Prior to 2011, PG&E was allocating approximately five to six percent of its revenue to the Rule 20A program. The CPUC decided in 2011 that PG&E's Rule 20A allocations should be reduced by almost half in an effort to decrease the growing accumulation of credits amongst local governments. Since 2011, PG&E's annual allocations for Rule 20A have been around \$41.3 million annually, which is between two and three percent of their total revenue.

### **Criteria for Rule 20A Projects**

For an undergrounding project to qualify for the Rule 20A program, there are several criteria that need to be met. The project must have a public benefit and:

1. Eliminate an unusually heavy concentration of overhead lines
2. Involve a street or road with a high volume of public traffic
3. Benefit a civic or public recreation area or area of unusual scenic interest,
4. Be listed as an arterial street or major collector as defined in the Governor's Office of Planning and Research (OPR) Guidelines

Notably, fire safety is excluded from the list of criteria that favors aesthetic and other public safety projects.

### **Rule 20A Credit System Imbalance Threatens Program Effectiveness**

Allocations are made by utilities each year for Rule 20A credits. These current budget allocations total \$95.7 million a year. Currently, the cumulative balance of credits throughout the state totals over \$1 billion dollars. The Rule 20A cumulative balances aggregated by region can be found [here](#).<sup>2</sup>

<sup>2</sup> Program Review, California Overhead Conversion Program, Rule 20A for Years 2011-2015, "The Billion Dollar Risk," California Public Utilities Commission.  
[https://www.cpuc.ca.gov/uploadedFiles/CPUC\\_Public\\_Website/Content/About\\_Us/Organization/Divisions/Policy\\_and\\_Planning/PPD\\_Work\\_Products\\_\(2014\\_forward\)\(1\)/PPD\\_Rule\\_20-A.pdf](https://www.cpuc.ca.gov/uploadedFiles/CPUC_Public_Website/Content/About_Us/Organization/Divisions/Policy_and_Planning/PPD_Work_Products_(2014_forward)(1)/PPD_Rule_20-A.pdf)

Note: The existing credit allocation formulas do not consider a municipality's need or plans for overhead conversion projects, resulting in large credit balances in some jurisdictions.

Cities and counties are, however, able to trade or sell unallocated Rule 20A credits if they will not be used to fund local undergrounding projects. There have been several cases where one agency has sold their unused credits, often for less than the full dollar value of the credits themselves to another agency.

### **Rule 20B**

Rule 20B projects are those that do not fit the Rule 20A criteria, but do, however, involve both sides of the street for at least 600 feet. These projects are typically done in conjunction with larger developments and are mostly paid for by the developer or applicant. Additionally, the applicant is responsible for the installation.

### **Rule 20C**

Rule 20C projects are usually small projects that involve property owners. The majority of the cost is usually borne by the applicants. Rule 20C applies when the project does not qualify for either Rule 20A or Rule 20B.

### **Rule 20D--Wildfire Mitigation Undergrounding Program**

Rule 20D was approved by the CPUC in January of 2014 and only applies to SDG&E. The Rule 20D program was established largely in response to the destructive wildfires that occurred in San Diego in 2007 as a wildfire mitigation undergrounding program. According to SDG&E, the objective of the Rule 20D undergrounding is exclusively for fire hardening as opposed to aesthetics. The program is limited in scope and is restricted to communities in SDG&E's Fire Threat Zone (now referred to as the High Fire Threat District or HFTD). As of this time, the program has yet to yield any projects and no projects are currently planned.

For an undergrounding project to qualify for the Rule 20D program, a minimum of three of the following criteria must be met. The project must be near, within, or impactful to:

- Critical electric infrastructure
- Remaining useful life of electric infrastructure
- Exposure to vegetation or tree contact
- Density and proximity of fuel
- Critical surrounding non-electric assets (including structures and sensitive environmental areas)
- Service to public agencies
- Accessibility for firefighters

Similar to Rule 20A, SDG&E must allocate funding each year through their general rate case proceedings to Rule 20D to be approved by the CPUC. This funding is separate from the allocations SDG&E makes for Rule 20A. However, the process of distributing this funding to localities is different. The amount of funding allocated to each city and county for Rule 20D is based on the ratio of the number of miles of overhead lines in SDG&E Fire Threat Zones in a city or county to the total miles of SDG&E overhead lines in the entire SDG&E fire zone. The

Rule 20D program is administered by the utility consistent with the existing reporting, engineering, accounting, and management practices for Rule 20A.

The Committee may want to consider whether Rule 20D should instead be expanded, adapted, or further utilized to support funding for overhead conversions within VHFHSZ throughout the state.

**Fiscal Impact:**

The costs to the State associated with this Resolution will be related to the staff and programmatic costs to the CPUC to take the necessary measures to consider and adopt changes to Rule 20A to include projects in VHFHSZ to the list of criteria for eligibility.

This Resolution calls for an unspecified increase in funding for Rule 20A projects, inferring that portions of increased funds will go towards newly eligible high fire hazard zones. While the Resolution does not request a specific amount be allocated, it can be assumed that these increased costs will be supported by utility ratepayers. According to the CPUC, the annual allocations towards Rule 20A are \$95.7 million.

The CPUC currently reports a cumulative credit surplus valued at roughly \$1 billion that in various regions, given the approval of expanded eligibility called for by this Resolution, could be used to supplement and reduce the level of new dollars needed to make a significant impact in VHFHSZ. The CPUC follows that overhead conversion projects range from \$93,000 per mile for rural construction to \$5 million per mile for urban construction.

The Resolution states that “California is experiencing fire seasons of worsening severity” which is supported by not only the tremendous loss of property and life from recent wildfires, but also in the rising costs associated with clean up, recovery, and other economic losses with high estimates in the hundreds of billions of dollars.

The Committee may wish to consider the costs associated with undergrounding utility lines in relation to the costs associated with past wildfires and wildfires to come.

**Comments:**

***CPUC Currently Exploring Revisions to Rule 20***

In May 2017, the CPUC issued an Order Instituting Rulemaking to Consider Revisions to Electric Rule 20 and Related Matters. The CPUC will primarily focus on revisions to Rule 20A but may make conforming changes to other parts of Rule 20. The League is a party in these proceedings will provide comments.

***Beyond Rule 20A: Additional Options for Funding Undergrounding Projects***

There are various ways in which cities can generate funding for undergrounding projects that fall outside of the scope of Rule 20A. At the local level, cities can choose to forgo the Rule 20A process and opt to use their own General Fund money for undergrounding. Other options are also discussed below:

### ***Rule 20D Expansion***

The City of Berkeley in a 2018 study titled "Conceptual Study for Undergrounding Utility Wires in Berkeley." found that the city could possibly qualify for Rule 20D funding if they actively pursued this opportunity in partnership with PG&E and the CPUC.

One of the study's recommendations is to advocate for release of 20D funds (now earmarked exclusively for SDG&E) to be used for more aggressive fire hardening techniques for above-ground utility poles and equipment, for undergrounding power lines, and for more aggressive utility pole and vegetation management practices in the Very High Hazard Fire Zone within Berkeley's city limits.

As an alternative to changing the criteria for Rule 20A, the Committee may wish to consider whether there is the opportunity to advocate for the expansion of Rule 20D funding more broadly, expanding its reach to all IOU territories.

### ***Franchise Surcharge Fees***

Aside from Rule 20 allocations, cities can generate funding for undergrounding through franchise fee surcharges. For example, SDG&E currently operates under a 50-year City franchise that was granted in 1970. Under the franchises approved by the San Diego City Council in December 1970, SDG&E agreed to pay a franchise fee to the City equivalent to 3% of its gross receipts from the sales of both natural gas and electricity for 30 years.

These fees were renegotiated in 2000 and in 2001 an agreement was between the City of San Diego, SDG&E, and the CPUC to extend the existing franchise fee to include revenues collected from surcharges. SDG&E requested an increase of 3.88% to its existing electric franchise fee surcharge. The bulk, 3.53% of this increase is to be used for underground conversion of overhead electric wires.

Based on SDG&E's revenue projections, the increase would result in an additional surcharge revenue amount of approximately \$36.5 million per year. SDG&E estimates that this would create a monthly increase of approximately \$3.00 to a typical residential customer's electric bill. These surcharge revenues would pay for additional undergrounding projects including those that do not meet the Rule 20A criteria. The City of Santa Barbara has also adopted a similar franchise surcharge fee.

Having this funding source allows the City of San Diego to underground significantly more miles of above ground utility lines than other municipalities. However, the surcharge is currently being challenged in court, as it is argued that the City had SDG&E impose a tax without a ballot measure.

### ***Utility Bankruptcy and Undergrounding Funding***

In considering this Resolution, it is important to understand that Rule 20A allocations have been more substantial in the past. As mentioned earlier, prior to 2011, PG&E was allocating approximately 5% to 6% of its revenue to the Rule 20A program. Therefore, it is not unreasonable to encourage an increase in Rule 20A allocations as history shows that utilities had the capacity to do so in the past.

However, in a time where IOUs such as PG&E are facing bankruptcy as the result of utility caused wildfires, there is the possibility that expanding rule 20A funding will generate more costs for the ratepayers.

### **Questions to Consider:**

- 1) Is Rule 20A or Rule 20D the more appropriate program to advocate for such an expansion?
- 2) Are there any wildfire risks outside of VHFHSZ that could be mitigated by undergrounding projects?

### **Existing League Policy:**

#### ***Public Safety:***

The League supports additional funding for local agencies to recoup the costs associated with fire safety in the community and timely mutual aid reimbursement for disaster response services in other jurisdictions. (pg. 43)

The League supports the fire service mission of saving lives and protecting property through fire prevention, disaster preparedness, hazardous-materials mitigation, specialized rescue, etc., as well as cities' authority and discretion to provide all emergency services to their communities. (pg. 43)

#### ***Transportation, Communication, and Public Works:***

Existing telecommunications providers and new entrants shall adhere to local city policies on public utility undergrounding. (pg. 54)

The League supports protecting the additional funding for local transportation and other critical unmet infrastructure needs. (pg. 51)

The League supports innovative strategies including public private partnerships at the state and local levels to enhance public works funding. (pg. 52)

#### ***Environmental Quality***

The League opposes any legislation that interferes with local utility rate setting authority and opposes any legislation that restricts the ability of a city to transfer revenue from a utility (or other enterprise activity) to the city's general fund. (pg. 9)

Cities should continue to have the authority to issue franchises and any program should be at least revenue neutral relative to revenue currently received from franchises. (pg. 9)

The League is concerned about the impacts of escalating energy prices on low income residents and small businesses. The League supports energy pricing structures and other mechanisms to soften the impacts on this segment of our community. (pg. 10)

***2019 Strategic Goals***

Improve Disaster Preparedness, Recovery and Climate Resiliency.

- Provide resources to cities and expand partnerships to better prepare for and recover from wildfires, seismic events, erosion, mudslides and other disasters.
- Improve community preparedness and resiliency to respond to climate-related, natural and man-made disasters.

**Support:**

The following letters of concurrence were received:

- The City of Hidden Hills
- The City of La Cañada Flintridge
- The City of Laguna Beach
- The City of Lakeport
- The City of Malibu
- The City of Moorpark
- The City of Nevada City
- The City of Palos Verdes Estates
- The City of Rolling Hills Estates
- The City of Rolling Hills
- The City of Ventura

**LETTERS OF CONCURRENCE**

Resolution No. 1

Amendment to Rule 20A





## City of Hidden Hills

6165 Spring Valley Road \* Hidden Hills, California 91302  
(818) 888-9281 \* Fax (818) 719-0083

August 14, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K Street, Suite 400  
Sacramento, California 95814

Dear President Arbuckle:

The City of Hidden Hills supports the City of Rancho Palos Verdes' effort to bring a resolution for consideration by the General Assembly at the League's 2019 Annual Conference in Long Beach.

Undergrounding power lines is an important tool in preventing destructive wildfires that have devastated communities across our state. But California's Rule 20A program, which allows local governments to pay for these costly projects with ratepayer funds, does not factor in fire safety for eligibility. Unless projects meet the program's limited eligibility criteria, they are left to be funded by property owners who are proactive, willing and able to foot the bill. We believe Rule 20A offers an important opportunity for fire prevention and that the California Public Utilities Commission should expand this program so more communities can utilize it.

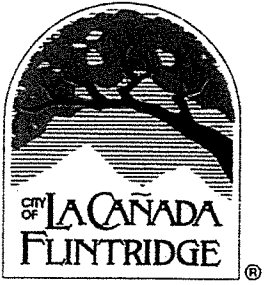
The resolution calls on the CPUC to amend Rule 20A to include projects in Very High Fire Hazard Severity Zones to the list of criteria for eligibility. To facilitate more undergrounding projects in these high-risk zones, the resolution also calls on the CPUC to increase funding allocations for Rule 20A projects.

The resolution is also in line with one of the League's 2019 Strategic Goals of improving disaster preparedness, recovery and climate resiliency.

For these reasons, we concur that the resolution should go before the General Assembly.

Sincerely,

Larry G. Weber  
Mayor



City Council  
Leonard Pieroni, Mayor  
Gregory C. Brown, Mayor Pro Tem  
Jonathan C. Curtis  
Michael T. Davitt  
Terry M. Walker

August 14, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K St., Ste. 400  
Sacramento, CA 95814

Dear President Arbuckle:

The City of La Cañada Flintridge supports the City of Rancho Palos Verdes' effort to bring a resolution for consideration by the General Assembly at the League's 2019 Annual Conference in Long Beach.

Undergrounding power lines is an important tool in preventing destructive wildfires that have devastated communities across our state. But California's Rule 20A program, which allows local governments to pay for these costly projects with ratepayer funds, does not factor in fire safety for eligibility. Unless projects meet the program's limited eligibility criteria, they are left to be funded by property owners who are proactive, willing and able to foot the bill. We believe Rule 20A offers an important opportunity for fire prevention and that the California Public Utilities Commission should expand this program so more communities can utilize it.

The resolution calls on the CPUC to amend Rule 20A to include projects in Very High Fire Hazard Severity Zones to the list of criteria for eligibility. To facilitate more undergrounding projects in these high-risk zones, the resolution also calls on the CPUC to increase funding allocations for Rule 20A projects.

The City of La Cañada Flintridge is one of the few Southern California cities in which 100% of the community within a Very High Fire Hazard Severity Zone. The City, in 1987, committed 100% of its 20A allocation for forty-five years from this year for a major downtown undergrounding project. Therefore, the only way our City can directly benefit from this Resolution is if there is an additional annual increased allocation for this purpose. Due to the extreme threat the City experienced at the time of the Station Fire, the City is keenly aware of the damage a fire may potentially cause, whether from utility issues or from natural causes. The City strongly supports any effort, including this Resolution, to reduce fire danger for the City's residents.

The resolution is also in line with one of the League's 2019 Strategic Goals of improving disaster preparedness, recovery and climate resiliency.

For these reasons, we concur that the resolution should go before the General Assembly with the City of La Cañada Flintridge in support.

Sincerely,

A handwritten signature in black ink, appearing to read "Leonard Pieroni", is written over a horizontal line.

Leonard Pieroni  
Mayor



July 25, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K St., Ste. 400  
Sacramento, CA 95814

Dear President Arbuckle:

The City of Laguna Beach supports the City of Rancho Palos Verdes' effort to bring a resolution for consideration by the General Assembly at the League's 2019 Annual Conference in Long Beach.

Undergrounding power lines is an important tool in preventing destructive wildfires that have devastated communities across our state. Ten to the Top 20 most destructive fires in California were caused by electrical sources. The California's Rule 20A program, which allows local governments to pay for undergrounding of utilities costly projects with ratepayer funds, does not factor in fire safety for eligibility. Unless projects meet the program's limited eligibility criteria, they are left to be funded by property owners who are proactive, willing and able to foot the bill. We believe Rule 20A offers an important opportunity for fire prevention and that the California Public Utilities Commission should expand this program so more communities can utilize it. We also believe that this program should redirect unused Rule 20A allocations from cities who have no undergrounding projects planned to the cities in Very High Fire Hazard Severity zones.

The resolution calls on the CPUC to amend Rule 20A to include projects in Very High Fire Hazard Severity Zones to the list of criteria for eligibility. To facilitate more undergrounding projects in these high-risk zones, the resolution also calls on the CPUC to increase funding allocations for Rule 20A projects. The City of Laguna Beach recommends that the resolution also be amended to call on the CPUC to redirect unused Rule 20A allocations from cities who have no undergrounding projects planned to the cities in Very High Fire Hazard Severity zones.

Nearly 90% of the City of Laguna Beach land area is designated under State Law and local ordinance as Very High Fire Hazard Severity Zone. While the City has used Rule 20A and 20B funding in the past to underground more than half of its overhead utilities, sufficient funding is not available to underground the remaining parts of the City.

The resolution is also in line with one of the League's 2019 Strategic Goals of improving disaster preparedness, recovery and climate resiliency.

July 25, 2019  
Page 2

For these reasons, we concur that the resolution should go before the General Assembly.

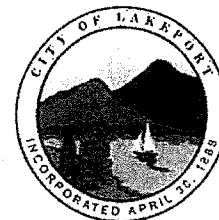
Sincerely,

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

Bob Whalen  
Mayor

**CITY OF LAKEPORT**

*Over 125 years of community  
pride, progress and service*



August 7, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K St., Ste. 400  
Sacramento, CA 95814

Dear President Arbuckle:

The City of Lakeport supports the City of Rancho Palos Verdes' effort to bring a resolution for consideration by the General Assembly at the League's 2019 Annual Conference in Long Beach.

Undergrounding power lines is an important tool in preventing destructive wildfires that have devastated communities across our state. But California's Rule 20A program, which allows local governments to pay for these costly projects with ratepayer funds, does not factor in fire safety for eligibility. Unless projects meet the program's limited eligibility criteria, they are left to be funded by property owners who are proactive, willing and able to foot the bill. We believe Rule 20A offers an important opportunity for fire prevention and that the California Public Utilities Commission should expand this program so more communities can utilize it.

The resolution calls on the CPUC to amend Rule 20A to include projects in Very High Fire Hazard Severity Zones to the list of criteria for eligibility. To facilitate more undergrounding projects in these high-risk zones, the resolution also calls on the CPUC to increase funding allocations for Rule 20A projects.

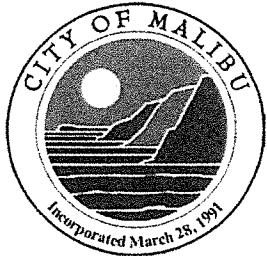
The resolution is also in line with one of the League's 2019 Strategic Goals of improving disaster preparedness, recovery and climate resiliency.

For these reasons, we concur that the resolution should go before the General Assembly.

Sincerely,

Tim Barnes  
Mayor  
City of Lakeport

A large, stylized handwritten signature in black ink, appearing to read "Tim Barnes".



# City of Malibu

Jefferson Wagner, Mayor

23825 Stuart Ranch Road · Malibu, California · 90265-4861  
Phone (310) 456-2489 · Fax (310) 456-3356 · [www.malibucity.org](http://www.malibucity.org)

August 15, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K St., Ste. 400  
Sacramento, CA 95814

RE: City of Rancho Palos Verdes Proposed Resolution to Amend California Public Utilities Commission Rule 20A – SUPPORT

Dear Ms. Arbuckle:

At its Regular meeting on August 12, 2019, the Malibu City Council unanimously voted to support the City of Rancho Palos Verdes' effort to bring a resolution for consideration by the General Assembly at the League's 2019 Annual Conference in Long Beach.

Undergrounding power lines is an important tool in preventing destructive wildfires that have devastated communities across our state, but California's Rule 20A program, which allows local governments to pay for these costly projects with ratepayer funds, does not factor in fire safety for eligibility. Unless projects meet the program's limited eligibility criteria, they are left to be funded by property owners who are proactive, as well as willing and able to foot the bill. The City of Malibu agrees with Rancho Palos Verdes that Rule 20A offers an important opportunity for fire prevention and that the California Public Utilities Commission (CPUC) should expand this program so more communities can utilize it.

The resolution calls on the CPUC to amend Rule 20A to include projects in Very High Fire Hazard Severity Zones to the list of criteria for eligibility. To facilitate more undergrounding projects in these high-risk zones, the resolution also calls on the CPUC to increase funding allocations for Rule 20A projects. As a recent series of news stories on wildfire preparedness in California pointed out, there are more than 75 communities across the state with populations over 1,000, including Rancho Palos Verdes and Malibu, where at least 90 percent of residents live in a Cal Fire-designated Very High Fire Hazard Severity Zone.

It is well-known that electric utility equipment is a common fire source, and has sparked some of the most destructive blazes in our state's history. Moving power lines underground is, therefore, a critical tool in preventing them. Currently, Rule 20A primarily addresses visual blight, but with fire seasons worsening, it is key that fire safety also be considered when local governments pursue Rule 20A projects, and that annual funding allocations for the program be expanded.

It is worth noting that the State does have a program, Rule 20D, that factors in fire safety for funding undergrounding projects. However, this is limited to San Diego Gas & Electric Company projects in certain areas only. This needs to be expanded to include projects in all projects within designated Very High Fire Hazard Severity Zones.

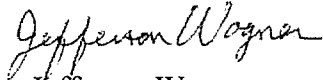


*Rancho PV League Resolution*  
*Amend Rule 20A*  
*August 15, 2019*  
*Page 2 of 2*

The proposed resolution is also in line with one of the League's 2019 Strategic Goals of improving disaster preparedness, recovery and climate resiliency.

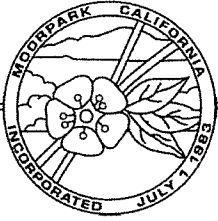
For these reasons, the City of Malibu strongly concurs that the resolution should go before the General Assembly.

Sincerely,



Jefferson Wagner  
Mayor

Cc: Honorable Members of the Malibu City Council  
Reva Feldman, City Manager  
Megan Barnes, City of Rancho Palos Verdes, [mbarnes@rpvca.gov](mailto:mbarnes@rpvca.gov)



# CITY OF MOORPARK

799 Moorpark Avenue, Moorpark, California 93021  
Main City Phone Number (805) 517-6200 | Fax (805) 532-2205 | moorpark@moorparkca.gov

July 24, 2019

**SUBMITTED ELECTRONICALLY**

Jan Arbuckle, President  
League of California Cities  
1400 K St., Ste. 400  
Sacramento, CA 95814

RE: SUPPORT FOR RANCHO PALOS VERDES RESOLUTION RE: POWER LINE UNDERGROUNDING

Dear President Arbuckle:

The City of Moorpark supports the City of Rancho Palos Verdes effort to bring a resolution for consideration by the General Assembly at the League's 2019 Annual Conference in Long Beach.

Undergrounding power lines is an important tool in preventing destructive wildfires that have devastated communities across our state. But California's Rule 20A program, which allows local governments to pay for these costly projects with ratepayer funds, does not factor in fire safety for eligibility. Unless projects meet the program's limited eligibility criteria, they are left to be funded by property owners who are proactive, willing and able to foot the bill. We believe Rule 20A offers an important opportunity for fire prevention and that the California Public Utilities Commission should expand this program so more communities can utilize it.

The resolution calls on the CPUC to amend Rule 20A to include projects in Very High Fire Hazard Severity Zones to the list of criteria for eligibility. To facilitate more undergrounding projects in these high-risk zones, the resolution also calls on the CPUC to increase funding allocations for Rule 20A projects.

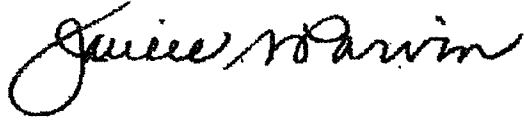
All cities in Ventura County, including Moorpark, have wildfire prevention fresh in our memories following the highly destructive 2017-2018 Thomas Fire, which was caused by above-ground power lines. The 2018 Woolsey Fire similarly affected Ventura County, and lawsuits have been filed alleging it was also caused by above-ground power lines. Each of these fires caused billions of dollars in damages and highlight the importance of undergrounding power lines.



The resolution is also in line with one of the League's 2019 Strategic Goals of improving disaster preparedness, recovery and climate resiliency.

For these reasons, we concur that the resolution should go before the General Assembly.

Sincerely,

A handwritten signature in black ink that reads "Janice Parvin". The signature is written in a cursive, flowing style.

Janice Parvin  
Mayor

cc: City Council  
City Manager



Jan Arbuckle, President  
League of California Cities  
1400 K St., Ste. 400  
Sacramento, CA 95814

Dear President Arbuckle:

The City of Nevada City supports the City of Rancho Palos Verdes' effort to bring a resolution for consideration by the General Assembly at the League's 2019 Annual Conference in Long Beach.

Undergrounding power lines is an important tool in preventing destructive wildfires that have devastated communities across our state. But California's Rule 20A program, which allows local governments to pay for these costly projects with ratepayer funds, does not factor in fire safety for eligibility. Unless projects meet the program's limited eligibility criteria, they are left to be funded by property owners who are proactive, willing and able to foot the bill. We believe Rule 20A offers an important opportunity for fire prevention and that the California Public Utilities Commission (CPUC) should expand this program so more communities can utilize it.

The resolution calls on the CPUC to amend Rule 20A to include projects in Very High Fire Hazard Severity Zones to the list of criteria for eligibility. To facilitate more undergrounding projects in these high-risk zones, the resolution also calls on the CPUC to increase funding allocations for Rule 20A projects.

The City of Nevada City would also like to add that the local agency be given the power to use private firms to do design, inspect and construct Rule 20A projects in local jurisdiction rather than be required to use the designated local utility. In addition, the City of Nevada City wants the CPUC to allow local jurisdictions to transfer excess funds between agencies to better serve projects in high fire hazard severity zones.

The resolution is also in line with one of the League's 2019 Strategic Goals of improving disaster preparedness, recovery and climate resiliency.

For these reasons, we concur that the resolution should go before the General Assembly.

Sincerely,

Reinette Senum  
Mayor  
City of Nevada City



CITY OF  
*Palos Verdes Estates*

---

July 25, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K St., Ste. 400  
Sacramento, CA 95814

Dear President Arbuckle:

The City of Palos Verdes Estates supports the City of Rancho Palos Verdes' effort to bring a resolution for consideration by the General Assembly at the League's 2019 Annual Conference in Long Beach.

Undergrounding power lines is an important tool in preventing destructive wildfires that have devastated communities across our state. But California's current Rule 20A program, which allows local governments to pay for these costly projects with ratepayer funds, does not factor in fire safety for eligibility. Unless projects meet the program's limited eligibility criteria, they are left to be funded by property owners who are proactive, willing and able to foot the bill. We believe Rule 20A offers an important opportunity for fire prevention and that the California Public Utilities Commission should expand this program so more communities can utilize it.

The resolution calls on the CPUC to amend Rule 20A to include projects in Very High Fire Hazard Severity Zones to the list of criteria for eligibility. To facilitate more undergrounding projects in these high-risk zones, the resolution also calls on the CPUC to increase funding allocations for Rule 20A projects.

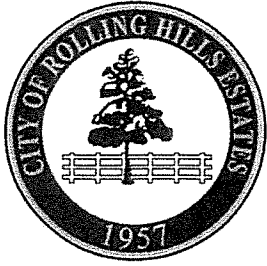
The resolution is also in line with one of the League's 2019 Strategic Goals of improving disaster preparedness, recovery and climate resiliency.

For these reasons, we concur that the resolution should go before the General Assembly.

Sincerely,

Mayor Kenneth J. Kao  
City of Palos Verdes Estates

cc: PVE City Council  
PVE Interim City Manager Petru  
RPV City Manager Willmore



**City of  
Rolling Hills Estates**

Judith Mitchell  
*Mayor*

Velveth Schmitz  
*Mayor Pro Tem*

Britt Huff  
*Council Member*

Frank V. Zerunyan  
*Council Member*

Steven Zuckerman  
*Council Member*

August 14, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K St., Ste. 400  
Sacramento, CA 95814

Dear President Arbuckle:

The City of Rolling Hills Estates supports the City of Rancho Palos Verdes' effort to bring a resolution for consideration by the General Assembly at the League's 2019 Annual Conference in Long Beach.

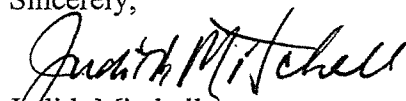
Undergrounding power lines is an important tool in preventing destructive wildfires that have devastated communities across our state. But California's Rule 20A program, which allows local governments to pay for these costly projects with ratepayer funds, does not factor in fire safety for eligibility. Unless projects meet the program's limited eligibility criteria, they are left to be funded by property owners who are proactive, willing and able to foot the bill. We believe Rule 20A offers an important opportunity for fire prevention and that the California Public Utilities Commission should expand this program so more communities can utilize it.

The resolution calls on the CPUC to amend Rule 20A to include projects in Very High Fire Hazard Severity Zones to the list of criteria for eligibility. To facilitate more undergrounding projects in these high-risk zones, the resolution also calls on the CPUC to increase funding allocations for Rule 20A projects.

The resolution is also in line with one of the League's 2019 Strategic Goals of improving disaster preparedness, recovery and climate resiliency.

For these reasons, we concur that the resolution should go before the General Assembly.

Sincerely,

  
Judith Mitchell  
Mayor



# City of Rolling Hills

INCORPORATED JANUARY 24, 1957

NO. 2 PORTUGUESE BEND ROAD  
ROLLING HILLS, CALIF. 90274  
(310) 377-1521  
FAX: (310) 377-7288

August 14, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K St., Ste. 400  
Sacramento, CA 95814

Dear Board of Directors:

The City of Rolling Hills supports the City of Rancho Palos Verdes' effort to bring a resolution for consideration by the General Assembly at the League's 2019 Annual Conference in Long Beach.

Undergrounding power lines is an important tool in preventing destructive wildfires that have devastated communities across our state. But California's Rule 20A program, which allows local governments to pay for these costly projects with ratepayer funds, does not factor in fire safety for eligibility. Unless projects meet the program's limited eligibility criteria, they are left to be funded by property owners who are proactive, willing and able to foot the bill. We believe Rule 20A offers an important opportunity for fire prevention and that the California Public Utilities Commission should expand this program so more communities can utilize it.

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The resolution is also in line with one of the League's 2019 Strategic Goals of improving disaster preparedness, recovery and climate resiliency.

For these reasons, we concur that the resolution should go before the General Assembly.

Sincerely,

Leah Mirsch  
Mayor

July 29, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K St., Ste. 400  
Sacramento, CA 95814

Dear President Arbuckle:

The City of Ventura supports the City of Rancho Palos Verdes' effort to bring a resolution for consideration by the General Assembly at the League's 2019 Annual Conference in Long Beach.


Undergrounding power lines is an important tool in preventing destructive wildfires that have devastated communities across our state. But California's Rule 20A program, which allows local governments to pay for these costly projects with ratepayer funds, does not factor in fire safety for eligibility. Unless projects meet the program's limited eligibility criteria, they are left to be funded by property owners who are proactive, willing and able to foot the bill. We believe Rule 20A offers an important opportunity for fire prevention and that the California Public Utilities Commission should expand this program so more communities can utilize it.

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The resolution is also in line with one of the League's 2019 Strategic Goals of improving disaster preparedness, recovery and climate resiliency.

For these reasons, we concur that the resolution should go before the General Assembly.

Sincerely,



Alex D. McIntyre  
City Manager

**2. A RESOLUTION CALLING UPON THE FEDERAL AND STATE GOVERNMENTS TO ADDRESS THE DEVASTATING IMPACTS OF INTERNATIONAL TRANSBOUNDARY POLLUTION FLOWS INTO THE SOUTHERNMOST REGIONS OF CALIFORNIA AND THE PACIFIC OCEAN**

Source: San Diego County Division

Concurrence of five or more cities/city officials

Cities: Calexico; Coronado; Imperial Beach; San Diego

Individual City Officials: City of Brawley: Mayor Pro Tem Norma Kastner-Jauregui; Council Members Sam Couchman, Luke Hamby, and George Nava. City of Escondido: Deputy Mayor Consuelo Martinez. City of La Mesa: Council Member Bill Baber. City of Santee: Mayor John Minto, City of Vista: Mayor Judy Ritter and Council Member Amanda Young Rigby

Referred to: Environmental Quality Policy Committee

**WHEREAS**, international transboundary rivers that carry water across the border from Mexico into Southern California are a major source of sewage, trash, chemicals, heavy metals and toxins; and

**WHEREAS**, transboundary flows threaten the health of residents in the United States and Mexico, harm important estuarine land and water of international significance, force closure of beaches, damage farmland, adversely impact the South San Diego County and Imperial County economy; compromise border security, and directly affect U.S. military readiness; and

**WHEREAS**, a significant amount of untreated sewage, sediment, hazardous chemicals and trash have been entering southern California through both the Tijuana River Watershed (75 percent of which is within Mexico) and New River flowing into southern California's coastal waterways and residential and agricultural communities in Imperial County eventually draining into the Salton Sea since the 1930s; and

**WHEREAS**, in February 2017, an estimated 143 million gallons of raw sewage flowed into the Tijuana River and ran downstream into the Pacific Ocean and similar cross border flows have caused beach closures at Border Field State Park that include 211 days in 2015; 162 days in 2016; 168 days in 2017; 101 days in 2018; and 187 days to date for 2019 as well as closure of a number of other beaches along the Pacific coastline each of those years; and

**WHEREAS**, approximately 132 million gallons of raw sewage has discharged into the New River flowing into California through communities in Imperial County, with 122 million gallons of it discharged in a 6-day period in early 2017; and

**WHEREAS**, the presence of pollution on state and federal public lands is creating unsafe conditions for visitors; these lands are taxpayer supported and intended to be managed for recreation, resource conservation and the enjoyment by the public, and

**WHEREAS**, the current insufficient and degrading infrastructure in the border zone poses a significant risk to the public health and safety of residents and the environment on both

sides of the border, and places the economic stress on cities that are struggling to mitigate the negative impacts of pollution; and

**WHEREAS**, the 1944 treaty between the United States and Mexico regarding *Utilization of Waters of the Colorado and Tijuana Rivers and of the Rio Grande* allocates flows on trans-border rivers between Mexico and the United States, and provides that the nations, through their respective sections of the International Boundary Water Commission shall give control of sanitation in cross border flows the highest priority; and

**WHEREAS**, in 1993, the United States and Mexico entered into the *Agreement Between the Government of the United States of America and the Government of the United Mexican States Concerning the Establishment of a North American Development Bank* which created the North American Development Bank (NADB) to certify and fund environmental infrastructure projects in border-area communities; and

**WHEREAS**, public concerns in response to widespread threats to public health and safety, damage to fish and wildlife resources and degradation to California's environment resulting from transboundary river flow pollution in the southernmost regions of the state requires urgent action by the Federal and State governments, and

**WHEREAS**, Congress authorized funding under the U.S. Environmental Protection Agency's (EPA) Safe Drinking Water Act and established the State and Tribal Assistance Grants (STAG) program for the U.S.-Mexico Border Water Infrastructure Program (BWIP) in 1996 to provide grants for high-priority water, wastewater, and storm-water infrastructure projects within 100 kilometers of the southern border; and

**WHEREAS**, the EPA administers the STAG and BWIP programs, and coordinates with the North American Development Bank (NADB) to allocate BWIP grant funds to projects in the border zone; and

**WHEREAS**, since its inception, the BWIP program has provided funding for projects in California, Arizona, New Mexico and Texas that would not have been constructed without the grant program; and

**WHEREAS**, the BWIP program was initially funded at \$100 million per year, but, over the last 20 years, has been continuously reduced to its current level of \$10 million; and

**WHEREAS**, in its FY 2020 Budget Request, the Administration proposed to eliminate the BWIP program; and

**WHEREAS**, officials from EPA Region 9, covering California, have identified a multitude of BWIP-eligible projects along the southern border totaling over \$300 million; and

**WHEREAS**, without federal partnership through the BWIP program and state support to address pollution, cities that are impacted by transboundary sewage and toxic waste flows are



left with limited resources to address a critical pollution and public health issue and limited legal remedies to address the problem; and

**WHEREAS**, the National Association of Counties, (NACo) at their Annual Conference on July 15, 2019 and the U.S. Conference of Mayors at their Annual Conference on in July 1, 2019 both enacted resolutions calling on the federal and state governments to work together to fund and address this environmental crisis; and

**WHEREAS**, local governments and the public support the State's primary objectives in complying with environmental laws including the Clean Water Act, Porter-Cologne Water Quality Control Act, and Endangered Species Act and are supported by substantial public investments at all levels of government to maintain a healthy and sustainable environment for future residents of California, and

**WHEREAS**, League of California Cities policy has long supported efforts to ensure water quality and oppose contamination of water resources; and

**NOW, THEREFORE, BE IT RESOLVED** at the League General Assembly, assembled at the League Annual Conference on October 18, 2019 in Long Beach, that the League calls upon the Federal and State governments to restore and ensure proper funding to the U.S- Mexico Border Water Infrastructure Program (BWIP) and recommit to working bi-nationally to develop and implement long-term solutions to address serious water quality and contamination issues, such as discharges of untreated sewage and polluted sediment and trash-laden transboundary flows originating from Mexico, that result in significant health, environmental, and safety concerns in communities along California's southern border impacting the state.

## Background Information on Resolution No. 2

Source: San Diego County Division

### **Background:**

Along California's southern border with Mexico, the New River in Imperial County and the Tijuana River in San Diego County are a major sources of raw sewage, trash, chemicals, heavy metals, and toxins that pollute local communities. Sewage contaminated flows in the Tijuana River have resulted in significant impacts to beach recreation that includes the closure of Border Field State Beach for more than 800 days over the last 5-years. Similarly, contaminated flows in the New River presents comparable hazards, impacts farm land, and contributes to the ongoing crisis in the Salton Sea. These transboundary flows threaten the health of residents in California and Mexico, harms the ecosystem, force closures at beaches, damage farm land, makes people sick, and adversely affects the economy of border communities. The root cause of this cross border pollution is from insufficient or failing water and wastewater infrastructure in the border zone and inadequate federal action to address the problem through existing border programs.

The severity of cross border pollution has continued to increase, due in part to the rapid growth of urban centers since the passage of the North American Free Trade Agreement (NAFTA). While economic growth has contributed to greater employment, the environmental infrastructure of the region has not kept pace, which is why Congress authorized the Border Water Infrastructure Program (BWIP) in 1996. The U.S. Environmental Protection Agency (EPA) administers the BWIP and coordinates with the North American Development Bank (NADB) to provide financing and technical support for projects on both sides of the U.S./Mexico border. Unfortunately, the current BWIP funding at \$10 million per year is only a fraction of the initial program budget that shares funding with the entire 2,000 mile Mexican border with California, Arizona, New Mexico and Texas. EPA officials from Region 9 have identified an immediate need for BWIP projects totaling over \$300 million just for California. Without federal partnerships through the BWIP and state support to address cross border pollution, cities that are impacted by transboundary sewage and toxic waste flows are left with limited resources to address a critical pollution and public health issue.

The International Boundary and Water Commission (IBWC) is another important federal stakeholder that, under the Treaty of 1944 with Mexico, must address border sanitation problems. While IBWC currently captures and treats some of the pollution generated in Mexico, it also redirects cross border flows without treatment directly into California.

Improving environmental and public health conditions for communities along the border is essential for maintaining strong border economy with Mexico. The IBWC, EPA, and NADB are the important federal partners with existing bi-national programs that are able to immediately implement solutions on cross border pollution. California is in a unique position to take the lead and work with local and federal partners to implement real solutions that will addresses the long standing and escalating water quality crisis along the border.

For those reasons, the cities of Imperial Beach and Coronado requested the San Diego County Division to propose a resolution at the 2019 League Annual Conference calling upon the federal

and state governments to address the devastating impacts of international transboundary pollution flows into the waterways of the southernmost regions of California, San Diego and Imperial Counties and the Pacific Ocean.

On August 12, 2019 at the regularly scheduled meeting of the San Diego County Division, the membership unanimously endorsed submittal of the resolution, with close to 75% membership present and voting.

The Imperial County Division does not have a schedule meeting until after the deadline to submit proposed resolutions. However, the City of Calexico, which is most directly impacted by initial pollution flow of the New River from Mexicali, sent a letter in concurrence of this resolution as well as numerous city official from cities within Imperial County and the Imperial County Board of Supervisors. The League Imperial County Division will place a vote to support this resolution on the agenda of their September 26, 2019 meeting.

## **League of California Cities Staff Analysis on Resolution No. 2**

Staff: Derek Dolfie, Legislative Representative  
Carly Shelby, Legislative and Policy Development Assistant  
Committees: Environmental Quality

### **Summary:**

This Resolution states that the League of California Cities should call upon the State and Federal governments to restore and ensure proper funding for the U.S. – Mexico Border Water Infrastructure Program (BWIP) and work bi-nationally to address water quality issues resulting from transboundary flows from Mexico’s Tijuana River into the United States containing untreated sewage, polluted sediment, and trash.

### **Background:**

The League of California Cities’ San Diego County Division is sponsoring this resolution to address their concerns over the contaminated flows from the Tijuana River into California that have resulted in the degradation of water quality and water recreational areas in Southern California.

The Tijuana River flows north through highly urbanized areas in Mexico before it enters the Tijuana River Estuary and eventually the Pacific Ocean via waterways in San Diego County in California. Urban growth in Tijuana has contributed to a rise in rates of upstream flows from water treatment facilities in Mexico. These treatment facilities have raised the amount of untreated sewage and waste in the Tijuana River due to faulty infrastructure and improper maintenance. The federal government refers to the river as an “impaired water body” because of the presence of pollutants in excess, which pose significant health risks to residents and visitors in communities on both sides of the border.

### ***Federal Efforts to Address Pollution Crisis***

To remedy the Tijuana River’s low water quality, the United States and Mexico entered into a Treaty in 1944 entitled: *Utilization of Waters of the Colorado River and Tijuana Rivers and of the Rio Grande – the International Boundary and Water Commission (IBWC)*. The IBWC was designed to consist of a United States section and a Mexico section. Both sections were tasked with negotiating and implementing resolutions to address water pollution in the area, which includes overseeing the development of water treatment and diversion infrastructure.

After the formation of the IBWC, the U.S. and Mexico entered into a treaty in 1993 entitled: *Agreement Concerning the Establishment of a Border Environment Cooperation Commission and a North American Development Bank*. This agreement established the North American Development Bank (NADB), which certifies and funds infrastructure projects located within 100 kilometers (62 miles) of the border line. The NADB supports federal programs like the Border Water Infrastructure Program (BWIP), which was initially funded at \$100 million, annually.

The degradation of existing water treatment infrastructure along the border coincides with the federal government’s defunding of the BWIP, which has steadily decreased from \$100 million in 1996 to \$10 million today. The Federal FY 2020 Budget proposes eliminating BWIP funding

altogether. EPA's regions 6 and 9 (includes U.S. states that border Mexico) have identified a number of eligible projects that address public health and environmental conditions along the border totaling \$340 million.

The NADB has funded the development of water infrastructure in both the U.S. and Mexico. Water diversion and treatment infrastructure along the U.S – Mexico border includes, but is not limited to, the following facilities:

- *The South Bay International Wastewater Treatment Plant (SBIWTP)*. This facility was constructed by the U.S. in 1990 and is located on the California side of the border and is operated under the jurisdiction of the IBWC. The SBIWTP serves as a diversion and treatment sewage plant to address the flow of untreated sewage from Mexico into the United States.
- *Pump Station CILA*. CILA was constructed by Mexico in 1991 and is located along the border in Mexico. This facility serves as the SBIWTP's Mexican counterpart.

Both the SBIWTP and CILA facilities have had a multitude of overflows containing untreated sewage and toxic waste that spills into the Tijuana River. The cause of overflows can be attributed to flows exceeding the maximum capacity that the infrastructure can accommodate (this is exacerbated during wet and rainy seasons) and failure to properly operate and maintain the facilities. Much of the existing infrastructure has not had updates or repairs for decades, causing overflows to become more frequent and severe. The most notable overflow occurred in February 2017, wherein 143 million gallons of polluting waste discharged into the Tijuana River; affecting the Tijuana Estuary, the Pacific Ocean, and Southern California's waterways.

### ***State Actions***

In response to the February 2017 overflow, the San Diego Water Board's Executive Officer sent a letter to the U.S. and Mexican IBWC Commissioners which included recommendations on how to improve existing infrastructure and communications methods between both nations.

In September of 2018, California Attorney General Xavier Becerra submitted a lawsuit against IBWC for Violating the Clean Water Act by allowing flows containing sewage and toxic waste to flow into California's waterways, posing a public health and ecological crisis. The cities of Imperial Beach, San Diego, Chula Vista, the Port of San Diego, and the San Diego Regional Water Quality Board have also filed suit against the IBWC. The suit is awaiting its first settlement conference on October 19, 2019. If parties are unable to reach a settlement, the case will go to trial.

### **Fiscal Impact:**

California's economy is currently the sixth largest in the world, with tourism spending topping \$140.6 billion in 2018. In the past five years, San Diego's Border Field State Park has been closed for over 800 days because of pollution from the Tijuana River. A decline in the State's beach quality and reputation could carry macroeconomic effects that could ripple outside of the San Diego County region and affect coastal communities throughout California.

### **Existing League Policy**

The League of California Cities has extensive language on water in its Summary of Existing Policy and Guiding Principles. Fundamentally, the League recognizes that beneficial water quality is essential to the health and welfare of California and all of its citizens. Additionally, the League advocates for local, state and federal governments to work cooperatively to ensure that water quality is maintained.

The following policy relates to the issue of water quality:

- Surface and groundwater should be protected from contamination.
- Requirements for wastewater discharge into surface water and groundwater to safeguard public health and protect beneficial uses should be supported.
- When addressing contamination in a water body, water boards should place priority emphasis on clean-up strategies targeting sources of pollution, rather than in stream or end-of-pipe treatment.
- Water development projects must be economically, environmentally and scientifically sound.
- The viability of rivers and streams for instream uses such as fishery habitat, recreation and aesthetics must be protected.
- Protection, maintenance, and restoration of fish and wildlife habitat and resources.

Click here to view the **Summary of Existing Policy and Guiding Principles 2018**.

### **Comments:**

1. Water quality issues are prevalent across California and have been a constant priority of the State's legislature and residents. In 2014, California's voters approved Proposition 1, which authorized \$7.5 billion in general obligation bonds to fund water quality improvement projects. In 2019, the Legislature reached an agreement to allocate \$130 million from the State's Greenhouse Gas Reduction Fund (GGRF) to address failing water infrastructure and bad water qualities for over one million of California's residents in rural communities. Water quality is not an issue unique to the County of San Diego and communities along the border.
2. Tijuana River cross-border pollution has caught national attention. Members of Congress have proposed recent funding solutions to address the pollution crisis, including:
  - In February of 2019, California Congressional Representatives Vargas, Peters, and Davis helped secure \$15 million for the EPA to use as part of its BWIP.
  - *H.R. 3895 (Vargas, Peters, 2019), The North American Development Bank Pollution Solution Act*. This bill seeks to support pollution mitigation efforts along the border by increasing the NADB's capital by \$1.5 billion.
  - *H.R. 4039 (Levin, 2019), The Border Water Infrastructure Improvement Act*. This bill proposes increasing funding to the BWIP from the existing \$10 million to \$150 million as a continuous appropriation until 2025.Additionally, the National Association of Counties (NACo) and the U.S. Conference of Mayors enacted resolutions in support of increased funding for U.S. – Mexico border water infrastructure to address the environmental crisis in 2019.

3. The border pollution problem has sparked action from local, state, and federal actors. Should this resolution be adopted, League membership should be aware that future action will be adapted by what is explicitly stated in the resolution's language. In current form, the resolution's resolve clause cites the BWIP as the only program that should receive reinstated and proper funding. League staff recommends the language be modified to state:

**“NOW, THEREFORE, BE IT RESOLVED** at the League General Assembly, assembled at the League Annual Conference on October 18, 2019 in Long Beach, that the League calls upon the Federal and State governments to restore and ensure proper funding *for environmental infrastructure on the U.S. – Mexico Border, including to the U.S–Mexico Border Water Infrastructure Program* (BWIP), and recommit to working bi-nationally to develop and implement long-term solutions to address serious water quality and contamination issues, such as discharges of untreated sewage and polluted sediment and trash-laden transboundary flows originating from Mexico, that result in significant health, environmental, and safety concerns in communities along California's southern border impacting the state.”

Modifying the language would ensure enough flexibility for the League to support funding mechanisms outside of the prescribed federally-operated BWIP.

4. It remains unclear if there is an appetite in Washington to fund border-related infrastructure projects that address environmental quality. Given the high probability of another overflow containing waste and sewage from the existing infrastructure operated by the IBWC, League membership should consider the outcome if no resolution is reached to address the issue.

**Support:**

The following letters of concurrence were received:

**Cities:**

The City of Calexico  
The City of Coronado  
The City of Imperial Beach  
The City of San Diego

**In their individual capacity:**

Amanda Young Rigby, City of Vista Council Member  
Bill Baber, City of La Mesa Council Member  
Consuelo Martinez, City of Escondido Deputy Mayor  
George A. Nava, City of Brawley Council Member  
John Minto, City of Santee Mayor  
Judy Ritter, City of Vista Mayor  
Luke Hamby, City of Brawley Council Member  
Norma Kastner-Jauregui, City of Brawley Mayor Pro-Tempore  
Sam Couchman, City of Brawley Council Member

**LETTERS OF CONCURRENCE**

Resolution No. 2

International Transboundary  
Pollution Flows





# CITY OF CALEXICO

608 Heber Ave.  
Calexico, CA 92231-2840  
Tel: 760.768.2110  
Fax: 760.768.2103  
[www.calexico.ca.gov](http://www.calexico.ca.gov)

August 15, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K Street, Suite 400  
Sacramento, CA 95814

**RE: Environmental and Water Quality Impacts Of International Transboundary River  
Pollution Flow Resolution**

President Arbuckle:

The city of Calexico strongly supports the San Diego County Division's effort to submit a resolution for consideration by the General Assembly at the League's 2019 Annual Conference in Long Beach.

The Division's resolution calls upon the Federal and State governments to restore and ensure proper funding of the Border Water Infrastructure Program (BWIP) to address the devastating impacts of international transboundary pollution flows into the waterways of the southernmost regions of California (San Diego and Imperial Counties) and the Pacific Ocean.

Local government and the public support the State's water and environmental quality objectives and League policy has long supported efforts to ensure water quality and oppose contamination of water resources. This resolution addresses the critical need for the federal and state governments to recommit to work bi-nationally to develop and implement long-term solutions to address serious water quality and contamination issues, such as discharges of untreated sewage and polluted sediment and trash-laden transboundary flows originating from Mexico, that result in significant health, environmental and safety concerns in communities along California's southern border impacting the state.

As members of the League, our city values the policy development process provided to the General Assembly. We appreciate your time on this issue.

*Viva Calexico!*

If you have any questions or require additional information, please do not hesitate to contact me at 760/768-2110.

Sincerely,

**CITY OF CALEXICO**

A handwritten signature in cursive script that reads "David Dale".

David Dale  
City Manager

Cc: Honorable Mayor Bill Hodge

*Viva Calexico!*



**CITY OF CORONADO**

1825 STRAND WAY  
CORONADO, CA 92118

OFFICE OF THE CITY MANAGER  
(619) 522-7335  
FAX (619) 522-7846

August 15, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K Street, Suite 400  
Sacramento, CA 95814

**RE: Environmental and Water Quality Impacts of International Transboundary River Pollution Flows Resolution**

This letter is written on behalf of and with the support of the Coronado City Council. The City of Coronado wholeheartedly supports the resolution adopted by the San Diego County and Imperial County Division of the California League of Cities.

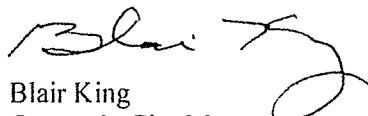
The San Diego County Division’s resolution calls upon the federal and state governments to restore and ensure proper funding of the U.S.-Mexico Border Water Infrastructure Program (BWIP) to address the devastating impacts of international transboundary pollution flows into the waterways of the southernmost regions of California (San Diego and Imperial Counties) and the Pacific Ocean.

The City has been working closely with the Environmental Protection Agency and other federal partners on the matter since early 2018. City leaders are committed to finding long-term, sustainable solutions to this problem. Through its advocacy and education efforts, the City of Coronado has raised national awareness of the problem among legislators, political appointees and career staff at federal agencies. These efforts have been successful. However, the City along with our coalition partners, look forward to more action to swiftly resolve this issue.

Local government and the public support the state’s water and environmental quality objectives and League policy has long supported efforts to ensure water quality and oppose contamination of water resources. This resolution addresses the critical need for the federal and state governments to recommit to work bi-nationally to develop and implement long-term solutions to address serious water quality and contamination issues, such as discharges of untreated sewage and polluted sediment and trash-laden transboundary flows originating from Mexico, that result in significant health, environmental and safety concerns in communities along California’s southern border impacting the state.

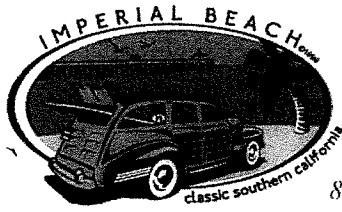
As members of the League, Coronado values the policy development process provided to the General Assembly. We appreciate your time on this issue. Please feel free to contact me if you have any questions.

Sincerely,



Blair King  
Coronado City Manager

cc: Coronado Mayor and City Council  
Bill Baber, President, San Diego County Division  
c/o Catherine Hill, Regional Public Affairs Manager, San Diego County Division [chill@cacities.org](mailto:chill@cacities.org)



# City of Imperial Beach, California

OFFICE OF THE CITY MANAGER

825 Imperial Beach Blvd., Imperial Beach, CA 91932 Tel: (619) 423-8303 Fax: (619) 628-1395

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August 15, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K St. Suite 400  
Sacramento, CA 95814

RE: Environmental and Water Quality Impacts Of International Transboundary River  
Pollution Flow Resolution

President Arbuckle:

The city of Imperial Beach appreciates and supports the San Diego County Division's effort to submit a resolution for consideration by the full membership of the League of California Cities.

The Division's resolution calls on Federal and State government to address the impacts of transboundary pollution flows into the Southwestern regions of California. The pollution in these areas is an environmental disaster that threatens the health and general welfare of residents near the Mexican border in Imperial and San Diego Counties.

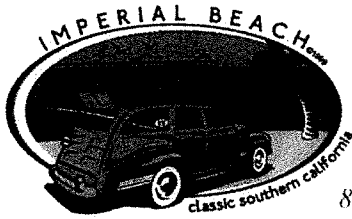
I encourage all voting delegates and elected officials in attendance at the 2019 Annual League of California Cities Conference in Long Beach to support this important resolution as it addresses the critical need for the federal and state government to recommit to work bi-nationally to address the serious contamination issues and to develop and implement long-term solutions.

I am available for any questions or additional information related to this letter of support.

Sincerely,

Andy Hall  
City Manger

Cc: Honorable Mayor Serge Dedina  
Honorable Mayor Pro Tem Robert Patton  
Honorable Councilmember Paloma Aguirre  
Honorable Councilmember Ed Spriggs  
Honorable Councilmember Mark West



# City of Imperial Beach, California

OFFICE OF THE MAYOR

825 Imperial Beach Blvd., Imperial Beach, CA 91932 Tel: (619) 423-8303 Fax: (619) 628-1395

---

August 16, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K Street, Suite 400  
Sacramento, CA 95814

RE: Environmental and Water Quality Impacts Of International Transboundary River Pollution Flow Resolution

President Arbuckle:

The city of Imperial Beach strongly supports the San Diego County Division's effort to submit a resolution for consideration by the General Assembly at the League's 2019 Annual Conference in Long Beach.

The Division's resolution calls upon the Federal and State governments to restore and ensure proper funding of the Border Water Infrastructure Program (BWIP) to address the devastating impacts of international transboundary pollution flows into the waterways of the southernmost regions of California (San Diego and Imperial Counties) and the Pacific Ocean.

Local government and the public support the State's water and environmental quality objectives and League policy has long supported efforts to ensure water quality and oppose contamination of water resources. This resolution addresses the critical need for the federal and state governments to recommit to work bi-nationally to develop and implement long-term solutions to address serious water quality and contamination issues, such as discharges of untreated sewage and polluted sediment and trash-laden transboundary flows originating from Mexico, that result in significant health, environmental and safety concerns in communities along California's southern border impacting the state.

As members of the League, our city values the policy development process provided to the General Assembly. We appreciate your time on this issue. If you have any questions or require additional information, please do not hesitate to contact me at 619-423-8303.

Sincerely,

Serge Dedina  
Mayor



THE CITY OF SAN DIEGO

**KEVIN L. FAULCONER**

Mayor

August 15, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K Street, Suite 400  
Sacramento, CA 95814

**RE: Environmental and Water Quality Impacts of International Transboundary River  
Pollution Flow Resolution**

President Arbuckle:

The City of San Diego supports the San Diego County Division in their effort to submit a resolution to the General Assembly at the League of California Cities' 2019 Annual Conference in Long Beach.

To suppress the flow of pollution between the Mexico and Southern California's water channels, the Division requests for the Federal and State governments to give proper funding to the Border Water Infrastructure Program (BWIP).

The City of San Diego and its citizens have expressed their concerns about untreated sewage, polluted sediment and trash flowing from Mexico, into California, causing health, environmental and safety concerns. The State's water and environmental quality objectives and League policy has long supported efforts to ensure water quality and oppose contamination of water resources. With the Division's resolution, the great need for federal and state governments to reconsider working together, will help in developing a long-term solution to address serious water quality and contamination issues.

As members of the League, our City values the policy development process provided to the General Assembly. We appreciate your time on this issue.

Please contact me at (619)453-9946 if you have any questions.

Sincerely,

Denice Garcia  
Director of International Affairs

Cc: Honorable Mayor Kevin L. Faulconer



AMANDA YOUNG RIGBY  
CITY COUNCILWOMAN

August 15, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K Street, 4<sup>th</sup> Floor  
Sacramento, CA 95814

Re: Border Sewage Issues

Dear President Arbuckle;

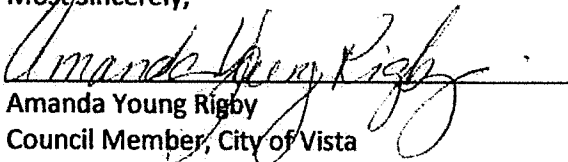
As a Council Member in the City of Vista, and solely in my individual capacity as such, I write in **support** of the League of California Cities 2019 Annual Conference Resolution proposed by the San Diego County Division to address the constant sewage pollution issues at the international border with Mexico.

This Resolution requests that the federal and state governments recognize the paramount importance of this issue and address the devastating impacts that this constant contamination has on the southernmost regions of California and the Pacific coastline by requesting the necessary funding to develop and implement effective and long term solutions to the raw sewage contamination coming into San Diego and Imperial Counties from Mexico.

Although I have lived in Vista for 27 years now, I grew up in Imperial Beach and know well the severe health and environmental impact that this situation has had on our border communities for the **decades**.

As a member of the League, I value the League's ability to effectively advocate on behalf of not only our cities but in effect, our citizens, and this is an important issue for our entire state. Should you have any questions or comments, please contact me at the number below. Thank you for your consideration.

Most Sincerely,

  
Amanda Young Rigby  
Council Member, City of Vista

cc: Vista City Council  
Vista City Manager  
Vista City Attorney  
City of Imperial Beach  
City of Coronado  
City of Calexico  
City of San Diego



August 16, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K Street, Suite 400  
Sacramento, CA 95814

**RE: Environmental and Water Quality Impacts Of International Transboundary River Pollution Flows Resolution**

President Arbuckle:

As a Council Member for the City of La Mesa and in my individual capacity, not on behalf of the full La Mesa City Council as a body or the City, I am writing you in support of the San Diego County Division's effort to submit a resolution for consideration by the General Assembly at the League's 2019 Annual Conference in Long Beach.

The Division's resolution calls upon the Federal and State governments to restore and ensure proper funding of the Border Water Infrastructure Program (BWIP) to address the devastating impacts of international transboundary pollution flows into the waterways of the southernmost regions of California (San Diego and Imperial Counties) and the Pacific Ocean.

As San Diego County Division President and a member of the League, I value the policy development process provided to the General Assembly. I appreciate your time on this issue. Please feel free to contact me at 619-667-1106, should you have any questions.

Sincerely,

BILL BABER  
COUNCIL MEMBER CITY OF LA MESA  
PRESIDENT, LEAGUE SAN DIEGO COUNTY DIVISION





Consuelo Martinez, Deputy Mayor  
201 North Broadway, Escondido, CA 92025  
Phone: 760-839-4638

August 16, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K Street, 4<sup>th</sup> Floor  
Sacramento, CA 95814

Dear President Arbuckle:

As one Council Member of the city of Escondido, and in my individual capacity and not on behalf of the Council as a body or the City, I write in support of the League of California Cities 2019 Annual Conference Resolution proposed by the San Diego County Division to address the transboundary river flow pollution impacting cities in San Diego and Imperial Counties.

This resolution calls upon the federal and state governments to address the devastating impacts of international transboundary pollution flows into the southernmost regions of California and the Pacific Ocean by requesting the necessary funding to develop solutions for pollution coming into San Diego County and Imperial County waterways through the Tijuana River and New River, respectively.

The passage of the proposed resolution by the San Diego County Division would provide support for the restoration of much needed funding and development and implementation of long-term solutions to address serious water quality and contamination issues, such as discharge of untreated sewage and polluted sediment and trash-laden transboundary flows that result in significant health, environmental, and safety concerns in communities along California's southern border impacting the state.

As a member of the League, I value the policy development process provided to the General Assembly. I appreciate your time on this issue. Please feel free to contact me at [cmartinez@escondido.org](mailto:cmartinez@escondido.org) if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "C. Martinez", written over a horizontal line.

Consuelo Martinez  
Deputy Mayor

cc: Honorable Mayor and City Council Members  
Jeffrey R. Epp, City Manager



# CITY OF BRAWLEY

ADMINISTRATIVE OFFICES  
383 Main Street  
Brawley, CA 92227  
Phone: (760) 351-3048  
FAX: (760) 351-3088

August 15, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K Street, 4<sup>th</sup> Floor  
Sacramento, CA 95814

Dear President Arbuckle:

As one Council Member of the City of Brawley, and in my individual capacity and not on behalf of the Council as a body or the City, I write in support of the League of California Cities 2019 Annual Conference Resolution proposed by the San Diego County Division to address the transboundary river flow pollution impacting cities in San Diego and Imperial Counties.

This resolution calls upon the federal and state governments to address the devastating impacts of international transboundary pollution flows into the southernmost regions of California and the Pacific Ocean by requesting the necessary funding to develop solutions for pollution coming into San Diego County and Imperial County waterways through the Tijuana River and New River, respectively.

The passage of the proposed resolution by the San Diego County Division would provide support for the restoration of much needed funding and development and implementation of long-term solutions to address serious water quality and contamination issues, such as discharge of untreated sewage and polluted sediment and trash-laden transboundary flows that result in significant health, environmental, and safety concerns in communities along California's southern border impacting the state.

As a member of the League, I value the policy development process provided to the General Assembly. I appreciate your time on this issue. Please feel free to contact me at (City email) if you have any questions.

Sincerely,

George A. Nava  
City Council Member  
City of Brawley

MAYOR  
John W. Minto



# CITY OF SANTEE

CITY COUNCIL  
Ron Hall  
Stephen Houlihan  
Laura Koval  
Rob McNelis

August 15, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K Street, 4<sup>th</sup> Floor  
Sacramento, CA 95814

Dear President Arbuckle:

As Mayor of the city of Santee, and in my individual capacity and not on behalf of the Council as a body or the City, I write in support of the League of California Cities 2019 Annual Conference Resolution proposed by the San Diego County Division to address the transboundary river flow pollution impacting cities in San Diego and Imperial Counties.

This resolution calls upon the federal and state governments to address the devastating impacts of international transboundary pollution flows into the southernmost regions of California and the Pacific Ocean by requesting the necessary funding to develop solutions for pollution coming into San Diego County and Imperial County waterways through the Tijuana River and New River, respectively.

The passage of the proposed resolution by the San Diego County Division would provide support for the restoration of much needed funding and development and implementation of long-term solutions to address serious water quality and contamination issues, such as discharge of untreated sewage and polluted sediment and trash-laden transboundary flows that result in significant health, environmental, and safety concerns in communities along California's southern border impacting the state.

As a member of the League, I value the policy development process provided to the General Assembly. I appreciate your time on this issue. Please feel free to contact me at (JMinto@cityofsanteeca.gov) if you have any questions.

Sincerely,

JOHN W. MINTO  
Mayor  
City of Santee



JUDY RITTER  
MAYOR

August 16, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K Street, 4<sup>th</sup> Floor  
Sacramento, CA 95814

Dear President Arbuckle:

As Mayor of the city of Vista, and in my individual capacity and not on behalf of the Council as a body or the City, I write in support of the League of California Cities 2019 Annual Conference Resolution proposed by the San Diego County Division to address the transboundary river flow pollution impacting cities in San Diego and Imperial Counties.

This resolution calls upon the federal and state governments to address the devastating impacts of international transboundary pollution flows into the southernmost regions of California and the Pacific Ocean by requesting the necessary funding to develop solutions for pollution coming into San Diego County and Imperial County waterways through the Tijuana River and New River, respectively.

The passage of the proposed resolution by the San Diego County Division would provide support for the restoration of much needed funding and development and implementation of long-term solutions to address serious water quality and contamination issues, such as discharge of untreated sewage and polluted sediment and trash-laden transboundary flows that result in significant health, environmental, and safety concerns in communities along California's southern border impacting the state.

As a member of the League, I value the policy development process provided to the General Assembly. I appreciate your time on this issue. Please feel free to contact me at [jritter@cityofvista.com](mailto:jritter@cityofvista.com) if you have any questions.

Sincerely,

Judy Ritter  
Mayor  
City of Vista



# CITY OF BRAWLEY

ADMINISTRATIVE OFFICES

383 Main Street  
Brawley, CA 92227  
Phone: (760) 351-3048  
FAX: (760) 351-3088

August 15, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K Street, 4<sup>th</sup> Floor  
Sacramento, CA 95814

Dear President Arbuckle:

As one Council Member of the City of Brawley, and in my individual capacity and not on behalf of the Council as a body or the City, I write in support of the League of California Cities 2019 Annual Conference Resolution proposed by the San Diego County Division to address the transboundary river flow pollution impacting cities in San Diego and Imperial Counties.

This resolution calls upon the federal and state governments to address the devastating impacts of international transboundary pollution flows into the southernmost regions of California and the Pacific Ocean by requesting the necessary funding to develop solutions for pollution coming into San Diego County and Imperial County waterways through the Tijuana River and New River, respectively.

The passage of the proposed resolution by the San Diego County Division would provide support for the restoration of much needed funding and development and implementation of long-term solutions to address serious water quality and contamination issues, such as discharge of untreated sewage and polluted sediment and trash-laden transboundary flows that result in significant health, environmental, and safety concerns in communities along California's southern border impacting the state.

As a member of the League, I value the policy development process provided to the General Assembly. I appreciate your time on this issue. Please feel free to contact me at (City email) if you have any questions.

Sincerely,

Luke Hamby  
City Council Member  
City of Brawley



# CITY OF BRAWLEY

ADMINISTRATIVE OFFICES  
383 Main Street  
Brawley, CA 92227  
Phone: (760) 351-3048  
FAX: (760) 351-3088

August 15, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K Street, 4<sup>th</sup> Floor  
Sacramento, CA 95814

Dear President Arbuckle:

As one Council Member of the City of Brawley, and in my individual capacity and not on behalf of the Council as a body or the City, I write in support of the League of California Cities 2019 Annual Conference Resolution proposed by the San Diego County Division to address the transboundary river flow pollution impacting cities in San Diego and Imperial Counties.

This resolution calls upon the federal and state governments to address the devastating impacts of international transboundary pollution flows into the southernmost regions of California and the Pacific Ocean by requesting the necessary funding to develop solutions for pollution coming into San Diego County and Imperial County waterways through the Tijuana River and New River, respectively.

The passage of the proposed resolution by the San Diego County Division would provide support for the restoration of much needed funding and development and implementation of long-term solutions to address serious water quality and contamination issues, such as discharge of untreated sewage and polluted sediment and trash-laden transboundary flows that result in significant health, environmental, and safety concerns in communities along California's southern border impacting the state.

As a member of the League, I value the policy development process provided to the General Assembly. I appreciate your time on this issue. Please feel free to contact me at (City email) if you have any questions.

Sincerely,

Norma Kastner-Jauregui  
Mayor Pro-Tempore  
City of Brawley



# CITY OF BRAWLEY

ADMINISTRATIVE OFFICES

383 Main Street  
Brawley, CA 92227  
Phone: (760) 351-3048  
FAX: (760) 351-3088

August 15, 2019

Jan Arbuckle, President  
League of California Cities  
1400 K Street, 4<sup>th</sup> Floor  
Sacramento, CA 95814

Dear President Arbuckle:

As one Council Member of the City of Brawley, and in my individual capacity and not on behalf of the Council as a body or the City, I write in support of the League of California Cities 2019 Annual Conference Resolution proposed by the San Diego County Division to address the transboundary river flow pollution impacting cities in San Diego and Imperial Counties.

This resolution calls upon the federal and state governments to address the devastating impacts of international transboundary pollution flows into the southernmost regions of California and the Pacific Ocean by requesting the necessary funding to develop solutions for pollution coming into San Diego County and Imperial County waterways through the Tijuana River and New River, respectively.

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As a member of the League, I value the policy development process provided to the General Assembly. I appreciate your time on this issue. Please feel free to contact me at (City email) if you have any questions.

Sincerely,

Sam Couchman  
City Council Member  
City of Brawley



# CITY OF HAYWARD

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

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**File #:** RPT 19-344

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**DATE:** September 24, 2019

**TO:** Mayor and City Council

**FROM:** Council Member Mendall, Council Member Márquez, and Council Member Zermeño

**SUBJECT**

Consider an Item for Discussion on a Future City Council Agenda Regarding Modifying Regulations on Tobacco Retailers to Reduce Teen Smoking and Vaping

**RECOMMENDATION**

That the City Council discusses whether staff time and City resources should be devoted to researching an item regarding modifying regulations on tobacco retailers to reduce teen smoking and vaping.

**SUMMARY**

Council Member Mendall, Council Member Márquez, and Council Member Zermeño request that the Council consider an item for discussion on a future City Council agenda regarding modifying regulations on tobacco retailers to reduce teen smoking and vaping. The purpose of this agenda item is to discuss whether staff time and City resources should be devoted to researching an item and to determine whether this item should be placed on a future City Council agenda for discussion.

**ATTACHMENTS**

Attachment I Council Referral Memorandum





## COUNCIL REFERRAL MEMORANDUM

**DATE:** September 24, 2019

**TO:** Mayor and Council

**FROM:** Al Mendall, Elisa Márquez and Francisco Zermeño

**SUBJECT:** Consider an item for discussion on a future City Council agenda regarding modifying regulations on tobacco retailers to reduce teen smoking and vaping.

### **RECOMMENDATION:**

It is recommended that the City Council instruct staff to schedule a Council discussion of whether to enact stronger restrictions on tobacco retailers to reduce teen smoking and vaping in Hayward. The recommendation is to schedule this item as either a Council work session or refer it to the Council Economic Development Committee for consideration.

### **DISCUSSION:**

Despite our community's efforts to combat teen smoking and vaping, the prevalence of teen smoking and vaping appears to be on the rise across the country and in the Hayward community. Vaping is especially prevalent among teens; and studies show that it leads to higher rates of tobacco use among teens. Flavored tobacco and vaping products have been shown to be especially popular among teens.

Given this worrisome trend, the City of Hayward should revisit its rules and regulations in place to govern tobacco and vaping retailers.

### **DESIRED COUNCIL ACTION:**

Council approval of this referral would constitute instruction to staff to place this topic on a future agenda for Council discussion. That discussion would enable Council to provide guidance to staff on whether to investigate possible changes to our tobacco retailer regulations or related ordinances.

This referral does NOT intend to dictate what changes might be recommended by Council in such a future discussion. However, some possible changes that could be considered include, but are not limited to:

- Restrictions on the sale of flavored tobacco and vaping products,
- Restrictions on the sale of small or inexpensive tobacco and vaping products,
- Further regulation of the location of tobacco and vaping product sales,
- Additional monitoring of tobacco and vaping retailers to reduce sales to minors,
- Other changes to help reduce teen use of tobacco and vaping products.

If this referral is approved by Council, then the next step would be for staff to bring the item back to a full Council work session or to the Council Economic Development Committee for discussion. For that discussion, staff would provide an outline of potential regulatory actions for the Council to consider. This would enable Council to build consensus on whether to pursue any such changes and what types of changes the Council wants staff to investigate further.

**TIMELINE:**

The initial discussion should occur at a Council work session or the Council Economic Development Committee within 6 months.

**KEY STAKEHOLDER GROUPS:**

Likely interested parties include, but are not limited to...

- Hayward Coalition for Healthy Youth
- Tobacco retailers
- Hayward Unified School District
- Hayward Chamber of Commerce
- Hayward Promise Neighborhood
- St. Rose Hospital
- Tiburcio Vázquez Health Center
- Hayward Police and Fire Departments
- Alameda County Tobacco Control
- Alameda County Tobacco Control Coalition

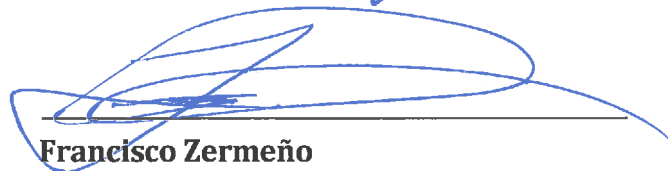
*Prepared and Submitted by:*



**Al Mendall**



**Elisa Márquez**



**Francisco Zermeño**