

# **CITY OF HAYWARD**

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



CITY OF  
**HAYWARD**  
HEART OF THE BAY

## **Agenda**

**Tuesday, September 27, 2022**

**7:00 PM**

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

## **City Council**

**CITY COUNCIL MEETING**

NOTICE: The City Council will hold a hybrid meeting in Council Chambers and virtually via Zoom.

*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:*

Participate in the Council Chambers or click link below to join the meeting:  
<https://hayward.zoom.us/j/85407475291?pwd=MzZiVDdBWjNJSTV0dFkrOTYwVnhLUT09>

Meeting ID: 854 0747 5291

Password: CC9/27@7pm

or

Dial: +1 669 900 6833 or +1 646 931 3860

Meeting ID: 854 0747 5291

Password: 4768265711

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 Márquez**

**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 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, items 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.        [CONS 22-492](#)        Adopt a Resolution Authorizing the City Manager to Execute an Amendment to the Existing Professional Services Agreement with Federal Engineering to Expand the Scope of Work to Include Ongoing Implementation Support Related to Dispatcher Hiring and Recruitment to Support the Hayward Evaluation and Response Team Program and to Increase the Contract Amount by \$74,500, Not-To-Exceed \$187,222

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

2.        [CONS 22-506](#)        Adopt a Resolution Authorizing the City Manager to Execute an Agreement with the East Bay Municipal Utility District (EBMUD) for the Implementation of the City/EBMUD Jointly Prepared East Bay Plain Subbasin Groundwater Sustainability Plan

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

3.     [CONS 22-507](#)     Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2023
- Attachments:**     [Attachment I Staff Report](#)  
                              [Attachment II Resolution](#)  
                              [Attachment III FY 2023 Salary Plan](#)
4.     [CONS 22-518](#)     Adopt Resolutions Authorizing the Sole Source Purchase of a Hydro Vactor from Owen Equipment Sales in an Amount Not-to-Exceed \$412,000 and Appropriating Additional Funds
- Attachments:**     [Attachment I Staff Report](#)  
                              [Attachment II Sole Source Purchase Resolution](#)  
                              [Attachment III Appropriation of Funds Resolution](#)
5.     [CONS 22-532](#)     Adopt a Resolution Allowing the City Council and Appointed Commissions/Task Forces and Council Committees to Hold Continued Teleconferenced Public Meetings Pursuant to AB 361
- Attachments:**     [Attachment I Staff Report](#)  
                              [Attachment II Resolution](#)  
                              [Attachment III Attachment to Resolution](#)
6.     [CONS 22-533](#)     Adopt a Resolution Accepting the Resignation of Ms. Lacei Ramirez-Amodei from the Community Services Commission, Effective Immediately
- Attachments:**     [Attachment I Staff Report](#)  
                              [Attachment II Resolution](#)  
                              [Attachment III Resignation Letter](#)
7.     [CONS 22-534](#)     Adopt a Resolution Appointing Ms. Elena Lepe to the Community Services Commission to Fill the Unexpired Term of Ms. Lacei Ramirez-Amodei
- Attachments:**     [Attachment I Staff Report](#)  
                              [Attachment II Resolution](#)

## WORK SESSION

*Work Session items are non-action items. Although the Council may discuss or direct staff to follow up on these items, no formal action will be taken. Any formal action will be placed on the agenda at a subsequent meeting in the action sections of the agenda.*

8. [WS 22-028](#) Fireworks: Update on Implementation of Hayward's Enhanced Approach to Education and Enforcement of Its Fireworks Ban (Report from Assistant City Manager Ott)

**Attachments:** [Attachment I Staff Report](#)  
[Attachment II Heat Map](#)  
[Attachment III Frequently Asked Questions](#)

## 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 4, 2022 \*\*\* Canceled \*\*\***

**SPECIAL MEETING: October 11, 2022**

## PUBLIC COMMENT RULES

*Any member of the public desiring to address the Council shall limit their 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.*

## 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 City website, Cable Channel 15 - KHRT, and YouTube. \*\*\**

*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 [cityclerk@hayward-ca.gov](mailto:cityclerk@hayward-ca.gov).*

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



# CITY OF HAYWARD

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**File #:** CONS 22-492

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**DATE:** September 27, 2022

**TO:** Mayor and City Council

**FROM:** City Manager

**SUBJECT**

Adopt a Resolution Authorizing the City Manager to Execute an Amendment to the Existing Professional Services Agreement with Federal Engineering to Expand the Scope of Work to Include Ongoing Implementation Support Related to Dispatcher Hiring and Recruitment to Support the Hayward Evaluation and Response Team Program and to Increase the Contract Amount by \$74,500, Not-To-Exceed \$187,222

**RECOMMENDATION**

That Council adopts a resolution (Attachment II) authorizing the City Manager to execute an amendment to the existing professional services agreement with Federal Engineering to expand the scope of work to include ongoing implementation support related to dispatcher hiring and recruitment to support the Hayward Evaluation and Response Team Program and to increase the contract amount by \$74,500, not-to-exceed \$187,222.

**SUMMARY**

On May 18, 2021, Council received the recommendations of the Public Safety Policy Innovation Workshop for nine pilot projects, authorized a budget allocation to support the projects, and directed staff to begin implementing the pilot projects in FY 2022. One of the nine projects was the creation of the Hayward Evaluation and Response Teams (HEART) program to address more appropriate response models for calls related to behavioral health (including substance abuse, mental illness, and homelessness).

One significant project identified was to complete a Dispatch Needs Assessment and Capacity Improvement Plan to support new public safety projects and initiatives. In October 2021, the City entered into agreement with Federal Engineering to conduct a Communications Center Needs Assessment and develop a five-year strategic plan. Following the final report from the Federal Engineering consultants (which will be presented to Council in November), staff initiated an analysis of dispatcher hiring and recruitment processes and requested additional subject matter expert support.

Staff recommends Council authorize an amendment to the existing agreement with Federal Engineering for a total amount not to exceed \$187,222 to include ongoing pre-implementation support. The proposed

amendment will broaden the scope of Federal Engineering's work to include ongoing process improvement and change management support. The amendment is for time and materials in the interim to continue moving the project forward pending the final presentation of FE's recommendations. The project's scope of work is based on time and materials up to \$74,500 to be appropriated from the General Fund.

## **ATTACHMENTS**

Attachment I Staff Report  
Attachment II Resolution  
Attachment III Contract Amendment





**DATE:** September 27, 2022

**TO:** Mayor and City Council

**FROM:** City Manager

**SUBJECT:** Adopt a Resolution Authorizing the City Manager to Execute an Amendment to the Agreement with Federal Engineering For an Additional \$74,500 to Include the Hiring of Subject Matter Expert(s) and Additional Support Staff to Implement Pilot Project Recommendations Not-To-Exceed \$187,222

## **RECOMMENDATION**

That Council adopts a resolution (Attachment II) authorizing the City Manager to execute an amendment to the existing professional services agreement with Federal Engineering to expand the scope of work to include ongoing implementation support related to dispatcher hiring and recruitment to support the Hayward Evaluation and Response Team Program and to increase the contract amount by \$74,500, not-to-exceed \$187,222.

## **SUMMARY**

On May 18, 2021, Council received the recommendations of the Public Safety Policy Innovation Workshop for nine pilot projects, authorized a budget allocation to support the projects, and directed staff to begin implementing the pilot projects in FY 2022.<sup>1</sup> One of the nine projects was the creation of the Hayward Evaluation and Response Teams (HEART) program to address more appropriate response models for calls related to behavioral health (including substance abuse, mental illness, and homelessness).

One significant project identified was to complete a Dispatch Needs Assessment and Capacity Improvement Plan to support new public safety projects and initiatives. In October 2021, the City entered into agreement with Federal Engineering to conduct a Communications Center Needs Assessment and develop a five-year strategic plan. Following the final report from the Federal Engineering consultants (which will be presented to Council in November), staff initiated an analysis of dispatcher hiring and recruitment processes and requested additional subject matter expert support.

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<sup>1</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=4955272&GUID=F899B470-2D3E-4373-9CE0-EF2552EB821D&Options=&Search=>

Staff recommends Council authorize an amendment to the existing agreement with Federal Engineering for a total amount not to exceed \$187,222 to include ongoing pre-implementation support. The proposed amendment will broaden the scope of Federal Engineering's work to include ongoing process improvement and change management support. The amendment is for time and materials in the interim to continue moving the project forward pending the final presentation of FE's recommendations. The project's scope of work is based on time and materials up to \$74,500 to be appropriated from the General Fund.

## **BACKGROUND**

On May 18, 2021, recommendations from the Public Safety Policy Innovation Workshop were presented to the City Council. The recommendations proposed nine pilot projects, including a Dispatch Needs Assessment & Capacity Improvement Plan and the creation of the Hayward Evaluation and Response Teams (HEART) program—a pilot program to develop alternative response models for calls related to behavioral health (including substance abuse, mental illness, and homelessness). At the May 18 meeting, Council allocated funding to support the projects, and directed staff to begin implementing the pilot projects in FY 2022.<sup>2</sup>

In October 2021, the City entered into an agreement for \$65,000 with Federal Engineering to conduct the Dispatch Needs Assessment and develop a five-year strategic plan. This assessment is complete, and staff will be bringing the recommendations to Council in November.

In addition to the Dispatch Needs Assessment, staff began to identify further barriers in the City's public safety data systems and data sharing processes as staff worked to roll out the HEART project. These barriers were making it challenging to collect and track data on the HEART pilot. To address these challenges, staff returned to Council on April 19, 2022, to seek approval to expand Federal Engineering's scope of services to include research and recommendations related to HEART-specific data systems and processes. At that meeting, Council authorized an additional \$47,800 to expand Federal Engineering's work scope, for a total not-to-exceed amount of \$112,722.<sup>3</sup>

## **DISCUSSION**

The Dispatch Needs Assessment & Capacity Improvement Plan pilot project, and the HEART program pilot project, are two of the nine proposed pilot projects recommended to the City Council following the Public Safety Policy Innovation Workshop, held in 2021. On May 18, 2021, Council allocated funding to support implementation of these projects, and directed staff to begin implementing the pilot projects in FY 2022.

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<sup>2</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=4955272&GUID=F899B470-2D3E-4373-9CE0-EF2552EB821D&Options=&Search=>

<sup>3</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=5558447&GUID=57060382-C1B4-4812-AAAE-93B2D63F28F7>

Before beginning the Dispatch Needs Assessment & Capacity Improvement Plan pilot project, staff used part of the funding allocated by Council, to enter into an Agreement with Federal Engineering, a public safety communications consulting firm, to conduct the Assessment and provide recommendations following the conclusion of the assessment. The contract between the City of Hayward and Federal Engineering was initially for \$65,000 and the parties entered into the Agreement in October of 2021.

In the meantime, staff also began working on the HEART program pilot project, which, as noted above, was developed in order to create alternative response models for calls related to behavioral health (including substance abuse, mental illness, and homelessness). As staff at the Hayward Communications Center (HCC) worked to implement the HEART Program, HCC staff noticed barriers in the City's public safety data systems and data sharing processes, which had not been identified before. These barriers were making it challenging for HCC staff to collect and track data on the HEART pilot. To address these challenges, staff returned to Council on April 19, 2022, to seek approval to expand Federal Engineering's scope of services (under the already existing contract, signed in October of 2021) to include that Federal Engineering conduct research and provide recommendations related to HEART specific data systems and processes. At that meeting, Council authorized an additional \$47,800 to expand Federal Engineering's scope, for a total not-to-exceed amount of \$112,722.<sup>4</sup>

Federal Engineering completed its research and recommendations related to the Dispatch Needs Assessment & Capacity Improvement Plan project and the HEART program project during the summer of 2022. Now that staff has begun to implement Federal Engineering's recommendations, staff has identified further barriers to staff's ability to implement the recommendations, including a lack of staff expertise in the use of the integrated data systems and a general lack of staff to assist with implementation, as more specifically detailed below. As such, staff is now returning to Council to request that the contract with Federal Engineering be amended a second time, to expand the scope of Federal Engineering's work with the City to include the hiring of implementation team support from Federal Engineering, to assist with the implementation of the recommendations. Staff is requesting an additional \$74,500 to support those efforts, bringing the total amount of the contract not to exceed \$187,222.

Based on the above, staff is proposing an expanded scope of work for Federal Engineering, which would include onsite and remote support to implement immediate changes in the recruitment, vetting, testing, and hiring process and to plan for long-term staffing strategies for the HCC. New industry standards use technology to improve evaluation methods for candidates, setting testing standards, initial hiring, and retention.

In addition to support with recruiting and hiring for the HCC, the proposed expanded scope of work includes the hiring of subject matter expert(s) to help staff evaluate the cost and feasibility of the recommendations from the Dispatch Needs Assessment & Capacity Improvement Plan pilot project. The recommendations require time-intensive process

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<sup>4</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=5558447&GUID=57060382-C1B4-4812-AAAE-93B2D63F28F7>

improvements, and the impacted departments do not have the staff capacity to evaluate or implement these improvements without outside support. Federal Engineering has identified subject matter experts and coordinated a team that will assist with dispatch operations and the HEART pilot program.

As such, staff is requesting an additional \$74,500 to expand Federal Engineering's scope, which would increase the total not-to-exceed amount for the contract to \$187,222 to include ongoing pre-implementation support. This funding would be appropriated from the General Fund.

Staff will return to Council in November 2022 to present recommendations from the completed Dispatch Needs Assessment and Capacity Improvement Plan.

Additional funds may be requested from Council to support the recommendations from Federal Engineering's report.

## **STRATEGIC ROADMAP**

This agenda item supports the Strategic Priority of Support Quality of Life. Specifically, this item relates to the development and implementation of the following projects:

Project Q5, Part 5.c: Community Safety Public Engagement and Policy Innovation Workshop Pilots/Projects; Implement Dispatch Needs Assessment and Capacity

## **FISCAL IMPACT**

The current estimated costs for the Communications/Dispatch Needs Assessment and Capacity Improvement Project are as follows:

<b>Federal Engineering Scope of Work</b>	<b>Amount</b>
Initial Dispatch Needs Assessment Services	\$64,922
HEART Program Data Workflow Planning	\$47,800
Pre-Implementation Support	\$74,500
<b>Total Amended Agreement (recommended)</b>	<b>\$187,222</b>

The proposed amendment to the professional services agreement with Federal Engineering will increase the contract amount by \$74,500. An increase in budget appropriation from General Fund reserves is required to amend the existing contract with Federal Engineering. The actual recommendations stemming from the report will also require additional funding and this will be presented to Council in November 2022.

## **NEXT STEPS**

If this item is approved, staff will amend the professional services agreement and increase the contract amount by \$74,500, for a total not-to-exceed \$187,222. Staff will return to

Council in November 2022 to present recommendations from the completed Dispatch Needs Assessment and Capacity Improvement Plan.

*Prepared by:* Shanalee Gallagher, Management Analyst

*Approved by:*

A handwritten signature in black ink, appearing to read 'McAdoo', with a long horizontal stroke extending to the right.

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Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 22-

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

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE AN AMENDMENT TO THE AGREEMENT WITH FEDERAL ENGINEERING FOR AN ADDITIONAL \$74,500 TO INCLUDE THE HIRING OF SUBJECT MATTER EXPERT(S) AND ADDITIONAL SUPPORT STAFF TO IMPLEMENT PILOT PROJECT RECOMMENDATIONS NOT-TO-EXCEED \$187,222

WHEREAS, Council directed staff to implement a public safety community engagement project designed to gather further information and experiences from Hayward community members to inform future policy discussions; and

WHEREAS, in May 2021, the City selected and allocated funding for nine pilot projects stemming from the public safety community engagement project, including a Dispatch Needs Assessment and Capacity Improvement Plan and the creation of the Hayward Evaluation and Response Teams (HEART) program; and

WHEREAS, in the Fall of 2021, the City entered into an Agreement with Federal Engineering Inc, an expert public safety communications consulting firm, for the development and execution of the dispatch needs assessment; and

WHEREAS, in April 2022, the City's contract with Federal Engineering was expanded to include research and recommendations related to the HEART pilot project; and

WHEREAS, in August 2022, following the completion of the Dispatch Needs Assessment and Capacity Improvement Plan and the completion of the recommendations related to HEART-specific data systems and processes, it was determined that additional subject matter expertise and support staff would be required to review the recommendations and begin implementation; and

WHEREAS, Federal Engineering, Inc. is able to provide additional expertise and support staff; and

WHEREAS, adjustments to the Federal Engineering Inc., contract are needed to continue ongoing pre-implementation support; and

WHEREAS, the recommended expanded scope of work is intended to help the Hayward Communications Center and Human Resources improve the City's testing, vetting, and hiring processes for dispatchers; and

**ATTACHMENT II**

WHEREAS, the agreement with Federal Engineering Inc. will be amended to reflect the additional services and corresponding costs.

NOW, THEREFORE, BE IT RESOLVED by the City Council that the City Manager is hereby authorized to execute an amendment to the agreement between the City and Federal Engineering for the expanded scope of work providing subject matter expertise and additional support staff; and

FURTHER, BE IT RESOLVED that the City Council of the City of Hayward hereby amends the budget resolution for the City of Hayward Operating Budget for FY 2022, and approves the appropriation of \$74,500 from the General Fund.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2022

ADOPTED BY THE FOLLOWING VOTE:

AYES:            COUNCIL MEMBERS:  
                     MAYOR:

NOES:           COUNCIL MEMBERS:

ABSTAIN:       COUNCIL MEMBERS:

ABSENT:        COUNCIL MEMBERS:

ATTEST: \_\_\_\_\_  
                 City Clerk of the City of Hayward

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney of the City of Hayward



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**File #:** CONS 22-506

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**DATE:** September 27, 2022

**TO:** Mayor and City Council

**FROM:** Director of Public Works

**SUBJECT**

Adopt a Resolution Authorizing the City Manager to Execute an Agreement with the East Bay Municipal Utility District (EBMUD) for the Implementation of the City/EBMUD Jointly Prepared East Bay Plain Subbasin Groundwater Sustainability Plan

**RECOMMENDATION**

That the Council adopts a resolution (Attachment II) authorizing the City Manager to execute an Agreement, in a form approved by the City Attorney, with EBMUD for Implementation of the East Bay Plain Subbasin Groundwater Sustainability Plan (GSP), jointly prepared by the City and EBMUD.

**SUMMARY**

In June 2017, the State formally designated Hayward as the Groundwater Sustainability Agency (GSA) for the portion of the East Bay Plain Groundwater Subbasin (EBP Subbasin) that underlies the City. EBMUD is the GSA for the remaining portion of the Subbasin that underlies the agency's service area. As a GSA, Hayward is responsible for developing and implementing a GSP to sustainably manage groundwater within its management area. Hayward and EBMUD worked together to prepare a single GSP for the EBP Subbasin, under the terms of a Cooperating Agreement. The governing bodies of each entity approved the GSP in December 2021, and it was submitted to the State in January 2022. Staff is requesting authorization to enter into an Implementation Agreement to work cooperatively with EBMUD to implement the GSP management actions necessary to ensure groundwater sustainability.

**ATTACHMENTS**

Attachment I Staff Report

Attachment II Resolution





**DATE:** September 27, 2022

**TO:** Mayor and City Council

**FROM:** Director of Public Works

**SUBJECT:** Adopt a Resolution Authorizing the City Manager to Execute an Agreement with the East Bay Municipal Utility District (EBMUD) for the Implementation of the City/EBMUD Jointly Prepared East Bay Plain Subbasin Groundwater Sustainability Plan

### **RECOMMENDATION**

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### **SUMMARY**

In June 2017, the State formally designated Hayward as the Groundwater Sustainability Agency (GSA) for the portion of the East Bay Plain Groundwater Subbasin (EBP Subbasin) that underlies the City. EBMUD is the GSA for the remaining portion of the Subbasin that underlies the agency's service area. As a GSA, Hayward is responsible for developing and implementing a GSP to sustainably manage groundwater within its management area. Hayward and EBMUD worked together to prepare a single GSP for the EBP Subbasin, under the terms of a Cooperating Agreement. The governing bodies of each entity approved the GSP in December 2021, and it was submitted to the State in January 2022. Staff is requesting authorization to enter into an Implementation Agreement to work cooperatively with EBMUD to implement the GSP management actions necessary to ensure groundwater sustainability.

### **BACKGROUND**

In response to extreme drought conditions and unprecedented low groundwater levels, Governor Jerry Brown signed three pieces of legislation in 2014, which are collectively referred to as the Sustainable Groundwater Management Act (SGMA) and created a statewide framework for sustainable, local groundwater management in California. As part of SGMA, local agencies in high- and medium-priority basins are required to form GSAs that have authority and responsibility for developing and implementing GSPs. The EBP Subbasin, which in part underlies Hayward, was deemed a medium-priority basin and subject to SGMA requirements. In June 2017, the State formally designated Hayward as the GSA for the portion of the EBP Subbasin that underlies the City. A primary responsibility of a GSA is to

development and implement a GSP to demonstrate that the Subbasin will be sustainably managed within twenty years of Plan implementation without adverse impacts.

The remainder of the EBP Subbasin underlies EBMUD's service area. The City and EBMUD entered into a Cooperating Agreement in June 2018 (subsequently amended three times) to work together to develop a single GSP for the entirety of the EBP Subbasin. This collaboration reduced duplication of technical work, improved communication with stakeholders across the entire EBP Subbasin, and resulted in a robust and effective GSP. The Hayward City Council and the EBMUD Board of Directors adopted the GSP for the EBP Subbasin on December 7<sup>1</sup> and December 14, 2021<sup>2</sup> respectively, and it was submitted to the State Department of Water Resources (DWR) on January 26, 2022.

The Cooperating Agreement anticipated the possibility of grant funding from DWR to expand on the original scope of work set forth in the Agreement. EBMUD and DWR have since entered into agreements for Proposition 1 and Proposition 68 grant funds totaling \$1,680,000 for additional monitoring and analysis, as well as developing a publicly accessible data management system. Some of this work is in progress and has not yet been completed.

It was also anticipated that a subsequent agreement would be developed and executed to address the governance structure, decision-making procedures, and allocation of costs and responsibilities relative to implementing the GSP to ensure coordinated management and compliance with SGMA. Staff from both agencies have been meeting regularly to develop an Implementation Agreement that allows for coordinated management of the EBP Subbasin while protecting each entity's interests.

## **DISCUSSION**

As documented in the adopted GSP, the EBP Subbasin is currently in a sustainable condition. Therefore, the key management actions primarily involve one-time data-gap filling activities and regular monitoring of the EBP Subbasin to ensure that undesirable results continue to be avoided. These management activities include:

- Installing new groundwater monitoring wells and stream gauges as necessary
- Monitoring groundwater levels, quality, and local stream flow
- Conducting habitat surveys to confirm and monitor groundwater dependent ecosystems
- Coordinating with local stakeholders, to share information and provide opportunity for input
- Developing and maintaining a publicly accessible data management system

Entering into an Implementation Agreement with EBMUD will allow the City to better leverage staff resources for these activities, as well as ensure consistent and effective management of the EBP Subbasin.

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<sup>1</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=5347830&GUID=2C82ACB9-EBCF-4AA1-B45C-65F1C3F2434B&Options=&Search=>

<sup>2</sup> <https://www.ebmud.com/water/about-your-water/water-supply/groundwater-sustainability-agencies>

The proposed Implementation Agreement calls for each party to be responsible for monitoring its portion of the EBP Subbasin and updating the data management system. Staff will be constructing new monitoring wells to ensure that the data collected is accurate and representative. This work is being funded through State grant funds that were obtained by EBMUD and the City during the joint GSP development. The parties will work together to implement habitat surveys. These surveys, which evaluate groundwater dependent ecosystems are critical to ensuring species resiliency and survival.

The proposed Agreement also includes stakeholder communication and engagement activities and specifically incorporates provisions to continue active stakeholder engagement during GSP implementation. In addition to ongoing efforts with the general public and interested parties, activities will include convening a Technical Advisory Committee to review data and reports, and an Inter-Basin Working Group to share information and coordinate management actions with representatives from adjacent groundwater basins.

In addition to the actions described above, the GSAs must complete annual reports and update the GSP every five years to account for new data and regulations. The proposed Implementation Agreement provides for the City and EBMUD to work cooperatively to prepare and submit the required annual reports, which is expected to be a significant effort. It is anticipated that the five-year update will also be a cooperative effort, and the parties plan to develop a separate Cooperating Agreement for this work in 2025.

### Cost Share

The proposed cost sharing arrangement for implementing the GSP generally mirrors the agreed-to cost share for the GSP development. The City will be responsible for 35% of costs associated with consultant assistance for reporting and for the costs of additional or supplemental joint projects that may become necessary in order to sustainably manage the Subbasin. These supplemental costs would be developed on a case-by-case basis. Hayward's share of costs for stakeholder engagement and communication will be 30%. Each party will continue to be responsible for its own internal staff costs.

### **ECONOMIC IMPACT**

SGMA provides mechanisms for GSAs to recover costs for groundwater management through water rates, pump and extraction fees, and grants. However, based on the anticipated actions, implementation of the GSP is not expected to have significant economic impacts on the City's water customers.

### **FISCAL IMPACT**

The Water Improvement Fund in the Capital Improvement Program CIP includes funds for groundwater-related activities, including preparation and implementation of the GSP. The existing allocation is sufficient to support near-term actions such as groundwater water monitoring and preparing the annual report. There will be no impact on the General Fund.

## **STRATEGIC ROADMAP**

This agenda item does not relate to one of the Council's six Strategic Priorities.

## **SUSTAINABILITY FEATURES**

The City's emergency wells are currently equipped to deliver water in the event of an earthquake or other disruptions to the City's imported surface water supplies. Implementation of the GSP ensures that the groundwater beneath the City is protected and sustainably managed to increase overall water supply reliability, maximize local sources, and diversify Hayward's water supply to help the City respond to future uncertainties and the effects of climate change.

## **PUBLIC CONTACT**

SGMA requires active stakeholder participation in GSP development and implementation to ensure common understanding and transparency. Key stakeholders in Hayward include large groundwater users and neighboring agencies such as the Hayward Area Parks and Recreation District, Chabot College, Alameda County, and the Alameda County Water District. The City and EBMUD developed a Stakeholder Communication and Engagement Plan that guides stakeholder outreach and incorporates a broad variety of communication methods. Regular meetings have been conducted with stakeholders and interested parties throughout development of the GSP.

As noted in the discussion, the proposed Implementation Agreement calls for continued active stakeholder engagement during GSP implementation, including a Technical Advisory Committee and an Inter-Basin Working Group to share information and coordinate management actions.

## **NEXT STEPS**

If the Council approves the recommended actions, staff will execute the proposed GSP Implementation Agreement with EBMUD.

*Prepared by:* Cheryl Muñoz, Water Resources Manager

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

*Approved by:*



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Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 22-

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

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE AN AGREEMENT  
WITH THE EAST BAY MUNICIPAL UTILITY DISTRICT (EBMUD) FOR THE  
IMPLEMENTATION OF THE CITY/EBMUD JOINTLY PREPARED EAST BAY PLAIN  
SUBBASIN GROUNDWATER SUSTAINABILITY PLAN

WHEREAS, the California Legislature adopted, and the Governor signed into law, the Sustainable Groundwater Management Act of 2014 (SGMA), which authorizes local agencies to ensure sustainable management of groundwater resources; and

WHEREAS, SGMA requires that by January 31, 2022, all groundwater basins designated by the California Department of Water Resources (DWR) as high- or medium-priority basins be managed under a single Groundwater Sustainability Plan (GSP), coordinated GSPs prepared by the Groundwater Sustainability Agency (GSA) or Agencies managing the basin, or an alternative plan, as provided for in Cal. Water Code Section 10720.7(a); and

WHEREAS, the East Bay Plain Subbasin 2-009.04 is subject to the provisions of SGMA; and

WHEREAS, Hayward and EBMUD are the exclusive GSAs for their respective management areas in the East Bay Plain Subbasin; and

WHEREAS, Hayward and EBMUD entered into a Cooperating Agreement on June 25, 2018 to prepare a single GSP for the East Bay Plain Subbasin, and the Cooperating Agreement was subsequently amended on March 19, 2019, December 22, 2020, and November 19, 2021; and

WHEREAS, the Hayward City Council adopted the GSP on December 7, 2021; and

WHEREAS, as part of the development of the Cooperating Agreement, as amended, the City and EBMUD planned to develop and enter into a subsequent agreement to implement the GSP to ensure coordinated management and compliance with SGMA in the East Bay Plain Subbasin; and

WHEREAS, the City and EBMUD have reached agreement on the provisions of an Implementation Agreement, including fair and equitable cost allocation.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward hereby authorizes the City Manager to execute the Implementation Agreement, in a form approved by the City Attorney, with EBMUD to work cooperatively to implement the East Bay Plain Subbasin GSP.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2022

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 22-507

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**DATE:** September 27, 2022

**TO:** Mayor and City Council

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

**SUBJECT**

Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2023

**RECOMMENDATION**

That Council adopts a Resolution (Attachment II) approving an amendment to the City of Hayward Salary Plan for Fiscal Year 2023 (FY 2023), which designates all classifications and corresponding salary ranges for employment in the City of Hayward as of September 26, 2022, superseding Resolution No. 22-188 and all amendments thereto.

**SUMMARY**

As required by the Municipal Code, the FY 2023 Salary Plan has been updated to reflect salary adjustments to various classifications. The Salary Plan and Classification Plan have also been updated to reflect the addition of the Chief Economic Development Officer. On September 15, 2022, the Personnel Commission held a public hearing in which it reviewed and recommended to Council the Salary Plan for each position in the City's classified service for FY 2023, effective September 26, 2022.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	FY 2023 Salary Plan



**DATE:** September 27, 2022

**TO:** Mayor and City Council

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

**SUBJECT:** Salary Plan Amendment: Adopt a Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2023

### **RECOMMENDATION**

That Council adopts a Resolution (Attachment II) approving an amendment to the City of Hayward Salary Plan for Fiscal Year 2023 (FY 2023), which designates all classifications and corresponding salary ranges for employment in the City of Hayward as of September 26, 2022, superseding Resolution No. 22-188 and all amendments thereto.

### **SUMMARY**

As required by the Municipal Code, the FY 2023 Salary Plan has been updated to reflect salary adjustments to various classifications. The Salary Plan and Classification Plan have also been updated to reflect the addition of the Chief Economic Development Officer. On September 15, 2022, the Personnel Commission held a public hearing in which it reviewed and recommended to Council the Salary Plan for each position in the City's classified service for FY 2023, effective September 26, 2022.

### **BACKGROUND AND DISCUSSION**

#### New Classifications:

*CHIEF ECONOMIC DEVELOPMENT OFFICER (U330):* In May 2022, the City Manager's Office (CMO) requested the creation of the Chief Economic Development Officer (CEDO) to lead the Economic Development Division currently led by an Economic Development Manager. The change in title is intended to reflect the higher level of work being performed and the higher degree of independence expected of the CEDO. The salary will be set internally to ten percent (10%) above Economic Development Manager (H170). The salary range for the Chief Economic Development Officer is \$76.69 per hour at Step A and \$93.23 per hour at Step E.

#### Salary Adjustments:

*PARALEGAL (U195):* The salary range for Paralegal is internally set to be ten percent (10%) above Legal Secretary II (C935). To maintain the internal relationship between this position



and Legal Secretary II, Paralegal shall receive a 2.49% adjustment effective September 26, 2022. The salary range for Paralegal is \$39.88 per hour at Step A and \$48.48 per hour at Step E.

*SENIOR PARALEGAL (U196):* The salary range for Senior Paralegal is internally set to be ten percent (10%) above Paralegal (U195). To maintain the internal relationship between this position and Paralegal, Senior Paralegal shall receive a 2.52% adjustment effective September 26, 2022. The salary range for Senior Paralegal is \$43.88 per hour at Step A and \$53.33 per hour at Step E.

*PURCHASING TECHNICIAN (C345):* The salary range for Purchasing Technician is internally set to be equivalent to Finance Technician (C320). To maintain the internal relationship between this position and Finance Technician, Purchasing Technician shall receive a 9.98% salary adjustment effective September 26, 2022. The salary range for Purchasing Technician is \$38.77 per hour at Step A and \$47.13 per hour at Step E.

*FINANCE SUPERVISOR (H155):* The salary range for Finance Supervisor is internally set to be equivalent to Financial Analyst (H165). To maintain the internal relationship between this position and Financial Analyst, Finance Supervisor shall receive a 1.11% salary adjustment effective September 26, 2022. The salary range for Finance Supervisor is \$50.75 per hour at Step A and \$61.67 per hour at Step E.

*HUMAN RESOURCES TECHNICIAN (U100):* In line with the City's classification and compensation philosophy, the salary range for Human Resources Technician should be ten (10%) below Human Resources Analyst I (U110), which follows the natural career progression in the Human Resources Department. Over the last few years, the salary range for Human Resources Technician has fallen significantly behind that of Human Resources Analyst I (U110) and remains approximately 34% below Human Resources Analyst I. To correct the internal relationship between this position and Human Resources Analyst I, Human Resources Technician shall receive a 24.83% adjustment effective September 26, 2022. The salary range for Human Resources Technician is \$41.79 per hour at Step A and \$50.77 per hour at Step E.

#### Salary Corrections:

In July 2022, classifications in the Service Employees International Union, Local 1021 (SEIU), received a three percent (3%) COLA. The salary ranges provided for Finance Technician (C320) and Data Systems Operator (C450) that were presented to the Personnel Commission on June 15, 2022 erroneously failed to reflect the 3% COLA. As such, salary ranges for Finance Technician and Data Systems Operator have been revised to reflect the 3% COLA adjustment effective July 1, 2022.

*FINANCE TECHNICIAN (C320):* The salary range for Finance Technician is \$38.77 per hour at Step A and \$47.13 at Step E.

*DATA SYSTEMS OPERATOR (C450):* The salary range for the Data Systems Operator shall be \$31.86 at Step A and \$38.32 Step E.

*SENIOR TRANSPORTATION ENGINEER (H215):* Pursuant to Section 7.16 of the HAME MOU (Supervisory Differential,) the Senior Transportation Engineer shall maintain a minimum pay differential of ten percent (10%) above the Associate Transportation Engineer (T240). The Senior Transportation Engineer erroneously did not receive a 1.02% salary adjustment to maintain a ten percent (10%) differential when the Associate Transportation Engineer received a COLA increase in August 2021. As such, the Senior Transportation Engineer shall receive a retroactive 1.02% percent salary adjustment effective the pay period that includes August 20, 2021. The salary range for the Senior Transportation Engineer is \$66.39 per hour at Step A and \$80.69 per hour at Step E.

*UTILITIES MAINTENANCE MECHANIC (M415):* The salary range for Utilities Maintenance Mechanic is internally set to be equivalent to WPCF Operator (M930). Utilities Maintenance Mechanic should have received a 1.03% adjustment when the WPCF Operator received a salary adjustment in March 2022. As such, the Utilities Maintenance Mechanic shall receive a retroactive 1.03% salary adjustment effective March 28, 2022. The salary range for the Utilities Maintenance Mechanic is \$48.54 per hour at Step A and \$56.76 per hour at Step E.

## **FISCAL IMPACT**

*CHIEF ECONOMIC DEVELOPMENT OFFICER:* The additional annual fiscal impact for Chief Economic Development Officer is an increase of approximately \$17, 721.65 to the General Fund. Budget adjustments will be included in the FY 2023 mid-year budget process.

*PARALEGAL:* The additional annual fiscal impact for Paralegal is an increase of approximately \$2,394.89 to the Risk Fund. Budget adjustments will be included in the FY 2023 mid-year budget process.

*SENIOR PARALEGAL:* The additional annual fiscal impact for Senior Paralegal is an increase of approximately \$4,659.60 to the General Fund. Budget adjustments will be included in the FY 2023 mid-year budget process.

*PURCHASING TECHNICIAN:* The additional annual fiscal impact for Purchasing Technician is an increase of approximately \$7,225.87 to the General Fund. Budget adjustments will be included in the FY 2023 mid-year budget process.

*FINANCE SUPERVISOR:* The additional annual fiscal impact for Finance Supervisor is an increase of approximately \$1,163.91 to the General Fund. Budget adjustments will be included in the FY 2023 mid-year budget process.

*HUMAN RESOURCES TECHNICIAN:* The additional annual fiscal impact for Human Resources Technician is an increase of approximately \$42,240.49 to the General Fund and \$41,391.89 to the Worker's Compensation Fund, for a total of \$83,632.38. Budget adjustments will be included in the FY 2023 mid-year budget process.

*FINANCE TECHNICIAN:* This was an agreement-based adjustment that was included in the FY 2023 Adopted Operating Budget. Therefore, there is no additional fiscal impact.

*DATA SYSTEMS OPERATOR:* The agreement-based adjustment was included in the FY 2023 Adopted Operating Budget. Therefore, there is no additional fiscal impact.

*SENIOR TRANSPORTATION ENGINEER:* The additional annual fiscal impact for Senior Transportation Engineer is an increase of approximately \$4,155.96 to the General Fund. Budget adjustments will be included in the FY 2023 mid-year budget process.

*UTILITIES MAINTENANCE MECHANIC:* The additional annual fiscal impact for Utilities Maintenance Mechanic is an increase of approximately \$1,913.48 to the Water Fund, \$6,155.36 to the Wastewater Fund, and \$20.60 to the Stormwater Fund, for a total fiscal impact of \$8,089.44. Budget adjustments will be included in the FY 2023 mid-year budget process.

## **STRATEGIC ROADMAP**

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

## **NEXT STEPS**

If approved, salary adjustments will be implemented by the Human Resources Department and Finance Department and will be reflected in the employees' paychecks dated October 14, 2022, with appropriate retroactive payments based on the dates in the report.

*Prepared by:* Valeria Cazares, Acting Human Resources Analyst I

*Recommended by:* Kakshi Master, Acting Deputy Director of Human Resources  
Regina Youngblood, Assistant City Manager/Interim Director of Human Resources

Approved by:



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Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 22-\_\_\_\_\_

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

RESOLUTION APPROVING THE AMENDED FISCAL YEAR 2023 SALARY PLAN DESIGNATING SALARY RANGES FOR POSITIONS OF EMPLOYMENT IN THE CITY OF HAYWARD; AND SUPERSEDING RESOLUTION NO. 22-188 AND ALL AMENDMENTS THERETO

WHEREAS, the Salary Plan has been revised to reflect the addition of the Chief Economic Development Officer and salary adjustments to various other classifications; and

WHEREAS, the revised Salary Plan was reviewed and recommended to Council by the Personnel Commission in a Public Hearing held on September 15, 2022; and

WHEREAS, the current pay rates for these classifications must be adjusted to ensure the salary range is reflective of these changes.

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

Section 1. That a revised Positions and Salaries Schedule relating to the positions of employment in the City of Hayward, and the hourly rates of pay for those positions are 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. 22-188 and all amendments thereto.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2022

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 2023**

ATTACHMENT III  
Presented to  
Personnel Commission  
on September 15, 2022  
Approved by Council  
September 27, 2022

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				145.49	
			Bi-Weekly				11,639.20	
			Monthly				25,218.27	
			Annual				302,619.20	
CITY ATTORNEY	A100	Unclassified	Hourly				120.33	
			Bi-Weekly				9,626.40	
			Monthly				20,857.20	
			Annual				250,286.40	
CITY CLERK	A110	Unclassified	Hourly				77.78	
			Bi-Weekly				6,222.40	
			Monthly				13,481.87	
			Annual				161,782.40	
ASSISTANT CITY MANAGER	U735	Unclassified	Hourly	101.63	106.72	112.05	117.65	123.53
			Bi-Weekly	8,130.40	8,537.60	8,964.00	9,412.00	9,882.40
			Monthly	17,615.87	18,498.13	19,422.00	20,392.67	21,411.87
			Annual	211,390.40	221,977.60	233,064.00	244,712.00	256,942.00
CHIEF OF POLICE	P500	Unclassified	Hourly	102.84	107.97	113.38	119.05	124.99
			Bi-Weekly	8,227.20	8,637.60	9,070.40	9,524.00	9,999.20
			Monthly	17,825.60	18,714.80	19,652.53	20,635.33	21,664.93
			Annual	213,907.20	224,577.60	235,830.40	247,624.00	259,979.20
COMMUNICATIONS AND MARKETING OFFICER / PUBLIC INFORMATION OFFICER (PIO)	U311	Unclassified	Hourly	71.14	74.71	78.42	82.37	86.49
			Bi-Weekly	5,691.20	5,976.80	6,273.60	6,589.60	6,919.20
			Monthly	12,330.93	12,949.73	13,592.80	14,277.47	14,991.60
			Annual	147,971.20	155,396.80	163,113.60	171,329.60	179,899.20
DEPUTY CITY MANAGER	U505	Unclassified	Hourly	92.73	97.36	102.23	107.36	112.71
			Bi-Weekly	7,418.40	7,788.80	8,178.40	8,588.80	9,016.80
			Monthly	16,073.20	16,875.73	17,719.87	18,609.07	19,536.40
			Annual	192,878.40	202,508.80	212,638.40	223,308.80	234,436.80
DIRECTOR OF DEVELOPMENT SERVICES	U700	Unclassified	Hourly	88.96	93.40	98.09	102.99	108.13
			Bi-Weekly	7,116.80	7,472.00	7,847.20	8,239.20	8,650.40
			Monthly	15,419.73	16,189.33	17,002.27	17,851.60	18,742.53
			Annual	185,036.80	194,272.00	204,027.20	214,219.20	224,910.40
DIRECTOR OF FINANCE	U725	Unclassified	Hourly	88.96	93.40	98.09	102.99	108.13
			Bi-Weekly	7,116.80	7,472.00	7,847.20	8,239.20	8,650.40
			Monthly	15,419.73	16,189.33	17,002.27	17,851.60	18,742.53
			Annual	185,036.80	194,272.00	204,027.20	214,219.20	224,910.40
DIRECTOR OF HUMAN RESOURCES	U705	Unclassified	Hourly	95.51	100.27	105.29	110.55	116.07
			Bi-Weekly	7,640.80	8,021.60	8,423.20	8,844.00	9,285.60
			Monthly	16,555.07	17,380.13	18,250.27	19,162.00	20,118.80
			Annual	198,660.80	208,561.60	219,003.20	229,944.00	241,425.60
DIRECTOR OF INFORMATION TECHNOLOGY / CHIEF INFORMATION OFFICER (CIO)	U720	Unclassified	Hourly	94.31	98.99	103.96	109.17	114.62
			Bi-Weekly	7,544.80	7,919.20	8,316.80	8,733.60	9,169.60
			Monthly	16,347.07	17,158.27	18,019.73	18,922.80	19,867.47
			Annual	196,164.80	205,899.20	216,236.80	227,073.60	238,409.60
DIRECTOR OF LIBRARY SERVICES	U710	Unclassified	Hourly	88.96	93.40	98.09	102.99	108.13
			Bi-Weekly	7,116.80	7,472.00	7,847.20	8,239.20	8,650.40
			Monthly	15,419.73	16,189.33	17,002.27	17,851.60	18,742.53
			Annual	185,036.80	194,272.00	204,027.20	214,219.20	224,910.40
DIRECTOR OF MAINTENANCE SERVICES	U715	Unclassified	Hourly	88.96	93.40	98.09	102.99	108.13
			Bi-Weekly	7,116.80	7,472.00	7,847.20	8,239.20	8,650.40
			Monthly	15,419.73	16,189.33	17,002.27	17,851.60	18,742.53
			Annual	185,036.80	194,272.00	204,027.20	214,219.20	224,910.40
DIRECTOR OF PUBLIC WORKS	U730	Unclassified	Hourly	92.39	97.03	101.87	106.99	112.31
			Bi-Weekly	7,391.20	7,762.40	8,149.60	8,559.20	8,984.80
			Monthly	16,014.27	16,818.53	17,657.47	18,544.93	19,467.07
			Annual	192,171.20	201,822.40	211,889.60	222,539.20	233,604.80
FIRE CHIEF	F800	Unclassified	Hourly	115.05	120.78	126.84	133.18	139.84
			Bi-Weekly	9,204.00	9,662.40	10,147.20	10,654.40	11,187.20
			Monthly	19,942.00	20,935.20	21,985.60	23,084.53	24,238.93
			Annual	239,304.00	251,222.40	263,827.20	277,014.40	290,867.20

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2023**

ATTACHMENT III  
Presented to  
Personnel Commission  
on September 15, 2022  
Approved by Council  
September 27, 2022

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
CITY WIDE ADMINISTRATIVE/ANALYTICAL SUPPORT								
SENIOR MANAGEMENT ANALYST	H115	Classified	Hourly	55.59	58.34	61.26	64.32	67.53
			Bi-Weekly	4,447.20	4,667.20	4,900.80	5,145.60	5,402.40
			Monthly	9,635.60	10,112.27	10,618.40	11,148.80	11,705.20
			Annual	115,627.20	121,347.20	127,420.80	133,785.60	140,462.40
MANAGEMENT ANALYST II	H110	Classified	Hourly	50.54	53.07	55.72	58.50	61.41
			Bi-Weekly	4,043.20	4,245.60	4,457.60	4,680.00	4,912.80
			Monthly	8,760.27	9,198.80	9,658.13	10,140.00	10,644.40
			Annual	105,123.20	110,385.60	115,897.60	121,680.00	127,732.80
MANAGEMENT ANALYST I	H105	Classified	Hourly	45.95	48.26	50.66	53.18	55.84
			Bi-Weekly	3,676.00	3,860.80	4,052.80	4,254.40	4,467.20
			Monthly	7,964.67	8,365.07	8,781.07	9,217.87	9,678.93
			Annual	95,576.00	100,380.80	105,372.80	110,614.40	116,147.20
EXECUTIVE ASSISTANT	U315	Unclassified	Hourly	44.85	46.91	49.03	51.13	53.38
			Bi-Weekly	3,588.00	3,752.80	3,922.40	4,090.40	4,270.40
			Monthly	7,774.00	8,131.07	8,498.53	8,862.53	9,252.53
			Annual	93,288.00	97,572.80	101,982.40	106,350.40	111,030.40
ADMINISTRATIVE SUPERVISOR	H120	Classified	Hourly	44.42	46.62	48.96	51.38	53.96
			Bi-Weekly	3,553.60	3,729.60	3,916.80	4,110.40	4,316.80
			Monthly	7,699.47	8,080.80	8,486.40	8,905.87	9,353.07
			Annual	92,393.60	96,969.60	101,836.80	106,870.40	112,236.80
ADMINISTRATIVE SECRETARY	C120	Classified	Hourly	41.57	43.28	44.98	46.68	48.53
			Bi-Weekly	3,325.60	3,462.40	3,598.40	3,734.40	3,882.40
			Monthly	7,205.47	7,501.87	7,796.53	8,091.20	8,411.87
			Annual	86,465.60	90,022.40	93,558.40	97,094.40	100,942.40
SENIOR SECRETARY	C115	Classified	Hourly	38.00	39.48	41.09	42.60	44.24
			Bi-Weekly	3,040.00	3,158.40	3,287.20	3,408.00	3,539.20
			Monthly	6,586.67	6,843.20	7,122.27	7,384.00	7,668.27
			Annual	79,040.00	82,118.40	85,467.20	88,608.00	92,019.20
SECRETARY	C110	Classified	Hourly	33.44	34.97	36.74	38.44	40.26
			Bi-Weekly	2,675.20	2,797.60	2,939.20	3,075.20	3,220.80
			Monthly	5,796.27	6,061.47	6,368.27	6,662.93	6,978.40
			Annual	69,555.20	72,737.60	76,419.20	79,955.20	83,740.80
ADMINISTRATIVE CLERK II	C105	Classified	Hourly	29.32	30.53	31.77	33.19	34.82
			Bi-Weekly	2,345.60	2,442.40	2,541.60	2,655.20	2,785.60
			Monthly	5,082.13	5,291.87	5,506.80	5,752.93	6,035.47
			Annual	60,985.60	63,502.40	66,081.60	69,035.20	72,425.60
ADMINISTRATIVE CLERK I	C100	Classified	Hourly	25.81	27.19	28.56	30.09	31.66
			Bi-Weekly	2,064.80	2,175.20	2,284.80	2,407.20	2,532.80
			Monthly	4,473.73	4,712.93	4,950.40	5,215.60	5,487.73
			Annual	53,684.80	56,555.20	59,404.80	62,587.20	65,852.80
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			17.73	18.59	19.53
			Bi-Weekly			1,418.40	1,487.20	1,562.40
			Monthly			3,073.20	3,222.27	3,385.20
			Annual			36,878.40	38,667.20	40,622.40

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CITY WIDE MAINTENANCE								
ELECTRICIAN II	M410	Classified	Hourly	48.62	50.55	52.54	54.78	57.04
			Bi-Weekly	3,889.60	4,044.00	4,203.20	4,382.40	4,563.20
			Monthly	8,427.47	8,762.00	9,106.93	9,495.20	9,886.93
			Annual	101,129.60	105,144.00	109,283.20	113,942.40	118,643.20
ELECTRICIAN I	M405	Classified	Hourly	44.21	46.03	47.85	49.85	51.89
			Bi-Weekly	3,536.80	3,682.40	3,828.00	3,988.00	4,151.20
			Monthly	7,663.07	7,978.53	8,294.00	8,640.67	8,994.27
			Annual	91,956.80	95,742.40	99,528.00	103,688.00	107,931.20
MAINTENANCE WORKER	M305	Classified	Hourly	37.78	39.28	40.88	42.32	43.96
			Bi-Weekly	3,022.40	3,142.40	3,270.40	3,385.60	3,516.80
			Monthly	6,548.53	6,808.53	7,085.87	7,335.47	7,619.73
			Annual	78,582.40	81,702.40	85,030.40	88,025.60	91,436.80
LABORER	M200 M300 M830 M905	Classified	Hourly	28.73	29.79	30.97	32.24	33.39
	Bi-Weekly		2,298.40	2,383.20	2,477.60	2,579.20	2,671.20	
	Monthly		4,979.87	5,163.60	5,368.13	5,588.27	5,787.60	
	Annual		59,758.40	61,963.20	64,417.60	67,059.20	69,451.20	
CITY ATTORNEY DEPARTMENT								
SENIOR ASSISTANT CITY ATTORNEY	U215	Classified	Hourly	84.27	88.52	92.94	97.59	102.47
			Bi-Weekly	6,741.60	7,081.60	7,435.20	7,807.20	8,197.60
			Monthly	14,606.80	15,343.47	16,109.60	16,915.60	17,761.47
			Annual	175,281.60	184,121.60	193,315.20	202,987.20	213,137.60
ASSISTANT CITY ATTORNEY	U210	Classified	Hourly	76.62	80.45	84.50	88.71	93.14
			Bi-Weekly	6,129.60	6,436.00	6,760.00	7,096.80	7,451.20
			Monthly	13,280.80	13,944.67	14,646.67	15,376.40	16,144.27
			Annual	159,369.60	167,336.00	175,760.00	184,516.80	193,731.20
DEPUTY CITY ATTORNEY II	U205	Classified	Hourly	63.35	66.49	69.81	73.29	76.99
			Bi-Weekly	5,068.00	5,319.20	5,584.80	5,863.20	6,159.20
			Monthly	10,980.67	11,524.93	12,100.40	12,703.60	13,344.93
			Annual	131,768.00	138,299.20	145,204.80	152,443.20	160,139.20
DEPUTY CITY ATTORNEY I	U200	Classified	Hourly	57.57	60.45	63.47	66.65	69.98
			Bi-Weekly	4,605.60	4,836.00	5,077.60	5,332.00	5,598.40
			Monthly	9,978.80	10,478.00	11,001.47	11,552.67	12,129.87
			Annual	119,745.60	125,736.00	132,017.60	138,632.00	145,558.40
SENIOR PARALEGAL	U196	Classified	Hourly	43.88	46.09	48.38	50.79	53.33
			Bi-Weekly	3,510.40	3,687.20	3,870.40	4,063.20	4,266.40
			Monthly	7,605.87	7,988.93	8,385.87	8,803.60	9,243.87
			Annual	91,270.40	95,867.20	100,630.40	105,643.20	110,926.40
PARALEGAL	U195	Classified	Hourly	39.88	41.88	43.98	46.16	48.48
			Bi-Weekly	3,190.40	3,350.40	3,518.40	3,692.80	3,878.40
			Monthly	6,912.53	7,259.20	7,623.20	8,001.07	8,403.20
			Annual	82,950.40	87,110.40	91,478.40	96,012.80	100,838.40
LEGAL SECRETARY II	C935	Classified	Hourly	36.09	38.19	41.06	41.92	44.07
			Bi-Weekly	2,887.20	3,055.20	3,284.80	3,353.60	3,525.60
			Monthly	6,255.60	6,619.60	7,117.07	7,266.13	7,638.80
			Annual	75,067.20	79,435.20	85,404.80	87,193.60	91,665.60
LEGAL SECRETARY I	C930	Classified	Hourly	32.50	34.21	36.02	37.96	39.96
			Bi-Weekly	2,600.00	2,736.80	2,881.60	3,036.80	3,196.80
			Monthly	5,633.33	5,929.73	6,243.47	6,579.73	6,926.40
			Annual	67,600.00	71,156.80	74,921.60	78,956.80	83,116.80
CITY CLERK DEPARTMENT								
DEPUTY CITY CLERK	H500	Classified	Hourly	50.54	53.08	55.71	58.50	61.42
			Bi-Weekly	4,043.20	4,246.40	4,456.80	4,680.00	4,913.60
			Monthly	8,760.27	9,200.53	9,656.40	10,140.00	10,646.13
			Annual	105,123.20	110,406.40	115,876.80	121,680.00	127,753.60



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CITY MANAGER DEPARTMENT								
OFFICE OF THE CITY MANAGER								
ASSISTANT TO CITY MANAGER	U320	Unclassified	Hourly	56.17	58.98	61.92	65.02	68.26
			Bi-Weekly	4,493.60	4,718.40	4,953.60	5,201.60	5,460.80
			Monthly	9,736.13	10,223.20	10,732.80	11,270.13	11,831.73
			Annual	116,833.60	122,678.40	128,793.60	135,241.60	141,980.80
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified	Hourly	36.49	38.27	40.31	42.31	44.36
			Bi-Weekly	2,919.20	3,061.60	3,224.80	3,384.80	3,548.80
			Monthly	6,324.93	6,633.47	6,987.07	7,333.73	7,689.07
			Annual	75,899.20	79,601.60	83,844.80	88,004.80	92,268.80
DIGITAL APPLICATIONS DEVELOPER	T470	Classified	Hourly	51.80	54.37	57.09	59.94	62.95
			Bi-Weekly	4,144.00	4,349.60	4,567.20	4,795.20	5,036.00
			Monthly	8,978.67	9,424.13	9,895.60	10,389.60	10,911.33
			Annual	107,744.00	113,089.60	118,747.20	124,675.20	130,936.00
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	69.72	73.21	76.88	80.74	84.75
			Bi-Weekly	5,577.60	5,856.80	6,150.40	6,459.20	6,780.00
			Monthly	12,084.80	12,689.73	13,325.87	13,994.93	14,690.00
			Annual	145,017.60	152,276.80	159,910.40	167,939.20	176,280.00
COMMUNITY PROGRAMS SPECIALIST	T705	Classified	Hourly	45.50	47.87	50.30	52.77	55.35
			Bi-Weekly	3,640.00	3,829.60	4,024.00	4,221.60	4,428.00
			Monthly	7,886.67	8,297.47	8,718.67	9,146.80	9,594.00
			Annual	94,640.00	99,569.60	104,624.00	109,761.60	115,128.00
SENIOR PROPERTY REHABILITATION SPECIALIST	T730	Classified	Hourly	50.03	52.63	55.30	58.04	60.87
			Bi-Weekly	4,002.40	4,210.40	4,424.00	4,643.20	4,869.60
			Monthly	8,671.87	9,122.53	9,585.33	10,060.27	10,550.80
			Annual	104,062.40	109,470.40	115,024.00	120,723.20	126,609.60
PROPERTY REHABILITATION SPECIALIST	T725	Classified	Hourly	45.50	47.87	50.30	52.77	55.35
			Bi-Weekly	3,640.00	3,829.60	4,024.00	4,221.60	4,428.00
			Monthly	7,886.67	8,297.47	8,718.67	9,146.80	9,594.00
			Annual	94,640.00	99,569.60	104,624.00	109,761.60	115,128.00
PARATRANSIT COORDINATOR	T715	Classified	Hourly	43.38	45.54	47.74	50.17	52.62
			Bi-Weekly	3,470.40	3,643.20	3,819.20	4,013.60	4,209.60
			Monthly	7,519.20	7,893.60	8,274.93	8,696.13	9,120.80
			Annual	90,230.40	94,723.20	99,299.20	104,353.60	109,449.60
ECONOMIC DEVELOPMENT								
CHIEF ECONOMIC DEVELOPMENT OFFICER	U330	Classified	Hourly	76.69	80.53	84.57	88.81	93.23
			Bi-Weekly	6,135.20	6,442.40	6,765.60	7,104.80	7,458.40
			Monthly	13,292.93	13,958.53	14,658.80	15,393.73	16,159.87
			Annual	159,515.20	167,502.40	175,905.60	184,724.80	193,918.40
ECONOMIC DEVELOPMENT MANAGER	H710	Classified	Hourly	69.72	73.21	76.88	80.74	84.75
			Bi-Weekly	5,577.60	5,856.80	6,150.40	6,459.20	6,780.00
			Monthly	12,084.80	12,689.73	13,325.87	13,994.93	14,690.00
			Annual	145,017.60	152,276.80	159,910.40	167,939.20	176,280.00
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified	Hourly	49.38	51.86	54.39	57.16	59.95
			Bi-Weekly	3,950.40	4,148.80	4,351.20	4,572.80	4,796.00
			Monthly	8,559.20	8,989.07	9,427.60	9,907.73	10,391.33
			Annual	102,710.40	107,868.80	113,131.20	118,892.80	124,696.00
NEIGHBORHOOD PARTNERSHIP SERVICES								
NEIGHBORHOOD DEVELOPMENT MANAGER	H735	Classified	Hourly	68.85	72.26	75.87	79.66	83.65
			Bi-Weekly	5,508.00	5,780.80	6,069.60	6,372.80	6,692.00
			Monthly	11,934.00	12,525.07	13,150.80	13,807.73	14,499.33
			Annual	143,208.00	150,300.80	157,809.60	165,692.80	173,992.00
NEIGHBORHOOD PARTNERSHIP MANAGER	H730	Classified	Hourly	61.90	65.00	68.23	71.66	75.24
			Bi-Weekly	4,952.00	5,200.00	5,458.40	5,732.80	6,019.20
			Monthly	10,729.33	11,266.67	11,826.53	12,421.07	13,041.60
			Annual	128,752.00	135,200.00	141,918.40	149,052.80	156,499.20

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HOUSING AUTHORITY								
HOUSING MANAGER	H715	Classified	Hourly	69.72	73.21	76.88	80.74	84.75
			Bi-Weekly	5,577.60	5,856.80	6,150.40	6,459.20	6,780.00
			Monthly	12,084.80	12,689.73	13,325.87	13,994.93	14,690.00
			Annual	145,017.60	152,276.80	159,910.40	167,939.20	176,280.00
HOUSING DEVELOPMENT SPECIALIST	T750	Classified	Hourly	49.38	51.86	54.39	57.16	59.95
			Bi-Weekly	3,950.40	4,148.80	4,351.20	4,572.80	4,796.00
			Monthly	8,559.20	8,989.07	9,427.60	9,907.73	10,391.33
			Annual	102,710.40	107,868.80	113,131.20	118,892.80	124,696.00
HOMEOWNERSHIP COORDINATOR	T710	Classified	Hourly	43.38	45.54	47.74	50.17	52.62
			Bi-Weekly	3,470.40	3,643.20	3,819.20	4,013.60	4,209.60
			Monthly	7,519.20	7,893.60	8,274.93	8,696.13	9,120.80
			Annual	90,230.40	94,723.20	99,299.20	104,353.60	109,449.60
DEVELOPMENT SERVICES DEPARTMENT								
DEVELOPMENT SERVICE ADMINISTRATION								
DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	U515	Classified	Hourly	81.07	85.15	89.41	93.87	98.58
			Bi-Weekly	6,485.60	6,812.00	7,152.80	7,509.60	7,886.40
			Monthly	14,052.13	14,759.33	15,497.73	16,270.80	17,087.20
			Annual	168,625.60	177,112.00	185,972.80	195,249.60	205,046.40
BUILDING DIVISION								
CITY BUILDING OFFICIAL	H335	Classified	Hourly	71.57	75.16	78.90	82.88	87.00
			Bi-Weekly	5,725.60	6,012.80	6,312.00	6,630.40	6,960.00
			Monthly	12,405.47	13,027.73	13,676.00	14,365.87	15,080.00
			Annual	148,865.60	156,332.80	164,112.00	172,390.40	180,960.00
SUPERVISING BUILDING INSPECTOR	H330	Classified	Hourly	61.08	64.13	67.34	70.71	74.25
			Bi-Weekly	4,886.40	5,130.40	5,387.20	5,656.80	5,940.00
			Monthly	10,587.20	11,115.87	11,672.27	12,256.40	12,870.00
			Annual	127,046.40	133,390.40	140,067.20	147,076.80	154,440.00
SENIOR BUILDING INSPECTOR/STRUCTURAL	T365	Classified	Hourly	53.77	56.64	59.50	62.30	65.41
			Bi-Weekly	4,301.60	4,531.20	4,760.00	4,984.00	5,232.80
			Monthly	9,320.13	9,817.60	10,313.33	10,798.67	11,337.73
			Annual	111,841.60	117,811.20	123,760.00	129,584.00	136,052.80
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360	Classified	Hourly	53.77	56.64	59.50	62.30	65.41
			Bi-Weekly	4,301.60	4,531.20	4,760.00	4,984.00	5,232.80
			Monthly	9,320.13	9,817.60	10,313.33	10,798.67	11,337.73
			Annual	111,841.60	117,811.20	123,760.00	129,584.00	136,052.80
SENIOR BUILDING INSPECTOR/ELECTRICAL	T355	Classified	Hourly	53.77	56.64	59.50	62.30	65.41
			Bi-Weekly	4,301.60	4,531.20	4,760.00	4,984.00	5,232.80
			Monthly	9,320.13	9,817.60	10,313.33	10,798.67	11,337.73
			Annual	111,841.60	117,811.20	123,760.00	129,584.00	136,052.80
BUILDING INSPECTOR	T350	Classified	Hourly	46.42	48.61	51.08	53.68	57.19
			Bi-Weekly	3,713.60	3,888.80	4,086.40	4,294.40	4,575.20
			Monthly	8,046.13	8,425.73	8,853.87	9,304.53	9,912.93
			Annual	96,553.60	101,108.80	106,246.40	111,654.40	118,955.20
PLAN CHECKING ENGINEER	T335	Classified	Hourly	57.03	59.78	62.80	66.08	69.43
			Bi-Weekly	4,562.40	4,782.40	5,024.00	5,286.40	5,554.40
			Monthly	9,885.20	10,361.87	10,885.33	11,453.87	12,034.53
			Annual	118,622.40	124,342.40	130,624.00	137,446.40	144,414.40
SUPERVISING PLAN CHECKER AND EXPEDITOR	H325	Classified	Hourly	64.82	68.05	71.47	75.05	78.81
			Bi-Weekly	5,185.60	5,444.00	5,717.60	6,004.00	6,304.80
			Monthly	11,235.47	11,795.33	12,388.13	13,008.67	13,660.40
			Annual	134,825.60	141,544.00	148,657.60	156,104.00	163,924.80
SENIOR PLAN CHECKER	T330	Classified	Hourly	53.77	56.64	59.50	62.30	65.41
			Bi-Weekly	4,301.60	4,531.20	4,760.00	4,984.00	5,232.80
			Monthly	9,320.13	9,817.60	10,313.33	10,798.67	11,337.73
			Annual	111,841.60	117,811.20	123,760.00	129,584.00	136,052.80
PLAN CHECKER	T325	Classified	Hourly	48.90	51.46	54.09	56.66	59.49
			Bi-Weekly	3,912.00	4,116.80	4,327.20	4,532.80	4,759.20
			Monthly	8,476.00	8,919.73	9,375.60	9,821.07	10,311.60
			Annual	101,712.00	107,036.80	112,507.20	117,852.80	123,739.20

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SUPERVISING PERMIT TECHNICIAN	H340	Classified	Hourly	43.60	45.78	48.06	50.47	52.99
			Bi-Weekly	3,488.00	3,662.40	3,844.80	4,037.60	4,239.20
			Monthly	7,557.33	7,935.20	8,330.40	8,748.13	9,184.93
			Annual	90,688.00	95,222.40	99,964.80	104,977.60	110,219.20
SENIOR PERMIT TECHNICIAN	C205	Classified	Hourly	40.20	41.86	43.48	45.36	47.67
			Bi-Weekly	3,216.00	3,348.80	3,478.40	3,628.80	3,813.60
			Monthly	6,968.00	7,255.73	7,536.53	7,862.40	8,262.80
			Annual	83,616.00	87,068.80	90,438.40	94,348.80	99,153.60
PERMIT TECHNICIAN II	C200	Classified	Hourly	36.25	37.68	39.21	40.91	42.97
			Bi-Weekly	2,900.00	3,014.40	3,136.80	3,272.80	3,437.60
			Monthly	6,283.33	6,531.20	6,796.40	7,091.07	7,448.13
			Annual	75,400.00	78,374.40	81,556.80	85,092.80	89,377.60
PERMIT TECHNICIAN I	C199	Classified	Hourly	32.95	34.25	35.64	37.16	39.06
			Bi-Weekly	2,636.00	2,740.00	2,851.20	2,972.80	3,124.80
			Monthly	5,711.33	5,936.67	6,177.60	6,441.07	6,770.40
			Annual	68,536.00	71,240.00	74,131.20	77,292.80	81,244.80
PLANNING DIVISION								
PLANNING MANAGER	H320	Classified	Hourly	71.90	75.48	79.25	83.20	87.39
			Bi-Weekly	5,752.00	6,038.40	6,340.00	6,656.00	6,991.20
			Monthly	12,462.67	13,083.20	13,736.67	14,421.33	15,147.60
			Annual	149,552.00	156,998.40	164,840.00	173,056.00	181,771.20
PRINCIPAL PLANNER	H315	Classified	Hourly	61.90	65.00	68.23	71.66	75.24
			Bi-Weekly	4,952.00	5,200.00	5,458.40	5,732.80	6,019.20
			Monthly	10,729.33	11,266.67	11,826.53	12,421.07	13,041.60
			Annual	128,752.00	135,200.00	141,918.40	149,052.80	156,499.20
SENIOR PLANNER	H310	Classified	Hourly	55.47	58.22	61.14	64.19	67.40
			Bi-Weekly	4,437.60	4,657.60	4,891.20	5,135.20	5,392.00
			Monthly	9,614.80	10,091.47	10,597.60	11,126.27	11,682.67
			Annual	115,377.60	121,097.60	127,171.20	133,515.20	140,192.00
ASSOCIATE PLANNER	T315	Classified	Hourly	49.51	51.94	54.53	57.33	60.08
			Bi-Weekly	3,960.80	4,155.20	4,362.40	4,586.40	4,806.40
			Monthly	8,581.73	9,002.93	9,451.87	9,937.20	10,413.87
			Annual	102,980.80	108,035.20	113,422.40	119,246.40	124,966.40
ASSISTANT PLANNER	T310	Classified	Hourly	40.64	42.62	44.91	47.11	49.51
			Bi-Weekly	3,251.20	3,409.60	3,592.80	3,768.80	3,960.80
			Monthly	7,044.27	7,387.47	7,784.40	8,165.73	8,581.73
			Annual	84,531.20	88,649.60	93,412.80	97,988.80	102,980.80
JUNIOR PLANNER	T305	Classified	Hourly	36.03	37.92	39.70	41.70	43.73
			Bi-Weekly	2,882.40	3,033.60	3,176.00	3,336.00	3,498.40
			Monthly	6,245.20	6,572.80	6,881.33	7,228.00	7,579.87
			Annual	74,942.40	78,873.60	82,576.00	86,736.00	90,958.40
DEVELOPMENT REVIEW SPECIALIST	T320	Classified	Hourly	45.46	47.65	50.27	52.73	55.41
			Bi-Weekly	3,636.80	3,812.00	4,021.60	4,218.40	4,432.80
			Monthly	7,879.73	8,259.33	8,713.47	9,139.87	9,604.40
			Annual	94,556.80	99,112.00	104,561.60	109,678.40	115,252.80
LANDSCAPE ARCHITECT	H300	Classified	Hourly	65.36	68.62	72.06	75.66	79.46
			Bi-Weekly	5,228.80	5,489.60	5,764.80	6,052.80	6,356.80
			Monthly	11,329.07	11,894.13	12,490.40	13,114.40	13,773.07
			Annual	135,948.80	142,729.60	149,884.80	157,372.80	165,276.80
ASSOCIATE LANDSCAPE ARCHITECT	T370	Classified	Hourly	49.51	51.94	54.53	57.33	60.08
			Bi-Weekly	3,960.80	4,155.20	4,362.40	4,586.40	4,806.40
			Monthly	8,581.73	9,002.93	9,451.87	9,937.20	10,413.87
			Annual	102,980.80	108,035.20	113,422.40	119,246.40	124,966.40
CODE ENFORCEMENT DIVISION								
CODE ENFORCEMENT MANAGER	H703	Classified	Hourly	56.57	59.40	62.35	65.47	68.73
			Bi-Weekly	4,525.60	4,752.00	4,988.00	5,237.60	5,498.40
			Monthly	9,805.47	10,296.00	10,807.33	11,348.13	11,913.20
			Annual	117,665.60	123,552.00	129,688.00	136,177.60	142,958.40
CODE ENFORCEMENT SUPERVISOR	H700	Classified	Hourly	49.17	51.64	54.23	56.92	59.78
			Bi-Weekly	3,933.60	4,131.20	4,338.40	4,553.60	4,782.40
			Monthly	8,522.80	8,950.93	9,399.87	9,866.13	10,361.87
			Annual	102,273.60	107,411.20	112,798.40	118,393.60	124,342.40
SENIOR CODE ENFORCEMENT INSPECTOR	T610	Classified	Hourly	48.56	50.99	53.53	56.21	59.02
			Bi-Weekly	3,884.80	4,079.20	4,282.40	4,496.80	4,721.60
			Monthly	8,417.07	8,838.27	9,278.53	9,743.07	10,230.13
			Annual	101,004.80	106,059.20	111,342.40	116,916.80	122,761.60
CODE ENFORCEMENT INSPECTOR II	T605	Classified	Hourly	44.14	46.33	48.64	51.09	53.63
			Bi-Weekly	3,531.20	3,706.40	3,891.20	4,087.20	4,290.40
			Monthly	7,650.93	8,030.53	8,430.93	8,855.60	9,295.87
			Annual	91,811.20	96,366.40	101,171.20	106,267.20	111,550.40
CODE ENFORCEMENT INSPECTOR I	T600	Classified	Hourly	40.12	42.12	44.21	46.43	48.77
			Bi-Weekly	3,209.60	3,369.60	3,536.80	3,714.40	3,901.60
			Monthly	6,954.13	7,300.80	7,663.07	8,047.87	8,453.47
			Annual	83,449.60	87,609.60	91,956.80	96,574.40	101,441.60

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Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
FINANCE DEPARTMENT								
ADMINISTRATION DIVISION								
DEPUTY DIRECTOR OF FINANCE	U500	Classified	Hourly	74.08	77.78	81.67	85.76	90.03
			Bi-Weekly	5,926.40	6,222.40	6,533.60	6,860.80	7,202.40
			Monthly	12,840.53	13,481.87	14,156.13	14,865.07	15,605.20
			Annual	154,086.40	161,782.40	169,873.60	178,380.80	187,262.40
BUDGET OFFICER	H170	Classified	Hourly	58.21	61.14	64.18	67.39	70.74
			Bi-Weekly	4,656.80	4,891.20	5,134.40	5,391.20	5,659.20
			Monthly	10,089.73	10,597.60	11,124.53	11,680.93	12,261.60
			Annual	121,076.80	127,171.20	133,494.40	140,171.20	147,139.20
FINANCIAL ANALYST	H165	Classified	Hourly	50.75	53.28	55.92	58.72	61.67
			Bi-Weekly	4,060.00	4,262.40	4,473.60	4,697.60	4,933.60
			Monthly	8,796.67	9,235.20	9,692.80	10,178.13	10,689.47
			Annual	105,560.00	110,822.40	116,313.60	122,137.60	128,273.60
FINANCE TECHNICIAN	C320	Classified	Hourly	38.77	40.70	42.73	44.87	47.13
			Bi-Weekly	3,101.60	3,256.00	3,418.40	3,589.60	3,770.40
			Monthly	6,720.13	7,054.67	7,406.53	7,777.47	8,169.20
			Annual	80,641.60	84,656.00	88,878.40	93,329.60	98,030.40
ACCOUNTING DIVISION								
ACCOUNTING MANAGER	H150	Classified	Hourly	67.34	70.69	74.22	77.93	81.84
			Bi-Weekly	5,387.20	5,655.20	5,937.60	6,234.40	6,547.20
			Monthly	11,672.27	12,252.93	12,864.80	13,507.87	14,185.60
			Annual	140,067.20	147,035.20	154,377.60	162,094.40	170,227.20
SENIOR ACCOUNTANT	H145	Classified	Hourly	51.05	53.58	56.25	59.06	62.00
			Bi-Weekly	4,084.00	4,286.40	4,500.00	4,724.80	4,960.00
			Monthly	8,848.67	9,287.20	9,750.00	10,237.07	10,746.67
			Annual	106,184.00	111,446.40	117,000.00	122,844.80	128,960.00
ACCOUNTANT	H140	Classified	Hourly	46.38	48.69	51.13	53.67	56.37
			Bi-Weekly	3,710.40	3,895.20	4,090.40	4,293.60	4,509.60
			Monthly	8,039.20	8,439.60	8,862.53	9,302.80	9,770.80
			Annual	96,470.40	101,275.20	106,350.40	111,633.60	117,249.60
SENIOR ACCOUNT CLERK	C305	Classified	Hourly	33.57	35.20	36.73	38.49	40.29
			Bi-Weekly	2,685.60	2,816.00	2,938.40	3,079.20	3,223.20
			Monthly	5,818.80	6,101.33	6,366.53	6,671.60	6,983.60
			Annual	69,825.60	73,216.00	76,398.40	80,059.20	83,803.20
ACCOUNT CLERK	C300	Classified	Hourly	30.58	31.95	33.45	34.98	36.75
			Bi-Weekly	2,446.40	2,556.00	2,676.00	2,798.40	2,940.00
			Monthly	5,300.53	5,538.00	5,798.00	6,063.20	6,370.00
			Annual	63,606.40	66,456.00	69,576.00	72,758.40	76,440.00
REVENUE DIVISION								
REVENUE MANAGER	H160	Classified	Hourly	67.34	70.69	74.22	77.93	81.84
			Bi-Weekly	5,387.20	5,655.20	5,937.60	6,234.40	6,547.20
			Monthly	11,672.27	12,252.93	12,864.80	13,507.87	14,185.60
			Annual	140,067.20	147,035.20	154,377.60	162,094.40	170,227.20
FINANCE SUPERVISOR	H155	Classified	Hourly	50.75	53.28	55.92	58.72	61.67
			Bi-Weekly	4,060.00	4,262.40	4,473.60	4,697.60	4,933.60
			Monthly	8,796.67	9,235.20	9,692.80	10,178.13	10,689.47
			Annual	105,560.00	110,822.40	116,313.60	122,137.60	128,273.60
SUPERVISING CUSTOMER ACCOUNT CLERK	C332	Classified	Hourly	36.45	38.29	40.17	42.19	44.31
			Bi-Weekly	2,916.00	3,063.20	3,213.60	3,375.20	3,544.80
			Monthly	6,318.00	6,636.93	6,962.80	7,312.93	7,680.40
			Annual	75,816.00	79,643.20	83,553.60	87,755.20	92,164.80
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified	Hourly	33.57	35.20	36.73	38.49	40.29
			Bi-Weekly	2,685.60	2,816.00	2,938.40	3,079.20	3,223.20
			Monthly	5,818.80	6,101.33	6,366.53	6,671.60	6,983.60
			Annual	69,825.60	73,216.00	76,398.40	80,059.20	83,803.20
CUSTOMER ACCOUNT CLERK	C325	Classified	Hourly	30.58	31.95	33.45	34.98	36.75
			Bi-Weekly	2,446.40	2,556.00	2,676.00	2,798.40	2,940.00
			Monthly	5,300.53	5,538.00	5,798.00	6,063.20	6,370.00
			Annual	63,606.40	66,456.00	69,576.00	72,758.40	76,440.00
MAIL AND REVENUE CLERK	C322	Classified	Hourly	25.81	27.19	28.56	30.09	31.66
			Bi-Weekly	2,064.80	2,175.20	2,284.80	2,407.20	2,532.80
			Monthly	4,473.73	4,712.93	4,950.40	5,215.60	5,487.73
			Annual	53,684.80	56,555.20	59,404.80	62,587.20	65,852.80
PURCHASING DIVISION								
PURCHASING AND SERVICES MANAGER	H180	Classified	Hourly	58.20	61.11	64.16	67.36	70.71
			Bi-Weekly	4,656.00	4,888.80	5,132.80	5,388.80	5,656.80
			Monthly	10,088.00	10,592.40	11,121.07	11,675.73	12,256.40
			Annual	121,056.00	127,108.80	133,452.80	140,108.80	147,076.80
PURCHASING TECHNICIAN	C345	Classified	Hourly	38.77	40.70	42.73	44.87	47.13
			Bi-Weekly	3,101.60	3,256.00	3,418.40	3,589.60	3,770.40
			Monthly	6,720.13	7,054.67	7,406.53	7,777.47	8,169.20
			Annual	80,641.60	84,656.00	88,878.40	93,329.60	98,030.40
MAIL AND PURCHASING CLERK	C335	Classified	Hourly	27.84	29.24	30.60	32.20	33.77
			Bi-Weekly	2,227.20	2,339.20	2,448.00	2,576.00	2,701.60
			Monthly	4,825.60	5,068.27	5,304.00	5,581.33	5,853.47
			Annual	57,907.20	60,819.20	63,648.00	66,976.00	70,241.60

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FIRE DEPARTMENT								
SWORN								
DEPUTY FIRE CHIEF (40 HR)	F600	Classified	Hourly	104.59	109.82	115.32	121.09	127.13
			Bi-Weekly	8,367.20	8,785.60	9,225.60	9,687.20	10,170.40
			Monthly	18,128.93	19,035.47	19,988.80	20,988.93	22,035.87
			Annual	217,547.20	228,425.60	239,865.60	251,867.20	264,430.40
FIRE MARSHAL - EMT (40 HR)	F401	Classified	Hourly	84.20	88.42	92.84	97.48	102.35
			Bi-Weekly	6,736.00	7,073.60	7,427.20	7,798.40	8,188.00
			Monthly	14,594.67	15,326.13	16,092.27	16,896.53	17,740.67
			Annual	175,136.00	183,913.60	193,107.20	202,758.40	212,888.00
FIRE MARSHAL (40 HR)	F400	Classified	Hourly	90.95	95.50	100.27	105.28	110.55
			Bi-Weekly	7,276.00	7,640.00	8,021.60	8,422.40	8,844.00
			Monthly	15,764.67	16,553.33	17,380.13	18,248.53	19,162.00
			Annual	189,176.00	198,640.00	208,561.60	218,982.40	229,944.00
FIRE TRAINING OFFICER (40 HR)	F420	Classified	Hourly	90.95	95.50	100.27	105.28	110.55
			Bi-Weekly	7,276.00	7,640.00	8,021.60	8,422.40	8,844.00
			Monthly	15,764.67	16,553.33	17,380.13	18,248.53	19,162.00
			Annual	189,176.00	198,640.00	208,561.60	218,982.40	229,944.00
BATTALION CHIEF (56 HR)	F410	Classified	Hourly	59.05	62.00	65.11	68.37	71.79
			Bi-Weekly	6,613.60	6,944.00	7,292.32	7,657.44	8,040.48
			Monthly	14,329.47	15,045.33	15,800.03	16,591.12	17,421.04
			Annual	171,953.60	180,544.00	189,600.32	199,093.44	209,052.48
BATTALION CHIEF (40 HR)	F415	Classified	Hourly	82.67	86.80	91.16	95.72	100.49
			Bi-Weekly	6,613.60	6,944.00	7,292.80	7,657.60	8,039.20
			Monthly	14,329.47	15,045.33	15,801.07	16,591.47	17,418.27
			Annual	171,953.60	180,544.00	189,612.80	199,097.60	209,019.20
STAFF FIRE CAPTAIN (40 HR)	F240	Classified	Hourly			79.61	83.59	87.77
			Bi-Weekly			6,368.80	6,687.20	7,021.60
			Monthly			13,799.07	14,488.93	15,213.47
			Annual			165,588.80	173,867.20	182,561.60
STAFF FIRE CAPTAIN - EMT (40 HR)	F241	Classified	Hourly			73.71	77.39	81.26
			Bi-Weekly			5,896.80	6,191.20	6,500.80
			Monthly			12,776.40	13,414.27	14,085.07
			Annual			153,316.80	160,971.20	169,020.80
FIRE CAPTAIN (56 HR)	F245	Classified	Hourly			51.68	54.26	56.99
			Bi-Weekly			5,788.16	6,077.12	6,382.88
			Monthly			12,541.01	13,167.09	13,829.57
			Annual			150,492.16	158,005.12	165,954.88
FIRE CAPTAIN (40 HR)	F250	Classified	Hourly			72.37	75.98	79.77
			Bi-Weekly			5,789.60	6,078.40	6,381.60
			Monthly			12,544.13	13,169.87	13,826.80
			Annual			150,529.60	158,038.40	165,921.60
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified	Hourly	43.80	45.97	48.26	50.68	53.21
			Bi-Weekly	4,905.60	5,148.64	5,405.12	5,676.16	5,959.52
			Monthly	10,628.80	11,155.39	11,711.09	12,298.35	12,912.29
			Annual	127,545.60	133,864.64	140,533.12	147,580.16	154,947.52
FIRE PREVENTION INSPECTOR - EMT (40 HR)	F221	Classified	Hourly	56.73	59.57	62.55	65.68	68.96
			Bi-Weekly	4,538.40	4,765.60	5,004.00	5,254.40	5,516.80
			Monthly	9,833.20	10,325.47	10,842.00	11,384.53	11,953.07
			Annual	117,998.40	123,905.60	130,104.00	136,614.40	143,436.80
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified	Hourly	61.26	64.34	67.55	70.93	74.46
			Bi-Weekly	4,900.80	5,147.20	5,404.00	5,674.40	5,956.80
			Monthly	10,618.40	11,152.27	11,708.67	12,294.53	12,906.40
			Annual	127,420.80	133,827.20	140,504.00	147,534.40	154,876.80
APPARATUS OPERATOR (56 HR)	F210	Classified	Hourly	41.46	43.53	45.71	48.00	50.39
			Bi-Weekly	4,643.52	4,875.36	5,119.52	5,376.00	5,643.68
			Monthly	10,060.96	10,563.28	11,092.29	11,648.00	12,227.97
			Annual	120,731.52	126,759.36	133,107.52	139,776.00	146,735.68
APPARATUS OPERATOR - EMT (56 HR)	F211	Classified	Hourly	38.40	40.30	42.33	44.44	46.66
			Bi-Weekly	4,300.80	4,513.60	4,740.96	4,977.28	5,225.92
			Monthly	9,318.40	9,779.47	10,272.08	10,784.11	11,322.83
			Annual	111,820.80	117,353.60	123,264.96	129,409.28	135,873.92
APPARATUS OPERATOR (40 HR)	F215	Classified	Hourly	57.99	60.89	63.93	67.12	70.49
			Bi-Weekly	4,639.20	4,871.20	5,114.40	5,369.60	5,639.20
			Monthly	10,051.60	10,554.27	11,081.20	11,634.13	12,218.27
			Annual	120,619.20	126,651.20	132,974.40	139,609.60	146,619.20
FIREFIGHTER (56 HR)	F200	Classified	Hourly	39.07	41.03	43.08	45.24	47.51
			Bi-Weekly	4,375.84	4,595.36	4,824.96	5,066.88	5,321.12
			Monthly	9,480.99	9,956.61	10,454.08	10,978.24	11,529.09
			Annual	113,771.84	119,479.36	125,448.96	131,738.88	138,349.12
FIREFIGHTER (40 HR)	F205	Classified	Hourly	54.72	57.44	60.30	63.33	66.50
			Bi-Weekly	4,377.60	4,595.20	4,824.00	5,066.40	5,320.00
			Monthly	9,484.80	9,956.27	10,452.00	10,977.20	11,526.67
			Annual	113,817.60	119,475.20	125,424.00	131,726.40	138,320.00
FIREFIGHTER TRAINEE (40 HR)	F100	Classified	Hourly	47.38	49.74			
			Bi-Weekly	3,790.40	3,979.20			
			Monthly	8,212.53	8,621.60			
			Annual	98,550.40	103,459.20			



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PROFESSIONAL STAFF							
HAZARDOUS MATERIALS PROGRAM COORDINATOR	H590	Classified	Hourly	63.13	66.28	69.59	73.08
			Bi-Weekly	5,050.40	5,302.40	5,567.20	5,846.40
			Monthly	10,942.53	11,488.53	12,062.27	12,667.20
			Annual	131,310.40	137,862.40	144,747.20	152,006.40
FIRE PROTECTION ENGINEER	T510	Classified	Hourly	57.03	59.78	62.80	66.08
			Bi-Weekly	4,562.40	4,782.40	5,024.00	5,286.40
			Monthly	9,885.20	10,361.87	10,885.33	11,453.87
			Annual	118,622.40	124,342.40	130,624.00	137,446.40
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified	Hourly	55.55	58.33	61.22	64.28
			Bi-Weekly	4,444.00	4,666.40	4,897.60	5,142.40
			Monthly	9,628.67	10,110.53	10,611.47	11,141.87
			Annual	115,544.00	121,326.40	127,337.60	133,702.40
ENVIRONMENTAL SPECIALIST	T505	Classified	Hourly	55.61	58.38	61.30	64.38
			Bi-Weekly	4,448.80	4,670.40	4,904.00	5,150.40
			Monthly	9,639.07	10,119.20	10,625.33	11,159.20
			Annual	115,668.80	121,430.40	127,504.00	133,910.40
HAZARDOUS MATERIALS INSPECTOR	T500	Classified	Hourly	52.98	55.62	58.41	61.33
			Bi-Weekly	4,238.40	4,449.60	4,672.80	4,906.40
			Monthly	9,183.20	9,640.80	10,124.40	10,630.53
			Annual	110,198.40	115,689.60	121,492.80	127,566.40
FIRE SERVICES SUPERVISOR	H580	Classified	Hourly	55.59	58.38	61.27	64.33
			Bi-Weekly	4,447.20	4,670.40	4,901.60	5,146.40
			Monthly	9,635.60	10,119.20	10,620.13	11,150.53
			Annual	115,627.20	121,430.40	127,441.60	133,806.40
SENIOR FIRE TECHNICIAN	C260	Classified	Hourly	40.20	41.86	43.48	45.36
			Bi-Weekly	3,216.00	3,348.80	3,478.40	3,628.80
			Monthly	6,968.00	7,255.73	7,536.53	7,862.40
			Annual	83,616.00	87,068.80	90,438.40	94,348.80
FIRE TECHNICIAN II	C255	Classified	Hourly	35.36	37.12	38.98	40.94
			Bi-Weekly	2,828.80	2,969.60	3,118.40	3,275.20
			Monthly	6,129.07	6,434.13	6,756.53	7,096.27
			Annual	73,548.80	77,209.60	81,078.40	85,155.20
FIRE TECHNICIAN I	C250	Classified	Hourly	32.12	33.72	35.41	37.18
			Bi-Weekly	2,569.60	2,697.60	2,832.80	2,974.40
			Monthly	5,567.47	5,844.80	6,137.73	6,444.53
			Annual	66,809.60	70,137.60	73,652.80	77,334.40
HUMAN RESOURCES DEPARTMENT							
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified	Hourly	72.63	76.25	80.07	84.08
			Bi-Weekly	5,810.40	6,100.00	6,405.60	6,726.40
			Monthly	12,589.20	13,216.67	13,878.80	14,573.87
			Annual	151,070.40	158,600.00	166,545.60	174,886.40
HUMAN RESOURCES MANAGER	U135	Classified	Hourly	55.81	58.60	61.53	64.61
			Bi-Weekly	4,464.80	4,688.00	4,922.40	5,168.80
			Monthly	9,673.73	10,157.33	10,665.20	11,199.07
			Annual	116,084.80	121,888.00	127,982.40	134,388.80
SENIOR HUMAN RESOURCES ANALYST	U120	Classified	Hourly	55.60	58.35	61.27	64.33
			Bi-Weekly	4,448.00	4,668.00	4,901.60	5,146.40
			Monthly	9,637.33	10,114.00	10,620.13	11,150.53
			Annual	115,648.00	121,368.00	127,441.60	133,806.40
HUMAN RESOURCES ANALYST II	U115	Classified	Hourly	50.55	53.08	55.73	58.50
			Bi-Weekly	4,044.00	4,246.40	4,458.40	4,680.00
			Monthly	8,762.00	9,200.53	9,659.87	10,140.00
			Annual	105,144.00	110,406.40	115,918.40	121,680.00
HUMAN RESOURCES ANALYST I	U110	Classified	Hourly	45.95	48.27	50.67	53.18
			Bi-Weekly	3,676.00	3,861.60	4,053.60	4,254.40
			Monthly	7,964.67	8,366.80	8,782.80	9,217.87
			Annual	95,576.00	100,401.60	105,393.60	110,614.40
HUMAN RESOURCES TECHNICIAN	U100	Classified	Hourly	41.79	43.89	46.09	48.37
			Bi-Weekly	3,343.20	3,511.20	3,687.20	3,869.60
			Monthly	7,243.60	7,607.60	7,988.93	8,384.13
			Annual	86,923.20	91,291.20	95,867.20	100,609.60
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified	Hourly	43.66	45.45	47.24	49.02
			Bi-Weekly	3,492.80	3,636.00	3,779.20	3,921.60
			Monthly	7,567.73	7,878.00	8,188.27	8,496.80
			Annual	90,812.80	94,536.00	98,259.20	101,961.60

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LIBRARY SERVICES DEPARTMENT							
LIBRARY SERVICES DIVISION							
LIBRARY OPERATIONS MANAGER	H755	Classified	Hourly	48.16	50.56	53.09	55.73
			Bi-Weekly	3,852.80	4,044.80	4,247.20	4,458.40
			Monthly	8,347.73	8,763.73	9,202.27	9,659.87
			Annual	100,172.80	105,164.80	110,427.20	115,918.40
SUPERVISING LIBRARIAN I	H750	Classified	Hourly	48.16	50.56	53.09	55.73
			Bi-Weekly	3,852.80	4,044.80	4,247.20	4,458.40
			Monthly	8,347.73	8,763.73	9,202.27	9,659.87
			Annual	100,172.80	105,164.80	110,427.20	115,918.40
LIBRARIAN II	T795	Classified	Hourly	38.15	40.07	41.99	44.13
			Bi-Weekly	3,052.00	3,205.60	3,359.20	3,530.40
			Monthly	6,612.67	6,945.47	7,278.27	7,649.20
			Annual	79,352.00	83,345.60	87,339.20	91,790.40
LIBRARIAN I	T790	Classified	Hourly	34.60	36.33	38.15	39.96
			Bi-Weekly	2,768.00	2,906.40	3,052.00	3,196.80
			Monthly	5,997.33	6,297.20	6,612.67	6,926.40
			Annual	71,968.00	75,566.40	79,352.00	83,116.80
LEAD LIBRARY ASSISTANT	C520	Classified	Hourly	33.66	35.36	37.05	38.86
			Bi-Weekly	2,692.80	2,828.80	2,964.00	3,108.80
			Monthly	5,834.40	6,129.07	6,422.00	6,735.73
			Annual	70,012.80	73,548.80	77,064.00	80,828.80
SENIOR LIBRARY ASSISTANT	C515	Classified	Hourly	31.08	32.46	33.94	35.43
			Bi-Weekly	2,486.40	2,596.80	2,715.20	2,834.40
			Monthly	5,387.20	5,626.40	5,882.93	6,141.20
			Annual	64,646.40	67,516.80	70,595.20	73,694.40
LIBRARY ASSISTANT	C510	Classified	Hourly	28.16	29.47	30.80	32.21
			Bi-Weekly	2,252.80	2,357.60	2,464.00	2,576.80
			Monthly	4,881.07	5,108.13	5,338.67	5,583.07
			Annual	58,572.80	61,297.60	64,064.00	66,996.80
SENIOR LIBRARY PAGE (.6 FTE)	C505	Classified	Hourly				22.65
			Bi-Weekly				1,087.20
			Monthly				2,355.60
			Annual				28,267.20
LIBRARY PAGE (.3 FTE)	C500	Classified	Hourly				20.58
			Bi-Weekly				493.92
			Monthly				1,070.16
			Annual				12,841.92
EDUCATION SERVICES MANAGER	H760	Classified	Hourly	48.16	50.56	53.09	55.73
			Bi-Weekly	3,852.80	4,044.80	4,247.20	4,458.40
			Monthly	8,347.73	8,763.73	9,202.27	9,659.87
			Annual	100,172.80	105,164.80	110,427.20	115,918.40
EDUCATIONAL SERVICES COORDINATOR	T780	Classified	Hourly	33.81	35.51	37.30	39.15
			Bi-Weekly	2,704.80	2,840.80	2,984.00	3,132.00
			Monthly	5,860.40	6,155.07	6,465.33	6,786.00
			Annual	70,324.80	73,860.80	77,584.00	81,432.00
LITERACY PROGRAM COORDINATOR	T785	Classified	Hourly	33.85	35.57	37.33	39.11
			Bi-Weekly	2,708.00	2,845.60	2,986.40	3,128.80
			Monthly	5,867.33	6,165.47	6,470.53	6,779.07
			Annual	70,408.00	73,985.60	77,646.40	81,348.80
LEAD PROGRAM ASSISTANT	C508	Classified	Hourly	33.66	35.36	37.05	38.86
			Bi-Weekly	2,692.80	2,828.80	2,964.00	3,108.80
			Monthly	5,834.40	6,129.07	6,422.00	6,735.73
			Annual	70,012.80	73,548.80	77,064.00	80,828.80
PROGRAM ASSISTANT	C506	Classified	Hourly	28.16	29.47	30.80	32.21
			Bi-Weekly	2,252.80	2,357.60	2,464.00	2,576.80
			Monthly	4,881.07	5,108.13	5,338.67	5,583.07
			Annual	58,572.80	61,297.60	64,064.00	66,996.80

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MAINTENANCE SERVICES DEPARTMENT								
FACILITIES MANAGEMENT								
FACILITIES AND BUILDING MANAGER	H605	Classified	Hourly	64.28	67.47	70.85	74.40	78.12
			Bi-Weekly	5,142.40	5,397.60	5,668.00	5,952.00	6,249.60
			Monthly	11,141.87	11,694.80	12,280.67	12,896.00	13,540.80
			Annual	133,702.40	140,337.60	147,368.00	154,752.00	162,489.60
FACILITIES LEADWORKER	M135	Classified	Hourly	60.44	62.85	65.28	67.97	70.86
			Bi-Weekly	4,835.20	5,028.00	5,222.40	5,437.60	5,668.80
			Monthly	10,476.27	10,894.00	11,315.20	11,781.47	12,282.40
			Annual	125,715.20	130,728.00	135,782.40	141,377.60	147,388.80
HVAC MECHANIC	M140	Classified	Hourly	48.62	50.55	52.54	54.78	57.04
			Bi-Weekly	3,889.60	4,044.00	4,203.20	4,382.40	4,563.20
			Monthly	8,427.47	8,762.00	9,106.93	9,495.20	9,886.93
			Annual	101,129.60	105,144.00	109,283.20	113,942.40	118,643.20
FACILITIES PAINTER II	M130	Classified	Hourly	42.65	44.39	46.12	48.03	50.04
			Bi-Weekly	3,412.00	3,551.20	3,689.60	3,842.40	4,003.20
			Monthly	7,392.67	7,694.27	7,994.13	8,325.20	8,673.60
			Annual	88,712.00	92,331.20	95,929.60	99,902.40	104,083.20
FACILITIES PAINTER I	M125	Classified	Hourly	38.80	40.39	42.00	43.75	45.50
			Bi-Weekly	3,104.00	3,231.20	3,360.00	3,500.00	3,640.00
			Monthly	6,725.33	7,000.93	7,280.00	7,583.33	7,886.67
			Annual	80,704.00	84,011.20	87,360.00	91,000.00	94,640.00
FACILITIES CARPENTER II	M120	Classified	Hourly	42.36	44.04	45.87	47.77	49.76
			Bi-Weekly	3,388.80	3,523.20	3,669.60	3,821.60	3,980.80
			Monthly	7,342.40	7,633.60	7,950.80	8,280.13	8,625.07
			Annual	88,108.80	91,603.20	95,409.60	99,361.60	103,500.80
FACILITIES CARPENTER I	M115	Classified	Hourly	38.53	40.12	41.77	43.46	45.28
			Bi-Weekly	3,082.40	3,209.60	3,341.60	3,476.80	3,622.40
			Monthly	6,678.53	6,954.13	7,240.13	7,533.07	7,848.53
			Annual	80,142.40	83,449.60	86,881.60	90,396.80	94,182.40
FACILITIES SERVICEWORKER II	M110	Classified	Hourly	34.34	35.70	37.16	38.47	39.96
			Bi-Weekly	2,747.20	2,856.00	2,972.80	3,077.60	3,196.80
			Monthly	5,952.27	6,188.00	6,441.07	6,668.13	6,926.40
			Annual	71,427.20	74,256.00	77,292.80	80,017.60	83,116.80
FACILITIES SERVICEWORKER I	M105	Classified	Hourly	31.22	32.47	33.77	34.98	36.32
			Bi-Weekly	2,497.60	2,597.60	2,701.60	2,798.40	2,905.60
			Monthly	5,411.47	5,628.13	5,853.47	6,063.20	6,295.47
			Annual	64,937.60	67,537.60	70,241.60	72,758.40	75,545.60
FLEET MANAGEMENT DIVISION								
FLEET MAINTENANCE MANAGER	H635	Classified	Hourly	64.28	67.47	70.85	74.40	78.12
			Bi-Weekly	5,142.40	5,397.60	5,668.00	5,952.00	6,249.60
			Monthly	11,141.87	11,694.80	12,280.67	12,896.00	13,540.80
			Annual	133,702.40	140,337.60	147,368.00	154,752.00	162,489.60
SENIOR EQUIPMENT MECHANIC	M620	Classified	Hourly	43.47	45.50	47.80	50.29	52.77
			Bi-Weekly	3,477.60	3,640.00	3,824.00	4,023.20	4,221.60
			Monthly	7,534.80	7,886.67	8,285.33	8,716.93	9,146.80
			Annual	90,417.60	94,640.00	99,424.00	104,603.20	109,761.60
EQUIPMENT MECHANIC II	M615	Classified	Hourly	37.45	39.20	41.19	43.34	45.48
			Bi-Weekly	2,996.00	3,136.00	3,295.20	3,467.20	3,638.40
			Monthly	6,491.33	6,794.67	7,139.60	7,512.27	7,883.20
			Annual	77,896.00	81,536.00	85,675.20	90,147.20	94,598.40
EQUIPMENT MECHANIC I	M610	Classified	Hourly	34.09	35.80	37.64	39.49	41.44
			Bi-Weekly	2,727.20	2,864.00	3,011.20	3,159.20	3,315.20
			Monthly	5,908.93	6,205.33	6,524.27	6,844.93	7,182.93
			Annual	70,907.20	74,464.00	78,291.20	82,139.20	86,195.20
EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly	31.75	33.46	35.06	36.84	38.71
			Bi-Weekly	2,540.00	2,676.80	2,804.80	2,947.20	3,096.80
			Monthly	5,503.33	5,799.73	6,077.07	6,385.60	6,709.73
			Annual	66,040.00	69,596.80	72,924.80	76,627.20	80,516.80
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly	29.31	30.46	31.72	32.80	34.07
			Bi-Weekly	2,344.80	2,436.80	2,537.60	2,624.00	2,725.60
			Monthly	5,080.40	5,279.73	5,498.13	5,685.33	5,905.47
			Annual	60,964.80	63,356.80	65,977.60	68,224.00	70,865.60



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LANDSCAPE MAINTENANCE DIVISION								
LANDSCAPE MAINTENANCE MANAGER	H615	Classified	Hourly	64.28	67.47	70.85	74.40	78.12
			Bi-Weekly	5,142.40	5,397.60	5,668.00	5,952.00	6,249.60
			Monthly	11,141.87	11,694.80	12,280.67	12,896.00	13,540.80
			Annual	133,702.40	140,337.60	147,368.00	154,752.00	162,489.60
LANDSCAPE MAINTENANCE SUPERVISOR	H610	Classified	Hourly	50.74	52.77	54.90	56.88	59.05
			Bi-Weekly	4,059.20	4,221.60	4,392.00	4,550.40	4,724.00
			Monthly	8,794.93	9,146.80	9,516.00	9,859.20	10,235.33
			Annual	105,539.20	109,761.60	114,192.00	118,310.40	122,824.00
GROUNDSKEEPER III	M215	Classified	Hourly	45.62	47.43	49.35	51.12	53.09
			Bi-Weekly	3,649.60	3,794.40	3,948.00	4,089.60	4,247.20
			Monthly	7,907.47	8,221.20	8,554.00	8,860.80	9,202.27
			Annual	94,889.60	98,654.40	102,648.00	106,329.60	110,427.20
GROUNDSKEEPER II	M210	Classified	Hourly	39.67	41.26	42.92	44.44	46.15
			Bi-Weekly	3,173.60	3,300.80	3,433.60	3,555.20	3,692.00
			Monthly	6,876.13	7,151.73	7,439.47	7,702.93	7,999.33
			Annual	82,513.60	85,820.80	89,273.60	92,435.20	95,992.00
GROUNDSKEEPER I	M205	Classified	Hourly	36.03	37.46	39.04	40.40	41.96
			Bi-Weekly	2,882.40	2,996.80	3,123.20	3,232.00	3,356.80
			Monthly	6,245.20	6,493.07	6,766.93	7,002.67	7,273.07
			Annual	74,942.40	77,916.80	81,203.20	84,032.00	87,276.80
TREE TRIMMER	M220	Classified	Hourly	39.67	41.26	42.92	44.44	46.15
			Bi-Weekly	3,173.60	3,300.80	3,433.60	3,555.20	3,692.00
			Monthly	6,876.13	7,151.73	7,439.47	7,702.93	7,999.33
			Annual	82,513.60	85,820.80	89,273.60	92,435.20	95,992.00
STREET MAINTENANCE DIVISION								
STREETS MAINTENANCE MANAGER	H625	Classified	Hourly	64.28	67.47	70.85	74.40	78.12
			Bi-Weekly	5,142.40	5,397.60	5,668.00	5,952.00	6,249.60
			Monthly	11,141.87	11,694.80	12,280.67	12,896.00	13,540.80
			Annual	133,702.40	140,337.60	147,368.00	154,752.00	162,489.60
STREETS MAINTENANCE SUPERVISOR	H620	Classified	Hourly	56.28	58.44	60.86	63.02	65.43
			Bi-Weekly	4,502.40	4,675.20	4,868.80	5,041.60	5,234.40
			Monthly	9,755.20	10,129.60	10,549.07	10,923.47	11,341.20
			Annual	117,062.40	121,555.20	126,588.80	131,081.60	136,094.40
SENIOR MAINTENANCE LEADER	M315	Classified	Hourly	47.82	49.67	51.73	53.56	55.61
			Bi-Weekly	3,825.60	3,973.60	4,138.40	4,284.80	4,448.80
			Monthly	8,288.80	8,609.47	8,966.53	9,283.73	9,639.07
			Annual	99,465.60	103,313.60	107,598.40	111,404.80	115,668.80
MAINTENANCE LEADER	M310	Classified	Hourly	41.58	43.20	44.99	46.57	48.35
			Bi-Weekly	3,326.40	3,456.00	3,599.20	3,725.60	3,868.00
			Monthly	7,207.20	7,488.00	7,798.27	8,072.13	8,380.67
			Annual	86,486.40	89,856.00	93,579.20	96,865.60	100,568.00
LEAD SWEEPER EQUIPMENT OPERATOR	M702	Classified	Hourly	39.07	40.38	42.01	43.80	45.54
			Bi-Weekly	3,125.60	3,230.40	3,360.80	3,504.00	3,643.20
			Monthly	6,772.13	6,999.20	7,281.73	7,592.00	7,893.60
			Annual	81,265.60	83,990.40	87,380.80	91,104.00	94,723.20
SWEEPER EQUIPMENT OPERATOR	M700	Classified	Hourly	35.52	36.71	38.19	39.82	41.40
			Bi-Weekly	2,841.60	2,936.80	3,055.20	3,185.60	3,312.00
			Monthly	6,156.80	6,363.07	6,619.60	6,902.13	7,176.00
			Annual	73,881.60	76,356.80	79,435.20	82,825.60	86,112.00
POLICE DEPARTMENT								
SWORN								
POLICE CAPTAIN	P300	Classified	Hourly	93.49	98.15	103.08	108.22	113.62
			Bi-Weekly	7,479.20	7,852.00	8,246.40	8,657.60	9,089.60
			Monthly	16,204.93	17,012.67	17,867.20	18,758.13	19,694.13
			Annual	194,459.20	204,152.00	214,406.40	225,097.60	236,329.60
POLICE LIEUTENANT	P215	Classified	Hourly				79.59	83.47
			Bi-Weekly				6,367.20	6,677.60
			Monthly				13,795.60	14,468.13
			Annual				165,547.20	173,617.60
POLICE SERGEANT	P210	Classified	Hourly			68.19	71.48	75.14
			Bi-Weekly			5,455.20	5,718.40	6,011.20
			Monthly			11,819.60	12,389.87	13,024.27
			Annual			141,835.20	148,678.40	156,291.20
POLICE OFFICER	P200	Classified	Hourly	50.08	52.48	55.03	57.69	60.43
			Bi-Weekly	4,006.40	4,198.40	4,402.40	4,615.20	4,834.40
			Monthly	8,680.53	9,096.53	9,538.53	9,999.60	10,474.53
			Annual	104,166.40	109,158.40	114,462.40	119,995.20	125,694.40
POLICE OFFICER TRAINEE	P100	Classified	Hourly	38.47	40.37			
			Bi-Weekly	3,077.60	3,229.60			
			Monthly	6,668.13	6,997.47			
			Annual	80,017.60	83,969.60			

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Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
PROFESSIONAL STAFF								
PERSONNEL AND TRAINING ADMINISTRATOR	H450	Classified	Hourly	69.69	73.17	76.85	80.68	84.71
			Bi-Weekly	5,575.20	5,853.60	6,148.00	6,454.40	6,776.80
			Monthly	12,079.60	12,682.80	13,320.67	13,984.53	14,683.07
			Annual	144,955.20	152,193.60	159,848.00	167,814.40	176,196.80
PERSONNEL OPERATIONS SPECIALIST	H460	Classified	Hourly	45.74	47.60	49.47	51.33	53.38
			Bi-Weekly	3,659.20	3,808.00	3,957.60	4,106.40	4,270.40
			Monthly	7,928.27	8,250.67	8,574.80	8,897.20	9,252.53
			Annual	95,139.20	99,008.00	102,897.60	106,766.40	111,030.40
SENIOR CRIME AND INTELLIGENCE ANALYST	H406	Classified	Hourly	55.59	58.34	61.26	64.32	67.53
			Bi-Weekly	4,447.20	4,667.20	4,900.80	5,145.60	5,402.40
			Monthly	9,635.60	10,112.27	10,618.40	11,148.80	11,705.20
			Annual	115,627.20	121,347.20	127,420.80	133,785.60	140,462.40
CRIME AND INTELLIGENCE ANALYST	H405	Classified	Hourly	50.54	53.07	55.72	58.50	61.41
			Bi-Weekly	4,043.20	4,245.60	4,457.60	4,680.00	4,912.80
			Monthly	8,760.27	9,198.80	9,658.13	10,140.00	10,644.40
			Annual	105,123.20	110,385.60	115,897.60	121,680.00	127,732.80
POLICE PROGRAMS ANALYST	H400	Classified	Hourly	50.54	53.07	55.72	58.50	61.41
			Bi-Weekly	4,043.20	4,245.60	4,457.60	4,680.00	4,912.80
			Monthly	8,760.27	9,198.80	9,658.13	10,140.00	10,644.40
			Annual	105,123.20	110,385.60	115,897.60	121,680.00	127,732.80
SPECIAL OPERATIONS DIVISION								
CRIME PREVENTION SPECIALIST II	C671	Classified	Hourly	38.95	40.89	42.94	45.10	47.35
			Bi-Weekly	3,116.00	3,271.20	3,435.20	3,608.00	3,788.00
			Monthly	6,751.33	7,087.60	7,442.93	7,817.33	8,207.33
			Annual	81,016.00	85,051.20	89,315.20	93,808.00	98,488.00
CRIME PREVENTION SPECIALIST I	C670	Classified	Hourly	35.40	37.16	39.03	40.99	43.03
			Bi-Weekly	2,832.00	2,972.80	3,122.40	3,279.20	3,442.40
			Monthly	6,136.00	6,441.07	6,765.20	7,104.93	7,458.53
			Annual	73,632.00	77,292.80	81,182.40	85,259.20	89,502.40
RESERVE OFFICER COORDINATOR	H455	Classified	Hourly	63.38	66.56	69.88	73.26	77.00
			Bi-Weekly	5,070.40	5,324.80	5,590.40	5,860.80	6,160.00
			Monthly	10,985.87	11,537.07	12,112.53	12,698.40	13,346.67
			Annual	131,830.40	138,444.80	145,350.40	152,380.80	160,160.00
INVESTIGATION DIVISION								
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified	Hourly	69.69	73.17	76.85	80.68	84.71
			Bi-Weekly	5,575.20	5,853.60	6,148.00	6,454.40	6,776.80
			Monthly	12,079.60	12,682.80	13,320.67	13,984.53	14,683.07
			Annual	144,955.20	152,193.60	159,848.00	167,814.40	176,196.80
COUNSELING SUPERVISOR	H440	Classified	Hourly	52.44	55.07	57.81	60.69	63.74
			Bi-Weekly	4,195.20	4,405.60	4,624.80	4,855.20	5,099.20
			Monthly	9,089.60	9,545.47	10,020.40	10,519.60	11,048.27
			Annual	109,075.20	114,545.60	120,244.80	126,235.20	132,579.20
FAMILY COUNSELOR	T550	Classified	Hourly	42.39	44.49	46.73	48.87	51.42
			Bi-Weekly	3,391.20	3,559.20	3,738.40	3,909.60	4,113.60
			Monthly	7,347.60	7,711.60	8,099.87	8,470.80	8,912.80
			Annual	88,171.20	92,539.20	97,198.40	101,649.60	106,953.60
CERTIFIED LATENT PRINT EXAMINER	T560	Classified	Hourly	55.61	58.38	61.30	64.38	67.60
			Bi-Weekly	4,448.80	4,670.40	4,904.00	5,150.40	5,408.00
			Monthly	9,639.07	10,119.20	10,625.33	11,159.20	11,717.33
			Annual	115,668.80	121,430.40	127,504.00	133,910.40	140,608.00
SUPPORT SERVICES DIVISION								
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified	Hourly	80.15	84.15	89.22	93.68	98.34
			Bi-Weekly	6,412.00	6,732.00	7,137.60	7,494.40	7,867.20
			Monthly	13,892.67	14,586.00	15,464.80	16,237.87	17,045.60
			Annual	166,712.00	175,032.00	185,577.60	194,854.40	204,547.20
PROPERTY/EVIDENCE AND CRIME SCENE ADMINISTRATOR	H415	Classified	Hourly	55.59	58.35	61.26	64.33	67.55
			Bi-Weekly	4,447.20	4,668.00	4,900.80	5,146.40	5,404.00
			Monthly	9,635.60	10,114.00	10,618.40	11,150.53	11,708.67
			Annual	115,627.20	121,368.00	127,420.80	133,806.40	140,504.00
PROPERTY AND EVIDENCE SUPERVISOR	H410	Classified	Hourly	41.03	43.08	45.23	47.48	49.84
			Bi-Weekly	3,282.40	3,446.40	3,618.40	3,798.40	3,987.20
			Monthly	7,111.87	7,467.20	7,839.87	8,229.87	8,638.93
			Annual	85,342.40	89,606.40	94,078.40	98,758.40	103,667.20
POLICE ID SPECIALIST	T555	Classified	Hourly	37.37	39.24	41.21	43.29	45.32
			Bi-Weekly	2,989.60	3,139.20	3,296.80	3,463.20	3,625.60
			Monthly	6,477.47	6,801.60	7,143.07	7,503.60	7,855.47
			Annual	77,729.60	81,619.20	85,716.80	90,043.20	94,265.60
CRIME SCENE SPECIALIST	C687	Classified	Hourly	38.81	40.56	42.43	44.32	46.42
			Bi-Weekly	3,104.80	3,244.80	3,394.40	3,545.60	3,713.60
			Monthly	6,727.07	7,030.40	7,354.53	7,682.13	8,046.13
			Annual	80,724.80	84,364.80	88,254.40	92,185.60	96,553.60
CRIME SCENE TECHNICIAN	C685	Classified	Hourly	35.28	36.87	38.56	40.29	42.20
			Bi-Weekly	2,822.40	2,949.60	3,084.80	3,223.20	3,376.00
			Monthly	6,115.20	6,390.80	6,683.73	6,983.60	7,314.67
			Annual	73,382.40	76,689.60	80,204.80	83,803.20	87,776.00
PROPERTY & EVIDENCE TECHNICIAN	C665	Classified	Hourly	34.09	35.57	37.29	38.99	40.84
			Bi-Weekly	2,727.20	2,845.60	2,983.20	3,119.20	3,267.20
			Monthly	5,908.93	6,165.47	6,463.60	6,758.27	7,078.93
			Annual	70,907.20	73,985.60	77,563.20	81,099.20	84,947.20

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ANIMAL SERVICES ADMINISTRATOR	H430	Classified	Hourly	55.59	58.35	61.26	64.33	67.55
			Bi-Weekly	4,447.20	4,668.00	4,900.80	5,146.40	5,404.00
			Monthly	9,635.60	10,114.00	10,618.40	11,150.53	11,708.67
			Annual	115,627.20	121,368.00	127,420.80	133,806.40	140,504.00
SHELTER OPERATIONS SUPERVISOR	C621	Classified	Hourly	37.56	39.23	41.06	42.94	44.98
			Bi-Weekly	3,004.80	3,138.40	3,284.80	3,435.20	3,598.40
			Monthly	6,510.40	6,799.87	7,117.07	7,442.93	7,796.53
			Annual	78,124.80	81,598.40	85,404.80	89,315.20	93,558.40
ANIMAL CONTROL OFFICER	C610	Classified	Hourly	32.29	33.95	35.49	37.16	38.92
			Bi-Weekly	2,583.20	2,716.00	2,839.20	2,972.80	3,113.60
			Monthly	5,596.93	5,884.67	6,151.60	6,441.07	6,746.13
			Annual	67,163.20	70,616.00	73,819.20	77,292.80	80,953.60
ANIMAL CARE ATTENDANT	C600	Classified	Hourly	26.86	28.01	29.12	30.40	31.91
			Bi-Weekly	2,148.80	2,240.80	2,329.60	2,432.00	2,552.80
			Monthly	4,655.73	4,855.07	5,047.47	5,269.33	5,531.07
			Annual	55,868.80	58,260.80	60,569.60	63,232.00	66,372.80
SHELTER VOLUNTEER COORDINATOR	C607	Classified	Hourly	26.86	28.01	29.12	30.40	31.91
			Bi-Weekly	2,148.80	2,240.80	2,329.60	2,432.00	2,552.80
			Monthly	4,655.73	4,855.07	5,047.47	5,269.33	5,531.07
			Annual	55,868.80	58,260.80	60,569.60	63,232.00	66,372.80
COMMUNICATIONS ADMINISTRATOR	H435	Classified	Hourly	55.59	58.35	61.26	64.33	67.55
			Bi-Weekly	4,447.20	4,668.00	4,900.80	5,146.40	5,404.00
			Monthly	9,635.60	10,114.00	10,618.40	11,150.53	11,708.67
			Annual	115,627.20	121,368.00	127,420.80	133,806.40	140,504.00
COMMUNICATIONS SUPERVISOR	C645	Classified	Hourly	46.51	48.84	51.29	53.85	56.57
			Bi-Weekly	3,720.80	3,907.20	4,103.20	4,308.00	4,525.60
			Monthly	8,061.73	8,465.60	8,890.27	9,334.00	9,805.47
			Annual	96,740.80	101,587.20	106,683.20	112,008.00	117,665.60
COMMUNICATIONS OPERATOR	C635	Classified	Hourly	40.36	42.42	44.49	46.77	49.12
			Bi-Weekly	3,228.80	3,393.60	3,559.20	3,741.60	3,929.60
			Monthly	6,995.73	7,352.80	7,711.60	8,106.80	8,514.13
			Annual	83,948.80	88,233.60	92,539.20	97,281.60	102,169.60
CALL TAKER	C633	Classified	Hourly	33.59	35.23	37.01	38.86	40.81
			Bi-Weekly	2,687.20	2,818.40	2,960.80	3,108.80	3,264.80
			Monthly	5,822.27	6,106.53	6,415.07	6,735.73	7,073.73
			Annual	69,867.20	73,278.40	76,980.80	80,828.80	84,884.80
RECORDS ADMINISTRATOR	H425	Classified	Hourly	55.59	58.35	61.26	64.33	67.55
			Bi-Weekly	4,447.20	4,668.00	4,900.80	5,146.40	5,404.00
			Monthly	9,635.60	10,114.00	10,618.40	11,150.53	11,708.67
			Annual	115,627.20	121,368.00	127,420.80	133,806.40	140,504.00
RECORDS SUPERVISOR	C705	Classified	Hourly	40.37	42.39	44.50	46.73	49.07
			Bi-Weekly	3,229.60	3,391.20	3,560.00	3,738.40	3,925.60
			Monthly	6,997.47	7,347.60	7,713.33	8,099.87	8,505.47
			Annual	83,969.60	88,171.20	92,560.00	97,198.40	102,065.60
POLICE RECORDS CLERK II	C695	Classified	Hourly	31.39	32.64	33.95	35.43	37.17
			Bi-Weekly	2,511.20	2,611.20	2,716.00	2,834.40	2,973.60
			Monthly	5,440.93	5,657.60	5,884.67	6,141.20	6,442.80
			Annual	65,291.20	67,891.20	70,616.00	73,694.40	77,313.60
POLICE RECORDS CLERK I	C690	Classified	Hourly	27.59	29.03	30.57	32.07	33.80
			Bi-Weekly	2,207.20	2,322.40	2,445.60	2,565.60	2,704.00
			Monthly	4,782.27	5,031.87	5,298.80	5,558.80	5,858.67
			Annual	57,387.20	60,382.40	63,585.60	66,705.60	70,304.00
JAIL ADMINISTRATOR	H420	Classified	Hourly	55.59	58.35	61.26	64.33	67.55
			Bi-Weekly	4,447.20	4,668.00	4,900.80	5,146.40	5,404.00
			Monthly	9,635.60	10,114.00	10,618.40	11,150.53	11,708.67
			Annual	115,627.20	121,368.00	127,420.80	133,806.40	140,504.00
JAIL SUPERVISOR	C660	Classified	Hourly	42.72	44.51	46.66	48.83	51.17
			Bi-Weekly	3,417.60	3,560.80	3,732.80	3,906.40	4,093.60
			Monthly	7,404.80	7,715.07	8,087.73	8,463.87	8,869.47
			Annual	88,857.60	92,580.80	97,052.80	101,566.40	106,433.60
COMMUNITY SERVICE OFFICER	C650	Classified	Hourly	37.32	38.94	40.81	42.69	44.72
			Bi-Weekly	2,985.60	3,115.20	3,264.80	3,415.20	3,577.60
			Monthly	6,468.80	6,749.60	7,073.73	7,399.60	7,751.47
			Annual	77,625.60	80,995.20	84,884.80	88,795.20	93,017.60

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PUBLIC WORKS & UTILITIES DEPARTMENT								
ADMINISTRATION								
ASSISTANT DIRECTOR OF PUBLIC WORKS-UTILITIES	U525	Classified	Hourly	85.93	90.24	94.75	99.49	104.47
			Bi-Weekly	6,874.40	7,219.20	7,580.00	7,959.20	8,357.60
			Monthly	14,894.53	15,641.60	16,423.33	17,244.93	18,108.13
			Annual	178,734.40	187,699.20	197,080.00	206,939.20	217,297.60
DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified	Hourly	78.13	82.03	86.15	90.45	94.98
			Bi-Weekly	6,250.40	6,562.40	6,892.00	7,236.00	7,598.40
			Monthly	13,542.53	14,218.53	14,932.67	15,678.00	16,463.20
			Annual	162,510.40	170,622.40	179,192.00	188,136.00	197,558.40
WATER RESOURCES MANAGER	H875	Classified	Hourly	78.10	82.01	86.13	90.44	94.95
			Bi-Weekly	6,248.00	6,560.80	6,890.40	7,235.20	7,596.00
			Monthly	13,537.33	14,215.07	14,929.20	15,676.27	16,458.00
			Annual	162,448.00	170,580.80	179,150.40	188,115.20	197,496.00
UTILITIES ENGINEERING MANAGER	H880	Classified	Hourly	78.10	82.01	86.13	90.44	94.95
			Bi-Weekly	6,248.00	6,560.80	6,890.40	7,235.20	7,596.00
			Monthly	13,537.33	14,215.07	14,929.20	15,676.27	16,458.00
			Annual	162,448.00	170,580.80	179,150.40	188,115.20	197,496.00
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified	Hourly	44.94	47.14	49.41	51.95	54.49
			Bi-Weekly	3,595.20	3,771.20	3,952.80	4,156.00	4,359.20
			Monthly	7,789.60	8,170.93	8,564.40	9,004.67	9,444.93
			Annual	93,475.20	98,051.20	102,772.80	108,056.00	113,339.20
STOREKEEPER - EXPEDITER	M100	Classified	Hourly	33.17	34.55	35.83	37.19	38.61
			Bi-Weekly	2,653.60	2,764.00	2,866.40	2,975.20	3,088.80
			Monthly	5,749.47	5,988.67	6,210.53	6,446.27	6,692.40
			Annual	68,993.60	71,864.00	74,526.40	77,355.20	80,308.80
AIRPORT DIVISION SUMMARY								
AIRPORT MANAGER	H205	Classified	Hourly	68.85	72.26	75.87	79.66	83.65
			Bi-Weekly	5,508.00	5,780.80	6,069.60	6,372.80	6,692.00
			Monthly	11,934.00	12,525.07	13,150.80	13,807.73	14,499.33
			Annual	143,208.00	150,300.80	157,809.60	165,692.80	173,992.00
AIRPORT OPERATIONS SUPERVISOR	H200	Classified	Hourly	57.38	60.22	63.24	66.41	69.72
			Bi-Weekly	4,590.40	4,817.60	5,059.20	5,312.80	5,577.60
			Monthly	9,945.87	10,438.13	10,961.60	11,511.07	12,084.80
			Annual	119,350.40	125,257.60	131,539.20	138,132.80	145,017.60
AIRPORT BUSINESS SUPERVISOR	H198	Classified	Hourly	55.59	58.34	61.26	64.32	67.53
			Bi-Weekly	4,447.20	4,667.20	4,900.80	5,145.60	5,402.40
			Monthly	9,635.60	10,112.27	10,618.40	11,148.80	11,705.20
			Annual	115,627.20	121,347.20	127,420.80	133,785.60	140,462.40
AIRPORT OPERATIONS SPECIALIST	T270	Classified	Hourly	35.54	37.35	39.19	41.06	43.17
			Bi-Weekly	2,843.20	2,988.00	3,135.20	3,284.80	3,453.60
			Monthly	6,160.27	6,474.00	6,792.93	7,117.07	7,482.80
			Annual	73,923.20	77,688.00	81,515.20	85,404.80	89,793.60
SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified	Hourly	43.50	45.10	46.90	48.82	50.78
			Bi-Weekly	3,480.00	3,608.00	3,752.00	3,905.60	4,062.40
			Monthly	7,540.00	7,817.33	8,129.33	8,462.13	8,801.87
			Annual	90,480.00	93,808.00	97,552.00	101,545.60	105,622.40
AIRPORT MAINTENANCE WORKER	M505	Classified	Hourly	39.67	41.26	42.91	44.44	46.15
			Bi-Weekly	3,173.60	3,300.80	3,432.80	3,555.20	3,692.00
			Monthly	6,876.13	7,151.73	7,437.73	7,702.93	7,999.33
			Annual	82,513.60	85,820.80	89,252.80	92,435.20	95,992.00
AIRPORT ATTENDANT	M500	Classified	Hourly	31.22	32.47	33.77	34.98	36.32
			Bi-Weekly	2,497.60	2,597.60	2,701.60	2,798.40	2,905.60
			Monthly	5,411.47	5,628.13	5,853.47	6,063.20	6,295.47
			Annual	64,937.60	67,537.60	70,241.60	72,758.40	75,545.60
ENGINEERING/TRANSPORTATION DIVISION								
REAL PROPERTY MANAGER	H225	Classified	Hourly	50.49	53.03	55.67	58.47	61.38
			Bi-Weekly	4,039.20	4,242.40	4,453.60	4,677.60	4,910.40
			Monthly	8,751.60	9,191.87	9,649.47	10,134.80	10,639.20
			Annual	105,019.20	110,302.40	115,793.60	121,617.60	127,670.40
REAL PROPERTY ASSOCIATE	T260	Classified	Hourly	44.82	47.18	49.53	51.94	54.51
			Bi-Weekly	3,585.60	3,774.40	3,962.40	4,155.20	4,360.80
			Monthly	7,768.80	8,177.87	8,585.20	9,002.93	9,448.40
			Annual	93,225.60	98,134.40	103,022.40	108,035.20	113,380.80
REAL PROPERTY ASSISTANT	T255	Classified	Hourly	38.21	40.12	42.02	44.13	46.34
			Bi-Weekly	3,056.80	3,209.60	3,361.60	3,530.40	3,707.20
			Monthly	6,623.07	6,954.13	7,283.47	7,649.20	8,032.27
			Annual	79,476.80	83,449.60	87,401.60	91,790.40	96,387.20
SENIOR CIVIL ENGINEER	H240	Classified	Hourly	66.40	69.71	73.22	76.86	80.70
			Bi-Weekly	5,312.00	5,576.80	5,857.60	6,148.80	6,456.00
			Monthly	11,509.33	12,083.07	12,691.47	13,322.40	13,988.00
			Annual	138,112.00	144,996.80	152,297.60	159,868.80	167,856.00
ASSOCIATE CIVIL ENGINEER	T215	Classified	Hourly	58.69	61.66	64.65	67.93	71.24
			Bi-Weekly	4,695.20	4,932.80	5,172.00	5,434.40	5,699.20
			Monthly	10,172.93	10,687.73	11,206.00	11,774.53	12,348.27
			Annual	122,075.20	128,252.80	134,472.00	141,294.40	148,179.20
ASSISTANT CIVIL ENGINEER	T210	Classified	Hourly	50.55	53.18	55.90	58.58	61.53
			Bi-Weekly	4,044.00	4,254.40	4,472.00	4,686.40	4,922.40
			Monthly	8,762.00	9,217.87	9,689.33	10,153.87	10,665.20
			Annual	105,144.00	110,614.40	116,272.00	121,846.40	127,982.40

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ENGINEERING TECHNICIAN	T200	Classified	Hourly	38.25	40.11	42.14	44.23	46.35
			Bi-Weekly	3,060.00	3,208.80	3,371.20	3,538.40	3,708.00
			Monthly	6,630.00	6,952.40	7,304.27	7,666.53	8,034.00
			Annual	79,560.00	83,428.80	87,651.20	91,998.40	96,408.00
SURVEY ENGINEER	H230	Classified	Hourly	59.09	62.06	65.17	68.42	71.82
			Bi-Weekly	4,727.20	4,964.80	5,213.60	5,473.60	5,745.60
			Monthly	10,242.27	10,757.07	11,296.13	11,859.47	12,448.80
			Annual	122,907.20	129,084.80	135,553.60	142,313.60	149,385.60
SURVEYOR	T265	Classified	Hourly	47.79	50.15	52.63	55.25	58.03
			Bi-Weekly	3,823.20	4,012.00	4,210.40	4,420.00	4,642.40
			Monthly	8,283.60	8,692.67	9,122.53	9,576.67	10,058.53
			Annual	99,403.20	104,312.00	109,470.40	114,920.00	120,702.40
SENIOR TRANSPORTATION ENGINEER	H215	Classified	Hourly	66.39	69.71	73.20	76.86	80.69
			Bi-Weekly	5,311.20	5,576.80	5,856.00	6,148.80	6,455.20
			Monthly	11,507.60	12,083.07	12,688.00	13,322.40	13,986.27
			Annual	138,091.20	144,996.80	152,256.00	159,868.80	167,835.20
ASSOCIATE TRANSPORTATION ENGINEER	T240	Classified	Hourly	58.69	61.66	64.65	67.93	71.24
			Bi-Weekly	4,695.20	4,932.80	5,172.00	5,434.40	5,699.20
			Monthly	10,172.93	10,687.73	11,206.00	11,774.53	12,348.27
			Annual	122,075.20	128,252.80	134,472.00	141,294.40	148,179.20
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified	Hourly	50.55	53.18	55.90	58.58	61.53
			Bi-Weekly	4,044.00	4,254.40	4,472.00	4,686.40	4,922.40
			Monthly	8,762.00	9,217.87	9,689.33	10,153.87	10,665.20
			Annual	105,144.00	110,614.40	116,272.00	121,846.40	127,982.40
SENIOR TRANSPORTATION PLANNER	H210	Classified	Hourly	55.47	58.22	61.14	64.19	67.40
			Bi-Weekly	4,437.60	4,657.60	4,891.20	5,135.20	5,392.00
			Monthly	9,614.80	10,091.47	10,597.60	11,126.27	11,682.67
			Annual	115,377.60	121,097.60	127,171.20	133,515.20	140,192.00
ASSOCIATE TRANSPORTATION PLANNER	T225	Classified	Hourly	49.51	51.94	54.53	57.33	60.08
			Bi-Weekly	3,960.80	4,155.20	4,362.40	4,586.40	4,806.40
			Monthly	8,581.73	9,002.93	9,451.87	9,937.20	10,413.87
			Annual	102,980.80	108,035.20	113,422.40	119,246.40	124,966.40
TRAFFIC SIGNAL TECHNICIAN	T220	Classified	Hourly	40.17	42.11	44.25	46.44	48.66
			Bi-Weekly	3,213.60	3,368.80	3,540.00	3,715.20	3,892.80
			Monthly	6,962.80	7,299.07	7,670.00	8,049.60	8,434.40
			Annual	83,553.60	87,588.80	92,040.00	96,595.20	101,212.80
SUPERVISING CONSTRUCTION INSPECTOR	H235	Classified	Hourly	61.08	64.13	67.34	70.71	74.25
			Bi-Weekly	4,886.40	5,130.40	5,387.20	5,656.80	5,940.00
			Monthly	10,587.20	11,115.87	11,672.27	12,256.40	12,870.00
			Annual	127,046.40	133,390.40	140,067.20	147,076.80	154,440.00
SENIOR CONSTRUCTION INSPECTOR	T250	Classified	Hourly	53.77	56.64	59.50	62.30	65.41
			Bi-Weekly	4,301.60	4,531.20	4,760.00	4,984.00	5,232.80
			Monthly	9,320.13	9,817.60	10,313.33	10,798.67	11,337.73
			Annual	111,841.60	117,811.20	123,760.00	129,584.00	136,052.80
CONSTRUCTION INSPECTOR	T245	Classified	Hourly	45.05	47.36	49.57	52.09	54.73
			Bi-Weekly	3,604.00	3,788.80	3,965.60	4,167.20	4,378.40
			Monthly	7,808.67	8,209.07	8,592.13	9,028.93	9,486.53
			Annual	93,704.00	98,508.80	103,105.60	108,347.20	113,838.40

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RECYCLING-SOLID WASTE								
SOLID WASTE PROGRAM MANAGER	H800	Classified	Hourly	55.59	58.34	61.26	64.32	67.53
			Bi-Weekly	4,447.20	4,667.20	4,900.80	5,145.60	5,402.40
			Monthly	9,635.60	10,112.27	10,618.40	11,148.80	11,705.20
			Annual	115,627.20	121,347.20	127,420.80	133,785.60	140,462.40
RECYCLING SPECIALIST	T800	Classified	Hourly	38.54	40.46	42.42	44.58	46.80
			Bi-Weekly	3,083.20	3,236.80	3,393.60	3,566.40	3,744.00
			Monthly	6,680.27	7,013.07	7,352.80	7,727.20	8,112.00
			Annual	80,163.20	84,156.80	88,233.60	92,726.40	97,344.00
SUSTAINABILITY SPECIALIST	T803	Classified	Hourly	44.14	46.33	48.65	51.08	53.64
			Bi-Weekly	3,531.20	3,706.40	3,892.00	4,086.40	4,291.20
			Monthly	7,650.93	8,030.53	8,432.67	8,853.87	9,297.60
			Annual	91,811.20	96,366.40	101,192.00	106,246.40	111,571.20
SUSTAINABILITY TECHNICIAN	T802	Classified	Hourly	40.13	42.12	44.22	46.42	48.75
			Bi-Weekly	3,210.40	3,369.60	3,537.60	3,713.60	3,900.00
			Monthly	6,955.87	7,300.80	7,664.80	8,046.13	8,450.00
			Annual	83,470.40	87,609.60	91,977.60	96,553.60	101,400.00
WATER POLLUTION CONTROL FACILITY (WPCF)								
WATER POLLUTION CONTROL FACILITY MANAGER	H870	Classified	Hourly	78.10	82.01	86.13	90.44	94.95
			Bi-Weekly	6,248.00	6,560.80	6,890.40	7,235.20	7,596.00
			Monthly	13,537.33	14,215.07	14,929.20	15,676.27	16,458.00
			Annual	162,448.00	170,580.80	179,150.40	188,115.20	197,496.00
WPCF OPERATIONS AND MAINTENANCE MANAGER	H865	Classified	Hourly	63.71	66.89	70.25	73.77	77.46
			Bi-Weekly	5,096.80	5,351.20	5,620.00	5,901.60	6,196.80
			Monthly	11,043.07	11,594.27	12,176.67	12,786.80	13,426.40
			Annual	132,516.80	139,131.20	146,120.00	153,441.60	161,116.80
WPCF MAINTENANCE SUPERVISOR	H860	Classified	Hourly	57.95	60.83	63.88	67.08	70.43
			Bi-Weekly	4,636.00	4,866.40	5,110.40	5,366.40	5,634.40
			Monthly	10,044.67	10,543.87	11,072.53	11,627.20	12,207.87
			Annual	120,536.00	126,526.40	132,870.40	139,526.40	146,494.40
WPCF OPERATIONS SUPERVISOR	H855	Classified	Hourly	57.95	60.83	63.88	67.08	70.43
			Bi-Weekly	4,636.00	4,866.40	5,110.40	5,366.40	5,634.40
			Monthly	10,044.67	10,543.87	11,072.53	11,627.20	12,207.87
			Annual	120,536.00	126,526.40	132,870.40	139,526.40	146,494.40
WPCF LEAD OPERATOR	M935	Classified	Hourly	53.41	55.53	57.75	60.01	62.45
			Bi-Weekly	4,272.80	4,442.40	4,620.00	4,800.80	4,996.00
			Monthly	9,257.73	9,625.20	10,010.00	10,401.73	10,824.67
			Annual	111,092.80	115,502.40	120,120.00	124,820.80	129,896.00
WPCF OPERATOR	M930	Classified	Hourly	48.54	50.48	52.49	54.55	56.76
			Bi-Weekly	3,883.20	4,038.40	4,199.20	4,364.00	4,540.80
			Monthly	8,413.60	8,749.87	9,098.27	9,455.33	9,838.40
			Annual	100,963.20	104,998.40	109,179.20	113,464.00	118,060.80
OPERATOR-IN-TRAINING	M925	Classified	Hourly	42.42	44.08	45.92	47.50	49.36
			Bi-Weekly	3,393.60	3,526.40	3,673.60	3,800.00	3,948.80
			Monthly	7,352.80	7,640.53	7,959.47	8,233.33	8,555.73
			Annual	88,233.60	91,686.40	95,513.60	98,800.00	102,668.80

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LAB SUPERVISOR	H850	Classified	Hourly	57.95	60.83	63.88	67.08	70.43
			Bi-Weekly	4,636.00	4,866.40	5,110.40	5,366.40	5,634.40
			Monthly	10,044.67	10,543.87	11,072.53	11,627.20	12,207.87
			Annual	120,536.00	126,526.40	132,870.40	139,526.40	146,494.40
CHEMIST	T807	Classified	Hourly	45.51	47.79	50.18	52.68	55.30
			Bi-Weekly	3,640.80	3,823.20	4,014.40	4,214.40	4,424.00
			Monthly	7,888.40	8,283.60	8,697.87	9,131.20	9,585.33
			Annual	94,660.80	99,403.20	104,374.40	109,574.40	115,024.00
LABORATORY TECHNICIAN	T805	Classified	Hourly	39.58	41.06	42.65	44.40	46.06
			Bi-Weekly	3,166.40	3,284.80	3,412.00	3,552.00	3,684.80
			Monthly	6,860.53	7,117.07	7,392.67	7,696.00	7,983.73
			Annual	82,326.40	85,404.80	88,712.00	92,352.00	95,804.80
WATER POLLUTION SOURCE CONTROL								
ENVIRONMENTAL SERVICES MANAGER	H805	Classified	Hourly	67.38	70.74	74.30	78.01	81.91
			Bi-Weekly	5,390.40	5,659.20	5,944.00	6,240.80	6,552.80
			Monthly	11,679.20	12,261.60	12,878.67	13,521.73	14,197.73
			Annual	140,150.40	147,139.20	154,544.00	162,260.80	170,372.80
WATER POLLUTION CONTROL ADMINISTRATOR	H845	Classified	Hourly	58.56	61.51	64.56	67.82	71.21
			Bi-Weekly	4,684.80	4,920.80	5,164.80	5,425.60	5,696.80
			Monthly	10,150.40	10,661.73	11,190.40	11,755.47	12,343.07
			Annual	121,804.80	127,940.80	134,284.80	141,065.60	148,116.80
SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR	T815	Classified	Hourly	49.41	51.97	54.58	57.17	60.10
			Bi-Weekly	3,952.80	4,157.60	4,366.40	4,573.60	4,808.00
			Monthly	8,564.40	9,008.13	9,460.53	9,909.47	10,417.33
			Annual	102,772.80	108,097.60	113,526.40	118,913.60	125,008.00
WATER POLLUTION SOURCE CONTROL INSPECTOR II	T810	Classified	Hourly	44.90	47.25	49.40	51.94	54.53
			Bi-Weekly	3,592.00	3,780.00	3,952.00	4,155.20	4,362.40
			Monthly	7,782.67	8,190.00	8,562.67	9,002.93	9,451.87
			Annual	93,392.00	98,280.00	102,752.00	108,035.20	113,422.40
WATER POLLUTION SOURCE CONTROL INSPECTOR I	T809	Classified	Hourly	40.41	42.52	44.46	46.75	49.07
			Bi-Weekly	3,232.80	3,401.60	3,556.80	3,740.00	3,925.60
			Monthly	7,004.40	7,370.13	7,706.40	8,103.33	8,505.47
			Annual	84,052.80	88,441.60	92,476.80	97,240.00	102,065.60
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	65.10	68.35	71.77	75.36	79.11
			Bi-Weekly	5,208.00	5,468.00	5,741.60	6,028.80	6,328.80
			Monthly	11,284.00	11,847.33	12,440.13	13,062.40	13,712.40
			Annual	135,408.00	142,168.00	149,281.60	156,748.80	164,548.80
SENIOR UTILITIES ENGINEER	H810	Classified	Hourly	66.40	69.71	73.22	76.86	80.70
			Bi-Weekly	5,312.00	5,576.80	5,857.60	6,148.80	6,456.00
			Monthly	11,509.33	12,083.07	12,691.47	13,322.40	13,988.00
			Annual	138,112.00	144,996.80	152,297.60	159,868.80	167,856.00
SEWER COLLECTIONS & WATER DISTRIBUTION								
UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified	Hourly	71.91	75.48	79.25	83.21	87.38
			Bi-Weekly	5,752.80	6,038.40	6,340.00	6,656.80	6,990.40
			Monthly	12,464.40	13,083.20	13,736.67	14,423.07	15,145.87
			Annual	149,572.80	156,998.40	164,840.00	173,076.80	181,750.40
UTILITIES OPERATIONS AND MAINTENANCE SUPERVISOR	H830	Classified	Hourly	59.92	62.89	66.06	69.35	72.82
			Bi-Weekly	4,793.60	5,031.20	5,284.80	5,548.00	5,825.60
			Monthly	10,386.13	10,900.93	11,450.40	12,020.67	12,622.13
			Annual	124,633.60	130,811.20	137,404.80	144,248.00	151,465.60
UTILITIES FIELD SERVICES SUPERVISOR	H825	Classified	Hourly	59.92	62.89	66.06	69.35	72.82
			Bi-Weekly	4,793.60	5,031.20	5,284.80	5,548.00	5,825.60
			Monthly	10,386.13	10,900.93	11,450.40	12,020.67	12,622.13
			Annual	124,633.60	130,811.20	137,404.80	144,248.00	151,465.60
WASTEWATER COLLECTIONS SYSTEM SUPERVISOR	H823	Classified	Hourly	57.95	60.83	63.88	67.08	70.43
			Bi-Weekly	4,636.00	4,866.40	5,110.40	5,366.40	5,634.40
			Monthly	10,044.67	10,543.87	11,072.53	11,627.20	12,207.87
			Annual	120,536.00	126,526.40	132,870.40	139,526.40	146,494.40
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified	Hourly	47.23	49.61	52.07	54.69	57.42
			Bi-Weekly	3,778.40	3,968.80	4,165.60	4,375.20	4,593.60
			Monthly	8,186.53	8,599.07	9,025.47	9,479.60	9,952.80
			Annual	98,238.40	103,188.80	108,305.60	113,755.20	119,433.60



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SENIOR UTILITY FIELD SERVICES LEADER	M827	Classified	Hourly	48.57	50.50	52.56	54.43	56.54
			Bi-Weekly	3,885.60	4,040.00	4,204.80	4,354.40	4,523.20
			Monthly	8,418.80	8,753.33	9,110.40	9,434.53	9,800.27
			Annual	101,025.60	105,040.00	109,324.80	113,214.40	117,603.20
SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified	Hourly	47.31	48.93	50.86	52.97	55.13
			Bi-Weekly	3,784.80	3,914.40	4,068.80	4,237.60	4,410.40
			Monthly	8,200.40	8,481.20	8,815.73	9,181.47	9,555.87
			Annual	98,404.80	101,774.40	105,788.80	110,177.60	114,670.40
CROSS CONNECTION CONTROL SPECIALIST	M815	Classified	Hourly	41.12	42.55	44.23	46.08	47.93
			Bi-Weekly	3,289.60	3,404.00	3,538.40	3,686.40	3,834.40
			Monthly	7,127.47	7,375.33	7,666.53	7,987.20	8,307.87
			Annual	85,529.60	88,504.00	91,998.40	95,846.40	99,694.40
WATER METER MECHANIC	M810	Classified	Hourly	39.97	41.51	43.22	45.00	46.79
			Bi-Weekly	3,197.60	3,320.80	3,457.60	3,600.00	3,743.20
			Monthly	6,928.13	7,195.07	7,491.47	7,800.00	8,110.27
			Annual	83,137.60	86,340.80	89,897.60	93,600.00	97,323.20
CUSTOMER FIELD TECHNICIAN	M807	Classified	Hourly	35.72	37.15	38.65	40.07	41.67
			Bi-Weekly	2,857.60	2,972.00	3,092.00	3,205.60	3,333.60
			Monthly	6,191.47	6,439.33	6,699.33	6,945.47	7,222.80
			Annual	74,297.60	77,272.00	80,392.00	83,345.60	86,673.60
BACKFLOW/CROSS CONNECTION TESTER	M800	Classified	Hourly	34.57	36.21	37.89	39.74	41.67
			Bi-Weekly	2,765.60	2,896.80	3,031.20	3,179.20	3,333.60
			Monthly	5,992.13	6,276.40	6,567.60	6,888.27	7,222.80
			Annual	71,905.60	75,316.80	78,811.20	82,659.20	86,673.60
UTILITIES MAINTENANCE SUPERVISOR	H820	Classified	Hourly	54.31	57.01	59.87	62.88	66.02
			Bi-Weekly	4,344.80	4,560.80	4,789.60	5,030.40	5,281.60
			Monthly	9,413.73	9,881.73	10,377.47	10,899.20	11,443.47
			Annual	112,964.80	118,580.80	124,529.60	130,790.40	137,321.60
UTILITIES SERVICE WORKER	M900	Classified	Hourly	39.41	40.97	42.68	44.16	45.89
			Bi-Weekly	3,152.80	3,277.60	3,414.40	3,532.80	3,671.20
			Monthly	6,831.07	7,101.47	7,397.87	7,654.40	7,954.27
			Annual	81,972.80	85,217.60	88,774.40	91,852.80	95,451.20
GENERAL MAINTENANCE								
EQUIPMENT OPERATOR	M400	Classified	Hourly	40.02	41.60	43.35	44.84	46.59
			Bi-Weekly	3,201.60	3,328.00	3,468.00	3,587.20	3,727.20
			Monthly	6,936.80	7,210.67	7,514.00	7,772.27	8,075.60
			Annual	83,241.60	86,528.00	90,168.00	93,267.20	96,907.20
SENIOR UTILITY LEADER	M845	Classified	Hourly	49.85	51.84	54.00	55.87	58.05
			Bi-Weekly	3,988.00	4,147.20	4,320.00	4,469.60	4,644.00
			Monthly	8,640.67	8,985.60	9,360.00	9,684.13	10,062.00
			Annual	103,688.00	107,827.20	112,320.00	116,209.60	120,744.00
UTILITY LEADER	M840	Classified	Hourly	43.36	45.07	46.95	48.61	50.47
			Bi-Weekly	3,468.80	3,605.60	3,756.00	3,888.80	4,037.60
			Monthly	7,515.73	7,812.13	8,138.00	8,425.73	8,748.13
			Annual	90,188.80	93,745.60	97,656.00	101,108.80	104,977.60
UTILITY WORKER	M835	Classified	Hourly	39.41	40.97	42.68	44.16	45.89
			Bi-Weekly	3,152.80	3,277.60	3,414.40	3,532.80	3,671.20
			Monthly	6,831.07	7,101.47	7,397.87	7,654.40	7,954.27
			Annual	81,972.80	85,217.60	88,774.40	91,852.80	95,451.20
SENIOR UTILITY LEADER - SEWER	M920	Classified	Hourly	48.57	50.50	52.56	54.43	56.54
			Bi-Weekly	3,885.60	4,040.00	4,204.80	4,354.40	4,523.20
			Monthly	8,418.80	8,753.33	9,110.40	9,434.53	9,800.27
			Annual	101,025.60	105,040.00	109,324.80	113,214.40	117,603.20
UTILITY LEADER - SEWER	M915	Classified	Hourly	42.24	43.92	45.71	47.31	49.15
			Bi-Weekly	3,379.20	3,513.60	3,656.80	3,784.80	3,932.00
			Monthly	7,321.60	7,612.80	7,923.07	8,200.40	8,519.33
			Annual	87,859.20	91,353.60	95,076.80	98,404.80	102,232.00
UTILITY WORKER - SEWER	M910	Classified	Hourly	38.39	39.93	41.57	43.01	44.69
			Bi-Weekly	3,071.20	3,194.40	3,325.60	3,440.80	3,575.20
			Monthly	6,654.27	6,921.20	7,205.47	7,455.07	7,746.27
			Annual	79,851.20	83,054.40	86,465.60	89,460.80	92,955.20
UTILITIES MAINTENANCE MECHANIC	M415	Classified	Hourly	48.54	50.48	52.49	54.55	56.76
			Bi-Weekly	3,883.20	4,038.40	4,199.20	4,364.00	4,540.80
			Monthly	8,413.60	8,749.87	9,098.27	9,455.33	9,838.40
			Annual	100,963.20	104,998.40	109,179.20	113,464.00	118,060.80



**SALARY PLAN FOR ALL CLASSIFICATIONS  
(PER MUNI CODE SEC.2-4.30)  
FY 2023**

ATTACHMENT III  
Presented to  
Personnel Commission  
on September 15, 2022  
Approved by Council  
September 27, 2022

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
INFORMATION TECHNOLOGY DEPARTMENT								
DEPUTY DIRECTOR OF INFORMATION TECHNOLOGY	U530	Classified	Hourly	74.08	77.78	81.67	85.76	90.03
			Bi-Weekly	5,926.40	6,222.40	6,533.60	6,860.80	7,202.40
			Monthly	12,840.53	13,481.87	14,156.13	14,865.07	15,605.20
			Annual	154,086.40	161,782.40	169,873.60	178,380.80	187,262.40
INFORMATION SYSTEMS MANAGER	H565	Classified	Hourly	61.61	64.61	67.91	71.32	74.88
			Bi-Weekly	4,928.80	5,174.40	5,432.80	5,705.60	5,990.40
			Monthly	10,679.07	11,211.20	11,771.07	12,362.13	12,979.20
			Annual	128,148.80	134,534.40	141,252.80	148,345.60	155,750.40
INFORMATION TECHNOLOGY MANAGER	H566	Classified	Hourly	68.45	71.87	75.48	79.26	83.23
			Bi-Weekly	5,476.00	5,749.60	6,038.40	6,340.80	6,658.40
			Monthly	11,864.67	12,457.47	13,083.20	13,738.40	14,426.53
			Annual	142,376.00	149,489.60	156,998.40	164,860.80	173,118.40
DATA AND SYSTEMS COORDINATOR	H560	Classified	Hourly	55.42	58.20	61.12	64.17	67.37
			Bi-Weekly	4,433.60	4,656.00	4,889.60	5,133.60	5,389.60
			Monthly	9,606.13	10,088.00	10,594.13	11,122.80	11,677.47
			Annual	115,273.60	121,056.00	127,129.60	133,473.60	140,129.60
NETWORK SYSTEMS SPECIALIST	H555	Classified	Hourly	54.79	57.54	60.43	63.43	66.61
			Bi-Weekly	4,383.20	4,603.20	4,834.40	5,074.40	5,328.80
			Monthly	9,496.93	9,973.60	10,474.53	10,994.53	11,545.73
			Annual	113,963.20	119,683.20	125,694.40	131,934.40	138,548.80
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified	Hourly	59.53	62.50	65.47	68.77	73.33
			Bi-Weekly	4,762.40	5,000.00	5,237.60	5,501.60	5,866.40
			Monthly	10,318.53	10,833.33	11,348.13	11,920.13	12,710.53
			Annual	123,822.40	130,000.00	136,177.60	143,041.60	152,526.40
PROGRAMMER ANALYST	T455	Classified	Hourly	51.82	54.35	57.16	59.99	62.95
			Bi-Weekly	4,145.60	4,348.00	4,572.80	4,799.20	5,036.00
			Monthly	8,982.13	9,420.67	9,907.73	10,398.27	10,911.33
			Annual	107,785.60	113,048.00	118,892.80	124,779.20	130,936.00
WEB SPECIALIST	T450	Classified	Hourly	46.31	48.64	51.07	53.60	56.29
			Bi-Weekly	3,704.80	3,891.20	4,085.60	4,288.00	4,503.20
			Monthly	8,027.07	8,430.93	8,852.13	9,290.67	9,756.93
			Annual	96,324.80	101,171.20	106,225.60	111,488.00	117,083.20
INFORMATION TECHNOLOGY ANALYST II	T435	Classified	Hourly	51.80	54.37	57.09	59.94	62.95
			Bi-Weekly	4,144.00	4,349.60	4,567.20	4,795.20	5,036.00
			Monthly	8,978.67	9,424.13	9,895.60	10,389.60	10,911.33
			Annual	107,744.00	113,089.60	118,747.20	124,675.20	130,936.00
INFORMATION TECHNOLOGY ANALYST I	T430	Classified	Hourly	47.07	49.43	51.91	54.52	57.21
			Bi-Weekly	3,765.60	3,954.40	4,152.80	4,361.60	4,576.80
			Monthly	8,158.80	8,567.87	8,997.73	9,450.13	9,916.40
			Annual	97,905.60	102,814.40	107,972.80	113,401.60	118,996.80
TECHNOLOGY SOLUTIONS ANALYST II	T445	Classified	Hourly	51.80	54.37	57.09	59.94	62.95
			Bi-Weekly	4,144.00	4,349.60	4,567.20	4,795.20	5,036.00
			Monthly	8,978.67	9,424.13	9,895.60	10,389.60	10,911.33
			Annual	107,744.00	113,089.60	118,747.20	124,675.20	130,936.00
TECHNOLOGY SOLUTIONS ANALYST I	T440	Classified	Hourly	47.07	49.43	51.91	54.52	57.21
			Bi-Weekly	3,765.60	3,954.40	4,152.80	4,361.60	4,576.80
			Monthly	8,158.80	8,567.87	8,997.73	9,450.13	9,916.40
			Annual	97,905.60	102,814.40	107,972.80	113,401.60	118,996.80
GEOGRAPHIC INFO SYSTEM TECHNICIAN II	T465	Classified	Hourly	42.66	44.79	47.01	49.37	51.87
			Bi-Weekly	3,412.80	3,583.20	3,760.80	3,949.60	4,149.60
			Monthly	7,394.40	7,763.60	8,148.40	8,557.47	8,990.80
			Annual	88,732.80	93,163.20	97,780.80	102,689.60	107,889.60
GEOGRAPHIC INFO SYSTEM TECHNICIAN I	T464	Classified	Hourly	38.80	40.72	42.77	44.91	47.16
			Bi-Weekly	3,104.00	3,257.60	3,421.60	3,592.80	3,772.80
			Monthly	6,725.33	7,058.13	7,413.47	7,784.40	8,174.40
			Annual	80,704.00	84,697.60	88,961.60	93,412.80	98,092.80
INFORMATION TECHNOLOGY TECHNICIAN II	T425	Classified	Hourly	42.66	44.79	47.01	49.37	51.87
			Bi-Weekly	3,412.80	3,583.20	3,760.80	3,949.60	4,149.60
			Monthly	7,394.40	7,763.60	8,148.40	8,557.47	8,990.80
			Annual	88,732.80	93,163.20	97,780.80	102,689.60	107,889.60
INFORMATION TECHNOLOGY TECHNICIAN I	T424	Classified	Hourly	38.80	40.72	42.77	44.91	47.16
			Bi-Weekly	3,104.00	3,257.60	3,421.60	3,592.80	3,772.80
			Monthly	6,725.33	7,058.13	7,413.47	7,784.40	8,174.40
			Annual	80,704.00	84,697.60	88,961.60	93,412.80	98,092.80
INFORMATION SYSTEMS SUPPORT TECHNICIAN	T415	Classified	Hourly	34.95	36.68	38.56	40.48	42.42
			Bi-Weekly	2,796.00	2,934.40	3,084.80	3,238.40	3,393.60
			Monthly	6,058.00	6,357.87	6,683.73	7,016.53	7,352.80
			Annual	72,696.00	76,294.40	80,204.80	84,198.40	88,233.60
DATA SYSTEMS OPERATOR	C450	Classified	Hourly	31.86	33.28	34.95	36.61	38.32
			Bi-Weekly	2,548.80	2,662.40	2,796.00	2,928.80	3,065.60
			Monthly	5,522.40	5,768.53	6,058.00	6,345.73	6,642.13
			Annual	66,268.80	69,222.40	72,696.00	76,148.80	79,705.60
AUDIO VIDEO SPECIALIST	T410	Classified	Hourly	33.29	34.92	36.71	38.52	40.35
			Bi-Weekly	2,663.20	2,793.60	2,936.80	3,081.60	3,228.00
			Monthly	5,770.27	6,052.80	6,363.07	6,676.80	6,994.00
			Annual	69,243.20	72,633.60	76,356.80	80,121.60	83,928.00
VIDEO ASSISTANT	T400	Classified	Hourly					18.28
			Bi-Weekly					1,462.40
			Monthly					3,168.53
			Annual					38,022.40
INFORMATION TECHNOLOGY INTERN	Z121	Classified	Hourly				15.82	20.00
			Bi-Weekly				1,265.60	1,600.00
			Monthly				2,742.13	3,466.67
			Annual				32,905.60	41,600.00



# CITY OF HAYWARD

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

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**File #:** CONS 22-518

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**DATE:** September 20, 2022

**TO:** Mayor and City Council

**FROM:** Director of Public Works

**SUBJECT**

Adopt Resolutions Authorizing the Sole Source Purchase of a Hydro Vactor from Owen Equipment Sales in an Amount Not-to-Exceed \$412,000 and Appropriating Additional Funds

**RECOMMENDATION**

That Council adopts two resolutions:

- 1) Authorizing the City Manager to execute the sole source purchase of a hydro vactor from Owen Equipment Sales in an amount not-to-exceed \$412,000 (Attachment II); and
- 2) Appropriating additional funds in an amount of \$12,000 from the Sewer Replacement Fund (Fund 611) (Attachment III).

**SUMMARY**

The City's Utilities Division operates and maintains all water and wastewater collection system facilities, including the sewer collection system. Division staff frequently utilize a hydro vactor to flush and clean the City's sewer system pipelines. Currently, there is one hydro vactor dedicated to areas such as the hills, narrow streets, and tight turns, and it is near its expected useful life. Council has previously approved funding for the purchase of this equipment as part of the FY 2023 Capital Improvement Program (CIP). However, due to the disrupted supply chain, prices of equipment have been escalated by about \$12,000. As such, staff recommends that Council authorize the City Manager be authorized to execute the sole source purchase of a hydro vactor for an amount not-to-exceed \$412,000 and appropriate additional funds in an amount of \$12,000 from the Sewer Replacement Fund (Fund 611).

**ATTACHMENTS**

Attachment I Staff Report  
Attachment I Sole Source Purchase Resolution  
Attachment II Appropriation of Funds Resolution

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**File #:** CONS 22-518

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**DATE:** September 27, 2022

**TO:** Mayor and City Council

**FROM:** Director of Public Works

**SUBJECT:** Adopt Resolutions Authorizing the Sole Source Purchase of a Hydro Vactor from Owen Equipment Sales in an Amount Not-to-Exceed \$412,000 and Appropriating Additional Funds

### **RECOMMENDATION**

That Council adopts two resolutions:

- 1) Authorizing the City Manager to execute the sole source purchase of a hydro vactor from Owen Equipment Sales in an amount not-to-exceed \$412,000 (Attachment II); and
- 2) Appropriating additional funds in an amount of \$12,000 from the Sewer Replacement Fund (Fund 611) (Attachment III).

### **SUMMARY**

The City's Utilities Division operates and maintains all water and wastewater collection system facilities, including the sewer collection system. Division staff frequently utilize a hydro vactor to flush and clean the City's sewer system pipelines. Currently, there is one hydro vactor dedicated to areas such as the hills, narrow streets, and tight turns, and it is near its expected useful life. Council has previously approved funding for the purchase of this equipment as part of the FY 2023 Capital Improvement Program (CIP). However, due to the disrupted supply chain, prices of equipment have been escalated by about \$12,000. As such, staff recommends that Council authorize the City Manager be authorized to execute the sole source purchase of a hydro vactor for an amount not-to-exceed \$412,000 and appropriate additional funds in an amount of \$12,000 from the Sewer Replacement Fund (Fund 611).

### **BACKGROUND**

The hydro vactor is a high-pressure water jetter specially designed for cleaning municipal sewer, drains, pipelines and culverts. The current hydro vactor was last purchased in 2014. Staff have been utilizing this equipment frequently to flush and clean the sewer collection system for regular maintenance and preventing overloads. The vehicle can reach areas that other larger vehicles are unable to reach, such as the hills, narrow streets, and tight turns.

The use of a hydro vactor has become an essential part of Utilities operations. However, the condition of the current vehicle is deteriorating and needs replacement.



*An example of a Ramjet hydro vactor*

## **DISCUSSION**

The procurement of the hydro vactor is territory driven and Owen Equipment Sales is the sole provider of this vehicle in Hayward. Using the cooperative agreement with Sourcewell, a third-party administrator that completed the competitive bidding process, Owen Equipment Sales was identified as a provider of a hydro vactor that meets the City's specifications. Due to the disrupted supply chain, prices of equipment have been escalated since the approval of the budget. The latest cost of the equipment, as quoted by Owen Equipment Sales is approximately \$412,000, which is \$12,000 over the previously approved CIP budget. As such, staff is recommending appropriating an additional amount of \$12,000 to cover the additional cost.

## **ECONOMIC IMPACT**

By replacing this vehicle as they reach the end of its useful life, the City will minimize the overflow in the sewer collection system, which could have a significant impact on local businesses and residents, if overflows occur.

## **FISCAL IMPACT**

Funding for this equipment was previously approved as part of the FY 2023 CIP, Hydro Vactor Replacement Project No. 07776, at a budget of \$400,000 within Sewer Replacement Fund 611. Due to the disrupted supply chain, prices of equipment have been escalated since the approval of the CIP budget. The latest cost of the equipment, as quoted by Owen Equipment Sales is approximately \$412,000, which is \$12,000 over the approved budget. As such, staff is recommending appropriating an additional amount of \$12,000 from the Sewer Replacement Fund (Fund 611). The Sewer Replacement Fund has sufficient funds to cover the additional cost. There will be no impact to the General Fund.

## **STRATEGIC ROADMAP**

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

## **SUSTAINABILITY FEATURES**

Purchase of the hydro vactor will enable the City to continue to maintain the sewer system. By replacing this vehicle as it reaches the end of its useful life, the City will minimize the overflow of the sewer collection system, which would have a significant environmental impact if an overflow occurs.

## **PUBLIC CONTACT**

Purchase of this equipment requires no public contact.

## **NEXT STEPS**

If Council approves staff's recommendation, staff will work with the City Manager to execute the sole source purchase of a hydro vactor from Owen Equipment Sales.

*Prepared by:* Mark McGrath, Wastewater Collection System Supervisor  
Trang Nguyen, Management Analyst

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

*Approved by:*



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Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 22-

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

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE THE SOLE  
SOURCE PURCHASE OF A HYDRO VACTOR FROM OWEN EQUIPMENT SALES  
IN AN AMOUNT NOT-TO-EXCEED \$412,000

WHEREAS, the Utilities Division staff frequently utilizes a hydro vactor to flush and clean the sewer collection system; and

WHEREAS, the hydro vactor is near the end of its useful life and must be replaced for sewer system maintenance; and

WHEREAS, the Adopted FY 2023 Capital Improvement Program includes funding for the replacement of the hydro vactor at a budget of \$400,000 in the Sewer Replacement Fund (Fund 611), Project No. 07776; and

WHEREAS, the price of the hydro vactor has been escalated since the approval of the budget due to disrupted supply chain; and

WHEREAS, staff recommends appropriating an additional amount of \$12,000 to cover the additional cost.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized and directed to proceed with the sole source purchase of the hydro vactor from Owen Equipment Sales, in an amount not-to-exceed \$412,000.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2022

ADOPTED BY THE FOLLOWING VOTE:

AYES:            COUNCIL MEMBERS:  
                     MAYOR:

NOES:           COUNCIL MEMBERS:

ABSTAIN:       COUNCIL MEMBERS:

ABSENT:        COUNCIL MEMBERS:

ATTEST: \_\_\_\_\_  
                 City Clerk of the City of Hayward

APPROVED AS TO FORM:

\_\_\_\_\_  
City Attorney of the City of Hayward



HAYWARD CITY COUNCIL

RESOLUTION NO. 22-\_\_\_\_\_

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

RESOLUTION AUTHORIZING THE CITY MANAGER TO APPROPRIATE  
ADDITIONAL FUNDS IN AN AMOUNT UP TO \$12,000 FROM THE SEWER  
REPLACEMENT FUND

WHEREAS, the Utilities Division staff frequently utilizes a hydro vactor to flush and clean the sewer collection system; and

WHEREAS, the hydro vactor is near the end of its useful life and must be replaced for sewer system maintenance; and

WHEREAS, the Adopted FY 2023 Capital Improvement Program includes funding for the replacement of the hydro vactor at a budget of \$400,000 in the Sewer Replacement Fund (Fund 611), Project No. 07776; and

WHEREAS, the price of the hydro vactor has been escalated since the approval of the budget due to disrupted supply chain; and

WHEREAS, staff recommends appropriating an additional amount of \$12,000 to cover the additional cost; and

WHEREAS, the City has sufficient funds in the Sewer Replacement Fund (Fund 611).

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager to appropriate additional funds in an amount of \$12,000 from the Sewer Replacement Fund (Fund 611).

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2022

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 22-532

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**DATE:** September 27, 2022

**TO:** Mayor and City Council

**FROM:** City Clerk

**SUBJECT**

Adopt a Resolution Allowing the City Council and Appointed Commissions/Task Forces and Council Committees to Hold Continued Teleconferenced Public Meetings Pursuant to AB 361

**RECOMMENDATION**

That the Council adopts a resolution (Attachment II) pursuant to AB 361 making specific findings to allow the Council and appointed commissions/task forces and Council committees (Exhibit A to Attachment II) to continue holding teleconferenced public meetings during the COVID 19 state of emergency.

**SUMMARY**

On September 16, 2021, the Governor signed AB 361 that amended provisions of the Brown Act to allow local governments to conduct virtual meetings during a state of emergency proclaimed by the Governor, subject to complying with specific requirements, including providing public access and participation via call-in or internet-based platforms. While AB 361 does not require legislative bodies to take any specific actions to hold an initial teleconferenced meeting during a state of emergency, a legislative body must act in order to continue holding subsequent teleconferenced meetings while the state of emergency remains in effect. Specifically, no later than 30 days after the initial AB 361 teleconferenced meeting, and every 30 days thereafter, a legislative body must make findings that the body has reconsidered the circumstances of the state of emergency and that either of the following conditions exist: the state of emergency continues to directly impact the ability of the members to meet safely in person; or, state or local officials continue to impose or recommend measures to promote social distancing.

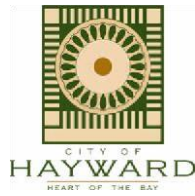
**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	Exhibit to Resolution

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**File #:** CONS 22-532

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**DATE:** September 27, 2022

**TO:** Mayor and City Council

**FROM:** City Manager  
City Clerk

**SUBJECT:** Adopt a Resolution Allowing the City Council and Appointed Commissions/Task Forces and Council Committees to Hold Continued Teleconferenced Public Meetings Pursuant to AB 361

### **RECOMMENDATION**

That the Council adopts a resolution (Attachment II) pursuant to AB 361 making specific findings to allow the Council and appointed commissions/task forces and Council committees (Exhibit A to Attachment II) to continue holding teleconferenced public meetings during the COVID 19 state of emergency.

### **SUMMARY**

On September 16, 2021, the Governor signed AB 361 that amended provisions of the Brown Act to allow local governments to conduct virtual meetings during a state of emergency proclaimed by the Governor, subject to complying with specific requirements, including providing public access and participation via call-in or internet-based platforms. While AB 361 does not require legislative bodies to take any specific actions to hold an initial teleconferenced meeting during a state of emergency, a legislative body must act in order to continue holding subsequent teleconferenced meetings while the state of emergency remains in effect. Specifically, no later than 30 days after the initial AB 361 teleconferenced meeting, and every 30 days thereafter, a legislative body must make findings that the body has reconsidered the circumstances of the state of emergency and that either of the following conditions exist: the state of emergency continues to directly impact the ability of the members to meet safely in person; or, state or local officials continue to impose or recommend measures to promote social distancing.

### **BACKGROUND**

In general, the Brown Act allows legislative bodies to use teleconferencing during a public meeting as long as certain requirements are met, such as:

- Identification of any remote location from which a member of the legislative body is participating via teleconference;
- Posting of agendas at all remote locations from which members of the legislative body are participating;
- Public accessibility to the remote location and the technological means for allowing the public to participate in the meeting from the location; and
- A quorum of the members must be participating from a location within the jurisdiction of the legislative body.

In response to the COVID 19 state of emergency, the Governor temporarily suspended the rules described above when he issued Executive Order N-29-20 on March 17, 2020 and authorized local legislative bodies to hold virtual public meetings subject to specific public accessibility and noticing requirements.

With the expiration of Executive Order N-29-20, AB 361 amends the Brown Act to allow virtual public meetings during a state of emergency proclaimed by the Governor. A local agency may hold a teleconferenced meeting during a state of emergency without complying with the normal teleconferencing requirements described above if it meets requirements related to providing notice of the meeting, public access and participation via call-in or internet-based service options, real-time public comments, and conduct of the meeting in a manner that protects statutory and constitutional rights of any parties and the public appearing before the legislative body.

AB 361 does not require legislative bodies to take any specific action prior to holding an initial teleconferenced meeting during a state of emergency. However, to hold a subsequent teleconferenced meeting a legislative body must act no later than 30 days after the initial teleconferenced meeting, and every 30 days thereafter, by making findings that the body has reconsidered the circumstances of the state of emergency and that either of the following conditions exist:

- The state of emergency continues to directly impact the ability of the members to meet safely in person; or
- State or local officials continue to impose or recommend measures to promote social distancing.

## **DISCUSSION**

On February 25, 2022, the Governor issued Executive Order N-04-22 repealing many of his prior Executive Orders imposing various mandates intended to address the impact of COVID 19. However, the Governor did not lift the State of Emergency related to COVID 19 that he initially proclaimed on March 4, 2020. As of the date of this report, the State of Emergency proclaimed by the Governor remains in effect.

Current guidance and orders of the Alameda County Health Official satisfy both conditions necessary for the AB 361 findings described above:

- Order No. 20-06t, originally issued April 3, 2020 and most recently amended on August 24, 2022, imposes a mandate that all individuals diagnosed with COVID 19 must isolate themselves and follow requirements further specified in the Order. The Order further aligns with current California Department of Public Health Guidance on Isolation and Quarantine of the General Public, specifically that individuals who are exposed/close contacts of infected individuals need not isolate if they are asymptomatic and are recommended to test and wear masks as specified in the Order and Department of Public Health guidance.
- On June 24, 2022, the Alameda County Health Officer issued Order No. 22-03 rescinding the general mask mandate imposed by Order No. 22-02. Current Alameda County Health Officer guidelines require all individuals in Alameda County, regardless of vaccination status or prior history of COVID illness, to wear face coverings in the following situations:
  - Indoors when required by business, government offices, youth-serving facilities, and workplace settings.
  - When required by trains, buses, ferries, taxis, and rideshare operators.
  - In transportation hubs like bus terminals, train stations, marines, seaports or other ports, subway stations, or any other area that provides transportation, when required by transit systems.
  - Healthcare settings.
  - State and local correctional facilities and detention centers.
  - Shelters and cooling centers.
- The Alameda County Public Health Department recommends everyone to wear a mask in outdoor crowded settings, and in non-public indoor settings, like a private residence, when they are around people who may be unvaccinated, elderly, or immunocompromised.
- Workplaces must comply with Cal/OSHA safety standards.

The following current guidance from the California Department of Public Health satisfies the AB 361 findings:

- The Department strongly recommends that all persons, regardless of vaccination status, continue to mask while in indoor public settings and businesses, on public transit, and in transportation hubs.
- Face coverings are required for all individuals in the following indoor settings, regardless of vaccination status: homeless shelters, emergency shelters, cooling and heating centers, healthcare settings, state and local correctional facilities and detention centers, long term care settings and adult and senior care facilities.
- Fully vaccinated individuals are recommended to continue indoor masking when the risk may be high.

- Persons with COVID-19 symptoms or who test positive for COVID-19 are required to isolate.
- Persons working or housed in specified high-risk settings are required to isolate and quarantine in the event of an exposure to someone infected with COVID-19.
- Members of the general public, regardless of vaccination status, are not required to isolate if they are asymptomatic after exposure to a person infected with COVID-19. Testing and masking are recommended, and vaccination/boosting is strongly encouraged.

Alameda County Health Order No. 21- 04 (effective November 1, 2021), which allows a stable group of fully vaccinated individuals to remove masks in certain indoor situations, is not applicable to the City's public meetings because they do not necessarily involve a stable group of vaccinated individuals.

Currently, the Council is holding hybrid Council meetings that allow for virtual participation via the Zoom platform as well as in-person participation. This format also allows for real-time public comments, in compliance with AB 361. All City commissions, task forces, and Council committees continue meeting entirely virtually over the Zoom platform.

Based on the above, staff recommends that the Council adopts the attached resolution making the necessary findings to allow the Council and the appointed boards and commissions identified in Exhibit A to the resolution to continue holding teleconferenced meetings pursuant to AB 361.

### **FISCAL IMPACT**

There is no fiscal impact associated with this action.

### **STRATEGIC ROADMAP**

This agenda item is a routine operational item and does not relate to any of the projects outlined in the Council's Strategic Roadmap.

### **NEXT STEPS**

Adoption of the resolution will allow the Council and specified appointed boards and commissions to hold a subsequent teleconferenced meeting pursuant to the provisions of AB 361. Additional resolutions must be adopted every thirty days during the existence of the state of emergency in order to continue holding teleconferenced meetings.



*Prepared by:* Miriam Lens, City Clerk

*Approved by:*

A handwritten signature in black ink, appearing to read 'K. McAdoo', with a long horizontal stroke extending to the right.

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Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 22-

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

RESOLUTION MAKING THE REQUIRED FINDINGS PURSUANT TO AB 361 TO  
CONTINUE TO HOLD TELECONFERENCED PUBLIC MEETINGS DURING THE  
COVID 19 STATE OF EMERGENCY

WHEREAS, the Brown Act (Government Code section 54950 et seq. ) allows for public meetings of a legislative body to occur via teleconferencing subject to certain requirements, particularly that the legislative body notice each teleconference location of each member that will be participating in the public meeting, that each teleconference location be accessible to the public, that members of the public be allowed to address the legislative body at each teleconference location, that the legislative body post an agenda at each teleconference location, and that at least a quorum of the legislative body participate from locations within the boundaries of the local agency's jurisdiction; and

WHEREAS, in response to the COVID-19 state of emergency, the Governor temporarily suspended the rules described above when he issued Executive Order N-29-20 on March 17, 2020 and authorized local legislative bodies to hold virtual public meetings subject to specific public accessibility and noticing requirements; and

WHEREAS, the Governor signed AB 361 prior to the expiration of Order N-29-20; and

WHEREAS, AB 361 amends the Brown Act to the legislative body of a local agency to hold a teleconferenced meeting during a state of emergency without complying with the normal teleconferencing requirements described above if it meets requirements related to providing notice of the meeting, public access and participation via call-in or internet-based service options, real-time public comments, and conduct of the meeting in a manner that protects statutory and constitutional rights of any parties and the public appearing before the legislative body; and

WHEREAS, AB 361 does not require legislative bodies to take any specific action prior to holding an initial teleconferenced meeting during a state of emergency, however, to hold a subsequent teleconferenced meeting a legislative body must act no later than 30 days after the initial teleconferenced meeting, and every 30 days thereafter, by making findings specified in the statute justifying the continued use of teleconferenced public meetings; and

WHEREAS, it shall be the policy of the City that the appointed boards and commissions of the City will hold teleconferenced public meetings in compliance with the provisions of AB 361 during the COVID-19 state of emergency; and

WHEREAS, the COVID-19 state of emergency declared by the Governor remains active; and

WHEREAS, public meetings involve many people in shared indoors spaces for hours, when the number of people present does not always allow for a minimum six-foot distance between persons, and close contacts raise the risk of the spread of COVID-19; and

WHEREAS, the Alameda County Health Officer has issued Order No. 20-06t (originally issued April 3, 2020 and most recently amended on August 24, 2022) imposing a mandate that all individuals diagnosed with COVID-19 must isolate themselves and follow requirements further specified in the Order; and

WHEREAS, Order No. 20-06t also aligns with California Department of Public Health Guidance on Isolation and Quarantine of the General Public, specifically that individuals having close contacts/exposure to infected persons are not required to quarantine as long as they remain asymptomatic but are recommended to test and wear a mask as specified by the Order and California Department of Public Health guidance; and

WHEREAS, the Alameda County Health Officer has issued Order No. 22-03 (effective on June 25, 2022), rescinding the general mask mandate imposed by Order No. 22-02; and

WHEREAS, the Alameda County Public Health Department currently requires face coverings in the following situations:

- Indoors when required by businesses, government offices, youth-serving facilities, and workplace settings.
- When required by trains, buses, ferries, taxis and rideshare operators.
- In transportation hubs like bus terminals, train stations, marines, seaports or other ports, subway stations, or any other area that provides transportation, when required by transit systems.
- Healthcare settings.
- State and local correctional facilities and detention centers.
- Shelters and cooling centers; and

WHEREAS, the Alameda County Public Health Department recommends everyone wear a mask in outdoor crowded settings, and in non-public indoor settings, like a private residence, when they are around people who may be unvaccinated, elderly, or immunocompromised; and

WHEREAS, workplaces must comply with Cal/OSHA safety standards; and

WHEREAS, the California Department of Public Health has issued the following current guidance:

- The Department strongly recommends that all persons, regardless of vaccination status, continue to mask while in indoor public settings and businesses, on public transit, and in transportation hubs.
- Face coverings are required for all individuals in the following indoor settings, regardless of vaccination status: homeless shelters, emergency shelters, cooling and heating centers, healthcare settings, state and local correctional facilities and detention centers, long term care settings and adult and senior care facilities.
- Fully vaccinated individuals are recommended to continue indoor masking when the risk may be high.
- Persons with COVID-19 symptoms or who test positive for COVID-19 are required to isolate.
- Persons working or housed in specified high-risk settings are required to isolate and quarantine in the event of an exposure to someone infected with COVID-19.
- Members of the general public, regardless of vaccination status, are not required to isolate if they are asymptomatic after exposure to a person infected with COVID-19. Testing and masking are recommended, and vaccination/boosting is strongly encouraged; and

WHEREAS, Alameda County Health Order No. 21- 04 (effective November 1, 2021), which allows a stable group of fully vaccinated individuals to remove masks in certain indoor situations, is not applicable to the City's public meetings because they do not necessarily involve a stable group of vaccinated individuals.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward makes the following findings pursuant to AB 361 to continue holding teleconferenced public meetings during the COVID-19 state of emergency:

- The City Council has reconsidered the circumstances of the state of emergency.
- The COVID 19 state of emergency declared by the Governor remains active and continues to directly impact the ability of Councilmembers to meet safely in-person.
- State and local officials continue to recommend or impose measures to promote social distancing.
- The Alameda County Health Officer has issued orders imposing measures to promote social distancing via isolation and quarantine of individuals infected or likely infected with COVID-19 and individuals with close contact to persons infected with COVID-19.
- The Alameda County Health Officer recommends that everyone wear a mask in outdoor crowded settings, and in non-public indoor settings, like a private residence, when they are around people who may be unvaccinated, elderly, or immunocompromised.

- The Alameda County Health Officer requires face coverings to be worn in the following settings:
  - Indoors when required by businesses, government offices, youth-serving facilities, and workplace settings.
  - When required by trains, buses, ferries, taxis and rideshare operators.
  - In transportation hubs like bus terminals, train stations, marines, seaports or other ports, subway stations, or any other area that provides transportation, when required by transit systems.
  - Healthcare settings.
  - State and local correctional facilities and detention centers.
  - Shelters and cooling centers.
- The California Department of Public Health strongly recommends that all persons, regardless of vaccination status, continue to mask while in indoor public settings and businesses, on public transit and in transportation hubs.
- Workplaces must comply with Cal/OSHA safety standards.

BE IT FURTHER RESOLVED that in the interest of public health and safety, based on the findings contained herein, the City Council of the City of Hayward and the appointed boards and commissions identified in Exhibit A of this Resolution shall continue to hold teleconferenced public meetings pursuant to AB 361.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2022

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

**EXHIBIT A**

- Community Services Commission
- Keep Hayward Clean and Green Task Force
- Library Commission
- Personnel Commission
- Planning Commission
- Council Airport Committee
- Council Budget and Finance Committee
- Council Economic Development Committee
- Council Infrastructure Committee
- Council Homelessness-Housing Task Force
- Council Sustainability Committee
- Hayward Youth Commission
- Hayward Police Department Community Advisory Panel



# 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 22-533

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**DATE:** September 27, 2022

**TO:** Mayor and City Council

**FROM:** City Clerk

**SUBJECT**

Adopt a Resolution Accepting the Resignation of Ms. Lacei Ramirez-Amodei from the Community Services Commission, Effective Immediately

**RECOMMENDATION**

That the City Council adopts a resolution accepting the resignation of Ms. Lacei Ramirez-Amodei from the Community Services Commission, effective immediately.

**SUMMARY**

Ms. Lacei Ramirez-Amodei was appointed to the Community Services Commission on September 21, 2021, and reappointed on September 20, 2022. Ms. Ramirez-Amodei resignation becomes effective immediately, per her resignation letter (Attachment III).

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	Resignation Letter



**DATE:** September 27, 2022

**TO:** Mayor and City Council

**FROM:** City Clerk

**SUBJECT** Adopt a Resolution Accepting the Resignation of Ms. Lacei Ramirez-Amodei from the Community Services Commission, Effective Immediately

### **RECOMMENDATION**

That the City Council adopts a resolution accepting the resignation of Ms. Lacei Ramirez-Amodei from the Community Services Commission, effective immediately.

### **SUMMARY AND DISCUSSION**

Ms. Lacei Ramirez-Amodei was appointed to the Community Services Commission on September 21, 2021, and reappointed on September 20, 2022. Ms. Ramirez-Amodei resignation becomes effective immediately, per her resignation letter (Attachment III).

### **FISCAL IMPACT**

There is no fiscal impact associated with this action.

### **STRATEGIC INITIATIVES**

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

*Prepared and Recommended by:* Miriam Lens, City Clerk

Approved by:

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Kelly McAdoo, City Manager



HAYWARD CITY COUNCIL

RESOLUTION No. 22-\_\_\_\_\_

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

RESOLUTION ACCEPTING THE RESIGNATION OF MS. LACEI RAMIREZ-AMODEI FROM THE COMMUNITY SERVICES COMMISSION

WHEREAS, Ms. Lacei Ramirez-Amodei was appointed to the Community Services Commission on September 21, 2021;

WHEREAS, Ms. Lacei Ramirez-Amodei was reappointed to the Community Services Commission on September 20, 2022;

WHEREAS, Ms. Lacei Ramirez-Amodei submitted a resignation letter on September 19, 2022.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the Council hereby accepts the resignation of Ms. Lacei Ramirez-Amodei; and commends her for her civic service to the City.

IN COUNCIL, HAYWARD, CALIFORNIA, September 27, 2022.

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

Monday, September 19, 2022

Dear Mayor and Councilmembers,

I resign from the Community Service Commission. Thank you for giving me the opportunity to engage with the City and the Community.

All the best,

Lacei Ramirez Amodei



# 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 22-534

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**DATE:** September 27, 2022

**TO:** Mayor and City Council

**FROM:** City Clerk

**SUBJECT**

Adopt a Resolution Appointing Ms. Elena Lepe to the Community Services Commission to Fill the Unexpired Term of Ms. Lacei Ramirez-Amodei

**RECOMMENDATION**

That the Council adopts a resolution (Attachment II) appointing Ms. Elena Lepe to the Community Services Commission to fill the unexpired term of Ms. Lacei Ramirez-Amodei, which will expire on September 30, 2026.

**SUMMARY**

Following the July 12, 2022 City Commission interviews, the Council established an alternate list comprising eligible applicants who were not selected to fill vacancies because they were not enough vacant seats to appoint them. The alternate list comprises three Hayward residents who were nominated for specific commissions as follows: Ms. Elena Lepe (Community Services Commission); Ms. Elaine Alvite (Community Services Commission); and Ms. Arti Garg (Planning Commission). The alternate list will be valid for one year and will expire at the beginning of the new recruitment process. On August 19, 2022, Ms. Lacei Ramirez-Amodei, now former member of the Community Services Commission, submitted a letter of resignation which created an unexpected vacancy on the Community Services Commission. The Council, during its September 20, 2022 Council meeting, confirmed the list of alternates for two commissions. Ms. Elena Lepe, who is a Community Services Commission alternate, was contacted to confirm her eligibility status and her interest in serving on the Community Services Commission. If appointed to the Community Services Commission, Ms. Elena Lepe's term would be effective immediately and would end on September 30, 2026.

**ATTACHMENTS**

Attachment I Staff Report  
Attachment II Resolution

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**File #:** CONS 22-534

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**DATE:** September 27, 2022

**TO:** Mayor and City Council

**FROM:** City Clerk

**SUBJECT**

Adopt a Resolution Appointing Ms. Elena Lepe to the Community Services Commission to Fill the Unexpired Term of Ms. Lacei Ramirez-Amodei

### **RECOMMENDATION**

That the Council adopts a resolution (Attachment II) appointing Ms. Elena Lepe to the Community Services Commission to fill the unexpired term of Ms. Lacei Ramirez-Amodei, which will expire on September 30, 2026.

### **SUMMARY AND DISCUSSION**

Following the July 12, 2022 City Commission interviews, the Council established an alternate list comprising eligible applicants who were not selected to fill vacancies because they were not enough vacant seats to appoint them. The alternate list comprises three Hayward residents who were nominated for specific commissions as follows: Ms. Elena Lepe (Community Services Commission); Ms. Elaine Alvite (Community Services Commission); and Ms. Arti Garg (Planning Commission). The alternate list will be valid for one year and will expire at the beginning of the new recruitment process. On August 19, 2022, Ms. Lacei Ramirez-Amodei, now former member of the Community Services Commission, submitted a letter of resignation which created an unexpected vacancy on the Community Services Commission. The Council, during its September 20, 2022<sup>1</sup> Council meeting, confirmed the list of alternates for two commissions. Ms. Elena Lepe, who is a Community Services Commission alternate, was contacted to confirm her eligibility status and her interest in serving on the Community Services Commission. If appointed to the Community Services Commission, Ms. Elena Lepe's term would be effective immediately and would end on September 30, 2026.

### **FISCAL IMPACT**

There is no fiscal impact associated with this action.

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<sup>1</sup> September 20, 2022 Council Meeting - <https://hayward.legistar.com/LegislationDetail.aspx?ID=5844303&GUID=FE76B8E2-8EF5-4E37-9DB5-5D2E33887DBD&Options=&Search=>

## **STRATEGIC ROADMAP**

This agenda item is a routine operational item and does not relate to any of the projects outlined in the Council's Strategic Roadmap.

## **NEXT STEPS**

Following Council's action, the oath of affirmation will be administered to Ms. Lepe prior to her first Community Services Commission meeting.

*Prepared and Recommended by:* Miriam Lens, City Clerk

Approved by:

A handwritten signature in black ink, appearing to read 'K. McAdoo', with a long horizontal stroke extending to the right.

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Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION No. 22-\_\_\_\_\_

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

RESOLUTION APPOINTING MS. ELENA LEPE TO THE COMMUNITY SERVICES  
COMMISSION TO FILL THE UNEXPIRED TERM OF MS. LACEI RAMIREZ-  
AMODEI

WHEREAS, the City Council conducted its annual recruitment for City commissions and the Keep Hayward Clean and Green Task Force from April 5, 2022 through June 16, 2022; and

WHEREAS, on July 12, 2022, the City Council interviewed applicants to fill vacancies on the Community Services Commission, Library Commission, and Personnel Commission; and

WHEREAS, following the interviews, the City Council established an alternate list comprising eligible applicants who were not selected to fill vacancies because they were not enough seats to appoint them; and

WHEREAS, Ms. Elena Lepe was nominated as an alternate for the Community Services Commission; and

WHEREAS, Community Services Commissioner Lacei Ramirez-Amodei resigned due to unforeseen circumstances, effective August 19, 2022, which created a vacancy on the Community Services Commission.

THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that Ms. Elena Lepe is selected from the alternate list and appointed to fill Ms. Ramirez-Amodei's unexpired term, which will expire on September 30, 2026.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2022.

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 #:** WS 22-028

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**DATE:** September 27, 2022

**TO:** Mayor and City Council

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

**SUBJECT**

Fireworks: Update on Implementation of Hayward's Enhanced Approach to Education and Enforcement of Its Fireworks Ban

**RECOMMENDATION**

That Council receives an update and provides feedback on the recent implementation of the City of Hayward's enhanced approach to education and enforcement of its fireworks ban.

**SUMMARY**

In response to a significant surge in community calls and complaints about illegal fireworks activity, on April 5, 2022, the Council adopted two ordinances amending Articles in the Municipal Code: Chapter 4, Article 15 to specifically include fireworks; and Chapter 3, Article 3 to hold property owners accountable for fireworks on private property, in addition to supporting enhanced community outreach and education efforts. This staff report provides a status update on the recent implementation around the July 4<sup>th</sup> holiday and recommends modifications and enhancements for future outreach and enforcement.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Heat Map
Attachment III	Frequently Asked Questions



**DATE:** September 27, 2022

**TO:** Mayor and City Council

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

**SUBJECT:** Fireworks: Update on Implementation of Hayward's Enhanced Approach to Education and Enforcement of Its Fireworks Ban

## **RECOMMENDATION**

That Council receives an update and provides feedback on the recent implementation of the City of Hayward's enhanced approach to education and enforcement of its fireworks ban.

## **SUMMARY**

In response to a significant surge in community calls and complaints about illegal fireworks activity, on April 5, 2022, the Council adopted two ordinances amending Articles in the Municipal Code: Chapter 4, Article 15 to specifically include fireworks; and Chapter 3, Article 3 to hold property owners accountable for fireworks on private property, in addition to supporting enhanced community outreach and education efforts. This staff report provides a status update on the recent implementation around the July 4<sup>th</sup> holiday and recommends modifications and enhancements for future outreach and enforcement.

## **BACKGROUND**

In March 2022, the Council held a work session on firework mitigation options in response to a surge in community calls and complaints about illegal firework activity and enforcement challenges, such as unsafe conditions for police officers in large crowds and the difficulty police officers have witnessing and citing individuals in the moment that they light fireworks. As a result of Council direction, staff proposed an enhanced approach to community education and enforcement related to the City's fireworks ban, which included recommending amendments to Chapter 4 Article 15 of the Hayward Municipal Code relating to social nuisance by specifically including fireworks and to Chapter 3 Article 3 of the Hayward Municipal Code relating to fireworks by specifically identifying property owners as accountable for fireworks.

On April 5, 2022, the Council adopted the amendments to the two ordinances and expressed support for staff's enhanced community education. In response to Council direction, staff

formed an interdepartmental task force (Fireworks Task Force) that implemented the enhanced education and enforcement related to the City's fireworks ban leading up to the July 4<sup>th</sup> holiday. The Fireworks Task Force identified the following four goals to help guide program objectives:

1. Focus on private properties where violations occur;
2. Have fewer barriers for staff to issue citations for property violations;
3. Ensure a safer process so that staff does not need to engage with groups of people who are setting off fireworks; and
4. Mobilizing the work plan as a pilot program in Spring and Summer 2022 leading up to the July 4<sup>th</sup> holiday.

This staff report provides a status update on the recent implementation around the July 4<sup>th</sup> holiday and recommends modifications and enhancements for future outreach and enforcement.

## **DISCUSSION**

Below is a summary of the various milestones completed since April 2022:

### April 2022

- **Established proactive public awareness and education campaign about illegal fireworks usage:**
  - Created an educational program page on the City's website specific to illegal fireworks;
  - Issued a press release explaining the new language, the citation process, and the citation amounts; and
  - Publicized changes with multiple social media posts.

### May 2022

- **Identified problem zones and conducted pre-compliance outreach for areas prone to ongoing illegal fireworks activity:**
  - Analyzed the previous year's calls for service to identify problematic streets and neighborhoods via a heat map (Attachment II);
  - Mailed courtesy notices to Property Owners/Residents/Tenants in these areas
    - Mailed to Hot Spot Areas as shown on heat map, including 68,267 parcel addresses and all the sub-addresses on the parcels (sub-addresses are extra addresses on the parcel, apartments, offices, property complex, property owners, and management);
  - Messaged new regulations in water bills going to every city water customer in Hayward
    - 32,000 customers received flyers by mail and electronic in English/Spanish;

- Electronic signs with warning messages were posted throughout Hayward leading up to July 4th;
- Thirty “No Fireworks” coroplast signs installed on light poles throughout City; and
- Electric Message boards strategically placed at pre-determined locations (Carlos Bee & Mission; in the turn pocket of northbound Mission before Carlos Bee, and Tennyson, east of Mission).

#### June and July 2022

##### ➤ **Observation and reporting:**

- Ninety-four fireworks incidents on private properties were identified and documented;
- Fifty-nine plus notices of violation with penalties mailed out;
- Twenty-seven fire related incidents
  - Eight rubbish fires
  - Thirteen vegetation fire
  - Five building fires (only one of these involved a structure and was contained to the roof; the rest were found to be burning vegetation adjacent to a building)
  - A single commercial building fire (was found to be burning trees behind the building);
- 64,725 social media impressions;
- 123 public comments;
- Stack Extra made the news: [KRON4](#)
- Collaboration with the Rental Housing Authority on messaging on social media outlets;
- No Parking barricades were placed out at pre-determined locations (Carlos Bee & Mission; South side of Carlos Bee between 24967 and entrance to CSUEB, Tennyson, east of Mission, Vista Grande Dr. between Tennyson & 28804 Vista Grande Dr., Bailey Ranch & Mystic View Ct. on both sides of the street);
- Road closure devices strategically placed;
- No Parking signs placed at upper Tennyson near the address of 780 Tennyson, Fortuna Drive; in the courts of Fortuna & Mountain View Dr.; and
- Road delineation devices placed at Alquire Pkwy, east of Mission, Drop off location at the C/of Vanderbilt & Alquire, Central Ave & Maitland / Bunker Hill & Maitland.

Over the July 4<sup>th</sup> holiday and morning of July 5<sup>th</sup>, a joint fireworks enforcement team consisting of police and code enforcement officers, along with regular police patrol, were able to document and tie some illegal fireworks activity to specific addresses in the City. Each address was recorded with department issued cell phones, body worn cameras, and/or iPad devices. All the video footage was uploaded to Evidence.com or the appropriate database as used by Code Enforcement, and recordings was labeled with the appropriate address in which the incident took place, so that follow-up could be conducted, and the appropriate citations

issued by Code Enforcement. With the increased community outreach and education regarding the enhanced enforcement, the City received significant feedback from residents through emails and letters. In response, staff developed responses to frequently asked questions, which is provided in Attachment III.

Overall, staff believes the enhanced approach to education and enforcement related to the City's fireworks ban was successful and recommends continuing the program. In fact, as a result of Hayward's enhanced approach, agencies such as Alameda County Sheriff Office reached out and have expressed an interest in implementing a similar action plan. While staff responded successfully to many instances despite complex and evolving situations, there were noticeable challenges to enforcing the amended ordinances, such as being able to respond to all locations throughout the City given limited staffing, continued staff safety concerns, and a significant number of active and unsafe fireworks events happening throughout the City. In light of these challenges, staff recommends the following actions for the next outreach and enforcement implementation:

- **Fireworks Taskforce "Street Team"**
  - Create fireworks "street teams," which includes HFD discussing the dangers of fireworks with neighborhoods that have a high number of calls and complaints while members from HPD and Code Enforcement discuss the legal and financial aspects of their actions.
- **Citywide Mailer**
  - Send out the informational flyer not only to the identified hot spots and/or property owners, but Citywide, which will state the dangers and explain the consequences.
- **Budget Allocation**
  - As part of the budget process, evaluate further the following financial aspects of the program:
    - Hearing administration fees
    - Mailers (Annual Informational flyer, Courtesy Letters, FAQ handouts)
    - Staff overtime costs.
- **Staff Resources**
  - Assess the potential for more patrol to cover more areas of the City (Police, Code Enforcement, Fire), if possible.
- **Equipment**
  - Evaluate the potential to obtain more advanced technology to capture the most accurate evidence, especially targeted for nighttime use.
- **Additional Training**
  - Provide staff additional training and the tools to ensure greater and more streamlined and efficient reporting.

Based on Council feedback at this work session, staff will continue to work on improving the enhanced approach to fireworks education and enforcement.

## **FISCAL IMPACT**

There are no fiscal impacts resulting from this work session report.

## **STRATEGIC ROADMAP**

This agenda item supports the Strategic Priority of Support Quality of Life. This item is not specifically related to a project identified in the adopted Strategic Roadmap, however, staff is bringing forth this item to share with Council as the City's enhanced approach to education and enforcement of its fireworks ban directly supports the quality of life of the Hayward community.

## **NEXT STEPS**

In October 2022, the Fireworks Task Force, in collaboration with the Rental Housing Association, will host a hybrid community educational work session about illegal fireworks and the enhanced enforcement approach that focuses on holding private property owners accountable. Additionally, as part of the future budget process, staff will evaluate the potential to increase staffing and budget resources to this program.

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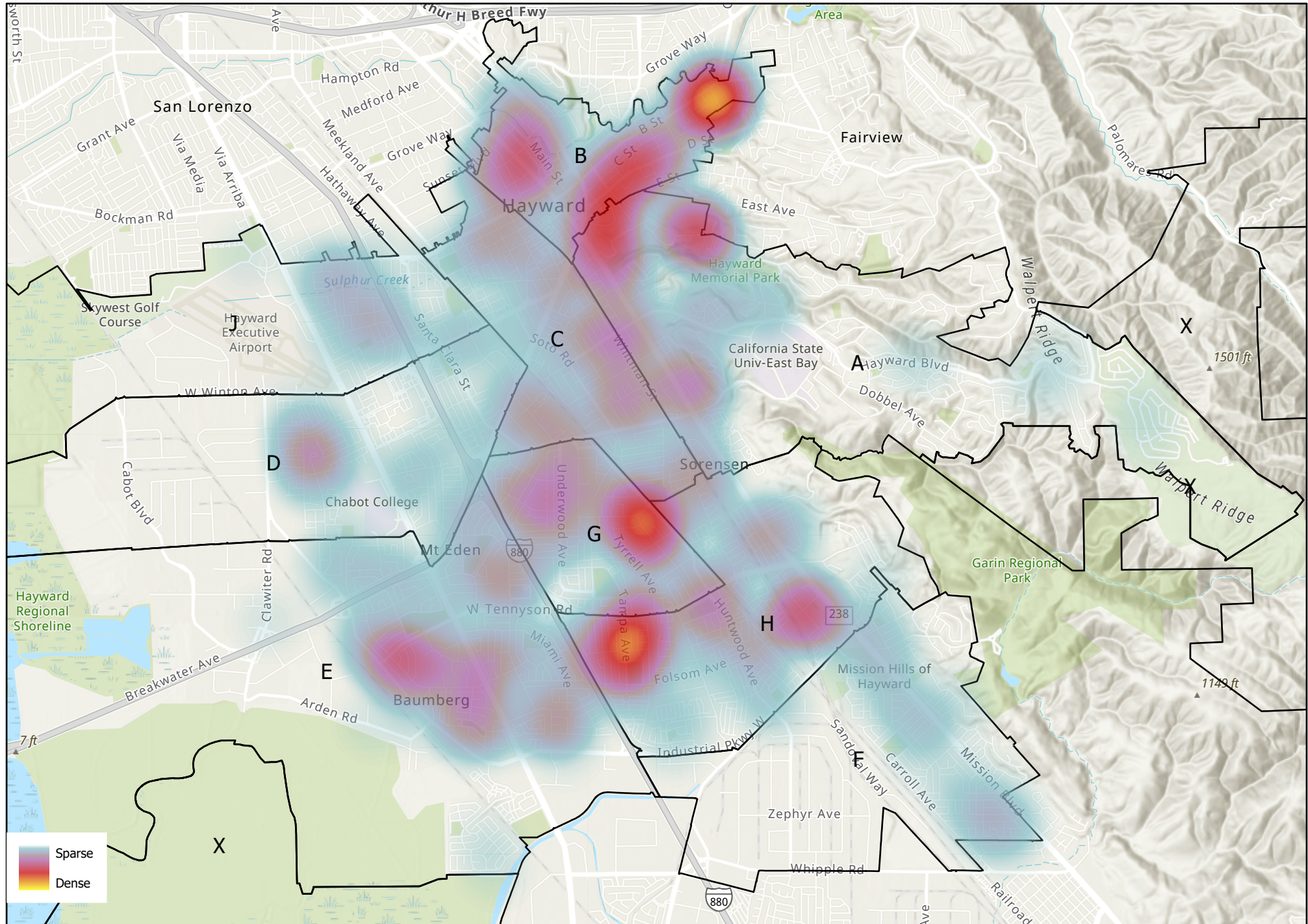
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Kelly McAdoo, City Manager



# 415FW Calls for Service January 1, 2021- January 1, 2022

Attachment II



**Frequently Asked Questions**  
**Enhanced Fireworks Education and Enforcement**

- **Does the City ordinance specifically authorize landlords to evict tenants?**
  - City Ordinances or laws do not specifically authorize landlords/property owners to evict tenants who indulge in illegal fireworks. As property owners have an obligation to manage and maintain their properties in accordance with applicable state laws, it is recommended that property owners seek legal counsel if necessary to resolve issues related to tenant behavior.
- **How do I report illegal fireworks activity?**
  - All illegal fireworks can be reported through Access Hayward, Code Enforcement, and the Hayward Police Department. Complaints may be made anonymously, however, if the notice of illegal activity is contested, please note that complainants may be needed to testify at any future hearings.
- **How are incoming calls/reports going to be gathered, shared, and routed?**
  - Specific follow-up from incoming calls and emails will be routed to Code Enforcement, and internally, Code Enforcement staff will coordinate with other City departments, such as Police and Fire, to share information, including any first-person accounts, photographs, etc.
- **How about fireworks that happen on the streets (not on private properties)?**
  - ⊖ Most fireworks will likely be set off in the street, as opposed to on actual private property. Based on observations made by a police officer, firefighter, or Code enforcement personnel, or reported by a member of the public and confirmed by City, staff will assess which property the person setting the fireworks off came from (including first-person accounts, photographs, or video) and that is the property that may be ultimately responsible.
- **What is the updated City of Hayward nuisance ordinance?**
  - ⊖ Under the amended nuisance ordinance, owners of properties where fireworks activity takes place or emanates from, can be cited and face progressively increasing fines. This is in addition to regular enforcement of these activities by Hayward PD under Hayward Municipal Code Chapter 3, Article 3.
- **How much are these violations?**
  - 1<sup>st</sup> Incident - \$1,200
  - 2<sup>nd</sup> Incident - \$3,000
  - 3<sup>rd</sup> Incident - \$5,000
- **How can I contest a violation on my property?**
  - Property owners who wish to appeal a fireworks-related citation can do so by completing the Administrative Hearing Request Form and submitting the form to the appropriate City Division based on the hearing type.