

# **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, January 17, 2023**

**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/88129328683?pwd=eDI3dUtROHFBVNLRnZtUUpSRFE5UT09>

Meeting ID: 881 2932 8683

Password: CC1/17@7pm

or

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

Meeting ID: 881 2932 8683

Password: 4510411191

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

**CALL TO ORDER: Mayor Salinas**

**Pledge of Allegiance: Council Member Roche**

**ROLL CALL**

**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. [MIN 23-007](#) Approve the City Council Minutes of the City Council Meeting on December 6, 2022

**Attachments:** [Attachment I Draft Minutes of 12/6/2022](#)

2. [MIN 23-008](#) Approve the City Council Minutes of the Special City Council Meeting on December 13, 2022

**Attachments:** [Attachment I Draft Minutes of 12/13/2022](#)

3. [CONS 23-025](#) Adopt an Ordinance Amending Chapter 10, Article 17 (Affordable Housing Ordinance) and Article 19 (Density Bonus Ordinance) of the Hayward Municipal Code Related to an Update of the Density Bonus Ordinance

**Attachments:** [Attachment I Staff Report](#)  
[Attachment II Summary of Ordinance Published](#)

4. [CONS 23-005](#) Adopt a Resolution Authorizing the City Manager to Execute Five (5) Eighteen-Month Professional Services Agreements with CSG Consultants, EKI Environment & Water, Harris & Associates, Lee and Ro, and V.W. Housen & Associates for On-Call Engineering Support Services, in an Amount Not-To-Exceed \$500,000 each, with an Aggregate Amount Not-To-Exceed \$1,500,000

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

5.     [CONS 23-002](#)     Adopt a Resolution Approving Addendum No. 1, 2 & 2A, and Awarding a Construction Contract to JJ Construction & Design, Inc., for the Municipal Parking Lot No. 7, D-1 & D-2 Improvement Project, Project No. 05296 in the Amount of \$328,070 and Authorizing a Construction Contingency Change Order Budget of \$71,930

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

6.     [CONS 23-006](#)     Adopt a Resolution Approving Plans and Specifications, and Call for Bids for the FY23 Median Landscape Improvement - Phase 1, Project No. 05281

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

7.     [CONS 23-010](#)     Adopt a Resolution Authorizing the City Manager to Accept and Appropriate up to \$10,000 in Small Donations (\$999 or less individually) from Library Patrons to Support Library Services and Programs

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

8.     [CONS 23-012](#)     Adopt a Resolution Authorizing the City Manager to Accept and Appropriate \$200,000 from Edward Martins to Support the Purchase of a Techmobile for the Hayward Public Library

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

9.     [CONS 23-013](#)     Adopt a Resolution Awarding a Contract to JMB Construction for the Trash Capture Device Installation on Tennyson Road, Project No. 07746, in an Amount of \$737,888 and a Contingency Budget of \$72,112 for a Total Contract Not-to-Exceed Amount of \$810,000

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



10.     [CONS 23-015](#)     Adopt a Resolution Authorizing the City Manager to Negotiate and Execute a Landscape Maintenance Contract for Prominence Lighting and Landscape District #3 with Brightview Landscape Services, in an Annual Amount of \$99,554 and Approving an Additional \$20,000 Annually for Contingencies

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

11.     [CONS 23-016](#)     Adopt a Resolution Authorizing the City Manager to Negotiate and Execute a Landscape Maintenance Contract for the Downtown Hayward Maintenance with New Image Landscape Company, in an Annual Amount of \$156,000, and an Additional \$20,000 Annually for Contingencies, and Approve an Increase in the Budget Appropriation and Transfer of \$116,402 from the General Fund to the Landscape Maintenance Fund

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

12.     [CONS 23-024](#)     Adopt a Resolution Authorizing the City Manager to Execute an Amendment to the Agreement with OpenGov, Inc. for Financial Reporting, Budgeting and Planning, and Procurement Solution Services for a Period of Three-Years, with Two (2) One-Year Contract Extensions

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

13.     [CONS 23-026](#)     Adopt Resolutions Authorizing the City Manager to (1) Amend the Professional Services Agreements with Kitchell CEM for Extended Construction Support Services by \$333,000 for a Not-to-Exceed Amount of \$2,533,000; (2) with RossDrulisCusenbery Architecture, Inc., by \$292,000 for a Not-to Exceed Amount of \$3,254,000; (3) Amend the Inspector of Record Services with ABC Inspections, Inc., by \$80,000 for a Not-to-Exceed Amount of \$945,000; (4) Amend the Agreement with Mobile Modular for an Additional Rental of Modular Structures by \$55,000 for a Not-to-Exceed Amount of \$283,500 for the Temporary Fire Station 6; and (5) Transfer and Appropriate Additional Funds in an Amount Not-to-Exceed \$5,596,800 for the Fire Station 6 and Fire Training Center Project, Project No. 07481 and 07482

**Attachments:**

[Attachment I Staff Report](#)

[Attachment II Resolution Amendment with Kitchell](#)

[Attachment III Resolution Amendment to RDC](#)

[Attachment IV Resolution Amendment with ABC](#)

[Attachment V Resolution Amendment to Mobile Modular](#)

[Attachment VI Resolution Appropriation of Funds](#)

14.     [CONS 23-027](#)     Adopt a Resolution Authorizing the City Manager to Execute a Professional Services Agreement with Kimley-Horn & Associates, Inc., for the Planning and Scoping Phase of the SR-92/Whitesell Interchange Project, Project No. 05334, in an Amount Not-to-Exceed \$620,000 and Appropriate an Additional \$360,000 from Fund 212 to the Project

**Attachments:**

[Attachment I Staff Report](#)

[Attachment II Resolution](#)

[Attachment III Resolution Appropriation of Funds](#)

[Attachment IV Location Map](#)

**LEGISLATIVE BUSINESS**

15.     [LB 23-003](#)         Salary Plan: Adopt a Resolution Approving the Amended Fiscal Year 2023 Salary Plan that Designates Classifications and Corresponding Salary Changes

**Attachments:**   [Attachment I Staff Report](#)  
                          [Attachment II Resolution](#)  
                          [Attachment III FY2023 Salary Plan](#)

**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, January 24, 2022, 7:00 PM**

**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.*



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**File #:** MIN 23-007

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**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** City Clerk

**SUBJECT**

Approve the City Council Minutes of the City Council Meeting on December 6, 2022

**RECOMMENDATION**

That the Council approves the City Council meeting minutes of December 6, 2022.

**SUMMARY**

The City Council held a meeting on December 6, 2022.

**ATTACHMENTS**

Attachment I Draft Minutes of December 6, 2022



## **CITY COUNCIL MEETING**

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

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

<https://hayward.zoom.us/j/89416478079?pwd=MWRlQ1htckdHRFN4ZzZuNWoxZDI1Zz09>

**Tuesday, December 6, 2022, 7:00 p.m.**

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The City Council meeting was called to order by Mayor Halliday at 7:00 p.m. The City Council held a hybrid meeting in Council Chambers and virtually via Zoom.

**Pledge of Allegiance:** Council Member Lamnin

### **Roll Call**

Present

Council Chamber: Council Members Andrews, Lamnin, Márquez, Zermeno  
Mayor Halliday

Virtual Platform (Zoom): Council Member Salinas

Absent: None

Mayor Halliday announced that Council Member Wahab had been elected to the California State Senate and was required to resign from the Hayward City Council so that she could take her Oath of Office on the State Senate.

### **CLOSED SESSION ANNOUNCEMENT**

The City Council convened in closed session at 5:30 p.m., with six members present and no public comment, regarding two items: 1) conference with legal counsel pursuant to Government Code section 54956.9 regarding the case Smith, et al. v. City of Hayward, et al., U.S.D.C. N.D. Cal., Case No. C21-08467 YGR; and 2) conference with legal counsel pursuant to Government Code section 54956.9 regarding one anticipated case. City Attorney Lawson reported that the Council discussed both items and took no reportable action; and noted that former Council Member Wahab had resigned on December 4, 2022, to take the oath of office as the newly elected State Senator for the 10<sup>th</sup> District, consequently the Council was reduced to six members.

### **PRESENTATION**

Mayor Halliday read a Certificate of Commendation presented to Senator Bob Wieckowski upon his retirement and in honor of his dedication and commitment to the 10<sup>th</sup> Senate District in the California State Legislature. Senator Bob Wieckowski thanked the City Council for such recognition.

### **PUBLIC COMMENTS**

TJ with Hayward Concerned Citizens spoke about the assault of a 24-year-old victim by three individuals in the downtown parking garage; suggested brighter or motion-sensor lighting, better security cameras, reinstate the security robot, provide around-the-clock private

security, and initiate a night-time window of closure for the garage; and urged residents, City leaders, and law enforcement to partner to improve the downtown area enabling it to thrive again.

Mr. Gabriel Altamirano with South Hayward Now/Ahora clarified the goal of SB 946 regarding street food vendors and underscored related issues; and urged the City to stop unpermitted street vendors and create an interim program for enforcement to address the concerns.

Ms. Ellen Mayfield, Hayward resident, shared she was elated to see the topic of smoke-free multi-housing on the agenda and urged the Council to start the public outreach initiative sooner.

Ms. Deborah Reams shared that although smoking was prohibited per her apartment contract, she still experienced second-hand smoke in her residence; and requested that Council prioritize the issue of smoke-free in multi-housing sooner.

Ms. Dustie shared that her son was the victim of assault occurring in the municipal parking lot, underscored that the incident had generated discussion in the community about safety, and thanked those who expressed their concern about her son's assault.

City Manager McAdoo and Acting Police Chief Matthews spoke about the assault of the victim on November 28, 2022 in the municipal parking lot; noted that due to the delay in notification of the incident, the Hayward Police Department (HPD) was unable to locate those responsible and requested that members of the public who witnessed the incident contact HPD's investigation unit with any information; and added that a project was underway to upgrade the cameras in the garage and around other city facilities.

In response to Council Member Andrews' inquiry about the security robot, City Manager McAdoo indicated it had sustained damage on numerous occasions, and its contract was terminated for cost savings measures.

Mayor Halliday stated the City should engage the Downtown Hayward Improvement Area Association on how they can help provide additional security in the downtown.

## **CITY MANAGER'S COMMENTS**

City Manager McAdoo announced the library, in partnership with local agencies, was launching a diaper distribution program at the downtown library which would occur on the second Thursday of the month starting on December 8, 2022 through June 8, 2023; shared the Hayward Airport holiday celebration will be held on December 7, 2022; and congratulated City departments on the successful launch of Energov, a new electronic permits system.

## **CONSENT**

Consent Item No. 18 was pulled from the Consent Calendar to allow for public comment.



## CITY COUNCIL MEETING

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

<https://hayward.zoom.us/j/89416478079?pwd=MWRlQ1htckdHRFN4ZzZuNWoxZDI1Zz09>

**Tuesday, December 6, 2022, 7:00 p.m.**

- 
1. Approve the City Council Minutes of the City Council Meeting on November 1, 2022 **MIN 22-129**

It was moved by Council Member Andrews, seconded by Council Member Márquez, and carried unanimously, to approve the minutes of the City Council Meeting on November 1, 2022.

2. Approve the City Council Minutes of the City Council Meeting on November 15, 2022 **MIN 22-140**

It was moved by Council Member Andrews, seconded by Council Member Márquez, and carried unanimously, to approve the minutes of the City Council Meeting on November 15, 2022.

3. 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 **CONS 22-659**

Staff report submitted by City Clerk Lens, dated December 6, 2022, was filed.

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

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

Resolution 22-284 "Resolution Making the Required Findings Pursuant to AB 361 to Continue to Hold Teleconferenced Public Meetings During the COVID 19 State of Emergency"

4. Adopt a Resolution Accepting the Resignation of Ms. Gordean Lum-Villados from the Keep Hayward Clean and Green Task Force, Effective Immediately **CONS 22-674**

Staff report submitted by City Clerk Lens, dated December 6, 2022, was filed.

Council Member Andrews thanked Ms. Gordean Lum Villados for her service on the Keep Hayward Clean and Green Task Force.



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

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

Resolution 22-285, "Resolution Accepting the Resignation of Ms. Gordean Lum-Villados from The Keep Hayward Clean and Green Task Force"

5. Adopt a Resolution Accepting the Resignation of Ms. Arti Garg from the Community Services Commission, Effective Immediately **CONS 22-672**

Staff report submitted by City Clerk Lens, dated December 6, 2022, was filed.

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

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

Resolution 22-286, "Resolution Accepting the Resignation of Ms. Arti Garg from the Community Services Commission"

6. Adopt a Resolution Accepting the Resignation of Mr. Zachariah Oquenda from the Planning Commission, Effective Immediately **CONS 22-661**

Staff report submitted by City Clerk Lens, dated December 6, 2022, was filed.

Council Member Andrews thanked Mr. Zachariah Oquenda for his service on the Planning Commission.

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



## CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

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

<https://hayward.zoom.us/j/89416478079?pwd=MWRla1htckdHRFN4ZzZuNWoxZDI1Zz09>

**Tuesday, December 6, 2022, 7:00 p.m.**

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AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas, Zermelo  
MAYOR Halliday

NOES: None

ABSENT: None

ABSTAIN: None

Resolution 22-287, "Resolution Accepting the Resignation of Mr.  
Zachariah Oquenda from the Planning Commission"

7. Adopt a Resolution Appointing Ms. Arti Garg to the Planning Commission to Fill the  
Unexpired Term of Mr. Zachariah Oquenda **CONS 22-662**

Staff report submitted by City Clerk Lens, dated December 6,  
2022, was filed.

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

AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas, Zermelo  
MAYOR Halliday

NOES: None

ABSENT: None

ABSTAIN: None

Resolution 22-288, "Resolution Appointing Ms. Arti Garg to the  
Planning Commission to Fill the Unexpired Term of Mr.  
Zachariah Oquenda"

8. Adopt a Resolution Rescinding a Portion of the Previously Adopted Resolution 20-065,  
Regarding Approval of a Financing Model that Supports the Development of Middle-  
Income Affordable Housing and Authorization of the City Manager to Execute Purchase  
Option Agreements with the California Community Housing Agency **CONS 22-648**

Staff report submitted by City Attorney Lawson/ Housing  
Manager Morales, dated December 6, 2022, was filed.

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

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

Resolution 22-289, "Resolution of the City Council of the City of Hayward Rescinding a Portion of the Previously Adopted Resolution 20-065, Regarding Approval of a Financing Model that Supports the Development of Middle-Income Affordable Housing and Authorization of the City Manager to Execute Purchase Option Agreements with CALCHA"

9. Adopt a Resolution Authorizing the City Manager to Amend the Professional Services Agreement with Brown and Caldwell to Increase the Contract Amount by \$4,800,000 to a Total Not-to-Exceed Amount of \$8,649,711 for Final Design Services for the Administration and Laboratory Building, and Primary Effluent Equalization Basin Relocation Projects, and Geotechnical Investigation Services for the Water Pollution Control Facility Improvements Phase II Project No. 07760 **CONS 22-663**

Staff report submitted by Director of Public Works Ameri, dated December 6, 2022, was filed.

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

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

Resolution 22-290, "Resolution Authorizing the City Manager to Execute Amendment No. 1 to the Professional Services Agreement with Brown and Caldwell to Increase the Contract Amount by \$4,800,000, for a Total Not-to-Exceed Amount of \$8,649,711 for the Final Design Services for the Administration and Laboratory Building, Primary Effluent Equalization Basin (Eq Basin) Relocation Projects, and Geotechnical Investigation Services for the Water Pollution Control Facility (WPCF) Improvements Phase II Project, Project No. 07760"

10. Adopt a Resolution Supporting East Bay Municipal Utility District's (EBMUD) Grant Funding Application for the Implementation of Management Actions and Projects in the City/EBMUD Jointly Prepared East Bay Plain Subbasin Groundwater Sustainability Plan **CONS 22-665**



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Tuesday, December 6, 2022, 7:00 p.m.

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Staff report submitted by Director of Public Works Ameri, dated December 6, 2022, was filed.

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

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

Resolution 22-291, "Resolution Supporting East Bay Municipal Utility District's (EBMUD) Grant Funding Application for the Implementation of Management Actions and Projects in the City/EBMUD Jointly Prepared East Bay Plain Subbasin Groundwater Sustainability Plan"

11. Adopt a Resolution Demonstrating Compliance with State Housing Laws per the Metropolitan Transportation Commission and One Bay Area Grant Funding Requirements **CONS 22-666**

Staff report submitted by Director of Public Works Ameri, dated December 6, 2022, was filed.

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

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

Resolution 22-292, "Resolution of the City Council of the City of Hayward Regarding Local Compliance with State Housing Laws Pursuant to Metropolitan Transportation Commission and One Bay Area Funding Requirements"

12. Adopt a Resolution Authorizing the City Manager to Execute Amendment No. 2 to the Agreement with Workforce Integrity and Training Solutions, LLC for Labor Compliance Coordination Services in the Amount of \$200,000 for a Total Not-To-Exceed Amount of \$372,000 and for Extension of the Agreement to December 31, 2023 **CONS 22-676**

Staff report submitted by Director Public Works Ameri, dated December 6, 2022, was filed.

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

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

Resolution 22-293, “Resolution Authorizing the City Manager to Execute Amendment No. 2 to the Agreement with Workforce Integrity and Training Solutions, LLC for Labor Compliance Coordination Services in the Amount of \$200,000 for a Total Not-to-Exceed Amount of \$372,000 and Extending the Agreement to December 31, 2023”

13. Adopt a Resolution Amending Resolution 22-087 to Apply as Joint Applicant with EAH, Inc for the California State Department of Housing and Community Development California Housing Accelerator Limited Accelerator Project Gap Funding Program **CONS 22-678**

Staff report submitted by Housing Manager Morales/ Assistant City Manager Ott, dated December 6, 2022, was filed.

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

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

Resolution 22-294, “Resolution Amending Resolution 22-087 and Restating the Authorization of the City Manager to: 1) Apply for an Award from the California Housing Accelerator Limited Accelerator Project Gap Funding Program from the California State Department of Housing and Community; 2) Enter Into a



## CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

### Council Chamber and Virtual Platform (Zoom)

<https://hayward.zoom.us/j/89416478079?pwd=MWRla1htckdHRFN4ZzZuNWoxZDI1Zz09>

Tuesday, December 6, 2022, 7:00 p.m.

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Standard Agreement with the California State Department of Housing and Community Development for the California Housing Accelerator Limited Accelerator Project Gap Funding Program; and 3) Accept an Amount Not to Exceed \$51 Million to Support the Pimentel Place Development for 57 Units of Affordable Housing”

14. Adopt a Resolution Establishing the City Contribution for Active and Retiree Medical Premiums Set by the California Public Employee Retirement System (CalPERS) for Calendar Year 2023 Pursuant to California Government Code Section 22892 of the Public Employees’ Medical and Hospital Care Act **CONS 22-679**

Staff report submitted by Assistant City Manager Youngblood, dated December 6, 2022, was filed.

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

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

Resolution 22-295, “Resolution Agreeing to Meet the Minimum Employer Contribution Toward Medical Cost as Set by California Public Employees Retirement System in the Amount of One Hundred Fifty-One Dollars (\$151) Per Month for Calendar Year 2023”

15. Adopt a Resolution Authorizing the City Manager to Accept \$8,558,902 in State Library Grant Funds for Construction of the Stack Center and to Execute Associated Grant Agreements **CONS 22-680**

Staff report submitted by Assistant City Manager Ott, dated December 6, 2022, was filed.

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

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

Resolution 22-296, "Resolution of the City of Hayward Authorizing the Grant Acceptance and Execution of the Grant Funds from the State of California Budget Act of 2021 (SB 129) and Appropriating Them to the South Hayward Youth and Family Center Project"

16. Adopt a Resolution Authorizing the City Manager to Negotiate and Execute a Lease Agreement with the Alameda County Deputy Sheriffs' Activities League to Expand the Commercial Kitchen at the Matt Jimenez Community Center and Operate the Commercial Kitchen Incubator Program **CONS 22-681**

Staff report submitted by Assistant City Manager Ott, dated December 6, 2022, was filed.

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

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

Resolution 22-297, "Resolution Authorizing the City Manager to Negotiate and Execute a Lease Agreement with the Alameda County Deputy Sheriffs' Activity League to Expand the Commercial Kitchen at the Matt Jimenez Community Center and Operate a Commercial Kitchen Incubator Program"

17. Adopt Resolutions Authorizing the City Manager to: (1) Accept and Appropriate Funds Awarded by the California State Legislature under Assembly Bill 179 in an Amount up to \$5.4 Million for the City's Scattered Site Housing Program, and Negotiate and Execute Documents and Any Subsequent Amendments, Modifications, or Documents Thereto with the California State Department of Housing and Community Development; and (2) Negotiate and Execute Loan Documents between the City of Hayward and Bay Area Community Services in an Amount Not-to-Exceed \$5.4 Million to Acquire and Rehabilitate a Minimum of Three Single-Family Homes for the City's Scattered Site Housing Program, for which the California Environmental Quality Act Does Not Apply **CONS 22-682**



## CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chamber and Virtual Platform (Zoom)

<https://hayward.zoom.us/j/89416478079?pwd=MWRla1htckdHRFN4ZzZuNWoxZDI1Zz09>

Tuesday, December 6, 2022, 7:00 p.m.

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Staff report submitted by Assistant City Manager Ott, dated December 6, 2022, was filed.

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

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

Resolution 22-298, "Resolution Authorizing the City Manager to Accept and Appropriate Funds Awarded by the California State Legislature Under Assembly Bill 179 in the Amount Up to \$5.4 Million for the City's Scattered Site Housing Program, and Negotiate and Execute any Documents and any Subsequent Amendments, Modifications, or Other Documents Thereto with the California State Department of Housing and Community Development Regarding Acceptance of the Funds"

Resolution 22-299, "Resolution Authorizing the City Manager to Negotiate and Execute Loan Documents Between the City of Hayward and Bay Area Community Services in an Amount Not to Exceed \$5.4 Million for the City's Scattered Site Housing Program"

18. Adopt a Resolution Authorizing the City Manager to 1) Negotiate and Execute an Agreement with Eden Health District (EHD) for the Award of \$250,000 to the City for the Acquisition of the St. Regis Retirement Center; (2) Accept and Appropriate the Funds Awarded by EHD; and (3) Negotiate and Execute an Agreement for Transfer of the \$250,000 in Funds from the City to Bay Area Community Services for Down Payment Assistance to Acquire the St. Regis Retirement Center **CONS 22-684**

Staff report submitted by Assistant City Manager Ott, dated December 6, 2022, was filed.

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

Mr. Gabriel Altamirano, South Hayward Now/Ahora member, asked if permits would be pulled for the proposed project through the Planning Division and whether there would be CEQA review; noted there should be public input on the proposed project; and shared that



potential challenges with institutions could be mitigated by the City through the inclusion of conditions of approval.

City Manager McAdoo stated the project was not made more public because the proposed operator, Bay Area Community Services (BACS), had acquired the property but was going through state approvals and funding elements were still being finalized. Ms. McAdoo noted the intent behind the project was to build a campus facility to provide residential treatment to individuals facing medical fragility as they age and homelessness or mental health challenges that require in-patient care but not severe enough for placement at the John George mental health facility; noted the project was permitted per the current zoning of the property and was exempt from CEQA; and staff would conduct community outreach and engagement.

Ms. Suzanne Luther with Hayward Concerned Citizens asked if half of the facility would be a lock-down facility, what experience BACS has with a lock-down facility, and who would be responsible in the event an individual gets out.

Council Member Márquez made a motion to move the item per staff recommendation, requested that details about community outreach be included in the Stack Newsletter, and sought confirmation that the City was in contact with the Hayward Unified School District about the project.

City Manager McAdoo shared that the existing St. Regis facility has a secure Alzheimer's treatment wing, emphasized that individuals will not be permitted to leave the facility and wander around, and people will not be released unless they are self-sufficient, independent or have a place to go.

Council Member Zermeño seconded the motion.

Mayor Halliday thanked the Eden Health District for providing funding for the project, recognized the need for further community discussion.

Mayor Halliday reopened public comments at 7:56 p.m.

Ms. Ro Aguilar applauded the City and its partners for engaging and supporting a creative outlet addressing mental health illness, underscored the need for the police to have a place to drop off homeless people who are mentally ill so they can get the care and services they need.

Mayor Halliday closed the public comment period at 7:57 p.m.

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



## CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

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

<https://hayward.zoom.us/j/89416478079?pwd=MWRla1htckdHRFN4ZzZuNWoxZDI1Zz09>

**Tuesday, December 6, 2022, 7:00 p.m.**

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AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas, Zermeno  
MAYOR Halliday

NOES: None

ABSENT: None

ABSTAIN: None

Resolution 22-303, "Resolution Authorizing the City Manager to:  
1) Negotiate and Execute an Agreement with Eden Health District; 2) Accept and Appropriate Funds Awarded by EHD in an Amount up to \$250,000; and 3) Negotiate and Execute an Agreement Between the City of Hayward and Bay Area Community Services (BACS) for Down Payment Assistance to Acquire St. Regis Retirement Center in an Amount Not-to-Exceed \$250,000"

### 19. Adopt a Resolution Accepting the Fiscal Year 2023 Statement of Investment Policy and Delegation of Authority **CONS 22-686**

Staff report submitted by Director of Finance Claussen, dated December 6, 2022, was filed.

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

AYES: COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas, Zermeno  
MAYOR Halliday

NOES: None

ABSENT: None

ABSTAIN: None

Resolution 22-300, "Resolution Reaffirming the Statement of Investment Policy and Renewing the Delegation of Authority to Make Investments to the Director of Finance"

### 20. Adopt a Resolution Accepting Transmittal of the Annual Mitigation Fee Act Report (AB1600) **CONS 22-687**

Staff report submitted by Director of Finance Claussen, dated December 6, 2022, was filed.

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

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

Resolution 22-301, "Resolution Accepting the Report and Adopting Findings Related to Fees Collected for the Development Projects Subject to the Requirements of the Mitigation Fee Act"

21. Adopt a Resolution Authorizing the City Manager to Execute a Letter of Intent with the Alameda County Fire Department to Negotiate the Terms of a Proposal for Ambulance Services and/or Emergency Medical Services in Alameda County **CONS 22-698**

Staff report submitted by Chief of Fire Contreras, dated December 6, 2022, was filed.

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

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

Resolution 22-302, "Resolution Authorizing the City Manager to Execute a Letter of Intent with the Alameda County Fire Department to Negotiate the Terms of a Proposal for Ambulance Services and/or Emergency Medical Services in Alameda County"

## **PUBLIC HEARING**

22. Density Bonus Ordinance: Introduce an Ordinance Related to Text Amendments to Chapter 10 (Planning, Zoning, and Subdivisions) of the Hayward Municipal Code for the Adoption and Updates to the City's Density Bonus Ordinance and Adopt a Resolution Supporting the Proposed Zoning Text Amendments and Approving an Addendum to the Hayward 2040 General Plan Environmental Impact Report for the Administration of a New Density Bonus Program in the City of Hayward **PH 22-065**

Staff report submitted by Assistant City Manager/ Development Services Director Ott, dated December 6, 2022, was filed.



## **CITY COUNCIL MEETING**

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

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

<https://hayward.zoom.us/j/89416478079?pwd=MWRlQ1htckdHRFN4ZzZuNWoxZDI1Zz09>

**Tuesday, December 6, 2022, 7:00 p.m.**

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Acting Development Services Director Buizer introduced Planning Manager Lochirco who provided a synopsis of the staff report.

Mayor Halliday opened the public hearing at 8:27 p.m.

Ms. Diann Castleberry, External Affairs Representative with AC Transit, expressed her organization's support of the proposed ordinance as it would provide more benefits with density bonuses; and expressed appreciation for staff's work and time in considering all voices.

Mr. Gabriel Altamirano, South Hayward Now/Ahora member, asked how the City would confirm that the developer built affordable housing units upon completion of the project and how does the Code address situations when the applicant is unable to build affordable housing units and what mechanisms are in place.

Planning Manager Lochirco responded that density bonus projects are subject to discretionary review and often include conditions of approval; stated that for residential projects building housing units, it is required that applicants comply with the Affordable Housing Ordinance; and that prior to issuance of a certificate of occupancy, the City requires that conditions of approval be met before signing off and allowing tenancy of units.

Housing Manager Morales added that the City would withhold building permits until the developer enters into an Affordable Housing Agreement with the City, and this was one benchmark to stop the project if the developer was not going to fulfill their affordable housing requirements; noted that when the property is sold, the new property owner would be responsible for fulfilling the obligation; and stated that the certificate of occupancy can be withheld on the market rate units if the property owner or developer is not fulfilling their obligations with affordable housing units.

Mr. Robert Raburn, BART Director for District 4, expressed his excitement and support of the proposed density bonus ordinance, appreciated the targeting of special needs such as the college student housing, and encouraged the City to move forward with the ordinance.

Ms. Ro Aguilar supported the proposed ordinance except for the affordable housing inclusion recommendation which leaves the decision and responsibility to build on-site affordable housing or pay in-lieu fees on developers, noted the City must require developers to build on-site affordable housing so developers will be reasonably assured that planned developments will pass, and suggested to measure the impact of the ordinance, if approved as recommended.

Mayor Halliday closed the public hearing at 8:38 p.m.

In response to Council Member Zermeño's inquiry as to how difficult it would be to require on-site affordable housing, City Manager McAdoo stated the Council could make this requirement as a policy recommendation, however, requiring inclusionary units onsite for every project, may limit the number of units being produced, and indicated that as part of the housing ordinance review, the City hired an economist to review the financial feasibility and what happens at different levels of requirements. Housing Manager Morales added that the findings from the consultant's feasibility study will be presented to the Planning Commission on December 8, 2022, and the item will return to Council early next year.

Council Member Zermeño commented the City had been successful in the past in convincing some developers to build onsite affordable housing and modifications to the ordinance could be evaluated in the future, supported staff's recommendation and that certain segments of residents were being targeted which was addressing residents' needs, indicated there was a desire to build close to transportation centers and was pleased with the support received from BART and AC Transit representatives of the proposed ordinance.

Council Member Zermeño made a motion to move the item.

Council Member Andrews thanked Council Members Márquez and Lamnin for their support of universal design standards and to staff for including this in the proposed ordinance as it would support the Americans with Disabilities Act (ADA) and multigenerational households.

In response to Council Member Andrews' inquiry about additional innovative density ideas that have special attributes, Planning Manager Lochirco noted the recommended ordinance goes above and beyond what other jurisdictions have done and staff will continue to monitor the success of the proposed ordinance and adjust as needed.

Council Member Andrews appreciated Ms. Aguilar's advocacy and asked if it would be possible to have a meet and greet with her and some developers to understand the complexities in housing development. City Manager McAdoo responded that staff could look into this.

Council Member Lamnin noted that most developments that have gone to the City Council and Planning Commission in the last three to four years included affordable housing onsite and stated that a future policy discussion point will be centered around how to make sure people are living in places of opportunity.

Council Member Márquez appreciated the outreach efforts by staff; stated that both herself and Council Member Lamnin have advocated for universal design noting this was not limited to the elderly and individuals with disabilities, but also to assist with multigenerational housing needs due to affordability; thanked Ms. Aguilar for her strong advocacy; added that although she wants to see more affordable housing on-site, she sees value in in-lieu fees without which programs like the navigation center may not be feasible; and was pleased with the proposed ordinance and supported it.



## CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

### Council Chamber and Virtual Platform (Zoom)

<https://hayward.zoom.us/j/89416478079?pwd=MWRlQ1htckdHRFN4ZzZuNWoxZDI1Zz09>

Tuesday, December 6, 2022, 7:00 p.m.

Council Member Salinas thanked staff and stated that as this was the last meeting with Mayor Halliday and Council Member Lamnin, it was a good ordinance to end on as the City Council had provided a lot of input on the proposed ordinance, emphasizing that the City exceeded surrounding jurisdictions and State standards.

Council Member Zermeño withdrew his motion and invited Council Members Lamnin and Márquez to make a motion and a second since they have been working on the item longer than him; and expressed his support of the ordinance.

Council Member Lamnin made a motion to approve the staff recommendation and Council Member Salinas seconded the motion, both of whom also serve as members on the Homelessness-Housing Task Force.

Mayor Halliday commented the City had to update its density bonus ordinance and staff had gone above and beyond developing the ordinance; stated that Council preferred that developers make on-site affordable housing as this would lead to a better and more equitable society but if projects were not financially viable then they will not be built, resulting in no housing; added that in-lieu fees could be useful for projects that are all devoted to a particular type of housing such as senior housing; and noted that it would be more successful to get developers to build moderate income housing and meet Regional Housing Needs Allocation (RHNA) goals.

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

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

Resolution 22-304 "Resolution to Adopt Amendments to Chapter 10, Article 17 (Affordable Housing Ordinance) and Chapter 10, Article 19 (Density Bonus Ordinance) of the Hayward Municipal Code Related to the Update of the Density Bonus Ordinance"

## INFORMATIONAL ITEM

23. Smoke-Free Multi-Family Housing: Proposed Timeline for Updated Regulations **RPT**  
**22-111**

Staff report submitted by Assistant City Manager/ Development Services Director Ott, dated December 6, 2022, was filed.

Council Member Lamnin commented that Ms. Ellen Mayfield had expressed during the public comments section about secondhand smoke issues where she resides and urged her to contact the Code Enforcement Division.

Mayor Halliday opened the public comment period at 9:02 p.m.

Ms. Ellen Mayfield indicated that staff from Code Enforcement and the Hayward Police Department had visited her and the neighboring resident, and she was open to other recommendations.

Mayor Halliday closed the public comment period at 9:03 p.m.

Council Member Márquez stated that there were many community members interested on the item, a petition circulating, and La Familia Counseling Services was working on it; urged Ms. Deborah Reams who spoke during public comments to contact City staff for additional resources; and added the Council was undergoing a transitional period.

## **COUNCIL REPORTS AND ANNOUNCEMENTS**

Mayor Halliday commended everyone who participated in the Light Up the Season on December 3, 2022, noting there was good community interaction and enjoyment, and thanked City staff for organizing the event.

Council Member Andrews shared the opening of Max's Cakes on B Street on December 10, 2022, suggested a B Street bake off including Max's Cakes, Marley's Treats, and The Cupcake Shoppe; stated that both herself and Council Member Márquez were hosting a Toy Drive in the City Hall Plaza on December 18, 2022 for La Familia, Eden Youth and Family Center, and Glad Tidings, Gifts Cards for Downtown Streets Teams, and South Hayward Parish.

## **COUNCIL REFERRALS**

### **24. City Council Referral: Hayward Family Resource Center RPT 22-113**

Staff report submitted by Council Members Andrews and Wahab, dated December 6, 2022, was filed.

Council Member Andrews stated the referral was from former Council Member Wahab, acknowledged there were a lot of agencies doing good work in the city, noted the intent was to see what other agencies were doing for these types of locations.

Mayor Halliday opened the public comment period at 9:11 p.m.



## **CITY COUNCIL MEETING**

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

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

<https://hayward.zoom.us/j/89416478079?pwd=MWRla1htckdHRFN4ZzZuNWoxZDI1Zz09>

**Tuesday, December 6, 2022, 7:00 p.m.**

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Ms. Ilseh Busarelo, shared that there were a few students who were online earlier who wanted to share comments related to Item 23 (Smoke-Free Multi-Family Housing), was thankful for the item being on the agenda and hoped for forward movement on the issue and community outreach earlier next year.

Mayor Halliday closed the public comment period at 9:13 p.m.

Mayor Halliday noted there will be a meeting in March to look at the roadmap and this might be a good opportunity to weigh in on the item.

Council Member Salinas stated that in looking at the referral he was initially concerned that there was an assumption that the resources currently did not exist, emphasized that historically there have been family resource centers throughout the city providing resources and connecting families, particularly to low-income and marginalized families, and was unsure what the referral was aiming to accomplish.

Council Member Zermeño thanked Council Members Wahab and Andrews and commented that the Stack Center has served as a family resource center and noted the referral may be unnecessary and did not agree with having staff spend time on the item.

Council Member Lamnin stated that with the creation of the homelessness strategic plan the continuity of care and having different systems talk to one another was highlighted; stated that while it is great to have a place to address the needs raised in the referral, the City could continue to work on continuity of care throughout the city so that if someone is in need, there is an easy way to identify and access the resources; and noted the referral could be taken as an informational item.

Mayor Halliday stated that the referral was made with good intentions; and highlighted that the city was not in charge of the Stack Center and noted that the big challenge was funding for the construction of the entire project; and suggested the City ask Mayor-Elect Salinas to pass the information to the governance group in charge of moving the project forward.

Council Member Andrews suggested that a letter be drafted for State Senator Wahab requesting funds for the Stack Center.

City Manager McAdoo noted that funding allocations had been made by her predecessor and that staff could draft a similar letter.



## **ADJOURNMENT**

Mayor Halliday congratulated Stated Senator Wahab who will be representing the 10<sup>th</sup> Senate District and Council Member Lamnin on her election to the HARD Board of Directors; announced she will be retiring from public office; and noted that Mayor-Elect Salinas and two new Council Members Roche and Syrop will be sworn in on December 13, 2022.

Mayor Halliday adjourned the City Council meeting at 9:31 p.m.

## **APPROVED**

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Barbara Halliday  
Mayor, City of Hayward

## **ATTEST:**

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Miriam Lens  
City Clerk, City of Hayward



# CITY OF HAYWARD

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

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**File #:** MIN 23-008

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**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** City Clerk

**SUBJECT**

Approve the City Council Minutes of the Special City Council Meeting on December 13, 2022

**RECOMMENDATION**

That the Council approves the City Council meeting minutes of December 13, 2022.

**SUMMARY**

The City Council held a meeting on December 13, 2022.

**ATTACHMENTS**

Attachment I Draft Minutes of December 13, 2022



## **CITY COUNCIL MEETING**

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

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

<https://hayward.zoom.us/j/81424867960?pwd=T1dwaHUxSlpQjJML3Rza0ZwTnNCdz09>

**Tuesday, December 13, 2022, 6:00 p.m.**

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The City Council meeting was called to order by Mayor Halliday at 6:00 p.m. The City Council will hold a hybrid meeting in Council Chambers and virtually via Zoom.

### **SPECIAL PRESENTATIONS**

#### **Color Guard Flag Ceremony**

Police Department Honor Guard and Fire Department Honor Guard

#### **Pledge of Allegiance**

Liliana Perez - St. Bede Catholic School

Drayke De Guzman - Eldridge Elementary School

Anna Tran - Hayward High School

### **ROLL CALL**

Present (Council Chambers): COUNCIL MEMBERS Andrews, Lamnin, Márquez, Salinas, Zermeno  
MAYOR Halliday

Absent: None

### **PUBLIC COMMENTS**

Ms. Linda Mandolini, CEO of Eden Housing, thanked Mayor Halliday, Council Member Lamnin, and State Senator Wahab for their service to Hayward with regards to affordable housing; and presented the Mayor with a photograph of her presiding over a ribbon cutting at the BART Station.

Ms. Sam Caygill, Regional Public Affairs Manager for the East Bay Division of the League of California Cities, commended Mayor Halliday for serving as a past president of the East Bay Division and chair of the Revenue and Taxation Policy Committee; thanked Council Member Lamnin for serving as the chair of the Governance Transparency and Labor Relations Policy Committee; and congratulated Senator Wahab, Mayor-Elect Salinas and Council Members-Elect Roche and Syrop on a successful election.

Mr. Aaron Ortiz, CEO of La Familia, thanked the City Council for supporting the Hayward community and congratulated the newly elected members.

Mr. Manny Flores congratulated Aisha Wahab for being elected to the State Senate and commended her work on rent control.

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

City Manager McAdoo announced the City would be conducting a special Planning Commission recruitment to fill vacancies on the Planning Commission with the application

period opening December 14, 2022 and closing January 12, 2022; expressed her appreciation for Assistant City Manager Ott who announced her resignation from the City to become the City Manager of the City of Alameda; and shared that Finance Director Claussen was being promoted to Assistant City Manager to serve along Assistant City Manager Youngblood.

Mayor Halliday recognized Assistant City Manager Ott for her valuable contributions to current and upcoming housing projects especially those along the Route 238 Corridor.

## **ELECTION**

1. Adopt a Resolution Acknowledging Receipt of Certificate of Election Results and Official Canvass of the General Municipal Election Held November 8, 2022, and Declaring the Results Thereof (Report from City Clerk Lens) **LB 22-028**

Staff report submitted by City Clerk Lens, dated December 13, 2022, was filed.

City Clerk Lens provided a synopsis of the staff report.

Mayor Halliday opened the public comment period at 6:27 p.m.

Mr. Murphy McCalley, AC Transit Board Director, commended Mayor Halliday, and Council Members Lamnin and Wahab for their work to move Hayward forward and expressed he looked forward to working with the newly elected members.

Ms. Diane Shaw, AC Transit Board Director, noted it had been a pleasure to work with members of the City Council, congratulated State Senator Wahab, and the newly elected members of the City Council.

Mayor Halliday closed the public comment period at 6:31 p.m.

It was moved by Mayor Halliday, seconded by Council Member Lamnin, and carried by the following roll call vote, to adopt the resolution.

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

Resolution 22-305 "Adopt a Resolution Acknowledging Receipt of Certificate of Election Results and Official Canvass of the General Municipal Election Held November 8, 2022, and Declaring the Results Thereof"



## **CITY COUNCIL MEETING**

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

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

<https://hayward.zoom.us/j/81424867960?pwd=T1dwaHUxSlpQjJML3Rza0ZwTnNCdz09>

**Tuesday, December 13, 2022, 6:00 p.m.**

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Mayor Halliday shared that State Senator Wahab was unable to participate at the dais because she was sworn-in to the State Senate on December 6, 2022, and was not permitted to hold another office, which was why she was sitting in the audience.

### **PRESENTATIONS**

City Manager McAdoo recognized State Senator Aisha Wahab, Mayor Barbara Halliday and Council Member Sara Lamnin for their service on the City Council and presented them with Certificates of Recognition from the State Legislature and Assemblymember Bill Quirk; Commendations from Alameda County Board of Supervisors; and offered tokens of appreciation from the City of Hayward including retirement plaques for terms on Council, Hayward Thanks You photo collages, parking garage signs, and dais placards.

State Senator Wahab, representing the 10<sup>th</sup> Senate district, thanked everyone for being present at the ceremony; congratulated the newly elected members; thanked the people of Hayward for voting for her including labor groups and the democratic party; spoke about the accomplishments during her tenure specifically around housing, economic justice, public safety and COVID-19 response; thanked City staff for their input and dedication; wished Mayor Halliday a happy retirement; wished Council Member Lamnin well on the Hayward Area Recreation and Park District (HARD) Board of Directors; and offered Mayor-Elect Salinas her support to the City in the future.

Council Member Lamnin shared that it was a joy serving on the City Council for the last eight years, spoke about the accomplishments during her tenure including seeing homelessness decline by 20%, being a more inclusive and welcoming city, and being the highest attractor for venture capital in the region; thanked her husband John Zimmerman, her parents, her colleagues, staff members, and the community of Hayward; and wished good luck to the newly elected officials.

City Manager McAdoo indicated that due to Mayor Halliday's numerous years of service to the Hayward community, staff had prepared a special video tribute that was played in the Council Chambers.

Mayor Halliday thanked everyone who participated in the video noting she would cherish it for years to come; expressed that serving as the Mayor of Hayward has been the greatest honor of her life; thanked her husband Rick Imsdahl for supporting her and the people of Hayward for letting her serve; appreciated working with talented and committed individuals including city staff and the business community; thanked her mentors and former Mayors and Council Members; congratulated Senator Wahab as she will continue to serve Hayward in her new role on the State Senate; congratulated Council Member Lamnin who will continue to serve Hayward through the HARD Board of Directors; thanked her fellow Council members indicating that it was a pleasure to work with them; congratulated Councilmembers-Elect

Roche and Syrop; congratulated Mayor-Elect Salinas emphasizing that the city was going to be in good hands as he had deep commitment and deep roots in the city; highlighted accomplishments during her tenure including getting residents and businesses through COVID-19, the programs operated through the Hayward Public Library including Curbie, building much needed housing in Hayward, improving the City's financial outlook, the environmental record the city has and being a leader in combatting climate change, reducing greenhouse gas emissions, and was proud to be a part of this work.

Council Member Márquez thanked her former colleagues Senator Wahab and Council Member Lamnin indicating that she looked forward to working with both in their new capacities; and thanked Mayor Halliday for her leadership and for allowing each member of the Council to be their own individual and bring their own values.

Council Member Andrews thanked Mayor Halliday for her words of encouragement and for always being approachable; congratulated Senator Wahab and looked forward to working with her; congratulated Council Member Lamnin for her election to the HARD Board knowing she will continue to be a strong advocate for Hayward.

Council Member Zermeño stated that both he and Mayor Halliday moved to Hayward the same year in 1978 and they both became attached to the city and stated that she had a big heart.

## **INSTALLATION**

City Clerk Lens administered the Oath of Office to Mayor-Elect Mark Salinas, Council Member-Elect Julie Roche, and Council Member-Elect George Syrop.

Council Member Roche was elated and honored to be serving on the City Council; congratulated Mayor Halliday on her retirement and service to the city; looked forward to collaborating with Council Member Lamnin in her new role on the HARD Board and also working with Senator Wahab; thanked the residents who voted for her and promised to work hard for the community; thanked individuals and organizations for their support of her campaign, her family including her husband Robert Schram, her children Will and Nora; former members of the Council and members of the Planning Commission; and noted that the best way to make a difference is to get involved locally.

Council Member Syrop expressed that his campaign success was attributed to the Hayward Community Coalition and its belief to have leadership that is accountable to people over profit; was humbled for the opportunity to serve all residents; thanked neighborhood associations, community groups, and labor unions who entrusted him with the responsibility to serve on the City Council as the only renter, only Asian-American and youngest Council member; expressed his genuine desire to work in good faith alongside City staff, the new Mayor and his fellow Council members; encouraged all in the community to work hard for each other building community and taking care of one another, and noted he would do everything in his power to make the families throughout the city proud to call Hayward home.



## CITY COUNCIL MEETING

777 B Street, Hayward, CA 94541

Council Chamber and Virtual Platform (Zoom)

<https://hayward.zoom.us/j/81424867960?pwd=T1dwaHUxSlpQjJML3Rza0ZwTnNCdz09>

Tuesday, December 13, 2022, 6:00 p.m.

Mayor Salinas welcomed everyone to the Council Chambers and shared a land acknowledgment recognizing that it was Ohlone land; acknowledged Mayor Halliday for being professional, graceful, and generous with her support; thanked his mother; referred to the toll campaigning has taken on families and thanked his wife Letty Salinas for her support; thanked individuals and associations that helped with his campaign; was humbled by the opportunity to join a list of Hayward Presidents and Mayors dating back to 1876 and be the first Chicano Latino Mayor in the City's 146 year history; shared he was born at St. Rose Hospital and raised in the City's most diverse neighborhood of Schafer Park; was a product of Hayward schools, an alumni of Chabot College, a Puente student, noted that both his and Letty Salinas' families are similar to the lived experiences of Hayward families and these are the values he will bring with him to the office. Mayor Salinas noted that he has three priorities which are to establish Hayward as an education city; boost economic development by focusing resources to replace the lost and spark more entrepreneurs to come to Hayward to do business; and work with the City Council, City Manager and Police Chief to invest appropriately in public safety, noting that policy balances will improve safety and will put Hayward on a path to equity.

## ELECTION

2. Mayor Pro Tempore Election: Adopt a Resolution Authorizing the Election of Mayor Pro Tempore of the City of Hayward for 2023 **LB 22-027**

Staff report submitted by City Clerk Lens, dated December 13, 2022, was filed.

City Clerk Lens provided a synopsis of the staff report.

There being no public comment, Mayor Salinas opened and closed the public hearing at 7:59 p.m.

It was moved by Council Member Márquez, seconded by Council Member Zermeño, and carried by the following roll call vote, to adopt the resolution electing Council Member Andrews as the Mayor Pro Tempore for 2023.

AYES:	COUNCIL MEMBERS Andrews, Márquez, Roche, Syrop, Zermeño MAYOR Salinas
NOES:	None
ABSENT:	None
ABSTAIN:	None

Resolution 22-306 "Adopt a Resolution Authorizing the Election of Mayor Pro Tempore of the City of Hayward for 2023"

Council Member Andrews thanked the City Council for the opportunity.

3. Adopt a Resolution Approving a Process for Filling a Two-Year Term City Council Vacancy **LB 22-026**

Staff report submitted by City Manager McAdoo, City Attorney Lawson, and City Clerk Lens, dated December 13, 2022, was filed

City Manager McAdoo provided a synopsis of the staff report.

Council Member Syrop suggested that staff explore adding the appointment process into the Council Member Handbook as an alternative to the special election.

City Manager McAdoo indicated that if the City Council agreed, this would have to be accomplished as an amendment to the Council Member Handbook and noted that there will be a Council retreat in February and that this could be a topic for discussion.

Mayor Salinas opened the public comment period at 8:06 p.m.

Ms. Shareen Purcell suggested that rather than spending resources on a special election to select the new member, the candidate who received the third most votes should fill the vacancy as this was the people's will.

Mayor Salinas closed the public comment period at 8:08 p.m.

Council Member Roche shared that in the Council packet there were examples of similar situations in 2006 and 2014 with a vacancy on the City Council. In both instances, the appointment process that staff is recommending worked well, commenting that it was a fair and open process. She supported the staff recommendation.

It was moved by Council Member Zermeno, seconded by Council Member Roche, and carried by the following roll call vote, to adopt the resolution.

AYES: COUNCIL MEMBERS Andrews, Márquez, Roche, Syrop, Zermeno  
MAYOR Salinas

NOES: None

ABSENT: None

ABSTAIN: None

Resolution 22-307 "Resolution Approving a Process for Filling a Two-Year Term City Council Vacancy "





## **CITY COUNCIL MEETING**

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

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

<https://hayward.zoom.us/j/81424867960?pwd=T1dwaHUxSlpQjJML3Rza0ZwTnNCdz09>

**Tuesday, December 13, 2022, 6:00 p.m.**

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### **COUNCIL REPORTS AND ANNOUNCEMENTS**

Council Member Márquez shared that she is doing a toy drive in collaboration with Council Member Andrews, and are collecting toys, non-perishable food items, and gift cards, which will be donated to a number of local organizations on December 18, 2022, in the City Hall Plaza.

Council Member Zermeño stated it was great to see a full Council Chambers once again and invited all to attend future Council meetings and wished everyone happy holidays.

### **COUNCIL REFERRALS**

None received.

### **ADJOURNMENT TO RECEPTION IN THE ROTUNDA**

Mayor Salinas invited everyone to a reception in the Rotunda and adjourned the special meeting at 8:12 p.m.

### **APPROVED**

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Barbara Halliday  
Mayor, City of Hayward

### **ATTEST:**

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Miriam Lens  
City Clerk, City of Hayward



# CITY OF HAYWARD

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

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**File #:** CONS 23-025

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**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** City Clerk

**SUBJECT**

Adopt an Ordinance Amending Chapter 10, Article 17 (Affordable Housing Ordinance) and Article 19 (Density Bonus Ordinance) of the Hayward Municipal Code Related to an Update of the Density Bonus Ordinance

**RECOMMENDATION**

That the Council adopts the Ordinance introduced on December 6, 2022.

**SUMMARY**

This item entails adoption of an Ordinance for Zoning Text Amendments to Chapter 10, Planning Zoning and Subdivisions of the Hayward Municipal Code regulating development seeking a Density Bonus.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Summary of Ordinance Published



**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** City Clerk

**SUBJECT:** Adopt an Ordinance Amending Chapter 10, Article 17 (Affordable Housing Ordinance) and Article 19 (Density Bonus Ordinance) of the Hayward Municipal Code Related to an Update of the Density Bonus Ordinance

### **RECOMMENDATION**

That the Council adopts the Ordinance introduced on December 6, 2022.

### **SUMMARY**

This item entails adoption of an Ordinance for Zoning Text Amendments to Chapter 10, Planning Zoning and Subdivisions of the Hayward Municipal Code regulating development seeking a Density Bonus.

### **BACKGROUND**

The Ordinance was introduced by Council Member Lamnin at the December 6, 2022, meeting of the City Council with the following vote:

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

### **STRATEGIC ROADMAP**

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

### **FISCAL IMPACT**

There is no fiscal impact associated with this report.

## **PUBLIC CONTACT**

The summary of the Ordinance (Attachment II) was published in the Daily Review c/o Bay Area News Group-East Bay on Friday, January 13, 2023. Adoption, at this time, is therefore appropriate.

## **NEXT STEPS**

The Hayward Municipal Code and other related documents will be updated accordingly.

*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

PUBLIC NOTICE OF AN INTRODUCTION OF AN ORDINANCE BY THE CITY COUNCIL  
OF THE CITY OF HAYWARD

AN ORDINANCE AMENDING CHAPTER 10, ARTICLE 17 (AFFORDABLE HOUSING ORDINANCE) AND ARTICLE 19 (DENSITY BONUS ORDINANCE) OF THE HAYWARD MUNICIPAL CODE RELATED TO AN UPDATE OF THE DENSITY BONUS ORDINANCE

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF HAYWARD DOES ORDAIN AS FOLLOWS:

Section 1. Provisions. The City Council incorporates by reference the findings contained in Resolution No. 22-304 approving the Zoning Text Amendments to the Hayward Municipal Code.

Section 2. Chapter 10, Article 17 (Affordable Housing Ordinance) of the Hayward Municipal Code is hereby amended.

**SEC. 10-17.700. DEVELOPMENT INCENTIVES.** This section is revised.

Section 3. Chapter 10, Article 19 (Density Bonus Ordinance) of the Hayward Municipal Code is hereby repealed and revised.

**SEC. 10-19.100. TITLE.** This Article shall be known and may be cited as the Density Bonus Ordinance of the City of Hayward.

**SEC. 10-19.105. PURPOSE.**

**SEC. 10-19.110. DEFINITIONS.**

**SEC. 10-19.120. APPLICATION.**

**SEC. 10-19.125. DENSITY BONUS CALCULATION.**

**SEC. 10-19.130. STATE TARGETED AND CITY SPECIAL-TARGETED HOUSING UNITS.**

**SEC. 10-19.140. LAND DONATION.**

**SEC. 10-19.150. CHILD CARE FACILITIES.**

**SEC. 10-19.160. CONDOMINIUM CONVERSIONS.**

**SEC. 10-19.170. COMMERCIAL DEVELOPMENT BONUS.**

**SEC. 10-19.180. DESIGN, DISTRIBUTION AND TIMING OF AFFORDABLE HOUSING UNITS.**

**SEC. 10-19.190. REQUESTS FOR INCENTIVES OR CONCESSIONS.**

**SEC. 10-19.200. GRANTING OF INCENTIVES OR CONCESSIONS.**

**SEC. 10-19.210. COMPLIANCE.**

**SEC. 10-19.220. DENSITY BONUS APPLICATION.**

**SEC. 10-19.230. AFFORDABLE HOUSING PLAN.**

**SEC. 10-19.240. AFFORDABLE HOUSING AGREEMENT.**

**SEC. 10-19.250. AFFORDABLE HOUSING AGREEMENTS FOR OWNERSHIP UNITS.**

**SEC. 10-19.260. AFFORDABLE HOUSING AGREEMENTS FOR RENTAL UNITS.**

**SEC. 10-19.270. ADMINISTRATIVE FEE.**

**SEC. 10-19.280. VIOLATION OF AFFORDABLE HOUSING COST REQUIREMENTS.**

Section 4. California Environmental Quality Act. The City Council independently finds and determines that the Addendum to the Program EIR for the Hayward 2040 General Plan concludes that no new or unanticipated levels of development are anticipated that were not previously identified in the General Plan and General Plan EIR, and no new or unanticipated traffic, employment density, or construction impacts are expected to be generated as a result of adoption of the updated regulations. Therefore, the proposed Amendments substantially conform to the Goals and Policies set forth in the General Plan, and that were analyzed in the related Program EIR. No further environmental review is necessary in accordance with Section 15164 of the CEQA Guidelines because none of the conditions described in Section 15162 of the CEQA Guidelines calling for preparation of a subsequent EIR have occurred.

Section 5. Severance. Should any part of this Ordinance be declared by a final decision by a court or tribunal of competent jurisdiction to be unconstitutional, invalid, or beyond the authority of the City, such decision shall not affect the validity of the remainder of this Ordinance, which shall continue in full force and effect, provided that the remainder of the Ordinance, absent the unexcised portion, can be reasonably interpreted to give effect to the intentions of the City Council.

Section 6. Effective Date. In accordance with the provisions of Section 620 of the City Charter, the Ordinance shall become effective 30 days following adoption.

Introduced at a meeting of the City Council of the City of Hayward, held the 6th day of December, 2022, by Council Member Lamnin.

This Ordinance will be considered for adoption at the regular meeting of the Hayward City Council, to be held on January 17, 2023, at 7:00 p.m. Please note the City Council will hold a hybrid meeting which will allow for participation in the Council Chamber and virtually via the Zoom platform. The full text of this Ordinance is available for examination by the public by contacting the City Clerk's office at [cityclerk@hayward-ca.gov](mailto:cityclerk@hayward-ca.gov) or (510) 583-4400.

Dated: January 13, 2023  
Miriam Lens, City Clerk  
City of Hayward



# CITY OF HAYWARD

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

---

**File #:** CONS 23-005

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**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Public Works

**SUBJECT**

Adopt a Resolution Authorizing the City Manager to Execute Five (5) Eighteen-Month Professional Services Agreements with CSG Consultants, EKI Environment & Water, Harris & Associates, Lee and Ro, and V.W. Housen & Associates for On-Call Engineering Support Services, in an Amount Not-To Exceed \$500,000 each, with an Aggregate Amount Not-To-Exceed \$1,500,000

**RECOMMENDATION**

That Council adopts a resolution (Attachment I) authorizing the City Manager to execute five (5) eighteen-month Professional Services Agreements (PSAs) with CSG Consultants (CSG), EKI Environment & Water (EKI), Harris & Associates (Harris), Lee and Ro (L&R), and V.W. Housen & Associates (Housen) for on-call engineering support services at \$500,000 each and in an aggregate amount not-to-exceed (NTE) \$1,500,000.

**SUMMARY**

The Utilities Division of the Public Works & Utilities Department maintains and improves the City's water, groundwater, wastewater and recycled water resources and infrastructure. Utilities Engineering staff is responsible for managing design and construction projects as part of the City's Capital Improvement Program (CIP), reviewing encroachment permits and improvement plans for private development projects, and responding to customers' engineering inquiries. Due to staff vacancies and significant CIP and private development workload, staff is requesting authorization to execute PSAs with CSG, EKI, Harris, L&R, and Housen for on-call engineering support and staff augmentation services in an aggregate amount NTE \$1,500,000, with individual PSAs in amounts NTE \$500,000.

The actual work and compensation for each consultant will depend on which, if any, projects they are selected to provide services for. No guarantees have been made to the firms. When needed, the City will issue Request for Proposals for a specific project with a defined scope to a minimum of three of the consultants on the on-call list most qualified to perform that task. Following review of the proposals, including qualifications of the proposed team, schedule for performing the work, and reasonableness of fee, the City will select and authorize a consultant to perform the work.

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**File #:** CONS 23-005

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**ATTACHMENTS**

Attachment I Staff Report  
Attachment II Resolution





**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Public Works

**SUBJECT:** Adopt a Resolution Authorizing the City Manager to Execute Five (5) Eighteen-Month Professional Services Agreements with CSG Consultants, EKI Environment & Water, Harris & Associates, Lee and Ro, and V.W. Housen & Associates for On-Call Engineering Support Services, in an Amount Not-To Exceed \$500,000 each, with an Aggregate Amount Not-To-Exceed \$1,500,000

## **RECOMMENDATION**

That Council adopts a resolution (Attachment I) authorizing the City Manager to execute five (5) eighteen-month Professional Services Agreements (PSAs) with CSG Consultants (CSG), EKI Environment & Water (EKI), Harris & Associates (Harris), Lee and Ro (L&R), and V.W. Housen & Associates (Housen) for on-call engineering support services at \$500,000 each and in an aggregate amount not-to-exceed (NTE) \$1,500,000.

## **SUMMARY**

The Utilities Division of the Public Works & Utilities Department maintains and improves the City's water, groundwater, wastewater and recycled water resources and infrastructure. Utilities Engineering staff is responsible for managing design and construction projects as part of the City's Capital Improvement Program (CIP), reviewing encroachment permits and improvement plans for private development projects, and responding to customers' engineering inquiries. Due to staff vacancies and significant CIP and private development workload, staff is requesting authorization to execute PSAs with CSG, EKI, Harris, L&R, and Housen for on-call engineering support and staff augmentation services in an aggregate amount NTE \$1,500,000, with individual PSAs in amounts NTE \$500,000.

The actual work and compensation for each consultant will depend on which, if any, projects they are selected to provide services for. No guarantees have been made to the firms. When needed, the City will issue Request for Proposals for a specific project with a defined scope to a minimum of three of the consultants on the on-call list most qualified to perform that task. Following review of the proposals, including qualifications of the proposed team, schedule for performing the work, and reasonableness of fee, the City will select and authorize a consultant to perform the work.

## **BACKGROUND**

The Utilities Engineering staff is responsible for design and construction of projects to maintain the Utilities infrastructure, consisting of potable water distribution, groundwater resources, sanitary sewer collection, wastewater treatment, and recycled water production and distribution. As the City's infrastructure has aged, increased effort to repair or replace pipeline, mechanical equipment, and facilities are needed to ensure service reliability and compliance with all State and Federal requirements. Following is a brief overview of City utilities infrastructure:

### Water Distribution System

The City is serviced by approximately 375 miles of water distribution pipelines. The City obtains its entire water supply from the San Francisco Public Utilities Commission (SFPUC). Water is delivered to the City by transmission pipelines and pump stations to boost pressure when necessary. The distribution system consists of eight main pressure zones, sixteen water storage tanks, and seven pump stations delivering water to upper pressure zones. The City has approximately 37,500 service connections in various sectors such as commercial, industrial, residential, and institutional/governmental.

### Sanitary Sewer System

The City is serviced by approximately 325 miles of sewer mains and nine sewage lift stations. The sewer collection system conveys the wastewater flow to the City's Water Pollution Control Facility (WPCF).

### Water Pollution Control Facility

The City owns and operates the WPCF, which provides preliminary, primary, and secondary wastewater treatment. The WPCF treats an average of 11.3 million gallons per day of wastewater generated by the City's residents and businesses.

### Recycled Water System

The City's recycled water system consists of a one-million-gallon storage tank, a pump station, and a 0.5 million gallons per day membrane treatment plant at the, as well as approximately 8.4 miles of distribution pipelines to deliver an estimated 290 acre-feet per year, or about 260,000 gallons per day, of recycled water to approximately thirty-one customers.

In addition to designing and implementing CIP projects, Utilities Engineering staff plays a critical role in the City's residential and business develop efforts. Staff reviews private development projects, works with developers and businesses to determine water and sewer connection requirements, and responds to customer inquiries related to engineering aspects of the Utilities systems. The staff also reviews the improvement plans for construction of any water and sewer utilities related to private developments.

Utilities Engineering is experiencing ongoing staff vacancies due to turnover and increased competition for experienced and competent engineers. While the City is working diligently to fill the vacancies, in the meantime, it is a challenge to complete critical CIP projects to

ensure service reliability, including Phase II WPCF Improvements and nutrient management.

## **DISCUSSION**

Staff proposes to use on-call staff augmentation services to provide general engineering, project planning and management, and/or construction management that would normally be performed in-house. In addition, on-call engineering firms could provide assistance with development review, revising grading and improvement plans, inquiries related to water and sanitary sewer connections, review of major and minor encroachment permits, and other tasks as required.

On August 11, 2022, staff issued a Request for Qualifications to consulting firms with specialized experience and knowledge of water and wastewater infrastructure. On September 19, 2022, staff received Statement of Qualifications (SOQs) from CSG, EKI, Harris, L&R, and Housen. After reviewing the SOQs, staff determined all five consultants are qualified to perform the requested work and have experience providing similar services to various clients and municipalities around the Bay Area.

Staff recommends entering into a PSA with each of the five engineering firms, in an amount not to exceed \$500,000 for each firm, for on-call engineering services as needed. Having multiple agreements will provide staff the option of soliciting proposals from the three most qualified for each particular service, as well as flexibility to quickly pivot to an alternate consultant depending on availability. When consultant assistance is needed, the City will prepare a scope of work and request proposals and budget estimates from a minimum of three of the most qualified consultants for the particular project. Following review of the qualifications of proposed team, schedule for performing the work, and reasonableness of fee, the City will select and authorize a consultant to perform the work. The term of the PSAs will be eighteen months, and the actual work and amount for each consultant is not guaranteed. Project priorities will be identified based on the Utilities Division needs.

Staff recognizes that the \$500,000 ceiling for each PSA times the number of consulting firms exceeds the \$1,500,000 aggregate total requested. This arrangement is proposed to maximize the City's flexibility to utilize the funds. Staff would return to Council under either of the following conditions:

1. If an individual firm's total contract amount would reach \$500,000; or,
2. If the total aggregated expenditures would reach \$1,500,000.

## **ECONOMIC IMPACT**

Replacing and improving the City's water and wastewater infrastructure are part of an effort to, pursuant to Council direction, modernize and upgrade existing infrastructure. The various projects will reduce operations and maintenance costs associated with servicing the systems. The community will enjoy the benefits of the projects, including the continued service reliability of the water and wastewater systems. Furthermore, robust and reliable

water and wastewater infrastructure can help foster economic development and viability in the City.

## FISCAL IMPACT

The PSAs will be funded from both CIP and operating funds, depending on the nature of the work. The Adopted FY 2023 through FY 2032 CIP includes funding for the services and projects described below. Examples of projects for which consultant assistance may be used are listed in Tables 1 through 4 with the estimated design effort budget for the CIP projects. Table 5 shows the estimated budget for staff augmentation services in the operating funds, which will be funded by salary savings from several vacancies. In addition, the cost for the staff augmentation services will also be partially reimbursed by development plan review fee collected from the developer.

Table 1. Water Replacement Fund (Fund 603)

<b>Project No.</b>	<b>Project Title</b>	<b>Estimated Design Budget</b>
07059	Garin South Reservoir Coating	\$45,000
<i>Subtotal</i>		<i>\$45,000</i>

Table 2. Water Improvement Fund (Fund 604)

<b>Project No.</b>	<b>Project Title</b>	<b>Estimated Design Budget</b>
07177	GIS Data Development and Conversion	\$175,000
<i>Subtotal</i>		<i>\$175,000</i>

Table 3. Sewer Replacement Fund (Fund 611)

<b>Project No.</b>	<b>Project Title</b>	<b>Estimated Design Budget</b>
07739	Valle Vista Lift Station VFD Replacement	\$70,000
07762	Airport Lift Station Improvements	\$50,000
<i>Subtotal</i>		<i>\$120,000</i>

Table 4. Sewer Improvement Fund (Fund 612)

<b>Project No.</b>	<b>Project Title</b>	<b>Estimated Design Budget</b>
07177	GIS Data Development and Conversion	\$175,000
07745	Marathon Lift Station Motor Control Center Replacement	\$38,000
<i>Subtotal</i>		<i>\$213,000</i>

Table 5. Operating Funds for Staff Augmentation Services

<b>Operating Fund</b>	<b>Estimated Budget</b>
Water Operating Fund (Fund 605)	\$100,000
Wastewater Operating Fund (Fund 610)	\$100,000
<i>Subtotal</i>	<i>\$200,000</i>
<b>Total (Table 1 through 5)</b>	
	<b>\$753,000</b>

Staff is requesting an aggregate not-to-exceed amount of \$1,500,000 in the event that unforeseen work arises for which consultant assistance would benefit the City.

Work will only commence as authorized by the City and after staff has implemented the process described in the Discussion section of this report. The total available amount for all the on-call engineering support and staff augmentation services will not exceed \$1,500,000 during the term of the PSAs.

## **STRATEGIC ROADMAP**

This agenda item supports the Strategic Priority to Invest in Infrastructure. Specifically, this item relates to the following priority:

*Invest in Water Supplies, Sanitation Infrastructure & Storm Sewers*  
N19: Update the WPCF Facility Improvements Phase II Plan  
N19a: Design the upgrade

## **SUSTAINABILITY FEATURES**

The replacement and improvement of sewer facilities reduce the risk of sewer overflows, which can cause untreated wastewater to flow into public waterways. Furthermore, the replacement and improvement of water facilities reduce potable water and energy losses. Finally, investment in improving WPCF infrastructure helps maintain and improve the health of the San Francisco Bay which is vital for the region and state.

## **PUBLIC CONTACT**

There is no public contact associated with this item.

## **NEXT STEPS**

If Council approval, staff will finalize a PSA with CSG Consultants, EKI Environment & Water, Harris & Associates, Lee and Ro, and V.W. Housen & Associates and issue a Request for Proposals for specific services and projects as needed.

*Prepared by:* Tay Nguyen, Senior Utilities Engineer

*Reviewed by:* Suzan England, Acting Utilities Engineering Manager

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

Approved by:

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

---

Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 23-

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

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE AN EIGHTEEN-MONTH PROFESSIONAL SERVICES AGREEMENT WITH CSG CONSULTANTS, EKI ENVIRONMENT & WATER, HARRIS & ASSOCIATES, LEE AND RO, AND V.W. HOUSEN & ASSOCIATES, IN AN AMOUNT NOT-TO-EXCEED \$500,000 PER AGREEMENT, AND \$1,500,000 IN TOTAL, FOR ON-CALL ENGINEERING SUPPORT SERVICES.

WHEREAS, the City of Hayward (City) owns, operates and maintains a water distribution system, wastewater collection and treatment facilities and a recycled water system; and

WHEREAS, Utilities Engineering staff is responsible for managing Capital Improvement Projects (CIP), reviewing private development projects, and responding to customers' inquiries related to water, sanitary sewer, wastewater treatment, and recycled water; and

WHEREAS, increasing economic growth and development in the City combined with vacancies in the utilities engineering division is impacting staff's abilities to complete critical CIP projects and customer service responsibilities; and

WHEREAS, staff has determined that consultant assistance is necessary to implement some CIP projects and augment staff resources on a short-term basis; and

WHEREAS, on August 11, 2022, staff issued request for qualifications (RFQs) to five engineering firms and, based on responses received, determined all five firms to be qualified to provide the services envisioned.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized and directed to execute, on behalf of the City of Hayward, eighteen-month Professional Services Agreements with CSG Consultants, EKI Environment & Water, Harris & Associates, Lee and Ro, and V.W. Housen & Associates, for on-call engineering support services in an amount not-to-exceed \$500,000 for each Agreement and \$1,500,000 in aggregate, in a form approved by the City Attorney.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2023

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 23-002

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**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Public Works

**SUBJECT**

Adopt a Resolution Approving Addendum No. 1, 2 & 2A, and Awarding a Construction Contract to JJ Construction & Design, Inc., for the Municipal Parking Lot No. 7, D-1 & D-2 Improvement Project, Project No. 05296 in the Amount of \$328,070 and Authorizing a Construction Contingency Change Order Budget of \$71,930

**RECOMMENDATION**

That the Council adopts a resolution (Attachment II) approving Addendum No. 1, 2 & 2A providing clarification to bidders' questions, and awarding the construction contract to JJ Construction & Design, Inc., (JJ Construction) in the amount of \$328,070, and authorizing the Director of Public Works to spend up to \$400,000 for the total project cost, including landscaping by City staff, and design and construction management, for the Municipal Parking Lot No. 7, D-1 & D-2 Improvement, Project No. 05296.

**SUMMARY**

On November 29, 2022, six (6) bids were received for the Municipal Parking Lot No. 7, D-1 & D-2 (Muni Lot 7, D-1 & D-2) Improvement Project. JJ Construction of Hayward submitted the low bid in the amount of \$328,070, which is 3.5% lower than the Engineer's Estimate of \$340,000. iTech Solution, of San Jose, submitted the second lowest bid in the amount of \$338,817, which is 0.4% lower than the Engineer's Estimate. Tri Valley Excavating Co., Inc., of Sunol, submitted the third bid in the amount of \$455,407.05 which is 34% higher than the Engineer's Estimate.

The project is categorically exempt from environmental review under Section 15301(c) of California Environmental Quality Act (CEQA) Guidelines for the operation, repair, maintenance or minor alteration of existing facilities. On November 15, 2016, Council passed a resolution authorizing a Community Workforce Agreement (CWA) with the Alameda County Building Trades Council (BTC), which applies to City projects with construction costs of \$1,000,000 or more. Because the construction cost estimate for this Project is less than \$1,000,000, the CWA agreement does not apply.

**ATTACHMENTS**

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**File #:** CONS 23-002

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Attachment I Staff Report

Attachment II Resolution

Attachment III Location Map



DATE: January 17, 2023

TO: Mayor and City Council

FROM: Director of Public Works

SUBJECT: Adopt a Resolution Approving Addendum No. 1, 2 & 2A, and Awarding a Construction Contract to JJ Construction & Design, Inc., for the Municipal Parking Lot No. 7, D-1 & D-2 Improvement Project, Project No. 05296 in the amount of \$328,070 and Authorizing a Construction Contingency Change Order Budget of \$71,930

## **RECOMMENDATION**

That the Council adopts a resolution (Attachment II) approving Addendum No. 1, 2 & 2A providing clarification to bidders' questions, and awarding the construction contract to JJ Construction & Design, Inc., (JJ Construction) in the amount of \$328,070, and authorizing the Director of Public Works to spend up to \$400,000 for the total project cost, including landscaping by City staff, and design and construction management, for the Municipal Parking Lot No. 7, D-1 & D-2 Improvement, Project No. 05296.

## **SUMMARY**

On November 29, 2022, six (6) bids were received for the Municipal Parking Lot No. 7, D-1 & D-2 (Muni Lot 7, D-1 & D-2) Improvement Project. JJ Construction of Hayward submitted the low bid in the amount of \$328,070, which is 3.5% lower than the Engineer's Estimate of \$340,000. iTech Solution, of San Jose, submitted the second lowest bid in the amount of \$338,817, which is 0.4% lower than the Engineer's Estimate. Tri Valley Excavating Co., Inc., of Sunol, submitted the third bid in the amount of \$455,407.05 which is 34% higher than the Engineer's Estimate.

The project is categorically exempt from environmental review under Section 15301(c) of California Environmental Quality Act (CEQA) Guidelines for the operation, repair, maintenance or minor alteration of existing facilities. On November 15, 2016, Council passed a resolution authorizing a Community Workforce Agreement (CWA) with the Alameda County Building Trades Council (BTC), which applies to City projects with construction costs of \$1,000,000 or more. Because the construction cost estimate for this Project is less than \$1,000,000, the CWA agreement does not apply.

## **BACKGROUND**

This project is part of an annual pavement rehabilitation and preventive maintenance program for the City's nine municipal parking lots. Improvements to Muni Lots 1, 2, 3, 4, 5 & 6 have been completed. The projects improved not only pavement and the aesthetic condition of the parking lots, but also added additional parking stalls, including accessible parking spaces for American with Disabilities Act (ADA) compliance, sidewalk for safe passage of pedestrian using the parking lot, and lighting upgrades.

## **DISCUSSION**

This project consists of improving the current condition of Muni Lot 7, D-1 & D-2 by upgrading the parking configuration to City standards and ADA parking space requirements. Additional improvements include pavement rehabilitation, additional landscaping, irrigation works, additional LED parking lot lighting, parking stall striping, markings and signages.

Muni Lot 7, D-1 & D-2 are clustered in close proximity to the Downtown area servicing public parking needs for offices and retail establishments on Mission Boulevard, Main Street and Foothill Boulevard along with church services at Second Street.

On November 29, 2022, six (6) bids were received for the Municipal Parking Lot No. 7, D-1 & D-2 (Muni Lot 7, D-1 & D-2) Improvement Project. JJ Construction of Hayward submitted the low bid in the amount of \$328,070, which is 3.5% lower than the Engineer's Estimate of \$340,000. iTech Solution, of San Jose, submitted the second lowest bid in the amount of \$338,817, which is 0.4% lower than the Engineer's Estimate. Tri Valley Excavating Co., Inc., of Sunol, submitted the third bid in the amount of \$455,407.05 which is 34% higher than the Engineer's Estimate.

The project is categorically exempt from environmental review under Section 15301(c) of California Environmental Quality Act (CEQA) Guidelines for the operation, repair, maintenance or minor alteration of existing facilities.

On November 15, 2016, Council passed a resolution authorizing a Community Workforce Agreement (CWA) with the Alameda County Building Trades Council (BTC), which applies to City projects with construction costs of \$1,000,000 or more. The agreement requires contractors to use local union hiring halls, encourages contractors to employ Hayward residents or Hayward Unified School District graduates, and requires hired workers to pay union dues and other benefit trust fund contributions, etc. Because the construction cost estimate for this Project is less than \$1,000,000, the CWA agreement does not apply.

## **ECONOMIC IMPACT**

The improvement of the parking amenities will provide convenience for residents and visitors to the downtown area and may increase activity to nearby businesses.

Construction has been scheduled to ensure that most parking stalls are available for use to minimize impact on the downtown businesses.

### **FISCAL IMPACT**

The estimated project costs are as follows:

Construction Contract	\$328,070
Construction Contingency	71,930
Landscaping – City Staff	30,000
Design and Administration	7,500
Construction Survey, Inspection and Testing	7,500
<b>TOTAL</b>	<b>\$445,000</b>

The adopted FY 23 Capital Improvement Program (CIP) includes \$445,000 for the Muni Lot 7, D-1 & D-2 Project in the Street System Improvements – Fund 450.

### **STRATEGIC ROADMAP**

This agenda item supports the Strategic Roadmap Priority to Invest in Infrastructure. Specifically, this item relates to the implementation of the following projects:

Invest in Multi-Modal Transportation

Project N1: Improve access and mobility in downtown Hayward

### **SUSTAINABILITY FEATURES**

This project upgrades the condition of the parking requirements particularly the availability of accessible parking spaces and safe pathways.

The project requires the contractor to recycle all construction and demolition debris resulting from the construction of the project.

### **PBULIC CONTACT**

Immediately after the construction contract is awarded, a preliminary notice explaining the project will be distributed to the businesses adjacent to the limit of work. After the construction work has been scheduled, businesses will be notified at least seventy-two hours prior to actual commencement of work.

### **NEXT STEP**

Begin Construction  
Complete Construction

February 6, 2023  
April 12, 2023

*Prepared by:* Hector M. Leuterio, Assistant Civil Engineer  
Kathy Garcia, Deputy Director of Public Works

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

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 APPROVING ADDENDUM NO. 1, 2 & 2A FOR THE  
MUNICIPAL PARKING LOT NO. 7, D-1 & D-2 IMPROVEMENT,  
PROJECT NO. 05296, AND AWARDING THE CONSTRUCTION  
CONTRACT TO JJ CONSTRUCTION & DESIGN, INC.

WHEREAS, by Resolution No. 22-266 on November 1, 2022, the City Council approved the plans and specifications for the Municipal Parking Lot No. 7, D-1 & D-2 Improvement, Project No. 05296, and called for bids to be received on November 29, 2022;

WHEREAS, Addendum No. 1 was issued revising the bid opening from November 22 to November 29, 2022, and Addendum No. 2 & 2A were issued to clarify bidder questions;

WHEREAS, six (6) bids were received, ranging from \$328,070 to \$529,193.85; JJ Construction & Design, Inc., of Hayward, California submitted the low bid in the amount of \$328,070, which is 3.5% lower than the Engineer's Estimate of \$340,000.

NOW, THEREFORE, BE IT RESOLVED by the City Council of Hayward that JJ Construction & Design, Inc., is hereby awarded the contract for the Municipal Parking Lot No. 7, D-1 & D-2 Improvement, Project No. 05296 in the amount not-to-exceed \$328,070, in accordance with the plans and specifications adopted therefore and on file in the office of the City Clerk of the City of Hayward at and for the price named and stated in the bid of the hereinabove specified bidder, and all other bids are hereby rejected.

BE IT FURTHER RESOLVED by the City Council of the City of Hayward that the Director of Public Works is authorized to expend up to \$400,000 for project design, construction, project administration, and contingency costs to complete the project.

BE IT FURTHER RESOLVED that the City Manager is hereby authorized and directed to execute the contract with JJ Construction & Design, Inc. in the name of and for and on behalf of the City of Hayward, in a form to be approved by the City Attorney.

IN COUNCIL, HAYWARD, CALIFORNIA January 17, 2023.

ADOPTED BY THE FOLLOWING VOTE:

AYES:           COUNCIL MEMBERS:  
                  MAYOR

NOES:           COUNCIL MEMBERS:

ABSTAIN:       COUNCIL MEMBERS:

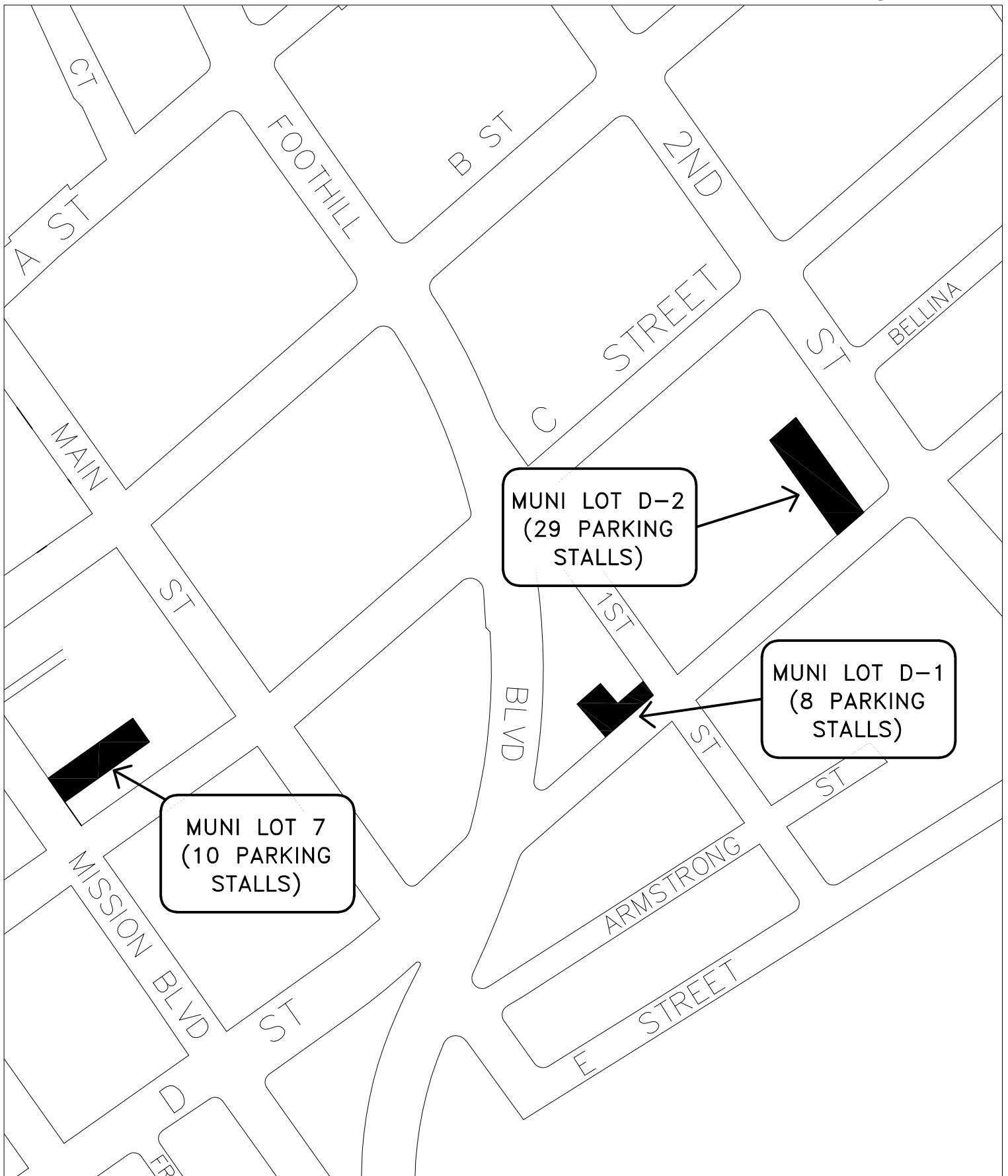
ABSENT:        COUNCIL MEMBERS:

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

APPROVED AS TO FORM:

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





**LOCATION MAP**  
**MUNICIPAL PARKING LOT NO. 7, D-1 & D-2**  
**IMPROVEMENT PROJECT**  
PROJECT NO. 05296



# 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 23-006

---

**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Public Works

**SUBJECT**

Adopt a Resolution Approving Plans and Specifications, and Call for Bids for the FY23 Median Landscape Improvement - Phase 1, Project No. 05281

**RECOMMENDATION**

That Council adopts a resolution (Attachment II) approving the plans and specifications for the FY23 Median Landscape Improvement - Phase 1 Project No. 05281 and calling for bids to be received on February 14, 2023.

**SUMMARY**

This project is a continuation of the City's median landscape and irrigation improvements project for the key corridors throughout the City. This is the eighth of multiple landscape improvement projects within the City. The original project's scope included the improvements to four separate median islands on Hesperian Boulevard from West Winton Avenue to West A Street. The FY23 Median Landscape Improvement Project will construct to the improvement of median island along Hesperian Boulevard from Phillips Way to Sueirro Street.

This project is categorically exempt under Section 15301 (c) of the California Environmental Quality Act Guidelines for the operation, repair, maintenance, or minor alteration of existing facilities.

On November 15, 2016, Council passed a resolution authorizing a Community Workforce Agreement (CWA) with the Alameda County Building Trades Council (BTC), which applies to City projects with construction costs of \$1,000,000 or more. Because the construction cost estimate for this Project is less than \$1,000,000, the CWA agreement does not apply.

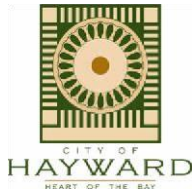
**ATTACHMENTS**

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

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**File #:** CONS 23-006

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**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Public Works

**SUBJECT:** Adopt a Resolution Approving Plans and Specifications, and Call for Bids for the FY23 Median Landscape Improvement – Phase 1, Project No. 05281

## **RECOMMENDATION**

That Council adopts a resolution (Attachment II) approving the plans and specifications for the FY23 Median Landscape Improvement - Phase 1 Project No. 05281 and calling for bids to be received on February 14, 2023.

## **SUMMARY**

This project is a continuation of the City's median landscape and irrigation improvements project for the key corridors throughout the City. This is the eighth of multiple landscape improvement projects within the City. The original project's scope included the improvements to four separate median islands on Hesperian Boulevard from West Winton Avenue to West A Street. The FY23 Median Landscape Improvement Project will construct to the improvement of median island along Hesperian Boulevard from Phillips Way to Sueirro Street.

This project is categorically exempt under Section 15301 (c) of the California Environmental Quality Act Guidelines for the operation, repair, maintenance, or minor alteration of existing facilities.

On November 15, 2016, Council passed a resolution authorizing a Community Workforce Agreement (CWA) with the Alameda County Building Trades Council (BTC), which applies to City projects with construction costs of \$1,000,000 or more. Because the construction cost estimate for this Project is less than \$1,000,000, the CWA agreement does not apply.

## **BACKGROUND**

In 2010, a Master Plan for landscape and irrigation improvements was developed for the key corridors throughout the City. The Master Plan was used to prioritize and divide the designated corridors into separate annual construction projects that could be implemented in stages based on available annual funding. This project is part of the eighth of multiple landscape improvement projects from the plan to be implemented in an effort to improve

the appearance of key corridors throughout the City. The first project improved the roundabout in the Fairway Park neighborhood. The second improved the landscape medians along Industrial Parkway West from Ruus Road to Mission Boulevard. The third improved the landscape medians on W. Winton Avenue from Southland Drive to Southland Place. The fourth improved the landscape medians at Industrial Boulevard from Clawiter Road to 659 feet South of Depot Road. The fifth improved the landscape medians at Industrial Parkway West from Hesperian Boulevard to I-880, and the sixth improved the landscape medians along Hesperian Boulevard from Chabot Court to W Winton Avenue. The seventh project was on Hesperian from La Playa Drive to West Winton Avenue.

## **DISCUSSION**

As outlined in the approved Master Plan, this portion of Hesperian Boulevard from Phillips Way to Sueirro Street was selected as part of the eight annual construction projects. This segment is a section of the major connector from I-880 to CA 92 servicing multiple retail businesses, and residential and industrial districts. Attachment III depicts the project limits for this work.

The project primarily consists of:

- Removing the existing concrete and cobble paving area within the center median and replacing it with trees, shrubs, and groundcover.
- Installing a median nose cap and permeable pavers within 25 feet of the median nose.
- Planting additional trees and new shrubs in the median area and placing mulch.
- Installing a new irrigation system and controller.

Most of the existing trees will remain except for those that have been identified to be in poor health. Trees in poor health will be replaced in kind or with drought tolerant species suitable for the surrounding environment.

The project conforms to Bay-Friendly landscape practices and complies with the City's Bay-Friendly Landscape and Water Efficient Landscape Ordinance. This project is categorically exempt under Section 15301 (c) of the California Environmental Quality Act Guidelines for the operation, repair, maintenance, or minor alteration of existing facilities.

On November 15, 2016, Council passed a resolution authorizing a Community Workforce Agreement (CWA) with the Alameda County Building Trades Council (BTC), which applies to City projects with construction costs of \$1,000,000 or more. The agreement requires contractors to use local union hiring halls, encourages contractors to employ Hayward residents or Hayward Unified School District graduates, and requires hired workers to pay union dues and other benefit trust fund contributions, etc. Because the construction cost estimate for this Project is less than \$1,000,000, the CWA agreement does not apply.

## **ECONOMIC IMPACT**

Replacing and improving median landscaping increases safety, enhances the visual appearance of the medians, increases weed control, and reduces the amount of irrigation required. The additional curb improvements increase the longevity of these enhancements resulting in cost savings over time.

## **FISCAL IMPACT**

The estimated project costs are as follows:

Construction Contract	\$970,000
Construction Contingency	155,000
Design and Administration	50,000
Construction Survey, Inspection and Testing	50,000
TOTAL	<u>\$1,225,000</u>

The Adopted FY23 Capital Improvement Program (CIP) includes \$1,696,000 for Median Improvement Project in the Street System Improvements from Fund 450.

## **STRATEGIC ROADMAP**

This agenda item supports the Strategic Priorities to Confront Climate Crisis & Champion Environmental Justice. Specifically, this item relates to the implementation of the following project:

Reduce greenhouse gases and dependency on fossil fuels

Project C6: Plant 1,000 trees annually (500 trees per year by City staff; 500 additional trees, by other partners (HARD, CSU, Chabot, and private developers)

## **SUSTAINABILITY FEATURES**

This project includes the installation of drought tolerant plants to reduce the amount of water usage including installation of a new irrigation system and controller. The project will implement Bay-Friendly Landscaping techniques to use native and climate appropriate plants for median islands. All material generated during construction and demolition be sent to designated facilities for recycling.

## **PUBLIC CONTACT**

Because of the temporary inconvenience that is expected to be caused by the work in the center median, immediately after the construction contract is awarded, a preliminary notice explaining the project will be distributed to the businesses adjacent to the limit of work. After the construction work has been scheduled, businesses will be notified at least seventy-two hours prior to commencement of work.

## **SCHEDULE**

The estimated schedule for this project is as follows:

Call for Bids	January 17, 2023
Open Bids	February 14, 2023
Award Construction Contract	February 28, 2023
Begin Construction	March 20, 2023
Complete Construction	May 22, 2023

## **NEXT STEPS**

After staff evaluates the bid results, staff will return to Council with the recommendation for award of construction contract.

*Prepared by:* Hector Leuterio, Assistant Civil Engineer  
Kathy Garcia, Deputy Director of Public Works

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

Approved by:



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Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 23-\_\_\_\_

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

RESOLUTION APPROVING PLANS AND SPECIFICATIONS FOR THE FY23  
MEDIAN LANDSCAPE IMPROVEMENT – PHASE 1 PROJECT - HESPERIAN  
BOULEVARD (PHILLIPS WAY TO SUEIRO STREET) PROJECT NO. 05281,  
AND CALL FOR BIDS

WHEREAS, those certain plans and specifications for FY23 Median Landscape Improvement – Phase 1 Project, Project No. 05281, on file in the office of the City Clerk, are hereby adopted as the plans and specifications for the project; and

WHEREAS, the City Clerk is hereby directed to cause a notice calling for bids for the required work and material to be made in the form and manner provided by law; and

WHEREAS, sealed bids therefor will be received by the City Clerk's office at City Hall, 777 B Street, First Floor, Hayward, California 94541, up to the hour of 2:00 p.m. on Tuesday February 14, 2023, and immediately thereafter publicly opened and declared by the City Clerk in the Rotunda, First Floor, at City Hall.

BE IT FURTHER RESOLVED that the project is categorically exempt under Section 15301(c) of the California Environmental Quality Act Guidelines for the operation, repair, maintenance, or minor alteration of existing facilities.

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



IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2023

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



## LOCATION MAP

FY 23 MEDIAN LANDSCAPE IMPROVEMENT - PHASE 1 PROJECT

PROJECT NO. 05281



# 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 23-010

---

**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Library Services

**SUBJECT**

Adopt a Resolution Authorizing the City Manager to Accept and Appropriate up to \$10,000 in Small Donations (\$999 or less individually) from Library Patrons to Support Library Services and Programs

**RECOMMENDATION**

That Council adopts a Resolution (Attachment II) authorizing the City Manager to accept and appropriate up to \$10,000 in small donations (\$999 or less individually) in support of Library Services and Programs in FY 2023, and annually for the next two fiscal years (through the end of Fiscal Year 2025).

**SUMMARY**

Library patrons routinely present the library with small donations (\$999 or less) to support library programs and services. This funding is typically to support the services and programs in the Library. Each of these small donations currently requires separate Council approval in order to be processed. For smaller donations, this approval process can cost more in staff time than the funds being provided.

Staff requests Council approve and appropriate up to \$10,000 in small donations from Library patrons to support Library services and programs in fiscal year 2023, and annually for the next two fiscal years (through the end of fiscal year 2025).

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution



**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Library Services

**SUBJECT:** Authorize the City Manager to Accept and Appropriate up to \$10,000 in Small Donations (\$999 or less individually) from Library Patrons to Support Library Services and Programs

### **RECOMMENDATION**

That Council adopts a Resolution (Attachment II) authorizing the City Manager to accept and appropriate up to \$10,000 in small donations (\$999 or less individually) in support of Library Services and Programs in FY 2023, and annually for the next two fiscal years (through the end of Fiscal Year 2025)).

### **SUMMARY**

Library patrons routinely present the library with small donations (\$999 or less) to support library programs and services. This funding is typically to support the services and programs in the Library. Each of these small donations currently requires separate Council approval in order to be processed. For smaller donations, this approval process can cost more in staff time than the funds being provided.

Staff requests Council approve and appropriate up to \$10,000 in small donations from Library patrons to support Library services and programs in fiscal year 2023, and annually for the next two fiscal years (through the end of fiscal year 2025).

### **BACKGROUND AND DISCUSSION**

Members of the public routinely present the library with small donations (\$999 or less) to support library programs and services. There are rarely specific conditions for the funding being donated; the funding is meant to support the general services and programs in the Library. Each of these small donations currently requires separate council approval in order to be processed. For smaller donations, this approval process can cost more in staff time than the funds being provided. Library staff would like to simplify the processing of these small payments by approving up to \$10,000 in small donations (\$999 or less individually).

With the Downtown library opened back up after the COVID closure, patron visits picking back up and staff outreach increasing, the number of donations have also begun to increase. Staff requests Council approve and appropriate up to \$10,000 in small donations from Library

patrons to support Library services and programs in FY 2023, and annually for the next two fiscal years (through the end of FY 2025).

### **STRATEGIC INITIATIVES**

This agenda item is a routine operational item and relates to the Council's Strategic Initiative of Fiscal Sustainability.

### **FISCAL IMPACT**

Donations supplement efforts otherwise funded by the City's General Fund and help Library Services programming. There is no negative impact to the General Fund from accepting these small donations as the City is already providing these programs.

*Prepared by:* Brad Olson, Management Analyst II

*Recommended by:* Jayanti Addleman, Director of Library Services

Approved by:

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

---

Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 23-

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

RESOLUTION AUTHORIZING THE CITY MANAGER TO ACCEPT AND APPROPRIATE UP TO \$10,000.00 IN SMALL DONATIONS (\$999 OR LESS INDIVIDUALLY) TO SUPPORT LIBRARY SERVICES AND PROGRAMS IN FY2023 AND UP TO \$10,000 ANNUALLY THROUGH THE END OF FY2025.

WHEREAS, Library patrons routinely present the library with small donations (\$999 or less individually) to support library programs and services; and

WHEREAS, This funding is typically directed to support the services and programs in the Library; and

WHEREAS, Each of these small donations currently requires separate council approval in order to be processed; and

WHEREAS, For smaller donations, this approval process can often cost more in staff time than the funds being provided;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward authorizes the City Manager to accept and appropriate up to \$10,000 in Small Donations (\$999 or less individually) in support of Library Services and Programs in FY 2023, and Annually for the Next Two Fiscal Years (Through the End of Fiscal Year 2025).

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_ January 17, 2023

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)

---

**File #:** CONS 23-012

---

**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Library Services

**SUBJECT**

Adopt a Resolution Authorizing the City Manager to Accept and Appropriate \$200,000 from Edward Martins to Support the Purchase of a Techmobile for the Hayward Public Library

**RECOMMENDATION**

That Council adopts a resolution (Attachment I) authorizing the City Manager to accept and appropriate \$200,000 from Edward Martins to support the purchase of a Techmobile for the Hayward Public Library.

**SUMMARY**

Edward Martins has been a well-known local figure, practicing law and serving in a variety of roles in the Hayward community. In 2020, he and his wife Donna donated \$250,000 towards the purchase of a bookmobile for the Hayward Public Library. Based on the success of the bookmobile, which has now been in service for over a year, and based on the known technology needs in the City, the Library plans to introduce mobile tech services. Mr. Martins would like to contribute funds towards the purchase of a Techmobile. His first donation towards this purchase is \$200,000.

**ATTACHMENTS**

Attachment I Staff Report  
Attachment II Resolution





**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Library Services

**SUBJECT:** Adopt a Resolution Authorizing the City Manager to Accept and Appropriate \$200,000 from Edward Martins to Support the Purchase of a Techmobile for the Hayward Public Library

### **RECOMMENDATION**

That Council adopts a resolution (Attachment I) authorizing the City Manager to accept and appropriate \$200,000 from Edward Martins to support the purchase of a Techmobile for the Hayward Public Library.

### **SUMMARY**

Edward Martins has been a well-known local figure, practicing law and serving in a variety of roles in the Hayward community. In 2020, he and his wife Donna donated \$250,000 towards the purchase of a bookmobile for the Hayward Public Library. Based on the success of the bookmobile, which has now been in service for over a year, and based on the known technology needs in the City, the Library plans to introduce mobile tech services. Mr. Martins would like to contribute funds towards the purchase of a Techmobile. His first donation towards this purchase is \$200,000.

### **BACKGROUND AND DISCUSSION**

Edward Martins has been a well-known local figure, practicing law and serving in a variety of roles in the Hayward community. After learning about the Library's plan for the Bookmobile and the services it could provide to the residents of Hayward, he and his wife Donna gifted a check for \$250,000 in 2020 to support the acquisition of a Bookmobile for the Hayward Public Library. This donation, in addition to additional funding from 4Cs of Alameda County, fully-funded the purchase of Hayward Public Library's first bookmobile. This bookmobile, Curbie, has allowed Hayward Public Library to bring early learning and other Library resources into hard-to-reach Hayward neighborhoods.

Curbie has been a transformational addition to the Library because many Hayward residents lack transportation to the two Hayward Public Library locations and the various community

resources spread throughout Hayward. The Bookmobile acts as a mobile branch bringing resources directly to underserved neighborhoods around Hayward.

In addition to transportation issues, many Hayward residents do not have the technology to connect in this 21<sup>st</sup> Century world. The Tech Lending Library funded through the ARPA grant has allowed the library to begin addressing this technological divide, but residents currently must come to the Downtown or Branch library locations to obtain in-person tech help or must come to one of the locations or a Curbie stop to pick up and return the technology devices. A technology-focused bookmobile, also known as a “Techmobile”, would allow the Hayward Public Library to bring tech lending devices and tech instruction out to the community in the same way Curbie has with books.

The idea for a Techmobile was presented to Edward Martins in 2022 and he was in complete support. He has been very happy with the success of Curbie and would like to donate the funds to make the Techmobile a reality for the Hayward community. He has already provided a check for \$200,000, with additional funding to come later this year.

## **ECONOMIC IMPACT**

A Techmobile will impact residents throughout Hayward, providing them mobile access to technology. The vehicle will help reduce the number of barriers that families face when trying to access technology.

## **STRATEGIC ROADMAP**

This agenda item supports the Strategic Priority of “Support the Quality of Life.” Specifically, this item relates to the implementation and sustainability of Hayward Public Library’s Techmobile project and providing accessible resources to Hayward community members in hard-to-reach neighborhoods.

## **FISCAL IMPACT**

The purchase of the Techmobile unit and related equipment and accessories will be paid for in full using funds secured from donations and grants. Staffing the bookmobile will be fully funded through grants for the first three (3) years. After that, additional staffing may be needed to best utilize the Bookmobile and Techmobile.

## **NEXT STEPS**

Upon Council’s approval, the funds provided from Mr. Martins will be deposited into a library project setup for the purchase of the Techmobile.

*Prepared by:* Brad Olson, Management Analyst II

*Recommended by:* Jayanti Addleman, Director of Library Services

Approved by:

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

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Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 23-

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

RESOLUTION AUTHORIZING THE CITY MANAGER TO ACCEPT AND  
APPROPRIATE \$200,000 FROM EDWARD MARTINS TO SUPPORT THE  
PURCHASE OF A TECHMOBILE

WHEREAS, many Hayward residents lack access to technology in our technology-  
centric world; and

WHEREAS, many Hayward residents lack transportation to the two Hayward Public  
Library locations to take advantage of the technology available at the Library; and

WHEREAS, Hayward Public Library secured a private donation from Edward Martins  
to help fund the purchase of a Techmobile that will bring tech devices and instruction into  
hard to reach Hayward neighborhoods; and

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward  
authorizes the City Manager to accept and appropriate \$200,000 from Edward Martins to  
support the purchase of a Techmobile.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2023

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 23-013

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**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Public Works

**SUBJECT**

Adopt a Resolution Awarding a Contract to JMB Construction for the Trash Capture Device Installation on Tennyson Road, Project No. 07746, in an Amount of \$737,888 and a Contingency Budget of \$72,112 for a Total Contract Not-to-Exceed Amount of \$810,000

**RECOMMENDATION**

That the Council adopts a resolution (Attachment II) awarding the contract to JMB Construction for the Trash Capture Device Installation on Tennyson Road (Project), Project No. 07746, in the amount of \$737,888 and a contingency budget of \$72,112 for a total contract not-to-exceed (NTE) amount of \$810,000.

**SUMMARY**

The Project will install two Continuous Deflective Separator (CDS) trash capture devices in the existing storm drainpipes in the I-880 Right-of-Way (ROW) near Tennyson Road to capture trash from the storm water system as part of the City's trash reduction mandate from the San Francisco Regional Water Quality Control Board (Water Board). According to a cooperative implementation agreement between the City and Caltrans to install trash capture projects to achieve mutual trash reduction credit, the project will be funded by Caltrans. On October 25 2022, staff released a call for bids and received six (6) responses. Staff is requesting Council's approval to award the construction contract to JMB Construction.

**ATTACHMENTS**

Attachment I Staff Report  
Attachment II Resolution



**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Public Works

**SUBJECT:** Adopt a Resolution Awarding a Contract to JMB Construction for the Trash Capture Device Installation on Tennyson Road, Project No. 07746, in an Amount of \$737,888 and a Contingency Budget of \$72,112 for a Total Contract Not-to-Exceed Amount of \$810,000

## **RECOMMENDATION**

That the Council adopts a resolution (Attachment II) awarding the contract to JMB Construction for the Trash Capture Device Installation on Tennyson Road (Project), Project No. 07746, in the amount of \$ 737,888 and a contingency budget of \$72,112 for a total contract not-to-exceed (NTE) amount of \$810,000.

## **SUMMARY**

The Project will install two Continuous Deflective Separator (CDS) trash capture devices in the existing storm drainpipes in the I-880 Right-of-Way (ROW) near Tennyson Road to capture trash from the storm water system as part of the City's trash reduction mandate from the San Francisco Regional Water Quality Control Board (Water Board). According to a cooperative implementation agreement between the City and Caltrans to install trash capture projects to achieve mutual trash reduction credit, the project will be funded by Caltrans. On October 25 2022, staff released a call for bids and received six (6) responses. Staff is requesting Council's approval to award the construction contract to JMB Construction.

## **BACKGROUND**

The Water Board adopted the current Municipal Regional Stormwater Permit (MRP 3.0) in July 2022. The MRP 3.0 covers storm water discharges from municipalities and local agencies in various Bay Area counties, including Alameda. The permit requires permittees to reduce trash from entering State waters by 100% by 2025 from each jurisdiction's Municipal Separate Storm Water Systems. As of September 2022, the City has achieved 85.8% credit for trash reduction. Likewise, Caltrans also has a mandate to eliminate trash from stormwater from its ROW. Throughout Caltrans ROW there are very few opportunities to install large trash capture devices due to space limitations for installations and direction of stormwater

flows along freeways. Caltrans and several cities have looked into collaborative projects to install trash capture devices downstream of Caltrans ROW within city jurisdictions to capture trash in areas required to be treated for trash.

On April 20, 2021, Council authorized a cooperative implementation agreement whereby Caltrans agreed to fund the installation of two projects within Hayward: one on Arf Avenue and one on Tennyson Road. On October 25, 2022<sup>1</sup>, Council adopted Resolution No. 22-259 approving the plans and specifications and a call for bids for the Project. In November 2022, staff received and evaluated six (6) bids. Staff is requesting Council's approval to award the construction contract to JMB Construction.

## **DISCUSSION**

The Project will install two CDS units on two existing 57" stormwater pipes at the southeast corner of Tennyson Road Overpass and I-880 to treat storm water to meet MRP 3.0 trash reduction requirements and mutually benefit the City and Caltrans. The two units will capture trash from approximately 436 acres of storm water runoff area and provide approximately 5% trash reduction credit to the City. Caltrans is providing funds to complete this project.

Staff received and reviewed six (6) bid proposals. The engineer's estimate was \$964,000. The lowest bidder was JMB Construction with a \$737,888 bid, which is 23% below the engineer's estimate. The second lowest bidder was GSW Construction, Inc., with \$918,000, which is 5% below the engineer's estimate.

On November 15, 2016, Council passed a resolution authorizing a Community Workforce Agreement (CWA) with the Alameda County Building Trades Council (BTC), which applies to City projects with construction costs of \$1,000,000 or more. The agreement requires contractors to use local union hiring halls, encourages contractors to employ Hayward residents or Hayward Unified School District graduates, and requires hired workers to pay union dues and other benefit trust fund contributions, etc. Because the construction cost estimate for this project is less than \$1,000,000, the CWA agreement does not apply to this project.

It should be noted that South Hayward has been historically underserved. In distributing City services and improvements, higher priority should be given to South Hayward. While selecting a project location, Tennyson Road was determined as a favorable location since it is an arterial road that connects the majority of South Hayward residents to Highway 880.

### Environmental Review

The proposed project is categorically exempt from environmental review in accordance with the California Environmental Quality Act (CEQA) pursuant to Section 15301, Class 1 (Minor Alteration of Existing Facilities) and Section 15302, Class 2 (Replacement or Reconstruction of Existing Facilities) of the CEQA guidelines.

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<sup>1</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=5894955&GUID=682A5AFC-DBD2-4B40-9660-7F7F61EA5B17&Options=&Search=>

## ECONOMIC IMPACT

This item has no direct economic impact to the City but does support the City's adherence to the Water Board's environmental goals

## FISCAL IMPACT

Per the Adopted FY23 CIP Budget, the Project has a total appropriated budget of \$3,000,000 in the Sewer Improvement Fund (Fund 612) to complete both Arf Avenue and Tennyson Road installations. This amount will be fully reimbursed by Caltrans and will have no impact to Fund 612. The project budget is outlined below. This item has no impact on the General Fund.

### Fund Sources:

Sewer Improvement Fund (Fund 612)	\$3,000,000
<i>Caltrans Reimbursement</i>	<i>\$3,000,000</i>

### Estimated Expenditures:

Engineering & Design	\$40,000
Testing & Inspection	\$50,000
Trash Capture Devices (Contech)	\$315,000
Construction Contract	\$737,888
<u>Construction Contract – Contingency</u>	<u>\$72,112</u>
Total Estimated Project Expenditure	\$1,215,000
Remaining for Arf Avenue Project	\$1,785,000

## STRATEGIC ROADMAP

This item supports Council's strategic priority of Invest in Infrastructure. Specifically, this item relates to the implementation of the following project(s):

Project N22: Meet regulatory requirements for zero trash in stormwater by installing trash capture devices.

## SUSTAINABILITY FEATURES

The CDS units, along with the existing trash capture devices in the City's storm drain system, will help limit the pollutants that enter local creeks and the San Francisco Bay.

## PUBLIC CONTACT

The call for bids was publicized on the City's website from October to November 2022. Prior to and during construction, notices will be provided to affected residents, property, and business owners to inform them of the nature and purpose of the work, potential impacts, work schedule, and City contacts for additional information. Staff will work closely with residents and businesses close to the project site to minimize potential impacts.



## NEXT STEPS

If Council approves this request, the City Manager will execute the awarded construction contract with JMB Construction for a total contract not-to-exceed amount of \$ 810,000. The estimated project schedule is outlined below:

Received Bids	November 2022
Award Construction Contract	January 2023
Notice to Proceed	February 2023
Construction Completion	June 2023

*Prepared by:* Manny Grewal, Management Analyst II  
Elisa Wilfong, Water Pollution Source Control Administrator

*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 AWARDDING A CONTRACT TO JMB CONSTRUCTION FOR THE TRASH CAPTURE DEVICE INSTALLATION ON TENNYSON ROAD, PROJECT NO. 07746, IN AN AMOUNT OF \$ 737,888 AND A CONTINGENCY BUDGET OF \$72,112 FOR A TOTAL CONTRACT NOT-TO-EXCEED AMOUNT OF \$ 810,000

WHEREAS, on October 25, 2022 City Council adopted Resolution No. 22-259 approving the plans and releasing a call for bids for the Project; and

WHEREAS, staff received and viewed six (6) bids; and

WHEREAS, the FY23 CIP Budget has sufficient appropriated funds to the Project.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Hayward that JMB Construction is hereby awarded the construction contract for the Trash Capture Device Installation on Tennyson Road, Project No. 07746, in the amount of \$737,888 and a contingency budget of \$72,112 for a total contract not-to-exceed amount of \$810,000, in accordance with the plans and specifications adopted therefore and on file in the City Clerk's Office and for the price named and stated in the bid of the hereinabove specified bidder, and all other bids are hereby rejected.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2023

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

---

**File #:** CONS 23-015

---

**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Maintenance Services

**SUBJECT**

Adopt a Resolution Authorizing the City Manager to Negotiate and Execute a Landscape Maintenance Contract for Prominence Lighting and Landscape District #3 with Brightview Landscape Services, in an Annual Amount of \$99,554 and Approving an Additional \$20,000 Annually for Contingencies

**RECOMMENDATION**

That Council adopts a resolution (Attachment II) authorizing the City Manager to negotiate and execute a landscape maintenance contract for Prominence Lighting and Landscape District (LLD) #3 with Brightview Landscape Services in an annual amount of \$99,554 and approving an additional \$20,000 annually for contingencies.

**SUMMARY**

A request for quotes (RFQ) was issued on September 15, 2022 to seek an experienced and qualified landscape contractor who is specially trained, experienced, and competent to perform landscape maintenance in accordance with the terms, conditions and specifications contained in the RFQ staff issued for contracted landscape maintenance within Prominence Community LLD #3.

The project scope includes 169,372 square feet of existing mature landscaping. A total of two quotes were received; staff recommends executing the landscape maintenance contract with Brightview Landscape Services in an annual amount of \$99,554. The term of this agreement will be effective February 6, 2023, through June 30, 2024. The City will have the option to extend the contract for up to three one-year extensions through June 2027. If the City chooses to exercise the option to extend the agreement, the annual base amount of \$99,554 would be subject to a CPI increase for each extension. This additional CPI increase is factored into the LLD #3 budget presented to the Council annually. Staff is requesting an additional \$20,000 annually for contingencies and unforeseen infrastructure repairs within the district.

**ATTACHMENTS**

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**File #:** CONS 23-015

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Attachment I Staff Report  
Attachment II Resolution



**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Maintenance Services

**SUBJECT:** Adoption of a Resolution Authorizing the City Manager to Negotiate and Execute a Landscape Maintenance Contract for Prominence Lighting and Landscape District #3 with Brightview Landscape Services, in an Annual Amount of \$99,554 and Approving an Additional \$20,000 Annually for Contingencies

## **RECOMMENDATION**

That Council adopts a resolution (Attachment II) authorizing the City Manager to negotiate and execute a landscape maintenance contract for Prominence Lighting and Landscape District (LLD) #3 with Brightview Landscape Services in an annual amount of \$99,554 and approving an additional \$20,000 annually for contingencies.

## **SUMMARY**

A request for quotes (RFQ) was issued on September 15, 2022 to seek an experienced and qualified landscape contractor who is specially trained, experienced, and competent to perform landscape maintenance in accordance with the terms, conditions and specifications contained in the RFQ staff issued for contracted landscape maintenance within Prominence Community LLD #3.

The project scope includes 169,372 square feet of existing mature landscaping. A total of two quotes were received; staff recommends executing the landscape maintenance contract with Brightview Landscape Services in an annual amount of \$99,554. The term of this agreement will be effective February 6, 2023, through June 30, 2024. The City will have the option to extend the contract for up to three one-year extensions through June 2027. If the City chooses to exercise the option to extend the agreement, the annual base amount of \$99,554 would be subject to a CPI increase for each extension. This additional CPI increase is factored into the LLD #3 budget presented to the Council annually. Staff is requesting an additional \$20,000 annually for contingencies and unforeseen infrastructure repairs within the district.

## **BACKGROUND**

The Prominence Lighting and Landscape District (LLD) is one of nineteen LLDs for which the City's Maintenance Services Landscape Division administers the landscape maintenance contract. With input from the Prominence residents and their landscape committee, staff determined that the current maintenance contractor has not performed maintenance in accordance with the agreed upon specifications in the RFQ. After discussions with the vendor and community members, it was agreed upon that the issuance of a new RFQ and ultimately, the award of contract to a new vendor was the best course of action. The RFQ was developed with input from the Prominence landscape committee to provide quality landscape maintenance services for the Prominence community at the best possible price.

This report seeks approval to award a landscape maintenance contract for Prominence LLD #3 based on results of the most current RFQ and in accordance with the City's purchasing and procurement policies. Two vendors responded to RFQ #2306-091522, with quotes ranging from \$99,554 to \$117,600.

### **Vendor Bid Amounts**

<b>VENDOR</b>	<b>MONTHLY</b>	<b>YEARLY</b>
BRIGHTVIEW	\$ 8,296	\$ 99,554
NEW IMAGE	\$ 9,800	\$117,600

### **SUSTAINABILITY FEATURES**

Prominence LLD #3 includes landscape improvements that have the following sustainability features:

1. Water Conservation - The districts irrigation includes weather-based controllers to conserve water resources based on the weather and amount of rain received.

### **STRATEGIC ROADMAP**

This agenda item contributes to the following Strategic Priorities:

1. Combat Climate Change – Improve sustainable practices and increase green spaces.
2. Support Quality of Life – Optimize City services and clean and beautify the City.

### **FISCAL AND ECONOMIC IMPACT**

The term of this agreement will be through June 2024 with the option for up to three (3) one-year extensions through June 2027. Funds for the new contract amount of \$99,554 are available and appropriated in the FY 2023 adopted budget. Staff is requesting an additional \$20,000 annually for contingencies and unforeseen infrastructure repairs within the district. Maintaining high quality landscape maintenance in our neighborhoods will sustain an overall positive aesthetic in the City; this request will be included in future budget cycles.

## **NEXT STEPS**

If Council approves the attached resolution, the City Manager will execute the agreement with Brightview according to the terms described in this report.

*Prepared by:* Liz Sanchez, Management Analyst II

*Recommended by:* Richard Nield, Landscape Maintenance Manager  
Todd Rullman, Director of Maintenance Services

Approved by:

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

---

Kelly McAdoo, City Manager



HAYWARD CITY COUNCIL

RESOLUTION NO. 23-\_\_\_\_

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

RESOLUTION AUTHORIZING THE CITY MANAGER TO NEGOTIATE AND EXECUTE A CONTRACT FOR LANDSCAPE MAINTENANCE FOR PROMINENCE LLD #3 WITH BRIGHTVIEW LANDSCAPE SERVICES IN AN ANNUAL AMOUNT OF \$99,554,000 AND APPROVING AN ADDITIONAL \$20,000 ANNUALLY FOR CONTINGENCIES

WHEREAS, Hayward Municipal Code sections 2-8.09 through 2-8.14 allow maintenance contracts to be informally bid and awarded on the basis of price, qualifications to perform work, experience with similar projects, availability to complete work in timely manner, and any other factors that the City deems relevant; and

WHEREAS, RFQ 2306-091522 was published by the City of Hayward Finance Department to solicit quotes for landscape maintenance services for Prominence LLD #3 area; and

WHEREAS, on October 10, 2022, two bids were received ranging from \$99,554 to \$117,600; and

WHEREAS, Brightview Landscape Services of Hayward, CA submitted a bid in the amount of \$99,554; and

WHEREAS, an annual contingency of \$20,000 is necessary to cover additional services that may be required during the term of the agreement; and

WHEREAS, the term of the agreement shall be through Fiscal Year 2023; and

WHEREAS, the City will have the option to extend the contract for up to three one year extensions through June 2027.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized and directed to negotiate and execute a contract with Brightview Landscape Services for landscape maintenance, for a term through fiscal year 2024, in an annual amount of \$99,554, with an option of up to three (3) one-year extensions through fiscal year 2027 subject to CPI increases in a form approved by the City Attorney.

BE IT FURTHER RESOLVED that should the City choose to exercise the option to extend the agreement, the annual base amount of \$99,554 would be subject to a CPI increase for each extension.

BE IT FURTHER RESOLVED that an additional \$20,000 annual contingency is approved for additional services that may be required during the term of the agreement.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2023

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

---

**File #:** CONS 23-016

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**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Maintenance Services

**SUBJECT**

Adopt a Resolution Authorizing the City Manager to Negotiate and Execute a Landscape Maintenance Contract for the Downtown Hayward Maintenance with New Image Landscape Company, in an Annual Amount of \$156,000, and an Additional \$20,000 Annually for Contingencies, and Approve an Increase in the Budget Appropriation and Transfer of \$116,402 from the General Fund to the Landscape Maintenance Fund

**RECOMMENDATION**

That Council adopts a resolution (Attachment II): 1) authorizing the City Manager to negotiate and execute a landscape maintenance contract for Downtown Hayward landscape maintenance with New Image Landscape Company in an annual amount of \$156,000, plus an additional \$20,000 annually for contingencies; and 2) approve an increase in the annual General Fund budget appropriation by \$116,402 to allow for sufficient funding of the contract with New Image Landscape Company.

**SUMMARY**

A request for quotes (RFQ) was published on October 4, 2022, to seek an experienced and qualified landscape contractor who is specially trained, experienced, and competent to perform Landscape Maintenance in accordance with the terms, conditions and specifications contained in the RFQ for contracted landscape maintenance for the Downtown Hayward area.

The project scope includes 156,000 square feet of landscaped area; a total of four quotes were received. Staff recommends executing the landscape maintenance contract with New Image Landscape Company in an annual amount of \$156,000. The term of this agreement will be through June 2024. The City will have the option to extend the contract for up to three one-year extensions through June 2027. If the City chooses to exercise the option to extend the agreement, the annual base amount of \$156,000 would be subject to a CPI increase for each extension. Staff also requests approval of an additional annual \$20,000 contingency to cover additional services that may be required during the contract term.

**ATTACHMENTS**

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**File #:** CONS 23-016

---

Attachment I Staff Report  
Attachment II Resolution



**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Maintenance Services

**SUBJECT:** Adoption of a Resolution Authorizing the City Manager to Negotiate and Execute a Landscape Maintenance Contract for the Downtown Hayward Maintenance with New Image Landscape Company, in an Annual Amount of \$156,000, and an Additional \$20,000 Annually for Contingencies, and Approve an Increase in the Budget Appropriation and Transfer of \$116,402 from the General Fund to the Landscape Maintenance Fund

## **RECOMMENDATION**

That Council adopts a resolution (Attachment II): 1) authorizing the City Manager to negotiate and execute a landscape maintenance contract for Downtown Hayward landscape maintenance with New Image Landscape Company in an annual amount of \$156,000, plus an additional \$20,000 annually for contingencies; and 2) approve an increase in the annual General Fund budget appropriation by \$116,402 to allow for sufficient funding of the contract with New Image Landscape Company.

## **SUMMARY**

A request for quotes (RFQ) was published on October 4, 2022, to seek an experienced and qualified landscape contractor who is specially trained, experienced, and competent to perform Landscape Maintenance in accordance with the terms, conditions and specifications contained in the RFQ for contracted landscape maintenance for the Downtown Hayward area.

The project scope includes 156,000 square feet of landscaped area; a total of four quotes were received. Staff recommends executing the landscape maintenance contract with New Image Landscape Company in an annual amount of \$156,000. The term of this agreement will be through June 2024. The City will have the option to extend the contract for up to three one-year extensions through June 2027. If the City chooses to exercise the option to extend the agreement, the annual base amount of \$156,000 would be subject to a CPI increase for each extension. Staff also requests approval of an additional annual \$20,000 contingency to cover additional services that may be required during the contract term.

## BACKGROUND AND DISCUSSION

The City's Maintenance Services Department Landscape Division manages landscape maintenance contracts for numerous medians on the City's main thoroughfares. This report seeks approval to award the landscape maintenance service contract for the Downtown Hayward area. The RFQ was developed to provide quality landscape maintenance services to the downtown community.

Four vendors responded to RFQ #2306-092922, with quotes ranging from \$74,933 to \$178,800. The Municipal Code does not require maintenance contracts of this type to be awarded to the lowest bidder. Selection of a maintenance contractor is based on price, qualifications, experience with similar projects, availability to complete the work in a timely manner, and other project-specific factors. The current landscape maintenance contractor for this area has not provided services that meet the specifications in the current contract. Staff reviewed all four submitted proposals, based on the number of hours (72 per week) estimated to adequately maintain and experience doing municipal landscape maintenance, staff recommends awarding the contract to New Image Landscape Company.

### Vendor Bid Amounts

VENDOR	HOURS	MONTHLY	YEARLY
BAYSCAPE LANDSCAPE	39/WEEK	\$10,003	\$120,036
BRIGHTVIEW	36/WEEK	\$ 6,244	\$ 74,933
LOS LOZA	60/WEEK	\$14,900	\$178,800
NEW IMAGE	72/WEEK	\$13,000	\$156,000

## SUSTAINABILITY FEATURES

Downtown Hayward Maintenance includes landscape improvements that have the following sustainability features:

1. Water Conservation - This areas irrigation includes weather-based controllers to conserve water resources based on the weather and amount of rain received.

## STRATEGIC ROADMAP

This agenda item contributes to the following Strategic Priorities:

1. Combat Climate Change – Improve sustainable practices and increase green spaces.
2. Support Quality of Life – Optimize City services and clean and beautify the City.

## FISCAL AND ECONOMIC IMPACT

The FY 2023 operating budget includes a budget appropriation of \$59,598 for landscape maintenance contract services. The contract with New Image Landscape Company is \$156,000 annually, plus a \$20,000 contingency, totaling \$176,000 annually. An increase in General Fund appropriation and transfer to the Landscape Maintenance Fund in the amount of \$116,402 is required to fully fund the contract and contingency with New Image Landscape Company in FY 2023.

The annual contract budget appropriation for the New Image Landscape Company contract will be included in the operating budget for each subsequent fiscal year as outlined in the contract. The term of the agreement extends through June 2024, with the option for up to three (3) one-year extensions.

<b>Vendor</b>	<b>\$176,000</b>	<b>Current Allocated Budget</b>	<b>\$59,598</b>
New Image Landscape Company	156,000	Landscape Maintenance	59,598
Contingency	20,000		
		<b>Additional General Funds Required</b>	<b>\$116,402</b>

The contract with New Image Landscape Company supports continued landscape maintenance needs along key City corridors, sustaining an overall positive aesthetic in the City, potentially leading to more economic investment along these areas.

## **NEXT STEPS**

If Council approves the attached resolution, the City Manager will execute the agreement with New Image according to the terms described in this report.

*Prepared by:* Liz Sanchez, Management Analyst II

*Recommended by:* Richard Nield, Landscape Maintenance Manager  
Todd Rullman, Director of Maintenance Services

*Approved by:*




---

Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 23-\_\_\_\_\_

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

RESOLUTION AUTHORIZING THE CITY MANAGER TO NEGOTIATE AND EXECUTE A CONTRACT FOR LANDSCAPE MAINTENANCE FOR THE DOWNTOWN HAYWARD MAINTENANCE WITH NEW IMAGE LANDSCAPE COMPANY IN AN ANNUAL AMOUNT OF \$156,000 AND APPROVING AN ADDITIONAL \$20,000 ANNUALLY FOR CONTINGENCIES; AND AMENDING THE FY 2023 BUDGET RESOLUTION IN ORDER TO APPROPRIATE AND TRANSFER \$116,402 FROM THE GENERAL FUND TO THE LANDSCAPE MAINTENANCE FUND FOR SAID CONTRACT

WHEREAS, Hayward Municipal Code sections 2-8.09 through 2-8.14 allow maintenance contracts to be informally bid and awarded on the basis of price, qualifications to perform work, experience with similar projects, availability to complete work in timely manner, and any other factors that the City deems relevant; and

WHEREAS, RFQ 2306-092922 was published by the City of Hayward Finance Department to solicit quotes for landscape maintenance services for Downtown Hayward Maintenance; and

WHEREAS, on October 21, 2022, four bids were received ranging from \$74,933, to \$178,800; and

WHEREAS, New Image Landscape Company of Hayward, CA submitted a bid in the amount of \$156,000; and

WHEREAS, an annual contingency of \$20,000 is necessary to cover additional services that may be required during the term of the agreement; and

WHEREAS, the term of the agreement shall be through Fiscal Year 2023; and

WHEREAS, the City will have the option to extend the contract for up to three (3) one-year extensions through June 2027; and

WHEREAS, an additional appropriation is the amount of \$116,402 in FY 2023 is required to execute the contract with New Image Landscape Company.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized and directed to negotiate and execute a contract with New Image Landscape Company for landscape maintenance services, for a term through fiscal year 2024, with an option of up to three (3) one-year extensions through fiscal year 2027, for an annual amount of \$156,000, plus \$20,000 in contingencies, subject to CPI increases, in a form approved by the City Attorney.



BE IT FURTHER RESOLVED by the City Council of the City of Hayward that if the City chooses to exercise the option to extend the agreement, the annual base amount of \$156,000 would be subject to a CPI increase for each extension.

BE IT FURTHER RESOLVED by the City Council of the City of Hayward that the City Council hereby amends the FY2023 budget with the approval to appropriate and transfer \$116,402 from the General Fund to the Landscape Maintenance Fund.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2023

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 23-024

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**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Finance

**SUBJECT**

Adopt a Resolution Authorizing the City Manager to Execute an Amendment to the Agreement with OpenGov, Inc. for Financial Reporting, Budgeting and Planning, and Procurement Solution Services for a Period of Three-Years, with Two (2) One-Year Contract Extensions

**RECOMMENDATION**

That Council adopts a resolution (Attachment II) authorizing the City Manager to execute a contract amendment with OpenGov, Inc. to provide reporting and analysis, budget and planning, procurement solutions, and premium support for a period of three years, with two (2) one-year contract extension options.

**SUMMARY**

OpenGov, Inc. (OpenGov) is a web application that allows governments to easily create and share internal operational reports, combining financial and nonfinancial data from numerous sources to develop and monitor the annual budget, keep residents, staff and Council informed, and streamline workflows from the budgeting process to long-term financial planning. The City acquired the OpenGov Reporting & Analysis product in 2017 and launched a transparency portal to provide easily accessible information about the City's budget. In 2018, the City acquired Budget Builder, Budget Book, Personnel Cost Forecasting, and MUNIS Integration products (Budget and Planning Solution). The contract amendment will extend the City's agreement with OpenGov for a period of three years, with two one-year extensions, and reflects the addition of the procurement module.

**ATTACHMENTS**

Attachment I	Staff Report
Attachment II	Resolution



**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Finance

**SUBJECT:** Adopt a Resolution Authorizing the City Manager to Execute an Amendment to the Agreement with OpenGov, Inc. for Financial Reporting, Budgeting and Planning, and Procurement Solution Services for a Period of Three-Years, with Two (2) One-Year Contract Extensions

## **RECOMMENDATION**

That Council adopts a resolution (Attachment II) authorizing the City Manager to execute a contract amendment with OpenGov, Inc. to provide reporting and analysis, budget and planning, procurement solutions, and premium support for a period of three years, with two (2) one-year contract extension options.

## **SUMMARY AND BACKGROUND**

OpenGov, Inc. (OpenGov) is a web application that allows governments to easily create and share internal operational reports, combining financial and nonfinancial data from numerous sources to develop and monitor the annual budget, keep residents, staff and Council informed, and streamline workflows from the budgeting process to long-term financial planning. The City acquired the OpenGov Reporting & Analysis product in 2017 and launched a transparency portal to provide easily accessible information about the City's budget. In 2018, the City acquired Budget Builder, Budget Book, Personnel Cost Forecasting, and MUNIS Integration products (Budget and Planning Solution). The contract amendment will extend the City's agreement with OpenGov for a period of three years, with two one-year extensions, and reflects the addition of the procurement module.

## **DISCUSSION**

Staff has worked diligently over the past several years to develop an efficient budgeting process. The time and effort spent in developing the budget is extensive. The expanded implementation of the following OpenGov products has allowed for an increase in financial transparency and streamlining processes. The amendment will include all services that the City currently utilizes, and will expand the scope of the product to include the implement the procurement solution. The procurement solution will further streamline operational processes for both internal and external facing customers. The following provides an

overview of each service and the positive benefits it provides to financial processes and operations.

**OpenGov Reporting and Analysis:** City staff can create an unlimited number of reports, and choose which reports are made public, and build private or shared reports with internal staff. The Reporting and Analysis platform includes monthly budget and actual reporting. OpenGov supports the presentation of the non-financial, performance data collected by the data. The City purchased this product in 2017.

**OpenGov Budgeting & Planning:** The Budgeting and Planning product includes a suite of solutions, including budget builder, budget book, personnel forecasting, and MUNIS integration. Budgeting and Planning assists with building collaborative budgets and engages all departments within the City. OpenGov worked with staff to build department budgets and customize and organize the City's chart of accounts as needed. Working and final versions of the budget can easily be exported for further analysis and collaboration in the OpenGov intelligence reporting module. Both the Operating Budget and the Capital Improvement Program Budget are developed and modified within this software.

The Munis integration suite allows for OpenGov to synchronize directly with the City's existing enterprise planning MUNIS software, which contains all financial reporting information, project data, and other data used for monthly reporting. The ability to directly synchronize multiple data sources to a single platform saves a considerable amount of staff time. The City purchased this product in 2018.

**OpenGov Procurement Solution (New):** This solution is a beginning-to-end workflow automation, which encourages collaboration and creates efficient processes for developing and managing solicitations and contracts. The use of OpenGov procurement solution will centralize solicitations and the procurement process from beginning to end, including the development of standard templates for contract bids, request for proposals/quotes, a secured submission portal, evaluation and collaboration capabilities, award notification, and contract management. The complete workflow will streamline the City's procurement process for both internal and external customers. This solution will improve efficiency, collaboration, and enhance supplier/contract engagement.

## **FISCAL IMPACT**

There are sufficient funds available in the FY 2023 operating budget to cover the cost of the amended contract with OpenGov, including the enhancement in scope of product to include the implementation of the Procurement solution.

The table below provides a summary of costs per fiscal year as outline in the contract amendment with OpenGov.

	<b>FY 2023**</b>	<b>FY 2024</b>	<b>FY 2025</b>	<b>FY 2026</b>	<b>FY 2027</b>
One-Time Implementation of Procurement Solution	\$20,910.00				
Annual Fee (Year 1)	\$121,200.00				
Annual Fee (Year 2)		\$122,450.00			
Annual Fee (Year 3)			\$123,762.50		
Annual Fee (Year 4)*				\$125,140.63	
Annual Fee (Year 5)*					\$126,587.66
	<b>\$142,110.00</b>	<b>\$122,450.00</b>	<b>\$123,762.50</b>	<b>\$125,140.63</b>	<b>\$126,587.66</b>

*\*Optional two (2) one-year contract extensions*

*\*\*No additional appropriation necessary in FY 2023, costs associated will be covered by previously budgeted amounts*

The annual contract budget appropriation for the OpenGov contract will be included in the operating budget for each subsequent fiscal year as outlined in the contract.

### **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.

### **NEXT STEPS**

If the Council adopts the attached resolution, the City Manager will execute the contract amendment in a form to be approved by the City Attorney.

*Prepared by:* Nicole Gonzales, Director Finance

*Recommended by:* Nicole Gonzales, Director Finance

*Approved by:*




---

Kelly McAdoo, City Manager

**HAYWARD CITY COUNCIL**

**RESOLUTION NO. 23-**

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

**ADOPT A RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE AN AMENDMENT TO THE AGREEMENT WITH OPENGOV, INC. FOR FINANCIAL REPORTING, BUDGETING AND PLANNING, AND PROCUREMENT SOLUTION SERVICES FOR A PERIOD OF THREE-YEARS, WITH TWO (2) ONE-YEAR CONTRACT EXTENSIONS**

WHEREAS, OpenGov, Inc. is an industry leader in open data with robust dashboards for resident transparency; and

WHEREAS, OpenGov will allow for the electronic preparation, organization, and presentation of the City's budget in a more efficient and transparent way;

WHEREAS, the City acquired the OpenGov Reporting & Analysis product in 2017, and launched a transparency portal; and

WHEREAS, in 2018 the City expanded the scope of product by acquiring the OpenGov Budgeting and Planning product and entered into a three-year contract, and

WHEREAS, City amended the contract in 2021 to execute a three-year contract extension with OpenGov, Inc; and

WHEREAS, the City seeks to amend the contract with OpenGov, Inc. to acquire the procurement solution and extend the current agreement for a period of three-years, with two (2) one-year contract extension options.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward authorizes the City Manager to execute an amendment to the agreement with OpenGov, Inc. to provide reporting and analysis, budgeting and planning, and procurement solution services, with a three-year contract extension, with two (2) one-year contract extension options, in a form approved by the City Attorney.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2023

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 23-026

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**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Public Works

**SUBJECT**

Adopt Resolutions Authorizing the City Manager to (1) Amend the Professional Services Agreements with Kitchell CEM for Extended Construction Support Services by \$333,000 for a Not-to-Exceed Amount of \$2,533,000; (2) with RossDrulisCusenbery Architecture, Inc., by \$292,000 for a Not-to Exceed Amount of \$3,254,000; (3) Amend the Inspector of Record Services with ABC Inspections, Inc., by \$80,000 for a Not-to-Exceed Amount of \$945,000; (4) Amend the Agreement with Mobile Modular for an Additional Rental of Modular Structures by \$55,000 for a Not-to-Exceed Amount of \$283,500 for the Temporary Fire Station 6; and (5) Transfer and Appropriate Additional Funds in an Amount Not-to-Exceed \$5,596,800 for the Fire Station 6 and Fire Training Center Project, Project No. 07481 and 07482

**RECOMMENDATION**

That Council adopts resolutions (Attachments II, III, IV, V, VI) authorizing the City Manager to:

1. Amend the Professional Services Agreement (PSA) with Kitchell CEM (Kitchell) for extended construction management services by \$333,000 for a not-to-exceed (NTE) amount of \$2,533,000;
2. Amend the PSA with RossDrulisCusenbery Architecture, Inc. (RDC) for extended construction support services by \$292,000 for a NTE Amount of \$3,254,000;
3. Amend the Inspector of Record Services with ABC Inspections, Inc., (ABC) for extended inspection services by \$80,000 for a NTE amount of \$945,000;
4. Amend the Agreement with Mobile Modular for an additional rental of modular structures by \$55,000 for a NTE amount of \$283,500 for the Temporary Fire Station 6; and
5. Appropriate additional funds in an amount NTE \$5,596,800.

**SUMMARY**

The Fire Station 6 and Fire Training Center (FS6/FTC) project commenced construction on August 17, 2020 and was anticipated to be completed in Fall of 2022. The completion date is now estimated to be March 2023 due to the delays in delivery of the material and shortage of labor resources. Construction requires construction management, design team support, and inspector of record services to ensure that construction complies with project plans, specifications, and codes. Council adopted resolutions authorizing the City Manager to execute agreements with Kitchell for construction management, with



RDC for construction support, with ABC for inspector of record services, and with Mobile Modular for rental of modular office structures for housing of personnel at the temporary FS6. Due to the extended construction duration, services by these firms will be exhausted by the end of January. Staff is requesting amendments in the amounts of \$333,000 with Kitchell, \$292,000 with RDC, \$80,000 with ABC, and \$55,000 with Mobile Modular which are necessary to complete the project.

Furthermore, staff is requesting appropriation of additional funds in the amount of \$5,596,800 from the Measure C (Fund 406) to cover these additional expenses.

## **ATTACHMENTS**

- Attachment I Staff Report
- Attachment II Resolution - Amendment with Kitchell
- Attachment III Resolution - Amendment with RDC
- Attachment IV Resolution - Amendment with ABC
- Attachment V Resolution - Amendment with Mobile Modular
- Attachment VI Resolution - Appropriation of Funds



**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Public Works

**SUBJECT:** Adopt Resolutions Authorizing the City Manager to (1) Amend the Professional Services Agreements with Kitchell CEM for Extended Construction Support Services by \$333,000 for a Not-to-Exceed Amount of \$2,533,000; (2) with RossDrulisCusenbery Architecture, Inc., by \$292,000 for a Not-to Exceed Amount of \$3,254,000; (3) Amend the Inspector of Record Services with ABC Inspections, Inc., by \$80,000 for a Not-to-Exceed Amount of \$945,000; (4) Amend the Agreement with Mobile Modular for an Additional Rental of Modular Structures by \$55,000 for a Not-to-Exceed Amount of \$283,500 for the Temporary Fire Station 6; and (5) Transfer and Appropriate Additional Funds in an Amount Not-to-Exceed \$5,596,800 for the Fire Station 6 and Fire Training Center Project, Project No. 07481 and 07482

## **RECOMMENDATION**

That Council adopts resolutions (Attachments II, III, IV, V, VI) authorizing the City Manager to:

1. Amend the Professional Services Agreement (PSA) with Kitchell CEM (Kitchell) for extended construction management services by \$333,000 for a not-to-exceed (NTE) amount of \$2,533,000;
2. Amend the PSA with RossDrulisCusenbery Architecture, Inc. (RDC) for extended construction support services by \$292,000 for a NTE Amount of \$3,254,000;
3. Amend the Inspector of Record Services with ABC Inspections, Inc., (ABC) for extended inspection services by \$80,000 for a NTE amount of \$945,000;
4. Amend the Agreement with Mobile Modular for an additional rental of modular structures by \$55,000 for a NTE amount of \$283,500 for the Temporary Fire Station 6; and
5. Appropriate additional funds in an amount NTE \$5,596,800.

## **SUMMARY**

The Fire Station 6 and Fire Training Center (FS6/FTC) project commenced construction on August 17, 2020 and was anticipated to be completed in Fall of 2022. The completion date is now estimated to be March 2023 due to the delays in delivery of the material and shortage of labor resources. Construction requires construction management, design team support, and inspector of record services to ensure that construction complies with project plans,

specifications, and codes. Council adopted resolutions authorizing the City Manager to execute agreements with Kitchell for construction management, with RDC for construction support, with ABC for inspector of record services, and with Mobile Modular for rental of modular office structures for housing of personnel at the temporary FS6. Due to the extended construction duration, services by these firms will be exhausted by the end of January. Staff is requesting amendments in the amounts of \$333,000 with Kitchell, \$292,000 with RDC, \$80,000 with ABC, and \$55,000 with Mobile Modular which are necessary to complete the project.

Furthermore, staff is requesting appropriation of additional funds in the amount of \$5,596,800 from the Measure C (Fund 406) to cover these additional expenses.

## **BACKGROUND**

In 2014, voters in the City approved Measure C which authorized the City to increase the sales tax rate by one-half cent for, among other things, the restoration and maintenance of City services and facilities, including firefighting/emergency medical services. This project includes partnership with the Chabot-Las Positas Community College District (District) in the shared use of the FTC.

Below is a list of major milestones for the FS6 and FTC project:

- June 3, 2014: Voters approved Measure C, which authorized the City to increase the sales tax rate by one-half cent for twenty years to restore and maintain City services and facilities, including firefighting/emergency medical services.
- October 10, 2014: The City's consultant, RDC, completed a facility needs assessment for Fire Stations 1-6 and the FTC, which determined that all facilities needed substantial upgrades.
- May 26, 2015<sup>1</sup>: Council authorized the City Manager to negotiate and execute an agreement with RDC for design services for Fire Stations 1-6 and the FTC Improvement project.
- October 18, 2016<sup>2</sup>: Staff provided Council with an update on the project.
- October 24, 2017: The District's Board of Trustees passed a motion directing the Chancellor to create a Memorandum of Understanding (MOU) with the City of Hayward.
- October 25, 2017<sup>3</sup>: Staff provided a project update to the Council Infrastructure Committee.
- June 28, 2018: Staff submitted a request to the Federal Aviation Administration (FAA) for the release of the land at the Hayward Executive Airport on which FS6 and the FTC would

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<sup>1</sup> <https://hayward.legistar.com/MeetingDetail.aspx?ID=454184&GUID=7CD463F3-CFEB-4ADB-B836-FC19D7730F0&Options=info|&Search=>

<sup>2</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=2860809&GUID=635FEBB7-ACCB-45F8-9DF6-DF54CBC6CD12&Options=&Search=>

<sup>3</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=3194489&GUID=5531F83A-213A-4734-9405-ACB043B6A60D&Options=&Search=>

be constructed for non-aeronautical purposes.

- July 24, 2018<sup>4</sup>: Council authorized the City Manager to negotiate and execute an MOU with the District to establish the basis for a ground lease and to accept up to \$20 million from the District for the design, construction, and furnishing of the District's Facilities at the FTC.
- September 24, 2018: The design team submitted the project plans to the Division of State Architect for their review of District-owned buildings.
- October 25, 2018<sup>5</sup>: The Planning Commission adopted the Mitigated Negative Declaration and approved the Site Plan Review.
- March 5, 2019<sup>6</sup>: Council approved the plans for the abatement and deconstruction of the existing FS6 and FTC and call for bids.
- March 6, 2019: Staff provided a design update to the Council Infrastructure Committee.
- September 2019: Completed demolition of the old Fire Station 6 and the Fire Training Center.
- October 1, 2019<sup>7</sup>: Council authorized the City Manager to Negotiate and Execute a Ground Lease and Facilities Use Agreement with the District for the FTC.
  - November 19, 2019: Council adopted a resolution approving the plans and specifications for the construction of FS6 and the FTC and calls for bids after approval from FAA and DSA.
  - July 7, 2020: Council awarded the construction contract to S. J. Amoroso Construction.
  - August 17, 2020: Construction commenced.
- May 25, 2021<sup>8</sup>: Council adopted a resolution authorizing the City Manager to execute an amendment to the PSA for materials testing and special inspection services with Consolidated Engineering Laboratories (CEL) in the amount of \$325,000.
- September 28, 2021<sup>9</sup>: Council adopted a resolution authorizing the City Manager to execute an amendment to the PSA for construction support services with RDC in the amount of \$830,000.

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<sup>4</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=3582269&GUID=1C949039-8749-4463-B1C2-B2B8CE709EDF&Options=&Search=>

<sup>5</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=3708173&GUID=5D5FBBF9-7F11-4A8D-86B1-BFFC24E4EF48&Options=&Search=>

<sup>6</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=3874592&GUID=ADD09360-6319-4C1F-9C84-FF60B8CE554D&Options=&Search=>

<sup>7</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=4148714&GUID=329BEA63-4E98-41D4-861F-5D39454D5C54&Options=&Search=>

<sup>8</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=4960818&GUID=222CFF1F-7950-44E2-91FC-360B494F3E3F&Options=&Search=>

<sup>9</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=5149122&GUID=0B64C69C-054A-4C54-A58D-656A73A01820&Options=&Search=>

- January 18, 2022<sup>10</sup>: Council adopted a resolution authorizing the City Manager to execute the second amendment to the PSA for materials testing and special inspection services with CEL in the amount of \$450,000.
- April 19, 2022: Council adopted a resolution authorizing the City Manager to execute an amendment to the agreement with Mobile Modular for an additional 9-month rental of modular structures for the temporary FS6 in the amount of \$53,500.
- April 19, 2022: Council adopted a resolution authorizing the City Manager to execute an agreement with Day Wireless Systems for conversion of station alerting system for all Fire Stations, to make all systems compatible with the one at the New FS6/FTC, in an amount of \$300,000.
- June 28, 2022: Council adopted resolutions authorizing the City Manager to execute amendments to the PSA for Kitchell for extended construction support services for the Project by \$400,000 for a NTE amount of \$2,200,000 and for extended Inspector of Record services with ABC Inspections, Inc., by \$115,000 for a NTE amount of \$865,000.
- June 28, 2022: Council adopt a resolution authorizing the City Manager to execute an agreement with Solcom for installation of City fiber optic conduits on West Winton Avenue for the Fire Station 6 and Fire Training Center Project in a not-to-exceed amount of \$102,147.

## DISCUSSION

The FS6/FTC project commenced construction on August 17, 2020 and was anticipated to be completed in Fall of 2022. The completion date is now estimated to be March 2023 due to the delays in delivery of the material and shortage of labor resources. Construction requires construction management, design team support, and inspector of record services to ensure that construction complies with project plans, specifications, and codes.

On January 21, 2020, Council adopted a resolution authorizing the City Manager to execute amendments to the PSA with Kitchell for construction support services in the amount of \$1,800,000 and to the PSA with ABC for inspector of record services in the amount of \$750,000. In June 2022, the updated construction completion date was extended to January 2023 which required extension of services by Kitchell and ABC. On June 28, 2022, Council adopted resolutions authorizing the City Manager to execute amendments to the PSA for Kitchell for extended construction support services by \$400,000 for a NTE amount of \$2,200,000 and for extended inspector of record services with ABC by \$115,000 for a NTE amount of \$865,000. The amounts for both Kitchell and ABC will be exhausted by the end of January 2023. After construction is completed, there are remaining construction management, design team and inspector of record services to close out the project. Amendments in the amounts of \$333,000 and \$80,000, respectively are necessary to complete the project.

Similarly, on January 21, 2020, Council adopted the resolution authorizing the City Manager to

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<sup>10</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=5382577&GUID=A35183AB-DAFF-402B-9377-1A30697790C7&Options=&Search=>

execute an amendment to the PSA with RDC for construction support services in the amount of \$2,132,000. On September 28, 2021, due to additional scope, Council adopted resolutions authorizing the City Manager to execute an amendment to the PSA for RDC for extended construction support services by \$830,000 for a NTE amount of \$2,962,000. This amount will be exhausted by the end of February 2023. An amendment in the amount of \$292,000 is necessary to complete the project.

The extended construction duration also required extensions for the rental of two modular office structures used at the temporary fire station. On January 22, 2019, Council adopted a resolution authorizing the City Manager to execute a rental agreement with Design Space Modular Buildings (now Mobile Modular) in an amount not-to-exceed \$175,000. On April 19, 2022, Council adopted a resolution authorizing the City Manager to execute an amendment to the agreement with Mobile Modular for the rental of the modular office structures by \$53,500, for a total not-to-exceed amount of \$228,500. An amendment in the amount of \$55,000 is necessary for continued use of the two modular office structures until the completion of the project.

## **ECONOMIC IMPACT**

Completion of this project will add classrooms and spaces for training and use by others which may result in positive economic benefits for businesses around the area. Additionally, the local economy and local workforce will be positively impacted during construction of the facilities.

## **FISCAL IMPACT**

Staff recommends funding the amendment amounts with Kitchell CEM, ABC Inspections, Inc., RDC, and Mobile Modular through the FS6/FTC project. The total estimated project cost is \$70.9 million. As of FY22, Council has authorized the appropriation of \$66.7 million. The Adopted FY23 CIP budget appropriated the remaining \$4.2 million.

The estimated project cost at the time of award of the construction contract are as follows:

Construction Contract	\$52,397,000
Construction Contingency (ACO)	\$5,239,700
Consultant Design	\$5,000,000
Construction Management Administration	\$4,000,000
Inspector of Record Service & Special Testing	\$1,500,000
Demolition of old Fire Station and FTC	\$425,000
Temporary Housing	\$500,000
Permit & Utility Fees	\$940,000
Fixture, Furniture & Equipment	\$600,000
<u>Staff Construction Administration</u>	<u>\$300,000</u>
Total	\$70,901,700

Previous amendments with Kitchell CEM, ABC Inspections, Inc., RDC, and Mobile Modular were funded through the Construction Contingency funds but now it is projected that an additional \$5,596,800 is needed to complete the project. The following details the current project

estimates:

Construction Contract	\$52,397,000
Construction Contingency (ACO)	\$5,239,700
Consultant Design	\$4,692,270
Construction Management Administration	\$5,787,000
Inspector of Record Service & Special Testing	\$2,070,000
Demolition of old Fire Station and FTC	\$378,494
Temporary Housing	\$610,000
Permit & Utility Fees	\$400,000
Fixture, Furniture & Equipment	\$4,300,000
<u>Staff Construction Administration</u>	<u>\$624,000</u>
Total	\$76,498,464

#### Appropriation of Additional Funds

The Adopted FY 2023 CIP includes a total of \$70,901,700 for the FS6/FTC project. The total estimated project cost of \$76,498,500 exceeds that amount.

Therefore, staff recommends that Council authorize the City Manager to transfer additional funds in the amount of \$5,596,800 from Measure C Operating (Fund 101) to Measure C Capital (Fund 406) and appropriate the same amount to the Project.

#### **STRATEGIC ROADMAP**

This agenda item supports the Strategic Priority of Invest in Infrastructure. Specifically, this item relates to the implementation of the following project:

Invest in City Facilities and Property

N10 Construct the Fire Station 6 and Fire Training Center

#### **SUSTAINABILITY FEATURES**

This project incorporates sustainability features as they relate to water, energy, and the environment. Additionally, the proposed buildings will be designed to meet Leadership in Energy and Environmental Design (LEED) Silver, or better.

#### **PUBLIC CONTACT**

There is no public contact needed for this item.

#### **NEXT STEPS**

If Council approves the resolutions to amend the agreements with Kitchell CEM, RDC, ABC Inspections, Inc., and Mobile Modular, staff will route the amendments to be executed by the City Manager, allowing the firms to continue to provide construction support, inspector of record services and modular structures rental until the completion of the project. Staff will also transfer funds from Fund 101 to Fund 406 and appropriate

them to the Project.

*Prepared by:* Dave Hung, Senior Civil Engineer  
Kathy Garcia, Deputy Director of Public Works

*Recommended by:* Alex Ameri, Director of Public Works  
Garrett Contreras, Fire Chief

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. 23-

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

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE AN  
AMENDMENT TO THE PROFESSIONAL SERVICES AGREEMENT WITH  
KITCHELL CEM FOR CONSTRUCTION SUPPORT FOR THE FIRE STATION 6  
AND FIRE TRAINING CENTER IMPROVEMENT PROJECT

WHEREAS, the aforesaid parties have entered into that certain Agreement dated the 19th day of February 2020, entitled "Amendment to Professional Services between the City of Hayward and Kitchell CEM for the Fire Stations 1-6 and Fire Training Center Improvement Project"; and

WHEREAS, by Resolution No. 22-174, on June 28, 2022, Council adopted a resolution authorizing the City Manager to execute an amendment to the Professional Services Agreement with Kitchell CEM for extended construction support services by \$400,000 for a not-to-exceed amount of \$2,200,000; and

WHEREAS, the City and the Consultant desires to amend the Agreement in certain respects to provide additional services for completion of construction support services for the Fire Station 6 and Fire Training Center Improvement Project.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized to execute, on behalf of the City of Hayward, an amendment to the agreement with Kitchell CEM for extended services in an amount not-to-exceed \$333,000, thereby increasing the total contract amount to a total not-to-exceed \$2,533,000 associated with the Fire Station 6 and the Fire Training Center, in a form approved by the City Attorney.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2023

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. 23-

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

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE AN AMENDMENT TO THE PROFESSIONAL SERVICES AGREEMENT WITH ROSSDRULISCUSENBERRY ARCHITECTURE, INC., FOR CONSTRUCTION SUPPORT FOR THE FIRE STATION 6 AND FIRE TRAINING CENTER IMPROVEMENT PROJECT.

WHEREAS, the aforesaid parties have entered into that certain Agreement dated the 26th day of May 2015, entitled "Agreement for Professional Services between the City of Hayward and RossDrulisCusenbery Architecture, Inc., for the Fire Stations 1-6 and Fire Training Center Improvement Project"; and

WHEREAS, by Resolution No. 21-184, on September 28, 2021, Council adopted a resolution authorizing the City Manager to execute an amendment to the Professional Services Agreement with RDC for extended construction support services by \$830,000 for a not-to-exceed amount of \$2,962,000; and

WHEREAS, the City and the Consultant desires to amend the Agreement in certain respects to provide additional services for completion of construction support services for the Fire Station 6 and Fire Training Center Improvement Project.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized to execute, on behalf of the City of Hayward, an amendment to the agreement with RossDrulisCusenbery Architecture, Inc., for additional services in an amount not-to-exceed \$292,000, thereby increasing the total contract amount to a total not-to-exceed \$3,254,000 associated with the Fire Station 6 and the Fire Training Center, in a form approved by the City Attorney.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2023

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. 23-

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

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE AN  
AMENDMENT TO THE PROFESSIONAL SERVICES AGREEMENT WITH ABC  
INSPECTIONS, INC., FOR INSPECTOR OF RECORD SERVICES FOR THE FIRE  
STATION 6 AND FIRE TRAINING CENTER IMPROVEMENT PROJECT

WHEREAS, the aforesaid parties have entered into that certain Agreement dated the 6th day of March 2020, entitled "Agreement for Professional Services between the City of Hayward and ABC Inspections, Inc., for Fire Station 6 and Fire Training Center Inspector of Record" ; and

WHEREAS, by Resolution No. 22-175, on June 28, 2022, Council adopted a resolution authorizing the City Manager to execute an amendment to the Professional Services Agreement with ABC Inspections, Inc., for extended inspector of record services by \$115,000 for a not-to-exceed amount of \$865,000; and

WHEREAS, the City and the Consultant desires to amend the Agreement in certain respects to provide additional services for completion of inspector of record services for the Fire Station 6 and Fire Training Center Improvement Project.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized to execute, on behalf of the City of Hayward, an amendment to the agreement with ABC Inspections, Inc., for extended services in an amount not-to-exceed \$80,000, thereby increasing the total contract amount to a total not-to-exceed \$945,000 associated with the Fire Station 6 and the Fire Training Center, in a form approved by the City Attorney.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2023

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. 23-

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

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE AN AMENDMENT TO THE AGREEMENT WITH MOBILE MODULAR FOR AN ADDITIONAL RENTAL OF MODULAR STRUCTURES BY \$55,000 FOR A NOT-TO-EXCEED AMOUNT OF \$283,500 FOR THE TEMPORARY FIRE STATION 6

WHEREAS, the aforesaid parties have entered into that certain Agreement dated the 7th day of February, 2019, entitled "Lease Agreement No. V002766 and V002767" in the amount of \$175,000; and

WHEREAS, by Resolution No. 22-082, on April 19, 2022, Council adopted a resolution authorizing the City Manager to execute an amendment to the agreement with for Mobile Modular for additional rental time and return fees by \$53,500 for a not-to-exceed amount of \$228,500; and

WHEREAS, the City and Mobile Modular desire to amend the Agreement in certain respects to provide additional rental time and return fees;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized to execute, on behalf of the City of Hayward, an amendment to the agreement with Mobile Modular for additional rental time and return fees in an amount not-to-exceed \$55,000, thereby increasing the total contract amount to a total not-to-exceed \$283,500 associated with the temporary fire station 6, in a form approved by the City Attorney.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2023

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. 23-

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

RESOLUTION TO APPROPRIATE ADDITIONAL MEASURE C FUNDS, IN AN AMOUNT OF \$5,596,800, FOR THE FIRE STATION 6 AND FIRE TRAINING CENTER PROJECT, PROJECT NOS. 07481 AND 07482, FROM MEASURE C CAPITAL OPERATING (FUND 101) TO MEASURE C (FUND 406)

WHEREAS, by Resolution RES 20-119 on July 7, 2020, the City Council approved the resolution awarding the construction contract to S. J. Amoroso in the amount of \$52,397,000 and authorizing the City Manager to spend up to \$70,901,700 of Measure C funding to the Fire Station 6 and Fire Training Center (Project); and

WHEREAS, additional funding is required to support the construction of the Project; and

WHEREAS, there is sufficient fund balance in Fund 101 (Measure C Operating) to support the allocation of an additional \$5,596,800 toward the Project; and

WHEREAS, a transfer from Fund 101 (Measure C Operating Fund) to Fund 406 (Measure C Fund) is required to allocate the said funds to the Project.

NOW THEREFORE BE IT RESOLVED that the City Council authorizes the transfer of funds and appropriation of funds, in the amount of \$5,596,800, from Measure C Operating Fund (Fund 101) to Measure C Fund (Fund 406) to be allocated to the Fire Station 6 and Fire Training Center Project, Project Nos. 07481 and 07482.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2023

ADOPTED BY THE FOLLOWING VOTE:

AYES:           COUNCIL MEMBERS:  
                  MAYOR:

NOES:           COUNCIL MEMBERS:

ABSTAIN:       COUNCIL MEMBERS:

ABSENT:        COUNCIL MEMBERS:

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

APPROVED AS TO FORM:

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



# CITY OF HAYWARD

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

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**File #:** CONS 23-027

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**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Public Works

**SUBJECT**

Adopt a Resolution Authorizing the City Manager to Execute a Professional Services Agreement with Kimley-Horn & Associates, Inc., for the Planning and Scoping Phase of the SR-92/Whitesell Interchange Project, Project No. 05334, in an Amount Not-to-Exceed \$620,000 and Appropriate an Additional \$360,000 from Fund 212 to the Project

**RECOMMENDATION**

That Council adopts resolutions (Attachments II and III):

1. Authorizing the City Manager to execute a Professional Services Agreement (PSA) with Kimley-Horn & Associates, Inc., (Kimley-Horn) for the Planning and Scoping Phase of the SR-92/Whitesell Interchange Project, Project No. 05334 in an amount not-to-exceed \$620,000; and
2. Authorize the appropriation of \$360,000 from the Measure BB (Local Transportation) Fund (Fund 212) to the Planning and Scoping Phase of the SR-92/Whitesell Interchange Project.

**SUMMARY**

On November 1, 2022, the City received two (2) proposals for design services for the Planning and Scoping Phase for the SR-92/Whitesell Interchange Project. The Project proposes to extend Whitesell Street over SR-92 to create a new SR-92/Whitesell interchange that would terminate and intersect at Clawiter Road. Kimley-Horn's proposal ranked the highest with an average score of 89/100 based on criteria established in the published Request for Proposal. The negotiated cost proposal is for \$565,751 with a not-to-exceed amount of \$620,000 to cover any additional unforeseen costs.

Staff recommends awarding a PSA to Kimley-Horn in the amount described above and appropriating an additional \$360,000 from the Measure BB (Local Transportation) Fund (Fund 212) to the SR-92/Whitesell Interchange Project to complete the Planning and Scoping Phase.

**ATTACHMENTS**

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**File #:** CONS 23-027

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Attachment I	Staff Report
Attachment II	Resolution
Attachment III	Resolution - Appropriation of Funds
Attachment IV	Location Map



**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Public Works

**SUBJECT:** Adopt a Resolution Authorizing the City Manager to Execute a Professional Services Agreement with Kimley-Horn & Associates, Inc., for the Planning and Scoping Phase of the SR-92/Whitesell Interchange Project, Project No. 05334, in an Amount Not-to-Exceed \$620,000 and Appropriate an Additional \$360,000 from Fund 212 to the Project

## **RECOMMENDATION**

That Council adopts resolutions (Attachments II and III):

1. Authorizing the City Manager to execute a Professional Services Agreement (PSA) with Kimley-Horn & Associates, Inc., (Kimley-Horn) for the Planning and Scoping Phase of the SR-92/Whitesell Interchange Project, Project No. 05334 in an amount not-to-exceed \$620,000; and
2. Authorize the appropriation of \$360,000 from the Measure BB (Local Transportation) Fund (Fund 212) to the Planning and Scoping Phase of the SR-92/Whitesell Interchange Project.

## **SUMMARY**

On November 1, 2022, the City received two (2) proposals for design services for the Planning and Scoping Phase for the SR-92/Whitesell Interchange Project. The Project proposes to extend Whitesell Street over SR-92 to create a new SR-92/Whitesell interchange that would terminate and intersect at Clawiter Road. Kimley-Horn's proposal ranked the highest with an average score of 89/100 based on criteria established in the published Request for Proposal. The negotiated cost proposal is for \$565,751 with a not-to-exceed amount of \$620,000 to cover any additional unforeseen costs.

Staff recommends awarding a PSA to Kimley-Horn in the amount described above and appropriating an additional \$360,000 from the Measure BB (Local Transportation) Fund (Fund 212) to the SR-92/Whitesell Interchange Project to complete the Planning and Scoping Phase.

## BACKGROUND

On July 26, 2018, the Alameda County Transportation Commission (ACTC) approved \$440,000 in ACTC Measure BB funding to advance the Planning and Scoping Phase of the SR-92 Clawiter-Whitesell Interchange Upgrade Project. In order to receive this funding and to define the roles and responsibilities of the ACTC and the City of Hayward, a Project Funding Agreement (PFA) was required. Because the proposed project location is on State Route SR-92, a Cooperative Agreement with the California Department of Transportation (Caltrans) was also needed. On April 26, 2022<sup>1</sup>, Council authorized the City Manager to execute the PFA with ACTC and the Cooperative Agreement with Caltrans.

The estimated cost of the Planning and Scoping Phase of the Project was \$640,000. ACTC's Measure BB funds would contribute \$440,000 to the Project and the City would contribute \$200,000 to the Project as a local match. On July 5, 2022<sup>2</sup>, Council Resolution No. 22-192 appropriated a total of \$640,000 to the Project.

## DISCUSSION

The Project is the second phase of the "SR-92/Clawiter-Whitesell Interchange and Reliever Route Project," which would provide a local reliever route between SR-92 and I-880 to improve access to and from the industrial area north of SR-92 and west of I-880 and improve circulation and relieve congestion on SR-92, I-880 and major arterials in the area. Phase 1, completed by the City in 2017, was comprised of local street modifications which included widening of West Winton Avenue at the Hesperian Boulevard intersection, signal phasing modifications, widening and extension of Whitesell Street between Depot Road and SR-92. This Project represents the second phase of improvements and involves reconstruction of the SR-92/Clawiter Road interchange to create the SR-92/Whitesell Street interchange and provide consolidated access to Clawiter Road and the reliever route along Whitesell Street.

The proposed SR-92/Whitesell Interchange Project would further enhance the local reliever route between SR-92 and I-880, and significantly improve access to and from the City's industrial complexes, manufacturing sites, and office parks north and south of SR-92 and west of I-880. It would also improve interchange operations to further relieve congestion on SR-92, I-880 and major arterials in the area. An initial concept for the reconfigured interchange (Attachment III) includes a new four-lane Whitesell Street overcrossing structure with new on and off-ramps to Whitesell Street in a diamond configuration. Also, the Whitesell overcrossing and extension would provide Class II bike lanes and sidewalk for bicyclists and pedestrians travelling along this local road. The modified SR- 92/Whitesell interchange would improve the on/off ramp intersections to implement the City and Caltrans Complete Streets policies. The project may also realign Breakwater Avenue to accommodate the new westbound on and off ramps. These interchange improvements and new local road connections support the economic

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<sup>1</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=5565350&GUID=2701F340-1377-43AB-8EAB-54D6C885C929&Options=&Search=>

<sup>2</sup> <https://hayward.legistar.com/LegislationDetail.aspx?ID=5714853&GUID=A4E8E14A-1565-46B0-9C77-D234B8E6546D&Options=&Search=>

development of the industrial complexes and office parks in the area and improves truck access and circulation to and from SR-92 and I-880.

On October 3, 2022, a Request for Proposals (RFP) was advertised and issued for the preparation of the Caltrans Project Initiation Document (PID) to complete the Planning and Scoping Phase for this project. On November 1, 2022, two (2) proposals were received from Kimley-Horn and Mark Thomas & Company. After a thorough evaluation of the proposals to assess each team's understanding of the project scope, qualifications, approach, schedule, and management plan, staff recommends Kimley-Horn be awarded the contract for the PID phase of this project. The negotiated cost proposal from Kimley-Horn is \$565,751 for completion of the Planning and Scoping Phase of the project.

Staff recommends that Council award the contract to Kimley-Horn in the base amount of \$565,751 with a not-to-exceed amount of \$620,000, which includes contingency for potential additional services not included in the base proposal. The contract contingency amount is set at \$54,249 (approximately 10% of contract cost).

Staff recommends that Council authorize the appropriation of an additional \$360,000 from the Measure BB (Local Transportation) Fund (Fund 212) to the SR-92/Whitesell Interchange Project to complete the Planning and Scoping Phase.

The execution of this contract and appropriation of funding will allow the City to proceed with the Planning and Scoping Phase of the project to refine the project's goals and objectives, produce initial alternative concepts, and then define the scope for the environmental document to be produced in the next phase of project delivery, Project Approval and Environmental Document (PA&ED). Staff will return to Council with a recommendation of the proposed alternatives to be carried forward into the environmental review phase of the project. The City intends to seek and secure funding for the next phase.

## **ECONOMIC IMPACT**

This item has no direct economic impact. However, the recommendation supports the Project, which will provide interchange improvements and new local road connections. These improvements will significantly improve access to the City's industrial area and make the overall transportation system more efficient.

## **FISCAL IMPACT**

The Adopted FY23 CIP Budget has an allocated project budget of \$640,000. Per the Project Funding Agreement with ACTC, \$440,000 will be reimbursed. Staff recommends the appropriation of an additional \$360,000 from Measure BB (Local Transportation) Fund (Fund 212), which can fully absorb this increase in its fund balance. This item has no impact on the General Fund.

The total funding for the project is:

Measure BB – Local Transportation Fund (Fund 212) - ACTC Grant Funding	\$440,000
Street Systems Improvements Fund (Fund 450) – City Local Match	\$200,000
Measure BB – Local Transportation Fund (Fund 212)	\$360,000
Total Funds Available	\$1,000,000

## **STRATEGIC ROADMAP**

This item supports Council's Strategic Priority to Improve Infrastructure by providing professional services to initiate the Project delivery.

## **SUSTAINABILITY FEATURES**

There are no sustainability features associated with this item.

## **PUBLIC CONTACT**

This phase of the project will include initial stakeholder outreach to help inform the development of a reasonable range of conceptual alternatives. The subsequent PA&ED phase of the project will include broader public outreach effort required for CEQA environmental review.

## **NEXT STEPS**

If Council approves this request, the City Manager will execute a PSA with Kimley-Horn & Associates, Inc., for the SR-92/Whitesell Interchange – Planning and Scoping Phase, Project No. 05334 in an in a not-to-exceed amount of \$620,000 and appropriate an additional \$360,000 to the Project from Measure BB – Local Transportation Fund (Fund 212).

*Prepared by:* Byron Tang, Senior Civil Engineer  
Kathy Garcia, Deputy Director of Public Works

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

*Approved by:*



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Kelly McAdoo, City Manager



HAYWARD CITY COUNCIL  
RESOLUTION NO. 23-

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

RESOLUTION AUTHORIZING THE CITY MANAGER TO NEGOTIATE AND EXECUTE A PROFESSIONAL SERVICES AGREEMENT WITH KIMLEY HORN & ASSOCIATES, INC., FOR CONSULTING SERVICES FOR THE PLANNING AND SCOPING PHASE OF THE SR-92/WHITESSELL, PROJECT NO. 05334 IN AN AMOUNT NOT-TO-EXCEED \$620,000

WHEREAS, professional service assistance is needed for the Planning and Scoping Phase of the SR-92/Whitesell Interchange, Project No. 05334; and

WHEREAS, the Planning and Scoping Phase will provide preliminary engineering, initial cost estimates and planning level environmental review of the Project; and

WHEREAS, on November 1, 2022, two (2) proposals were received and then evaluated for the most qualified proposal. Kimley Horn & Associates, Inc. was ranked the highest with an average score of 89/100 based on criteria established in the Request for Proposal. The negotiated cost proposal is in the amount of \$565,751.

WHEREAS, a contract contingency in the amount of \$54,249 is to be established as part of the professional services agreement for potential services not included in the base cost proposal.

NOW, THEREFORE, BE IT RESOLVED that the City Council hereby authorizes the City Manager to negotiate and execute a professional services agreement with Kimley Horn & Associates, Inc., for consulting services in a base amount of \$565,751 with a not-to-exceed amount of \$620,000 to support the Planning and Scoping Phase of the SR-92/Whitesell Interchange, Project No. 05334, in a form approved by the City Attorney.

IN COUNCIL, HAYWARD, CALIFORNIA \_\_\_\_\_, 2023

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. 23-

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

RESOLUTION AUTHORIZING THE APPROPRIATION OF \$360,000 FROM THE MEASURE BB (LOCAL TRANSPORTATION FUND) FUND (FUND 212) TO THE PLANNING AND SCOPING PHASE OF THE SR-92/WHITESELL INTERCHANGE PROJECT, PROJECT NO. 05334

WHEREAS, on April 26, 2022, Council authorized entering into a Project Funding Agreement (PFA) with Alameda County Transportation Commission (ACTC) to receive \$440,000 in Measure BB funding for the Project through Resolution No. 22-097; and

WHEREAS, on April 26, 2022, Council authorized entering into a cooperative agreement with Caltrans for the Project through Resolution No. 22-098; and

WHEREAS, on July 5, 2022, City Council appropriated \$640,000 to the Project through Resolution No. 22-191, including \$440,000 in grant funding from ACTC and \$200,000 in City contributions; and,

WHEREAS, on August 9, 2022, City Council authorized entering into a professional services agreement with Gray-Bowen-Scott for project management consulting services for the Project through Resolution 22-219; and

WHEREAS, additional funds appropriated to the Project are needed to support the cooperative agreement with Caltrans, the project management assistance, and professional services for the project's Planning and Scoping Phase; and

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Hayward hereby approves that \$360,000 from the Measure BB (Local Transportation) Fund (Fund 212) be appropriated to the SR-92/Whitesell Interchange – Project Initiation Document, Project No. 05334, in a form approved by the City Attorney.

IN COUNCIL, HAYWARD, CALIFORNIA\_\_\_\_\_, 2023

ADOPTED BY THE FOLLOWING VOTE:

AYES:           COUNCIL MEMBERS:  
                  MAYOR:

NOES:           COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

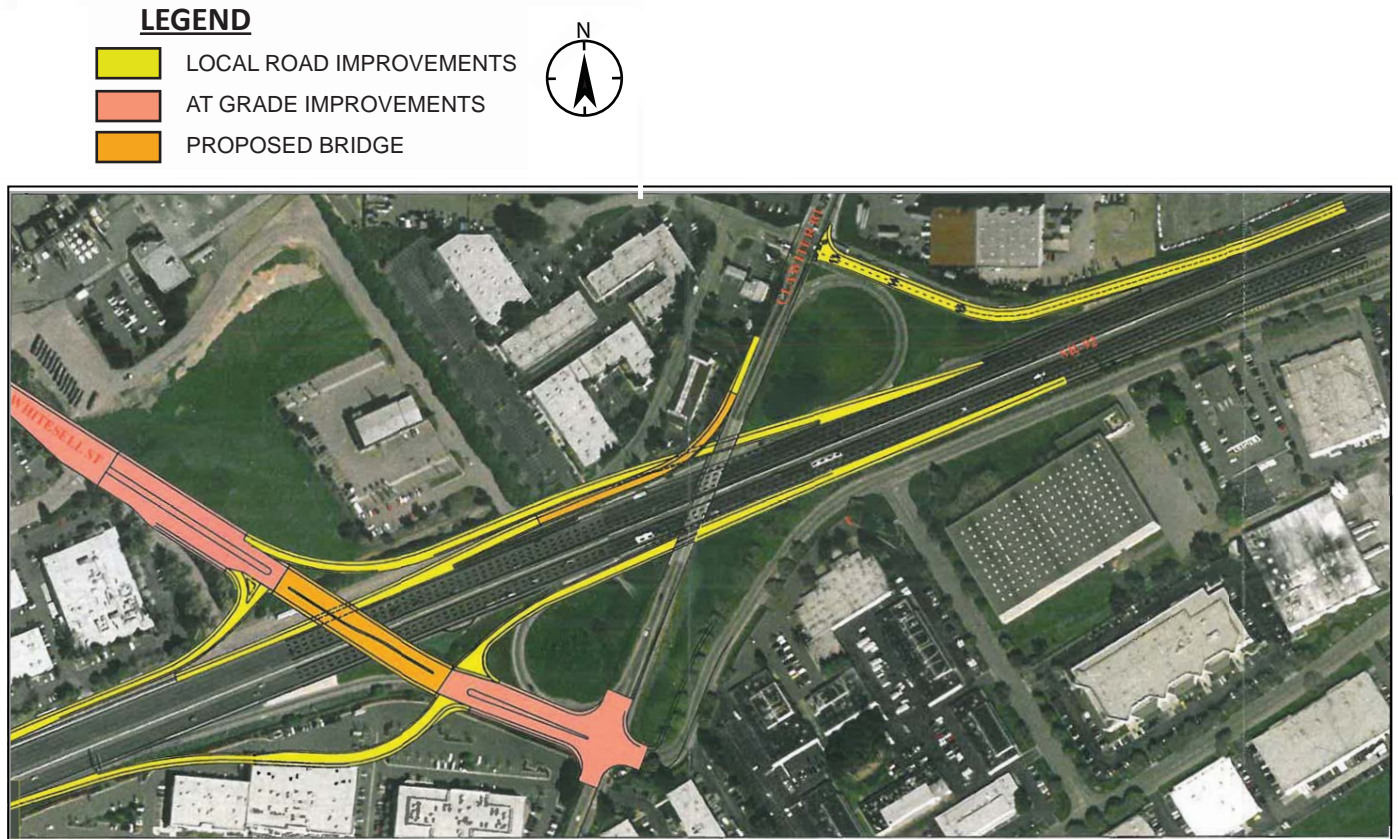
ABSENT: COUNCIL MEMBERS:

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

APPROVED AS TO FORM:

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

## Conceptual Sketch: R: SR-92 Clawiter Rd. and Whitesell St. Interchange Modification



PROPOSED IMPROVEMENTS



EXISTING CONDITIONS





# CITY OF HAYWARD

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

---

**File #:** LB 23-003

---

**DATE:** January 17, 2023

**TO:** Mayor and City Council

**FROM:** Director of Human Resources

**SUBJECT**

Salary Plan: Adopt a Resolution Approving the Amended Fiscal Year 2023 Salary Plan that Designates Classifications and Corresponding Salary Changes

**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 the corresponding salary range for employment in the City of Hayward as of January 16, 2023, superseding Resolution No.278 and all amendments thereto.

**SUMMARY**

As required by the Municipal Code, the FY 2023 Salary Plan has been updated to reflect salary adjustments to the classifications in the City's classified service based on market study results. The Salary Plan has also been revised to reflect the addition of two new classifications. On December 8, 2022, the Personnel Commission held a public hearing in which they reviewed and recommended to Council the revised Salary Plan for each position in the City's classified service for Fiscal Year 2023, effective January 16, 2023.

**ATTACHMENTS**

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



**DATE:** January 17, 2023

**TO:** City Council

**FROM:** Director of Human Resources

**SUBJECT:** Adopt a Resolution Approving the Amended Fiscal Year 2023 Salary Plan that Designates Classifications and Corresponding Salary Changes

## **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 the corresponding salary range for employment in the City of Hayward as of January 16, 2023, superseding Resolution No.278 and all amendments thereto.

## **SUMMARY**

As required by the Municipal Code, the FY 2023 Salary Plan has been updated to reflect salary adjustments to the classifications in the City's classified service based on market study results. The Salary Plan has also been revised to reflect the addition of two new classifications. On December 8, 2022, the Personnel Commission held a public hearing in which they reviewed and recommended to Council the revised Salary Plan for each position in the City's classified service for Fiscal Year 2023, effective January 16, 2023.

## **BACKGROUND AND DISCUSSION**

### New Classification:

*SYSTEMS ANALYST I/II (T454 & T455):* In 2021, City of Hayward requested for Bryce Consulting to review the duties performed by three positions allocated to the classification of Programmer Analyst within the Information Technology Department to determine the appropriateness of the classification based on currently assigned duties and responsibilities. As a result, The City proposes modifying this single classification to a flexibly staffed classification series: Systems Analyst I/II. The new, entry-level classification will be titled Systems Analyst I, while the existing journey-level classification will be re-titled to Systems Analyst II. As part of the job audit, the City surveyed the Systems Analyst II classification, which indicated the position's salary was 8.18% below mid-market. As such, the salary range for Systems Analyst II shall receive an 8.18% salary increase effective January 16, 2023. The salary range for Systems Analyst II shall be \$56.06 at Step A and \$68.10 at Step E. The salary

for Systems Analyst I will be set internally to ten percent (10%) below Systems Analyst II. The salary range for Systems Analyst I shall be \$50.96 at Step A and \$61.91 at Step E.

Salary Adjustments:

*CITY ATTORNEY (A100):* Pursuant to the employment agreement between the City of Hayward and the City Attorney effective November 1, 2020, through June 30, 2025, the City Attorney shall receive a ten percent (10%) equity adjustment effective the pay period that includes January 1, 2023. The salary for the City Attorney position is \$132.36 per hour at Step E.

*CITY CLERK (A110):* Pursuant to the employment agreement between the City of Hayward and the City Clerk dated October 1, 2020, through June 30, 2025, the City Clerk shall receive a three percent (3%) equity adjustment effective the pay period that includes January 1, 2023. The salary for the City Clerk position is \$80.11 per hour at Step E.

*CITY MANAGER (A120):* Pursuant to the employment agreement between the City of Hayward and the City Manager dated December 1, 2022, through June 30, 2023, the City Manager shall receive a five percent (5%) equity adjustment effective the pay period that includes January 1, 2023. The salary for the City Manager position is \$152.76 per hour at Step E.

*COMMUNICATIONS AND MARKETING OFFICER/PUBLIC INFORMATION OFFICER (U311):* In March 2020, Human Resources staff completed a total compensation market study for the Communications and Marketing Officer. Based on the findings of the market study, the Communications and Marketing Officer shall receive a salary adjustment of four percent (4%) effective the pay period that includes January 1, 2023. The salary range for the Communications and Marketing Officer is \$73.99 at Step A and \$89.95 at Step E.

*CRIME SCENE SPECIALIST (C687):* Pursuant to the salary study letter of understanding between SEIU, Local 1021 and the City of Hayward, the Crime Scene Specialist shall receive a ten percent (10%) salary adjustment effective December 20, 2021. The salary range for Crime Scene Specialist is \$41.45 per hour at Step A and \$49.58 per hour at Step E.

*CRIME SCENE TECHNICIAN (C685):* The salary range for Crime Scene Technician is internally set to be ten percent (10%) below Crime Scene Specialist (C687). As a result, the Crime Scene Technician shall receive a 10% salary increase adjustment effective December 20, 2021. The salary range for Crime Scene Technician is \$37.68 per hour at Step A and \$45.07 per hour at Step E.

*SWEEPER EQUIPMENT OPERATOR (M700):* Pursuant to the salary study Letter of Understanding between SEIU, Local 1021 and the City of Hayward, the Sweeper Equipment Operator shall receive a 4.61% salary increase adjustment effective November 7, 2022. The salary range for Sweeper Equipment Operator is \$37.16 per hour at Step A and \$43.31 per hour at Step E.

*LEAD SWEEPER EQUIPMENT OPERATOR (M702):* The Lead Sweeper Equipment Operator is internally set to be ten percent (10%) above the Sweeper Equipment Operator. As a result, the



Lead Sweeper Equipment Operator shall receive a 4.61% salary increase adjustment effective November 7, 2022. The salary range for Lead Sweeper Equipment Operator is \$40.87 per hour at Step A and \$47.64 per hour at Step E.

## **FISCAL IMPACT**

*CITY ATTORNEY:* The additional fiscal impact for City Attorney is an increase of approximately \$16,052.81 to the General Fund. Budget adjustments will be included in the FY 2023 mid-year budget process

*CITY CLERK:* The additional fiscal impact for City Clerk is an increase of approximately \$3,060.67 to the General Fund. Budget adjustments will be included in the FY 2023 mid-year budget process

*CITY MANAGER:* The additional fiscal impact for City Manager is an increase of approximately \$10,024.04 to the General Fund. Budget adjustments will be included in the FY 2023 mid-year budget process

*COMMUNICATIONS AND MARKETING OFFICER:* The additional fiscal impact for Communications and Marketing Officer is an increase of approximately \$4,395.06 to the General Fund. Budget adjustments will be included in the FY 2023 mid-year budget process

*SYSTEMS ANALYST II:* The additional fiscal impact for Systems Analyst II is an increase of approximately \$29,982 to the Information Technology Fund. Budget adjustments will be included in the FY 2023 mid-year budget process.

*SYSTEMS ANALYST I:* The Systems Analyst I classification will have no fiscal impact in FY 2023, as there are currently no budgeted positions at this classification. The annual impact for a Systems Analyst I is \$179,279 to the Information Technology Fund.

*CRIME SCENE SPECIALIST:* The additional fiscal impact for Crime Scene Specialist is an increase of approximately \$19,320 to the General Fund. Budget adjustments will be included in the FY 2023 mid-year budget process.

*CRIME SCENE TECHNICIAN:* The additional fiscal impact for Crime Scene Technician is an increase of approximately \$44,924 to the General Fund. Budget adjustments will be included in the FY 2023 mid-year budget process.

*SWEEPER EQUIPMENT OPERATOR:* The additional fiscal impact for Sweeper Equipment Operator is as follows; approximately \$3,880 to the General Fund, \$336 to the Water Fund, and \$15,409 to the Stormwater Fund, for a total fiscal impact of \$19,625. Budget adjustments will be included in the FY 2023 mid-year budget process.

*LEAD SWEEPER EQUIPMENT OPERATOR:* The additional fiscal impact for Lead Sweeper Equipment Operator is an increase of approximately \$2,798 to the General Fund. 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 and Finance departments and will be reflected in the employee' paychecks dated February 17, 2023. Appropriate retroactive payments based on the dates in this report will be reflected in the employees' paychecks dated March 17, 2023.

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

*Recommended by:* Brittney Frye, Director of Human Resources  
Regina Youngblood, Assistant City Manager

Approved by:

A handwritten signature in black ink, appearing to read 'K. McAdoo', with a long horizontal line extending from the end of the signature.

---

Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 23-\_\_\_\_

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

RESOLUTION APPROVING THE AMENDED FISCAL YEAR 2023 SALARY PLAN  
DESIGNATING POSITIONS OF EMPLOYMENT IN THE CITY OF HAYWARD AND  
SALARY RANGE; AND SUPERSEDING RESOLUTION NO. 22-278 AND ALL  
AMENDMENTS THERETO

WHEREAS, the Salary Plan has been revised to reflect salary adjustments to various classifications as a result of market study results; and

WHEREAS, the Salary Plan has also been revised to reflect the addition of two additional classifications effective January 16, 2023; and

WHEREAS, the revised Salary Plan was reviewed and recommended to Council by the Personnel Commission in a Public Hearing held on December 8, 2022; and

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

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

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

Section 4. The City Manager may approve in advance of an established effective date, payment to certain classifications in the Management Unit of all or a portion of a general salary increase previously approved by the City Council. Such advance payments shall be made only for those management classifications where the salary range is less than ten

percent above an immediately subordinate classification. The amount of advance payment approved by the City Manager shall not exceed the amount required to establish a ten percent salary differential between the affected classifications. The City Manager shall advise the City Council and each bargaining unit in advance of any payments made pursuant to the provisions of this section.

Section 5. The salary ranges set forth in Attachment "III" shall be revised to reflect salary changes provided in any Memorandum of Understanding, Side Letters of Agreement, or resolution setting forth the wages, hours, and other terms and conditions of employment for a bargaining unit or group of unrepresented employees of the City. Any revisions made pursuant to the provisions of this section shall be incorporated into a document prepared by the Human Resources Director and distributed to affected employees or their representatives that reflects the date of the revision and cites both the authority provided by this section and the provision of the memorandum or resolution being effectuated by the revision.

Section 6. This resolution supersedes Resolution No. 22-278 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 December 8, 2022  
Approved by Council  
January 17, 2022

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E
<b>CITY ELECTED OFFICIALS/APPOINTED OFFICERS/EXECUTIVES</b>							
MAYOR	E100	Unclassified	Hourly				
			Bi-Weekly				
			Monthly				
			Annual				39,960.00
CITY COUNCIL	E110	Unclassified	Hourly				
			Bi-Weekly				
			Monthly				
			Annual				24,975.00
CITY MANAGER	A120	Unclassified	Hourly				152.76
			Bi-Weekly				12,220.80
			Monthly				26,478.40
			Annual				317,740.80
CITY ATTORNEY	A100	Unclassified	Hourly				132.36
			Bi-Weekly				10,588.80
			Monthly				22,942.40
			Annual				275,308.80
CITY CLERK	A110	Unclassified	Hourly				80.11
			Bi-Weekly				6,408.80
			Monthly				13,885.73
			Annual				166,628.80
ASSISTANT CITY MANAGER	U735	Unclassified	Hourly	101.63	106.72	112.05	117.65
			Bi-Weekly	8,130.40	8,537.60	8,964.00	9,412.00
			Monthly	17,615.87	18,498.13	19,422.00	20,392.67
			Annual	211,390.40	221,977.60	233,064.00	244,712.00
CHIEF OF POLICE	P500	Unclassified	Hourly	102.84	107.97	113.38	119.05
			Bi-Weekly	8,227.20	8,637.60	9,070.40	9,524.00
			Monthly	17,825.60	18,714.80	19,652.53	20,635.33
			Annual	213,907.20	224,577.60	235,830.40	247,624.00
COMMUNICATIONS AND MARKETING OFFICER / PUBLIC INFORMATION OFFICER (PIO)	U311	Unclassified	Hourly	73.99	77.70	81.56	85.66
			Bi-Weekly	5,919.20	6,216.00	6,524.80	6,852.80
			Monthly	12,824.93	13,468.00	14,137.07	14,847.73
			Annual	153,899.20	161,616.00	169,644.80	178,172.80
DEPUTY CITY MANAGER	U505	Unclassified	Hourly	92.73	97.36	102.23	107.36
			Bi-Weekly	7,418.40	7,788.80	8,178.40	8,588.80
			Monthly	16,073.20	16,875.73	17,719.87	18,609.07
			Annual	192,878.40	202,508.80	212,638.40	223,308.80
DIRECTOR OF DEVELOPMENT SERVICES	U700	Unclassified	Hourly	88.96	93.40	98.09	102.99
			Bi-Weekly	7,116.80	7,472.00	7,847.20	8,239.20
			Monthly	15,419.73	16,189.33	17,002.27	17,851.60
			Annual	185,036.80	194,272.00	204,027.20	214,219.20
DIRECTOR OF FINANCE	U725	Unclassified	Hourly	88.96	93.40	98.09	102.99
			Bi-Weekly	7,116.80	7,472.00	7,847.20	8,239.20
			Monthly	15,419.73	16,189.33	17,002.27	17,851.60
			Annual	185,036.80	194,272.00	204,027.20	214,219.20
DIRECTOR OF HUMAN RESOURCES	U705	Unclassified	Hourly	95.51	100.27	105.29	110.55
			Bi-Weekly	7,640.80	8,021.60	8,423.20	8,844.00
			Monthly	16,555.07	17,380.13	18,250.27	19,162.00
			Annual	198,660.80	208,561.60	219,003.20	229,944.00
DIRECTOR OF INFORMATION TECHNOLOGY / CHIEF INFORMATION OFFICER (CIO)	U720	Unclassified	Hourly	94.31	98.99	103.96	109.17
			Bi-Weekly	7,544.80	7,919.20	8,316.80	8,733.60
			Monthly	16,347.07	17,158.27	18,019.73	18,922.80
			Annual	196,164.80	205,899.20	216,236.80	227,073.60
DIRECTOR OF LIBRARY SERVICES	U710	Unclassified	Hourly	88.96	93.40	98.09	102.99
			Bi-Weekly	7,116.80	7,472.00	7,847.20	8,239.20
			Monthly	15,419.73	16,189.33	17,002.27	17,851.60
			Annual	185,036.80	194,272.00	204,027.20	214,219.20
DIRECTOR OF MAINTENANCE SERVICES	U715	Unclassified	Hourly	88.96	93.40	98.09	102.99
			Bi-Weekly	7,116.80	7,472.00	7,847.20	8,239.20
			Monthly	15,419.73	16,189.33	17,002.27	17,851.60
			Annual	185,036.80	194,272.00	204,027.20	214,219.20
DIRECTOR OF PUBLIC WORKS	U730	Unclassified	Hourly	92.39	97.03	101.87	106.99
			Bi-Weekly	7,391.20	7,762.40	8,149.60	8,559.20
			Monthly	16,014.27	16,818.53	17,657.47	18,544.93
			Annual	192,171.20	201,822.40	211,889.60	222,539.20
FIRE CHIEF	F800	Unclassified	Hourly	115.80	121.57	127.66	134.05
			Bi-Weekly	9,264.00	9,725.60	10,212.80	10,724.00
			Monthly	20,072.00	21,072.13	22,127.73	23,235.33
			Annual	240,864.00	252,865.60	265,532.80	278,824.00

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

ATTACHMENT III  
Presented to  
Personnel Commission  
on December 8, 2022  
Approved by Council  
January 17, 2022

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E
<b>CITY WIDE ADMINISTRATIVE/ANALYTICAL SUPPORT</b>							
SENIOR MANAGEMENT ANALYST	H115	Classified	Hourly	55.59	58.34	61.26	64.32
			Bi-Weekly	4,447.20	4,667.20	4,900.80	5,145.60
			Monthly	9,635.60	10,112.27	10,618.40	11,148.80
			Annual	115,627.20	121,347.20	127,420.80	133,785.60
MANAGEMENT ANALYST II	H110	Classified	Hourly	50.54	53.07	55.72	58.50
			Bi-Weekly	4,043.20	4,245.60	4,457.60	4,680.00
			Monthly	8,760.27	9,198.80	9,658.13	10,140.00
			Annual	105,123.20	110,385.60	115,897.60	121,680.00
MANAGEMENT ANALYST I	H105	Classified	Hourly	45.95	48.26	50.66	53.18
			Bi-Weekly	3,676.00	3,860.80	4,052.80	4,254.40
			Monthly	7,964.67	8,365.07	8,781.07	9,217.87
			Annual	95,576.00	100,380.80	105,372.80	110,614.40
EXECUTIVE ASSISTANT	U315	Unclassified	Hourly	44.85	46.91	49.03	51.13
			Bi-Weekly	3,588.00	3,752.80	3,922.40	4,090.40
			Monthly	7,774.00	8,131.07	8,498.53	8,862.53
			Annual	93,288.00	97,572.80	101,982.40	106,350.40
ADMINISTRATIVE SUPERVISOR	H120	Classified	Hourly	44.42	46.62	48.96	51.38
			Bi-Weekly	3,553.60	3,729.60	3,916.80	4,110.40
			Monthly	7,699.47	8,080.80	8,486.40	8,905.87
			Annual	92,393.60	96,969.60	101,836.80	106,870.40
ADMINISTRATIVE SECRETARY	C120	Classified	Hourly	41.57	43.28	44.98	46.68
			Bi-Weekly	3,325.60	3,462.40	3,598.40	3,734.40
			Monthly	7,205.47	7,501.87	7,796.53	8,091.20
			Annual	86,465.60	90,022.40	93,558.40	97,094.40
SENIOR SECRETARY	C115	Classified	Hourly	38.00	39.48	41.09	42.60
			Bi-Weekly	3,040.00	3,158.40	3,287.20	3,408.00
			Monthly	6,586.67	6,843.20	7,122.27	7,384.00
			Annual	79,040.00	82,118.40	85,467.20	88,608.00
SECRETARY	C110	Classified	Hourly	33.44	34.97	36.74	38.44
			Bi-Weekly	2,675.20	2,797.60	2,939.20	3,075.20
			Monthly	5,796.27	6,061.47	6,368.27	6,662.93
			Annual	69,555.20	72,737.60	76,419.20	79,955.20
ADMINISTRATIVE CLERK II	C105	Classified	Hourly	29.32	30.53	31.77	33.19
			Bi-Weekly	2,345.60	2,442.40	2,541.60	2,655.20
			Monthly	5,082.13	5,291.87	5,506.80	5,752.93
			Annual	60,985.60	63,502.40	66,081.60	69,035.20
ADMINISTRATIVE CLERK I	C100	Classified	Hourly	25.81	27.19	28.56	30.09
			Bi-Weekly	2,064.80	2,175.20	2,284.80	2,407.20
			Monthly	4,473.73	4,712.93	4,950.40	5,215.60
			Annual	53,684.80	56,555.20	59,404.80	62,587.20
ADMINISTRATIVE INTERN	Z120	Classified	Hourly				15.82
			Bi-Weekly				1,265.60
			Monthly				2,742.13
			Annual				32,905.60
MAIL CLERK	C410	Classified	Hourly			17.73	18.59
			Bi-Weekly			1,418.40	1,487.20
			Monthly			3,073.20	3,222.27
			Annual			36,878.40	38,667.20

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Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
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								
EQUITY AND INCLUSION OFFICER	U340	Classified	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
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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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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Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E
<b>FIRE DEPARTMENT</b>							
<b>SWORN</b>							
DEPUTY FIRE CHIEF (40 HR)	F600	Classified	Hourly	105.21	110.47	116.00	121.80
			Bi-Weekly	8,416.80	8,837.60	9,280.00	9,744.00
			Monthly	18,236.40	19,148.13	20,106.67	21,112.00
			Annual	218,836.80	229,777.60	241,280.00	253,344.00
FIRE MARSHAL - EMT (40 HR)	F401	Classified	Hourly	84.70	88.94	93.39	98.06
			Bi-Weekly	6,776.00	7,115.20	7,471.20	7,844.80
			Monthly	14,681.33	15,416.27	16,187.60	16,997.07
			Annual	176,176.00	184,995.20	194,251.20	203,964.80
FIRE MARSHAL (40 HR)	F400	Classified	Hourly	91.49	96.06	100.86	105.90
			Bi-Weekly	7,319.20	7,684.80	8,068.80	8,472.00
			Monthly	15,858.27	16,650.40	17,482.40	18,356.00
			Annual	190,299.20	199,804.80	209,788.80	220,272.00
FIRE TRAINING OFFICER (40 HR)	F420	Classified	Hourly	91.49	96.06	100.86	105.90
			Bi-Weekly	7,319.20	7,684.80	8,068.80	8,472.00
			Monthly	15,858.27	16,650.40	17,482.40	18,356.00
			Annual	190,299.20	199,804.80	209,788.80	220,272.00
BATTALION CHIEF (56 HR)	F410	Classified	Hourly	59.40	62.37	65.49	68.77
			Bi-Weekly	6,652.80	6,985.44	7,334.88	7,702.24
			Monthly	14,414.40	15,135.12	15,892.24	16,688.19
			Annual	172,972.80	181,621.44	190,706.88	200,258.24
BATTALION CHIEF (40 HR)	F415	Classified	Hourly	83.16	87.31	91.70	96.28
			Bi-Weekly	6,652.80	6,984.80	7,336.00	7,702.40
			Monthly	14,414.40	15,133.73	15,894.67	16,688.53
			Annual	172,972.80	181,604.80	190,736.00	200,262.40
STAFF FIRE CAPTAIN (40 HR)	F240	Classified	Hourly			80.08	84.08
			Bi-Weekly			6,406.40	6,726.40
			Monthly			13,880.53	14,573.87
			Annual			166,566.40	174,886.40
STAFF FIRE CAPTAIN - EMT (40 HR)	F241	Classified	Hourly			74.14	77.85
			Bi-Weekly			5,931.20	6,228.00
			Monthly			12,850.93	13,494.00
			Annual			154,211.20	161,928.00
FIRE CAPTAIN (56 HR)	F245	Classified	Hourly			51.98	54.58
			Bi-Weekly			5,821.76	6,112.96
			Monthly			12,613.81	13,244.75
			Annual			151,365.76	158,936.96
FIRE CAPTAIN (40 HR)	F250	Classified	Hourly			72.80	76.43
			Bi-Weekly			5,824.00	6,114.40
			Monthly			12,618.67	13,247.87
			Annual			151,424.00	158,974.40
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified	Hourly	44.06	46.24	48.54	50.98
			Bi-Weekly	4,934.72	5,178.88	5,436.48	5,709.76
			Monthly	10,691.89	11,220.91	11,779.04	12,371.15
			Annual	128,302.72	134,650.88	141,348.48	148,453.76
FIRE PREVENTION INSPECTOR - EMT (40 HR)	F221	Classified	Hourly	57.06	59.92	62.92	66.07
			Bi-Weekly	4,564.80	4,793.60	5,033.60	5,285.60
			Monthly	9,890.40	10,386.13	10,906.13	11,452.13
			Annual	118,684.80	124,633.60	130,873.60	137,425.60
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified	Hourly	61.62	64.72	67.95	71.35
			Bi-Weekly	4,929.60	5,177.60	5,436.00	5,708.00
			Monthly	10,680.80	11,218.13	11,778.00	12,367.33
			Annual	128,169.60	134,617.60	141,336.00	148,408.00
APPARATUS OPERATOR (56 HR)	F210	Classified	Hourly	41.70	43.79	45.98	48.28
			Bi-Weekly	4,670.40	4,904.48	5,149.76	5,407.36
			Monthly	10,119.20	10,626.37	11,157.81	11,715.95
			Annual	121,430.40	127,516.48	133,893.76	140,591.36
APPARATUS OPERATOR - EMT (56 HR)	F211	Classified	Hourly	38.63	40.54	42.58	44.70
			Bi-Weekly	4,326.56	4,540.48	4,768.96	5,006.40
			Monthly	9,374.21	9,837.71	10,332.75	10,847.20
			Annual	112,490.56	118,052.48	123,992.96	130,166.40
APPARATUS OPERATOR (40 HR)	F215	Classified	Hourly	58.33	61.25	64.31	67.52
			Bi-Weekly	4,666.40	4,900.00	5,144.80	5,401.60
			Monthly	10,110.53	10,616.67	11,147.07	11,703.47
			Annual	121,326.40	127,400.00	133,764.80	140,441.60
FIREFIGHTER (56 HR)	F200	Classified	Hourly	39.30	41.27	43.33	45.51
			Bi-Weekly	4,401.60	4,622.24	4,852.96	5,097.12
			Monthly	9,536.80	10,014.85	10,514.75	11,043.76
			Annual	114,441.60	120,178.24	126,176.96	132,525.12
FIREFIGHTER (40 HR)	F205	Classified	Hourly	55.04	57.78	60.66	63.70
			Bi-Weekly	4,403.20	4,622.40	4,852.80	5,096.00
			Monthly	9,540.27	10,015.20	10,514.40	11,041.33
			Annual	114,483.20	120,182.40	126,172.80	132,496.00
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	76.72
			Bi-Weekly	5,050.40	5,302.40	5,567.20	5,846.40	6,137.60
			Monthly	10,942.53	11,488.53	12,062.27	12,667.20	13,298.13
			Annual	131,310.40	137,862.40	144,747.20	152,006.40	159,577.60
FIRE PROTECTION ENGINEER	T510	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
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified	Hourly	55.55	58.33	61.22	64.28	67.51
			Bi-Weekly	4,444.00	4,666.40	4,897.60	5,142.40	5,400.80
			Monthly	9,628.67	10,110.53	10,611.47	11,141.87	11,701.74
			Annual	115,544.00	121,326.40	127,337.60	133,702.40	140,420.80
ENVIRONMENTAL SPECIALIST	T505	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
HAZARDOUS MATERIALS INSPECTOR	T500	Classified	Hourly	52.98	55.62	58.41	61.33	64.38
			Bi-Weekly	4,238.40	4,449.60	4,672.80	4,906.40	5,150.40
			Monthly	9,183.20	9,640.80	10,124.40	10,630.53	11,159.20
			Annual	110,198.40	115,689.60	121,492.80	127,566.40	133,910.40
FIRE SERVICES SUPERVISOR	H580	Classified	Hourly	55.59	58.38	61.27	64.33	67.56
			Bi-Weekly	4,447.20	4,670.40	4,901.60	5,146.40	5,404.80
			Monthly	9,635.60	10,119.20	10,620.13	11,150.53	11,710.40
			Annual	115,627.20	121,430.40	127,441.60	133,806.40	140,524.80
SENIOR FIRE TECHNICIAN	C260	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
FIRE TECHNICIAN II	C255	Classified	Hourly	35.36	37.12	38.98	40.94	42.97
			Bi-Weekly	2,828.80	2,969.60	3,118.40	3,275.20	3,437.60
			Monthly	6,129.07	6,434.13	6,756.53	7,096.27	7,448.13
			Annual	73,548.80	77,209.60	81,078.40	85,155.20	89,377.60
FIRE TECHNICIAN I	C250	Classified	Hourly	32.12	33.72	35.41	37.18	39.05
			Bi-Weekly	2,569.60	2,697.60	2,832.80	2,974.40	3,124.00
			Monthly	5,567.47	5,844.80	6,137.73	6,444.53	6,768.67
			Annual	66,809.60	70,137.60	73,652.80	77,334.40	81,224.00
HUMAN RESOURCES DEPARTMENT								
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified	Hourly	79.83	83.81	88.00	92.41	97.02
			Bi-Weekly	6,386.40	6,704.80	7,040.00	7,392.80	7,761.60
			Monthly	13,837.20	14,527.07	15,253.33	16,017.73	16,816.80
			Annual	166,046.40	174,324.80	183,040.00	192,212.80	201,801.60
HUMAN RESOURCES MANAGER	U135	Classified	Hourly	72.55	76.18	79.99	83.99	88.19
			Bi-Weekly	5,804.00	6,094.40	6,399.20	6,719.20	7,055.20
			Monthly	12,575.33	13,204.53	13,864.93	14,558.27	15,286.27
			Annual	150,904.00	158,454.40	166,379.20	174,699.20	183,435.20
SENIOR HUMAN RESOURCES ANALYST	U120	Classified	Hourly	55.60	58.35	61.27	64.33	67.55
			Bi-Weekly	4,448.00	4,668.00	4,901.60	5,146.40	5,404.00
			Monthly	9,637.33	10,114.00	10,620.13	11,150.53	11,708.67
			Annual	115,648.00	121,368.00	127,441.60	133,806.40	140,504.00
HUMAN RESOURCES ANALYST II	U115	Classified	Hourly	50.55	53.08	55.73	58.50	61.43
			Bi-Weekly	4,044.00	4,246.40	4,458.40	4,680.00	4,914.40
			Monthly	8,762.00	9,200.53	9,659.87	10,140.00	10,647.87
			Annual	105,144.00	110,406.40	115,918.40	121,680.00	127,774.40
HUMAN RESOURCES ANALYST I	U110	Classified	Hourly	45.95	48.27	50.67	53.18	55.85
			Bi-Weekly	3,676.00	3,861.60	4,053.60	4,254.40	4,468.00
			Monthly	7,964.67	8,366.80	8,782.80	9,217.87	9,680.67
			Annual	95,576.00	100,401.60	105,393.60	110,614.40	116,168.00
HUMAN RESOURCES TECHNICIAN	U100	Classified	Hourly	41.79	43.89	46.09	48.37	50.77
			Bi-Weekly	3,343.20	3,511.20	3,687.20	3,869.60	4,061.60
			Monthly	7,243.60	7,607.60	7,988.93	8,384.13	8,800.13
			Annual	86,923.20	91,291.20	95,867.20	100,609.60	105,601.60
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified	Hourly	43.66	45.45	47.24	49.02	50.96
			Bi-Weekly	3,492.80	3,636.00	3,779.20	3,921.60	4,076.80
			Monthly	7,567.73	7,878.00	8,188.27	8,496.80	8,833.07
			Annual	90,812.80	94,536.00	98,259.20	101,961.60	105,996.80

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LIBRARY SERVICES DEPARTMENT								
LIBRARY SERVICES DIVISION								
LIBRARY OPERATIONS MANAGER	H755	Classified	Hourly Bi-Weekly Monthly Annual	48.16 3,852.80 8,347.73 100,172.80	50.56 4,044.80 8,763.73 105,164.80	53.09 4,247.20 9,202.27 110,427.20	55.73 4,458.40 9,659.87 115,918.40	58.52 4,681.60 10,143.47 121,721.60
SUPERVISING LIBRARIAN I	H750	Classified	Hourly Bi-Weekly Monthly Annual	48.16 3,852.80 8,347.73 100,172.80	50.56 4,044.80 8,763.73 105,164.80	53.09 4,247.20 9,202.27 110,427.20	55.73 4,458.40 9,659.87 115,918.40	58.52 4,681.60 10,143.47 121,721.60
LIBRARIAN II	T795	Classified	Hourly Bi-Weekly Monthly Annual	38.15 3,052.00 6,612.67 79,352.00	40.07 3,205.60 6,945.47 83,345.60	41.99 3,359.20 7,278.27 87,339.20	44.13 3,530.40 7,649.20 91,790.40	46.21 3,696.80 8,009.73 96,116.80
LIBRARIAN I	T790	Classified	Hourly Bi-Weekly Monthly Annual	34.60 2,768.00 5,997.33 71,968.00	36.33 2,906.40 6,297.20 75,566.40	38.15 3,052.00 6,612.67 79,352.00	39.96 3,196.80 6,926.40 83,116.80	42.00 3,360.00 7,280.00 87,360.00
LEAD LIBRARY ASSISTANT	C520	Classified	Hourly Bi-Weekly Monthly Annual	33.66 2,692.80 5,834.40 70,012.80	35.36 2,828.80 6,129.07 73,548.80	37.05 2,964.00 6,422.00 77,064.00	38.86 3,108.80 6,735.73 80,828.80	40.91 3,272.80 7,091.07 85,092.80
SENIOR LIBRARY ASSISTANT	C515	Classified	Hourly Bi-Weekly Monthly Annual	31.08 2,486.40 5,387.20 64,646.40	32.46 2,596.80 5,626.40 67,516.80	33.94 2,715.20 5,882.93 70,595.20	35.43 2,834.40 6,141.20 73,694.40	37.14 2,971.20 6,437.60 77,251.20
LIBRARY ASSISTANT	C510	Classified	Hourly Bi-Weekly Monthly Annual	28.16 2,252.80 4,881.07 58,572.80	29.47 2,357.60 5,108.13 61,297.60	30.80 2,464.00 5,338.67 64,064.00	32.21 2,576.80 5,583.07 66,996.80	33.72 2,697.60 5,844.80 70,137.60
SENIOR LIBRARY PAGE (.6 FTE)	C505	Classified	Hourly Bi-Weekly Monthly Annual					22.65 1,087.20 2,355.60 28,267.20
LIBRARY PAGE (.3 FTE)	C500	Classified	Hourly Bi-Weekly Monthly Annual					20.58 493.92 1,070.16 12,841.92
EDUCATION SERVICES MANAGER	H760	Classified	Hourly Bi-Weekly Monthly Annual	48.16 3,852.80 8,347.73 100,172.80	50.56 4,044.80 8,763.73 105,164.80	53.09 4,247.20 9,202.27 110,427.20	55.73 4,458.40 9,659.87 115,918.40	58.52 4,681.60 10,143.47 121,721.60
EDUCATIONAL SERVICES COORDINATOR	T780	Classified	Hourly Bi-Weekly Monthly Annual	33.81 2,704.80 5,860.40 70,324.80	35.51 2,840.80 6,155.07 73,860.80	37.30 2,984.00 6,465.33 77,584.00	39.15 3,132.00 6,786.00 81,432.00	41.12 3,289.60 7,127.47 85,529.60
LITERACY PROGRAM COORDINATOR	T785	Classified	Hourly Bi-Weekly Monthly Annual	33.85 2,708.00 5,867.33 70,408.00	35.57 2,845.60 6,165.47 73,985.60	37.33 2,986.40 6,470.53 77,646.40	39.11 3,128.80 6,779.07 81,348.80	41.12 3,289.60 7,127.47 85,529.60
LEAD PROGRAM ASSISTANT	C508	Classified	Hourly Bi-Weekly Monthly Annual	33.66 2,692.80 5,834.40 70,012.80	35.36 2,828.80 6,129.07 73,548.80	37.05 2,964.00 6,422.00 77,064.00	38.86 3,108.80 6,735.73 80,828.80	40.91 3,272.80 7,091.07 85,092.80
PROGRAM ASSISTANT	C506	Classified	Hourly Bi-Weekly Monthly Annual	28.16 2,252.80 4,881.07 58,572.80	29.47 2,357.60 5,108.13 61,297.60	30.80 2,464.00 5,338.67 64,064.00	32.21 2,576.80 5,583.07 66,996.80	33.72 2,697.60 5,844.80 70,137.60

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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	40.87	42.24	43.95	45.82	47.64
			Bi-Weekly	3,269.60	3,379.20	3,516.00	3,665.60	3,811.20
			Monthly	7,084.13	7,321.60	7,618.00	7,942.13	8,257.60
			Annual	85,009.60	87,859.20	91,416.00	95,305.60	99,091.20
SWEEPER EQUIPMENT OPERATOR	M700	Classified	Hourly	37.16	38.40	39.95	41.66	43.31
			Bi-Weekly	2,972.80	3,072.00	3,196.00	3,332.80	3,464.80
			Monthly	6,441.07	6,656.00	6,924.67	7,221.07	7,507.07
			Annual	77,292.80	79,872.00	83,096.00	86,652.80	90,084.80
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				83.57	87.64
			Bi-Weekly				6,685.60	7,011.20
			Monthly				14,485.47	15,190.93
			Annual				173,825.60	182,291.20
POLICE SERGEANT	P210	Classified	Hourly			71.60	75.05	78.90
			Bi-Weekly			5,728.00	6,004.00	6,312.00
			Monthly			12,410.67	13,008.67	13,676.00
			Annual			148,928.00	156,104.00	164,112.00
POLICE OFFICER	P200	Classified	Hourly	52.58	55.10	57.78	60.57	63.45
			Bi-Weekly	4,206.40	4,408.00	4,622.40	4,845.60	5,076.00
			Monthly	9,113.87	9,550.67	10,015.20	10,498.80	10,998.00
			Annual	109,366.40	114,608.00	120,182.40	125,985.60	131,976.00
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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PROFESSIONAL STAFF								
PERSONNEL AND TRAINING ADMINISTRATOR	H450	Classified	Hourly	71.40	74.97	78.74	82.66	86.79
			Bi-Weekly	5,712.00	5,997.60	6,299.20	6,612.80	6,943.20
			Monthly	12,376.00	12,994.80	13,648.27	14,327.73	15,043.60
			Annual	148,512.00	155,937.60	163,779.20	171,932.80	180,523.20
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	64.95	68.20	71.61	75.07	78.90
			Bi-Weekly	5,196.00	5,456.00	5,728.80	6,005.60	6,312.00
			Monthly	11,258.00	11,821.33	12,412.40	13,012.13	13,676.00
			Annual	135,096.00	141,856.00	148,948.80	156,145.60	164,112.00
INVESTIGATION DIVISION								
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified	Hourly	71.40	74.97	78.74	82.66	86.79
			Bi-Weekly	5,712.00	5,997.60	6,299.20	6,612.80	6,943.20
			Monthly	12,376.00	12,994.80	13,648.27	14,327.73	15,043.60
			Annual	148,512.00	155,937.60	163,779.20	171,932.80	180,523.20
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	41.45	43.32	45.31	47.33	49.58
			Bi-Weekly	3,316.00	3,465.60	3,624.80	3,786.40	3,966.40
			Monthly	7,184.67	7,508.80	7,853.73	8,203.87	8,593.87
			Annual	86,216.00	90,105.60	94,244.80	98,446.40	103,126.40
CRIME SCENE TECHNICIAN	C685	Classified	Hourly	37.68	39.38	41.18	43.03	45.07
			Bi-Weekly	3,014.40	3,150.40	3,294.40	3,442.40	3,605.60
			Monthly	6,531.20	6,825.87	7,137.87	7,458.53	7,812.13
			Annual	78,374.40	81,910.40	85,654.40	89,502.40	93,745.60
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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Approved by Council  
January 17, 2022

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
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	46.35
			Bi-Weekly	3,060.00	3,208.80	3,371.20	3,708.00
			Monthly	6,630.00	6,952.40	7,304.27	8,034.00
			Annual	79,560.00	83,428.80	87,651.20	96,408.00
SURVEY ENGINEER	H230	Classified	Hourly	59.09	62.06	65.17	71.82
			Bi-Weekly	4,727.20	4,964.80	5,213.60	5,745.60
			Monthly	10,242.27	10,757.07	11,296.13	12,448.80
			Annual	122,907.20	129,084.80	135,553.60	149,385.60
SURVEYOR	T265	Classified	Hourly	47.79	50.15	52.63	58.03
			Bi-Weekly	3,823.20	4,012.00	4,210.40	4,642.40
			Monthly	8,283.60	8,692.67	9,122.53	10,058.53
			Annual	99,403.20	104,312.00	109,470.40	120,702.40
SENIOR TRANSPORTATION ENGINEER	H215	Classified	Hourly	66.39	69.71	73.20	80.69
			Bi-Weekly	5,311.20	5,576.80	5,856.00	6,455.20
			Monthly	11,507.60	12,083.07	12,688.00	13,986.27
			Annual	138,091.20	144,996.80	152,256.00	167,835.20
ASSOCIATE TRANSPORTATION ENGINEER	T240	Classified	Hourly	58.69	61.66	64.65	71.24
			Bi-Weekly	4,695.20	4,932.80	5,172.00	5,699.20
			Monthly	10,172.93	10,687.73	11,206.00	12,348.27
			Annual	122,075.20	128,252.80	134,472.00	148,179.20
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified	Hourly	50.55	53.18	55.90	61.53
			Bi-Weekly	4,044.00	4,254.40	4,472.00	4,922.40
			Monthly	8,762.00	9,217.87	9,689.33	10,665.20
			Annual	105,144.00	110,614.40	116,272.00	127,982.40
SENIOR TRANSPORTATION PLANNER	H210	Classified	Hourly	55.47	58.22	61.14	67.40
			Bi-Weekly	4,437.60	4,657.60	4,891.20	5,392.00
			Monthly	9,614.80	10,091.47	10,597.60	11,682.67
			Annual	115,377.60	121,097.60	127,171.20	140,192.00
ASSOCIATE TRANSPORTATION PLANNER	T225	Classified	Hourly	49.51	51.94	54.53	60.08
			Bi-Weekly	3,960.80	4,155.20	4,362.40	4,806.40
			Monthly	8,581.73	9,002.93	9,451.87	10,413.87
			Annual	102,980.80	108,035.20	113,422.40	124,966.40
TRAFFIC SIGNAL TECHNICIAN	T220	Classified	Hourly	40.17	42.11	44.25	48.66
			Bi-Weekly	3,213.60	3,368.80	3,540.00	3,892.80
			Monthly	6,962.80	7,299.07	7,670.00	8,434.40
			Annual	83,553.60	87,588.80	92,040.00	101,212.80
SUPERVISING CONSTRUCTION INSPECTOR	H235	Classified	Hourly	61.08	64.13	67.34	74.25
			Bi-Weekly	4,886.40	5,130.40	5,387.20	5,940.00
			Monthly	10,587.20	11,115.87	11,672.27	12,870.00
			Annual	127,046.40	133,390.40	140,067.20	154,440.00
SENIOR CONSTRUCTION INSPECTOR	T250	Classified	Hourly	53.77	56.64	59.50	65.41
			Bi-Weekly	4,301.60	4,531.20	4,760.00	5,232.80
			Monthly	9,320.13	9,817.60	10,313.33	11,337.73
			Annual	111,841.60	117,811.20	123,760.00	136,052.80
CONSTRUCTION INSPECTOR	T245	Classified	Hourly	45.05	47.36	49.57	54.73
			Bi-Weekly	3,604.00	3,788.80	3,965.60	4,378.40
			Monthly	7,808.67	8,209.07	8,592.13	9,486.53
			Annual	93,704.00	98,508.80	103,105.60	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

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<b>INFORMATION TECHNOLOGY DEPARTMENT</b>								
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	64.68	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
SYSTEMS ANALYST II	T455	Classified	Hourly	56.06	58.80	61.84	64.90	68.10
			Bi-Weekly	4,484.80	4,704.00	4,947.20	5,192.00	5,448.00
			Monthly	9,717.07	10,192.00	10,718.93	11,249.33	11,804.00
			Annual	116,604.80	122,304.00	128,627.20	134,992.00	141,648.00
SYSTEMS ANALYST I	T454	Classified	Hourly	50.96	53.45	56.22	59.00	61.91
			Bi-Weekly	4,076.80	4,276.00	4,497.60	4,720.00	4,952.80
			Monthly	8,833.07	9,264.67	9,744.80	10,226.67	10,731.07
			Annual	105,996.80	111,176.00	116,937.60	122,720.00	128,772.80
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



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

ATTACHMENT III  
Presented to  
Personnel Commission  
on December 8, 2022  
Approved by Council  
January 17, 2022

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