

# **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, October 12, 2021**

**7:00 PM**

**Council Chamber and Virtual Platform (Zoom)**

## **City Council**

**SPECIAL CITY COUNCIL MEETING**

NOTICE: The City Council will hold a hybrid meeting (in Council Chamber and Virtual Platform via Zoom). All in-person participants will be required to provide proof of vaccination and wear a face covering.

*How to observe the Meeting:*

1. Comcast TV Channel 15
2. Live stream <https://hayward.legistar.com/Calendar.aspx>
3. YouTube Live stream: <https://www.youtube.com/user/cityofhayward>

*How to submit written Public Comment:*

1. Use eComment on the City's Meeting & Agenda Center webpage at: <https://hayward.legistar.com/Calendar.aspx>. eComments are directly sent to the iLegislate application used by City Council and City staff. Comments received before 3:00 p.m. the day of the meeting will be exported into a report, distributed to the City Council and staff, and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda.

2. Send an email to [List-Mayor-Council@hayward-ca.gov](mailto:List-Mayor-Council@hayward-ca.gov) by 3:00 p.m. the day of the meeting. Please identify the Agenda Item Number in the subject line of your email. Emails will be compiled into one file, distributed to the City Council and staff, and published on the City's Meeting & Agenda Center under Documents Received After Published Agenda. Documents received after 3:00 p.m. through the adjournment of the meeting will be included as part of the meeting record and published the following day.

*How to provide live Public Comment during the City Council Meeting:*

Complete the online speaker card at the Council Chamber entrance or click the link below:  
<https://hayward.zoom.us/j/89090433753?pwd=VGRxR3pweFI5R0pub0ZNVC9kbW5lQT09>

Meeting ID: 890 9043 3753  
Passcode: Cc101221@7

or

Dial: + 1 669 900 6833 or +1 346 248 7799

Meeting ID: 890 9043 3753  
Password: 5243835471

A Guide to attend virtual meetings is provided at this link: <https://bit.ly/3jmaUxa>

**CALL TO ORDER: Mayor Halliday**

**Pledge of Allegiance: Council Member Wahab**

**ROLL CALL**

**CLOSED SESSION ANNOUNCEMENT**

**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.*

**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.

**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 21-123](#)     Approve City Council Minutes of the City Council Meeting on September 21, 2021  
  
      **Attachments:**   [Attachment 1 Draft Minutes of September 21, 2021](#)
  
2.     [MIN 21-124](#)     Approve City Council Minutes of the City Council Meeting on September 28, 2021  
  
      **Attachments:**   [Attachment I Draft Minutes of September 28, 2021](#)
  
3.     [CONS 21-513](#)     Adopt a Resolution Authorizing the City Manager to Enter into an Agreement with Alliant Insurance Services for Group Insurance Broker and Advisory Services  
  
      **Attachments:**   [Attachment I Staff Report](#)  
                          [Attachment II Resolution](#)
  
4.     [CONS 21-515](#)     Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2022  
  
      **Attachments:**   [Attachment I Staff Report](#)  
                          [Attachment II Resolution](#)  
                          [Attachment III FY 2022 Salary Plan](#)

**PUBLIC HEARING**

5. [PH 21-086](#) 25183 Central Blvd Single Family Home Application: Proposed Single-Family Residence on a Vacant 0.11-Acre Hillside Lot with an Average Slope Greater than 20%, Located at 25183 Central Boulevard, by Patricia Prado (Applicant) on behalf of P. Gerardo Diaz Vazquez (Property Owner) Requiring Approval of Site Plan Review with Grading Permit (Application No. 202000849) (Council Action No Longer Required)

## LEGISLATIVE BUSINESS

6. [LB 21-046](#) Patrick Avenue Safety Project: Adopt a Resolution Approving Proposed Changes to the Patrick Ave Safety Improvement Project (Report from Public Works Director Ameri)

**Attachments:** [Attachment I Staff Report](#)  
[Attachment II Resolution](#)  
[Attachment III Bike East Bay 2 Way Cycle Track Proposal](#)  
[Attachment IV Peer Review Memorandum](#)  
[Attachment V Summary of Community Feedback](#)

## 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.

## ADJOURNMENT

**NEXT MEETING, October 19, 2021, 7:00 PM**

## PUBLIC COMMENT RULES

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

**PLEASE TAKE NOTICE**

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

**PLEASE TAKE FURTHER NOTICE**

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

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

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

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

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



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**File #:** MIN 21-123

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**DATE:** October 12, 2021

**TO:** Mayor and City Council

**FROM:** City Clerk

**SUBJECT**

Approve City Council Minutes of the City Council Meeting on September 21, 2021

**RECOMMENDATION**

That the Council approves the City Council meeting minutes of September 21, 2021.

**SUMMARY**

The City Council held a meeting on September 21, 2021.

**ATTACHMENTS**

Attachment I      Draft Minutes of September 21, 2021



**CITY COUNCIL MEETING  
REMOTE PARTICIPATION  
Tuesday, September 21, 2021, 7:00 p.m.**

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The City Council meeting was called to order by Mayor Halliday at 7:00 p.m. The meeting was conducted utilizing teleconferencing and electronic means consistent with State of California Executive Order N-08-21. Members of the City Council, City Staff, and members of the public participated via the Zoom platform.

**Pledge of Allegiance:** Council Member Márquez

**ROLL CALL**

Present: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas, Wahab, Zermeño  
MAYOR Halliday

Absent: None

**CLOSED SESSION ANNOUNCEMENT**

The City Council convened in closed session on August 24, 2021, at 5:30 p.m., with all members present, to discuss labor negotiations with all labor groups pursuant to Government Code section 54957.6. City Attorney Lawson noted the Council took no reportable action.

The City Council convened in closed session on September 14, 2021, at 5:00 p.m., with all members present to discuss: (1) anticipated litigation (one case) pursuant to Government Code section 54956.9(d)(1); (2) pending litigation regarding Woods v. City of Hayward pursuant to Government Code section 54956.9; and (3) labor negotiations with all labor groups pursuant to Government Code section 54957.6. City Attorney Lawson noted that Council Member Márquez recused herself from participating on Item 1 and the City Council took no reportable action. Regarding Item 2 and Item 3, he noted there was no reportable action. It was further noted the City Council reconvened after the joint work session of the City of Hayward and the Hayward Unified School District to complete the closed session regarding labor negotiations and there was no reportable action.

The City Council convened in closed session on September 21, 2021, at 5:00 p.m., with all members present to discuss: (1) anticipated litigation (one case) pursuant to Government Code section 54956.9(d)(1); (2) property negotiations regarding Caltrans Parcel Group 3 (APNs: 078C-0626-003-16, 078C-0626-003-09, 078C-0626-001-07) pursuant to Government Code section 54956.8; and (3) pending litigation involving Sheryl Mitchell v. City of Hayward -WCAB Nos. ADJ10736686; ADJ11897536; ADJ11897496; ADJ11897518 pursuant to Government Code section 54956.9. City Attorney Lawson noted that Council Member Márquez recused herself from participating on Item 1 and the Council took no reportable action. Regarding Item 2, Council Member Andrews recused herself and the City Council took no reportable action. Regarding Item 3, the City Council took no reportable action.

Mayor Halliday announced that Public Hearing Item 14 was being continued to September 28, 2021.

## **PUBLIC COMMENTS**

Mr. John Varga, City employee and IFPTE Local 21 member, spoke in favor of negotiations reached with his union and urged the Council to vote in favor of the agreement and spoke in support of SEIU 1021 and HAME negotiations.

Ms. Carol Lee, City employee and HAME member, asked for a fair contract that attracts and retains valuable employees and recognizes the contributions of staff.

Mr. Michael Barnes, City employee and HAME member, urged the Council to address equity adjustments during contract negotiations as a recent survey revealed compensations are below market rate.

Mr. David Donovan, City employee and HAME member, spoke about green energy accomplishments and urged the Council for equitable adjustments comparable to regional counterparts to help recruit top performers.

Ms. Suzanne Philis, City employee and SEIU-Clerical president, asked the Council to expand authorization for negotiators to complete the bargaining process and sign a fair contract so employees can get back to serving the Hayward community.

## **CITY MANAGER'S COMMENTS**

City Manager McAdoo made two announcements: (1) Council meetings starting with the September 28, 2021, meeting will transition to hybrid with in-person and virtual participation and in-person participants will be required to provide proof of vaccination and photo ID to enter the Council Chamber; and (2) provided an update of the work done by staff regarding the May 27, 2021 Russel City Energy Center explosion including convening a working group with City staff, Calpine the California Public Utilities Commission (CPUC) and California Energy Commission (CEC) regarding Statewide process/policy changes and an independent third party investigation, and deferred to Mayor Halliday to comment on site visits from the CEC and CPUC, and the strengthened working relationship between the Fire Department and Calpine to ensure safety of the plant moving forward.

In response to Council Member Wahab's inquiry for an update about letter of support for the Muwekman Ohlone Tribe, City Manager McAdoo shared she will have further updates soon.

## **CITY COMMISSIONS AND TASK FORCE**

1. City Commissions and Keep Hayward Clean and Green Task Force: Adopt a Resolution Confirming the Appointment and Reappointment of Members of the Community Services Commission, Keep Hayward Clean and Green Task Force, Library Commission, and Planning Commission **APPT 21-004**





**CITY COUNCIL MEETING  
REMOTE PARTICIPATION  
Tuesday, September 21, 2021, 7:00 p.m.**

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Staff report submitted by City Clerk Lens dated September 21, 2021, was filed.

City Clerk Lens provided a synopsis of the staff report, acknowledged new and reappointed members of City commissions and the KHCCTF, and expressed appreciation for departing members.

There being no public speakers, Mayor Halliday opened and closed the public comment period at 7:38 p.m.

Council Member Márquez moved the item; thanked City Clerk Lens and her team for their efforts in the recruitment process to ensure a good cross-section of representation from different ethnicities, socio-economic levels, and age groups; thanked all applicants; and noted she was pleased with the alternate option should there be unexpected vacancies.

Council Member Wahab seconded the item.

Mayor Halliday echoed the gratitude for the recruitment process and wished there were more vacancies to appoint more applicants and assured applicants who did not receive appointments that there is work to be done and always volunteer opportunities.

It was moved by Council Member Márquez, seconded by Council Member Wahab, and carried by the following roll call vote, to approve the resolution.

AYES:	COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas, Wahab, Zermeño MAYOR Halliday
NOES:	None
ABSENT:	None
ABSTAIN:	None

Resolution 21-171, "Resolution Confirming the Appointment and Reappointment of Members of the Community Services Commission, Keep Hayward Clean and Green Task Force, Library Commission and Planning Commission"

## CONSENT

2. Approve City Council Minutes of the Special City Council Meeting on July 13, 2021 **MIN 21-113**

It was moved by Council Member Wahab, seconded by Council Member Salinas, and carried unanimously, to approve the minutes of the special City Council meeting on July 13, 2021.

3. Approve City Council Minutes of the City Council Meeting on July 20, 2021 **MIN 21-114**

It was moved by Council Member Wahab, seconded by Council Member Salinas, and carried unanimously, to approve the minutes of the City Council meeting on July 20, 2021.

4. Approve City Council Minutes of the Special City Council Meeting on July 27, 2021 **MIN 21-115**

It was moved by Council Member Wahab, seconded by Council Member Salinas, and carried unanimously, to approve the minutes of the special City Council meeting on July 27, 2021.

5. Adopt a Resolution Accepting the Resignations of Angela Perez Aleman, Ariyanna Williams, and Abigail Garcia from the Hayward Youth Commission and Appointment of Sophia Araujo and Ivan Arroyo to Fill the Unexpired Terms **CONS 21-463**

Staff report submitted by City Clerk Lens dated September 21, 2021, was filed.

It was moved by Council Member Wahab, seconded by Council Member Salinas, and carried by the following roll call vote, to approve the resolution.

AYES:	COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas, Wahab, Zermeño MAYOR Halliday
NOES:	None
ABSENT:	None
ABSTAIN:	None

Resolution 21-172, "Resolution Accepting the Resignation of Angela Perez Aleman, Ariyanna Williams and Abigail Garcia from the Hayward Youth Commission and Appointment of Sophia Araujo and Ivan Arroyo to Fill the Unexpired Terms"

6. Adopt Resolutions Authorizing the City Manager to Execute Agreements with the Alameda County Health Care Services Agency and the Hayward Unified School District for School Based Mental Health Services in the Amounts of \$220,000 and \$120,000, Respectively **CONS 21-456**

Staff report submitted by Chief of Police Chaplin dated September 21, 2021, was filed.



**CITY COUNCIL MEETING  
REMOTE PARTICIPATION  
Tuesday, September 21, 2021, 7:00 p.m.**

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It was moved by Council Member Wahab, seconded by Council Member Salinas, and carried by the following roll call vote, to approve the resolutions.

AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas,  
Wahab, Zermelo  
MAYOR Halliday  
NOES: None  
ABSENT: None  
ABSTAIN: None

Resolution 21-173, "Resolution Authorizing the City Manager to Execute an Agreement with the Alameda County Health Care Services Agency for the Our Kids Our Families Program in the Amount of \$220,000"

Resolution 21-174, "Resolution Authorizing the City Manager to Execute an Agreement with the Hayward Unified School District for School Based Counseling Programs in the Amount of \$120,000"

7. Adopt a Resolution Awarding a Contract to The Garland Company for the Hayward Executive Airport Hangars B, C, D, and E Roof Repair Project, Project No. 06826, in an Amount Not-to-Exceed \$500,000, and Appropriating Funds **CONS 21-460**

Staff report submitted by Director of Public Works Ameri dated September 21, 2021, was filed.

It was moved by Council Member Wahab, seconded by Council Member Salinas, and carried by the following roll call vote, to approve the resolution.

AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas,  
Wahab, Zermelo  
MAYOR Halliday  
NOES: None  
ABSENT: None  
ABSTAIN: None

Resolution 21-175, "Resolution Authorizing the City Manager to Negotiate and Execute a Contract with the Garland Company for the Hayward Executive Airport – Hangars B, C, D, and E Roof Repair Project, Project No. 06826, in an Amount Not-to-Exceed \$500,000 and the Appropriation of Funds from the Airport Capital Fund for Use in the Project"

8. Adopt a Resolution Authorizing the City Manager to Execute a New Lease Agreement with Hayward Hangars, LLC. For Property Located at the Hayward Executive Airport **CONS 21-461**

Staff report submitted by Director of Public Works Ameri dated September 21, 2021, was filed.

It was moved by Council Member Wahab, seconded by Council Member Salinas, and carried by the following roll call vote, to approve the resolution.

AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas,  
Wahab, Zermelo  
MAYOR Halliday  
NOES: None  
ABSENT: None  
ABSTAIN: None

Resolution 21-176, "Resolution Authorizing the City Manager to Negotiate and Execute a New Lease Agreement with Hayward Hangars, LLC for the Lease of Airport Property"

9. Adopt a Resolution Approving the Final Map for Tract 8304, a 72-Unit Subdivision Located at 411 and 427 Industrial Parkway **CONS 21-464**

Staff report submitted by Assistant City Manager/Development Services Director Ott dated September 21, 2021, was filed.

It was moved by Council Member Wahab, seconded by Council Member Salinas, and carried by the following roll call vote, to approve the resolution.

AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas,  
Wahab, Zermelo  
MAYOR Halliday  
NOES: None  
ABSENT: None  
ABSTAIN: None

Resolution 21-177, "Resolution Approving the Final Map of Tract 8304, Accepting the Easements Dedicated Thereon for Public Use and Authorizing the City Manager to Negotiate and Execute the Subdivision Improvement Agreement and Related Other Documents"



**CITY COUNCIL MEETING  
REMOTE PARTICIPATION  
Tuesday, September 21, 2021, 7:00 p.m.**

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**10. Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2022 CONS 21-474**

Staff report submitted by Director of Human Resources Sangy dated September 21, 2021, was filed.

It was moved by Council Member Wahab, seconded by Council Member Salinas, and carried by the following roll call vote, to approve the resolution.

AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas,  
Wahab, Zermeno  
MAYOR Halliday  
NOES: None  
ABSENT: None  
ABSTAIN: None

Resolution 21-178, "Resolution Approving the Amended Fiscal Year 2022 Salary Plan Designating Positions of Employment in the City of Hayward and Salary Range; and Superseding Resolution No. 21-124 and All Amendments Thereto"

**11. Adopt a Resolution Authorizing the City Manager to Execute an Agreement with Life Scan Wellness Centers for the Provision of Medical Screening and Testing Services to the Hayward Fire Department in an Amount Not-to-Exceed \$103,000 CONS 21-473**

Staff report submitted by Fire Chief Contreras dated September 21, 2021, was filed.

It was moved by Council Member Wahab, seconded by Council Member Salinas, and carried by the following roll call vote, to approve the resolution.

AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas,  
Wahab, Zermeno  
MAYOR Halliday  
NOES: None  
ABSENT: None  
ABSTAIN: None

Resolution 21-179, “Resolution Authorizing the City Manager to Execute an Agreement with Life Scan Wellness Center for the Provision of Medical Screening and Testing Services to the Hayward Fire Department in an Amount Not-to-Exceed \$103,000”

12. Adopt a Resolution Approving the Memorandum of Understanding between the City of Hayward and the International Federation of Professional and Technical Engineers - Local 21 and Authorizing Staff to Execute the Agreement **CONS 21-489**

Staff report submitted by Director of Human Resources Sangy dated September 21, 2021, was filed.

Consent Item 12 was removed from the Consent Calendar to allow for a public comment.

Mayor Halliday opened the public comment section at 7:44 p.m.

Ms. Cheryl Penick, IFPTE Local 21 President, expressed appreciation to the City and Council Members for their support during the bargaining process; and expressed support for HAME and SEIU members as they move through their process.

Mayor Halliday closed the comment section at 7:46 p.m.

Council Member Salinas moved the item.

Council Member Wahab seconded the motion.

It was moved by Council Member Salinas, seconded by Council Member Wahab, and carried by the following roll call vote, to approve the resolution.

AYES:	COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas, Wahab, Zermeno MAYOR Halliday
NOES:	None
ABSENT:	None
ABSTAIN:	None

Resolution 21-180, “Resolution Approving the Memorandum of Understanding Between the City of Hayward and the International Federation of Professional and Technical Engineers - Local 21 and Authorizing Staff to Execute the Agreement”



**CITY COUNCIL MEETING  
REMOTE PARTICIPATION  
Tuesday, September 21, 2021, 7:00 p.m.**

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**WORK SESSION**

**13. Eviction Moratorium Update: Review Update on the Status of the State Eviction Moratorium, Local Eviction and Foreclosure Data, and Summary of Resources Available to Prevent Evictions and Foreclosure WS 21-037**

Staff report submitted by Assistant City Manager Ott dated September 21, 2021, was filed.

Assistant City Manager Ott announced the item and introduced Housing Division Manager Morales who provided a synopsis of the staff report.

There being no public comments, Mayor Halliday opened and closed the public comment section at 8:05 p.m.

Discussion ensued among members of the City Council and City staff regarding: the rental assistance program application process; safeguards in place to protect tenants from evictions once the State eviction moratorium concludes; concerns with influx of calls regarding tenants not familiar with the process for collecting rent through the small claims court; mediation service to assist with a broad range of COVID-related cases; foreclosure prevention counseling to assist with delinquency related to COVID; the California COVID-19 Rent Relief program; and the role of Housing is Key which is a state portal that provides assistance for landlord and tenants with a focus on rental assistance.

Members of City Council appreciated all outreach and events during COVID and Housing Division staff for the service provided to community members.

Members of the City Council offered the following recommendations: collect geographic data to see what areas are being impacted the most in terms of evictions and what areas are receiving relief funds; consider mandating that tenants be informed of mediation option by landlords when the Rent Stabilization Ordinance is reviewed; consider a Stack newsletter in the most used languages in Hayward to get information out to the public, encourage homeowners to forward it to renters and share with nonprofits and service providers including local churches, ethnic grocery stores, and dry cleaners; provide more information about the process for collecting rent through the small claims court and resources such as through the Eviction Prevention Learning Lab (EPLL); send information on available resources to individuals who received notices of default via mailers; increase the frequency of eviction data received from the court and assess any trends; reach out to community partners such as Rental Housing Association, Hayward Chamber of Commerce, realtors, faith centers, mosques, senior centers, mobile homes, Southland Mall, NAACP, Peachtree, Hayward Promise Neighborhood, South Hayward Parish, Tiburcio Vasquez Clinic; increase outward communication about foreclosure, rental assistance and evictions including having step by step infographics, social media, short URL or QR code to highlight available resources;

and continue working closely with Code Enforcement staff to address rental properties and landlords who are not maintaining properties.

## **PUBLIC HEARING**

14. Mission Crossings Development: Adopt a Resolution Denying a Request to Modify a Condition of Approval Related to Project Phasing, located at 25501 Mission Boulevard and Berry Avenue, Meritage Homes of California, Inc. (Applicant)/Meritage Homes of California, Inc., and Manchester Hotel Group (Owners) **(Item Continued to September 28, 2021) PH 21-081**

Mayor Halliday reiterated the item was being continued to September 28, 2021.

## **LEGISLATIVE BUSINESS**

15. League of California Cities Annual Resolutions: Adopt a Resolution Supporting Resolutions and Proposed Amendments to the Bylaws Being Considered at the 2021 League of California Cities Annual Business Meeting **LB 21-042**

Staff report submitted by Assistant City Manager Ott dated September 21, 2021, was filed.

Assistant City Manager Ott provided a synopsis of the staff report and clarified for the record that the City's voting delegate is Mayor Halliday, and the alternate delegate is Council Member Salinas. It was also noted that Council Member Lamnin would be attending the League of California Cities (Cal Cities) annual conference and Council Member Zermeño would not be able to attend the conference.

Discussion ensued among members of the City Council and City staff regarding roadway cleanup and plans to mitigate debris and fire hazards and whether Amazon changed its ownership status to incentivize cities to allow them to have fulfillment centers.

City staff indicated they would follow up with State lobbyists regarding appropriation for Caltrans to facilitate encampment cleanup on their properties.

There being no public comment, Mayor Halliday opened and closed public comment at 8:58 p.m.

City Manager McAdoo shared that she will be at the conference as she was elected to the State Executive Board of the City Managers Department.

Council Member Márquez made a motion to move staff's recommendation supporting the Cal Cities' resolutions and proposed amendments to its bylaws.

Council Member Zermeño seconded the motion.





**CITY COUNCIL MEETING  
REMOTE PARTICIPATION  
Tuesday, September 21, 2021, 7:00 p.m.**

Mayor Halliday noted she is a member of the Revenue and Taxation Policy Committee which met regarding the proposed resolution regarding local sales tax from online purchases and shared it was suggested to change the resolution to ask the legislature to work with Cal Cities; supported the second resolution putting more pressure on the railroads via the California Public Utilities Commission; and noted that changes to Cal Cities' bylaws to give diversity caucuses more of a say aligns with Hayward's values.

It was moved by Council Member Márquez, seconded by Council Member Zermeño, and carried by the following roll call vote, to approve the resolution.

AYES:	COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas, Wahab, Zermeño MAYOR Halliday
NOES:	None
ABSENT:	None
ABSTAIN:	None

Resolution 21-181, "Resolution Supporting the League of California Cities Policy Resolutions and Bylaws Amendments being Considered at the 2021 League of California Cities Annual Meeting"

**16. Adopt a Resolution Welcoming and Calling for Support of Afghan Refugees that May Resettle in Hayward and the Greater Bay Area LB 21-045**

Staff report submitted by Council Members Wahab, Andrews, and Márquez dated September 21, 2021, was filed.

City Manager McAdoo summarized the memorandum in support of the proposed resolution welcoming and calling for support of Afghan refugees who may resettle in Hayward and thanked Council Member Wahab for her leadership preparing the resolution.

Council Member Wahab thanked Council Members Andrews and Council Member Márquez for their support in introducing the resolution; highlighted the importance of coordinating efforts noting the Bay Area is home to one of the largest Afghan diasporas in the world; gave kudos to City Manager and her office for helping with this humanitarian crisis; added that Hayward has Afghan stores, mosques, communities, and students; thanked Assemblymembers Li and Quirk for introducing a statewide resolution; and expressed gratitude for the partnerships.

Mayor Halliday opened the public hearing at 9:14 p.m.

Ms. Nurges (NG), American Afghan, expressed gratitude to the City Council and City staff, thanked Council Members Wahab, Márquez and Andrews for introducing the resolution, and urged the Council to continue to lead by example, organizing, securing funds and resources for Afghan arrivals.

Ms. Mariam Fazli, American Afghan, expressed gratitude to the Council for taking the initiative to support efforts and help incoming Afghan refugees; hoped the Council will continue approving all reasonable resources and thanked Council Member Wahab for her leadership and compassion.

Ms. Mo Hatef, Afghan Coalition Board of Directors member and speaking on behalf of Afghan Coalition, applauded Hayward and particularly Council Member Wahab on the resolution, encouraged continued efforts to work closely in a cooperative manner with the county, state, and federal offices, and urged the City to partner with Afghan Coalition to provide services to refugees arriving in Hayward.

Ms. Laila Waziri, daughter of Afghan refugees, thanked the City for supporting Afghan refugees and allowing them to resettle in Hayward and providing needed resources; noted the support will positively affect immediate families and will provide a substantial foundation for generations to come; and noted that collaborative efforts from all levels of government contribute to thriving diverse communities in the Bay Area.

Ms. Rona Popal, Afghan Coalition member, spoke in support of the resolution, thanked the City, and expressed she looks forward to working together in welcoming the refugees.

Ms. Hasia Delery, Hayward resident, thanked Council Members Wahab, Márquez, and Andrews, appreciated bringing the conversation of Afghan refugees resettling in Northern California to the forefront of the conversation, noted the moral responsibility to welcome the refugees, mentioned the immediate need for housing, employment, and necessities, and stressed the effort must be a collective impact collaboration.

Mayor Halliday closed the public comment at 9:23 p.m.

Council Member Wahab made a motion to approve the resolution and thanked the City Manager and staff for the proactive response.

Council Member Márquez and Council Member Andrews seconded the motion.

Council Member Márquez thanked Council Member Wahab for her leadership, acknowledged and appreciated staff making it easy for the community to gather at City Hall about a month ago, acknowledged Community Services Commission Chair Arzo Mehdavi and her family for their efforts, thanked staff for being innovative in getting programs launched quickly, encouraged people to volunteer time and resources, and work collaboratively on a regional level to assist with unmet needs.



**CITY COUNCIL MEETING  
REMOTE PARTICIPATION  
Tuesday, September 21, 2021, 7:00 p.m.**

Council Member Andrews expressed support for a resolution that sends support to refugees and makes them feel welcome, thanked Council Member Wahab for letting her co-sponsor the resolution, and the Mehdavi family for organizing the help for refugees, and thanked City staff for providing resources to welcome the refugees.

Mayor Halliday thanked members of the Council who brought the resolution forward, noted the strong Afghan heritage in Hayward and the Bay Area, noted Hayward has a Sister City in Ghazni, Afghanistan, stated there is a lot of community support, encouraged all to give what they can and think about what can be done beyond physical items to show refugees are welcome and included in our community.

It was moved by Council Member Wahab, seconded by Council Member Márquez and Council Member Andrews, and carried by the following roll call vote, to approve the resolution.

AYES:	COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas, Wahab, Zermeno MAYOR Halliday
NOES:	None
ABSENT:	None
ABSTAIN:	None

Resolution 21-182, "Resolution Welcoming and Calling for Support of Afghan Refugees that May Resettle in Hayward and the Greater Bay Area"

## **COUNCIL REPORTS AND ANNOUNCEMENTS**

Council Member Lamnin noted Alameda County was holding its first public hearing on redistricting, noted that Alameda County Coalition for Fair Redistricting can help the public navigate the process, and referred people to [alcoredistricting.org](http://alcoredistricting.org) for more information.

Mayor Halliday announced that she will not be seeking re-election in 2022, noted it was an honor to have served on the Council for 18 years with the last eight as Mayor, and looked forward to accomplishing more before December 2022.

Council Member Márquez thanked Mayor Halliday for her service and sharing her news and shared she spent time at the Heritage Plaza and encouraged residents to visit the park.

Council Member Andrews thanked Mayor Halliday for her service and being welcoming, thanked staff for organizing the 9/11 memorial event, and announced the Hayward Arts Council art exhibit on the unhoused at City Hall through October 4, 2021.

Council Member Wahab thanked Mayor Halliday for her years of service and expressed she looks forward to continuing to serve along her for the remainder of her term.

Council Member Salinas noted Mayor Halliday's years of service have had longstanding impacts not only in Hayward but throughout the region and thanked Mayor Halliday for her leadership and thanked staff and everyone involved with the 9/11 memorial event.

Council Member Zermeño thanked Mayor Halliday for her service and expressed he looks forward to continuing the work to move Hayward forward.

## **COUNCIL REFERRALS**

### **17. City Council Referral: Firearm Sales Regulations RPT 21-105**

Staff report submitted by Mayor Halliday and Council Members Lamnin and Andrews dated September 21, 2021, was filed.

Mayor Halliday provided a brief overview of the referral, disclosed she had met with members of the Giffords organization that lobbies for more firearms regulations, and noted the referral is asking for Council to be brought up to date on current regulations so they can have a work session and give direction about what they might like to see changed.

Council Member Lamnin offered that the Council might consider inviting subject matter experts to the conversation such as someone from the Giffords organization or the District Attorney's office and leveraging existing expertise.

Council Member Zermeño asked to include the component of gun buyback programs to the discussion.

Council Member Andrews indicated she was interested in discussing gun reduction on streets, supported adding the gun buyback program to the discussion, was interested in what the Hayward Police Department can share regarding ghost guns, and noted the interest is about keeping guns out of the wrong hands.

There being no public comment, Mayor Halliday opened and closed the public comment section at 9:51 p.m.

Mayor Halliday made a motion to approve the referral.

Council Member Andrews seconded the motion.

It was moved by Mayor Halliday, seconded by Council Member Andrews, and carried by the following roll call vote, to approve the referral.



**CITY COUNCIL MEETING  
REMOTE PARTICIPATION  
Tuesday, September 21, 2021, 7:00 p.m.**

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AYES:	COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas, Wahab, Zermelo MAYOR Halliday
NOES:	None
ABSENT:	None
ABSTAIN:	None

**ADJOURNMENT**

Mayor Halliday adjourned the meeting at 9:52 p.m., in hopes of helping all the refugees.

**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  
Hayward, CA 94541  
[www.Hayward-CA.gov](http://www.Hayward-CA.gov)

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**File #:** MIN 21-124

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**DATE:** October 12, 2021

**TO:** Mayor and City Council

**FROM:** City Clerk

**SUBJECT**

Approve City Council Minutes of the City Council Meeting on September 28, 2021

**RECOMMENDATION**

That the Council approves the City Council meeting minutes of September 28, 2021.

**SUMMARY**

The City Council held a meeting on September 28, 2021.

**ATTACHMENTS**

Attachment I      Draft Minutes of September 28, 2021



## **CITY COUNCIL MEETING**

**777 B Street, Hayward, CA 94541**

**Virtual Platform – Zoom**

**<https://hayward.zoom.us/j/82552506475?pwd=SXk2cWtuQkJKUy9BbFEvKOs2Q0s1Zz09>**

**Tuesday, September 28, 2021, 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. The City Council held a hybrid meeting which included in-person and teleconference participation by members of the City Council, staff and public.

**Pledge of Allegiance:** Council Member Salinas

### **ROLL CALL**

Council Chamber: Council Members Lamnin, Salinas and Zermeño  
Mayor Halliday

Virtual Platform (Zoom): Council Members Andrews, Márquez and Wahab

### **CLOSED SESSION ANNOUNCEMENT**

The City Council convened in closed session on September 28, 2021, at 5:30 p.m., with all members present, to discuss: (1) anticipated litigation (one case) pursuant to Government Code section 54956.9(d)(1); and (2) property negotiations regarding Caltrans Parcel Group 6: Carlos Bee Boulevard and Overlook Avenue; APN: 455-0180-001-00. Assistant City Attorney Brick announced the City Council took no reportable action related to Item 1, and with Mayor Halliday recusing herself from Item 2, the Council took no reportable action.

### **PUBLIC COMMENTS**

Ms. Suzanne Philis, City employee and SEIU Clerical Chapter president, shared there was a rally of the Coalition (HAME, IFPTE Local 21 and SEIU 1021) at City Hall in support of SEIU and HAME contract negotiations and noted members are awaiting contract resolutions.

Ms. Evelyn Olivera, City employee, referred to 2021 Federal Income Levels data noting the amount of income for families to pay for essentials is not enough, and mentioned she helped at the call center during the pandemic and empathized with the need in the community.

Ms. Sally Thomas, City employee and HAME member, urged the Council to support a fair and equitable contract for all groups to retain talented staff and attract new talent; noted recent salary survey shows over 50% of HAME classifications are 11% below market, and asked Council to direct city negotiators to bargain in good faith and estimate costs fairly and accurately.

Mr. Dan Magalhaes, City employee at WPCF and HAME member, spoke about the successful projects members of the Coalition have accomplished and discrepancies in pay structure, and asked that Council give latitude to people at the bargaining table to reach an agreement.

Mr. Saad Muhammad, SEIU 1021 field representative, echoed comments by City staff about value of services provided, noted residents depend on core services and have signed a petition to support the Coalition, and asked the Council to give the bargaining team authority to meet them in a fair place.

TJ, Hayward Concerned Citizens member, shared that none of the Zoom comments are being heard on the YouTube feed.

City Manager McAdoo indicated that City staff was working on audio issues and Council Members joined via Zoom were hearing all public comments.

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

City Manager McAdoo reiterated the technical glitch with Zoom comments not heard on YouTube or the live stream, recommended folks experiencing issues could join the meeting via the Zoom platform, and noted the recording would be rebroadcast; announced there is financial assistance available for back rent and utility expenses and the Rent Relief program will remain in place beyond end of the State eviction moratorium and provided contact information; and shared the City received a score of 70 for Pavement Condition Index (PCI) and earlier in the year the City Council awarded \$11.4 million to pave 89 street segments and noted the City will include streets in areas which have not received fair share of paving improvements in the past.

In response to Council Member Wahab inquiry if the County's moratorium supersedes the City's moratorium, City Manager McAdoo responded she did not think the County moratorium applies to the city of Hayward, but individuals should seek legal advice.

### **CONSENT**

1. Adopt a Resolution Accepting the Resignation of Ms. Chiemeka Okoronkwo from the Keep Hayward Clean and Green Task Force, Effective Immediately **CONS 21-501**

Staff report submitted by City Clerk Lens dated September 28, 2021, was filed.

It was moved by Council Member Wahab, seconded by Council Member Márquez, and carried by the following roll call vote, to approve the resolution.

AYES:	COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas, Wahab, Zermelo MAYOR Halliday
NOES:	None
ABSENT:	None
ABSTAIN:	None





## CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Virtual Platform – Zoom

<https://hayward.zoom.us/j/82552506475?pwd=SXk2cWtuQkJKUy9BbFEvKOs2Q0s1Zz09>

Tuesday, September 28, 2021, 7:00 p.m.

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Resolution 21-183, "Resolution Accepting the Resignation of Ms. Chiemeka Okoronkwo from the Keep Hayward Clean and Green Task Force"

2. Adopt a Resolution Authorizing the City Manager to Execute an Amendment to the Professional Services Agreement with RossDrulisCusenbery Architecture, Inc., thereby Increasing Construction Support for the Fire Station 6 and Fire Training Center Project by \$830,000 for a Total Not-to-Exceed Contract Amount of \$2,962,000 **CONS 21-462**

Staff report submitted by Director of Public Works Ameri dated September 28, 2021, was filed.

It was moved by Council Member Wahab, seconded by Council Member Márquez, and carried by the following roll call vote, to approve the resolution.

AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas,  
Wahab, Zerméño  
MAYOR Halliday  
NOES: None  
ABSENT: None  
ABSTAIN: None

Resolution 21-184, "Resolution Authorizing the City Manager to Execute an Amendment to the Professional Services Agreement with RossDrulisCusenbery Architecture, Inc., for Construction Support for the Fire Station 6 and Fire Training Center Improvement Project"

3. Adopt Resolutions Authorizing the City Manager to Execute Agreements with Invoice Cloud, Inc., and InfoSend, Inc., for Utility Billing Services Related to the Water Customer Portal, and Increasing the FY22 Appropriation of Water Customer Portal Project 07125 by \$105,000, from \$250,000 to \$355,000, to Support these Services **CONS 21-469**

Staff report submitted by Director of Public Works Ameri dated September 28, 2021, was filed.

It was moved by Council Member Wahab, seconded by Council Member Márquez, and carried by the following roll call vote, to approve the resolutions.

AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas,  
Wahab, Zermeño  
MAYOR Halliday  
NOES: None  
ABSENT: None  
ABSTAIN: None

Resolution 21-185, “Resolution Authorizing the City Manager to Execute an Agreement with Invoice Cloud, Inc., for Electronic Bill Payment and Presentment Services for Utility Billing and the Water Customer Portal for a Three-Year Term in a Total Amount Not-to-Exceed \$1,470,000 and Increase the Appropriation for Water Customer Portal Project 07125 by \$105,000, from \$250,000 to \$355,000, to Support these Services”

Resolution 21-186, “Resolution Authorizing the Single Source Procurement of Utility Bill Printing, Mailing, and Archiving Services from Infosend, Inc., and Authorizing the City Manager to Execute an Agreement with InfoSend, Inc., for Provision of the Services for a Three-Year Term in a Total Amount Not-to-Exceed \$411,000”

4. Adopt a Resolution Authorizing the City Manager to Amend the Professional Services Agreement with Carollo Engineers, Inc., to Increase the Contract Amount by \$61,849 for a Not-to-Exceed Amount of \$1,132,877 to Provide Additional Construction Support Services for the Water Pollution Control Facility Headworks Bar Screens Project **CONS 21-481**

Staff report submitted by Director of Public Works Ameri dated September 28, 2021, was filed.

It was moved by Council Member Wahab, seconded by Council Member Márquez, and carried by the following roll call vote, to approve the resolution.

AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas,  
Wahab, Zermeño  
MAYOR Halliday  
NOES: None  
ABSENT: None  
ABSTAIN: None

Resolution 21-187, “Resolution Authorizing the City Manager to Amend the Professional Services Agreement with Carollo Engineers, Inc., to Increase the Contract Amount by \$61,849 for a Not-to-Exceed Amount of \$1,132,877 to Provide Additional Construction Support Services for the Water Pollution Control Facility Headworks Bar Screens Project”



## CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Virtual Platform – Zoom

<https://hayward.zoom.us/j/82552506475?pwd=SXk2cWtuQkJHUy9BbFEvKOs2Q0s1Zz09>

Tuesday, September 28, 2021, 7:00 p.m.

- 
5. Adopt a Resolution Authorizing the City Manager to (1) Accept Funding from the Alameda County Transportation Commission in the Amount of \$162,000, and (2) Appropriate a Total of \$324,000 from the Measure BB Local Transportation (Fund 212) Fund Balance for Project 05319: Safe Routes to School Program for Cesar Chavez Middle School **CONS 21-482**

Staff report submitted by Director of Public Works Ameri dated September 28, 2021, was filed.

It was moved by Council Member Wahab, seconded by Council Member Márquez, and carried by the following roll call vote, to approve the resolution.

AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas,  
Wahab, Zermeño  
MAYOR Halliday

NOES: None

ABSENT: None

ABSTAIN: None

Resolution 21-188, "Resolution Authorizing the City Manager to (1) Accept Funding from the Alameda County Transportation Commission in the Amount of \$162,000, and (2) Appropriate a Total of \$324,000 from Measure BB Local Transportation (Fund 212) Fund Balance for Project 05319: Safe Routes to School (Sr2s) Program for Cesar Chavez Middle School"

6. Adopt a Resolution Authorizing the City Manager to Accept \$774,900 in Awarded Grant Funding from the Federal Highway Safety Improvement Program for the Signal Modification at Huntwood/Industrial and Huntwood/Sandoval Intersections Project 05737 and to Appropriate the Grant Funds **CONS 21-483**

Staff report submitted by Director of Public Works Ameri dated September 28, 2021, was filed.

It was moved by Council Member Wahab, seconded by Council Member Márquez, and carried by the following roll call vote, to approve the resolution.

AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas,  
Wahab, Zermelo  
MAYOR Halliday  
NOES: None  
ABSENT: None  
ABSTAIN: None

Resolution 21-189, "Resolution Authorizing the City Manager to Accept and Appropriate \$774,900 in Awarded Grant Funding from the Federal Highway Safety Improvement Program for Project 05737 Signal Modification at Huntwood/Industrial and Huntwood/Sandoval"

7. Adopt a Resolution Authorizing the City Manager to Execute an Agreement with Iteris, Inc., to Procure the Video Detection System for the Sydney Coordinated Adaptive Traffic System for Several Intersections on Jackson Street and West Winton Avenue in an Amount Not-To-Exceed \$130,000 **CONS 21-496**

Staff report submitted by Director of Public Works Ameri dated September 28, 2021, was filed.

In response to Council Member Wahab's inquiry regarding traffic flow, City Manager McAdoo stated the proposed system is designed to monitor intersections and automatically adjust signal timing based on traffic flow.

It was moved by Council Member Wahab, seconded by Council Member Márquez, and carried by the following roll call vote, to approve the resolution.

AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas,  
Wahab, Zermelo  
MAYOR Halliday  
NOES: None  
ABSENT: None  
ABSTAIN: None

Resolution 21-190, "Resolution Authorizing the City Manager to Execute an Agreement with Iteris, Inc., to Procure the Video Detection System for the Sydney Coordinated Adaptive Traffic System (SCATS) for Several Intersections on Jackson Street and West Winton Avenue in an Amount Not-to-Exceed \$130,000"

8. Adopt a Resolution Approving and Authorizing the City Manager to Execute the Memorandum of Understanding between the City of Hayward and the Hayward Fire Chiefs' Association **CONS 21-506**



## CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Virtual Platform – Zoom

<https://hayward.zoom.us/j/82552506475?pwd=SXk2cWtuQkJKUy9BbFEvKOs2Q0s1Zz09>

Tuesday, September 28, 2021, 7:00 p.m.

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Staff report submitted by Director of Human Resources Sangy dated September 28, 2021, was filed.

It was moved by Council Member Wahab, seconded by Council Member Márquez, and carried by the following roll call vote, to approve the resolution.

AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas,  
Wahab, Zermeno  
MAYOR Halliday  
NOES: None  
ABSENT: None  
ABSTAIN: None

Resolution 21-191, “Resolution Approving and Authorizing the City Manager to Execute the Memorandum of Understanding Between the City of Hayward and the Hayward Fire Chiefs’ Association”

9. Adopt a Resolution Authorizing the City Manager to Negotiate and Execute an Agreement with RedSky Emergency Vehicles for the Purchase of Two (2) Demers MXP150 Type I Ambulances for a Total Purchase Price of \$435,875.59 for the Mobile Integrated Health Unit **CONS 21-508**

Staff report submitted by Fire Chief Contreras dated September 28, 2021, was filed.

It was moved by Council Member Wahab, seconded by Council Member Márquez, and carried by the following roll call vote, to approve the resolution.

AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas,  
Wahab, Zermeno  
MAYOR Halliday  
NOES: None  
ABSENT: None  
ABSTAIN: None

Resolution 21-192, “Resolution Authorizing the City Manager to Negotiate and Execute a Contract with RedSky Emergency Vehicles to Purchase Two (2) Type 1 Ambulances for the Mobile Integrated Health Unit”

## PUBLIC HEARING

10. Parcel Group 3/La Vista Residential Appeal: Appeal of the Planning Commission's Approval of the La Vista Residential/The Primary School (Parcel Group 3) Project, which is Comprised of 176 Affordable Housing Units and an Approximately 36,000- Square-Foot School on the Southern Portion of Parcel Group 3 Located North of Tennyson Road between 16th Street and the Future La Vista Park, Assessor Parcel Nos. 078C-0626-003-09, 078C-0626-003-16, 078C-0626-001-07, 078C-0641-010-01, 078C-0635-013-03, 078C-0640-007-06, 078C-0641-001-00, Requiring Approval of Site Plan Review, Administrative Use Permit, and Density Bonus Application 202001594. Eden Housing, Inc. (Applicant) on Behalf of the City of Hayward (Property Owner) **PH 21-080**

Staff report submitted by Assistant City Manager/ Director of Development Services Ott, dated September 28, 2021, was filed.

Council Member Andrews disclosed she had to recuse herself from participating on Public Hearing 10 as her previous employer had an interest on the proposed project, and left the Zoom meeting at approximately 7:29 p.m.

City Clerk Lens announced that live interpretation was available for the item in Chinese (Mandarin) and Spanish via interpretation channels on the Zoom platform.

Assistant City Manager Ott announced the item noting a team of technical experts including Fire Chief Contreras were available for questions and introduced Senior Planner Blanton who provided a synopsis of the staff report. Senior Planner Blanton indicated Sandhya Mutreja and Khushhal Mah would be speaking on behalf of the appellants and had joined the meeting via the Zoom platform.

Mayor Halliday noted there would be a five-minute presentation for the appellant(s) and five-minute presentation for the applicant.

Representing the appellants, Mr. Khushhal highlighted the neighborhood's major concerns which included the proximity to the fault line, not enough parking space, and traffic congestion.

Ms. Kate Blessing-Kawamura, with Eden Housing and in collaboration with The Pacific Companies and Primary School, had a PowerPoint presentation which included the developments accomplished in Hayward and the need for affordable housing. Ms. Courtney Garcia with Primary School spoke about the benefits of the school for Hayward children and families and the partnership with community agencies.

Discussion ensued among members of the City Council, City staff, Fire Chief Contreras, James Yang with ENGEO, Senior Civil Engineer Wikstrom, Kate Blessing-Kawamura with Eden Housing, Courtney Garcia with Primary School regarding: outreach efforts about projects; lighting issues on 16<sup>th</sup> Street are addressed in the Conditions of Approval; concerns with an all-electric project were mitigated with the life safety features would allow for safe egress



## **CITY COUNCIL MEETING**

**777 B Street, Hayward, CA 94541**

**Virtual Platform – Zoom**

**<https://hayward.zoom.us/j/82552506475?pwd=SXk2cWtuQkJKUy9BbFEvKOs2Q0s1Zz09>**

**Tuesday, September 28, 2021, 7:00 p.m.**

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from the building; the proximity of the proposed project to the fault line and the mitigation measures were not unique compared to similar projects from a geotechnical perspective; the compliance review for school buildings is through; the grading ordinance dictates when geotechnical analysis is required for projects or developments and the 50-foot setback from a defined fault trace is a consistent mitigation measure to protect properties; one of the Conditions of Approval for the project requires participation in a GHAD (Geological Hazard Abatement District); it was noted the Fire Department evaluated the project and the developer met the alternative methods needed to provide the desired access and met the California Fire Code and safety measures for additional sprinklers and adequate turnaround space to access all three buildings; the project is an affordable housing complex targeted to families with 47 three-bedroom apartments and one parking stall per unit; staff confirmed that information was shared on the City's social media accounts and on specific Parcel Group feeds; the developable area is very small and there is no realistic option to add parking based on site constraints; technological issues that prevented the appellant from speaking at a Planning Commission meeting; all concerns and risks are mitigated as part of the Conditions of Approval and the grading permit process for the project; Primary School is exploring a partnerships with HUD; and the topography of the site.

Council Member Lamnin disclosed she had meet with the applicants and traded emails with the appellants.

Council Member Salinas disclosed he works for the Hayward Promise Neighborhood (HPN) and clarified that he does not benefit from the Primary School and HPN does not benefit from any proceeds.

Council Member Márquez disclosed she met with a representative from Eden Housing and representatives from Primary School.

Council Member Wahab disclosed she met with Eden Housing and the Primary School CEO.

Mayor Halliday opened the public hearing at 8:44 p.m.

Ms. Keana Reece, Hayward resident, noted the inconvenience of traffic is outweighed by the need for more affordable housing and a public preschool, noted the appellant's petition stated the project would bring unwanted citizens to Hayward, and asked Council to uphold the Planning Commission's approval.

Ms. Pearlinda Howell, Hayward parent of the founding families of Primary School in Hayward, spoke in support of Primary School because of the school's holistic approach to education.

Ms. Julia Zhang, speaking via live interpreter, stated that her main comments have already been delivered to the Council (via email), played a recorded clip from the July 22 Planning Commission meeting, and noted she was not opposed to affordable housing but to the geographically unsafe area.

Ms. Colleen Hutchies, E 16<sup>th</sup> Street resident, noted Crestview Terrace Apartment complex takes over street parking on Hancock, Webster, and E 16<sup>th</sup> streets, mentioned there is traffic congestion due to the schools in the area, and added there is not enough parking for housing developments in Hayward.

Ms. Patricia Davis, E 16<sup>th</sup> Street resident, expressed concern about the traffic congestion that will be generated by the project and the height of the buildings, and was impressed with Council Members raising concerns expressed by the neighbors.

Mr. Rene Tiongquico, former Hayward resident, noted he submitted comments in writing, spoke in support of the proposed development of 176 affordable housing units, disagreed with the statement by the appellant that there was inadequate notice about the project, indicated petitioners err in the citation of SB 1155 because that bill never became law and was conveniently omitted SB 334, and urged the Council to support the project and deny the appeal.

Ms. Karen Rosenberg, fellow at Greenbelt Alliance, expressed support for the project noting it has sustainable features and proximity to transit, supports VMT reduction goals, provides a 50-acre park for public use, provides access to much-needed affordable housing, helps meet housing goals and reduce greenhouse gas emissions, ensure creation of homes and vibrant communities near job, retail, and transit, and encouraged Council to approve this project.

Ms. Lacei Amodei, The Hayward Collective member, expressed support for this project noting it is 100% affordable housing, shows good use of community benefit and public land, and noted the appellants' concern seems to be about having new neighbors that are low-income residents.

Ms. Mieskool Tutor (Sandia), noted she was speaking on behalf of residents in neighboring neighborhoods, clarified the appellants are not against affordable housing, stated she was told because she did not live in the 300-foot buffer she did not receive notices, noted existing residents and upcoming residential and commercial projects were not considered, and expressed concern with traffic congestion in the area and access to BART parking.

Ms. Ginny Madsen noted the ENGEO report goes to great length about the trench logs for those dug in 2019 in the north part of the parcel under the parking lot but do not give the same information for the trenches dug in 2016 under the school building and housing.

Mr. Jim Clark concurred with the appellants' arguments about parking and traffic congestion, noted the policy and plan to remove natural gas places a great deal more load on the aging grid, mentioned the 2035 EV mandate is not being addressed and the solar power does not solve the issue unless there is battery storage to go along with it.





## **CITY COUNCIL MEETING**

**777 B Street, Hayward, CA 94541**

**Virtual Platform – Zoom**

**<https://hayward.zoom.us/j/82552506475?pwd=SXk2cWtuQkJKUy9BbFEvKOs2Q0s1Zz09>**

**Tuesday, September 28, 2021, 7:00 p.m.**

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Mr. Blake Felson with Felson Companies, noted his company owns and manages 427 apartment units across the street from the project, noted he met with Eden Housing and was supportive of the project, added the lighting concern on E 16<sup>th</sup> Street was addressed, noted the remaining concern is parking and wondered if the applicant would consider adding parking stackers or a parking garage, and noted he could not find a parking lot for La Vista Park.

Planner Blanton noted a parking lot off E 16<sup>th</sup> Street will be allocated for the park project.

Mr. Chai Wong, Hayward resident, noted the proposed development is what Hayward needs to provide affordable housing.

Ms. Alexandra Barcelo, Hayward resident and parent of current Primary School student, spoke in support of the proposed project, and highlighted the mission and philosophy of the school will have a direct positive impact on the community.

Ms. Ro Aguilar, Hayward resident, spoke in favor of the proposed development, noted she shares concern about earthquakes but appreciates question and engineering practices to mitigate risks, noted the proposal provides desperately needed low-income housing and inclusionary housing and will increase RHNA numbers, and urged the Council to affirm the Planning Commission's decision.

Ms. Danijela G, Hayward resident close to the proposed project, echoed the traffic concerns in the neighborhood, added she supports housing projects but feels this is not the right place, shared she recently felt an earthquake and did not think it was safe to build more housing, and noted the neighborhood does not have enough grocery stores.

Ms. Jessica Pablo, Hayward resident and Primary School teacher and parent, expressed support for the project, particularly the proposed school and the potential partnership with HUSD.

Mayor Halliday closed the public hearing at 9:29 p.m.

In response to Council Member Márquez's request, Mayor Halliday summarized the public comments for those who were unable to hear Zoom comments via YouTube and the live streaming.

Members of the City Council thanked City staff and subject experts for the work done and all who participated by sending emails and providing in-person and virtual input.

Council Member Salinas acknowledged the complexity of the project; noted the proposal includes community benefits which include affordable housing and cooperation between development and education by bringing in a much-needed school that focuses on primary grades; and added the proposal met the threshold of safety.

Council Member Salinas made a motion to move staff's recommendation.

Council Member Zermeño seconded the motion, agreed the proposal is a complex project, added he supported the project because it is all-electric, it has over 1,300 square feet of open space adjacent to La Vista Park, is geologically safety, has trees, solar panels and EV stations, the City will address the parking issue on 16<sup>th</sup> Street, was approved by the Planning Commission, there are 176 affordable units, the Primary School has established partnerships with community organizations, Eden Housing has a history of affordable housing projects, and will be an improvement to the Tennyson Corridor.

Council Member Lamnin supported the denial of the appeal for similar reasons expressed by her colleagues, asked the City Manager if there is an opportunity to hold a community conversation with the Police Department Traffic Division and Moreau High School and St. Clement School to discuss mitigation measures for existing issues in the area; and noted the traffic demand may also be improved by shared bikes at the South Hayward BART station.

Council Member Márquez indicated she was satisfied with the mitigation measures outlined in the Conditional Use Permit; thanked Fire Chief Contreras for his involvement; noted the project is a good example of community partnerships, affordable housing, innovative school model, public open space, and close proximity to transportation; noted the importance for the community to remain inclusive; added the project has more benefits that outweigh the valid concerns which can continue to be addressed by City staff, and supported the suggestion of holding a meeting in the neighborhood.

Council Member Wahab asked if there was a way to widen the roads or add something through the parcel to make it easier on neighboring residents; cautioned against specific housing types being isolated to different neighborhoods and added the City needs to be mindful when developing to include all income levels; added that when developing near fault zones the City needs to assess and also look at retrofitting current homes; thought that an extra 10,000 square feet could be negotiated to add more parking space; appreciated efforts made by the Primary School to be inclusive and informative and wants Hayward teachers and staff to be integrated, added the goal is to ensure that a good amount of the housing provided is affordable; and supported continuing conversations about concerns raised.

Mayor Halliday expressed she was joining the City Council in supporting the project; disclosed that she has participated and supported Eden Housing's projects in the past and she has had conversations with leaders of the Primary School; noted she believes the developer and City staff have addressed the issues raised by the neighborhood; added that more density is required to provide much needed housing; noted the City is making greater accommodations for buses and bicycles as alternatives to driving cars and hoped for another alternative, such as a golf cart, to get residents from Mission Boulevard up the hill; and added Hayward needs housing as well as schools.

It was moved by Council Member Salinas, seconded by Council Member Zermeño, and carried by the following roll call vote, to approve the resolution.



## CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Virtual Platform – Zoom

<https://hayward.zoom.us/j/82552506475?pwd=SXk2cWtuQkJKUy9BbFEvKOs2Q0s1Zz09>

Tuesday, September 28, 2021, 7:00 p.m.

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AYES: COUNCIL MEMBERS Lamnin, Márquez, Salinas, Wahab, Zermeño  
MAYOR Halliday  
NOES: None  
ABSENT/: COUNCIL MEMBERS Andrews  
RECUSED  
ABSTAIN: None

Resolution 21-193, “Resolution Denying Appeal and Upholding Planning Commission’s Approval of Site Plan Review, Administrative Use Permit, and Density Bonus Application No. 202001594 for the La Vista Residential/ the Primary School Development; Eden Housing, Inc and City of Hayward (Applicant/Owners)”

Mayor Halliday called for a recess and reconvened the meeting at 10:17 p.m. and Council Member Andrews rejoined the meeting via the Zoom platform.

Council Member Márquez disclosed she was privy to sensitive information as a member of the public in 2020 and she may be perceived as unable to be objective and recused herself from participating on Public Hearing 11 by leaving the Zoom platform at approximately 10:14 p.m.

11. Mission Crossings Development: Adopt a Resolution Approving a Request to Modify Conditions of Approval Related to Fees, Project Phasing, and Inclusionary Housing and to Add Conditions of Approval Related to Interim Site Improvements, Located at 25501 Mission Boulevard and Berry Avenue, Meritage Homes of California, Inc. (Applicant)/Meritage Homes of California, Inc., and Manchester Hotel Group (Owners)  
**PH 21-077**

Staff report submitted by Assistant City Manager/Director of Development Services Ott, dated September 28, 2021, was filed.

Assistant City Manager Ott announced the item and introduced Deputy Director of Community Development Buizer who provided a synopsis of the staff report.

Mr. Isaac Kos-Read with Kos Read Group noted he spent twenty years working with local governments and expressed respect for the City team related to the proposal.

Mayor Halliday opened the public hearing at 10:24 p.m.

Ms. Dani Johnson, Mission Crossings resident, urged the Council to accept modifications to the conditions of approval from Meritage, noted the amenities have been inaccessible and there is limited access for first responders, spoke about construction impacts and negative effects on resale value and options for refinancing, and added the completed development will have positive impact on the neighborhood.

Ms. Maha Balachandran, Mission Crossings resident, noted guest spaces onsite are not open and connection to Torrano Avenue is blocked, added the lack of access to private amenity spaces is a safety concern, and asked for resolution of issues caused by an unfished site.

Mr. Bill Espinola, resident of project neighborhood, asked if the amended conditions of approval are approved, will there be a hotel built or how long will the lot be vacant.

Mayor Halliday noted it is the Council's strong desire to have a commercial development in that space.

Mr. Nico Nagle, Housing Action Coalition East Bay organizer, noted his work on getting housing built to address affordable housing shortage, and urged the Council to move the residential part of the project forward.

Mayor Halliday closed the public hearing at 10:41 p.m.

Members of the City Council thanked City staff for their work on the item.

Council Member Zermeño acknowledged the need to help current residents access the amenities and made a motion to approve staff's recommendation.

Council Member Salinas seconded the motion, noted the decision to approve the item would benefit families who live in Mission Crossings and added he was confident the modified conditions of approval will improve the front parcel in the short term and create activity that will benefit the immediate and surrounding neighborhood.

Council Member Wahab disclosed she met with the team and visited the site, acknowledged the hotel is not going to be built and the housing project needs to move forward, encouraged residents in the area and the Economic Development team to engage in conversations about ideas for the vacant lot, added there is work in that area of town to bring grocery stores/amenities and recommended staff increase the outward communication, and added she looks forward to seeing the project completed and focusing on the vacant land.

Council Member Andrews thanked staff for bringing a resolution to the issue, noted she is disappointed how the project turned out but was glad about the affordable housing component, recommended that staff keep in mind what to look for when developers are recommending mixed-use projects, disclosed she visited the site, and indicated she would be supporting the motion but was not content the community was not getting an amenity that provides resources as was initially proposed.



## CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Virtual Platform – Zoom

<https://hayward.zoom.us/j/82552506475?pwd=SXk2cWtuQkJKUy9BbFEvKOs2Q0s1Zz09>

Tuesday, September 28, 2021, 7:00 p.m.

Council Member Lamnin disclosed she visited the site, added her disappointment at project commitments that were not realized as promised and hoped this was a learning lesson for the development community as to what Hayward wants in terms of a full complete community for its residents, and noted she would be supporting the motion.

Mayor Halliday indicated she would be supporting the motion for reasons that were expressed, acknowledged the residents have been waiting for Council to address the matter but the developer finally came back with acceptable terms, and noted she trusts that additional housing will be able to attract a use for the site.

Mayor Halliday reopened the public hearing at 10:53 p.m. to allow for public comment of a speaker who was having technical difficulties.

Ms. Ro Aguilar, Hayward resident, asked Council to hold off on voting and renegotiating with the developer for another retail option and in exchange of removing the hotel requirement ask for 12 low and very low-income housing units.

Mayor Halliday closed the public hearing at 10:56 p.m.

Council Member Wahab thanked Ms. Aguilar for her affordable housing advocacy and highlighted that the 14 deed restricted units are in addition to the already paid in lieu fees towards affordable housing, and the community has been waiting several years for the project to be completed.

It was moved by Council Member Zermeño, seconded by Council Member Salinas, and carried by the following roll call vote, to approve the resolution.

AYES:	COUNCIL MEMBERS Andrews, Lamnin, Salinas, Wahab, Zermeño MAYOR Halliday
NOES:	None
ABSENT:	None
ABSTAIN:	COUNCL MEMBER Márquez

Resolution 21-194, "Resolution Approving the Request to Modify Conditions of Approval #4 (Fees), #164 (Inclusionary Housing), #166 (Project Phasing), from Adopted City Council Resolution 17-057 and Incorporating New Conditions of Approval Related to Interim Site Improvements for the Mission Crossings Mixed Use Development Located at 25501 Mission Boulevard and Berry Avenue"

Council Member Márquez rejoined the meeting via the Zoom platform.

## **LEGISLATIVE BUSINESS**

### **12. La Vista Park Design: Adopt a Resolution Approving the La Vista Park Project Final Design Subject to a California Environmental Quality Act Addendum **LB 21-044****

Staff report submitted by Director of Public Works Ameri dated September 28, 2021, was filed.

Public Works Director Ameri announced the report and introduced Associate Civil Engineer Tat who, along with Senior Planner Blanton and Mr. James Lord from Consultant Surface Design Inc., provided a synopsis of the staff report.

Discussion ensued among Council Members and City staff regarding consideration of a phased approach for opening sections of the park; staff will bring options for art selection for Council's consideration; and suggestion for integrating the dog park space into the neighborhood park.

There being no public comment, Mayor Halliday opened and closed the public hearing at 11:28 p.m.

Council Member Lamnin offered a motion to approve staff's recommendation.

Council Member Wahab second the motion.

Council Member Lamnin appreciated the consideration of the dog park and the phasing approach to opening the park, appreciated thoughtful balance in terms of design, shared thoughts of the need for green waste collection in parks and a balance of parks thorough the city, reminded to have former Council Member Mendall listed as an emeritus on the project when signage is erected, and wondered if there is an opportunity, as conversations about programing for the park occur, to engage in conversations with the Muwekman Tribe.

Council Member Andrews thanked Council Member Lamnin for acknowledging the tribes and recommended they could be involved in the art component, recommended art that identifies Hayward and creates a destination site for visitors and looked forward to continuing the conversation about acknowledging people who held the land prior.

Council Member Márquez concurred with her colleagues and echoed prior statements that the site should be a destination park that has an 'Instagram-able' photo opportunity, suggested adding an H component, appreciated comments made in honor of native people, and was in favor of a much-needed dog space in the park.

Mayor Halliday clarified the park is dog friendly, but dogs will need to be leashed; and noted support for the suggestions offered.



## **CITY COUNCIL MEETING**

**777 B Street, Hayward, CA 94541**

**Virtual Platform – Zoom**

**<https://hayward.zoom.us/j/82552506475?pwd=SXk2cWtuQkJKUy9BbFEvKOs2Q0s1Zz09>**

**Tuesday, September 28, 2021, 7:00 p.m.**

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It was moved by Council Member Lamnin, seconded by Council Member Wahab, and carried by the following roll call vote, to approve the resolution.

AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas,  
Wahab, Zermeno  
MAYOR Halliday  
NOES: None  
ABSENT: None  
ABSTAIN: None

Resolution 21-195, "Resolution Approving the Final Design and  
CEQA Addendum for La Vista Park Project, Project No. 06914"

## **COUNCIL REPORTS AND ANNOUNCEMENTS**

Council Member Lamnin reported she attended the League of California Cities conference and had conversations about housing and other city issues and noted she looks forward to continuing the collaborative work.

Mayor Halliday shared she attended the League of California Cities annual conference and, as Hayward's voting delegate, reported the assembly voted in favor of (1) changes to the bylaws to recognize diversity caucuses, and (2) providing funding for CPUC to inspect railroad properties and clean them up, and noted the resolution related to the distribution of online sales tax and making it more equitable for all city roads was sent to the Revenue and Taxation Policy Committee.

## **COUNCIL REFERRALS**

There were none.

## **ADJOURNMENT**

Mayor Halliday adjourned the meeting at 11:42 p.m., in memory of Mr. Arman Harris.

Mr. Arman Harris grew up in Hayward, graduated from Hayward High School, attended Chabot College, had skills in theater, photography, track and field, public speaking, gardening, and cooking, was the co-founder of Cooking Magic a volunteer organization that provided cooking and training to local food pantries and affordable housing complexes, developed a model for urban agriculture, and changed the perception of homelessness individuals and empowered people on the street. Mayor Halliday asked City staff to work with the Harris family to find a suitable place to plant a tree in his honor.

**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  
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Hayward, CA 94541  
[www.Hayward-CA.gov](http://www.Hayward-CA.gov)

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**File #:** CONS 21-513

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**DATE:** October 12, 2021

**TO:** Mayor and City Council

**FROM:** Director of Human Resources

**SUBJECT**

Adopt a Resolution Authorizing the City Manager to Enter into an Agreement with Alliant Insurance Services for Group Insurance Broker and Advisory Services

**RECOMMENDATION**

That the Council adopts a resolution (Attachment II) authorizing the City Manager to enter into an agreement with Alliant Insurance Services ("Alliant") for Group Insurance Broker and Advisory Services for the City of Hayward's current and future non-medical employee benefits, including group dental, vision, life, accidental death and dismemberment, short- and long-term disability, and employee assistance.

**SUMMARY**

The previous agreement with Alliant ended on July 31, 2021. The City initiated an open and competitive Request for Proposals (RFP) process for the provision of group insurance broker and advisory services for the City of Hayward in June 2021. A total of four (4) proposals were submitted in response to the City's RFP for benefits broker services; two (2) of the four (4) consultants were invited to participate in finalist interviews. Based on their extensive experience, knowledge, and familiarity with the City's benefit plans and providers, and after having provided similar services to the City over the past six (6) years, staff is recommending Alliant continue to provide benefits broker and advisory services to the City.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution



**DATE:** October 12, 2021

**TO:** Mayor and City Council

**FROM:** Director of Human Resources

**SUBJECT:** Adopt a Resolution Authorizing the City Manager to Enter into an Agreement with Alliant Insurance Services for Group Insurance Broker and Advisory Services

### **RECOMMENDATION**

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### **SUMMARY**

The previous agreement with Alliant ended on July 31, 2021. The City initiated an open and competitive Request for Proposals (RFP) process for the provision of group insurance broker and advisory services for the City of Hayward in June 2021. A total of four (4) proposals were submitted in response to the City's RFP for benefits broker services; two (2) of the four (4) consultants were invited to participate in finalist interviews. Based on their extensive experience, knowledge, and familiarity with the City's benefit plans and providers, and after having provided similar services to the City over the past six (6) years, staff is recommending Alliant continue to provide benefits broker and advisory services to the City.

### **BACKGROUND**

The City provides a competitive package of non-medical benefits for its qualified employees and their eligible dependents as agreed upon in the applicable Resolutions and Memoranda of Understanding. To administer the benefit plans in the most cost effective and efficient manner, the City requires the services of a group insurance broker and advisor to assist with its benefit programs by providing special services and the advice of specially trained personnel. In 2015, the City entered into an agreement with Alliant; this agreement expired on July 31, 2021. In June 2021, the City solicited proposals through a competitive RFP process for group insurance broker services.

Because of its exceptional service over the last six (6) years, and its excellent reputation as California's largest public agency consultant and benefits broker and ability to provide superior services at a reduced cost, Alliant was selected to continue providing broker services

for the City's non-medical benefits for an initial three (3) year term. The City may elect to renew the agreement for up to two (2) successive one-year periods.

Alliant is one of the largest public entity broker/consultants in California working with over 1,000 public entity clients, including counties, special districts, community college districts, K-12 public schools, and other cities in Northern California. Alliant offers a dedicated team of 10 individuals with extensive experience working with public agency groups. Alliant offers additional services, including developing communication, education and training as needed by the City, web-based tools and communications, including designing a City benefit summary/handbook, newsletters and assistance with building and constructing an effective wellness program.

## **DISCUSSION**

Over the past six years, Alliant has assisted the City with improving its administrative services and reducing costs associated with employee benefit programs. Since partnering with Alliant in 2015, the City has realized over \$142,000 in gross savings achieved through renewal negotiations, marketing efforts, recommended pooled programs through PRISM (previously CSAC EIA), and moving the City's flexible spending accounts and COBRA administration to P & A Group, and its Life and Disability plans to The Hartford. Additionally, the City has been able to enhance some of its benefit plans and services including: the addition of a Short-Term Disability Plan to Full-Time Management and Confidential Employees (2018), increases to the frames and contacts allowance (from \$120 to \$150 annually in 2016 and most recently to \$175 annually in 2021), the addition of anti-reflective coating to the vision plan, as well as the addition of Computer Vision Care coverage at no additional cost.

As part of the combined brokerage and administrative services and execution of this agreement, Alliant also offers the City additional services that include: 1) assistance with open enrollment; 2) technical research and assistance with considering medical plans as options outside of CalPERS; 3) assistance with employee communication and education regarding health and wellness; 4) redesign of employee benefit programs; and 5) communications and online trainings (seminars and webinars) regarding legislative updates and compliance.

Over the last month, Alliant and the City have initiated the following two priority benefits goals/projects:

- 1) Conduct a marketing analysis of Life and Disability plans to assist the City with selecting a competitive carrier with comparable benefit plans – Due to a 24.6% projected increase in rates (approximately \$42,000 for 2022) with The Hartford, Alliant will conduct a market analysis to assist the City with selecting a competitive carrier with comparable plans; Alliant will also assist the City with a special open enrollment period and implementation of the new benefit plan.
- 2) Conduct a marketing analysis of Employee Assistance Programs (EAP) to assist the City with selecting a competitive vendor whose services are comparable – Due to a number of customer service issues and a desire to enhance services for its employees,

the City is looking to transition to a new vendor. Alliant will assist the City with selecting a vendor whose network overlaps with the current carrier and does not reduce current benefit levels. Additionally, Alliant will explore options for adding a virtual partner to complement the traditional EAP and assist the City with the transition to a new carrier.

The aforementioned projects are expected to be completed in the next 6 to 12 months.

### **STRATEGIC ROADMAP**

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

### **FISCAL IMPACT**

The proposed contract will cost up to \$225,000 for the initial term of three (3) years plus the optional two (2) successive one-year periods (if elected). There is no additional fiscal impact to the General Fund as the cost has already been included in the FY 2022 adopted budget.

### **NEXT STEPS**

If approved, Human Resources staff will work closely with the Finance Department and City Attorney's Office to execute the agreement.

*Prepared by:* Vanessa Lopez, Senior Human Resources Analyst

*Recommended by:* Jana Sangy, Director of Human Resources

*Approved by:*

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

Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 21-

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

RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO AN  
AGREEMENT WITH ALLIANT INSURANCE SERVICES, INC. FOR GROUP  
INSURANCE BROKER AND ADVISORY SERVICES

WHEREAS, the City of Hayward (City) is self-insured and provides dental, vision, employee assistance, life insurance, short and long-term disability and voluntary insurance coverage to its employees and their eligible dependents and requires the services of a group insurance broker and advisor to assist with regards to its group benefit programs; and

WHEREAS, the City's agreement with Alliant Insurance Services for group insurance and advisory services expired on July 31, 2021; and

WHEREAS, the City solicited proposals through a competitive process for group insurance broker services in June 2021 and staff recommends entering into a successor agreement with Alliant Insurance Services, Inc. for an initial three-year period ending on August 1, 2024 with the option to renew up to two (2) successive one-year periods.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward does hereby authorize and direct the City Manager to extend the agreement with Alliant Insurance Services, Inc. for group insurance broker and advisory services for an initial three-year period, ending on August 1, 2024 in a form approved by the City Attorney.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2021

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](http://www.Hayward-CA.gov)

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**File #:** CONS 21-515

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**DATE:** October 12, 2021

**TO:** Mayor and City Council

**FROM:** Director of Human Resources

**SUBJECT**

Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2022

**RECOMMENDATION**

That Council adopts a resolution (Attachment II) approving an amendment to the City of Hayward Salary Plan for Fiscal Year 2022 (FY 2022), which designates all classifications and the corresponding salary range for employment in the City of Hayward as of October 11, 2021, superseding Resolution No. 21-178 and all amendments thereto.

**SUMMARY**

As required by the Municipal Code, the FY 2022 Salary Plan has been updated to reflect salary adjustments to the classifications in the City's classified and unclassified service as a result of the negotiated and mutually agreed upon Memorandum of Understanding between the City of Hayward and the International Federation of Professional and Technical Engineers, Local 21 ("Local 21"). The Salary Plan has also been updated to reflect the addition of the Fire Marshall - EMT classification and salary adjustments to four (4) supervisory classifications.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	FY 2022 Salary Plan



**DATE:** October 12, 2021

**TO:** Mayor and City Council

**FROM:** Director of Human Resources

**SUBJECT:** Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2022

### **RECOMMENDATION**

That Council adopts a resolution (Attachment II) approving an amendment to the City of Hayward Salary Plan for Fiscal Year 2022 (FY 2022), which designates all classifications and the corresponding salary range for employment in the City of Hayward as of October 11, 2021, superseding Resolution No. 21-178 and all amendments thereto.

### **SUMMARY**

As required by the Municipal Code, the FY 2022 Salary Plan has been updated to reflect salary adjustments to the classifications in the City's classified and unclassified service as a result of the negotiated and mutually agreed upon Memorandum of Understanding between the City of Hayward and the International Federation of Professional and Technical Engineers, Local 21 ("Local 21"). The Salary Plan has also been updated to reflect the addition of the Fire Marshal – EMT classification and salary adjustments to four (4) supervisory classifications.

### **BACKGROUND AND DISCUSSION**

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

Pursuant to the negotiated terms of the Memorandum of Understanding (MOU) between the City of Hayward and Local 21 approved by Council on September 21, 2021, represented classifications in the classified service represented by Local 21 shall receive a three percent (3%) COLA, effective August 16, 2021.

#### Salary Adjustments:

***FIRE MARSHAL - EMT:*** The existing Fire Marshal (F400) classification requires both a Paramedic and EMT certification. The Fire Marshal - EMT classification is being added to the Salary Plan to establish the salary range for current employees that possess only the EMT certification, in able to promote or call upon these employees to fulfill the duties on an acting basis. The salary range for the Fire Marshal – EMT classification is distinguished from the



salary range of the Fire Marshal classification, which requires possession of both the Paramedic and EMT certifications. The salary is \$76.77 per hour at Step A and \$93.32 per hour at Step E. The salary for the Fire Marshal – EMT will be effective August 16, 2021.

*HAME SALARY ADJUSTMENTS* - Pursuant to Section 7.16 of the MOU between the City of Hayward and Hayward Association of Management Employees (“HAME”), the City shall maintain a minimum pay differential of ten percent (10%) between HAME represented supervisory classifications and their highest paid subordinate classifications. As a result of negotiated salary increases for Local 21 classifications that report to HAME classifications, the following salary adjustments have been made and will be effective August 16, 2021:

*SUPERVISING BUILDING INSPECTOR:* To maintain a minimum pay differential of ten percent (10%) between this classification and the various Senior Building Inspector classifications (T365, T360, and T355), the Supervising Building Inspector shall receive a salary adjustment of 3.20%. The salary range for Supervising Building Inspector is \$58.15 per hour at Step A and \$70.68 per hour at Step E.

*SUPERVISING PLAN CHECKER AND EXPEDITOR:* To maintain a minimum pay differential of ten percent (10%) between this classification and the Senior Plan Checker, the Supervising Plan Checker and Expeditor shall receive a salary adjustment of 3.17%. The salary range for Supervising Plan Checker and Expeditor is \$61.71 per hour at Step A and \$75.03 per hour at Step E.

*SUPERVISING CONSTRUCTION INSPECTOR:* To maintain a minimum pay differential of ten percent (10%) between this classification and the Senior Construction Inspector, the Supervising Construction Inspector shall receive a salary adjustment of 3.20%. The salary range for Supervising Construction Inspector is \$58.15 per hour at Step A and \$70.68 per hour at Step E.

*INFORMATION TECHNOLOGY MANAGER:* To maintain a minimum pay differential of ten percent (10%) between this classification and the Geographic Information Systems Coordinator, the Information Technology Manager shall receive a salary adjustment of 3.20%. The salary range for Information Technology Manager is \$65.17 per hour at Step A and \$79.24 per hour at Step E.

## **FISCAL IMPACT**

*LOCAL 21 COLA:* The additional annual fiscal impact for the negotiated COLA for Local 21 represented classifications is as follows: \$319,244 from the General Fund; \$5,378 from the Measure C Funds; \$12,402 from Special Revenue Funds; \$57,288 from Enterprise Funds; and \$71,562 from Internal Service Funds, for a total fiscal impact of \$465,854 in FY2022. Budget adjustments will be included in the FY 2022 mid-year budget process.

*FIRE MARSHAL - EMT:* There is no vacant Fire Marshal – EMT position. The salary range is being established for current employees that possess only the EMT certification, to allow them to promote or be called upon to fulfill these duties on an acting basis.

*SUPERVISING BUILDING INSPECTOR:* The additional annual fiscal impact for the Supervising Building Inspector is an increase of approximately \$6,133 from the General Fund. Budget adjustments will be included in the FY 2022 mid-year budget process.

*SUPERVISING PLAN CHECKER AND EXPEDITOR:* The additional annual fiscal impact for the Supervising Plan Check and Expeditor is an increase of approximately \$6,403 from the General Fund. Budget adjustments will be included in the FY 2022 mid-year budget process.

*SUPERVISING CONSTRUCTION INSPECTOR:* The additional annual fiscal impact for the Supervising Construction Inspector is an increase of approximately \$4,844 from the General Fund and \$1,211 from Enterprise Funds, for a total fiscal impact of \$6,055. Budget adjustments will be included in the FY 2022 mid-year budget process.

*INFORMATION TECHNOLOGY MANAGER:* The additional annual fiscal impact for the Information Technology Manager is an increase of approximately \$20,147 from the Internal Services Fund. Budget adjustments will be included in the FY 2022 mid-budget process.

## **STRATEGIC ROADMAP**

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

## **NEXT STEPS**

If approved, cost of living salary increases, and other salary adjustments will be implemented by the Human Resources and Finance Departments effective the pay period including August 16, 2021 and will be reflected in the employees' paychecks dated October 29, 2021.

*Prepared by:* Valeria Cazares, Human Resources Technician  
Kakshi Master, Senior Human Resources Analyst

*Recommended by:* Jana Sangy, Director of Human Resources

*Approved by:*



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Kelly McAadoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 21-\_\_\_\_

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

RESOLUTION APPROVING THE AMENDED FISCAL YEAR 2022 SALARY PLAN  
DESIGNATING POSITIONS OF EMPLOYMENT IN THE CITY OF HAYWARD AND  
SALARY RANGE; AND SUPERSEDING RESOLUTION NO. 21-178 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. 21-178 and all amendments thereto.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2021

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 2022**

ATTACHMENT III  
Presented to  
Personnel Commission  
on September 23, 2021  
Approved by Council  
October 12, 2021

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
CITY ELECTED OFFICIALS/APPOINTED OFFICERS/EXECUTIVES								
MAYOR	E100	Unclassified	Hourly					
			Bi-Weekly					
			Monthly					
			Annual				39,960.00	
CITY COUNCIL	E110	Unclassified	Hourly					
			Bi-Weekly					
			Monthly					
			Annual				24,975.00	
CITY MANAGER	A120	Unclassified	Hourly				145.45	
			Bi-Weekly				11,639.20	
			Monthly				25,218.27	
			Annual				302,619.20	
CITY ATTORNEY	A100	Unclassified	Hourly				116.26	
			Bi-Weekly				9,300.80	
			Monthly				20,151.73	
			Annual				241,820.80	
CITY CLERK	A110	Unclassified	Hourly				73.38	
			Bi-Weekly				5,870.40	
			Monthly				12,719.20	
			Annual				152,630.40	
ASSISTANT CITY MANAGER	U735	Unclassified	Hourly	98.67	103.61	108.79	114.22	119.93
			Bi-Weekly	7,893.60	8,288.80	8,703.20	9,137.60	9,594.40
			Monthly	17,102.80	17,959.07	18,856.93	19,798.13	20,787.87
			Annual	205,233.60	215,508.80	226,283.20	237,577.60	249,454.40
CHIEF OF POLICE	P500	Unclassified	Hourly	93.75	98.43	103.36	108.52	113.94
			Bi-Weekly	7,500.00	7,874.40	8,268.80	8,681.60	9,115.20
			Monthly	16,250.00	17,061.20	17,915.73	18,810.13	19,749.60
			Annual	195,000.00	204,734.40	214,988.80	225,721.60	236,995.20
COMMUNICATIONS AND MARKETING OFFICER / PUBLIC INFORMATION OFFICER (PIO)	U311	Unclassified	Hourly	63.95	67.16	70.50	74.05	77.75
			Bi-Weekly	5,116.00	5,372.80	5,640.00	5,924.00	6,220.00
			Monthly	11,084.67	11,641.07	12,220.00	12,835.33	13,476.67
			Annual	133,016.00	139,692.80	146,640.00	154,024.00	161,720.00
DEPUTY CITY MANAGER	U505	Unclassified	Hourly	90.03	94.52	99.25	104.23	109.43
			Bi-Weekly	7,202.40	7,561.60	7,940.00	8,338.40	8,754.40
			Monthly	15,605.20	16,383.47	17,203.33	18,066.53	18,967.87
			Annual	187,262.40	196,601.60	206,440.00	216,798.40	227,614.40
DIRECTOR OF DEVELOPMENT SERVICES	U700	Unclassified	Hourly	86.37	90.68	95.23	99.99	104.98
			Bi-Weekly	6,909.60	7,254.40	7,618.40	7,999.20	8,398.40
			Monthly	14,970.80	15,717.87	16,506.53	17,331.60	18,196.53
			Annual	179,649.60	188,614.40	198,078.40	207,979.20	218,358.40
DIRECTOR OF FINANCE	U725	Unclassified	Hourly	86.37	90.68	95.23	99.99	104.98
			Bi-Weekly	6,909.60	7,254.40	7,618.40	7,999.20	8,398.40
			Monthly	14,970.80	15,717.87	16,506.53	17,331.60	18,196.53
			Annual	179,649.60	188,614.40	198,078.40	207,979.20	218,358.40
DIRECTOR OF HUMAN RESOURCES	U705	Unclassified	Hourly	92.73	97.35	102.22	107.33	112.69
			Bi-Weekly	7,418.40	7,788.00	8,177.60	8,586.40	9,015.20
			Monthly	16,073.20	16,874.00	17,718.13	18,603.87	19,532.93
			Annual	192,878.40	202,488.00	212,617.60	223,246.40	234,395.20
DIRECTOR OF INFORMATION TECHNOLOGY / CHIEF INFORMATION OFFICER (CIO)	U720	Unclassified	Hourly	91.56	96.11	100.93	105.99	111.28
			Bi-Weekly	7,324.80	7,688.80	8,074.40	8,479.20	8,902.40
			Monthly	15,870.40	16,659.07	17,494.53	18,371.60	19,288.53
			Annual	190,444.80	199,908.80	209,934.40	220,459.20	231,462.40
DIRECTOR OF LIBRARY SERVICES	U710	Unclassified	Hourly	86.37	90.68	95.23	99.99	104.98
			Bi-Weekly	6,909.60	7,254.40	7,618.40	7,999.20	8,398.40
			Monthly	14,970.80	15,717.87	16,506.53	17,331.60	18,196.53
			Annual	179,649.60	188,614.40	198,078.40	207,979.20	218,358.40
DIRECTOR OF MAINTENANCE SERVICES	U715	Unclassified	Hourly	86.37	90.68	95.23	99.99	104.98
			Bi-Weekly	6,909.60	7,254.40	7,618.40	7,999.20	8,398.40
			Monthly	14,970.80	15,717.87	16,506.53	17,331.60	18,196.53
			Annual	179,649.60	188,614.40	198,078.40	207,979.20	218,358.40
DIRECTOR OF PUBLIC WORKS	U730	Unclassified	Hourly	89.70	94.20	98.90	103.87	109.04
			Bi-Weekly	7,176.00	7,536.00	7,912.00	8,309.60	8,723.20
			Monthly	15,548.00	16,328.00	17,142.67	18,004.13	18,900.27
			Annual	186,576.00	195,936.00	205,712.00	216,049.60	226,803.20
FIRE CHIEF	F800	Unclassified	Hourly	95.56	100.33	105.36	110.63	116.16
			Bi-Weekly	7,644.80	8,026.40	8,428.80	8,850.40	9,292.80
			Monthly	16,563.73	17,390.53	18,262.40	19,175.87	20,134.40
			Annual	198,764.80	208,686.40	219,148.80	230,110.40	241,612.80

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<b>CITY WIDE ADMINISTRATIVE/ANALYTICAL SUPPORT</b>								
SENIOR MANAGEMENT ANALYST	H115	Classified	Hourly	52.92	55.54	58.32	61.24	64.29
			Bi-Weekly	4,233.60	4,443.20	4,665.60	4,899.20	5,143.20
			Monthly	9,172.80	9,626.93	10,108.80	10,614.93	11,143.60
			Annual	110,073.60	115,523.20	121,305.60	127,379.20	133,723.20
MANAGEMENT ANALYST II	H110	Classified	Hourly	48.12	50.52	53.05	55.69	58.47
			Bi-Weekly	3,849.60	4,041.60	4,244.00	4,455.20	4,677.60
			Monthly	8,340.80	8,756.80	9,195.33	9,652.93	10,134.80
			Annual	100,089.60	105,081.60	110,344.00	115,835.20	121,617.60
MANAGEMENT ANALYST I	H105	Classified	Hourly	43.74	45.94	48.23	50.62	53.16
			Bi-Weekly	3,499.20	3,675.20	3,858.40	4,049.60	4,252.80
			Monthly	7,581.60	7,962.93	8,359.87	8,774.13	9,214.40
			Annual	90,979.20	95,555.20	100,318.40	105,289.60	110,572.80
EXECUTIVE ASSISTANT	U315	Unclassified	Hourly	41.15	43.04	44.98	46.91	48.98
			Bi-Weekly	3,292.00	3,443.20	3,598.40	3,752.80	3,918.40
			Monthly	7,132.67	7,460.27	7,796.53	8,131.07	8,489.87
			Annual	85,592.00	89,523.20	93,558.40	97,572.80	101,878.40
ADMINISTRATIVE SUPERVISOR	H120	Classified	Hourly	41.84	43.92	46.12	48.40	50.82
			Bi-Weekly	3,347.20	3,513.60	3,689.60	3,872.00	4,065.60
			Monthly	7,252.27	7,612.80	7,994.13	8,389.33	8,808.80
			Annual	87,027.20	91,353.60	95,929.60	100,672.00	105,705.60
ADMINISTRATIVE SECRETARY	C120	Classified	Hourly	39.57	41.20	42.81	44.43	46.20
			Bi-Weekly	3,165.60	3,296.00	3,424.80	3,554.40	3,696.00
			Monthly	6,858.80	7,141.33	7,420.40	7,701.20	8,008.00
			Annual	82,305.60	85,696.00	89,044.80	92,414.40	96,096.00
SENIOR SECRETARY	C115	Classified	Hourly	36.17	37.58	39.11	40.55	42.11
			Bi-Weekly	2,893.60	3,006.40	3,128.80	3,244.00	3,368.80
			Monthly	6,269.47	6,513.87	6,779.07	7,028.67	7,299.07
			Annual	75,233.60	78,166.40	81,348.80	84,344.00	87,588.80
SECRETARY	C110	Classified	Hourly	31.83	33.28	34.97	36.59	38.32
			Bi-Weekly	2,546.40	2,662.40	2,797.60	2,927.20	3,065.60
			Monthly	5,517.20	5,768.53	6,061.47	6,342.27	6,642.13
			Annual	66,206.40	69,222.40	72,737.60	76,107.20	79,705.60
ADMINISTRATIVE CLERK II	C105	Classified	Hourly	27.91	29.06	30.24	31.59	33.15
			Bi-Weekly	2,232.80	2,324.80	2,419.20	2,527.20	2,652.00
			Monthly	4,837.73	5,037.07	5,241.60	5,475.60	5,746.00
			Annual	58,052.80	60,444.80	62,899.20	65,707.20	68,952.00
ADMINISTRATIVE CLERK I	C100	Classified	Hourly	24.57	25.88	27.19	28.64	30.14
			Bi-Weekly	1,965.60	2,070.40	2,175.20	2,291.20	2,411.20
			Monthly	4,258.80	4,485.87	4,712.93	4,964.27	5,224.27
			Annual	51,105.60	53,830.40	56,555.20	59,571.20	62,691.20
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			16.87	17.70	18.59
			Bi-Weekly			1,349.60	1,416.00	1,487.20
			Monthly			2,924.13	3,068.00	3,222.27
			Annual			35,089.60	36,816.00	38,667.20

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CITY WIDE MAINTENANCE								
ELECTRICIAN II	M410	Classified	Hourly	46.27	48.12	50.01	52.14	54.29
			Bi-Weekly	3,701.60	3,849.60	4,000.80	4,171.20	4,343.20
			Monthly	8,020.13	8,340.80	8,668.40	9,037.60	9,410.27
			Annual	96,241.60	100,089.60	104,020.80	108,451.20	112,923.20
ELECTRICIAN I	M405	Classified	Hourly	42.08	43.81	45.55	47.45	49.39
			Bi-Weekly	3,366.40	3,504.80	3,644.00	3,796.00	3,951.20
			Monthly	7,293.87	7,593.73	7,895.33	8,224.67	8,560.93
			Annual	87,526.40	91,124.80	94,744.00	98,696.00	102,731.20
MAINTENANCE WORKER	M305	Classified	Hourly	35.96	37.39	38.91	40.28	41.84
			Bi-Weekly	2,876.80	2,991.20	3,112.80	3,222.40	3,347.20
			Monthly	6,233.07	6,480.93	6,744.40	6,981.87	7,252.27
			Annual	74,796.80	77,771.20	80,932.80	83,782.40	87,027.20
LABORER	M200 M300 M830 M905	Classified	Hourly	27.34	28.35	29.48	30.69	31.78
	Bi-Weekly		2,187.20	2,268.00	2,358.40	2,455.20	2,542.40	
	Monthly		4,738.93	4,914.00	5,109.87	5,319.60	5,508.53	
	Annual		56,867.20	58,968.00	61,318.40	63,835.20	66,102.40	
CITY ATTORNEY DEPARTMENT								
SENIOR ASSISTANT CITY ATTORNEY	U215	Classified	Hourly	81.82	85.94	90.23	94.75	99.49
			Bi-Weekly	6,545.60	6,875.20	7,218.40	7,580.00	7,959.20
			Monthly	14,182.13	14,896.27	15,639.87	16,423.33	17,244.93
			Annual	170,185.60	178,755.20	187,678.40	197,080.00	206,939.20
ASSISTANT CITY ATTORNEY	U210	Classified	Hourly	74.39	78.11	82.04	86.13	90.43
			Bi-Weekly	5,951.20	6,248.80	6,563.20	6,890.40	7,234.40
			Monthly	12,894.27	13,539.07	14,220.27	14,929.20	15,674.53
			Annual	154,731.20	162,468.80	170,643.20	179,150.40	188,094.40
DEPUTY CITY ATTORNEY II	U205	Classified	Hourly	61.50	64.55	67.78	71.16	74.75
			Bi-Weekly	4,920.00	5,164.00	5,422.40	5,692.80	5,980.00
			Monthly	10,660.00	11,188.67	11,748.53	12,334.40	12,956.67
			Annual	127,920.00	134,264.00	140,982.40	148,012.80	155,480.00
DEPUTY CITY ATTORNEY I	U200	Classified	Hourly	55.89	58.69	61.62	64.71	67.94
			Bi-Weekly	4,471.20	4,695.20	4,929.60	5,176.80	5,435.20
			Monthly	9,687.60	10,172.93	10,680.80	11,216.40	11,776.27
			Annual	116,251.20	122,075.20	128,169.60	134,596.80	141,315.20
SENIOR PARALEGAL	U196	Classified	Hourly	41.55	43.65	45.82	48.10	50.50
			Bi-Weekly	3,324.00	3,492.00	3,665.60	3,848.00	4,040.00
			Monthly	7,202.00	7,566.00	7,942.13	8,337.33	8,753.33
			Annual	86,424.00	90,792.00	95,305.60	100,048.00	105,040.00
PARALEGAL	U195	Classified	Hourly	37.78	39.67	41.66	43.73	45.92
			Bi-Weekly	3,022.40	3,173.60	3,332.80	3,498.40	3,673.60
			Monthly	6,548.53	6,876.13	7,221.07	7,579.87	7,959.47
			Annual	78,582.40	82,513.60	86,652.80	90,958.40	95,513.60
LEGAL SECRETARY II	C935	Classified	Hourly	34.35	36.35	39.08	39.90	41.95
			Bi-Weekly	2,748.00	2,908.00	3,126.40	3,192.00	3,356.00
			Monthly	5,954.00	6,300.67	6,773.87	6,916.00	7,271.33
			Annual	71,448.00	75,608.00	81,286.40	82,992.00	87,256.00
LEGAL SECRETARY I	C930	Classified	Hourly	30.93	32.56	34.28	36.13	38.04
			Bi-Weekly	2,474.40	2,604.80	2,742.40	2,890.40	3,043.20
			Monthly	5,361.20	5,643.73	5,941.87	6,262.53	6,593.60
			Annual	64,334.40	67,724.80	71,302.40	75,150.40	79,123.20
CITY CLERK DEPARTMENT								
DEPUTY CITY CLERK	H500	Classified	Hourly	48.12	50.53	53.04	55.69	58.48
			Bi-Weekly	3,849.60	4,042.40	4,243.20	4,455.20	4,678.40
			Monthly	8,340.80	8,758.53	9,193.60	9,652.93	10,136.53
			Annual	100,089.60	105,102.40	110,323.20	115,835.20	121,638.40

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CITY MANAGER DEPARTMENT								
OFFICE OF THE CITY MANAGER								
ASSISTANT TO CITY MANAGER	U320	Unclassified	Hourly	54.53	57.26	60.12	63.13	66.27
			Bi-Weekly	4,362.40	4,580.80	4,809.60	5,050.40	5,301.60
			Monthly	9,451.87	9,925.07	10,420.80	10,942.53	11,486.80
			Annual	113,422.40	119,100.80	125,049.60	131,310.40	137,841.60
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified	Hourly	35.77	37.52	39.52	41.48	43.49
			Bi-Weekly	2,861.60	3,001.60	3,161.60	3,318.40	3,479.20
			Monthly	6,200.13	6,503.47	6,850.13	7,189.87	7,538.20
			Annual	74,401.60	78,041.60	82,201.60	86,278.40	90,459.20
DIGITAL APPLICATIONS DEVELOPER	T470	Classified	Hourly	50.78	53.30	55.97	58.76	61.72
			Bi-Weekly	4,062.40	4,264.00	4,477.60	4,700.80	4,937.60
			Monthly	8,801.87	9,238.67	9,701.47	10,185.07	10,698.13
			Annual	105,622.40	110,864.00	116,417.60	122,220.80	128,377.60
MANAGEMENT FELLOW	U300	Classified	Hourly					39.76
			Bi-Weekly					3,180.80
			Monthly					6,891.73
			Annual					82,700.80
COMMUNITY SERVICES								
COMMUNITY SERVICES MANAGER	H745	Classified	Hourly	66.38	69.69	73.19	76.86	80.68
			Bi-Weekly	5,310.40	5,575.20	5,855.20	6,148.80	6,454.40
			Monthly	11,505.87	12,079.60	12,686.27	13,322.40	13,984.53
			Annual	138,070.40	144,955.20	152,235.20	159,868.80	167,814.40
COMMUNITY PROGRAMS SPECIALIST	T705	Classified	Hourly	44.61	46.93	49.31	51.74	54.26
			Bi-Weekly	3,568.80	3,754.40	3,944.80	4,139.20	4,340.80
			Monthly	7,732.40	8,134.53	8,547.07	8,968.27	9,405.07
			Annual	92,788.80	97,614.40	102,564.80	107,619.20	112,860.80
SENIOR PROPERTY REHABILITATION SPECIALIST	T730	Classified	Hourly	49.05	51.60	54.22	56.90	59.68
			Bi-Weekly	3,924.00	4,128.00	4,337.60	4,552.00	4,774.40
			Monthly	8,502.00	8,944.00	9,398.13	9,862.67	10,344.53
			Annual	102,024.00	107,328.00	112,777.60	118,352.00	124,134.40
PROPERTY REHABILITATION SPECIALIST	T725	Classified	Hourly	44.61	46.93	49.31	51.74	54.26
			Bi-Weekly	3,568.80	3,754.40	3,944.80	4,139.20	4,340.80
			Monthly	7,732.40	8,134.53	8,547.07	8,968.27	9,405.07
			Annual	92,788.80	97,614.40	102,564.80	107,619.20	112,860.80
PARATRANSIT COORDINATOR	T715	Classified	Hourly	42.53	44.65	46.80	49.19	51.59
			Bi-Weekly	3,402.40	3,572.00	3,744.00	3,935.20	4,127.20
			Monthly	7,371.87	7,739.33	8,112.00	8,526.27	8,942.27
			Annual	88,462.40	92,872.00	97,344.00	102,315.20	107,307.20
ECONOMIC DEVELOPMENT								
ECONOMIC DEVELOPMENT MANAGER	H710	Classified	Hourly	66.38	69.69	73.19	76.86	80.68
			Bi-Weekly	5,310.40	5,575.20	5,855.20	6,148.80	6,454.40
			Monthly	11,505.87	12,079.60	12,686.27	13,322.40	13,984.53
			Annual	138,070.40	144,955.20	152,235.20	159,868.80	167,814.40
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified	Hourly	48.41	50.84	53.32	56.04	58.77
			Bi-Weekly	3,872.80	4,067.20	4,265.60	4,483.20	4,701.60
			Monthly	8,391.07	8,812.27	9,242.13	9,713.60	10,186.80
			Annual	100,692.80	105,747.20	110,905.60	116,563.20	122,241.60
NEIGHBORHOOD PARTNERSHIP SERVICES								
NEIGHBORHOOD DEVELOPMENT MANAGER	H735	Classified	Hourly	65.54	68.79	72.23	75.84	79.63
			Bi-Weekly	5,243.20	5,503.20	5,778.40	6,067.20	6,370.40
			Monthly	11,360.27	11,923.60	12,519.87	13,145.60	13,802.53
			Annual	136,323.20	143,083.20	150,238.40	157,747.20	165,630.40
NEIGHBORHOOD PARTNERSHIP MANAGER	H730	Classified	Hourly	58.93	61.88	64.96	68.22	71.63
			Bi-Weekly	4,714.40	4,950.40	5,196.80	5,457.60	5,730.40
			Monthly	10,214.53	10,725.87	11,259.73	11,824.80	12,415.87
			Annual	122,574.40	128,710.40	135,116.80	141,897.60	148,990.40



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HOUSING AUTHORITY								
HOUSING MANAGER	H715	Classified	Hourly	66.38	69.69	73.19	76.86	80.68
			Bi-Weekly	5,310.40	5,575.20	5,855.20	6,148.80	6,454.40
			Monthly	11,505.87	12,079.60	12,686.27	13,322.40	13,984.53
			Annual	138,070.40	144,955.20	152,235.20	159,868.80	167,814.40
HOUSING DEVELOPMENT SPECIALIST	T750	Classified	Hourly	48.41	50.84	53.32	56.04	58.77
			Bi-Weekly	3,872.80	4,067.20	4,265.60	4,483.20	4,701.60
			Monthly	8,391.07	8,812.27	9,242.13	9,713.60	10,186.80
			Annual	100,692.80	105,747.20	110,905.60	116,563.20	122,241.60
HOMEOWNERSHIP COORDINATOR								
HOMEOWNERSHIP COORDINATOR	T710	Classified	Hourly	42.53	44.65	46.80	49.19	51.59
			Bi-Weekly	3,402.40	3,572.00	3,744.00	3,935.20	4,127.20
			Monthly	7,371.87	7,739.33	8,112.00	8,526.27	8,942.27
			Annual	88,462.40	92,872.00	97,344.00	102,315.20	107,307.20
DEVELOPMENT SERVICES DEPARTMENT								
DEVELOPMENT SERVICE ADMINISTRATION								
DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	U515	Classified	Hourly	78.71	82.67	86.81	91.14	95.71
			Bi-Weekly	6,296.80	6,613.60	6,944.80	7,291.20	7,656.80
			Monthly	13,643.07	14,329.47	15,047.07	15,797.60	16,589.73
			Annual	163,716.80	171,953.60	180,564.80	189,571.20	199,076.80
BUILDING DIVISION								
CITY BUILDING OFFICIAL	H335	Classified	Hourly	68.14	71.55	75.12	78.90	82.82
			Bi-Weekly	5,451.20	5,724.00	6,009.60	6,312.00	6,625.60
			Monthly	11,810.93	12,402.00	13,020.80	13,676.00	14,355.47
			Annual	141,731.20	148,824.00	156,249.60	164,112.00	172,265.60
SUPERVISING BUILDING INSPECTOR	H330	Classified	Hourly	58.15	61.05	64.11	67.32	70.68
			Bi-Weekly	4,652.00	4,884.00	5,128.80	5,385.60	5,654.40
			Monthly	10,079.33	10,582.00	11,112.40	11,668.80	12,251.20
			Annual	120,952.00	126,984.00	133,348.80	140,025.60	147,014.40
SENIOR BUILDING INSPECTOR/STRUCTURAL	T365	Classified	Hourly	52.72	55.53	58.33	61.08	64.13
			Bi-Weekly	4,217.60	4,442.40	4,666.40	4,886.40	5,130.40
			Monthly	9,138.13	9,625.20	10,110.53	10,587.20	11,115.87
			Annual	109,657.60	115,502.40	121,326.40	127,046.40	133,390.40
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360	Classified	Hourly	52.72	55.53	58.33	61.08	64.13
			Bi-Weekly	4,217.60	4,442.40	4,666.40	4,886.40	5,130.40
			Monthly	9,138.13	9,625.20	10,110.53	10,587.20	11,115.87
			Annual	109,657.60	115,502.40	121,326.40	127,046.40	133,390.40
SENIOR BUILDING INSPECTOR/ELECTRICAL	T355	Classified	Hourly	52.72	55.53	58.33	61.08	64.13
			Bi-Weekly	4,217.60	4,442.40	4,666.40	4,886.40	5,130.40
			Monthly	9,138.13	9,625.20	10,110.53	10,587.20	11,115.87
			Annual	109,657.60	115,502.40	121,326.40	127,046.40	133,390.40
BUILDING INSPECTOR	T350	Classified	Hourly	45.51	47.66	50.08	52.63	56.07
			Bi-Weekly	3,640.80	3,812.80	4,006.40	4,210.40	4,485.60
			Monthly	7,888.40	8,261.07	8,680.53	9,122.53	9,718.80
			Annual	94,660.80	99,132.80	104,166.40	109,470.40	116,625.60
PLAN CHECKING ENGINEER								
PLAN CHECKING ENGINEER	T335	Classified	Hourly	55.91	58.61	61.57	64.78	68.07
			Bi-Weekly	4,472.80	4,688.80	4,925.60	5,182.40	5,445.60
			Monthly	9,691.07	10,159.07	10,672.13	11,228.53	11,798.80
			Annual	116,292.80	121,908.80	128,065.60	134,742.40	141,585.60
SUPERVISING PLAN CHECKER AND EXPEDITOR								
SUPERVISING PLAN CHECKER AND EXPEDITOR	H325	Classified	Hourly	61.71	64.78	68.04	71.45	75.03
			Bi-Weekly	4,936.80	5,182.40	5,443.20	5,716.00	6,002.40
			Monthly	10,696.40	11,228.53	11,793.60	12,384.67	13,005.20
			Annual	128,356.80	134,742.40	141,523.20	148,616.00	156,062.40
SENIOR PLAN CHECKER	T330	Classified	Hourly	52.72	55.53	58.33	61.08	64.13
			Bi-Weekly	4,217.60	4,442.40	4,666.40	4,886.40	5,130.40
			Monthly	9,138.13	9,625.20	10,110.53	10,587.20	11,115.87
			Annual	109,657.60	115,502.40	121,326.40	127,046.40	133,390.40
PLAN CHECKER	T325	Classified	Hourly	47.94	50.45	53.03	55.55	58.32
			Bi-Weekly	3,835.20	4,036.00	4,242.40	4,444.00	4,665.60
			Monthly	8,309.60	8,744.67	9,191.87	9,628.67	10,108.80
			Annual	99,715.20	104,936.00	110,302.40	115,544.00	121,305.60

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SUPERVISING PERMIT TECHNICIAN	H340	Classified	Hourly	41.07	43.12	45.27	47.54	49.91
			Bi-Weekly	3,285.60	3,449.60	3,621.60	3,803.20	3,992.80
			Monthly	7,118.80	7,474.13	7,846.80	8,240.27	8,651.07
			Annual	85,425.60	89,689.60	94,161.60	98,883.20	103,812.80
SENIOR PERMIT TECHNICIAN	C205	Classified	Hourly	38.26	39.84	41.38	43.18	45.37
			Bi-Weekly	3,060.80	3,187.20	3,310.40	3,454.40	3,629.60
			Monthly	6,631.73	6,905.60	7,172.53	7,484.53	7,864.13
			Annual	79,580.80	82,867.20	86,070.40	89,814.40	94,369.60
PERMIT TECHNICIAN II	C200	Classified	Hourly	34.50	35.86	37.32	38.94	40.90
			Bi-Weekly	2,760.00	2,868.80	2,985.60	3,115.20	3,272.00
			Monthly	5,980.00	6,215.73	6,468.80	6,749.60	7,089.33
			Annual	71,760.00	74,588.80	77,625.60	80,995.20	85,072.00
PERMIT TECHNICIAN I	C199	Classified	Hourly	31.36	32.60	33.92	35.37	37.18
			Bi-Weekly	2,508.80	2,608.00	2,713.60	2,829.60	2,974.40
			Monthly	5,435.73	5,650.67	5,879.47	6,130.80	6,444.53
			Annual	65,228.80	67,808.00	70,553.60	73,569.60	77,334.40
PLANNING DIVISION								
PLANNING MANAGER	H320	Classified	Hourly	68.45	71.86	75.45	79.21	83.20
			Bi-Weekly	5,476.00	5,748.80	6,036.00	6,336.80	6,656.00
			Monthly	11,864.67	12,455.73	13,078.00	13,729.73	14,421.33
			Annual	142,376.00	149,468.80	156,936.00	164,756.80	173,056.00
PRINCIPAL PLANNER	H315	Classified	Hourly	58.93	61.88	64.96	68.22	71.63
			Bi-Weekly	4,714.40	4,950.40	5,196.80	5,457.60	5,730.40
			Monthly	10,214.53	10,725.87	11,259.73	11,824.80	12,415.87
			Annual	122,574.40	128,710.40	135,116.80	141,897.60	148,990.40
SENIOR PLANNER	H310	Classified	Hourly	52.81	55.43	58.21	61.11	64.17
			Bi-Weekly	4,224.80	4,434.40	4,656.80	4,888.80	5,133.60
			Monthly	9,153.73	9,607.87	10,089.73	10,592.40	11,122.80
			Annual	109,844.80	115,294.40	121,076.80	127,108.80	133,473.60
ASSOCIATE PLANNER	T315	Classified	Hourly	48.54	50.92	53.46	56.21	58.90
			Bi-Weekly	3,883.20	4,073.60	4,276.80	4,496.80	4,712.00
			Monthly	8,413.60	8,826.13	9,266.40	9,743.07	10,209.33
			Annual	100,963.20	105,913.60	111,196.80	116,916.80	122,512.00
ASSISTANT PLANNER	T310	Classified	Hourly	39.84	41.78	44.03	46.19	48.54
			Bi-Weekly	3,187.20	3,342.40	3,522.40	3,695.20	3,883.20
			Monthly	6,905.60	7,241.87	7,631.87	8,006.27	8,413.60
			Annual	82,867.20	86,902.40	91,582.40	96,075.20	100,963.20
JUNIOR PLANNER	T305	Classified	Hourly	35.32	37.18	38.92	40.88	42.87
			Bi-Weekly	2,825.60	2,974.40	3,113.60	3,270.40	3,429.60
			Monthly	6,122.13	6,444.53	6,746.13	7,085.87	7,430.80
			Annual	73,465.60	77,334.40	80,953.60	85,030.40	89,169.60
DEVELOPMENT REVIEW SPECIALIST	T320	Classified	Hourly	44.57	46.72	49.28	51.70	54.32
			Bi-Weekly	3,565.60	3,737.60	3,942.40	4,136.00	4,345.60
			Monthly	7,725.47	8,098.13	8,541.87	8,961.33	9,415.47
			Annual	92,705.60	97,177.60	102,502.40	107,536.00	112,985.60
LANDSCAPE ARCHITECT	H300	Classified	Hourly	62.23	65.33	68.60	72.03	75.64
			Bi-Weekly	4,978.40	5,226.40	5,488.00	5,762.40	6,051.20
			Monthly	10,786.53	11,323.87	11,890.67	12,485.20	13,110.93
			Annual	129,438.40	135,886.40	142,688.00	149,822.40	157,331.20
ASSOCIATE LANDSCAPE ARCHITECT	T370	Classified	Hourly	48.54	50.92	53.46	56.21	58.90
			Bi-Weekly	3,883.20	4,073.60	4,276.80	4,496.80	4,712.00
			Monthly	8,413.60	8,826.13	9,266.40	9,743.07	10,209.33
			Annual	100,963.20	105,913.60	111,196.80	116,916.80	122,512.00
CODE ENFORCEMENT DIVISION								
CODE ENFORCEMENT MANAGER	H703	Classified	Hourly	53.85	56.55	59.36	62.33	65.44
			Bi-Weekly	4,308.00	4,524.00	4,748.80	4,986.40	5,235.20
			Monthly	9,334.00	9,802.00	10,289.07	10,803.87	11,342.93
			Annual	112,008.00	117,624.00	123,468.80	129,646.40	136,115.20
CODE ENFORCEMENT SUPERVISOR	H700	Classified	Hourly	46.81	49.16	51.62	54.19	56.91
			Bi-Weekly	3,744.80	3,932.80	4,129.60	4,335.20	4,552.80
			Monthly	8,113.73	8,521.07	8,947.47	9,392.93	9,864.40
			Annual	97,364.80	102,252.80	107,369.60	112,715.20	118,372.80
SENIOR CODE ENFORCEMENT INSPECTOR	T610	Classified	Hourly	47.61	49.99	52.48	55.11	57.86
			Bi-Weekly	3,808.80	3,999.20	4,198.40	4,408.80	4,628.80
			Monthly	8,252.40	8,664.93	9,096.53	9,552.40	10,029.07
			Annual	99,028.80	103,979.20	109,158.40	114,628.80	120,348.80
CODE ENFORCEMENT INSPECTOR II	T605	Classified	Hourly	43.27	45.42	47.69	50.09	52.58
			Bi-Weekly	3,461.60	3,633.60	3,815.20	4,007.20	4,206.40
			Monthly	7,500.13	7,872.80	8,266.27	8,682.27	9,113.87
			Annual	90,001.60	94,473.60	99,195.20	104,187.20	109,366.40
CODE ENFORCEMENT INSPECTOR I	T600	Classified	Hourly	39.33	41.29	43.34	45.52	47.81
			Bi-Weekly	3,146.40	3,303.20	3,467.20	3,641.60	3,824.80
			Monthly	6,817.20	7,156.93	7,512.27	7,890.13	8,287.07
			Annual	81,806.40	85,883.20	90,147.20	94,681.60	99,444.80

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FINANCE DEPARTMENT								
ADMINISTRATION DIVISION								
DEPUTY DIRECTOR OF FINANCE	U500	Classified	Hourly	71.92	75.51	79.29	83.26	87.41
			Bi-Weekly	5,753.60	6,040.80	6,343.20	6,660.80	6,992.80
			Monthly	12,466.13	13,088.40	13,743.60	14,431.73	15,151.07
			Annual	149,593.60	157,060.80	164,923.20	173,180.80	181,812.80
BUDGET OFFICER	H170	Classified	Hourly	55.42	58.21	61.10	64.16	67.35
			Bi-Weekly	4,433.60	4,656.80	4,888.00	5,132.80	5,388.00
			Monthly	9,606.13	10,089.73	10,590.67	11,121.07	11,674.00
			Annual	115,273.60	121,076.80	127,088.00	133,452.80	140,088.00
FINANCIAL ANALYST	H165	Classified	Hourly	48.32	50.72	53.24	55.90	58.71
			Bi-Weekly	3,865.60	4,057.60	4,259.20	4,472.00	4,696.80
			Monthly	8,375.47	8,791.47	9,228.27	9,689.33	10,176.40
			Annual	100,505.60	105,497.60	110,739.20	116,272.00	122,116.80
FINANCE TECHNICIAN	C320	Classified	Hourly	36.90	38.74	40.68	42.71	44.86
			Bi-Weekly	2,952.00	3,099.20	3,254.40	3,416.80	3,588.80
			Monthly	6,396.00	6,714.93	7,051.20	7,403.07	7,775.73
			Annual	76,752.00	80,579.20	84,614.40	88,836.80	93,308.80
ACCOUNTING DIVISION								
ACCOUNTING MANAGER	H150	Classified	Hourly	64.11	67.30	70.66	74.19	77.91
			Bi-Weekly	5,128.80	5,384.00	5,652.80	5,935.20	6,232.80
			Monthly	11,112.40	11,665.33	12,247.73	12,859.60	13,504.40
			Annual	133,348.80	139,984.00	146,972.80	154,315.20	162,052.80
SENIOR ACCOUNTANT	H145	Classified	Hourly	48.60	51.01	53.55	56.23	59.03
			Bi-Weekly	3,888.00	4,080.80	4,284.00	4,498.40	4,722.40
			Monthly	8,424.00	8,841.73	9,282.00	9,746.53	10,231.87
			Annual	101,088.00	106,100.80	111,384.00	116,958.40	122,782.40
ACCOUNTANT	H140	Classified	Hourly	44.16	46.36	48.67	51.10	53.66
			Bi-Weekly	3,532.80	3,708.80	3,893.60	4,088.00	4,292.80
			Monthly	7,654.40	8,035.73	8,436.13	8,857.33	9,301.07
			Annual	91,852.80	96,428.80	101,233.60	106,288.00	111,612.80
SENIOR ACCOUNT CLERK	C305	Classified	Hourly	31.95	33.50	34.96	36.64	38.35
			Bi-Weekly	2,556.00	2,680.00	2,796.80	2,931.20	3,068.00
			Monthly	5,538.00	5,806.67	6,059.73	6,350.93	6,647.33
			Annual	66,456.00	69,680.00	72,716.80	76,211.20	79,768.00
ACCOUNT CLERK	C300	Classified	Hourly	29.11	30.41	31.84	33.29	34.98
			Bi-Weekly	2,328.80	2,432.80	2,547.20	2,663.20	2,798.40
			Monthly	5,045.73	5,271.07	5,518.93	5,770.27	6,063.20
			Annual	60,548.80	63,252.80	66,227.20	69,243.20	72,758.40
REVENUE DIVISION								
REVENUE MANAGER	H160	Classified	Hourly	64.11	67.30	70.66	74.19	77.91
			Bi-Weekly	5,128.80	5,384.00	5,652.80	5,935.20	6,232.80
			Monthly	11,112.40	11,665.33	12,247.73	12,859.60	13,504.40
			Annual	133,348.80	139,984.00	146,972.80	154,315.20	162,052.80
FINANCE SUPERVISOR	H155	Classified	Hourly	47.78	50.17	52.66	55.29	58.06
			Bi-Weekly	3,822.40	4,013.60	4,212.80	4,423.20	4,644.80
			Monthly	8,281.87	8,696.13	9,127.73	9,583.60	10,063.73
			Annual	99,382.40	104,353.60	109,532.80	115,003.20	120,764.80
SUPERVISING CUSTOMER ACCOUNT CLERK	C332	Classified	Hourly	34.70	36.44	38.24	40.16	42.18
			Bi-Weekly	2,776.00	2,915.20	3,059.20	3,212.80	3,374.40
			Monthly	6,014.67	6,316.27	6,628.27	6,961.07	7,311.20
			Annual	72,176.00	75,795.20	79,539.20	83,532.80	87,734.40
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified	Hourly	31.95	33.50	34.96	36.64	38.35
			Bi-Weekly	2,556.00	2,680.00	2,796.80	2,931.20	3,068.00
			Monthly	5,538.00	5,806.67	6,059.73	6,350.93	6,647.33
			Annual	66,456.00	69,680.00	72,716.80	76,211.20	79,768.00
CUSTOMER ACCOUNT CLERK	C325	Classified	Hourly	29.11	30.41	31.84	33.29	34.98
			Bi-Weekly	2,328.80	2,432.80	2,547.20	2,663.20	2,798.40
			Monthly	5,045.73	5,271.07	5,518.93	5,770.27	6,063.20
			Annual	60,548.80	63,252.80	66,227.20	69,243.20	72,758.40
MAIL AND REVENUE CLERK	C322	Classified	Hourly	24.57	25.88	27.19	28.64	30.14
			Bi-Weekly	1,965.60	2,070.40	2,175.20	2,291.20	2,411.20
			Monthly	4,258.80	4,485.87	4,712.93	4,964.27	5,224.27
			Annual	51,105.60	53,830.40	56,555.20	59,571.20	62,691.20
PURCHASING DIVISION								
PURCHASING AND SERVICES MANAGER	H180	Classified	Hourly	55.41	58.18	61.08	64.13	67.32
			Bi-Weekly	4,432.80	4,654.40	4,886.40	5,130.40	5,385.60
			Monthly	9,604.40	10,084.53	10,587.20	11,115.87	11,668.80
			Annual	115,252.80	121,014.40	127,046.40	133,390.40	140,025.60
PURCHASING TECHNICIAN	C345	Classified	Hourly	33.57	35.25	36.98	38.81	40.78
			Bi-Weekly	2,685.60	2,820.00	2,958.40	3,104.80	3,262.40
			Monthly	5,818.80	6,110.00	6,409.87	6,727.07	7,068.53
			Annual	69,825.60	73,320.00	76,918.40	80,724.80	84,822.40
MAIL AND PURCHASING CLERK	C335	Classified	Hourly	26.50	27.83	29.13	30.65	32.15
			Bi-Weekly	2,120.00	2,226.40	2,330.40	2,452.00	2,572.00
			Monthly	4,593.33	4,823.87	5,049.20	5,312.67	5,572.67
			Annual	55,120.00	57,886.40	60,590.40	63,752.00	66,872.00

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Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E
<b>FIRE DEPARTMENT</b>							
<b>SWORN</b>							
DEPUTY FIRE CHIEF (40 HR)	F600	Classified	Hourly	91.21	95.77	100.56	105.59
			Bi-Weekly	7,296.80	7,661.60	8,044.80	8,447.20
			Monthly	15,809.73	16,600.13	17,430.40	18,302.27
			Annual	189,716.80	199,201.60	209,164.80	219,627.20
FIRE MARSHAL - EMT (40 HR)	F401	Classified	Hourly	76.77	80.62	84.65	88.88
			Bi-Weekly	6,141.60	6,449.60	6,772.00	7,110.40
			Monthly	13,306.80	13,974.13	14,672.67	15,405.87
			Annual	159,681.60	167,689.60	176,072.00	184,870.40
FIRE MARSHAL (40 HR)	F400	Classified	Hourly	82.92	87.07	91.42	95.99
			Bi-Weekly	6,633.60	6,965.60	7,313.60	7,679.20
			Monthly	14,372.80	15,092.13	15,846.13	16,638.27
			Annual	172,473.60	181,105.60	190,153.60	199,659.20
FIRE TRAINING OFFICER (40 HR)	F420	Classified	Hourly	82.92	87.07	91.42	95.99
			Bi-Weekly	6,633.60	6,965.60	7,313.60	7,679.20
			Monthly	14,372.80	15,092.13	15,846.13	16,638.27
			Annual	172,473.60	181,105.60	190,153.60	199,659.20
BATTALION CHIEF (56 HR)	F410	Classified	Hourly	53.84	56.53	59.36	62.34
			Bi-Weekly	6,030.08	6,331.36	6,648.32	6,982.08
			Monthly	13,065.17	13,717.95	14,404.69	15,127.84
			Annual	156,782.08	164,615.36	172,856.32	181,534.08
BATTALION CHIEF (40 HR)	F415	Classified	Hourly	75.37	79.14	83.11	87.27
			Bi-Weekly	6,029.60	6,331.20	6,648.80	6,981.60
			Monthly	13,064.13	13,717.60	14,405.73	15,126.80
			Annual	156,769.60	164,611.20	172,868.80	181,521.60
STAFF FIRE CAPTAIN (40 HR)	F240	Classified	Hourly			72.58	76.21
			Bi-Weekly			5,806.40	6,096.80
			Monthly			12,580.53	13,209.73
			Annual			150,966.40	158,516.80
STAFF FIRE CAPTAIN - EMT (40 HR)	F241	Classified	Hourly			67.20	70.56
			Bi-Weekly			5,376.00	5,644.80
			Monthly			11,648.00	12,230.40
			Annual			139,776.00	146,764.80
FIRE CAPTAIN (56 HR)	F245	Classified	Hourly			47.12	49.47
			Bi-Weekly			5,277.44	5,540.64
			Monthly			11,434.45	12,004.72
			Annual			137,213.44	144,056.64
FIRE CAPTAIN (40 HR)	F250	Classified	Hourly			65.98	69.27
			Bi-Weekly			5,278.40	5,541.60
			Monthly			11,436.53	12,006.80
			Annual			137,238.40	144,081.60
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified	Hourly	39.93	41.91	44.00	46.21
			Bi-Weekly	4,472.16	4,693.92	4,928.00	5,175.52
			Monthly	9,689.68	10,170.16	10,677.33	11,213.63
			Annual	116,276.16	122,041.92	128,128.00	134,563.52
FIRE PREVENTION INSPECTOR - EMT (40 HR)	F221	Classified	Hourly	51.72	54.31	57.03	59.88
			Bi-Weekly	4,137.60	4,344.80	4,562.40	4,790.40
			Monthly	8,964.80	9,413.73	9,885.20	10,379.20
			Annual	107,577.60	112,964.80	118,622.40	124,550.40
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified	Hourly	55.85	58.66	61.59	64.67
			Bi-Weekly	4,468.00	4,692.80	4,927.20	5,173.60
			Monthly	9,680.67	10,167.73	10,675.60	11,209.47
			Annual	116,168.00	122,012.80	128,107.20	134,513.60
APPARATUS OPERATOR (56 HR)	F210	Classified	Hourly	37.80	39.69	41.68	43.76
			Bi-Weekly	4,233.60	4,445.28	4,668.16	4,901.12
			Monthly	9,172.80	9,631.44	10,114.35	10,619.09
			Annual	110,073.60	115,577.28	121,372.16	127,429.12
APPARATUS OPERATOR - EMT (56 HR)	F211	Classified	Hourly	35.01	36.74	38.59	40.52
			Bi-Weekly	3,921.12	4,114.88	4,322.08	4,538.24
			Monthly	8,495.76	8,915.57	9,364.51	9,832.85
			Annual	101,949.12	106,986.88	112,374.08	117,994.24
APPARATUS OPERATOR (40 HR)	F215	Classified	Hourly	52.87	55.52	58.29	61.20
			Bi-Weekly	4,229.60	4,441.60	4,663.20	4,896.00
			Monthly	9,164.13	9,623.47	10,103.60	10,608.00
			Annual	109,969.60	115,481.60	121,243.20	127,296.00
FIREFIGHTER (56 HR)	F200	Classified	Hourly	35.62	37.41	39.28	41.25
			Bi-Weekly	3,989.44	4,189.92	4,399.36	4,620.00
			Monthly	8,643.79	9,078.16	9,531.95	10,010.00
			Annual	103,725.44	108,937.92	114,383.36	120,120.00
FIREFIGHTER (40 HR)	F205	Classified	Hourly	49.89	52.37	54.98	57.74
			Bi-Weekly	3,991.20	4,189.60	4,398.40	4,619.20
			Monthly	8,647.60	9,077.47	9,529.87	10,008.27
			Annual	103,771.20	108,929.60	114,358.40	120,099.20
FIREFIGHTER TRAINEE (40 HR)	F100	Classified	Hourly	45.35	47.61		
			Bi-Weekly	3,628.00	3,808.80		
			Monthly	7,860.67	8,252.40		
			Annual	94,328.00	99,028.80		

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PROFESSIONAL STAFF								
HAZARDOUS MATERIALS PROGRAM COORDINATOR	H590	Classified	Hourly	58.23	61.14	64.19	67.41	70.77
			Bi-Weekly	4,658.40	4,891.20	5,135.20	5,392.80	5,661.60
			Monthly	10,093.20	10,597.60	11,126.27	11,684.40	12,266.80
			Annual	121,118.40	127,171.20	133,515.20	140,212.80	147,201.60
FIRE PROTECTION ENGINEER	T510	Classified	Hourly	55.91	58.61	61.57	64.78	68.07
			Bi-Weekly	4,472.80	4,688.80	4,925.60	5,182.40	5,445.60
			Monthly	9,691.07	10,159.07	10,672.13	11,228.53	11,798.80
			Annual	116,292.80	121,908.80	128,065.60	134,742.40	141,585.60
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified	Hourly	52.88	55.53	58.29	61.20	64.27
			Bi-Weekly	4,230.40	4,442.40	4,663.20	4,896.00	5,141.60
			Monthly	9,165.87	9,625.20	10,103.60	10,608.00	11,140.13
			Annual	109,990.40	115,502.40	121,243.20	127,296.00	133,681.60
ENVIRONMENTAL SPECIALIST	T505	Classified	Hourly	54.52	57.24	60.10	63.12	66.27
			Bi-Weekly	4,361.60	4,579.20	4,808.00	5,049.60	5,301.60
			Monthly	9,450.13	9,921.60	10,417.33	10,940.80	11,486.80
			Annual	113,401.60	119,059.20	125,008.00	131,289.60	137,841.60
HAZARDOUS MATERIALS INSPECTOR	T500	Classified	Hourly	51.94	54.53	57.26	60.13	63.12
			Bi-Weekly	4,155.20	4,362.40	4,580.80	4,810.40	5,049.60
			Monthly	9,002.93	9,451.87	9,925.07	10,422.53	10,940.80
			Annual	108,035.20	113,422.40	119,100.80	125,070.40	131,289.60
FIRE SERVICES SUPERVISOR	H580	Classified	Hourly	52.92	55.57	58.33	61.25	64.32
			Bi-Weekly	4,233.60	4,445.60	4,666.40	4,900.00	5,145.60
			Monthly	9,172.80	9,632.13	10,110.53	10,616.67	11,148.80
			Annual	110,073.60	115,585.60	121,326.40	127,400.00	133,785.60
SENIOR FIRE TECHNICIAN	C260	Classified	Hourly	38.26	39.84	41.38	43.18	45.37
			Bi-Weekly	3,060.80	3,187.20	3,310.40	3,454.40	3,629.60
			Monthly	6,631.73	6,905.60	7,172.53	7,484.53	7,864.13
			Annual	79,580.80	82,867.20	86,070.40	89,814.40	94,369.60
FIRE TECHNICIAN II	C255	Classified	Hourly	33.66	35.33	37.10	38.97	40.90
			Bi-Weekly	2,692.80	2,826.40	2,968.00	3,117.60	3,272.00
			Monthly	5,834.40	6,123.87	6,430.67	6,754.80	7,089.33
			Annual	70,012.80	73,486.40	77,168.00	81,057.60	85,072.00
FIRE TECHNICIAN I	C250	Classified	Hourly	30.57	32.10	33.71	35.39	37.17
			Bi-Weekly	2,445.60	2,568.00	2,696.80	2,831.20	2,973.60
			Monthly	5,298.80	5,564.00	5,843.07	6,134.27	6,442.80
			Annual	63,585.60	66,768.00	70,116.80	73,611.20	77,313.60
HUMAN RESOURCES DEPARTMENT								
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified	Hourly	70.51	74.03	77.74	81.63	85.70
			Bi-Weekly	5,640.80	5,922.40	6,219.20	6,530.40	6,856.00
			Monthly	12,221.73	12,831.87	13,474.93	14,149.20	14,854.67
			Annual	146,660.80	153,982.40	161,699.20	169,790.40	178,256.00
HUMAN RESOURCES MANAGER	U135	Classified	Hourly	54.18	56.89	59.74	62.73	65.86
			Bi-Weekly	4,334.40	4,551.20	4,779.20	5,018.40	5,268.80
			Monthly	9,391.20	9,860.93	10,354.93	10,873.20	11,415.73
			Annual	112,694.40	118,331.20	124,259.20	130,478.40	136,988.80
SENIOR HUMAN RESOURCES ANALYST	U120	Classified	Hourly	53.98	56.65	59.49	62.46	65.58
			Bi-Weekly	4,318.40	4,532.00	4,759.20	4,996.80	5,246.40
			Monthly	9,356.53	9,819.33	10,311.60	10,826.40	11,367.20
			Annual	112,278.40	117,832.00	123,739.20	129,916.80	136,406.40
HUMAN RESOURCES ANALYST II	U115	Classified	Hourly	49.08	51.53	54.11	56.80	59.64
			Bi-Weekly	3,926.40	4,122.40	4,328.80	4,544.00	4,771.20
			Monthly	8,507.20	8,931.87	9,379.07	9,845.33	10,337.60
			Annual	102,086.40	107,182.40	112,548.80	118,144.00	124,051.20
HUMAN RESOURCES ANALYST I	U110	Classified	Hourly	44.61	46.86	49.19	51.63	54.22
			Bi-Weekly	3,568.80	3,748.80	3,935.20	4,130.40	4,337.60
			Monthly	7,732.40	8,122.40	8,526.27	8,949.20	9,398.13
			Annual	92,788.80	97,468.80	102,315.20	107,390.40	112,777.60
HUMAN RESOURCES TECHNICIAN	U100	Classified	Hourly	32.50	34.14	35.84	37.62	39.49
			Bi-Weekly	2,600.00	2,731.20	2,867.20	3,009.60	3,159.20
			Monthly	5,633.33	5,917.60	6,212.27	6,520.80	6,844.93
			Annual	67,600.00	71,011.20	74,547.20	78,249.60	82,139.20
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified	Hourly	41.56	43.26	44.96	46.66	48.51
			Bi-Weekly	3,324.80	3,460.80	3,596.80	3,732.80	3,880.80
			Monthly	7,203.73	7,498.40	7,793.07	8,087.73	8,408.40
			Annual	86,444.80	89,980.80	93,516.80	97,052.80	100,900.80

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LIBRARY SERVICES DEPARTMENT								
LIBRARY SERVICES DIVISION								
LIBRARY OPERATIONS MANAGER	H755	Classified	Hourly	45.85	48.14	50.54	53.06	55.71
			Bi-Weekly	3,668.00	3,851.20	4,043.20	4,244.80	4,456.80
			Monthly	7,947.33	8,344.27	8,760.27	9,197.07	9,656.40
			Annual	95,368.00	100,131.20	105,123.20	110,364.80	115,876.80
SUPERVISING LIBRARIAN I	H750	Classified	Hourly	45.85	48.14	50.54	53.06	55.71
			Bi-Weekly	3,668.00	3,851.20	4,043.20	4,244.80	4,456.80
			Monthly	7,947.33	8,344.27	8,760.27	9,197.07	9,656.40
			Annual	95,368.00	100,131.20	105,123.20	110,364.80	115,876.80
LIBRARIAN II	T795	Classified	Hourly	37.40	39.28	41.17	43.26	45.30
			Bi-Weekly	2,992.00	3,142.40	3,293.60	3,460.80	3,624.00
			Monthly	6,482.67	6,808.53	7,136.13	7,498.40	7,852.00
			Annual	77,792.00	81,702.40	85,633.60	89,980.80	94,224.00
LIBRARIAN I	T790	Classified	Hourly	33.92	35.62	37.40	39.18	41.18
			Bi-Weekly	2,713.60	2,849.60	2,992.00	3,134.40	3,294.40
			Monthly	5,879.47	6,174.13	6,482.67	6,791.20	7,137.87
			Annual	70,553.60	74,089.60	77,792.00	81,494.40	85,654.40
LEAD LIBRARY ASSISTANT	C520	Classified	Hourly	32.04	33.66	35.26	36.99	38.94
			Bi-Weekly	2,563.20	2,692.80	2,820.80	2,959.20	3,115.20
			Monthly	5,553.60	5,834.40	6,111.73	6,411.60	6,749.60
			Annual	66,643.20	70,012.80	73,340.80	76,939.20	80,995.20
SENIOR LIBRARY ASSISTANT	C515	Classified	Hourly	29.58	30.89	32.30	33.73	35.35
			Bi-Weekly	2,366.40	2,471.20	2,584.00	2,698.40	2,828.00
			Monthly	5,127.20	5,354.27	5,598.67	5,846.53	6,127.33
			Annual	61,526.40	64,251.20	67,184.00	70,158.40	73,528.00
LIBRARY ASSISTANT	C510	Classified	Hourly	26.80	28.05	29.31	30.66	32.10
			Bi-Weekly	2,144.00	2,244.00	2,344.80	2,452.80	2,568.00
			Monthly	4,645.33	4,862.00	5,080.40	5,314.40	5,564.00
			Annual	55,744.00	58,344.00	60,964.80	63,772.80	66,768.00
SENIOR LIBRARY PAGE (.6 FTE)	C505	Classified	Hourly					21.56
			Bi-Weekly					1,034.88
			Monthly					2,242.24
			Annual					26,906.88
LIBRARY PAGE (.3 FTE)	C500	Classified	Hourly					19.59
			Bi-Weekly					470.16
			Monthly					1,018.68
			Annual					12,224.16
EDUCATION SERVICES MANAGER	H760	Classified	Hourly	45.85	48.14	50.54	53.06	55.71
			Bi-Weekly	3,668.00	3,851.20	4,043.20	4,244.80	4,456.80
			Monthly	7,947.33	8,344.27	8,760.27	9,197.07	9,656.40
			Annual	95,368.00	100,131.20	105,123.20	110,364.80	115,876.80
EDUCATIONAL SERVICES COORDINATOR	T780	Classified	Hourly	33.15	34.81	36.57	38.38	40.31
			Bi-Weekly	2,652.00	2,784.80	2,925.60	3,070.40	3,224.80
			Monthly	5,746.00	6,033.73	6,338.80	6,652.53	6,987.07
			Annual	68,952.00	72,404.80	76,065.60	79,830.40	83,844.80
LITERACY PROGRAM COORDINATOR	T785	Classified	Hourly	33.19	34.87	36.60	38.34	40.31
			Bi-Weekly	2,655.20	2,789.60	2,928.00	3,067.20	3,224.80
			Monthly	5,752.93	6,044.13	6,344.00	6,645.60	6,987.07
			Annual	69,035.20	72,529.60	76,128.00	79,747.20	83,844.80
LEAD PROGRAM ASSISTANT	C508	Classified	Hourly	32.04	33.66	35.26	36.99	38.94
			Bi-Weekly	2,563.20	2,692.80	2,820.80	2,959.20	3,115.20
			Monthly	5,553.60	5,834.40	6,111.73	6,411.60	6,749.60
			Annual	66,643.20	70,012.80	73,340.80	76,939.20	80,995.20
PROGRAM ASSISTANT	C506	Classified	Hourly	26.80	28.05	29.31	30.66	32.10
			Bi-Weekly	2,144.00	2,244.00	2,344.80	2,452.80	2,568.00
			Monthly	4,645.33	4,862.00	5,080.40	5,314.40	5,564.00
			Annual	55,744.00	58,344.00	60,964.80	63,772.80	66,768.00

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MAINTENANCE SERVICES DEPARTMENT								
FACILITIES MANAGEMENT								
FACILITIES AND BUILDING MANAGER	H605	Classified	Hourly	58.14	61.02	64.08	67.29	70.66
			Bi-Weekly	4,651.20	4,881.60	5,126.40	5,383.20	5,652.80
			Monthly	10,077.60	10,576.80	11,107.20	11,663.60	12,247.73
			Annual	120,931.20	126,921.60	133,286.40	139,963.20	146,972.80
FACILITIES LEADWORKER	M135	Classified	Hourly	57.53	59.82	62.14	64.70	67.45
			Bi-Weekly	4,602.40	4,785.60	4,971.20	5,176.00	5,396.00
			Monthly	9,971.87	10,368.80	10,770.93	11,214.67	11,691.33
			Annual	119,662.40	124,425.60	129,251.20	134,576.00	140,296.00
HVAC MECHANIC	M140	Classified	Hourly	46.27	48.12	50.01	52.14	54.29
			Bi-Weekly	3,701.60	3,849.60	4,000.80	4,171.20	4,343.20
			Monthly	8,020.13	8,340.80	8,668.40	9,037.60	9,410.27
			Annual	96,241.60	100,089.60	104,020.80	108,451.20	112,923.20
FACILITIES PAINTER II	M130	Classified	Hourly	40.60	42.25	43.90	45.72	47.63
			Bi-Weekly	3,248.00	3,380.00	3,512.00	3,657.60	3,810.40
			Monthly	7,037.33	7,323.33	7,609.33	7,924.80	8,255.87
			Annual	84,448.00	87,880.00	91,312.00	95,097.60	99,070.40
FACILITIES PAINTER I	M125	Classified	Hourly	36.93	38.44	39.98	41.65	43.30
			Bi-Weekly	2,954.40	3,075.20	3,198.40	3,332.00	3,464.00
			Monthly	6,401.20	6,662.93	6,929.87	7,219.33	7,505.33
			Annual	76,814.40	79,955.20	83,158.40	86,632.00	90,064.00
FACILITIES CARPENTER II	M120	Classified	Hourly	40.32	41.92	43.66	45.47	47.36
			Bi-Weekly	3,225.60	3,353.60	3,492.80	3,637.60	3,788.80
			Monthly	6,988.80	7,266.13	7,567.73	7,881.47	8,209.07
			Annual	83,865.60	87,193.60	90,812.80	94,577.60	98,508.80
FACILITIES CARPENTER I	M115	Classified	Hourly	36.68	38.19	39.75	41.36	43.10
			Bi-Weekly	2,934.40	3,055.20	3,180.00	3,308.80	3,448.00
			Monthly	6,357.87	6,619.60	6,890.00	7,169.07	7,470.67
			Annual	76,294.40	79,435.20	82,680.00	86,028.80	89,648.00
FACILITIES SERVICEWORKER II	M110	Classified	Hourly	32.69	33.98	35.37	36.62	38.04
			Bi-Weekly	2,615.20	2,718.40	2,829.60	2,929.60	3,043.20
			Monthly	5,666.27	5,889.87	6,130.80	6,347.47	6,593.60
			Annual	67,995.20	70,678.40	73,569.60	76,169.60	79,123.20
FACILITIES SERVICEWORKER I	M105	Classified	Hourly	29.72	30.90	32.15	33.29	34.57
			Bi-Weekly	2,377.60	2,472.00	2,572.00	2,663.20	2,765.60
			Monthly	5,151.47	5,356.00	5,572.67	5,770.27	5,992.13
			Annual	61,817.60	64,272.00	66,872.00	69,243.20	71,905.60
FLEET MANAGEMENT DIVISION								
FLEET MAINTENANCE MANAGER	H635	Classified	Hourly	58.14	61.02	64.08	67.29	70.66
			Bi-Weekly	4,651.20	4,881.60	5,126.40	5,383.20	5,652.80
			Monthly	10,077.60	10,576.80	11,107.20	11,663.60	12,247.73
			Annual	120,931.20	126,921.60	133,286.40	139,963.20	146,972.80
SENIOR EQUIPMENT MECHANIC	M620	Classified	Hourly	41.37	43.30	45.50	47.87	50.23
			Bi-Weekly	3,309.60	3,464.00	3,640.00	3,829.60	4,018.40
			Monthly	7,170.80	7,505.33	7,886.67	8,297.47	8,706.53
			Annual	86,049.60	90,064.00	94,640.00	99,569.60	104,478.40
EQUIPMENT MECHANIC II	M615	Classified	Hourly	35.65	37.31	39.21	41.25	43.29
			Bi-Weekly	2,852.00	2,984.80	3,136.80	3,300.00	3,463.20
			Monthly	6,179.33	6,467.07	6,796.40	7,150.00	7,503.60
			Annual	74,152.00	77,604.80	81,556.80	85,800.00	90,043.20
EQUIPMENT MECHANIC I	M610	Classified	Hourly	32.45	34.08	35.82	37.59	39.44
			Bi-Weekly	2,596.00	2,726.40	2,865.60	3,007.20	3,155.20
			Monthly	5,624.67	5,907.20	6,208.80	6,515.60	6,836.27
			Annual	67,496.00	70,886.40	74,505.60	78,187.20	82,035.20
EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly	30.23	31.85	33.37	35.07	36.84
			Bi-Weekly	2,418.40	2,548.00	2,669.60	2,805.60	2,947.20
			Monthly	5,239.87	5,520.67	5,784.13	6,078.80	6,385.60
			Annual	62,878.40	66,248.00	69,409.60	72,945.60	76,627.20
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly	27.90	28.99	30.20	31.22	32.43
			Bi-Weekly	2,232.00	2,319.20	2,416.00	2,497.60	2,594.40
			Monthly	4,836.00	5,024.93	5,234.67	5,411.47	5,621.20
			Annual	58,032.00	60,299.20	62,816.00	64,937.60	67,454.40

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LANDSCAPE MAINTENANCE DIVISION								
LANDSCAPE MAINTENANCE MANAGER	H615	Classified	Hourly	58.14	61.02	64.08	67.29	70.66
			Bi-Weekly	4,651.20	4,881.60	5,126.40	5,383.20	5,652.80
			Monthly	10,077.60	10,576.80	11,107.20	11,663.60	12,247.73
			Annual	120,931.20	126,921.60	133,286.40	139,963.20	146,972.80
GROUNDSKEEPER III	M215	Classified	Hourly	43.42	45.15	46.97	48.66	50.53
			Bi-Weekly	3,473.60	3,612.00	3,757.60	3,892.80	4,042.40
			Monthly	7,526.13	7,826.00	8,141.47	8,434.40	8,758.53
			Annual	90,313.60	93,912.00	97,697.60	101,212.80	105,102.40
GROUNDSKEEPER II	M210	Classified	Hourly	37.75	39.27	40.85	42.30	43.93
			Bi-Weekly	3,020.00	3,141.60	3,268.00	3,384.00	3,514.40
			Monthly	6,543.33	6,806.80	7,080.67	7,332.00	7,614.53
			Annual	78,520.00	81,681.60	84,968.00	87,984.00	91,374.40
GROUNDSKEEPER I	M205	Classified	Hourly	34.29	35.66	37.16	38.45	39.94
			Bi-Weekly	2,743.20	2,852.80	2,972.80	3,076.00	3,195.20
			Monthly	5,943.60	6,181.07	6,441.07	6,664.67	6,922.93
			Annual	71,323.20	74,172.80	77,292.80	79,976.00	83,075.20
TREE TRIMMER	M220	Classified	Hourly	37.75	39.27	40.85	42.30	43.93
			Bi-Weekly	3,020.00	3,141.60	3,268.00	3,384.00	3,514.40
			Monthly	6,543.33	6,806.80	7,080.67	7,332.00	7,614.53
			Annual	78,520.00	81,681.60	84,968.00	87,984.00	91,374.40
STREET MAINTENANCE DIVISION								
STREETS MAINTENANCE MANAGER	H625	Classified	Hourly	58.14	61.02	64.08	67.29	70.66
			Bi-Weekly	4,651.20	4,881.60	5,126.40	5,383.20	5,652.80
			Monthly	10,077.60	10,576.80	11,107.20	11,663.60	12,247.73
			Annual	120,931.20	126,921.60	133,286.40	139,963.20	146,972.80
SENIOR MAINTENANCE LEADER	M315	Classified	Hourly	45.52	47.27	49.23	50.97	52.92
			Bi-Weekly	3,641.60	3,781.60	3,938.40	4,077.60	4,233.60
			Monthly	7,890.13	8,193.47	8,533.20	8,834.80	9,172.80
			Annual	94,681.60	98,321.60	102,398.40	106,017.60	110,073.60
MAINTENANCE LEADER	M310	Classified	Hourly	39.58	41.12	42.82	44.32	46.02
			Bi-Weekly	3,166.40	3,289.60	3,425.60	3,545.60	3,681.60
			Monthly	6,860.53	7,127.47	7,422.13	7,682.13	7,976.80
			Annual	82,326.40	85,529.60	89,065.60	92,185.60	95,721.60
SWEEPER EQUIPMENT OPERATOR	M700	Classified	Hourly	33.81	34.94	36.35	37.90	39.40
			Bi-Weekly	2,704.80	2,795.20	2,908.00	3,032.00	3,152.00
			Monthly	5,860.40	6,056.27	6,300.67	6,569.33	6,829.33
			Annual	70,324.80	72,675.20	75,608.00	78,832.00	81,952.00
POLICE DEPARTMENT								
SWORN								
POLICE CAPTAIN	P300	Classified	Hourly	89.04	93.48	98.17	103.07	108.21
			Bi-Weekly	7,123.20	7,478.40	7,853.60	8,245.60	8,656.80
			Monthly	15,433.60	16,203.20	17,016.13	17,865.47	18,756.40
			Annual	185,203.20	194,438.40	204,193.60	214,385.60	225,076.80
POLICE LIEUTENANT	P215	Classified	Hourly				77.65	81.43
			Bi-Weekly				6,212.00	6,514.40
			Monthly				13,459.33	14,114.53
			Annual				161,512.00	169,374.40
POLICE SERGEANT	P210	Classified	Hourly			66.53	69.74	73.31
			Bi-Weekly			5,322.40	5,579.20	5,864.80
			Monthly			11,531.87	12,088.27	12,707.07
			Annual			138,382.40	145,059.20	152,484.80
POLICE OFFICER	P200	Classified	Hourly	48.86	51.20	53.69	56.28	58.96
			Bi-Weekly	3,908.80	4,096.00	4,295.20	4,502.40	4,716.80
			Monthly	8,469.07	8,874.67	9,306.27	9,755.20	10,219.73
			Annual	101,628.80	106,496.00	111,675.20	117,062.40	122,636.80
POLICE OFFICER TRAINEE	P100	Classified	Hourly	36.62	38.42			
			Bi-Weekly	2,929.60	3,073.60			
			Monthly	6,347.47	6,659.47			
			Annual	76,169.60	79,913.60			



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PROFESSIONAL STAFF								
PERSONNEL AND TRAINING ADMINISTRATOR	H450	Classified	Hourly	66.35	69.66	73.16	76.81	80.64
			Bi-Weekly	5,308.00	5,572.80	5,852.80	6,144.80	6,451.20
			Monthly	11,500.67	12,074.40	12,681.07	13,313.73	13,977.60
			Annual	138,008.00	144,892.80	152,172.80	159,764.80	167,731.20
PERSONNEL OPERATIONS SPECIALIST	H460	Classified	Hourly	43.54	45.32	47.10	48.87	50.82
			Bi-Weekly	3,483.20	3,625.60	3,768.00	3,909.60	4,065.60
			Monthly	7,546.93	7,855.47	8,164.00	8,470.80	8,808.80
			Annual	90,563.20	94,265.60	97,968.00	101,649.60	105,705.60
SENIOR CRIME AND INTELLIGENCE ANALYST	H406	Classified	Hourly	52.92	55.54	58.32	61.24	64.29
			Bi-Weekly	4,233.60	4,443.20	4,665.60	4,899.20	5,143.20
			Monthly	9,172.80	9,626.93	10,108.80	10,614.93	11,143.60
			Annual	110,073.60	115,523.20	121,305.60	127,379.20	133,723.20
CRIME AND INTELLIGENCE ANALYST	H405	Classified	Hourly	48.12	50.52	53.05	55.69	58.47
			Bi-Weekly	3,849.60	4,041.60	4,244.00	4,455.20	4,677.60
			Monthly	8,340.80	8,756.80	9,195.33	9,652.93	10,134.80
			Annual	100,089.60	105,081.60	110,344.00	115,835.20	121,617.60
POLICE PROGRAMS ANALYST	H400	Classified	Hourly	48.12	50.52	53.05	55.69	58.47
			Bi-Weekly	3,849.60	4,041.60	4,244.00	4,455.20	4,677.60
			Monthly	8,340.80	8,756.80	9,195.33	9,652.93	10,134.80
			Annual	100,089.60	105,081.60	110,344.00	115,835.20	121,617.60
SPECIAL OPERATIONS DIVISION								
CRIME PREVENTION SPECIALIST II	C671	Classified	Hourly	37.08	38.92	40.87	42.93	45.07
			Bi-Weekly	2,966.40	3,113.60	3,269.60	3,434.40	3,605.60
			Monthly	6,427.20	6,746.13	7,084.13	7,441.20	7,812.13
			Annual	77,126.40	80,953.60	85,009.60	89,294.40	93,745.60
CRIME PREVENTION SPECIALIST I	C670	Classified	Hourly	33.70	35.37	37.15	39.02	40.96
			Bi-Weekly	2,696.00	2,829.60	2,972.00	3,121.60	3,276.80
			Monthly	5,841.33	6,130.80	6,439.33	6,763.47	7,099.73
			Annual	70,096.00	73,569.60	77,272.00	81,161.60	85,196.80
RESERVE OFFICER COORDINATOR	H455	Classified	Hourly	60.34	63.37	66.52	69.74	73.31
			Bi-Weekly	4,827.20	5,069.60	5,321.60	5,579.20	5,864.80
			Monthly	10,458.93	10,984.13	11,530.13	12,088.27	12,707.07
			Annual	125,507.20	131,809.60	138,361.60	145,059.20	152,484.80
INVESTIGATION DIVISION								
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified	Hourly	66.35	69.66	73.16	76.81	80.64
			Bi-Weekly	5,308.00	5,572.80	5,852.80	6,144.80	6,451.20
			Monthly	11,500.67	12,074.40	12,681.07	13,313.73	13,977.60
			Annual	138,008.00	144,892.80	152,172.80	159,764.80	167,731.20
COUNSELING SUPERVISOR	H440	Classified	Hourly	49.92	52.43	55.04	57.78	60.68
			Bi-Weekly	3,993.60	4,194.40	4,403.20	4,622.40	4,854.40
			Monthly	8,652.80	9,087.87	9,540.27	10,015.20	10,517.87
			Annual	103,833.60	109,054.40	114,483.20	120,182.40	126,214.40
FAMILY COUNSELOR	T550	Classified	Hourly	41.56	43.62	45.81	47.91	50.41
			Bi-Weekly	3,324.80	3,489.60	3,664.80	3,832.80	4,032.80
			Monthly	7,203.73	7,560.80	7,940.40	8,304.40	8,737.73
			Annual	86,444.80	90,729.60	95,284.80	99,652.80	104,852.80
CERTIFIED LATENT PRINT EXAMINER	T560	Classified	Hourly	54.52	57.24	60.10	63.12	66.27
			Bi-Weekly	4,361.60	4,579.20	4,808.00	5,049.60	5,301.60
			Monthly	9,450.13	9,921.60	10,417.33	10,940.80	11,486.80
			Annual	113,401.60	119,059.20	125,008.00	131,289.60	137,841.60
SUPPORT SERVICES DIVISION								
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified	Hourly	77.82	81.70	86.62	90.95	95.48
			Bi-Weekly	6,225.60	6,536.00	6,929.60	7,276.00	7,638.40
			Monthly	13,488.80	14,161.33	15,014.13	15,764.67	16,549.87
			Annual	161,865.60	169,936.00	180,169.60	189,176.00	198,598.40
PROPERTY/EVIDENCE AND CRIME SCENE ADMINISTRATOR	H415	Classified	Hourly	52.92	55.55	58.32	61.25	64.31
			Bi-Weekly	4,233.60	4,444.00	4,665.60	4,900.00	5,144.80
			Monthly	9,172.80	9,628.67	10,108.80	10,616.67	11,147.07
			Annual	110,073.60	115,544.00	121,305.60	127,400.00	133,764.80
PROPERTY AND EVIDENCE SUPERVISOR	H410	Classified	Hourly	39.06	41.01	43.06	45.20	47.45
			Bi-Weekly	3,124.80	3,280.80	3,444.80	3,616.00	3,796.00
			Monthly	6,770.40	7,108.40	7,463.73	7,834.67	8,224.67
			Annual	81,244.80	85,300.80	89,564.80	94,016.00	98,696.00
POLICE ID SPECIALIST	T555	Classified	Hourly	36.64	38.47	40.40	42.44	44.43
			Bi-Weekly	2,931.20	3,077.60	3,232.00	3,395.20	3,554.40
			Monthly	6,350.93	6,668.13	7,002.67	7,356.27	7,701.20
			Annual	76,211.20	80,017.60	84,032.00	88,275.20	92,414.40
CRIME SCENE SPECIALIST	C687	Classified	Hourly	36.94	38.61	40.38	42.19	44.19
			Bi-Weekly	2,955.20	3,088.80	3,230.40	3,375.20	3,535.20
			Monthly	6,402.93	6,692.40	6,999.20	7,312.93	7,659.60
			Annual	76,835.20	80,308.80	83,990.40	87,755.20	91,915.20
CRIME SCENE TECHNICIAN	C685	Classified	Hourly	33.58	35.10	36.71	38.35	40.17
			Bi-Weekly	2,686.40	2,808.00	2,936.80	3,068.00	3,213.60
			Monthly	5,820.53	6,084.00	6,363.07	6,647.33	6,962.80
			Annual	69,846.40	73,008.00	76,356.80	79,768.00	83,553.60
PROPERTY & EVIDENCE TECHNICIAN	C665	Classified	Hourly	32.45	33.85	35.49	37.11	38.87
			Bi-Weekly	2,596.00	2,708.00	2,839.20	2,968.80	3,109.60
			Monthly	5,624.67	5,867.33	6,151.60	6,432.40	6,737.47
			Annual	67,496.00	70,408.00	73,819.20	77,188.80	80,849.60

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ANIMAL SERVICES ADMINISTRATOR	H430	Classified	Hourly	52.92	55.55	58.32	61.25	64.31
			Bi-Weekly	4,233.60	4,444.00	4,665.60	4,900.00	5,144.80
			Monthly	9,172.80	9,628.67	10,108.80	10,616.67	11,147.07
			Annual	110,073.60	115,544.00	121,305.60	127,400.00	133,764.80
SHELTER OPERATIONS SUPERVISOR	C621	Classified	Hourly	35.75	37.34	39.08	40.87	42.81
			Bi-Weekly	2,860.00	2,987.20	3,126.40	3,269.60	3,424.80
			Monthly	6,196.67	6,472.27	6,773.87	7,084.13	7,420.40
			Annual	74,360.00	77,667.20	81,286.40	85,009.60	89,044.80
ANIMAL CONTROL OFFICER	C610	Classified	Hourly	30.74	32.31	33.78	35.37	37.05
			Bi-Weekly	2,459.20	2,584.80	2,702.40	2,829.60	2,964.00
			Monthly	5,328.27	5,600.40	5,855.20	6,130.80	6,422.00
			Annual	63,939.20	67,204.80	70,262.40	73,569.60	77,064.00
ANIMAL CARE ATTENDANT	C600	Classified	Hourly	25.57	26.66	27.72	28.93	30.37
			Bi-Weekly	2,045.60	2,132.80	2,217.60	2,314.40	2,429.60
			Monthly	4,432.13	4,621.07	4,804.80	5,014.53	5,264.13
			Annual	53,185.60	55,452.80	57,657.60	60,174.40	63,169.60
SHELTER VOLUNTEER COORDINATOR	C607	Classified	Hourly	25.57	26.66	27.72	28.93	30.37
			Bi-Weekly	2,045.60	2,132.80	2,217.60	2,314.40	2,429.60
			Monthly	4,432.13	4,621.07	4,804.80	5,014.53	5,264.13
			Annual	53,185.60	55,452.80	57,657.60	60,174.40	63,169.60
COMMUNICATIONS ADMINISTRATOR	H435	Classified	Hourly	52.92	55.55	58.32	61.25	64.31
			Bi-Weekly	4,233.60	4,444.00	4,665.60	4,900.00	5,144.80
			Monthly	9,172.80	9,628.67	10,108.80	10,616.67	11,147.07
			Annual	110,073.60	115,544.00	121,305.60	127,400.00	133,764.80
COMMUNICATIONS SUPERVISOR	C645	Classified	Hourly	44.27	46.49	48.82	51.25	53.84
			Bi-Weekly	3,541.60	3,719.20	3,905.60	4,100.00	4,307.20
			Monthly	7,673.47	8,058.27	8,462.13	8,883.33	9,332.27
			Annual	92,081.60	96,699.20	101,545.60	106,600.00	111,987.20
COMMUNICATIONS OPERATOR	C635	Classified	Hourly	38.41	40.37	42.34	44.52	46.75
			Bi-Weekly	3,072.80	3,229.60	3,387.20	3,561.60	3,740.00
			Monthly	6,657.73	6,997.47	7,338.93	7,716.80	8,103.33
			Annual	79,892.80	83,969.60	88,067.20	92,601.60	97,240.00
CALL TAKER	C633	Classified	Hourly	31.97	33.53	35.23	36.99	38.84
			Bi-Weekly	2,557.60	2,682.40	2,818.40	2,959.20	3,107.20
			Monthly	5,541.47	5,811.87	6,106.53	6,411.60	6,732.27
			Annual	66,497.60	69,742.40	73,278.40	76,939.20	80,787.20
RECORDS ADMINISTRATOR	H425	Classified	Hourly	52.92	55.55	58.32	61.25	64.31
			Bi-Weekly	4,233.60	4,444.00	4,665.60	4,900.00	5,144.80
			Monthly	9,172.80	9,628.67	10,108.80	10,616.67	11,147.07
			Annual	110,073.60	115,544.00	121,305.60	127,400.00	133,764.80
RECORDS SUPERVISOR	C705	Classified	Hourly	38.42	40.35	42.35	44.48	46.71
			Bi-Weekly	3,073.60	3,228.00	3,388.00	3,558.40	3,736.80
			Monthly	6,659.47	6,994.00	7,340.67	7,709.87	8,096.40
			Annual	79,913.60	83,928.00	88,088.00	92,518.40	97,156.80
POLICE RECORDS CLERK II	C695	Classified	Hourly	29.88	31.07	32.31	33.73	35.38
			Bi-Weekly	2,390.40	2,485.60	2,584.80	2,698.40	2,830.40
			Monthly	5,179.20	5,385.47	5,600.40	5,846.53	6,132.53
			Annual	62,150.40	64,625.60	67,204.80	70,158.40	73,590.40
POLICE RECORDS CLERK I	C690	Classified	Hourly	26.26	27.63	29.10	30.53	32.18
			Bi-Weekly	2,100.80	2,210.40	2,328.00	2,442.40	2,574.40
			Monthly	4,551.73	4,789.20	5,044.00	5,291.87	5,577.87
			Annual	54,620.80	57,470.40	60,528.00	63,502.40	66,934.40
JAIL ADMINISTRATOR	H420	Classified	Hourly	52.92	55.55	58.32	61.25	64.31
			Bi-Weekly	4,233.60	4,444.00	4,665.60	4,900.00	5,144.80
			Monthly	9,172.80	9,628.67	10,108.80	10,616.67	11,147.07
			Annual	110,073.60	115,544.00	121,305.60	127,400.00	133,764.80
JAIL SUPERVISOR	C660	Classified	Hourly	40.67	42.36	44.41	46.48	48.71
			Bi-Weekly	3,253.60	3,388.80	3,552.80	3,718.40	3,896.80
			Monthly	7,049.47	7,342.40	7,697.73	8,056.53	8,443.07
			Annual	84,593.60	88,108.80	92,372.80	96,678.40	101,316.80
COMMUNITY SERVICE OFFICER	C650	Classified	Hourly	35.52	37.07	38.84	40.64	42.57
			Bi-Weekly	2,841.60	2,965.60	3,107.20	3,251.20	3,405.60
			Monthly	6,156.80	6,425.47	6,732.27	7,044.27	7,378.80
			Annual	73,881.60	77,105.60	80,787.20	84,531.20	88,545.60

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PUBLIC WORKS & UTILITIES DEPARTMENT								
ADMINISTRATION								
ASSISTANT DIRECTOR OF PUBLIC WORKS-UTILITIES	U525	Classified	Hourly	83.43	87.61	91.99	96.59	101.43
			Bi-Weekly	6,674.40	7,008.80	7,359.20	7,727.20	8,114.40
			Monthly	14,461.20	15,185.73	15,944.93	16,742.27	17,581.20
			Annual	173,534.40	182,228.80	191,339.20	200,907.20	210,974.40
DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified	Hourly	75.85	79.64	83.64	87.82	92.21
			Bi-Weekly	6,068.00	6,371.20	6,691.20	7,025.60	7,376.80
			Monthly	13,147.33	13,804.27	14,497.60	15,222.13	15,983.07
			Annual	157,768.00	165,651.20	173,971.20	182,665.60	191,796.80
WATER RESOURCES MANAGER	H875	Classified	Hourly	74.36	78.08	82.00	86.10	90.40
			Bi-Weekly	5,948.80	6,246.40	6,560.00	6,888.00	7,232.00
			Monthly	12,889.07	13,533.87	14,213.33	14,924.00	15,669.33
			Annual	154,668.80	162,406.40	170,560.00	179,088.00	188,032.00
UTILITIES ENGINEERING MANAGER	H880	Classified	Hourly	74.36	78.08	82.00	86.10	90.40
			Bi-Weekly	5,948.80	6,246.40	6,560.00	6,888.00	7,232.00
			Monthly	12,889.07	13,533.87	14,213.33	14,924.00	15,669.33
			Annual	154,668.80	162,406.40	170,560.00	179,088.00	188,032.00
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified	Hourly	42.77	44.87	47.03	49.45	51.86
			Bi-Weekly	3,421.60	3,589.60	3,762.40	3,956.00	4,148.80
			Monthly	7,413.47	7,777.47	8,151.87	8,571.33	8,989.07
			Annual	88,961.60	93,329.60	97,822.40	102,856.00	107,868.80
STOREKEEPER - EXPEDITER	M100	Classified	Hourly	31.57	32.88	34.11	35.40	36.75
			Bi-Weekly	2,525.60	2,630.40	2,728.80	2,832.00	2,940.00
			Monthly	5,472.13	5,699.20	5,912.40	6,136.00	6,370.00
			Annual	65,665.60	68,390.40	70,948.80	73,632.00	76,440.00
AIRPORT DIVISION SUMMARY								
AIRPORT MANAGER	H205	Classified	Hourly	65.54	68.79	72.23	75.84	79.63
			Bi-Weekly	5,243.20	5,503.20	5,778.40	6,067.20	6,370.40
			Monthly	11,360.27	11,923.60	12,519.87	13,145.60	13,802.53
			Annual	136,323.20	143,083.20	150,238.40	157,747.20	165,630.40
AIRPORT OPERATIONS SUPERVISOR	H200	Classified	Hourly	54.62	57.33	60.21	63.23	66.38
			Bi-Weekly	4,369.60	4,586.40	4,816.80	5,058.40	5,310.40
			Monthly	9,467.47	9,937.20	10,436.40	10,959.87	11,505.87
			Annual	113,609.60	119,246.40	125,236.80	131,518.40	138,070.40
AIRPORT BUSINESS SUPERVISOR	H198	Classified	Hourly	52.92	55.54	58.32	61.24	64.29
			Bi-Weekly	4,233.60	4,443.20	4,665.60	4,899.20	5,143.20
			Monthly	9,172.80	9,626.93	10,108.80	10,614.93	11,143.60
			Annual	110,073.60	115,523.20	121,305.60	127,379.20	133,723.20
AIRPORT OPERATIONS SPECIALIST	T270	Classified	Hourly	34.84	36.62	38.42	40.25	42.32
			Bi-Weekly	2,787.20	2,929.60	3,073.60	3,220.00	3,385.60
			Monthly	6,038.93	6,347.47	6,659.47	6,976.67	7,335.47
			Annual	72,467.20	76,169.60	79,913.60	83,720.00	88,025.60
SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified	Hourly	41.40	42.93	44.64	46.47	48.33
			Bi-Weekly	3,312.00	3,434.40	3,571.20	3,717.60	3,866.40
			Monthly	7,176.00	7,441.20	7,737.60	8,054.80	8,377.20
			Annual	86,112.00	89,294.40	92,851.20	96,657.60	100,526.40
AIRPORT MAINTENANCE WORKER	M505	Classified	Hourly	37.75	39.27	40.84	42.30	43.93
			Bi-Weekly	3,020.00	3,141.60	3,267.20	3,384.00	3,514.40
			Monthly	6,543.33	6,806.80	7,078.93	7,332.00	7,614.53
			Annual	78,520.00	81,681.60	84,947.20	87,984.00	91,374.40
AIRPORT ATTENDANT	M500	Classified	Hourly	29.72	30.90	32.15	33.29	34.57
			Bi-Weekly	2,377.60	2,472.00	2,572.00	2,663.20	2,765.60
			Monthly	5,151.47	5,356.00	5,572.67	5,770.27	5,992.13
			Annual	61,817.60	64,272.00	66,872.00	69,243.20	71,905.60
ENGINEERING/TRANSPORTATION DIVISION								
REAL PROPERTY MANAGER	H225	Classified	Hourly	48.07	50.49	53.00	55.66	58.44
			Bi-Weekly	3,845.60	4,039.20	4,240.00	4,452.80	4,675.20
			Monthly	8,332.13	8,751.60	9,186.67	9,647.73	10,129.60
			Annual	99,985.60	105,019.20	110,240.00	115,772.80	121,555.20
REAL PROPERTY ASSOCIATE	T260	Classified	Hourly	43.94	46.25	48.56	50.92	53.44
			Bi-Weekly	3,515.20	3,700.00	3,884.80	4,073.60	4,275.20
			Monthly	7,616.27	8,016.67	8,417.07	8,826.13	9,262.93
			Annual	91,395.20	96,200.00	101,004.80	105,913.60	111,155.20
REAL PROPERTY ASSISTANT	T255	Classified	Hourly	37.46	39.33	41.20	43.26	45.43
			Bi-Weekly	2,996.80	3,146.40	3,296.00	3,460.80	3,634.40
			Monthly	6,493.07	6,817.20	7,141.33	7,498.40	7,874.53
			Annual	77,916.80	81,806.40	85,696.00	89,980.80	94,494.40
SENIOR CIVIL ENGINEER	H240	Classified	Hourly	61.98	65.07	68.33	71.74	75.32
			Bi-Weekly	4,958.40	5,205.60	5,466.40	5,739.20	6,025.60
			Monthly	10,743.20	11,278.80	11,843.87	12,434.93	13,055.47
			Annual	128,918.40	135,345.60	142,126.40	149,219.20	156,665.60
ASSOCIATE CIVIL ENGINEER	T215	Classified	Hourly	57.54	60.45	63.38	66.60	69.84
			Bi-Weekly	4,603.20	4,836.00	5,070.40	5,328.00	5,587.20
			Monthly	9,973.60	10,478.00	10,985.87	11,544.00	12,105.60
			Annual	119,683.20	125,736.00	131,830.40	138,528.00	145,267.20
ASSISTANT CIVIL ENGINEER	T210	Classified	Hourly	49.56	52.14	54.80	57.43	60.32
			Bi-Weekly	3,964.80	4,171.20	4,384.00	4,594.40	4,825.60
			Monthly	8,590.40	9,037.60	9,498.67	9,954.53	10,455.47
			Annual	103,084.80	108,451.20	113,984.00	119,454.40	125,465.60

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ENGINEERING TECHNICIAN	T200	Classified	Hourly	37.50	39.32	41.31	43.36	45.44
			Bi-Weekly	3,000.00	3,145.60	3,304.80	3,468.80	3,635.20
			Monthly	6,500.00	6,815.47	7,160.40	7,515.73	7,876.27
			Annual	78,000.00	81,785.60	85,924.80	90,188.80	94,515.20
SURVEY ENGINEER	H230	Classified	Hourly	56.26	59.08	62.04	65.14	68.38
			Bi-Weekly	4,500.80	4,726.40	4,963.20	5,211.20	5,470.40
			Monthly	9,751.73	10,240.53	10,753.60	11,290.93	11,852.53
			Annual	117,020.80	122,886.40	129,043.20	135,491.20	142,230.40
SURVEYOR	T265	Classified	Hourly	46.85	49.17	51.60	54.17	56.89
			Bi-Weekly	3,748.00	3,933.60	4,128.00	4,333.60	4,551.20
			Monthly	8,120.67	8,522.80	8,944.00	9,389.47	9,860.93
			Annual	97,448.00	102,273.60	107,328.00	112,673.60	118,331.20
SENIOR TRANSPORTATION ENGINEER	H215	Classified	Hourly	62.57	65.70	68.98	72.43	76.04
			Bi-Weekly	5,005.60	5,256.00	5,518.40	5,794.40	6,083.20
			Monthly	10,845.47	11,388.00	11,956.53	12,554.53	13,180.27
			Annual	130,145.60	136,656.00	143,478.40	150,654.40	158,163.20
ASSOCIATE TRANSPORTATION ENGINEER	T240	Classified	Hourly	57.54	60.45	63.38	66.60	69.84
			Bi-Weekly	4,603.20	4,836.00	5,070.40	5,328.00	5,587.20
			Monthly	9,973.60	10,478.00	10,985.87	11,544.00	12,105.60
			Annual	119,683.20	125,736.00	131,830.40	138,528.00	145,267.20
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified	Hourly	49.56	52.14	54.80	57.43	60.32
			Bi-Weekly	3,964.80	4,171.20	4,384.00	4,594.40	4,825.60
			Monthly	8,590.40	9,037.60	9,498.67	9,954.53	10,455.47
			Annual	103,084.80	108,451.20	113,984.00	119,454.40	125,465.60
SENIOR TRANSPORTATION PLANNER	H210	Classified	Hourly	52.81	55.43	58.21	61.11	64.17
			Bi-Weekly	4,224.80	4,434.40	4,656.80	4,888.80	5,133.60
			Monthly	9,153.73	9,607.87	10,089.73	10,592.40	11,122.80
			Annual	109,844.80	115,294.40	121,076.80	127,108.80	133,473.60
ASSOCIATE TRANSPORTATION PLANNER	T225	Classified	Hourly	48.54	50.92	53.46	56.21	58.90
			Bi-Weekly	3,883.20	4,073.60	4,276.80	4,496.80	4,712.00
			Monthly	8,413.60	8,826.13	9,266.40	9,743.07	10,209.33
			Annual	100,963.20	105,913.60	111,196.80	116,916.80	122,512.00
TRAFFIC SIGNAL TECHNICIAN	T220	Classified	Hourly	39.38	41.28	43.38	45.53	47.71
			Bi-Weekly	3,150.40	3,302.40	3,470.40	3,642.40	3,816.80
			Monthly	6,825.87	7,155.20	7,519.20	7,891.87	8,269.73
			Annual	81,910.40	85,862.40	90,230.40	94,702.40	99,236.80
SUPERVISING CONSTRUCTION INSPECTOR	H235	Classified	Hourly	58.15	61.05	64.11	67.32	70.68
			Bi-Weekly	4,652.00	4,884.00	5,128.80	5,385.60	5,654.40
			Monthly	10,079.33	10,582.00	11,112.40	11,668.80	12,251.20
			Annual	120,952.00	126,984.00	133,348.80	140,025.60	147,014.40
SENIOR CONSTRUCTION INSPECTOR	T250	Classified	Hourly	52.72	55.53	58.33	61.08	64.13
			Bi-Weekly	4,217.60	4,442.40	4,666.40	4,886.40	5,130.40
			Monthly	9,138.13	9,625.20	10,110.53	10,587.20	11,115.87
			Annual	109,657.60	115,502.40	121,326.40	127,046.40	133,390.40
CONSTRUCTION INSPECTOR	T245	Classified	Hourly	44.17	46.43	48.60	51.07	53.66
			Bi-Weekly	3,533.60	3,714.40	3,888.00	4,085.60	4,292.80
			Monthly	7,656.13	8,047.87	8,424.00	8,852.13	9,301.07
			Annual	91,873.60	96,574.40	101,088.00	106,225.60	111,612.80

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RECYCLING-SOLID WASTE								
SOLID WASTE PROGRAM MANAGER	H800	Classified	Hourly	52.92	55.54	58.32	61.24	64.29
			Bi-Weekly	4,233.60	4,443.20	4,665.60	4,899.20	5,143.20
			Monthly	9,172.80	9,626.93	10,108.80	10,614.93	11,143.60
			Annual	110,073.60	115,523.20	121,305.60	127,379.20	133,723.20
RECYCLING SPECIALIST	T800	Classified	Hourly	37.78	39.67	41.59	43.71	45.88
			Bi-Weekly	3,022.40	3,173.60	3,327.20	3,496.80	3,670.40
			Monthly	6,548.53	6,876.13	7,208.93	7,576.40	7,952.53
			Annual	78,582.40	82,513.60	86,507.20	90,916.80	95,430.40
SUSTAINABILITY SPECIALIST	T803	Classified	Hourly	43.27	45.42	47.70	50.08	52.59
			Bi-Weekly	3,461.60	3,633.60	3,816.00	4,006.40	4,207.20
			Monthly	7,500.13	7,872.80	8,268.00	8,680.53	9,115.60
			Annual	90,001.60	94,473.60	99,216.00	104,166.40	109,387.20
SUSTAINABILITY TECHNICIAN	T802	Classified	Hourly	39.34	41.29	43.35	45.51	47.79
			Bi-Weekly	3,147.20	3,303.20	3,468.00	3,640.80	3,823.20
			Monthly	6,818.93	7,156.93	7,514.00	7,888.40	8,283.60
			Annual	81,827.20	85,883.20	90,168.00	94,660.80	99,403.20
WATER POLLUTION CONTROL FACILITY (WPCF)								
WATER POLLUTION CONTROL FACILITY MANAGER	H870	Classified	Hourly	74.36	78.08	82.00	86.10	90.40
			Bi-Weekly	5,948.80	6,246.40	6,560.00	6,888.00	7,232.00
			Monthly	12,889.07	13,533.87	14,213.33	14,924.00	15,669.33
			Annual	154,668.80	162,406.40	170,560.00	179,088.00	188,032.00
WPCF OPERATIONS AND MAINTENANCE MANAGER	H865	Classified	Hourly	60.65	63.68	66.88	70.23	73.74
			Bi-Weekly	4,852.00	5,094.40	5,350.40	5,618.40	5,899.20
			Monthly	10,512.67	11,037.87	11,592.53	12,173.20	12,781.60
			Annual	126,152.00	132,454.40	139,110.40	146,078.40	153,379.20
WPCF MAINTENANCE SUPERVISOR	H860	Classified	Hourly	55.17	57.91	60.81	63.86	67.05
			Bi-Weekly	4,413.60	4,632.80	4,864.80	5,108.80	5,364.00
			Monthly	9,562.80	10,037.73	10,540.40	11,069.07	11,622.00
			Annual	114,753.60	120,452.80	126,484.80	132,828.80	139,464.00
WPCF OPERATIONS SUPERVISOR	H855	Classified	Hourly	55.17	57.91	60.81	63.86	67.05
			Bi-Weekly	4,413.60	4,632.80	4,864.80	5,108.80	5,364.00
			Monthly	9,562.80	10,037.73	10,540.40	11,069.07	11,622.00
			Annual	114,753.60	120,452.80	126,484.80	132,828.80	139,464.00
WPCF LEAD OPERATOR	M935	Classified	Hourly	50.72	52.73	54.84	56.98	59.29
			Bi-Weekly	4,057.60	4,218.40	4,387.20	4,558.40	4,743.20
			Monthly	8,791.47	9,139.87	9,505.60	9,876.53	10,276.93
			Annual	105,497.60	109,678.40	114,067.20	118,518.40	123,323.20
WPCF OPERATOR	M930	Classified	Hourly	44.10	45.85	47.68	49.55	51.56
			Bi-Weekly	3,528.00	3,668.00	3,814.40	3,964.00	4,124.80
			Monthly	7,644.00	7,947.33	8,264.53	8,588.67	8,937.07
			Annual	91,728.00	95,368.00	99,174.40	103,064.00	107,244.80
OPERATOR-IN-TRAINING	M925	Classified	Hourly	40.37	41.96	43.71	45.22	46.98
			Bi-Weekly	3,229.60	3,356.80	3,496.80	3,617.60	3,758.40
			Monthly	6,997.47	7,273.07	7,576.40	7,838.13	8,143.20
			Annual	83,969.60	87,276.80	90,916.80	94,057.60	97,718.40

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LAB SUPERVISOR	H850	Classified	Hourly	55.17	57.91	60.81	63.86	67.05
			Bi-Weekly	4,413.60	4,632.80	4,864.80	5,108.80	5,364.00
			Monthly	9,562.80	10,037.73	10,540.40	11,069.07	11,622.00
			Annual	114,753.60	120,452.80	126,484.80	132,828.80	139,464.00
CHEMIST	T807	Classified	Hourly	44.62	46.85	49.20	51.65	54.22
			Bi-Weekly	3,569.60	3,748.00	3,936.00	4,132.00	4,337.60
			Monthly	7,734.13	8,120.67	8,528.00	8,952.67	9,398.13
			Annual	92,809.60	97,448.00	102,336.00	107,432.00	112,777.60
LABORATORY TECHNICIAN	T805	Classified	Hourly	38.80	40.25	41.81	43.53	45.16
			Bi-Weekly	3,104.00	3,220.00	3,344.80	3,482.40	3,612.80
			Monthly	6,725.33	6,976.67	7,247.07	7,545.20	7,827.73
			Annual	80,704.00	83,720.00	86,964.80	90,542.40	93,932.80

<b>WATER POLLUTION SOURCE CONTROL</b>								
ENVIRONMENTAL SERVICES MANAGER	H805	Classified	Hourly	64.15	67.35	70.73	74.27	77.98
			Bi-Weekly	5,132.00	5,388.00	5,658.40	5,941.60	6,238.40
			Monthly	11,119.33	11,674.00	12,259.87	12,873.47	13,516.53
			Annual	133,432.00	140,088.00	147,118.40	154,481.60	162,198.40
WATER POLLUTION CONTROL ADMINISTRATOR	H845	Classified	Hourly	55.75	58.55	61.47	64.56	67.79
			Bi-Weekly	4,460.00	4,684.00	4,917.60	5,164.80	5,423.20
			Monthly	9,663.33	10,148.67	10,654.80	11,190.40	11,750.27
			Annual	115,960.00	121,784.00	127,857.60	134,284.80	141,003.20
SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR	T815	Classified	Hourly	48.44	50.95	53.51	56.05	58.92
			Bi-Weekly	3,875.20	4,076.00	4,280.80	4,484.00	4,713.60
			Monthly	8,396.27	8,831.33	9,275.07	9,715.33	10,212.80
			Annual	100,755.20	105,976.00	111,300.80	116,584.00	122,553.60
WATER POLLUTION SOURCE CONTROL INSPECTOR	T810	Classified	Hourly	44.02	46.32	48.43	50.92	53.46
			Bi-Weekly	3,521.60	3,705.60	3,874.40	4,073.60	4,276.80
			Monthly	7,630.13	8,028.80	8,394.53	8,826.13	9,266.40
			Annual	91,561.60	96,345.60	100,734.40	105,913.60	111,196.80
TECHNICAL INTERN	Z125	Classified	Hourly					15.82
			Bi-Weekly					1,265.60
			Monthly					2,742.13
			Annual					32,905.60

SENIOR WATER RESOURCES ENGINEER	H813	Classified	Hourly	61.98	65.07	68.33	71.74	75.32
			Bi-Weekly	4,958.40	5,205.60	5,466.40	5,739.20	6,025.60
			Monthly	10,743.20	11,278.80	11,843.87	12,434.93	13,055.47
			Annual	128,918.40	135,345.60	142,126.40	149,219.20	156,665.60
SENIOR UTILITIES ENGINEER	H810	Classified	Hourly	61.98	65.07	68.33	71.74	75.32
			Bi-Weekly	4,958.40	5,205.60	5,466.40	5,739.20	6,025.60
			Monthly	10,743.20	11,278.80	11,843.87	12,434.93	13,055.47
			Annual	128,918.40	135,345.60	142,126.40	149,219.20	156,665.60

<b>SEWER COLLECTIONS &amp; WATER DISTRIBUTION</b>								
UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified	Hourly	68.46	71.86	75.45	79.22	83.19
			Bi-Weekly	5,476.80	5,748.80	6,036.00	6,337.60	6,655.20
			Monthly	11,866.40	12,455.73	13,078.00	13,731.47	14,419.60
			Annual	142,396.80	149,468.80	156,936.00	164,777.60	173,035.20
UTILITIES OPERATIONS AND MAINTENANCE SUPERVISOR	H830	Classified	Hourly	57.05	59.87	62.89	66.02	69.33
			Bi-Weekly	4,564.00	4,789.60	5,031.20	5,281.60	5,546.40
			Monthly	9,888.67	10,377.47	10,900.93	11,443.47	12,017.20
			Annual	118,664.00	124,529.60	130,811.20	137,321.60	144,206.40
UTILITIES FIELD SERVICES SUPERVISOR	H825	Classified	Hourly	57.05	59.87	62.89	66.02	69.33
			Bi-Weekly	4,564.00	4,789.60	5,031.20	5,281.60	5,546.40
			Monthly	9,888.67	10,377.47	10,900.93	11,443.47	12,017.20
			Annual	118,664.00	124,529.60	130,811.20	137,321.60	144,206.40
WASTEWATER COLLECTIONS SYSTEM SUPERVISOR	H823	Classified	Hourly	55.17	57.91	60.81	63.86	67.05
			Bi-Weekly	4,413.60	4,632.80	4,864.80	5,108.80	5,364.00
			Monthly	9,562.80	10,037.73	10,540.40	11,069.07	11,622.00
			Annual	114,753.60	120,452.80	126,484.80	132,828.80	139,464.00
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified	Hourly	44.96	47.23	49.57	52.07	54.66
			Bi-Weekly	3,596.80	3,778.40	3,965.60	4,165.60	4,372.80
			Monthly	7,793.07	8,186.53	8,592.13	9,025.47	9,474.40
			Annual	93,516.80	98,238.40	103,105.60	108,305.60	113,692.80

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SENIOR UTILITY FIELD SERVICES LEADER	M827	Classified	Hourly	46.24	48.07	50.03	51.80	53.81
			Bi-Weekly	3,699.20	3,845.60	4,002.40	4,144.00	4,304.80
			Monthly	8,014.93	8,332.13	8,671.87	8,978.67	9,327.07
			Annual	96,179.20	99,985.60	104,062.40	107,744.00	111,924.80
SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified	Hourly	45.03	46.57	48.41	50.42	52.47
			Bi-Weekly	3,602.40	3,725.60	3,872.80	4,033.60	4,197.60
			Monthly	7,805.20	8,072.13	8,391.07	8,739.47	9,094.80
			Annual	93,662.40	96,865.60	100,692.80	104,873.60	109,137.60
CROSS CONNECTION CONTROL SPECIALIST	M815	Classified	Hourly	39.14	40.50	42.10	43.86	45.62
			Bi-Weekly	3,131.20	3,240.00	3,368.00	3,508.80	3,649.60
			Monthly	6,784.27	7,020.00	7,297.33	7,602.40	7,907.47
			Annual	81,411.20	84,240.00	87,568.00	91,228.80	94,889.60
WATER METER MECHANIC	M810	Classified	Hourly	38.05	39.51	41.14	42.83	44.54
			Bi-Weekly	3,044.00	3,160.80	3,291.20	3,426.40	3,563.20
			Monthly	6,595.33	6,848.40	7,130.93	7,423.87	7,720.27
			Annual	79,144.00	82,180.80	85,571.20	89,086.40	92,643.20
CUSTOMER FIELD TECHNICIAN	M807	Classified	Hourly	34.00	35.36	36.78	38.14	39.67
			Bi-Weekly	2,720.00	2,828.80	2,942.40	3,051.20	3,173.60
			Monthly	5,893.33	6,129.07	6,375.20	6,610.93	6,876.13
			Annual	70,720.00	73,548.80	76,502.40	79,331.20	82,513.60
BACKFLOW/CROSS CONNECTION TESTER	M800	Classified	Hourly	32.90	34.47	36.07	37.82	39.67
			Bi-Weekly	2,632.00	2,757.60	2,885.60	3,025.60	3,173.60
			Monthly	5,702.67	5,974.80	6,252.13	6,555.47	6,876.13
			Annual	68,432.00	71,697.60	75,025.60	78,665.60	82,513.60
UTILITIES MAINTENANCE SUPERVISOR	H820	Classified	Hourly	51.70	54.28	57.00	59.86	62.85
			Bi-Weekly	4,136.00	4,342.40	4,560.00	4,788.80	5,028.00
			Monthly	8,961.33	9,408.53	9,880.00	10,375.73	10,894.00
			Annual	107,536.00	112,902.40	118,560.00	124,508.80	130,728.00
UTILITIES SERVICE WORKER	M900	Classified	Hourly	37.51	39.00	40.63	42.03	43.68
			Bi-Weekly	3,000.80	3,120.00	3,250.40	3,362.40	3,494.40
			Monthly	6,501.73	6,760.00	7,042.53	7,285.20	7,571.20
			Annual	78,020.80	81,120.00	84,510.40	87,422.40	90,854.40
GENERAL MAINTENANCE								
EQUIPMENT OPERATOR	M400	Classified	Hourly	38.09	39.60	41.26	42.68	44.34
			Bi-Weekly	3,047.20	3,168.00	3,300.80	3,414.40	3,547.20
			Monthly	6,602.27	6,864.00	7,151.73	7,397.87	7,685.60
			Annual	79,227.20	82,368.00	85,820.80	88,774.40	92,227.20
SENIOR UTILITY LEADER	M845	Classified	Hourly	47.45	49.34	51.40	53.18	55.25
			Bi-Weekly	3,796.00	3,947.20	4,112.00	4,254.40	4,420.00
			Monthly	8,224.67	8,552.27	8,909.33	9,217.87	9,576.67
			Annual	98,696.00	102,627.20	106,912.00	110,614.40	114,920.00
UTILITY LEADER	M840	Classified	Hourly	41.27	42.90	44.69	46.26	48.04
			Bi-Weekly	3,301.60	3,432.00	3,575.20	3,700.80	3,843.20
			Monthly	7,153.47	7,436.00	7,746.27	8,018.40	8,326.93
			Annual	85,841.60	89,232.00	92,955.20	96,220.80	99,923.20
UTILITY WORKER	M835	Classified	Hourly	37.51	39.00	40.63	42.03	43.68
			Bi-Weekly	3,000.80	3,120.00	3,250.40	3,362.40	3,494.40
			Monthly	6,501.73	6,760.00	7,042.53	7,285.20	7,571.20
			Annual	78,020.80	81,120.00	84,510.40	87,422.40	90,854.40
SENIOR UTILITY LEADER - SEWER	M920	Classified	Hourly	46.24	48.07	50.03	51.80	53.81
			Bi-Weekly	3,699.20	3,845.60	4,002.40	4,144.00	4,304.80
			Monthly	8,014.93	8,332.13	8,671.87	8,978.67	9,327.07
			Annual	96,179.20	99,985.60	104,062.40	107,744.00	111,924.80
UTILITY LEADER - SEWER	M915	Classified	Hourly	40.21	41.80	43.51	45.03	46.78
			Bi-Weekly	3,216.80	3,344.00	3,480.80	3,602.40	3,742.40
			Monthly	6,969.73	7,245.33	7,541.73	7,805.20	8,108.53
			Annual	83,636.80	86,944.00	90,500.80	93,662.40	97,302.40
UTILITY WORKER - SEWER	M910	Classified	Hourly	36.54	38.01	39.57	40.94	42.54
			Bi-Weekly	2,923.20	3,040.80	3,165.60	3,275.20	3,403.20
			Monthly	6,333.60	6,588.40	6,858.80	7,096.27	7,373.60
			Annual	76,003.20	79,060.80	82,305.60	85,155.20	88,483.20
UTILITIES MAINTENANCE MECHANIC	M415	Classified	Hourly	45.75	47.52	49.38	51.37	53.47
			Bi-Weekly	3,660.00	3,801.60	3,950.40	4,109.60	4,277.60
			Monthly	7,930.00	8,236.80	8,559.20	8,904.13	9,268.13
			Annual	95,160.00	98,841.60	102,710.40	106,849.60	111,217.60

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INFORMATION TECHNOLOGY DEPARTMENT								
DEPUTY DIRECTOR OF INFORMATION TECHNOLOGY	U530	Classified	Hourly	71.92	75.51	79.29	83.26	87.41
			Bi-Weekly	5,753.60	6,040.80	6,343.20	6,660.80	6,992.80
			Monthly	12,466.13	13,088.40	13,743.60	14,431.73	15,151.07
			Annual	149,593.60	157,060.80	164,923.20	173,180.80	181,812.80
INFORMATION SYSTEMS MANAGER	H565	Classified	Hourly	58.65	61.57	64.65	67.90	71.29
			Bi-Weekly	4,692.00	4,925.60	5,172.00	5,432.00	5,703.20
			Monthly	10,166.00	10,672.13	11,206.00	11,769.33	12,356.93
			Annual	121,992.00	128,065.60	134,472.00	141,232.00	148,283.20
INFORMATION TECHNOLOGY MANAGER	H566	Classified	Hourly	65.17	68.43	71.86	75.46	79.24
			Bi-Weekly	5,213.60	5,474.40	5,748.80	6,036.80	6,339.20
			Monthly	11,296.13	11,861.20	12,455.73	13,079.73	13,734.93
			Annual	135,553.60	142,334.40	149,468.80	156,956.80	164,819.20
DATA AND SYSTEMS COORDINATOR	H560	Classified	Hourly	52.76	55.41	58.19	61.09	64.14
			Bi-Weekly	4,220.80	4,432.80	4,655.20	4,887.20	5,131.20
			Monthly	9,145.07	9,604.40	10,086.27	10,588.93	11,117.60
			Annual	109,740.80	115,252.80	121,035.20	127,067.20	133,411.20
NETWORK SYSTEMS SPECIALIST	H555	Classified	Hourly	52.16	54.78	57.53	60.39	63.42
			Bi-Weekly	4,172.80	4,382.40	4,602.40	4,831.20	5,073.60
			Monthly	9,041.07	9,495.20	9,971.87	10,467.60	10,992.80
			Annual	108,492.80	113,942.40	119,662.40	125,611.20	131,913.60
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified	Hourly	58.36	61.27	64.19	67.42	71.89
			Bi-Weekly	4,668.80	4,901.60	5,135.20	5,393.60	5,751.20
			Monthly	10,115.73	10,620.13	11,126.27	11,686.13	12,460.93
			Annual	121,388.80	127,441.60	133,515.20	140,233.60	149,531.20
PROGRAMMER ANALYST	T455	Classified	Hourly	50.80	53.28	56.04	58.81	61.72
			Bi-Weekly	4,064.00	4,262.40	4,483.20	4,704.80	4,937.60
			Monthly	8,805.33	9,235.20	9,713.60	10,193.73	10,698.13
			Annual	105,664.00	110,822.40	116,563.20	122,324.80	128,377.60
WEB SPECIALIST	T450	Classified	Hourly	45.40	47.69	50.07	52.55	55.19
			Bi-Weekly	3,632.00	3,815.20	4,005.60	4,204.00	4,415.20
			Monthly	7,869.33	8,266.27	8,678.80	9,108.67	9,566.27
			Annual	94,432.00	99,195.20	104,145.60	109,304.00	114,795.20
INFORMATION TECHNOLOGY ANALYST II	T435	Classified	Hourly	50.78	53.30	55.97	58.76	61.72
			Bi-Weekly	4,062.40	4,264.00	4,477.60	4,700.80	4,937.60
			Monthly	8,801.87	9,238.67	9,701.47	10,185.07	10,698.13
			Annual	105,622.40	110,864.00	116,417.60	122,220.80	128,377.60
INFORMATION TECHNOLOGY ANALYST I	T430	Classified	Hourly	46.15	48.46	50.89	53.45	56.09
			Bi-Weekly	3,692.00	3,876.80	4,071.20	4,276.00	4,487.20
			Monthly	7,999.33	8,399.73	8,820.93	9,264.67	9,722.27
			Annual	95,992.00	100,796.80	105,851.20	111,176.00	116,667.20
TECHNOLOGY SOLUTIONS ANALYST II	T445	Classified	Hourly	50.78	53.30	55.97	58.76	61.72
			Bi-Weekly	4,062.40	4,264.00	4,477.60	4,700.80	4,937.60
			Monthly	8,801.87	9,238.67	9,701.47	10,185.07	10,698.13
			Annual	105,622.40	110,864.00	116,417.60	122,220.80	128,377.60
TECHNOLOGY SOLUTIONS ANALYST I	T440	Classified	Hourly	46.15	48.46	50.89	53.45	56.09
			Bi-Weekly	3,692.00	3,876.80	4,071.20	4,276.00	4,487.20
			Monthly	7,999.33	8,399.73	8,820.93	9,264.67	9,722.27
			Annual	95,992.00	100,796.80	105,851.20	111,176.00	116,667.20
GEOGRAPHIC INFO SYSTEM TECHNICIAN II	T465	Classified	Hourly	41.82	43.91	46.09	48.40	50.85
			Bi-Weekly	3,345.60	3,512.80	3,687.20	3,872.00	4,068.00
			Monthly	7,248.80	7,611.07	7,988.93	8,389.33	8,814.00
			Annual	86,985.60	91,332.80	95,867.20	100,672.00	105,768.00
GEOGRAPHIC INFO SYSTEM TECHNICIAN I	T464	Classified	Hourly	38.04	39.92	41.93	44.03	46.24
			Bi-Weekly	3,043.20	3,193.60	3,354.40	3,522.40	3,699.20
			Monthly	6,593.60	6,919.47	7,267.87	7,631.87	8,014.93
			Annual	79,123.20	83,033.60	87,214.40	91,582.40	96,179.20
INFORMATION TECHNOLOGY TECHNICIAN II	T425	Classified	Hourly	41.82	43.91	46.09	48.40	50.85
			Bi-Weekly	3,345.60	3,512.80	3,687.20	3,872.00	4,068.00
			Monthly	7,248.80	7,611.07	7,988.93	8,389.33	8,814.00
			Annual	86,985.60	91,332.80	95,867.20	100,672.00	105,768.00
INFORMATION TECHNOLOGY TECHNICIAN I	T424	Classified	Hourly	38.04	39.92	41.93	44.03	46.24
			Bi-Weekly	3,043.20	3,193.60	3,354.40	3,522.40	3,699.20
			Monthly	6,593.60	6,919.47	7,267.87	7,631.87	8,014.93
			Annual	79,123.20	83,033.60	87,214.40	91,582.40	96,179.20
INFORMATION SYSTEMS SUPPORT TECHNICIAN	T415	Classified	Hourly	34.26	35.96	37.80	39.69	41.59
			Bi-Weekly	2,740.80	2,876.80	3,024.00	3,175.20	3,327.20
			Monthly	5,938.40	6,233.07	6,552.00	6,879.60	7,208.93
			Annual	71,260.80	74,796.80	78,624.00	82,555.20	86,507.20
DATA SYSTEMS OPERATOR	C450	Classified	Hourly	30.32	31.68	33.26	34.84	36.47
			Bi-Weekly	2,425.60	2,534.40	2,660.80	2,787.20	2,917.60
			Monthly	5,255.47	5,491.20	5,765.07	6,038.93	6,321.47
			Annual	63,065.60	65,894.40	69,180.80	72,467.20	75,857.60
AUDIO VIDEO SPECIALIST	T410	Classified	Hourly	32.64	34.24	35.99	37.76	39.56
			Bi-Weekly	2,611.20	2,739.20	2,879.20	3,020.80	3,164.80
			Monthly	5,657.60	5,934.93	6,238.27	6,545.07	6,857.07
			Annual	67,891.20	71,219.20	74,859.20	78,540.80	82,284.80
VIDEO ASSISTANT	T400	Classified	Hourly					17.92
			Bi-Weekly					1,433.60
			Monthly					3,106.13
			Annual					37,273.60
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 #:** PH 21-086

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**DATE:** October 12, 2021

**TO:** Mayor and City Council

**FROM:** Assistant City Manager/Development Services Director

**SUBJECT**

25183 Central Blvd Single Family Home Application: Proposed Single-Family Residence on a Vacant 0.11-Acre Hillside Lot with an Average Slope Greater than 20%, Located at 25183 Central Boulevard, by Patricia Prado (Applicant) on behalf of P. Gerardo Diaz Vazquez (Property Owner) Requiring Approval of Site Plan Review with Grading Permit (Application No. 202000849) (Council Action No Longer Required)

**RECOMMENDATION**

**Council Action is no longer required on this item.**

The applicant is requesting approval of a Site Plan Review (SPR) application to allow the construction of a two-story, 2,484 square-foot, single-family residence with three-car garage and related on- and off-site improvements on a vacant 0.11-acre (4,792 square feet) hillside parcel located at 25183 Central Boulevard (Assessor Parcel No. 445-0220-086-00) Requiring Approval of Site Plan Review. The new single-family residence is located on an existing lot with average slopes in excess of 20%. The proposed structure generally conforms to the existing slope with limited minor grading at the front of the structure to facilitate the new driveway.

During the initial Site Plan Review, staff determined that Council approval would be required due to the anticipated Grading Permit on a slope exceeding 20%. However, subsequent discussions between the Planning Division and Public Works Department following the Planning Commission hearing on September 2, 2021, concluded that a Grading Permit is not required due to specific exemptions listed in the Hayward Municipal Code (HMC). This determination by the Public Works Department is consistent with HMC Section 10-8.11 (a) and (b) ([https://library.municode.com/ca/hayward/codes/municipal\\_code?nodeId=HAYWARD\\_MUNICIPAL\\_CODE\\_CH10PLZOSU\\_ART8GRCL\\_S10-8.11EXPERE](https://library.municode.com/ca/hayward/codes/municipal_code?nodeId=HAYWARD_MUNICIPAL_CODE_CH10PLZOSU_ART8GRCL_S10-8.11EXPERE)), where a Grading Permit is not required for work within the footprint of an approved Building Permit or for other minor grading related to the Building Permit. Since a Grading Permit is not required, the project is not subject to Council review and the Site Plan Review application can be processed administratively at a staff level, consistent with the provisions of HMC Section 10-1.3020 ([https://library.municode.com/ca/hayward/codes/municipal\\_code?nodeId=HAYWARD\\_MUNICIPAL\\_CODE\\_CH10PLZOSU\\_ART1ZOOR\\_S10-1.3000SIPLRE\\_S10-1.3020ADOP](https://library.municode.com/ca/hayward/codes/municipal_code?nodeId=HAYWARD_MUNICIPAL_CODE_CH10PLZOSU_ART1ZOOR_S10-1.3000SIPLRE_S10-1.3020ADOP)).

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**File #:** PH 21-086

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Staff anticipates a Decision on this project will be made in the coming weeks and a subsequent Notice of Decision, consistent with Section 10-1.2820 ([https://library.municode.com/ca/hayward/codes/municipal\\_code?nodeId=HAYWARD\\_MUNICIPAL\\_CODE\\_CH10PLZOSU\\_ART1Z00R\\_S10-1.2800ADEN\\_S10-1.2825DEPUHEEFDA](https://library.municode.com/ca/hayward/codes/municipal_code?nodeId=HAYWARD_MUNICIPAL_CODE_CH10PLZOSU_ART1Z00R_S10-1.2800ADEN_S10-1.2825DEPUHEEFDA)), will be provided to all property owners within 300 feet of the project site, interested stakeholders, and neighborhood associations. The Notice of Decision will include the effective date of the Decision and indicate options for an appeal, should an appeal be filed within 15 days from the date the Notice was sent.



# 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 #:** LB 21-046

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**DATE:** October 12, 2021

**TO:** Mayor and City Council

**FROM:** Director of Public Works

**SUBJECT**

Patrick Avenue Safety Project: Adopt a Resolution Approving Proposed Changes to the Patrick Ave Safety Improvement Project

**RECOMMENDATION**

That the Council adopts a resolution (Attachment II) approving changes to the Patrick Avenue Safety Improvement Project by implementing a Buffered Bike Lane design in response to neighborhood concerns, as recommended by the Council Infrastructure Committee.

**SUMMARY**

The Patrick Avenue Safety Improvement Project (Project), located along Patrick Avenue between Tennyson Road and Schafer Road, was approved by Council on October 6, 2020, as part of the City's annual Pavement Management project, based on complete street improvements identified in the Bicycle and Pedestrian Master Plan (BPMP). The purpose of the project was to improve the safety of Patrick Avenue due to the high concentration of schools in the neighborhood, requests for additional crosswalks and traffic calming due to speeding, and implementation of the City's complete street goals and policies. The first phase of the Project was implemented in October 2020 and consisted of the addition of separated bike lanes next to the curb, the upgrade of ten crosswalks, on-street parking moved further into the street along the bike lane, and a reduction of lanes from four lanes to three, among other changes.

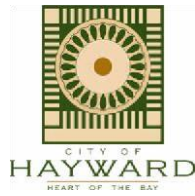
Since implementation of the first phase, there have been significant community concerns expressed regarding the improvements. As a result, City staff paused any further improvements and sought additional community feedback before proceeding with any further changes to Patrick Avenue. In response to the extensive feedback received, staff recommends changes to the street design, which were presented and shared with the community at the July 19<sup>th</sup> community meeting. This design is also known as the Buffered Bike Lane option. The recommended changes proposed in the Buffered Bike Lane option were generally well-received by the community at the July 19th meeting, although some members preferred returning the street back to way it was originally, and Bike East Bay preferring to complete the project and maintain the separated bikeway along the curb.

As a result, on July 28, 2021, staff recommended the Buffered Bike Lanes design as outlined above to the Council Infrastructure Committee (CIC) since it best balances the needs and desires of the community with the important safety, traffic calming, and complete street goals that were approved by Council last year. The CIC recommended approval of the staff proposal; however, they recommended that a third-party consultant provide a peer review of the Buffered Bike Lane design as proposed to the community on July 19, 2021, and the two-way cycle track on the east side of Patrick Avenue as proposed by Bike East Bay. Consultants Kimley-Horn and Associates (Kimley-Horn) provided a peer review of the options after reviewing both options and meeting with key community stakeholders on September 3, 2021 (Attachment IV).

Based on staff's own analysis, neighborhood concerns, and the consultant memorandum, staff continues to recommend changes to the Patrick Avenue Safety Improvement Project by implementing the Buffered Bike Lane design.

## **ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	Bike East Bay 2-Way Cycle Proposal
Attachment IV	Peer Review Memo
Attachment V	Summary of Community Feedback



**DATE:** October 12, 2021

**TO:** City Council

**FROM:** Director of Public Works

**SUBJECT:** Patrick Avenue Safety Project: Adopt a Resolution Approving Proposed Changes to the Patrick Ave Safety Improvement Project

### **RECOMMENDATION**

That the Council adopts a resolution (Attachment II) approving changes to the Patrick Avenue Safety Improvement Project by implementing a Buffered Bike Lane design in response to neighborhood concerns, as recommended by the Council Infrastructure Committee.

### **SUMMARY**

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Since implementation of the first phase, there have been significant community concerns expressed regarding the improvements. As a result, City staff paused any further improvements and sought additional community feedback before proceeding with any further changes to Patrick Avenue. In response to the extensive feedback received, staff recommends changes to the street design, which were presented and shared with the community at the July 19<sup>th</sup> community meeting. This design is also known as the Buffered Bike Lane option. The recommended changes proposed in the Buffered Bike Lane option

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<sup>1</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=4656511&GUID=4D8DACAF-9E2C-4EFF-9036-AF924D119EEF&Options=&Search=>

were generally well-received by the community at the July 19th meeting, although some members preferred returning the street back to way it was originally, and Bike East Bay preferring to complete the project and maintain the separated bikeway along the curb.

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Based on staff's own analysis, neighborhood concerns, and the consultant memorandum, staff continues to recommend changes to the Patrick Avenue Safety Improvement Project by implementing the Buffered Bike Lane design.

## **BACKGROUND**

Prior to the first phase of improvements in October 2020, Patrick Avenue was a four-lane roadway with no bicycle facilities. Patrick Avenue serves residential, religious institutions, several public schools, two private schools, the Weekes Community Center Park, and the Weekes Branch Public Library, as depicted below.

Following Council's approval on October 6, 2021, staff implemented the first phase of the Patrick Avenue safety improvements, which includes, but is not limited to:

- Installation of curb-side Class IV Separated Bike Lanes, including a painted buffer separating the bike lane from the vehicular parking lane
- Reduction from a four-lane roadway to a three-lane roadway (also known as a road diet) to lower speeds, shorten pedestrian crossings, and improve pedestrian visibility in crosswalks

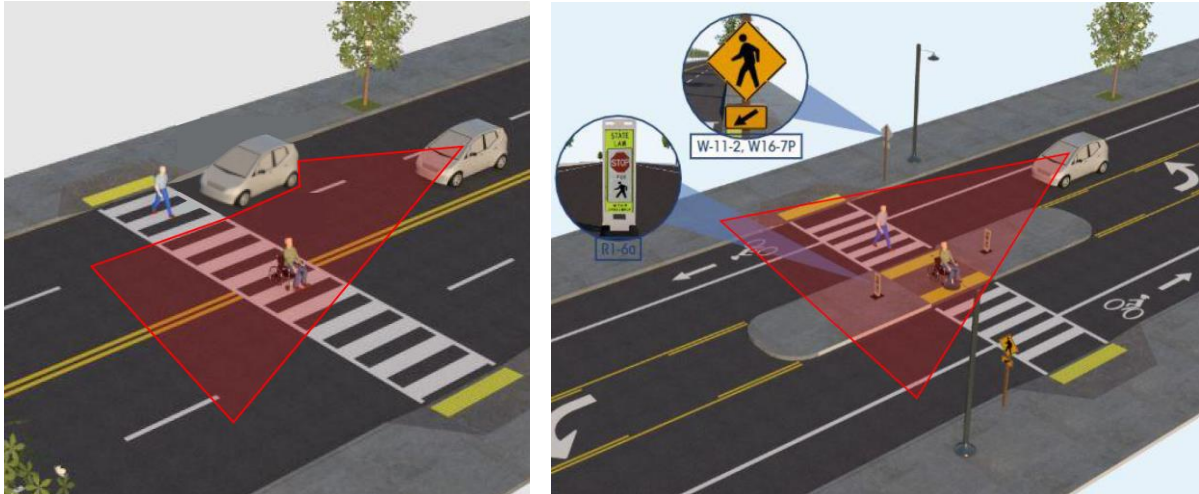


*Pictured left: The map of schools off Patrick Avenue served as one of the main factors in selecting the Patrick Avenue corridor for complete streets and safety improvements.*

A typical road diet converts an existing four-lane, undivided roadway to two through lanes and one center, two-way left turn lane. The safety benefits of implementing a road diet include, but are not limited to:

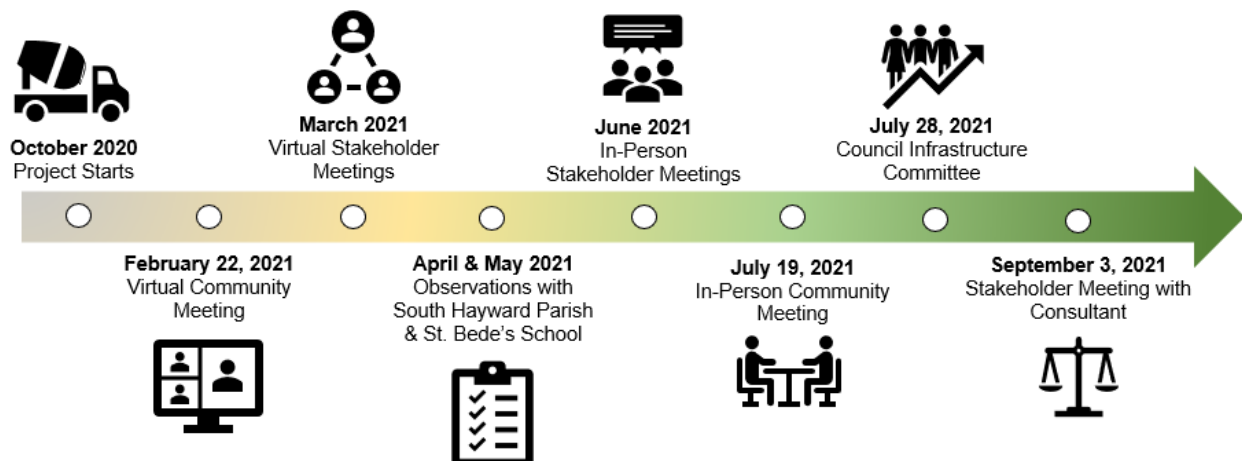
- Allows left-turning drivers to exit the traffic stream while waiting for a gap to complete their turn;
- Frees up space that can be relocated to other uses for a complete street, such as bicycle lanes;
- Improves local access since motorists making left turns from the side streets will only need to scan for a break in traffic in two lanes as opposed to four lanes;
- Reduces vehicular travel speeds. The already implemented Patrick Avenue improvements have already resulted in up to a five mile per hour (5 MPH) reduction in speed since implementation of the road diet;
- Reduces the occurrence and severity of collisions. Road diets have been proven to reduce collisions on average by 19% in urban areas and 47% in suburban areas. The collision rate on Patrick Avenue resulted in a 42% reduction of collisions since implementation; and
- Improves pedestrian visibility because when vehicles closest to the curb stops and yields for a pedestrian crossing the street, they inadvertently obstruct visibility for the vehicle traveling further from the curb (refer to next image).





While initial notices about the proposed changes were sent to local residents, community members expressed significant concerns with the initial improvements once the changes were implemented, such as: back-up and merge confusion after the left turn from Tennyson; confusion with the perception that parking is “in the middle of the street”; site visibility from driveways and side streets; drop-off issues at St Bede’s School and Church; pedestrian visibility at the crosswalk closest to St. Bede’s school; and double parked trucks in and around Yeyo’s Market, among other issues.

As a result, staff paused any further improvements and sought additional community feedback before proceeding with any further changes to Patrick Avenue. Staff hosted a series of virtual and on-site meetings with the community and local stakeholders over the past several months as summarized in the following schedule:





## **DISCUSSION**

Following extensive discussions with the community and much deliberation, staff have developed a recommended solution that is intended to address many of the concerns of community members, while still accomplishing many project goals, which are to calm traffic, add bike lanes, and maximize safety for all who live, work, or travel on Patrick Avenue.

### **I. Summary of Community Feedback**

Feedback received for this project is included in Attachment V and is summarized below:

- Left turns from Tennyson Road causing a backup because of the lane assignments upstream
- The left turn lane on Tennyson that leads to the through lane on Patrick Ave was highly preferred over the left turn lane leading to the left turn lane from Patrick Ave to Rieger Ave
- Discomfort parking in the middle of the street instead of along the curb
- Difficulty seeing oncoming traffic when turning from side streets and exiting driveways
- South Hayward Parish Food Drive queues along Patrick Ave for one block between Roosevelt Ave and Gomer St
- Confusion with St. Bede's student and parishioner drop-off areas and discomfort of dropping off in the parking area located in the middle of the street
- Pedestrian visibility at uncontrolled crosswalks needs improvement
- Trucks are double parking or parking in the residential neighborhoods near Yeyo's Market
- The left turn from Gading Rd onto Patrick Ave was too tight and difficult to maneuver without crossing the double yellow lines
- Congestion is highly anticipated by most of the Community
- Several members of the community requested for the pre-existing condition configuration of four lanes, parking along, the curb and no bike lanes
- Some members requested to keep and enhance the protected bike lane along the curb

### **II. Recommended Design Changes in Response to Community Feedback**

Staff proposes several changes to address these comments as part of the staff recommended Buffered Bike Lane design. The major change that will address much of the feedback received is returning parking back along the curb and providing bike lanes that are buffered on both sides. Returning the parking back along the curb will address the following:

- Difficulties seeing oncoming traffic when turning from side streets and exiting driveways

- The discomfort of parking in the middle of the street instead of along the curb
- Student and parishioner drop-off and pick-up operations
- Trucks double parking near Yeyo's Market
- The tight left turn from Gading Road
- Motorists parking their vehicles incorrectly along the curb in the bike lane
- Vehicles parking halfway into the buffer to be further away from the travel lane

Replacing the parking back along the curb reflects a more traditional complete street design with the bicycle lanes set between parking and the vehicular lane as shown in the following cross-section and rendering.



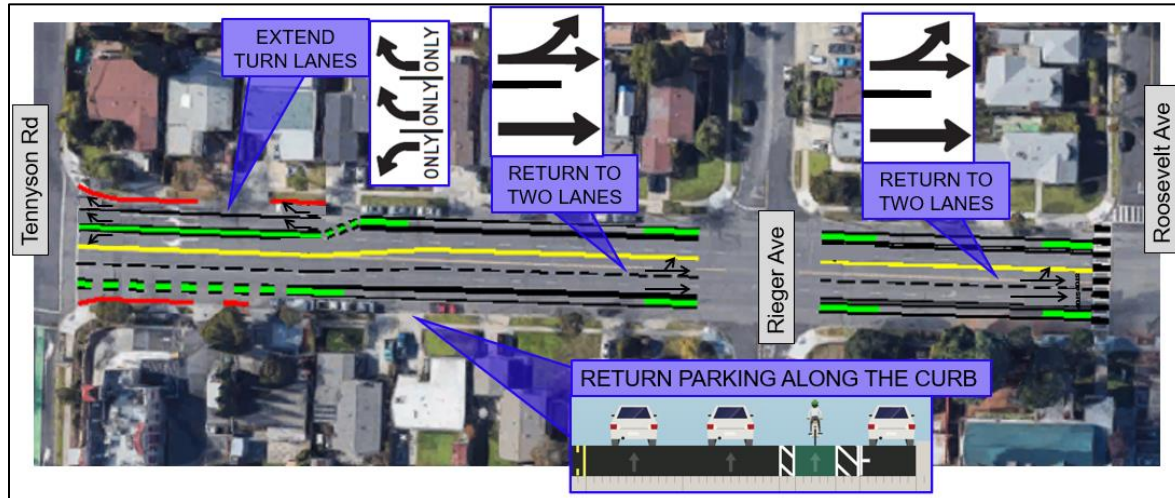
To best address feedback received by the community, the Patrick Avenue project area was split into three segments: (1) Tennyson Road to Gomer Street, (2) Gomer Street to the mid-block crosswalk, and (3) the mid-block crosswalk to Schafer Road. The following provides a detailed summary of the proposed changes by each of the three segments:

#### A. Segment #1 – From Tennyson Road to Gomer Street

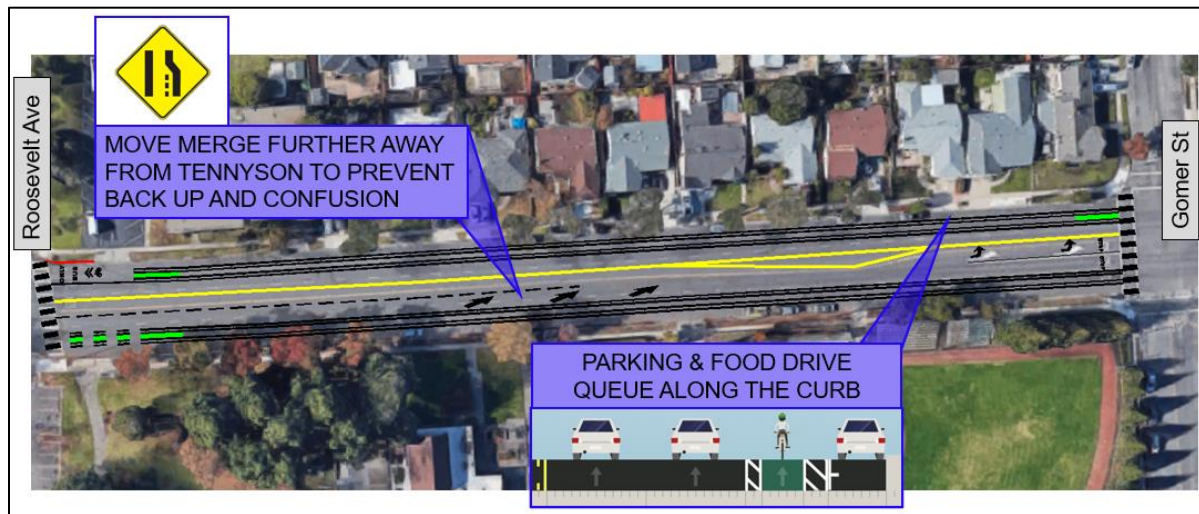
The major changes on the first segment of the project between Tennyson Road and Gomer Street are summarized below and shown in the next two images.

- It is proposed to return the two through lanes on Patrick for the first two blocks from Tennyson Road to Roosevelt Ave to resolve the Tennyson left turn backups, the need to change lanes, and motorists unlawfully driving straight through the left turn only lane at Rieger.

- The turn lanes at the Tennyson intersections are short which were existing conditions carried onto this project. Staff proposes extending the turn lanes by an addition 100 feet which provides an increase in intersection capacity by 18 vehicles.



- The unofficial merge that occurred on the first block is relocated to the third block of the project between Roosevelt Ave and Gomer St which is much longer in length to accommodate a merge more comfortably for motorists.

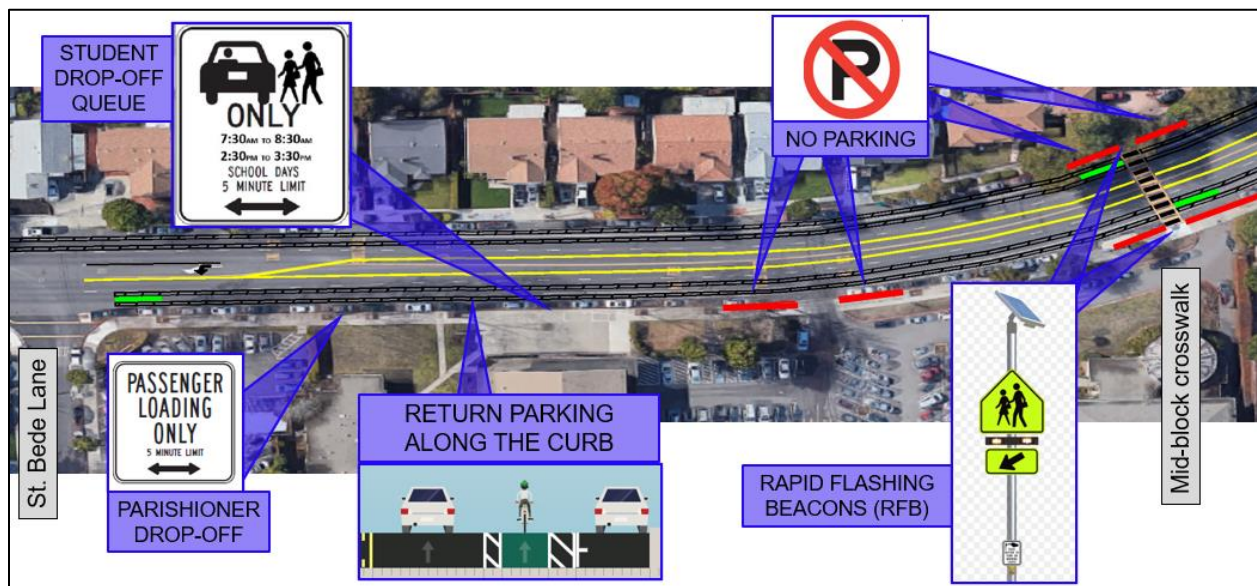


B. Segment #2 – From Gomer Street to mid-block crosswalk

The next segment of the project between Gomer St and the mid-block crosswalk just north of St. Bede's Parochial School contains all the corridor's three uncontrolled crosswalks located at Westwood Street, St. Bede's Lane, and the mid-block crosswalk. The proposed improvements in this segment, shown in the next image, are:



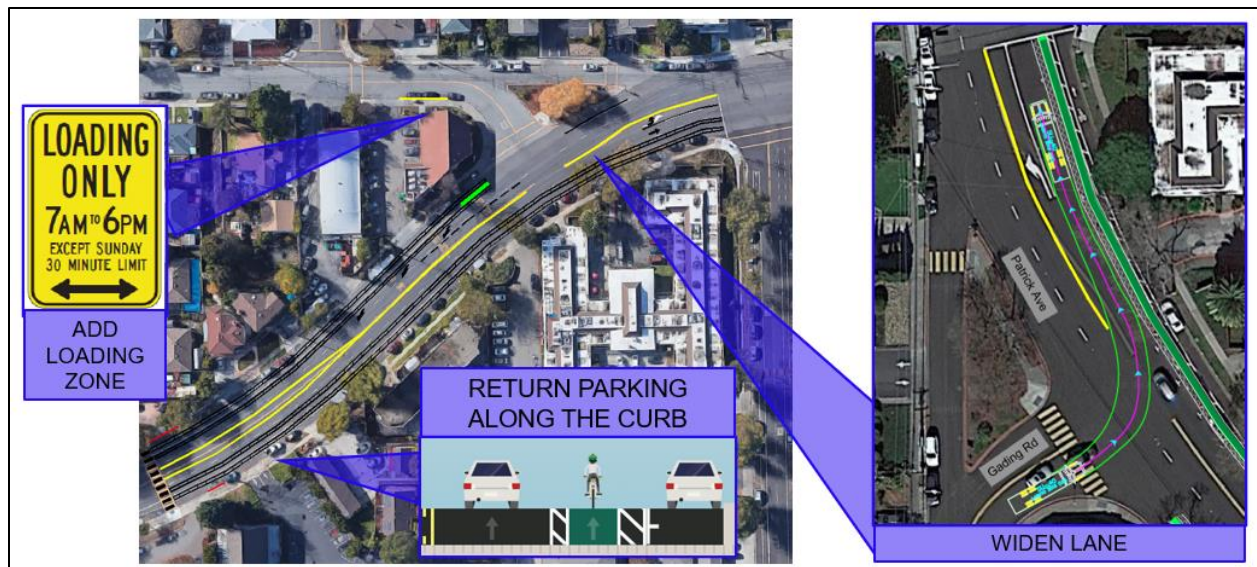
- Dedicating a passenger loading zone for parishioner drop-off in front of St. Bede's Church to address the discomfort of loading in the current parking area in the middle of the street
- Dedicating an area during drop-off and pick-up times only for vehicles to queue to the administration office to drop off students
- Returning parking along the curb and installing red curb near the driveways and crosswalks to improve visibility at crosswalks and driveways
- Installing pedestrian rapid flashing beacons at both ends of all three uncontrolled crosswalks to alert motorists from a further distance of the presence of pedestrians present



C. Segment #3 – From mid-block crosswalk to Schafer Road

The last segment of the project is between the mid-block crosswalk just north of St. Bede's Parochial School and the end of the corridor at Schafer Road as shown in the next image. The proposed improvements here are:

- Installing a dedicated truck loading zone for the market and local businesses
  - This change will address the truck double parking and trucks parking in the residential areas
- Widening the receiving lane for those making a left turn from Gading Road
  - This change combined with returning parking back along the curb will facilitate left turns from Gading



### **Council Infrastructure Committee Review**

On July 28, 2021, staff recommended the Buffered Bike Lane design as outlined above to the Council Infrastructure Committee (CIC) since it best balances the needs and desires of the community with the important safety, traffic calming, and complete street goals that were approved by Council last year. The CIC recommended approval of the staff proposal; however, they recommended that a third-party consultant provide a peer review of the Buffered Bike Lane design as proposed to the Community on July 19, 2021, and the two-way cycle track on the east side of Patrick Avenue recently proposed by Bike East Bay. Per CIC direction, consultants, Kimley-Horn and Associates, provided a peer review of the options after reviewing both designs and meeting with key community stakeholders on September 3, 2021 (Attachment IV). It is their opinion that “the City’s buffered bike lane configuration is consistent with the City’s desire to improve bicycle safety and connectivity and provide traffic calming along the Patrick Avenue corridor and best addresses resident concerns and comments regarding the current roadway configuration.” Additionally, they state, “While we recognize that the Bike East Bay proposal provides a bicycle facility that on the whole would likely increase comfort for through cyclists, we would not recommend the solution due to challenges at key pinch points that would increase conflict risks for all roadway users.”

As a result, staff recommends progressing with the Buffered Bike Lane design because it best balances the needs and desires of the community, as well as the much-needed traffic calming, safety, and complete street goals that were approved by Council last year.

### **ECONOMIC IMPACT**

Active transportation options like bicycling and walking foster economic health by creating dynamic, connected communities with a high quality of life that helps support small business development, decreases transportation and healthcare cost, and increases

property values, employment, and tourism. Providing alternate modes of travel reduces single lane occupancy vehicles, reduces congestion and costs related to automobile-oriented infrastructure maintenance and construction. The overall transportation system will be more efficient; thus, reducing travel time. Moreover, the City will become a more pedestrian- and bicycle-friendly community, thus creating positive economic and health benefits and reduction of greenhouse gas emissions.

## **FISCAL IMPACT**

The first phase of the project was completed in conjunction with the Pavement Improvement Project with no additional fiscal impact to the City. Once the final design is approved by the Council, a cost estimate will be prepared, funding will be determined, and a contract brought to Council for final approval.

## **STRATEGIC ROADMAP**

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

- Project 8, Part 8b.     Implement the Bicycle and Pedestrian Master Plan; Add 10 lane miles of bike lanes per year.
- Project 8, Part 8c.     Implement the Bicycle and Pedestrian Master Plan; Assess Safe Routes to School
- Project 8, Part 8d.     Implement the Bicycle and Pedestrian Master Plan; Implement Safe Routes to School

## **SUSTAINABILITY FEATURES**

The action taken for this agenda report will result in supporting mobility goals established as part of the City's 2040 General Plan, providing for a balanced multi-modal system of transportation facilities and services in Hayward.

The plan will be a comprehensive effort that will guide, prioritize, and implement a network of quality bicycle and pedestrian facilities to improve mobility, connectivity, public health, physical activity, and recreational opportunities. By applying best practices, the plan will increase transportation options, reduce environmental impacts of the transportation system, and enhance the overall quality of life for residents. The goal of the project is to develop convenient transportation alternatives to motor vehicles for residents, visitors, shoppers, and commuters. The resulting reduction in single occupancy vehicles will reduce vehicle miles traveled and greenhouse gases.

## **PUBLIC CONTACT**

Transportation Division staff received assistance from the Community and Media Relations Division for the advertisement of the February 22, 2021, Patrick Avenue Community Meeting. Similar public outreach efforts were conducted in January and February 2021 to publicize the Community Meeting as was done prior to Council Approval in October 2020. Postcards publicizing the community meeting were mailed to addresses in the vicinity of the Project. Additionally, the Community Meeting was advertised through various social media forums – Instagram, Facebook, Twitter, and NextDoor.

On February 22, 2021, staff held a Community Meeting to gather feedback from the public on the Project. Following the meeting, staff prepared a Frequently Asked Question document as well as a Questions & Answers spreadsheet to respond to all the questions and concerns the public had on this project.

In addition to numerous stakeholder meetings, the City hosted a Community Meeting on July 19, 2021 at Weekes Park Community Center to discuss the proposed Buffered Bike Lane option and address the concerns of the public. Postcards publicizing the community meeting were mailed to addresses in the vicinity of the Project and the meeting was advertised through various social media forums – Instagram, Facebook, Twitter, and NextDoor.

## **NEXT STEPS**

If Council approves these changes at this meeting, staff will bring a contract to Council for final approval in November and will begin implementing the changes shortly thereafter.

*Prepared by:* Charmine Solla, Senior Transportation Engineer  
Kathy Garcia, Deputy Director of Public Works

*Recommended by:* Alex Ameri, Director of Public Works

*Approved by:*



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Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 21-

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

RESOLUTION APPROVING PROPOSED CHANGES TO THE PATRICK AVENUE  
SAFETY IMPROVEMENT PROJECT

WHEREAS, the Patrick Avenue Safety Improvement Project (Project), located along Patrick Avenue between Tennyson Road and Schafer Road, was approved by Council on October 6, 2020, as part of the City's annual Pavement Management project, based on complete street improvements identified in the Bicycle and Pedestrian Master Plan (BPMP); and

WHEREAS, community members expressed concerns with the initial improvements once the changes were implemented; and

WHEREAS, because of community concerns, City staff paused any further improvements and sought additional community feedback before proceeding with any further changes to Patrick Avenue; and

WHEREAS, in response to the extensive feedback received, staff recommends numerous changes to the street design, which were presented and shared with the community at the July 19, 2021 community meeting; and

WHEREAS, the Council Infrastructure Committee recommended approval for the staff proposal of the Buffered Bike Lane design; and

WHEREAS, based on staff's own analysis, neighborhood concerns, and the consultant memorandum, staff recommends changes to the Patrick Avenue Safety Improvement Project by implementing the Buffered Bike Lane design.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the Patrick Avenue Buffered Bike Lane design is approved for implementation.



IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2021

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

## Memorandum: 2-Way Cycle Track Proposal for Patrick Avenue

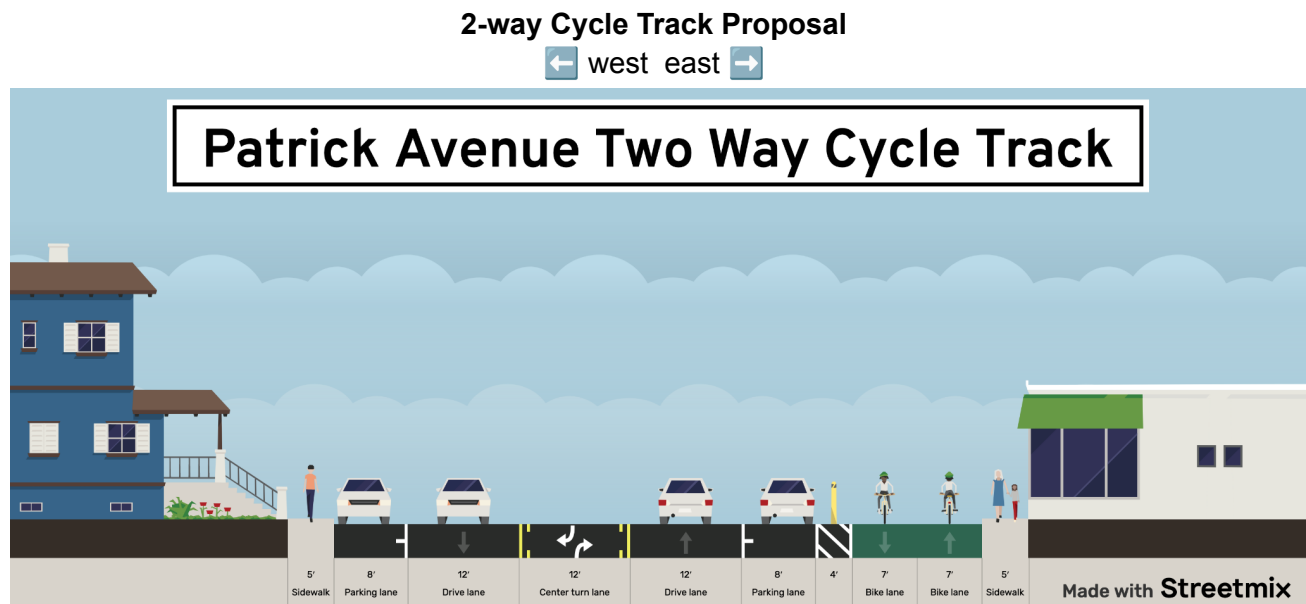
Date: September 7, 2021

To: Hayward Public Works

Fr: Bike East Bay

### Background

At its July 28, 2021 meeting, the Hayward City Council Infrastructure Committee directed Public Works Department to analyze and consider a 2-way cycle track bikeway design for Patrick Avenue. This came in response to Bike East Bay's request to Council and staff, as we believe a 2-way cycle track best meets the safety and access goals of the project while addressing community concerns about floating parking. This Memorandum lays out technical details for our proposal for a 2-way cycle track on Patrick Avenue, and provides some examples of 2-way cycle tracks on the ground and under development in the East Bay.



As shown here in sectional view of the 2-way cycle track proposal, the bikeway is on the east side of Patrick Avenue and is buffered from on-street parking, which is retained on the east side, and maintains a travel lane in each direction with center turn lane. Super important is that on-street parking is also retained and repositioned to the curb on the west side of the street, as it was prior to the project. With west side on-street parking back to the curb, 90% of the residential parking in front of homes fronting Patrick Avenue is curbside, eliminating a main point of contention residents have with parking away from the curb--floating parking in front of their house. Another point of contention with the current design is sight lines for drivers pulling out of driveways. As staff have acknowledged, sight line issues are addressed with removal of an additional parking spot adjacent driveways, as is common practice with parking-protected bike lanes. Staff have already removed some on-street parking near driveways and can remove more where needed.

## Intersections

### Patrick Avenue and Tennyson

Safety is far improved at this intersection with this 2-way cycle track design over all other designs under consideration, including the upgraded protected bike lanes approved, funded, but not yet installed. The reason for this is the bikeway with this design is completely removed from the double right turns from Patrick Avenue onto Tennyson heading toward 880. The bikeway is also removed from the doh or left turning traffic from Tennyson Road onto Patrick. This is a huge improvement. All other designs require people bicycling to position themselves way out in the street between the double right turn lanes and the left turning traffic—that is unreasonably dangerous and only the most brave people will attempt that.

### Patrick Avenue and Reiger

This intersection had fewer than 50 left turning cars SB off of Patrick Avenue on to Reiger and thus should function safely with no crossing improvements.<sup>1</sup> However, for added safety, we propose rubber bumps be installed parallel to the bikeway crossing, between the bikeway and traffic on Patrick Avenue. This will help slow left and right turning traffic across the bikeway.

### Patrick Avenue and Roosevelt

This intersection is a 4-way stop with low traffic volumes, and accordingly should function safely with a green bike crossing and additional signage.

### Patrick Avenue and Gomer Street

This intersection is a 4-way stop with low traffic volumes, and accordingly should function safely with a green bike crossing and additional signage.

### Patrick Avenue and Westwood (and St Bede)

We propose closing left turning traffic at St. Bede Lane, limiting vehicle movements to right in, right out. At Westwood, add a 4-stop sign.



### Patrick Avenue and Schafer Road

This is a signalized intersection and should function fine as left turning movements are below the 50 left turns/hour threshold for 2-way bikeways.

### Patrick Avenue and intersections north

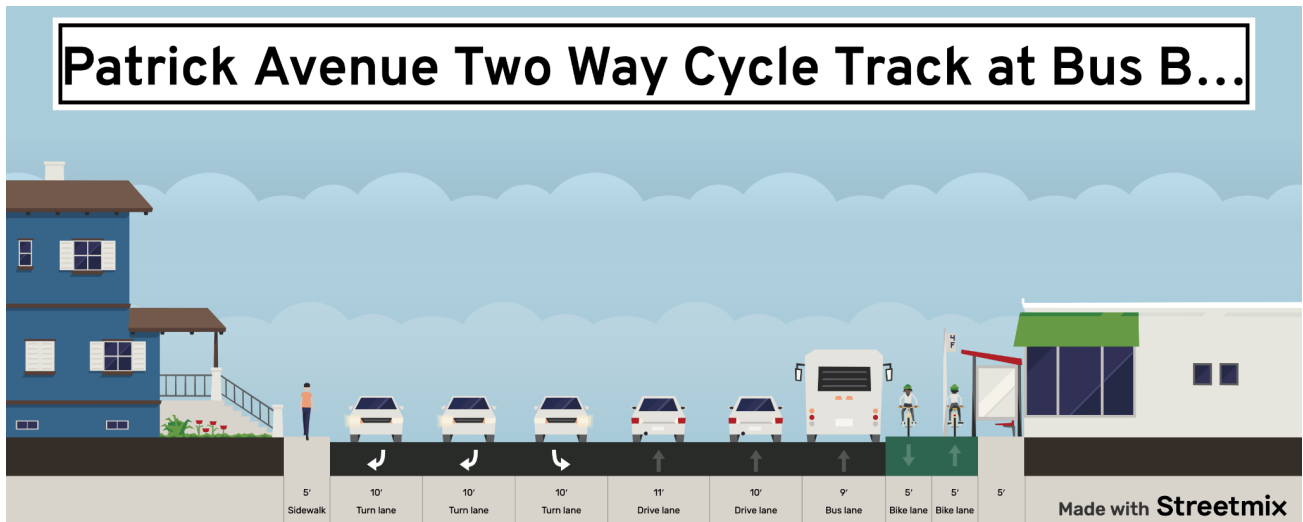
While not part of this project, the intersections to the north of Schafer Road all similarly have low volumes of left turning traffic. Huntwood intersection is signalized.

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<sup>1</sup> <https://www.mass.gov/doc/chapter-6-signals/download>, Chapter 6, Exhibit 6A, page 107

## Bus Stops

At Tennyson, the stop includes a raised bus bulb that also functions as a raised bikeway when buses are not present. There is sufficient room at this intersection to keep all the turn lanes currently and an area for the bus to stop at the bus bulb. Here is a sectional view:



The raised bus bulb would be provided by Zicla, a manufacturer of hard rubber raised bus islands, of which several are installed in cities in California, including in Oakland. When a bus stops at the bus bulb, bike traffic on the cycle track has to stop and yield to transit riders getting on and off the bus. AC Transit line 56 operates here with low frequencies and low ridership. Thus, there should not be a conflict issue. We have discussed this design with AC Transit. Alternatively, the bus stop here can be combined with the bus stop at Roosevelt, functioning similarly.

## 2-Way Cycle Track Examples in East Bay

- **Richmond: Marina Way South**  
A 2-way cycle track is planned from Ohio Street to Wright Avenue in South Richmond. Phase 1 from Ohio to Cutting is currently under construction. At unsignalized intersections, traffic on Marina Way South has the right of way and turning traffic both rights and lefts from Marina Way South to side streets has to yield to 2-way bike traffic in the cycle track;
- **Richmond: Cutting Blvd**  
A 2-way cycle track is starting construction soon on Cutting Blvd from Gerrard Street to Harbor Way South. At unsignalized intersections, traffic on Cutting Blvd has the right of way and turning traffic both rights and lefts from Cutting Blvd to side streets has to yield to 2-way bike traffic in the cycle track;
- **Richmond: Canal Blvd**  
One of the first 2-way cycle tracks built in the East Bay, extends along Canal Blvd two miles from Cutting Blvd to Red Oak Victory Ship. At unsignalized intersections, traffic on Canal Blvd has the right of way and turning traffic both rights and lefts from Canal Blvd to side streets has to yield to 2-way bike traffic in the cycle track;

- Alameda: Clement Avenue

A 2-way cycle track exists now along two segments of Clement Avenue, one north between Sakas Street and Entrance Road, and another to the south between Willow Street and Minturn Street.

- Berkeley: Gilman Avenue

Construction has started on a new bike-ped bridge over I-80 at Gilman Street in Berkeley, and a new 2-way cycle track from the east side frontage road to 4th Street. At 2nd Street, right and left turning traffic from Gilman Street crosses the cycle track.



- Berkeley: Bancroft Way

A 2-way cycle track was completed in 2017 on Bancroft Way from Fulton Street to Dana Street. This 2-way cycle track will under design to continue east to Piedmont Avenue.

- Emeryville: 40th Street

Emeryville was recently awarded design money for a 2-way cycle track on 40th Street, extending from Adeline Street west to the Bay Bridge pathway from IKEA.



## MEMORANDUM - DRAFT

To: Charmine Solla  
City of Hayward

From: Adam Dankberg, P.E.  
Kimley-Horn and Associates, Inc.

Date: September 30, 2021

Subject: Patrick Avenue Safety Improvements Bikeway Design Options Review

### Introduction

In October 2020, the City of Hayward implemented a road diet and bicycle lane project on 0.6 miles of Patrick Avenue between West Tennyson Road and Schafer Road as part of the City's annual pavement management program. The project was consistent with the recommendations included in the City's 2020 Bicycle and Pedestrian Master Plan Update (BPMP). The goal of the project was to create a complete street that was safer for users of all modes. Following project implementation, in response to community input, the City is considering modifications to the roadway design. The City retained Kimley-Horn to evaluate two roadway reconfiguration options. The first option was proposed by the City to the community in July 2021 and would change the current parking-protected Class IV bikeway to a buffered Class II bikeway with the parking along the curb. A second option has been proposed by Bike East Bay which includes a two-way Class IV cycle track on the east side of Patrick Avenue. This memorandum summarizes Kimley-Horn's review of the proposed design options. The review also summarizes feedback received from residents and key stakeholders, including Bike East Bay, based on conference calls held during September 2021.

### Corridor Background

The Project focuses on Patrick Avenue between Tennyson Road and Schafer Road. Existing conditions (2019) included four auto lanes with no bicycle facilities. Patrick Avenue serves residential, religious institutions, primary grade schools, the Weekes Community Center Park, and the Weekes Branch Public Library. Baseline conditions have a posted speed limit of 25 mph and an 85th percentile speed of 37 mph for this 72-foot wide section. **Figure 1** shows the baseline roadway cross-section prior to Phase 1 implementation.

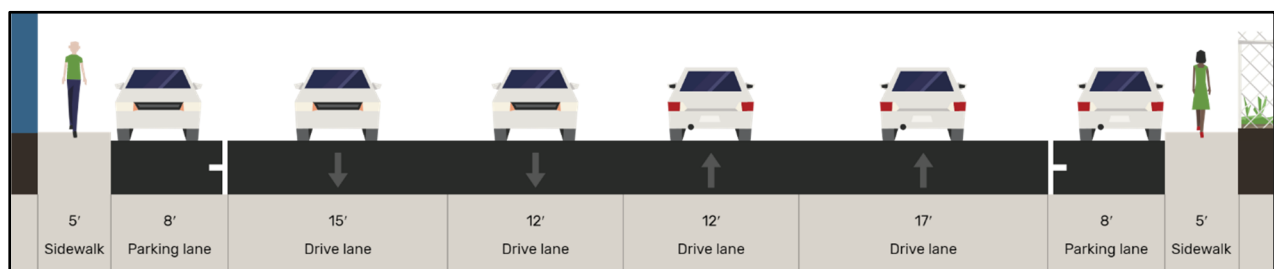


Figure 1. Roadway Cross-section prior to Phase 1 Implementation

The City implemented the first phase of the Patrick Avenue Safety Improvement Project (Project) in October 2020. **Figure 2** shows the implemented cross-section. Subsequent phase improvements, which were planned to include extending the improvement further north, providing green pavement markings, and adding typical Class IV protection treatments, have not yet been implemented.

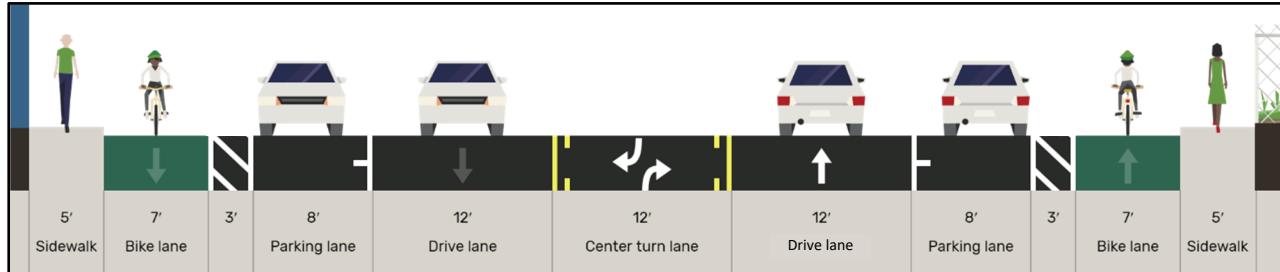


Figure 2. Phase I Implemented Cross-section

After Phase I implementation in October 2020, the community, represented by residents, schools, the library, churches, and local businesses, raised significant concerns with the implemented configuration. The City conducted a series of community meetings between February and June 2021 to hear these concerns. Primary issues raised from the community stakeholders regarding the current configuration are as follows:

- Back-up and merging confusion at Tennyson Road
- Inconvenience of current parking placement
- Site visibility from driveways and side streets
- Pick-up and drop-off issues at St. Bede's Catholic Church and Parochial School
- Pedestrian visibility at the uncontrolled crosswalks, particularly near St. Bede's Parochial School
- Parking violations from trucks near Yeyo's Market
- Queuing and back-ups between Roosevelt Ave and Gomer Street at South Hayward Parish Food Drive

In response to the community feedback received, the City prepared a revised roadway design concept to return on-street parking to curb side and convert the parking-protected bikeway to buffered bike lanes, as shown in **Figure 3**. The City presented the revised concept to the community in July 2021 at an in-person community meeting and to the Council Infrastructure Committee also in July 2021. The community positively received the revised design concept and generally accepted that it represented a compromise configuration that accommodated both a bicycle facility and addressed their primary concerns regarding the initial Phase 1 design. The community most appreciated that parking would be shifted back to the curb and the start of the lane reduction on Patrick Avenue would be shifted north, further away from West Tennyson Road.

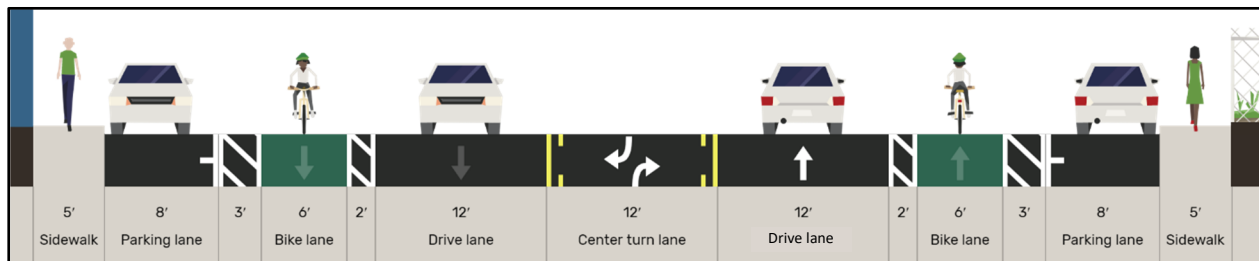


Figure 3. Phase II Re-design Cross-section

## Summary of Bike East Bay Proposal

During the public review process of the alternative corridor design, Bike East Bay prepared a proposal to relocate the bike facility to the east side of the roadway as part of a two-way Class IV cycle track design. This concept is summarized in a memo provided by Bike East Bay to the City of Hayward Public Works on September 7, 2021. The design for the bike facility is a two-way cycle track with protected buffer on the east side of Patrick Avenue, as shown in **Figure 4**.

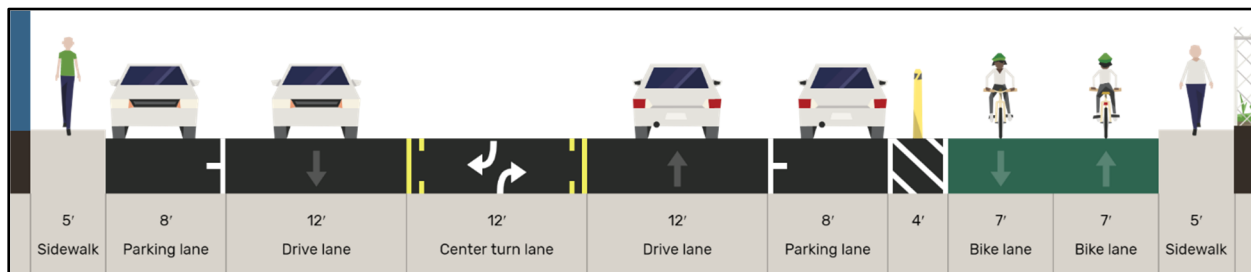


Figure 4. Bike East Bay Proposed Cross-section

Bike East Bay has indicated the following benefits of the two-way cycle track design:

- Preserves the provision of a Class IV facility, which provides a higher level of user comfort given the auto volumes and speeds on Patrick Avenue. This higher level of comfort is particularly beneficial given the number of schools in the area and desired use of the facility by school children.
- Allows parking to be preserved along the curb along the west side of Patrick Avenue by placing the bike facility on the east side where fewer conflicts exist, such as driveways and cross-streets
- Provides a two-way connection to key destinations on the east side, namely Weekes Branch Library, Weekes Community Center Park, St. Bede's School and Church, Community Bible Chapel, and Gateway Care & Rehab Center on the north end of the study segment
- Avoids issues with the high volume of southbound right-turns from Patrick Avenue to West Tennyson Road, including the provision of dual southbound right-turn lanes
- The wider bicycle facility allows a bike to travel around a car that has pulled out of a driveway and is waiting to turn onto Patrick Avenue

## Stakeholder Discussion

Kimley-Horn participated with City staff in two calls with stakeholders on September 3, 2021. The first call was held with representatives from St. Bede's Catholic Church and Parochial School and local residents. The second call was held with representatives from Bike East Bay. The calls were held to discuss both the City's proposed re-configuration of the roadway and Bike East Bay's proposed two-way cycle track concept. The City had shared Bike East Bay's memorandum with residents before the time of the call and attendees were familiar with the concept being proposed. The attendees for both calls are listed in Attachment A. The call summaries are provided below:

St. Bede's and Community Residents:

- Comments regarding the two-way cycle track:
  - A two-way cycle track would be very confusing to drivers
  - Concerns about driver visibility of cyclists
  - Concerns about access to the two-way cycle track for bike users
  - Concerns about exiting the school campus across the bike facility
  - Concerns about vehicles parking in the cycle track
  - Concerns about proximity of vehicle parking to moving auto traffic in lanes



- Concerns about access to school loading area
- Concerns about the northern limit of the cycle track around the roadway curve near Yeyo's Market and Gading Road
- Support for the compromise solution presented by City staff in July
- Support in particular for the compromise's solution ability to handle school loading queuing
- Need for signage regarding reduction in travel lanes northbound

## Bike East Bay Representatives:

- Some of challenges of existing facility would be addressed by providing raised protection of the cycle track, including parking in the bike lane
- Concerns regarding high turning movements at West Tennyson Road
- Merits of the two-way east-side facility, as noted above
- Recognition that challenges with the two-way bicycle facility include the KFC and the bus stop near West Tennyson Road. They proposed a bus stop configuration that places the bike facility through the bus stop area
- Need for better signage for turns from West Tennyson Road to avoid floating parking lane
- Observations of limited driveway access activity
- Identification of potential solutions to accessing the two-way bike facility at West Tennyson Road
- Identification of a potential need to do bus stop consolidation to limit conflicts with the two-way bike facility
- Emphasis of consistency of protected bike lane solution with recent planning efforts, including the Tennyson Corridor Engagement Plan, Patrick Avenue/Tennyson Avenue Walk Audit, and Hayward BPMP.

## Consultant Consideration of Alternatives

Kimley-Horn evaluated the two alternative configurations provided and has identified the following benefits and drawbacks of each alternative.

### City-Proposed Modified Configuration

#### Benefits:

- Preserves a buffered bicycle lane along the full extent of the corridor
- Preserves the safety and traffic calming benefits of the road diet
- Shifts parking to the curb to reduce driver confusion and likelihood of bike lane blockage
- Eliminates concerns regarding the short merge distance for turning movements from West Tennyson Road
- Improves queuing space for both school pick-up/drop-off and the food drive
- Provides improved visibility for the unsignalized pedestrian crossing near St. Bede's
- Provides an improved transition for the bicycle facility at the northern limit near Schafer Road
- Maintains a buffer to increase the width between bicyclists and autos
- Expands no parking red curb to increase daylighting at driveways and crossings
- Better facilitates left-turn movements from Gading Road
- Addresses the conflict between cyclists and southbound right-turning vehicles from Patrick Avenue to West Tennyson Road

#### Drawbacks:

- Places bicyclists closer to moving traffic and between parked cars and traffic, but still separated by a buffer

- Maintains a conflict between northbound cyclists and buses at bus stops on Patrick Avenue

### **Bike East Bay-Proposed Configuration**

#### Benefits:

- Provides a higher quality (Class IV) bicycle facility to maximize comfort and protection for cyclists
- Reduces the number of conflicts between autos and bicyclists by placing all cyclists on the east side of the road
- Avoids conflicts between cyclists and southbound right-turning vehicles from Patrick Avenue to West Tennyson Road
- Provides more direct access for cyclists in both directions to attractions on the east side of the road, including Weekes Community Center Park, Weekes Branch Library and St. Bede's

#### Drawbacks:

- Adds additional complexity to conflicts between bicycles and turning movements to streets and driveways on the east side of Patrick Avenue, including KFC. Atypical conflicts for drivers at crossing locations of the two-way bicycle facility could result in driver error or deficient yielding.
- Creates a conflict between bus loading and two-way bicycle movements at bus stops near West Tennyson Road and Roosevelt Road, including introducing potential visibility issues for the bicycle facility
- May create confusion regarding vehicle queuing and driveway movements at St. Bede's
- Additional complexity for cyclists accessing/egressing the two-way cycle track at either end at West Tennyson Road and Schafer Road
- More difficult to access bicycle facility for residents on the west side of Patrick Avenue
- Does not address community concerns regarding floating parking

## **Assessment Findings**

In assessing the alternatives, Kimley-Horn notes that the community concerns with the configuration implemented in October 2020 are effectively addressed as part of the City's July 2021 reconfiguration. We believe that the reconfiguration option will improve visibility at driveways and crossing streets and provides a vehicle queuing and loading configuration for St. Bede's and the food drive that will increase driver adherence and predictability.

While we recognize that the Bike East Bay proposal provides a bicycle facility that for much of the segment would likely increase comfort for through cyclists, we would not recommend the solution due to challenges at key pinch points that would increase conflict risks for all roadway users. Two-way cycle tracks are most effective and commonly implemented along roadway stretches with minimal to no conflicting driveways or streets. Examples include along Shore Line Drive in Alameda and Bancroft Way in Berkeley. However, the stretch of Patrick Avenue between West Tennyson Road and Rieger Avenue includes six residential driveways, the heavily utilized KFC driveway, and a bus stop on the east side of the street. Adding two-way cyclists at the several driveways introduces additional risk for conflicts with autos turning into/out of those driveways. Drivers are not expecting to look for cyclists approaching in both directions, which is particularly concerning for the KFC driveway which attracts motorists that may not be familiar with the corridor. Visibility at this driveway is additionally impacted when a bus is dwelling at the adjacent bus stop. In addition, while AC Transit bus service along Patrick Avenue is not frequent, there is not sufficient space to provide separate facilities for bus loading and bicycle through movements, which is particularly concerning given the complexity, limited site distance, and number of conflicts

between West Tennyson Road, the bus stop, and the KFC driveway. We are not familiar with another location within the AC Transit system where space for bus passenger loading is shared with a two-way bicycle facility.

Auto conflicts with two way cycle tracks are particularly undesirable where left-turn movements cross the cycle track due to with reduced bicycle visibility and driver expectations. This would occur at three roadways – Rieger Avenue, Westwood Street, and St. Bede Lane. Bike East Bay is recommending providing an all-way stop at Westwood Street and eliminating left-turns at St. Bede Lane. We believe it would be challenging to effectively eliminate left-turns at St. Bede Lane given the current street configuration and driveway placement. The addition of an all-way stop at Westwood Street in very close proximity to the existing all-way stop at Gomer Street may introduce additional traffic circulation challenges. While turning volumes at each of these streets are low, a conflict is introduced that is not present with the City's proposed configuration.

Additionally, with the City's goal of ultimately extending the bicycle facility along Gading Road to Harder Road, the east-side two-way cycle track would have a greater number of conflicts north of Schafer Road. The segment of Gading Road between Schafer Road and Harder Road includes a number of higher volume driveways on the east side, including Glassbrook Elementary School, several churches, and apartment complexes. These driveways would have similar challenges as noted above regarding the segment of Patrick Avenue between West Tennyson Road and Rieger Avenue. Therefore, we believe it will be more problematic in the future to extend the two-way cycle track to the north of Schafer Road than extending the City's July 2021 buffered bike lane concept. Providing a two-way cycle track only between Schafer Road and West Tennyson Road with one-way bicycle lanes to the north will require a lot of complicated bicycle movements to access and egress the facility both at West Tennyson Road and Schafer Road, affecting overall usability.

We believe that the City's buffered bike lane configuration is consistent with the City's desires to improve bicycle safety and connectivity and provide traffic calming along the Patrick Avenue corridor and best addresses resident concerns and comments regarding the current roadway configuration.

**Attachment A: Participants in Stakeholder Discussions, September 3, 2021**

Doug Watkins, resident  
Jennifer Skerba, resident  
Patrick Virgin, resident  
Ruthy Estrada, resident  
Janine Durana, St. Bede's Parochial School Principal  
Jennifer Silva, St Bede's Vice Principal  
Ninfa Galindo-Trantina, St Bede's Office Manager  
Sylvia Feliciano, St Bede's Health Chair  
Dave Campbell, Advocacy Director, Bike East Bay  
Alejandro Jasso, Bike East Bay member

# Attachment V

## Community Meeting - July 19, 2021

No.	Resident Question/Comment	Staff Response
1	More slide show. Southbound Patrick at Gomer. Many people run the stop. Must see sign and run it	Thank you for your feedback. I understand your concerns with people running the stop sign. Unfortunately, we cannot prevent bad behavior other than enforcement. We will inform Hayward Police Department of this issue so that they can increase enforcement in that area.
2	27319 Patrick Ave. Move parking back along curb. Return 2 lanes northbound Tennyson to Roosevelt.	Thank you for your feedback. The proposed changes will address your concerns by re-install parking on back to the curb throughout the entire segment of Patrick Ave from Tennyson Rd to Schafer Rd
3	Food drive should not queue up on Lemay, blocking thru traffic. Thank you for returning parking to curb	Thank you for your feedback. The proposed changes will re-install parking back to the curb throughout the entire segment of Patrick Ave from Tennyson Rd to Schafer Rd, which will keep the Food Drive queue stay next to the curb and not block the through traffic.
4	Segment#1 having 2 lanes from Patrick into Tennyson to turn right towards the freeway would be very beneficial to have back. Pre-covid when school returns to in person having 1 lane then merge into 2 will cause more slow-up and back up. Some back up (w/ 2 lanes) was caused (before) all the way to Gomer St. There are 3/4 others schools on West Hayward that will be returning and people will begin to cut others off an get backed up and only cause more traffic. If things don't work out with the one lane margin, can it proposed to get the 2 lanes starting from Roosevelt again? I see that it will be proposed to get the 2 lanes back opposite side (coming from Tennyson ONTO Patrick (by the KFC). If that can be proposed then the same can be done for going the opposite way. That is my main concern. The other changes on returning parking to the curb is a good idea and adding the pedestrian visibility. Another thing, there is RARELY any people biking in this area, the only people biking that I see are some kids that don't even use the bike lanes. Thank you!	Thank you for your feedback. The proposed changes will have two through lanes on northbound Patrick Ave between Tennyson Rd to just south of Gomer St because Tennyson Rd has two left turns coming onto Patrick Ave and we want provide enough room for drivers to merge onto one lane. There is not enough room to also add two lanes in the southbound direction of Patrick Ave without removing the buffered bike lanes. The City does not recommend adding two lanes in each direction because it increases speeding and is less safe for pedestrians to cross 4 lanes of traffic instead of 3 lanes. Your feedback on re-installing parking back to the curb and installing rapid flashing beacons at uncontrolled crosswalks will be addressed through the proposed changes.
5	Merge points, two left lanes from Rieger. Red curb tree at West Corner at Gomer St. Queue up to Gading, take bike lane	Thank you for your feedback. The proposed changes will address your concerns with the merge being too soon and the visibility issues at side streets.
6	Daily issue, hard to see oncoming traffic, illegal parking commercial vehicles.	Thank you for your feedback. I understand your concerns with commercial vehicles parking and causing visibility issues. A work order has been prepared to install No Parking Vehicles Over 6' High to prevent commercial vehicles from parking on Patrick
10	a lot of trucks parking on the street in front of church St Bede	
7	Patrick and Westwood if traffic count could be done on how much traffic is delayed from turning, we could recommend a stop signal	Thank you for your feedback. We will look into conducting a Turning Movement Count at the intersection of Patrick Ave and Westwood St to determine if a stop control is warranted.
27	Westwood St @ Patrick	

8	26989 Patrick Ave and Westwood. 1) Need stop signs on Patrick at Westwood. Visibility on crosswalk 2) Very dangerous intersection for vehicles and pedestrians	Thank you for your feedback. We will look into conducting a Turning Movement Count at the intersection of Patrick Ave and Westwood St to determine if a stop control is warranted. The proposed changes will address your concerns on crosswalk visibility. The proposed improvements will include Rapid Flashing Beacons at all the uncontrolled crosswalks to alert drivers when a pedestrian pushes the button to cross. Red curbs will also be painted at the beginning and end of every intersection as well as crosswalks to increase visibility.
9	I cycle on Patrick and sight lines will improve. Now strip Gading Schafer to Huntwood Way for the bike lane	Thank you for your feedback. Bike lanes on Gading Rd from Schafer Rd to Harder Rd are proposed in the Bike & Pedestrian Master Plan. This segment of bike improvement will be implemented in the future when funding becomes available.
11	Need permanent lights on pavement on entire Patrick St. At night you can't see lanes especially when it's raining, can't see pedestrians. I like the sound of the current proposal, at least it's something else. The painted pavement is good so you can see the lanes.	Thank you for your feedback. The proposed changes will address your concerns with visibility issues. The proposed improvements will include Rapid Flashing Beacons at all the uncontrolled crosswalks to alert drivers when a pedestrian pushes the button to cross. Red curbs and green paint for bike lanes will also be painted at the beginning and end of every intersection as well as crosswalks to increase visibility.
12	On slide 15, please leave the park lot on the left side of the cross walk the way it is because there is always parking issue in that part of the street.	Thank you for your feedback.
13	CHP dumping cars on (freeway accidents) Patrick right next to KFC and leaving them to the owners responsibility.	Thank you for your feedback. We will look into this matter and inform Hayward Police Department to investigate.
14	In regards to Gomer St - Mid-block, I like the proposed changes I think the drop-off queue plus the middle turn lane will help with St. Bede drop off /pick up. I also agree with the idea of moving the parking back to the curb such as shown in slide 10. As a St. Bede parent these proposed changes would help address feedback, as well as keep safety. In regards to Tennyson Rd - Gomer, I like the proposed change of returning to 2 lanes so there can be better opportunity. When turning right back to Tennyson in from Patrick. I use that part of the street in order to get to work in the morning. It tends to be very congested as its the access point to 92 or 880. Therefore it's good to hear about having 2 turning lanes.	Thank you for your feedback. The proposed changes will extend the southbound direction turn lanes onto Tennyson from, which will provide more storage capacity and ease congestion. We are happy to hear that you support the proposed changes on Patrick Ave.
15	Resident 33 years here plus St Bede parishioner. Fun info on council mtg	Thank you for your feedback. We will send you an email with a link to the project webpage and information for the upcoming meeting.
16	Info for July 28	
22	Wants link to the website to get more info about Patrick	
17	Full red curb along left side of Meat Market	Thank you for your feedback. The proposed changes will provide red curbs at the beginning and end of every intersection as well as crosswalks to increase visibility. A yellow curb for loading will also be installed on Gading Rd for meat market's delivery trucks to utilize, so that the trucks do not park on Patrick Ave.
18	I like the proposed changes on slide 10	Thank you for your feedback.

19	(Original Comment in Spanish, translated to English by Staff: " Good evening. Thanks for worrying but I do not agree with this project because it does not help with speeding, pedestrian safety and most importantly the St. Bede School traffic because there are a ton of cars left on the street for weeks. I am sure you are all aware of how much traffic will increase with the start of school."	Thank you for your feedback. The proposed changes will install rapid flashing beacons at every uncontrolled crosswalk as well as painting red curb at every intersection and around crosswalks which will address speeding and pedestrian safety concerns. The proposed changes will also install a student drop-off/pick-up area along the curb for vehicles to queue and not block the through lane, which will help in reducing congestion on the travel lane. The southbound direction turn lanes onto Tennyson will also be extended to provide more storage capacity and ease traffic congestion. We will still continue to monitor the traffic on Patrick Ave once school starts and evaluate if any additional improvements are needed.
20	I appreciate the new proposals that you are still open to ideas	Thank you for your feedback.
21	Traffic speed from Patrick - Gading is a concern. Returning parking to curb is a plus. Red curb on side streets turn S/B longer	Thank you for your feedback. The proposed changes will re-install parking back to the curb throughout the entire segment as well as paint red curbs at every side street to increase visibility.
23	A protected bike lane feel a lot safer, especially for kids. I moved from Bay Farm and I've seen how to bike infrastructure encourages kids to ride to school. Removing protected bike lanes will continue to discourage biking and reduce the benefits of this investment	Thank you for your feedback. Although a Class IV parking-protected bike lane was not proposed, we are still proposing a Class II buffered bike lane. The proposed changes will include a 3 foot between the travel lane and bike lane and a 3 foot buffer between the bike lane and parking, which will provide sufficient safety for bicyclists. Red curbs will also be installed at the beginning and end of every intersection to increase visibility for bicyclists and pedestrians.
24	1) As lanes are reduced from 4 to 3, figure out how to create new roads so traffic can move along. 2) when lane use changes from driving to parking so abruptly, paint warning arrows in the driving lane both directions + turn lanes 3) are you providing longer line for food pantry -did not understand/ Good presentation Thanks.	Thank you for your feedback. The proposed changes will re-install parking back to the curb throughout the entire segment of Patrick Ave from Tennyson Rd to Schafer Rd, which will allow the Food Drive queue to stay next to the curb and not block the through traffic.

25	<p>To Whom it may concern, Fri, Oct 30, 2020 at 6:40 pm. Now that the city went on with their plans to Patrick Ave even though many residents said it was a bad idea. They have increase the danger of an accident. Turning off Westwood St. or St. Bede you can't see in either direction if there is a oncoming car because of the cars parking out in the street. Someone wasn't thinking about what a bad idea this is. The city should be held responsible for any accidents. Saturday, August 15, 2020, 11:19:04 AM PDT This is not a good idea. Makes as much sense as the loop downtown. I have lived on Westwood St for 42 years. I contacted city of Hayward July 29th 2017 about getting traffic lights at Gomer St. and Patrick Ave, Request 120101 and was told by Steven Chang that the intersection was currently number 4 on the list and a signal will be installed once funding is available. Cars still don't always stop at the stop signs. Steven Chang did place a work order for No Commercial/Truck parking on all corners of the intersection of Patrick Ave and Westwood St because trucks were parking on Patrive Ave on both sides of the street blocking the view from making a left or right turn which some still do. There must be available funds now sine the city wants make changes to Patrick Ave. There is a large number of cars that use Patrick Ave between Tennyson and Shafer Rd. There are Churches, Schools, Apartments a Store and a Library</p>	<p>Thank you for yoru feedback. The proposed changes will provide red curbs at the beginning and end of every intersection as well as crosswalks to increase visibility of oncoming traffic. A work order has also been prepared to install No Parking Vehicles Over 6' High to prevent commercial vehicles from parking on northbound Patrick Ave near St. Bede Ln. The signs have been installed in May 2021.</p>
26	<p>Re: bicycles/lanes: I like returning cars to the curb. Thank you for a good presentation.</p>	<p>Thank you for your feedback.</p>



**Summary of Stakeholder Meetings  
March 2021 to June 2021**

**Stakeholder Meetings - March 2021 to June 2021**

Meeting / Date	Resident Question/Comment	Staff Response	Staff Recommendations
<b>St. Bede's Parochial School</b> <b>Meeting Date: Thursday, March 11</b>	School had concerns about driveway sight lines	We discussed possible solutions: parking removal on both sides of driveway plus vehicle height restriction sign	Install "No Parking Vehicles of 6' High" (R28D) signs on both sides of driveway to improve visibility from driveway on Patrick Avenue. Remove one parking space on the north side of the school driveway (closest to St. Bede Lane) and two parking space on the south side of the school driveway to improve visibility on Patrick Avenue. Remove one parking space on the north side of the school driveway (closest to mid-block crosswalk) and one parking space on the south side of the school driveway to improve visibility on Patrick Avenue.
	There were concerns about the Supply Pick-Up Line that occurs once a month from 1:30 PM to 2 PM while school is not fully back in session	Possible solution: coordinate with church to have line snake around parking lot	
	We discussed School Drop-Off/Pick-Up for when school is fully back in session	Staff offered to have the parking on Patrick in front of the church be a loading zone for school drop-off and pick-up times School said that isn't necessary	
	School requested that the second lane in each direction is put back because she anticipates traffic being bad once schools are fully back in session		
	School requested that the second lane in each direction is put back because she anticipates traffic being bad once schools are fully back in session	Principal Lisa was open to the project and was relieved to be able to express her concerns and to know that Staff is willing to resolve her concerns	
<b>Hayward Area Recreation and Park District (HARD)</b> <b>Meeting Date: Thursday, March 11</b>	They appreciate calming traffic and making Patrick Ave safer		
	Asked if we were doing work on Tampa Ave (backside of Weekes Recreational Park)	Staff is checking if Tampa is in the Pavement Improvement Program or in the Neighborhood Traffic Calming Program and will let them know Meghan mentioned that they will be doing park improvements off Tampa in the future and will reach out to us for coordination	
	HARD said there is nothing they don't like and would change		
<b>South Hayward Parish</b> <b>Meeting Date: Thursday, March 11</b> <b>Attendees: Ralph Morales, Aaron Horner</b>	The Parish said Tuesday and Thursdays are the busiest Food Drive days	Parish liked the idea of parking restrictions on Patrick Ave during Food Drive hours (Mon, Tues, Thurs, Fri from 1 PM- 4 PM) Possible parking restrictions on Gomer St and Roosevelt Ave if more space is needed	Install temporary No Parking Mon, Tues, Thurs, Fri from 1 PM to 4 PM on traffic cones to place on the bike buffer area in the southbound direction of Patrick Avenue between Roosevelt Avenue to Gomer Street as a pilot. Will consider permanent installation if this works well If necessary, install same parking restriction on Roosevelt Ave
	They did not like the idea of having the queue start on the Lemay driveway instead of the Patrick Ave driveway		Install flexible posts on the yellow centerline striping across from the South Hayward Parish driveway to prevent vehicles making a left turn onto the driveway from northbound Patrick Ave as a pilot
	Parish requested posts to be installed to prevent vehicles from making a left from Patrick Ave to the Food Drive entrance	They mentioned that this is most important to them, even more important than the queue Staff said we can start with installing soft-hit posts before deciding whether a sturdier post will be required	Prohibit queuing on Roosevelt Avenue
	Dental RV operations started the week of March 1 and will take place for 12 weeks. Dental RV operations are on Fridays every week, except for March, the operations are on Thursdays and Fridays.	Parish Staff sets out parking restrictions on Wednesdays at 10 PM on Roosevelt for Dental RV operations the next day. They said they don't have any issues with this so far Staff offered to help. Internally, Staff will look into checking with the Weekes library or relocating Dental RV to Patrick Ave across the street	Coordinate a new location for future Dental RV events and post signs accordingly – possible coordination with Weekes Library  Coordinate with HARD to use Weekes Community Center Park Parking Lot for future Dental RV events
<b>Bike East Bay</b> <b>Meeting Date: Thursday, March 11</b>	Seriously opposed to switching bike lane and parking lane along the entire corridor		
	Bike East Bay said it been enough time with the project. They said if it is changed now, we did not give the project a chance. They said Phase Two improvements should be implemented because it will reduce confusion and opposition. They said removing the project before Phase Two improvements would be removing the project when it is only half complete and we should get feedback for a complete project instead of halfway through the project		
	Bike East Bay does not like switching the bike lane and parking lane for the first block from Tennyson Rd to Rieger, but he will compromise if it means keeping the rest of the corridor		
	Bike East Bay said that at the ACTC Board Meeting that Mayor Barbara Halliday weighed in on the importance of improving safety for walking and biking and that she brought up the recent fatalities and her frustration that neighborhood pushback to safety projects was evident (Mayor Halliday attended the 2/22 Patrick Ave Community Meeting)		

<b>Alameda County Transit (AC Transit)</b> <b>Meeting Date: Thursday, March 11</b>	AC Transit said they remember when there was a meeting regarding Patrick Ave at the Weekes Recreational Center in 2018 Appreciates traffic calming improvements and the addition of the bike lanes		
	AC Transit mentioned that nearside bus stop lengths should be 80' minimum length, preferably 90'	Farside bus stop lengths should be 60' minimum length, preferably 65'	
	Expressed a concern for bicycle interaction with the farside bus stop on Patrick Ave at Tennyson Rd		
	Although none on Patrick Ave, AC Transit does not like bus stops in the middle of a T-intersection		
	AC Transit prefers 11-foot wide travel lanes over 12-foot wide travel lanes		
<b>Hayward Resident</b> <b>Meeting Date: Friday, March 12</b>	Requested that the second lane in each direction is put back and bike lanes are removed		
	Resident expressed that the project made safety conditions worse because motorists will drive in the opposite direction to pass slower vehicles		
	Mentioned five (5) main concerns: 1) Congestion and delay would make students late to school 2) Garbage pick-up and street sweeping – Amin thought that these services would end because of the project 3) Merge at Gading – Amin mentioned that there wasn't a merge here before so no one knows that they're merging. Amin also mentioned that the merge makes motorists race with each other to be the vehicle in front 4) "Merge" at Tennyson – same concerns as the merge on Gading 4) Parking widths – Despite not having yet parked on Patrick Ave, Amin said there is no way that more space is provided than previously. Amin said that vehicles will drive into open car doors		
	Resident did not seem open to the project at all		
	Resident said that the people's opinions at the Community Meeting should take precedence over any other reason		
<b>St. Bede's Parochial School</b> <b>Meeting Date: Thursday, June 17</b>	Visibility exiting driveways Visibility of pedestrians crossing the street Student Drop-Off/Pick-Up Tennyson intersection Confusion of which lanes are for bikes	Swap the locations of the parking and the bike lanes with each other Student loading zone (to be used for queuing) along the curb during pick-up and drop-off times	
<b>Hayward Resident</b> <b>Meeting Date: Thursday, June 17</b>	Parking located in the middle Tennyson intersection South Hayward Parish Food Drive	Swap the locations of the parking and the bike lanes with each other Installation of Rectangular Rapid Flashing Beacons (RRFBs) at uncontrolled crosswalks	
<b>Hayward Resident</b> <b>Meeting Date: Friday, June 18</b>	Doesn't want bike lanes Speeding Parking located in the middle Delineators are "ghetto" Tennyson intersection South Hayward Parish Food Drive Enforcement of traffic controls Fruit Vendors Considers himself a safe driver, but has "almost hit a lot of people"	Swap the locations of the parking and the bike lanes with each other Temporary no parking during food drive (for food drive queue) Keeping one lane in each direction	
<b>Hayward Resident</b> <b>Meeting Date: Friday, June 18</b>	Loading zone in front of Yeyo's Market Doesn't understand why bike lanes were added Says speeding is worse Rectangular Rapid Flashing Beacons (RRFBs) at uncontrolled crosswalks Tennyson intersection Confusion of which lanes are for bikes	Request enforcement from HPD – provide specific day/time for best use of HPD's time Keeping one lane in each direction Discuss loading zone options with the Market Installation of Rectangular Rapid Flashing Beacons (RRFBs) at uncontrolled crosswalks Paint bike lanes green	

<b>Hayward Resident</b> <b>Meeting Date: Friday, June 18</b>	Visibility exiting side streets Scared of parking in the middle of the street Bicyclists doing tricks in the middle of the street Tennyson intersection Garbage pickup Left turn from Gading onto Patrick is too narrow	Swap the locations of the parking and the bike lanes with each other Remove trap left turn lane Two through lanes to/from Tennysono Installation of Rectangular Rapid Flashing Beacons (RRFBs) at uncontrolled crosswalks	
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**Summary of Community Meeting  
February 22, 2021**

### Community Meeting - February 22, 2021

No.	Resident Question/Comment	Staff Response
1	I have to leave just before 7PM, (for an on line class). Can I type my feedback on the current changes here?	Answered Live
2	hello i guess this is where we give our opinions?	Answered Live
3	thank you; I hope to get to speak, as I have 4 comments (sorry, all negative, & I AM an experienced & active road bicyclist). But I must emphasis what danger you have created for the east bound Tennyson traffic, w/2 left turn lanes just east of the Nimitz, to get onto Patrick. There is no warning, & the 2 left turn lanes must immediately merge into one.	The two lanes on northbound Patrick Ave from Tennyson Rd to Rieger Ave currently do not merge into one lane. The inner lane is an automatic left turn lane. The Patrick Ave Phase 2 improvements will design this segment to include a lane merge.
4	When are we going fix these horrible roads? It's the worst idea ever there is rarely any bikes and it's more unsafe than safe it's so easy for bikers to run parked into cars, not only that but it has caused so much traffic I've never in my life seen a marking spot in front of a Spot Sign	The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists.
5	There is a food bank that enters from Patrick across from Weekes Library and when there are parked cars, cars are blocking the only driving lane. How are you addressing this issue now that there is only one drive lane? This occurs daily and makes it dangerous for people to drive. We are forced to drive through the middle lane if we don't want to wait an hour.	Thank you for bringing this issue to our attention. We plan to install temporary No Parking Mon, Tue, Thur, Fri from 1PM - 3PM signs on traffic cones and place them on the bike buffer area on southbound Patrick Ave from Roosevelt Ave to Gomer St during the South Hayward Parish Food Drive operating hours so that vehicles can use those parking stalls to wait in line. Those temporary signs will then be removed once a long-term recommendation is implemented for the Food Drive.
6	Are we allowed to provide our feedback about phase 1 improvements and how it has made our lives a living hell?	Answered Live

7	How does the removal of a lane help create efficient traffic flow? Especially during high traffic times	The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists.
8	When was the survey conducted originally to determine phase 1?	Counts were collected in October 2015, February 2016, and September 2019 and counts and speeds were collected in July 2020 and February 2021.
9	my hand is also raised	Answered Live
10	This is beyond messed up. You put absolutely no thought into the school traffic on Patrick Avenue.	Answered Live
11	If you allocate parking spots to the food bank, what are people supposed to do if they live on Patrick and want to park in front of their houses?	Staff intends to install temporary No Parking Mon, Tue, Thur, Fri from 1PM - 3PM signs on traffic cones and place them on the bike buffer area on southbound Patrick Ave from Roosevelt Ave to Gomer St during the South Hayward Parish Food Drive operating hours so that vehicles can use those parking stalls to wait in line. Those temporary signs will then be removed once a long-term recommendation is implemented for the Food Drive. Parking on the east side of the block will remain available.
12	How are you going to address traffic jam during morning and evening rush hours. Schools aren't even opened and traffic is already a nightmare.	Although we don't expect increase in congestion, we will continue to monitor traffic and make changes accordingly.
13	I am concerned about the left turning lanes from tennyson onto Patrick. Because people try more to be on the right-left it holds up traffic from folks exiting 880 and attempting to make that first left onto Patrick.	The Patrick Ave Phase 2 improvements will design this segment to include a lane merge instead of a trap left turn lane. This way vehicles can wait in either of the left turn lanes from Tennyson Road regardless of what the movement will be at Rieger Avenue.
14	I feel like we are waiting for a massive accident or fatality.	Answered Live

15	Where are garbage cans to be placed and how do we get our streets cleaned?	There is no change to how garbage pick-up will take place. Please continue to place garbage bins on the curb.
16	<p>This all sounds nice but I walk this street twice daily to walk my dog. Mornings and later afternoon or evening. Never do I see bikers in the bike lane. Even video on website shows a biker on sidewalk. When pandemic and shelter in place is over and school is back in. Traffic is going to be bad. Plus church. No one parks correctly. This week two box trucks stops on street just before the gateway hospital. Causing so much back up. Person who design obviously does not live here. I have watched several people try to leave their driveways and have had time to get out. Needs to go back to previous parking. This is not safe.</p>	<p>The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists.</p>
17	as someone who live sin this area. YOU are wrong!	Answered Live
18	<p>Have you considered the amount of traffic in the morning before the pandemic ? The two lanes that were there were already at a crawling pace. How do you expect traffic to flow when traffic returns to normal ? I also have noticed that there are very few bicycles, if any.</p>	<p>The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists.</p> <p>Counts were collected in October 2015, February 2016, and September 2019 and counts and speeds were collected in July 2020 and February 2021. Although we don't expect increase in congestion, we will continue to monitor traffic and make changes accordingly.</p>
20	pre covid this area is so congested	Answered Live



21	Taking into account the Catholic School, it is nearly impossible for parents, and staff members, to navigate out of the parking lot, causing a traffic back up in the lot. The only two remedies seems to be placing a traffic light at St. Bede Lane or to place a police officer there to help direct traffic to mitigate this problem Are either of those being considered?	The City is coordinating with the St. Bede's Patrochial School to improve queuing conditions for the School Supply Pick-Up that occurs on the last Friday of every month.
22	I just wanted to state that I am happy that these phase 2 improvements are happening and that the safety of cyclist and pedestrian are becoming the priority.	Answered Live
23	volume on patrick is only so low because of pandemic.	Answered Live
24	the parked cars in the middle of the road is dangerous	Answered Live
25	So these surveys were taken into account during the pandemic when there has been less traffic.	Answered Live
26	Turning right onto tennyson from Patrick may become an issue once COVID is over. Especially once school starts going back in person. I often experience traffic because of the Calaroga light anytime before 9am. What are the plans if any of those lights go out?	We plan to install battery backup system at that intersection. Battery backup systems provide hours of uninterrupted power through weather outages and other disturbances.
27	<p>I see so many people are speeding and going through stop sign by library and everywhere else.</p> <p>Worst idea, citizens living here should be able to vote to have this removed</p>	The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists.

28	Having a parking lane that is floating causes confusion. In addition car doors are opening onto a driving lane. This is extremely dangerous for a parent who is loading or unloading small children. The bike lane needs to be swapped with the park lane.	This project did not provide less space to exit vehicles, although we understand how it may appear this way. This project installed pavement markings in the form of parking ticks between the parking and the travel lane which provide the appearance of less space, but more space was provided through this project. Prior to the Patrick Avenue road diet, vehicles were parked next to a 11-foot travel lane that served vehicles moving at an average speed up to 13 MPH over the posted speed limit. After the Patrick Avenue road diet, vehicles are now parked next to a 12-foot travel lane (that is an extra foot than before) that serves vehicles moving at an average speed of up to a 5 MPH reduction.
29	This idea is not safe. It's makes it's hard coming out parking lots (specially church) When schools open it's going make it more dangers and traffic is going to get worse.	The conditions of exiting a driveway have not changed with exception of crossing a bike lane. Prior to Phase I improvements, vehicles exited driveways into the travel lane that was next to parked vehicles. The same circumstance takes place today. The location of the on-street parked vehicles have no impact to the sight lines of exiting a driveway.
30	Yes all the traffic from the food bank.	Answered Live
31	amen	Answered Live
32	the bicyclist arent even using the lane	Answered Live
33	Yes	Answered Live
34	people are not following any rules near the library. Got lucky that I didn't get hit from behind. It's horrible.	Answered Live
35	Thank you for answering my question. I do agree with many of the issues and feedback being brought up. Will there be another community meeting before Phase 2 is implemented to get more feedback? If so, will translation services be available to ensure Spanish speaking community members are included in this conversation? I have family members attending this meeting as well who are not able to be a part of this conversation due to the langauage barrier.	The meeting that took place on February 22, 2021 was the community meeting to discuss Phase II improvements. The Phase I improvements included a road diet and was completed last year. Improvements in Phase II include additional pavement striping, minor parking removal for improved visibility, and installation of flashing beacon signs at uncontrolled crosswalks.

36	What can we do to have this removed?	The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists. Based on our traffic analysis of Patrick Avenue, we do not anticipate congestion being created from the project. However, Staff will continue to monitor and observe the traffic congestions on Patrick Avenue and address any concerns that may arise accordingly.
37	you have completely wasted tax payers money to create traffic jam in the name of slowing traffic and safety...	Answered Live
38	Thank you very much for doing new projects in the Hayward community but this project will bring a lot of traffic and it will be a vehicle chaos, people like us who have lived here for years know that this project was not well planned or it was done by someone who does not live in this area. area, I'm sorry but it's the truth, there are more risks of accidents in this avenue, thanks, Homero Hernandez, Resident of this area of Patrick	The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists. Based on our traffic analysis of Patrick Avenue, we do not anticipate congestion being created from the project. However, Staff will continue to monitor and observe the traffic congestions on Patrick Avenue and address any concerns that may arise accordingly.
39	Amen Pam	Answered Live

40	Yes, that is correct when people especially kids open passenger side doors can hit the bike riders. Dumb idea who ever planned this.	Answered Live
41	Please consider restructuring, bringing back the two lanes because even with most of us working from home and student studying online, we are still experiencing traffic, how much more when the schools are open and employees working from home go back to work. Thank you for the time hearing our concerns.	The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists. Based on our traffic analysis of Patrick Avenue, we do not anticipate congestion being created from the project. However, Staff will continue to monitor and observe the traffic congestions on Patrick Avenue and address any concerns that may arise accordingly.
42	I've lived in Hayward 57 yrs and lived in this community for 33 yrs. This is horrible.	Answered Live
43	How will you solve the huge blind spot that is created with the parking lane? When I pull out of the Saint Bede parking lot to turn left, I can see the on coming traffic. The school opens next week and I foresee a large number of accidents. It's a disaster.	The conditions of exiting a driveway have not changed with exception of crossing a bike lane. Prior to Phase I improvements, vehicles exited driveways into the travel lane that was next to parked vehicles. The same circumstance takes place today. The location of the on-street parked vehicles have no impact to the sight lines of exiting a driveway. However, Staff will continue to monitor and observe the traffic congestions on Patrick Avenue and address any concerns that may arise accordingly. Additionally, the City is coordinating with the St. Bede's Patrochial School to improve queuing conditions for the School Supply Pick-Up that occurs on the last Friday of every month.
44	Hello, I am the principal of St. Bede Catholic School. I am extremely concerned about the safety of our families as we return to in-person learning next week. As we start back, Patrick Avenue will surely be backed up in both directions in the morning and afternoon. How can you help us ensure safety?	Answered Live

45	Please consider some ASAP safety notices/signs for the east bound Tennyson cars (TWO lanes of turning traffic), to get onto Patrick north bound, - again this is an immediate accident waiting to happen.	The Patrick Ave Phase 2 improvements will design this segment to include a lane merge instead of a trap left turn lane. This way vehicles can wait in either of the left turn lanes from Tennyson Road regardless of what the movement will be at Rieger Avenue.
46	wouldn't it make more sense to have speeder caught by police rather than bottlenecking traffic? additionally as a secondary issue. I think fixing the on coming traffic from 880 N getting on Ternnyson trying to make that left or even merging is very dangerous, this new lane situation doesn't help. can that be fixed	this improved vehicular visibility of pedestrians and bicyclists
47	hi I'm I need to ask a question to please	Answered Live
48	Have you ever driven on Patrick in the morning? Durring traffic? You are in no way thinking of the saftey of the neighborhood or children.	The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists. Based on our traffic analysis of Patrick Avenue, we do not anticipate congestion being created from the project. However, Staff will continue to monitor and observe the traffic congestions on Patrick Avenue and address any concerns that may arise accordingly.
49	I agree with Pam, I have not seen any bicycle riders by the Patrick area, but the trafic is getting worst and unsafe with this new design.	The Patrick Ave Traffic Calming project is to provide safety and mobility for all modes of traffic regardless of low bicyclist and pedestrian usage before.

50	<p>you state there was a study but you never did a survey with St. Bede School or church. I am a school board member and we had no idea about this project.</p>	<p>The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists. Based on our traffic analysis of Patrick Avenue, we do not anticipate congestion being created from the project. However, Staff will continue to monitor and observe the traffic congestions on Patrick Avenue and address any concerns that may arise accordingly. Additionally, Staff held a meeting in September 2018 in the area. We had some faculty and parents from the different public elementary schools in attendance, but did not see any participants from St. Bede's School.</p>
51	<p>In your study you obviously did not survey how many bikes go down this street. There is hardly any bikes usage on that street</p>	<p>The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists. Based on our traffic analysis of Patrick Avenue, we do not anticipate congestion being created from the project. However, Staff will continue to monitor and observe the traffic congestions on Patrick Avenue and address any concerns that may arise accordingly.</p>

52	Just because we are receiving free grant money for these projects doesn't mean you can simply destroy our streets and remove lanes to please a few occasional bikers.	The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists.
53	Again, as a bicyclist, (member of Bike East Bay, & several recreational biking clubs)- I support what Patrick just said.	Answered Live
54	you state this is was to improve safety but this has made the street more unsafe	The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists.

55	I invite you to park and observe the traffic at 12:30pm on Sunday for when people are going to church on St. Bede and stay and watch everyone leave after church.	The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists. Based on our traffic analysis of Patrick Avenue, we do not anticipate congestion being created from the project. However, Staff will continue to monitor and observe the traffic congestions on Patrick Avenue and address any concerns that may arise accordingly.
56	When people are getting food from the food bank and there are cars parked in the parking lane the people wait on the driving lane	Staff intends to install temporary No Parking Mon, Tue, Thur, Fri from 1PM - 3PM signs on traffic cones and place them on the bike buffer area on southbound Patrick Ave from Roosevelt Ave to Gomer St during the South Hayward Parish Food Drive operating hours so that vehicles can use those parking stalls to wait in line. Those temporary signs will then be removed once a long-term recommendation is implemented for the Food Drive.
57	I understand a traffic survey was done in July.....however was the traffic from the schools in the area taken into consideration?	Counts were collected in October 2015, February 2016, and September 2019 and counts and speeds were collected in July 2020 and February 2021.
58	Where are delivery drivers supposed to unload. The market on the corner of Gading & Patrick gets deliveries from an 18 wheeler. When we had 2 lanes, he took up one lane, now he will take the only travel lanes. Was this situation considered?	Delivery drivers may load on-site in the parking lot, park in on-street parking spaces, or use side streets such as Gading Road.
59	You are incorrect	Answered Live
60	Stop saying save There is no safety at all	Answered Live



61	The number of cars using Patrick right now is skewed because many people are working from home and kids are home from school. These are not representative of normal traffic patterns.	Counts were collected in October 2015, February 2016, and September 2019 and counts and speeds were collected in July 2020 and February 2021.
62	when we are trying to drive down Patrick ave I see people driving on the yellow divide to pass the people waiting for the food bank	Staff intends to install temporary No Parking Mon, Tue, Thur, Fri from 1PM - 3PM signs on traffic cones and place them on the bike buffer area on southbound Patrick Ave from Roosevelt Ave to Gomer St during the South Hayward Parish Food Drive operating hours so that vehicles can use those parking stalls to wait in line. Those temporary signs will then be removed once a long-term recommendation is implemented for the Food Drive. If a vehicle is blocking the travel lane, it is allowable to move around the stalled vehicle using the center turn lane. After signaling to your left, yield and proceed with caution in the center turn lane to move around the stalled vehicle. After signaling to the right, yield and proceed with caution back into the travel lane. Know that the stalled vehicle may be yielding to someone crossing the street.
63	money should have gone into better lighting and the flashing cross walk. this design is horrible and is more dangerous. adding a speed bump or a stop on St. Bede Lane would have been money better spent	The Phase I improvements included a road diet and was completed last year. Improvements in Phase II include additional pavement striping, minor parking removal for improved visibility, and installation of flashing beacon signs at uncontrolled crosswalks.
64	Comment. I believe the lane is wider however when cars are swerving to avoid a car that is stopped waiting to turn that safety margin is now removed and you're putting more people in danger of getting hurt.  Another comment on when the study was done -- one study was done in July of 2020(?) -- whatever the year was -- July has minimal traffic compared to months that have schools going on Patrick.	The change from two lanes to one lane mitigates the need for swerving. It is recommended that vehicles not swerve around turning vehicles but continue to yield the right-of-way from an appropriate distance and speed. Additionally, counts were collected in October 2015, February 2016, and September 2019 and counts and speeds were collected in July 2020 and February 2021.
65	Michael, You may have been looking at this past year. Pre Covid and Post covid this will return to be a nightmare leaving Patrick onto Tennyson	Counts were collected in October 2015, February 2016, and September 2019 and counts and speeds were collected in July 2020 and February 2021. Based on our traffic analysis of Patrick Avenue, we do not anticipate congestion being created from the project. However, Staff will continue to monitor and observe the traffic congestions on Patrick Avenue and address any concerns that may arise accordingly.

66	is the number of cars taken as a. 24 hour average, or taken with heavy flows changing the demand?	Counts (which are not an average number, but a total number) were collected in October 2015, February 2016, and September 2019 and counts and speeds (which are an average of all speeds that day) were collected in July 2020 and February 2021.
67	It's obviouse that nobody likes this project. please dont duplicate it to any other street in Hayward.	The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists.
68	Principal of St. Bede Catholic School. I request to speak please.	Answered Live
69	I would like to see a stop sign in front of St. Bede Church/school. It's hard to cross that street.	The Phase I improvements included a road diet which makes crossing the street easier since only two lanes of traffic versus four lanes of traffic need to be crossed and was completed last year. Improvements in Phase II include additional pavement striping, minor parking removal for improved visibility, and installation of flashing beacon signs at uncontrolled crosswalks.
70	Like improve potholes would be nice instead of bike lanes.	Answered Live
71	The supply pickup is February 26th not March 26th.	Answered Live

72	I am concerned that the voices of the neighborhood are not being heard. Any comment that is made is just being dismissed. I am extremely concerned about the road rage that will inevitably take place when all businesses are back to normal. Let's not wait for something bad to happen before the road is changed back to what it originally was...a safer two lane per side street.	The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists. Based on our traffic analysis of Patrick Avenue, we do not anticipate congestion being created from the project. However, Staff will continue to monitor and observe the traffic congestions on Patrick Avenue and address any concerns that may arise accordingly.
73	The supply pick up is Friday 2/26/2021	Answered Live
74	Are any of you all even residents of Hayward?	Answered Live
75	Will this broadcast and the questions/answers be posted on your website? Thanks.	Answered Live
76	Hey there just a family member from Hayward California. Just had a question about the late near the library we were wondering if you guys can let us know if your going to fix that street into a 2 way because school will be opening and we will have trouble going to school so please inform me!	Answered Live
77	I I don't know if I'm still in the meeting or not but I would like to ask a question if you guys could please unmute my system	Answered Live
78	Correction: The supply pick up at St. Bede School will be this Friday, February 26 1:30-2:15pm. Please come and witness how difficult it is for parents of grades TK-5 to pick up supplies in a drive thru format.	Answered Live
79	As what i heard the survey was done from 2018 data (more than 2 years ago) and July 2020 (when most of us are working from home and students are studying online).	Counts were collected in October 2015, February 2016, and September 2019 and counts and speeds were collected in July 2020 and February 2021.

80	<p>This is more of a comment than question, but do to these new bike lanes I lost my dog it was killed in a tragic accident. I am way to emotional to talk about this live but I hope that this can open some eyes and bring a stop to this project. It is a danger to us all.</p>	<p>The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists. The City is prioritizing bike lane installation per the adopted Bicycle Facilities Recommendation Map to create a well-connected bicycle network.</p>
81	<p>So should we reduce the lanes of the freeway to 1 in order to reduce everyone speed? This is not a logical way to enforce speed limits, how is this even a supporting argument?</p>	<p>The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists.</p>

82	When will you be adding the second driving lane back to accomodate the vehicle traffic.	The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists. The City is prioritizing bike lane installationi per the adopted Bicycle Facilities Recommendation Map to create a well-connected bicycle network.
83	Thank you. What's important to remember is at one point, cars didn't exist. Bicycling might not be quite present there right now, but with safety improvements, there is great opportunity for people to bike, especially changing away from driving to improve traffic flow. Many more people bicycling can go through the same space than people driving can.	Answered Live
84	Where do you expect bicyclists to ride to? Tennyson is awful for bicyclists, so is Jackson. To have a clear bike path between two dangerous roads does not make much sense to me.	The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists. The City is prioritizing bike lane installationi per the adopted Bicycle Facilities Recommendation Map to create a well-connected bicycle network.
85	3rd request to speak as the principal of St. Bede Catholic School. Thank you.	Answered Live

86	<p>You didn't answer my question. Have you considered alternate bicycle lanes ? Specifically bicyclist can use Tampa Avenue and that would clear room for the second lane on Patrick Avenue between Gomer/Tampa and Tennyson ?</p>	<p>The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists. The City is prioritizing bike lane installation per the adopted Bicycle Facilities Recommendation Map to create a well-connected bicycle network.</p>
87	<p>My children attend St. Bede school and before this project was implemented, the traffic on Patrick and St Bede Lane was already bad and dangerous for pedestrians, other drivers and parents dropping off/picking up their children. During Covid, we've had previous events (supply pickup) and the vehicles lined up on Patrick Ave turning in to St. Bede Lane was ridiculous. We have an upcoming supply event on Friday and I hope that a city staff member can observe the traffic. Also, the one lane on Patrick Ave turning onto Tennyson (freeway) is not very safe. Please revisit this project. Thank you for your time.</p>	<p>The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists. Based on our traffic analysis of Patrick Avenue, we do not anticipate congestion being created from the project. However, Staff will continue to monitor and observe the traffic congestions on Patrick Avenue and address any concerns that may arise accordingly. Additionally, the City is coordinating with the St. Bede's Patrochial School to improve queuing conditions for the School Supply Pick-Up that occurs on the last Friday of every month.</p>
88	<p>Please allow me to speak as principal of St. Bede Catholic School.</p>	<p>Answered Live</p>

89	I would greatly appreciate posting the actual surveys for everyone to see those numbers.	Answered Live
90	Please allow Lisa Greco, the principal of St. Bede Catholic School to speak.	Answered Live
91	We've had 2 supply drop offs at St Bede school during the pandemic. Even with off peak hours bidirectional traffic was locked up for almost 1 hour. A 5 minute drive turned into a 2 hour event.	The City is coordinating with the St. Bede's Patrochial School to improve queuing conditions for the School Supply Pick-Up that occurs on the last Friday of every month.
92	<p>If additional grant funds need to be allocated, have you thought about making the Patrick/Tennyson intersection upgraded with better lighting? I almost hit a pedestrian crossing the street after sundown.</p> <p>Also, I very much agree with the one speaker who mentioned Patrick car parking should be next to the side walk and then the bike lane between the street and parked car</p>	Thank you for your feedback. Additional grant funds are being allocated and improved lighting will be taken into consideration.
93	when the painting got done, there was a meeting at Weekes Park, the flashing lights were brought up, the city at that time stated flashing cross walks are actually a safety hazard. due to pedestrians feeling "safe"	We have no information of a meeting that took place at Weekes Park when painting was implemented.
94	Please allow for Mrs. Lisa Greco to speak she is the principal of St. Bede School	Answered Live
95	I've been dropping my children off at school on Patrick since 2010 and I've never had any concerns with traffic flow. Now the list of concerns is lengthy. It's dangerous and totally unnecessary.	The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists.
96	This can be just passed on to Charmaine please: the area the City sent postcards to this was too small. Please do a larger mailing in the future on this. Things get "lost" in the regular issues of the Stack & Leiflet; I did see this from the Stack that was dedicated only to the notice of this meeting.	Answered Live

97	I am not sure if all the new construction of condos and housing was considered during this survey. But how do you plan on combatting all the new residents that will be in the area?	There are no new developments expected on Patrick Avenue as there is no vacant spaces for new development.
98	Yes	Answered Live
99	I want to ask a question	Answered Live
100	I live on Patrick Ave across the street from the church , it's very difficult to see when pulling out of my drive way. It's also very scary getting out of the car when parked in the street. The bike lane should be to the left of the parked cars	This project did not provide less space to exit vehicles, although we understand how it may appear this way. This project installed pavement markings in the form of parking ticks between the parking and the travel lane which provide the appearance of less space, but more space was provided through this project. Prior to the Patrick Avenue road diet, vehicles were parked next to a 11-foot travel lane that served vehicles moving at an average speed up to 13 MPH over the posted speed limit. After the Patrick Avenue road diet, vehicles are now parked next to a 12-foot travel lane (that is an extra foot than before) that serves vehicles moving at an average speed of up to a 5 MPH reduction. The conditions of backing out of a driveway have not changed with exception of backing into a bike lane. Prior to Phase I improvements, vehicles backed out of the driveways into the travel lane that was next to parked vehicles. The same circumstance takes place today. The location of the on-street parked vehicles have no impact to backing out sight lines.
101	So I would really appreciate if you answered my question about my concern about notifying other people?	Answered Live



102	<p>Think about the student of Hayward that need to be on there way to go to school in the morning they can't do that with a 1 lane it causes traffic and it will get students late and it will affect they grade and I want you all to rethink the situation u are causing that can possibly bring harm</p>	<p>The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists. Based on our traffic analysis of Patrick Avenue, we do not anticipate congestion being created from the project. However, Staff will continue to monitor and observe the traffic congestions on Patrick Avenue and address any concerns that may arise accordingly.</p>
103	<p>I would like to note that I did not receive a survey prior to this change on Patrick Avenue. It is important to communicate with school administration, business owners, and places of worship.</p>	<p>Answered Live</p>
104	<p>Hey there I am a senior student from mount eden high school and I just wanted to know the ratio of carpool to biking ! If you have a kid you know the hassle of every morning so please let me know what is going on hayward is already going bad because of these streets ! Half of these people that are on the bike lanes are in the middle of the streets doing stunts like it's a bmx stunt show so please come to Hayward and someone tell me I see this everyday and I know all these bike riders so try me!</p>	<p>Answered Live</p>
105	<p>I would like to note that I did not receive a survey prior to this change on Patrick Avenue. It is important to communicate with school administration, business owners, and places of worship.</p>	<p>Answered Live</p>
106	<p>You interrupted and ended the man talking about how this change isn't for the better, however for the man agreeing with you saying this is a good change you let him speak his full mind until the end.</p>	<p>Answered Live</p>
107	<p>I do not believe anyone is saying get rid of the bike lines. Simply swap the bike lane and the parking spot and everyone is getting their needs attended to</p>	<p>Thank you for your feedback. This is something that the City is looking into and considering.</p>
108	<p>there is no point of this, if you really see ,kids with bikes literally bike ride in the middle of the street. make a change.</p>	<p>Answered Live</p>

109	<p>My children attend St. Bede school and before this project was implemented, the traffic on Patrick and St Bede Lane was already bad and dangerous for pedestrians, other drivers and parents dropping off/picking up their children. During Covid, we've had previous events (supply pickup) and the vehicles lined up on Patrick Ave turning in to St. Bede Lane was ridiculous. We have an upcoming supply event on Friday and I hope that a city staff member can observe the traffic. Also, the one lane on Patrick Ave turning onto Tennyson (freeway) is not very safe. Please revisit this project. Thank you for your time.</p>	<p>The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists.</p> <p>Based on our traffic analysis of Patrick Avenue, we do not anticipate congestion being created from the project. However, Staff will continue to monitor and observe the traffic congestions on Patrick Avenue and address any concerns that may arise accordingly.</p>
110	<p>Pedestrian Safety -- Crossing the street. Walking on sidewalks. Are pedestrians walking in the street? I understand biking is a mode of transportation as I bike as well and have had bicycle friends get hit by a car. I applaud trying to make things better for all modes of transportation however reducing traffic to 1 lane was a horrible idea. I thank you for taking the time to listen to the public however I feel that this meeting is only to give the perception you will do something when in fact you will continue with this project and do nothing to address the issues that people are concerned about.</p>	<p>The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists.</p> <p>Based on our traffic analysis of Patrick Avenue, we do not anticipate congestion being created from the project. However, Staff will continue to monitor and observe the traffic congestions on Patrick Avenue and address any concerns that may arise accordingly.</p>
111	<p>Hey there just wondering this isn't a circus I'm not trying to wake up and have a bumper car contest with the other vehicle so please stop this childish act there are already fireworks everynight! That should explain that !</p>	<p>Answered Live</p>

112	Everyone on this call needs to join me and email all Hayward City Council and make your concerns.	Answered Live
113	My other concern -- is that you "thank people" for their comments however I want to understand if you are actually listening and will address the concerns of people with these questions.	Answered Live
114	I can help support the concerns. I am an elected member of the Alameda Central Committee and I can help push a resolution for the change.	The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists.
115	Swapping the bike lane with the parking lane makes it more dangerous for people to bike	Parking-protected bike lanes are safer for bicyclists because it eliminates the risk and fear of collision with vehicles.
116	It's not surprising that there aren't many bikes, because the bike lanes just end at Gading, so you have to go a mile out of the way down Schafer to get to Harder...	The City is prioritizing bike lane installation per the adopted Bicycle Facilities Recommendation Map to create a well-connected bicycle network. Additionally, we plan to extend the bike lanes from Gading Rd to Harder Rd in future projects.

117	I did not receive a survey as Principal of St. Bede Catholic School.	<p>Over 3,600 postcards were mailed to addresses in the vicinity of the Patrick Avenue project. The postcard included details on how to submit feedback on the proposed project and a link to the project webpage for more information.</p> <p>Information was advertised through various social media forums – Instagram, Facebook, Twitter, and NextDoor. The public was advised to email feedback for the Patrick Ave Traffic Calming Improvements to PatrickFeedback@hayward-ca.gov, respectively. On August 13, 2020, information on the Traffic Calming Project were advertised on the City's Instagram handle and Facebook page. Approximately every other day beginning August 13, 2020, tweets of the Patrick Avenue Traffic Calming project was tweeted from the City's Twitter account. On August 14, 2020, an article in the Hayward Stack was published and emailed to the approximately 70,000 subscribers on the distribution list and information was posted on NextDoor in the corresponding neighborhoods from the City's account.</p>
118	Something else to note, when Contreras Market gets deliveries, their tractor trailer blocks the lane right where it begins to merge to 1 lane on Patrick heading towards Tennyson.	Answered Live
119	I would like to know why you made the bike lane bigger in general? Did they not have enough space before? I dont understand why bikers need such a big lane. Its not like they are riding side by side they are going to ride behind each other.	<p>The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists. No bike lane had existed on Patrick Avenue previously.</p>
120	I saw a lot of bonjaglers already you guys don't know nothing so please stop with the nonsense and just get some brain cells stop acting like you smoke dick Fucken fagget stop sitting in a circle and jerking eachother other	Answered Live

121	<p>I rarely see bikers using these bikes lanes. removing lane has made traffic nighmare for all of us. We need our old second lane back.</p>	<p>The purpose of this project is to improve traffic safety on Patrick Avenue. The City has received requests from the public to address concerns of speeding on Patrick Avenue. After review of vehicular traffic volume, collision history, and vehicular speeds, Staff determined that Patrick Avenue had an average speed of up to 13 MPH over the posted speed limit and is overbuilt for the vehicular volume it serves. Removing a lane in each direction would do three things to improve safety without compromising congestion: reduce the overall average vehicular speeds, improve sight lines and visibility of pedestrians and bicyclists crossing the street, and provide a separation of vehicles and bicyclists.</p>
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