



## REGULAR MEETING OF THE MILPITAS CITY COUNCIL

For assistance in the following languages, you may call:

Đối với Việt Nam, gọi 408-586-3122  
Para sa Tagalog, tumawag sa 408-586-3051  
Para español, llame 408-586-3232

City Council meeting will be held via teleconference /Zoom webinar only (no physical meeting space).  
Submit any Public Forum or agenda item comments in writing on the form online, to be read aloud by  
the City Clerk.

**Meeting shall be livestreamed - Go to:**

Facebook: <https://www.facebook.com/CityofMilpitas/>  
YouTube: <https://www.ci.milpitas.ca.gov/youtube>  
Web Streaming: <https://www.ci.milpitas.ca.gov/webstreaming>

Virtual public comments may be submitted on a form from the City website:  
<http://www.ci.milpitas.ca.gov/publiccomment>

**AGENDA**  
**TUESDAY, AUGUST 18, 2020**  
**MILPITAS, CA**  
**6:00 PM (CLOSED SESSION)**  
**7:00 PM (PUBLIC BUSINESS)**

**CALL MEETING TO ORDER by Mayor and ROLL CALL by City Clerk**

**ADJOURN TO CLOSED SESSION**

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**(a) CONFERENCE WITH LABOR NEGOTIATORS**

Pursuant to California Government Code §54957.6  
Agency designated representative: Francine Hunt  
Employee Group: Milpitas Police Officers Association

**(b) CONFERENCE WITH REAL PROPERTY NEGOTIATOR**

Pursuant to California Government Code §54956.8  
Potential Property: Assessor Parcel Numbers 028-34-001 through 028-34-094  
Agency negotiator: Steven McHarris  
Under negotiation: Price and terms of payment

**CLOSED SESSION ANNOUNCEMENT:** Report on action taken in Closed Session, if required per Government Code  
Section 54957.1, including the vote or abstention of each member present

**PLEDGE OF ALLEGIANCE**

**INVOCATION** (assigned to Councilmember Montano)

**PRESENTATION**

- Proclaim *Women's Equality Day* on August 18, 2020

**PUBLIC FORUM** (7:05 PM)

Those interested are invited to address City Council on any subject not on tonight's agenda. Comments must be submitted in writing via form online, may state name and city of residence for the Clerk's record, and limit spoken remarks to three minutes or less. As an item not listed on the agenda, no response is required from City staff or the Council and no action can be taken. Council may instruct the City Manager to place the item on a future meeting agenda.

Virtual public comments may be submitted on a form from the City website: [www.ci.milpitas.ca.gov/publiccomment](http://www.ci.milpitas.ca.gov/publiccomment)

**ANNOUNCEMENTS AND FUTURE AGENDA ITEMS**

Members of the City Council may make brief announcements or suggest future agenda items at this time. For future agenda items, the City Council shall not debate the topic or engage in discussion, but shall simply state a "yes" or "no" as to whether to direct the City Manager to place the item on a future meeting agenda. If a majority of the City Council agrees to place an item on a future meeting agenda, the City Manager shall place the item on a subsequent agenda for City Council discussion.

**ANNOUNCEMENT OF CONFLICT OF INTEREST AND CAMPAIGN CONTRIBUTIONS**

**APPROVAL OF AGENDA**

**CONSENT CALENDAR** (7:30 PM)

Consent calendar items are considered to be routine and will be considered for adoption by one motion. There will be no separate discussion of these items unless a City Councilmember, member of the audience or staff requests the Council to remove an item from (or be added to) the consent calendar. Any person desiring to speak on any item on the consent calendar should ask to have that item removed from the consent calendar.

**C1.** Receive City Council Calendars of Meetings for August and September 2020 (Staff Contact: Mary Lavelle, 408-586-3001)

**C2.** Approve City Council Meeting Minutes of August 4, 2020 (Staff Contact: Mary Lavelle, 408-586-3001)

Recommendation: Approve draft meeting minutes of the Regular City Council meeting held on August 4, 2020.

**C3.** Adopt a Resolution Granting Acceptance of the McCarthy/Sandisk Traffic Signal, Project No. 4292, and Authorizing the City Engineer to file a Notice of Completion and Authorizing him to issue Notice of Final Acceptance After the One-year Warranty Period (Staff Contact: Steve Chan, 408-586-3324)

Recommendation: Adopt a resolution granting acceptance of the McCarthy/Sandisk Traffic Signal, Project No. 4292, and authorizing the City Engineer to file a Notice of Completion and authorizing him to issue a Notice of Final Acceptance after the one-year warranty.

**C4.** Adopt a Resolution Amending the City of Milpitas Classification Plan to Adjust Salary Ranges Consistent with the Approved and Adopted All Job Classifications Salary Table Effective July 5, 2020 (Staff Contact: Francine Hunt, 408-586-3085)

Recommendation: Adopt a resolution amending Resolution No. 1626, the Classification Plan, to adjust salary ranges for Milpitas Employees Association, consistent with the approved and adopted pay schedule titled "All Job Classifications Salary Table Effective July 5, 2020."

**C5. Authorize the City Manager to Terminate the Professional Services Agreement with Engie Services U.S., Inc. for Convenience (Staff Contact: Tony Ndah, 408-586-2602)**

Recommendation: Authorize the City Manager to terminate the Professional Services Agreement with Engie Services U.S. Inc. for conducting an investment grade audit of City facilities and land due to convenience.

**COMMUNITY DEVELOPMENT** (7:45 PM)

**6. Receive a Staff Presentation on a Vehicle Miles Traveled (VMT) Policy to Implement Senate Bill 743 and Transition from Level of Service (LOS) to VMT for California Environmental Quality Act (CEQA) Analysis (Staff Contact: Jay Lee, 408-586-3077)**

Recommendation: Receive a staff presentation on a vehicle miles traveled (VMT) policy to implement Senate Bill 743 and transition from level of service (LOS) to VMT for California Environmental Quality Act (CEQA) analysis.

**LEADERSHIP AND SUPPORT SERVICES** (8:15 PM)

**7. Approve the Coronavirus Relief Funds Expenditure Justification Plan (Staff Contact: Walter C. Rossmann, 408-586-3111)**

Recommendation: Approve the Coronavirus Relief Funds Expenditure Justification Plan and direct the Finance Director to submit the Plan to the State of California.

**REPORTS OF MAYOR & COUNCILMEMBERS - from assigned Commissions, Committees and Agencies**  
(9:00 PM)

**8. Receive and Direct Staff on List of Agenda Items Requested by City Councilmembers (Contact: Mayor Tran, 408-586-3029)**

Recommendation: Review list of items presented (list in agenda packet) that have been requested by City Councilmembers on a form, at a Council meeting, or through the City Manager. Direct items to a City Council Subcommittee, to be placed onto a specific meeting date, or specify alternate direction to staff. No substantive discussion about any specific item shall occur and the City Council shall hold all debate about the item until the item is scheduled as a full agenda item.

**9. Discuss and Provide Direction to Staff on Agenda Topic Requested by Councilmember Dominguez on Required Implicit Bias Training (Contact: Councilmember Dominguez, 408-586-3031)**

Recommendation: On June 16, 2020, Councilmember Dominguez requested the City Council to consider adding a requirement for City officials to receive "implicit bias" training, as a topic on an upcoming agenda. Council shall discuss and provide direction to staff if it would like to include this subject, requiring staff work of four hours or more, on a particular Milpitas City Council meeting agenda.

**10. Discuss and Provide Direction to Staff on Agenda Topic Requested by Councilmember Montano Regarding City-wide Beautification Efforts (Contact: Councilmember Montano, 408-586-3024)**

Recommendation: On June 30, 2020, Councilmember Montano requested the City Council to consider a discussion on citywide beautification efforts through volunteer programs, as a topic on an upcoming agenda. Council shall discuss and provide direction to staff if it would like to include this subject, requiring staff work of four hours or more, on a particular Milpitas City Council meeting agenda.

**11. Discuss and Provide Direction to Staff on Agenda Topic Requested by Councilmember Montano - to Read Aloud the City Council Code of Conduct (Contact: Councilmember Montano, 408-586-3024)**

Recommendation: On June 2, 2020, Councilmember Montano requested the City Council to consider adopting a policy to require the City Council Code of Conduct be read aloud at the beginning of each City Council meeting, as a topic on an upcoming agenda. Council shall discuss and provide direction to staff if it would like to include this subject, requiring staff work hours to draft a policy, on a particular Milpitas City Council meeting agenda.

**12. Discuss and Provide Direction to Staff on Agenda Topic Requested by Councilmember Montano - to Celebrate Mexican Independence Day Annually (Contact: Councilmember Montano, 408-586-3024)**

Recommendation: On June 2, 2020, Councilmember Montano requested the City Council to consider adding a report from staff on support for a celebration in Milpitas of Mexican Independence Day each year near September 16, as a topic on an upcoming agenda. Council shall discuss and provide direction to staff if it would like to include this subject, requiring staff work, on a particular Milpitas City Council meeting agenda.

**NEXT AGENDA PREVIEW**

**13. Receive Preview List of Anticipated Items for the Next Regular City Council Meeting Scheduled on September 1, 2020 (Staff Contact: Mary Lavelle, 408-586-3001)**

Recommendation: Receive list of anticipated agenda items for the September 1, 2020 City Council meeting.

**ADJOURNMENT** (10:15 PM)

**MILPITAS CITY COUNCIL CODE OF CONDUCT**

- Be respectful and courteous (words, tone, and body language).
- Model civility.
- Avoid surprises.
- Praise publicly and criticize privately.
- Focus on the issue, not the person.
- Refrain from using electronic devices while on the Council dais.
- Share information with all Councilmembers in advance of Council meetings.
- Disclose conflicts of interest and affiliations related to agenda items.
- Separate governing from campaigning.
- The Council speaks with one voice after making policy on issues.
- Respect the line between policy and administration.
- Council will hold one another accountable to comply with this Code of Conduct.

**KNOW YOUR RIGHTS UNDER THE OPEN GOVERNMENT ORDINANCE**

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions and other City agencies exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and City operations are open to the people's review. For more information on your rights under the Open Government Ordinance or to report a violation, contact the City Attorney's office at Milpitas City Hall, 455 E. Calaveras Blvd., Milpitas, CA 95035  
e-mail: [cdiaz@ci.milpitas.ca.gov](mailto:cdiaz@ci.milpitas.ca.gov) / Phone: 408-586-3040

*The Open Government Ordinance is codified in the Milpitas Municipal Code as Title I Chapter 310 and is available online at the City's website [www.ci.milpitas.ca.gov](http://www.ci.milpitas.ca.gov) by selecting the Milpitas Municipal Code link.*

*Materials related to an item on this agenda submitted to the City Council after initial distribution of the agenda packet are available for public inspection ~~at the City Clerk's office at Milpitas City Hall, 3rd floor 455 E. Calaveras Blvd., Milpitas and on City website.~~ City Council agendas and related materials can be viewed online: [www.ci.milpitas.ca.gov/government/council/agenda\\_minutes.asp](http://www.ci.milpitas.ca.gov/government/council/agenda_minutes.asp) (select meeting date)*

**APPLY TO SERVE ON A CITY COMMISSION**

Commission application forms are available online at [www.ci.milpitas.ca.gov](http://www.ci.milpitas.ca.gov) or at Milpitas City Hall. Contact the City Clerk's office at 408-586-3003 for more information.

*If you need assistance, per the Americans with Disabilities Act, for any City of Milpitas public meeting, please call the City Clerk at 408-586-3001 or send an e-mail to [mlavelle@ci.milpitas.ca.gov](mailto:mlavelle@ci.milpitas.ca.gov) prior to the meeting. You may request a larger font agenda or arrange for mobility assistance.*

July 2020						
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September 2020						
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# Milpitas City Council Calendar

## August 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						<b>1</b>
<b>2</b>	<b>7:00 PM</b> -Parks, Recreation & Cultural Resources Commission (AP) <span style="float: right;"><b>3</b></span>	<b>7:00 PM</b> -City Council <span style="float: right;"><b>4</b></span>	<b>2:00 PM</b> -Santa Clara VTA monthly Northeast group (BN) <b>5:30 PM</b> -Veterans Commission (RT) <b>7:00 PM</b> -Community Advisory Commission (BN) <span style="float: right;"><b>5</b></span>	<b>5:30 PM</b> -Milpitas Chamber of Commerce Board (CM) <b>5:30 PM</b> -Santa Clara VTA Board of Directors (BN) <span style="float: right;"><b>6</b></span>	<b>7</b>	<b>8</b>
<b>9</b>	<b>10</b>	<b>11</b>	<b>7:00 PM</b> -Silicon Valley Clean Energy Board of Directors (CM) <b>7:00 PM</b> -Planning Commission <span style="float: right;"><b>12</b></span>	<b>4:00 PM</b> -Treatment Plant Advisory Committee (CM) <b>4:00 PM</b> -Santa Clara VTA Policy Advisory Committee (KD) <b>7:00 PM</b> -Youth Advisory Commission (AP) <b>7:00 PM</b> -Cities Assoc of SCC (CM) <span style="float: right;"><b>13</b></span>	<b>3:00 PM</b> -City Council Transportation Subcommittee (RT/CM) <b>*4:30 PM</b> -City Council Finance Subcommittee (RT/CM) <span style="float: right;"><b>14</b></span>	<b>15</b>
<b>16</b>	<b>7:00 PM</b> -Science, Technology, and Innovation Commission (BN) <span style="float: right;"><b>17</b></span>	<b>6:00 PM</b> -Closed Session <b>7:00 PM</b> -City Council <span style="float: right;"><b>18</b></span>	<b>6:00 PM</b> -Energy and Environmental Sustainability Commission (BN) <span style="float: right;"><b>19</b></span>	<b>2:00 PM</b> -VTA Safety, Security, & Transit Operations (BN) <span style="float: right;"><b>20</b></span>	<b>21</b>	<b>22</b>
<b>23</b>	<b>24</b>	<b>1:30 PM</b> -Senior Advisory Commission (AP) <span style="float: right;"><b>25</b></span>	<b>7:00 PM</b> -Planning Commission <span style="float: right;"><b>26</b></span>	<b>27</b>	<b>28</b>	<b>29</b>
<b>30</b>	<b>31</b>					

*\*Finance Subcommittee will meet only as needed*

August 2020						
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October 2020						
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# Milpitas City Council Calendar

## September 2020

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		<b>1</b> <b>7:00 PM</b> -Closed Session <b>7:00 PM</b> -City Council	<b>2</b> <b>2:00 PM</b> -Santa Clara VTA Monthly Briefing - Northeast Group (BN) <b>7:00 PM</b> -Community Advisory Commission (BN)	<b>3</b> <b>5:30 PM</b> -Santa Clara VTA Board of Directors (BN) <b>5:30 PM</b> -Milpitas Chamber of Commerce Board (CM)	<b>4</b>	<b>5</b>
<b>6</b>	<b>7</b> <div style="text-align: center;"><b>City Hall Closed</b>  <b>In Observance of Labor Day</b></div>	<b>8</b>	<b>9</b> <b>4:30 PM</b> -City Council Finance Subcommittee (RT/CM) <b>7:00 PM</b> -Planning Commission <b>7:00 PM</b> -Silicon Valley Clean Energy Board of Directors (CM) (Cupertino)	<b>10</b> <b>4:00 PM</b> -Santa Clara VTA Policy Advisory Committee (KD) <b>4:00 PM</b> -Treatment Plant Advisory Committee (CM) <b>7:00 PM</b> -Cities Assoc of SCC (CM) <b>7:00 PM</b> -Youth Advisory Commission (AP)	<b>11</b> <i><b>*4:30 PM</b>-City Council Finance Subcommittee (RT/CM)</i>	<b>12</b>
<b>13</b>	<b>14</b> <b>4:30 PM</b> -Economic Development and Trade Commission (KD) <b>7:00 PM</b> -Parks, Recreation & Cultural Resources Commission (AP)	<b>15</b> <b>7:00 PM</b> -Closed Session <b>7:00 PM</b> -City Council	<b>16</b> <b>6:00 PM</b> -Energy and Environmental Sustainability Commission (BN)	<b>17</b> <b>2:00 PM</b> -VTA Safety, Security, & Transit Operations (BN) <b>6:30 PM</b> -Bay Area Water Supply Conserv Agency (CM) <b>7:00 PM</b> -Public Safety and Emergency Preparedness Commission (KD)	<b>18</b>	<b>19</b>
<b>20</b>	<b>21</b> <b>7:00 PM</b> -Science, Technology, and Innovation Commission (BN) <b>7:00 PM</b> -Library and Education Commission (CM)	<b>22</b>	<b>23</b> <b>7:00 PM</b> -Planning Commission	<b>24</b>	<b>25</b>	<b>26</b>
<b>27</b>	<b>28</b> <b>7:00 PM</b> -Arts Commission (CM)	<b>29</b>	<b>30</b>			

*\*Finance Subcommittee will meet only as needed*

**Draft MEETING MINUTES  
CITY OF MILPITAS**

**Minutes of:** Regular Meeting of the Milpitas City Council  
**Date:** Tuesday, August 4, 2020  
**Time:** 7:00 PM  
**Location:** Meeting held via teleconference/zoom webinar online  
Milpitas, CA

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**CALL TO ORDER**

Mayor Tran called the meeting to order at 7:05 PM. City Clerk Mary Lavelle called the roll. The meeting took place via teleconference and zoom webinar.

**PRESENT:** Mayor Tran, Vice Mayor Nuñez, Councilmembers Dominguez, Montano and Phan

**ABSENT:** None

**PLEDGE**

Mayor Tran led the pledge of allegiance.

**INVOCATION**

Councilmember Montano read aloud her own poem entitled "Corona."

**PRESENTATION**

Mayor Tran proclaimed August 2020 as *American Muslim Appreciation and Awareness Month*.

**PUBLIC FORUM**

None

**ANNOUNCEMENTS**

City Manager Steve McHarris reported on several Recreation Services summer programs, and Covid. Community and employee needs were being met regarding Covid-19 testing, meal provision and other services.

Councilmember Dominguez highlighted a local small business (on her computer screen background) during the meeting to support local business.

Vice Mayor Nuñez cited San Jose railroad noise issues, and asked the status of this topic in Milpitas,. He noted it was on the Council requested agenda items list, which the City Manager confirmed.

Vice Mayor Nuñez asked Ms. Dominguez if she or the City had a list of businesses that were doing things above and beyond, so the City could honor them. Economic Development Director Alex Andrade added information regarding the City's small business outreach.

**ANNOUNCEMENT OF  
CONFLICT OF INTEREST  
AND CAMPAIGN  
CONTRIBUTIONS**

City Attorney Chris Diaz asked the Mayor and City Councilmembers if they had any personal conflicts of interest or reportable campaign contributions. By roll call, no conflicts or contributions were reported.

**APPROVAL OF AGENDA**

Motion: to approve the August 4, 2020 meeting agenda, as presented

Motion/Second: Vice Mayor Nuñez/Councilmember Montano

Motion carried by a vote of: AYES: 5  
NOES: 0

**CONSENT CALENDAR**

Motion: to approve the consent calendar, including items no. C1 – C12, and additionally items no. 16 and no. 19

Mayor Tran asked to put agenda item no. 19 (list of agenda items requested) on consent. Vice Mayor Nuñez agreed, and he'd work with the City Manager on railroad quiet zone proposal scheduling.

Councilmember Phan asked to place items no 16 and no. 18 on consent.

Councilmember Montano wanted to discuss item no. 18 (Investment policy) so the item was not placed on consent.

Motion/Second: Councilmember Dominguez/Councilmember Montano

Motion carried by a vote of: AYES: 5  
NOES: 0

- C1. Council Calendar Received the calendar of upcoming meetings for the month of August 2020.
- C2. Meeting Minutes Approved City Council meeting minutes of Special and Regular City Council meetings held on June 16, 23, and 30, 2020.
- C3. Ordinance No. 3 Waived the second reading and adopted Ordinance No. 306 for CEDAW.
- C4. Resolution Adopted Resolution No. 8988 granting acceptance of Temporary Fire Station No. 2 Tenant Improvements, Project No. 3447, authorizing the City Engineer to file a Notice of Completion, and authorizing the City Engineer to issue Notice of Final Acceptance after the one-year warranty.
- C5. Resolution Adopted Resolution No. 8989 granting acceptance of the Street Resurfacing 2019 Projects No. 4291 and No. 4296, authorizing the City Engineer to file a Notice of Completion, and authorizing him to issue a Notice of Final Acceptance after the one-year warranty.
- C6. Resolution Adopted Resolution No 8990 to:
  - 1. Approve Street Resurfacing 2020 Project Plans & Specifications,
  - 2. Reject the bid received from O'Grady Paving, Inc. as non-responsive,
  - 3. Award the construction contract to DeSilva Gates Construction, Inc. in the amount of \$1,537,986.90 for Street Resurfacing 2020, Project No. 4296 and Federal Project No. STPL-5314(011),
  - 4. Authorize the City Manager to execute the construction contract with DeSilva Gates Construction, Inc.,
  - 5. Authorize Engineering Director/City Engineer to negotiate and execute contract change order(s) in an aggregate amount not to exceed \$153,799, and
  - 6. Approve a budget appropriation of One Bay Area Grant Cycle 2 (OBAG2) funding to CIP Project No. 4296.
- C7. Resolution – new MOU Adopted Resolution No, 8991 approving a new Memorandum of Understanding and Side Letter between the City of Milpitas and Milpitas Employees Association, an affiliate of Laborers' International Union of North America (LIUNA/UPEC) covering the period of July 1, 2020 through June 30, 2023, and the All Job Classifications Salary Table Effective July 5, 2020.
- C8. Agreement – TDK Headway Approved and authorized the City Manager to execute a Stormwater Management Facilities Operation and Maintenance Agreement for TDK USA Corp. for TDK Headway at 497 South Hillview Drive.

- C9. Amendment No. 1 – Odyssey Power
1. Approved and authorized the City Manager to execute Amendment No. 1 to the Maintenance Services Agreement with Odyssey Power Corporation for preventive generator maintenance and repair services, decreasing the total not to exceed amount by \$248,564 from \$341,182 to \$92,618, over the five-year period, subject to annual appropriation of funds.
  2. Approved a budget amendment returning FY 2020-21 contractual savings in the amount of \$31,330 to various fund balances.
- C10. Agreement with Kaiser Approved the award and authorized the City Manager to execute an Agreement with “Kaiser Permanente On-the-Job” for Medical Services for Milpitas Uniformed Fire Personnel for a five-year term in an amount not to exceed \$300,000, subject to annual appropriation of funds.
- C11. Report on Sole Source Received the FY 2019-20 annual report of sole source contracts.
- C12. CAP Update Approved and authorized the City Manager to execute a Professional Services Agreement with Ascent Environmental, Inc. to provide consulting services to update the City’s Climate Action Plan for an amount not to exceed \$204,257, subject to the annual appropriation of funds.

**PUBLIC HEARING**

**13. Weed Abatement** Deputy Fire Chief/Fire Marshal Albert Zamora gave a brief report on the annual weed abatement program, with clearance of weeds by the County Consumer and Environmental Protection Agency and need for assessments on those listed properties in Milpitas. Mr. Moe Kumre, weed abatement manager from the County, was available to answer questions.

Councilmember Montano requested staff to work with Caltrans regarding the need to clear weeds on Calaveras Blvd.

Mayor Tran opened the public hearing.

Motion: to close the public hearing following no comments

Motion/Second: Councilmember Montano/Vice Mayor Nuñez

Motion carried by a vote of: AYES: 5  
NOES: 0

Motion: to adopt Resolution No. 8992 confirming the 2020 Weed Abatement Assessment Report and the Assessment List of parcels to be entered onto the Santa Clara County tax assessment roll

Motion/Second: Vice Mayor Nuñez/Councilmember Dominguez

Motion carried by a vote of: AYES: 5  
NOES: 0

**COMMUNITY DEVELOPMENT**

**14. Microenterprise Grant Program** Economic Development Director Alex Andrade presented the program to financially assist small businesses in Milpitas, which was approved by City Council in June as a loan program funded by CDBG Covid one-time funds. It was presented at this time as grants (not loan) to microbusinesses.

City Clerk read one public comment from Voltaire Montemayor.

Motion: to amend the Milpitas Small Business Loan Program and approve the Milpitas Microenterprise Grant Program in its place; to direct staff to launch the Program; and, to authorize the City Manager, or designee, to make any necessary changes to previously Council-approved Community Development Block Grant (CDBG) documents to amend the Milpitas Small Business Loan Program of \$150,000 for Microenterprises and \$50,000 for Small Businesses to the \$200,000 Milpitas Microenterprise Grant Program, and to make any necessary changes to comply with CDBG submission guidelines

Motion/Second: Councilmember Montano/Councilmember Dominguez

Motion carried by a vote of: AYES: 5  
NOES: 0

## **COMMUNITY SERVICES**

### **15. Joint Use Agreement with MUSD – Amendment**

Recreation Director Renee Lorentzen explained the request to approve an amendment to an existing Joint Use Agreement with the Milpitas school district for Russell Middle School fields for softball and other activities and sports.

The City Attorney said, to avoid any conflict of interest, the Council separated out any discussion of Dixon Landing Park, due to nearby location of one member's (Vice Mayor Nuñez) residence. Discussion or any action would be solely on the amendment to the agreement.

City Clerk read aloud comments from three residents: Yolie Garcia, Voltaire Montemayor and Urvish Mehta.

No vote was taken on the staff recommendation on the amendment and Council voted on the following motion.

Motion: to direct staff to return with additional information on the amendment to the agreement with Milpitas Unified School District on Russell School playing fields, to reach out to the School District, to work more collaboratively and return later

Motion/Second: Vice Mayor Nuñez/Councilmember Montano

Motion carried by a vote of: AYES: 5  
NOES: 0

## **PUBLIC SAFETY**

### **C16. Covid-19 Testing**

This item was added to consent calendar and approved.

Received written update regarding status of COVID-19 testing in Milpitas; authorized \$175,000 to fund the City's mobile testing unit, the County mobile and pop-up testing sites and the fixed testing site at Milpitas Library through October 9, 2020; and authorized the City Manager to enter discussions with Milpitas businesses to provide testing services utilizing the mobile testing unit.

## **LEADERSHIP**

### **17. Adopt 3 Resolutions for Sales Tax Ballot Measure**

Finance Director Walter Rossmann discussed sales tax information, provided the proposed ballot measure question, and the actions to place the measure on the ballot along with outreach efforts planned. A contract with Lew Edwards Group would be executed, if the City Council voted to place the measure on the ballot at a cost of \$30,000 - \$40,000.

City Clerk read aloud comments from three residents Jammie Schletzbaum, Voltaire Montemayor and Urvish Mehta.

Vice Mayor Nuñez asked to add “Committee” next to the words “citizens’ oversight” in the ballot question.

Motion: to adopt three Resolutions:

1) Adopt Resolution No. 8893 calling for placement of a General Tax Measure on the Ballot for the November 3, 2020 General Municipal Election for submission to the qualified voters of an Ordinance to Enact a General Transactions and Use Tax at the Rate of One-Quarter Cent (1/4¢) for a period of eight years – and, including addition of the word “Committee” following “citizens’ oversight”

Motion/Second: Vice Mayor Nuñez/Councilmember Montano

Motion carried by a vote of: AYES: 5  
NOES: 0

2) Adopt Resolution No. 8894 requesting Board of Supervisors of the County of Santa Clara to consolidate a General Municipal Election to be held on November 3, 2020 with the Statewide General Election on that date, pursuant to §10403 of the California Elections Code

Motion/Second: Vice Mayor Nuñez/Councilmember Montano

Motion carried by a vote of: AYES: 5  
NOES: 0

3) Adopt Resolution No. 8895 to provide for filing of primary and rebuttal arguments and setting rules for filing of written arguments regarding a City Measure to be submitted at the November 3, 2020 General Municipal Election, directing Mayor Tran and Councilmember Phan as the Councilmembers who may author and submit ballot arguments

Motion/Second: Vice Mayor Nuñez/Councilmember Montano

Motion carried by a vote of: AYES: 5  
NOES: 0

**18. Adopt Resolution for Investment Policy**

Councilmember Montano did not want City investment in any company involved in child labor, or pipelines, and to ensure that the companies were ethical.

Director of Finance Walter Rossmann asked the investment group representative to comment on how the firm approached investment of City funds, with the overarching goals for safety, liquidity, and return overlaid with socially responsible filters.

Motion: to adopt Resolution No. 8896 approving the City of Milpitas Investment Policy for Fiscal Year 2020-21

Motion/second: Councilmember Montano/Vice Mayor Nuñez

Motion carried by a vote of: AYES: 5  
NOES: 0

**REPORTS**



At 1:08 AM, with no consensus of the City Council, Councilmember Phan withdrew his proposal and no vote was taken.

**NEXT AGENDA PREVIEW**

24. Next Agenda 8/18/20 Received list of anticipated agenda Items for the next Regular City Council meeting on August 18, 2020.

**ADJOURNMENT**

Mayor Tran adjourned the meeting at 1:11 AM on Wednesday, August 5, 2020.

*Draft meeting minutes submitted by  
City Clerk Mary Lavelle*



## CITY OF MILPITAS AGENDA REPORT (AR)

<b>Item Title:</b>	<b>Adopt a Resolution Granting Acceptance of the McCarthy/Sandisk Traffic Signal, Project No. 4292, and Authorizing the City Engineer to file a Notice of Completion and Authorizing him to issue Notice of Final Acceptance After the One-year Warranty Period</b>
<b>Category:</b>	Consent Calendar-Community Development
<b>Meeting Date:</b>	8/18/2020
<b>Staff Contact:</b>	Steve Chan, 408-586-3324
<b>Recommendation:</b>	Adopt a resolution granting acceptance of the McCarthy/Sandisk Traffic Signal, Project No. 4292, and authorizing the City Engineer to file a Notice of Completion and authorizing him to issue a Notice of Final Acceptance after the one-year warranty.

**Background:**

On May 7, 2019, the City Council awarded a construction contract to St. Francis Electric, Inc. for the McCarthy/Sandisk Traffic Signal, Project No. 4292 in the amount of \$595,100 (“Project”). The Project provides a new traffic signal and PG&E electrical service including removal of existing equipment, and installation of ADA compliant curb ramps, and sidewalk at the intersection of Sandisk Drive and McCarthy Blvd.

**Analysis:**

The work was successfully completed on time and within project budget. Staff recommends the City Council adopt a resolution granting acceptance of the Project and authorize the City Engineer to file a Notice of Completion. Staff also recommends the City Council authorize the City Engineer to issue a notice of final acceptance after the one-year warranty period without further City Council action, provided that all warranty work is completed to the satisfaction of the City Engineer.

**Policy Alternative:**

Alternative: Do not adopt Resolution accepting the project, deny filing a notice of completion, and do not begin the one-year warranty.

Pros: None.

Cons: A denial would result in the City being unable to close out the Project, a delay in releasing the retention to the Contractor, and delay in releasing any remaining funds with the Purchase Order.

Reason not Recommended: A denial would result in the City being unable to close out the project and a delay in the release of retention and and release of any funds still remaining in the Purchase Order, which could be used towards other projects.

**Fiscal Impact:**

Adequate funds are available in the project budget and additional funding is not required.

**California Environmental Quality Act:**

The project is exempt under Section 15301 (Existing Facilities) of the CEQA guidelines.

**Recommendation:**

Adopt a resolution granting acceptance of the McCarthy/Sandisk Traffic Signal, Project No. 4292, and authorizing the City Engineer to file a Notice of Completion and authorizing him to issue a Notice of Final Acceptance after the one-year warranty.

**Attachment:** Resolution

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

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILPITAS APPROVING ACCEPTANCE OF MCCARTHY/SANDISK TRAFFIC SIGNAL, PROJECT NO. 4292**

**WHEREAS**, the City of Milpitas has heretofore entered into a contract with St. Francis Electric, Inc., for the McCarthy/Sandisk Traffic Signal, Project No. 4292, in the amount of \$595,100 (“Project”), and the City Engineer of the City of Milpitas has recommended acceptance of said improvement as completed in accordance with plans, specifications and approved change orders and correction lists, and in accordance with the final inspection of said City Engineer.

**NOW, THEREFORE**, the City Council of the City of Milpitas hereby finds, determines, and resolves as follows:

1. The City Council has considered the full record before it, which may include but is not limited to such things as the staff report, testimony by staff and the public, and other materials and evidence submitted or provided to it. Furthermore, the recitals set forth above are found to be true and correct and are incorporated herein by reference.
2. The City of Milpitas does hereby accept the Project as completed on this 18th day of August, 2020, and does hereby authorize and direct the City Engineer of the City of Milpitas to file a Notice of Completion in accordance with the provisions of Section 9204 of the Civil Code of the State of California, and does hereby authorize and direct the City Engineer to file a Certificate of Completion in accordance with the provisions of Section 4005 of the Government Code of the State of California, if said work was by day’s labor or force account.
3. The City Council authorizes the City Engineer to issue the Notice of Final Acceptance after the one-year warranty period without further City Council action, provided all required warranty repairs are completed to the satisfaction of the City Engineer; and nothing herein contained shall in any way deemed to be a waiver, release or relinquishment by City of any obligations imposed upon the contractor or its surety, or sureties, by law or by the above-referenced improvement contract, save and except those obligations specifically mentioned herein.

PASSED AND ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_ 2020, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

APPROVED:

\_\_\_\_\_  
Mary Lavelle, City Clerk

\_\_\_\_\_  
Rich Tran, Mayor

APPROVED AS TO FORM:

\_\_\_\_\_  
Christopher J. Diaz, City Attorney

Recording Requested by and  
When Recorded Mail to:

City of Milpitas  
455 East Calaveras Boulevard  
Milpitas, CA 95035  
Attention: City Clerk

Record without fee under  
Section 6103 - Government Code  
State of California

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CITY OF MILPITAS

NOTICE OF COMPLETION  
(Civil Code Section 9204)

NOTICE IS HEREBY GIVEN:

1. On or about May 7, 2019, the City Council of the City of Milpitas, a municipal corporation of the State of California, whose address is City Hall, 455 East Calaveras Boulevard, Milpitas, California, 95035 (as owner) entered into a contract for work of: **McCarthy/Sandisk Traffic Signal, CP 4292.**

A description of the site of which the City is co-owner for said work of improvement is: Intersection of McCarthy/Sandisk in the City of Milpitas, Santa Clara County, California.

3. The name and address of the direct contractor is: **St. Francis Electric, Inc., 975 Carden Street, San Leandro, CA, 94577.**
4. A general statement of the kind of work done or materials furnished to the City is as follows: Install a new four-way traffic signal and PG&E electrical service including removal of existing equipment, and installation of ADA compliant curb ramps, and sidewalk at the intersection of Sandisk Drive and McCarthy Blvd.
5. Said work of improvement was accepted by the Milpitas City Council as complete on **August 18, 2020.**

\*\*\*\*\*

I, the undersigned, declare that I am the **City Engineer** of the City of Milpitas and am authorized to execute the foregoing Notice of Completion and this Verification thereof. I have read the foregoing Notice of Completion. I declare under penalty of perjury that the foregoing Notice of Completion is true and correct. Executed on \_\_\_\_\_, 2020 at Milpitas, California.

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Steve P. Erickson, City Engineer  
City of Milpitas

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NOTE: RECORD WITHIN 15 DAYS OF ACCEPTANCE WITH COUNTY RECORDER OF SANTA CLARA COUNTY



## CITY OF MILPITAS AGENDA REPORT (AR)

<b>Item Title:</b>	<b>Adopt a Resolution Amending the City of Milpitas Classification Plan to Adjust Salary Ranges Consistent with the Approved and Adopted All Job Classifications Salary Table Effective July 5, 2020</b>
<b>Category:</b>	Consent Calendar-Leadership and Support Services
<b>Meeting Date:</b>	8/18/2020
<b>Staff Contact:</b>	Francine Hunt, 408-586-3085
<b>Recommendation:</b>	Adopt a Resolution amending Resolution No. 1626, the Classification Plan, to adjust salary ranges for Milpitas Employees Association, consistent with the approved and adopted pay schedule titled “All Job Classifications Salary Table Effective July 5, 2020.”

**Background:**

On August 4, 2020, the City Council approved the Memorandum of Understanding (MOU) between the City of Milpitas and the Milpitas Employees Association (MEA) dated July 1, 2020 – June 30, 2023 by adoption of Resolution No. 8991. The MOU included a 6% base salary increase effective July 5, 2020 for all represented MEA classifications.

Per the California Code of Regulations Title 2, § 570.5, in order to comply with state law, the City is required to bring all pay schedules before the governing board for review and approval. CCR § 570.5 specifies the required elements necessary to meet the definition of a publicly available pay schedule. Resolution No. 8991 adopted on August 4, 2020, additionally approved and adopted the pay schedule titled “All Job Classifications Salary Table Effective July 5, 2020,” which included the adjustment to salary ranges pursuant to the MEA MOU.

**Analysis:**

The City of Milpitas has a Classification Plan adopted as Resolution No. 1626 on December 17, 1968, which has been amended from time to time, and which is in accordance with the Personnel Rules and Regulations of the City of Milpitas (Resolution No. 792 as amended). Amendments to the Classification Plan are necessary to account for changes within the organization, transfer of duties, new job responsibilities, and adjustments to salary ranges. This amendment before City Council today is to amend the City of Milpitas Classification Plan, to be consistent with the previously approved and adopted pay schedule titled “All Job Classifications Salary Table Effective July 5, 2020,” which included the 6% salary range adjustment for all approved MEA classifications.

**Policy Alternative:**

Not applicable

**Fiscal Impact:**

All MOU wage increases have been factored into the adopted budget and forecast. There is no additional fiscal impact.

**California Environmental Quality Act:**

The action being considered does not constitute a “project” within the meaning of the California Environmental Quality Act pursuant to CEQA Guidelines section 15378(b)(5) in that it is a government organizational or administrative activity that will not result in direct or indirect changes in the environment.

**Recommendation:**

Adopt a Resolution amending Resolution No. 1626, the Classification Plan, to adjust salary ranges for Milpitas Employees Association consistent with the previously approved and adopted pay schedule titled “All Job Classifications Salary Table Effective July 5, 2020.”

**Attachments:**

Resolution Amending the City of Milpitas Classification Plan  
Exhibit A - All Job Classifications Salary Table Effective July 5, 2020

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

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILPITAS AMENDING RESOLUTION NO. 1626, THE CLASSIFICATION PLAN, TO ADJUST SALARY RANGES CONSISTENT WITH THE APPROVED AND ADOPTED PAY SCHEDULE TITLED “ALL JOB CLASSIFICATIONS/SALARY TABLE EFFECTIVE JULY 5, 2020”**

**WHEREAS**, the City of Milpitas has a Classification Plan adopted as Resolution No. 1626 on December 17, 1968, which has been amended from time to time, and which is in accordance with the Personnel Rules and Regulations of the City of Milpitas (Resolution No. 792 as amended); and

**WHEREAS**, amendments to the Classification Plan are necessary to account for changes within the organization, transfer of duties, new job responsibilities, and adjustments to salary ranges; and

**WHEREAS**, on August 8, 2020, the City Council approved a new Memorandum of Understanding with Milpitas Employees Association (MEA), which includes salary adjustments for the bargaining group members, thereby requiring amendment of the Classification Plan; and

**WHEREAS**, the City is required to publish publicly available approved and adopted pay schedule(s) for all positions within the Classification Plan pursuant to the California Code of Regulations, 2 CCR Section 570.5, and on August 4, 2020, the City Council approved and adopted the pay schedule titled “All Job Classification/Salary Table Effective July 5, 2020” by Resolution No. 8991, which pay schedule includes but is not limited to Classification (Position), Title, Payrate; Hourly, Bi-Weekly, Monthly and Annual Wage, and is attached hereto as **Exhibit A**.

**NOW THEREFORE**, the City Council of the City of Milpitas hereby finds, determines and resolves as follows:

1. The City Council has considered the full record before it, which may include but is not limited to such things as the staff report, testimony by staff and the public, and other materials and evidence submitted or provided to it. Furthermore, the recitals set forth above are found to be true and correct and are incorporated herein by reference.
2. Resolution No. 1626, as amended, is hereby further amended effective July 5, 2020, as set forth below.

The City Council hereby amends the Classification Plan to adjust salary ranges consistent with the pay schedule titled “All Job Classification/Salary Table Effective July 5, 2020,” attached hereto as **Exhibit A**, previously approved and adopted on August 4, 2020, by Resolution No. 8991.

Passed and adopted this \_\_\_\_\_ day of \_\_\_\_\_, 2020, by the following vote:

- AYES:
- NOES:
- ABSENT:
- ABSTAIN:

ATTEST:

APPROVED:

\_\_\_\_\_  
Mary Lavelle, City Clerk

\_\_\_\_\_  
Rich Tran, Mayor

APPROVED AS TO FORM:

\_\_\_\_\_  
Christopher J. Diaz, City Attorney

CITY OF MILPITAS  
 All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
5	Accountant	500	2101	A	45.15	3,611.94	7,825.87	93,910.44
5	Accountant	500	2101	B	47.41	3,792.51	8,217.11	98,605.26
5	Accountant	500	2101	C	49.77	3,981.38	8,626.32	103,515.88
5	Accountant	500	2101	D	52.27	4,181.38	9,059.66	108,715.88
5	Accountant	500	2101	E	54.87	4,389.69	9,511.00	114,131.94
5	Accounting Technician I	513	6104	A	29.40	2,352.28	5,096.61	61,159.28
5	Accounting Technician I	513	6104	B	30.87	2,469.92	5,351.49	64,217.92
5	Accounting Technician I	513	6104	C	32.42	2,593.42	5,619.08	67,428.92
5	Accounting Technician I	513	6104	D	34.04	2,723.09	5,900.03	70,800.34
5	Accounting Technician I	513	6104	E	35.74	2,859.24	6,195.02	74,340.24
5	Accounting Technician II	514	6105	A	32.34	2,587.50	5,606.25	67,275.00
5	Accounting Technician II	514	6105	B	33.96	2,716.91	5,886.64	70,639.66
5	Accounting Technician II	514	6105	C	35.66	2,852.76	6,180.98	74,171.76
5	Accounting Technician II	514	6105	D	37.44	2,995.43	6,490.10	77,881.18
5	Accounting Technician II	514	6105	E	39.31	3,145.13	6,814.45	81,773.38
8	Administrative Analyst I	801	2102	A	40.39	3,231.27	7,001.09	84,013.02
8	Administrative Analyst I	801	2102	B	-	-	-	-
8	Administrative Analyst I	801	2102	C	-	-	-	-
8	Administrative Analyst I	801	2102	D	-	-	-	-
8	Administrative Analyst I	801	2102	E	53.17	4,253.76	9,216.48	110,597.76
8	Administrative Analyst II	802	2103	A	44.61	3,568.56	7,731.88	92,782.56
8	Administrative Analyst II	802	2103	B	-	-	-	-
8	Administrative Analyst II	802	2103	C	-	-	-	-
8	Administrative Analyst II	802	2103	D	-	-	-	-
8	Administrative Analyst II	802	2103	E	58.71	4,697.05	10,176.94	122,123.30
8	Administrative Assistant	828	6111	A	38.53	3,082.72	6,679.23	80,150.72
8	Administrative Assistant	828	6111	B	40.46	3,236.85	7,013.17	84,158.10
8	Administrative Assistant	828	6111	C	42.48	3,398.72	7,363.89	88,366.72
8	Administrative Assistant	828	6111	D	44.61	3,568.63	7,732.03	92,784.38
8	Administrative Assistant	828	6111	E	46.84	3,747.05	8,118.61	97,423.30

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
7	Adult Crossing Guard	725	8401	A	15.40	1,232.00	2,669.33	32,032.00
7	Adult Crossing Guard	725	8401	B	-	-	-	-
7	Adult Crossing Guard	725	8401	C	-	-	-	-
7	Adult Crossing Guard	725	8401	D	-	-	-	-
7	Adult Crossing Guard	725	8401	E	18.46	1,476.80	3,199.73	38,396.80
7	Adult Crossing Guard Superviso	720	8402	A	17.71	1,416.80	3,069.73	36,836.80
7	Adult Crossing Guard Superviso	720	8402	B	-	-	-	-
7	Adult Crossing Guard Superviso	720	8402	C	-	-	-	-
7	Adult Crossing Guard Superviso	720	8402	D	-	-	-	-
7	Adult Crossing Guard Superviso	720	8402	E	21.21	1,696.80	3,676.40	44,116.80
6	Assistant Chief of Police	649	1405	A	99.42	7,953.39	17,232.35	206,788.14
6	Assistant Chief of Police	649	1405	B	-	-	-	-
6	Assistant Chief of Police	649	1405	C	-	-	-	-
6	Assistant Chief of Police	649	1405	D	-	-	-	-
6	Assistant Chief of Police	649	1405	E	139.18	11,134.75	24,125.29	289,503.50
6	Assistant City Engineer	639	1205	A	71.03	5,682.77	12,312.67	147,752.02
6	Assistant City Engineer	639	1205	B	-	-	-	-
6	Assistant City Engineer	639	1205	C	-	-	-	-
6	Assistant City Engineer	639	1205	D	-	-	-	-
6	Assistant City Engineer	639	1205	E	99.45	7,955.88	17,237.74	206,852.88
6	Assistant City Manager	666	1104	A	94.63	7,570.49	16,402.73	196,832.74
6	Assistant City Manager	666	1104	B	-	-	-	-
6	Assistant City Manager	666	1104	C	-	-	-	-
6	Assistant City Manager	666	1104	D	-	-	-	-
6	Assistant City Manager	666	1104	E	132.48	10,598.70	22,963.85	275,566.20
5	Assistant Civil Engineer	502	2201	A	48.92	3,913.48	8,479.21	101,750.48
5	Assistant Civil Engineer	502	2201	B	51.36	4,109.15	8,903.16	106,837.90
5	Assistant Civil Engineer	502	2201	C	53.93	4,314.59	9,348.28	112,179.34
5	Assistant Civil Engineer	502	2201	D	56.63	4,530.35	9,815.76	117,789.10
5	Assistant Civil Engineer	502	2201	E	59.46	4,756.89	10,306.60	123,679.14

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
6	Assistant Director of Finance	669	1109	A	68.10	5,448.11	11,804.24	141,650.86
6	Assistant Director of Finance	669	1109	B	-	-	-	-
6	Assistant Director of Finance	669	1109	C	-	-	-	-
6	Assistant Director of Finance	669	1109	D	-	-	-	-
6	Assistant Director of Finance	669	1109	E	95.34	7,627.54	16,526.34	198,316.04
6	Assistant Fire Marshal	632	2501	A	78.14	6,251.40	13,544.70	162,536.40
6	Assistant Fire Marshal	632	2501	B	-	-	-	-
6	Assistant Fire Marshal	632	2501	C	-	-	-	-
6	Assistant Fire Marshal	632	2501	D	-	-	-	-
6	Assistant Fire Marshal	632	2501	E	109.40	8,751.98	18,962.62	227,551.48
5	Assistant Planner	503	2801	A	46.91	3,752.51	8,130.44	97,565.26
5	Assistant Planner	503	2801	B	49.25	3,940.23	8,537.16	102,445.98
5	Assistant Planner	503	2801	C	51.71	4,136.53	8,962.48	107,549.78
5	Assistant Planner	503	2801	D	54.29	4,343.31	9,410.51	112,926.06
5	Assistant Planner	503	2801	E	57.01	4,560.57	9,881.23	118,574.82
7	Assistant Pool Manager	709	5609	A	17.45	1,396.00	3,024.67	36,296.00
7	Assistant Pool Manager	709	5609	B	-	-	-	-
7	Assistant Pool Manager	709	5609	C	-	-	-	-
7	Assistant Pool Manager	709	5609	D	-	-	-	-
7	Assistant Pool Manager	709	5609	E	24.44	1,955.20	4,236.27	50,835.20
2**	Assistant Water Operator	221	7212	A	40.23	3,017.31	6,537.51	78,450.09
2**	Assistant Water Operator	221	7212	B	42.24	3,168.18	6,864.39	82,372.71
2**	Assistant Water Operator	221	7212	C	44.35	3,326.59	7,207.61	86,491.27
2**	Assistant Water Operator	221	7212	D	46.58	3,492.90	7,567.95	90,815.44
2**	Assistant Water Operator	221	7212	E	48.90	3,667.57	7,946.40	95,356.77
2**	Assistant Water Operator - 40	226	8611	A	40.23	3,218.19	6,972.74	83,672.99
2**	Assistant Water Operator - 40	226	8611	B	42.24	3,379.43	7,322.10	87,865.14
2**	Assistant Water Operator - 40	226	8611	C	44.35	3,548.07	7,687.49	92,249.93
2**	Assistant Water Operator - 40	226	8611	D	46.58	3,725.98	8,072.97	96,875.60
2**	Assistant Water Operator - 40	226	8611	E	48.90	3,912.25	8,476.53	101,718.45

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
 All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
5	Associate Civil Engineer	504	2202	A	56.26	4,500.48	9,751.04	117,012.48
5	Associate Civil Engineer	504	2202	B	59.07	4,725.53	10,238.65	122,863.78
5	Associate Civil Engineer	504	2202	C	62.02	4,961.82	10,750.61	129,007.32
5	Associate Civil Engineer	504	2202	D	65.12	5,209.90	11,288.12	135,457.40
5	Associate Civil Engineer	504	2202	E	68.38	5,470.42	11,852.58	142,230.92
5	Associate Planner	505	2802	A	53.93	4,314.71	9,348.54	112,182.46
5	Associate Planner	505	2802	B	56.64	4,531.02	9,817.21	117,806.52
5	Associate Planner	505	2802	C	59.47	4,757.81	10,308.59	123,703.06
5	Associate Planner	505	2802	D	62.44	4,995.08	10,822.67	129,872.08
5	Associate Planner	505	2802	E	65.56	5,244.74	11,363.60	136,363.24
8	Budget Manager	839	1115	A	58.88	4,710.20	10,205.43	122,465.20
8	Budget Manager	839	1115	B	-	-	-	-
8	Budget Manager	839	1115	C	-	-	-	-
8	Budget Manager	839	1115	D	-	-	-	-
8	Budget Manager	839	1115	E	77.50	6,200.00	13,433.33	161,200.00
6	Building & Housing Director	658	1802	A	82.30	6,584.13	14,265.62	171,187.38
6	Building & Housing Director	658	1802	B	-	-	-	-
6	Building & Housing Director	658	1802	C	-	-	-	-
6	Building & Housing Director	658	1802	D	-	-	-	-
6	Building & Housing Director	658	1802	E	115.22	9,217.78	19,971.86	239,662.28
8	Building Inspection Manager	848	3809	A	61.34	4,906.93	10,631.68	127,580.18
8	Building Inspection Manager	848	3809	B	-	-	-	-
8	Building Inspection Manager	848	3809	C	-	-	-	-
8	Building Inspection Manager	848	3809	D	-	-	-	-
8	Building Inspection Manager	848	3809	E	74.56	5,964.45	12,922.97	155,075.70
7	Building Inspector Apprentice	770	8610	A	28.00	2,240.00	4,853.33	58,240.00
7	Building Inspector Apprentice	770	8610	B	-	-	-	-
7	Building Inspector Apprentice	770	8610	C	-	-	-	-
7	Building Inspector Apprentice	770	8610	D	-	-	-	-
7	Building Inspector Apprentice	770	8610	E	35.00	2,800.00	6,066.67	72,800.00

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
6	Building Official	676	1804	A	72.39	5,791.50	12,548.25	150,579.00
6	Building Official	676	1804	B	-	-	-	-
6	Building Official	676	1804	C	-	-	-	-
6	Building Official	676	1804	D	-	-	-	-
6	Building Official	676	1804	E	101.35	8,108.10	17,567.55	210,810.60
5	Building Permit Technician	508	5801	A	35.82	2,865.53	6,208.65	74,503.78
5	Building Permit Technician	508	5801	B	37.61	3,009.13	6,519.78	78,237.38
5	Building Permit Technician	508	5801	C	39.50	3,160.09	6,846.86	82,162.34
5	Building Permit Technician	508	5801	D	41.47	3,317.50	7,187.92	86,255.00
5	Building Permit Technician	508	5801	E	43.54	3,483.20	7,546.93	90,563.20
5	Building/NP Inspector	507	3801	A	47.48	3,798.11	8,229.24	98,750.86
5	Building/NP Inspector	507	3801	B	49.85	3,988.05	8,640.77	103,689.30
5	Building/NP Inspector	507	3801	C	52.34	4,187.41	9,072.72	108,872.66
5	Building/NP Inspector	507	3801	D	54.96	4,396.81	9,526.42	114,317.06
5	Building/NP Inspector	507	3801	E	57.71	4,616.62	10,002.68	120,032.12
8	Buyer	803	2106	A	40.02	3,201.98	6,937.62	83,251.48
8	Buyer	803	2106	B	-	-	-	-
8	Buyer	803	2106	C	-	-	-	-
8	Buyer	803	2106	D	-	-	-	-
8	Buyer	803	2106	E	52.69	4,214.80	9,132.07	109,584.80
5	Case Manager	544	5612	A	32.09	2,567.53	5,562.98	66,755.78
5	Case Manager	544	5612	B	-	-	-	-
5	Case Manager	544	5612	C	-	-	-	-
5	Case Manager	544	5612	D	-	-	-	-
5	Case Manager	544	5612	E	40.05	3,204.23	6,942.50	83,309.98
6	Chief Fire Enforcement Officer	656	1505	A	68.25	5,459.80	11,829.57	141,954.80
6	Chief Fire Enforcement Officer	656	1505	B	-	-	-	-
6	Chief Fire Enforcement Officer	656	1505	C	-	-	-	-
6	Chief Fire Enforcement Officer	656	1505	D	-	-	-	-
6	Chief Fire Enforcement Officer	656	1505	E	95.55	7,643.72	16,561.39	198,736.72

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
 All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
6	Chief of Police	650	1402	A	104.39	8,350.82	18,093.44	217,121.32
6	Chief of Police	650	1402	B	-	-	-	-
6	Chief of Police	650	1402	C	-	-	-	-
6	Chief of Police	650	1402	D	-	-	-	-
6	Chief of Police	650	1402	E	146.14	11,691.17	25,330.87	303,970.42
6	CIP Manager	642	2211	A	62.54	5,003.05	10,839.94	130,079.30
6	CIP Manager	642	2211	B	-	-	-	-
6	CIP Manager	642	2211	C	-	-	-	-
6	CIP Manager	642	2211	D	-	-	-	-
6	CIP Manager	642	2211	E	87.56	7,004.82	15,177.11	182,125.32
6	City Clerk	605	1101	A	62.58	5,006.35	10,847.09	130,165.10
6	City Clerk	605	1101	B	-	-	-	-
6	City Clerk	605	1101	C	-	-	-	-
6	City Clerk	605	1101	D	-	-	-	-
6	City Clerk	605	1101	E	87.62	7,009.69	15,187.66	182,251.94
6	City Council	699	1107	A	104.35	417.40	904.37	10,852.40
6	City Council	699	1107	B	-	-	-	-
6	City Council	699	1107	C	-	-	-	-
6	City Council	699	1107	D	-	-	-	-
6	City Council	699	1107	E	130.47	521.88	1,130.74	13,568.88
6	City Manager	697	1102	A	160.75	12,860.28	27,863.94	334,367.28
6	City Manager	697	1102	B	-	-	-	-
6	City Manager	697	1102	C	-	-	-	-
6	City Manager	697	1102	D	-	-	-	-
6	City Manager	697	1102	E	160.75	12,860.28	27,863.94	334,367.28
5	Code Enforcement Officer	515	5804	A	41.51	3,320.95	7,195.39	86,344.70
5	Code Enforcement Officer	515	5804	B	43.59	3,487.05	7,555.28	90,663.30
5	Code Enforcement Officer	515	5804	C	45.78	3,662.15	7,934.66	95,215.90
5	Code Enforcement Officer	515	5804	D	48.07	3,845.24	8,331.35	99,976.24
5	Code Enforcement Officer	515	5804	E	50.47	4,037.37	8,747.64	104,971.62

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
6	Comm Svc Engmt & Incl Admin	659	1121	A	64.58	5,166.00	11,193.00	134,316.00
6	Comm Svc Engmt & Incl Admin	659	1121	B	-	-	-	-
6	Comm Svc Engmt & Incl Admin	659	1121	C	-	-	-	-
6	Comm Svc Engmt & Incl Admin	659	1121	D	-	-	-	-
6	Comm Svc Engmt & Incl Admin	659	1121	E	90.41	7,232.40	15,670.20	188,042.40
4	Communications Dispatch Superv	456	6409	A	53.74	4,299.33	9,315.22	111,782.58
4	Communications Dispatch Superv	456	6409	B	56.43	4,514.29	9,780.96	117,371.54
4	Communications Dispatch Superv	456	6409	C	59.25	4,740.02	10,270.04	123,240.52
4	Communications Dispatch Superv	456	6409	D	62.21	4,977.02	10,783.54	129,402.52
4	Communications Dispatch Superv	456	6409	E	65.32	5,225.88	11,322.74	135,872.88
4	Communications Dispatcher	455	6408	A	46.53	3,722.52	8,065.46	96,785.52
4	Communications Dispatcher	455	6408	B	48.86	3,908.62	8,468.68	101,624.12
4	Communications Dispatcher	455	6408	C	51.30	4,104.04	8,892.09	106,705.04
4	Communications Dispatcher	455	6408	D	53.87	4,309.21	9,336.62	112,039.46
4	Communications Dispatcher	455	6408	E	56.56	4,524.68	9,803.47	117,641.68
5	Community Service Officer	551	5807	A	39.72	3,177.42	6,884.41	82,612.92
5	Community Service Officer	551	5807	B	41.70	3,336.29	7,228.63	86,743.54
5	Community Service Officer	551	5807	C	43.79	3,503.11	7,590.07	91,080.86
5	Community Service Officer	551	5807	D	45.98	3,678.25	7,969.54	95,634.50
5	Community Service Officer	551	5807	E	48.28	3,862.19	8,368.08	100,416.94
8	Confidential Fiscal Asst II	805	6121	A	32.93	2,634.13	5,707.28	68,487.38
8	Confidential Fiscal Asst II	805	6121	B	34.57	2,765.81	5,992.59	71,911.06
8	Confidential Fiscal Asst II	805	6121	C	36.30	2,904.10	6,292.22	75,506.60
8	Confidential Fiscal Asst II	805	6121	D	38.12	3,049.30	6,606.82	79,281.80
8	Confidential Fiscal Asst II	805	6121	E	40.02	3,201.78	6,937.19	83,246.28
8	Crime Analyst	809	2105	A	48.35	3,868.13	8,380.95	100,571.38
8	Crime Analyst	809	2105	B	-	-	-	-
8	Crime Analyst	809	2105	C	-	-	-	-
8	Crime Analyst	809	2105	D	-	-	-	-
8	Crime Analyst	809	2105	E	63.65	5,091.65	11,031.91	132,382.90

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
8	Customer Services Supervisor	847	2127	A	46.89	3,750.82	8,126.78	97,521.32
8	Customer Services Supervisor	847	2127	B	-	-	-	-
8	Customer Services Supervisor	847	2127	C	-	-	-	-
8	Customer Services Supervisor	847	2127	D	-	-	-	-
8	Customer Services Supervisor	847	2127	E	61.71	4,936.91	10,696.64	128,359.66
8	Deputy City Clerk	835	6102	A	46.04	3,683.30	7,980.48	95,765.80
8	Deputy City Clerk	835	6102	B	-	-	-	-
8	Deputy City Clerk	835	6102	C	-	-	-	-
8	Deputy City Clerk	835	6102	D	-	-	-	-
8	Deputy City Clerk	835	6102	E	55.96	4,477.07	9,700.32	116,403.82
6	Deputy City Manager	672	1119	A	92.74	7,419.08	16,074.67	192,896.08
6	Deputy City Manager	672	1119	B	-	-	-	-
6	Deputy City Manager	672	1119	C	-	-	-	-
6	Deputy City Manager	672	1119	D	-	-	-	-
6	Deputy City Manager	672	1119	E	129.78	10,382.40	22,495.20	269,942.40
6	Deputy Fire Chief	633	1504	A	98.47	7,877.33	17,067.55	204,810.58
6	Deputy Fire Chief	633	1504	B	-	-	-	-
6	Deputy Fire Chief	633	1504	C	-	-	-	-
6	Deputy Fire Chief	633	1504	D	-	-	-	-
6	Deputy Fire Chief	633	1504	E	137.85	11,028.26	23,894.56	286,734.76
6	Deputy Public Works Director	654	1207	A	73.00	5,840.10	12,653.55	151,842.60
6	Deputy Public Works Director	654	1207	B	-	-	-	-
6	Deputy Public Works Director	654	1207	C	-	-	-	-
6	Deputy Public Works Director	654	1207	D	-	-	-	-
6	Deputy Public Works Director	654	1207	E	102.20	8,176.15	17,714.99	212,579.90
6	Dir of Recr & Community Svcs	655	1208	A	80.60	6,447.78	13,970.19	167,642.28
6	Dir of Recr & Community Svcs	655	1208	B	-	-	-	-
6	Dir of Recr & Community Svcs	655	1208	C	-	-	-	-
6	Dir of Recr & Community Svcs	655	1208	D	-	-	-	-
6	Dir of Recr & Community Svcs	655	1208	E	113.06	9,044.49	19,596.40	235,156.74

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
 All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
8	Economic Development Coord	852	8623	A	50.81	4,064.56	8,806.55	105,678.56
8	Economic Development Coord	852	8623	B	-	-	-	-
8	Economic Development Coord	852	8623	C	-	-	-	-
8	Economic Development Coord	852	8623	D	-	-	-	-
8	Economic Development Coord	852	8623	E	63.00	5,040.00	10,920.00	131,040.00
6	Economic Development Director	653	1206	A	75.71	6,056.41	13,122.22	157,466.66
6	Economic Development Director	653	1206	B	-	-	-	-
6	Economic Development Director	653	1206	C	-	-	-	-
6	Economic Development Director	653	1206	D	-	-	-	-
6	Economic Development Director	653	1206	E	105.99	8,478.95	18,371.06	220,452.70
6	Economic Development Manager	611	1203	A	60.91	4,872.90	10,557.95	126,695.40
6	Economic Development Manager	611	1203	B	-	-	-	-
6	Economic Development Manager	611	1203	C	-	-	-	-
6	Economic Development Manager	611	1203	D	-	-	-	-
6	Economic Development Manager	611	1203	E	79.22	6,337.69	13,731.66	164,779.94
8	Economic Development Spec	850	8606	A	48.38	3,870.68	8,386.47	100,637.68
8	Economic Development Spec	850	8606	B	-	-	-	-
8	Economic Development Spec	850	8606	C	-	-	-	-
8	Economic Development Spec	850	8606	D	-	-	-	-
8	Economic Development Spec	850	8606	E	58.40	4,672.29	10,123.30	121,479.54
5	Electrical/Building Inspector	511	3802	A	49.85	3,988.04	8,640.75	103,689.04
5	Electrical/Building Inspector	511	3802	B	52.34	4,187.41	9,072.72	108,872.66
5	Electrical/Building Inspector	511	3802	C	54.96	4,396.80	9,526.40	114,316.80
5	Electrical/Building Inspector	511	3802	D	57.71	4,616.62	10,002.68	120,032.12
5	Electrical/Building Inspector	511	3802	E	60.59	4,847.46	10,502.83	126,033.96
8	Emergency Services Coordinator	836	2502	A	53.46	4,276.47	9,265.68	111,188.22
8	Emergency Services Coordinator	836	2502	B	-	-	-	-
8	Emergency Services Coordinator	836	2502	C	-	-	-	-
8	Emergency Services Coordinator	836	2502	D	-	-	-	-
8	Emergency Services Coordinator	836	2502	E	70.36	5,628.41	12,194.89	146,338.66

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
 All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
6	Employee Relations Officer	677	1209	A	62.73	5,018.17	10,872.70	130,472.42
6	Employee Relations Officer	677	1209	B	-	-	-	-
6	Employee Relations Officer	677	1209	C	-	-	-	-
6	Employee Relations Officer	677	1209	D	-	-	-	-
6	Employee Relations Officer	677	1209	E	87.82	7,025.42	15,221.74	182,660.92
5	Engineering Aide	512	3201	A	38.90	3,112.21	6,743.12	80,917.46
5	Engineering Aide	512	3201	B	40.85	3,267.83	7,080.30	84,963.58
5	Engineering Aide	512	3201	C	42.89	3,431.21	7,434.29	89,211.46
5	Engineering Aide	512	3201	D	45.03	3,602.75	7,805.96	93,671.50
5	Engineering Aide	512	3201	E	47.29	3,782.89	8,196.26	98,355.14
6	Engineering Director/City Eng	606	1201	A	82.30	6,584.13	14,265.62	171,187.38
6	Engineering Director/City Eng	606	1201	B	-	-	-	-
6	Engineering Director/City Eng	606	1201	C	-	-	-	-
6	Engineering Director/City Eng	606	1201	D	-	-	-	-
6	Engineering Director/City Eng	606	1201	E	115.22	9,217.78	19,971.86	239,662.28
5	Engineering Permit Technician	540	2210	A	35.02	2,801.53	6,069.98	72,839.78
5	Engineering Permit Technician	540	2210	B	36.77	2,941.62	6,373.51	76,482.12
5	Engineering Permit Technician	540	2210	C	38.61	3,088.69	6,692.16	80,305.94
5	Engineering Permit Technician	540	2210	D	40.54	3,243.09	7,026.69	84,320.34
5	Engineering Permit Technician	540	2210	E	42.57	3,405.26	7,378.06	88,536.76
1	Entry Firefighter	112	4510	A	34.67	3,883.39	8,414.01	100,968.14
1	Entry Firefighter	112	4510	B	36.06	4,038.73	8,750.58	105,006.98
1	Entry Firefighter	112	4510	C	-	-	-	-
1	Entry Firefighter	112	4510	D	-	-	-	-
1	Entry Firefighter	112	4510	E	-	-	-	-
1	Entry Firefighter/Paramedic	113	4511	A	38.83	4,349.39	9,423.68	113,084.14
1	Entry Firefighter/Paramedic	113	4511	B	40.39	4,523.39	9,800.68	117,608.14
1	Entry Firefighter/Paramedic	113	4511	C	-	-	-	-
1	Entry Firefighter/Paramedic	113	4511	D	-	-	-	-
1	Entry Firefighter/Paramedic	113	4511	E	-	-	-	-

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
 All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
1	Entry Level Fire Inspector	114	3508	A	42.32	3,385.74	7,335.77	88,029.24
1	Entry Level Fire Inspector	114	3508	B	44.44	3,555.03	7,702.56	92,430.78
1	Entry Level Fire Inspector	114	3508	C	46.66	3,732.79	8,087.71	97,052.54
1	Entry Level Fire Inspector	114	3508	D	48.99	3,919.43	8,492.10	101,905.18
1	Entry Level Fire Inspector	114	3508	E	50.97	4,077.95	8,835.56	106,026.70
8	Envir & Regulatory Comply Spec	851	8624	A	51.64	4,131.05	8,950.61	107,407.30
8	Envir & Regulatory Comply Spec	851	8624	B	-	-	-	-
8	Envir & Regulatory Comply Spec	851	8624	C	-	-	-	-
8	Envir & Regulatory Comply Spec	851	8624	D	-	-	-	-
8	Envir & Regulatory Comply Spec	851	8624	E	67.97	5,437.65	11,781.58	141,378.90
5	Environmental Inspector	553	2213	A	49.85	3,988.04	8,640.75	103,689.04
5	Environmental Inspector	553	2213	B	52.34	4,187.44	9,072.79	108,873.44
5	Environmental Inspector	553	2213	C	54.96	4,396.82	9,526.44	114,317.32
5	Environmental Inspector	553	2213	D	57.71	4,616.65	10,002.74	120,032.90
5	Environmental Inspector	553	2213	E	60.59	4,847.46	10,502.83	126,033.96
2**	Equip Maint Worker I - 40	227	8612	A	36.80	2,944.10	6,378.88	76,546.52
2**	Equip Maint Worker I - 40	227	8612	B	38.63	3,089.82	6,694.60	80,335.20
2**	Equip Maint Worker I - 40	227	8612	C	40.56	3,244.58	7,029.91	84,358.96
2**	Equip Maint Worker I - 40	227	8612	D	42.59	3,407.48	7,382.87	88,594.38
2**	Equip Maint Worker I - 40	227	8612	E	44.72	3,577.62	7,751.50	93,018.03
2**	Equip Maint Worker II - 40	228	8613	A	40.47	3,237.32	7,014.20	84,170.44
2**	Equip Maint Worker II - 40	228	8613	B	42.50	3,399.35	7,365.25	88,382.99
2**	Equip Maint Worker II - 40	228	8613	C	44.62	3,569.48	7,733.87	92,806.37
2**	Equip Maint Worker II - 40	228	8613	D	46.86	3,748.67	8,122.11	97,465.39
2**	Equip Maint Worker II - 40	228	8613	E	49.21	3,936.02	8,528.05	102,336.62
2**	Equip Maint Worker III - 40	229	8614	A	45.59	3,647.31	7,902.51	94,830.10
2**	Equip Maint Worker III - 40	229	8614	B	47.88	3,830.13	8,298.61	99,583.37
2**	Equip Maint Worker III - 40	229	8614	C	50.28	4,022.01	8,714.36	104,572.29
2**	Equip Maint Worker III - 40	229	8614	D	52.79	4,222.93	9,149.69	109,796.28
2**	Equip Maint Worker III - 40	229	8614	E	55.44	4,434.71	9,608.54	115,302.50

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
2**	Equipment Maint. Worker I	200	7202	A	36.57	2,743.00	5,943.18	71,318.11
2**	Equipment Maint. Worker I	200	7202	B	38.40	2,880.16	6,240.35	74,884.10
2**	Equipment Maint. Worker I	200	7202	C	40.32	3,024.19	6,552.41	78,628.96
2**	Equipment Maint. Worker I	200	7202	D	42.34	3,175.40	6,880.04	82,560.39
2**	Equipment Maint. Worker I	200	7202	E	44.46	3,334.16	7,224.01	86,688.05
2**	Equipment Maint. Worker II	201	7203	A	40.23	3,017.31	6,537.51	78,450.09
2**	Equipment Maint. Worker II	201	7203	B	42.24	3,168.18	6,864.39	82,372.71
2**	Equipment Maint. Worker II	201	7203	C	44.35	3,326.59	7,207.61	86,491.27
2**	Equipment Maint. Worker II	201	7203	D	46.58	3,492.90	7,567.95	90,815.44
2**	Equipment Maint. Worker II	201	7203	E	48.90	3,667.57	7,946.40	95,356.77
2**	Equipment Maint. Worker III	202	7204	A	45.33	3,399.70	7,366.00	88,392.09
2**	Equipment Maint. Worker III	202	7204	B	47.59	3,569.62	7,734.18	92,810.23
2**	Equipment Maint. Worker III	202	7204	C	49.98	3,748.13	8,120.95	97,451.33
2**	Equipment Maint. Worker III	202	7204	D	52.47	3,935.53	8,526.97	102,323.67
2**	Equipment Maint. Worker III	202	7204	E	55.10	4,132.33	8,953.37	107,440.46
8	Executive Assistant	812	6117	A	42.38	3,390.50	7,346.08	88,153.00
8	Executive Assistant	812	6117	B	44.50	3,560.05	7,713.44	92,561.30
8	Executive Assistant	812	6117	C	46.73	3,738.05	8,099.11	97,189.30
8	Executive Assistant	812	6117	D	49.06	3,924.94	8,504.04	102,048.44
8	Executive Assistant	812	6117	E	51.52	4,121.20	8,929.27	107,151.20
6	Finance Director	627	1103	A	82.66	6,612.72	14,327.56	171,930.72
6	Finance Director	627	1103	B	-	-	-	-
6	Finance Director	627	1103	C	-	-	-	-
6	Finance Director	627	1103	D	-	-	-	-
6	Finance Director	627	1103	E	115.71	9,257.07	20,056.99	240,683.82
6	Finance Manager	647	1116	A	58.34	4,666.96	10,111.75	121,340.96
6	Finance Manager	647	1116	B	-	-	-	-
6	Finance Manager	647	1116	C	-	-	-	-
6	Finance Manager	647	1116	D	-	-	-	-
6	Finance Manager	647	1116	E	81.67	6,533.78	14,156.52	169,878.28

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
 All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
5	Finance Technician	501	5101	A	35.58	2,846.40	6,167.20	74,006.40
5	Finance Technician	501	5101	B	37.36	2,988.68	6,475.47	77,705.68
5	Finance Technician	501	5101	C	39.23	3,138.13	6,799.28	81,591.38
5	Finance Technician	501	5101	D	41.19	3,295.01	7,139.19	85,670.26
5	Finance Technician	501	5101	E	43.25	3,459.76	7,496.15	89,953.76
8	Financial Analyst I	844	2125	A	37.71	3,017.11	6,537.07	78,444.86
8	Financial Analyst I	844	2125	B	-	-	-	-
8	Financial Analyst I	844	2125	C	-	-	-	-
8	Financial Analyst I	844	2125	D	-	-	-	-
8	Financial Analyst I	844	2125	E	49.64	3,971.40	8,604.70	103,256.40
8	Financial Analyst II	845	2126	A	41.65	3,332.14	7,219.64	86,635.64
8	Financial Analyst II	845	2126	B	-	-	-	-
8	Financial Analyst II	845	2126	C	-	-	-	-
8	Financial Analyst II	845	2126	D	-	-	-	-
8	Financial Analyst II	845	2126	E	54.83	4,386.11	9,503.24	114,038.86
1	Fire Battalion Chief	153	2508	A	52.44	5,873.58	12,726.09	152,713.08
1	Fire Battalion Chief	153	2508	B	-	-	-	-
1	Fire Battalion Chief	153	2508	C	-	-	-	-
1	Fire Battalion Chief	153	2508	D	-	-	-	-
1	Fire Battalion Chief	153	2508	E	73.42	8,223.01	17,816.52	213,798.26
1	Fire Battalion Chief - 40	154	2509	A	73.42	5,873.58	12,726.09	152,713.08
1	Fire Battalion Chief - 40	154	2509	B	-	-	-	-
1	Fire Battalion Chief - 40	154	2509	C	-	-	-	-
1	Fire Battalion Chief - 40	154	2509	D	-	-	-	-
1	Fire Battalion Chief - 40	154	2509	E	102.79	8,223.01	17,816.52	213,798.26
1	Fire Captain	100	2504	A	45.90	5,140.39	11,137.51	133,650.14
1	Fire Captain	100	2504	B	48.13	5,390.99	11,680.48	140,165.74
1	Fire Captain	100	2504	C	50.48	5,654.12	12,250.59	147,007.12
1	Fire Captain	100	2504	D	52.95	5,930.37	12,849.14	154,189.62
1	Fire Captain	100	2504	E	55.54	6,220.47	13,477.68	161,732.22

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
 All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
1	Fire Captain - 40	108	2507	A	64.25	5,140.39	11,137.51	133,650.14
1	Fire Captain - 40	108	2507	B	67.39	5,390.99	11,680.48	140,165.74
1	Fire Captain - 40	108	2507	C	70.68	5,654.12	12,250.59	147,007.12
1	Fire Captain - 40	108	2507	D	74.13	5,930.37	12,849.14	154,189.62
1	Fire Captain - 40	108	2507	E	77.76	6,220.47	13,477.68	161,732.22
6	Fire Chief	630	1502	A	108.56	8,684.85	18,817.17	225,806.10
6	Fire Chief	630	1502	B	-	-	-	-
6	Fire Chief	630	1502	C	-	-	-	-
6	Fire Chief	630	1502	D	-	-	-	-
6	Fire Chief	630	1502	E	151.99	12,158.82	26,344.11	316,129.32
1	Fire Engineer	102	4501	A	40.47	4,532.80	9,821.07	117,852.80
1	Fire Engineer	102	4501	B	42.44	4,753.02	10,298.21	123,578.52
1	Fire Engineer	102	4501	C	44.50	4,984.22	10,799.14	129,589.72
1	Fire Engineer	102	4501	D	46.67	5,226.98	11,325.12	135,901.48
1	Fire Engineer	102	4501	E	48.95	5,481.88	11,877.41	142,528.88
1	Fire Engineer/Paramedic	151	4505	A	45.19	5,061.24	10,966.02	131,592.24
1	Fire Engineer/Paramedic	151	4505	B	47.39	5,307.92	11,500.49	138,005.92
1	Fire Engineer/Paramedic	151	4505	C	49.70	5,566.86	12,061.53	144,738.36
1	Fire Engineer/Paramedic	151	4505	D	52.13	5,838.72	12,650.56	151,806.72
1	Fire Engineer/Paramedic	151	4505	E	54.68	6,124.23	13,269.17	159,229.98
1	Fire Prevention Inspector	106	3501	A	64.88	5,190.53	11,246.15	134,953.78
1	Fire Prevention Inspector	106	3501	B	68.05	5,443.63	11,794.53	141,534.38
1	Fire Prevention Inspector	106	3501	C	71.37	5,709.37	12,370.30	148,443.62
1	Fire Prevention Inspector	106	3501	D	74.85	5,988.39	12,974.85	155,698.14
1	Fire Prevention Inspector	106	3501	E	78.52	6,281.37	13,609.64	163,315.62
1	Fire Protection Engineer	110	3507	A	64.88	5,190.53	11,246.15	134,953.78
1	Fire Protection Engineer	110	3507	B	68.05	5,443.63	11,794.53	141,534.38
1	Fire Protection Engineer	110	3507	C	71.37	5,709.37	12,370.30	148,443.62
1	Fire Protection Engineer	110	3507	D	74.85	5,988.39	12,974.85	155,698.14
1	Fire Protection Engineer	110	3507	E	78.52	6,281.37	13,609.64	163,315.62

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
1	Firefighter	103	4502	A	37.82	4,236.39	9,178.85	110,146.14
1	Firefighter	103	4502	B	39.66	4,441.71	9,623.70	115,484.46
1	Firefighter	103	4502	C	41.58	4,657.36	10,090.95	121,091.36
1	Firefighter	103	4502	D	43.61	4,883.81	10,581.59	126,979.06
1	Firefighter	103	4502	E	45.73	5,121.48	11,096.54	133,158.48
1	Firefighter Trainee	109	4509	A	46.68	3,734.04	8,090.42	97,085.04
1	Firefighter Trainee	109	4509	B	46.68	3,734.04	8,090.42	97,085.04
1	Firefighter Trainee	109	4509	C	46.68	3,734.04	8,090.42	97,085.04
1	Firefighter Trainee	109	4509	D	46.68	3,734.04	8,090.42	97,085.04
1	Firefighter Trainee	109	4509	E	46.68	3,734.04	8,090.42	97,085.04
1	Firefighter/Paramedic	104	4503	A	42.23	4,729.28	10,246.77	122,961.28
1	Firefighter/Paramedic	104	4503	B	44.28	4,959.20	10,744.93	128,939.20
1	Firefighter/Paramedic	104	4503	C	46.44	5,200.75	11,268.29	135,219.50
1	Firefighter/Paramedic	104	4503	D	48.70	5,454.30	11,817.65	141,811.80
1	Firefighter/Paramedic	104	4503	E	51.08	5,720.60	12,394.63	148,735.60
1	Firefighter/Paramedic Trainee	107	4504	A	37.34	4,182.11	9,061.24	108,734.86
1	Firefighter/Paramedic Trainee	107	4504	B	37.34	4,182.11	9,061.24	108,734.86
1	Firefighter/Paramedic Trainee	107	4504	C	37.34	4,182.11	9,061.24	108,734.86
1	Firefighter/Paramedic Trainee	107	4504	D	37.34	4,182.11	9,061.24	108,734.86
1	Firefighter/Paramedic Trainee	107	4504	E	37.34	4,182.11	9,061.24	108,734.86
7	Fitness Instructor	713	5620	A	35.00	2,800.00	6,066.67	72,800.00
7	Fitness Instructor	713	5620	B	-	-	-	-
7	Fitness Instructor	713	5620	C	-	-	-	-
7	Fitness Instructor	713	5620	D	-	-	-	-
7	Fitness Instructor	713	5620	E	75.00	6,000.00	13,000.00	156,000.00
2**	Fleet Maint Worker I -40	230	8615	A	35.13	2,810.48	6,089.38	73,072.58
2**	Fleet Maint Worker I -40	230	8615	B	36.89	2,951.33	6,394.55	76,734.48
2**	Fleet Maint Worker I -40	230	8615	C	38.73	3,098.66	6,713.75	80,565.05
2**	Fleet Maint Worker I -40	230	8615	D	40.67	3,253.41	7,049.04	84,588.53
2**	Fleet Maint Worker I -40	230	8615	E	42.71	3,416.50	7,402.40	88,828.91

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
2**	Fleet Maint Worker II - 40	231	8616	A	38.64	3,091.25	6,697.71	80,372.40
2**	Fleet Maint Worker II - 40	231	8616	B	40.58	3,245.99	7,032.97	84,395.61
2**	Fleet Maint Worker II - 40	231	8616	C	42.60	3,408.15	7,384.33	88,612.01
2**	Fleet Maint Worker II - 40	231	8616	D	44.73	3,578.66	7,753.75	93,045.04
2**	Fleet Maint Worker II - 40	231	8616	E	46.97	3,757.50	8,141.25	97,694.96
2**	Fleet Maint Worker III -40	232	8617	A	44.45	3,555.49	7,703.57	92,442.85
2**	Fleet Maint Worker III -40	232	8617	B	46.67	3,733.42	8,089.06	97,068.80
2**	Fleet Maint Worker III -40	232	8617	C	48.99	3,919.66	8,492.59	101,911.09
2**	Fleet Maint Worker III -40	232	8617	D	51.44	4,115.16	8,916.19	106,994.26
2**	Fleet Maint Worker III -40	232	8617	E	54.02	4,321.81	9,363.92	112,367.08
2**	Fleet Maintenance Worker I	213	7207	A	35.13	2,634.83	5,708.80	68,505.62
2**	Fleet Maintenance Worker I	213	7207	B	36.89	2,766.54	5,994.16	71,929.95
2**	Fleet Maintenance Worker I	213	7207	C	38.73	2,904.90	6,293.95	75,527.35
2**	Fleet Maintenance Worker I	213	7207	D	40.67	3,050.09	6,608.52	79,302.25
2**	Fleet Maintenance Worker I	213	7207	E	42.70	3,202.61	6,938.99	83,267.85
2**	Fleet Maintenance Worker II	214	7208	A	38.65	2,898.33	6,279.71	75,356.48
2**	Fleet Maintenance Worker II	214	7208	B	40.58	3,043.20	6,593.59	79,123.11
2**	Fleet Maintenance Worker II	214	7208	C	42.60	3,195.40	6,923.37	83,080.45
2**	Fleet Maintenance Worker II	214	7208	D	44.73	3,355.17	7,269.52	87,234.29
2**	Fleet Maintenance Worker II	214	7208	E	46.97	3,522.86	7,632.86	91,594.28
2**	Fleet Maintenance Worker III	215	7209	A	44.45	3,333.04	7,221.59	86,659.11
2**	Fleet Maintenance Worker III	215	7209	B	46.66	3,499.67	7,582.63	90,991.54
2**	Fleet Maintenance Worker III	215	7209	C	48.99	3,674.63	7,961.69	95,540.32
2**	Fleet Maintenance Worker III	215	7209	D	51.44	3,858.36	8,359.77	100,317.30
2**	Fleet Maintenance Worker III	215	7209	E	54.02	4,051.34	8,777.90	105,334.87
5	GIS Technician	552	2212	A	48.92	3,913.48	8,479.21	101,750.48
5	GIS Technician	552	2212	B	51.36	4,109.15	8,903.16	106,837.90
5	GIS Technician	552	2212	C	53.93	4,314.62	9,348.34	112,180.12
5	GIS Technician	552	2212	D	56.63	4,530.33	9,815.72	117,788.58
5	GIS Technician	552	2212	E	59.46	4,756.91	10,306.64	123,679.66

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
1	Hazardous Materials Inspector	105	3502	A	64.88	5,190.53	11,246.15	134,953.78
1	Hazardous Materials Inspector	105	3502	B	68.05	5,443.63	11,794.53	141,534.38
1	Hazardous Materials Inspector	105	3502	C	71.37	5,709.37	12,370.30	148,443.62
1	Hazardous Materials Inspector	105	3502	D	74.85	5,988.39	12,974.85	155,698.14
1	Hazardous Materials Inspector	105	3502	E	78.52	6,281.37	13,609.64	163,315.62
8	Housing & Neigh Svcs Manager	849	2812	A	51.79	4,142.91	8,976.31	107,715.66
8	Housing & Neigh Svcs Manager	849	2812	B	-	-	-	-
8	Housing & Neigh Svcs Manager	849	2812	C	-	-	-	-
8	Housing & Neigh Svcs Manager	849	2812	D	-	-	-	-
8	Housing & Neigh Svcs Manager	849	2812	E	68.17	5,453.54	11,816.00	141,792.04
6	Housing Authority Adminr	673	1120	A	60.90	4,872.01	10,556.02	126,672.26
6	Housing Authority Adminr	673	1120	B	-	-	-	-
6	Housing Authority Adminr	673	1120	C	-	-	-	-
6	Housing Authority Adminr	673	1120	D	-	-	-	-
6	Housing Authority Adminr	673	1120	E	85.26	6,820.77	14,778.34	177,340.02
8	Human Resources Analyst I	843	2124	A	40.39	3,231.27	7,001.09	84,013.02
8	Human Resources Analyst I	843	2124	B	-	-	-	-
8	Human Resources Analyst I	843	2124	C	-	-	-	-
8	Human Resources Analyst I	843	2124	D	-	-	-	-
8	Human Resources Analyst I	843	2124	E	53.17	4,253.76	9,216.48	110,597.76
8	Human Resources Analyst II	842	2123	A	44.61	3,568.56	7,731.88	92,782.56
8	Human Resources Analyst II	842	2123	B	-	-	-	-
8	Human Resources Analyst II	842	2123	C	-	-	-	-
8	Human Resources Analyst II	842	2123	D	-	-	-	-
8	Human Resources Analyst II	842	2123	E	58.71	4,697.05	10,176.94	122,123.30
8	Human Resources Assistant	846	2108	A	28.77	2,301.78	4,987.19	59,846.28
8	Human Resources Assistant	846	2108	B	30.21	2,416.79	5,236.38	62,836.54
8	Human Resources Assistant	846	2108	C	31.72	2,537.63	5,498.20	65,978.38
8	Human Resources Assistant	846	2108	D	33.31	2,664.52	5,773.13	69,277.52
8	Human Resources Assistant	846	2108	E	34.97	2,797.74	6,061.77	72,741.24

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
 All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
6	Human Resources Director	613	1105	A	82.19	6,575.51	14,246.94	170,963.26
6	Human Resources Director	613	1105	B	-	-	-	-
6	Human Resources Director	613	1105	C	-	-	-	-
6	Human Resources Director	613	1105	D	-	-	-	-
6	Human Resources Director	613	1105	E	115.07	9,205.74	19,945.77	239,349.24
8	Human Resources Technician	816	2107	A	34.90	2,791.77	6,048.84	72,586.02
8	Human Resources Technician	816	2107	B	36.65	2,931.97	6,352.60	76,231.22
8	Human Resources Technician	816	2107	C	38.47	3,077.91	6,668.81	80,025.66
8	Human Resources Technician	816	2107	D	40.41	3,232.41	7,003.56	84,042.66
8	Human Resources Technician	816	2107	E	42.42	3,393.61	7,352.82	88,233.86
6	IT Director	624	2113	A	81.11	6,489.01	14,059.52	168,714.26
6	IT Director	624	2113	B	-	-	-	-
6	IT Director	624	2113	C	-	-	-	-
6	IT Director	624	2113	D	-	-	-	-
6	IT Director	624	2113	E	113.56	9,084.60	19,683.30	236,199.60
8	IT Manager	819	2116	A	60.81	4,864.52	10,539.79	126,477.52
8	IT Manager	819	2116	B	-	-	-	-
8	IT Manager	819	2116	C	-	-	-	-
8	IT Manager	819	2116	D	-	-	-	-
8	IT Manager	819	2116	E	80.04	6,403.49	13,874.23	166,490.74
5	IT Technician	542	3101	A	38.92	3,113.72	6,746.39	80,956.72
5	IT Technician	542	3101	B	40.87	3,269.39	7,083.68	85,004.14
5	IT Technician	542	3101	C	42.91	3,432.82	7,437.78	89,253.32
5	IT Technician	542	3101	D	45.06	3,604.46	7,809.66	93,715.96
5	IT Technician	542	3101	E	47.31	3,784.70	8,200.18	98,402.20
8	Information Services Analyst	831	2118	A	51.15	4,092.12	8,866.26	106,395.12
8	Information Services Analyst	831	2118	B	-	-	-	-
8	Information Services Analyst	831	2118	C	-	-	-	-
8	Information Services Analyst	831	2118	D	-	-	-	-
8	Information Services Analyst	831	2118	E	67.33	5,386.43	11,670.60	140,047.18

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
5	Junior Civil Engineer	519	2203	A	44.47	3,557.69	7,708.33	92,499.94
5	Junior Civil Engineer	519	2203	B	46.69	3,735.58	8,093.76	97,125.08
5	Junior Civil Engineer	519	2203	C	49.03	3,922.36	8,498.45	101,981.36
5	Junior Civil Engineer	519	2203	D	51.48	4,118.48	8,923.37	107,080.48
5	Junior Civil Engineer	519	2203	E	54.06	4,324.41	9,369.56	112,434.66
5	Junior Planner	520	2804	A	40.26	3,221.11	6,979.07	83,748.86
5	Junior Planner	520	2804	B	42.28	3,382.17	7,328.03	87,936.42
5	Junior Planner	520	2804	C	44.39	3,551.27	7,694.42	92,333.02
5	Junior Planner	520	2804	D	46.61	3,728.88	8,079.24	96,950.88
5	Junior Planner	520	2804	E	48.94	3,915.28	8,483.11	101,797.28
7	Lifeguard	710	5610	A	15.40	1,232.00	2,669.33	32,032.00
7	Lifeguard	710	5610	B	-	-	-	-
7	Lifeguard	710	5610	C	-	-	-	-
7	Lifeguard	710	5610	D	-	-	-	-
7	Lifeguard	710	5610	E	21.56	1,724.80	3,737.07	44,844.80
2**	Maint Worker III - 40	234	8619	A	37.84	3,027.31	6,559.16	78,709.98
2**	Maint Worker III - 40	234	8619	B	39.74	3,178.90	6,887.62	82,651.34
2**	Maint Worker III - 40	234	8619	C	41.72	3,337.75	7,231.79	86,781.48
2**	Maint Worker III - 40	234	8619	D	43.81	3,504.78	7,593.70	91,124.38
2**	Maint Worker III - 40	234	8619	E	46.00	3,679.98	7,973.29	95,679.50
2**	Maintenance Custodian I	203	8101	A	26.96	2,021.62	4,380.17	52,562.16
2**	Maintenance Custodian I	203	8101	B	28.30	2,122.71	4,599.21	55,190.55
2**	Maintenance Custodian I	203	8101	C	29.72	2,228.86	4,829.20	57,950.41
2**	Maintenance Custodian I	203	8101	D	31.21	2,340.30	5,070.65	60,847.79
2**	Maintenance Custodian I	203	8101	E	32.76	2,457.32	5,324.20	63,890.42
2**	Maintenance Custodian I - 40	222	8107	A	26.96	2,156.42	4,672.25	56,066.96
2**	Maintenance Custodian I - 40	222	8107	B	28.30	2,264.21	4,905.80	58,869.54
2**	Maintenance Custodian I - 40	222	8107	C	29.72	2,377.44	5,151.12	61,813.50
2**	Maintenance Custodian I - 40	222	8107	D	31.21	2,496.32	5,408.69	64,904.35
2**	Maintenance Custodian I - 40	222	8107	E	32.76	2,621.12	5,679.09	68,148.99

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
 All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
2**	Maintenance Custodian II	204	8102	A	29.65	2,223.83	4,818.29	57,819.50
2**	Maintenance Custodian II	204	8102	B	31.13	2,335.00	5,059.17	60,709.99
2**	Maintenance Custodian II	204	8102	C	32.69	2,451.77	5,312.17	63,746.00
2**	Maintenance Custodian II	204	8102	D	34.32	2,574.28	5,577.61	66,931.39
2**	Maintenance Custodian II	204	8102	E	36.04	2,703.04	5,856.60	70,279.10
2**	Maintenance Custodian II - 40	223	8108	A	29.65	2,372.09	5,139.53	61,674.32
2**	Maintenance Custodian II - 40	223	8108	B	31.13	2,490.64	5,396.39	64,756.63
2**	Maintenance Custodian II - 40	223	8108	C	32.69	2,615.20	5,666.26	67,995.21
2**	Maintenance Custodian II - 40	223	8108	D	34.32	2,745.91	5,949.47	71,393.63
2**	Maintenance Custodian II - 40	223	8108	E	36.04	2,883.27	6,247.10	74,965.13
2**	Maintenance Custodian III	205	8103	A	34.10	2,557.36	5,540.94	66,491.26
2**	Maintenance Custodian III	205	8103	B	35.81	2,685.21	5,817.96	69,815.54
2**	Maintenance Custodian III	205	8103	C	37.60	2,819.48	6,108.89	73,306.57
2**	Maintenance Custodian III	205	8103	D	39.47	2,960.46	6,414.34	76,972.05
2**	Maintenance Custodian III	205	8103	E	41.45	3,108.52	6,735.13	80,821.63
2**	Maintenance Custodian III - 40	233	8618	A	34.10	2,728.02	5,910.70	70,928.42
2**	Maintenance Custodian III - 40	233	8618	B	35.81	2,864.22	6,205.80	74,469.60
2**	Maintenance Custodian III - 40	233	8618	C	37.60	3,007.85	6,517.00	78,203.98
2**	Maintenance Custodian III - 40	233	8618	D	39.47	3,157.96	6,842.26	82,107.03
2**	Maintenance Custodian III - 40	233	8618	E	41.45	3,315.49	7,183.56	86,202.72
2**	Maintenance Worker I	206	8202	A	29.65	2,223.83	4,818.29	57,819.50
2**	Maintenance Worker I	206	8202	B	31.13	2,335.00	5,059.17	60,709.99
2**	Maintenance Worker I	206	8202	C	32.69	2,451.77	5,312.17	63,746.00
2**	Maintenance Worker I	206	8202	D	34.32	2,574.34	5,577.73	66,932.77
2**	Maintenance Worker I	206	8202	E	36.04	2,703.04	5,856.60	70,279.10
2**	Maintenance Worker I-40	207	8203	A	29.92	2,393.71	5,186.38	62,236.54
2**	Maintenance Worker I-40	207	8203	B	31.41	2,512.62	5,444.02	65,328.22
2**	Maintenance Worker I-40	207	8203	C	32.99	2,638.81	5,717.42	68,608.97
2**	Maintenance Worker I-40	207	8203	D	34.63	2,770.42	6,002.57	72,030.82
2**	Maintenance Worker I-40	207	8203	E	36.37	2,909.31	6,303.50	75,642.00

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
 All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
2**	Maintenance Worker II	208	8204	A	32.62	2,446.18	5,300.06	63,600.76
2**	Maintenance Worker II	208	8204	B	34.25	2,568.48	5,565.03	66,780.36
2**	Maintenance Worker II	208	8204	C	35.96	2,696.88	5,843.25	70,118.98
2**	Maintenance Worker II	208	8204	D	37.76	2,831.75	6,135.45	73,625.44
2**	Maintenance Worker II	208	8204	E	39.64	2,973.34	6,442.25	77,306.90
2**	Maintenance Worker II-40	209	8205	A	32.90	2,632.45	5,703.64	68,443.61
2**	Maintenance Worker II-40	209	8205	B	34.56	2,764.07	5,988.81	71,865.73
2**	Maintenance Worker II-40	209	8205	C	36.28	2,902.96	6,289.74	75,476.92
2**	Maintenance Worker II-40	209	8205	D	38.09	3,047.28	6,602.43	79,229.21
2**	Maintenance Worker II-40	209	8205	E	39.99	3,199.78	6,932.86	83,194.27
2**	Maintenance Worker III	210	8206	A	37.50	2,813.08	6,095.01	73,140.11
2**	Maintenance Worker III	210	8206	B	39.38	2,953.74	6,399.78	76,797.32
2**	Maintenance Worker III	210	8206	C	41.35	3,101.44	6,719.80	80,637.53
2**	Maintenance Worker III	210	8206	D	43.42	3,256.50	7,055.75	84,669.01
2**	Maintenance Worker III	210	8206	E	45.59	3,419.35	7,408.58	88,903.05
7	Maintenance Worker/Seasonal	760	8207	A	19.88	1,590.40	3,445.87	41,350.40
7	Maintenance Worker/Seasonal	760	8207	B	-	-	-	-
7	Maintenance Worker/Seasonal	760	8207	C	-	-	-	-
7	Maintenance Worker/Seasonal	760	8207	D	-	-	-	-
7	Maintenance Worker/Seasonal	760	8207	E	24.85	1,988.00	4,307.33	51,688.00
8	Management Analyst	854	2128	A	53.55	4,284.00	9,282.00	111,384.00
8	Management Analyst	854	2128	B	-	-	-	-
8	Management Analyst	854	2128	C	-	-	-	-
8	Management Analyst	854	2128	D	-	-	-	-
8	Management Analyst	854	2128	E	74.99	5,998.91	12,997.64	155,971.66
5	Marketing Coordinator	548	5614	A	37.79	3,023.56	6,551.05	78,612.56
5	Marketing Coordinator	548	5614	B	39.68	3,174.74	6,878.60	82,543.24
5	Marketing Coordinator	548	5614	C	41.67	3,333.47	7,222.52	86,670.22
5	Marketing Coordinator	548	5614	D	43.75	3,500.15	7,583.66	91,003.90
5	Marketing Coordinator	548	5614	E	45.94	3,675.16	7,962.85	95,554.16

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
 All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
6	Mayor	696	1118	A	130.47	521.88	1,130.74	13,568.88
6	Mayor	696	1118	B	-	-	-	-
6	Mayor	696	1118	C	-	-	-	-
6	Mayor	696	1118	D	-	-	-	-
6	Mayor	696	1118	E	130.47	521.88	1,130.74	13,568.88
5	Neighbhd Preservation Asst	510	5802	A	31.73	2,538.74	5,500.60	66,007.24
5	Neighbhd Preservation Asst	510	5802	B	33.32	2,665.70	5,775.68	69,308.20
5	Neighbhd Preservation Asst	510	5802	C	34.99	2,798.97	6,064.44	72,773.22
5	Neighbhd Preservation Asst	510	5802	D	36.74	2,938.96	6,367.75	76,412.96
5	Neighbhd Preservation Asst	510	5802	E	38.57	3,085.86	6,686.03	80,232.36
5	Office Assistant I	516	6108	A	25.57	2,045.53	4,431.98	53,183.78
5	Office Assistant I	516	6108	B	26.85	2,147.80	4,653.57	55,842.80
5	Office Assistant I	516	6108	C	28.19	2,255.20	4,886.27	58,635.20
5	Office Assistant I	516	6108	D	29.60	2,367.92	5,130.49	61,565.92
5	Office Assistant I	516	6108	E	31.08	2,486.33	5,387.05	64,644.58
5	Office Assistant II	517	6109	A	28.12	2,249.99	4,874.98	58,499.74
5	Office Assistant II	517	6109	B	29.53	2,362.45	5,118.64	61,423.70
5	Office Assistant II	517	6109	C	31.01	2,480.64	5,374.72	64,496.64
5	Office Assistant II	517	6109	D	32.56	2,604.67	5,643.45	67,721.42
5	Office Assistant II	517	6109	E	34.19	2,734.83	5,925.47	71,105.58
5	Office Specialist	518	6110	A	32.34	2,587.48	5,606.21	67,274.48
5	Office Specialist	518	6110	B	33.96	2,716.88	5,886.57	70,638.88
5	Office Specialist	518	6110	C	35.66	2,852.76	6,180.98	74,171.76
5	Office Specialist	518	6110	D	37.44	2,995.43	6,490.10	77,881.18
5	Office Specialist	518	6110	E	39.31	3,145.13	6,814.45	81,773.38
4	Patrol Officer	404	4401	A	49.75	3,980.00	8,623.33	103,480.00
4	Patrol Officer	404	4401	B	52.24	4,178.99	9,054.48	108,653.74
4	Patrol Officer	404	4401	C	54.85	4,387.92	9,507.16	114,085.92
4	Patrol Officer	404	4401	D	57.59	4,607.33	9,982.55	119,790.58
4	Patrol Officer	404	4401	E	60.47	4,837.66	10,481.60	125,779.16

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
4	Patrol Officer Trainee	458	4402	A	48.68	3,894.53	8,438.15	101,257.78
4	Patrol Officer Trainee	458	4402	B	51.11	4,089.18	8,859.89	106,318.68
4	Patrol Officer Trainee	458	4402	C	53.67	4,293.69	9,303.00	111,635.94
4	Patrol Officer Trainee	458	4402	D	56.35	4,508.34	9,768.07	117,216.84
4	Patrol Officer Trainee	458	4402	E	59.17	4,733.72	10,256.39	123,076.72
5	Payroll Specialist	546	5102	A	34.54	2,763.49	5,987.56	71,850.74
5	Payroll Specialist	546	5102	B	36.27	2,901.66	6,286.93	75,443.16
5	Payroll Specialist	546	5102	C	38.08	3,046.74	6,601.27	79,215.24
5	Payroll Specialist	546	5102	D	39.99	3,199.09	6,931.36	83,176.34
5	Payroll Specialist	546	5102	E	41.99	3,358.99	7,277.81	87,333.74
5	Plan Check Engineer	521	3807	A	57.57	4,605.56	9,978.71	119,744.56
5	Plan Check Engineer	521	3807	B	60.44	4,835.36	10,476.61	125,719.36
5	Plan Check Engineer	521	3807	C	63.47	5,077.46	11,001.16	132,013.96
5	Plan Check Engineer	521	3807	D	66.64	5,330.91	11,550.31	138,603.66
5	Plan Check Engineer	521	3807	E	70.01	5,600.96	12,135.41	145,624.96
5	Plan Checker	522	3803	A	49.09	3,927.23	8,509.00	102,107.98
5	Plan Checker	522	3803	B	51.54	4,123.54	8,934.34	107,212.04
5	Plan Checker	522	3803	C	54.13	4,330.08	9,381.84	112,582.08
5	Plan Checker	522	3803	D	56.82	4,545.94	9,849.54	118,194.44
5	Plan Checker	522	3803	E	59.67	4,773.88	10,343.41	124,120.88
6	Plan Review Manager	678	1210	A	63.90	5,112.39	11,076.85	132,922.14
6	Plan Review Manager	678	1210	B	-	-	-	-
6	Plan Review Manager	678	1210	C	-	-	-	-
6	Plan Review Manager	678	1210	D	-	-	-	-
6	Plan Review Manager	678	1210	E	83.11	6,649.14	14,406.47	172,877.64
6	Planning & Neigh Svcs Director	607	1803	A	82.30	6,584.13	14,265.62	171,187.38
6	Planning & Neigh Svcs Director	607	1803	B	-	-	-	-
6	Planning & Neigh Svcs Director	607	1803	C	-	-	-	-
6	Planning & Neigh Svcs Director	607	1803	D	-	-	-	-
6	Planning & Neigh Svcs Director	607	1803	E	115.22	9,217.78	19,971.86	239,662.28

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
7	Planning Commissioners	698	1108	A	1.00	80.00	173.33	2,080.00
7	Planning Commissioners	698	1108	B	-	-	-	-
7	Planning Commissioners	698	1108	C	-	-	-	-
7	Planning Commissioners	698	1108	D	-	-	-	-
7	Planning Commissioners	698	1108	E	1.00	80.00	173.33	2,080.00
6	Planning Manager	602	2803	A	62.73	5,018.17	10,872.70	130,472.42
6	Planning Manager	602	2803	B	-	-	-	-
6	Planning Manager	602	2803	C	-	-	-	-
6	Planning Manager	602	2803	D	-	-	-	-
6	Planning Manager	602	2803	E	87.82	7,025.42	15,221.74	182,660.92
4	Police Assistant	450	6401	A	47.27	3,781.86	8,194.03	98,328.36
4	Police Assistant	450	6401	B	49.64	3,970.92	8,603.66	103,243.92
4	Police Assistant	450	6401	C	52.12	4,169.45	9,033.81	108,405.70
4	Police Assistant	450	6401	D	54.72	4,377.95	9,485.56	113,826.70
4	Police Assistant	450	6401	E	57.46	4,596.86	9,959.86	119,518.36
6	Police Captain	651	1401	A	94.68	7,574.39	16,411.18	196,934.14
6	Police Captain	651	1401	B	-	-	-	-
6	Police Captain	651	1401	C	-	-	-	-
6	Police Captain	651	1401	D	-	-	-	-
6	Police Captain	651	1401	E	132.55	10,604.10	22,975.55	275,706.60
4	Police Clerk I	451	6402	A	33.88	2,710.80	5,873.40	70,480.80
4	Police Clerk I	451	6402	B	35.58	2,846.35	6,167.09	74,005.10
4	Police Clerk I	451	6402	C	37.36	2,988.65	6,475.41	77,704.90
4	Police Clerk I	451	6402	D	39.23	3,138.10	6,799.22	81,590.60
4	Police Clerk I	451	6402	E	41.19	3,294.94	7,139.04	85,668.44
4	Police Clerk II	452	6403	A	37.27	2,981.81	6,460.59	77,527.06
4	Police Clerk II	452	6403	B	39.14	3,130.99	6,783.81	81,405.74
4	Police Clerk II	452	6403	C	41.09	3,287.52	7,122.96	85,475.52
4	Police Clerk II	452	6403	D	43.15	3,451.92	7,479.16	89,749.92
4	Police Clerk II	452	6403	E	45.31	3,624.44	7,852.95	94,235.44

\*\* MEA 6% Salary Increase

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Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
4	Police Clerk Supervisor	454	6404	A	43.05	3,444.07	7,462.15	89,545.82
4	Police Clerk Supervisor	454	6404	B	45.20	3,616.30	7,835.32	94,023.80
4	Police Clerk Supervisor	454	6404	C	47.46	3,797.07	8,226.99	98,723.82
4	Police Clerk Supervisor	454	6404	D	49.84	3,986.95	8,638.39	103,660.70
4	Police Clerk Supervisor	454	6404	E	52.33	4,186.28	9,070.27	108,843.28
4	Police Evidence Technician	459	8607	A	39.53	3,162.29	6,851.63	82,219.54
4	Police Evidence Technician	459	8607	B	41.50	3,320.38	7,194.16	86,329.88
4	Police Evidence Technician	459	8607	C	43.58	3,486.42	7,553.91	90,646.92
4	Police Evidence Technician	459	8607	D	45.76	3,660.76	7,931.65	95,179.76
4	Police Evidence Technician	459	8607	E	48.05	3,843.79	8,328.21	99,938.54
4	Police Lieutenant	400	2402	A	76.31	6,104.74	13,226.94	158,723.24
4	Police Lieutenant	400	2402	B	80.12	6,409.98	13,888.29	166,659.48
4	Police Lieutenant	400	2402	C	84.13	6,730.51	14,582.77	174,993.26
4	Police Lieutenant	400	2402	D	88.34	7,067.05	15,311.94	183,743.30
4	Police Lieutenant	400	2402	E	92.75	7,420.38	16,077.49	192,929.88
4	Police Officer	403	4403	A	54.40	4,352.17	9,429.70	113,156.42
4	Police Officer	403	4403	B	57.12	4,569.84	9,901.32	118,815.84
4	Police Officer	403	4403	C	59.98	4,798.31	10,396.34	124,756.06
4	Police Officer	403	4403	D	62.98	5,038.19	10,916.08	130,992.94
4	Police Officer	403	4403	E	66.13	5,290.16	11,462.01	137,544.16
4	Police Officer Trainee	457	4404	A	53.23	4,258.69	9,227.16	110,725.94
4	Police Officer Trainee	457	4404	B	55.90	4,471.68	9,688.64	116,263.68
4	Police Officer Trainee	457	4404	C	58.69	4,695.30	10,173.15	122,077.80
4	Police Officer Trainee	457	4404	D	61.63	4,930.03	10,681.73	128,180.78
4	Police Officer Trainee	457	4404	E	64.71	5,176.53	11,215.82	134,589.78
4	Police Sergeant	401	4405	A	65.72	5,257.54	11,391.34	136,696.04
4	Police Sergeant	401	4405	B	69.01	5,520.43	11,960.93	143,531.18
4	Police Sergeant	401	4405	C	72.46	5,796.44	12,558.95	150,707.44
4	Police Sergeant	401	4405	D	76.08	6,086.34	13,187.07	158,244.84
4	Police Sergeant	401	4405	E	79.88	6,390.65	13,846.41	166,156.90

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
6	Police Support Services Mgr	657	1404	A	60.83	4,866.75	10,544.63	126,535.50
6	Police Support Services Mgr	657	1404	B	-	-	-	-
6	Police Support Services Mgr	657	1404	C	-	-	-	-
6	Police Support Services Mgr	657	1404	D	-	-	-	-
6	Police Support Services Mgr	657	1404	E	85.17	6,813.76	14,763.15	177,157.76
7	Pool Manager	708	5608	A	18.74	1,499.20	3,248.27	38,979.20
7	Pool Manager	708	5608	B	-	-	-	-
7	Pool Manager	708	5608	C	-	-	-	-
7	Pool Manager	708	5608	D	-	-	-	-
7	Pool Manager	708	5608	E	26.23	2,098.40	4,546.53	54,558.40
8	Principal Civil Engineer	822	2204	A	63.90	5,112.39	11,076.85	132,922.14
8	Principal Civil Engineer	822	2204	B	-	-	-	-
8	Principal Civil Engineer	822	2204	C	-	-	-	-
8	Principal Civil Engineer	822	2204	D	-	-	-	-
8	Principal Civil Engineer	822	2204	E	83.11	6,649.14	14,406.47	172,877.64
8	Principal Planner	823	2811	A	65.89	5,271.00	11,420.50	137,046.00
8	Principal Planner	823	2811	B	-	-	-	-
8	Principal Planner	823	2811	C	-	-	-	-
8	Principal Planner	823	2811	D	-	-	-	-
8	Principal Planner	823	2811	E	79.80	6,384.00	13,832.00	165,984.00
5	Program Coordinator	523	5606	A	35.25	2,819.73	6,109.42	73,312.98
5	Program Coordinator	523	5606	B	-	-	-	-
5	Program Coordinator	523	5606	C	-	-	-	-
5	Program Coordinator	523	5606	D	-	-	-	-
5	Program Coordinator	523	5606	E	46.39	3,711.60	8,041.80	96,501.60
6	Public Information Officer	674	1122	A	60.38	4,830.00	10,465.00	125,580.00
6	Public Information Officer	674	1122	B	-	-	-	-
6	Public Information Officer	674	1122	C	-	-	-	-
6	Public Information Officer	674	1122	D	-	-	-	-
6	Public Information Officer	674	1122	E	84.53	6,762.01	14,651.02	175,812.26

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
 All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
5	Public Services Assistant I	524	6601	A	29.40	2,352.28	5,096.61	61,159.28
5	Public Services Assistant I	524	6601	B	30.87	2,469.92	5,351.49	64,217.92
5	Public Services Assistant I	524	6601	C	32.42	2,593.44	5,619.12	67,429.44
5	Public Services Assistant I	524	6601	D	34.04	2,723.11	5,900.07	70,800.86
5	Public Services Assistant I	524	6601	E	35.74	2,859.24	6,195.02	74,340.24
5	Public Services Assistant II	525	6602	A	32.34	2,587.50	5,606.25	67,275.00
5	Public Services Assistant II	525	6602	B	33.96	2,716.91	5,886.64	70,639.66
5	Public Services Assistant II	525	6602	C	35.66	2,852.75	6,180.96	74,171.50
5	Public Services Assistant II	525	6602	D	37.44	2,995.44	6,490.12	77,881.44
5	Public Services Assistant II	525	6602	E	39.31	3,145.13	6,814.45	81,773.38
6	Public Works Director	635	1204	A	84.63	6,770.19	14,668.75	176,024.94
6	Public Works Director	635	1204	B	-	-	-	-
6	Public Works Director	635	1204	C	-	-	-	-
6	Public Works Director	635	1204	D	-	-	-	-
6	Public Works Director	635	1204	E	118.48	9,478.28	20,536.27	246,435.28
5	Public Works Inspector	526	3202	A	47.48	3,798.11	8,229.24	98,750.86
5	Public Works Inspector	526	3202	B	49.85	3,988.05	8,640.77	103,689.30
5	Public Works Inspector	526	3202	C	52.34	4,187.41	9,072.72	108,872.66
5	Public Works Inspector	526	3202	D	54.96	4,396.81	9,526.42	114,317.06
5	Public Works Inspector	526	3202	E	57.71	4,616.62	10,002.68	120,032.12
6	Public Works Manager	648	1117	A	56.33	4,506.05	9,763.11	117,157.30
6	Public Works Manager	648	1117	B	-	-	-	-
6	Public Works Manager	648	1117	C	-	-	-	-
6	Public Works Manager	648	1117	D	-	-	-	-
6	Public Works Manager	648	1117	E	78.86	6,308.46	13,668.33	164,019.96
8	Purchasing Agent	826	1106	A	52.76	4,220.55	9,144.52	109,734.30
8	Purchasing Agent	826	1106	B	-	-	-	-
8	Purchasing Agent	826	1106	C	-	-	-	-
8	Purchasing Agent	826	1106	D	-	-	-	-
8	Purchasing Agent	826	1106	E	68.04	5,443.33	11,793.88	141,526.58

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
7	Recreation Administrative Asst	712	5619	A	15.40	1,232.00	2,669.33	32,032.00
7	Recreation Administrative Asst	712	5619	B	-	-	-	-
7	Recreation Administrative Asst	712	5619	C	-	-	-	-
7	Recreation Administrative Asst	712	5619	D	-	-	-	-
7	Recreation Administrative Asst	712	5619	E	21.56	1,724.80	3,737.07	44,844.80
7	Recreation Attendant	711	5618	A	15.40	1,232.00	2,669.33	32,032.00
7	Recreation Attendant	711	5618	B	-	-	-	-
7	Recreation Attendant	711	5618	C	-	-	-	-
7	Recreation Attendant	711	5618	D	-	-	-	-
7	Recreation Attendant	711	5618	E	21.56	1,724.80	3,737.07	44,844.80
7	Recreation Instructors	707	5607	A	18.82	1,505.60	3,262.13	39,145.60
7	Recreation Instructors	707	5607	B	-	-	-	-
7	Recreation Instructors	707	5607	C	-	-	-	-
7	Recreation Instructors	707	5607	D	-	-	-	-
7	Recreation Instructors	707	5607	E	37.64	3,011.20	6,524.27	78,291.20
7	Recreation Leader	706	5617	A	15.40	1,232.00	2,669.33	32,032.00
7	Recreation Leader	706	5617	B	-	-	-	-
7	Recreation Leader	706	5617	C	-	-	-	-
7	Recreation Leader	706	5617	D	-	-	-	-
7	Recreation Leader	706	5617	E	21.56	1,724.80	3,737.07	44,844.80
6	Recreation Services Manager	616	2602	A	52.05	4,163.84	9,021.65	108,259.84
6	Recreation Services Manager	616	2602	B	-	-	-	-
6	Recreation Services Manager	616	2602	C	-	-	-	-
6	Recreation Services Manager	616	2602	D	-	-	-	-
6	Recreation Services Manager	616	2602	E	67.70	5,415.93	11,734.51	140,814.18
8	Recreation Services Supervisor	827	2601	A	50.40	4,031.71	8,735.37	104,824.46
8	Recreation Services Supervisor	827	2601	B	-	-	-	-
8	Recreation Services Supervisor	827	2601	C	-	-	-	-
8	Recreation Services Supervisor	827	2601	D	-	-	-	-
8	Recreation Services Supervisor	827	2601	E	66.33	5,306.26	11,496.90	137,962.76

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
 All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
5	Recreation Svcs Assistant I	527	8601	A	16.62	1,329.61	2,880.82	34,569.86
5	Recreation Svcs Assistant I	527	8601	B	17.45	1,396.08	3,024.84	36,298.08
5	Recreation Svcs Assistant I	527	8601	C	18.32	1,465.92	3,176.16	38,113.92
5	Recreation Svcs Assistant I	527	8601	D	19.24	1,539.18	3,334.89	40,018.68
5	Recreation Svcs Assistant I	527	8601	E	20.20	1,616.18	3,501.72	42,020.68
5	Recreation Svcs Assistant II	528	8602	A	19.73	1,578.68	3,420.47	41,045.68
5	Recreation Svcs Assistant II	528	8602	B	20.72	1,657.78	3,591.86	43,102.28
5	Recreation Svcs Assistant II	528	8602	C	21.76	1,740.62	3,771.34	45,256.12
5	Recreation Svcs Assistant II	528	8602	D	22.85	1,827.70	3,960.02	47,520.20
5	Recreation Svcs Assistant II	528	8602	E	23.99	1,919.04	4,157.92	49,895.04
5	Recreation Svcs Assistant III	529	8603	A	22.68	1,814.66	3,931.76	47,181.16
5	Recreation Svcs Assistant III	529	8603	B	23.82	1,905.34	4,128.24	49,538.84
5	Recreation Svcs Assistant III	529	8603	C	25.01	2,000.62	4,334.68	52,016.12
5	Recreation Svcs Assistant III	529	8603	D	26.26	2,100.64	4,551.39	54,616.64
5	Recreation Svcs Assistant III	529	8603	E	27.57	2,205.71	4,779.04	57,348.46
5	Recreation Svcs Assistant IV	530	8604	A	26.61	2,129.08	4,613.01	55,356.08
5	Recreation Svcs Assistant IV	530	8604	B	27.94	2,235.51	4,843.61	58,123.26
5	Recreation Svcs Assistant IV	530	8604	C	29.34	2,347.29	5,085.80	61,029.54
5	Recreation Svcs Assistant IV	530	8604	D	30.81	2,464.67	5,340.12	64,081.42
5	Recreation Svcs Assistant IV	530	8604	E	32.35	2,587.88	5,607.07	67,284.88
8	Senior Accountant	829	2110	A	46.89	3,750.82	8,126.78	97,521.32
8	Senior Accountant	829	2110	B	-	-	-	-
8	Senior Accountant	829	2110	C	-	-	-	-
8	Senior Accountant	829	2110	D	-	-	-	-
8	Senior Accountant	829	2110	E	61.71	4,936.91	10,696.64	128,359.66
5	Senior Accounting Technician	539	6106	A	35.58	2,846.25	6,166.88	74,002.50
5	Senior Accounting Technician	539	6106	B	37.36	2,988.59	6,475.28	77,703.34
5	Senior Accounting Technician	539	6106	C	39.23	3,138.02	6,799.04	81,588.52
5	Senior Accounting Technician	539	6106	D	41.19	3,294.95	7,139.06	85,668.70
5	Senior Accounting Technician	539	6106	E	43.25	3,459.66	7,495.93	89,951.16

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
8	Senior Administrative Analyst	834	2112	A	51.79	4,142.91	8,976.31	107,715.66
8	Senior Administrative Analyst	834	2112	B	-	-	-	-
8	Senior Administrative Analyst	834	2112	C	-	-	-	-
8	Senior Administrative Analyst	834	2112	D	-	-	-	-
8	Senior Administrative Analyst	834	2112	E	68.17	5,453.54	11,816.00	141,792.04
5	Senior Building Inspector	531	3804	A	54.83	4,386.79	9,504.71	114,056.54
5	Senior Building Inspector	531	3804	B	57.58	4,606.18	9,980.06	119,760.68
5	Senior Building Inspector	531	3804	C	60.46	4,836.46	10,479.00	125,747.96
5	Senior Building Inspector	531	3804	D	63.48	5,078.25	11,002.88	132,034.50
5	Senior Building Inspector	531	3804	E	66.65	5,332.18	11,553.06	138,636.68
8	Senior Executive Assistant	855	6123	A	44.61	3,568.56	7,731.88	92,782.56
8	Senior Executive Assistant	855	6123	B	-	-	-	-
8	Senior Executive Assistant	855	6123	C	-	-	-	-
8	Senior Executive Assistant	855	6123	D	-	-	-	-
8	Senior Executive Assistant	855	6123	E	58.71	4,697.05	10,176.94	122,123.30
8	Senior HR Analyst	841	2122	A	48.35	3,868.16	8,381.01	100,572.16
8	Senior HR Analyst	841	2122	B	-	-	-	-
8	Senior HR Analyst	841	2122	C	-	-	-	-
8	Senior HR Analyst	841	2122	D	-	-	-	-
8	Senior HR Analyst	841	2122	E	63.65	5,091.65	11,031.91	132,382.90
5	Senior Plan Check Engineer	534	3806	A	63.33	5,066.11	10,976.57	131,718.86
5	Senior Plan Check Engineer	534	3806	B	66.49	5,319.56	11,525.71	138,308.56
5	Senior Plan Check Engineer	534	3806	C	69.82	5,585.29	12,101.46	145,217.54
5	Senior Plan Check Engineer	534	3806	D	73.30	5,864.27	12,705.92	152,471.02
5	Senior Plan Check Engineer	534	3806	E	76.97	6,157.43	13,341.10	160,093.18
8	Senior Planner	830	2805	A	60.40	4,832.13	10,469.62	125,635.38
8	Senior Planner	830	2805	B	-	-	-	-
8	Senior Planner	830	2805	C	-	-	-	-
8	Senior Planner	830	2805	D	-	-	-	-
8	Senior Planner	830	2805	E	73.42	5,873.65	12,726.24	152,714.90

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
5	Senior Public Works Inspector	535	3203	A	54.84	4,386.82	9,504.78	114,057.32
5	Senior Public Works Inspector	535	3203	B	57.58	4,606.18	9,980.06	119,760.68
5	Senior Public Works Inspector	535	3203	C	60.46	4,836.47	10,479.02	125,748.22
5	Senior Public Works Inspector	535	3203	D	63.48	5,078.25	11,002.88	132,034.50
5	Senior Public Works Inspector	535	3203	E	66.65	5,332.18	11,553.06	138,636.68
2**	Senior Public Works Lead	225	8609	A	50.17	4,013.20	8,695.26	104,343.18
2**	Senior Public Works Lead	225	8609	B	52.67	4,213.86	9,130.02	109,560.34
2**	Senior Public Works Lead	225	8609	C	55.31	4,424.56	9,586.53	115,076.63
2**	Senior Public Works Lead	225	8609	D	58.08	4,645.78	10,065.86	120,790.28
2**	Senior Public Works Lead	225	8609	E	60.98	4,878.19	10,569.43	126,833.16
7	Special Project Associate	750	5105	A	20.00	1,600.00	3,466.67	41,600.00
7	Special Project Associate	750	5105	B	-	-	-	-
7	Special Project Associate	750	5105	C	-	-	-	-
7	Special Project Associate	750	5105	D	-	-	-	-
7	Special Project Associate	750	5105	E	50.00	4,000.00	8,666.67	104,000.00
5	Sr Code Enforcement Officer	545	5806	A	48.72	3,897.29	8,444.13	101,329.54
5	Sr Code Enforcement Officer	545	5806	B	51.14	4,091.40	8,864.70	106,376.40
5	Sr Code Enforcement Officer	545	5806	C	53.71	4,296.52	9,309.13	111,709.52
5	Sr Code Enforcement Officer	545	5806	D	56.40	4,511.66	9,775.26	117,303.16
5	Sr Code Enforcement Officer	545	5806	E	59.21	4,736.78	10,263.02	123,156.28
8	Sr. Information Analyst/Dev	853	2119	A	53.84	4,307.52	9,332.96	111,995.52
8	Sr. Information Analyst/Dev	853	2119	B	-	-	-	-
8	Sr. Information Analyst/Dev	853	2119	C	-	-	-	-
8	Sr. Information Analyst/Dev	853	2119	D	-	-	-	-
8	Sr. Information Analyst/Dev	853	2119	E	70.88	5,670.01	12,285.02	147,420.26
5	Sr. Public Services Assistant	549	5615	A	36.08	2,886.19	6,253.41	75,040.94
5	Sr. Public Services Assistant	549	5615	B	37.88	3,030.50	6,566.08	78,793.00
5	Sr. Public Services Assistant	549	5615	C	39.78	3,182.03	6,894.40	82,732.78
5	Sr. Public Services Assistant	549	5615	D	41.76	3,341.13	7,239.12	86,869.38
5	Sr. Public Services Assistant	549	5615	E	43.85	3,508.18	7,601.06	91,212.68

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
7	Sr. Special Projects Associate	749	5106	A	50.00	4,000.00	8,666.67	104,000.00
7	Sr. Special Projects Associate	749	5106	B	-	-	-	-
7	Sr. Special Projects Associate	749	5106	C	-	-	-	-
7	Sr. Special Projects Associate	749	5106	D	-	-	-	-
7	Sr. Special Projects Associate	749	5106	E	125.00	10,000.00	21,666.67	260,000.00
7	Staff Assistant	745	5104	A	15.40	1,232.00	2,669.33	32,032.00
7	Staff Assistant	745	5104	B	-	-	-	-
7	Staff Assistant	745	5104	C	-	-	-	-
7	Staff Assistant	745	5104	D	-	-	-	-
7	Staff Assistant	745	5104	E	24.64	1,971.20	4,270.93	51,251.20
7	Student Intern	740	5103	A	15.40	1,232.00	2,669.33	32,032.00
7	Student Intern	740	5103	B	-	-	-	-
7	Student Intern	740	5103	C	-	-	-	-
7	Student Intern	740	5103	D	-	-	-	-
7	Student Intern	740	5103	E	24.64	1,971.20	4,270.93	51,251.20
6	Transporation & Traffic Mgr	675	1202	A	60.38	4,830.00	10,465.00	125,580.00
6	Transporation & Traffic Mgr	675	1202	B	-	-	-	-
6	Transporation & Traffic Mgr	675	1202	C	-	-	-	-
6	Transporation & Traffic Mgr	675	1202	D	-	-	-	-
6	Transporation & Traffic Mgr	675	1202	E	84.53	6,762.01	14,651.02	175,812.26
8	Video Media Specialist	840	2121	A	41.65	3,332.14	7,219.64	86,635.64
8	Video Media Specialist	840	2121	B	-	-	-	-
8	Video Media Specialist	840	2121	C	-	-	-	-
8	Video Media Specialist	840	2121	D	-	-	-	-
8	Video Media Specialist	840	2121	E	54.83	4,386.11	9,503.24	114,038.86
2**	Water Meter Reader I	216	8104	A	29.65	2,223.75	4,818.13	57,817.57
2**	Water Meter Reader I	216	8104	B	31.13	2,335.00	5,059.17	60,709.99
2**	Water Meter Reader I	216	8104	C	32.69	2,451.76	5,312.15	63,745.73
2**	Water Meter Reader I	216	8104	D	34.32	2,574.28	5,577.61	66,931.39
2**	Water Meter Reader I	216	8104	E	36.04	2,703.03	5,856.56	70,278.83

\*\* MEA 6% Salary Increase

CITY OF MILPITAS  
All Job Classifications Salary Table Effective 07/05/2020

Code	Classification	Pay Grade	Occ Code	Step	Hourly	BiWeekly	Monthly	Annual
2**	Water Meter Reader I -40	235	8620	A	29.65	2,372.17	5,139.71	61,676.52
2**	Water Meter Reader I -40	235	8620	B	31.13	2,490.79	5,396.70	64,760.49
2**	Water Meter Reader I -40	235	8620	C	32.69	2,614.96	5,665.74	67,988.87
2**	Water Meter Reader I -40	235	8620	D	34.32	2,745.61	5,948.83	71,385.91
2**	Water Meter Reader I -40	235	8620	E	36.05	2,883.69	6,247.99	74,975.88
2**	Water Meter Reader II	217	8105	A	32.62	2,446.18	5,300.06	63,600.76
2**	Water Meter Reader II	217	8105	B	34.25	2,568.46	5,565.01	66,780.08
2**	Water Meter Reader II	217	8105	C	35.96	2,696.87	5,843.23	70,118.70
2**	Water Meter Reader II	217	8105	D	37.76	2,831.73	6,135.41	73,624.89
2**	Water Meter Reader II	217	8105	E	39.64	2,973.34	6,442.25	77,306.90
2**	Water Meter Reader II -40	236	8621	A	32.62	2,609.39	5,653.68	67,844.18
2**	Water Meter Reader II -40	236	8621	B	34.25	2,740.06	5,936.80	71,241.50
2**	Water Meter Reader II -40	236	8621	C	35.96	2,876.27	6,231.91	74,782.96
2**	Water Meter Reader II -40	236	8621	D	37.76	3,020.83	6,545.13	78,541.59
2**	Water Meter Reader II -40	236	8621	E	39.64	3,171.87	6,872.38	82,468.61
2**	Water Systems Operator	219	7211	A	42.50	3,399.69	7,365.98	88,391.81
2**	Water Systems Operator	219	7211	B	44.62	3,569.31	7,733.50	92,801.96
2**	Water Systems Operator	219	7211	C	46.85	3,748.12	8,120.93	97,451.06
2**	Water Systems Operator	219	7211	D	49.19	3,935.53	8,526.97	102,323.67
2**	Water Systems Operator	219	7211	E	51.65	4,132.33	8,953.37	107,440.46
2**	Water Systems Operator - 40	237	8622	A	45.33	3,625.91	7,856.14	94,273.67
2**	Water Systems Operator - 40	237	8622	B	47.59	3,807.53	8,249.65	98,995.80
2**	Water Systems Operator - 40	237	8622	C	49.98	3,998.43	8,663.25	103,959.08
2**	Water Systems Operator - 40	237	8622	D	52.47	4,197.64	9,094.90	109,138.70
2**	Water Systems Operator - 40	237	8622	E	55.10	4,407.99	9,550.64	114,607.71

\*\* MEA 6% Salary Increase



## CITY OF MILPITAS AGENDA REPORT (AR)

<b>Item Title:</b>	<b>Authorize the City Manager to Terminate the Professional Services Agreement with Engie Services U.S., Inc. for Convenience</b>
<b>Category:</b>	Consent Calendar-Community Services and Sustainable Infrastructure
<b>Meeting Date:</b>	8/18/2020
<b>Staff Contact:</b>	Tony Ndah, Director of Public Works, 408-586-2602
<b>Recommendation:</b>	Authorize the City Manager to terminate the Professional Services Agreement with Engie Services U.S. Inc. for conducting an investment grade audit of City facilities and land due to convenience.

**Background:**

In the fall of 2017, staff began efforts to explore an Energy Services Performance Contract with the specific goal of implementing energy and water savings projects and utilizing the savings to pay for the financing on the projects. The work effort included exploring the structure of the project, including engaging in conversations with other cities on how they implemented similar programs and lessons learned through the process.

As a result of this initial work, staff determined that the best process for moving forward included issuing a Request for Proposals (RFP) in order to select and engage an Energy Service Company (ESCO). In May of 2018 the City issued Request for Proposals No. 2229 to select an ESCO for a guaranteed energy and water savings program. As part of the RFP process, the City provided firms with some City energy usage data, and invited firms to a one-day site walk to view relevant City facilities. Six ESCOs submitted proposals.

On October 1, 2019, the City Council approved a Professional Services Agreement with Engie Services U.S., Inc. to perform facility audits and equipment surveys in order to understand the City’s current infrastructure and utility usage and to make recommendations for improvements that would result in energy and water savings for the City.

Staff now seeks Council approval to terminate the Professional Service Agreement for convenience pursuant to the provisions of the contract, in order for staff to separately and directly contract with Engie Services U.S., Inc. to perform a phased Energy Services Project where Phase 1 will be to provide a final investment grade audit and Phase 2, which will proceed at the City’s sole discretion, will involve implementation of approved energy conservation measures in accordance with California Government Code Sections 4217.10-4217.18.

**Analysis:**

California Government Code Sections 4217.10-4217.18 were enacted to assist public agencies in expediting and financing energy conservation measures. This Code eliminates the necessity to separately contract for the design and construction phases of a project. As well, it provides public agencies an exception from statutory competitive bidding requirements for public works projects where such projects are related to renewable energy and energy conservation. Under these provisions of law, the agency must:

1. Provide a two-week public notice before authorizing the procurement; and
2. Find that the funds for the repayment of the financing or the cost of design, construction, and operation of the facility, or both, as required by contract are projected to be available from revenues resulting from sales of electricity from the facility.

Pursuant to Section 16 of the Contract (Termination or Abandonment), the City has the right terminate or abandon any portion of a Professional Services Agreement entered into with a consultant by giving ten calendar days written notice to the consultant.

Staff will return to the City Council at a later date to seek approval to award a contract to Engie Services U.S., Inc. to perform the phased Energy Services Project for the City, in accordance with California Government Code Sections 4217.10-4217.18.

**Policy Alternative:**

**Alternative:** Do not authorize City Manager to terminate Professional Service Agreement.

Pros: Allows for separate contracting for design and construction phases.

Cons: Extends the length of time required for implementing energy conservation measures. Precludes Engie Services U.S., Inc. from acting as the contractor responsible for implementing the approved energy conservation measures.

Reason not recommended: California Government Code Sections 4217.10-4217.18 gives public agencies a mechanism for expediting and financing projects implementing energy conservation measures.

**Fiscal Impact:**

Not applicable

**California Environmental Quality Act:**

The action being considered does not constitute a “project” within the meaning of the California Environmental Quality Act (“CEQA”) pursuant to CEQA Guidelines section 15378(a) as it has no potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment.

**Recommendation:**

Authorize the City Manager to terminate the Professional Service Agreement with Engie Services U.S., Inc. for conducting an investment grade audit of City facilities and land due to convenience.

**Attachments:**

None



## CITY OF MILPITAS AGENDA REPORT (AR)

<b>Item Title:</b>	<b>Receive a Staff Presentation on a Vehicle Miles Traveled (VMT) Policy to Implement Senate Bill 743 and Transition from Level of Service (LOS) to VMT for California Environmental Quality Act (CEQA) Analysis</b>
<b>Category:</b>	Community Development
<b>Meeting Date:</b>	8/18/2020
<b>Staff Contact:</b>	Jay Lee, Principal Planner, 408-586-3077
<b>Recommendation:</b>	Receive a staff presentation on a vehicle miles traveled (VMT) policy to implement Senate Bill 743 and transition from level of service (LOS) to VMT for California Environmental Quality Act (CEQA) analysis.

### **Background:**

In September 2013, the State of California signed into law Senate Bill 743 (SB 743) which changes the way transportation impacts must be analyzed under the California Environmental Quality Act (CEQA). In February 2018, the State Office of Planning and Research (OPR), as directed by SB 743, updated the CEQA Guidelines through a “Technical Advisory on Evaluating Transportation Impact in CEQA” and established July 1, 2020 as the date for California cities to begin implementing the new law. The law establishes Vehicle Miles Traveled (VMT) as the appropriate methodology for measuring transportation environmental impacts.

Historically, the City of Milpitas and other jurisdictions have used Level of Service (LOS) as the threshold for analyzing the significance of impacts to transportation infrastructure under CEQA. As a measure of congestion, LOS assigns a letter grade (A through F) to intersections or roadway segments based on the ability to carry a certain level of traffic. California jurisdictions have been using LOS to analyze a project’s CEQA transportation impacts since the inception of CEQA in 1970.

The State has now shifted away from using LOS because measuring congestion at intersections and along roadway segments can have the unintended consequence of encouraging urban sprawl. Under LOS, road widening, and other infrastructure improvements may induce new development to locate in more remote areas, which often results in greater vehicle use and traffic congestion overall because people must travel longer distances to reach destinations. This is particularly true when employment and residential neighborhoods are located far apart.

Although LOS can no longer be used to measure the significance of impacts under CEQA, the City’s current General Plan (and the new General Plan) will continue to require the use of LOS as a measure of evaluation to ensure compliance with the State-mandated Congestion Management Program. The Valley Transportation Authority (VTA) administers the CMP for Santa Clara County and is responsible for overseeing the regional roadway network by also maintaining a LOS standard.

### **Analysis:**

#### **Vehicle Miles Traveled**

VMT measures the amount and distance a proposed development project might cause people to drive, including the number of passengers within a vehicle. Typically, development projects at a greater distance from other land uses, such as those supporting employment and services, and development located in areas with poor access to non-auto modes of travel such as BART, light rail, major bus routes will generate more driving

than development located proximate to complementary uses. Thus, VMT will always be higher where transportation options other than the personal automobile are limited.

The following table illustrates how VMT methodology compares to LOS methodology. As noted in the table, LOS measures, supports, and promotes automobile travel, while VMT measures automobile travel but promotes and supports multimodal travel. VMT measures the amount and distance of vehicle travel a project will generate, then proactively tries to reduce it by encouraging other transportation options. LOS measures the amount of vehicle traffic a project will generate at signalized intersections, then seeks to accommodate the increased traffic either by improving the existing intersection or by expanding it.

<b>Level of Service (LOS)</b>	<b>Vehicle Miles Traveled (VMT)</b>
Measures project vehicles at intersections	Measure total project vehicle miles generated
Peak hour only	All day
Focus on automobile travel	Focus on all travel
Facilitates driving	Facilitates other transportation options
Increases vehicle capacity	Improves ped, bicycle transit access
Encourages suburban development	Encourages urban development
Increases GHG emissions	Reduces GHG emissions

The State is now mandating VMT as the measure of potentially significant impacts to transportation systems under CEQA because it has concluded this can help achieve the ultimate goals of CEQA, such as reducing greenhouse gas emissions, developing multimodal transportation networks, and promoting a diversity of land uses. This can be achieved by encouraging infill development and mixing of uses, which reduces the need for vehicle travel. VMT also encourages the use of active transportation and transit, which have smaller environmental footprints than vehicle travel and promote healthier lifestyles. Much of the traffic data used to calculate VMT is already gathered and used in CEQA documents to calculate LOS impacts, air quality, and greenhouse gas emissions (GHG).

### **VMT Analysis**

The City has the discretion to choose the most appropriate methodology to evaluate project impacts and so can evaluate a project's effect on VMT in numerous ways. Under OPR's Technical Advisory regarding the measurement and mitigation of VMT, the recommended approach is for local jurisdictions to establish the average VMT for residential, office, and other land uses that generate regional travel, such as large shopping centers, regional hospitals, and schools on a citywide, countywide, or regional basis. The average VMT can then be used to set a threshold for VMT reduction. OPR's Technical Advisory recommends that a per capita or per employee VMT that is fifteen percent below that of existing development is a reasonable threshold. Generally speaking, areas of the City near transit will easily meet this target, while areas further away from transit without a diverse mix of land uses could have higher VMT levels and may require mitigation.

Again, generally speaking, the most impactful mitigation for development projects is project location, density, and diversity of land uses; and many projects will meet the VMT target based on their location, density, and diversity of land uses alone. However, if a project requires additional VMT mitigation, multimodal transportation improvements such as bicycle, pedestrian, and transit network improvements are other examples of measures that can also mitigate VMT impacts. Transportation Demand Management (TDM) programs are also effective in mitigating VMT, particularly for office and employment developments where TDM programs are easy to monitor and enforce. Common TDM measures include discounted transit passes, priority parking spaces for carpools, changeroom and shower facilities for cyclists, or telecommuting programs and flexible work hours.

### **Scope of Work**

To comply with State law, City staff is developing a new VMT policy for transportation analysis under CEQA in the City of Milpitas. The process for adoption will include four major tasks or milestones; 1) Outreach and Engagement; 2) Technical Evaluation; 3) Policy Formulation; and 4) Council Approval. Staff has established a project timeline with the goal of producing a draft VMT Policy for Council consideration and adoption by December 2020.

Outreach and engagement efforts will include a project website with background information and FAQs, virtual stakeholder meetings, and presentations/study sessions with the Planning Commission and City Council. Staff will then evaluate how adoption of VMT aligns with the City's General Plan, Climate Action Plan, Council priorities, and other adopted policies. Staff will also evaluate the State recommendations included in the technical guidelines and VMT polices recently adopted by other cities. Finally, staff will formulate a methodology for VMT analysis that can be applied throughout the City and determine how LOS may continue to be used as a measure of congestion.

The VMT policy will evaluate and determine the following:

1. **Baseline VMT:** The average distance residents and employees are currently driving, which projects will be measured against. The baseline VMT can be based on the citywide, countywide, or regional average.
2. **CEQA Thresholds:** The level at which project impacts will be considered significant. The State recommends a threshold of 15 percent reduction from the baseline VMT.
3. **CEQA Exemptions:** The State recommends that certain development should be presumed to be exempt from VMT analysis based on a presumption of less-than-significant impact if a project is likely to reduce VMT. Such exemptions can be based on project size, location and type (affordable housing or locally-serving).
4. **Transportation Projects:** The State recommends that transportation projects that increase roadway capacity are required to prepare a VMT analysis to evaluate induced VMT. It recommends that multimodal transportation projects be presumed to be exempt from VMT analysis.
5. **Future of LOS:** SB 743 "does not preclude the application of local general plan policies, zoning codes, conditions of approval, thresholds, or any other planning requirements pursuant to the police power or any other authority." (See Pub. Resources Code, § 21099(b)(4).) Accordingly, local jurisdictions may continue to use LOS outside of CEQA analysis to ensure safe and efficient streets.

In developing the VMT policy, staff will carefully consider how the policy will affect land development in the City. A goal in the development of the VMT policy will be to facilitate the buildout of the General Plan and adopted plans, and to support new development in suitable areas near transit, mixed-use neighborhoods, and other amenities. Another goal will be to determine which VMT mitigations are appropriate for Milpitas that will minimize impacts and improve the quality of life of the City's neighborhoods.

**Policy Alternative:**

Alternative: Do not adopt a new VMT policy.

Pros: None.

Cons: Without a VMT CEQA threshold, the City would not have an established and consistent criteria for analyzing transportation impacts under CEQA. Therefore, the City would have to analyze transportation impacts for development projects on an ad-hoc basis, which would increase staff time spent on project management and coordinating with CEQA consultants. Furthermore, analyzing transportation projects on an ad-hoc basis would make it difficult for the City to comply with State law (Government Code Section 15064.3), which provides requirements for evaluating a project's transportation impacts.

The Alternative is not recommended by staff: The City and development projects could be without a consistent methodology for analyzing transportation impacts. Staff would also have to divert more time and resources to ensuring that the evaluation of each development project is in compliance with the State's requirements for VMT analysis.

**Fiscal Impact:**

Preparation of the VMT policy will result in no fiscal impact to the City.

**Environmental Review:**

Per CEQA Guideline Section 15064.7(b), the City can, via a public process, and supported by substantial evidence, develop a VMT threshold of significance it would like to employ for general use in CEQA documents, a threshold which it must then adopt by ordinance, resolution, rule, or regulation.

**Recommendation:**

Receive a staff presentation on a vehicle miles traveled (VMT) policy to implement Senate Bill 743 and transition from level-of-service (LOS) to VMT for California Environmental Quality Act (CEQA) analysis.

**Attachment:**

Calif. Senate Bill 743

## Senate Bill No. 743

### CHAPTER 386

An act to amend Sections 65088.1 and 65088.4 of the Government Code, and to amend Sections 21181, 21183, 21186, 21187, 21189.1, and 21189.3 of, to add Section 21155.4 to, to add Chapter 2.7 (commencing with Section 21099) to Division 13 of, to add and repeal Section 21168.6.6 of, and to repeal and add Section 21185 of, the Public Resources Code, relating to environmental quality.

[Approved by Governor September 27, 2013. Filed with  
Secretary of State September 27, 2013.]

#### LEGISLATIVE COUNSEL'S DIGEST

SB 743, Steinberg. Environmental quality: transit oriented infill projects, judicial review streamlining for environmental leadership development projects, and entertainment and sports center in the City of Sacramento.

(1) The Jobs and Economic Improvement Through Environmental Leadership Act of 2011 requires a party bringing an action or proceeding alleging that a lead agency's approval of a project certified by the Governor as an environmental leadership development project is in violation of the California Environmental Quality Act to file the action or proceeding with the Court of Appeal with geographic jurisdiction over the project and requires the Court of Appeal to issue its decision within 175 days of the filing of the petition. The Jobs and Economic Improvement Through Environmental Leadership Act of 2011 requires the lead agency to concurrently prepare the record of proceeding for the leadership project with the review and consideration of the project. The Jobs and Economic Improvement Through Environmental Leadership Act of 2011 provides that the above provision does not apply to a project for which a lead agency fails to certify an environmental impact report on or before June 1, 2014. The Jobs and Economic Improvement Through Environmental Leadership Act of 2011 is repealed by its own terms on January 1, 2015.

This bill would instead require the Judicial Council, on or before July 1, 2014, to adopt a rule of court to establish procedures applicable to actions or proceedings seeking judicial review of a public agency's action in certifying the environmental impact report and in granting project approval that requires the actions or proceedings, including any appeals therefrom, be resolved, within 270 days of the certification of the record of proceedings. The bill would extend the operation of the judicial review procedures unless the lead agency fails to certify an environmental impact report for an environmental leadership project on or before January 1, 2016. The bill would provide that the above provisions do not apply to a project if the Governor does not certify the project as an environmental leadership

development project prior to January 1, 2016. Because this bill would extend the time period for which a lead agency would be required to concurrently prepare the record of proceeding with the review and consideration of the environmental leadership development projects, this bill would impose a state-mandated local program. The bill would require the lead agency, within 10 days of the Governor's certification, to issue, at the applicant's expense, a specified public notice, thereby imposing a state-mandated local program. The bill would repeal the Jobs and Economic Improvement Through Environmental Leadership Act of 2011 on January 1, 2017.

(2) The California Environmental Quality Act, commonly known as CEQA, requires a lead agency, as defined, to prepare, or cause to be prepared, and certify the completion of, an environmental impact report on a project that it proposes to carry out or approve that may have a significant effect on the environment or to adopt a negative declaration if it finds that the project will not have that effect. CEQA also requires a lead agency to prepare a mitigated negative declaration for a project that may have a significant effect on the environment if revisions in the project would avoid or mitigate that effect and there is no substantial evidence that the project, as revised, would have a significant effect on the environment. CEQA establishes a procedure by which a person may seek judicial review of the decision of the lead agency made pursuant to CEQA.

This bill would provide that aesthetic and parking impacts of a residential, mixed-use residential, or employment center project, as defined, on an infill site, as defined, within a transit priority area, as defined, shall not be considered significant impacts on the environment. The bill would require the Office of Planning and Research to prepare and submit to the Secretary of the Natural Resources Agency, and the secretary to certify and adopt, revisions to the guidelines for the implementation of CEQA establishing criteria for determining the significance of transportation impacts of projects within transit priority areas.

This bill would, except for specified circumstances, exempt from CEQA residential, employment center, and mixed-use development projects meeting specified criteria. Because a lead agency would be required to determine the applicability of this exemption, this bill would impose a state-mandated local program.

This bill would require the public agency, in certifying the environmental impact report and in granting approvals for a specified entertainment and sports center project located in the City of Sacramento, including the concurrent preparation of the record of proceedings and the certification of the record of proceeding within 5 days of the filing of a specified notice, to comply with specified procedures. Because a public agency would be required to comply with those new procedures, this bill would impose a state-mandated local program. The bill would require the Judicial Council, on or before July 1, 2014, to adopt a rule of court to establish procedures applicable to actions or proceedings seeking judicial review of a public agency's action in certifying the environmental impact report and in granting project approval that requires the actions or proceedings, including any

appeals therefrom, be resolved, to the extent feasible, within 270 days of the certification of the record of proceedings. The bill would provide that the above provisions are inoperative and repealed on January 1 of the following year if the applicant fails to notify the lead agency before the release of the draft environmental impact report for public comment that the applicant is electing to proceed pursuant to the above provisions.

(3) Existing law requires the development, adoption, and updating of a congestion management program for each county that includes an urbanized area, as defined. The plan is required to contain specified elements and to be submitted to regional agencies, as defined, for determination of whether the program is consistent with regional transportation plans. The regional agency is then directed to monitor the implementation of all elements of each congestion management program. The required elements include traffic level of service standards for a system of designated highways and roadways. Existing law defines “infill opportunity zone” for purposes of the above-described provisions and exempts streets and highways in an infill opportunity zone from the level of service standards specified in the above-described provisions and instead requires alternate level of service standards to be applied. Existing law prohibits a city or county from designating an infill opportunity zone after December 31, 2009.

This bill would revise the definition of “infill opportunity zone,” as specified. The bill would authorize the designation of an infill opportunity zone that is a transit priority area within a sustainable communities strategy or alternative planning strategy adopted by an applicable metropolitan planning organization.

(4) Existing law terminates the designation of an infill opportunity zone if no development project is completed within that zone within 4 years from the date of the designation.

This bill would repeal this provision.

This bill would make findings and declarations as to the necessity of a special statute for the City of Sacramento.

(5) The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.

This bill would provide that no reimbursement is required by this act for a specified reason.

*The people of the State of California do enact as follows:*

SECTION 1. (a) The Legislature finds and declares the following:

(1) With the adoption of Chapter 728 of the Statutes of 2008, popularly known as the Sustainable Communities and Climate Protection Act of 2008, the Legislature signaled its commitment to encouraging land use and transportation planning decisions and investments that reduce vehicle miles traveled and contribute to the reductions in greenhouse gas emissions required in the California Global Warming Solutions Act of 2006 (Division

25.5 (commencing with Section 38500) of the Health and Safety Code). Similarly, the California Complete Streets Act of 2008 (Chapter 657 of the Statutes of 2008) requires local governments to plan for a balanced, multimodal transportation network that meets the needs of all users of streets, roads, and highways for safe and convenient travel.

(2) Transportation analyses under the California Environmental Quality Act (Division 13 (commencing with Section 21000) of the Public Resources Code) typically study changes in automobile delay. New methodologies under the California Environmental Quality Act are needed for evaluating transportation impacts that are better able to promote the state's goals of reducing greenhouse gas emissions and traffic-related air pollution, promoting the development of a multimodal transportation system, and providing clean, efficient access to destinations.

(b) It is the intent of the Legislature to do both of the following:

(1) Ensure that the environmental impacts of traffic, such as noise, air pollution, and safety concerns, continue to be properly addressed and mitigated through the California Environmental Quality Act.

(2) More appropriately balance the needs of congestion management with statewide goals related to infill development, promotion of public health through active transportation, and reduction of greenhouse gas emissions.

SEC. 2. The Legislature further finds and declares all of the following:

(a) The Federal Reserve has stated that “[m]ost policymakers estimate the longer-run normal rate of unemployment is between 5.2 and 6 percent.” At 7.6 percent, the current United States unemployment rate remains markedly higher than the normal rate and both the unemployment rates in Sacramento County and California are higher than the current national unemployment rate.

(b) The California Environmental Quality Act (Division 13 (commencing with Section 21000) of the Public Resources Code) requires that the environmental impacts of development projects be identified and mitigated. The act also guarantees the public an opportunity to review and comment on the environmental impacts of a project and to participate meaningfully in the development of mitigation measures for potentially significant environmental impacts.

(c) The existing home of the City of Sacramento's National Basketball Association (NBA) team, the Sleep Train Arena, is an old and outmoded facility located outside of the City of Sacramento's downtown area and is not serviced by the region's existing heavy and light rail transportation networks. It was constructed 25 years ago and a new, more efficient entertainment and sports center located in downtown Sacramento is needed to meet the city's and region's needs.

(d) The City of Sacramento and the region would greatly benefit from the addition of a multipurpose event center capable of hosting a wide range of events including exhibitions, conventions, sporting events, as well as musical, artistic, and cultural events in downtown Sacramento.

(e) The proposed entertainment and sports center project is a public-private partnership between the City of Sacramento and the applicant that will result in the construction of a new state-of-the-art multipurpose event center, and surrounding infill development in downtown Sacramento as described in the notice of preparation released by the City of Sacramento on April 12, 2013.

(f) The project will generate over 4,000 full-time jobs including employees hired both during construction and operation of the entertainment and sports center project. This employment estimate does not include the substantial job generation that will occur with the surrounding development uses, which will generate additional hospitality, office, restaurant, and retail jobs in Sacramento’s downtown area.

(g) The project also presents an unprecedented opportunity to implement innovative measures that will significantly reduce traffic and air quality impacts and mitigate the greenhouse gas emissions resulting from the project. The project site is located in downtown Sacramento near heavy and light rail transit facilities, situated to maximize opportunities to encourage nonautomobile modes of travel to the entertainment and sports center project, and is consistent with the policies and regional vision included in the Sustainable Communities Strategy adopted pursuant to Chapter 728 of the Statutes of 2008 by the Sacramento Area Council of Governments in April of 2012. The project is also located within close proximity to three major infill development areas including projects (The Bridge District, Railyards, and Township Nine) that received infill infrastructure grants from the state pursuant to Proposition 1C.

(h) It is in the interest of the state to expedite judicial review of the entertainment and sports center project, as appropriate, while protecting the environment and the right of the public to review, comment on, and, if necessary, seek judicial review of, the adequacy of the environmental impact report for the project.

SEC. 3. Section 65088.1 of the Government Code is amended to read:

65088.1. As used in this chapter the following terms have the following meanings:

(a) Unless the context requires otherwise, “agency” means the agency responsible for the preparation and adoption of the congestion management program.

(b) “Bus rapid transit corridor” means a bus service that includes at least four of the following attributes:

- (1) Coordination with land use planning.
- (2) Exclusive right-of-way.
- (3) Improved passenger boarding facilities.
- (4) Limited stops.
- (5) Passenger boarding at the same height as the bus.
- (6) Prepaid fares.
- (7) Real-time passenger information.
- (8) Traffic priority at intersections.
- (9) Signal priority.

(10) Unique vehicles.

(c) “Commission” means the California Transportation Commission.

(d) “Department” means the Department of Transportation.

(e) “Infill opportunity zone” means a specific area designated by a city or county, pursuant to subdivision (c) of Section 65088.4, that is within one-half mile of a major transit stop or high-quality transit corridor included in a regional transportation plan. A major transit stop is as defined in Section 21064.3 of the Public Resources Code, except that, for purposes of this section, it also includes major transit stops that are included in the applicable regional transportation plan. For purposes of this section, a high-quality transit corridor means a corridor with fixed route bus service with service intervals no longer than 15 minutes during peak commute hours.

(f) “Interregional travel” means any trips that originate outside the boundary of the agency. A “trip” means a one-direction vehicle movement. The origin of any trip is the starting point of that trip. A roundtrip consists of two individual trips.

(g) “Level of service standard” is a threshold that defines a deficiency on the congestion management program highway and roadway system which requires the preparation of a deficiency plan. It is the intent of the Legislature that the agency shall use all elements of the program to implement strategies and actions that avoid the creation of deficiencies and to improve multimodal mobility.

(h) “Local jurisdiction” means a city, a county, or a city and county.

(i) “Multimodal” means the utilization of all available modes of travel that enhance the movement of people and goods, including, but not limited to, highway, transit, nonmotorized, and demand management strategies including, but not limited to, telecommuting. The availability and practicality of specific multimodal systems, projects, and strategies may vary by county and region in accordance with the size and complexity of different urbanized areas.

(j) (1) “Parking cash-out program” means an employer-funded program under which an employer offers to provide a cash allowance to an employee equivalent to the parking subsidy that the employer would otherwise pay to provide the employee with a parking space. “Parking subsidy” means the difference between the out-of-pocket amount paid by an employer on a regular basis in order to secure the availability of an employee parking space not owned by the employer and the price, if any, charged to an employee for use of that space.

(2) A parking cash-out program may include a requirement that employee participants certify that they will comply with guidelines established by the employer designed to avoid neighborhood parking problems, with a provision that employees not complying with the guidelines will no longer be eligible for the parking cash-out program.

(k) “Performance measure” is an analytical planning tool that is used to quantitatively evaluate transportation improvements and to assist in determining effective implementation actions, considering all modes and

strategies. Use of a performance measure as part of the program does not trigger the requirement for the preparation of deficiency plans.

(l) “Urbanized area” has the same meaning as is defined in the 1990 federal census for urbanized areas of more than 50,000 population.

(m) Unless the context requires otherwise, “regional agency” means the agency responsible for preparation of the regional transportation improvement program.

SEC. 4. Section 65088.4 of the Government Code is amended to read:

65088.4. (a) It is the intent of the Legislature to balance the need for level of service standards for traffic with the need to build infill housing and mixed use commercial developments within walking distance of mass transit facilities, downtowns, and town centers and to provide greater flexibility to local governments to balance these sometimes competing needs.

(b) Notwithstanding any other provision of law, level of service standards described in Section 65089 shall not apply to the streets and highways within an infill opportunity zone.

(c) The city or county may designate an infill opportunity zone by adopting a resolution after determining that the infill opportunity zone is consistent with the general plan and any applicable specific plan, and is a transit priority area within a sustainable communities strategy or alternative planning strategy adopted by the applicable metropolitan planning organization.

SEC. 5. Chapter 2.7 (commencing with Section 21099) is added to Division 13 of the Public Resources Code, to read:

CHAPTER 2.7. MODERNIZATION OF TRANSPORTATION ANALYSIS FOR TRANSIT-ORIENTED INFILL PROJECTS

21099. (a) For purposes of this section, the following terms mean the following:

(1) “Employment center project” means a project located on property zoned for commercial uses with a floor area ratio of no less than 0.75 and that is located within a transit priority area.

(2) “Floor area ratio” means the ratio of gross building area of the development, excluding structured parking areas, proposed for the project divided by the net lot area.

(3) “Gross building area” means the sum of all finished areas of all floors of a building included within the outside faces of its exterior walls.

(4) “Infill site” means a lot located within an urban area that has been previously developed, or on a vacant site where at least 75 percent of the perimeter of the site adjoins, or is separated only by an improved public right-of-way from, parcels that are developed with qualified urban uses.

(5) “Lot” means all parcels utilized by the project.

(6) “Net lot area” means the area of a lot, excluding publicly dedicated land and private streets that meet local standards, and other public use areas as determined by the local land use authority.

(7) “Transit priority area” means an area within one-half mile of a major transit stop that is existing or planned, if the planned stop is scheduled to be completed within the planning horizon included in a Transportation Improvement Program adopted pursuant to Section 450.216 or 450.322 of Title 23 of the Code of Federal Regulations.

(b) (1) The Office of Planning and Research shall prepare, develop, and transmit to the Secretary of the Natural Resources Agency for certification and adoption proposed revisions to the guidelines adopted pursuant to Section 21083 establishing criteria for determining the significance of transportation impacts of projects within transit priority areas. Those criteria shall promote the reduction of greenhouse gas emissions, the development of multimodal transportation networks, and a diversity of land uses. In developing the criteria, the office shall recommend potential metrics to measure transportation impacts that may include, but are not limited to, vehicle miles traveled, vehicle miles traveled per capita, automobile trip generation rates, or automobile trips generated. The office may also establish criteria for models used to analyze transportation impacts to ensure the models are accurate, reliable, and consistent with the intent of this section.

(2) Upon certification of the guidelines by the Secretary of the Natural Resources Agency pursuant to this section, automobile delay, as described solely by level of service or similar measures of vehicular capacity or traffic congestion shall not be considered a significant impact on the environment pursuant to this division, except in locations specifically identified in the guidelines, if any.

(3) This subdivision does not relieve a public agency of the requirement to analyze a project’s potentially significant transportation impacts related to air quality, noise, safety, or any other impact associated with transportation. The methodology established by these guidelines shall not create a presumption that a project will not result in significant impacts related to air quality, noise, safety, or any other impact associated with transportation. Notwithstanding the foregoing, the adequacy of parking for a project shall not support a finding of significance pursuant to this section.

(4) This subdivision does not preclude the application of local general plan policies, zoning codes, conditions of approval, thresholds, or any other planning requirements pursuant to the police power or any other authority.

(5) On or before July 1, 2014, the Office of Planning and Research shall circulate a draft revision prepared pursuant to paragraph (1).

(c) (1) The Office of Planning and Research may adopt guidelines pursuant to Section 21083 establishing alternative metrics to the metrics used for traffic levels of service for transportation impacts outside transit priority areas. The alternative metrics may include the retention of traffic levels of service, where appropriate and as determined by the office.

(2) This subdivision shall not affect the standard of review that would apply to the new guidelines adopted pursuant to this section.

(d) (1) Aesthetic and parking impacts of a residential, mixed-use residential, or employment center project on an infill site within a transit priority area shall not be considered significant impacts on the environment.

(2) (A) This subdivision does not affect, change, or modify the authority of a lead agency to consider aesthetic impacts pursuant to local design review ordinances or other discretionary powers provided by other laws or policies.

(B) For the purposes of this subdivision, aesthetic impacts do not include impacts on historical or cultural resources.

(e) This section does not affect the authority of a public agency to establish or adopt thresholds of significance that are more protective of the environment.

SEC. 6. Section 21155.4 is added to the Public Resources Code, to read:

21155.4. (a) Except as provided in subdivision (b), a residential, employment center, as defined in paragraph (1) of subdivision (a) of Section 21099, or mixed-use development project, including any subdivision, or any zoning, change that meets all of the following criteria is exempt from the requirements of this division:

(1) The project is proposed within a transit priority area, as defined in subdivision (a) of Section 21099.

(2) The project is undertaken to implement and is consistent with a specific plan for which an environmental impact report has been certified.

(3) The project is consistent with the general use designation, density, building intensity, and applicable policies specified for the project area in either a sustainable communities strategy or an alternative planning strategy for which the State Air Resources Board, pursuant to subparagraph (H) of paragraph (2) of subdivision (b) of Section 65080 of the Government Code, has accepted a metropolitan planning organization’s determination that the sustainable communities strategy or the alternative planning strategy would, if implemented, achieve the greenhouse gas emissions reduction targets.

(b) Further environmental review shall be conducted only if any of the events specified in Section 21166 have occurred.

SEC. 7. Section 21168.6.6 is added to the Public Resources Code, to read:

21168.6.6. (a) For the purposes of this section, the following definitions shall have the following meanings:

(1) “Applicant” means a private entity or its affiliates that proposes the project and its successors, heirs, and assignees.

(2) “City” means the City of Sacramento.

(3) “Downtown arena” means the following components of the entertainment and sports center project from demolition and site preparation through operation:

(A) An arena facility that will become the new home to the City of Sacramento’s National Basketball Association (NBA) team that does both of the following:

(i) Receives Leadership in Energy and Environmental Design (LEED) gold certification for new construction within one year of completion of the first NBA season.

(ii) Minimizes operational traffic congestion and air quality impacts through either or both project design and the implementation of feasible mitigation measures that will do all of the following:

(I) Achieve and maintain carbon neutrality or better by reducing to at least zero the net emissions of greenhouse gases, as defined in subdivision (g) of Section 38505 of the Health and Safety Code, from private automobile trips to the downtown arena as compared to the baseline as verified by the Sacramento Metropolitan Air Quality Management District.

(II) Achieve a per attendee reduction in greenhouse gas emissions from automobiles and light trucks compared to per attendee greenhouse gas emissions associated with the existing arena during the 2012–13 NBA season that will exceed the carbon reduction targets for 2020 and 2035 achieved in the sustainable communities strategy prepared by the Sacramento Area Council of Governments for the Sacramento region pursuant to Chapter 728 of the Statutes of 2008.

(III) Achieve and maintain vehicle-miles-traveled per attendee for NBA events at the downtown arena that is no more than 85 percent of the baseline.

(B) Associated public spaces.

(C) Facilities and infrastructure for ingress, egress, and use of the arena facility.

(4) “Entertainment and sports center project” or “project” means a project that substantially conforms to the project description for the entertainment and sports center project set forth in the notice of preparation released by the City of Sacramento on April 12, 2013.

(b) (1) The city may prosecute an eminent domain action for 545 and 600 K Street, Sacramento, California, and surrounding publicly accessible areas and rights-of-way within 200 feet of 600 K Street, Sacramento, California, through order of possession pursuant to the Eminent Domain Law (Title 7 (commencing with Section 1230.010) of Part 3 of the Code of Civil Procedure) prior to completing the environmental review under this division.

(2) Paragraph (1) shall not apply to any other eminent domain actions prosecuted by the City of Sacramento or to eminent domain actions based on a finding of blight.

(c) Notwithstanding any other law, the procedures established pursuant to subdivision (d) shall apply to an action or proceeding brought to attack, review, set aside, void, or annul the certification of the environmental impact report for the project or the granting of any project approvals.

(d) On or before July 1, 2014, the Judicial Council shall adopt a rule of court to establish procedures applicable to actions or proceedings brought to attack, review, set aside, void, or annul the certification of the environmental impact report for the project or the granting of any project approvals that require the actions or proceedings, including any potential appeals therefrom, be resolved, to the extent feasible, within 270 days of certification of the record of proceedings pursuant to subdivision (f).

(e) (1) The draft and final environmental impact report shall include a notice in not less than 12-point type stating the following:

THIS EIR IS SUBJECT TO SECTION 21168.6.6 OF THE PUBLIC RESOURCES CODE, WHICH PROVIDES, AMONG OTHER THINGS, THAT THE LEAD AGENCY NEED NOT CONSIDER CERTAIN COMMENTS FILED AFTER THE CLOSE OF THE PUBLIC COMMENT PERIOD FOR THE DRAFT EIR. ANY JUDICIAL ACTION CHALLENGING THE CERTIFICATION OF THE EIR OR THE APPROVAL OF THE PROJECT DESCRIBED IN THE EIR IS SUBJECT TO THE PROCEDURES SET FORTH IN SECTION 21168.6.6 OF THE PUBLIC RESOURCES CODE. A COPY OF SECTION 21168.6.6 OF THE PUBLIC RESOURCES CODE IS INCLUDED IN THE APPENDIX TO THIS EIR.

(2) The draft environmental impact report and final environmental impact report shall contain, as an appendix, the full text of this section.

(3) Within 10 days after the release of the draft environmental impact report, the lead agency shall conduct an informational workshop to inform the public of the key analyses and conclusions of that report.

(4) Within 10 days before the close of the public comment period, the lead agency shall hold a public hearing to receive testimony on the draft environmental impact report. A transcript of the hearing shall be included as an appendix to the final environmental impact report.

(5) (A) Within five days following the close of the public comment period, a commenter on the draft environmental impact report may submit to the lead agency a written request for nonbinding mediation. The lead agency and applicant shall participate in nonbinding mediation with all commenters who submitted timely comments on the draft environmental impact report and who requested the mediation. Mediation conducted pursuant to this paragraph shall end no later than 35 days after the close of the public comment period.

(B) A request for mediation shall identify all areas of dispute raised in the comment submitted by the commenter that are to be mediated.

(C) The lead agency shall select one or more mediators who shall be retired judges or recognized experts with at least five years experience in land use and environmental law or science, or mediation. The applicant shall bear the costs of mediation.

(D) A mediation session shall be conducted on each area of dispute with the parties requesting mediation on that area of dispute.

(E) The lead agency shall adopt, as a condition of approval, any measures agreed upon by the lead agency, the applicant, and any commenter who requested mediation. A commenter who agrees to a measure pursuant to this subparagraph shall not raise the issue addressed by that measure as a basis for an action or proceeding challenging the lead agency's decision to certify the environmental impact report or to grant one or more initial project approvals.

(6) The lead agency need not consider written comments submitted after the close of the public comment period, unless those comments address any of the following:

(A) New issues raised in the response to comments by the lead agency.

(B) New information released by the public agency subsequent to the release of the draft environmental impact report, such as new information set forth or embodied in a staff report, proposed permit, proposed resolution, ordinance, or similar documents.

(C) Changes made to the project after the close of the public comment period.

(D) Proposed conditions for approval, mitigation measures, or proposed findings required by Section 21081 or a proposed reporting and monitoring program required by paragraph (1) of subdivision (a) of Section 21081.6, where the lead agency releases those documents subsequent to the release of the draft environmental impact report.

(E) New information that was not reasonably known and could not have been reasonably known during the public comment period.

(7) The lead agency shall file the notice required by subdivision (a) of Section 21152 within five days after the last initial project approval.

(f) (1) The lead agency shall prepare and certify the record of the proceedings in accordance with this subdivision and in accordance with Rule 3.1365 of the California Rules of Court. The applicant shall pay the lead agency for all costs of preparing and certifying the record of proceedings.

(2) No later than three business days following the date of the release of the draft environmental impact report, the lead agency shall make available to the public in a readily accessible electronic format the draft environmental impact report and all other documents submitted to or relied on by the lead agency in the preparation of the draft environmental impact report. A document prepared by the lead agency or submitted by the applicant after the date of the release of the draft environmental impact report that is a part of the record of the proceedings shall be made available to the public in a readily accessible electronic format within five business days after the document is prepared or received by the lead agency.

(3) Notwithstanding paragraph (2), documents submitted to or relied on by the lead agency that were not prepared specifically for the project and are copyright protected are not required to be made readily accessible in an electronic format. For those copyright protected documents, the lead agency shall make an index of these documents available in an electronic format no later than the date of the release of the draft environmental impact report, or within five business days if the document is received or relied on by the lead agency after the release of the draft environmental impact report. The index must specify the libraries or lead agency offices in which hardcopies of the copyrighted materials are available for public review.

(4) The lead agency shall encourage written comments on the project to be submitted in a readily accessible electronic format, and shall make any

such comment available to the public in a readily accessible electronic format within five days of its receipt.

(5) Within seven business days after the receipt of any comment that is not in an electronic format, the lead agency shall convert that comment into a readily accessible electronic format and make it available to the public in that format.

(6) The lead agency shall indicate in the record of the proceedings comments received that were not considered by the lead agency pursuant to paragraph (6) of subdivision (e) and need not include the content of the comments as a part of the record.

(7) Within five days after the filing of the notice required by subdivision (a) of Section 21152, the lead agency shall certify the record of the proceedings for the approval or determination and shall provide an electronic copy of the record to a party that has submitted a written request for a copy. The lead agency may charge and collect a reasonable fee from a party requesting a copy of the record for the electronic copy, which shall not exceed the reasonable cost of reproducing that copy.

(8) Within 10 days after being served with a complaint or a petition for a writ of mandate, the lead agency shall lodge a copy of the certified record of proceedings with the superior court.

(9) Any dispute over the content of the record of the proceedings shall be resolved by the superior court. Unless the superior court directs otherwise, a party disputing the content of the record shall file a motion to augment the record at the time it files its initial brief.

(10) The contents of the record of proceedings shall be as set forth in subdivision (e) of Section 21167.6.

(g) (1) As a condition of approval of the project subject to this section, the lead agency shall require the applicant, with respect to any measures specific to the operation of the downtown arena, to implement those measures that will meet the requirements of this division by the end of the first NBA regular season or June of the first NBA regular season, whichever is later, during which an NBA team has played at the downtown arena.

(2) To maximize public health, environmental, and employment benefits, the lead agency shall place the highest priority on feasible measures that will reduce greenhouse gas emissions on the downtown arena site and in the neighboring communities of the downtown arena. Mitigation measures that shall be considered and implemented, if feasible and necessary, to achieve the standards set forth in subclauses (I) to (III), inclusive, of clause (ii) of subparagraph (A) of paragraph (3) of subdivision (a), including, but not limited to:

(A) Temporarily expanding the capacity of a public transit line, as needed, to serve downtown arena events.

(B) Providing private charter buses or other similar services, as needed, to serve downtown arena events.

(C) Paying its fair share of the cost of measures that expand the capacity of a public fixed or light rail station that is used by spectators attending downtown arena events.

(3) Offset credits shall be employed by the applicant only after feasible local emission reduction measures have been implemented. The applicant shall, to the extent feasible, place the highest priority on the purchase of offset credits that produce emission reductions within the city or the boundaries of the Sacramento Metropolitan Air Quality Management District.

(h) (1) (A) In granting relief in an action or proceeding brought pursuant to this section, the court shall not stay or enjoin the construction or operation of the downtown arena unless the court finds either of the following:

(i) The continued construction or operation of the downtown arena presents an imminent threat to the public health and safety.

(ii) The downtown arena site contains unforeseen important Native American artifacts or unforeseen important historical, archaeological, or ecological values that would be materially, permanently, and adversely affected by the continued construction or operation of the downtown arena unless the court stays or enjoins the construction or operation of the downtown arena.

(B) If the court finds that clause (i) or (ii) is satisfied, the court shall only enjoin those specific activities associated with the downtown arena that present an imminent threat to public health and safety or that materially, permanently, and adversely affect unforeseen important Native American artifacts or unforeseen important historical, archaeological, or ecological values.

(2) An action or proceeding to attack, set aside, void, or annul a determination, finding, or decision of the lead agency granting a subsequent project approval shall be subject to the requirements of Chapter 6 (commencing with Section 21165).

(3) Where an action or proceeding brought pursuant to this section challenges aspects of the project other than the downtown arena and those portions or specific project activities are severable from the downtown arena, the court may enter an order as to aspects of the project other than the downtown arena that includes one or more of the remedies set forth in Section 21168.9.

(i) The provisions of this section are severable. If any provision of this section or its application is held invalid, that invalidity shall not affect other provisions or applications that can be given effect without the invalid provision or application.

(j) (1) This section does not apply to the project and shall become inoperative on the date of the release of the draft environmental impact report and is repealed on January 1 of the following year, if the applicant fails to notify the lead agency prior to the release of the draft environmental impact report for public comment that the applicant is electing to proceed pursuant to this section.

(2) The lead agency shall notify the Secretary of State if the applicant fails to notify the lead agency of its election to proceed pursuant to this section.

SEC. 8. Section 21181 of the Public Resources Code is amended to read:

21181. This chapter does not apply to a project if the Governor does not certify a project as an environmental leadership development project eligible for streamlining provided pursuant to this chapter prior to January 1, 2016.

SEC. 9. Section 21183 of the Public Resources Code is amended to read:

21183. The Governor may certify a leadership project for streamlining pursuant to this chapter if all the following conditions are met:

(a) The project will result in a minimum investment of one hundred million dollars (\$100,000,000) in California upon completion of construction.

(b) The project creates high-wage, highly skilled jobs that pay prevailing wages and living wages and provide construction jobs and permanent jobs for Californians, and helps reduce unemployment. For purposes of this subdivision, “jobs that pay prevailing wages” means that all construction workers employed in the execution of the project will receive at least the general prevailing rate of per diem wages for the type of work and geographic area, as determined by the Director of Industrial Relations pursuant to Sections 1773 and 1773.9 of the Labor Code. If the project is certified for streamlining, the project applicant shall include this requirement in all contracts for the performance of the work.

(c) The project does not result in any net additional emission of greenhouse gases, including greenhouse gas emissions from employee transportation, as determined by the State Air Resources Board pursuant to Division 25.5 (commencing with Section 38500) of the Health and Safety Code.

(d) The project applicant has entered into a binding and enforceable agreement that all mitigation measures required pursuant to this division to certify the project under this chapter shall be conditions of approval of the project, and those conditions will be fully enforceable by the lead agency or another agency designated by the lead agency. In the case of environmental mitigation measures, the applicant agrees, as an ongoing obligation, that those measures will be monitored and enforced by the lead agency for the life of the obligation.

(e) The project applicant agrees to pay the costs of the Court of Appeal in hearing and deciding any case, including payment of the costs for the appointment of a special master if deemed appropriate by the court, in a form and manner specified by the Judicial Council, as provided in the Rules of Court adopted by the Judicial Council pursuant to subdivision (f) of Section 21185.

(f) The project applicant agrees to pay the costs of preparing the administrative record for the project concurrent with review and consideration of the project pursuant to this division, in a form and manner specified by the lead agency for the project.

SEC. 10. Section 21185 of the Public Resources Code is repealed.

SEC. 11. Section 21185 is added to the Public Resources Code, to read:

21185. On or before July 1, 2014, the Judicial Council shall adopt a rule of court to establish procedures applicable to actions or proceedings brought to attack, review, set aside, void, or annul the certification of the environmental impact report for an environmental leadership development

project certified by the Governor pursuant to this chapter or the granting of any project approvals that require the actions or proceedings, including any potential appeals therefrom, be resolved, within 270 days of certification of the record of proceedings pursuant to Section 21186.

SEC. 12. Section 21186 of the Public Resources Code is amended to read:

21186. Notwithstanding any other law, the preparation and certification of the administrative record for a leadership project certified by the Governor shall be performed in the following manner:

(a) The lead agency for the project shall prepare the administrative record pursuant to this division concurrently with the administrative process.

(b) All documents and other materials placed in the administrative record shall be posted on, and be downloadable from, an Internet Web site maintained by the lead agency commencing with the date of the release of the draft environmental impact report.

(c) The lead agency shall make available to the public in a readily accessible electronic format the draft environmental impact report and all other documents submitted to, or relied on by, the lead agency in the preparation of the draft environmental impact report.

(d) A document prepared by the lead agency or submitted by the applicant after the date of the release of the draft environmental impact report that is a part of the record of the proceedings shall be made available to the public in a readily accessible electronic format within five business days after the document is released or received by the lead agency.

(e) The lead agency shall encourage written comments on the project to be submitted in a readily accessible electronic format, and shall make any comment available to the public in a readily accessible electronic format within five days of its receipt.

(f) Within seven business days after the receipt of any comment that is not in an electronic format, the lead agency shall convert that comment into a readily accessible electronic format and make it available to the public in that format.

(g) Notwithstanding paragraphs (b) to (f), inclusive, documents submitted to or relied on by the lead agency that were not prepared specifically for the project and are copyright protected are not required to be made readily accessible in an electronic format. For those copyright-protected documents, the lead agency shall make an index of these documents available in an electronic format no later than the date of the release of the draft environmental impact report, or within five business days if the document is received or relied on by the lead agency after the release of the draft environmental impact report. The index must specify the libraries or lead agency offices in which hardcopies of the copyrighted materials are available for public review.

(h) The lead agency shall certify the final administrative record within five days of its approval of the project.

(i) Any dispute arising from the administrative record shall be resolved by the superior court. Unless the superior court directs otherwise, a party

disputing the content of the record shall file a motion to augment the record at the time it files its initial brief.

(j) The contents of the record of proceedings shall be as set forth in subdivision (e) of Section 21167.6.

SEC. 13. Section 21187 of the Public Resources Code is amended to read:

21187. Within 10 days of the Governor certifying an environmental leadership development project pursuant to this section, the lead agency shall, at the applicant's expense, issue a public notice in no less than 12-point type stating the following:

“THE APPLICANT HAS ELECTED TO PROCEED UNDER CHAPTER 6.5 (COMMENCING WITH SECTION 21178) OF THE PUBLIC RESOURCES CODE, WHICH PROVIDES, AMONG OTHER THINGS, THAT ANY JUDICIAL ACTION CHALLENGING THE CERTIFICATION OF THE EIR OR THE APPROVAL OF THE PROJECT DESCRIBED IN THE EIR IS SUBJECT TO THE PROCEDURES SET FORTH IN SECTIONS 21185 TO 21186, INCLUSIVE, OF THE PUBLIC RESOURCES CODE. A COPY OF CHAPTER 6.5 (COMMENCING WITH SECTION 21178) OF THE PUBLIC RESOURCES CODE IS INCLUDED BELOW.”

The public notice shall be distributed by the lead agency as required for public notices issued pursuant to paragraph (3) of subdivision (b) of Section 21092.

SEC. 14. Section 21189.1 of the Public Resources Code is amended to read:

21189.1. If, prior to January 1, 2016, a lead agency fails to approve a project certified by the Governor pursuant to this chapter, then the certification expires and is no longer valid.

SEC. 15. Section 21189.3 of the Public Resources Code is amended to read:

21189.3. This chapter shall remain in effect until January 1, 2017, and as of that date is repealed unless a later enacted statute extends or repeals that date.

SEC. 16. With respect to certain provisions of this measure, the Legislature finds and declares that a special law is necessary and that a general law cannot be made applicable within the meaning of Section 16 of Article IV of the California Constitution because of the unique need for the development of an entertainment and sports center project in the City of Sacramento in an expeditious manner.

SEC. 17. No reimbursement is required by this act pursuant to Section 6 of Article XIII B of the California Constitution because a local agency or school district has the authority to levy service charges, fees, or assessments

sufficient to pay for the program or level of service mandated by this act, within the meaning of Section 17556 of the Government Code.

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## CITY OF MILPITAS AGENDA REPORT (AR)

<b>Item Title:</b>	<b>Approve the Coronavirus Relief Funds Expenditure Justification Plan</b>
<b>Category:</b>	Leadership and Support Services
<b>Meeting Date:</b>	8/18/2020
<b>Staff Contact:</b>	<b>Walter C. Rossmann, 408-586-3111</b>
<b><u>Recommendation:</u></b>	Approve the Coronavirus Relief Funds Expenditure Justification Plan and direct the Finance Director to submit the Plan to the State of California.

**Background:**

On March 12, in response to the growing Coronavirus threat and the State of California’s declaration of a state of emergency, City Manager Steve McHarris declared a local emergency. On March 13, the President of the United States declared a National Emergency concerning the Novel Coronavirus Disease (COVID-19) Outbreak. On Monday, March 16, 2020, the County of Santa Clara, and six of the most populous counties in the region, announced a shelter-in-place (SIP) order in light of the increased number of cases of COVID-19 that have been confirmed in Santa Clara County.

In response to the economic impact related to the pandemic, on March 27, the President signed into law the Coronavirus Aid, Relief and Economic Security (CARES) ACT, providing \$2.2 trillion dollars of relief funds for businesses, government agencies, nonprofit organizations, and individual Americans including funding for the Coronavirus Relief Fund. On June 15, 2020, the State Legislature passed the FY 2020-21 State budget and sent it to the Governor for approval. The State’s budget allocated \$275 million of Coronavirus Relief Funds (CRF) provided in the federal CARES Act to cities with a population less than 300,000 for homelessness, public health, public safety, and other services to combat COVID-19 pandemic. The City’s allocation, which was based on the city’s population, amounts to \$962,595.

On July 2, 2020, the City Manager issued the attached Information Memorandum which provided an update on potential CARES funding allocation, summarized COVID-19 related expenditures incurred and paid between March 12 and May 31, 2020 of approximately \$1.4 million, and discussed Federal Emergency Management Agency (FEMA) reimbursable expenditures estimated at approximately \$340,000.

As required by State law prior to the deadline of July 10, in order to receive the direct allocation of Coronavirus Relief Funds (CRF), the City submitted the attached certification on July 1, 2020 to the State of California Department of Finance. By signing the certification, the City agreed to several conditions for receipt of funds such as adhering to public health orders and directives, use of funds as allowable, timely reporting, and audits. The submission of the certification triggered the disbursement of funds. On July 30, 2020, the City received one-sixth of the allocation in the amount of \$160,432.

**Analysis:**

CRF allocations can be used in response to the pandemic and second order effects such as economic support for small businesses and residents if the expenditures are incurred between March 1 and December 30, 2020 and are not accounted for in the most recently approved budget prior to March 1, 2020. Somewhat similar to FEMA requirements certain types of expenditures are eligible for receiving CRF funding such as medical expenses (e.g.: temporary medical facilities), public health expenses (e.g.: communication and outreach to the

public, acquisition and distribution of medical and protective supplies, disinfection of public areas and other facilities, public safety measures in response to COVID-19, and quarantining individuals), support of vulnerable populations (e.g.: senior nutrition program, homeless services), economic support for local residents and businesses (e.g.: grants to small businesses, rent and utility costs relief), employee related costs (telework capabilities, federal mandated leave programs, unemployment insurance, workers' compensation) and public health emergency recovery planning.

However, CRF eligible expenditures are less restrictive than FEMA eligible expenditures. For example, FEMA will not reimburse for meals provided to seniors because the City administered a senior nutrition program prior to the declared COVID-19 emergency; however, under CRF the costs for the seniors' nutrition program since March 2020 is reimbursable. As another example, the City contracted for additional cleaning and disinfection services to proactively keep buildings safe primarily for our first responders. FEMA will only reimburse the additional cost for cleaning in response to a documented incident of COVID-19; however, the full cost of proactively cleaning our buildings is reimbursable through CRF funds. Additionally, CRF provides for reimbursement of regular staff time for staff who have been substantially dedicated to respond to the pandemic versus FEMA only allows the reimbursement of incremental labor cost (e.g.: overtime or temporary employees). Of eligible expenditures, FEMA reimburses 75% of the cost incurred plus a 5% management fee. CRF funding can be used to receive reimbursement of the remaining 25% of FEMA eligible costs.

The table below provides a summary of COVID-19 related expenditures for the eligible period (March 1 – December 30, 2020). Based on the current accounting of costs, between March to June, the City incurred approximately \$949,000 of eligible expenditures such as the FEMA cost share, substantially dedicated staff and employee related costs, meals for seniors, and rental relief expenses. The CRF allocation in the amount of \$963,000 barely covers the City's eligible General Fund expenditures for the first four months of the pandemic and is insufficient to cover the estimated expenditure in the amount of \$1.7 million for the remainder of the CRF funding period. The estimated expenditure from July to December is based on cost experience gained during the first four months of the pandemic.

### Coronavirus Relief Funds Eligible Estimated Expenditures

Expenditure Description	Cost Incurred (Mar. to Jun.)	Estimated Costs (Jul. to Dec.)	Total
<b>General Fund Eligible Estimated Costs</b>			
25% FEMA City Cost Share	\$116,000	\$199,000	\$315,000
Substantially Dedicated Staff Cost (e.g.: temporary medical facilities, communication and outreach, senior nutrition program, rental relief program, support for small businesses)	639,000	1,096,000	1,735,000
Legal Support	50,000	50,000	100,000
Employee Related Costs (e.g.: unemployment insurance, workers' compensation, federal mandated leave programs)	121,000	225,000	346,000
Senior Nutrition Program (County Contract and Great Plates)	23,000	34,000	57,000
Isolation and Quarantine Program – County of Santa Clara	0	110,000	110,000
<b>Total General Fund Eligible Estimated Costs</b>	<b>949,000</b>	<b>1,714,000</b>	<b>2,663,000</b>
<b>Rent Relief Program (Affordable Housing Fund)</b>	<b>\$155,000</b>	<b>N/A</b>	<b>155,000</b>
<b>TOTAL CRF ELIGIBLE ESTIMATED COSTS</b>	<b>\$1,104,000</b>	<b>\$1,714,000</b>	<b>2,818,000</b>
<b>CRF Funding Allocation</b>			<b>963,000</b>
<b>Eligible Estimated Costs above CRF Funding</b>			<b>\$1,855,000</b>

As the table shows, the majority of COVID-19 related costs reimbursable through FEMA or CRF have been fronted with General Fund dollars. Therefore, consistent with Council direction to build up reserves with a focus on the Budget Stabilization Reserve, the recommended CRF expenditure justification plan (see attached) allocates the entire CRF allocation of \$963,000 to reimburse the General Fund for expenditures incurred. Although the CRF allocation covers only 36% of expenditures identified in the CRF Expenditure Justification Plan, staff seeks approval of the entire plan because the State of California may re-allocate unspent funds based on September 1 expenditure reports submitted by local agencies and may deem submitted expenditures ineligible.

It is important to note that the City dedicated staff resources to COVID-19 response activities beyond those eligible for reimbursement through federal grant programs. Based on payroll data, between mid-March and July 2020, City staff spent over 23,000 hours at a total cost of over \$2.0 million responding to the pandemic. The amount of staff hours spent during the last 4 ½ months translates to approximately 13 positions fully dedicated for one year responding to the pandemic.

In order to maximize cost recovery related to the pandemic from various federal programs, staff has been aligning COVID-19 related costs to the most restrictive federal funding source first such as FEMA and then to CRF. Staff also continues to identify and apply for other federal grants related to the pandemic such as a SAFER grant in the amount of \$90,000 for Fire Department PPE. Previously, the Council allocated nearly \$400,000 of CDBG-CV funding to a micro business grant program, the rental relief program, and related administrative costs.

#### Next Steps

With Council approval of the Coronavirus Relief Funds Expenditure Justification Plan, once the California State Department of Finance (DoF) provides guidance and direction, staff will submit actual expenditures incurred for the period of March 1 to June 30, 2020 and other relevant information to DoF by Sept. 1 to fully justify receipt of the CRF allocation in the amount of \$962,595.

#### Policy Alternative:

**Alternative:** Do not fully reimburse the General Fund for expenditures incurred.

Pros: CRF funds could be made available for other eligible costs such as additional funding for rent relief or small business grant programs.

Cons: As discussed with Council during the August 4<sup>th</sup> Council meeting, due to the continuous lockdown of economic activity, General Fund revenues such as Transient Occupancy Tax and Sales Tax are significantly underperforming.

Reason not recommended: The City Council has allocated over \$400,000 to micro business grant, rent relief programs, and related administrative costs from federal funding sources. Reimbursing the General Fund for critical pandemic response activities will set aside dollars in the Budget Stabilization Reserve to offset anticipated losses in revenues; thereby delaying potential service delivery reductions.

#### Fiscal Impact:

The recommended Coronavirus Relief Funds Expenditure Justification Plan will ensure that the City's General Fund is partially reimbursed for pandemic response costs incurred. The CRF funding will be allocated to the General Fund Budget Stabilization Reserve to offset anticipated losses in revenues; thereby delaying potential service delivery reductions.

#### California Environmental Quality Act:

Not applicable.

#### Recommendation:

Approve the Coronavirus Relief Funds Expenditure Justification Plan and direct the Finance Director to submit the Plan to the State of California.

**Attachments:**

Information Memorandum - Update on Federal Grants related to COVID-19 and CARES Funding Allocation  
Certification for Receipt of Coronavirus Relief Funds  
Coronavirus Relief Funds Expenditure Justification Plan

CERTIFICATION FOR RECEIPT OF FUNDS PURSUANT TO PARAGRAPHS (2) OR (3) OF  
SUBDIVISION (d) OF CONTROL SECTION 11.90 OF THE BUDGET ACT OF 2020

I, Steven G. McHarris, am the chief executive or authorized designee of City of Milpitas, and I certify that:

1. I have the authority on behalf of City of Milpitas to request payment from the State of California ('State') pursuant to the applicable provisions of subdivision (d) of Control Section 11.90 of the Budget Act of 2020.
2. I understand the State will rely on this certification as a material representation in making a direct payment to City of Milpitas.
3. City of Milpitas's proposed uses of the funds provided as direct payment under the applicable provisions of subdivision (d) of Control Section 11.90 of the Budget Act of 2020 will be used only for costs that:
  - a. Are necessary expenditures incurred due to the public health emergency with respect to the Coronavirus Disease 2019 (COVID-19)
  - b. Were not accounted for in the budget most recently approved as of March 27, 2020, for City of Milpitas
  - c. Were incurred during the period that begins on March 1, 2020, and ends on December 30, 2020.
4. City of Milpitas agrees to do all of the following as a condition of receipt of funds:
  - a. Adhere to federal guidance and the state's stay-at-home requirements and other health requirements as directed in gubernatorial Executive Order N-33-20, any subsequent Executive Orders or statutes, and all California Department of Public Health orders, directives, and guidance in response to COVID-19 emergency.
  - b. Use the funds in accordance with all applicable provisions of subdivision (d) of Control Section 11.90 of the Budget Act of 2020.
  - c. Report on expenditures and summarize regional collaboration and non-duplication of efforts within the region by September 1, 2020, and return any funds that are unspent by October 30, 2020 (unless extended by the Department of Finance based on reported expenditures to date), and repay the state for any cost disallowed after federal review.
  - d. Retain records to support reported COVID-19 eligible expenditures and participate in audits as outlined by the federal government and State.

CERTIFICATION FOR RECEIPT OF FUNDS PURSUANT TO PARAGRAPHS (2) OR (3) OF  
SUBDIVISION (d) OF CONTROL SECTION 11.90 OF THE BUDGET ACT OF 2020

By: Steven G. McHarris

Signature: *Steve McHarris*

Title: City Manager

Date: July 1, 2020

The completed certification must be submitted by email to:

[CRFApplications@dof.ca.gov](mailto:CRFApplications@dof.ca.gov)

Certifications must be received by no later than 11:59 p.m. Pacific Daylight Time on July 10, 2020. Certifications received after that time may be disallowed. The subject line of the email shall only contain the name of the local government entity (i.e. City of xxx or County of xxx).

# MEMORANDUM

Office of the City Manager



**DATE:** July 2, 2020  
**TO:** Mayor and Councilmembers  
**THROUGH:** Steve McHarris, City Manager *Steve McHarris*  
**FROM:** Walter C. Rossmann, Finance Director

**SUBJECT: Update on Federal Grants related to COVID-19 and CARES Funding Allocation**

This Information Memorandum provides an update on federal Grants related to COVID-19, the City's Coronavirus Aid, Relief and Economic Security (CARES) Act funding allocation, summarizes COVID-19 related expenditures incurred and paid between March 12 and May 31, 2020, and discusses FEMA reimbursable expenditures and timing of submission of requests for expenditure reimbursement based on staff's understanding of FEMA's guidance and discussion with FEMA representatives.

### Background

On March 12, in response to the growing Coronavirus threat and the State of California's declaration of a state of emergency, City Manager Steve McHarris declared a local emergency. On March 13, the President of the United States declared a National Emergency concerning the Novel Coronavirus Disease (COVID-19) Outbreak. On Monday, March 16, 2020, the County of Santa Clara, and six of the most populous counties in the region, announced a shelter-in-place (SIP) order in light of the increased number of cases of COVID-19 that have been confirmed in Santa Clara County.

In response to the economic impact related to the pandemic, on March 27<sup>th</sup>, the President signed into law the CARES Act, providing \$2.2 trillion dollars of relief funds for businesses, government agencies, nonprofit organizations, and individual Americans. The primary sources of relief for municipalities within the CARES Act was the \$150 billion Direct Relief Fund, Community Development Block Grant (CDBG), and disaster relief available through the Federal Emergency Management Agency (FEMA). On April 24<sup>th</sup>, the President signed another relief bill into law (referred to as "Stimulus Round 3.5" as it extends upon the CARES Act), to provide \$484 billion of funding to support hospitals, COVID-19 testing, and to replenish funds for U.S. Small Business Administration loan programs.

### Coronavirus Relief Fund Allocations for Cities and Counties

The FY 2020-21 State Budget includes an allocation CARES Act funding in the amount of \$275 million for cities with populations of less than 300,000 to address the public health and public safety impacts of COVID-19. Yesterday, the State's Department of Finance posted the funding allocations for cities. Based on the City of Milpitas population, our City was allocated \$962,595. Federal law specifies that these funds may only be used for unbudgeted costs incurred between March 1, 2020 and December 30, 2020. All funds must be spent (not merely encumbered) by the end of the year. In order to be eligible for the funds, staff had to email a certification form to the State by July 10, 2020. The certification was submitted on July 1.

In the next few weeks, staff will review State and federal guidance regarding the type of expenditures which can be funded with this allocation and bring forward recommendations for the use of federal funds for Council consideration at the August 4, 2020 Council meeting with a priority on reimbursing the General Fund for COVID-19 related expenditures and replenishing our General Fund reserves. As

shown below, of the nearly \$1.4 million in COVID-19 related costs incurred from March to May, staff estimates to receive less than \$300,000 from FEMA. The CARES Act allocation of approximately \$963,000 does not even cover the remaining costs of \$1.1 million incurred during the first three months of the shelter-in-place order and we continue to dedicate significant resources for efforts related to the pandemic.

### COVID-19 Expenditures

Based on the City Manager’s declaration of an emergency, staff started to track expenditures related to the response of COVID-19 such as activation of the Emergency Operations Center (EOC), keeping City facilities clean and safe, development of administrative policies and processes in response to SIP, increased outreach and communication to our residents and businesses, procurement and distribution of supplies and services, and set-up and staffing of testing sites.

The table below provides a summary of COVID-19 related expenditures incurred and paid between March 12 and May 31, 2020 and identifies FEMA reimbursable expenses based on staff’s understanding of FEMA’s guidance and discussion with FEMA representatives. Please note that the reported amounts for non-personnel expenditures may change as more invoices are received and authorized for processing.

Expenditure Category	FEMA Reimbursable	March 2020	April 2020	May 2020	Total
Budgeted Personnel Costs	No	\$247,802	\$466,621	\$311,449	\$1,025,872
Temporary Personnel	Yes	8,023	20,284	20,983	49,290
Overtime	Yes	38,539	29,499	34,704	102,742
<b>Personnel Cost – Subtotal</b>		<b>294,364</b>	<b>516,404</b>	<b>367,136</b>	<b>1,177,904</b>
Supplies and Services	Yes	1,304	62,751	122,445	186,500
<b>Total COVID-19 Expenditures</b>		<b>\$295,668</b>	<b>\$579,155</b>	<b>\$489,581</b>	<b>\$1,364,404</b>
<b>Expenditures Eligible for FEMA Reimbursement</b>		<b>\$47,866</b>	<b>\$112,534</b>	<b>\$178,132</b>	<b>\$338,532</b>

The total COVID-19 related expenditures incurred and paid from March 12 to May 31 amount to nearly \$1.4 million with nearly \$1.2 million spent on staff costs. However, based on FEMA guidance, FEMA eligible personnel costs only include incremental labor cost such as temporary personnel and overtime as well as non-personnel expenditures for supplies and services related to the pandemic. Therefore, the total of eligible expenditures for FEMA reimbursement for the three-month period amounts to \$338,532 of which staff expects to receive 75% plus the 5% Management Fee or approximately \$271,000. It is important to note that the personnel costs in the amount to \$1,025,872, which are not eligible for FEMA reimbursements, are eligible for the City’s CARES fund allocation.

### FEMA Eligible Expenditures

The following paragraphs summarize FEMA guidance of eligible expenditures, discuss in more detail the FEMA eligible expenditures incurred and paid between March 12 and May 31, 2020, and the timing for submitting reimbursement requests to FEMA.

During the months of April and May, FEMA issued and updated guidance regarding the eligibility of reimbursable expenditures related to COVID-19. In general, any non-budgeted and incremental staff costs such as temporary personnel hired in response to the pandemic or overtime is a reimbursable personnel expense. Any contractual services such as additional janitorial or communication/outreach services, supplies such as disinfectants or personal protective equipment (PPE), or equipment such as body scanners are reimbursable. Further, staff confirmed that FEMA reimburses costs related to temporary medical facilities. It is important to note that FEMA, in general, reimburses 75% of eligible expenditures and up to 5% management cost.

The cost for temporary personnel was primarily related to staff working at the County test site and in support of the Emergency Operation Center (EOC) activation. Overtime costs were primarily incurred to set up administrative processes and policies in response to COVID-19; EOC meetings and coordination; contract implementation for disinfection services at the Police Station; updates to the Economic Development website; COVID-19 Emergency Medical Services Training; PPE Inventory and Ordering, activities related to the mobile testing and fixed testing sites.

The expenditures for supplies and services was primarily related to the purchase of personal protective equipment such as N95 masks, medical booties, gloves and gowns, coveralls, and face shields; cleaning and sterilization supplies and equipment such as disinfectants, hand sanitizers, surface wipes, and UV-C sterilizers; communication, outreach and translation services; training for four designated Infection Control Officers; and hotel accommodations for quarantined personnel.

Staff has been in contact with FEMA representatives to discuss the reimbursement process and timing. Based on FEMA staff's advice, staff set up a cost tracking process consistent with FEMA requirements and will submit the City's first request for reimbursement of costs for the period March 12 to June 30<sup>th</sup>, 2020. Staff anticipates submitting the reimbursement request late July/early August 2020.

### **Other Federal and State Grant Opportunities**

In addition to the CARES Act allocation and potential reimbursements of COVID-19 related costs through FEMA, staff continues to track other federal and State grant opportunities such as CDBG and Staffing for Adequate Fire & Emergency Response Grants (SAFER) grants. On May 15, staff applied for a SAFER grant in the amount of \$72,420.59 for PPEs for the Fire Department.

### **Next Steps**

Staff plans to provide regular updates to the Council on costs incurred and paid related to the pandemic, requests for reimbursement of costs submitted and approved by State and federal agencies, and status of grants. We also plan to post fiscal information regarding the pandemic on the City's website.

Further, as mentioned above, staff will review State and federal guidance regarding the type of expenditures which can be funded with the CARES Act allocation and bring forward recommendations for the use of federal funds for Council consideration at the August 4, 2020 Council meeting.

# Coronavirus Relief Funds Expenditure Justification Plan

(General Fund Expenditures Only)

Expenditure Description	Cost Incurred (Mar. to Jun.)	Estimated Costs (Jul. to Dec.)	Total
25% FEMA City Cost Share	\$116,000	\$199,000	\$315,000
Substantially Dedicated Staff Cost (e.g.: temporary medical facilities, communication and outreach, senior nutrition program, rental relief program, support for small businesses)	639,000	1,096,000	1,735,000
Legal Support	50,000	50,000	100,000
Employee Related Costs (e.g.: unemployment insurance, workers' compensation, federal mandated leave programs)	121,000	225,000	346,000
Senior Nutrition Program (County Contract and Great Plates)	23,000	34,000	57,000
Isolation and Quarantine Program – County of Santa Clara	0	110,000	110,000
<b>Total CRF Eligible Estimated Costs</b>	<b>949,000</b>	<b>1,714,000</b>	<b>2,663,000</b>
<b>CRF Funding Allocation (July 2020)</b>			<b>963,000</b>

**Note:** Staff recommends an expenditure plan amount in excess of the CRF allocation in case the California State Department of Finance deems submitted expenditures ineligible or may re-allocate unspent funds to cities with a demonstrated higher need based on September 1 expenditure reports submitted by local agencies.

**MILPITAS CITY COUNCIL  
AGENDA ITEM REQUESTS**

Request No.	Topic	Submitted by:	A, F, or CM	Date requested or Rec'd Form	To CC Rules Subcomm:	on City Council meeting agenda this date (or other action):
<b>2020</b>						
10	Discussion/staff report on Beautify Milpitas, graffiti abatement, resources	Montano	A	6/30/2020		8/18/2020
9	Consider adding state certification NEC for electrical work done in the City (safety)	Dominguez	A	6/30/2020		
8	Establish a Day Worker Program	Montano	A	6/16/2020		
7	Require implicit bias training for City Council and other officials	Dominguez	A	6/16/2020		8/18/2020
6	Celebrate Mexican Independence Day annually on September 16	Montano	A	6/2/2020		8/18/2020
5	Read "Code of Conduct" aloud prior to each City Council meeting	Montano	A	6/2/2020		8/18/2020
4	Form a Historical Commission	Montano	A	6/2/2020		
3	Consider satellite consular offices	Montano	A	6/2/2020		
2	(possible ban on vaping - no) Restrict smoking in multi-unit bldgs - yes	Montano	A	1/7/2020		Ordinance pending. Discussed 3/03/2020 Affirmed 6/02/2020
<b>2019</b>						
1	Establish Railroad quiet zone	Tran, Montano	F	9/17/2019	9/20/2019	

<b>2020</b>	<b>COMPLETED ITEMS</b>					
	Consider change in term limits for Mayor + Councilmembers	Montano	A	6/16/2020		8/4/2020. Voted 3 -2 to pursue withdrawn @8/4/2020 CC meeting
	Discussion of campaign finance reform and/or Open Government Ordinance	Phan	A	6/30/2020		
	Community Workforce Agreement	Nuñez	A	2/18/2020		8/4/2020

**MILPITAS CITY COUNCIL  
AGENDA ITEM REQUESTS**

	Responsible Construction Ordinance	Phan	A	2/4/2020		8/4/2020. Return with draft Ord.
	List of city charges/costs that could be waived for small businesses	Dominguez	A	6/16/2020		6/30/2020 info memo withdrawn, covered by other govt
	Emergency item for next agenda: extend tenant eviction protections	Dominguez	A	6/16/2020		5/15/2020
	Discussion on possible tax measures	Tran, Phan	A	4/21/2020		5/19/2020
	Support for Laura's Law	Phan	A	2/4/2020		5/19/2020
	Resolution in support of elimination of discrimination v. women	Dominguez	A	1/7/2020		5/19/2020
	Request for Dumpster Days	Tran	A	1/7/2020		5/12/2020 in FY 2020-21 budget
	Adopt Resolution similar to County's re: xenophobia, discrimination	Dominguez	A	4/21/2020		5/5/2020
	Support community distribution of masks	Dominguez	A	4/7/2020		4/21/2020
	Proclamation and support for face coverings	Montano	A	4/7/2020		4/21/2020. CC directed City Manager to issue regs
	Establish Milpitas coronavirus testing site	Phan	A	4/7/2020		done
	Consider Community Museum and Park on Main St.	Nuñez, Phan	F	8/20/2019	8/23/2019	3/24 and 6/02/2020. Pending
	Discuss having 4th of July parade	Nuñez	A	2/18/2020		not under discussion
	Parade for MHS Trojans Football	Tran, City Manager	A	1/21/2020		1/28/2020
	Report on speed cameras like Fremont (radar displays) - no enforcement	Phan	A	1/7/2020		1/28/2020, 3/24/2020, 4/14/2020
	Street/traffic calming update	Nuñez	A	1/7/2020		3/3/2020
	Report on parking in The Pines	Nuñez	A	1/7/2020		2/18/2020
	Info. on new SB 50 (housing, transit bill)	Phan	A	1/7/2020		by memo to City Council
<b>2019</b>	<b>COMPLETED ITEMS</b>					
	Have "Dumpster Days"	Tran, Montano	F	9/17/2019	9/20/2019	5/12/2020 in FY 2020-21 budget

**MILPITAS CITY COUNCIL  
AGENDA ITEM REQUESTS**

	Rename portion of Dixon Landing Rd. as Barack Obama Blvd	Nuñez, Phan	F	8/20/2019	8/23/2019	deferred indefinitely
	Maintain Dagupan, P.I. as a Sister City	Tran, Montano	F	9/17/2019	9/20/2019	12/17/2019
	Add Green Bike Lanes	Tran, Montano	F	9/17/2019	9/20/2019	done - in CIP
	Rename Augustine Park to include "Sunnyhills"	Tran, Montano	F	9/17/2019	9/20/2019	2/4/2020
	Community Theater, perhaps with MUSD	Nuñez, Phan	F	8/20/2019	8/23/2019	5/14/2020 @CIP Study Session
	policy for Proclamations and Commendations	Nuñez, Phan	F	8/20/2019	8/23/2019	withdrawn 6/02/2020
	policy for Social Media	Nuñez, Phan	F	8/20/2019	8/23/2019	withdrawn 6/02/2020

A: @Announcements  
 F: on a Form  
 CM: to/from City Manager

**PREVIEW LIST**  
**CITY COUNCIL AGENDA ITEMS**  
**SEPTEMBER 1, 2020**

**CONSENT CALENDAR**

- 1) Receive City Council calendar for September 2020 (City Clerk)
- 2) Approve City Council meeting minutes of August 18, 2020 (City Clerk)
- 3) Adopt a Resolution Accepting Lyon Development project Lots 3 & 4; Annex parcels into CFD No. 2008-1 (Kan Xu)
- 4) Adopt a Resolution to Approve Side Letter with Milpitas Police Officers Association (Francine Hunt)
- 5) Approve Purchase and Sale Agreement for GeoMax property (Alex Andrade)
- 6) Authorize Amendment No. 1 to Contract with Environmental Logistics, Inc. for Routine Disposal and Emergency Cleanup of Hazardous Materials Not to Exceed \$40,000 (total contract \$280,000) (Tony Ndah)
- 7) Approve Budget Amendment for Santa Clara County Emergency Food and Shelter Program grant, and Authorize City Manager to Execute Agreement with Silicon Valley Independent Living Center (Sharon Goei)

**LEADERSHIP**

- 8) Approve Social Media Policy (City Manager, City Attorney)
- 9) Approve Year End FY 2019-20 Budget (Walter Rossmann)
- 10) Approve Master Lease Agreements with Verizon and AT&T for 5G technology (Mike Luu)

**REPORTS**

- 11) Review list of Future Agenda Items Requested by City Councilmembers (Mayor/City Clerk)

**PREVIEW NEXT AGENDA**

- 12) Preview list of items for September 15, 2020 (City Clerk)