

NOTICE OF SPECIAL MEETING

Pursuant to Section 54956 of the Government Code of the State of California, a Special meeting of the **Tracy City Council** is hereby called for:

Date/Time: **Tuesday, August 31, 2021, 6:00 p.m.**
(or as soon thereafter as possible)

Location: **Tracy City Hall**
333 Civic Center Plaza, Tracy, CA.

Government Code Section 54954.3 states that every public meeting shall provide an opportunity for the public to address the Tracy City Council on any item, before or during consideration of the item, however no action shall be taken on any item not on the agenda.

This meeting will be held in accordance with the guidelines provided in Executive Order N-29-20.

This meeting will be open to the public for in-person and remote participation. In accordance with the California Department of Public Health Guidelines, universal masking indoors is recommended. Masks are required for unvaccinated individuals in indoor public settings. Members of the public may participate remotely in the meeting via the following method:

For Remote Public Comment:

During the Items from the Audience, public comment will be accepted via the options listed below. If you would like to comment remotely, please follow the protocols below:

- *Comments via:*
 - **Online by visiting** <https://cityoftracyevents.webex.com> and using the following **Event Number: 182 804 1774** and **Event Password: TracyCC**
 - ***If you would like to participate in the public comment anonymously***, you may submit your comment via phone or in WebEx by typing “Anonymous” when prompted to provide a First and Last Name and inserting Anonymous@example.com when prompted to provide an email address.
- *Protocols for commenting via WebEx:*
 - *If you wish to comment under “Items from the Audience/Public Comment” portion of the agenda:*
 - *Listen for the Mayor to open “Items from the Audience/Public Comment”, then raise your hand to speak by clicking on the Hand icon on the Participants panel to the right of your screen.*
 - *If you no longer wish to comment, you may lower your hand by clicking on the Hand icon again.*
 - *Comments for the “Items from the Audience/Public Comment” will be accepted until the public comment period is closed.*
- **The total allotted time for public comment under “Items from the Audience/Public Comment” will be 15 minutes.**

1. Call to Order
2. Roll Call
3. Items from the audience - *In accordance with Council Meeting Protocols and Rules of Procedure*, adopted by Resolution 2019-240, a five-minute maximum time limit per speaker will apply to all individuals speaking during "Items from the Audience/Public Comment". For non-agendized items, Council Members may briefly respond to statements made or questions posed by individuals during public comment; ask questions for clarification; direct the individual to the appropriate staff member; or request that the matter be placed on a future agenda or that staff provide additional information to Council.
4. CONSENT CALENDAR
 - 4.A APPROVE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF TRACY AND TRACY FIREFIGHTERS ASSOCIATION AND THE COMPENSATION AND BENEFITS PLAN FOR LIMITED SERVICE EMPLOYEES; AUTHORIZE THE CITY MANAGER TO AMEND THE FY 2021-22 BUDGET AND CITY MASTER SALARY SCHEDULE TO REFLECT THE MOU AND COMPENSATION AND BENEFIT PLAN
5. DISCUSSION ITEMS
 - 5.A DESIGNATE VOTING DELEGATE AND UP TO TWO ALTERNATE VOTING DELEGATES FOR THE LEAGUE OF CALIFORNIA CITIES 2021 ANNUAL CONFERENCE BUSINESS MEETING AND DETERMINE CITY COUNCIL'S POSITION ON THE RESOLUTION TO BE CONSIDERED AT THE ANNUAL CONFERENCE BUSINESS MEETING
 - 5.B PROVIDE DIRECTION ON PROJECT SCOPE AND POTENTIAL LOCATION(S) FOR THE MULTI-GENERATIONAL RECREATION CENTER
6. Council Items and Comments
7. Adjournment



Mayor

Posting Date: August 26, 2021

The City of Tracy is in compliance with the Americans with Disabilities Act and will make all reasonable accommodations for the disabled to participate in employment, programs and facilities. Persons requiring assistance or auxiliary aids in order to participate, should contact the City Manager's Office at (209) 831-6000 at least 24 hours prior to the meeting.

AGENDA ITEM 4.A

REQUEST

APPROVE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF TRACY AND TRACY FIREFIGHTERS ASSOCIATION AND THE COMPENSATION AND BENEFITS PLAN FOR LIMITED SERVICE EMPLOYEES; AUTHORIZE THE CITY MANAGER TO AMEND THE FY 2021-22 BUDGET AND CITY MASTER SALARY SCHEDULE TO REFLECT THE MOU AND COMPENSATION AND BENEFIT PLAN

EXECUTIVE SUMMARY

The existing Memorandum of Understanding (MOU) between the City of Tracy and the Tracy Firefighters Association (TFFA) expired on June 30, 2021. Representatives from the City and TFFA met and conferred in good faith and negotiated the terms of a successor MOU. The term of the attached MOU is for 24 months (two years), effective on July 1, 2021, and expires June 30, 2023.

The Compensation and Benefits Plan for the unrepresented Limited Service Employees expires on September 30, 2021. The term of the successor Compensation and Benefit Plan is October 1, 2021 through September 30, 2023. The primary change to the plan reflects the increase in the State of California Minimum Wage Order, effective January 1, 2022.

This item requests that Council approve the MOU with TFFA and the Compensation and Benefit Plan for the Limited Service Employees, and authorize the City Manager to amend the FY 2021-22 Budget and Master Salary Schedule to reflect this action.

DISCUSSION

Government Code sections 3500-3511 known as the Meyers-Milias Brown Act (MMBA) was designed to promote full communication between public employers and their employees by providing a reasonable method of resolving disputes regarding the wages, hours and other terms and conditions of employment between public employers and public employee organizations. Under the MMBA, the City has a duty to meet and confer in good faith with the bargaining representatives of the recognized employee organization regarding matters within the scope of representation and reach agreement within the authority of the representatives. The terms and conditions of the agreement are compiled in a Memorandum of Understanding (MOU), ratified by each respective bargaining unit and approved by City Council. The City initiated the meet and confer process with the bargaining representatives of the recognized employee organization in February to discuss the terms and conditions of employment of the successor MOU.

The following summarizes two key provisions that were included in the ratified agreement with TFFA.

One-Time Lump Sum Payment

3. Proclaimed Holidays:

- Upon Council approval, employees on a fifty-six (56) hour schedule shall receive twelve (12) hours of accrued leave and employees on a forty (40) hour schedule shall receive eight (8) hours of accrued leave in recognition of the first Juneteenth holiday on June 18, 2021.

Other changes to the MOU consist of adding provisions or amendments to update statutory language or further clarify current practices.

Limited Service Employees (LSE):

The compensation and benefits for the City's unrepresented part-time, seasonal and limited service employees is contained in the Limited Services Employees (LSE) Compensation and Benefit Plan.

In accordance with the State of California Minimum Wage Order schedule, minimum wage will increase from \$14.00 per hour to \$15.00 per hour effective January 1, 2022. LSE classifications compensated at the minimum wage rate will be adjusted on January 1, 2022 and all other classifications will be adjusted appropriately to maintain the current differential between the classifications compensated at minimum wage.

The City's Master Salary Schedule contains the salaries for employee classifications represented by TFFA and the LSE and serves as the publicly available pay schedule used to determine pay rates for purposes of the California Public Employees Retirement Law. The Master Salary Schedule must be amended to reflect the terms of the proposed successor Memorandum of Understanding and Compensation and Benefit Plan. (See Exhibits C and D).

STRATEGIC PLAN

This agenda item supports the City's Governance Strategy and Business Plan, and specifically implements the following goals and objectives:

Governance Strategy

Goal 1: Further develop an organization to attract, motivate, develop, and retain a high-quality, engaged, high-performing, and informed workforce.

Objective 1b: Affirm organizational values.

FISCAL IMPACT

The financial impact to the City contained in the changes to the sections of the TFFA MOU listed above for the term is shown in the table below. The changes contained in the LSE Compensation and Benefit Plan will be absorbed in the FY 2021-2022 budget:

	General Fund Year One	Citywide Year One	ARPA One Time	General Fund Year Two	Citywide Year Two
TFFA	211,000	376,000	155,000	423,000	753,000
Grand Total	\$211,000	\$376,000	\$155,000	\$423,000	\$753,000

RECOMMENDATION

That the City Council, by resolution, approve the Memorandum of Understanding between the City of Tracy and the Tracy Firefighters Association, and the Compensation and Benefit plan for the Limited Services Employees and authorize the City Manager to amend the FY 2021-22 budget and City Master Salary Schedule.

Prepared by: Kimberly Murdaugh, Director of Human Resources

Reviewed by: Karin Schnaider, Director of Finance
Midori Lichtwardt, Assistant City Manager

Approved by: Bob Adams, Interim City Manager

Attachment:
 Exhibit A – Tracy Firefighters Association (TFFA) Memorandum of Understanding
 Exhibit B -- Limited Service Employees (LSE) Compensation and Benefit Plan
 Exhibit C – Master Salary Schedule – Effective 8/1/21
 Exhibit D – Master Salary Schedule – Effective 8/29/21

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF TRACY

AND

THE TRACY FIREFIGHTERS ASSOCIATION
(TFFA)

July 1, 2021 through June 30, 2023



Think Inside the Triangle™

Human Resources Department
333 Civic Center Plaza
Tracy, CA 95376
(209) 831-6150

www.cityoftracy.org

TRACY FIREFIGHTERS ASSOCIATION (TFFA)
July 1, 2021 through June 30, 2023

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CITY OF TRACY
TRACY FIREFIGHTERS ASSOCIATION (TFFA)
MEMORANDUM OF UNDERSTANDING
July 1, 2021 – June 30, 2023

Representatives of the Tracy Firefighters Association and representatives of the City of Tracy have met and conferred in good faith regarding wages, hours and other terms and conditions of employment of employees in the Fire Bargaining Unit, freely exchanged information, opinions and proposals and have endeavored to reach agreement on all matters relating to the employment conditions and employer/employee relations of such employees.

This Memorandum of Understanding, hereinafter referred to as "The Agreement," is entered into pursuant to the Meyers-Milias Brown Act (Government Code Sections 3500, et. seq.) and has been jointly prepared by the parties.

The Agreement shall be presented to the City Council as the joint recommendations of the undersigned for base salary and employee benefit adjustments for the period commencing July 1, 2021 through June 30, 2023.

Section 1. Recognition

1.1 Association Recognition

The Tracy Firefighters Association, hereinafter referred to as the "Association", is recognized as the exclusive representative as provided in the City's Employer/Employee Relations Resolution for all employees assigned to the classifications set forth below:

Fire Captain
Fire Engineer
Firefighter Paramedic
Firefighter

1.2 City Recognition

The City Manager, or their designee is the representative of the City of Tracy, hereinafter referred to as the "City."

Section 2. No Discrimination

The City agrees not to discriminate against any employee because of membership or activities on behalf of the Association. Association activities shall not interfere with the normal operation of the City. Neither the City nor the Association shall discriminate for or against any employee or applicant for employment on account of race, color, creed, national origin, age, sex, sexual orientation, physical disability, or mental disability which does not prevent an employee from meeting the minimum standards established.

Section 3. Association Security

3.1 Association Dues

The Association shall be entitled to have the regular dues of its members deducted from their paychecks in accordance with procedures required by law set forth herein.

To the extent required by Government Code Sections 1157.3 and 1157.12, the City shall honor employees' voluntary authorizations for Association dues deductions from employee salaries or wages. In making such authorized dues deductions, the City shall rely on written certification from the Association confirming the Association has and will maintain authorizations signed by each individual employee whose salary or wages the deduction is to be made that the individual affirmatively consents to the dues deduction in a manner that meets the requirements of state and federal law, including but not limited to the applicable provisions of Government Code Sections 1150-1157.12 and the First Amendment of the United States Constitution. After providing the required certification, the Association shall not be required to provide a copy of individual authorizations to the City unless a dispute arises about the existence or terms of the authorization.

The City shall direct employee requests to cancel or change dues deductions to the Association. To the extent required by the law, the City will rely on information provided by the Association in writing regarding whether dues deductions were properly cancelled or changes. Any requests from the Association that the City change dues deductions shall include a certification that changes are requested with the affirmative consent of the individual employee(s) and otherwise comply with state and federal law.

The employee's earnings must be regularly sufficient after other legal and required deductions are made to over the amount of the dues checkoff authorized.

When a member in good standing of the Association is in a non-pay status for an entire pay period, no dues withholding will be made to cover that pay period from future earnings nor will the member deposit the amount with the City, which would have been withheld if the member has been in a pay status that period.

In the case of an employee who is in a non-pay status during only part of the pay period and the base salary is not sufficient to cover the full withholding, no deduction shall be made. In this connection, all other legal and required deductions have priority over Association dues.

Dues withheld by the City based on this provision of this Section shall be transmitted monthly to the party designated in writing by the Association as the party authorized to receive the funds, at the address specified.

The Association shall indemnify, defend, and hold the City harmless against the claims made and against any suit instituted against the City which may arise as a result of the application of this Section, including but not limited to Association dues deductions or changes to such dues deduction. Any amounts paid in error shall be adjusted in subsequent payment.

3.2 Use of City Facilities and Bulletin Boards

The Association may, with the prior approval of the Fire Chief or his designee, use City facilities, during non-working hours for meetings of City employees, provided space is available.

The use of City equipment normally used in the conduct of business meetings, such as desks, chairs and blackboards, will be made available to the Association.

The Association may use portions of City bulletin boards under the following conditions:

Copies of materials must be sent to the department or division head in charge of the department bulletin board.

All materials must be dated and must identify the organization that published them.

The City reserves the right to determine where bulletin boards shall be placed.

Section 4. Association Representatives

4.1 Attendance at Meetings by Employees

Any Association member who is directed to attend a meeting which one of the issues is proposed discipline shall be entitled to Association representation as provided by the Firefighters Bill of Rights (FOBR).

4.2 Access to Work Locations

Reasonable access to employee work locations shall be granted to officers and officially designated representatives of the Association for the purpose of contacting members of the bargaining unit concerning business within the scope of representation. Access shall be restricted so as not to interfere with the normal operations of the department or with established security requirements.

Solicitation of membership and activities concerned with the internal management of the employee organization such as collecting dues, holding membership meetings, campaigning for office, conducting elections and distributing literature shall be conducted in accordance with department policy and procedures.

The Association shall designate in writing to the Personnel Officer or Human Resources Department Designee the names of the Association's officers and designated representatives.

4.3 Access to Personnel Files

An employee or, upon presentation of written authorization from the employee, an employee's representative shall have access to the employee's personnel file upon request. No written reprimand or performance evaluation shall be placed in an employee's personnel file until that employee has seen and had opportunity to review the document. An employee shall have the right to have his/her written

comments attached to items contained in his/her personnel file.

4.4 List of Employees

Twice a year, the Human Resources Department shall furnish the names, classifications and date of hire of employees assigned to classifications in the bargaining unit; provided, however, the Human Resources Department shall not be required to provide such information in any format other than one already in use.

4.5 Advance Notice

Except in cases of emergency, the Association shall be given reasonable advance written notice of any ordinance, resolution, rule or regulation proposed to be adopted by the City and directly relating to matters within the scope of representation and shall be given the opportunity to meet and confer with management representatives prior to adoption.

4.6 Firefighters Procedural Bill of Rights

The City agrees to adhere to the provisions of the Firefighters Procedural Bill of Rights (FBOR) as contained in California Government Code Sections 3250-3262, in all matters in which the provisions of the FBOR apply.

Section 5. Salary Plan

5.1 Salary

Effective August 1, 2021, or upon approval by the City Council, whichever is latest, salary ranges for classifications in this unit shall be increased by three percent (3%).

Effective August 15, 2021, or upon approval by the City Council, whichever is latest, salary ranges for classifications in this unit shall be increased by two and three tenth percent (2.3%).

Effective the first full pay period in July, 2022, salary ranges for classifications in this unit shall be increased by three percent (3%).

5.1.2 One-Time Payments

Effective the first full pay period in July, 2022, employees shall receive the equivalent of a two percent (2%) annual base salary for the classification in effect on August 1, 2021 (non-persable) a one-time, lump sum payment.

5.2 Pay Days

Employees shall be paid biweekly, every other Friday,. If payday falls on a banking holiday, then payday is the preceding business day. Every effort will be made to distribute paychecks to departments so that shift workers may obtain their paychecks at the end of the shift prior to payday. No employee is authorized to cash or deposit paychecks in their possession prior to the date printed on the check.

Routine paychecks shall be for the purpose of compensating for regular and overtime hours. Other compensation or reimbursement shall be separately identified and shall not include withholding for tax purposes, except as required by law.

5.3 Salary for New Employees

The base salary for a new employee entering City employment shall be the minimum salary step for the classification to which the employee is appointed, unless the City determines that appointment to another step is in the best interest of the service.

5.4 Salary Range

Each employee shall have a base salary range with pre-established advancement steps within the range.

Base salary range adjustments for a classification will not set a new salary anniversary date for employees serving in the classification.

If the compensation for a classification is revised, employees shall be placed on the same pay step in the new pay range.

5.5 Salary Upon Promotion

When employees are promoted, they shall receive the first step in the base salary range for their new position. However, if this results in a base salary increase of less than five percent (5%), they shall receive a step increase which provides a minimum of five percent (5%) increase, provided that in no event will the new base salary be above Step E of the promoted class.

5.6 Salary Upon Demotion

When an employee is demoted, that employee's compensation shall be adjusted to the base salary which most closely approximates the employee's base salary in the higher classification; provided in no event shall that new base salary be above the fifth step of the lower classification. If a vacancy exists in a position in a lower classification, an employee who has previously held that vacant position may voluntarily choose to demote to fill the vacancy.

5.7 Work in a Higher Classification (Out-of-Class Pay)

An employee who is assigned to perform the duties of a higher classification shall receive the pay of the higher classification for all hours so assigned. After making such assignments, the City shall not reassign for the sole purpose of avoiding payments of such higher amounts. Employees who are appointed to a higher classification, in an acting capacity, will receive a minimum of five percent (5) increase but no less

than Step A and no more than Step E of the higher classification. An employee who is serving in an acting assignment and who performs overtime work during the time worked in the acting assignment, will receive pay for such overtime work at a rate of one and one-half (1.5) times the compensation received for the acting assignment. Employees will not be allowed to remain in such assignments beyond the limits set forth by Cal-PERS. Details regarding the processing of Personnel Action Forms and effective dates for out-of-class pay are contained in the Administrative Procedure on Out-of-Class Pay.

Regarding "move up" of personnel in acting capacity, the Human Resources Department shall keep current Captain and Engineer eligibility lists in order to ensure that those "moved up", both desire to be utilized at a higher level and are qualified (via appropriate testing) to serve in an acting capacity. The eligibility lists will be utilized to qualify individuals for "move up" provided there are a sufficient number of candidates on the list. In the event an insufficient number of candidates is on a current eligibility list, the Fire Chief or his/her representative(s) will convene a special department labor-management meeting to discuss and come to a mutually beneficial alternate staffing solution prior to any decision being made.

5.8 CalPERS Contribution

The City's contract with the California Public Employee's Retirement System (CalPERS) includes the single highest year retirement formula; the CalPERS 1959 Survivor Benefit level Four (4) to all employees covered under this agreement and the three percent at 55 (3%@55) retirement benefit formula, except as set forth below. The City shall pay the employer contribution for this CalPERS retirement benefit.

Employee's hired by the City of Tracy on or after January 1, 2013 meeting the definition of "new member" under the Public Employees' Retirement Law (PERL) Act shall be subject to all the provisions of the PERL, including, but not limited to the two point seven percent at age 57 (2.7@57) retirement formula with an average of the highest years retirement formula..

Employees who receive the CalPERS retirement formula of 3% @55 shall pay the 9% of salary of employee contribution towards employee statutory share of CalPERS retirement. Employees who receive the CalPERS retirement formula of 2.7% @ 57 shall pay the employee contribution required by the PERL currently calculated at fifty percent (50%) of normal cost.

Employee payments of the employee or employer portion of the CalPERS retirement benefit cost shall be made as a payroll deduction on a pre-tax basis to the extent allowed by law.

Effective August 15, 2021, in accordance with CalPERS Section 20516 contract amendment process requirements, each employee in this unit shall pay 3% towards the employer's share of CalPERS pension regardless of what CalPERS pension formula is applicable to the employee.

5.9 Advancement (Step Increases)

At the completion of the applicable probationary period of employment, employees appointed to Step A are eligible for a step increase. Additional step increases will be on an annual basis following the initial hire date until the attainment of Step E. All step increases shall be based on satisfactory performance as shown from the evaluation by the employee's Supervisor. Denial of step increases shall be based on documented performance evaluations. Increases of more than one step for superior performance may be provided upon recommendation by the Fire Chief and approval of the City Manager.

5.10 Overpayment Resolution

In the event an employee receives overpayment by the City, the employee shall reimburse the City for the total overpayment, and the City may obtain reimbursement by payroll deduction(s). Typically, such repayment shall occur over a schedule equal to the amount of time over which the overpayment occurred. However, at the employee's request, the City may extend such repayment over a longer period, to be determined by mutual agreement of the employee and the City Finance Director.

5.11 Deferred Compensation

Effective the first full pay period in July 2018 or upon approval by the City Council, whichever is latest, City contribution of 1.25% into deferred compensation.

Effective the first full pay period in July 2019, City contribution of 1.25% into deferred compensation.

Section 6. Hours of Work

6.1 Workweek and FLSA Work Period

The workweek for all employees shall be from Sunday at 12:00 a.m. through the following Saturday at 11:59 p.m. and workday shall mean 7:00 a.m. to 6:59 a.m. The work period for fire suppression line employees shall follow the provisions under the 7K exemption of the Fair Labor Standards Act (Exception – 40 hour per week employees). The designated workweek shall remain permanent and may be changed only as a result of major changes in operations, payroll procedures, or as otherwise necessary in order to deliver services as efficiently and economically as possible. Therefore, the City shall pay an overtime premium equal to one-half (1/2) time pay for hours worked as prescribed under the FLSA. For employees assigned to 40-hour workweeks, overtime shall be work which is in excess of eight (8) hours per day and forty (40) hours per week.

6.2 Station/Shift Bidding

During October of each year, the Station/Shift Bidding process shall be conducted within each locked shift. The bid shall ensure that the operational needs of the Department set forth by the Fire Chief in a meeting prior to the initiation of the bid process are met. Bids shall be made in descending order of rank beginning with Fire Captain, Fire Engineer, and Firefighter. Bids shall be made by seniority in rank.

The Executive Board will assign a union member(s) the duty of facilitating the bid. The bid shall be completed by October 31st and the results will be forwarded to Fire Administration for final approval. In the event there is a vacancy after the completion of the bid due to promotions, retirements, etc., the Executive Board shall assign a union member(s) to facilitate the bid for the vacant position and the results will be forwarded to Fire Administration for final approval.

Implementation of this bid process shall not impact the City financially in any way. The policy does not negate the Fire Chief's right to assign employees based on the Department needs and workload.

Section 7. Overtime, Call-Back

7.1 Definition

Overtime is work which is in excess of the regular work shift and which has the prior approval of the Fire Chief or his designated representative. Overtime shall also be paid for work performed on the employee's scheduled days off. Leave time, whether paid or unpaid, is not included in computing the work period for FLSA overtime purposes.

7.2 Scheduled and Emergency Overtime

Unless excused by the Fire Chief, an employee, upon request, shall not fail or refuse to perform emergency or scheduled overtime. Scheduled means at least twenty-four (24) hours prior notice. Failure or refusal of the employee to work overtime in accordance with this provision shall be grounds for discipline.

7.3 Overtime Compensation

Overtime shall be compensated at the rate of one and one-half (1-1/2) times the regular rate of pay. For the purpose of overtime compensation, "regular rate of pay" includes premium pay. Overtime shall be computed by the following formula:

For 40-hour employees - hourly rate of pay equals monthly base salary plus premium pay times twelve (12) months divided by 2080 hours. Hourly regular rate of pay times number of hours worked in excess of forty (40) hours times one and one-half (1-1/2) equals overtime pay.

For 56-hour employees – hourly rate of pay equals monthly base salary plus premium pay times twelve (12) months divided by 2912 hours. Hourly regular rate of pay times the number of hours worked in excess of the normal duty cycle and times one and one-half (1-1/2) equals overtime pay.

7.4 Call-Back Pay

Callback by means of telephone, cell phone notification or radio communication shall be required. Failure to respond to a callback after notification without justification may result in disciplinary action. Callback pay shall be on the following basis:

- (1) Employees are to be paid at the rate of one and one half times their normal rate of pay. Hours accumulated above the two-hour minimum shall be at the time and one-half rate. Compensation shall commence at the time of notification for those individuals contacted by phone.
- (2) Those employees contacted by phone for callback shall respond to the assigned station as directed within a reasonable period of time, obeying all traffic laws enroute.
- (3) Any off-duty employee who has not arrived at the station must notify the on-duty Battalion Chief of their response to be eligible for callback pay.
- (4) Should the release of off-duty personnel be prior to an elapsed time of 25 minutes from the time of response, then the 25-minute time frame shall be the cut off time for call-back pay. Any exceptions to this policy shall only be authorized by the Fire Chief.

Section 8. Differentials/EMT Training

8.1 EMT Training

The Department agrees to continue to provide EMT CE (Continuing Education) as part of its regular training schedule to allow all employees to maintain ongoing EMT certification, to the extent operationally feasible.

In the event that an employee is on leave or does not avail himself/herself of the Department training opportunities, it will remain the responsibility of the employee to complete the EMT course and recertify as required. It shall be the City's responsibility to provide an EMT course or reimburse employees for the cost of taking the course or pay employees for time spent attending such courses.

8.2 Education Incentive Pay

Upon completion of an AA or AS Degree, in Fire Science or related public safety field of study as determined by the Fire Chief, employees shall be eligible for a five percent (5%) incentive increase in pay. Equivalent incentive pay will be provided to an employee who has completed the Fire Science Credits and Certification, and who has obtained a B.A or B.S. Degree. Equivalent incentive pay will be provided to employees who have obtained a BA or BS Degree in related public safety field of study as determined by the Fire Chief. Details regarding procedures for education pay are contained in the Administrative Procedure on Education Incentive Pay.

8.3 Hazardous Materials Response Team Differential

The Department intends to provide the ability to respond to and mitigate hazardous materials (Haz-Mat) incidents above the first responder level. To accomplish this, the Department will staff each shift with a minimum four (4) Hazardous Materials Technicians/Specialists.

The Department will maintain either a minimum of 25 Hazardous Material Specialists or the number required by CalOES, whichever is greater. The Department will offer the ability for Hazardous Material Specialist training for a minimum of five (5) personnel per year during the term of this MOU. Upon satisfactory completion of the training and receipt of Hazardous Material Specialist certification, the employee will be added to the Hazardous Material Team.

The Fire Chief has the discretion to add additional members to the Hazardous Material Team above the minimums outlined above. A member may not resign from the Hazardous Materials Team if doing so drops the number of team members below the minimum established number.

8.3.1 Selection and Requirements

An employee may volunteer to be assigned to the Hazardous Material Team by written submission to the Fire Chief. The Department shall provide the initial Hazardous Materials Specialist training for individuals selected to join the Hazardous Materials Team. A Team member whose initial training has been provided by the Department shall commit to serve on the Hazardous Materials Team for a minimum of three (3) years after assignment by the Chief and completion of the training.

All other Hazardous Materials training outside of the organization shall be subject to the approval process set forth in current Department Standard Operating Procedures.

8.3.2 Selection of Team

The selection of which rank is filled shall be determined by the Fire Chief and Hazardous Materials program coordinator(s) based on the operational need of the Hazardous Materials Team. The selection of the rank will be based upon overall departmental seniority.

8.3.3 Department Responsibilities

Each Hazardous Materials Team Member:

- Shall receive a minimum of 24 hours in-house training per fiscal year.
- The City may provide up to an additional 24 hours of outside training for Hazardous Materials Team members to be paid through overtime or absence/excused.

The position of Hazardous Materials Technician shall sunset at the expiration of this contract (6/30/21). All current Technicians must be Specialist if they choose to remain part of the Hazardous Materials Team.

Requirements and responsibilities of the Hazardous Materials Team shall be provided in a Department Standard Operating Guideline (SOG).

8.3.4 Pay

Hazardous Material Technician: A Tracy Fire certified Hazardous Materials Technician shall receive an assignment pay of four percent (4%) which shall be added to the base rate of pay subject to section 8.3.3.

Hazardous Material Specialist: A Tracy Fire certified Hazardous Material Specialist team member shall receive an assignment pay of five percent (5%) which shall be added to the base rate of pay.

8.4 Bilingual Pay

Employees shall receive an additional two percent (2%) of base pay if they meet the following criteria:

- a. Certification from the City that the employee possesses the needed language skills; and,
- b. Certification from the Fire Chief that a particular assignment involves the need for the required skills on a regular basis.

Qualifying languages are Spanish, American Sign Language, and any other language designated by the Fire Chief as beneficial to the City.

8.5 Pay For Performance

The Department shall adopt a voluntary Pay for Performance Program that shall be available to all

represented employees who have completed their probationary period. The Department and Union agree to meet and discuss revisions to the existing Pay for Performance Program design, administrative process and benchmarks by which the program is evaluated. The Department agrees to publish the new Program by September 1, 2006. Plans that have been submitted for approval as of January 2006 shall be held and reevaluated after September 1, 2006 and employees shall be offered an opportunity to resubmit a plan to conform to any new or revised Performance Program requirements.

The Pay for Performance Program shall designate a Project term. A represented employee who has been approved for a submitted project shall receive an additional Three percent (3%) of his/her base rate of pay during the approved Project period. An employee shall be eligible to participate in only one Pay for Performance Plan at a time. Performance Pay shall be paid in addition to any other Differential Pay for which an employee is eligible.

8.6 Paramedic Program

8.6.1 Pay

The Fire Chief shall determine the number of employees who are assigned to the Paramedic program and are paid a Paramedic incentive of twelve and one-half percent (12.5%) of top step Firefighter base pay for all hours paid. Employees who are licensed but not assigned to the Paramedic program shall not receive a Paramedic incentive.

This differential shall be incorporated into the base pay of employees in the Firefighter-Paramedic classification. An employee in the rank of Engineer or Captain shall receive this differential as an incentive.

8.6.2 Maintenance of Certification

Should the City hire a sufficient number of licensed Paramedics to fully support the Paramedic Program, individual employees must notify, in writing, the Fire Chief of his/her request to withdraw from the Paramedic assignment. Requests will routinely be honored if there is a licensed Paramedic available to replace the Paramedic requesting withdrawal. If there is no licensed Paramedic to replace the Paramedic requesting withdrawal, the request will be denied until a replacement is available. Such request shall be submitted one (1) year in advance of the effective date of the requested withdrawal. In the event there are multiple requests for withdrawal, the most senior person(s) submitting the request(s) shall be allowed to withdraw, subject to an available replacement. At such time the Paramedic pay shall no longer be paid to the individual who has withdrawn from the Paramedic program.

The City agrees that the number of Paramedics needed to support the Paramedic Program shall be three (3) additional Paramedics per shift in excess of the minimum staffing for each Advanced Life Support (ALS) engine company. However, the Fire Chief may increase the number of assigned Paramedics beyond the minimum and will determine which fire station(s) shall have Paramedic staffing. The Fire Chief has the option to assign paramedics as appropriate based on operational needs.

Should the City pay for any portion of the initial Paramedic training for an employee assigned to

the Paramedic program, that employee shall serve a minimum of three (3) years in the program. If the employee chooses to withdraw from the program following the provisions mentioned above, they will be responsible for a prorated reimbursement towards all costs incurred to the City for the initial training.

The City shall provide the following for all employees licensed as Paramedics and assigned by the Fire Chief to the Paramedic Program:

- (a) City to provide liability insurance.
- (b) City to pay for maintenance of required certification and City to pay for forty-eight (48) hours Of C.E. (Continued Education) every 2 years.
- (c) City to provide for San Joaquin County accreditation time, (required patient contacts) and skills maintenance when required.

8.6.3 Licensed Paramedics Not Assigned to the Paramedic Program:

The City shall provide the following for all employees licensed as Paramedics but not assigned to the Paramedic Program:

- (a) Maintenance of Certification: Using the existing education reimbursement process, the City will provide up to \$2500 per fiscal year for training necessary to maintain the employee's Paramedic license. Each employee is allotted up to 8 hours of compensated training hours per fiscal year for classes necessary for Continuing Education. In the event that the employee must attend classes during their regularly scheduled work shift, a maximum of 8 hours of overtime can be incurred for any backfill requirements, with the approval of the Fire Chief.
- (b) Liability Insurance: The City will provide for the defense of civil actions brought against an employee and indemnify the employee for a judgment of compensatory damages pursuant to Government Code Sections 825 and 995.
- (c) City to provide for San Joaquin County accreditation time, (required patient contacts) and skills maintenance when required. Such San Joaquin County accreditation activities shall occur during the employee's normal work shift.

8.7 Administrative Assignment Pay

Consistent with current practice, when Fire Administration assigns a suppression employee to an administrative assignment for a period of more than thirty (30) working days, the employee shall receive seven and one-half percent (7.5%) in addition to regular rate of pay. This shall not be applicable to employees on modified or light duty or employees being accommodated from their regular suppression assignment.

Section 9. Allowances

9.1 Education Reimbursement

An employee who completes a course of study will be reimbursed for books, supplies and tuition for educational course(s) if the employee obtains the written approval from the Fire Chief or the Fire Chief's

express designee(s) prior to initiating the educational course(s). Educational courses that qualify for education reimbursement must be 1) taken at public and non-public accredited colleges or universities in California, or 2) be a component of a certified paramedic program, or 3) be an educational course approved by the California State Fire Marshal or 4) any other class which the Fire Chief deems appropriate and relevant to the Fire Department. A grade of "C" or better or an equivalent passing grade is required in order to receive reimbursement.

Mileage reimbursement or transportation shall only be provided for those courses the City directs (but does not merely approve) the employee to attend.

Educational reimbursement shall be capped at no more than \$2,500 paid per fiscal year. City also agrees to allow any mandatory fees as a reimbursable expense in addition to tuition, supplies and books not to exceed the cap of \$2,500.

9.2 Credit for Training

Responsibility for developing training programs for employees shall be assumed by the Fire Chief or his designee. Such training programs may include lecture courses, demonstrations, assignment of reading matter or such other devices as may be available for the purpose of improving the efficiency and broadening the knowledge of municipal employees in the performance of their duties. All completed training should be filed with the training officer who will then submit it to Human Resources for filing.

Participation in and successful completion of special training courses may be considered in making advancements and promotions. Evidence of such activity shall be filed with the Human Resources Department by the Fire Chief.

9.3 Uniforms

The City shall provide each employee an annual uniform allowance of \$915 for the purpose of the purchasing regular uniforms and, Class A uniform as approved by the Fire Chief.

Uniform allowance will be paid separate from payroll checks and will be issued on the first paycheck by a newly hired employee and annually thereafter on the second regular payday in the month of June and the first regular payday in the month of December.

The City shall pay for the replacement of an employee's safety shoes and work uniform that are damaged to a point that results in a safety hazard, if such damage occurs in the line of duty through no fault of the employee. In the event of proven negligence by the employee, the replacement costs will be borne by the employee.

9.4 Equipment and Clothing Return

All City-furnished equipment and clothing remains in the ownership of the City and must be returned when an employee leaves employment.

9.4.1 Helmets

Employees retiring with 10 years or more of City of Tracy service will have the option to purchase

their leather helmet from the City at a prorated fee based on the depreciation schedule as determined by the Finance Department.

9.5 Mileage Reimbursement

An employee who is required to provide transportation for the performance of his job shall be compensated at a rate equal to the Internal Revenue Service (IRS) rate. It is understood that such reimbursement does not apply to commuting by employees to or from their residences. Preapproval of the Fire Chief is required for reimbursement.

9.6 Payment for Required Training

In the event that a specialized team is formed and the Department requires training, the City shall pay for such training cost and time at appropriate rates. The Fire Chief shall determine the creation of specialized teams that meet the needs of the community.

Section 10. Holidays

10.1 Paid Holidays

On January 1 and July 1 of each year, or prorated thereto, regular full-time employees on a forty (40) hour schedule shall be granted a bank of fifty-two (52) hours of holiday leave. Employees on a forty (40) hour schedule will be required to use eight (8) hours of holiday leave for leave on a holiday observed by the City of Tracy as provided in Personnel Rule 16.1.

On January 1 and July 1 of each year, or prorated thereto, regular full-time employees on a fifty-six (56) hour schedule shall be granted a bank of 156 hours of holiday leave. Employees shall be compensated for holiday leave hours not used during a given six (6) month period (January 1-June 30 or July 1-December 31) at the holiday in-Lieu pay rate.

All holidays proclaimed by the Governor of the State of California or the President of the United States shall be granted as holidays.

10.2 Saturday and Sunday Holidays

Except for employees working in a seven (7) day operation, if a holiday should fall on a Sunday, the employee shall be granted Monday as a holiday. If a holiday falls on a Saturday, the employee shall be granted Friday as a holiday.

10.3 Holiday In-Lieu Pay

Holiday in-lieu pay shall be paid to employees on a fifty-six (56) hour schedule. Holiday leave hours not used during a given six (6) month period shall be converted as follows:

12 hours of holiday leave not used = 9 hours of Holiday in-Lieu pay

Holiday in-Lieu pay is in addition to the employee's regular base salary and shall be based on the following

formula:

Annual salary (base salary + incentives in effect during the previous six month period period)
divided by 2,912 hours = Holiday In-Lieu hourly rate

Instead of receiving Holiday-in-Lieu pay, employees may choose to take no more than forty-eight (48) hours of holiday leave per month subject to the staffing needs of the City. Whenever an employee chooses this option of taking off one (1) or two (2) shift(s) per month, instead of receiving Holiday-in-Lieu pay for such holidays, such holiday shift(s) off shall be considered to be an additional vacation shift and all scheduling and approval requirements which apply to vacation use shall govern the use of such holiday shifts off. Employees may take either a 12-hour half shift or a 24-hour full shift for any holiday. Any unused portion of a holiday shall be cashed out as described above as Holiday-in-Lieu Pay. Holiday-in-Lieu shifts off may not be carried over from one month to the next.

If an employee leaves City employment after having used all of the semi-annually credited holidays but before the six-month term is complete, the employee shall owe the City for the value of the holiday time in excess of their service for that half year.

Employees on a forty (40) hour schedule shall not be entitled to holiday in-lieu pay as they will be on off-duty status on all holidays.

Holiday pay will be paid on separate checks on the second regular payday in the month of June and the first regular payday in the month of December.

Section 11. Vacation Leave

11.1 Vacation Benefits

A. Employees on a forty (40) hour workweek shall be entitled to annual vacation leave based on length of continuous service.

From date of employment through completion of the 5th continuous year - ninety-six (96) hours per year.

From beginning of 6th year of continuous employment through completion of 10 year - one hundred and thirty-six (136) hours per year.

11-15 years of continuous employment-one hundred and seventy-six (176) hours per year.

16-20 years of continuous employment - one hundred and ninety-two (192) hours per year.

20 years or more continuous employment - eight (8) additional hours per year for each year of service.

B. Employees on a fifty-six (56) hour workweek shall be entitled to annual vacation leave based on length of continuous service.

From date of employment through completion of the 5th continuous year - twelve (12) hours of vacation per month.

For service beginning with the sixth year of continuous employment through completion of the 10th year, each employee shall accrue eighteen (18) hours of vacation per month;

11-15 years of continuous employment, each employee shall accrue twenty-one (21) hours of vacation per month;

16-20 years of continuous employment, each employee shall accrue twenty-four (24) hours of vacation pay per month;

20 years or more of continuous employment, each employee shall accrue one (1) additional hour per month for each additional year of service.

11.2 Vacation Accumulation

Earned vacation time may be accumulated from year to year, but an employee shall not be allowed to accumulate more than two (2) times their current annual vacation entitlement. Except as provided below, an employee who has reached his/her maximum allowable accumulation will not accrue vacation leave until such time as their vacation leave balance drops below the applicable maximum accumulation.

With prior written approval from the City Manager, an employee may accumulate vacation leave in excess of the above-described limit. The decision of the City Manager shall be final.

11.3 Vacation Scheduling

Vacations shall be scheduled yearly by employees with the approval of the Fire Chief. A total of three (3) employees shall be allowed off at a time during January, February, March, April, October and November. A total of four (4) employees shall be allowed off at a time during May, June, July, August September, and December.

Annual vacation selection will be chosen in Rank, based on overall department seniority. Any vacation usage other than regular yearly scheduled vacation will require a minimum of twenty-four (24) hour notice and Battalion Chief approval.

In the event the Department needs to modify the number of employees allowed to take vacation on each shift, the Department will notify the Union ninety (90) days prior to the annual shift and vacation selection. The Department will review the operational reasons for such a change with the Union, consider any alternatives and meet and confer regarding the impact of the decision on the employees.

11.4 Vacation Usage

All employees shall be entitled to vacation leave with pay upon completion of six months of employment. The Fire Department's vacation schedule shall be established with primary consideration for the needs of the City, but with as much regard as possible for the wishes of the employee and in accordance with current Fire Department policies. Leave may be taken only after it has been earned, subject to the above restrictions. No employee may take vacation during the first six months of employment.

11.5 Vacation Leave Special Account for Union Use

Employees may voluntarily donate vacation time, up to a maximum of twelve (12) hours per employee

per calendar year to a Vacation Leave Special Account to be used by Firefighters' Union Local representatives in order to attend labor union related training and other activities. Such account shall not exceed four hundred eighty (480) hours per calendar year. Such donation shall be voluntary and not retractable as demonstrated by written request and notice provided by the employee to the City's Finance Division.

Effective July 1, 2012, this special account shall be charged at the rate of 1.5 hours for all hours necessary (particularly overtime relief) to allow members to conduct union activities. Such leave shall be requested at least one (1) City Hall business day in advance. All such leave must be approved in writing by the Fire Chief or his express designee(s) in order to ensure proper accounting, record keeping, and scheduling.

11.6 Vacation Sell Back

The hourly rate of pay for vacation sell back shall be the employee's annual salary, divided by the annual hours of work.

The total vacation sell back allowed twice each calendar year shall not exceed fifty percent (50%) of an employee's accumulated vacation leave but no more than the equivalent of one year's earning rate for vacation.

Section 12. Sick Leave

12.1 Accrual

All regular employees shall be eligible to accrue sick leave at the following rates:

- a) Employees on a 56-hour schedule - twenty-four (24) hours for each month of service.
- b) Employees on a 40-hour schedule - eight (8) hours for each month of service.
- c) Employees transferred from a 40-hour schedule to a 56-hour schedule shall have all unused sick leave hours accumulated while working the 40-hour schedule increased three-fold to compensate for the hourly difference in daily schedules.
- d) For the purpose of this section, months of service shall mean consecutive calendar months.

For the purpose of this section, months of service shall mean consecutive calendar months.

12.2 Approval

Sick leave may be requested and used as approved by the Fire Chief. Pay for approved sick leave shall be authorized until the employee's accumulated total of sick leave hours has been exhausted and at such time the employee shall receive no further pay for sick leave. An employee requesting sick leave should exercise reasonable diligence in notifying the on-duty supervisor.

Failure to request approval of the use of sick leave prior the commencement of the shift for which leave is requested may result in loss of the sick leave privilege for the subject shift.

12.3 Usage

Sick leave shall be requested and granted only in cases of actual personal sickness or disability, medical or

dental treatments, or for absences due to serious illness or injury of a member of the employee's immediate family.

Employees may be granted leave with pay when the absence is required because of illness or injury of a member of the immediate family in accordance with the Federal Government Family Medical Act (FMLA) and the State of California Family Rights Act (CFRA). All hours utilized for this leave shall be subtracted from sick leave entitlement.

The City may require a justification for the need for this leave before approving the leave. Employees may use a maximum of six (6) days per year of sick leave accrual for the purpose of family sick leave. In unusual instances, the department head may extend family sick leave provisions beyond six (6) days per year. For the purpose of this subsection, "immediate family" shall mean the employee's spouse or domestic partner, parents and dependent children.

12.4 Doctor's Certificate

It is understood that the City of Tracy has a legitimate concern in preventing abuse of sick leave claims. If the City has a reason to believe that sick leave is being abused, it may request that any absence be verified. The City's right to verify an absence includes the right to require a doctor's excuse at any time. The City may prescribe forms to be used for said verification.

The Fire Chief may require a written statement from an attending physician or dentist that an employee is capable and released to return to performance of all duties of his/her position.

12.5 Sick Leave Upon Death

Upon death while actively employed, the estate of the employee shall receive straight-time pay for all accrued sick leave in excess of 1,440 hours.

If an employee terminates or is terminated for any reasons, all accumulated sick leave up to 1,440 hours shall be canceled; provided however, accumulated unused sick leave shall be credited to such employee if the employee returns to City of Tracy employment within two (2) years of such termination.

12.6 Sick Leave Conversion at Retirement

Employees who retire with at least ten (10) years of service may elect to convert all accrued sick leave at the time of retirement to a medical insurance bank. The value of the medical insurance bank shall be determined by multiplying the number of accrued sick leave hours by the employee's hourly rate of pay as defined in Subsection 7.3. The retired employee and their dependents shall be entitled to continued group health insurance coverage currently in effect with premiums for such coverage being deducted from the medical insurance bank until said bank is exhausted in conjunction with COBRA provisions. Thereafter, the employee and their dependents may continue to participate in the City's group health plan, at group rates, provided the City receives the employee's payment for the premium by the 10th of each month for the following month's coverage.

Terms of the Policy Agreement with the City's insurance carrier regarding coverage and eligibility shall apply to the employee and their dependents.

12.7 Retiree Health Savings Account

The City agrees to reopen negotiations on the limited topic of establishing an IRS Section 115 Trust Fund ("Trust Fund") and amending sick leave conversion at retirement (see MOU section 12.6). During the first year of the MOU, the City will analyze the options available with regards to establishing a Trust Fund. During the second year of the MOU, upon the City's request, TFFA agrees to meet and confer in good faith with the City regarding: (1) The implementation of a Trust Fund; and (2) Reducing the amount of sick leave that an employee can convert at retirement pursuant to Section 12.6 of this MOU; however, the City agrees that any reduction to the amount of sick leave an employee may convert upon retirement shall apply on a prospective basis only. The City agrees that it will not implement nor unilaterally impose a Trust Fund without obtaining TFFA's mutual agreement.

12.8 Catastrophic Leave

Employees covered by this Memorandum of Understanding shall be eligible to participate in the City's Catastrophic Leave Program as described in Personnel Rules and Regulations Section 17.8 and the City's Catastrophic Leave Policy and Procedure.

Section 13. Workers' Compensation

All employees receiving disability payments under Workers' Compensation Laws shall be entitled to industrial accident leave in accordance with state laws and employment status.

Section 14. Disability Insurance

The City shall contribute \$77.77 per month on behalf of each represented employee as follows:

100% of the monthly premium for the LTD Plan provided by the Association through the California Association of Professional Firefighters (CAPF).

100% of the monthly premium for the Long Term Care policy provided by the Association through the CAPF.

In no case shall the City's total monthly contribution exceed \$77.77 per employee.

Section 15. Leaves of Absence

15.1 Approved Absence Without Pay

Upon written request, the City Manager may grant an employee a leave of absence without pay for a definite period not to exceed one (1) year. Failure on the part of the employee absent without pay to return to duty within twenty-four (24) hours after notice of return shall be cause for discharge.

A leave of absence without pay up to three (3) days can be approved by the Fire Chief.

The City may pay health benefits for employees on approved leave of absence without pay as a result of illness or injury for up to sixty (60) days.

15.2 Bereavement Leave

In the event of a death in the immediate family of an employee, absence shall be allowed not to exceed five (5) consecutive calendar days. The employee may, with the department head's permission, utilize vacation, sick leave, or compensatory time, if additional leave is required. Such permission shall not be unreasonably refused. In the event of the death of a relative, not a member of the immediate family, absence from duty shall be allowed not to exceed one (1) day. Such absences shall not be charged to sick leave.

The immediate family of an employee is defined as: parents, stepparents, parents-in-law, spouse or domestic partner, child, stepchild, brother, sister, grandparents, grandchildren, brother/sister in-law, son/daughter in-law, or legal guardian or a person who is at least fifty percent (50%) dependent on an employee.

15.3 Military Leave

- (a) Military leave shall be granted in accordance with provisions of State and Federal laws. All employees entitled to military leave shall give the Fire Chief an opportunity within the limits of military regulations to determine when such leave shall be granted. An employee on military leave of absence who has been an employee of the City for not less than one year shall be entitled to receive City base salary for the first 30 calendar days of such absence. Pay for such purposes shall not exceed 30 days in any one fiscal year.
- (b) An employee returning from military duty shall be entitled to appointment to the same or a corresponding position with full base salary and benefits, including within-class pay step increases as would have been received had the employee remained for that period of time in active service with the City. Application must be made within six months of discharge. An employee returning to employment following military leave shall not be discharged without cause within one year after restoration.
- (c) Persons employed by the City of Tracy to fill positions made vacant by employees on military leave of absence shall hold such positions subject to being laid off upon any of the said employees being restored to their former positions. Employees promoted to fill positions made vacant by employees on military leave shall hold such positions subject to being restored to their former positions upon return of the employee.

15.4 Maternity Leave

Maternity leave shall be granted in accordance with applicable State and Federal laws. Request for maternity leave must be submitted to the Fire Chief no later than the end of the sixth month of pregnancy.

15.5 Family and Medical Leave Act (FMLA)

The parties acknowledge the applicability of the Family and Medical Leave Act and the California Family Rights Act and intend to comply with these Acts.

15.6 Jury Duty

All employees shall be entitled to leaves of absence for a reasonable time necessary to appear as a witness in court, other than as a litigant, pursuant to a lawful subpoena, to serve on a jury, or to respond to an official order from another governmental jurisdiction for reasons not brought about through the connivance or misconduct of the employee.

Any employee whose name shall be selected from the list of trial jurors to serve as juror in a civil or criminal action pending in a State or Federal Court convening in the State of California, shall be entitled to a leave of absence for all his/her regularly scheduled shifts during the court days of such service; provided, however, that the employee shall report to work if released from jury service prior to 5:00 PM and does not have to report to jury service the following day.

Such leaves of absence shall be granted with pay up to the amount of the difference between the employee's regular earnings and any amount he/she receives for jury or witness fees, with the exception of any mileage allowance, which shall be retained by the employee. Such leaves of absence shall not be charged against the employee's sick leave or vacation leave.

15.7 Voting Leave

Employees shall be granted sufficient time to vote during municipal, primary and general elections.

15.8 Absence Reports

Absence of all employees on vacation leave, sick leave, compensation leave and leaves without pay granted by the Fire Chief, shall be reported to the Human Resources Department. Such reports of absence shall indicate the hour and date of employment and regular days off included within the period of absence.

15.9 Attendance

Failure on the part of an employee absent without leave to return to duty within 24 hours after notice of return shall be cause for discharge.

Section 16. Health Insurance

16.1 Medical

16.1.1 Plans Provided

The City offers medical insurance through Kaiser and Health Net. During the term of this Agreement the City reserves the right to change medical providers and the parties shall meet and confer regarding any such change.

16.1.2 New Employees

New employees hired after June 1, 2006 shall be required to select a medical plan for at least the employee and are not eligible for cash benefits except as may be required by provisions of the IRS regulations covering Flexible Benefits plans.

16.2 Dental

The City shall offer dental insurance coverage for full-time employees and their eligible dependents through the existing providers.

16.3 Vision Care

The City shall offer vision care benefits for full-time employees and their eligible dependents through the existing providers.

16.4 Life Insurance

The City provides Life Insurance in the amount of Fifty Thousand Dollars (\$50,000). This coverage will be mandatory for all employees. The City will fully pay the premium by adding the actual cost of the premium to the amount provided in the Cafeteria Plan each month.

16.5 Cafeteria Plan

16.5.1 City Contribution

The City shall maintain an account for each full-time employee in regular or probationary status within the City's cafeteria plan. The City shall make monthly payments of no more than the annual maximum amount for the employee's benefit level, either family or employee only, to each employee's account.

16.5.2 Cash Out Options

For employees hired before June 1, 2006, the maximum cash payment shall be set at Nine Hundred and Three Dollars and ninety-seven cents (\$903.97) per month, less any payments made for selected medical, dental and/or vision plans. For employees hired after June 1, 2006, each employee shall be required to select a medical plan and the cash payment shall be limited to the minimum required by law (if any).

16.5.3 Future Contributions

If premiums increase in the plans to which City employees subscribe effective January 1, 2017, the City will increase the City's monthly contribution for employees by 75% of the average of the dollar increase of the family HMO plan premiums for employees electing family coverage.

For employees who elect employee only or employee plus one coverage, any City increase to the employee's account shall be limited to the amount necessary to fully cover the plan selected or up to a maximum of the dollar amount increase allocated to employees who elect family coverage. There shall be no increase for employees who do not elect health insurance coverage.

In the event the above listed amounts are insufficient to fully pay the premiums required of employees enrolled in any one of the medical, dental and/or vision plans, the City shall make a payroll deduction from the employee's pay to cover the difference in cost.

16.5.4 Approved Account Uses

The monies in an employee's account shall be used for one or more of the following purposes only: 1) payment of premium charges for the medical insurance program in which the employee is enrolled, 2) payment of premium charges for dental care, and/or 3) payment of premium charges for vision. The City also independently funds life insurance premiums through each employee's account.

Each employee shall provide the Personnel Officer or HR designee in writing on a form provided and at times designated by the City each year all information necessary to administer the Flexible Benefit Program during the twelve-month period beginning the first day of each plan benefit year. Thereafter, no changes to designations so made will be allowed until the following open enrollment period without a qualifying event

16.5.5 Notification of Changes In Number of Dependents

Each employee shall be responsible for providing immediate written notification to the Personnel Officer of any change to the number of his/her dependents which affects the amount of the City payment on behalf of the employee. Changes in flexible benefit payments required because of a change in an employee's number of dependents shall take effect at the start of the first pay period in the month next following the month in which advice from the employee is received by the Personnel Officer. No retroactive payments shall be allowed.

16.6 Flexible Benefits Plan (IRS Section 125)

The City agrees to maintain the Internal Revenue Code Section 125 Plan to redirect employees' pre-selected amount of base salary to pay employee paid insurance premiums and other approved expenses. The City will not treat these monies as compensation subject to income tax withholding unless the Internal Revenue Service or the Franchise Tax Board indicates that such contributions are taxable income subject to withholding. Each employee shall be solely and personally responsible for any federal, state or local tax liabilities of the employee that may arise out of the implementation of this section or any penalty that may be imposed therefore.

Section 17. Probationary Period

17.1 Purpose

All new and promoted employees shall serve a probationary period. The probationary period shall be considered the last portion of the selection process. Its purpose is to allow the City Manager or, under his direction, the Fire Chief, to observe and appraise the conduct, performance, attitude, adaptability and job knowledge of new or promoted employees and to determine whether the employee is fully qualified for the position.

17.2 Duration

The probationary period for new employees shall be twelve (12) months from date of hire. Merit increases from Step A to B will occur after twelve (12) months on the basis of merit.

The probationary period for promoted employees shall be twelve (12) months.

Any employee who is in a probationary status may be rejected without cause, without right of appeal and without recourse to the Grievance Procedure as provided in Section 22 hereof.

17.3 Promotion

Any employee, who has gained permanent status and thereafter accepts a promotion, may be rejected during the probationary period without cause. Said employee shall retain all other rights of a permanent employee in the classification held prior to promotion, including his/her seniority. Those rights can only be affected for cause.

The Fire Chief may extend the probationary period in three month increments not to exceed one (1) year if he/she feels additional time is necessary to adequately evaluate the employee.

17.4 Probationary Reports

A performance report of each probationary employee shall be made by the Fire Chief or their designee at regular intervals during the probationary period according to rules established by the City Manager.

Section 18. Miscellaneous Personnel Actions

18.1 Vacancies in the Classified Service

All vacancies in higher positions in the classified service shall be filled by promotion from within if the following conditions are met:

- a) The City Manager determines that the best interests of the City will be served by promoting from within
- b) The person to be promoted meets the minimum qualifications of the promotional position
- c) Any promotional examination shall comply with the City, State and Federal rules and regulations governing competitive examinations

18.2 Vacancies in City Service

All vacancies in the City's service shall be filled by restoration, promotion, transfer, demotion, reinstatement, or by appointment from an employment list used in the following order:

- a) By appointment of eligible candidates from reemployment lists;
- b) By appointment of eligible candidates from promotional lists;
- c) By appointment of eligible candidates from an open eligibility list; individuals on a lateral entry employment list may be considered for appointment.

The number of candidates on a promotional list shall exceed by two (2) the number of vacancies to be filled. Should the number of available candidates on the initial promotional list fall below two (2) available candidates, the human resource Director may certify the promotional list in accordance with the City rules and regulations.

Promotional examinations scheduled by the City during an employee's regular working hours may be

taken without loss of compensation.

18.3 Demotion

The City Manager may demote an employee who so requests it, or whose ability to perform his required duties falls below standard, or for disciplinary purposes. No employee shall be demoted to a classification for which he/she does not possess the minimum qualifications.

18.4 Suspension

The City Manager may suspend an employee without pay from his/her position in accordance with disciplinary procedures indicated in Section 21.6. Suspension without pay shall not exceed thirty (30) calendar days.

The Fire Chief may suspend an employee after affording due process rights for not more than three (3) working days for any one offense.

Section 19. Layoff and Recall

Permanent employees may be laid off, without prejudice, due to lack of funds or curtailment of work. No permanent employee, however, may be separated while there are temporary employees serving in the same or allied classification or position in the City service, unless that employee has been offered the temporary work.

When the Fire Chief is instructed by the City Manager to reduce the number of employees, layoffs shall be made in accordance with the following rules below, (a) through (e) inclusive:

- (a) Layoffs shall be by job classification according to reverse order of seniority as defined by total City service
- (b) The employee to be laid off may displace the least senior employee in the lateral or next lower classification in which he previously held permanent status, provided the displaced employee has less total City service. Total City service means City service as a full-time employee
- (c) An employee may demote or transfer to a vacant position in a classification for which they possess the necessary skills as determined by the minimum qualifications and job specifications for the position
- (d) The name of each employee laid off shall be entered on a Reemployment List in order of seniority for two (2) years
- (e) Former employees appointed from a reemployment eligibility list shall be restored all rights accrued prior to being laid off, such as sick leave, vacation credits, and credit for years of service. However, such reemployed employees shall not be eligible for benefits for which they received compensation at the time of or subsequent to the date they were laid off
- (f) The City Manager may require former employees appointed from a reemployment list to undergo a physical examination, including a drug test

When a vacancy lasting more than twelve (12) consecutive months occurs within the represented ranks due to injury or illness, an employee may be promoted to fill the position on a temporary/interim basis. If the injured/sick employee should return to full unmodified duty, the Fire Chief may demote the employee in the interim position in accordance with the following rules below, (a) through (e) inclusive:

- (a) Demotion shall be by job classification filled in the interim basis according to reverse order of seniority as defined by total time in grade.
- (b) The employee to be demoted may displace the least senior employee in the lateral or next lower classification in which they previously held permanent status, provided the displaced employee has less total time in grade. Total time in grade means service as a full-time employee in their previously held position.
- (c) An employee may demote or transfer to a vacant position in a classification for which they possess the necessary skills as determined by the minimum qualifications and job specifications for the position.
- (d) The name of each employee demoted shall be entered on a Reemployment List in order of seniority for two (2) years.
- (e) An employee demoted from an interim position will not be required to retest for the position for the duration of time in which their name is on the reemployment list.

Section 20. Separation from Service

20.1 Resignation

Any employee wishing to resign from employment shall file with the Fire Chief a notice of intention to leave at least two (2) weeks in advance. Upon completion and signing of a form disclosing the reasons for leaving, the resigning employee shall be entitled to their final paycheck following completion of their final day's work.

20.2 Reinstatement

A permanent employee who has resigned in good standing may request a reinstatement and the City Manager may reinstate such employee to a vacant position, if the City Manager determines reinstatement will be in the best interest of the service.

The City Manager may require such employee to submit to a physical examination, including a drug test, and may require the employee to serve a new probationary period. Upon reinstatement, seniority and Department seniority, with the exception of rank seniority, shall be restored to total City service incurred up to the date of the separation of employment from the City of Tracy.

20.3 Termination Interview

Employees terminating City employment, for whatever reason, shall be interviewed by their immediate supervisor who shall advise the employee of both theirs and the City's rights under the terms of resignation and shall ascertain the reasons for termination of employment.

20.4 Discharge

An employee may be discharged at any time by the City Manager for cause. Whenever it is the intention of the Fire Chief to discharge an employee, the City Manager shall be notified and his/her prior approval obtained.

Section 21. Employee Conduct and Discipline

21.1 Personal Conduct

Employees are required at all times to conduct themselves in such a manner as to reflect no discredit upon the City of Tracy.

21.2 Financial Affairs

Employees shall so arrange their personal financial affairs that creditors and collection agencies will not have to make use of the Offices of the City Manager, the Department Directors, nor the Controller, for the purpose of making collections.

21.3 Outside Employment

Employees may be employed in other jobs but other employment shall not be a job which provides an essential emergency service that would be a conflict of interest with the fire service job.

Employees may not carry on, concurrently with their public service, any private business, public office, employment or undertaking, attention to which affects the time or quality of their work, or which creates a conflict of interest with their City employment.

21.4 Private Use of City Equipment

No City facility or equipment shall be put to any private use without the permission of the City Manager.

21.5 Disciplinary Action

This section shall apply to the following disciplinary actions:

- Suspension
- Demotion/Reduction in Pay
- Discharge
- Written Reprimand

21.6 Causes for Disciplinary Action

Disciplinary actions may be imposed upon any employee for cause. The following shall constitute cause for disciplinary action against an employee. However, cause for discipline is not limited to the following:

- (a) Fraud in securing employment
- (b) Incompetency
- (c) Inefficiency
- (d) Inexcusable neglect of duty
- (e) Insubordination

- (f) Dishonesty
- (g) Being under the influence of alcohol or controlled substance while on duty
- (h) Inexcusable absence without leave
- (i) Conviction of a felony or conviction of a misdemeanor involving moral turpitude. A plea or verdict of guilty, or conviction following a plea of nolo contendere, to a charge of a felony or any offense involving moral turpitude is deemed to be a conviction within the meaning of this section
- (j) Discourteous treatment of the public or other employees
- (k) Misuse of City property
- (l) Violation of any established City/departmental rule, regulation, policy and/or manual.
- (m) Unlawful discrimination, including harassment, on the basis of race, religious creed, color, national origin, ancestry, physical handicap, marital status, sex, or age, against the public or other employees while acting in the capacity of a City employee. All disciplinary actions shall be conducted in accordance with the Firefighters Bill of Rights.

21.7 Manner of Reprimand

If the City has reason to reprimand an employee it shall be done in a manner that will not embarrass the employee before other employees or the public.

21.8 Skelly Notice

The City agrees to give an employee, who is being disciplined, at least eight (8) calendar days' notice of such disciplinary action, as provided in Section 21.5.

Section 22. Grievance Procedure

22.1 Definition

A grievance is hereby defined as any dispute that involves the interpretation or application of this agreement or disciplinary action taken against an employee, or the application of the Personnel Rules, or the application of departmental rules.

It is the expressed intent of the parties that grievances be resolved at the lowest possible administrative level. Toward this objective, the following steps are prescribed:

22.2 Confidentiality and Privacy Rights

22.2.1 Meetings and Hearings

Except as provided by the City Personnel Rules and Regulations and unless requested otherwise in writing by the grievant, all meetings and hearings for any disciplinary matter shall be private and confidential, and shall include only the parties, City representatives, and Union representatives, witnesses, and other necessary attendees.

22.2.2 Release of Arbitration Award

The parties agree that written arbitration decisions are public records. If a grievance results in a written arbitration decision and the Union releases the arbitration decision to third parties, the City may disclose any information contained within the arbitration decision to third parties. Neither the City nor Union shall release any information not contained in the arbitration decision or that is not a public record, except communications permitted by law.

22.3 Procedure

Step 1 (a) Informal Discussion

The bargaining unit member or the Union representative may present the grievance orally to the immediate supervisor within ten (10) calendar days from such time as the bargaining unit member or Union should reasonably have been aware of the occurrence of the incident giving rise to the grievance. The supervisor shall provide his/her response within ten (10) calendar days following the informal discussion.

(b) Formal Submission

Should the grievance remain unresolved, the bargaining unit member or Union representative may submit the grievance, in writing, to the Division Fire Chief. The formal submission shall be made within ten (10) calendar days of the supervisor's response to the informal presentation of the grievance, or, if no response is received, at the conclusion of the ten (10) day period provided for informal discussion. If the grievance is not submitted within these timelines, the grievance shall be considered resolved. The grievance shall state the specific section of the Memorandum of Understanding, the Personnel Rules and Regulations, or Departmental Rules alleged to be violated, or the disciplinary action taken, and the proposed solution. The Fire Chief, or his/her designated uniformed representative, shall render a decision in writing to the bargaining unit member and/or Union within ten (10) calendar days of receipt of the formal submission of the grievance. Copies of all written grievances filed by bargaining unit members shall be provided to the Union within a period not to exceed five (5) calendar days. Copies of responses thereto shall also be provided to the Union.

Step 2 Appeal to Department Head

Should the grievance remain unresolved, the bargaining unit member or Union representative may, within ten (10) calendar days after receipt of the Division Fire Chief's decision, submit the grievance in writing to the Fire Chief. The Fire Chief (or designated sworn uniformed representative) shall respond to the grievance in writing ten (10) calendar days after receipt of the grievance.

It is understood that nothing shall preclude the Union from presenting a grievance to the Fire Chief if it is deemed that such action is warranted by the nature of circumstances of the grievance.

Step 3 Bargaining Unit Member Relations Officer – Union Representative

Except for a grievance concerning a verbal or written reprimand which may not be appealed beyond Step two (2) of this procedure, should the grievance remain unresolved, the bargaining

unit member or Union representative may, within ten (10) calendar days after receipt of the department head response, submit the grievance in writing to the Employee Relations Officer. The Employee Relations Officer, or a designated representative, shall investigate the case and either respond to the grievance or meet with the bargaining unit member and/or assigned Union representative within ten (10) calendar days of submission and attempt to resolve the dispute.

Step 4 Conflict Resolution Team Process

The City and the Union encourage the grievant and the City to participate in a joint City-Union conflict resolution process. If mutually requested or agreed upon by the grievant and the City, a Conflict Resolution Team (CRT) shall schedule a conflict resolution meeting. The Union shall appoint two members of the conflict resolution team, the Office of Personnel shall appoint one member of the conflict resolution team, and the Department shall appoint one member. While the CRT is meeting with the grievant and the City, the Union and the City may agree to extend applicable time limits. The CRT may request the assignment of a mediator from the State Conciliation and Mediation Service.

Step 5 Adjustment Board and Arbitration

Should the grievance remain unresolved, either the City or the Union may, within fourteen (14) calendar days of said meeting, submit the grievance to an Adjustment Board comprised of two (2) Association representatives, no more than one (1) of whom shall be either an employee of the City or an elected or appointed official of the Association, and two (2) representatives of the City, no more than one (1) of whom shall be either an employee of the City or a member of the staff of any organization employed to represent the City in the meeting and conferring process.

If an Adjustment Board is unable to arrive at a majority decision, either the Association or the City may require that the grievance be referred to an impartial arbitrator who shall be designated by mutual agreement between the Association and the City Manager, or their designated representative. If such an agreement is not reached, the arbitrator will be chosen by each party alternately striking one name at a time from the following list of arbitrators until only one name remains:

1. Bonnie Bogue
2. Morris Davis
3. John Kagel
4. Frank Silver
5. Carol Vendrillo
6. Matt Goldberg
7. Luella Nelson
8. Wilma Rader
9. Alexander Cohn
10. Fred D'Orazio

The fees and expenses of the arbitrator and of the Court Reporter, shall be shared equally by the Association and the City. Each party, however, shall bear the cost of its own presentation, including preparation and post hearing briefs, if any.

Decision of Adjustment Boards on matters properly before them shall be final and binding on the parties hereto, to the extent permitted by the laws governing General Law Cities in the State of California.

If arbitration is selected, it is agreed that the decision of the arbitrator shall be final and binding on all parties and that the arbitrator's fees shall be borne equally by the parties. The arbitrator shall have not power to add to or subtract from the provisions of this Agreement, the Personnel Rules and Regulations, or departmental rules.

22.4 Time Limits

Time limits prescribed in this agreement may be extended by mutual agreement of the parties. Failure by the bargaining unit member or Union to follow time limits, unless so extended, shall nullify the grievance. Failure by the City to follow the limits unless so modified, shall cause the grievance to move to Step 2 or to Step 3, whichever is the next level.

22.5 Consolidation

Concurrent grievances alleging violation of the same provision shall be consolidated for the purpose of this procedure as a single grievance.

22.6 Immediate Dispute Resolution

In the event there is a dispute regarding the interpretation of application of this Agreement that imminently affects the City's interests, the Union, or a substantial number of members represented by the Union, either the City or the Union may request suspension of the grievance process as described in Section 22.3 of this Article and proceed to immediate resolution discussions with the Fire Chief, the Employee Relations Officer, and a Union representative. Such discussions shall be concluded within 45 days of the date of the initial request for same and the action which prompted the request for immediate dispute resolution shall be stayed, pending discussion/conclusion.

Should the dispute still not be resolved, it may be submitted directly to an arbitrator selected in accordance with the procedure detailed below.

An arbitrator to hear such case shall be selected by the parties from a panel of four professional neutral arbitrators, two submitted by each party when proceeding to arbitration pursuant to this section. The first arbitrator, selected at random, available within a 48 hour period shall be selected.

In any such case the arbitrator shall have not power to add to or to subtract from the provisions of this Agreement, the Personnel Rules, or departmental rules or orders in rendering his/her award. Pending prompt and immediate decision of the arbitrator, the stay of intended action giving rise to the dispute shall continue in effect.

It is expressly understood and agreed that the provisions of this Section shall not be invoked for actions involving individual bargaining unit member disciplinary actions or grievances.

22.7 Compensation Complaints

All complaints involving or concerning the payment of compensation shall be initially filed in writing with the City Manager. Only complaints which allege that employees are not being compensated in accordance with the provisions of this Memorandum of Understanding shall be considered as grievances. No adjustment shall be retroactive for more than thirty (30) days from the date upon which the complaint was filed.

22.8 Mutual Agreement on Changes

No changes in the Memorandum of Understanding or interpretations thereof (except interpretations resulting from Adjustment Board or Arbitration proceedings hereunder) will be recognized unless agreed to by the City Manager and the Association.

22.9 No Strike

The Association, its members and representatives, agree that during the term of this Memorandum of Understanding, it and they will not engage in, authorize, sanction, or support any job action including but not limited to any strike, slow down, stoppage of work, curtailment of production, concerted refusal of overtime work, refusal to operate designated equipment (provided such equipment is safe and sound), or the refusal to perform customary duties.

Section 23. City Rights

Except as modified by this Memorandum of Understanding or applicable laws the City of Tracy retains the exclusive rights and functions of management including, but not limited to the following:

- (1) To direct employees
- (2) To hire, promote, transfer and assign employees in positions not inconsistent with applicable classifications and/or job specifications
- (3) To dismiss employees because of lack of work or for other just cause.
- (4) To reprimand, demote, suspend, discharge or otherwise to discipline employees for proper cause or for violation of the City's Rules and Regulations
- (5) To determine the mission, the budget and the organization of the City, including the number of employees and the methods and technology of performing their work
- (6) To take whatever additional action may be necessary in order to carry out and direct the employees' mission in situations of emergency
- (7) To review, revise and/or establish job duties, workloads and workload standards as necessary during the term of this Memorandum of Understanding.
- (8) The City agrees to the extent required by Government Code Section 3500, etc. seq. to meet and confer, upon request, with unit representatives concerning the practical consequences or impact upon the bargaining unit or bargaining unit members of any management decisions modifying or changing wages,

hours and working conditions, provided that the City's duty to meet and confer hereunder shall require it to delay implementation of such management decisions for no more than thirty (30) days from the date it notified the Association in writing of its proposed action (measured from date of mailing by certified mail). Nothing above shall allow the City to violate any provision of this Memorandum of Understanding, and Association shall have the right to grieve any such violation as provided in Section 22.

Section 24. General Provisions

24.1 Safety

24.1.1 Safe Work Conditions

The City shall provide and maintain safe working conditions and the Association will cooperate to that end. Employees shall work in a safe manner. No employee shall be required to work in an area where conditions exist that are unsafe or detrimental to health without adequate and proper protective clothing and/or equipment.

24.1.2 Safety Equipment

The City shall continue to supply employees with all safety equipment required by the City and/or Cal/OSHA. All employees furnished such equipment or payment for such equipment shall use the equipment for the purposes and uses specified under applicable safety rules and regulations.

24.1.3 Blood Borne Pathogens

The City agrees to comply with Cal-OSHA regulations regarding Blood Borne Pathogens and ensure that all employees are trained in the proper procedures; replaces Letter of Understanding Regarding Blood Borne Pathogens, signed by TFFA President and Assistant City Manager on June 26, 2006 and July 13, 2006, respectively.

24.2 Physicals

The City shall continue to provide a complete physical examination every other year for employees under age thirty-five (35) and once a year for those age thirty-five and over.

All new employees shall pass the above physical and pass a physical fitness test, as described in Section 24.3, once per calendar year (as scheduled by the Fire Chief) as part of the minimum qualifications for employment. All new employees shall be non-smokers as part of the minimum qualifications for employment.

24.3 Physical Fitness Program

(a) Testing. All sworn personnel covered under this MOU must take a physical fitness exam every two years, as scheduled by the Fire Chief. It is the goal of this Physical Fitness Program that all employees will routinely pass the fitness test. The test components for fitness will consist of a review of medical history and a treadmill stress test with 12 lead EKG administered by the City's designated physician. Minimum standard for the fitness performance is "Bruce Protocol", level four (4) or higher.

Any employee who fails to pass the test will be placed on a supervised remediation program by the

administering physician. They will be allowed to retest two times in a six-month period after the failure.

Failure to complete/pass the above testing will require the individual to participate in a remedial program to progress to minimum Department standards as prescribed by the City's physician. Reevaluation will take place in a period determined by the City's physician.

Failure to meet minimum standards at this point would require the doctor to individually reevaluate the program and participation in said program, make corrections and reevaluate in another 30-60 day period as determined by the city's doctor. If there is failure to meet minimums after the second reevaluation, the doctor shall determine if individual has the capacity to continue at full-time line capacity. The above test procedure may be used as return to work/fitness for duty as determined by the Fire Chief.

If at any time a determination is made by the doctor that the individual performance level may cause him/her to constitute possible harm to themselves or others in the performance of their duties, they shall be removed from line duty immediately. In the event the employee is determined by the City's physician to be ineligible to return to work and is not allowed to perform alternate duties, the employee shall be referred to his/her personal primary care physician and shall be placed on sick or other accrued paid leave until a determination is made regarding the employee's fitness for duty. The employee shall be entitled to contest the determination through a second and if necessary, third tie-breaker opinion. The costs of the second/third opinions shall be paid by the employee.

An employee should promptly submit an application for Workers' Compensation Benefits if the employee is taken off work status due to the results of a physical fitness test and the employee reasonably believes that the medical condition is work related. If the employee's Workers' Compensation application is ultimately granted, the City will credit any accrued paid leave used by the employee as a result of being taken off work status.

(b) Exemptions. Short Term exemptions from the testing requirement may be given for medical reasons. Exemptions will be granted by the Fire Chief when proof of medical necessity is demonstrated.

(c) Incentive. Employees will be eligible for a paid fitness incentive after satisfactory completion of probationary status in the Fire Department. Eligible department members passing the fitness testing will be paid \$50 per month. Employees who fail a portion of the fitness testing will cease to receive this incentive immediately. The incentive will not be reinstated until after satisfactory completion of all testing elements.

(d) Workout Time. Workout time will be managed through written departmental policy. Work out periods shall be utilized by all personnel. Any required records shall be turned into the Training Officer as verification of compliance.

(e) Disciplinary Action. Any employee who fails to participate and/or is placed in the remedial program and who fails to make satisfactory progress towards fitness, as determined by the City's physician, will be referred to the Fire Chief and subject to disciplinary action up to and including termination. Employees may go to their own doctor prior to any disciplinary action.

(f) HAZMAT members. Those departmental personnel who are members of the HAZMAT team and receive the associated incentive pay shall be required to participate in additional testing beyond the above mentioned examinations. Blood work consisting of a CVC and Comprehensive Metabolic Panel (Chem

Panel 20) as well as respiratory clearance in the form of a spirometry test with interpretation are required.

(g) Federal and State Laws. In order to comply with state and federal mandate changes, the City of Tracy reserves the right to alter the requirements for the Fitness Program, and this would be a meet and confer item.

(h) Future Program. If the City develops a successor program it shall meet and confer with the Association prior to implementing that new program.

24.4 Americans With Disabilities Act (ADA) and Fair Employment and Housing Act (FEHA)

The City and the Union recognize that the City has an obligation, under law, to meet with individual employees who allege a need for reasonable accommodation in the workplace because of a disability. If, by reason of the aforesaid requirement, the City contemplates actions, which are in potential conflict with any provision of this Memorandum of Understanding, but which are to provide reasonable accommodation to an individual employee in compliance with the ADA and FEHA, the Union will be advised of any such proposed accommodation prior to implementation by the City.

24.5 Modified Duty Assignments

The City will endeavor to provide modified duty assignments, in a nondiscriminatory manner to employees injured on the job; provided, however, that employee's injured on-duty shall be given preference for available modified duty assignments, before employees injured off the job. Such assignments shall be based upon the needs of the department and shall be within the medical limits set by the employee's treating physician.

Section 25. New Work

In the event the City introduces new work which the Association believes does not fall within any of the existing classifications, the City and the Association shall, upon written request, meet and confer with respect to the base salary or other terms and conditions of such work.

Section 26. Negotiations Start-up Date

Both the City and the Association will make every effort to start negotiation discussions at least 6 months before the expiration of the term of the agreement on or before January 15, 2018.

Section 27. Total Agreement

This Memorandum of Understanding constitutes a full and complete agreement by the parties and contains all of the matters upon which the parties have reached agreement. Any matter not contained in this Memorandum of Understanding has not been agreed upon and, if raised in negotiations, was dropped by the party raising it as part of a good faith attempt to reach agreement.

Section 28. Separability of Provisions

Should any section, clause or provision of this Memorandum of Understanding be declared illegal by final judgment of a court of competent jurisdiction, such invalidation of such section, clause or provision shall

not invalidate the remaining portions hereof, and such remaining portions shall remain in full force and effect for the duration of this Memorandum of Understanding. In the event of such invalidation, the parties agree to meet and confer concerning substitute provisions for provisions rendered or declared illegal.

Section 29. Past Practices and Existing Memoranda of Understanding

The term of this agreement is from July 1, 2021 through June 30, 2023.

This Memorandum of Understanding shall supersede any prior Memorandum of Understanding, rules or regulations, or past practices in direct conflict with the provisions hereof.

TRACY FIREFIGHTERS' ASSOCIATION

CITY OF TRACY

By: _____
Paul O'Neal, TFFA President

By: _____
Midori Lichtwardt, Acting City Manager

By: _____
Dan L. Koontz, Labor Consultant,
Mastagni Law

Draft

COMPENSATION AND BENEFITS PLAN

BETWEEN

THE CITY OF TRACY

AND

LIMITED SERVICE EMPLOYEES

October 1, 20~~21~~¹⁸ through September 30, 20~~23~~²¹



Think Inside the Triangle™

Human Resources Department
333 Civic Center Plaza
Tracy, CA 95376
(209) 831-6150
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Limited Service Employee Compensation and Benefits Plan

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City of Tracy
Limited Service Employee
Compensation and Benefit Plan
Effective October 1, ~~202118~~ through September 30, ~~202321~~

Section 1: Purpose and Intent:

This Limited Service Employee Compensation and Benefits Plan supersedes all prior Plans governing the employment relationship between the City and Limited Service Employees. The following plan provides the basis for recognition, benefits and compensation, effective October 1, ~~202118~~ through September 30, ~~202321~~

Section 2: Coverage:

From time to time the City may hire employees to perform work on a Limited Service basis. Limited Service work assignments may include, without limitation, work on a part time, temporary, on-call, seasonal, supplemental and/or student basis. Limited Service Employees are distinguished from regular employees – i.e.: employees holding regular, full time positions in the City. The City may establish by individual written contract, the terms and conditions of a Limited Service assignment. In order to be effective, such contract must be signed by the City Manager.

Section 3: Compensation and Benefits:

A. **Pay Rate:**

Unless otherwise agreed to in an individual contract, Limited Service Employees shall receive such compensation pursuant to the pay rates provided in this Plan, Attachment A. Unless designated exempt from overtime under the Fair Labor Standards Act (“FLSA”), compensation will be paid on an hourly basis. The hourly rate of pay shall correspond to the pay ranges attached to this Plan or the City’s Classification and Compensation Plan, unless otherwise specified in an individual contract.

B. **COLA/Equity Increase:**

All classification shall receive Cost of Living and/or Equity Increases as listed in Attachment A.

C. **Step Increases:**

When the City Manager and Department Head determine it to be in the City’s best interest, a Limited Service Employee may start at a pay rate above the first or entry-level rate. Progression through the pay range will be based on the worker’s performance, as evaluated annually by the Department Head.

D. **Overtime:**

For Limited Service Employees entitled to receive overtime, they shall be paid at a rate of one and one-half (1.5) times the regular hourly rate of pay, for hours actually worked over 40 in the designated workweek. Overtime is the hours actually worked in excess of the employee's regular workweek, and which has the prior approval of the Department Head or designated representative.

E. **Workweek:**

The workweek shall be from Sunday through the following Saturday, unless otherwise designated by the Department Head. For those employees permitted to work on the 9/80 schedule, the workweek for purposes of calculating overtime under the FLSA, shall be midway Friday the employee works to midway the following Friday.

F. **Benefits:**

Holiday Pay - Receive pay at the rate of one and one-half (1.5) times the hourly rate of pay for all hours worked on a City observed holiday (this overtime shall not be added to overtime due under the FLSA);

City Programs - May participate in the City Safety Committee, Tracy Service Improvement and Employee of the Month programs.

Promotional Recruitment - Limited Service Employees may apply for a position(s) in a "Promotional Only" recruitment(s) after accumulating 1,040 hours of employment within the last five consecutive years provided they are employed by the city at the time of the promotional recruitment.

Service Recognition - May receive certificate(s) for recognition of service time in five-year increments based on calendar years worked.

***In addition to benefits listed above, Limited Service Employees who have worked 1,000 hours or more in a fiscal year and/or are enrolled in the CalPERS Retirement System, shall be entitled to the following additional benefits:

Sick Leave Accrual - In accordance with the Healthy Workplaces, Health Families Act of 2014 and City of Tracy Sick Leave for Limited Service Employees Policy and Procedure.

Eligibility: Limited Service Employees who have worked for the City of Tracy for 30 or more days within 12 months from the beginning of employment, and who are not eligible for any form of leave benefit provided by the City of Tracy or any employee group.

Use: Limited Service Employees are eligible to use their available paid sick leave beginning on the 90th day of employment.

Accrual: Twenty-four (24) hours per fiscal year

The following sections apply to Limited Service Employees who are enrolled in the CalPERS Retirement Program, either prior to joining the City or after working 1,000 hours or more in a fiscal year at the City. In addition to the benefits listed above, these employees are eligible for:

Bereavement Leave for Scheduled Work Hours

Entitled to leave due to the death of immediate family members, as defined in the City's Personnel Rules and Regulations, not to exceed three (3) workdays within two (2) weeks of the date of death of the family member. This leave will be based on the formulated schedules within the respective departments relevant to the employee. In the event of the death of a relative, not a member of the immediate family, absence from duty shall be allowed not to exceed one (1) day.

Jury Duty Leave for Scheduled Work Hours

Allowed time away from work to comply with jury duty requests to report, as specified, in the City's Personnel Rules and Regulations.

Leave Accrual

- Sick Leave – accrual will be based on date of CalPERS enrollment, and in accordance with years of service, on a prorated basis
- Vacation Leave – accrual will be based on date of CalPERS enrollment, and in accordance with years of service, on a prorated basis.

G. **CalPERS Retirement:**

Limited Service Employees who have worked 1,000 hours or more in a fiscal year and/or are enrolled in the CalPERS Retirement System, shall be entitled to the following benefits:

For employees hired and enrolled in the CalPERS Retirement Program on or before December 16, 2010, and under the first tier CalPERS retirement formula (2.5% at 55), the employee shall pay the 8% employee contribution during the term of this Compensation and Benefits Plan.

For employees hired and enrolled in the CalPERS Retirement Program between December 16, 2010 through December 31, 2012, and under the second tier CalPERS retirement formula (2% and 55), the employee shall pay the 7% employee contribution during the term of this Compensation and Benefits Plan.

For employees hired and/or first enrolled in the CalPERS Retirement Program on or after January 1, 2013, and under the CalPERS PEPRA retirement formula (2% and 62),

the employee shall pay the employee contribution required under PEPRA during the term of this Compensation and Benefits Plan.

For employees hired and enrolled in the CalPERS Retirement Program on or after January 1, 2013 and who qualify as “new employees” under the Public Employee’ Pension Reform Act shall receive average of three (3) consecutive highest years and 2% at 62 benefit formula provided through CalPERS. Employees who receive the CalPERS retirement formula of 2% @ 62 shall pay the employee contribution required by the Public Employees’ Pension Reform Act, currently calculated at fifty percent (50%) of the normal cost.

Section 4: Miscellaneous

- A. As used in this Plan, “the City” refers to the City Manager, and includes their designees; provided, however, the City Manager may not delegate authority to alter at-will employment relationships. The City Manager may establish reasonable rules, regulations and procedures to implement this Plan.

- B. Limited Service Employees shall have no property rights to continued employment or work in the City. Limited Service employees are “at-will” in that the City or the worker may terminate the relationship, with or without cause. The at-will relationship with the City may not be changed by practice, custom or express representation, but only by a written documentation personally signed by the City Manager and the affected worker. Limited Service Employees may also be subject to discipline, including counseling, reprimands, suspensions, demotions, and step reductions, but shall have no appeal rights under the City’s Personnel Rules and Regulations.

- C. Generally speaking, Limited Service Employees will be restricted to performing no more than 999 hours of service in a fiscal year, if they are not already enrolled in the CalPERS retirement program. Upon recommendation of the Department Head, and with the approval of the City Manager, Limited Service Employees may be authorized to work beyond the 999 hour limit.

- D. In the event a court of competent jurisdiction determines that some provision in this Plan is inconsistent with applicable law, the City may, in its discretion, void all or part of this Plan and terminate any affected employment relationships.

ATTACHMENT A
Limited Service Employee Classification and Pay Schedule

Step Classifications							
Class Code	Classification	Effective	1	2	3	4	5
9107	Clerical	10/1/2021	\$14.00	\$14.70	\$15.44	\$16.21	\$17.02
		1/1/2022	\$15.00	\$15.75	\$16.54	\$17.36	\$18.23
9108	Intern-Generalist	10/1/2021	\$19.18	\$20.14	\$21.15	\$22.20	\$23.31
		1/1/2022	\$20.55	\$21.58	\$22.66	\$23.79	\$24.98
9303	Maintenance Aide	10/1/2021	\$15.68	\$16.46	\$17.29	\$18.15	\$19.06
		1/1/2022	\$17.45	\$18.32	\$19.23	\$20.19	\$21.20
9351	Water Patrol Aide	10/1/2021	\$16.52	\$17.35	\$18.21	\$19.12	\$20.08
		1/1/2022	\$17.70	\$18.59	\$19.51	\$20.49	\$21.51
9361	Theatre Technician	10/1/2021	\$28.84	\$30.28	\$31.80	\$33.39	\$35.06
		1/1/2022	\$29.71	\$31.19	\$32.75	\$34.39	\$36.11
9501	Police Intern/Parking Enforcement Officer	10/1/2021	\$18.20	\$19.11	\$20.07	\$21.07	\$22.12
		1/1/2022	\$19.50	\$20.48	\$21.50	\$22.57	\$23.70
9512	Public Safety Dispatcher II – Per Diem	10/1/2021	\$32.15	\$33.76	\$35.45	\$37.22	\$39.08
		1/1/2022	\$33.11	\$34.77	\$36.51	\$38.33	\$40.25
9517	Ranger Master (H)	10/1/2021	\$30.26	\$31.77	\$33.36	\$35.03	\$36.78
		1/1/2022	\$31.17	\$32.73	\$34.36	\$36.08	\$37.88
9533	Professional Standards Officer	10/1/2021	\$50.44	\$52.96	\$55.61	\$58.39	\$61.31
		1/1/2022	\$51.95	\$54.55	\$57.28	\$60.14	\$63.15
9552	D.A.R.E. Officer	10/1/2021	\$35.31	\$37.08	\$38.93	\$40.88	\$42.92
		1/1/2022	\$36.37	\$38.19	\$40.10	\$42.10	\$44.21
9563	Fire Reserve	10/1/2021	\$14.00	\$14.70	\$15.44	\$16.21	\$17.02
		1/1/2022	\$15.00	\$15.75	\$16.54	\$17.36	\$18.23
9631	Recreation Leader I	10/1/2021	\$14.00	\$14.70	\$15.44	\$16.21	\$17.02
		1/1/2022	\$15.00	\$15.75	\$16.54	\$17.36	\$18.23
9632	Recreation Leader II	10/1/2021	\$17.54	\$18.42	\$19.34	\$20.30	\$21.32
		1/1/2022	\$18.79	\$19.73	\$20.72	\$21.75	\$22.84
9633	Recreation Leader III	10/1/2021	\$19.89	\$20.88	\$21.93	\$23.03	\$24.18
		1/12022	\$21.31	\$22.38	\$23.49	\$24.67	\$25.90
9635	Facility Attendant	10/1/2021	\$18.48	\$19.40	\$20.37	\$21.39	\$22.46
		1/1/2022	\$19.80	\$20.79	\$21.83	\$22.92	\$24.07
9636	Lifeguard	10/1/2021	\$14.00	\$14.70	\$15.44	\$16.21	\$17.02
		1/1/2022	\$15.00	\$15.75	\$16.54	\$17.36	\$18.23
9637	Senior Lifeguard	10/1/2021	\$17.54	\$18.42	\$19.34	\$20.30	\$21.32
		1/1/2022	\$18.79	\$19.73	\$20.72	\$21.75	\$22.84
9638	Pool Manager	10/1/2021	\$19.89	\$20.88	\$21.93	\$23.03	\$24.18
		1/1/2022	\$21.31	\$22.38	\$23.49	\$24.67	\$25.90

Single Step Classifications							
Class Code	Classification	Effective	1	2	3	4	5
9551	Police Reserve	10/1/2021	\$39.37				
		1/1/2022	\$40.55				
9565	Firefighter Trainee	10/1/2021*	\$25.88				
		7/1/2022*	\$26.66				

*Firefighter Trainee (70% of Step A, Firefighter)

Range Classifications							
Class Code	Classification	Effective	1	2	3	4	5
9110	PT Program Assistant	10/1/2021	\$14.00				\$24.10
		1/1/2022	\$15.00				\$25.82
9231	Project Specialist I	10/1/2021	\$14.00				\$46.68
		1/1/2022	\$15.00				\$50.01
9232	Project Specialist II	10/1/2021	\$46.69				\$131.59
		1/1/2022	\$50.02				\$140.99
9626	Recreation Specialized Instructor	10/1/2021	\$14.00				\$49.66
		1/1/2022	\$15.00				\$53.21

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4112	Account Clerk	TTSSEA	A		2,113.20	4,578.60	54,943.20	26.4150
			B		2,218.87	4,807.55	57,690.62	27.7359
			C		2,329.81	5,047.92	60,575.06	29.1226
			D		2,446.30	5,300.32	63,603.80	30.5788
			E		2,568.62	5,565.34	66,784.12	32.1078
3106	Accountant*	TMMBU	A		3,322.47	7,198.69	86,384.22	41.5309
			B		3,488.59	7,558.61	90,703.34	43.6074
			C		3,663.02	7,936.54	95,238.52	45.7878
			D		3,846.16	8,333.35	100,000.16	48.0770
			E		4,038.47	8,750.02	105,000.22	50.4809
2520	Accounting Manager*	CONF	A		4,803.16	10,406.85	124,882.16	60.0395
			B		5,043.31	10,927.17	131,126.06	63.0414
			C		5,295.49	11,473.56	137,682.74	66.1936
			D		5,560.26	12,047.23	144,566.76	69.5033
			E		5,838.29	12,649.63	151,795.54	72.9786
4201	Accounting Technician	TTSSEA	A		2,598.83	5,630.80	67,569.58	32.4854
			B		2,728.79	5,912.38	70,948.54	34.1099
			C		2,865.21	6,207.96	74,495.46	35.8151
			D		3,008.49	6,518.40	78,220.74	37.6061
			E		3,158.92	6,844.33	82,131.92	39.4865
4102	Administrative Assistant	TTSSEA	A		2,103.86	4,558.36	54,700.36	26.2983
			B		2,209.04	4,786.25	57,435.04	27.6130
			C		2,319.50	5,025.58	60,307.00	28.9938
			D		2,435.47	5,276.85	63,322.22	30.4434
			E		2,557.23	5,540.67	66,487.98	31.9654
8102	Administrative Assistant - Confidential	CONF	A		2,156.03	4,671.40	56,056.78	26.9504
			B		2,263.82	4,904.94	58,859.32	28.2978
			C		2,377.01	5,150.19	61,802.26	29.7126
			D		2,495.87	5,407.72	64,892.62	31.1984
			E		2,620.66	5,678.10	68,137.16	32.7583
4107	Administrative Technician	TTSSEA	A		2,598.83	5,630.80	67,569.58	32.4854
			B		2,728.79	5,912.38	70,948.54	34.1099
			C		2,865.21	6,207.96	74,495.46	35.8151
			D		3,008.49	6,518.40	78,220.74	37.6061
			E		3,158.92	6,844.33	82,131.92	39.4865
3510	Airport Manager*	TMMBU	A		3,372.56	7,307.21	87,686.56	42.1570
			B		3,541.17	7,672.54	92,070.42	44.2646
			C		3,718.23	8,056.17	96,673.98	46.4779
			D		3,904.14	8,458.97	101,507.64	48.8018
			E		4,099.34	8,881.90	106,582.84	51.2418
5522	Animal Services Aide	TEAMSTERS	A		1,442.09	3,124.53	37,494.34	18.0261
			B		1,514.19	3,280.75	39,368.94	18.9274
			C		1,589.92	3,444.83	41,337.92	19.8740
			D		1,669.41	3,617.06	43,404.66	20.8676
			E		1,752.87	3,797.89	45,574.62	21.9109

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3620	Animal Services Manager*	TMMBU	A		3,622.85	7,849.51	94,194.10	45.2856
			B		3,804.00	8,242.00	98,904.00	47.5500
			C		3,994.20	8,654.10	103,849.20	49.9275
			D		4,193.90	9,086.78	109,041.40	52.4238
			E		4,403.60	9,541.13	114,493.60	55.0450
5521	Animal Services Officer I	TEAMSTERS	A		2,007.11	4,348.74	52,184.86	25.0889
			B		2,107.44	4,566.12	54,793.44	26.3430
			C		2,212.80	4,794.40	57,532.80	27.6600
			D		2,323.44	5,034.12	60,409.44	29.0430
			E		2,439.63	5,285.87	63,430.38	30.4954
5523	Animal Services Officer II	TEAMSTERS	A		2,203.63	4,774.53	57,294.38	27.5454
			B		2,313.81	5,013.26	60,159.06	28.9226
			C		2,429.51	5,263.94	63,167.26	30.3689
			D		2,550.98	5,527.12	66,325.48	31.8873
			E		2,678.55	5,803.53	69,642.30	33.4819
3621	Animal Services Supervisor	TMMBU	A		2,684.44	5,816.29	69,795.44	33.5555
			B		2,818.66	6,107.10	73,285.16	35.2333
		NON EXEMPT	C		2,959.58	6,412.42	76,949.08	36.9948
			D		3,107.56	6,733.05	80,796.56	38.8445
			E		3,262.94	7,069.70	84,836.44	40.7868
2573	Assistant City Attorney*	CONF	A		6,114.64	13,248.39	158,980.64	76.4330
			B		6,420.36	13,910.78	166,929.36	80.2545
			C		6,741.38	14,606.32	175,275.88	84.2673
			D		7,078.45	15,336.64	184,039.70	88.4806
			E		7,432.36	16,103.45	193,241.36	92.9045
1502	Assistant City Manager*	DH	Min		8,906.68	19,297.81	231,573.68	111.3335
			Max		9,552.29	20,696.63	248,359.56	119.4036
2682	Assistant Director DES*	CONF	A		5,839.85	12,653.01	151,836.10	72.9981
			B		6,131.84	13,285.65	159,427.84	76.6480
			C		6,438.43	13,949.93	167,399.18	80.4804
			D		6,760.34	14,647.40	175,768.84	84.5043
			E		7,098.36	15,379.78	184,557.36	88.7295
2681	Assistant Director DES/City Engineer*	CONF	A		6,118.28	13,256.27	159,075.28	76.4785
			B		6,424.19	13,919.08	167,028.94	80.3024
			C		6,745.41	14,615.06	175,380.66	84.3176
			D		7,082.67	15,345.79	184,149.42	88.5334
			E		7,436.83	16,113.13	193,357.58	92.9604
3302	Assistant Engineer*	TMMBU	A		3,473.35	7,525.59	90,307.10	43.4169
			B		3,646.99	7,901.81	94,821.74	45.5874
			C		3,829.35	8,296.93	99,563.10	47.8669
			D		4,020.82	8,711.78	104,541.32	50.2603
			E		4,221.86	9,147.36	109,768.36	52.7733
5232	Assistant Planner	TEAMSTERS	A		2,883.29	6,247.13	74,965.54	36.0411
			B		3,027.46	6,559.50	78,713.96	37.8433
			C		3,178.83	6,887.47	82,649.58	39.7354
			D		3,337.77	7,231.84	86,782.02	41.7221
			E		3,504.66	7,593.43	91,121.16	43.8083

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
2580	Assistant to the City Manager*	CONF	A		4,803.16	10,406.85	124,882.16	60.0395
			B		5,043.31	10,927.17	131,126.06	63.0414
			C		5,295.49	11,473.56	137,682.74	66.1936
			D		5,560.26	12,047.23	144,566.76	69.5033
			E		5,838.29	12,649.63	151,795.54	72.9786
3333	Associate Engineer*	TMMBU	A		3,901.95	8,454.23	101,450.70	48.7744
			B		4,097.03	8,876.90	106,522.78	51.2129
			C		4,301.90	9,320.78	111,849.40	53.7738
			D		4,516.98	9,786.79	117,441.48	56.4623
			E		4,742.83	10,276.13	123,313.58	59.2854
3303	Associate Civil Engineer*	TMMBU	A		3,901.95	8,454.23	101,450.70	48.7744
			B		4,097.03	8,876.90	106,522.78	51.2129
			C		4,301.90	9,320.78	111,849.40	53.7738
			D		4,516.98	9,786.79	117,441.48	56.4623
			E		4,742.83	10,276.13	123,313.58	59.2854
3202	Associate Planner*	TMMBU	A		3,302.14	7,154.64	85,855.64	41.2768
			B		3,467.24	7,512.35	90,148.24	43.3405
			C		3,640.60	7,887.97	94,655.60	45.5075
			D		3,822.63	8,282.37	99,388.38	47.7829
			E		4,013.78	8,696.52	104,358.28	50.1723
4451	Box Office Assistant	TTSSEA	A		1,894.94	4,105.70	49,268.44	23.6868
			B		1,989.70	4,311.02	51,732.20	24.8713
			C		2,089.18	4,526.56	54,318.68	26.1148
			D		2,193.63	4,752.87	57,034.38	27.4204
			E		2,303.34	4,990.57	59,886.84	28.7918
4455	Box Office Coordinator	TTSSEA	A		2,505.31	5,428.17	65,138.06	31.3164
			B		2,630.59	5,699.61	68,395.34	32.8824
			C		2,762.11	5,984.57	71,814.86	34.5264
			D		2,900.21	6,283.79	75,405.46	36.2526
			E		3,045.22	6,597.98	79,175.72	38.0653
3104	Budget Officer*	CONF	A		4,436.85	9,613.18	115,358.10	55.4606
			B		4,658.69	10,093.83	121,125.94	58.2336
			C		4,891.62	10,598.51	127,182.12	61.1453
			D		5,136.21	11,128.46	133,541.46	64.2026
			E		5,393.03	11,684.90	140,218.78	67.4129
5211	Building Inspector I	TEAMSTERS	A		2,587.46	5,606.16	67,273.96	32.3433
			B		2,716.83	5,886.47	70,637.58	33.9604
			C		2,852.67	6,180.79	74,169.42	35.6584
			D		2,995.31	6,489.84	77,878.06	37.4414
			E		3,145.07	6,814.32	81,771.82	39.3134
5212	Building Inspector II	TEAMSTERS	A		3,304.61	7,159.99	85,919.86	41.3076
			B		3,469.85	7,518.01	90,216.10	43.3731
			C		3,643.33	7,893.88	94,726.58	45.5416
			D		3,825.50	8,288.58	99,463.00	47.8188
			E		4,016.76	8,702.98	104,435.76	50.2095

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5320	Building Maintenance Worker I	TEAMSTERS	A		2,196.09	4,758.20	57,098.34	27.4511
			B		2,305.90	4,996.12	59,953.40	28.8238
			C		2,421.20	5,245.93	62,951.20	30.2650
			D		2,542.26	5,508.23	66,098.76	31.7783
			E		2,669.38	5,783.66	69,403.88	33.3673
5321	Building Maintenance Worker II	TEAMSTERS	A		2,311.68	5,008.64	60,103.68	28.8960
			B		2,427.27	5,259.09	63,109.02	30.3409
			C		2,548.63	5,522.03	66,264.38	31.8579
			D		2,676.06	5,798.13	69,577.56	33.4508
			E		2,809.87	6,088.05	73,056.62	35.1234
3341	Building Official*	TMMBU	A		5,005.29	10,844.80	130,137.54	62.5661
			B		5,255.54	11,387.00	136,644.04	65.6943
			C		5,518.33	11,956.38	143,476.58	68.9791
			D		5,794.24	12,554.19	150,650.24	72.4280
			E		6,083.96	13,181.91	158,182.96	76.0495
4501	Building Permit Technician I	TTSSEA	A		2,399.55	5,199.03	62,388.30	29.9944
			B		2,519.54	5,459.00	65,508.04	31.4943
			C		2,645.50	5,731.92	68,783.00	33.0688
			D		2,777.79	6,018.55	72,222.54	34.7224
			E		2,916.68	6,319.47	75,833.68	36.4585
4502	Building Permit Technician II	TTSSEA	A		2,525.84	5,472.65	65,671.84	31.5730
			B		2,652.15	5,746.33	68,955.90	33.1519
			C		2,784.75	6,033.63	72,403.50	34.8094
			D		2,923.99	6,335.31	76,023.74	36.5499
			E		3,070.19	6,652.08	79,824.94	38.3774
1506	City Attorney*	CONTRACT		9,270.00	20,085.00	241,020.00	115.8750	
3110	City Clerk*	TMMBU	A		4,447.17	9,635.54	115,626.42	55.5896
			B		4,669.54	10,117.34	121,408.04	58.3693
			C		4,903.01	10,623.19	127,478.26	61.2876
			D		5,148.16	11,154.35	133,852.16	64.3520
			E		5,405.56	11,712.05	140,544.56	67.5695
1102	City Council Member*			432.00	936.00	11,232.00		
1501	City Manager*	CONTRACT		10,094.00	21,870.33	262,444.00	126.1750	
1112	City Treasurer*			496.16	1,075.01	12,900.16		
9107	Clerical	LS	A					14.0000
			B					14.7000
			C					15.4300
			D					16.2100
			E					17.0200
3155	Code Compliance Analyst*	TMMBU	A		3,502.59	7,588.95	91,067.34	43.7824
			B		3,677.72	7,968.39	95,620.72	45.9715
			C		3,861.60	8,366.80	100,401.60	48.2700
			D		4,054.69	8,785.16	105,421.94	50.6836
			E		4,257.43	9,224.43	110,693.18	53.2179

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5202	Code Enforcement Officer	TEAMSTERS	A		2,672.81	5,791.09	69,493.06	33.4101
			B		2,806.44	6,080.62	72,967.44	35.0805
			C		2,946.77	6,384.67	76,616.02	36.8346
			D		3,094.10	6,703.88	80,446.60	38.6763
			E		3,248.81	7,039.09	84,469.06	40.6101
3315	Community Preservation Manager*	TMMBU	A		3,901.95	8,454.23	101,450.70	48.7744
			B		4,097.03	8,876.90	106,522.78	51.2129
			C		4,301.90	9,320.78	111,849.40	53.7738
			D		4,516.98	9,786.79	117,441.48	56.4623
			E		4,742.83	10,276.13	123,313.58	59.2854
5513	Community Services Officer	TEAMSTERS	A		2,333.87	5,056.72	60,680.62	29.1734
			B		2,450.57	5,309.57	63,714.82	30.6321
			C		2,573.07	5,574.99	66,899.82	32.1634
			D		2,701.74	5,853.77	70,245.24	33.7718
			E		2,836.84	6,146.49	73,757.84	35.4605
5222	Construction Inspector I	TEAMSTERS	A		2,999.35	6,498.59	77,983.10	37.4919
			B		3,149.34	6,823.57	81,882.84	39.3668
			C		3,306.79	7,164.71	85,976.54	41.3349
			D		3,472.13	7,522.95	90,275.38	43.4016
			E		3,645.76	7,899.15	94,789.76	45.5720
5223	Construction Inspector II	TEAMSTERS	A		3,149.15	6,823.16	81,877.90	39.3644
			B		3,306.60	7,164.30	85,971.60	41.3325
			C		3,471.93	7,522.52	90,270.18	43.3991
			D		3,645.55	7,898.69	94,784.30	45.5694
			E		3,827.82	8,293.61	99,523.32	47.8478
4605	Crime Analyst	TTSSEA	A		2,835.37	6,143.30	73,719.62	35.4421
			B		2,977.14	6,450.47	77,405.64	37.2143
			C		3,126.01	6,773.02	81,276.26	39.0751
			D		3,282.31	7,111.67	85,340.06	41.0289
			E		3,446.41	7,467.22	89,606.66	43.0801
5514	Crime Prevention Specialist	TEAMSTERS	A		2,417.53	5,237.98	62,855.78	30.2191
			B		2,538.44	5,499.95	65,999.44	31.7305
			C		2,665.36	5,774.95	69,299.36	33.3170
			D		2,798.60	6,063.63	72,763.60	34.9825
			E		2,938.53	6,366.82	76,401.78	36.7316
3622	Crime Scene Property Unit Supervisor	TMMBU Non-Exempt	A		2,746.55	5,950.86	71,410.30	34.3319
			B		2,883.87	6,248.39	74,980.62	36.0484
			C		3,028.05	6,560.78	78,729.30	37.8506
			D		3,179.45	6,888.81	82,665.70	39.7431
			E		3,338.42	7,233.24	86,798.92	41.7303
5517	Crime Scene Technician	TEAMSTERS	A		2,618.18	5,672.72	68,072.68	32.7273
			B		2,749.07	5,956.32	71,475.82	34.3634
			C		2,886.53	6,254.15	75,049.78	36.0816
			D		3,030.86	6,566.86	78,802.36	37.8858
			E		3,182.41	6,895.22	82,742.66	39.7801
1108	Cultural Arts Commissioner			Stipend \$50.00 per meeting				

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3162	Cultural Arts Division Manager*	TMMBU	A		4,686.93	10,155.02	121,860.18	58.5866
			B		4,921.28	10,662.77	127,953.28	61.5160
			C		5,167.35	11,195.93	134,351.10	64.5919
			D		5,425.70	11,755.68	141,068.20	67.8213
			E		5,696.98	12,343.46	148,121.48	71.2123
4459	Cultural Arts Program Coordinator	TTSSEA	A		2,505.31	5,428.17	65,138.06	31.3164
			B		2,630.59	5,699.61	68,395.34	32.8824
			C		2,762.11	5,984.57	71,814.86	34.5264
			D		2,900.21	6,283.79	75,405.46	36.2526
			E		3,045.22	6,597.98	79,175.72	38.0653
3524	Cultural Arts Supervisor*	TMMBU	A		3,622.85	7,849.51	94,194.10	45.2856
			B		3,804.00	8,242.00	98,904.00	47.5500
			C		3,994.20	8,654.10	103,849.20	49.9275
			D		4,193.90	9,086.78	109,041.40	52.4238
			E		4,403.60	9,541.13	114,493.60	55.0450
4461	Cultural Arts Technical Coordinator	TTSSEA	A		2,103.86	4,558.36	54,700.36	26.2983
			B		2,209.04	4,786.25	57,435.04	27.6130
			C		2,319.50	5,025.58	60,307.00	28.9938
			D		2,435.47	5,276.85	63,322.22	30.4434
			E		2,557.23	5,540.67	66,487.98	31.9654
3523	Cultural Arts Technical Supervisor*	TMMBU	A		3,007.51	6,516.27	78,195.26	37.5939
			B		3,157.90	6,842.12	82,105.40	39.4738
			C		3,315.79	7,184.21	86,210.54	41.4474
			D		3,481.58	7,543.42	90,521.08	43.5198
			E		3,655.67	7,920.62	95,047.42	45.6959
9552	D.A.R.E Officer	LS	A					35.3100
			B					37.0700
			C					38.9300
			D					40.8800
			E					42.9200
2571	Deputy City Attorney I*	CONF	A		4,800.76	10,401.65	124,819.76	60.0095
			B		5,040.80	10,921.73	131,060.80	63.0100
			C		5,292.84	11,467.82	137,613.84	66.1605
			D		5,557.49	12,041.23	144,494.74	69.4686
			E		5,835.35	12,643.26	151,719.10	72.9419
2572	Deputy City Attorney II*	CONF	A		5,280.84	11,441.82	137,301.84	66.0105
			B		5,544.89	12,013.93	144,167.14	69.3111
			C		5,822.14	12,614.64	151,375.64	72.7768
			D		6,113.25	13,245.38	158,944.50	76.4156
			E		6,418.90	13,907.62	166,891.40	80.2363
4116	Deputy City Clerk	TTSSEA	A		2,791.45	6,048.14	72,577.70	34.8931
			B		2,931.03	6,350.57	76,206.78	36.6379
			C		3,077.57	6,668.07	80,016.82	38.4696
			D		3,231.47	7,001.52	84,018.22	40.3934
			E		3,393.03	7,351.57	88,218.78	42.4129
1515	Director of Development Services *	DH	Min		7,145.51	15,481.95	185,783.36	89.3189
			Max		8,683.90	18,815.12	225,781.42	108.5488

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
1522	Director of Finance*	DH	Min	6,666.78	14,444.69	173,336.23	83.3348
			Max	8,096.98	17,543.47	210,521.59	101.2123
1518	Director of Human Resources*	DH	Min	6,666.78	14,444.69	173,336.23	83.3348
			Max	8,096.98	17,543.46	210,521.54	101.2123
1516	Director of Parks and Recreation*	DH	Min	6,666.78	14,444.69	173,336.23	83.3348
			Max	8,096.98	17,543.46	210,521.54	101.2123
1512	Director of Public Works*	DH	Min	6,666.78	14,444.69	173,336.23	83.3348
			Max	8,096.98	17,543.46	210,521.54	101.2123
1520	Director of Utilities*	DH	Min	7,145.51	15,481.95	185,783.36	89.3189
			Max	8,683.90	18,815.12	225,781.42	108.5488
2751	Division Fire Chief*	CONF	A	5,839.70	12,652.68	151,832.20	72.9963
			B	6,131.67	13,285.29	159,423.42	76.6459
			C	6,438.27	13,949.59	167,395.02	80.4784
			D	6,760.19	14,647.08	175,764.94	84.5024
			E	7,098.20	15,379.43	184,553.20	88.7275
3208	Economic Development Mgmt Analyst I*	TMMBU	A	3,045.81	6,599.26	79,191.06	38.0726
			B	3,198.09	6,929.20	83,150.34	39.9761
			C	3,358.00	7,275.67	87,308.00	41.9750
			D	3,525.89	7,639.43	91,673.14	44.0736
			E	3,702.19	8,021.41	96,256.94	46.2774
3209	Economic Development Mgmt Analyst II*	TMMBU	A	3,502.59	7,588.95	91,067.34	43.7824
			B	3,677.72	7,968.39	95,620.72	45.9715
			C	3,861.60	8,366.80	100,401.60	48.2700
			D	4,054.69	8,785.16	105,421.94	50.6836
			E	4,257.43	9,224.43	110,693.18	53.2179
3207	Economic Development Manager*	TMMBU	A	4,329.49	9,380.56	112,566.74	54.1186
			B	4,545.96	9,849.58	118,194.96	56.8245
			C	4,773.26	10,342.06	124,104.76	59.6658
			D	5,011.92	10,859.16	130,309.92	62.6490
			E	5,262.51	11,402.11	136,825.26	65.7814
5325	Electrician	TEAMSTERS	A	3,317.38	7,187.66	86,251.88	41.4673
			B	3,483.26	7,547.06	90,564.76	43.5408
			C	3,657.44	7,924.45	95,093.44	45.7180
			D	3,840.29	8,320.63	99,847.54	48.0036
			E	4,032.31	8,736.67	104,840.06	50.4039
3711	Emergency Medical Services Manager*	TMMBU	A	3,901.19	8,452.58	101,430.94	48.7649
			B	4,096.24	8,875.19	106,502.24	51.2030
			C	4,301.05	9,318.94	111,827.30	53.7631
			D	4,516.12	9,784.93	117,419.12	56.4515
			E	4,741.90	10,274.12	123,289.40	59.2738
5221	Engineering Technician I	TEAMSTERS	A	2,640.32	5,720.69	68,648.32	33.0040
			B	2,772.33	6,006.72	72,080.58	34.6541
			C	2,910.94	6,307.04	75,684.44	36.3868
			D	3,056.49	6,622.40	79,468.74	38.2061
			E	3,209.33	6,953.55	83,442.58	40.1166

**City of Tracy
Master Salary Schedule**

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5225	Engineering Technician II	TEAMSTERS	A		2,772.34	6,006.74	72,080.84	34.6543
			B		2,910.96	6,307.08	75,684.96	36.3870
			C		3,056.51	6,622.44	79,469.26	38.2064
			D		3,209.36	6,953.61	83,443.36	40.1170
			E		3,369.79	7,301.21	87,614.54	42.1224
3412	Environmental Compliance Analyst	TMMBU Non-Exempt	A		3,045.81	6,599.26	79,191.06	38.0726
			B		3,198.09	6,929.20	83,150.34	39.9761
			C		3,358.00	7,275.67	87,308.00	41.9750
			D		3,525.89	7,639.43	91,673.14	44.0736
			E		3,702.19	8,021.41	96,256.94	46.2774
5424	Environmental Compliance Technician	TEAMSTERS	A		2,197.75	4,761.79	57,141.50	27.4719
			B		2,307.65	4,999.91	59,998.90	28.8456
			C		2,423.01	5,249.86	62,998.26	30.2876
			D		2,544.16	5,512.35	66,148.16	31.8020
			E		2,671.40	5,788.03	69,456.40	33.3925
5313	Equipment Mechanic I	TEAMSTERS	A		2,426.53	5,257.48	63,089.78	30.3316
			B		2,547.85	5,520.34	66,244.10	31.8481
			C		2,675.24	5,796.35	69,556.24	33.4405
			D		2,809.00	6,086.17	73,034.00	35.1125
			E		2,949.45	6,390.48	76,685.70	36.8681
5314	Equipment Mechanic II	TEAMSTERS	A		2,547.84	5,520.32	66,243.84	31.8480
			B		2,675.24	5,796.35	69,556.24	33.4405
			C		2,808.99	6,086.15	73,033.74	35.1124
			D		2,949.45	6,390.48	76,685.70	36.8681
			E		3,096.91	6,709.97	80,519.66	38.7114
4108	Executive Assistant	TTSSEA	A		2,559.25	5,545.04	66,540.50	31.9906
			B		2,687.21	5,822.29	69,867.46	33.5901
			C		2,821.57	6,113.40	73,360.82	35.2696
			D		2,962.66	6,419.10	77,029.16	37.0333
			E		3,110.79	6,740.05	80,880.54	38.8849
8108	Executive Assistant - Confidential	CONF	A		2,622.72	5,682.56	68,190.72	32.7840
			B		2,753.86	5,966.70	71,600.36	34.4233
			C		2,891.55	6,265.03	75,180.30	36.1444
			D		3,036.12	6,578.26	78,939.12	37.9515
			E		3,187.93	6,907.18	82,886.18	39.8491
2581	Executive Assistant to City Manager	CONF	A		2,995.32	6,489.86	77,878.32	37.4415
			B		3,145.08	6,814.34	81,772.08	39.3135
			C		3,302.33	7,155.05	85,860.58	41.2791
			D		3,467.46	7,512.83	90,153.96	43.3433
			E		3,640.82	7,888.44	94,661.32	45.5103
9635	Facility Attendant	LS	A					18.4800
			B					19.4000
			C					20.3700
			D					21.3900
			E					22.4600

**City of Tracy
Master Salary Schedule**

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3715	Fire Battalion Chief*	SCFCOA	A		4,873.32	10,558.86	126,706.32	43.5118
			B		5,116.97	11,086.77	133,041.22	45.6872
			C		5,372.82	11,641.11	139,693.32	47.9716
			D		5,641.46	12,223.16	146,677.96	50.3702
			E		5,923.54	12,834.34	154,012.04	52.8888
7105	Fire Captain	TFFA	A		3,708.45	8,034.98	96,419.70	33.1112
			B		3,894.00	8,437.00	101,244.00	34.7679
			C		4,088.57	8,858.57	106,302.82	36.5051
			D		4,293.00	9,301.50	111,618.00	38.3304
			E		4,507.65	9,766.58	117,198.90	40.2469
1514	Fire Chief*	DH	Min		7,145.51	15,481.95	185,783.36	89.3189
			Max		8,683.90	18,815.12	225,781.42	108.5488
7103	Fire Engineer	TFFA	A		3,263.85	7,071.68	84,860.10	29.1415
			B		3,427.02	7,425.21	89,102.52	30.5984
			C		3,598.39	7,796.51	93,558.14	32.1285
			D		3,778.31	8,186.34	98,236.06	33.7349
			E		3,967.23	8,595.67	103,147.98	35.4217
5213	Fire Inspector	TEAMSTERS	A		3,147.24	6,819.02	81,828.24	39.3405
			B		3,304.61	7,159.99	85,919.86	41.3076
			C		3,469.85	7,518.01	90,216.10	43.3731
			D		3,643.33	7,893.88	94,726.58	45.5416
			E		3,825.50	8,288.58	99,463.00	47.8188
2752	Fire Marshal*	CONF	A		5,129.43	11,113.77	133,365.18	64.1179
			B		5,385.89	11,669.43	140,033.14	67.3236
			C		5,655.19	12,252.91	147,034.94	70.6899
			D		5,937.96	12,865.58	154,386.96	74.2245
			E		6,234.85	13,508.84	162,106.10	77.9356
9563	Fire Reserve	LS	A					14.0000
								14.7000
								15.4300
								16.2100
								17.0200
7102	Firefighter	TFFA	A		2,891.53	6,264.98	75,179.78	25.8172
			B		3,036.08	6,578.17	78,938.08	27.1079
			C		3,187.90	6,907.12	82,885.40	28.4634
			D		3,347.28	7,252.44	87,029.28	29.8864
			E		3,514.65	7,615.08	91,380.90	31.3808
			439.33	Paramedic Pay (per pay period)				
9565	Firefighter Trainee	LS	A					24.5600
				(70% OF STEP A, FIREFIGHTER)				
7108	Firefighter/Paramedic	TFFA	A		3,253.13	7,048.45	84,581.38	29.0458
			B		3,415.79	7,400.88	88,810.54	30.4981
			C		3,586.58	7,770.92	93,251.08	32.0230
			D		3,765.91	8,159.47	97,913.66	33.6242
			E		3,954.21	8,567.46	102,809.46	35.3054

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3404	Fleet Supervisor*	TMMBU	A		3,372.56	7,307.21	87,686.56	42.1570
			B		3,541.17	7,672.54	92,070.42	44.2646
			C		3,718.23	8,056.17	96,673.98	46.4779
			D		3,904.14	8,458.97	101,507.64	48.8018
			E		4,099.34	8,881.90	106,582.84	51.2418
3120	GIS Analyst *	TMMBU	A		3,502.59	7,588.95	91,067.34	43.7824
			B		3,677.72	7,968.39	95,620.72	45.9715
			C		3,861.60	8,366.80	100,401.60	48.2700
			D		4,054.69	8,785.16	105,421.94	50.6836
			E		4,257.43	9,224.43	110,693.18	53.2179
4206	GIS Technician	TTSSEA	A		2,835.37	6,143.30	73,719.62	35.4421
			B		2,977.14	6,450.47	77,405.64	37.2143
			C		3,126.01	6,773.02	81,276.26	39.0751
			D		3,282.31	7,111.67	85,340.06	41.0289
			E		3,446.41	7,467.22	89,606.66	43.0801
2511	Human Resources Analyst I*	CONF	A		3,121.35	6,762.93	81,155.10	39.0169
			B		3,277.42	7,101.08	85,212.92	40.9678
			C		3,441.27	7,456.09	89,473.02	43.0159
			D		3,613.34	7,828.90	93,946.84	45.1668
			E		3,794.01	8,220.36	98,644.26	47.4251
2512	Human Resources Analyst II*	CONF	A		3,589.45	7,777.14	93,325.70	44.8681
			B		3,768.92	8,165.99	97,991.92	47.1115
			C		3,957.36	8,574.28	102,891.36	49.4670
			D		4,155.24	9,003.02	108,036.24	51.9405
			E		4,363.01	9,453.19	113,438.26	54.5376
2562	Human Resources Manager*	CONF	A		4,803.16	10,406.85	124,882.16	60.0395
			B		5,043.31	10,927.17	131,126.06	63.0414
			C		5,295.49	11,473.56	137,682.74	66.1936
			D		5,560.26	12,047.23	144,566.76	69.5033
			E		5,838.29	12,649.63	151,795.54	72.9786
4301	Human Resources Technician	CONF	A		2,663.29	5,770.46	69,245.54	33.2911
			B		2,796.46	6,059.00	72,707.96	34.9558
			C		2,936.28	6,361.94	76,343.28	36.7035
			D		3,083.10	6,680.05	80,160.60	38.5388
			E		3,237.25	7,014.04	84,168.50	40.4656
4204	Information Systems Technician I	TTSSEA	A		2,465.55	5,342.03	64,104.30	30.8194
			B		2,588.83	5,609.13	67,309.58	32.3604
			C		2,718.28	5,889.61	70,675.28	33.9785
			D		2,854.19	6,184.08	74,208.94	35.6774
			E		2,996.90	6,493.28	77,919.40	37.4613
4205	Information Systems Technician II	TTSSEA	A		2,835.37	6,143.30	73,719.62	35.4421
			B		2,977.14	6,450.47	77,405.64	37.2143
			C		3,126.01	6,773.02	81,276.26	39.0751
			D		3,282.31	7,111.67	85,340.06	41.0289
			E		3,446.41	7,467.22	89,606.66	43.0801

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
2553	Information Technology Manager*	CONF	A		4,803.16	10,406.85	124,882.16	60.0395
			B		5,043.31	10,927.17	131,126.06	63.0414
			C		5,295.49	11,473.56	137,682.74	66.1936
			D		5,560.26	12,047.23	144,566.76	69.5033
			E		5,838.29	12,649.63	151,795.54	72.9786
3111	Information Technology Specialist*	TMMBU	A		3,402.46	7,372.00	88,463.96	42.5308
			B		3,572.60	7,740.63	92,887.60	44.6575
			C		3,751.22	8,127.64	97,531.72	46.8903
			D		3,938.77	8,534.00	102,408.02	49.2346
			E		4,135.71	8,960.71	107,528.46	51.6964
5413	Instrumentation Technician	TEAMSTERS	A		3,080.01	6,673.36	80,080.26	38.5001
			B		3,234.01	7,007.02	84,084.26	40.4251
			C		3,395.72	7,357.39	88,288.72	42.4465
			D		3,565.49	7,725.23	92,702.74	44.5686
			E		3,743.77	8,111.50	97,338.02	46.7971
9108	Intern-Generalist	LS	A					19.1800
			B					20.1400
			C					21.1500
			D					22.2000
			E					23.3100
5224	Junior Engineer	TEAMSTERS	A		3,049.14	6,606.47	79,277.64	38.1143
			B		3,201.59	6,936.78	83,241.34	40.0199
			C		3,361.66	7,283.60	87,403.16	42.0208
			D		3,529.75	7,647.79	91,773.50	44.1219
			E		3,706.24	8,030.19	96,362.24	46.3280
5423	Laboratory Quality Assurance Officer*	TMMBU	A		2,829.70	6,131.02	73,572.20	35.3713
			B		2,971.20	6,437.60	77,251.20	37.1400
			C		3,119.76	6,759.48	81,113.76	38.9970
			D		3,275.74	7,097.37	85,169.24	40.9468
			E		3,439.53	7,452.32	89,427.78	42.9941
5421	Laboratory Technician I	TEAMSTERS	A		2,395.98	5,191.29	62,295.48	29.9498
			B		2,515.76	5,450.81	65,409.76	31.4470
			C		2,641.57	5,723.40	68,680.82	33.0196
			D		2,773.64	6,009.55	72,114.64	34.6705
			E		2,912.31	6,310.01	75,720.06	36.4039
5422	Laboratory Technician II	TEAMSTERS	A		2,504.04	5,425.42	65,105.04	31.3005
			B		2,629.24	5,696.69	68,360.24	32.8655
			C		2,760.71	5,981.54	71,778.46	34.5089
			D		2,898.74	6,280.60	75,367.24	36.2343
			E		3,043.67	6,594.62	79,135.42	38.0459
3508	Landscape Architect*	TMMBU	A		3,852.85	8,347.84	100,174.10	48.1606
			B		4,045.49	8,765.23	105,182.74	50.5686
			C		4,247.76	9,203.48	110,441.76	53.0970
			D		4,460.15	9,663.66	115,963.90	55.7519
			E		4,683.17	10,146.87	121,762.42	58.5396

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4109	Legal Secretary	CONF	A		2,860.68	6,198.14	74,377.68	35.7585
			B		3,003.71	6,508.04	78,096.46	37.5464
			C		3,153.90	6,833.45	82,001.40	39.4238
			D		3,311.60	7,175.13	86,101.60	41.3950
			E		3,477.18	7,533.89	90,406.68	43.4648
9636	Lifeguard	LS	A					14.0000
			B					14.7000
			C					15.4300
			D					16.2100
			E					17.0200
9303	Maintenance Aide	LS	A					15.6800
			B					16.4600
			C					17.2900
			D					18.1500
			E					19.0600
5301	Maintenance Worker I	TEAMSTERS	A		1,786.00	3,869.67	46,436.00	22.3250
			B		1,875.31	4,063.17	48,758.06	23.4414
			C		1,969.07	4,266.32	51,195.82	24.6134
			D		2,067.52	4,479.63	53,755.52	25.8440
			E		2,170.90	4,703.62	56,443.40	27.1363
5303	Maintenance Worker II	TEAMSTERS	A		2,268.56	4,915.21	58,982.56	28.3570
			B		2,381.99	5,160.98	61,931.74	29.7749
			C		2,501.08	5,419.01	65,028.08	31.2635
			D		2,626.13	5,689.95	68,279.38	32.8266
			E		2,757.43	5,974.43	71,693.18	34.4679
3151	Management Analyst I*	TMMBU	A		3,045.81	6,599.26	79,191.06	38.0726
			B		3,198.09	6,929.20	83,150.34	39.9761
			C		3,358.00	7,275.67	87,308.00	41.9750
			D		3,525.89	7,639.43	91,673.14	44.0736
			E		3,702.19	8,021.41	96,256.94	46.2774
3152	Management Analyst II*	TMMBU	A		3,502.59	7,588.95	91,067.34	43.7824
			B		3,677.72	7,968.39	95,620.72	45.9715
			C		3,861.60	8,366.80	100,401.60	48.2700
			D		4,054.69	8,785.16	105,421.94	50.6836
			E		4,257.43	9,224.43	110,693.18	53.2179
1101	Mayor*			478.15	1,036.00	12,432.00		
3527	Media Services Supervisor	TMMBU Non-Exempt	A		3,007.51	6,516.27	78,195.26	37.5939
			B		3,157.90	6,842.12	82,105.40	39.4738
			C		3,315.79	7,184.21	86,210.54	41.4474
			D		3,481.58	7,543.42	90,521.08	43.5198
			E		3,655.67	7,920.62	95,047.42	45.6959
5531	Meter Reader	TEAMSTERS	A		1,547.54	3,353.00	40,236.04	19.3443
			B		1,624.91	3,520.64	42,247.66	20.3114
			C		1,706.16	3,696.68	44,360.16	21.3270
			D		1,791.46	3,881.50	46,577.96	22.3933
			E		1,881.04	4,075.59	48,907.04	23.5130

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4105	Office Assistant	TTSSEA	A	1,722.68	3,732.47	44,789.68	21.5335
			B	1,808.80	3,919.07	47,028.80	22.6100
			C	1,899.25	4,115.04	49,380.50	23.7406
			D	1,994.22	4,320.81	51,849.72	24.9278
			E	2,093.93	4,536.85	54,442.18	26.1741
1107	Parks Commissioner		Stipend of \$50.00 per meeting				
3509	Parks Planning & Development Manager*	TMMBU	A	3,852.85	8,347.84	100,174.10	48.1606
			B	4,045.49	8,765.23	105,182.74	50.5686
			C	4,247.76	9,203.48	110,441.76	53.0970
			D	4,460.15	9,663.66	115,963.90	55.7519
			E	4,683.17	10,146.87	121,762.42	58.5396
3306	Plan Check Engineer*	TMMBU	A	4,690.57	10,162.90	121,954.82	58.6321
			B	4,925.10	10,671.05	128,052.60	61.5638
			C	5,171.36	11,204.61	134,455.36	64.6420
			D	5,429.93	11,764.85	141,178.18	67.8741
			E	5,701.43	12,353.10	148,237.18	71.2679
5214	Plan Examiner I	TEAMSTERS	A	3,225.31	6,988.17	83,858.06	40.3164
			B	3,386.61	7,337.66	88,051.86	42.3326
			C	3,555.93	7,704.52	92,454.18	44.4491
			D	3,733.71	8,089.71	97,076.46	46.6714
			E	3,920.42	8,494.24	101,930.92	49.0053
5215	Plan Examiner II	TEAMSTERS	A	3,395.07	7,355.99	88,271.82	42.4384
			B	3,564.85	7,723.84	92,686.10	44.5606
			C	3,743.08	8,110.01	97,320.08	46.7885
			D	3,930.22	8,515.48	102,185.72	49.1278
			E	4,126.76	8,941.31	107,295.76	51.5845
1106	Planning Commissioner		Stipend of \$50.00 per meeting				
4506	Planning Technician	TTSSEA	A	2,598.83	5,630.80	67,569.58	32.4854
			B	2,728.79	5,912.38	70,948.54	34.1099
			C	2,865.21	6,207.96	74,495.46	35.8151
			D	3,008.49	6,518.40	78,220.74	37.6061
			E	3,158.92	6,844.33	82,131.92	39.4865
6212	Police Captain*	TPMA	A	5,903.58	12,791.09	153,493.08	73.7948
			B	6,198.77	13,430.67	161,168.02	77.4846
			C	6,508.69	14,102.16	169,225.94	81.3586
			D	6,834.13	14,807.28	177,687.38	85.4266
			E	7,175.87	15,547.72	186,572.62	89.6984
1513	Police Chief*	DH	Min	7,591.04	16,447.26	197,367.07	94.8880
			Max	9,226.99	19,991.81	239,901.77	115.3374
6103	Police Corporal	TPOA	A	4,064.87	8,129.74	97,556.88	46.9005
			B	4,268.13	8,536.26	102,435.12	49.2458
			C	4,481.54	8,963.08	107,556.96	51.7081
			D	4,705.63	9,411.26	112,935.12	54.2936
			E	4,940.90	9,881.80	118,581.60	57.0082

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
9501	Police Intern/Parking Enforcement Officer	LS	A					18.2000
			B					19.1100
			C					20.0700
			D					21.0700
			E					22.1200
6211	Police Lieutenant*	TPMA	A		5,109.41	11,070.39	132,844.66	63.8676
			B		5,364.87	11,623.89	139,486.62	67.0609
			C		5,633.13	12,205.12	146,461.38	70.4141
			D		5,914.78	12,815.36	153,784.28	73.9348
			E		6,210.51	13,456.11	161,473.26	77.6314
6102	Police Officer	TPOA	A	3,695.34		7,390.68	88,688.16	42.6369
			B	3,880.11		7,760.22	93,122.64	44.7688
			C	4,074.12		8,148.24	97,778.88	47.0073
			D	4,277.85		8,555.70	102,668.40	49.3579
			E	4,491.73		8,983.46	107,801.52	51.8257
9517	Police Range Master	LS	A					30.2600
			B					31.7700
			C					33.3600
			D					35.0300
			E					36.7800
4103	Police Records Assistant I	TTSSEA	A		2,135.53	4,626.98	55,523.78	26.6941
			B		2,242.32	4,858.36	58,300.32	28.0290
			C		2,354.45	5,101.31	61,215.70	29.4306
			D		2,472.15	5,356.33	64,275.90	30.9019
			E		2,595.76	5,624.15	67,489.76	32.4470
4104	Police Records Assistant II	TTSSEA	A		2,242.29	4,858.30	58,299.54	28.0286
			B		2,354.43	5,101.27	61,215.18	29.4304
			C		2,472.12	5,356.26	64,275.12	30.9015
			D		2,595.73	5,624.08	67,488.98	32.4466
			E		2,725.52	5,905.29	70,863.52	34.0690
3626	Police Records Supervisor*	TMMBU	A		3,060.95	6,632.06	79,584.70	38.2619
			B		3,214.01	6,963.69	83,564.26	40.1751
			C		3,374.70	7,311.85	87,742.20	42.1838
			D		3,543.45	7,677.48	92,129.70	44.2931
			E		3,720.60	8,061.30	96,735.60	46.5075
9551	Police Reserve	LS	A					39.3700
6105	Police Sergeant	TPOA	A	4,453.10		8,906.20	106,874.40	51.3799
			B	4,675.78		9,351.56	112,218.72	53.9492
			C	4,909.58		9,819.16	117,829.92	56.6468
			D	5,155.05		10,310.10	123,721.20	59.4791
			E	5,412.81		10,825.62	129,907.44	62.4531
2712	Police Support Operations Manager*	CONF	A		5,436.48	11,779.04	141,348.48	67.9560
			B		5,708.31	12,368.01	148,416.06	71.3539
			C		5,993.71	12,986.37	155,836.46	74.9214
			D		6,293.39	13,635.68	163,628.14	78.6674
			E		6,608.07	14,317.49	171,809.82	82.6009

**City of Tracy
Master Salary Schedule**

Class Code	Position Title	Unit	Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4701	Police Support Services Technician	TTSSEA	A	2,598.83	5,630.80	67,569.58	32.4854
			B	2,728.79	5,912.38	70,948.54	34.1099
			C	2,865.21	6,207.96	74,495.46	35.8151
			D	3,008.49	6,518.40	78,220.74	37.6061
			E	3,158.92	6,844.33	82,131.92	39.4865
6101	Police Trainee (Non-Sworn)	TPOA	3,213.24		6,426.48	77,117.76	37.0744
9638	Pool Manager	LS	A				19.8900
			B				20.8900
			C				21.9300
			D				23.0300
			E				24.1800
9533	Professional Standards Officer	LS	A				50.4400
			B				52.9600
			C				55.6100
			D				58.3900
			E				61.3100
9110	Program Assistant	LS	Min				14.0000
			Max				24.1000
9231	Project Specialist I	LS	Min				14.0000
			Max				46.6800
9232	Project Specialist II	LS	Min				46.6900
			Max				131.5900
5518	Property and Evidence Technician	TEAMSTERS	A	2,303.09	4,990.03	59,880.34	28.7886
			B	2,418.23	5,239.50	62,873.98	30.2279
			C	2,539.16	5,501.51	66,018.16	31.7395
			D	2,666.12	5,776.59	69,319.12	33.3265
			E	2,799.41	6,065.39	72,784.66	34.9926
2585	Public Information Officer*	CONF	A	3,589.45	7,777.14	93,325.70	44.8681
			B	3,768.92	8,165.99	97,991.92	47.1115
			C	3,957.36	8,574.28	102,891.36	49.4670
			D	4,155.24	9,003.02	108,036.24	51.9405
			E	4,363.01	9,453.19	113,438.26	54.5376
3623	Public Safety Dispatch Supervisor*	TMMBU	A	3,248.37	7,038.14	84,457.62	40.6046
			B	3,410.78	7,390.02	88,680.28	42.6348
			C	3,581.33	7,759.55	93,114.58	44.7666
			D	3,760.39	8,147.51	97,770.14	47.0049
			E	3,948.42	8,554.91	102,658.92	49.3553
5502	Public Safety Dispatcher I	TEAMSTERS	A	2,660.74	5,764.94	69,179.24	33.2593
			B	2,793.76	6,053.15	72,637.76	34.9220
			C	2,933.45	6,355.81	76,269.70	36.6681
			D	3,080.12	6,673.59	80,083.12	38.5015
			E	3,234.15	7,007.33	84,087.90	40.4269

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5503	Public Safety Dispatcher II	TEAMSTERS	A		2,919.04	6,324.59	75,895.04	36.4880
			B		3,064.98	6,640.79	79,689.48	38.3123
			C		3,218.24	6,972.85	83,674.24	40.2280
			D		3,379.15	7,321.49	87,857.90	42.2394
			E		3,548.11	7,687.57	92,250.86	44.3514
9512	Public Safety Dispatcher II - Per Diem	LS	A					32.1500
			B					33.7600
			C					35.4400
			D					37.2200
			E					39.0800
3401	Public Works Superintendent*	TMMBU	A		4,047.63	8,769.87	105,238.38	50.5954
			B		4,250.02	9,208.38	110,500.52	53.1253
			C		4,462.52	9,668.79	116,025.52	55.7815
			D		4,685.65	10,152.24	121,826.90	58.5706
			E		4,919.92	10,659.83	127,917.92	61.4990
3405	Public Works Supervisor*	TMMBU	A		3,372.56	7,307.21	87,686.56	42.1570
			B		3,541.17	7,672.54	92,070.42	44.2646
			C		3,718.23	8,056.17	96,673.98	46.4779
			D		3,904.14	8,458.97	101,507.64	48.8018
			E		4,099.34	8,881.90	106,582.84	51.2418
9631	Recreation Leader I	LS	A					14.0000
			B					14.7000
			C					15.4400
			D					16.2000
			E					17.0200
9632	Recreation Leader II	LS	A					17.5400
			B					18.4100
			C					19.3300
			D					20.3000
			E					21.3200
9633	Recreation Leader III	LS	A					19.8900
			B					20.8900
			C					21.9300
			D					23.0300
			E					24.1800
4401	Recreation Program Coordinator	TTSSEA	A		2,505.31	5,428.17	65,138.06	31.3164
			B		2,630.59	5,699.61	68,395.34	32.8824
			C		2,762.11	5,984.57	71,814.86	34.5264
			D		2,900.21	6,283.79	75,405.46	36.2526
			E		3,045.22	6,597.98	79,175.72	38.0653
3513	Recreation Services Manager*	TMMBU	A		3,985.11	8,634.41	103,612.86	49.8139
			B		4,184.38	9,066.16	108,793.88	52.3048
			C		4,393.59	9,519.45	114,233.34	54.9199
			D		4,613.28	9,995.44	119,945.28	57.6660
			E		4,843.94	10,495.20	125,942.44	60.5493

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3505	Recreation Services Supervisor*	TMMBU	A		3,622.84	7,849.49	94,193.84	45.2855
			B		3,803.99	8,241.98	98,903.74	47.5499
			C		3,994.19	8,654.08	103,848.94	49.9274
			D		4,193.89	9,086.76	109,041.14	52.4236
			E		4,403.58	9,541.09	114,493.08	55.0448
9626	Recreation Specialized Instructor	LS	Min					14.0000
			Max					49.6600
4113	Senior Account Clerk	TTSSEA	A		2,329.23	5,046.67	60,559.98	29.1154
			B		2,445.69	5,299.00	63,587.94	30.5711
			C		2,567.98	5,563.96	66,767.48	32.0998
			D		2,696.39	5,842.18	70,106.14	33.7049
			E		2,831.19	6,134.25	73,610.94	35.3899
3105	Senior Accountant*	TMMBU	A		3,764.80	8,157.07	97,884.80	47.0600
			B		3,953.05	8,564.94	102,779.30	49.4131
			C		4,150.70	8,993.18	107,918.20	51.8838
			D		4,358.24	9,442.85	113,314.24	54.4780
			E		4,576.16	9,915.01	118,980.16	57.2020
4202	Senior Accounting Technician	TTSSEA	A		3,020.32	6,544.03	78,528.32	37.7540
			B		3,171.34	6,871.24	82,454.84	39.6418
			C		3,329.92	7,214.83	86,577.92	41.6240
			D		3,496.42	7,575.58	90,906.92	43.7053
			E		3,671.25	7,954.38	95,452.50	45.8906
5323	Senior Building Maintenance Worker	TEAMSTERS	A		2,560.67	5,548.12	66,577.42	32.0084
			B		2,688.69	5,825.50	69,905.94	33.6086
			C		2,823.12	6,116.76	73,401.12	35.2890
			D		2,964.29	6,422.63	77,071.54	37.0536
			E		3,112.52	6,743.79	80,925.52	38.9065
3304	Senior Civil Engineer*	TMMBU	A		4,690.70	10,163.18	121,958.20	58.6338
			B		4,925.23	10,671.33	128,055.98	61.5654
			C		5,171.50	11,204.92	134,459.00	64.6438
			D		5,430.08	11,765.17	141,182.08	67.8760
			E		5,701.58	12,353.42	148,241.08	71.2698
5315	Senior Equipment Mechanic	TEAMSTERS	A		2,675.25	5,796.38	69,556.50	33.4406
			B		2,809.00	6,086.17	73,034.00	35.1125
			C		2,949.46	6,390.50	76,685.96	36.8683
			D		3,096.92	6,709.99	80,519.92	38.7115
			E		3,251.77	7,045.50	84,546.02	40.6471
4208	Senior Information Systems Technician	TTSSEA	A		3,118.90	6,757.62	81,091.40	38.9863
			B		3,274.85	7,095.51	85,146.10	40.9356
			C		3,438.60	7,450.30	89,403.60	42.9825
			D		3,610.53	7,822.82	93,873.78	45.1316
			E		3,791.05	8,213.94	98,567.30	47.3881
9637	Senior Lifeguard	LS	A					17.5400
			B					18.4100
			C					19.3300
			D					20.3000
			E					21.3200

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5305	Senior Maintenance Worker	TEAMSTERS	A	2,497.45	5,411.14	64,933.70	31.2181	
			B	2,622.30	5,681.65	68,179.80	32.7788	
			C	2,753.42	5,965.74	71,588.92	34.4178	
			D	2,891.10	6,264.05	75,168.60	36.1388	
			E	3,035.64	6,577.22	78,926.64	37.9455	
3203	Senior Planner*	TMMBU	A	4,021.02	8,712.21	104,546.52	50.2628	
			B	4,222.07	9,147.82	109,773.82	52.7759	
			C	4,433.18	9,605.22	115,262.68	55.4148	
			D	4,654.84	10,085.49	121,025.84	58.1855	
			E	4,887.58	10,589.76	127,077.08	61.0948	
4410	Senior Police Records Assistant	TTSSEA	A	2,466.52	5,344.13	64,129.52	30.8315	
			B	2,589.87	5,611.39	67,336.62	32.3734	
			C	2,719.33	5,891.88	70,702.58	33.9916	
			D	2,855.30	6,186.48	74,237.80	35.6913	
			E	2,998.07	6,495.82	77,949.82	37.4759	
5504	Senior Public Safety Dispatcher	TEAMSTERS	A	3,064.98	6,640.79	79,689.48	38.3123	
			B	3,218.24	6,972.85	83,674.24	40.2280	
			C	3,379.15	7,321.49	87,857.90	42.2394	
			D	3,548.11	7,687.57	92,250.86	44.3514	
			E	3,725.53	8,071.98	96,863.78	46.5691	
5356	Senior Utilities Worker	TEAMSTERS	A	2,622.79	5,682.71	68,192.54	32.7849	
			B	2,753.81	5,966.59	71,599.06	34.4226	
			C	2,891.42	6,264.74	75,176.92	36.1428	
			D	3,036.44	6,578.95	78,947.44	37.9555	
			E	3,187.23	6,905.67	82,867.98	39.8404	
3343	Supervising Building Inspector*	TMMBU	A	3,599.96	7,799.91	93,598.96	44.9995	
			B	3,779.96	8,189.91	98,278.96	47.2495	
			C	3,968.96	8,599.41	103,192.96	49.6120	
			D	4,167.41	9,029.39	108,352.66	52.0926	
			E	4,375.78	9,480.86	113,770.28	54.6973	
3345	Supervising Construction Inspector	TMMBU Non-Exempt	A	3,752.51	8,130.44	97,565.26	46.9064	
			B	3,940.14	8,536.97	102,443.64	49.2518	
			C	4,137.15	8,963.83	107,565.90	51.7144	
			D	4,343.99	9,411.98	112,943.74	54.2999	
			E	4,561.19	9,882.58	118,590.94	57.0149	
3117	System Administrator*	TMMBU	A	3,502.59	7,588.95	91,067.34	43.7824	
			B	3,677.72	7,968.39	95,620.72	45.9715	
			C	3,861.60	8,366.80	100,401.60	48.2700	
			D	4,054.69	8,785.16	105,421.94	50.6836	
			E	4,257.43	9,224.43	110,693.18	53.2179	
9361	Theatre Technician	LS	A				28.8400	
			B				30.2800	
			C				31.8000	
			D				33.3900	
			E				35.0600	

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4420	Transit Coordinator	TTSSEA	A		2,505.31	5,428.17	65,138.06	31.3164
			B		2,630.59	5,699.61	68,395.34	32.8824
			C		2,762.11	5,984.57	71,814.86	34.5264
			D		2,900.21	6,283.79	75,405.46	36.2526
			E		3,045.22	6,597.98	79,175.72	38.0653
3515	Transit Manager*	TMMBU	A		3,901.95	8,454.23	101,450.70	48.7744
			B		4,097.03	8,876.90	106,522.78	51.2129
			C		4,301.90	9,320.78	111,849.40	53.7738
			D		4,516.98	9,786.79	117,441.48	56.4623
			E		4,742.83	10,276.13	123,313.58	59.2854
1109	Transportation Commissioner			Stipend \$50.00 per meeting				
3424	Utilities Laboratory Superintendent*	TMMBU	A		4,047.63	8,769.87	105,238.38	50.5954
			B		4,250.02	9,208.38	110,500.52	53.1253
			C		4,462.52	9,668.79	116,025.52	55.7815
			D		4,685.65	10,152.24	121,826.90	58.5706
			E		4,919.92	10,659.83	127,917.92	61.4990
5350	Utilities Worker I	TEAMSTERS	A		1,874.60	4,061.63	48,739.60	23.4325
			B		1,968.54	4,265.17	51,182.04	24.6068
			C		2,066.59	4,477.61	53,731.34	25.8324
			D		2,170.42	4,702.58	56,430.92	27.1303
			E		2,280.01	4,940.02	59,280.26	28.5001
5353	Utilities Worker II	TEAMSTERS	A		2,381.36	5,159.61	61,915.36	29.7670
			B		2,500.84	5,418.49	65,021.84	31.2605
			C		2,625.26	5,688.06	68,256.76	32.8158
			D		2,757.10	5,973.72	71,684.60	34.4638
			E		2,894.71	6,271.87	75,262.46	36.1839
3403	Utility Line Maintenance Superintendent*	TMMBU	A		4,124.00	8,935.33	107,224.00	51.5500
			B		4,330.18	9,382.06	112,584.68	54.1273
			C		4,546.70	9,851.18	118,214.20	56.8338
			D		4,774.03	10,343.73	124,124.78	59.6754
			E		5,012.73	10,860.92	130,330.98	62.6591
3423	Utility Maintenance Superintendent*	TMMBU	A		4,200.33	9,100.72	109,208.58	52.5041
			B		4,410.34	9,555.74	114,668.84	55.1293
			C		4,630.85	10,033.51	120,402.10	57.8856
			D		4,862.40	10,535.20	126,422.40	60.7800
			E		5,105.51	11,061.94	132,743.26	63.8189
3410	Utility Maintenance Supervisor*	TMMBU	A		3,500.26	7,583.90	91,006.76	43.7533
			B		3,675.28	7,963.11	95,557.28	45.9410
			C		3,859.04	8,361.25	100,335.04	48.2380
			D		4,052.00	8,779.33	105,352.00	50.6500
			E		4,254.60	9,218.30	110,619.60	53.1825
5411	Utility Mechanic I	TEAMSTERS	A		2,805.51	6,078.61	72,943.26	35.0689
			B		2,945.79	6,382.55	76,590.54	36.8224
			C		3,093.07	6,701.65	80,419.82	38.6634
			D		3,247.73	7,036.75	84,440.98	40.5966
			E		3,410.11	7,388.57	88,662.86	42.6264

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5412	Utility Mechanic II	TEAMSTERS	A		2,875.63	6,230.53	74,766.38	35.9454
			B		3,019.42	6,542.08	78,504.92	37.7428
			C		3,170.39	6,869.18	82,430.14	39.6299
			D		3,328.90	7,212.62	86,551.40	41.6113
			E		3,495.35	7,573.26	90,879.10	43.6919
5404	Utility Operator	TEAMSTERS	A		3,362.14	7,284.64	87,415.64	42.0268
			B		3,530.21	7,648.79	91,785.46	44.1276
			C		3,706.74	8,031.27	96,375.24	46.3343
			D		3,892.08	8,432.84	101,194.08	48.6510
			E		4,086.68	8,854.47	106,253.68	51.0835
3422	Wastewater Operations Superintendent*	TMMBU	A		4,200.33	9,100.72	109,208.58	52.5041
			B		4,410.34	9,555.74	114,668.84	55.1293
			C		4,630.85	10,033.51	120,402.10	57.8856
			D		4,862.40	10,535.20	126,422.40	60.7800
			E		5,105.51	11,061.94	132,743.26	63.8189
5405	Wastewater Treatment Plant Operator I	TEAMSTERS	A		2,658.93	5,761.02	69,132.18	33.2366
			B		2,791.86	6,049.03	72,588.36	34.8983
			C		2,931.46	6,351.50	76,217.96	36.6433
			D		3,078.04	6,669.09	80,029.04	38.4755
			E		3,231.95	7,002.56	84,030.70	40.3994
5406	Wastewater Treatment Plant Operator II	TEAMSTERS	A		2,798.88	6,064.24	72,770.88	34.9860
			B		2,938.80	6,367.40	76,408.80	36.7350
			C		3,085.75	6,685.79	80,229.50	38.5719
			D		3,240.05	7,020.11	84,241.30	40.5006
			E		3,402.06	7,371.13	88,453.56	42.5258
5407	Wastewater Treatment Plant Operator III	TEAMSTERS	A		2,946.19	6,383.41	76,600.94	36.8274
			B		3,093.47	6,702.52	80,430.22	38.6684
			C		3,248.16	7,037.68	84,452.16	40.6020
			D		3,410.58	7,389.59	88,675.08	42.6323
			E		3,581.11	7,759.07	93,108.86	44.7639
3421	Water Operations Superintendent*	TMMBU	A		4,124.00	8,935.33	107,224.00	51.5500
			B		4,330.18	9,382.06	112,584.68	54.1273
			C		4,546.70	9,851.18	118,214.20	56.8338
			D		4,774.03	10,343.73	124,124.78	59.6754
			E		5,012.73	10,860.92	130,330.98	62.6591
9351	Water Patrol Aide	LS	A					16.5200
			B					17.3500
			C					18.2100
			D					19.1200
			E					20.0800
3415	Water Resources and Compliance Manager*	TMMBU	A		3,901.95	8,454.23	101,450.70	48.7744
			B		4,097.03	8,876.90	106,522.78	51.2129
			C		4,301.90	9,320.78	111,849.40	53.7738
			D		4,516.98	9,786.79	117,441.48	56.4623
			E		4,742.83	10,276.13	123,313.58	59.2854

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5401	Water Treatment Plant Operator I	TEAMSTERS	A		2,832.88	6,137.91	73,654.88	35.4110
			B		2,974.53	6,444.82	77,337.78	37.1816
			C		3,123.26	6,767.06	81,204.76	39.0408
			D		3,279.42	7,105.41	85,264.92	40.9928
			E		3,443.38	7,460.66	89,527.88	43.0423
5402	Water Treatment Plant Operator II	TEAMSTERS	A		2,981.98	6,460.96	77,531.48	37.2748
			B		3,131.09	6,784.03	81,408.34	39.1386
			C		3,287.65	7,123.24	85,478.90	41.0956
			D		3,452.02	7,479.38	89,752.52	43.1503
			E		3,624.62	7,853.34	94,240.12	45.3078
5403	Water Treatment Plant Operator III	TEAMSTERS	A		3,138.93	6,801.02	81,612.18	39.2366
			B		3,295.88	7,141.07	85,692.88	41.1985
			C		3,460.68	7,498.14	89,977.68	43.2585
			D		3,633.71	7,873.04	94,476.46	45.4214
			E		3,815.39	8,266.68	99,200.14	47.6924

Employees marked with an * (asterisk) are salaried
TPOA Employees are paid semi-monthly

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4112	Account Clerk	TTSSEA	A	2,113.20	4,578.60	54,943.20	26.4150
			B	2,218.87	4,807.55	57,690.62	27.7359
			C	2,329.81	5,047.92	60,575.06	29.1226
			D	2,446.30	5,300.32	63,603.80	30.5788
			E	2,568.62	5,565.34	66,784.12	32.1078
3106	Accountant*	TMMBU	A	3,322.47	7,198.69	86,384.22	41.5309
			B	3,488.59	7,558.61	90,703.34	43.6074
			C	3,663.02	7,936.54	95,238.52	45.7878
			D	3,846.16	8,333.35	100,000.16	48.0770
			E	4,038.47	8,750.02	105,000.22	50.4809
2520	Accounting Manager*	CONF	A	4,803.16	10,406.85	124,882.16	60.0395
			B	5,043.31	10,927.17	131,126.06	63.0414
			C	5,295.49	11,473.56	137,682.74	66.1936
			D	5,560.26	12,047.23	144,566.76	69.5033
			E	5,838.29	12,649.63	151,795.54	72.9786
4201	Accounting Technician	TTSSEA	A	2,598.83	5,630.80	67,569.58	32.4854
			B	2,728.79	5,912.38	70,948.54	34.1099
			C	2,865.21	6,207.96	74,495.46	35.8151
			D	3,008.49	6,518.40	78,220.74	37.6061
			E	3,158.92	6,844.33	82,131.92	39.4865
4102	Administrative Assistant	TTSSEA	A	2,103.86	4,558.36	54,700.36	26.2983
			B	2,209.04	4,786.25	57,435.04	27.6130
			C	2,319.50	5,025.58	60,307.00	28.9938
			D	2,435.47	5,276.85	63,322.22	30.4434
			E	2,557.23	5,540.67	66,487.98	31.9654
8102	Administrative Assistant - Confidential	CONF	A	2,156.03	4,671.40	56,056.78	26.9504
			B	2,263.82	4,904.94	58,859.32	28.2978
			C	2,377.01	5,150.19	61,802.26	29.7126
			D	2,495.87	5,407.72	64,892.62	31.1984
			E	2,620.66	5,678.10	68,137.16	32.7583
4107	Administrative Technician	TTSSEA	A	2,598.83	5,630.80	67,569.58	32.4854
			B	2,728.79	5,912.38	70,948.54	34.1099
			C	2,865.21	6,207.96	74,495.46	35.8151
			D	3,008.49	6,518.40	78,220.74	37.6061
			E	3,158.92	6,844.33	82,131.92	39.4865
3510	Airport Manager*	TMMBU	A	3,372.56	7,307.21	87,686.56	42.1570
			B	3,541.17	7,672.54	92,070.42	44.2646
			C	3,718.23	8,056.17	96,673.98	46.4779
			D	3,904.14	8,458.97	101,507.64	48.8018
			E	4,099.34	8,881.90	106,582.84	51.2418
5522	Animal Services Aide	TEAMSTERS	A	1,442.09	3,124.53	37,494.34	18.0261
			B	1,514.19	3,280.75	39,368.94	18.9274
			C	1,589.92	3,444.83	41,337.92	19.8740
			D	1,669.41	3,617.06	43,404.66	20.8676
			E	1,752.87	3,797.89	45,574.62	21.9109

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3620	Animal Services Manager*	TMMBU	A		3,622.85	7,849.51	94,194.10	45.2856
			B		3,804.00	8,242.00	98,904.00	47.5500
			C		3,994.20	8,654.10	103,849.20	49.9275
			D		4,193.90	9,086.78	109,041.40	52.4238
			E		4,403.60	9,541.13	114,493.60	55.0450
5521	Animal Services Officer I	TEAMSTERS	A		2,007.11	4,348.74	52,184.86	25.0889
			B		2,107.44	4,566.12	54,793.44	26.3430
			C		2,212.80	4,794.40	57,532.80	27.6600
			D		2,323.44	5,034.12	60,409.44	29.0430
			E		2,439.63	5,285.87	63,430.38	30.4954
5523	Animal Services Officer II	TEAMSTERS	A		2,203.63	4,774.53	57,294.38	27.5454
			B		2,313.81	5,013.26	60,159.06	28.9226
			C		2,429.51	5,263.94	63,167.26	30.3689
			D		2,550.98	5,527.12	66,325.48	31.8873
			E		2,678.55	5,803.53	69,642.30	33.4819
3621	Animal Services Supervisor	TMMBU NON EXEMPT	A		2,684.44	5,816.29	69,795.44	33.5555
			B		2,818.66	6,107.10	73,285.16	35.2333
			C		2,959.58	6,412.42	76,949.08	36.9948
			D		3,107.56	6,733.05	80,796.56	38.8445
			E		3,262.94	7,069.70	84,836.44	40.7868
2573	Assistant City Attorney*	CONF	A		6,114.64	13,248.39	158,980.64	76.4330
			B		6,420.36	13,910.78	166,929.36	80.2545
			C		6,741.38	14,606.32	175,275.88	84.2673
			D		7,078.45	15,336.64	184,039.70	88.4806
			E		7,432.36	16,103.45	193,241.36	92.9045
1502	Assistant City Manager*	DH	Min		8,906.68	19,297.81	231,573.68	111.3335
			Max		9,552.29	20,696.63	248,359.56	119.4036
2682	Assistant Director DES*	CONF	A		5,839.85	12,653.01	151,836.10	72.9981
			B		6,131.84	13,285.65	159,427.84	76.6480
			C		6,438.43	13,949.93	167,399.18	80.4804
			D		6,760.34	14,647.40	175,768.84	84.5043
			E		7,098.36	15,379.78	184,557.36	88.7295
2681	Assistant Director DES/City Engineer*	CONF	A		6,118.28	13,256.27	159,075.28	76.4785
			B		6,424.19	13,919.08	167,028.94	80.3024
			C		6,745.41	14,615.06	175,380.66	84.3176
			D		7,082.67	15,345.79	184,149.42	88.5334
			E		7,436.83	16,113.13	193,357.58	92.9604
3302	Assistant Engineer*	TMMBU	A		3,473.35	7,525.59	90,307.10	43.4169
			B		3,646.99	7,901.81	94,821.74	45.5874
			C		3,829.35	8,296.93	99,563.10	47.8669
			D		4,020.82	8,711.78	104,541.32	50.2603
			E		4,221.86	9,147.36	109,768.36	52.7733
5232	Assistant Planner	TEAMSTERS	A		2,883.29	6,247.13	74,965.54	36.0411
			B		3,027.46	6,559.50	78,713.96	37.8433
			C		3,178.83	6,887.47	82,649.58	39.7354
			D		3,337.77	7,231.84	86,782.02	41.7221
			E		3,504.66	7,593.43	91,121.16	43.8083

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
2580	Assistant to the City Manager*	CONF	A		4,803.16	10,406.85	124,882.16	60.0395
			B		5,043.31	10,927.17	131,126.06	63.0414
			C		5,295.49	11,473.56	137,682.74	66.1936
			D		5,560.26	12,047.23	144,566.76	69.5033
			E		5,838.29	12,649.63	151,795.54	72.9786
3333	Associate Engineer*	TMMBU	A		3,901.95	8,454.23	101,450.70	48.7744
			B		4,097.03	8,876.90	106,522.78	51.2129
			C		4,301.90	9,320.78	111,849.40	53.7738
			D		4,516.98	9,786.79	117,441.48	56.4623
			E		4,742.83	10,276.13	123,313.58	59.2854
3303	Associate Civil Engineer*	TMMBU	A		3,901.95	8,454.23	101,450.70	48.7744
			B		4,097.03	8,876.90	106,522.78	51.2129
			C		4,301.90	9,320.78	111,849.40	53.7738
			D		4,516.98	9,786.79	117,441.48	56.4623
			E		4,742.83	10,276.13	123,313.58	59.2854
3202	Associate Planner*	TMMBU	A		3,302.14	7,154.64	85,855.64	41.2768
			B		3,467.24	7,512.35	90,148.24	43.3405
			C		3,640.60	7,887.97	94,655.60	45.5075
			D		3,822.63	8,282.37	99,388.38	47.7829
			E		4,013.78	8,696.52	104,358.28	50.1723
4451	Box Office Assistant	TTSSEA	A		1,894.94	4,105.70	49,268.44	23.6868
			B		1,989.70	4,311.02	51,732.20	24.8713
			C		2,089.18	4,526.56	54,318.68	26.1148
			D		2,193.63	4,752.87	57,034.38	27.4204
			E		2,303.34	4,990.57	59,886.84	28.7918
4455	Box Office Coordinator	TTSSEA	A		2,505.31	5,428.17	65,138.06	31.3164
			B		2,630.59	5,699.61	68,395.34	32.8824
			C		2,762.11	5,984.57	71,814.86	34.5264
			D		2,900.21	6,283.79	75,405.46	36.2526
			E		3,045.22	6,597.98	79,175.72	38.0653
3104	Budget Officer*	CONF	A		4,436.85	9,613.18	115,358.10	55.4606
			B		4,658.69	10,093.83	121,125.94	58.2336
			C		4,891.62	10,598.51	127,182.12	61.1453
			D		5,136.21	11,128.46	133,541.46	64.2026
			E		5,393.03	11,684.90	140,218.78	67.4129
5211	Building Inspector I	TEAMSTERS	A		2,587.46	5,606.16	67,273.96	32.3433
			B		2,716.83	5,886.47	70,637.58	33.9604
			C		2,852.67	6,180.79	74,169.42	35.6584
			D		2,995.31	6,489.84	77,878.06	37.4414
			E		3,145.07	6,814.32	81,771.82	39.3134
5212	Building Inspector II	TEAMSTERS	A		3,304.61	7,159.99	85,919.86	41.3076
			B		3,469.85	7,518.01	90,216.10	43.3731
			C		3,643.33	7,893.88	94,726.58	45.5416
			D		3,825.50	8,288.58	99,463.00	47.8188
			E		4,016.76	8,702.98	104,435.76	50.2095

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5320	Building Maintenance Worker I	TEAMSTERS	A		2,196.09	4,758.20	57,098.34	27.4511
			B		2,305.90	4,996.12	59,953.40	28.8238
			C		2,421.20	5,245.93	62,951.20	30.2650
			D		2,542.26	5,508.23	66,098.76	31.7783
			E		2,669.38	5,783.66	69,403.88	33.3673
5321	Building Maintenance Worker II	TEAMSTERS	A		2,311.68	5,008.64	60,103.68	28.8960
			B		2,427.27	5,259.09	63,109.02	30.3409
			C		2,548.63	5,522.03	66,264.38	31.8579
			D		2,676.06	5,798.13	69,577.56	33.4508
			E		2,809.87	6,088.05	73,056.62	35.1234
3341	Building Official*	TMMBU	A		5,005.29	10,844.80	130,137.54	62.5661
			B		5,255.54	11,387.00	136,644.04	65.6943
			C		5,518.33	11,956.38	143,476.58	68.9791
			D		5,794.24	12,554.19	150,650.24	72.4280
			E		6,083.96	13,181.91	158,182.96	76.0495
4501	Building Permit Technician I	TTSSEA	A		2,399.55	5,199.03	62,388.30	29.9944
			B		2,519.54	5,459.00	65,508.04	31.4943
			C		2,645.50	5,731.92	68,783.00	33.0688
			D		2,777.79	6,018.55	72,222.54	34.7224
			E		2,916.68	6,319.47	75,833.68	36.4585
4502	Building Permit Technician II	TTSSEA	A		2,525.84	5,472.65	65,671.84	31.5730
			B		2,652.15	5,746.33	68,955.90	33.1519
			C		2,784.75	6,033.63	72,403.50	34.8094
			D		2,923.99	6,335.31	76,023.74	36.5499
			E		3,070.19	6,652.08	79,824.94	38.3774
1506	City Attorney*	CONTRACT		9,270.00	20,085.00	241,020.00	115.8750	
3110	City Clerk*	TMMBU	A		4,447.17	9,635.54	115,626.42	55.5896
			B		4,669.54	10,117.34	121,408.04	58.3693
			C		4,903.01	10,623.19	127,478.26	61.2876
			D		5,148.16	11,154.35	133,852.16	64.3520
			E		5,405.56	11,712.05	140,544.56	67.5695
1102	City Council Member*			432.00	936.00	11,232.00		
1501	City Manager*	CONTRACT		10,094.00	21,870.33	262,444.00	126.1750	
1112	City Treasurer*			496.16	1,075.01	12,900.16		
9107	Clerical	LS	A					14.0000
			B					14.7000
			C					15.4300
			D					16.2100
			E					17.0200
3155	Code Compliance Analyst*	TMMBU	A		3,502.59	7,588.95	91,067.34	43.7824
			B		3,677.72	7,968.39	95,620.72	45.9715
			C		3,861.60	8,366.80	100,401.60	48.2700
			D		4,054.69	8,785.16	105,421.94	50.6836
			E		4,257.43	9,224.43	110,693.18	53.2179

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5202	Code Enforcement Officer	TEAMSTERS	A		2,672.81	5,791.09	69,493.06	33.4101
			B		2,806.44	6,080.62	72,967.44	35.0805
			C		2,946.77	6,384.67	76,616.02	36.8346
			D		3,094.10	6,703.88	80,446.60	38.6763
			E		3,248.81	7,039.09	84,469.06	40.6101
3315	Community Preservation Manager*	TMMBU	A		3,901.95	8,454.23	101,450.70	48.7744
			B		4,097.03	8,876.90	106,522.78	51.2129
			C		4,301.90	9,320.78	111,849.40	53.7738
			D		4,516.98	9,786.79	117,441.48	56.4623
			E		4,742.83	10,276.13	123,313.58	59.2854
5513	Community Services Officer	TEAMSTERS	A		2,333.87	5,056.72	60,680.62	29.1734
			B		2,450.57	5,309.57	63,714.82	30.6321
			C		2,573.07	5,574.99	66,899.82	32.1634
			D		2,701.74	5,853.77	70,245.24	33.7718
			E		2,836.84	6,146.49	73,757.84	35.4605
5222	Construction Inspector I	TEAMSTERS	A		2,999.35	6,498.59	77,983.10	37.4919
			B		3,149.34	6,823.57	81,882.84	39.3668
			C		3,306.79	7,164.71	85,976.54	41.3349
			D		3,472.13	7,522.95	90,275.38	43.4016
			E		3,645.76	7,899.15	94,789.76	45.5720
5223	Construction Inspector II	TEAMSTERS	A		3,149.15	6,823.16	81,877.90	39.3644
			B		3,306.60	7,164.30	85,971.60	41.3325
			C		3,471.93	7,522.52	90,270.18	43.3991
			D		3,645.55	7,898.69	94,784.30	45.5694
			E		3,827.82	8,293.61	99,523.32	47.8478
4605	Crime Analyst	TTSSEA	A		2,835.37	6,143.30	73,719.62	35.4421
			B		2,977.14	6,450.47	77,405.64	37.2143
			C		3,126.01	6,773.02	81,276.26	39.0751
			D		3,282.31	7,111.67	85,340.06	41.0289
			E		3,446.41	7,467.22	89,606.66	43.0801
5514	Crime Prevention Specialist	TEAMSTERS	A		2,417.53	5,237.98	62,855.78	30.2191
			B		2,538.44	5,499.95	65,999.44	31.7305
			C		2,665.36	5,774.95	69,299.36	33.3170
			D		2,798.60	6,063.63	72,763.60	34.9825
			E		2,938.53	6,366.82	76,401.78	36.7316
3622	Crime Scene Property Unit Supervisor	TMMBU Non-Exempt	A		2,746.55	5,950.86	71,410.30	34.3319
			B		2,883.87	6,248.39	74,980.62	36.0484
			C		3,028.05	6,560.78	78,729.30	37.8506
			D		3,179.45	6,888.81	82,665.70	39.7431
			E		3,338.42	7,233.24	86,798.92	41.7303
5517	Crime Scene Technician	TEAMSTERS	A		2,618.18	5,672.72	68,072.68	32.7273
			B		2,749.07	5,956.32	71,475.82	34.3634
			C		2,886.53	6,254.15	75,049.78	36.0816
			D		3,030.86	6,566.86	78,802.36	37.8858
			E		3,182.41	6,895.22	82,742.66	39.7801
1108	Cultural Arts Commissioner			Stipend \$50.00 per meeting				

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3162	Cultural Arts Division Manager*	TMMBU	A		4,686.93	10,155.02	121,860.18	58.5866
			B		4,921.28	10,662.77	127,953.28	61.5160
			C		5,167.35	11,195.93	134,351.10	64.5919
			D		5,425.70	11,755.68	141,068.20	67.8213
			E		5,696.98	12,343.46	148,121.48	71.2123
4459	Cultural Arts Program Coordinator	TTSSEA	A		2,505.31	5,428.17	65,138.06	31.3164
			B		2,630.59	5,699.61	68,395.34	32.8824
			C		2,762.11	5,984.57	71,814.86	34.5264
			D		2,900.21	6,283.79	75,405.46	36.2526
			E		3,045.22	6,597.98	79,175.72	38.0653
3524	Cultural Arts Supervisor*	TMMBU	A		3,622.85	7,849.51	94,194.10	45.2856
			B		3,804.00	8,242.00	98,904.00	47.5500
			C		3,994.20	8,654.10	103,849.20	49.9275
			D		4,193.90	9,086.78	109,041.40	52.4238
			E		4,403.60	9,541.13	114,493.60	55.0450
4461	Cultural Arts Technical Coordinator	TTSSEA	A		2,103.86	4,558.36	54,700.36	26.2983
			B		2,209.04	4,786.25	57,435.04	27.6130
			C		2,319.50	5,025.58	60,307.00	28.9938
			D		2,435.47	5,276.85	63,322.22	30.4434
			E		2,557.23	5,540.67	66,487.98	31.9654
3523	Cultural Arts Technical Supervisor*	TMMBU	A		3,007.51	6,516.27	78,195.26	37.5939
			B		3,157.90	6,842.12	82,105.40	39.4738
			C		3,315.79	7,184.21	86,210.54	41.4474
			D		3,481.58	7,543.42	90,521.08	43.5198
			E		3,655.67	7,920.62	95,047.42	45.6959
9552	D.A.R.E Officer	LS	A					35.3100
			B					37.0700
			C					38.9300
			D					40.8800
			E					42.9200
2571	Deputy City Attorney I*	CONF	A		4,800.76	10,401.65	124,819.76	60.0095
			B		5,040.80	10,921.73	131,060.80	63.0100
			C		5,292.84	11,467.82	137,613.84	66.1605
			D		5,557.49	12,041.23	144,494.74	69.4686
			E		5,835.35	12,643.26	151,719.10	72.9419
2572	Deputy City Attorney II*	CONF	A		5,280.84	11,441.82	137,301.84	66.0105
			B		5,544.89	12,013.93	144,167.14	69.3111
			C		5,822.14	12,614.64	151,375.64	72.7768
			D		6,113.25	13,245.38	158,944.50	76.4156
			E		6,418.90	13,907.62	166,891.40	80.2363
4116	Deputy City Clerk	TTSSEA	A		2,791.45	6,048.14	72,577.70	34.8931
			B		2,931.03	6,350.57	76,206.78	36.6379
			C		3,077.57	6,668.07	80,016.82	38.4696
			D		3,231.47	7,001.52	84,018.22	40.3934
			E		3,393.03	7,351.57	88,218.78	42.4129
1515	Director of Development Services *	DH	Min		7,145.51	15,481.95	185,783.36	89.3189
			Max		8,683.90	18,815.12	225,781.42	108.5488

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
1522	Director of Finance*	DH	Min	6,666.78	14,444.69	173,336.23	83.3348
			Max	8,096.98	17,543.47	210,521.59	101.2123
1518	Director of Human Resources*	DH	Min	6,666.78	14,444.69	173,336.23	83.3348
			Max	8,096.98	17,543.46	210,521.54	101.2123
1516	Director of Parks and Recreation*	DH	Min	6,666.78	14,444.69	173,336.23	83.3348
			Max	8,096.98	17,543.46	210,521.54	101.2123
1512	Director of Public Works*	DH	Min	6,666.78	14,444.69	173,336.23	83.3348
			Max	8,096.98	17,543.46	210,521.54	101.2123
1520	Director of Utilities*	DH	Min	7,145.51	15,481.95	185,783.36	89.3189
			Max	8,683.90	18,815.12	225,781.42	108.5488
2751	Division Fire Chief*	CONF	A	5,839.70	12,652.68	151,832.20	72.9963
			B	6,131.67	13,285.29	159,423.42	76.6459
			C	6,438.27	13,949.59	167,395.02	80.4784
			D	6,760.19	14,647.08	175,764.94	84.5024
			E	7,098.20	15,379.43	184,553.20	88.7275
3208	Economic Development Mgmt Analyst I*	TMMBU	A	3,045.81	6,599.26	79,191.06	38.0726
			B	3,198.09	6,929.20	83,150.34	39.9761
			C	3,358.00	7,275.67	87,308.00	41.9750
			D	3,525.89	7,639.43	91,673.14	44.0736
			E	3,702.19	8,021.41	96,256.94	46.2774
3209	Economic Development Mgmt Analyst II*	TMMBU	A	3,502.59	7,588.95	91,067.34	43.7824
			B	3,677.72	7,968.39	95,620.72	45.9715
			C	3,861.60	8,366.80	100,401.60	48.2700
			D	4,054.69	8,785.16	105,421.94	50.6836
			E	4,257.43	9,224.43	110,693.18	53.2179
3207	Economic Development Manager*	TMMBU	A	4,329.49	9,380.56	112,566.74	54.1186
			B	4,545.96	9,849.58	118,194.96	56.8245
			C	4,773.26	10,342.06	124,104.76	59.6658
			D	5,011.92	10,859.16	130,309.92	62.6490
			E	5,262.51	11,402.11	136,825.26	65.7814
5325	Electrician	TEAMSTERS	A	3,317.38	7,187.66	86,251.88	41.4673
			B	3,483.26	7,547.06	90,564.76	43.5408
			C	3,657.44	7,924.45	95,093.44	45.7180
			D	3,840.29	8,320.63	99,847.54	48.0036
			E	4,032.31	8,736.67	104,840.06	50.4039
3711	Emergency Medical Services Manager*	TMMBU	A	3,901.19	8,452.58	101,430.94	48.7649
			B	4,096.24	8,875.19	106,502.24	51.2030
			C	4,301.05	9,318.94	111,827.30	53.7631
			D	4,516.12	9,784.93	117,419.12	56.4515
			E	4,741.90	10,274.12	123,289.40	59.2738
5221	Engineering Technician I	TEAMSTERS	A	2,640.32	5,720.69	68,648.32	33.0040
			B	2,772.33	6,006.72	72,080.58	34.6541
			C	2,910.94	6,307.04	75,684.44	36.3868
			D	3,056.49	6,622.40	79,468.74	38.2061
			E	3,209.33	6,953.55	83,442.58	40.1166

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5225	Engineering Technician II	TEAMSTERS	A	2,772.34	6,006.74	72,080.84	34.6543
			B	2,910.96	6,307.08	75,684.96	36.3870
			C	3,056.51	6,622.44	79,469.26	38.2064
			D	3,209.36	6,953.61	83,443.36	40.1170
			E	3,369.79	7,301.21	87,614.54	42.1224
3412	Environmental Compliance Analyst	TMMBU Non-Exempt	A	3,045.81	6,599.26	79,191.06	38.0726
			B	3,198.09	6,929.20	83,150.34	39.9761
			C	3,358.00	7,275.67	87,308.00	41.9750
			D	3,525.89	7,639.43	91,673.14	44.0736
			E	3,702.19	8,021.41	96,256.94	46.2774
5424	Environmental Compliance Technician	TEAMSTERS	A	2,197.75	4,761.79	57,141.50	27.4719
			B	2,307.65	4,999.91	59,998.90	28.8456
			C	2,423.01	5,249.86	62,998.26	30.2876
			D	2,544.16	5,512.35	66,148.16	31.8020
			E	2,671.40	5,788.03	69,456.40	33.3925
5313	Equipment Mechanic I	TEAMSTERS	A	2,426.53	5,257.48	63,089.78	30.3316
			B	2,547.85	5,520.34	66,244.10	31.8481
			C	2,675.24	5,796.35	69,556.24	33.4405
			D	2,809.00	6,086.17	73,034.00	35.1125
			E	2,949.45	6,390.48	76,685.70	36.8681
5314	Equipment Mechanic II	TEAMSTERS	A	2,547.84	5,520.32	66,243.84	31.8480
			B	2,675.24	5,796.35	69,556.24	33.4405
			C	2,808.99	6,086.15	73,033.74	35.1124
			D	2,949.45	6,390.48	76,685.70	36.8681
			E	3,096.91	6,709.97	80,519.66	38.7114
4108	Executive Assistant	TTSSEA	A	2,559.25	5,545.04	66,540.50	31.9906
			B	2,687.21	5,822.29	69,867.46	33.5901
			C	2,821.57	6,113.40	73,360.82	35.2696
			D	2,962.66	6,419.10	77,029.16	37.0333
			E	3,110.79	6,740.05	80,880.54	38.8849
8108	Executive Assistant - Confidential	CONF	A	2,622.72	5,682.56	68,190.72	32.7840
			B	2,753.86	5,966.70	71,600.36	34.4233
			C	2,891.55	6,265.03	75,180.30	36.1444
			D	3,036.12	6,578.26	78,939.12	37.9515
			E	3,187.93	6,907.18	82,886.18	39.8491
2581	Executive Assistant to City Manager	CONF	A	2,995.32	6,489.86	77,878.32	37.4415
			B	3,145.08	6,814.34	81,772.08	39.3135
			C	3,302.33	7,155.05	85,860.58	41.2791
			D	3,467.46	7,512.83	90,153.96	43.3433
			E	3,640.82	7,888.44	94,661.32	45.5103
9635	Facility Attendant	LS	A				18.4800
			B				19.4000
			C				20.3700
			D				21.3900
			E				22.4600

**City of Tracy
Master Salary Schedule**

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3715	Fire Battalion Chief*	SCFCOA	A		4,985.41	10,801.72	129,620.66	44.5126
			B		5,234.66	11,341.76	136,101.16	46.7380
			C		5,496.39	11,908.85	142,906.14	49.0749
			D		5,771.21	12,504.29	150,051.46	51.5287
			E		6,059.78	13,129.52	157,554.28	54.1052
7105	Fire Captain	TFFA	A		3,793.74	8,219.77	98,637.24	33.8727
			B		3,983.56	8,631.05	103,572.56	35.5675
			C		4,182.61	9,062.32	108,747.86	37.3447
			D		4,391.74	9,515.44	114,185.24	39.2120
			E		4,611.33	9,991.22	119,894.58	41.1726
1514	Fire Chief*	DH	Min		7,145.51	15,481.95	185,783.36	89.3189
			Max		8,683.90	18,815.12	225,781.42	108.5488
7103	Fire Engineer	TFFA	A		3,338.92	7,234.33	86,811.92	29.8118
			B		3,505.84	7,595.99	91,151.84	31.3021
			C		3,681.15	7,975.83	95,709.90	32.8674
			D		3,865.21	8,374.62	100,495.46	34.5108
			E		4,058.48	8,793.37	105,520.48	36.2364
5213	Fire Inspector	TEAMSTERS	A		3,147.24	6,819.02	81,828.24	39.3405
			B		3,304.61	7,159.99	85,919.86	41.3076
			C		3,469.85	7,518.01	90,216.10	43.3731
			D		3,643.33	7,893.88	94,726.58	45.5416
			E		3,825.50	8,288.58	99,463.00	47.8188
2752	Fire Marshal*	CONF	A		5,129.43	11,113.77	133,365.18	64.1179
			B		5,385.89	11,669.43	140,033.14	67.3236
			C		5,655.19	12,252.91	147,034.94	70.6899
			D		5,937.96	12,865.58	154,386.96	74.2245
			E		6,234.85	13,508.84	162,106.10	77.9356
9563	Fire Reserve	LS	A					14.0000
								14.7000
								15.4300
								16.2100
								17.0200
7102	Firefighter	TFFA	A		2,958.04	6,409.09	76,909.04	26.4111
			B		3,105.91	6,729.47	80,753.66	27.7313
			C		3,261.22	7,065.98	84,791.72	29.1180
			D		3,424.27	7,419.25	89,031.02	30.5738
			E		3,595.49	7,790.23	93,482.74	32.1026
			449.44	Paramedic Pay (per pay period)				
9565	Firefighter Trainee	LS	A					24.5600
				(70% OF STEP A, FIREFIGHTER)				
7108	Firefighter/Paramedic	TFFA	A		3,327.95	7,210.56	86,526.70	29.7138
			B		3,494.35	7,571.09	90,853.10	31.1996
			C		3,669.07	7,949.65	95,395.82	32.7596
			D		3,852.53	8,347.15	100,165.78	34.3976
			E		4,045.16	8,764.51	105,174.16	36.1175

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3404	Fleet Supervisor*	TMMBU	A		3,372.56	7,307.21	87,686.56	42.1570
			B		3,541.17	7,672.54	92,070.42	44.2646
			C		3,718.23	8,056.17	96,673.98	46.4779
			D		3,904.14	8,458.97	101,507.64	48.8018
			E		4,099.34	8,881.90	106,582.84	51.2418
3120	GIS Analyst *	TMMBU	A		3,502.59	7,588.95	91,067.34	43.7824
			B		3,677.72	7,968.39	95,620.72	45.9715
			C		3,861.60	8,366.80	100,401.60	48.2700
			D		4,054.69	8,785.16	105,421.94	50.6836
			E		4,257.43	9,224.43	110,693.18	53.2179
4206	GIS Technician	TTSSEA	A		2,835.37	6,143.30	73,719.62	35.4421
			B		2,977.14	6,450.47	77,405.64	37.2143
			C		3,126.01	6,773.02	81,276.26	39.0751
			D		3,282.31	7,111.67	85,340.06	41.0289
			E		3,446.41	7,467.22	89,606.66	43.0801
2511	Human Resources Analyst I*	CONF	A		3,121.35	6,762.93	81,155.10	39.0169
			B		3,277.42	7,101.08	85,212.92	40.9678
			C		3,441.27	7,456.09	89,473.02	43.0159
			D		3,613.34	7,828.90	93,946.84	45.1668
			E		3,794.01	8,220.36	98,644.26	47.4251
2512	Human Resources Analyst II*	CONF	A		3,589.45	7,777.14	93,325.70	44.8681
			B		3,768.92	8,165.99	97,991.92	47.1115
			C		3,957.36	8,574.28	102,891.36	49.4670
			D		4,155.24	9,003.02	108,036.24	51.9405
			E		4,363.01	9,453.19	113,438.26	54.5376
2562	Human Resources Manager*	CONF	A		4,803.16	10,406.85	124,882.16	60.0395
			B		5,043.31	10,927.17	131,126.06	63.0414
			C		5,295.49	11,473.56	137,682.74	66.1936
			D		5,560.26	12,047.23	144,566.76	69.5033
			E		5,838.29	12,649.63	151,795.54	72.9786
4301	Human Resources Technician	CONF	A		2,663.29	5,770.46	69,245.54	33.2911
			B		2,796.46	6,059.00	72,707.96	34.9558
			C		2,936.28	6,361.94	76,343.28	36.7035
			D		3,083.10	6,680.05	80,160.60	38.5388
			E		3,237.25	7,014.04	84,168.50	40.4656
4204	Information Systems Technician I	TTSSEA	A		2,465.55	5,342.03	64,104.30	30.8194
			B		2,588.83	5,609.13	67,309.58	32.3604
			C		2,718.28	5,889.61	70,675.28	33.9785
			D		2,854.19	6,184.08	74,208.94	35.6774
			E		2,996.90	6,493.28	77,919.40	37.4613
4205	Information Systems Technician II	TTSSEA	A		2,835.37	6,143.30	73,719.62	35.4421
			B		2,977.14	6,450.47	77,405.64	37.2143
			C		3,126.01	6,773.02	81,276.26	39.0751
			D		3,282.31	7,111.67	85,340.06	41.0289
			E		3,446.41	7,467.22	89,606.66	43.0801

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
2553	Information Technology Manager*	CONF	A		4,803.16	10,406.85	124,882.16	60.0395
			B		5,043.31	10,927.17	131,126.06	63.0414
			C		5,295.49	11,473.56	137,682.74	66.1936
			D		5,560.26	12,047.23	144,566.76	69.5033
			E		5,838.29	12,649.63	151,795.54	72.9786
3111	Information Technology Specialist*	TMMBU	A		3,402.46	7,372.00	88,463.96	42.5308
			B		3,572.60	7,740.63	92,887.60	44.6575
			C		3,751.22	8,127.64	97,531.72	46.8903
			D		3,938.77	8,534.00	102,408.02	49.2346
			E		4,135.71	8,960.71	107,528.46	51.6964
5413	Instrumentation Technician	TEAMSTERS	A		3,080.01	6,673.36	80,080.26	38.5001
			B		3,234.01	7,007.02	84,084.26	40.4251
			C		3,395.72	7,357.39	88,288.72	42.4465
			D		3,565.49	7,725.23	92,702.74	44.5686
			E		3,743.77	8,111.50	97,338.02	46.7971
9108	Intern-Generalist	LS	A					19.1800
			B					20.1400
			C					21.1500
			D					22.2000
			E					23.3100
5224	Junior Engineer	TEAMSTERS	A		3,049.14	6,606.47	79,277.64	38.1143
			B		3,201.59	6,936.78	83,241.34	40.0199
			C		3,361.66	7,283.60	87,403.16	42.0208
			D		3,529.75	7,647.79	91,773.50	44.1219
			E		3,706.24	8,030.19	96,362.24	46.3280
5423	Laboratory Quality Assurance Officer*	TMMBU	A		2,829.70	6,131.02	73,572.20	35.3713
			B		2,971.20	6,437.60	77,251.20	37.1400
			C		3,119.76	6,759.48	81,113.76	38.9970
			D		3,275.74	7,097.37	85,169.24	40.9468
			E		3,439.53	7,452.32	89,427.78	42.9941
5421	Laboratory Technician I	TEAMSTERS	A		2,395.98	5,191.29	62,295.48	29.9498
			B		2,515.76	5,450.81	65,409.76	31.4470
			C		2,641.57	5,723.40	68,680.82	33.0196
			D		2,773.64	6,009.55	72,114.64	34.6705
			E		2,912.31	6,310.01	75,720.06	36.4039
5422	Laboratory Technician II	TEAMSTERS	A		2,504.04	5,425.42	65,105.04	31.3005
			B		2,629.24	5,696.69	68,360.24	32.8655
			C		2,760.71	5,981.54	71,778.46	34.5089
			D		2,898.74	6,280.60	75,367.24	36.2343
			E		3,043.67	6,594.62	79,135.42	38.0459
3508	Landscape Architect*	TMMBU	A		3,852.85	8,347.84	100,174.10	48.1606
			B		4,045.49	8,765.23	105,182.74	50.5686
			C		4,247.76	9,203.48	110,441.76	53.0970
			D		4,460.15	9,663.66	115,963.90	55.7519
			E		4,683.17	10,146.87	121,762.42	58.5396

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4109	Legal Secretary	CONF	A		2,860.68	6,198.14	74,377.68	35.7585
			B		3,003.71	6,508.04	78,096.46	37.5464
			C		3,153.90	6,833.45	82,001.40	39.4238
			D		3,311.60	7,175.13	86,101.60	41.3950
			E		3,477.18	7,533.89	90,406.68	43.4648
9636	Lifeguard	LS	A					14.0000
			B					14.7000
			C					15.4300
			D					16.2100
			E					17.0200
9303	Maintenance Aide	LS	A					15.6800
			B					16.4600
			C					17.2900
			D					18.1500
			E					19.0600
5301	Maintenance Worker I	TEAMSTERS	A		1,786.00	3,869.67	46,436.00	22.3250
			B		1,875.31	4,063.17	48,758.06	23.4414
			C		1,969.07	4,266.32	51,195.82	24.6134
			D		2,067.52	4,479.63	53,755.52	25.8440
			E		2,170.90	4,703.62	56,443.40	27.1363
5303	Maintenance Worker II	TEAMSTERS	A		2,268.56	4,915.21	58,982.56	28.3570
			B		2,381.99	5,160.98	61,931.74	29.7749
			C		2,501.08	5,419.01	65,028.08	31.2635
			D		2,626.13	5,689.95	68,279.38	32.8266
			E		2,757.43	5,974.43	71,693.18	34.4679
3151	Management Analyst I*	TMMBU	A		3,045.81	6,599.26	79,191.06	38.0726
			B		3,198.09	6,929.20	83,150.34	39.9761
			C		3,358.00	7,275.67	87,308.00	41.9750
			D		3,525.89	7,639.43	91,673.14	44.0736
			E		3,702.19	8,021.41	96,256.94	46.2774
3152	Management Analyst II*	TMMBU	A		3,502.59	7,588.95	91,067.34	43.7824
			B		3,677.72	7,968.39	95,620.72	45.9715
			C		3,861.60	8,366.80	100,401.60	48.2700
			D		4,054.69	8,785.16	105,421.94	50.6836
			E		4,257.43	9,224.43	110,693.18	53.2179
1101	Mayor*			478.15	1,036.00	12,432.00		
3527	Media Services Supervisor	TMMBU Non-Exempt	A		3,007.51	6,516.27	78,195.26	37.5939
			B		3,157.90	6,842.12	82,105.40	39.4738
			C		3,315.79	7,184.21	86,210.54	41.4474
			D		3,481.58	7,543.42	90,521.08	43.5198
			E		3,655.67	7,920.62	95,047.42	45.6959
5531	Meter Reader	TEAMSTERS	A		1,547.54	3,353.00	40,236.04	19.3443
			B		1,624.91	3,520.64	42,247.66	20.3114
			C		1,706.16	3,696.68	44,360.16	21.3270
			D		1,791.46	3,881.50	46,577.96	22.3933
			E		1,881.04	4,075.59	48,907.04	23.5130

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4105	Office Assistant	TTSSEA	A		1,722.68	3,732.47	44,789.68	21.5335
			B		1,808.80	3,919.07	47,028.80	22.6100
			C		1,899.25	4,115.04	49,380.50	23.7406
			D		1,994.22	4,320.81	51,849.72	24.9278
			E		2,093.93	4,536.85	54,442.18	26.1741
1107	Parks Commissioner			Stipend of \$50.00 per meeting				
3509	Parks Planning & Development Manager*	TMMBU	A		3,852.85	8,347.84	100,174.10	48.1606
			B		4,045.49	8,765.23	105,182.74	50.5686
			C		4,247.76	9,203.48	110,441.76	53.0970
			D		4,460.15	9,663.66	115,963.90	55.7519
			E		4,683.17	10,146.87	121,762.42	58.5396
3306	Plan Check Engineer*	TMMBU	A		4,690.57	10,162.90	121,954.82	58.6321
			B		4,925.10	10,671.05	128,052.60	61.5638
			C		5,171.36	11,204.61	134,455.36	64.6420
			D		5,429.93	11,764.85	141,178.18	67.8741
			E		5,701.43	12,353.10	148,237.18	71.2679
5214	Plan Examiner I	TEAMSTERS	A		3,225.31	6,988.17	83,858.06	40.3164
			B		3,386.61	7,337.66	88,051.86	42.3326
			C		3,555.93	7,704.52	92,454.18	44.4491
			D		3,733.71	8,089.71	97,076.46	46.6714
			E		3,920.42	8,494.24	101,930.92	49.0053
5215	Plan Examiner II	TEAMSTERS	A		3,395.07	7,355.99	88,271.82	42.4384
			B		3,564.85	7,723.84	92,686.10	44.5606
			C		3,743.08	8,110.01	97,320.08	46.7885
			D		3,930.22	8,515.48	102,185.72	49.1278
			E		4,126.76	8,941.31	107,295.76	51.5845
1106	Planning Commissioner			Stipend of \$50.00 per meeting				
4506	Planning Technician	TTSSEA	A		2,598.83	5,630.80	67,569.58	32.4854
			B		2,728.79	5,912.38	70,948.54	34.1099
			C		2,865.21	6,207.96	74,495.46	35.8151
			D		3,008.49	6,518.40	78,220.74	37.6061
			E		3,158.92	6,844.33	82,131.92	39.4865
6212	Police Captain*	TPMA	A		5,903.58	12,791.09	153,493.08	73.7948
			B		6,198.77	13,430.67	161,168.02	77.4846
			C		6,508.69	14,102.16	169,225.94	81.3586
			D		6,834.13	14,807.28	177,687.38	85.4266
			E		7,175.87	15,547.72	186,572.62	89.6984
1513	Police Chief*	DH	Min		7,591.04	16,447.26	197,367.07	94.8880
			Max		9,226.99	19,991.81	239,901.77	115.3374
4603	Police Community Relations Coordinator	TTSSEA	A		2,505.31	5,428.17	65,138.06	31.3164
			B		2,630.59	5,699.61	68,395.34	32.8824
			C		2,762.11	5,984.57	71,814.86	34.5264
			D		2,900.21	6,283.79	75,405.46	36.2526
			E		3,045.22	6,597.98	79,175.72	38.0653

**City of Tracy
Master Salary Schedule**

Class Code	Position Title	Unit	Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate	
6103	Police Corporal	TPOA	A	4,064.87		8,129.74	97,556.88	46.9005
			B	4,268.13		8,536.26	102,435.12	49.2458
			C	4,481.54		8,963.08	107,556.96	51.7081
			D	4,705.63		9,411.26	112,935.12	54.2936
			E	4,940.90		9,881.80	118,581.60	57.0082
9501	Police Intern/Parking Enforcement Officer	LS	A					18.2000
			B					19.1100
			C					20.0700
			D					21.0700
			E					22.1200
6211	Police Lieutenant*	TPMA	A		5,109.41	11,070.39	132,844.66	63.8676
			B		5,364.87	11,623.89	139,486.62	67.0609
			C		5,633.13	12,205.12	146,461.38	70.4141
			D		5,914.78	12,815.36	153,784.28	73.9348
			E		6,210.51	13,456.11	161,473.26	77.6314
6102	Police Officer	TPOA	A	3,695.34		7,390.68	88,688.16	42.6369
			B	3,880.11		7,760.22	93,122.64	44.7688
			C	4,074.12		8,148.24	97,778.88	47.0073
			D	4,277.85		8,555.70	102,668.40	49.3579
			E	4,491.73		8,983.46	107,801.52	51.8257
9517	Police Range Master	LS	A					30.2600
			B					31.7700
			C					33.3600
			D					35.0300
			E					36.7800
4103	Police Records Assistant I	TTSSEA	A		2,135.53	4,626.98	55,523.78	26.6941
			B		2,242.32	4,858.36	58,300.32	28.0290
			C		2,354.45	5,101.31	61,215.70	29.4306
			D		2,472.15	5,356.33	64,275.90	30.9019
			E		2,595.76	5,624.15	67,489.76	32.4470
4104	Police Records Assistant II	TTSSEA	A		2,242.29	4,858.30	58,299.54	28.0286
			B		2,354.43	5,101.27	61,215.18	29.4304
			C		2,472.12	5,356.26	64,275.12	30.9015
			D		2,595.73	5,624.08	67,488.98	32.4466
			E		2,725.52	5,905.29	70,863.52	34.0690

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit	Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
3626	Police Records Supervisor*	TMMBU	A	3,060.95	6,632.06	79,584.70	38.2619
			B	3,214.01	6,963.69	83,564.26	40.1751
			C	3,374.70	7,311.85	87,742.20	42.1838
			D	3,543.45	7,677.48	92,129.70	44.2931
			E	3,720.60	8,061.30	96,735.60	46.5075
9551	Police Reserve	LS					39.3700
6105	Police Sergeant	TPOA	A	4,453.10	8,906.20	106,874.40	51.3799
			B	4,675.78	9,351.56	112,218.72	53.9492
			C	4,909.58	9,819.16	117,829.92	56.6468
			D	5,155.05	10,310.10	123,721.20	59.4791
			E	5,412.81	10,825.62	129,907.44	62.4531
2712	Police Support Operations Manager*	CONF	A	5,436.48	11,779.04	141,348.48	67.9560
			B	5,708.31	12,368.01	148,416.06	71.3539
			C	5,993.71	12,986.37	155,836.46	74.9214
			D	6,293.39	13,635.68	163,628.14	78.6674
			E	6,608.07	14,317.49	171,809.82	82.6009
4701	Police Support Services Technician	TTSSEA	A	2,598.83	5,630.80	67,569.58	32.4854
			B	2,728.79	5,912.38	70,948.54	34.1099
			C	2,865.21	6,207.96	74,495.46	35.8151
			D	3,008.49	6,518.40	78,220.74	37.6061
			E	3,158.92	6,844.33	82,131.92	39.4865
6101	Police Trainee (Non-Sworn)	TPOA	3,213.24	6,426.48	77,117.76	37.0744	
9638	Pool Manager	LS	A				19.8900
			B				20.8900
			C				21.9300
			D				23.0300
			E				24.1800
9533	Professional Standards Officer	LS	A				50.4400
			B				52.9600
			C				55.6100
			D				58.3900
			E				61.3100
9110	Program Assistant	LS	Min				14.0000
			Max				24.1000
9231	Project Specialist I	LS	Min				14.0000
			Max				46.6800
9232	Project Specialist II	LS	Min				46.6900
			Max				131.5900

**City of Tracy
Master Salary Schedule**

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5518	Property and Evidence Technician	TEAMSTERS	A		2,303.09	4,990.03	59,880.34	28.7886
			B		2,418.23	5,239.50	62,873.98	30.2279
			C		2,539.16	5,501.51	66,018.16	31.7395
			D		2,666.12	5,776.59	69,319.12	33.3265
			E		2,799.41	6,065.39	72,784.66	34.9926
2585	Public Information Officer*	CONF	A		3,589.45	7,777.14	93,325.70	44.8681
			B		3,768.92	8,165.99	97,991.92	47.1115
			C		3,957.36	8,574.28	102,891.36	49.4670
			D		4,155.24	9,003.02	108,036.24	51.9405
			E		4,363.01	9,453.19	113,438.26	54.5376
3623	Public Safety Dispatch Supervisor*	TMMBU	A		3,248.37	7,038.14	84,457.62	40.6046
			B		3,410.78	7,390.02	88,680.28	42.6348
			C		3,581.33	7,759.55	93,114.58	44.7666
			D		3,760.39	8,147.51	97,770.14	47.0049
			E		3,948.42	8,554.91	102,658.92	49.3553
5502	Public Safety Dispatcher I	TEAMSTERS	A		2,660.74	5,764.94	69,179.24	33.2593
			B		2,793.76	6,053.15	72,637.76	34.9220
			C		2,933.45	6,355.81	76,269.70	36.6681
			D		3,080.12	6,673.59	80,083.12	38.5015
			E		3,234.15	7,007.33	84,087.90	40.4269
5503	Public Safety Dispatcher II	TEAMSTERS	A		2,919.04	6,324.59	75,895.04	36.4880
			B		3,064.98	6,640.79	79,689.48	38.3123
			C		3,218.24	6,972.85	83,674.24	40.2280
			D		3,379.15	7,321.49	87,857.90	42.2394
			E		3,548.11	7,687.57	92,250.86	44.3514
9512	Public Safety Dispatcher II - Per Diem	LS	A					32.1500
			B					33.7600
			C					35.4400
			D					37.2200
			E					39.0800
3401	Public Works Superintendent*	TMMBU	A		4,047.63	8,769.87	105,238.38	50.5954
			B		4,250.02	9,208.38	110,500.52	53.1253
			C		4,462.52	9,668.79	116,025.52	55.7815
			D		4,685.65	10,152.24	121,826.90	58.5706
			E		4,919.92	10,659.83	127,917.92	61.4990
3405	Public Works Supervisor*	TMMBU	A		3,372.56	7,307.21	87,686.56	42.1570
			B		3,541.17	7,672.54	92,070.42	44.2646
			C		3,718.23	8,056.17	96,673.98	46.4779
			D		3,904.14	8,458.97	101,507.64	48.8018
			E		4,099.34	8,881.90	106,582.84	51.2418

**City of Tracy
Master Salary Schedule**

Class Code	Position Title	Unit	Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
9631	Recreation Leader I	LS	A				14.0000
			B				14.7000
			C				15.4400
			D				16.2000
			E				17.0200
9632	Recreation Leader II	LS	A				17.5400
			B				18.4100
			C				19.3300
			D				20.3000
			E				21.3200
9633	Recreation Leader III	LS	A				19.8900
			B				20.8900
			C				21.9300
			D				23.0300
			E				24.1800
4401	Recreation Program Coordinator	TTSSEA	A	2,505.31	5,428.17	65,138.06	31.3164
			B	2,630.59	5,699.61	68,395.34	32.8824
			C	2,762.11	5,984.57	71,814.86	34.5264
			D	2,900.21	6,283.79	75,405.46	36.2526
			E	3,045.22	6,597.98	79,175.72	38.0653
3513	Recreation Services Manager*	TMMBU	A	3,985.11	8,634.41	103,612.86	49.8139
			B	4,184.38	9,066.16	108,793.88	52.3048
			C	4,393.59	9,519.45	114,233.34	54.9199
			D	4,613.28	9,995.44	119,945.28	57.6660
			E	4,843.94	10,495.20	125,942.44	60.5493
3505	Recreation Services Supervisor*	TMMBU	A	3,622.84	7,849.49	94,193.84	45.2855
			B	3,803.99	8,241.98	98,903.74	47.5499
			C	3,994.19	8,654.08	103,848.94	49.9274
			D	4,193.89	9,086.76	109,041.14	52.4236
			E	4,403.58	9,541.09	114,493.08	55.0448
9626	Recreation Specialized Instructor	LS	Min				14.0000
			Max				49.6600
4113	Senior Account Clerk	TTSSEA	A	2,329.23	5,046.67	60,559.98	29.1154
			B	2,445.69	5,299.00	63,587.94	30.5711
			C	2,567.98	5,563.96	66,767.48	32.0998
			D	2,696.39	5,842.18	70,106.14	33.7049
			E	2,831.19	6,134.25	73,610.94	35.3899
3105	Senior Accountant*	TMMBU	A	3,764.80	8,157.07	97,884.80	47.0600
			B	3,953.05	8,564.94	102,779.30	49.4131
			C	4,150.70	8,993.18	107,918.20	51.8838
			D	4,358.24	9,442.85	113,314.24	54.4780
			E	4,576.16	9,915.01	118,980.16	57.2020

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4202	Senior Accounting Technician	TTSSEA	A		3,020.32	6,544.03	78,528.32	37.7540
			B		3,171.34	6,871.24	82,454.84	39.6418
			C		3,329.92	7,214.83	86,577.92	41.6240
			D		3,496.42	7,575.58	90,906.92	43.7053
			E		3,671.25	7,954.38	95,452.50	45.8906
5323	Senior Building Maintenance Worker	TEAMSTERS	A		2,560.67	5,548.12	66,577.42	32.0084
			B		2,688.69	5,825.50	69,905.94	33.6086
			C		2,823.12	6,116.76	73,401.12	35.2890
			D		2,964.29	6,422.63	77,071.54	37.0536
			E		3,112.52	6,743.79	80,925.52	38.9065
3304	Senior Civil Engineer*	TMMBU	A		4,690.70	10,163.18	121,958.20	58.6338
			B		4,925.23	10,671.33	128,055.98	61.5654
			C		5,171.50	11,204.92	134,459.00	64.6438
			D		5,430.08	11,765.17	141,182.08	67.8760
			E		5,701.58	12,353.42	148,241.08	71.2698
5315	Senior Equipment Mechanic	TEAMSTERS	A		2,675.25	5,796.38	69,556.50	33.4406
			B		2,809.00	6,086.17	73,034.00	35.1125
			C		2,949.46	6,390.50	76,685.96	36.8683
			D		3,096.92	6,709.99	80,519.92	38.7115
			E		3,251.77	7,045.50	84,546.02	40.6471
4208	Senior Information Systems Technician	TTSSEA	A		3,118.90	6,757.62	81,091.40	38.9863
			B		3,274.85	7,095.51	85,146.10	40.9356
			C		3,438.60	7,450.30	89,403.60	42.9825
			D		3,610.53	7,822.82	93,873.78	45.1316
			E		3,791.05	8,213.94	98,567.30	47.3881
9637	Senior Lifeguard	LS	A					17.5400
			B					18.4100
			C					19.3300
			D					20.3000
			E					21.3200
5305	Senior Maintenance Worker	TEAMSTERS	A		2,497.45	5,411.14	64,933.70	31.2181
			B		2,622.30	5,681.65	68,179.80	32.7788
			C		2,753.42	5,965.74	71,588.92	34.4178
			D		2,891.10	6,264.05	75,168.60	36.1388
			E		3,035.64	6,577.22	78,926.64	37.9455
3203	Senior Planner*	TMMBU	A		4,021.02	8,712.21	104,546.52	50.2628
			B		4,222.07	9,147.82	109,773.82	52.7759
			C		4,433.18	9,605.22	115,262.68	55.4148
			D		4,654.84	10,085.49	121,025.84	58.1855
			E		4,887.58	10,589.76	127,077.08	61.0948

**City of Tracy
Master Salary Schedule**

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4410	Senior Police Records Assistant	TTSSEA	A		2,466.52	5,344.13	64,129.52	30.8315
			B		2,589.87	5,611.39	67,336.62	32.3734
			C		2,719.33	5,891.88	70,702.58	33.9916
			D		2,855.30	6,186.48	74,237.80	35.6913
			E		2,998.07	6,495.82	77,949.82	37.4759
5504	Senior Public Safety Dispatcher	TEAMSTERS	A		3,064.98	6,640.79	79,689.48	38.3123
			B		3,218.24	6,972.85	83,674.24	40.2280
			C		3,379.15	7,321.49	87,857.90	42.2394
			D		3,548.11	7,687.57	92,250.86	44.3514
			E		3,725.53	8,071.98	96,863.78	46.5691
5356	Senior Utilities Worker	TEAMSTERS	A		2,622.79	5,682.71	68,192.54	32.7849
			B		2,753.81	5,966.59	71,599.06	34.4226
			C		2,891.42	6,264.74	75,176.92	36.1428
			D		3,036.44	6,578.95	78,947.44	37.9555
			E		3,187.23	6,905.67	82,867.98	39.8404
3343	Supervising Building Inspector*	TMMBU	A		3,599.96	7,799.91	93,598.96	44.9995
			B		3,779.96	8,189.91	98,278.96	47.2495
			C		3,968.96	8,599.41	103,192.96	49.6120
			D		4,167.41	9,029.39	108,352.66	52.0926
			E		4,375.78	9,480.86	113,770.28	54.6973
3345	Supervising Construction Inspector	TMMBU Non-Exempt	A		3,752.51	8,130.44	97,565.26	46.9064
			B		3,940.14	8,536.97	102,443.64	49.2518
			C		4,137.15	8,963.83	107,565.90	51.7144
			D		4,343.99	9,411.98	112,943.74	54.2999
			E		4,561.19	9,882.58	118,590.94	57.0149
3117	System Administrator*	TMMBU	A		3,502.59	7,588.95	91,067.34	43.7824
			B		3,677.72	7,968.39	95,620.72	45.9715
			C		3,861.60	8,366.80	100,401.60	48.2700
			D		4,054.69	8,785.16	105,421.94	50.6836
			E		4,257.43	9,224.43	110,693.18	53.2179
9361	Theatre Technician	LS	A					28.8400
			B					30.2800
			C					31.8000
			D					33.3900
			E					35.0600

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
4420	Transit Coordinator	TTSSEA	A		2,505.31	5,428.17	65,138.06	31.3164
			B		2,630.59	5,699.61	68,395.34	32.8824
			C		2,762.11	5,984.57	71,814.86	34.5264
			D		2,900.21	6,283.79	75,405.46	36.2526
			E		3,045.22	6,597.98	79,175.72	38.0653
3515	Transit Manager*	TMMBU	A		3,901.95	8,454.23	101,450.70	48.7744
			B		4,097.03	8,876.90	106,522.78	51.2129
			C		4,301.90	9,320.78	111,849.40	53.7738
			D		4,516.98	9,786.79	117,441.48	56.4623
			E		4,742.83	10,276.13	123,313.58	59.2854
1109	Transportation Commissioner			Stipend \$50.00 per meeting				
3424	Utilities Laboratory Superintendent*	TMMBU	A		4,047.63	8,769.87	105,238.38	50.5954
			B		4,250.02	9,208.38	110,500.52	53.1253
			C		4,462.52	9,668.79	116,025.52	55.7815
			D		4,685.65	10,152.24	121,826.90	58.5706
			E		4,919.92	10,659.83	127,917.92	61.4990
5350	Utilities Worker I	TEAMSTERS	A		1,874.60	4,061.63	48,739.60	23.4325
			B		1,968.54	4,265.17	51,182.04	24.6068
			C		2,066.59	4,477.61	53,731.34	25.8324
			D		2,170.42	4,702.58	56,430.92	27.1303
			E		2,280.01	4,940.02	59,280.26	28.5001
5353	Utilities Worker II	TEAMSTERS	A		2,381.36	5,159.61	61,915.36	29.7670
			B		2,500.84	5,418.49	65,021.84	31.2605
			C		2,625.26	5,688.06	68,256.76	32.8158
			D		2,757.10	5,973.72	71,684.60	34.4638
			E		2,894.71	6,271.87	75,262.46	36.1839
3403	Utility Line Maintenance Superintendent*	TMMBU	A		4,124.00	8,935.33	107,224.00	51.5500
			B		4,330.18	9,382.06	112,584.68	54.1273
			C		4,546.70	9,851.18	118,214.20	56.8338
			D		4,774.03	10,343.73	124,124.78	59.6754
			E		5,012.73	10,860.92	130,330.98	62.6591
3423	Utility Maintenance Superintendent*	TMMBU	A		4,200.33	9,100.72	109,208.58	52.5041
			B		4,410.34	9,555.74	114,668.84	55.1293
			C		4,630.85	10,033.51	120,402.10	57.8856
			D		4,862.40	10,535.20	126,422.40	60.7800
			E		5,105.51	11,061.94	132,743.26	63.8189
3410	Utility Maintenance Supervisor*	TMMBU	A		3,500.26	7,583.90	91,006.76	43.7533
			B		3,675.28	7,963.11	95,557.28	45.9410
			C		3,859.04	8,361.25	100,335.04	48.2380
			D		4,052.00	8,779.33	105,352.00	50.6500
			E		4,254.60	9,218.30	110,619.60	53.1825
5411	Utility Mechanic I	TEAMSTERS	A		2,805.51	6,078.61	72,943.26	35.0689
			B		2,945.79	6,382.55	76,590.54	36.8224
			C		3,093.07	6,701.65	80,419.82	38.6634
			D		3,247.73	7,036.75	84,440.98	40.5966
			E		3,410.11	7,388.57	88,662.86	42.6264

City of Tracy
Master Salary Schedule

Class Code	Position Title	Unit		Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5412	Utility Mechanic II	TEAMSTERS	A		2,875.63	6,230.53	74,766.38	35.9454
			B		3,019.42	6,542.08	78,504.92	37.7428
			C		3,170.39	6,869.18	82,430.14	39.6299
			D		3,328.90	7,212.62	86,551.40	41.6113
			E		3,495.35	7,573.26	90,879.10	43.6919
5404	Utility Operator	TEAMSTERS	A		3,362.14	7,284.64	87,415.64	42.0268
			B		3,530.21	7,648.79	91,785.46	44.1276
			C		3,706.74	8,031.27	96,375.24	46.3343
			D		3,892.08	8,432.84	101,194.08	48.6510
			E		4,086.68	8,854.47	106,253.68	51.0835
3422	Wastewater Operations Superintendent*	TMMBU	A		4,200.33	9,100.72	109,208.58	52.5041
			B		4,410.34	9,555.74	114,668.84	55.1293
			C		4,630.85	10,033.51	120,402.10	57.8856
			D		4,862.40	10,535.20	126,422.40	60.7800
			E		5,105.51	11,061.94	132,743.26	63.8189
5405	Wastewater Treatment Plant Operator I	TEAMSTERS	A		2,658.93	5,761.02	69,132.18	33.2366
			B		2,791.86	6,049.03	72,588.36	34.8983
			C		2,931.46	6,351.50	76,217.96	36.6433
			D		3,078.04	6,669.09	80,029.04	38.4755
			E		3,231.95	7,002.56	84,030.70	40.3994
5406	Wastewater Treatment Plant Operator II	TEAMSTERS	A		2,798.88	6,064.24	72,770.88	34.9860
			B		2,938.80	6,367.40	76,408.80	36.7350
			C		3,085.75	6,685.79	80,229.50	38.5719
			D		3,240.05	7,020.11	84,241.30	40.5006
			E		3,402.06	7,371.13	88,453.56	42.5258
5407	Wastewater Treatment Plant Operator III	TEAMSTERS	A		2,946.19	6,383.41	76,600.94	36.8274
			B		3,093.47	6,702.52	80,430.22	38.6684
			C		3,248.16	7,037.68	84,452.16	40.6020
			D		3,410.58	7,389.59	88,675.08	42.6323
			E		3,581.11	7,759.07	93,108.86	44.7639
3421	Water Operations Superintendent*	TMMBU	A		4,124.00	8,935.33	107,224.00	51.5500
			B		4,330.18	9,382.06	112,584.68	54.1273
			C		4,546.70	9,851.18	118,214.20	56.8338
			D		4,774.03	10,343.73	124,124.78	59.6754
			E		5,012.73	10,860.92	130,330.98	62.6591
9351	Water Patrol Aide	LS	A					16.5200
			B					17.3500
			C					18.2100
			D					19.1200
			E					20.0800
3415	Water Resources and Compliance Manager*	TMMBU	A		3,901.95	8,454.23	101,450.70	48.7744
			B		4,097.03	8,876.90	106,522.78	51.2129
			C		4,301.90	9,320.78	111,849.40	53.7738
			D		4,516.98	9,786.79	117,441.48	56.4623
			E		4,742.83	10,276.13	123,313.58	59.2854

**City of Tracy
Master Salary Schedule**

Class Code	Position Title	Unit	Semi-Mon Salary	Bi-Weekly Salary	Monthly Salary	Annual Salary	Hourly Rate
5401	Water Treatment Plant Operator I	TEAMSTERS	A	2,832.88	6,137.91	73,654.88	35.4110
			B	2,974.53	6,444.82	77,337.78	37.1816
			C	3,123.26	6,767.06	81,204.76	39.0408
			D	3,279.42	7,105.41	85,264.92	40.9928
			E	3,443.38	7,460.66	89,527.88	43.0423
5402	Water Treatment Plant Operator II	TEAMSTERS	A	2,981.98	6,460.96	77,531.48	37.2748
			B	3,131.09	6,784.03	81,408.34	39.1386
			C	3,287.65	7,123.24	85,478.90	41.0956
			D	3,452.02	7,479.38	89,752.52	43.1503
			E	3,624.62	7,853.34	94,240.12	45.3078
5403	Water Treatment Plant Operator III	TEAMSTERS	A	3,138.93	6,801.02	81,612.18	39.2366
			B	3,295.88	7,141.07	85,692.88	41.1985
			C	3,460.68	7,498.14	89,977.68	43.2585
			D	3,633.71	7,873.04	94,476.46	45.4214
			E	3,815.39	8,266.68	99,200.14	47.6924

RESOLUTION 2021 - _____

APPROVING A NEW MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF TRACY AND THE TRACY FIREFIGHTERS ASSOCIATION (TFFA) AND AUTHORIZING THE CITY MANAGER TO AMEND THE FY 2021-22 BUDGET AND CITY MASTER SALARY SCHEDULE TO REFLECT THE MOU

WHEREAS, The Memorandum of Understanding (MOU) between the City of Tracy and the Tracy Firefighters Association (TFFA) expired on June 30, 2021, and

WHEREAS, Representatives from the City and the Tracy Firefighters Association (TFFA) have met and conferred in good faith to negotiate a new MOU, and

WHEREAS, Agreement has been reached on a new MOU covering the period of July 1, 2021 through June 30, 2023, and

WHEREAS, The American Rescue Plan Act (ARPA), Fiscal Recovery Funds, Congress provided to State, local and Tribal governments can be used to respond to workers performing essential work during the COVID-19 public health emergency by providing premium pay to essential workers in recognition of their sacrifices over the last year, and

WHEREAS, All parties agreed to the newly negotiated MOU covering the period of July 1, 2021 to June 30, 2023.

NOW, THEREFORE, BE IT RESOLVED, That City Council and the City of Tracy hereby approves a new Memorandum of Understanding between the City of Tracy and the Tracy Firefighters Association and authorizes the City Manager to amend the FY 2021-22 budget and City Master Salary Schedule to reflect the MOU.

* * * * *

The foregoing Resolution 2021 - _____ was adopted by the Tracy City Council on the 31st day of August, 2021 by the following vote:

AYES: COUNCIL MEMBERS

NOES: COUNCIL MEMBERS

ABSENT: COUNCIL MEMBERS

ABSTAIN: COUNCIL MEMBERS

MAYOR

ATTEST:

CITY CLERK

RESOLUTION 2021 - _____

APPROVING THE COMPENSATION AND BENEFITS PLAN FOR LIMITED SERVICE EMPLOYEES AND AUTHORIZING THE CITY MANAGER TO AMEND THE FY 2021-22 BUDGET AND CITY MASTER SALARY SCHEDULE TO REFLECT THE COMPENSATION AND BENEFIT PLAN

WHEREAS, The Limited Service Employees Compensation and Benefits Plan expires on September 30, 2021, and

WHEREAS, It is the City's desire to attract and retain a qualified pool of part-time help and comply with the State of California Minimum Wage Order schedule to take effect on January 1, 2022.

NOW, THEREFORE, BE IT RESOLVED, That City Council of the City of Tracy hereby approves the Compensation and Benefit Plan for Limited Services Employees and authorizes the City Manager to amend the FY 2021-22 budget and City Master Salary Schedule to reflect the compensation and benefit plan.

The foregoing Resolution 2021 - _____ was adopted by the Tracy City Council on the 31st day of August, 2021 by the following vote:

AYES: COUNCIL MEMBERS

NOES: COUNCIL MEMBERS

ABSENT: COUNCIL MEMBERS

ABSTAIN: COUNCIL MEMBERS

MAYOR

ATTEST:

CITY CLERK

AGENDA ITEM 5.A

REQUEST

DESIGNATE VOTING DELEGATE AND UP TO TWO ALTERNATE VOTING DELEGATES FOR THE LEAGUE OF CALIFORNIA CITIES 2021 ANNUAL CONFERENCE BUSINESS MEETING AND DETERMINE CITY COUNCIL'S POSITION ON THE RESOLUTION TO BE CONSIDERED AT THE ANNUAL CONFERENCE BUSINESS MEETING

EXECUTIVE SUMMARY

Staff requests that Council designate a voting delegate and up to two alternate voting delegates for the upcoming League of California Cities Annual Conference Business Meeting, and determine their position on the attached resolution.

DISCUSSION

The League of California Cities Annual Conference is scheduled for Wednesday, September 22 through Friday, September 24, 2021. The League of California Cities (the League) advocates on issues that matter to California's 482 towns and cities. Their advocacy teams work with regional field staff and lawmakers to sponsor, draft, and support legislative and regulatory measures that promote local decision making and lobby against policy that erodes local control. The League takes positions on hundreds of bills annually. With over 400 city officials serving on its seven policy committees, cities directly influence the direction of the League's overall advocacy efforts.

An important part of the Annual Conference is the League of California Cities Annual Business Meeting held on Friday, September 24, 2021. At this meeting, the League membership considers and takes action on resolutions that establish League policy. In order to expedite the conduct of business at this policy-making meeting, each City Council is required to designate a voting delegate and up to two alternates who will be registered at the conference and present virtually at the Annual Business Meeting. A voting card will be given to the City official designated on the Voting Delegate Form.

The League of California Cities has requested to receive the names of the delegates by September 15, 2021.

Additionally, attached is a packet of information from the League of California Cities, which includes two resolutions that will be considered at the Annual Business Meeting. Resolutions are policy statements by member cities that request consideration of an action for a particular cause. (Please note additional information on these resolutions may be presented at the League Conference that is not included in the current packet provided by CAL CITIES.)

1. *Resolution of the League of California Cities (CAL CITIES) calling on the State Legislature to pass legislation that provides for a fair and equitable distribution of the Bradley Burns 1% Local Sales Tax from In-State Online Purchases, based on data where products are shipped to, and that rightfully takes into the consideration the impacts that fulfillment centers have on host cities but also provides a fair share to*

California cities that do not and/or cannot have a fulfillment center within their jurisdiction.

This resolution asks the State Legislature to consider adopting legislation to redistribute 1% Bradley Burns Sales Tax to jurisdictions that do not and/or cannot have a fulfillment center within its jurisdiction. Support of this resolution would encourage the redistribution of existing and/or future sales tax revenue, and possibly negotiated sales tax agreements. Conversely, opposition to this resolution would discourage consideration of legislation to redistribute sales tax based on on-line in State transactions to cities that do not have a fulfillment center within its jurisdiction. It is important to note that the City of Tracy has several large distribution centers located within the City's jurisdiction that generate Bradley Burns Sales Tax for the City.

Additionally, opposition to this resolution supports:

- Council Strategic Priority Governance: Goal 2 (Ensure short term and long-term fiscal health) and Goal 3 (Increase Public Awareness around City finances and other civic matters)
- Council Strategic Priority Economic Development: Goal 4 (Attract businesses and jobs that meet the needs and desires of the community) and Goal 5 (Develop policies to target new jobs in innovative industries)
- Council Strategic Priority Quality of Life: Goal 3 (Provide City programming and events that bolster quality of life)

2. *A resolution calling upon the Governor and the Legislature to provide necessary funding for California Public Utilities Commission (CPUC) to fulfill its obligation to inspect railroad lines to ensure that operators are removing illegal dumping, graffiti and homelessness encampments that degrade the quality of life and results in increased public safety concerns for communities and neighborhoods that abut the railroad right-of-way.*

This resolution requests that the CPUC inspect railroad lines to ensure that operators are taking steps to address safety and health issues, including but not limited to illegal dumping, graffiti, and homelessness encampments in the railroad right-of-way.

Support of this resolution would be consistent with the following strategic priorities: Council Strategic Priority Public Safety: Goal 2 (Implement the Adoption of Homelessness Strategic Plan).

The attached description of the 2021 annual conference resolutions include the actual resolutions and background information on the resolutions for Council consideration.

STRATEGIC PLAN

This agenda item supports Governance Strategic Goal 2: Ensure Short and Long-term fiscal health and Goal 3: Increase Public Awareness around City finances and other civic matters.

FISCAL IMPACT

A vote in support of Resolution 1: Online Sales Tax Equity indicates that the City Council supports legislation that would likely result in the City losing Sales Tax revenues to other jurisdictions.

A vote in support of Resolution 2: Securing Railroad Property Maintenance indicates that the City Council concurs that the Governor and Legislature provide necessary funding for the California Public Utilities Commission (CPUC) to fulfill its obligation to inspect railroad lines.

RECOMMENDATION

It is recommended that the Council designate, by resolution, a voting delegate and up to two alternate voting delegates for the League of California Cities 2021 Annual Conference Business Meeting, and determine their position on the attached resolution.

It is recommended that the Council oppose Resolution 1: Online Sales Tax Equity and support Resolution 2: Securing Railroad Property Maintenance.

Prepared by: Karin Schnaider, Finance Director
Adrienne Richardson, City Clerk

Reviewed by: Midori Lichtwardt, Assistant City Manager

Approved by: Bob Adams, Interim City Manager

ATTACHMENTS

- A Correspondence from the League of California Cities dated June 16,
- B 2021 2021 Annual Conference Resolutions Packet

Council Action Advised by August 31, 2021
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June 16, 2021

TO: City Managers and City Clerks

**RE: DESIGNATION OF VOTING DELEGATES AND ALTERNATES
League of California Cities Annual Conference & Expo – September 22-24, 2021**

Cal Cities 2021 Annual Conference & Expo is scheduled for September 22-24, 2021 in Sacramento. An important part of the Annual Conference is the Annual Business Meeting (during General Assembly) on Friday, September 24. At this meeting, Cal Cities membership considers and acts on resolutions that establish Cal Cities policy.

In order to vote at the Annual Business Meeting, your city council must designate a voting delegate. Your city may also appoint up to two alternate voting delegates, one of whom may vote if the designated voting delegate is unable to serve in that capacity.

Please complete the attached Voting Delegate form and return it to Cal Cities office no later than Wednesday, September 15. This will allow us time to establish voting delegate/alternate records prior to the conference.

Please note: Our number one priority will continue to be the health and safety of participants. We are working closely with the Sacramento Convention Center to ensure that important protocols and cleaning procedures continue, and if necessary, are strengthened. Attendees can anticipate updates as the conference approaches.

- **Action by Council Required.** Consistent with Cal Cities bylaws, a city's voting delegate and up to two alternates must be designated by the city council. When completing the attached Voting Delegate form, please attach either a copy of the council resolution that reflects the council action taken, or have your city clerk or mayor sign the form affirming that the names provided are those selected by the city council. Please note that designating the voting delegate and alternates **must** be done by city council action and cannot be accomplished by individual action of the mayor or city manager alone.
- **Conference Registration Required.** The voting delegate and alternates must be registered to attend the conference. They need not register for the entire conference; they may register for Friday only. Conference registration will open mid-June at www.cacities.org. In order to cast a vote, at least one voter must be present at the Business Meeting and in possession of the voting delegate card. Voting delegates and alternates need to pick up their conference badges before signing in and picking up the voting delegate card at the Voting Delegate Desk. This will enable them to receive the special sticker on their name badges that will admit them into the voting area during the Business Meeting.
- **Transferring Voting Card to Non-Designated Individuals Not Allowed.** The voting delegate card may be transferred freely between the voting delegate and alternates, but

only between the voting delegate and alternates. If the voting delegate and alternates find themselves unable to attend the Business Meeting, they may *not* transfer the voting card to another city official.

- **Seating Protocol during General Assembly.** At the Business Meeting, individuals with the voting card will sit in a separate area. Admission to this area will be limited to those individuals with a special sticker on their name badge identifying them as a voting delegate or alternate. If the voting delegate and alternates wish to sit together, they must sign in at the Voting Delegate Desk and obtain the special sticker on their badges.

The Voting Delegate Desk, located in the conference registration area of the Sacramento Convention Center, will be open at the following times: Wednesday, September 22, 8:00 a.m. – 6:00 p.m.; Thursday, September 23, 7:00 a.m. – 4:00 p.m.; and Friday, September 24, 7:30 a.m.– 11:30 a.m. The Voting Delegate Desk will also be open at the Business Meeting on Friday, but will be closed during roll calls and voting.

The voting procedures that will be used at the conference are attached to this memo. Please share these procedures and this memo with your council and especially with the individuals that your council designates as your city's voting delegate and alternates.

Once again, thank you for completing the voting delegate and alternate form and returning it to the League's office by Wednesday, September 15. If you have questions, please call Darla Yacub at (916) 658-8254.

Attachments:

- Annual Conference Voting Procedures
- Voting Delegate/Alternate Form



CITY: _____

**2021 ANNUAL CONFERENCE
VOTING DELEGATE/ALTERNATE FORM**

Please complete this form and return it to Cal Cities office by Wednesday, September 15, 2021. Forms not sent by this deadline may be submitted to the Voting Delegate Desk located in the Annual Conference Registration Area. Your city council may designate one voting delegate and up to two alternates.

To vote at the Annual Business Meeting (General Assembly), voting delegates and alternates must be designated by your city council. Please attach the council resolution as proof of designation. As an alternative, the Mayor or City Clerk may sign this form, affirming that the designation reflects the action taken by the council.

Please note: Voting delegates and alternates will be seated in a separate area at the Annual Business Meeting. Admission to this designated area will be limited to individuals (voting delegates and alternates) who are identified with a special sticker on their conference badge. This sticker can be obtained only at the Voting Delegate Desk.

1. VOTING DELEGATE

Name: _____

Title: _____

2. VOTING DELEGATE - ALTERNATE

Name: _____

Title: _____

3. VOTING DELEGATE - ALTERNATE

Name: _____

Title: _____

PLEASE ATTACH COUNCIL RESOLUTION DESIGNATING VOTING DELEGATE AND ALTERNATES OR

ATTEST: I affirm that the information provided reflects action by the city council to designate the voting delegate and alternate(s).

Name: _____

Email _____

Mayor or City Clerk _____
(circle one) (signature)

Date _____ Phone _____

Please complete and return by Wednesday, September 15, 2021 to:

Darla Yacub, Assistant to the Administrative Services Director

E-mail: dyacub@cacities.org

Phone: (916) 658-8254



Annual Conference Voting Procedures

1. **One City One Vote.** Each member city has a right to cast one vote on matters pertaining to Cal Cities policy.
2. **Designating a City Voting Representative.** Prior to the Annual Conference, each city council may designate a voting delegate and up to two alternates; these individuals are identified on the Voting Delegate Form provided to the Cal Cities Credentials Committee.
3. **Registering with the Credentials Committee.** The voting delegate, or alternates, may pick up the city's voting card at the Voting Delegate Desk in the conference registration area. Voting delegates and alternates must sign in at the Voting Delegate Desk. Here they will receive a special sticker on their name badge and thus be admitted to the voting area at the Business Meeting.
4. **Signing Initiated Resolution Petitions.** Only those individuals who are voting delegates (or alternates), and who have picked up their city's voting card by providing a signature to the Credentials Committee at the Voting Delegate Desk, may sign petitions to initiate a resolution.
5. **Voting.** To cast the city's vote, a city official must have in their possession the city's voting card and be registered with the Credentials Committee. The voting card may be transferred freely between the voting delegate and alternates, but may not be transferred to another city official who is neither a voting delegate or alternate.
6. **Voting Area at Business Meeting.** At the Business Meeting, individuals with a voting card will sit in a designated area. Admission will be limited to those individuals with a special sticker on their name badge identifying them as a voting delegate or alternate.
7. **Resolving Disputes.** In case of dispute, the Credentials Committee will determine the validity of signatures on petitioned resolutions and the right of a city official to vote at the Business Meeting.



*Annual Conference
Resolutions Packet*

2021 Annual Conference Resolutions



September 22 - 24, 2021

INFORMATION AND PROCEDURES

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

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

POLICY COMMITTEES: Three policy committees will meet virtually one week prior to the Annual Conference to consider and take action on the resolutions. The sponsors of the resolutions have been notified of the time and location of the meetings.

GENERAL RESOLUTIONS COMMITTEE: This committee will meet at 1:00 p.m. on Thursday, September 23, to consider the reports of the policy committees regarding the resolutions. This committee includes one representative from each of Cal Cities regional divisions, functional departments, and standing policy committees, as well as other individuals appointed by the Cal Cities president. Please check in at the registration desk for room location.

CLOSING LUNCHEON AND GENERAL ASSEMBLY: This meeting will be held at 12:30 p.m. on Friday, September 24, at the SAFE Credit Union Convention Center.

PETITIONED RESOLUTIONS: For those issues that develop after the normal 60-day deadline, a petition resolution may be introduced at the Annual Conference with a petition signed by designated voting delegates of 10 percent of all member cities (48 valid signatures required) and presented to the Voting Delegates Desk at least 24 hours prior to the time set for convening the Closing Luncheon & General Assembly. This year, that deadline is 12:30 p.m., Thursday, September 23. Resolutions can be viewed on Cal Cities Web site: www.cacities.org/resolutions.

Any questions concerning the resolutions procedures may be directed to Meg Desmond mdesmond@calcities.org.

GUIDELINES FOR ANNUAL CONFERENCE RESOLUTIONS

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

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

Guidelines for Annual Conference Resolutions

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

KEY TO ACTIONS TAKEN ON RESOLUTIONS

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

Number Key Word Index Reviewing Body Action

		1	2	3
--	--	---	---	---

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

HOUSING, COMMUNITY & ECONOMIC DEVELOPMENT POLICY COMMITTEE

		1	2	3
2	Securing Railroad Property Maintenance			

REVENUE & TAXATION POLICY COMMITTEE

		1	2	3
1	Online Sales Tax Equity			

TRANSPORTATION, COMMUNICATION & PUBLIC WORKS POLICY COMMITTEE

		1	2	3
2	Securing Railroad Property Maintenance			

KEY TO ACTIONS TAKEN ON RESOLUTIONS (Continued)

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

KEY TO REVIEWING BODIES

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

KEY TO ACTIONS TAKEN

- | | |
|-----|---|
| A | Approve |
| D | Disapprove |
| N | No Action |
| R | Refer to appropriate policy committee for study |
| a | Amend+ |
| Aa | Approve as amended+ |
| Aaa | Approve with additional amendment(s)+ |
| Ra | Refer as amended to appropriate policy committee for study+ |
| Raa | Additional amendments and refer+ |
| Da | Amend (for clarity or brevity) and Disapprove+ |
| Na | Amend (for clarity or brevity) and take No Action+ |
| W | Withdrawn by Sponsor |

ACTION FOOTNOTES

* Subject matter covered in another resolution

** Existing League policy

*** Local authority presently exists

Procedural Note:

The League of California Cities resolution process at the Annual Conference is guided by the Cal Cities Bylaws.

1. RESOLUTION OF THE LEAGUE OF CALIFORNIA CITIES (“CAL CITIES”) CALLING ON THE STATE LEGISLATURE TO PASS LEGISLATION THAT PROVIDES FOR A FAIR AND EQUITABLE DISTRIBUTION OF THE BRADLEY BURNS 1% LOCAL SALES TAX FROM IN-STATE ONLINE PURCHASES, BASED ON DATA WHERE PRODUCTS ARE SHIPPED TO, AND THAT RIGHTFULLY TAKES INTO CONSIDERATION THE IMPACTS THAT FULFILLMENT CENTERS HAVE ON HOST CITIES BUT ALSO PROVIDES A FAIR SHARE TO CALIFORNIA CITIES THAT DO NOT AND/OR CANNOT HAVE A FULFILLMENT CENTER WITHIN THEIR JURISDICTION

Source: City of Rancho Cucamonga

Concurrence of five or more cities/city officials:

Cities: Town of Apple Valley; City of El Cerrito; City of La Canada Flintridge; City of La Verne; City of Lakewood; City of Moorpark; City of Placentia; City of Sacramento

Referred to: Revenue and Taxation Policy Committee

WHEREAS, the 2018 U.S. Supreme Court decision in *Wayfair v. South Dakota* clarified that states could charge and collect tax on purchases even if the seller does not have a physical presence in the state; and

WHEREAS, California cities and counties collect 1% in Bradley Burns sales and use tax from the purchase of tangible personal property and rely on this revenue to provide critical public services such as police and fire protection; and

WHEREAS, in terms of “siting” the place of sale and determining which jurisdiction receives the 1% Bradley Burns local taxes for online sales, the California Department of Tax and Fee Administration (CDTFA) determines “out-of-state” online retailers as those with no presence in California that ship property from outside the state and are therefore subject to use tax, not sales tax, which is collected in a countywide pool of the jurisdiction where the property is shipped from; and

WHEREAS, for online retailers that have a presence in California and have a stock of goods in the state from which it fulfills orders, CDTFA considers the place of sale (“situs”) as the location from which the goods were shipped such as a fulfillment center; and

WHEREAS, in early 2021, one of the state’s largest online retailers shifted its ownership structure so that it is now considered both an in-state and out-of-state retailer, resulting in the sales tax this retailer generates from in-state sales now being entirely allocated to the specific city where the warehouse fulfillment center is located as opposed to going into a countywide pool that is shared with all jurisdictions in that County, as was done previously; and

WHEREAS, this all-or-nothing change for the allocation of in-state sales tax has created winners and losers amongst cities as the online sales tax revenue from the retailer that was once spread amongst all cities in countywide pools is now concentrated in select cities that host a fulfillment center; and

WHEREAS, this has created a tremendous inequity amongst cities, in particular for cities that are built out, do not have space for siting a 1 million square foot fulfillment center, are not located along a major travel corridor, or otherwise not ideally suited to host a fulfillment center; and

WHEREAS, this inequity affects cities statewide, but in particular those with specific circumstances such as no/low property tax cities that are extremely reliant on sales tax revenue as well as cities struggling to meet their RHNA obligations that are being compelled by the State to rezone precious commercial parcels to residential; and

WHEREAS, the inequity produced by allocating in-state online sales tax revenue exclusively to cities with fulfillment centers is exasperated even more by, in addition to already reducing the amount of revenue going into the countywide pools, the cities with fulfillment centers are also receiving a larger share of the dwindling countywide pool as it is allocated based on cities' proportional share of sales tax collected; and

WHEREAS, while it is important to acknowledge that those cities that have fulfillment centers experience impacts from these activities and deserve equitable supplementary compensation, it should also be recognized that the neighboring cities whose residents are ordering product from that center now receive no revenue from the center's sales activity despite also experiencing the impacts created by the center, such as increased traffic and air pollution; and

WHEREAS, the COVID-19 pandemic greatly accelerated the public's shift towards online purchases, a trend that is unlikely to be reversed to pre-pandemic levels; and

NOW, THEREFORE, BE IT RESOLVED that Cal Cities calls on the State Legislature to pass legislation that provides for a fair and equitable distribution of the Bradley Burns 1% local sales tax from in-state online purchases, based on data where products are shipped to, and that rightfully takes into consideration the impacts that fulfillment centers have on host cities but also provides a fair share to California cities that do not and/or cannot have a fulfillment center within their jurisdiction.

Background Information to Resolution

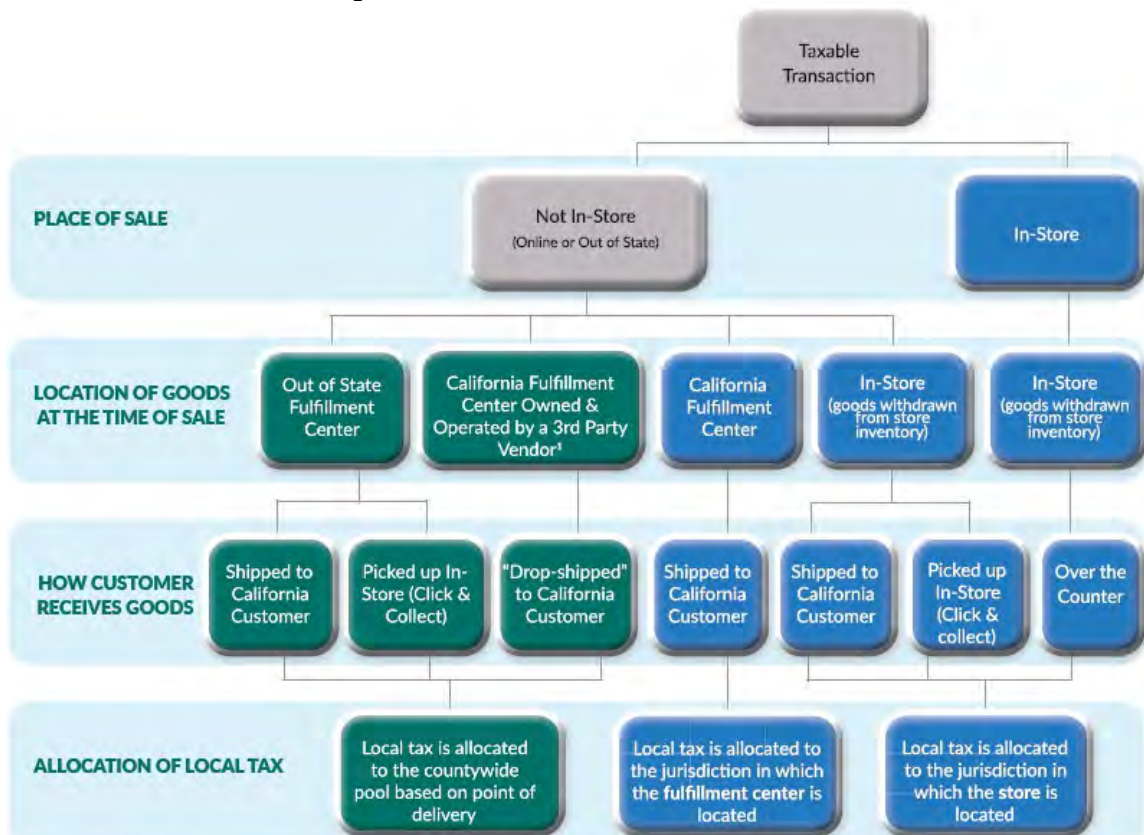
Source: City of Rancho Cucamonga

Background:

Sales tax is a major revenue source for most California cities. Commonly known as the local 1% Bradley-Burns tax, since the 1950's, cities have traditionally received 1 cent on every dollar of a sale made at the store, restaurant, car dealer, or other location within a jurisdiction's boundaries.

Over the years, however, this simple tax structure has evolved into a much more complex set of laws and allocation rules. Many of these rules relate to whether or not a given transaction is subject to sales tax, or to use tax – both have the same 1% value, but each applies in separate circumstances. The California Department of Tax and Fee Administration (CDTFA) is responsible for administering this system and issuing rules regarding how it is applied in our state.

The following chart created by HdL Companies, the leading provider of California sales tax consulting, illustrates the complex structure of how sales and use tax allocation is done in California, depending on where the transaction starts, where the goods are located, and how the customer receives the goods:



¹ In this scenario the retailer does not own a stock of goods in California and sales orders are negotiated/processed out of state. An out of state company is not required to hold a seller's permit for an in-state third party warehouse if they do not own a stock of goods at the time of sale.

With the exponential growth of online sales and the corresponding lack of growth, and even decline, of shopping at brick and mortar locations, cities are seeing much of their sales tax

growth coming from the countywide sales tax pools, since much of the sales tax is now funneled to the pools.

Recently, one of the world's largest online retailers changed the legal ownership of its fulfillment centers. Instead of having its fulfillment centers owned and operated by a third-party vendor, they are now directly owned by the company. This subtle change has major impacts to how the 1% local tax is allocated. Following the chart above, previously much of the sales tax would have followed the green boxes on the chart and been allocated to the countywide pool based on point of delivery. Now, much of the tax is following the blue path through the chart and is allocated to the jurisdiction in which the fulfillment center is located. (It should be noted that some of the tax is still flowing to the pools, in those situations where the fulfillment center is shipping goods for another seller that is out of state.)

This change has created a situation where most cities in California – more than 90%, in fact – are experiencing a sales tax revenue loss that began in the fourth quarter of calendar year 2021. Many cities may not be aware of this impact, as the fluctuations in sales tax following the pandemic shutdowns have masked the issue. But this change will have long-term impacts on revenues for all California cities as all these revenues benefiting all cities have shifted to just a handful of cities and counties that are home to this retailer's fulfillment centers.

This has brought to light again the need to address the issues in how sales and use taxes are distributed in the 21st century. Many, if not most cities will never have the opportunity have a warehouse fulfillment center due to lack of space or not being situated along a major travel corridor. These policies especially favor retailers who may leverage current policy in order to negotiate favorable sales tax sharing agreements, providing more money back to the retailer at the expense of funding critical public services.

With that stated, it is important to note the many impacts to the jurisdictions home to the fulfillment centers. These centers do support the ecommerce most of us as individuals have come to rely on, including heavy wear and tear on streets – one truck is equal to about 8,000 cars when it comes to impact on pavement – and increased air pollution due to the truck traffic and idling diesel engines dropping off large loads. However, it is equally important that State policies acknowledge that entities without fulfillment centers also experience impacts from ecommerce and increased deliveries. Cities whose residents are ordering products that are delivered to their doorstep also experience impacts from traffic, air quality and compromised safety, as well as the negative impact on brick-and-mortar businesses struggling to compete with the sharp increase in online shopping. These cities are rightfully entitled to compensation in an equitable share of sales and use tax. We do not believe that online sales tax distribution between fulfillment center cities and other cities should be an all or nothing endeavor, and not necessarily a fifty-fifty split, either. But we need to find an equitable split that balances the impacts to each jurisdiction involved in the distribution of products purchased online.

Over the years, Cal Cities has had numerous discussions about the issues surrounding sales tax in the modern era, and how state law and policy should be revisited to address these issues. It is a heavy lift, as all of our cities are impacted a bit differently, making consensus difficult. We believe that by once again starting the conversation and moving toward the development of laws and policies that can result in seeing all cities benefit from the growth taxes generated through online sales, our state will be stronger.

It is for these reasons, that we should all aspire to develop an equitable sales tax distribution for online sales.

LETTERS OF CONCURRENCE
Resolution No. 1

July 19, 2021

Cheryl Viegas Walker, President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

Dear President Walker:

The Town of Apple Valley strongly supports the City of Rancho Cucamonga's effort to submit a resolution for consideration by the General Assembly at Cal Cities 2021 Annual Conference in Sacramento.

Current policies by the California Department of Tax and Fees (CDTFA) require that the one percent Bradley Burns local tax revenue from in-state online retailers be allocated to the jurisdiction from which the package was shipped from, as opposed to going into a countywide pool as is the practice with out-of-state online retailers. Earlier this year, one of the largest online retailers shifted its ownership structure and now operates as an in-state online retailer as well as out-of-state online retailer. Whereas, all sales tax revenue generated by this retailer's sales previously went into a countywide pool and was distributed amongst the jurisdictions in the pool. Now the revenue from in-state sales goes entirely to the city where the fulfillment center is located, and the packages shipped from. Cities that do not have a fulfillment center now receive no revenue from this retailer's online in-state sales transactions, even when the packages are delivered to locations within the cities' borders and paid for by residents in those locations. Cities that border jurisdictions with fulfillment centers also experience its impacts such as increased truck traffic, air pollution and declining road conditions.

This all-or-nothing practice has created clear winners and losers amongst cities as the online sales tax revenue from large online retailers that was once spread amongst all cities in countywide pools is now concentrated in select cities fortunate enough to host a fulfillment center. This has created a growing inequity amongst California cities, which only benefits some and is particularly unfair to cities who have no chance of ever obtaining a fulfillment center, such as those that are built out or are not situated along major travel corridors. No/low property tax cities that rely on sales tax revenue are especially impacted as well as cities struggling to meet their RHNA allocations that are being pressured by Sacramento to rezone precious commercial parcels to residential.

The current online sales tax distribution policies are inherently unfair and exasperate the divide between the winners and losers. Ultimately, the real winners may be the retailers, who leverage these policies to negotiate favorable sales tax sharing agreements from a small group of select cities understandably wanting to host fulfillment centers. The current online sales tax distribution policies unfairly divide local agencies, exacerbate already difficult municipal finances, and in the end result in a net loss of local government sales tax proceeds that simply serve to make private sector businesses even more profitable at the expense of everyone's residents.

We can do better than this. And we should all aspire to develop an equitable sales tax distribution of online sales that addresses the concerns noted above.

For these reasons, the Town of Apple Valley concurs that the resolution should go before the General Assembly. If you have any questions regarding the Town's position in this matter, please do not hesitate to contact the Town Manager at 760-240-7000 x 7051.

Sincerely,

A handwritten signature in black ink, appearing to read "Curt Emick", is written over a light gray rectangular background.

Curt Emick
Mayor

July 21, 2021

Cheryl Viegas Walker, President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

RE: Letter of Support for the City of Rancho Cucamonga's Resolution for Fair and Equitable Distribution of the Bradley Burns 1% Local Sales Tax

Dear President Walker:

The City of El Cerrito supports the City of Rancho Cucamonga's effort to submit a resolution for consideration by the General Assembly at the Cal Cities 2021 Annual Conference in Sacramento.

Current policies by the California Department of Tax and Fees (CDTFA) require that the 1 percent Bradley Burns local tax revenue from in-state online retailers be allocated to the jurisdiction from which the package was shipped from, as opposed to going into a countywide pool as is the practice with out-of-state online retailers. Earlier this year, one of the largest online retailers shifted its ownership structure and now operates as an in-state online retailer as well as out-of-state online retailer. Previously, all sales tax revenue generated by this retailer's sales went into a countywide pool and was distributed amongst the jurisdictions in the pool; now the revenue from in-state sales goes entirely to the city where the fulfillment center is located and the packages are shipped from. Cities that do not have a fulfillment center now receive no revenue from this retailer's online in-state sales transactions, even when the packages are delivered to locations within the cities' borders and paid for by residents in those locations. Cities that border jurisdictions with fulfillment centers also experience its impacts such as increased truck traffic, air pollution, and declining road conditions.

This all-or-nothing practice has created clear winners and losers amongst cities as the online sales tax revenue from large online retailers that was once spread amongst all cities in countywide pools is now concentrated in select cities fortunate enough to host a fulfillment center. This has created a growing inequity amongst California cities, which only benefits some and is particularly unfair to cities such as El Cerrito who have no chance of ever obtaining a fulfillment center as we are a built out, four square mile, small city. Additionally, cities not situated along major travel corridors and no/low property tax cities that rely on sales tax revenue are especially impacted, as well as cities struggling to build much needed affordable housing that may require rezoning commercial parcels in order to meet their RHNA allocations.

The current online sales tax distribution policies are inherently unfair and exasperate the divide between the winners and losers. Ultimately, the real winners may be the retailers, who leverage these policies to negotiate favorable sales tax sharing agreements from a small group of select cities understandably wanting to host fulfillment centers. The current online sales tax distribution policies serve to divide local agencies, exacerbate already difficult municipal finances, and in the end results in a net loss of local government sales tax proceeds that simply serve to make private sector businesses even more profitable at the expense of everyone's residents. We can do better, and we should all aspire to develop an equitable sales tax distribution of online sales that addresses the concerns noted above.

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

Sincerely,



Paul Fadelli, Mayor
City of El Cerrito

cc: El Cerrito City Council
City of Rancho Cucamonga



City Council
Terry Walker, Mayor
Keith Eich, Mayor Pro Tem
Jonathan C. Curtis
Michael T. Davitt
Richard B. Gunter III

July 14, 2021

Ms. Cheryl Viegas Walker, President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

Dear President Walker:

The City of La Cañada Flintridge strongly supports the City of Rancho Cucamonga's effort to introduce a resolution for consideration by the General Assembly at CalCITIES' 2021 Annual Conference in Sacramento.

Current policies by the California Department of Tax and Fees (CDTFA) require that the 1% Bradley Burns local tax revenue (sales tax) from in-state online retailers be allocated to the jurisdiction from which the package was shipped, as opposed to going into a countywide pool, as is the practice with out-of-state online retailers. Earlier this year, one of the largest online retailers shifted its ownership structure and now operates as an in-state online retailer as well as an out-of-state online retailer. Whereas all sales tax revenue generated by this retailer's sales previously went into a countywide pool and was distributed amongst the jurisdictions in the pool, now the revenue from in-state sales goes entirely to the jurisdiction where the fulfillment center is located and the packages shipped from. Cities that do not have a fulfillment center now receive no revenue from this retailer's online in-state transactions even though their packages are delivered to locations within those cities' borders and paid for by residents in those locations. Cities that abut jurisdictions with fulfillment centers experience fulfillment centers' impacts just as much, such as increased truck traffic, air pollution and declining road conditions.

This all-or-nothing practice has created clear winners and losers amongst cities as the online sales tax revenue from large online retailers, that was once spread amongst all cities in countywide pools, is now concentrated in select cities fortunate enough to host a fulfillment center. This benefits only those few hosting jurisdictions and is particularly unfair to cities who have no chance of ever hosting a fulfillment center, such as those that are built out or are not situated along major travel corridors. No/low property tax cities that rely heavily on sales tax revenue are especially impacted as well as cities struggling to meet their RHNA allocations that are being pressured by Sacramento to rezone precious commercial parcels to residential.

The current online sales tax distribution policies are inherently unfair and exasperate the divide between the winners and losers. Ultimately, the real winners may be the retailers who leverage these policies to negotiate favorable sales tax sharing agreements from a small group of select cities understandably eager to host fulfillment centers. The current online sales tax distribution policies unfairly divide local agencies, exacerbate already difficult municipal finances and, in the end, result in a net loss of local government sales tax proceeds that simply serve to make private

Ms. Cheryl Viegas Walker, President

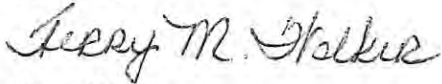
July 14, 2021

Page 2

sector businesses even more profitable at the expense of cities' residents. We should all aspire to develop an equitable sales tax distribution of online sales that addresses the concerns noted above.

For these reasons, the City of La Cañada Flintridge concurs that the proposed resolution should go before the General Assembly.

Sincerely,

A handwritten signature in cursive script that reads "Terry M. Walker".

Terry Walker

Mayor



CITY OF LA VERNE CITY HALL

3660 "D" Street, La Verne, California 91750-3599
www.cityoflaverne.org

July 19, 2021

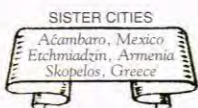
Cheryl Viegas Walker, President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

Dear President Walker:

The City of La Verne strongly supports the City of Rancho Cucamonga's effort to submit a resolution for consideration by the General Assembly at the League's 2021 Annual Conference in Sacramento.

Current policies by the California Department of Tax and Fees (CDTFA) require that the 1 percent Bradley Burns local tax revenue from in-state online retailers be allocated to the jurisdiction from which the package was shipped from, as opposed to going into a countywide pool as is the practice with out-of-state online retailers. Earlier this year, one of the largest online retailers shifted its ownership structure and now operates as an in-state online retailer as well as out-of-state online retailer. Whereas all sales tax revenue generated by this retailer's sales previously went into a countywide pool and was distributed amongst the jurisdictions in the pool, now the revenue from in-state sales goes entirely to the city where the fulfillment center is located, and the packages shipped from. Cities that do not have a fulfillment center now receive no revenue from this retailer's online in-state sales transactions, even when the packages are delivered to locations within the cities' borders and paid for by residents in those locations. Cities that border jurisdictions with fulfillment centers also experience its impacts such as increased truck traffic, air pollution, and declining road conditions.

This all-or-nothing practice has created clear winners and losers amongst cities as the online sales tax revenue from large online retailers that was once spread amongst all cities in countywide pools is now concentrated in select cities fortunate enough to host a fulfillment center. This has created a growing inequity amongst California cities, which only benefits some and is particularly unfair to cities which have no chance of ever obtaining a fulfillment center, such as those that are built out or are not situated along major travel corridors. No/low property tax cities that rely on sales tax revenue are



General Administration 909/596-8726 • Water Customer Service 909/596-8744 • Community Services 909/596-8700
Public Works 909/596-8741 • Finance 909/596-8716 • Community Development 909/596-8706 • Building 909/596-8713
Police Department 909/596-1913 • Fire Department 909/596-5991 • General Fax 909/596-8737

especially impacted as well as cities struggling to meet their RHNA allocations that are being pressured by Sacramento to rezone precious commercial parcels to residential.

The current online sales tax distribution policies are inherently unfair and exacerbate the divide between the winners and losers. Ultimately, the real winners may be the retailers, who leverage these policies to negotiate favorable sales tax sharing agreements from a small group of select cities understandably wanting to host fulfillment centers. The current online sales tax distribution policies unfairly divide local agencies, exacerbate already difficult municipal finances, and in the end, result in a net loss of local government sales tax proceeds that simply serve to make private sector businesses even more profitable at the expense of everyone's residents. We can do better than this. And we should all aspire to develop an equitable sales tax distribution of online sales that addresses the concerns noted above.

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

Sincerely,



Bob Russi
City Manager
City of La Verne

Steve Croft
Vice Mayor

Ariel Pe
Council Member



Jeff Wood
Mayor

Vicki L. Stuckey
Council Member

Todd Rogers
Council Member

July 15, 2021

Cheryl Viegas Walker, President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

Dear President Walker:

The City of Lakewood strongly supports the City of Rancho Cucamonga's effort to submit a resolution for consideration by the General Assembly at the League's 2021 Annual Conference in Sacramento.

Current policies by the California Department of Tax and Fees (CDTFA) require that the 1 percent Bradley Burns local tax revenue from in-state online retailers be allocated to the jurisdiction from which the package was shipped from, as opposed to going into a countywide pool as is the practice with out-of-state online retailers. Earlier this year, one of the largest online retailers shifted its ownership structure and now operates as an in-state online retailer as well as out-of-state online retailer. Whereas, all sales tax revenue generated by this retailer's sales previously went into a countywide pool and was distributed amongst the jurisdictions in the pool, now the revenue from in-state sales goes entirely to the city where the fulfillment center is located, and the packages shipped from. Cities that do not have a fulfillment center now receive no revenue from this retailer's online in-state sales transactions, even when the packages are delivered to locations within the cities' borders and paid for by residents in those locations. Cities that border jurisdictions with fulfillment centers also experience its impacts such as increased truck traffic, air pollution and declining road conditions.

This all-or-nothing practice has created clear winners and losers amongst cities as the online sales tax revenue from large online retailers that was once spread amongst all cities in countywide pools is now concentrated in select cities fortunate enough to host a fulfillment center. This has created a growing inequity amongst California cities, which only benefits some and is particularly unfair to cities that have no chance of ever obtaining a fulfillment center, such as those that are built out or are not situated along major travel corridors. No/low property tax cities that rely on sales tax revenue are especially impacted as well as cities struggling to meet their RHNA allocations that are being pressured by Sacramento to rezone precious commercial parcels to residential.

The current online sales tax distribution policies are inherently unfair and exasperate the divide between the winners and losers. Ultimately, the real winners may be the retailers, who leverage these policies to negotiate favorable sales tax sharing agreements from a small group of select cities understandably wanting to host fulfillment centers. The current online sales tax distribution policies unfairly divide local agencies, exacerbate already difficult municipal finances, and in the end result in a net loss of local government sales tax proceeds that simply serve to make private sector businesses even more profitable at the expense of everyone's residents. We can do better than this. And we should all aspire to develop an equitable sales tax distribution of online sales that addresses the concerns noted above.

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

Sincerely,

A handwritten signature in blue ink that reads "J Wood".

Jeff Wood
Mayor

Lakewood



CITY OF MOORPARK

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

July 14, 2021

TRANSMITTED ELECTRONICALLY

Cheryl Viegas-Walker, President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

Dear President Walker:

The City of Moorpark strongly supports the City of Rancho Cucamonga's effort to submit a resolution for consideration by the General Assembly at the League's 2021 Annual Conference in Sacramento.

Current policies of the California Department of Tax and Fees (CDTFA) require that the one percent Bradley Burns local tax revenue from in-state online retailers be allocated to the jurisdiction from which the package was shipped, as opposed to going into a countywide pool as is the practice with out-of-state online retailers. Earlier this year, one of the largest online retailers shifted its ownership structure and now operates both as an in-state online retailer and as an out-of-state online retailer. Whereas all sales tax revenues generated by this retailer's sales previously went into countywide pools and were distributed amongst the jurisdictions in the pool, sales tax revenues from in-state sales now go entirely to the city where the fulfillment center is located and the package is shipped from. Cities that do not have a fulfillment center now receive no sales tax revenue from this retailer's online in-state sales transactions, even when the packages are delivered to locations within the cities' borders and paid for by residents in those locations. Cities that border jurisdictions with fulfillment centers also experience its impacts such as increased truck traffic, air pollution, and deteriorating road conditions.

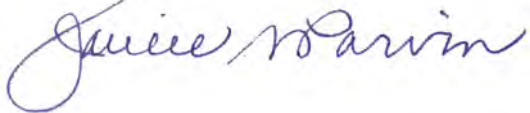
This all-or-nothing practice has created clear winners and losers amongst cities as the online sales tax revenues from large online retailers that were once spread amongst all cities in countywide pools are now concentrated in select cities fortunate enough to host a fulfillment center. This has created a growing inequity amongst California cities, which only benefits some and is particularly unfair to cities who have no chance of ever obtaining a fulfillment center, such as those that are built out or are not situated along major travel corridors. No/low property tax cities that rely on sales tax revenue are especially impacted, as well as

cities struggling to meet their RHNA allocations that are being pressured by Sacramento to rezone limited commercial properties for residential land uses.

The current online sales tax distribution policies are inherently unfair and exasperate the divide between the winners and losers. Ultimately, the real winners may be the retailers, who leverage these policies to negotiate favorable sales tax sharing agreements from a small group of select cities understandably wanting to host fulfillment centers. The current online sales tax distribution policies unfairly divide local agencies, exacerbate already difficult municipal finances, and ultimately result in a net loss of local government sales tax proceeds that simply serve to make private sector businesses more profitable at the expense of everyone's residents. We can do better than this, and we should all aspire to develop an equitable sales tax distribution of online sales that addresses the concerns noted above.

For these reasons, the City of Moorpark concurs that the resolution should go before the General Assembly at the 2021 Annual Conference in Sacramento.

Sincerely,



Janice S. Parvin
Mayor

cc: City Council
City Manager

The People are the City



Mayor
CRAIG S. GREEN

Mayor Pro Tem
CHAD P. WANKE

Councilmembers:
RHONDA SHADER
WARD L. SMITH
JEREMY B. YAMAGUCHI

City Clerk:
ROBERT S. MCKINNELL

City Treasurer
KEVIN A. LARSON

City Administrator
DAMIEN R. ARRULA

401 East Chapman Avenue – Placentia, California 92870

July 14, 2021

Cheryl Viegas Walker, President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

Dear President Walker:

The City of Placentia strongly supports the City of Rancho Cucamonga's effort to submit a resolution for consideration by the General Assembly at the League's 2021 Annual Conference in Sacramento.

Current policies by the California Department of Tax and Fees (CDTFA) require that the 1 percent (1%) Bradley Burns local tax revenue from in-state online retailers be allocated to the jurisdiction from which the package was shipped from, as opposed to going into a countywide pool as is the practice with out-of-state online retailers. Earlier this year, one of the largest online retailers shifted its ownership structure and now operates as an in-state online retailer as well as out-of-state online retailer. Whereas, all sales tax revenue generated by this retailer's sales previously went into a countywide pool and was distributed amongst the jurisdictions in the pool, now the revenue from in-state sales goes entirely to the city where the fulfillment center is located, and the packages shipped from. Cities that do not have a fulfillment center now receive no revenue from this retailer's online in-state sales transactions, even when the packages are delivered to locations within the cities' borders and paid for by residents in those locations. Cities that border jurisdictions with fulfillment centers also experience its impacts such as increased truck traffic, air pollution and declining road conditions.

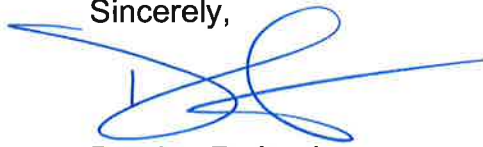
This all-or-nothing practice has created clear winners and losers amongst cities as the online sales tax revenue from large online retailers that was once spread amongst all cities in countywide pools is now concentrated in select cities fortunate enough to host a fulfillment center. This has created a growing inequity amongst California cities, which only benefits some and is particularly unfair to cities who have no chance of ever obtaining a fulfillment center, such as those that are built out or are not situated along major travel corridors. No/low property tax cities that rely on sales tax revenue are especially impacted as well as cities struggling to meet their RHNA allocations that are being pressured by Sacramento to rezone precious commercial parcels to residential.

The current online sales tax distribution policies are inherently unfair and exasperate the divide between the winners and losers. Ultimately, the real winners may be the retailers, who leverage these policies to negotiate favorable sales tax sharing agreements from a small group of select cities understandably wanting to host fulfillment centers. The

current online sales tax distribution policies unfairly divide local agencies, exacerbate already difficult municipal finances, and in the end result in a net loss of local government sales tax proceeds that simply serve to make private sector businesses even more profitable at the expense of everyone's residents. We can do better than this. And we should all aspire to develop an equitable sales tax distribution of online sales that addresses the concerns noted above.

For these reasons, the City of Placentia concurs that the resolution should go before the General Assembly. Should you have any questions regarding this letter, please contact me at (714) 993-8117 or via email at administration@placentia.org.

Sincerely,



Damien R. Arrula
City Administrator

Leyne Milstein
Assistant City Manager

City Hall
915 I Street, Fifth Floor
Sacramento, CA 95814-2604
916-808-5704

July 19, 2021

Cheryl Viegas Walker, President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

Dear President Walker:

The City of Sacramento strongly supports the City of Rancho Cucamonga's effort to submit a resolution for consideration by the General Assembly at the League's 2021 Annual Conference in Sacramento.

Current policies by the California Department of Tax and Fees (CDTFA) require that the one percent Bradley Burns local tax revenue from in-state online retailers be allocated to the jurisdiction from which the package was shipped from, as opposed to going into a countywide pool as is the practice with out-of-state online retailers. Earlier this year, one of the largest online retailers shifted its ownership structure and now operates as an in-state online retailer as well as out-of-state online retailer. Whereas all sales tax revenue generated by this retailer's sales previously went into a countywide pool and was distributed amongst the jurisdictions in the pool, now the revenue from in-state sales goes entirely to the city where the fulfillment center is located, and the packages shipped from. Cities that do not have a fulfillment center now receive no revenue from this retailer's online in-state sales transactions, even when the packages are delivered to locations within the cities' borders and paid for by residents in those locations. Cities that border jurisdictions with fulfillment centers also experience its impacts such as increased truck traffic, air pollution and declining road conditions.

This all-or-nothing practice has created clear winners and losers amongst cities as the online sales tax revenue from large online retailers that was once spread amongst all cities in countywide pools is now concentrated in select cities fortunate enough to host a fulfillment center. This has created a growing inequity amongst California cities, which only benefits some and is particularly unfair to cities who have no chance of ever obtaining a fulfillment

Leyne Milstein
Assistant City Manager

City Hall
915 I Street, Fifth Floor
Sacramento, CA 95814-2604
916-808-5704

center, such as those that are built out or are not situated along major travel corridors. No/low property tax cities that rely on sales tax revenue are especially impacted as well as cities struggling to meet their Regional Housing Needs Allocation (RHNA) that are being pressured by Sacramento to rezone precious commercial parcels to residential.

The current online sales tax distribution policies are inherently unfair and exasperate the divide between the winners and losers. Ultimately, the real winners may be the retailers, who leverage these policies to negotiate favorable sales tax sharing agreements from a small group of select cities understandably wanting to host fulfillment centers. The current online sales tax distribution policies unfairly divide local agencies, exacerbate already difficult municipal finances, and in the end, result in a net loss of local government sales tax proceeds that simply serve to make private sector businesses even more profitable at the expense of everyone's residents. We can do better than this. And we should all aspire to develop an equitable sales tax distribution of online sales that addresses the concerns noted above.

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

Sincerely,



Leyne Milstein (LML) 12/2021 11/5/21 RDT

Leyne Milstein
Assistant City Manager

League of California Cities Staff Analysis on Resolution No. 1

Staff: Nicholas Romo, Legislative Affairs, Lobbyist

Committee: Revenue and Taxation

Summary:

This Resolution calls on the League of California Cities (Cal Cities) to request the Legislature to pass legislation that provides for a fair and equitable distribution of the Bradley Burns 1% local sales tax from in-state online purchases, based on data where products are shipped to, and that rightfully takes into consideration the impacts that fulfillment centers have on host cities but also provides a fair share to California cities that do not and/or cannot have a fulfillment center within their jurisdiction.

Background:

The City of Rancho Cucamonga is sponsoring this resolution to “*address the issues in how sales and use taxes are distributed in the 21st century.*”

The City notes that “*sales tax is a major revenue source for most California cities. Commonly known as the local 1% Bradley-Burns tax, since the 1950’s, cities have traditionally received 1 cent on every dollar of a sale made at the store, restaurant, car dealer, or other location within a jurisdiction’s boundaries. Over the years, however, this simple tax structure has evolved into a much more complex set of laws and allocation rules. Many of these rules relate to whether or not a given transaction is subject to sales tax, or to use tax – both have the same 1% value, but each applies in separate circumstances.*”

Recently, one of the world’s largest online retailers changed the legal ownership of its fulfillment centers. Instead of having its fulfillment centers owned and operated by a third-party vendor, they are now directly owned by the company. This subtle change has major impacts to how the 1% local tax is allocated.

This change has created a situation where most cities in California – more than 90%, in fact – are experiencing a sales tax revenue loss that began in the fourth quarter of calendar year 2021. Many cities may not be aware of this impact, as the fluctuations in sales tax following the pandemic shutdowns have masked the issue. But this change will have long-term impacts on revenues for all California cities as all these revenues benefiting all cities have shifted to just a handful of cities and counties that are home to this retailer’s fulfillment centers.”

The City’s resolution calls for action on an unspecified solution that “*rightfully takes into consideration the impacts that fulfillment centers have on host cities but also provides a fair share to California cities that do not and/or cannot have a fulfillment center within their jurisdiction,*” which aims to acknowledge the actions taken by cities to alleviate poverty, catalyze economic development, and improve financial stability within their communities through existing tax sharing and zoning powers.

Ultimately, sponsoring cities believe *“that by once again starting the conversation and moving toward the development of laws and policies that can result in seeing all cities benefit from the growth taxes generated through online sales, our state will be stronger.”*

Sales and Use Tax in California

The Bradley-Burns Uniform Sales Tax Act allows all local agencies to apply its own sales and use tax on the same base of tangible personal property (taxable goods). This tax rate currently is fixed at 1.25% of the sales price of taxable goods sold at retail locations in a local jurisdiction, or purchased outside the jurisdiction for use within the jurisdiction. Cities and counties use this 1% of the tax to support general operations, while the remaining 0.25% is used for county transportation purposes.

In California, all cities and counties impose Bradley-Burns sales taxes. California imposes the sales tax on every retailer engaged in business in this state that sells taxable goods. The law requires businesses to collect the appropriate tax from the purchaser and remit the amount to the California Department of Tax and Fee Administration (CDTFA). Sales tax applies whenever a retail sale is made, which is basically any sale other than one for resale in the regular course of business. Unless the person pays the sales tax to the retailer, they are liable for the use tax, which is imposed on any person consuming taxable goods in the state. The use tax rate is the same rate as the sales tax rate.

Generally, CDTFA distributes Bradley-Burns tax revenue based on where a sale took place, known as a *situs-based system*. A retailer’s physical place of business—such as a retail store or restaurant—is generally the place of sale. “Sourcing” is the term used by tax practitioners to describe the rules used to determine the place of sale, and therefore, which tax rates are applied to a given purchase and which jurisdictions are entitled to the local and district taxes generated from a particular transaction.

California is primarily an origin-based sourcing state – meaning tax revenues go to the jurisdiction in which a transaction physically occurs if that can be determined. However, California also uses a form of destination sourcing for the local use tax and for district taxes (also known as “transactions and use taxes” or “add-on sale and use taxes”). That is, for cities with local add-on taxes, they receive their add-on rate amount from remote and online transactions.

Generally, allocations are based on the following rules:

- The sale is sourced to the place of business of the seller - whether the product is received by the purchaser at the seller’s business location or not.
- If the retailer maintains inventory in California and has no other in state location, the source is the jurisdiction where the warehouse is situated. *This resolution is concerned with the growing amount of online retail activity being sourced to cities with warehouse/fulfillment center locations.*
- If the business’ sales office is located in California but the merchandise is shipped from out of state, the tax from transactions under \$500,000 is allocated

via the county pools. The tax from transactions over \$500,000 is allocated to the jurisdiction where the merchandise is delivered.

- When a sale cannot be identified with a permanent place of business in the state, the sale is sourced to the allocation pool of the county where the merchandise was delivered and then distributed among all jurisdictions in that county in proportion to ratio of sales. *For many large online retailers, this has been the traditional path.*

Online Sales and Countywide Pools

While the growth of e-commerce has been occurring for more than two decades, led by some of the largest and most popular retailers in the world, the dramatic increase in online shopping during the COVID-19 pandemic has provided significant revenue to California cities as well as a clearer picture on which governments enjoy even greater benefits.

In the backdrop of booming internet sales has been the steady decline of brick-and-mortar retail and shopping malls. For cities with heavy reliance on in-person retail shopping, the value of the current allocation system has been diminished as their residents prefer to shop online or are incentivized to do so by retailers (during the COVID-19 pandemic, consumers have had no other option but to shop online for certain goods). All the while, the demands and costs of city services continue to grow for cities across the state.

As noted above, the allocation of sales tax revenue to local governments depends on the location of the transaction (or where the location is ultimately determined). For in-person retail, the sales tax goes to the city in which the product and store are located - a customer purchasing at a register. For online sales, the Bradley Burns sales tax generally goes to a location other than the one where the customer lives – either to the city or county where an in-state warehouse or fulfillment center is located, the location of in-state sales office (ex. headquarters) or shared as use tax proceeds amongst all local governments within a county based on their proportionate share of taxable sales.

Under current CDTFA regulations, a substantial portion of local use tax collections are allocated through a countywide pool to the local jurisdictions in the county where the property is put to its first functional use. The state and county pools constitute over 15% of local sales and use tax revenues. Under the pool system, the tax is reported by the taxpayer to the countywide pool of use and then distributed to each jurisdiction in that county on a pro-rata share of taxable sales. If the county of use cannot be identified, the revenues are distributed to the state pool for pro-rata distribution on a statewide basis.

Concentration of Online Sales Tax Revenue and Modernization

Sales tax modernization has been a policy goal of federal, state, and local government leaders for decades to meet the rapidly changing landscape of commercial activity and ensure that all communities can sustainably provide critical services.

For as long as remote and internet shopping has existed, policy makers have been concerned about their potential to disrupt sales and use tax allocation procedures that underpin the funding of local government services. The system was designed in the early twentieth century to ensure that customers were paying sales taxes to support local government services within the community where the transactions occurred whether they resided there or not. This structure provides benefit to and recoument for the public resources necessary to ensure the health and safety of the community broadly.

City leaders have for as long been concerned about the loosening of the nexus between what their residents purchase and the revenues they receive. Growing online shopping, under existing sourcing rules, has led to a growing concentration of sales tax revenue being distributed to a smaller number of cities and counties. As more medium and large online retailers take title to fulfillment centers or determine specific sales locations in California as a result of tax sharing agreements in specific cities, online sales tax revenue will be ever more concentrated in a few cities at the control of these companies. Furthermore, local governments are already experiencing the declining power of the sales tax to support services as more money is being spent on non-taxable goods and services.

For more on sales and use tax sourcing please see Attachment A.

State Auditor Recommendations

In 2017, the California State Auditor issued a report titled, "[The Bradley-Burns Tax and Local Transportation Funds](#)", noting that:

“Retailers generally allocate Bradley Burns tax revenue based on the place of sale, which they identify according to their business structure. However, retailers that make sales over the Internet may allocate sales to various locations, including their warehouses, distribution center, or sales offices. This approach tends to concentrate Bradley Burns tax revenue into the warehouses’ or sales offices’ respective jurisdictions. Consequently, counties with a relatively large amount of industrial space may receive disproportionately larger amounts of Bradley Burns tax, and therefore Local Transportation Fund, revenue.

The State could make its distribution of Bradley Burns tax revenue derived from online sales more equitable if it based allocations of the tax on the destinations to which goods are shipped rather than on place of sale.”

The Auditor’s report makes the following recommendation:

“To ensure that Bradley-Burns tax revenue is more evenly distributed, the Legislature should amend the Bradley-Burns tax law to allocate revenues from Internet sales based on the destination of sold goods rather than their place of sale.”

In acknowledgement of the growing attention from outside groups on this issue, Cal Cities has been engaged in its own study and convening of city officials to ensure pursued solutions account for the circumstances of all cities and local control is best protected. These efforts are explored in subsequent sections.

Cal Cities Revenue and Taxation Committee and City Manager Working Group

In 2015 and 2016, Cal Cities' Revenue and Taxation Policy Committee held extensive discussions on potential modernization of tax policy affecting cities, with a special emphasis on the sales tax. The issues had been identified by Cal Cities leadership as a strategic priority given concerns in the membership about the eroding sales tax base and the desire for Cal Cities to take a leadership role in addressing the associated issues. The policy committee ultimately adopted a series of policies that were approved by the Cal Cities board of directors. Among its changes were a recommended change to existing sales tax sourcing (determining where a sale occurs) rules, so that the point of sale (situs) is where the customer receives the product. The policy also clarifies that specific proposals in this area should be carefully reviewed so that the impacts of any changes are fully understood. See "Existing Cal Cities Policy" section below.

Cal Cities City Manager Sales Tax Working Group Recommendations

In the Fall of 2017, the Cal Cities City Managers Department convened a working group (Group) of city managers representing a diverse array of cities to review and consider options for addressing issues affecting the local sales tax.

The working group of city managers helped Cal Cities identify internal common ground on rapidly evolving e-commerce trends and their effects on the allocation of local sales and use tax revenue. After meeting extensively throughout 2018, the Group made several recommendations that were endorsed unanimously by Cal Cities' Revenue and Taxation Committee at its January, 2019 meeting and by the board of directors at its subsequent meeting.

The Group recommended the following actions in response to the evolving issues associated with e-commerce and sales and use tax:

Further Limiting Rebate Agreements: The consensus of the Group was that:

- Sales tax rebate agreements involving online retailers should be prohibited *going forward*. They are inappropriate because they have the effect of encouraging revenue to be shifted away from numerous communities and concentrated to the benefit of one.
- Any type of agreement that seeks to lure a retailer from one community to another within a market area should also be prohibited *going forward*. Existing law already prohibits such agreements for auto dealers and big box stores.

Shift Use Tax from Online Sales, including from the South Dakota v. Wayfair Decision Out of County Pools: The Group's recommendation is based first on the principle of "situs" and that revenue should be allocated to the jurisdiction where the use occurs. Each city and county in California imposed a Bradley Burns sales and use tax rate

under state law in the 1950s. The use tax on a transaction is the rate imposed where the purchaser resides (the destination). These use tax dollars, including new revenue from the South Dakota v. Wayfair decision, should be allocated to the destination jurisdiction whose Bradley Burns tax applies and not throughout the entire county.

- Shift of these revenues, from purchases from out of state retailers including transactions captured by the South Dakota v. Wayfair decision, out of county pools to full destination allocation on and after January 1, 2020.
- Allow more direct reporting of use taxes related to construction projects to jurisdiction where the construction activity is located by reducing existing regulatory threshold from \$5 million to \$100,000.

Request/Require CDTFA Analysis on Impacts of Sales Tax Destination Shifts: After discussion of numerous phase-in options for destination sourcing and allocation for sales taxes, the Group ultimately decided that a more complete analysis was needed to sufficiently determine impacts. Since the two companies most cities rely on for sales tax analysis, HdL and MuniServices, were constrained to modeling with transaction and use tax (district tax) data, concerns centered on the problem of making decisions without adequate information. Since the CDTFA administers the allocation of local sales and use taxes, it is in the best position to produce an analysis that examines:

- The impacts on individual agencies of a change in sourcing rules. This would likely be accomplished by developing a model to examine 100% destination sourcing with a report to the Legislature in early 2020.
- The model should also attempt to distinguish between business-to-consumer transactions versus business-to-business transactions.
- The model should analyze the current number and financial effects of city and county sales tax rebate agreements with online retailers and how destination sourcing might affect revenues under these agreements.

Conditions for considering a Constitutional Amendment that moves toward destination allocation: Absent better data on the impacts on individual agencies associated with a shift to destination allocation of sales taxes from CDTFA, the Group declined to prescribe if/how a transition to destination would be accomplished; the sentiment was that the issue was better revisited once better data was available. In anticipation that the data would reveal significant negative impacts on some agencies, the Group desired that any such shift should be accompanied by legislation broadening of the base of sales taxes, including as supported by existing Cal Cities policy including:

- Broadening the tax base on goods, which includes reviewing existing exemptions on certain goods and expanding to digital forms of goods that are otherwise taxed; and
- Expanding the sales tax base to services, such as those commonly taxed in other states.

This Resolution builds upon previous work that accounts for the impacts that distribution networks have on host cities and further calls on the organization to advocate for changes to sales tax distribution rules.

The Resolution places further demands on data collected by CDTFA to establish a “fair and equitable distribution of the Bradley Burns 1% local sales tax from in-state online purchases.” Such data is proposed to be collected by [SB 792 \(Glazer, 2021\)](#). More discussion on this topic can be found in the “Staff Comments” section.

Staff Comments:

Proposed Resolution Affixes Equity Based, Data Driven Approach to Existing Cal Cities Policy on Sales Tax Sourcing

The actions resulting from this resolution, if approved, would align with existing policy and efforts to-date to modernize sales tax rules. While not formalized in existing Cal Cities policy or recommendations, city managers and tax practitioners generally have favored proposals that establish a sharing of online sales tax revenues rather than a full destination shift. City leaders and practitioners across the state have acknowledged during Cal Cities Revenue and Taxation and City Manager’s working group meetings that the hosting of fulfillment centers and ancillary infrastructure pose major burdens on local communities including detrimental health and safety impacts. This acknowledgement has moved mainstream proposals such as this one away from full revenue shifts towards an equity-based, data driven approach that favors revenue sharing. This Resolution would concretely affix this approach as Cal Cities policy.

More Data is Needed to Achieve Equity Based Approach

A major challenge is the lack of adequate data to model the results of shifting in-state online sale tax revenues. Local government tax consultants and state departments have limited data to model the effects of changes to sales tax distribution because their information is derived only from cities that have a local transactions and use tax (TUT). Tax experts are able to model proposed tax shifts using TUTs since they are allocated on a destination basis (where a purchaser receives the product; usually a home or business). However, more than half of all cities, including some larger cities, do not have a local TUT therefore modeling is constrained and incomplete.

Efforts to collect relevant sales tax information on the destination of products purchased online are ongoing. The most recent effort is encapsulated in [SB 792 \(Glazer, 2021\)](#), which would require retailers with online sales exceeding \$50 million a year to report to CDTFA the gross receipts from online sales that resulted in a product being shipped or delivered in each city. The availability of this data would allow for a much more complete understanding of online consumer behavior and the impacts of future proposed changes to distribution. SB 792 (Glazer) is supported by Cal Cities following approval by the Revenue and Taxation Committee and board of directors.

Impact of Goods Movement Must Be Considered

As noted above, city leaders and practitioners across the state acknowledge that the hosting of fulfillment centers and goods movement infrastructure pose major burdens on local communities including detrimental health, safety, and infrastructure impacts. Not least of which is the issue of air pollution from diesel exhaust. According to California Environmental Protection Agency (Cal EPA):

“Children and those with existing respiratory disease, particularly asthma, appear to be especially susceptible to the harmful effects of exposure to airborne PM from diesel exhaust, resulting in increased asthma symptoms and attacks along with decreases in lung function (McCreanor et al., 2007; Wargo, 2002). People that live or work near heavily-traveled roadways, ports, railyards, bus yards, or trucking distribution centers may experience a high level of exposure (US EPA, 2002; Krivoshto et al., 2008). People that spend a significant amount of time near heavily-traveled roadways may also experience a high level of exposure. Studies of both men and women demonstrate cardiovascular effects of diesel PM exposure, including coronary vasoconstriction and premature death from cardiovascular disease (Krivoshto et al., 2008). A recent study of diesel exhaust inhalation by healthy non-smoking adults found an increase in blood pressure and other potential triggers of heart attack and stroke (Krishnan et al., 2013) Exposure to diesel PM, especially following periods of severe air pollution, can lead to increased hospital visits and admissions due to worsening asthma and emphysema-related symptoms (Krivoshto et al., 2008). Diesel exposure may also lead to reduced lung function in children living in close proximity to roadways (Brunekreef et al., 1997).”

The founded health impacts of the ubiquitous presence of medium and heavy-duty diesel trucks used to transport goods to and from fulfillment centers and warehouses require host cities to meet increased needs of their residents including the building and maintenance of buffer zones, parks, and open space. While pollution impacts may decline with the introduction of zero-emission vehicles, wide scale adoption by large distribution fleets is still in its infancy. Furthermore, the impacts of heavy road use necessitate increased spending on local streets and roads upgrades and maintenance. In addition, many cities have utilized the siting of warehouses, fulfillment centers, and other heavy industrial uses for goods movements as key components of local revenue generation and economic development strategies. These communities have also foregone other land uses in favor of siting sales offices and fulfillment networks.

All said, however, it is important to acknowledge that disadvantaged communities (DACs) whether measured along poverty, health, environmental or education indices exist in cities across the state. For one example, see: [California Office of Environmental Health Hazard Assessment \(OEHHA\) CalEnviroScreen](#). City officials may consider how cities without fulfillment and warehouse center revenues are to fund efforts to combat social and economic issues, particularly in areas with low property tax and tourism-based revenues.

The Resolution aims to acknowledge these impacts broadly (this analysis does not provide an exhaustive review of related impacts) and requests Cal Cities to account for them in a revised distribution formula of the Bradley Burns 1% local sales tax from in-state online purchases. The Resolution does not prescribe the proportions.

Clarifying Amendments

Upon review of the Resolution, Cal Cities staff recommends technical amendments to provide greater clarity. *To review the proposed changes, please see Attachment B.*

Fiscal Impact:

Significant but unknown. The Resolution on its own does not shift sales tax revenues. In anticipation and mitigation of impacts, the Resolution requests Cal Cities to utilize online sales tax data to identify a fair and equitable distribution formula that accounts for the broad impacts fulfillment centers involved in online retail have on the cities that host them. The Resolution does not prescribe the revenue distribution split nor does it prescribe the impacts, positive and negative, of distribution networks.

Existing Cal Cities Policy:

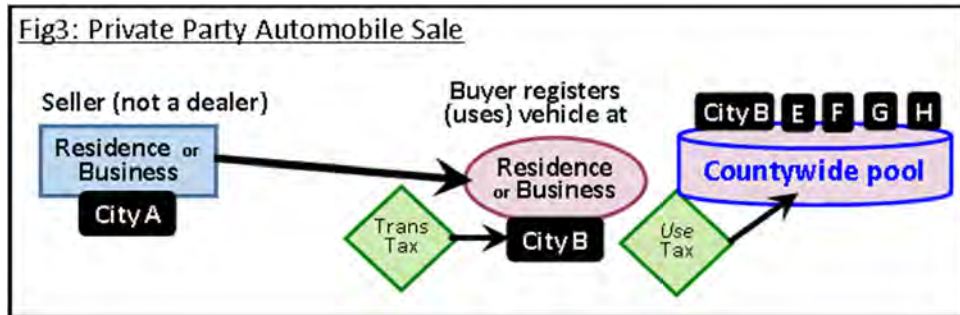
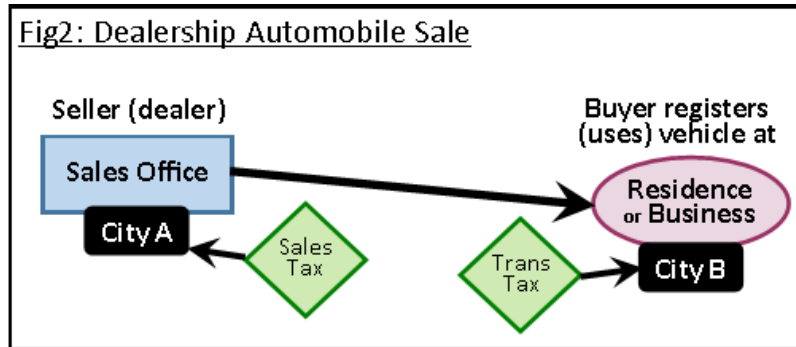
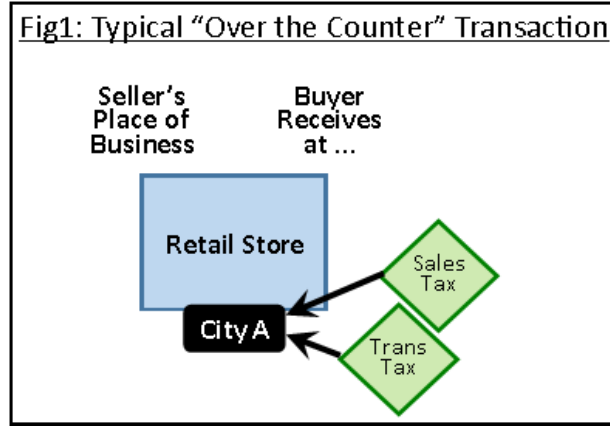
- Tax proceeds collected from internet sales should be allocated to the location where the product is received by the purchaser.
- Support as Cal Cities policy that point of sale (situs) is where the customer receives the product. Specific proposals in this area should be carefully reviewed so that the impacts of any changes are fully understood.
- Revenue from new regional or state taxes or from increased sales tax rates should be distributed in a way that reduces competition for situs-based revenue. (Revenue from the existing sales tax rate and base, including future growth from increased sales or the opening of new retail centers, should continue to be returned to the point of sale.)
- The existing situs-based sales tax under the Bradley Burns 1% baseline should be preserved and protected.
- Restrictions should be implemented and enforced to prohibit the enactment of agreements designed to circumvent the principle of situs-based sales and redirect or divert sales tax revenues from other communities, when the physical location of the affected businesses does not change. Sales tax rebate agreements involving online retailers are inappropriate because they have the effect of encouraging revenue to be shifted away from numerous communities and concentrated to the benefit of one. Any type of agreement that seeks to lure a retailer from one community to another within a market area should also be prohibited going forward.
- Support Cal Cities working with the state California Department of Tax and Fee Administration (CDTFA) to update the county pool allocation process to ensure that more revenues are allocated to the jurisdiction where the purchase or first use of a product occurs (usually where the product is delivered). Use Tax collections from online sales, including from the South Dakota v Wayfair Decision, should be shifted out of county pools and allocated to the destination jurisdiction whose Bradley Burns tax applies and not throughout the entire county.

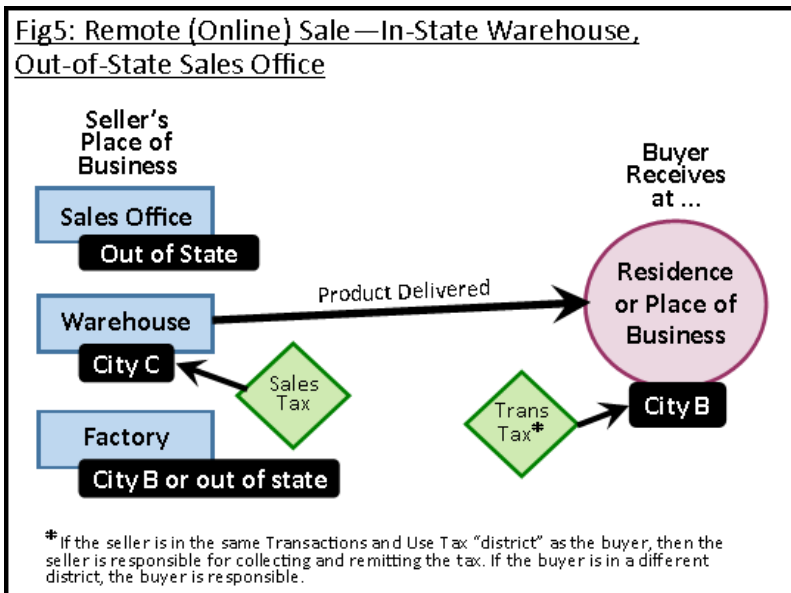
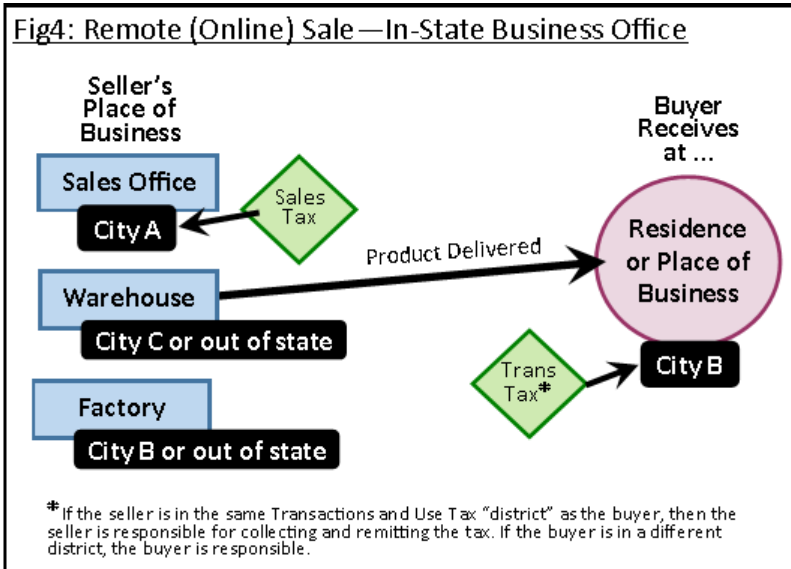
Support:

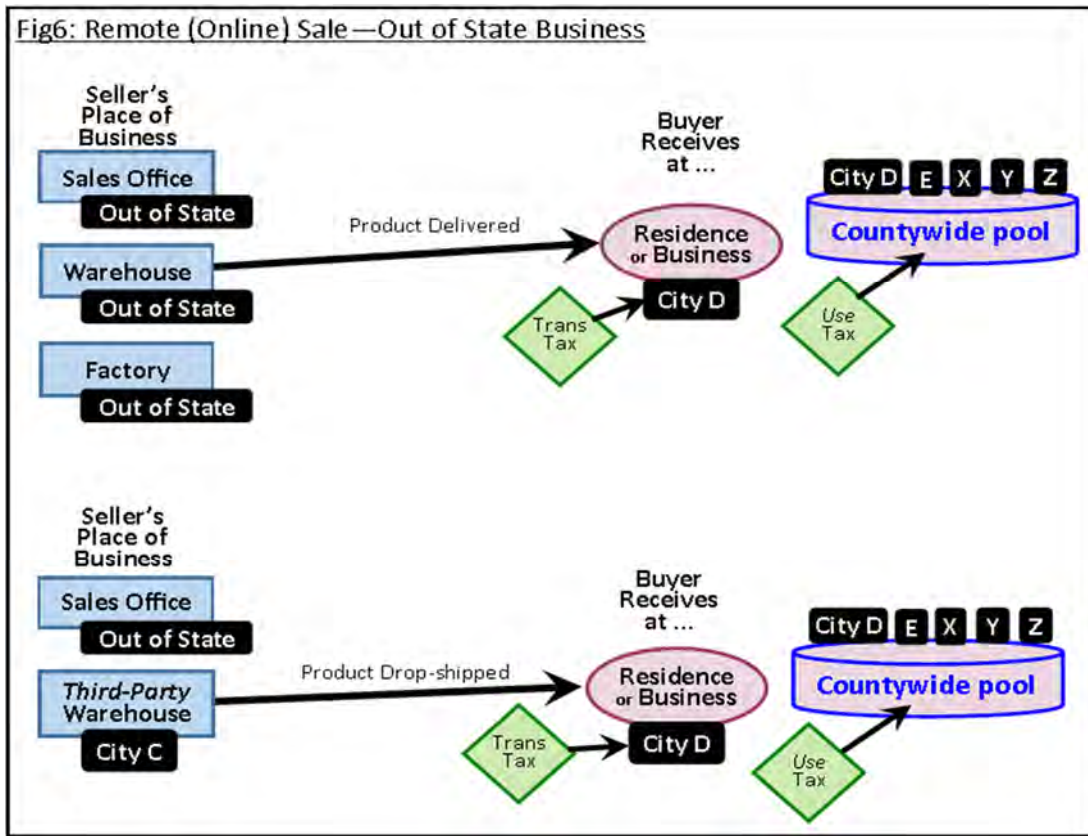
The following letters of concurrence were received:

Town of Apple Valley
City of El Cerrito
City of La Canada Flintridge
City of La Verne
City of Lakewood

City of Moorpark
City of Placentia
City of Sacramento







GUIDELINES FOR ALLOCATION OF LOCAL TAX - ONLINE AND IN-STORE			
Place of Sale	Location of Goods at the Time of Sale	How Customer Receives Goods	Allocation of Tax
Online – Order is placed or downloaded outside California	California Fulfillment Center	Shipped to California Customer	Local tax is allocated to the jurisdiction in which the fulfillment center is located
Online – Order is placed or downloaded in California	California Fulfillment Center	Shipped to California Customer	Per CDTFA Regulation 1802, local tax is allocated to the jurisdiction where the order is placed
Online	Out of State Fulfillment Center	Shipped to California Customer	Local tax is allocated to the countywide pool based on point of delivery
Online	Out of State Fulfillment Center	Picked Up In-Store (Click & Collect)	Local tax is allocated to the countywide pool based on point of delivery
Online	California Fulfillment Center Owned and Operated by Third Party Vendor	Drop-Shipped to California Customer	Local tax is allocated to the countywide pool based on point of delivery
Online	In-Store (Goods withdrawn from store inventory)	Shipped to California Customer	Local Tax is allocated to the jurisdiction where the store is located
Online	In-Store (Goods withdrawn from store inventory)	Picked Up In-Store (Click & Collect)	Local Tax is allocated to the jurisdiction where the store is located
In-Store	In-Store (Goods withdrawn from store inventory)	Over the Counter	Local Tax is allocated to the jurisdiction where the store is located

Courtesy of HdL Companies

Tax Incentive Programs, Sales Tax Sharing Agreements

In recent years, especially since Proposition 13 in 1978, local discretionary (general purpose revenues) have become more scarce. At the same time, options and procedures for increasing revenues have become more limited. One outcome of this in many areas has been a greater competition for sales and use tax revenues. This has brought a rise in arrangements to encourage certain land use development with rebates and incentives which exploit California's odd origin sales tax sourcing rules.

The typical arrangement is a sales tax sharing agreement in which a city provides tax rebates to a company that agrees to expand their operations in the jurisdiction of the city. Under such an arrangement, the company generally agrees to make a specified amount of capital investment and create a specific number of jobs over a period of years in exchange for specified tax breaks, often property tax abatement or some sort of tax credit. In some cases, this has simply taken the form of a sales office, while customers and warehouses and the related economic activity are disbursed elsewhere in the state. In some cases the development takes the form of warehouses, in which the sales inventory, owned by the company, is housed.⁶

Current sales tax incentive agreements in California rebate amounts ranging from 50% to 85% of sales tax revenues back to the corporations.

Today, experts familiar with the industry believe that between 20% to 30% of local Bradley-Burns sales taxes paid by California consumers is diverted from local general funds back to corporations; over \$1 billion per year.

The Source of Origin Based Sourcing Problems

Where other than over-the-counter sales are concerned origin sourcing often causes a concentration of large amounts of tax revenue in one location, despite the fact that the economic activity and service impacts are also occurring in other locations.

The large amounts of revenue concentrated in a few locations by California's "warehouse rule" origin sourcing causes a concentration of revenue far in excess of the service costs associated with the development.

In order to lure jobs and tax revenues to their communities, some cities have entered into rebate agreements with corporations. This has grown to such a problem, that 20% to 30% of total local taxes paid statewide are being rebated back to corporations rather than funding public services.

Moving to Destination Sourcing: The Concept⁷

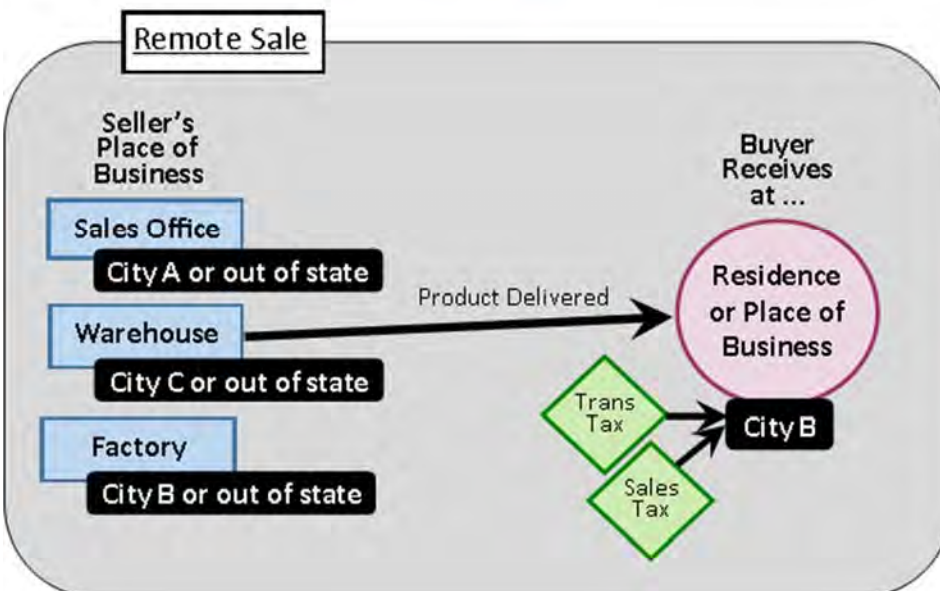
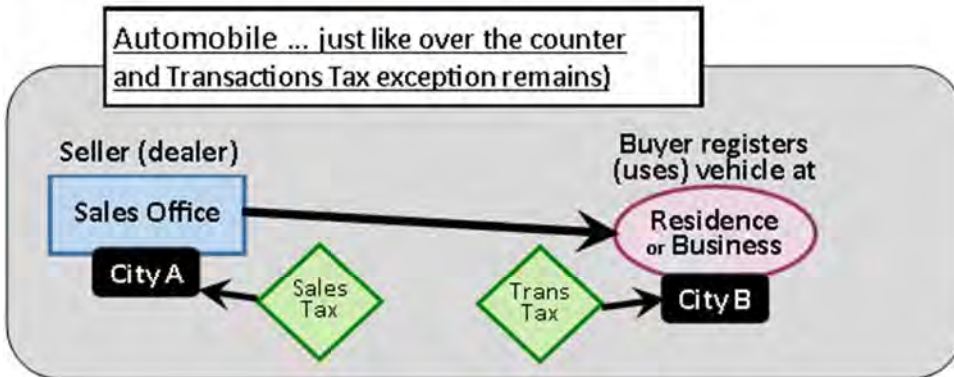
A change from origin sourcing rules to destination sourcing rules for the local tax component of California's sales tax would improve overall revenue collections and distribute these revenues more equitably among all of the areas involved in these transactions.

A change from origin based sourcing to destination based sourcing would have no effect on state tax collections. However, it would alter the allocations of local sales and use tax revenues among local agencies. Most retail transactions including dining, motor fuel purchases, and in-store purchases would not be affected. But in cases where the property is received by the purchaser in a different jurisdiction than where the sales agreement was negotiated, there would be a different allocation than under the current rules.

⁶ See Jennifer Carr, "Origin Sourcing and Tax Incentive Programs: An Unholy Alliance" Sales Tax Notes; May 27, 2013.

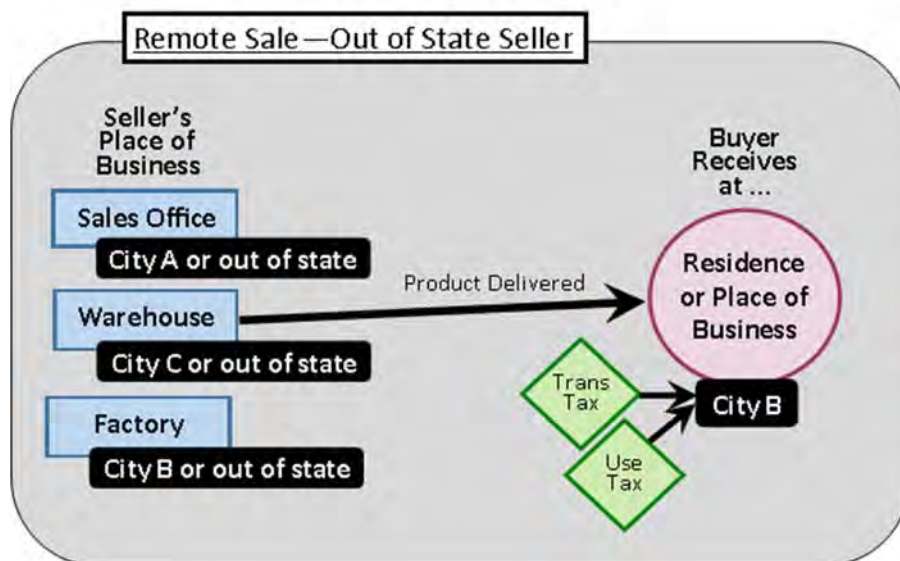
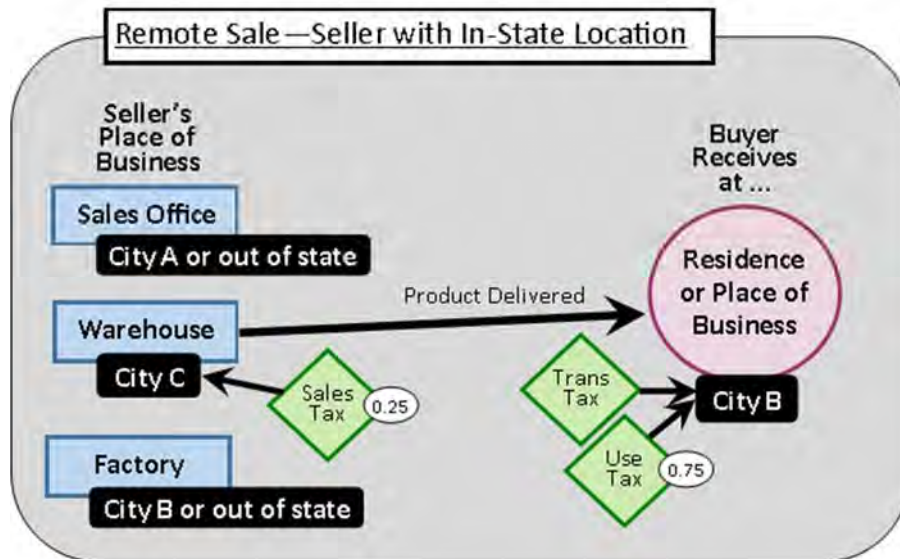
⁷ The same issues that are of concern regarding the local sales tax do not apply to California's Transactions and Use Taxes ("Add-on sales taxes") as these transactions, when not over the counter, are generally allocated to the location of use or, as in the case of vehicles, product registration. There is no need to alter the sourcing rules for transactions and use taxes.

Destination Sourcing Scenario 1: Full-On



Destination Sourcing Scenario 2: Split Source

- Same as now for “over the counter” and automobile.
- Leave 0.25% on current seller if instate (origin)
- Could be phased in.



mjgc

RESOLUTION OF THE LEAGUE OF CALIFORNIA CITIES (“CAL CITIES”)
CALLING ON THE STATE LEGISLATURE TO PASS LEGISLATION THAT PROVIDES
FOR A FAIR AND EQUITABLE DISTRIBUTION OF THE BRADLEY BURNS 1% LOCAL
SALES TAX FROM IN-STATE ONLINE PURCHASES, BASED ON DATA WHERE
PRODUCTS ARE SHIPPED TO, AND THAT RIGHTFULLY TAKES INTO
CONSIDERATION THE IMPACTS THAT FULFILLMENT CENTERS HAVE ON HOST
CITIES BUT ALSO PROVIDES A FAIR SHARE TO CALIFORNIA CITIES THAT DO NOT
AND/OR CANNOT HAVE A FULFILLMENT CENTER WITHIN THEIR JURISDICTION

WHEREAS, the 2018 U.S. Supreme Court decision in *Wayfair v. South Dakota* clarified that states could charge and collect tax on purchases even if the seller does not have a physical presence in the state; and

WHEREAS, California cities and counties collect 1% in Bradley Burns sales and use tax from the purchase of tangible personal property and rely on this revenue to provide critical public services such as police and fire protection; and

WHEREAS, in terms of “siting” the place of sale and determining which jurisdiction receives the 1% Bradley Burns local taxes for online sales, the California Department of Tax and Fee Administration (CDTFA) determines “out-of-state” online retailers as those with no presence in California that ship property from outside the state and are therefore subject to use tax, not sales tax, which is collected in a countywide pool of the jurisdiction where the property is shipped from; and

WHEREAS, for online retailers that have a presence in California and have a stock of goods in the state from which it fulfills orders, CDTFA considers the place of sale (“situs”) as the location from which the goods were shipped such as a fulfillment center; and

WHEREAS, in early 2021, one of the state’s largest online retailers shifted its ownership structure so that it is now considered both an in-state and out-of-state retailer, resulting in the sales tax this retailer generates from in-state sales now being **entirely** allocated to **the specific city cities** where **the** warehouse fulfillment centers **is-are** located as opposed to going into **a** countywide pools that **is are** shared with all jurisdictions in **those counties that County**, as was done previously; and

WHEREAS, this all-or-nothing **change for the** allocation of in-state sales tax has created winners and losers amongst cities as the online sales tax revenue **from the retailer** that was once spread amongst all cities in countywide pools is now concentrated in select cities that host **a** fulfillment centers; and

WHEREAS, this has created a tremendous inequity amongst cities, in particular for cities that are built out, do not have space for siting **a 1 million square foot** fulfillment centers, are not located along a major travel corridor, or otherwise not ideally suited to host a fulfillment center; and

WHEREAS, this inequity affects cities statewide, but in particular those with specific circumstances such as no/low property tax cities that are extremely reliant on sales tax revenue as well as cities struggling to meet their **Regional Housing Needs Allocation (RHNA)** obligations that are being compelled by the State to rezone precious commercial parcels to residential; and

WHEREAS, the inequity produced by allocating in-state online sales tax revenue exclusively to cities with fulfillment centers is exasperated even more by, in addition to already reducing the amount of revenue going into the countywide pools, the cities with fulfillment centers are also receiving a larger share of the dwindling countywide pool as it is allocated based on cities' proportional share of sales tax collected; and

WHEREAS, while it is important to acknowledge that those cities that have fulfillment centers experience impacts from these activities and deserve equitable supplementary compensation, it should also be recognized that the neighboring cities whose residents are ordering products from those that centers now receive no Bradley Burns revenue ~~from the center's sales activity~~ despite also experiencing the impacts created by them center, such as increased traffic and air pollution; and

WHEREAS, the COVID-19 pandemic greatly accelerated the public's shift towards online purchases, a trend that is unlikely to be reversed to pre-pandemic levels; and

NOW, THEREFORE, BE IT RESOLVED that Cal Cities calls on the State Legislature to pass legislation that provides for a fair and equitable distribution of the Bradley Burns 1% local sales tax from in-state online purchases, based on data where products are shipped to, and that rightfully takes into consideration the impacts that fulfillment centers have on host cities but also provides a fair share to California cities that do not and/or cannot have a fulfillment center within their jurisdiction.

2. A RESOLUTION CALLING UPON THE GOVERNOR AND THE LEGISLATURE TO PROVIDE NECESSARY FUNDING FOR CUPC TO FULFILL ITS OBLIGATION TO INSPECT RAILROAD LINES TO ENSURE THAT OPERATORS ARE REMOVING ILLEGAL DUMPING, GRAFFITI AND HOMELESS ENCAMPMENTS THAT DEGRADE THE QUALITY OF LIFE AND RESULTS IN INCREASED PUBLIC SAFETY CONCERNS FOR COMMUNITIES AND NEIGHBORHOODS THAT ABUTT THE RAILROAD RIGHT-OF-WAY.

Source: City of South Gate

Concurrence of five or more cities/city officials:

Cities: City of Bell Gardens; City of Bell; City of Commerce; City of Cudahy; City of El Segundo; City of Glendora; City of Huntington Park; City of La Mirada; City of Long Beach; City of Lynwood; City of Montebello; City of Paramount; City of Pico Rivera

Referred to: Housing, Community and Economic Development; and Transportation, Communications and Public Works

WHEREAS, ensuring the quality of life for communities falls upon every local government including that blight and other health impacting activities are addressed in a timely manner by private property owners within its jurisdictional boundaries for their citizens, businesses and institutions; and

WHEREAS, Railroad Operators own nearly 6,000 miles of rail right-of-way throughout the State of California which is regulated by the Federal Railroad Administration and/or the California Public Utilities Commission for operational safety and maintenance; and

WHEREAS, the California Public Utilities Commission (CPUC) is the enforcing agency for railroad safety in the State of California and has 41 inspectors assigned throughout the entire State to inspect and enforce regulatory compliance over thousands of miles of rail line; and

WHEREAS, areas with rail line right-of-way within cities and unincorporated areas are generally located in economically disadvantaged zones and/or disadvantaged communities of color where the impact of blight further lowers property values and increases the likelihood of unsound sanitary conditions and environmental impacts upon them; and

WHEREAS, many communities are seeing an increase in illegal dumping, graffiti upon infrastructure and homeless encampments due to the lax and inadequate oversight by regulatory agencies; and

WHEREAS, local governments have no oversight or regulatory authority to require operators to better maintain and clean their properties as it would with any other private property owner within its jurisdictional boundaries. Thus such local communities often resort to spending their local tax dollars on cleanup activities or are forced to accept the delayed and untimely response by operators to cleaning up specific sites, and;

WHEREAS, that railroad operators should be able to provide local communities with a fixed schedule in which their property will be inspected and cleaned up on a reasonable and regular schedule or provide for a mechanism where they partner with and reimburse local governments for an agreed upon work program where the local government is enabled to remove items like illegal dumping, graffiti and encampments; and

WHEREAS, the State has made it a priority to deal with homeless individuals and the impacts illegal encampments have upon those communities and has a budgetary surplus that can help fund the CPUC in better dealing with this situation in both a humane manner as well a betterment to rail safety.

RESOLVED, at the League of California Cities, General Assembly, assembled at the League Annual Conference on September 24, 2021, in Sacramento, that the League calls for the Governor and the Legislature to work with the League and other stakeholders to provide adequate regulatory authority and necessary funding to assist cities with these railroad right-of-way areas so as to adequately deal with illegal dumping, graffiti and homeless encampments that proliferate along the rail lines and result in public safety issues. The League will work with its member cities to educate federal and state officials to the quality of life and health impacts this challenge has upon local communities, especially those of color and/or environmental and economic hardships.

Background Information to Resolution

Source: City of South Gate

Background:

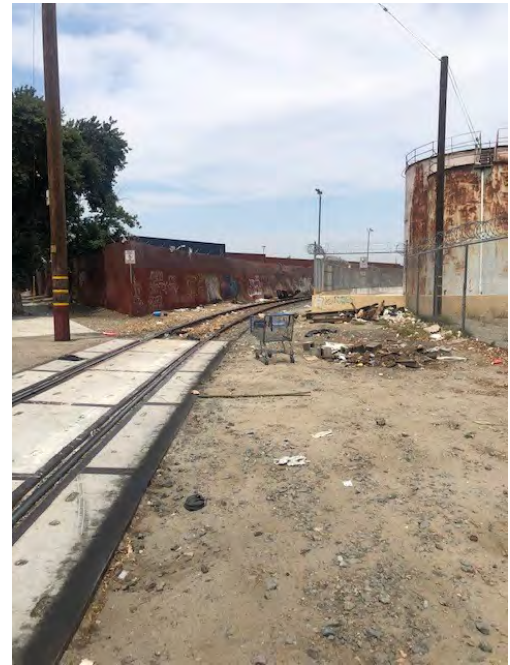
The State of California has over 6,000 miles of rail lines, with significant amount running through communities that are either economically disadvantaged and/or disadvantaged communities of color. While the Federal Railroad Administration (FRA) has primary oversight of rail operations, they delegate that obligation to the State of California for lines within our State. The administration of that oversight falls under the California Public Utilities Commission (CPUC). The CPUC has only 41 inspectors covering those 6,000 miles of railroad lines in the State of California. Their primary task is ensuring equipment, bridges and rail lines are operationally safe.

The right-of-way areas along the rail lines are becoming increasingly used for illegal dumping, graffiti and homeless encampments. Rail operators have admitted that they have insufficient funds set aside to clean up or sufficiently police these right-of-way areas, despite reporting a net income of over \$13 billion in 2020. CPUC budget does not provide the resources to oversee whether rail operators are properly managing the right-of-way itself.

The City of South Gate has three rail lines traversing through its city limits covering about 4 miles. These lines are open and inviting to individuals to conduct illegal dumping, graffiti buildings and structures along with inviting dozens of homeless encampments. As private property, Cities like ourselves cannot just go upon them to remove bulky items, trash, clean graffiti or remove encampments. We must call and arrange for either our staff to access the site or have the rail operator schedule a cleanup. This can take weeks to accomplish, in the meantime residents or businesses that are within a few hundred feet of the line must endure the blight and smell. Trash is often blown from the right-of-way into residential homes or into the streets. Encampments can be seen from the front doors of homes and businesses.

South Gate is a proud city of hard working-class residents, yet with a median household income of just \$50,246 or 65% of AMI for Los Angeles County, it does not have the financial resources to direct towards property maintenance of any commercial private property. The quality of life of communities like ours should not be degraded by the inactions or lack of funding by others. Cities such as South Gate receive no direct revenue from the rail operators, yet we deal with environmental impacts on a daily basis, whether by emissions, illegal dumping, graffiti or homeless encampments.

The State of California has record revenues to provide CPUC with funding nor only for safety oversight but ensuring right-of-way maintenance by operators is being managed properly. Rail Operators should be required to set aside sufficient annual funds to provide a regular cleanup of their right-of-way through the cities of California.



LETTERS OF CONCURRENCE
Resolution No. 2



CITY OF SOUTH GATE ANNUAL CONFERENCE RESOLUTION

July 21, 2021

Cheryl Viegas Walker
President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

RE: City of South Gate Annual Conference Resolution

President Walker:

The City of Bell Gardens supports the City of South Gate's effort to submit a resolution for consideration by the General Assembly at the League's 2021 Annual Conference in Sacramento.

The City's resolution seeks to address a critical issue within communities, especially those of economic disadvantage and disadvantage communities of color that are home to the State's freight rail lines. While supportive of the economic base the industry serves to the State, their rail lines have often become places where illegal dumping is a constant problem and our growing homeless population call home. These impact of these activities further erode the quality of life for our communities, increase blight, increase unhealthy sanitation issues and negatively impact our ability to meet State water quality standards under the MS4 permits.

As members of the League our city values the policy development process provided to the General Assembly. We appreciate your time on this issue. Please feel free to contact Marco Barcena at 562-7761 if you have any questions.

Sincerely,

Marco Barcena
Mayor

CC: Blanca Pacheco, President, Los Angeles County Division c/o
Jennifer Quan, Executive Director, Los Angeles County Division, jquan@cacities.org



CITY OF SOUTH GATE ANNUAL CONFERENCE RESOLUTION

July 20, 2021

Cheryl Viegas Walker
President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

RE: City of South Gate Annual Conference Resolution

President Walker:

As a Councilwoman with the City of Bell Gardens, I support the City of South Gate's effort to submit a resolution for consideration by the General Assembly at the League's 2021 Annual Conference in Sacramento.

The City of South Gate's resolution seeks to address a critical issue within communities, especially those of economic disadvantage and disadvantage communities of color that are home to the State's freight rail lines. While supportive of the economic base the industry serves to the State, their rail lines have often become places where illegal dumping is a constant problem and our growing homeless population call home. These impact of these activities further erode the quality of life for our communities, increase blight, increase unhealthy sanitation issues and negatively impact our ability to meet State water quality standards under the MS4 permits.

As members of the League our city values the policy development process provided to the General Assembly. We appreciate your time on this issue. Please feel free to contact Lisseth Flores at (562) 806-7763 if you have any questions.

Sincerely,

Lisseth Flores

Lisseth Flores
Councilwoman

CC: Blanca Pacheco, President, Los Angeles County Division c/o
Jennifer Quan, Executive Director, Los Angeles County Division, jquan@cacities.org



CITY OF SOUTH GATE ANNUAL CONFERENCE RESOLUTION

July 15, 2021

Cheryl Viegas Walker
President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

RE: City of South Gate Annual Conference Resolution

President Walker:

The city of Bell supports the City of South Gate's effort to submit a resolution for consideration by the General Assembly at the League's 2021 Annual Conference in Sacramento.

The City's resolution seeks to address a critical issue within communities, especially those of economic disadvantage and disadvantage communities of color that are home to the State's freight rail lines. While supportive of the economic base the industry serves to the State, their rail lines have often become places where illegal dumping is a constant problem and our growing homeless population call home. These impact of these activities further erode the quality of life for our communities, increase blight, increase unhealthy sanitation issues and negatively impact our ability to meet State water quality standards under the MS4 permits.

As members of the League our city values the policy development process provided to the General Assembly. We appreciate your time on this issue. Please feel free to contact Paul Philips, City Manager at 323-588-6211, if you have any questions.

Sincerely,

A handwritten signature in blue ink that reads "Alicia Romero". The signature is fluid and cursive, with the first name "Alicia" being larger and more prominent than the last name "Romero".

Alicia Romero
Mayor

CC: Blanca Pacheco, President, Los Angeles County Division c/o
Jennifer Quan, Executive Director, Los Angeles County Division,



CITY OF COMMERCE

July 20, 2021

Cheryl Viegas Walker
President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

RE: Railroad Oversight Annual Conference Resolution

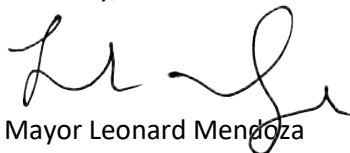
President Walker:

The City of Commerce supports the City of South Gate's effort to submit a resolution for consideration by the General Assembly at the League of California Cities' ("League") 2021 Annual Conference in Sacramento.

The City's resolution seeks to address a critical issue within communities, especially disadvantaged communities of color that are home to the State's freight rail lines. While I am supportive of the economic base the railroad industry serves to the State, their rail lines have often become places where illegal dumping is a constant problem and our growing homeless population call home. The impact of these activities further erode the quality of life for our communities, increase blight, increase unhealthy sanitation issues and negatively impact our ability to meet State water quality standards under the MS4 permits.

As members of the League, our City values the policy development process provided to the General Assembly. We appreciate your time on this issue. Please feel free to contact Edgar Cisneros, City Manager, via email at ecisneros@ci.commerce.ca.us or at 323-722-4805, should you have any questions.

Sincerely,



Mayor Leonard Mendoza

CC: Blanca Pacheco, President, Los Angeles County Division c/o
Jennifer Quan, Executive Director, Los Angeles County Division, jquan@cacities.org



CITY OF CUDAHY CALIFORNIA

Incorporated November 10, 1960

5220 Santa Ana Street
Cudahy, California 90201
(323)773-5143

July 21, 2021

Cheryl Viegas Walker
President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

RE: City of South Gate Annual Conference Resolution

Dear President Walker:

The City of Cudahy supports the City of South Gate's effort to submit a resolution for consideration by the General Assembly at the League's 2021 Annual Conference in Sacramento.

The City of South Gate's resolution seeks to address a critical issue within communities, especially those of economic disadvantage and disadvantage communities of color that are home to the State's freight rail lines. While supportive of the economic base the industry serves to the State; their rail lines have often become places where illegal dumping is a constant problem and our growing homeless population call home. These impacts of these activities further erode the quality of life for our communities, increase blight, increase unhealthy sanitation issues and negatively impact our ability to meet State water quality standards under the MS4 permits.

As members of the League our city values the policy development process provided to the General Assembly. We appreciate your time on this issue. If you have any questions, please do not hesitate to call my office at 323-773-5143.

Sincerely,

Jose Gonzalez
Mayor

CC: Chris Jeffers, City Manager, City of South Gate



City of El Segundo

Office of the Mayor

July 16, 2021

Elected Officials:

Drew Boyles,
Mayor
Chris Pimentel
Mayor Pro Tem
Carol Pirsztuik,
Council Member
Scot Nicol,
Council Member
Lance Giroux,
Council Member
Tracy Weaver,
City Clerk
Matthew Robinson,
City Treasurer

Appointed Officials:

Scott Mitnick,
City Manager
Mark D. Hensley,
City Attorney

Department Directors:

Barbara Voss
Deputy City Manager
Joseph Lillio,
Finance
Chris Donovan,
Fire Chief
Charles Mallory,
Information Technology
Services
Melissa McCollum,
Community Services
Rebecca Redyk,
Human Resources
Denis Cook,
Interim Development Services
Jamie Bermudez,
Interim Police Chief
Elias Sassoon,
Public Works

www.elsegundo.org
www.elsegundobusiness.com
www.elsegundo100.org

Cheryl Viegas Walker
President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

RE: City of South Gate Annual Conference Resolution

President Walker:

The City of El Segundo supports the Los Angeles County Division's City of South Gate's effort to submit a resolution for consideration by the General Assembly at the League's 2021 Annual Conference in Sacramento.

The City's resolution seeks to address a critical issue within communities, especially those of economic disadvantage and disadvantage communities of color that are home to the State's freight rail lines. While supportive of the economic base the industry serves to the State, their rail lines have often become places where illegal dumping is a constant problem and our growing homeless population call home. The impact of these activities further erodes the quality of life for our communities, increases blight, increases unhealthy sanitation issues, and negatively impacts our ability to meet State water quality standards under the MS4 permits.

As members of the League, our City values the policy development process provided to the General Assembly. We appreciate your time on this issue. Please feel free to contact El Segundo Public Works Director Elias Sassoon at 310-524-2356, if you have any questions.

Sincerely,

Drew Boyles
Mayor of El Segundo

CC: City Council, City of El Segundo
Blanca Pacheco, President, Los Angeles County Division c/o
Jennifer Quan, Executive Director, Los Angeles County Division, jquan@cacities.org
Jeff Kierman, League Regional Public Affairs Manager (via email)

350 Main Street, El Segundo, California 90245-3813
Phone (310) 524-2302 Fax (310) 322-7137



CITY OF GLENDORA CITY HALL

(626) 914-8200

116 East Foothill Blvd., Glendora, California 91741
www.ci.glendora.ca.us

July 14, 2021

Cheryl Viegas Walker, President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

**SUBJECT: SUPPORT FOR THE CITY OF SOUTH GATE'S ANNUAL
CONFERENCE RESOLUTION**

Dear President Walker:

The City of Glendora is pleased to support the City of South Gate's effort to submit a resolution for consideration by the General Assembly at the League of California Cities' 2021 Annual Conference in Sacramento.

The City of South Gate's resolution seeks to address a critical issue that many communities, small and large, are experiencing along active transportation corridors, particularly rail lines. Given the importance and growth of the ports and logistics sector, and the economic support they provide, we need to do more to ensure that conflicts are appropriately addressed and mitigated to ensure they do not become attractive nuisances. Our cities are experiencing increasing amounts of illegal dumping (trash and debris) and the establishment of encampments by individuals experiencing homelessness along roadways, highways and rail lines. Such situations create unsafe conditions – safety, health and sanitation – that impact quality of life even as we collectively work to address this challenge in a coordinated and responsible manner.

As members of the League of California Cities, Glendora values the policy development process provided to the General Assembly and strongly support consideration of this issue. Your attention to this matter is greatly appreciated. Should you have any questions, please feel free to contact Adam Raymond, City Manager, at araymond@cityofglendora.org or (626) 914-8201.

Sincerely,

Karen K. Davis
Mayor

C: Blanca Pacheco, President, Los Angeles County Division c/o
Jennifer Quan, Executive Director, Los Angeles County Division, jquan@cacities.org

PRIDE OF THE FOOTHILLS



July 21, 2021

Cheryl Viegas Walker
President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

Re: Resolution No. 2021-18 Supporting City of South Gate Annual Conference Resolution

President Walker:

The City of Huntington Park (City) supports the City of South Gate's effort to submit a resolution for consideration by the General Assembly at the League's 2021 Annual Conference in Sacramento. Enclosed is Resolution No. 2021-18 adopted by the City Council of the City of Huntington Park.

The City's resolution seeks to address a critical issue within communities, especially those of economic disadvantage and disadvantage communities of color that are home to the State's freight rail lines. While supportive of the economic base the industry serves to the State, their rail lines have often become places where illegal dumping is a constant problem and our growing homeless population call home. These impacts of these activities further erode the quality of life for our communities, increase blight, increase unhealthy sanitation issues and negatively affect our ability to meet State water quality standards under the MS4 permits.

As members of the League, our City values the policy development process provided to the General Assembly. We appreciate your time on this issue. Please feel free to contact our City Manager, Ricardo Reyes, at 323-582-6161, if you have any questions.

Sincerely,

Graciela Ortiz
Mayor, City of Huntington Park

CC: Blanca Pacheco, President, Los Angeles County Division c/o
Jennifer Quan, Executive Director, Los Angeles County Division, jquan@cacities.org

Enclosure(s)



CITY OF LA MIRADA
DEDICATED TO SERVICE

13700 La Mirada Boulevard
La Mirada, California 90638
P.O. Box 828
La Mirada, California 90637-0828
Phone: (562) 943-0131 Fax: (562) 943-1464
www.cityoflamirada.org

July 19, 2021

Cheryl Viegas Walker
President
League of California Cities
1400 K Street, Suite 400
Sacramento, California 95814

**SUBJECT: LETTER OF SUPPORT FOR CITY OF SOUTH GATE'S PROPOSED
RESOLUTION AT CALCITIES ANNUAL CONFERENCE**

President Walker:

The City of La Mirada supports the City of South Gate's effort to submit a resolution for consideration by the General Assembly at the League's 2021 Annual Conference in Sacramento.

The City of South Gate's resolution seeks to address a critical issue within communities that are home to the State's freight rail lines. While the City of La Mirada is supportive of the economic base the railroad industry serves to the State, the rail lines have become places where illegal dumping and a growing homeless population are significant problems. The negative impact of these illegal activities decreases the quality of life for the La Mirada community, increases blight and unhealthy sanitation issues, and negatively impacts the City's ability to meet State water quality standards under the MS4 permits.

As members of the League, the City of La Mirada values the policy development process provided to the General Assembly. We appreciate your consideration on this issue. Please feel free to contact Assistant City Manager Anne Haraksin at (562) 943-0131 if you have any questions.

Sincerely,

CITY OF LA MIRADA

Ed Eng
Mayor

cc: Blanca Pacheco, President, Los Angeles County Division c/o
Jennifer Quan, Executive Director, Los Angeles County Division, jquan@cacities.org

Ed Eng, EdD
Mayor

Anthony A. Otero, DPPD
Mayor Pro Tem

Steve De Ruse, D. Min.
Councilmember

John Lewis, Esq.
Councilmember

Andrew Sarega
Councilmember

Jeff Boynton
City Manager

July 22, 2021

Cheryl Viegas Walker
President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

RE: Support for City of South Gate Resolution—Cleanup Activities on Rail Operator Properties

Dear President Walker,

On behalf of the City of Long Beach, I write to support the City of South Gate’s proposed resolution for the League of California Cities’ (League) 2021 Annual Conference. This resolution seeks to direct the League to adopt a policy urging State and federal governments to increase oversight of rail operators’ land maintenance. The City is a proponent of increased maintenance along railways and believes a League advocacy strategy would help expedite regional responses.

The COVID-19 pandemic has exacerbated the public health and safety concerns on rail rights-of-way, as trash, debris, and encampments have increased exponentially. These challenges erode the quality of life for our communities, increase blight, and contribute to public health and sanitation issues. To address these concerns, the City has engaged directly with regional partners to prioritize ongoing maintenance and cleanups, and has invested \$4 million in the Clean Long Beach Initiative as part of the City’s Long Beach Recovery Act to advance economic recovery and public health in response to the COVID-19 pandemic.

The City of South Gate’s proposed resolution would further advance these efforts for interjurisdictional coordination. The increased oversight proposed by the resolution will help support better coordination and additional resources to address illegal dumping and encampments along private rail operator property. This is a critical measure to advance public health and uplift our most vulnerable communities. For these reasons, the City supports the proposed League resolution.

Sincerely,



THOMAS B. MODICA
City Manager

cc: Blanca Pacheco, President, Los Angeles County Division c/o
Jennifer Quan, Executive Director, Los Angeles County Division, jquan@cacities.org



OFFICE OF THE
MAYOR
MARISELA SANTANA

City of
LYNWOOD

Incorporated 1921

11330 Bullis Road, Lynwood, CA 90262
 (310) 603-0220 x 200



CITY OF SOUTH GATE ANNUAL CONFERENCE RESOLUTION

July 20, 2021

Cheryl Viegas Walker
 President
 League of California Cities
 1400 K Street, Suite 400
 Sacramento, CA 95814

RE: City of South Gate Annual Conference Resolution

President Walker:

The City of Lynwood supports the City of South Gate's effort to submit a resolution for consideration by the General Assembly at the League's 2021 Annual Conference in Sacramento.

The City's resolution seeks to address a critical issue within communities, especially those of economic disadvantage and disadvantage communities of color that are home to the State's freight rail lines. While supportive of the economic base the industry serves to the State, their rail lines have often become places where illegal dumping is a constant problem and our growing homeless population call home. These impact of these activities further erode the quality of life for our communities, increase blight, increase unhealthy sanitation issues and negatively impact our ability to meet State water quality standards under the MS4 permits.

As members of the League our city values the policy development process provided to the General Assembly. We appreciate your time on this issue. Please feel free to contact Ernie Hernandez at (310) 603-0220 ext. 200, if you have any questions.

Sincerely,



Marisela Santana, Mayor

CC: Blanca Pacheco, President, Los Angeles County Division c/o
 Jennifer Quan, Executive Director, Los Angeles County Division, jquan@cacities.org



July 19, 2021

Cheryl Viegas Walker
President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

RE: Resolution in Support of City of South Gate Annual Conference Resolution

President Walker:

The City of Montebello (City) supports the City of South Gate's effort to submit a resolution for consideration by the General Assembly at the League's 2021 Annual Conference in Sacramento. Attached is the Resolution to be considered for adoption by the City Council of the City of Montebello at our July 28, 2021, City Council meeting.

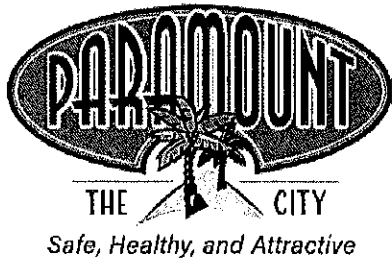
The City's resolution seeks to address a critical issue within communities, especially those of economic disadvantage and disadvantage communities of color that are home to the State's freight rail lines. While supportive of the economic base the industry serves to the State, their rail lines have often become places where illegal dumping is a constant problem and our growing homeless population call home. The impact of these activities further erodes the quality of life for our communities, increase blight, increase unhealthy sanitation issues and negatively impact our ability to meet State water quality standards under the MS4 permits.

As members of the League, our City values the policy development process provided to the General Assembly. We appreciate your time on this issue. Please feel free to contact our City Manager, René Bobadilla, at 323-887-1200, if you have any questions.

Sincerely,

Kimberly Cobos-Cawthorne
Mayor, City of Montebello

CC: Blanca Pacheco, President, Los Angeles County Division c/o
Jennifer Quan, Executive Director, Los Angeles County Division, jquan@cacities.org



BRENDA OLMOS
Mayor

VILMA CUELLAR STALLINGS
Vice Mayor

ISABEL AGUAYO
Councilmember

LAURIE GUILLEN
Councilmember

PEGGY LEMONS
Councilmember

July 19, 2021

Cheryl Viegas Walker
President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

RE: SUPPORT FOR ANNUAL LEAGUE OF CITIES CONFERENCE GENERAL ASSEMBLY RESOLUTION




President Walker:

The City of Paramount supports the City of South Gate's effort to submit a resolution for consideration by the General Assembly at the League's 2021 Annual Conference in Sacramento. The proposed resolution is attached

South Gate's resolution seeks to address a critical issue within communities, especially those of economic disadvantage and disadvantage communities of color that are home to the State's freight rail lines. While supportive of the economic boon the freight industry serves to the State, their rail line rights of way have often become places where illegal dumping is a constant problem and where our growing homeless populations reside. The impact of these activities further erode the quality of life for our communities, increase blight, increase unhealthy sanitation issues and negatively impact our ability to meet State water quality standards under the MS4 permits.

As a member of the California League of Cities, the City of Paramount values the policy development process provided to the General Assembly. We appreciate your time on this issue. Please feel free to contact City Manager John Moreno at (562) 220-2222 if you have any questions.

Dedicated to providing fiscally responsible services that maintain a vibrant community.

16400 Colorado Avenue • Paramount, CA 90723-5012 • Ph: 562-220-2000 • paramountcity.com
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City of Pico Rivera
OFFICE OF THE CITY MANAGER

6615 Passons Boulevard · Pico Rivera, California 90660

(562) 801-4371

Web: www.pico-rivera.org e-mail: scastror@pico-rivera.org

Steve Carmona
City Manager

City Council

Raul Elias

Mayor

Dr. Monica Sánchez

Mayor Pro Tem

Gustavo V. Camacho

Councilmember

Andrew C. Lara

Councilmember

Erik Lutz

Councilmember

CITY OF SOUTH GATE ANNUAL CONFERENCE RESOLUTION

July 14, 2021

Cheryl Viegas Walker
President
League of California Cities
1400 K Street, Suite 400
Sacramento, CA 95814

RE: City of South Gate Annual Conference Resolution

President Walker:

The City of Pico Rivera supports the City of South Gate's effort to submit a resolution for consideration by the General Assembly at the League's 2021 Annual Conference in Sacramento.

The City's resolution seeks to address a critical issue within communities, especially those of economic disadvantage and disadvantaged communities of color that are home to the State's freight rail lines. While supportive of the economic base the industry serves to the State; their rail lines have often become places where illegal dumping is a constant problem and our growing homeless population call home. The impact of these activities further erodes the quality of life for our communities, increases blight, increases unhealthy sanitation issues, and negatively impacts our ability to meet State water quality standards under the MS4 permits.

As members of the League, our City values the policy development process provided to the General Assembly. We appreciate your time on this issue. Please feel free to contact Steve Carmona at (562) 801-4405 if you have any questions.

Sincerely,

City Manager
City of Pico Rivera

CC: Blanca Pacheco, President, Los Angeles County Division c/o
Jennifer Quan, Executive Director, Los Angeles County Division, jquan@cacities.org

League of California Cities Staff Analysis on Resolution No. 2

Staff: Damon Conklin, Legislative Affairs, Lobbyist
Jason Rhine, Assistant Director, Legislative Affairs
Caroline Cirrincione, Policy Analyst

Committees: Transportation, Communications, and Public Works
Housing, Community, and Economic Development

Summary:

The City of South Gate submits this resolution, which states the League of California Cities should urge the Governor and the Legislature to provide adequate regulatory authority and necessary funding to assist cities with railroad right-of-way areas to address illegal dumping, graffiti, and homeless encampments that proliferate along the rail lines and result in public safety issues.

Background:

California Public Utilities Commission (CPUC) Railroad Oversight

The CPUC's statewide railroad safety responsibilities are carried out through its Rail Safety Division (RSD). The Railroad Operations and Safety Branch (ROSB), a unit of RSD, enforces state and federal railroad safety laws and regulations governing freight and passenger rail in California.

The ROSB protects California communities and railroad employees from unsafe practices on freight and passenger railroads by enforcing rail safety laws, rules, and regulations. The ROSB also performs inspections to identify and mitigate risks and potential safety hazards before they create dangerous conditions. ROSB rail safety inspectors investigate rail accidents and safety-related complaints and recommend safety improvements to the CPUC, railroads, and the federal government as appropriate.

Within the ROSB, the CPUC employs 41 inspectors who are federally certified in the five Federal Railroad Administration (FRA) railroad disciplines, including hazardous materials, motive power and equipment, operations, signal and train control, and track. These inspectors perform regular inspections, focused inspections, accident investigations, security inspections, and complaint investigations. In addition, the inspectors address safety risks that, while not violations of regulatory requirements, pose potential risks to public or railroad employee safety.

CPUC's Ability to Address Homelessness on Railroads

Homeless individuals and encampments have occupied many locations in California near railroad tracks. This poses an increased safety risk to these homeless individuals of being struck by trains. Also, homeless encampments often create unsafe work environments for railroad and agency personnel.

While CPUC cannot compel homeless individuals to vacate railroad rights-of-way or create shelter for homeless individuals, it has the regulatory authority to enforce measures that can reduce some safety issues created by homeless encampments. The disposal of waste materials or other disturbances of walkways by homeless individuals can create tripping hazards in the vicinity of railroad rights-of-way. This would cause violations of [Commission GO 118-A](#), which sets standards for walkway surfaces alongside railroad tracks. Similarly, tents, wooden structures, and miscellaneous debris in homeless encampments can create violations of

[Commission GO 26-D](#), which sets clearance standards between railroad tracks, and structures and obstructions adjacent to tracks.

Homelessness in California

According to the [2020 Annual Homeless Assessment Report \(AHAR\)](#) to Congress, there has been an increase in unsheltered individuals since 2019. More than half ([51 percent or 113,660 people](#)) of all unsheltered homeless people in the United States are found in California, about four times as high as their share of the overall United States population.

Many metro areas in California lack an adequate supply of affordable housing. This housing shortage has contributed to an increase in homelessness that has spread to railroad rights-of-way. Homeless encampments along railroad right-of-way increase the incidents of illegal dumping and unauthorized access and trespassing activities. Other impacts include train service reliability with debris strikes, near-misses, and trespasser injuries/fatalities. As of April 2021, there have been 136 deaths and 117 injuries reported by the [Federal Railroad Administration](#) over the past year. These casualties are directly associated with individuals who trespassed on the railroad.

Cities across the state are expending resources reacting to service disruptions located on the railroad's private property. It can be argued that an increase in investments and services to manage and maintain the railroad's right-of-way will reduce incidents, thus enhancing public safety, environmental quality, and impacts on the local community.

State Budget Allocations – Homelessness

The approved State Budget includes a homelessness package of \$12 billion. This consists of a commitment of \$1 billion per year for direct and flexible funding to cities and counties to address homelessness. While some details related to funding allocations and reporting requirements remain unclear, Governor Newsom signed AB 140 in July, which details key budget allocations, such as:

- \$2 billion in aid to counties, large cities, and Continuums of Care through the Homeless Housing, Assistance and Prevention grant program (HHAP);
- \$50 million for Encampment Resolution Grants, which will help local governments resolve critical encampments and transitioning individuals into permanent housing; and
- \$2.7 million in onetime funding for Caltrans Encampment Coordinators to mitigate safety risks at encampments on state property and to coordinate with local partners to connect these individuals to services and housing.

The Legislature additionally provided \$2.2 billion specifically for Homekey with \$1 billion available immediately. This funding will help local governments transition individuals from Project Roomkey sites into permanent housing to minimize the number of occupants who exit into unsheltered homelessness.

With regards to this resolution, the State Budget also included \$1.1 billion to clean trash and graffiti from highways, roads, and other public spaces by partnering with local governments to pick up trash and beautify downtowns, freeways, and neighborhoods across California. The program is expected to generate up to 11,000 jobs over three years.

Cities Railroad Authority

A city must receive authorization from the railroad operator before addressing the impacts made by homeless encampments because of the location on the private property. Additionally, the city

must coordinate with the railroad company to get a flagman to oversee the safety of the work crews, social workers, and police while on the railroad tracks.

A city may elect to declare the encampment as a public nuisance area, which would allow the city to clean up the areas at the railroad company's expense for failing to maintain the tracks and right-of-way. Some cities are looking to increase pressure on railroad operators for not addressing the various homeless encampments, which are presenting public safety and health concerns.

Courts have looked to [compel railroad companies](#) to increase their efforts to address homeless encampments on their railroads or [grant a local authority's application](#) for an Inspection and Abatement Warrant, which would allow city staff to legally enter private property and abate a public nuisance or dangerous conditions.

In limited circumstances, some cities have negotiated Memoranda of Understandings (MOU) with railroad companies to provide graffiti abatement, trash, and debris removal located in the right-of-way, and clean-ups of homeless encampments. These MOUs also include local law enforcement agencies to enforce illegally parked vehicles and trespassing in the railroad's right-of-way. MOUs also detailed shared responsibility and costs of providing security and trash clean-up. In cases where trespassing or encampments are observed, the local public works agency and law enforcement agency are notified and take the appropriate measures to remove the trespassers or provide clean-up with the railroad covering expenses outlined in the MOU.

Absent an MOU detailing shared maintenance, enforcement, and expenses, cities do not have the authority to unilaterally abate graffiti or clean-up trash on a railroad's right-of-way.

Fiscal Impact:

If the League of California Cities were to secure funding from the state for railroad clean-up activities, cities could potentially save money in addressing these issues themselves or through an MOU, as detailed above. This funding could also save railroad operators money in addressing concerns raised by municipalities about illegal dumping, graffiti, and homeless encampments along railroads.

Conversely, if the League of California Cities is unable to secure this funding through the Legislature or the Governor, cities may need to consider alternative methods, as detailed above, which may include significant costs.

Existing League Policy:

Public Safety:

Graffiti

The League supports increased authority and resources devoted to cities for abatement of graffiti and other acts of public vandalism.

Transportation, Communications, and Public Works

Transportation

The League supports efforts to improve the California Public Utilities Commission's ability to respond to and investigate significant transportation accidents in a public and timely manner to improve rail shipment, railroad, aviation, marine, highway, and pipeline safety

Housing, Community, and Economic Development

Housing for Homeless

Homelessness is a statewide problem that disproportionately impacts specific communities. The state should make funding and other resources, including enriched services, and outreach and case managers, available to help assure that local governments have the capacity to address the needs of the homeless in their communities, including resources for regional collaborations.

Homeless housing is an issue that eludes a statewide, one-size-fits-all solution, and collaboration between local jurisdictions should be encouraged.

Staff Comments:

Clarifying Amendments

Upon review of the Resolution, Cal Cities staff recommends technical amendments to provide greater clarity. To review the proposed changes, please see Attachment A.

The committee may also wish to consider clarifying language around regulatory authority and funding to assist cities with these efforts. The resolution asks that new investments from the state be sent to the CPUC to increase their role in managing and maintaining railroad rights-of-ways and potentially to cities to expand their new responsibility.

The committee may wish to specify MOUs as an existing mechanism for cities to collaborate and agree with railroad operators and the CPUC on shared responsibilities and costs.

Support:

The following letters of concurrence were received:

City of Bell Gardens

City of Bell

City of Commerce

City of Cudahy

City of El Segundo

City of Glendora

City of La Mirada

City of Paramount

City of Pico Rivera

City of Huntington Park

City of Long Beach

City of Lynwood

City of Montebello

2. A RESOLUTION CALLING UPON THE GOVERNOR AND THE LEGISLATURE TO PROVIDE ~~NECCESARY~~ ~~NECESSARY~~ FUNDING FOR ~~CUPC~~ THE CALIFORNIA PUBLIC UTILITIES COMMISSION (CPUC) TO FUFILL ITS OBLIGATION TO INSPECT RAILROAD LINES TO ENSURE THAT OPERATORS ARE REMOVING ILLEGAL DUMPING, GRAFFITI AND HOMELESS ENCAMPMENTS THAT DEGRADE THE ~~QAULTY~~ QUALITY OF LIFE AND RESULTS IN INCREASED PUBLIC ~~SAFETLY~~ SAFETY CONCERNS FOR COMMUNITIES AND NEIGHBORHOODS THAT ABUT THE RAILROAD RIGHT-OF-WAY.

Source: City of South Gate

Concurrence of five or more cities/city officials

Cities: City of Bell Gardens; City of Bell; City of Commerce; City of Cudahy; City of El Segundo; City of Glendora; City of Huntington Park; City of La Mirada; City of Long Beach; City of Lynwood; City of Montebello; City of Paramount; City of Pico Rivera

Referred to: Housing, Community and Economic Development; and Transportation, Communications and Public Works

WHEREAS, ensuring the quality of life for communities falls upon every local government including that blight and other health impacting activities are addressed in a timely manner by private property owners within its jurisdictional boundaries for their citizens, businesses and institutions; and

WHEREAS, Railroad Operators own nearly 6,000 miles of rail right-of-way throughout the State of California which is regulated by the Federal Railroad Administration and/or the ~~California Public Utilities Commission~~ CPUC for operational safety and maintenance; and

WHEREAS, the ~~California Public Utilities Commission (CPUC)~~ is the enforcing agency for railroad safety in the State of California and has 41 inspectors assigned throughout the entire State to inspect and enforce regulatory compliance over thousands of miles of rail line; and

WHEREAS, areas with rail line right-of-way within cities and unincorporated areas are generally located in economically disadvantaged zones and/or disadvantaged communities of color where the impact of blight further lowers property values and increases the likelihood of unsound sanitary conditions and environmental impacts upon them; and

WHEREAS, many communities are seeing an increase in illegal dumping, graffiti upon infrastructure and homeless encampments due to the lax and inadequate oversight by regulatory agencies; and

WHEREAS, local governments have no oversight or regulatory authority to require operators to better maintain and clean their properties as it would with any other private property owner within its jurisdictional boundaries. Thus such local communities often resort to spending their local tax dollars on cleanup activities or are forced to accept the delayed and untimely response by operators to cleaning up specific sites, and;

WHEREAS, that railroad operators should be able to provide local communities with a fixed schedule in which their property will be inspected and cleaned up on a reasonable and regular schedule or provide for a mechanism where they partner with and reimburse local governments for an agreed upon work program where the local government is enabled to remove items like illegal dumping, graffiti and encampments; and

WHEREAS, the State has made it a priority to deal with homeless individuals and the impacts illegal encampments have upon those communities and has a budgetary surplus that can help fund the CPUC in better dealing with this situation in both a humane manner as well as a betterment to rail safety.

RESOLVED, at the League of California Cities, General Assembly, assembled at the League Cal Cities Annual Conference on September 24, 2021, in Sacramento, that the Cal Cities League calls for the Governor and the Legislature to work with the Cal Cities League and other stakeholders to provide adequate regulatory authority and necessary funding to assist cities with these railroad right-of-way areas so as to adequately deal with illegal dumping, graffiti and homeless encampments that proliferate along the rail lines and result in public safety issues. The Cal Cities League will work with its member cities to educate federal and state officials to the quality of life and health impacts this challenge has upon local communities, especially those of color and/or environmental and economic hardships.

RESOLUTION 2021-

DESIGNATING A VOTING DELEGATE AND UP TO TWO ALTERNATE VOTING DELEGATES FOR THE LEAGUE OF CALIFORNIA CITIES 2021 ANNUAL CONFERENCE BUSINESS MEETING AND DETERMINE CITY COUNCIL'S POSITION ON THE RESOLUTIONS TO BE CONSIDERED AT THE ANNUAL CONFERENCE BUSINESS MEETING

WHEREAS, The League of California Cities Annual Conference is scheduled for September 22, through September 24, 2021, and

WHEREAS, An important part of the Annual Conference is the Annual Business Meeting held on September 24, 2021, at which, the League membership takes action on resolutions that establish League policy, and

WHEREAS, In order to expedite the conduct of business at this policy-making meeting, each City Council designates a voting delegate and up to two alternates who will be registered at the conference and present at the Annual Business Meeting, and determine their vote on the resolution to be considered at the Annual Conference Business Meeting.

WHEREAS, At the Annual Business Conference, the League of California Cities will consider adoption of the following Resolutions:

1. Resolution of the League of California Cities (CAL CITIES) calling on the State Legislature to pass legislation that provides for a fair and equitable distribution of the Bradley Burns 1% Local Sales Tax from In-State Online Purchases, based on data where products are shipped to, and that rightfully takes into the consideration the impacts that fulfillment centers have on host cities but also provides a fair share to California cities that do not and/or cannot have a fulfillment center within their jurisdiction.
2. A resolution calling upon the Governor and the Legislature to provide necessary funding for CPUC to fulfill its obligation to inspect railroad lines to ensure that operators are removing illegal dumping, graffiti and homelessness encampments that degrade the quality of life and results in increased public safety concerns for communities and neighborhoods that abut the railroad right-of-way.

NOW , THEREFORE, BE IT RESOLVED, That City Council hereby designates _____ as the voting delegate and _____ and _____ as the alternate voting delegates for the League of California Cities 2021 Annual Conference Business Meeting, and determine their position as being in support of or against the resolutions being considered at the Annual Conference Business Meeting.

* * * * *

The foregoing Resolution 2021- was passed and adopted by the Tracy City Council
on the 31st day of August 2021, by the following vote:

AYES:	COUNCIL MEMBERS:
NOES:	COUNCIL MEMBERS:
ABSENT:	COUNCIL MEMBERS:
ABSTAIN:	COUNCIL MEMBERS:

MAYOR

ATTEST:

CITY CLERK

August 31, 2021

AGENDA ITEM 5.B

REQUEST

PROVIDE DIRECTION ON PROJECT SCOPE AND POTENTIAL LOCATION(S) FOR THE MULTI-GENERATIONAL RECREATION CENTER

EXECUTIVE SUMMARY

On March 23, 2021, City Council provided staff direction to prioritize completing Legacy Fields Phase 1E and the Multi-Generational Recreation Center (Rec Center) via financing, including phasing the construction of the Rec Center. As a result, the Aquatics Center project timeline was extended by one year. This new direction allows design for the Rec Center to begin in 2023, with a Phase 1 opening in 2026, and ultimate completion in 2031. Funding for the Rec Center has recently increased due to Council budget allocations in the FY 2021-22 budget and the award of a \$5 million grant from the State of California.

This, along with financing options, provides the City with the opportunity to reconsider timing, location(s) and phasing of this project.

This report provides an overview of the community's program priorities, as identified in the Needs Assessment completed in 2018, and location considerations for the Rec Center. In addition, staff is requesting that Council provide direction on the programming priorities and preferred location. Staff is recommending the Council consider bifurcating the Rec Center programming between two preferred sites and direct staff to commence discussions with Tracy Unified School District regarding potentially siting the Rec Center at Joseph Ceciliani Park.

DISCUSSION

A Multi-Generational Recreation Center (Rec Center) was first recognized as a need in Tracy through the 2013 Parks Master Plan (New Developments) and the Citywide Public Facilities Master Plan. In November 2016, the City submitted Measure V, a twenty-year half-cent transactions and use (sales) tax, to provide funding for local city services/facilities. The voters approved the revenue measure and the tax began on April 1, 2017. In 2018, the City Council approved the Rec Center as a major amenity that would be funded by Measure V sales tax revenue providing a space to serve a broad spectrum of the City's demographics, including families, teens, seniors and commuters. Council previously directed staff to establish a budget of \$40 million for this facility with \$4 million being allocated to a capital improvement project to begin planning and design. Also in 2018, staff met with Council in closed session to provide an update on potential locations, but the item was tabled and no direction was given.

In March 2021, City Council approved a timeline and funding plan for various Measure V projects that included prioritizing the Rec Center. Staff was directed to return to the City Council with a discussion on programming, phasing, and location. Most recently, the Council allocated additional funds to the project in the City's FY 2021-22 budget. These funds consisted of \$4 million in community benefit funds from Prologis (Resolution #2020-

185). The City is also anticipating an additional \$5 million in grant funding from the State of California. Together with Measure V funds, the Rec Center now has \$30 million available for the first phase of the project. Remaining funds for the project are projected to be available after the completion of the Aquatic Center, beginning FY 2028-29, unless the Council considers other financing options.

Overview of Needs Assessment

In early 2018, staff entered into a professional services agreement with the Dahlin Group to complete a needs assessment, scope analysis, community outreach, and the initial conceptual design, together known as the Needs Assessment, for the Rec Center. The goal of this effort was to determine the recreational service and program priorities of the community. The Needs Assessment took into account several factors, including, but not limited to: population, demographics, growth projections, inventory and use potential of existing community facilities, opportunities for revenue generation at the new facility, historical recreation programming participation, and trends of nearby cities.

A major component of the Needs Assessment was public outreach and community engagement. Meetings with focus groups, stakeholders, and the general community were held in 2018; including a public survey that garnered 323 responses (See Attachment A).

Based on several public outreach meetings and survey results, the following programming was identified as key community priorities to include in this facility:

- Library and education space(s)
- A teaching kitchen
- A gymnasium space including bleachers for a variety of indoors sports
 - Four high school sized basketball courts
- Administrative space(s)
- Multi-purpose space(s)
- Lobby and lounge space(s)

The City's consultant recommended a target size for the facility of 58,000 square feet on approximately 18 acres of land which would meet all of the community's programming priorities while also allowing room for expansion. The gymnasium space, including the number of possible basketball courts, was the biggest variable effecting total facility size, parking requirements and the amount of land needed for future expansion.

The following were the preferred location characteristics identified by the community:

- Proximity to public transportation
- Proximity to Downtown Tracy
- Connections to trail system
- Proximity to park facilities
- Proximity to schools

Based on the research conducted, it was also recommended that the Rec Center be constructed in conjunction with a new park to provide adjacent outdoor recreation spaces as requested by the community. The park project would need its own funding separate from the Rec Center budget. This could also be accomplished if the Rec Center was constructed next to, or within, an existing park where varying degrees of improvements may be needed to facilitate preferred outdoor recreation.

Location Considerations

Since the completion of the Needs Assessment, staff has begun to explore potential site locations around the City (both City-owned and for purchase) based on the targeted site acreage and location characteristics identified during public outreach.

Land Acquisition Considerations

In 2018, staff worked with local real estate brokers to identify properties around the City that had potential to meet the needs of this facility. After a thorough search, a small list of properties were identified with land acquisition costs impacts of \$8 million or more. In addition, these sites would require \$4 million to \$17 million in off-site improvements and varying degrees of planning work (ie. general plan amendments, environmental work, etc.) At this time staff is not recommending the Council consider purchasing land for this project as the cost impacts would not leave sufficient funding in the project budget to construct the facility.

Partnerships Considerations

Previously, staff received direction from Council to negotiate with the Housing Authority of the County of San Joaquin (Housing Authority) to potentially co-locate a recreation center within the Housing Authority's housing project in the central part of Tracy near West 4th Street and West Street. Based on initial discussions, it appeared that the City could address some of the community's recreational priorities at the Housing Authority's project site, which is centrally located in the heart of the City. It was the City's intent to find a property that could be leased or purchased for very little in order to make it more affordable. However, in July 2021, staff was told by the Housing Authority that the site (approximately 2 acres) would have to be purchased at fair market value. Due to the limited size of this property and the need to purchase the land at fair market value makes this option challenging.

Aquatics Center Site Considerations

The 16 acre Aquatics Center site at Ellis has been discussed at various Council meetings as a potential location for the Rec Center. Although most of the 16 acres are accounted for in the Aquatics Center final conceptual plan, expansion areas could allow for reconfiguring/rethinking to include certain program elements of the Rec Center along with associated parking areas. Adding more programming, unrelated to Aquatics, may create other issues that will still need to be further evaluated. No technical analysis has been done at this location to determine how off-site improvement needs and traffic improvements may impact the project budget.

At this time staff feels there are too many circumstances that have potential to impact project timing to recommend this location for consideration.

Preferred Locations and Approach

City-owned properties for the project are extremely limited when considering all of the parameters established in the Needs Assessment. Staff is recommending the Council consider the potential of bifurcating the Rec Center programming between two preferred sites and authorizing staff to hire a design consultant to complete a feasibility study, including conceptual designs, on one location.

- *Central Tracy (Joseph Ceciliani Park)*

Joseph Ceciliani Park (Ceciliani Park) is a City park located in central Tracy

immediately west of Louis J. Villalovoz Elementary School and just north of Earle E. Williams Middle School. In the early 1990's the City made a one-time payment of \$261,450 to Tracy Unified School District (TUSD) to secure a 99-year ground lease for approximately five (5) acres of land. Shortly after, the City invested capital funds to construct park improvements including a playground, a restroom, tennis courts and other various improvements. The City is also responsible for the maintenance and operations of the park, per the lease agreement. An additional 1.5 acres of channel-way, used for stormwater management, is potentially available for site planning purposes as well. Staff has engaged TUSD on the idea of locating the Rec Center at this site.

Ceciliani Park is a smaller site than the Needs Assessment target size, but staff believes a facility that meets many of the communities programming needs can be built at this location. Downsizing of the facility would be needed, but staff feels it is warranted due to the ideal location. The location is optimal for proximity to schools, trails, parks, downtown and the transit station.

As a result, staff is requesting authorization to begin discussions with TUSD regarding the potential for this facility to be located within the park. This could be in the form of an updated lease agreement or potentially purchasing the land from the school district. At this time it is unclear how long this process will take, but because of the limited properties available staff is recommending to begin discussions immediately. If an agreement with TUSD can be reached, staff would immediately hire a consultant to complete a feasibility study for this location.

- *North Tracy (Legacy Fields)*

The City owns over 1,100 acres north of I-205 in the Legacy Fields area. With the recent \$17.1 million commitment of funds to Legacy Fields Phase 1E, the Council has invested approximately \$50 million on 72-acres since 2012. Council's vision for Legacy Fields is to be an economic catalyst for the City and staff feels the Rec Center's gymnasium component, if size appropriately, could be a catalyst for additional economic impacts to the community. There is sufficient land to build enough indoor gymnasium space at Legacy Fields to be a regional draw for tournaments. This location may allow the City to leverage and utilize existing City infrastructure associated with Legacy Fields, which may also be a potential cost savings for the project.

It is important to note that this location is not close to public transportation, downtown or schools; which is why staff is recommending that Council consider bifurcating the Rec Center project and considering locating a tournament-style gymnasium at Legacy Fields in the future.

Next Steps for Rec Center

In order to meet the current project timeline, staff recommends that Council authorize staff to begin discussions with TUSD for locating the Rec Center at Ceciliani Park. If an agreement can be reached, staff will immediately advertise a Request for Proposals (RFP) for a design consultant to complete a feasibility study for a Rec Center at Ceciliani Park. The design firm will be tasked with exploring the feasibility of this project for Council consideration including the development of site conceptual plans. This effort will include, but not limited to, analyzing the site to understand utility and infrastructure availability and costs, operations and financial analysis including cost recovery methods, and refined construction costs based on the site. This effort will allow the Council to make a more informed decision on the final location, funding needed, and whether phasing is a viable

option. Council will be asked to approve a final conceptual plan, then staff can issue an RFP for construction documents and the project will be put out to bid.

Policy Consideration

- Does the Council want to confirm and prioritize the key community priorities for the project?
- Does the Council want to consider bifurcating the programming of the Rec Center to allow for feasibility studies to be completed on multiple sites?
- Does the Council want to authorize City staff to begin discussions with Tracy Unified School District (TUSD) regarding the potential of locating the Rec Center at Ceciliani Park?

STRATEGIC PLAN

This agenda item supports the City of Tracy's Quality of Life Strategic Priority, and specifically implements the following goals:

Goal 2: Facilitate the Completion of Measure V Amenities; Objective 2: Advance Measure V amenity planning.

FISCAL IMPACT

Fiscal impacts may vary based on Council decisions, however \$4 million has already been allocated to the capital improvement project for planning and design of the Multi-Generational Recreation Center (CIP 78178).

RECOMMENDATION

That City Council confirm the program priorities, and provide staff with direction on preferred location(s) and next steps for the Multi-Generational Recreation Center project.

Prepared by: Richard Joaquin, Parks Planning and Development Manager

Reviewed by: Brian MacDonald, Director of Parks and Recreation
Karin Schnaider, Director of Finance

Approved by: Bob Adams, Interim City Manager

ATTACHMENTS

Attachment A – Needs Assessment by Dahlin Group

CITY OF TRACY NEEDS ASSESSMENT





MAYOR AND CITY COUNCIL

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VERONICA VARGAS, MAYOR PRO TEM
NANCY YOUNG, COUNCIL MEMBER
RHODESIA RANSOM, COUNCIL MEMBER
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TODD LIEBERG, COMMISSIONER
YOLANDA MAGANA, COMMISSIONER
MARK MILLER, COMMISSIONER

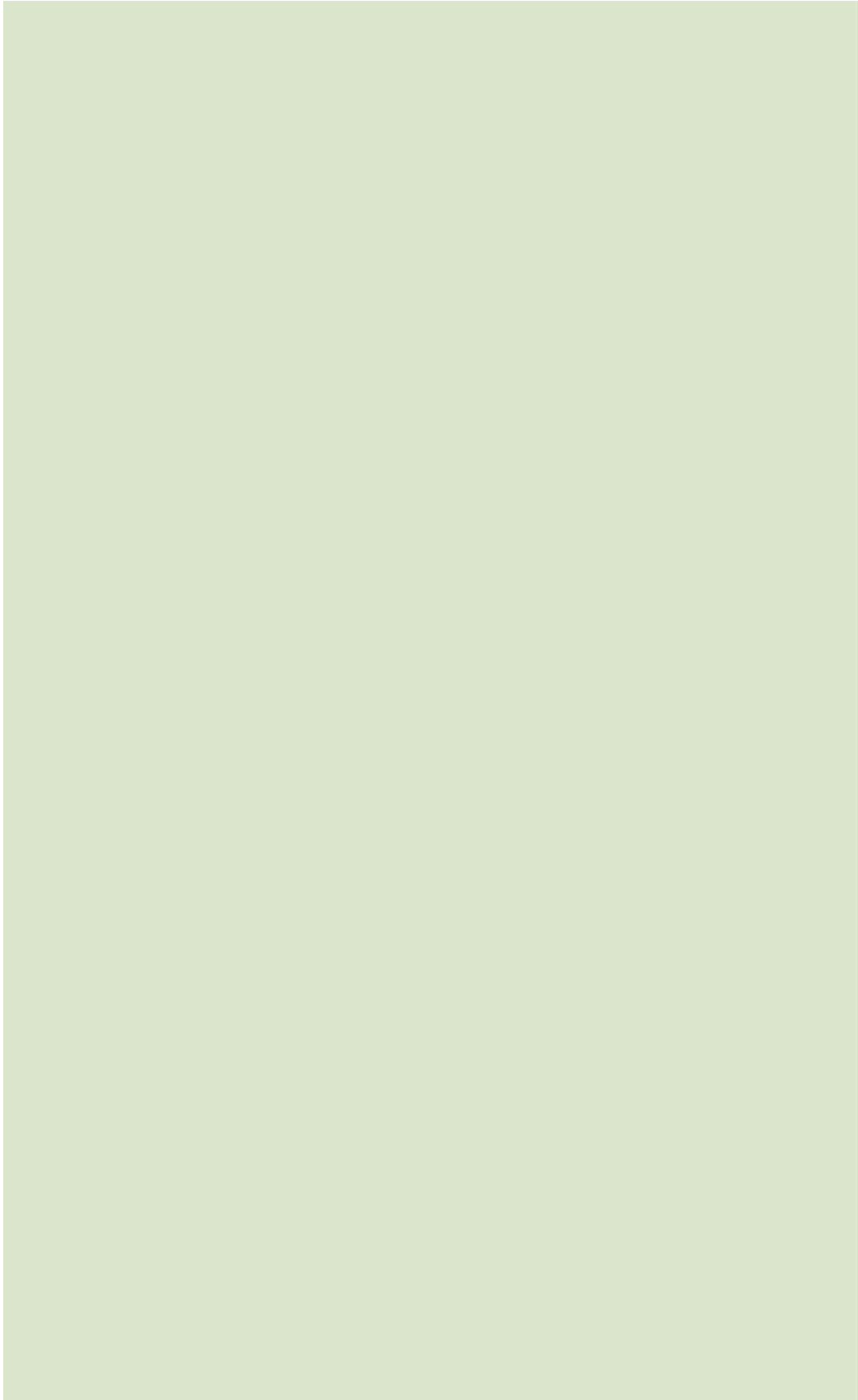
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ACKNOWLEDGEMENTS

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EXECUTIVE SUMMARY

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CITY OF TRACY NEEDS ASSESSMENT

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EXECUTIVE SUMMARY

SYNOPSIS

Due to projected increased in the growth and diversification of Tracy, recreation needs of the Community will continue to grow.

Ideally, a Multi-Generational Recreation Center will include the following community priorities:

- Library and education spaces
- A teaching kitchen
- A gymnasium space including bleachers for a variety of indoor sports
- Administration spaces
- Multi-purpose space(s)
- Lobby and lounge space



BACKGROUND

In 2013, the City of Tracy adopted a new Parks Master Plan which identified the need for a new indoor multi-purpose recreation center to accommodate a variety of programs for all ages.

In the time since the adoption of the Parks Master Plan was adopted, the residents of Tracy have passed a sales tax measure that allows for the funding of various projects including a new Multi-Generational Recreation Center. The proposed facility will target the four markets outlined in the Parks Master Plan:

- Families
- Teens
- Senior/mature adults
- Commuters

OBJECTIVES

The purpose of this Needs Analysis is to determine whether the demand for this facility is still in line with previous studies and if so, identify the current and future recreation priorities for the Community. The goals of this analysis are:

- Determine Community and City priorities for programming and uses of the Multi-Generational Recreation Center within the project's overall budget of \$40 million
- Understand the existing and future population demographics and growth
- Analyze the utilization of existing community facilities
- Present opportunities for revenue generation at the new facility
- Analyze programs needed and associated spaces within the framework of the project budget
- Provide recommendations for program

PROCESS

In order to better understand the needs of current Tracy residents and stakeholders, multiple community outreach meetings were held and a survey was distributed specifically about the Recreation Center, and about the City's existing facilities and programs. The community outreach strategy included:

- Two public workshops
- Four focus group and stakeholder meetings
- A public survey distributed digitally via the web and social media. Printed surveys were available at the meetings, the Library, and the farmers market.

Additionally the following analyses were completed:

- Current and future demographic and population trends for the City
- Current and future demographic and population trends for nearby cities
- An inventory of existing recreation facilities owned by the City
- Previous studies and reports including recreation program participation, budget reports, and facility reports

COMMUNITY OUTREACH

The community outreach meetings and surveys identified recreation as an important aspect of resident life in Tracy. Residents are mostly satisfied with existing facilities and programs but saw a need for the expansion of available recreation facilities, especially indoor facilities.

The key priorities identified by the Community were for library and education spaces, outdoor recreation facilities, and a gymnasium with each of these receiving similar levels of support, multi-purpose rooms and an events space also came up in discussions.



DEMOGRAPHICS AND TRENDS

The rate of growth of Tracy is expected to increase, with the projected population of Tracy to reach approximately 107,877 persons in 2030. Tracy’s population consists of a large percentage of children up to 19 years old (35.2%) and family forming adults age 20 through 44 (34.7%). Children are a large driver of demand for recreation programs. Additionally, Tracy’s population is becoming more diverse leading to larger households and more opportunity to offer a wide range of programming. Cities with similar population demographics including Manteca, Livermore, and Turlock have also identified a need for a recreation center suited for all ages in their communities.

EXISTING FACILITIES

Based on the facilities the City of Tracy currently owns and their utilization rate, there is a clear need for expanded space for the library and other educational spaces, multi-purpose spaces, and outdoor recreation spaces. Additionally, Tracy does not have any City owned gymnasiums and there is a need for additional gymnasium space. While an events space was well-received by the Community, the demand was not as high and the recently renovated Community Center can serve this need.

CONCEPTUAL DESIGN

The conceptual program options looked at the feedback and analysis, which identified a need for additional library and education spaces, outdoor recreation spaces, multi-purpose spaces, a gymnasium, and administrative spaces. It is recommended that the outdoor recreation spaces be considered under a separate, adjacent project to the Multi-Generational Recreation Center under a separate budget in order to meet the requirements and recommendations for new parks under the Parks Master Plan.

Three options were explored for programming. The programming options explore various combinations of these programs. Ideally the center would consist of the following community priorities:

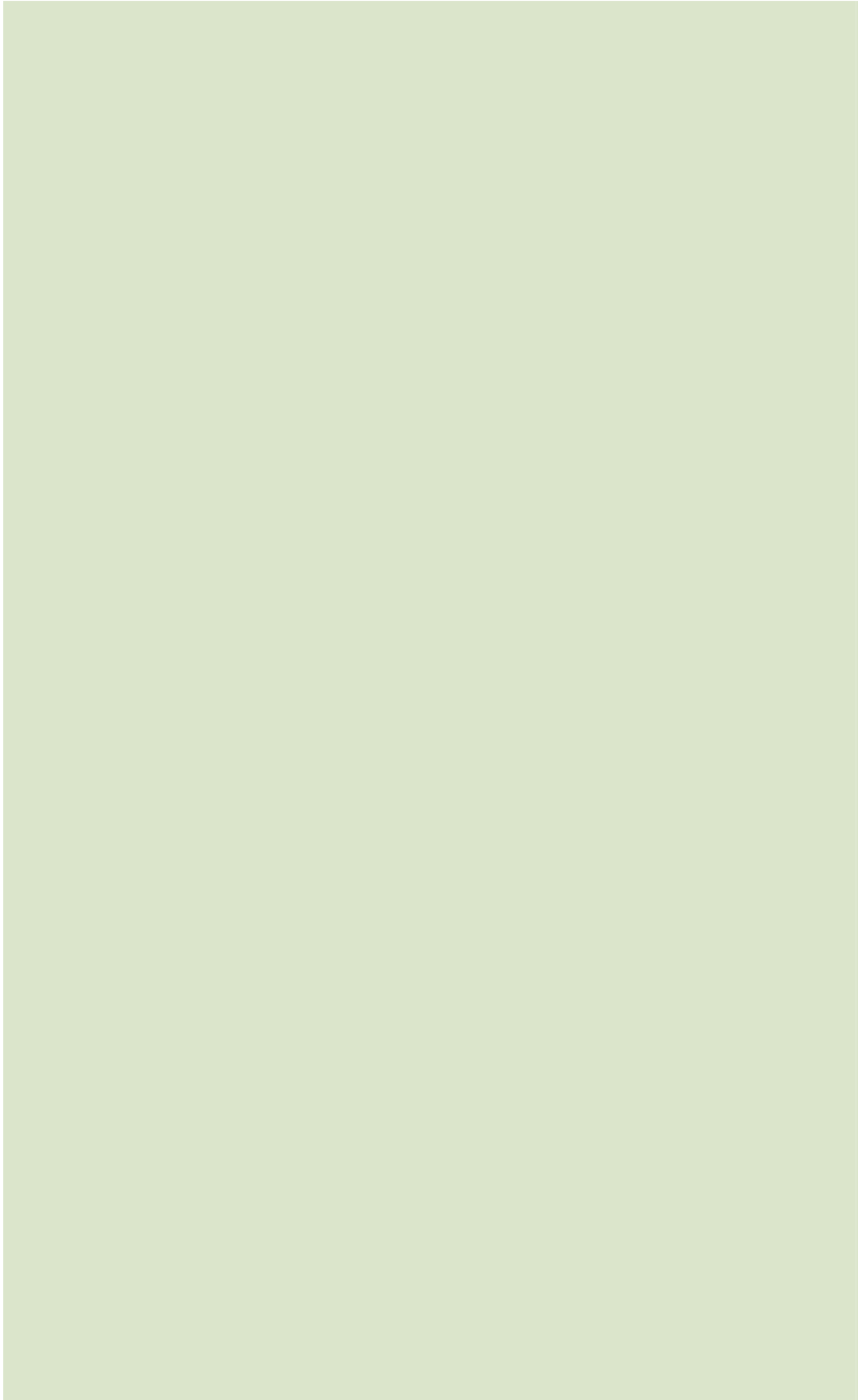
- Library and education spaces
- A teaching kitchen
- A gymnasium space including bleachers which can be used for many indoor sports including badminton, basketball, gymnastics, ping-pong, volleyball, and wrestling
- Administration spaces
- Multi-purpose space(s)
- Lobby and lounge space

To meet the needs of the City as Tracy continues to grow, it is recommended that there be space at the selected site to extend the gymnasium and to allow for the possibility of adding an events space in the future, when the need arises.

NEXT STEPS

In order to meet the final goals of the report the next steps include:

- Identify potential sites within the City of Tracy
- Analyze sites to understand location, utility and infrastructure availability, cost, zoning, and other factors
- Prioritize sites and determine preferred option(s)
- Finalize program and develop conceptual site design
- Analyze expansion potential of the site(s)





INTRODUCTION AND PURPOSE

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BACKGROUND

In 2013, the City of Tracy adopted a new Parks Master Plan, which identified that the City of Tracy needs a new indoor multi-purpose recreation center to accommodate a variety of programs for all ages. The report recommended the facility accommodate gym space, indoor fitness space, social space, administrative space, and possibly dedicated space for seniors, teens, and youth. The report also recommended the integration of a branch library. The report described the indoor recreation center as being one of the top priorities with a high importance rating from community members and a high unmet need rating when examining existing facilities. The report also stated that family programs, library programs, performances, computer training and online programs, youth sports and fitness, and adult sports and fitness were top programming priorities with a high importance rating from community members and a high unmet need rating when examining existing programming.

Since the Parks Master Plan was adopted, the residents of Tracy have passed Measure V, which raised the sales tax by 0.5% for 20 years beginning 2017. The money raised through Measure V allows the funding of various community services and facilities including a new Multi-Generational Recreation Center. Based on the plan's findings, the team involved in conducting this analysis developed a framework for additional community outreach and research to identify the specific needs of current residents and identify the needs Tracy will have in the future as it continues to grow. The facilities will target the four markets outlined in the Parks Master Plan:

- Families
- Teens
- Senior/mature adults
- Commuters



STUDY OBJECTIVES

The City of Tracy Parks and Recreation Department play a vital role in shaping the Community's quality of life by integrating recreational opportunities into the City fabric. These opportunities improve the overall physical, social, and environmental health of the Community. The Parks and Recreation Department is responsible for creating short and long-term goals, plans, and policies that continue to enhance and shape the Community to meet the needs and desires of the residents. It is through a comprehensive needs analysis where the City can analyze existing facilities and community needs and provide recommendations for facilities and programming that should be implemented to adapt to the future recreational needs of the Community.

The 2013 Parks Master Plan outlines a series of policies and actions to help guide the City toward a common vision that addresses the needs of the Community. One of the Plan's goals, 2-A6 states: "Design and develop a multi-purpose recreation/community center that includes space for all ages (especially teens and seniors), gymnasiums, and specialized areas for fitness and recreation, classrooms and social space, and staffing/administrative space." Additionally, the report recommended to "locate this facility in a centralized location, on an arterial street, linked to a Class I Bikeway and on a transit

route, to ensure easy access by pedestrians, bicycles, automobiles, and transit. Consider an integration of a branch library or other compatible joint-use opportunity.”

Through participating in a series of public outreach efforts, completing needs analyses, and analyzing the future trends of the Community, it was determined that there is a need for an indoor recreation center. As the Parks Master Plan states:

“One indoor multi-purpose recreation center will be needed to address the increasing demands for indoor recreation programming (for all ages), as well as meet future needs for gymnasium space.”

Since the Parks Master Plan was adopted in 2013, the purpose of this needs analysis is to determine if the demand for this facility still exists. The project was given a 90 day time period to complete a report to identify what the current and future needs of the Community are and which of these needs the new recreation center can fulfil. The goals of this analysis are:

- To determine community member and City priorities for programming and uses of the Multi-Generational Recreation Center within the project’s overall budget of \$40 million
- To understand the existing and future population
- To analyze the use of existing community facilities
- To present opportunities for revenue generation at the new facility
- To analyze programs needed and associated spaces within the framework of the project budget



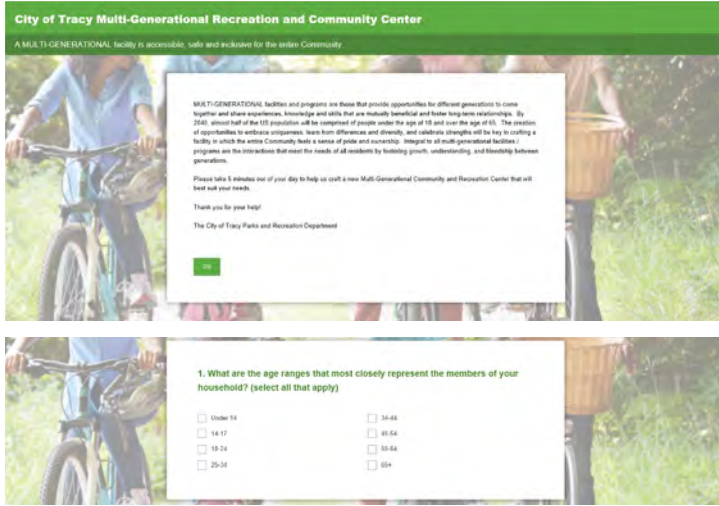
STUDY APPROACH

It is important when conducting a needs analysis, to include both quantitative and qualitative research, which is often referred to by the terms “objective” and “subjective” research respectively. Quantitative research provides data that can be derived from various statistical models in an attempt to analyze and theorize a common trend or pattern. Qualitative analysis allows the researcher to generalize the research as a standalone sample of data or apply it to an entire population of data. Quantitative analysis is suitable for conducting a more in-depth analysis and develop a closer understanding of the underlying reason for completing the analysis. It provides the researcher with more insight as opposed to hypothesizing on statistical data.

To meet the goals outlined in the study objectives section of this report, it was necessary to use both, quantitative and qualitative research strategies. Incorporating the two research methodologies into this study allows for a deeper understanding of the needs of the Community based on exploratory investigation and statistical data. This data is then used to develop a final set of recommendations, which are outlined at the end of this report.



CITY OF TRACY NEEDS ASSESSMENT



The quantitative analysis includes:

- An analysis of current and future demographic and population trends for the City of Tracy
- An analysis of current and future demographic and population trends for nearby cities, including Turlock, Livermore, and Manteca
- A comparison analysis between the current and future demographic and population trends for Tracy and nearby cities (Turlock, Livermore, and Manteca)
- A comparison analysis of City recreation centers, programs, and staffing (Morgan Hill and Pleasant Hill)
- An inventory of existing recreation facilities owned by the City, as well as inventory of existing recreation facilities of nearby cities (Turlock, Livermore, and Manteca)

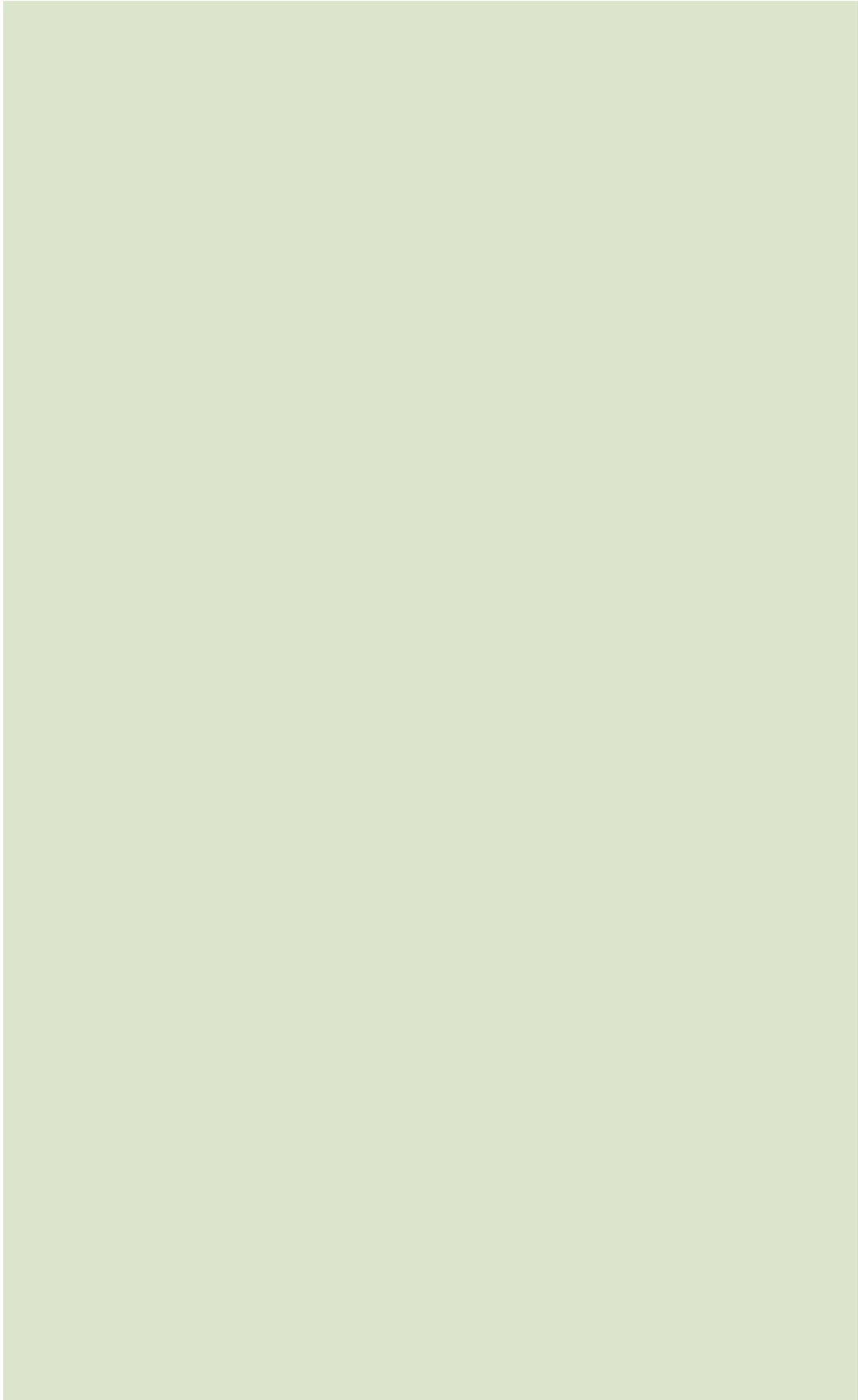
The qualitative analysis includes:

- A survey distributed through the web with printed copies available at outreach events and the Public Library
- Community Meetings
- Focus Group meetings with residents, staff, and stakeholders
- Review of previous studies and reports including recreation program participation, budget reports, and facility reports

It is through the quantitative and qualitative analysis, where the City can begin to identify gaps in the facilities, programs, and services offered and come up with strategies and a plan to address the insufficiencies. By addressing the recommendations of the residents as well as stakeholders, vision for the future of Tracy comes directly from the Community.



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COMMUNITY INPUT PROCESS

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CITY OF TRACY NEEDS ASSESSMENT

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COMMUNITY INPUT PROCESS

SYNOPSIS

The priorities for spaces in the Multi-Generational Recreation Center were (in order of priority):

- Library and education spaces (28.08% of community input process votes)
- Outdoor Recreation Facilities (26.26% of community input process votes)
- Gymnasium (25.75% of community input process votes)
- Multi-Purpose Room (12.02% of community input process votes)
- Event Space (7.89% of community input process votes)

Program priorities of the Community included:

- Kids, teens, adult, and senior programming
- Cafe and lounge
- Cooking and Nutrition
- Fitness
- Sports including ping-pong
- Technology



COMMUNITY MEETING #1

Date: March 22, 2018

Location: The Transit Station

SUMMARY

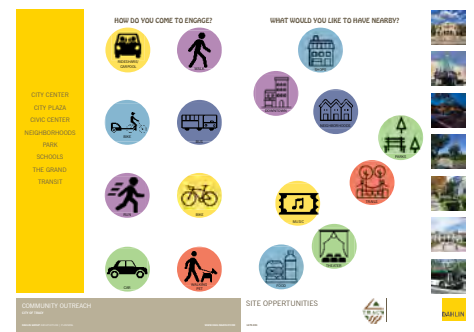
The goal of Community Meeting #1 was to gather information from the Community and to understand needs and priorities. The boards focused on activities and experiences versus spaces in order to guide the conversation and to figure out the programming needs. The boards were categorized into experiences that allow people to move, learn, gather, and connect. A large variety of activities were shown including art classes, music, games, events spaces, outdoor performances, water play, indoor sports, outdoor sports, and many more. As everyone connects to concepts differently, both words and images were used to describe activities and multiple images were shown for similar activities so that there would be a variety of things for people to connect to. The voting was open ended to gather as many opinions as possible. Attendees were asked to place sticky dots on the images and words that represented their interests and they were able to add notes with additional comments and ideas. The groups represented at Community Meeting #1 included families, parents, city council members, and seniors.

In addition to looking at programming, the first meeting explored site opportunities. Since there will be many options for the location of the new Multi-Generational Recreation Center, it was necessary to find out what people are interested in having nearby. Community members were asked how they will likely come to the site as well as some things they would like to see adjacent to the site.

The boards presented at Community Meeting #1 can be found in Appendix A.

RESULTS

There were over 30 people in attendance at Community Meeting #1. The voting from the boards is summarized on the following pages.





BOARD 1 - SITE OPPORTUNITIES

How do you engage with the site?

Bike	12.50%
Bus	20.83%
Car	22.92%
Family Bike	9.38%
Rideshare / Carpool	1.04%
Run	8.33%
Walk	14.58%
Walking Pet	10.42%

What would you like to see near by?

Downtown	2.50%
Food	17.50%
Music	5.00%
Neighbor-hoods	8.75%
Parks	22.50%
Shops	5.00%
Theater	0.00%
Trails	21.25%
Walk	17.50%

Keywords from comments: Park, Nature, Bus, Parking, Affordable

BOARD 2 - GATHER

Art Gallery	4.17%
Bingo	2.08%
Culture	9.38%
Dance	1.04%
Events /Weddings / Celebrate	34.38%
Laugh	1.04%
Music/ Listen/ Perform	4.17%
Outdoor Patio / Café	15.63%
Outdoor Event Space	3.13%
Party / Gather/ Café	9.38%
Presentations	15.60%



Keywords from comments: Sound, Exercise, Kitchen, Cultural, Cuisine, Display, Ceramics, Art



BOARD 3 - CONNECT

Café / Outdoor Café	8.57%
Central Plaza / Meet / Gather	25.71%
Farmers Market	7.62%
Library and Education	9.52%
Outdoor Events	25.71%
Playground	12.38%
Splash	10.49%



Keywords from comments: Patio, Walking, Shade, Food, Events, Rental Space, Playground, Exercise, Accessible

BOARD 4 - MOVE

Badminton (Indoor & Outdoor)	14.11%
Bocce Ball	4.29%
Exercise	8.59%
Gym with Bleachers	38.04%
Indoor Basketball	6.75%
Indoor Track	8.59%
Indoor Volleyball	11.66%
Outdoor Basketball	2.45%
Pickleball	1.84%
Ping-Pong	0.61%
Squash	1.23%
Weight Lifting	1.84%



Keywords from comments: Classes, Courts, Accessible Hoops, College Courts

Board 5 - Learn

Art and Gallery	6.52%
Ceramics	3.80%
Community	2.72%
Dance	10.33%
Library and Education	16.85%
Lounge & Games	10.87%
Meeting Space / Multi Purpose	8.15%
Music	2.72%
Ping-Pong	7.07%
Study Space	4.35%
Technology	26.62%



Keywords from comments: Youth and Seniors, Storage, Multi-use, Chess, Kitchen, Technology, Teen



ANALYSIS

LOCATION

The first board was geared towards gathering additional information regarding location. The following information was gathered regarding how people come to the site and what people would like nearby.

Most Popular Modes of Transportation

Walk or Run	33.33%
Car	22.92%
Bike	21.88%
Bus	20.83%
Ride Share	1.04%

Amenities Desired Nearby

Parks	27.27%
Trails	25.76%
Food	21.21%
Neighborhoods	10.61%
Shops	6.06%
Music	6.06%
Downtown	3.03%

PROGRAMMING

To summarize the voting on programming, nine general categories were developed that the survey also tracked in terms of priority. Because administration offices will need to be a part of the project, this space was not tracked on the Community boards so the categories were narrowed down to eight:

- Banquet Hall
- Indoor Gymnasium
- Indoor Fitness and Weight Room
- Library and Education
- Multi-Purpose Room
- Outdoor Recreation Facilities
- Outdoor Fitness / Exercise / Trails
- Technology Center

The results of the categorized votes in the eight general categories are shown in the chart. The comments from community members collected through stick notes and discussions were also categorized and added to the totals. From the first public outreach meeting, the priority of spaces was:

1. Outdoor Recreation Facilities
2. Indoor Gymnasium
3. Library and Education
4. Multi-Purpose Room
5. Technology Center
6. Banquet Hall
7. Indoor Fitness and Weight Room
8. Outdoor Fitness / Exercise / Trails

Categorized Results of First Public Outreach Meeting

Banquet Hall	7.66%
Indoor Fitness and Weight Room	6.93%
Indoor Gymnasium	22.63%
Library and Education	14.42%
Multi-Purpose Room	12.59%
Outdoor Fitness / Exercise / Trails	4.38%
Outdoor Recreation Facilities	22.45%
Technology Center	8.94%

Categorized Results of First Public Outreach Meeting With Comments

Banquet Hall	7.52%
Indoor Fitness and Weight Room	6.82%
Indoor Gymnasium	22.20%
Library and Education	13.99%
Multi-Purpose Room	13.80%
Outdoor Fitness / Exercise / Trails	4.55%
Outdoor Recreation Facilities	22.38%
Technology Center	8.74%



FOCUS GROUP MEETINGS

Group: Library and Education

Date: 4/11/2018

Group: Senior Community

Date: 4/11/2018

Group: Youth Advisory Commission

Date: 4/11/2018

Group: Department Staff

Date: 4/19/2018

SUMMARY

Through focus group meetings, staff, city partners, and community members were able to voice their needs and express what they would like to see in the new Multi-Generational Recreation Center.

At each meeting, specific boards were presented to better understand the goals and needs of each group. Everyone was able to place dots to vote on what they wanted to see at the new center. Additionally, each focus group meeting ended with an open ended discussion for everyone to voice their thoughts on the project, what they envisioned, and what the Community needed.

The boards presented at the focus group meetings can be found in Appendix A.

RESULTS

Many comments heard throughout the first public meeting were echoed by the individuals at the focus group meetings. Some of the common themes included the desire for technology spaces, lounge and meeting spaces, and a gymnasium. The items voted on are summarized in the following pages.





YOUTH ADVISORY COMMISSION

BOARDS - DISCOVER AND LAUGH

Archery	7.41%
Basketball	11.11%
Bocce	0.00%
Cricket	0.00%
Dance	11.11%
Fitness	3.70%
Hockey	3.70%
Indoor Track	3.70%
Martial Arts	0.00%
Music	0.00%
Ping-Pong	7.41%
Rock Wall	11.11%
Soccer	3.70%
Swimming	7.41%
Tennis	7.41%
Tots Rec	0.00%
Turf	7.41%
Volleyball	7.41%
Walking	0.00%
Weights	7.41%
Yoga	0.00%
Zumba	0.00%

DEPARTMENT STAFF

Key concepts discussed:

- Meeting rooms of varying sizes
- Technology
- Events center for more than 250 people
- Offices for staff and employees
- Catering and teaching kitchen
- Multi-purpose spaces that can be divided into acoustically separated, smaller spaces
- Basketball courts would be great to have and City owned courts would reduce the amount of courts currently rented
- Outdoor space for gatherings and events

BOARDS - LEARN AND GATHER

Inter-generational Activities	4.76%
Large Event Space	4.76%
Lounge Space	9.53%
Meeting / Multi-Purpose Rooms	9.53%
Quiet Reading Spaces	4.76%
Study / Group Study Rooms	9.52%
Technology / Computers	57.14%

Keywords from comments: Showers, Affordable, Quiet Space, Games, Year-Around, Ping-Pong, Garden, Cafe, Adult Leagues, Volleyball

Key discussion topics:



Key discussion topics:





ANALYSIS

LOCATION

People participating in the focus group meetings added to the votes of transportation and amenities that were presented at the first Community Outreach Meeting. The totals are summarized in the charts below.

Most Popular Modes of Transportation

Walk / Run	32.50%
Car	28.33%
Bike	17.50%
Bus	16.67%
Ride Share	5.00%

Amenities Desired Nearby

Parks	25.27%
Trails	23.08%
Food	21.97%
Neighborhoods	12.09%
Music	6.59%
Shops	4.40%
Downtown	4.40%
Theater	2.20%

PROGRAMMING

As explained in the analysis section of the First Public Outreach meeting, the voting on programming was summarized in eight categories.

Voting from the boards and the comments received from notes on the boards, discussions with community members, and group discussions before and after voting are summarized in the charts below.

From the focus group meetings, the priority of spaces was:

1. Library and Education
2. Technology Center
3. Multi-Purpose Room
4. Indoor Gymnasium
4. Indoor Fitness and Weight Room
5. Outdoor Recreation Facilities
6. Banquet Hall
7. Outdoor Fitness / Exercise / Trails

Categorized results of Focus Group Meetings

Banquet Hall	1.32%
Indoor Fitness and Weight Room	11.92%
Indoor Gymnasium	11.26%
Library and Education	33.77%
Multi-Purpose Room	13.25%
Outdoor Fitness / Exercise / Trails	0.00%
Outdoor Recreation Facilities	1.99%
Technology Center	26.49%

Categorized results of Focus Group Meetings With Comments

Banquet Hall	2.27%
Indoor Fitness and Weight Room	10.80%
Indoor Gymnasium	10.80%
Library and Education	32.39%
Multi-Purpose Room	16.48%
Outdoor Fitness / Exercise / Trails	0.00%
Outdoor Recreation Facilities	3.40%
Technology Center	23.86%



COMMUNITY MEETING #2

Date: 4/19/2018

Location: Merrill F. West High School Cafeteria

SUMMARY

Community Meeting #2 took place as part of the special Parks and Recreation Commission meeting, which allowed for community input and for input from the Commissioners.

The goal of Community Meeting #2 was to focus the wants and needs of the Community and understand priorities. After gathering the information from previous meetings and the online survey, the information was narrowed down to five spaces: events space, outdoor recreation, gymnasium, library and education, and multi-purpose space. Under these five categories there were specific features listed that could be incorporated into the space. For example, the gymnasium can have bleachers or locker rooms as an addition to the space. Since not all features will be possible to incorporate, it is important to understand the priorities of the Community.

Attendees received stickers with numbers written on them and they were able to select their top two features per board. Additionally, everyone was able to vote on how many basketball courts they would like and how large an event space should be. The groups represented at Community Meeting #2 included parents, youth basketball leagues, library advocates, and Parks and Community Service Commissioners.

The boards presented at Community Meeting #2 can be found in Appendix A.

RESULTS

The meeting was very productive and community members and Commissioners brought great points of discussion. Some key items that emerged were spaces for technology, meeting spaces, and recreation spaces. The meeting was able to focus the wants and needs of the Community and narrow down top choices.

EVENTS SPACE

CELEBRATING AND GATHERING	PAID	HOW MANY PEOPLE SHOULD AN EVENTS SPACE ACCOMMODATE IN CONTEMPORARY SEATING?
BAR	STAGE	100
DANCE FLOOR	OUTDOOR EXHIBIT	200
FIREFLACES	ABILITY OF SEATING	300
		400+

PUBLIC OUTREACH MEETINGS
Merrill F. West High School Cafeteria
APRIL 19, 2018

GYMNASIUM

HOW MANY BASKETBALL COURTS WOULD YOU LIKE TO SEE?	FITNESS EQUIPMENT	BASKETBALL
2	GROUP EXERCISE	ROCKWALL
4	INDOOR TRACK	TOT'S RECREATION
6	BLEACHERS	LOCKER ROOMS AND SHOWERS
8		TURF
10+		

PUBLIC OUTREACH MEETINGS
Merrill F. West High School Cafeteria
APRIL 19, 2018

LIBRARY

BOOK STACKS	CAFE	CHILDREN'S AREA	COMPUTER TECHNOLOGY SPACES	GROUP MEETING ROOM	LOUNGE	MAKER SPACE	PRIVATE WORKING STATIONS	READING ROOMSPACE	LECTURE SPACE	AUDIO AND MUSIC SERVICES
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PUBLIC OUTREACH MEETINGS
Merrill F. West High School Cafeteria
APRIL 19, 2018

MULTI-PURPOSE

ART	MEETING SPACES
BINGO	TABLE TENNIS
TABLE TENNIS	POOL
MUSIC	TEEN CENTER

PUBLIC OUTREACH MEETINGS
Merrill F. West High School Cafeteria
APRIL 19, 2018

OUTDOOR RECREATION

WALKING PATHS	BIKE RENTALS AND PASTER PLAY	OUTDOOR BASKETBALL
FITNESS STATIONS	PERFORMING VENUE	OUTDOOR GAMES
PLAY GROUNDS	SEATING	OUTDOOR BEACH VOLLEYBALL
FOUNTAINS	FARMER'S MARKET	OUTDOOR TENNIS COURTS

PUBLIC OUTREACH MEETINGS
Merrill F. West High School Cafeteria
APRIL 19, 2018



RESULTS AND ANALYSIS

Since the voting asked for first and second priorities, weighted totals of the votes are listed below which show the most desired items within each space.

EVENT SPACE

The top three desired features in order are

1. Outdoor Event Space
2. Stage
3. Catering and Teaching Kitchen

Activity	1st Priority	2nd Priority	Weighted Total
Bar	0.00%	2.86%	0.15%
Catering and Teaching Kitchen	20.00%	0.00%	27.69%
Dance Floor	0.00%	0.00%	0.00%
Fireplace	2.86%	0.00%	0.53%
Outdoor Events	11.43%	22.86%	36.16%
Patio	5.71%	2.86%	3.51%
Stage	14.29%	14.29%	31.81%
Variety of Seating	0.00%	2.86%	0.15%

GYMNASIUM

The top three desired features in order are

1. Indoor Track
2. Bleachers
3. Locker Rooms with Showers

Activity	1st Priority	2nd Priority	Weighted Total
Bleachers	9.09%	13.64%	23.05%
Fitness Equipment	4.55%	4.55%	4.25%
Group Exercise	4.55%	4.55%	4.25%
Indoor Track	15.91%	11.36%	42.41%
Locker Rooms and Showers	11.36%	2.27%	14.24%
Rockwall	0.00%	0.00%	0.00%
Tot's Recreation	6.82%	9.09%	11.72%
Turf	0.00%	2.27%	0.08%

How many people should an events space accommodate in banquet style seating?

100	0
200	9
300	6
400+	4

How many basketball courts would you like to see?

2	1
4	8
6	4
8	6
10+	5



CITY OF TRACY NEEDS ASSESSMENT

LIBRARY AND EDUCATION

The top three desired features in order are

1. Computer / Technology Space
2. Group Meeting Rooms
3. Lecture Space

Activity	1st Priority	2nd Priority	Weighted Total
Audio and Music Services	2.17%	2.17%	1.25%
Book Stacks	6.52%	0.00%	4.90%
Café	0.00%	6.52%	1.25%
Children's Area	6.52%	2.17%	6.73%
Computer / Technology Space	17.39%	8.70%	54.90%
Craft Space	0.00%	4.35%	0.58%
Group Meeting Room	6.52%	8.70%	13.75%
Lecture Space	8.70%	0.00%	8.75%
Lounge	0.00%	15.22%	6.73%
Makerspace	0.00%	0.00%	0.00%
Private Working Stations	2.17%	0.00%	0.58%
Reading Room / Space	0.00%	4.35%	0.58%

MULTI-PURPOSE SPACE

The top three desired features in order are

1. Meeting Spaces
2. Teen Center
3. Music

Activity	1st Priority	2nd Priority	Weighted Total
Art	0.00%	6.06%	0.45%
Bingo	3.03%	0.00%	0.45%
Games	0.00%	0.00%	0.00%
Meeting Spaces	33.33%	3.03%	57.59%
Music	6.06%	0.00%	1.76%
Ping-Pong	0.00%	6.06%	0.45%
Pool	0.00%	0.00%	0.00%
Teen Center	15.15%	27.27%	39.30%

OUTDOOR RECREATION

The top three desired features in order are

1. Walking Paths
2. Outdoor Basketball
3. Playgrounds
3. Farmer's Market

Activity	1st Priority	2nd Priority	Weighted Total
Farmer's Market	0.00%	18.37%	10.04%
Fitness Stations	2.04%	6.12%	3.08%
Fountains	0.00%	6.12%	1.14%
Outdoor Basketball	12.24%	2.04%	20.95%
Outdoor Beach Volleyball	2.04%	2.04%	1.14%
Outdoor Games	0.00%	0.00%	0.00%
Outdoor Tennis Courts	2.04%	0.00%	0.53%
Performance Venue	2.04%	0.00%	0.44%
Playgrounds	6.12%	6.12%	10.04%
Seating	0.00%	0.00%	0.00%
Splash Area and Water Play	2.04%	6.12%	3.08%
Walking Paths	16.33%	8.16%	49.56%



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SURVEY

Start Date: 04/05/2018

End Date: 04/30/2018

SUMMARY

Throughout the entire community outreach process, there was an online survey available for everyone to access. The survey was advertised through the City of Tracy website, social media, and printed flyers. Printed copies of the survey were also available to allow everyone access to take the survey. The survey had eleven questions and the goals of the survey were to understand important information about the Community, important information about existing facilities, and the needs for the Multi-Generational Recreation Center. Additionally, it allowed everyone to add their input on specific topics as well as to allow an open ended response to better understand what the Community would like to see at the new center.

RESULTS

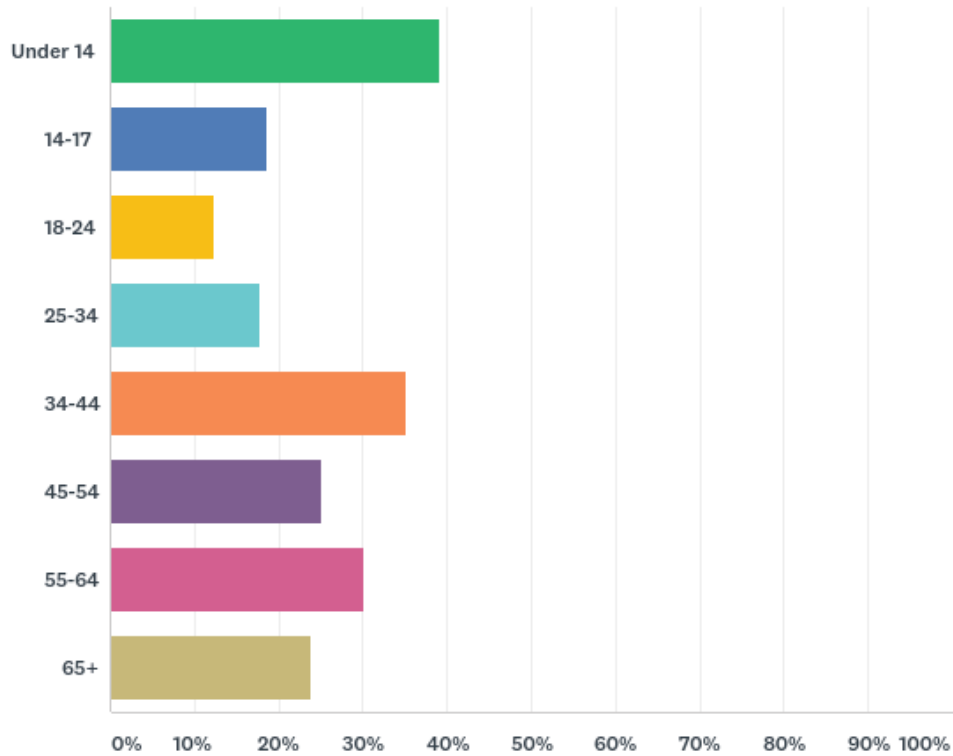
The survey was a great way to reach people who were unable to attend outreach meetings. It also helped gather information to better understand the usage and satisfaction of current facilities. The social media link collected the most responses over the link through the website, the link through the flyer, and the paper copies. There were 57 paper surveys received, for a total of 323 responses.





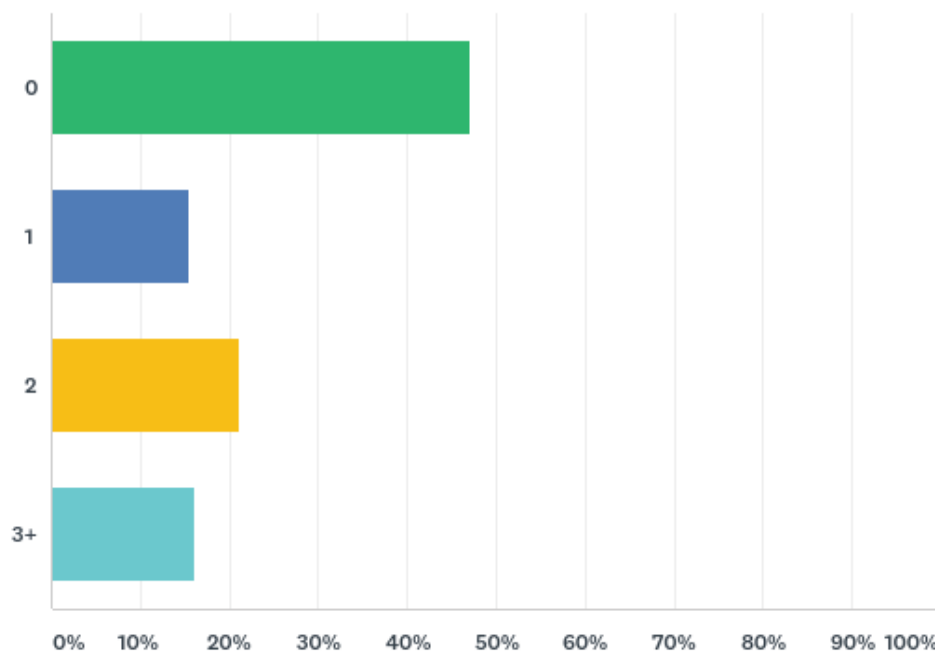
QUESTION 1

What are the age ranges that most closely represent the members of your household? (select all that apply)



QUESTION 2

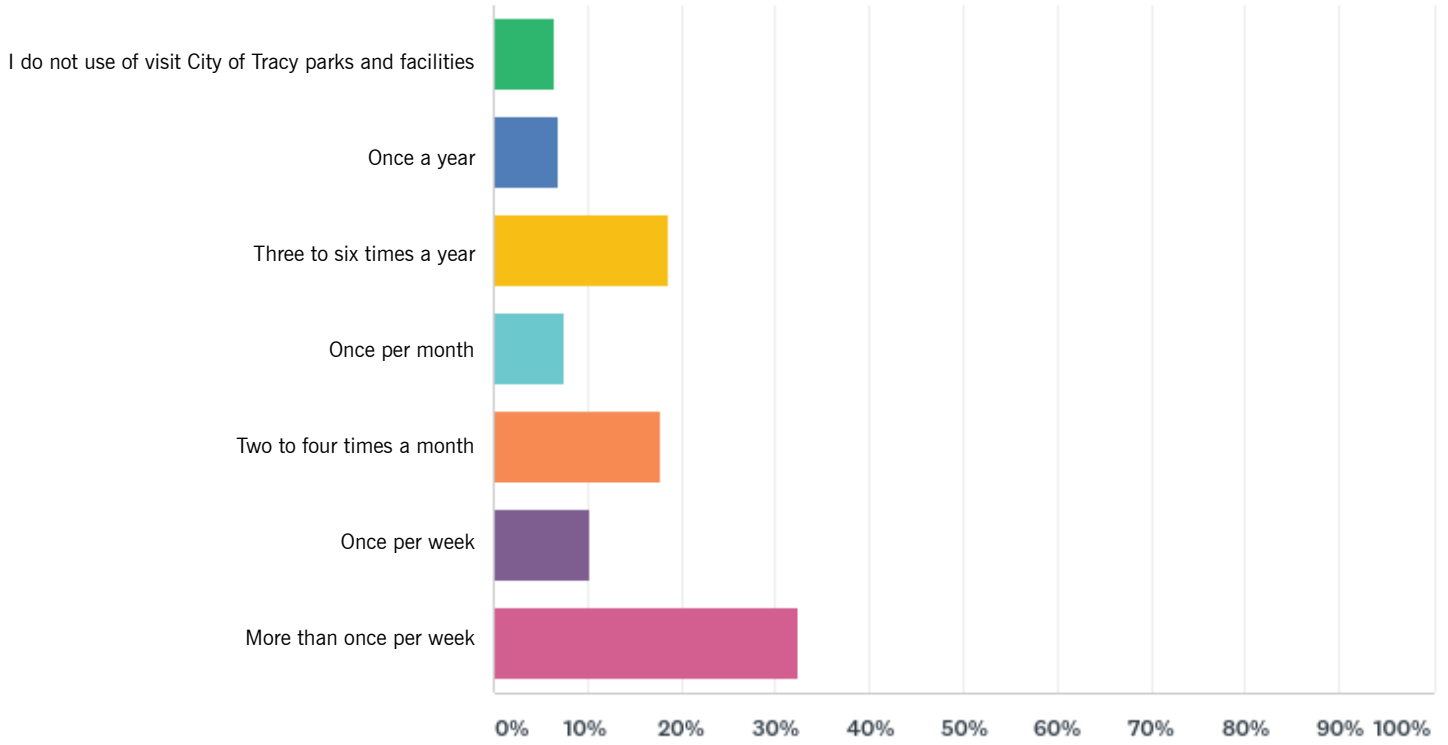
What is the number of children (under 18) in your household?





QUESTION 3

How often do you visit a City of Tracy Park or Facility?





QUESTION 4

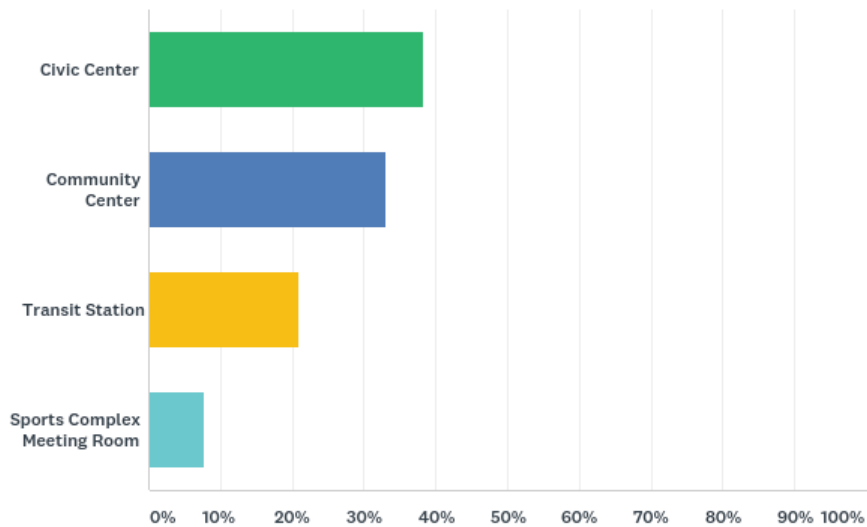
What City Park do you frequent most often?





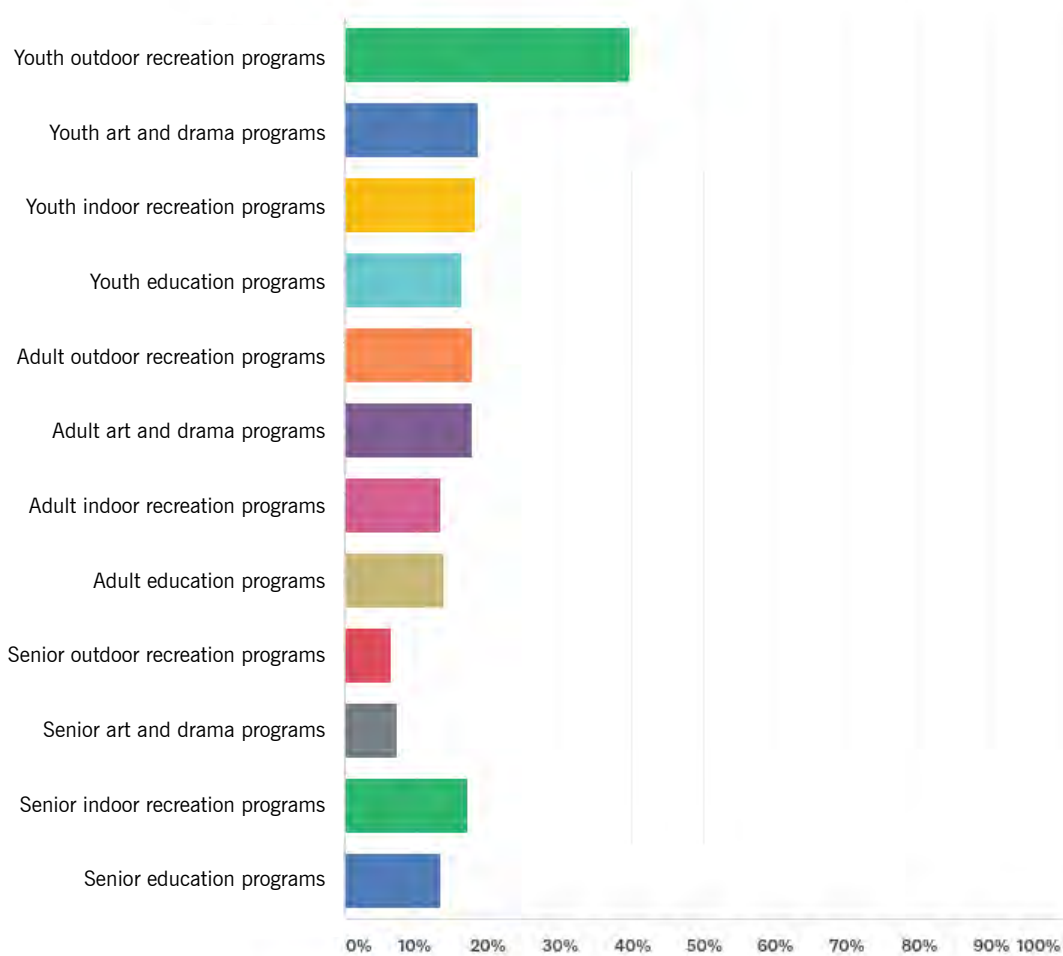
QUESTION 5

What City Facility do you frequent most often?



QUESTION 6

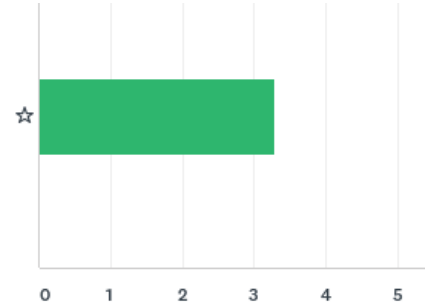
In general, what activities/programs, do you participate in through the City Parks and Recreation Department?





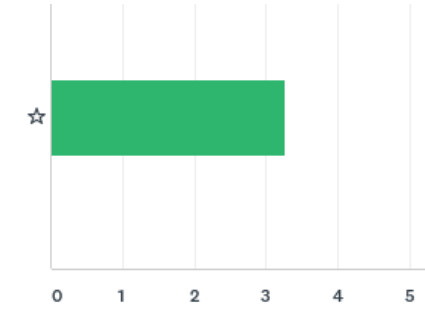
QUESTION 7

Please rate your level of satisfaction with the current park facilities offered in the City of Tracy.
1 is not satisfied. 5 is extremely satisfied.



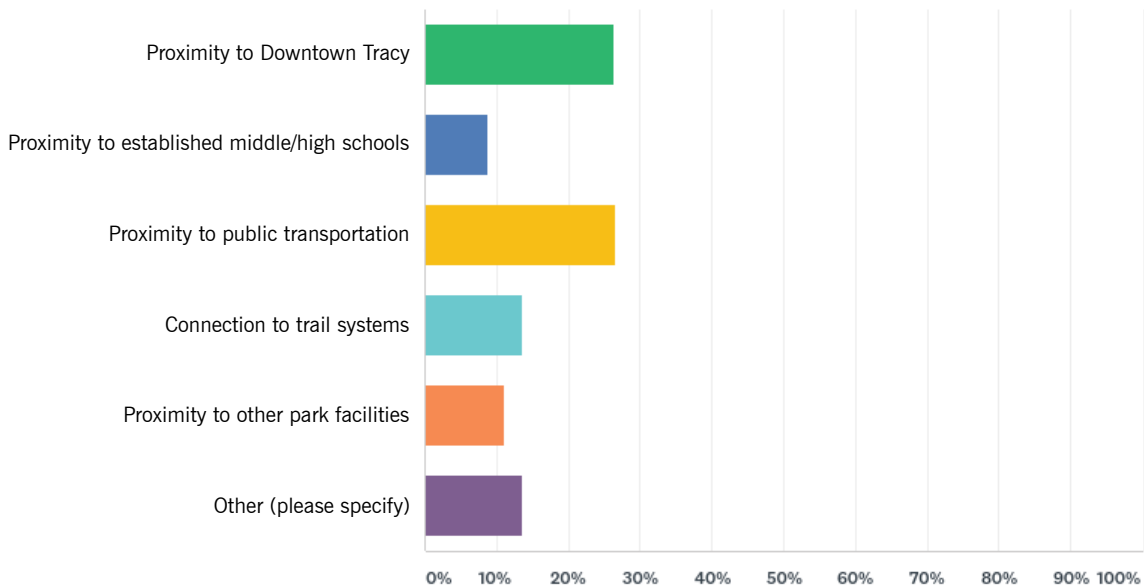
QUESTION 8

Please rate your level of satisfaction with the current activities / programs offered by the City of Tracy.
1 is not satisfied. 5 is extremely satisfied.



QUESTION 9

What element do you believe is most important in choosing the location for a new Multi-Generational Recreation and Community Center?



OTHER:

Proximity Safety Needs Downtown Public South Side
Tracy Housing Parking Activities Location
Pool Space Big Library



QUESTION 10

The City is seeking feedback from the Community on features that are the most important to you in order to broaden the recreational opportunities of Tracy residents. If a new Multi-Generational Recreation and Community Center were to be built in Tracy, what features are the most important to you? Please rank the following choices - 1 being highest priority, 5 being lowest priority.



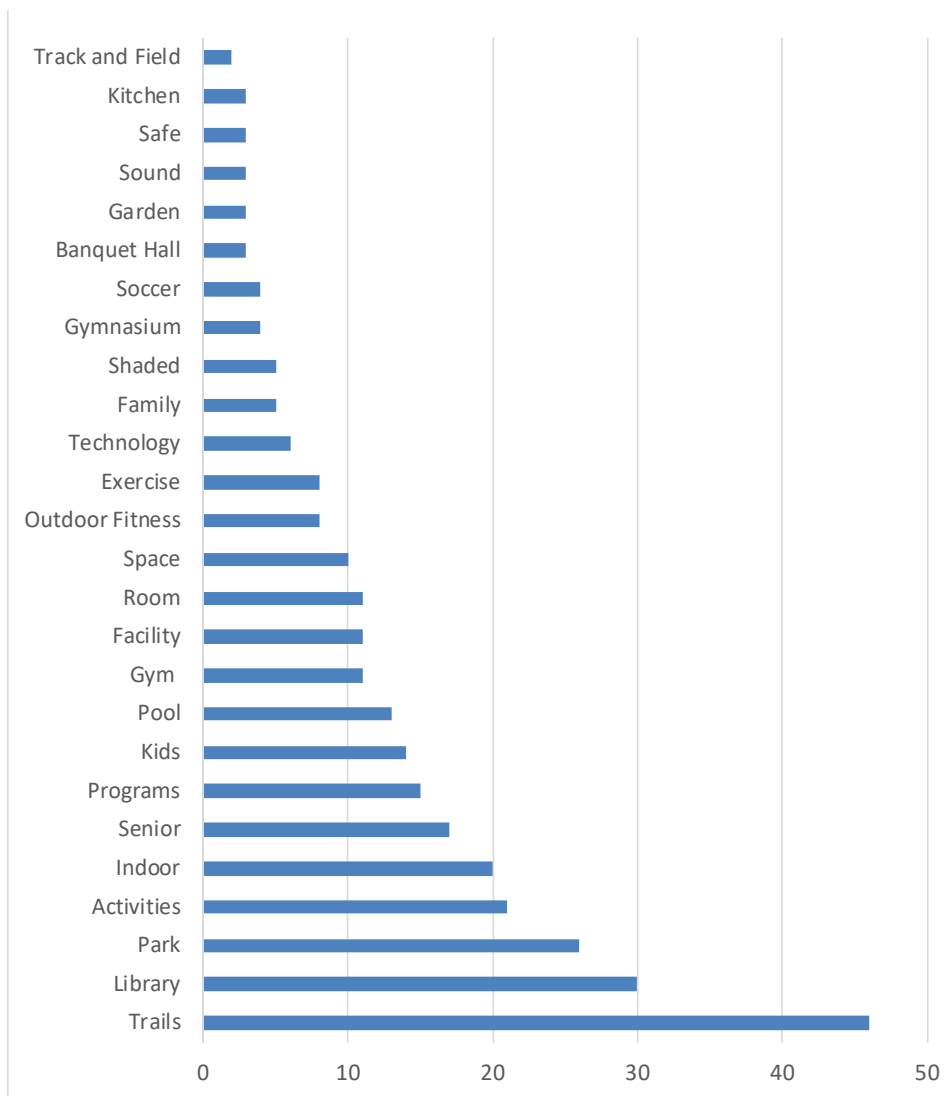


QUESTION 11

In general, what activities / programs, do you participate in through the City Parks and Recreation Department?

Outdoor Fitness Track and Field Room Safe Gym Garden Kids
 Soccer Senior Shaded Activities Technology
 Library Exercise Trails Family Park
 Gymnasium Indoor Banquet Hall Programs Sound
 Pool Kitchen Facility Space

Word Count of Most Frequent Words and Phrases





ANALYSIS

COMMUNITY CHARACTERISTICS

Of those who responded, the majority had households with members under 18 and over 55. Of those who responded, 47% had no children under 18.

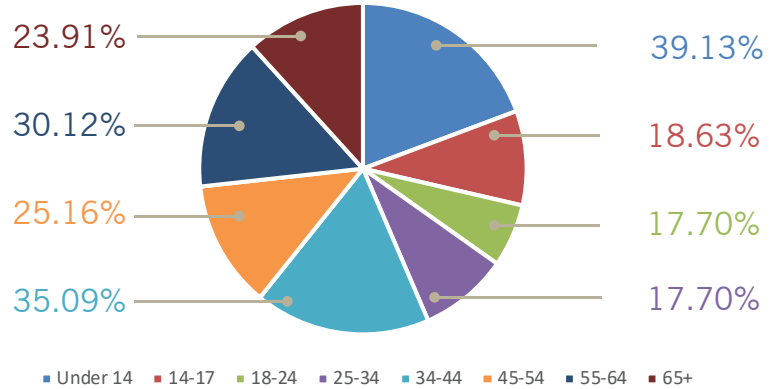
Almost half of the respondents use City of Tracy facilities a minimum of one time per week, and 68% of respondents use City of Tracy facilities a minimum of one time per month.

EXISTING FACILITIES

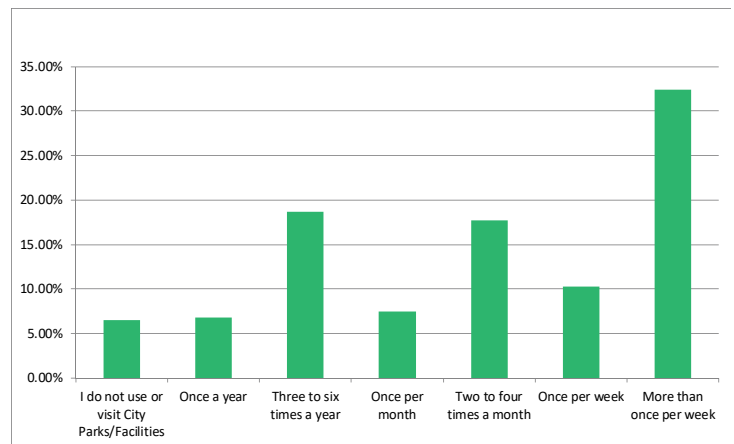
Lincoln Park, Dr. Powers Park, and Veterans Park are the most frequented parks from people who responded. One element that seems to make parks popular is that there are activities to do at each park. Lincoln Park has the library and play structures, Dr. Powers Park has tennis courts and the Joe Wilson Pool and Veterans Park has play structures, sports courts, and fields. Some of the other items community members appreciated is Lincoln Park's large size and community events. Residents love the large trees which provide shade at Dr. Powers Park, and they enjoy the opportunities for walks at Veterans Park.

The most frequently used facility, as reported by respondents, is the Civic Center, and the Community Center is a close second. Of the programs offered in Tracy, Youth Programs were the most popular with survey respondents and Outdoor Recreation Programs reported as the most participated in. Of the adult programs, Outdoor Recreation and Art and Drama programs were the most popular. Of the senior programs, Indoor Recreation Programs were the most popular.

Age Ranges in Household of Respondents



How often do you visit a City of Tracy park or facility?



When asked to rate the existing facilities, average satisfaction was 3.29 out of 5 with 5 being extremely satisfied. The majority of respondents (63.72%) responded as a 3 or 4 on this scale.

When asked to rate the existing programs and activities, the average satisfaction was 3.279 out of 5 with 5 being the extremely satisfied. The majority of respondents (58.81%) responded as a 3 or 4 on this scale.

According to the survey, community members are satisfied with the existing facilities and programs offered, ranking satisfaction as 3.29 out of 5.



MULTI-GENERATIONAL RECREATION AND COMMUNITY CENTER

Most important location characteristics:

1. Proximity to Public Transportation
2. Proximity to Downtown Tracy
3. Connections to Trail System
4. Other (responses at right)
5. Proximity to Park Facilities
6. Proximity to Schools

Other

Proximity Safety Needs Downtown Public South Side
 Tracy Housing Parking Activities Location
 Pool Space Big Library

The survey results were totaled based on weighted priority votes and the comments were categorized and added to these totals.

*Community Priorities Weighted Totals
(from all survey results)*

Banquet Hall	10.43%
Indoor Fitness and Weight Room	12.08%
Indoor Gymnasium	12.19%
Library and Education	13.83%
Multi-Purpose Room	12.19%
Outdoor Fitness / Exercise / Trails	13.13%
Outdoor Recreation Facilities	13.00%
Technology Center	13.13%

*Community Priorities With Comments
(from all survey results)*

Banquet Hall	9.06%
Indoor Fitness and Weight Room	12.90%
Indoor Gymnasium	11.72%
Library and Education	14.58%
Multi-Purpose Room	10.25%
Outdoor Fitness / Exercise / Trails	15.57%
Outdoor Recreation Facilities	14.29%
Technology Center	11.63%

From the survey results, the priority of spaces was:

1. Library and Education
2. Outdoor Recreation Facilities
3. Indoor Gymnasium
4. Multi-Purpose Rooms
5. Technology Center
6. Indoor Fitness and Weight Room
7. Outdoor Fitness / Exercise / Trails
8. Banquet Hall



COMMUNITY OUTREACH SUMMARY

SPACES

When totaling all community input, the library and education spaces were the most demanded aspect of a Multi-Generational Center. This was followed by outdoor recreation facilities, a gymnasium, a multi-purpose room, and an events space.

Specific Space Popularity

Library and Education	■	28.08%
Outdoor Recreation Facilities	■	26.26%
Gymnasium	■	25.75%
Multi-Purpose Room	■	12.02%
Event Space	■	7.89%

DESIRABLE FEATURES

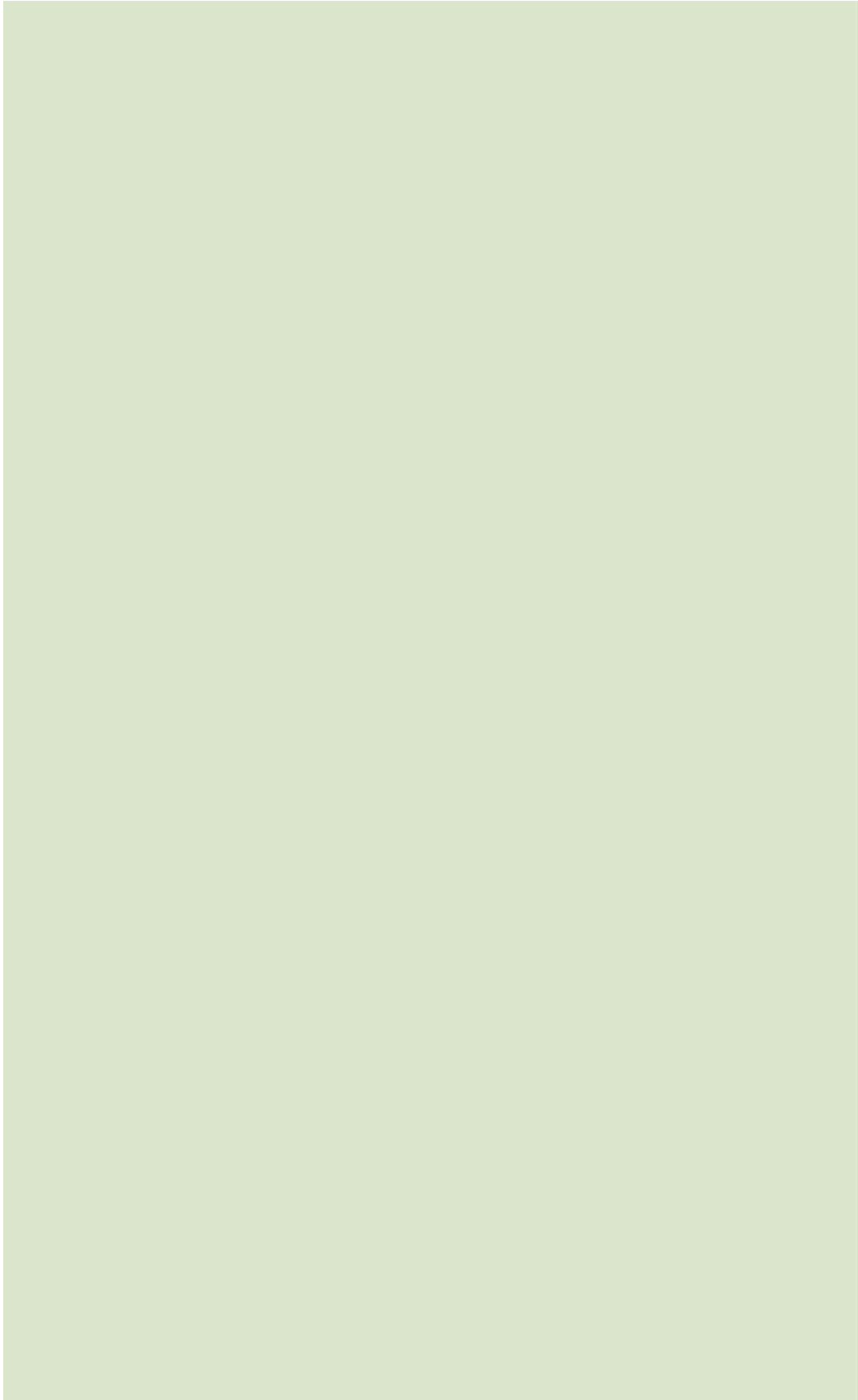
In the library and educational spaces, the Community would like to see a computer and technology space, group meeting rooms and a lecture space. For outdoor recreation at the site, the Community preferred walking paths, outdoor basketball, a playground, and a farmer’s market. Most popular for the gymnasium was to have an indoor track, bleachers, and locker rooms with showers. Additionally, it was desired by the Community for the gym to have a minimum of four indoor basketball courts. The Community would like a multi-purpose space to have meeting spaces, a teen center, and areas to play and listen to music. The events space was not a priority for the Community at this time. However, in the future there may be additional need for an events space. In an events space, it was most desirable for the Community to have an outdoor event space, stage, and a catering and teaching kitchen. The size of an events space should be able to accommodate at least 200 people.

PROGRAMS

According to the survey, providing programming for adults, seniors, teens, and kids is all equally popular. The response to having a Multi-Generational Recreation Center was very positive. The Community likes the idea of having a place to go where everyone in the family would have something to do and enjoy. It would be important for the center to provide programming to appeal to all ages.



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DEMOGRAPHIC ANALYSIS AND TRENDS



CITY OF TRACY NEEDS ASSESSMENT

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DEMOGRAPHIC ANALYSIS AND TRENDS

SYNOPSIS

The rate of growth is expected to increase, leading to a larger and more diverse population in the City of Tracy. The population in 2016 was reported as 86,382 people, which is expected to increase to 107,877 people in 2030. There is a demand for additional recreation programming in the City and the demand is expected to grow.



TRACY POPULATION ANALYSIS AND TRENDS

DEMOGRAPHIC ANALYSIS

A demographic analysis is a key component in the compilation of a recreation facilities needs assessment. It identifies the key characteristics that continue to shape the demand for community services, programs, and facilities. The key components that play a significant role in determining the demand for such services include age distribution, income, as well as race / ethnicity.

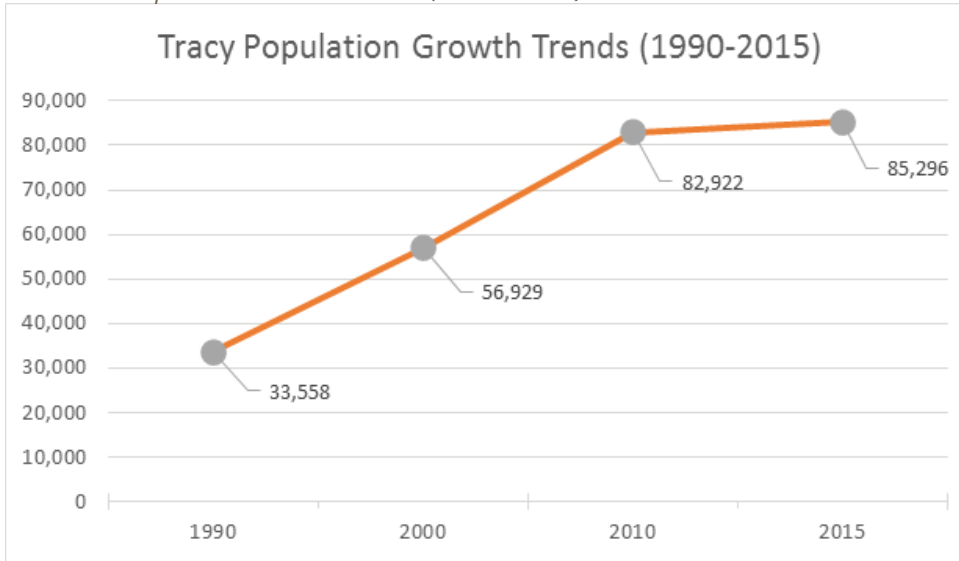
Table 4.1 Population Trends for the City of Tracy

POPULATION	1990	2000	2010	2015
Tracy	33,558	56,929	82,922	85,296

TRENDS	1990-2000	2000-2010	2010-2015
Tracy	69.6%	45.7%	2.9%

Demographics and population totals used in this table were retrieved using the City of Tracy 2015-2023 Housing Element. Source: City of Tracy 2015-2023 Housing Element.

Chart 4.1 Population Growth Trends (1990-2015)



Demographics and population totals used in this table were retrieved using the City of Tracy 2015-2023 Housing Element. Source: City of Tracy 2015-2023 Housing Element.

POPULATION FORECAST

Tracy has seen a steady population growth trend between 1990 and 2010 from approximately 33,558 residents in 1990 to 82,922 residents in 2010. That equates to a 147% increase in population over a span of 20 years. With a strong, steady population growth, the city has become more diverse racially / ethnically which has also led to larger-family households. According to the US Census, the 2015 population is 85,296, or a 2.9 percent increase from 2010. The limited growth to the city during this time frame was a direct result of the recent recession, which severely

impacted Tracy and the surrounding region between 2008 and 2012. Recent development trends have demonstrated that Tracy is expected to continue to see an increase in the growth of the population in the near future. Using the projected population of San Joaquin County in 2030, this study projects the population of Tracy (roughly 12.1% of the County in 2010) to be 107,877 persons in 2030 (Source: Demographic Research Unit, California Department of Finance, January 2018).



AGE DISTRIBUTION

A breakdown of the population age distribution is critical information when determining the needs allocation during the facility development planning stage. Assessing the age distribution helps in identifying the type of facilities needed, as age groups have various needs, requirements, and expectations. According to the 2010 Census, the City of Tracy’s age distribution profile is roughly in-line with the State of California with the Family Forming Adults group (adults ages 20 - 44) making up 34.7% (28,749) of the population, versus 35.6% for the state. Tracy has a slightly higher Children group distribution (ages less than 5 and up to 19) making up 35.2% of the City’s population in comparison to the state at 28.1%, making this the largest age group for Tracy. One of the other significant differences between the City of Tracy and the state is the age distribution in the Retirement age group, Tracy housing 6.9% (5,570) residents age 65 and over, whereas the state comes in at 11.4%, a difference of 4.5%.

Pre-School (ages 0-5), comprise 8.0% (6,600) of the total population of Tracy. Youth and teens (ages 5-14 and 15-19 respectively) comprise 27.3% (22,621) of the population of Tracy, and combined with pre-school, the Children age group makes up 35.2% (29,221) of the population. It is important to pay close attention to these statistics as this age group (pre-school, youth, and teens) drives a large demand for recreational programming. Such programming may include, but not be limited to pre-school, after-school, and summer programs, competitive sports (e.g. swimming, basketball, baseball, and soccer), and leisurely recreational activities. The demand for recreational programming that targets these age groups exists in the Community currently, and the demand is expected to remain.

Table 4.2 Age Distribution in the City of Tracy (2010/2016)

Age Group	2010		2016	
	Count	Percentage	Count	Percentage
Children	29,221	35.2%	28,059	32.5%
Pre-School (under 5)	6,600	8.0%	6,126	7.1%
Youth (5-14)	15,278	18.4%	14,383	16.7%
Teens (15-19)	7,343	8.9%	7,550	8.7%
Family Forming Adults	28,749	34.7%	29,643	34.3%
20-24	4,923	5.9%	6,031	7.0%
25-34	10,395	12.5%	10,535	12.2%
35-44	13,431	16.2%	13,077	15.1%
Mature Adults	19,202	23.2%	21,709	25.1%
45-54	12,338	14.9%	12,982	15.0%
55-64	6,864	8.3%	8,727	10.1%
Retirement Age	5,750	6.9%	6,971	8.1%
65 and over	5,750	6.9%	6,971	8.1%
Median Age	32.3		33.9	

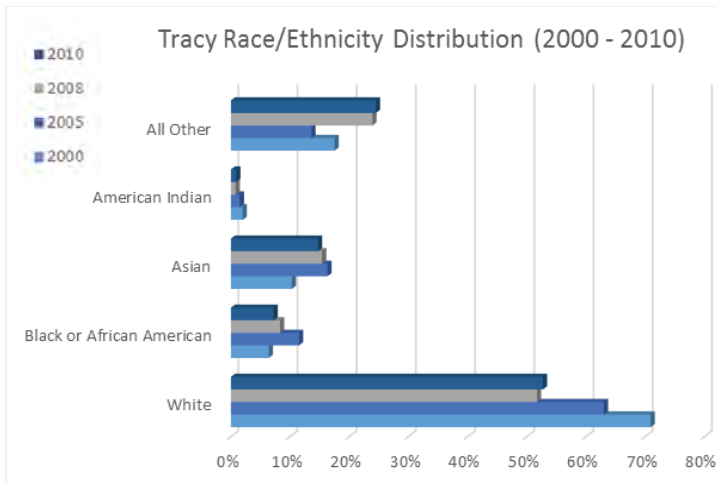
Demographics and population totals used in this table were retrieved using the American Fact Finder. Source: U.S. Census Bureau, 2010 Census.



RACE / ETHNICITY

Race and ethnicity play an important role in determining the types of facilities that will be needed. The utilization of various types of facilities is different amongst the different racial and cultural groups, as each group seeks programming to meet the desires and needs of that particular group. For example, adult soccer tends to be more popular with Hispanic groups than other cultural groups. The table on the right, summarizes the city's population by race / ethnicity. White / Caucasians continue to make up the majority of the population of the city at 52.7% in 2010, although trends have shown a steady decrease from 70.95% in 2000. Hispanic / Latino groups make up a large percentage of the population and has seen a steady increase from 2000 (27.7%) to 2010 (36.9%). Tracy has also seen an increase of Asian residents from 10.3% in 2000 to 14.7% in 2010 and African American residents from 6.4% in 2000 to 7.2% in 2010. Having a population that will continue to increase in terms of cultural diversity allows for many future opportunities to offer a wide variety of community programs and facilities.

Chart 4.3 Tracy Race/Ethnicity Distribution (2000-2010)



Demographics and population totals used in this chart were retrieved using the American Fact Finder. Source: U.S. Census Bureau, 2010 Census, Claritas, Profile of the City of Tracy, February 2009. SJCOG.

INCOME

According to the 2010 U.S. Census Bureau, in comparison to the state of California, Tracy has a higher Medium Household Income (Tracy at \$81,022 compared to California at \$63,783) – a difference of roughly \$17,239. It is important, when performing a needs assessment, to identify the Medium Household Income, which will provide insight as to the resident's ability to pay programming fees, which is directly related to the cost recovery of projects.

Based on statistics, children that come from higher earning families are more likely to actively participate in community offered programs such as before or after school programs, extracurricular activities, sports leagues, etc. Income assessment becomes important when determining the program fees and what types of programs should be offered, and the likelihood the residents will participate in such programs.

Table 4.3 Race / Ethnicity of the City of Tracy

RACE / ETHNICITY	2000	2005	2008	2010
White	70.9%	63.0%	51.7%	52.7%
Black or African American	6.4%	11.5%	8.3%	7.2%
Asian	10.3%	16.3%	15.4%	14.7%
American Indian	2.0%	1.5%	0.8%	0.9%
All Other	17.5%	13.6%	23.9%	24.5%
Hispanic or Latino*				
Hispanic or Latino	27.7%	30.3%	31.7%	36.9%

*Hispanic and Latino residents are collectively counted with White and Other groups, and presented separately as a sub-group.

Demographics and population totals used in this chart were retrieved using the American Fact Finder. Source: U.S. Census Bureau, 2010 Census, Claritas, Profile of the City of Tracy, February 2009. SJCOG.



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ANALYSIS OF CITY OF MANTECA

AGE DISTRIBUTION COMPARISONS

Table 4.4 Age Distribution Comparison Manteca and Tracy

Age Group	MANTECA (2010)		TRACY (2010)	
	Count	Percentage	Count	Percentage
Children (19 and under)	21,516	32.1%	29,221	35.2%
Family Forming Adults (20-44)	22,560	33.6%	28,749	34.7%
Mature Adults (45-64)	16,367	24.4%	19,202	23.2%
Retirement Age (65 and over)	6,653	9.9%	5,750	6.9%
Median Age	33.6		32.3	

Demographics and population totals used in this table were retrieved using the American Fact Finder. Source: U.S. Census Bureau, 2010 Census.

CONCLUSIONS

The City of Manteca has three key City owned community amenities, these include a Civic Center with City Hall, Public Works, the Building Department and the Recreation Department buildings, a Library, and a Senior Center. Additionally, the City has a number of gazebos and additional outdoor events spaces which they rent out. In 2016, the City of Manteca adopted a new Parks and Recreation Master Plan. One key finding from the Master Plan was the need for a gymnasium and recreation center (City of Manteca Parks and Recreation Master Plan, adopted December 2016).

The City of Manteca, although 20% smaller than Tracy, has a very similar age distribution and race and ethnicity distribution. The fact that the master plan found similar needs to that of Tracy, supports that Tracy is on the right track and it's goals align with those of other cities.

Table 4.4 Manteca & Tracy Age Distribution Comparison

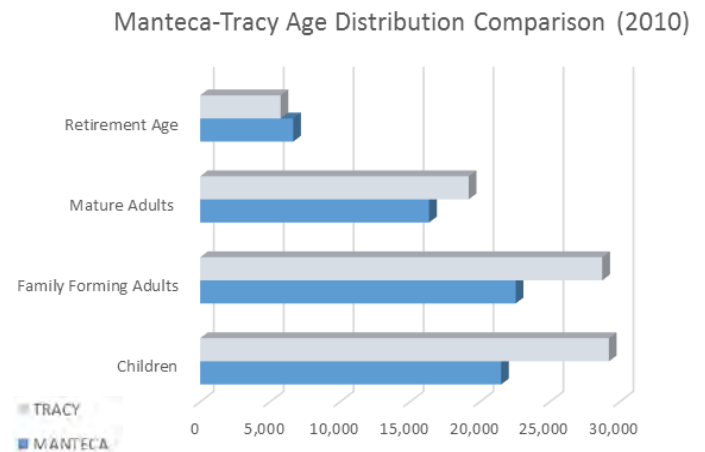
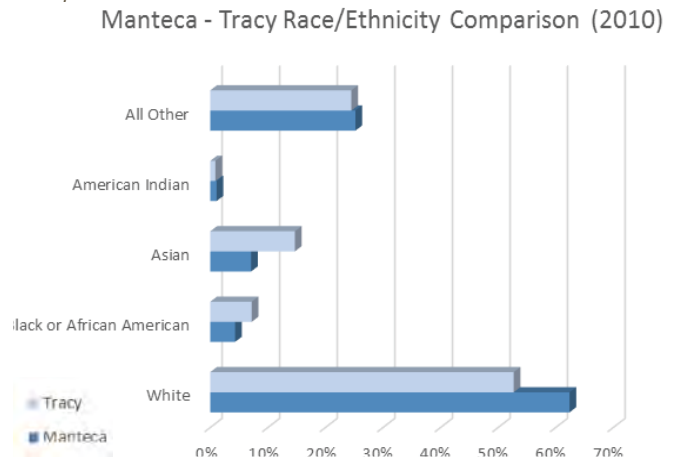


Table 4.5 Manteca & Tracy Race / Ethnicity Distribution Comparison



Demographics and population totals used in these charts were retrieved using the American Fact Finder. Source: U.S. Census Bureau, 2010 Census.



ANALYSIS OF CITY OF LIVERMORE

AGE DISTRIBUTION COMPARISONS

Table 4.5 Age Distribution Comparison Livermore and Tracy

	LIVERMORE (2010)		TRACY (2010)	
Age Group		80,968		82,922
Children (19 and under)	22,601	27.9%	29,221	35.2%
Family Forming Adults (20-44)	26,741	33.0%	28,749	34.7%
Mature Adults (45-64)	23,284	28.8%	19,202	23.2%
Retirement Age (65 and over)	8,342	10.3%	5,750	6.9%
Median Age	38.3		32.3	

Demographics and population totals used in this table were retrieved using the American Fact Finder. Source: U.S. Census Bureau, 2010 Census.

CONCLUSIONS

The City of Livermore has a number of key facilities, a civic center with City Hall and building department buildings, a library, a community center with a community gym, an aquatics center, and a Senior Services Center. In 2016, Livermore adopted a new Parks, Recreation, and Trails Master Plan. This report identified the need for the City to develop a multi-sport gymnasium and recreation center. Additionally, the report found the need for an inter-generational facility to support programs and the continuously growing and diversifying population (Source: Livermore Area Recreation and Park District Parks, Recreation, and Trails Master Plan, adopted June 2016).

The conclusions from Livermore’s Master Plan, echo those that the City of Tracy had found through the analysis and Mater Plan adopted in 2013 as well as the results of the current needs assessment.

Table 4.6 Livermore & Tracy Age Distribution Comparison

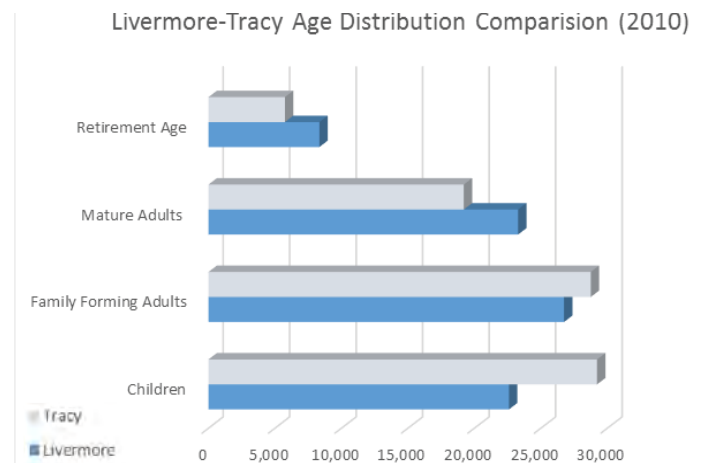
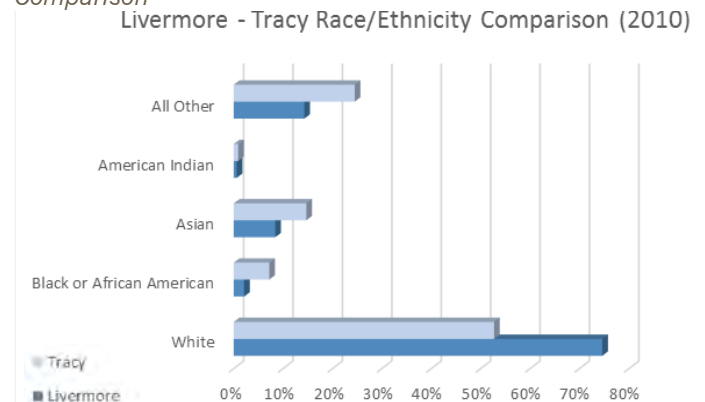


Table 4.7 Livermore & Tracy Race / Ethnicity Distribution Comparison



Demographics and population totals used in these charts were retrieved using the American Fact Finder. Source: U.S. Census Bureau, 2010 Census.



ANALYSIS OF CITY OF TURLOCK

AGE DISTRIBUTION COMPARISONS

Table 4.6 Age Distribution Comparison Turlock and Tracy

Age Group	TURLOCK (2010)		TRACY (2010)	
	Count	Percentage	Count	Percentage
Age Group		68,549		82,922
Children (19 and under)	21,210	30.9%	29,221	35.2%
Family Forming Adults (20-44)	24,010	35.0%	28,749	34.7%
Mature Adults (45-64)	15,317	22.3%	19,202	23.2%
Retirement Age (65 and over)	8,012	11.7%	5,750	6.9%
Median Age	32.5		32.3	

Demographics and population totals used in this table were retrieved using the American Fact Finder. Source: U.S. Census Bureau, 2010 Census.

CONCLUSIONS

The City of Turlock has a handful of community facilities which include a senior center, the Rube Boesch Center (a community center), and the Turlock Community Theater. The City of Turlock Mast Plan updated in 2003 identified that recreation facilities including a teen center and indoor recreation venue for sports, wellness, and enrichment programs were listed as priority facilities for the Community (Source: Turlock General Plan, adopted September 2012).

Although Turlock has a 17% smaller population, the age distribution is very similar to that of Tracy. The recommendations of Turlock’s Master Plan and General Plan are similar to those from the Tracy Master Plan, demonstrating that the priorities Tracy has identified align with those of cities with similar populations.

Table 4.8 Turlock & Tracy Age Distribution Comparison

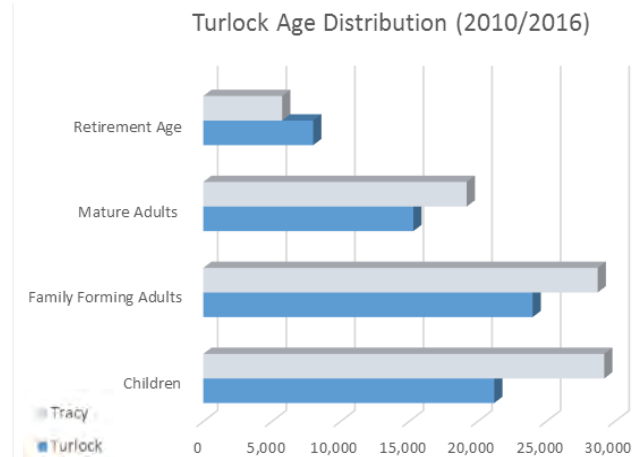
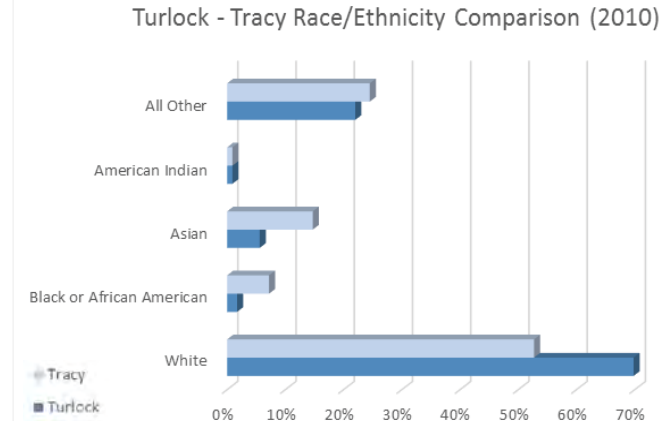


Table 4.9 Turlock & Tracy Race / Ethnicity Distribution Comparison



Demographics and population totals used in these charts were retrieved using the American Fact Finder. Source: U.S. Census Bureau, 2010 Census.

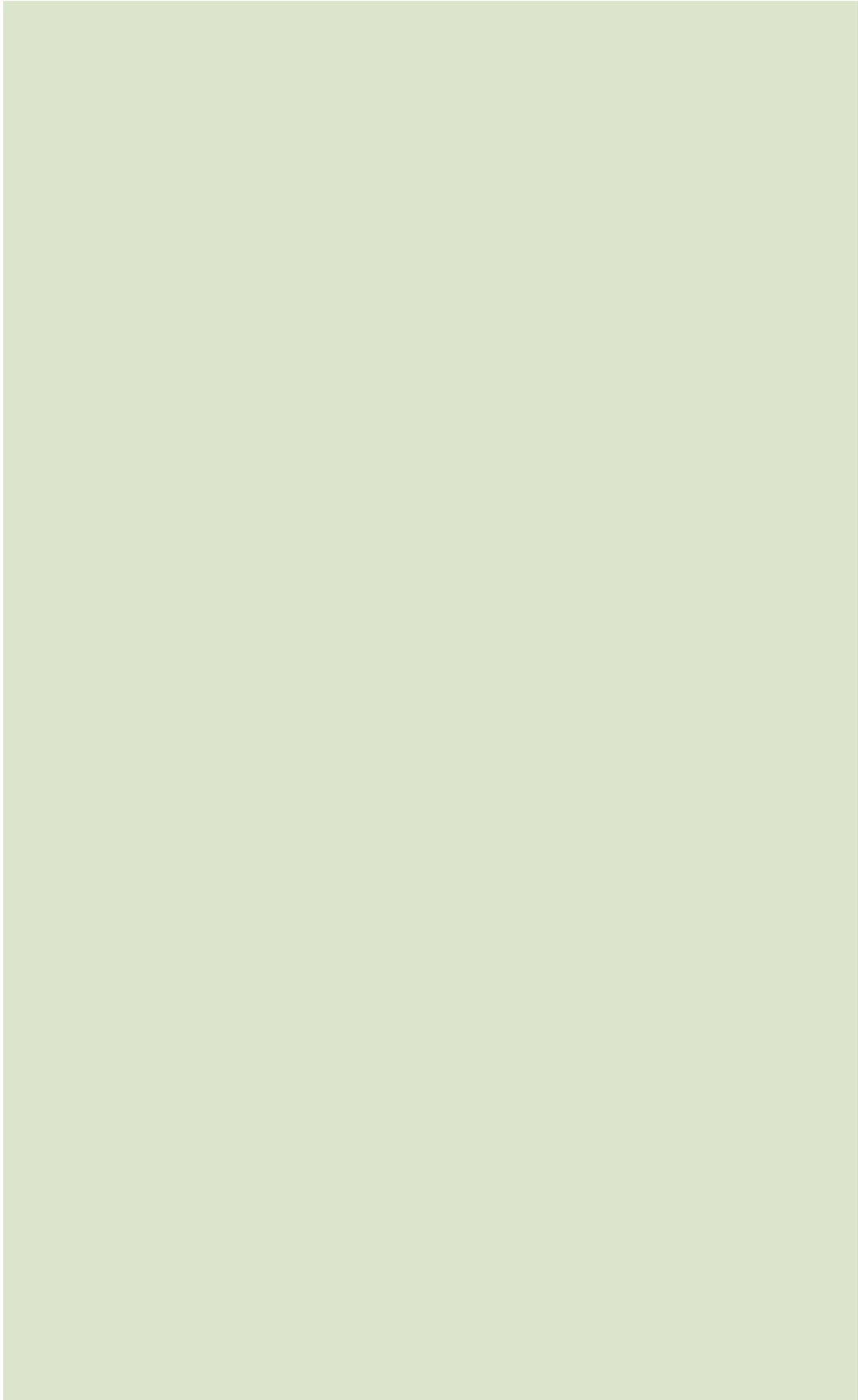


POPULATION ANALYSIS SUMMARY

Although Tracy saw little growth between 2010 and 2015, the rate of growth is expected to increase again. Based on the population of San Joaquin County in 2030, the population of Tracy is projected to increase from 85,296 in 2015 to 107,877 persons in 2030. From the 2010 census, Tracy's population group of children up to 19 years old (35.2%) is the largest age group in the city, closely followed by Family Forming Adults ages 20 through 44 (34.7%). The pre-school, youth, and teen age groups (up to 19 years old), is a large driver of demand for recreation programs. Because Tracy has a high percentage of children, the demand for recreation programs is high and is expected to continue to be a priority for the Community.

Race / ethnicity trends show that the City of Tracy is increasing in diversity. This provides opportunities to celebrate an increasing number of cultural events and provide an assortment of programs for the Community. Tracy has a 27% higher Medium Household Income than the State of California average. Children from higher earning income families are more likely to participate in recreation programs. With a fairly even distribution of age groups, it is important for the new facility to provide programming for all ages.

Tracy's population data demonstrates that Tracy has a demand for recreation programming. A Multi-Generational Recreation Center would support the diverse and growing population of the City. When looking at the recreation needs assessments and master plans from Manteca, Livermore, and Turlock, these reports also identified the need for a recreation facility that serves all age groups and provides indoor space for sports and education. This need is one that has been identified in similar communities and Tracy has the opportunity to create an inclusive and innovative recreation center for its residents.





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FACILITIES INVENTORY



CITY OF TRACY NEEDS ASSESSMENT

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FACILITIES INVENTORY

SYNOPSIS

Based on the facilities the City of Tracy has, there is a need to expand the following:

- Library and education spaces including technology programs and programs like the Makerspace (hands-on STEM learning)
- Teaching and commercial kitchen to expand nutrition and wellness classes
- Multi-purpose spaces that can accommodate 20 to 80 people
- Gymnasium to accommodate many indoor sports including badminton, basketball, gymnastics, ping-pong, volleyball, and wrestling



CITY HALL

Address: 333 Civic Center Plaza

Area: 40,700 Square Feet

Year Built: 2007



Spaces	Capacity	Primary Functions
Stage, Patio and Fountain	500	Outdoor Events
Council Chambers	200	Large Meetings
Lobby	250	Events
Room 109	20	Meetings
Room 203	40	Meetings

OVERVIEW

City Hall provides a variety of spaces, indoor and outdoor, for community meetings and events. The spaces include meeting rooms, large meeting spaces, and indoor and outdoor event spaces.

PROGRAMS

The meeting rooms at City Hall are most frequently used for meetings with city staff. They also host the Youth Commissioners Meetings. In addition to City Council Meetings, the Council Chambers are also sometimes used for larger group gatherings like church groups. Room 203 is a popular space for evening classes, it also has it’s own private restroom which is a popular feature for renters of the space.

UTILIZATION

City Hall was utilized for an average of 40% of days that it was available for reservations. The facility is utilized by staff members with about half of its use being reservations by the City. City Hall is a great location for meetings and both meeting rooms have similar rates of use.

RECOMMENDATIONS

City Hall has conference rooms that are sized properly for the current demand. They are a resource for staff and also serve the Community. The conference rooms are not yet at capacity and will continue to be beneficial to the City as the City grows.



COMMUNITY CENTER

Address: 950 East Street

Area: 9,030 square feet

Year Built: 1987

Year Update: 2017



Spaces	Capacity	Primary Functions
Entire Facility	550	Events
Conference Room A	12	Meetings
Conference Room B	12	Meetings
Main Hall	550	Events
Main Hall Center	150	Events
Main Hall East	200	Events
Main Hall West	200	Events
Kitchen	N/A	Events

OVERVIEW

The Community Center can accommodate a variety of programs. It has two conference rooms and a main hall which can accommodate up to 250 people for dining and 550 people standing. It is possible to divide the space which allows for the rental of portions of the facility. There is a stage with AV system and a 280 SF kitchen. There is a four hour minimum for renting the entire facility or the main hall and a two hour minimum for renting the conference rooms.

PROGRAMS

The facility is used for city programming as well as rented for events. It is only available to rent the entire facility on weekends. City programs held at this facility includes kid, teen, and adult classes like fitness classes, introductory gymnastics, and enrichment classes.

For rentals, it is frequently used for evening classes and large events. The space can be divided into smaller spaces with curtains, but the spaces are not sound isolated so it is not possible for the facility to be rented out to different groups at the same time. The facility is popular for weddings because it provides a variety of spaces for a bar, a coat check, dancing, and

outdoor space. Staff have mentioned that adult fitness classes are not great to have at the Community Center because the floor is not intended for these activities.

UTILIZATION

The Community Center was used about 40% of the weekends it was available in 2017. However, with the recent renovation to the kitchen, bathrooms, flooring, and windows, it is likely that the utilization will increase. The updates to the kitchen allow a wider variety of events to now be held at the Community Center.

RECOMMENDATIONS

Currently, the Center serves some of the needs the Community and recent renovations have given it the flexibility to be used more frequently. The Community Center would be in direct competition with any new events venue. There is room for the utilization of the facility to increase, and this will be possible with the recent improvements to the Community Center. It would be best for the City of Tracy to re-evaluate the utilization rate in the future and if it begins to reach capacity, plan an additional events space.



LOLLY HANSEN SENIOR CENTER

Address: 375 W. 9th Street

Area: 5,224 square feet

Year Built: 1987

Year Update: Planned 2018



Spaces	Capacity	Primary Functions
Lobby	N/A	Reception
Multi-Purpose Room	150	City Programs
Arts & Crafts Room	45	City Programs
Kitchen	N/A	City Programs

OVERVIEW

The Senior Center is centrally located and offers the space to hold activities and events. The venue has a large multi-purpose space and kitchen. Currently, the Lolly Hansen Senior Center is being renovated to provide more space and opportunity for programming and events.

PROGRAMS

The facility is used for a wide variety of programs offered to the Community, including classes for youth and adults. Some of the classes it houses are yoga fitness classes, CPR and First Aid classes, and technology classes. For seniors, there is a wide variety of programming for fitness, activities, special interest programs, and events. The facility’s kitchen is used primarily to heat meals daily for the County lunch program with it being used 2-3 times per month to cook meals for classes and events.

UTILIZATION

The Lolly Hansen Senior Center is not generally used as a rental space because most of its hours are set to serve the Community with programming.

RECOMMENDATIONS

Currently, the Senior Center serves the Community well. From the outreach sessions, we confirmed that the Senior Center programming was outgrowing the space the center had. The plans to expand the multi-purpose hall to better suite the needs of the programs will benefit the Community. Additionally, the new Multi-generational Recreation Center could accommodate specific classes and programs for which the Senior Center is not best suited, for example for cooking and nutrition classes.



TRACY PUBLIC LIBRARY

Address: 950 East Street

Area: 17,058 square feet

Year Built: 1961

Year Update: 1986



Spaces	Capacity	Primary Functions
Library	N/A	Library Programming, Reading
Wadsworth Room	128	Meetings and Events

OVERVIEW

The Public Library provides areas for individual and family reading, a variety of community programming and events, and conference spaces for the Community. Additionally, the Library houses the Wadsworth Room which non-profit organizations can use for meetings and events. The Experience Formulas for Library Size and Costs recommends that libraries serving 50,000 people or more should be sized as 0.3 square feet per capita. The Tracy library is sized at 0.19 square feet per capita based on 2015 population data. With the population expecting to reach a size of 107,877 person in 2030, the library will be serving the Community at 0.16 square feet per capita (Source: Demographic Research Unit, California Department of Finance, January 2018).

PROGRAMS

The Library runs a wide variety of programs for all ages. The programs include hands on activities, presentations, workshops, and gatherings. The Makerspace is a very popular resource provided by the Library. The Makerspace provide a place for residents to be creative and make things to learn more about science and art. Currently, it does not have it's own space. The Library has one room that is available for use by non-profit groups and organizations. It is also frequently used for events and activities sponsored by the Friends of the Library group.

RECOMMENDATIONS

With the growing population of Tracy and new programming offered by the Library, the Library needs to be expanded. The need for library and education spaces is a top priority based on community and staff input. The main programs that need expanding are the technology center and Makerspace, meeting rooms of various sizes for group projects or small meetings, and quiet reading areas.



TRACY SPORTS COMPLEX MEETING ROOM

Address: 955 Crossroads Drive

Area: 1,100 square feet

Year Built: 2002



Spaces	Capacity	Primary Functions
Ball Diamonds	N/A	Sports
Meeting room	45	Meetings
Soccer Fields	N/A	Sports

OVERVIEW

The Tracy Sports Complex is located at the west side of the city and provides a variety of permit-use-only sports fields used for sports team practices and tournaments. Additionally, there is a meeting room with a kitchenette.

PROGRAMS

The Sports Complex Meeting Room is used frequently for a support space for sports events. It is frequently used for registration, a referee room, and camps. It is less frequently used for non-sport related meetings because it is farther away from the center of town.

UTILIZATION

The Sports Complex Meeting Room was used 37% of the days it was available in 2017. Because of its location and proximity to sports and recreation fields, it has a more specialized use.

RECOMMENDATIONS

Because of its specialized use, the Sports Complex Meeting Room has a lower utilization than some of the other spaces. It has and will continue to serve the need to have a space near the sports fields and its use may be expanded in the future.



TRACY TRANSIT STATION

Address: 50 E. Sixth Street

Area: 6,000 square feet

Year Built: 2010



Spaces	Capacity	Primary Functions
Entire Facility	500	Events
Lobby	260	Events
Room 103	40	Meetings
Room 104	40	Meetings
Room 105	60	Meetings
Outside Patio	500	Meetings and Events

OVERVIEW

The Tracy Transit Station is located close to downtown. It functions as a transit station while also providing spaces for the Community. There are a variety of rooms to rent which provide flexibility and options for the Community. Its central location is ideal, with proximity to downtown and the Civic Center.

PROGRAMS

The Transit Station is frequently rented for meetings and provides up to three separate meeting spaces. The facility has technology available for people to use including projectors. The meeting rooms are also used for evening classes, but the rooms are not ideal for a classroom setting. When renting the facility, community members share the restrooms with the rest of the facility. The Transit Station is also used for community classes like technology camps.

UTILIZATION

In 2017, the Transit Station meeting rooms had the highest usage by day, with room 105 and 104 being used 72% of the days it is available. Room 103 is utilized 82% of the days it is available. Most of the reservations (78%) were by community members, non profit groups, and private groups.

RECOMMENDATIONS

The Transit Station has a high utilization rate and serves the Community with meeting rooms of the proper size. The flexibility allows it to function as smaller spaces or a larger space, whichever is needed. The utilization of the Transit Station is very high which shows that it is moving towards reaching capacity. Due to the demand for flexible meeting rooms, providing additional multi-use rooms of similar size to those at the Transit Station would benefit the Community.



UTILIZATION AND RECOMMENDATIONS

Chart 5.1 2017 Average Facility Utilization Rate by Day

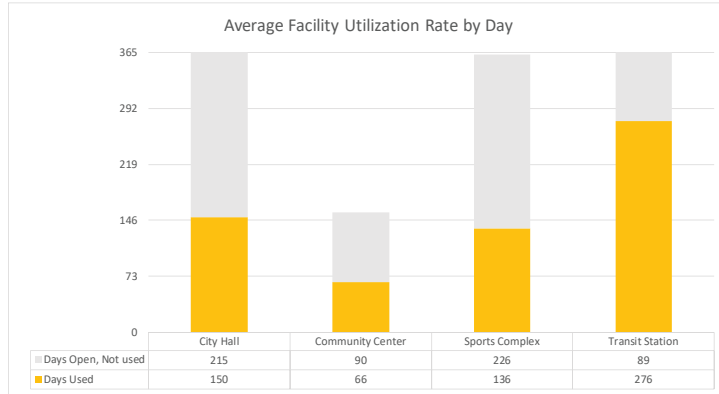
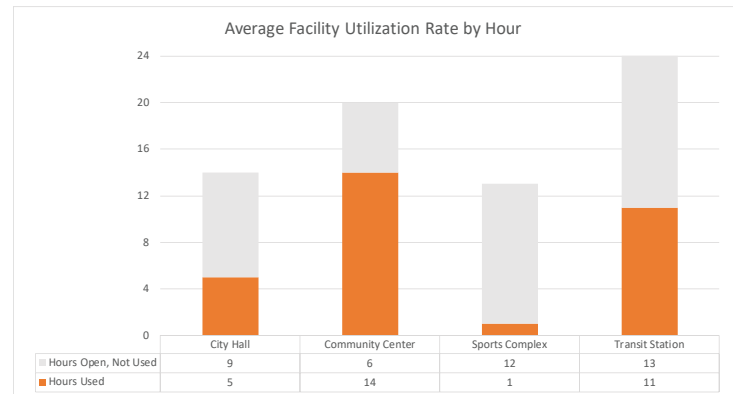


Chart 5.2 2017 Average Facility Utilization Rate by Hour



MEETING ROOMS

EXISTING FACILITIES

Meeting rooms are currently located within City Hall, the Community Center, and the Transit Station. City Hall has two meeting rooms with capacity for 20 and 40 people and the Council Chambers. The Community Center has two meeting rooms with capacity for 12 people per room. The Transit Station has three meeting rooms with the option to seat 40 people in two rooms and 60 people in a third, or combining two rooms to seat 80 people. The meeting rooms at the Transit Station have a high utilization rate.

NEW FACILITIES

The most used meeting rooms are those at City Hall and the Transit Station. These rooms seat between 20 and 40 people. When looking at expanding meeting room availability, the highest demand is for 20 and 40 person spaces. There is also some demand for 80 person spaces so having a larger space that can be divided to create smaller spaces would align with current demand. Feedback has also included that it is better when the meeting rooms have their own point of entrance for use after other portions of the facility may be closed and it would be best for the multi-use meeting rooms to have a separate restroom.

Incorporating meeting rooms at the new facility would expand the opportunity for the rooms to be rented out. The most demand for uses of the rooms included

classroom space, corporate meeting space, and for recreation programming like ping-pong and crafts. Additionally, if the room is flexible and can be divided, it is important that it can be acoustically separated so both portions can be used for separate functions.

EVENTS CENTER

EXISTING FACILITIES

Currently, the City of Tracy has the Community Center which can seat 250 people with banquette seating. The IPFES Portuguese Hall seats 350 people with banquette seating and the St. Bernard's Holy Family Center also host a variety of events. Community member feedback and the events calendar for these spaces demonstrates that they are in use and reserved most weekends. The Community Center was used only 41% of the weekends it is available during 2017, but with the recent renovations in 2017, this can change. The Community Center is able to host large events and is in a prime location within the City of Tracy.

NEW FACILITIES

Currently, the City of Tracy has the Community Center that can seat 250 people for banquette seating. The building is in a prime location in the City and is large enough to host a variety of large events. Because of the recent renovations, it is possible that the utilization rates of the space will increase. Over time, it could increase rental revenue to the City and provide space to host a variety of events.



GYMNASIUM

EXISTING FACILITIES

The City of Tracy does not own a gymnasium and therefore does not own any indoor basketball courts. The City currently rents these facilities from the School District. Private leagues are also looking for facilities to host their practices. There is a high demand for indoor basketball facilities but very few courts available for use.

NEW FACILITIES

There is demand for a gymnasium with multiple basketball courts. Having bleachers would allow the space to function well for hosting games and tournaments. Including indoor courts would allow the City to save money on renting basketball courts and allow for income from private leagues renting the courts for practices. It would also allow the City the potential to host tournaments.

When looking at the size of the gymnasium, it is important to balance the gymnasium with the other programming needs of the Community while still providing enough courts for the City to successfully run programs. One full high school court allows for two junior high basketball courts to be laid out perpendicular to the high school court. Parking must also be a consideration. These options are outlined in the conceptual design portion of the report.

Table 5.1 Basketball Courts in City Owned Recreation Centers

COMMUNITY RECREATION FACILITIES	HIGH SCHOOL COURTS	JUNIOR HIGH COURTS OVERLAY
Livermore	1	2
Lodi	1	2
Manteca	0	0
Morgan Hill	1	2
Sacramento	1	2
Turlock	0	0

It is clear that the City of Tracy requires indoor basketball courts. There are multiple options for the quantity of courts that a new recreation center should accommodate. Above is a list of other community recreation centers, many of which also host tournaments that local teams compete at, and the quantity of courts they have. Based on the demand for courts in Tracy. It would be beneficial for the center to have at least two high school courts which would provide four junior high school courts for practices, recreation, and tournaments.



Mark Gallo Health and Fitness Center



LIBRARY & EDUCATION

EXISTING FACILITIES

The Library serves the City of Tracy residents with popular programming and events. As the population has grown, the programs have as well and the space is no longer able to accommodate the opportunities the Library offers. There is a high demand for an expansion of the Library and for additional education facilities.

NEW FACILITIES

The demand for library and education spaces include a technology lab with computers for the Community and a place for people to work on their own laptop computers. A critical space would be a makerspace to allow the Library to run and expand their Makerspace Program. The Community also voiced priority for meeting rooms of various sizes and a quiet reading space. Dedicated space for children and teens would also allow space for the Library's growing program opportunities.

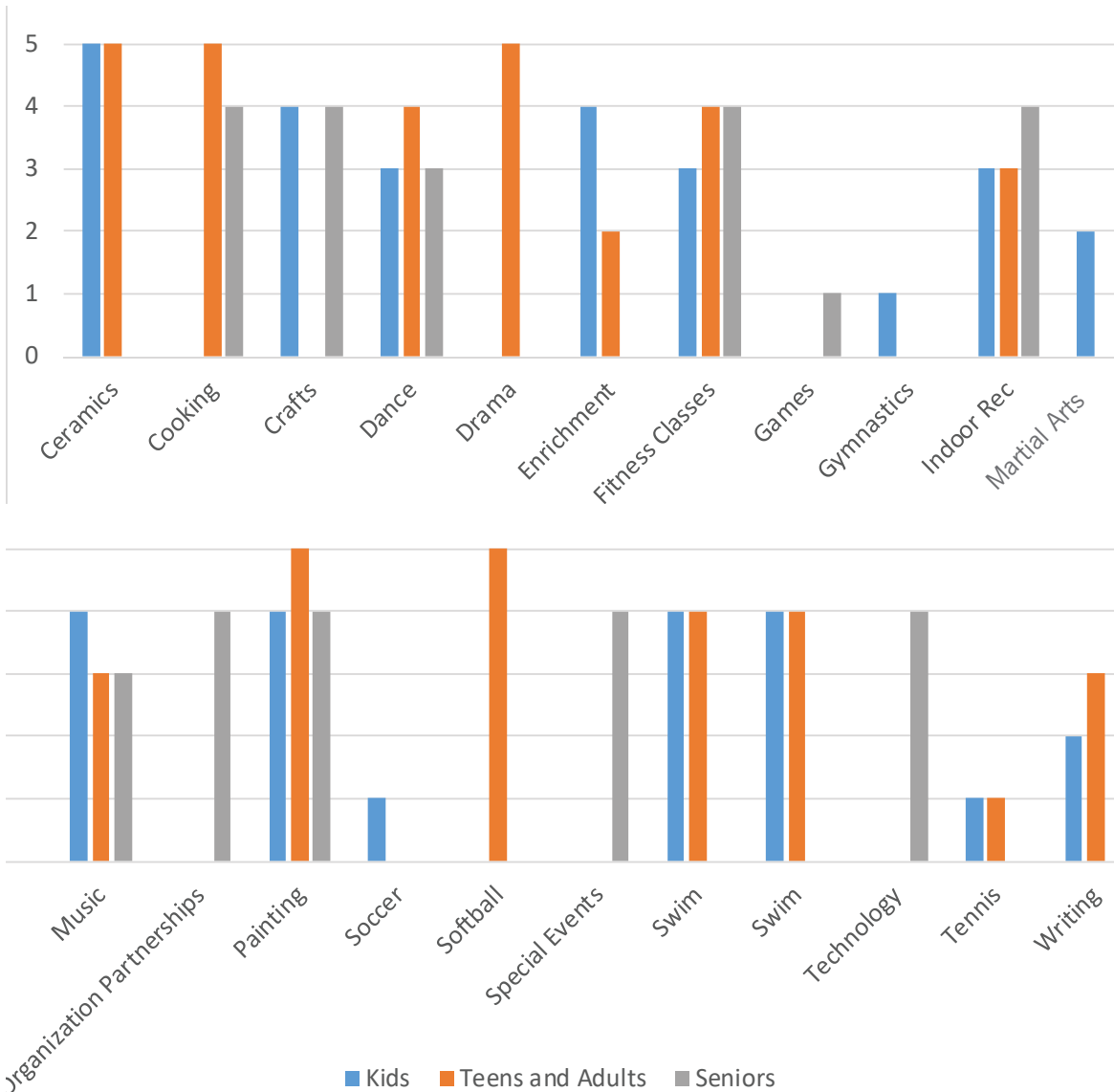


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CITY PROGRAMS

Chart 5.3 Existing Program Popularity



Program Popularity is based on data reported by the City. The graph shows 5 as the most popular programs and 1 as the least popular programs. When popularity is not indicated, it implies that data of the popularity was not reported for this age group or that the program is not offered for this age group.

EXISTING PROGRAMS

Currently, the City of Tracy provides a wide variety of programs to address various interests across the age groups of residents. According to the survey, residents are satisfied to very satisfied with existing programs, and many of the programs are reported as being popular (shown as a 3 or higher on the chart above). Games, gymnastics, martial arts, soccer, tennis, and writing programs were reported as the least popular classes, so it is recommended that the city does not expand these programs until popularity increases.



OPPORTUNITIES FOR FUTURE PROGRAMS

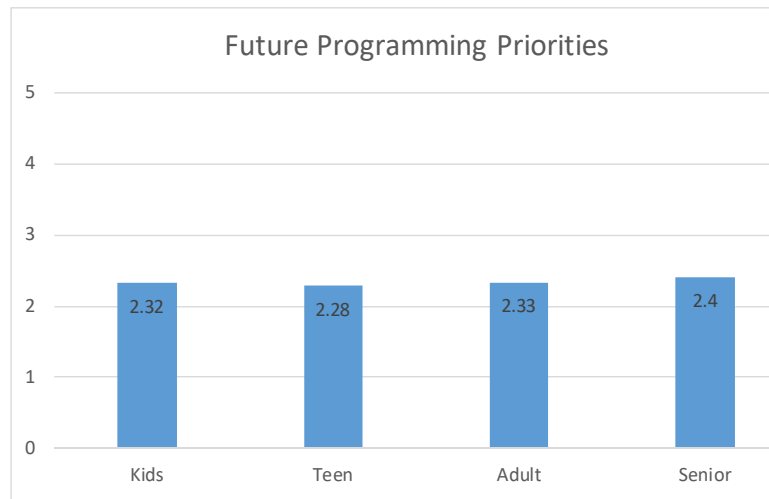
In the survey, respondents placed similar priority for kid, teen, adult, and senior programming at the new Multi-Generational Recreation Center. With a new Multi-Generational Recreation Center, there is opportunity to expand popular programming. Cooking classes, for example are popular with teens, adults, and seniors. Currently, there are only a few classes offered that teach cooking and nutrition. Having a dedicated teaching kitchen space allows for an expansion of these classes.

Craft classes for kids and seniors, enrichment classes for kids, and music classes for kids, teens, adults, and seniors are also popular classes with the potential for expansion in the future. All of these classes can be held in multi-purpose rooms which could also be used as conference rooms and rental spaces. The multi-purpose room could also accommodate recreation programming like ping-pong.

In a gymnasium, Tracy has the opportunity to expand the adult leagues, including adult basketball, volleyball, badminton, since there are currently few opportunities within the City of Tracy. The gymnasium would also provide space for youth sports including volleyball, gymnastics, badminton, and wrestling.

The library and education spaces allow for space to offer a wide variety of additional programs including software and computer classes, coding camps, Makerspace programming like robotics and 3D printing, as well as support child, teen, and adult specific areas like game rooms.

Chart 5.4 Future Programming Priorities





FACILITIES SUMMARY

Based on the current facilities the City of Tracy has, there is a need for additional space for library and education programming including a technology center, additional meeting rooms, a gymnasium, and multi-purpose rooms.

Table 5.2 Facility Utilization and Primary Use

Current Facilities	Utilization by Day	Primary Use
City Hall Conference Rooms	40%	Meetings
City Hall Lobby and Outdoor Space	6%	Events
Community Center Conference Rooms	25%	Meetings
Community Center Entire Facilities*	40%	Events
Lolly Hansen Senior Center	N/A	City Programs
Tracy Public Library	N/A	Library Programming, Reading
Tracy Public Library Wadsworth Room **	N/A	Meetings and Events
Tracy Sports Complex Meeting Room	37%	Meetings
Tracy Transit Station Conference Rooms	75%	Meetings
Tracy Transit Station Facility	7%	Events

* Only available weekends

** Only available for use by non-profit organizations

Table 5.3 Determined Need of Spaces

Space	Current Need Determined*
Events Center	Low Priority
Gym	High Priority
Library / Education Space	Highest Priority
Multi-Purpose Room	High Priority
Outdoor Recreation**	High Priority

* Value assigned based on community outreach results and evaluation of existing facilities

** Outdoor recreation spaces would be best accommodated as a separate project through the addition of a park adjacent to the site.

There is a need for the Library to expand. Currently, there are programs that do not have a space like the Makerspace program. Additionally, there is the demand for technology labs and a potential to provide these through the Library. Regarding meeting rooms, there are not enough group study rooms and areas for students to go to work on group projects. The need for quiet reading areas and dedicated space for kids and teens were also voiced by the Community. Providing these spaces at the new Multi-Generational Recreation Center would allow the opportunity to expand Library and City programming, provide community resources like technology and homework space, and make the center a destination for the entire family by offering spaces for kids, teens, adults, and seniors.

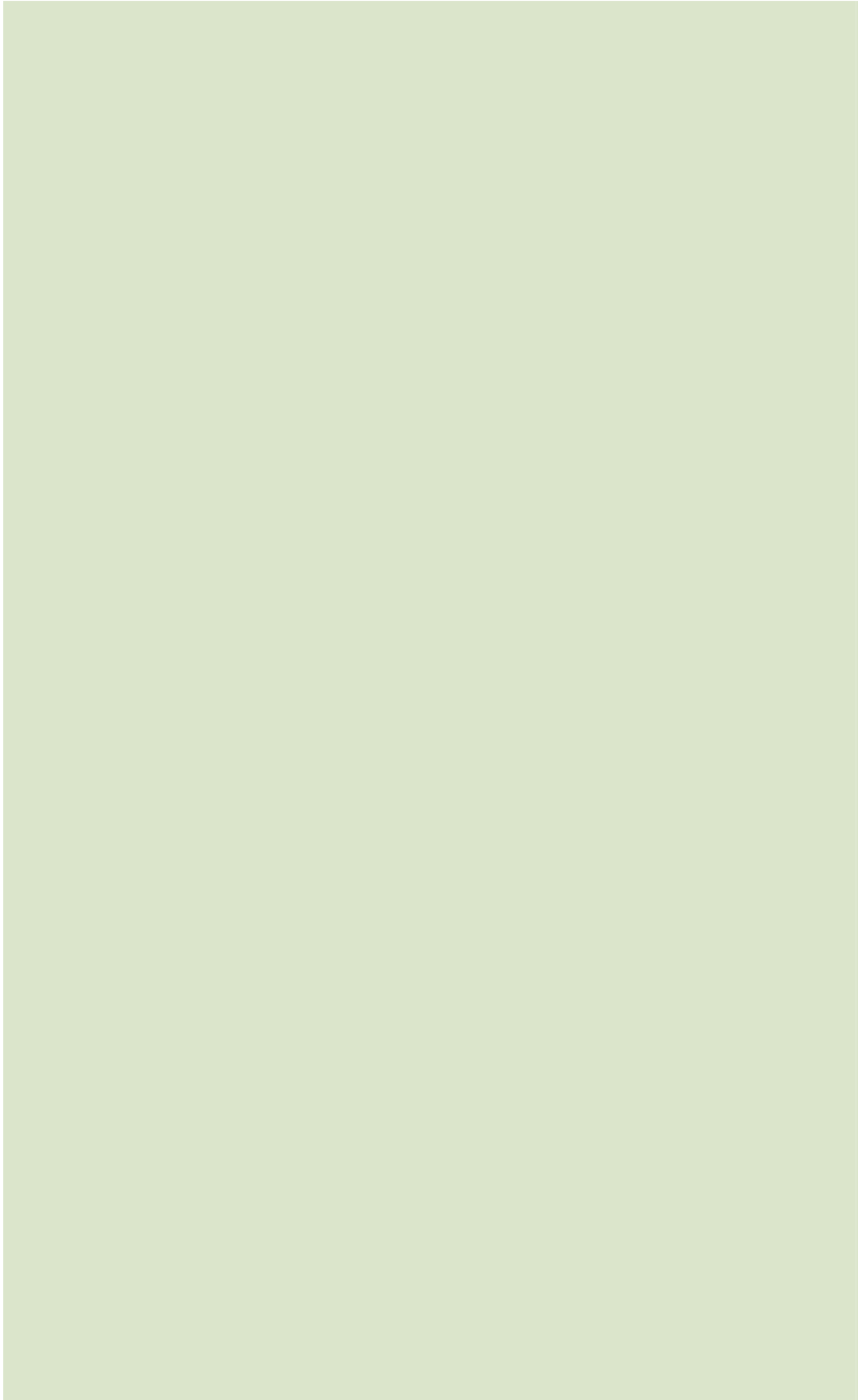
An additional educational component that was popular in discussions was a catering and teaching kitchen. This would allow the City to expand the nutrition and cooking classes, which are current popular programs. Additionally, if community needs expand in the future and needed an additional events space, it could be sited adjacent to the kitchen which would then serve the center.



There is not currently a need for an additional events center. It would be more cost effective for the City to evaluate the current Community Center and make adjustments to it to make it more appealing to renters.

A gymnasium would offer the City more opportunity and flexibility in running recreation programs. It would also allow the expansion of program offerings providing courts for adult leagues, volleyball and badminton. The gymnasium would also give the City more control over practice time scheduling. It also provides the opportunity for the City to rent out the courts to leagues and for tournaments.

Currently the City owns two areas that serve as multi-purpose spaces. The Transit Station has conference rooms large enough to hold big meetings and events. Additionally, the Community Center hosts a variety of events. One aspect that is missing is the a multi-purpose space that also functions well for recreational programming. At the new Multi-Generational Recreation Center, it would be ideal for the space to host not only various size meetings and be able to be set up for classes, it would be ideal for the space to have a floor that allows it to be used for fitness classes and other recreation activities like Ping-Pong.





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REVENUE AND STAFF



CITY OF TRACY NEEDS ASSESSMENT

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REVENUE AND STAFF

SYNOPSIS

A Multi-generational Recreation Center has the potential to generate rental income from the gymnasium, library and education spaces, multi-purpose rooms, and teaching kitchen. Fees and payment structure will need to be evaluated by the City based on programming and facility costs. Two possible structures include a membership fee structure or a program fee structure.

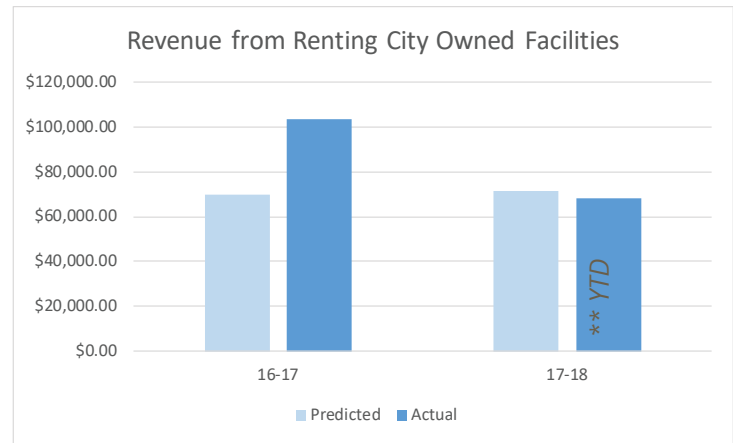


CURRENT AND POTENTIAL RENTAL REVENUE

CURRENT RENTAL REVENUE

Last year, rental income from the various indoor facilities the City owns has totaled \$103,638.17. This includes only the indoor facilities Tracy owned, all of which are outlined in the Facilities Inventory. Based on the year to date total from this year, it is possible that the income will be similar or exceed the amount from the previous year. The Multi-Generational Recreation Center can provide additional indoor spaces that could increase the revenue from rental income for the City. Some spaces that have the potential for rental income include multi-purpose space and gymnasiums.

Chart 6.1 Revenue from Renting City Owned Facilities



** The revenue for 17-18 is a year to date total through March 12, 2018

OPPORTUNITIES FOR RENTAL REVENUE

The opportunities for rental revenue at the Multi-Generational Recreation Center will depend on the spaces selected. Some possible spaces and possible rental functions are outlined in the table. Functions will vary based on size, hours available, community demand, and which other facilities are available.

Table 6.1 Possible Rental Functions by Space

Areas	Possible Rental Functions
Gym	large events, sports practices, tournaments
Library / Education	varies
• Children	birthday parties
• Technology	after school programs, camps
• Makerspace	after school programs, camps
• Teen	birthday parties, graduation events
Multi-Purpose	baby and bridal showers, birthday parties, camps, corporate meetings, evening classes, recreation
Teaching Kitchen	camps, classes

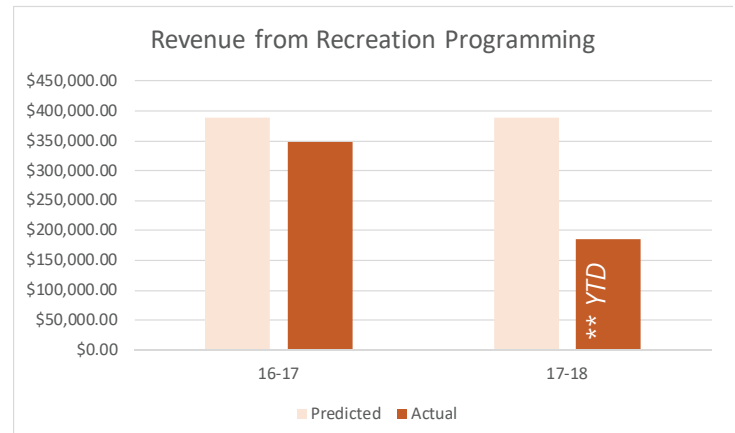


CURRENT AND POTENTIAL PROGRAM REVENUE

CURRENT PROGRAM REVENUE

Currently, the City provide programming to the Community that is paid for on a per class basis. There are currently no facilities that charge a membership fee from residents. There are two primary ways for program revenue at the new facility. One route would be to charge a membership fee for use of the facilities. The other would be to provide programming for the Community and charge fees for the program.

Chart 6.2 Approximate Revenue from Recreation Programming*



** The revenue for 17-18 is a year to date total through March 12, 2018

* Excludes Aquatics

OPPORTUNITIES FOR PROGRAM REVENUE

The City of Tracy will need to evaluate fees and payment structure based on programming and facility costs. Below are examples of similar facilities and the fee structure. One facility runs on a membership basis and also rents out portions of the facility, the other runs on program and rental fees. Both facilities reported running at cost recovery. The City would need to evaluate the options and formulate fees based on programming and anticipated costs.

MORGAN HILL CENTENNIAL RECREATION CENTER

54,000 Square Feet

Elements: Aquatics, child care, fitness machines, group fitness classes, gymnasium (1 high school court, 2 junior high courts), senior center, teen center

	Residents (per month)	Non-Residents (per month)
Adult Membership	\$72	\$76
Family Membership	\$100	\$106
Adult Plus	\$55	\$59
Senior / Special Hour	\$50	\$54
Couple Senior / Special Hour	\$80	\$86
Youth / Young Adult	\$35	\$39
YMCA Nationwide Program**	FREE **	FREE**

* Residents and Non-Residents pay a one time enrollment fee of \$75 for Family / Couple memberships and \$50 for all other memberships

** YMCA Nationwide Program does not include Special Hours Memberships

PLEASANT HILL COMMUNITY SPACES

22,000 Community Center

5,000 Teen Center

23,000 Senior Center

Elements:

Community Center: Event space, multi-purpose rooms, dance studio, catering kitchen, gazebo

Teen Center: multi-purpose room

Senior Center: multi-purpose rooms

The teen center runs programs and classes which residents and non-residents can sign up for. Prices vary by class. The facility can also be rented when not in use.

The Community Center is used for some programming that residents and non-residents can sign up for. The events center and multi-purpose spaces are also rented out the majority of the time.



GYMNASIUM CURRENT COST AND POTENTIAL REVENUE

CURRENT COST

Last year the City spent \$15,056.00 on basketball courts, renting 7 courts for practices and games throughout the year, not always simultaneously. Courts are rented from schools in the Jefferson School District and Tracy Unified School District. The school districts charges an hourly rate for operating costs, wear and tear, and custodial hours if the hours are outside the regular shift. Additionally there is a non-refundable fee for the application processing.

Additionally, there are eight youth leagues and associates in Tracy that are all trying to reserve space at the gyms within the City. The leagues include:

- City of Tracy Jr. Warriors Basketball League – ages 8-14
- Boys & Girls Club basketball league – ages 5-14
- Tracy NJB (National Junior Basketball) – ages 5-14
- St. Bernard’s CYO Basketball league – ages 8-14
- Tracy Unified School District School leagues – ages 8-14
- Jefferson School District School leagues – ages 8-14
- Bella Vista Christian Academy – St. Paul’s Lutheran Church – ages 8-14
- Amateur Athletic Union - through 12th grade

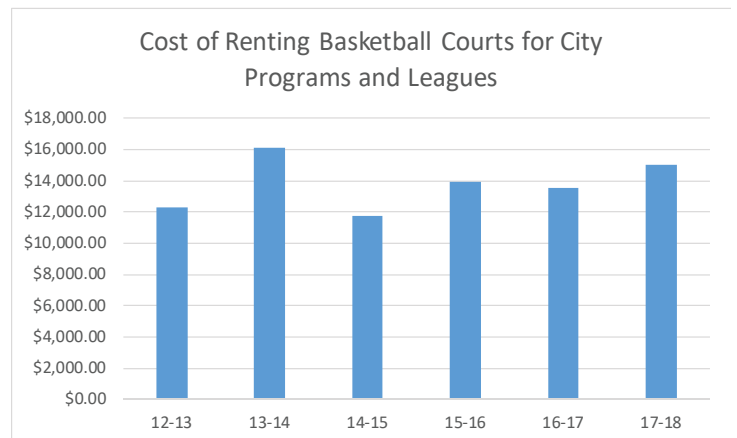
Indoor courts at the Multi-Generational Recreation Center could reduce or eliminate the need for renting school facilities. At the new Center, there will still be a cost to the City for staff, maintenance, and operations, but having the City owned courts allows for more control over recreation programming, flexibility for when to offer practices, and the potential to host tournaments. Additionally, the City can run a court with volleyball



Oak Park Community Center and Gymnasium

and badminton and offer a larger variety of leagues, including adult leagues. The City would likely be able to run practices with fewer courts because the City would have more control over scheduling practices simultaneously and back to back. Having gymnasium space would serve a need of the Community and allow sports to be more accessible to more people.

Chart 6.3 Cost to the City of Renting Basketball Courts





POTENTIAL REVENUE

Fees for renting out courts would need to be evaluated. Generally, facilities have separate fee structures depending if the renter is a non-profit or not. At minimum, the fees should cover operating costs and utilities, maintenance costs, and staff required to accommodate the functions. Additionally, fees will need to be set for renting the facility for a tournament. The fee structure for the tournaments should consider if the tournament charges an entrance fee or not and set rates accordingly. The table below summarizes rental fees for gymnasium facilities as an overview. Some Cities subsidize their facility rental fees.



Carlsbad Boys and Girls Club

There are a variety of different rates offered for gym rentals in Tracy, Turlock, and Livermore. Some factors Tracy should keep in mind when choosing a rate is wear and tear, maintenance, staff required, if admission is charged, and what gyms are charging nearby. These factors can help the City stay competitive while still covering the costs to offer the facility.

Table 6.2 Hourly Rental Fees per Court by City

	Tracy		Turlock Unified School District	Livermore Community Center
	middle school gym	high school gym		
	one time application fee of \$51.74			
Residents	\$127.23/HR	\$127.47/HR	\$45/HR	\$45/HR
Non-Profits	\$61.23/HR	\$61.47/HR	\$45/HR	\$55/HR
Non-Residents	\$127.23/HR	\$127.47/HR	\$45/HR	\$55/HR
Commercial (admission charged)	\$127.23/HR	\$127.47/HR	\$68/HR	\$140/HR + 10% revenue

The fees outlined in this Table are from the City named or Facility Fee Schedules provided by each City May 2018.



STAFF

Staffing needs will need to be evaluated based on current and future programming as well as current staff. Two similar centers include the Pleasant Hill Community Center and the Centennial Recreation Center in Morgan Hill. They have a variety of staff based on their programming needs and both reported that they had adequate staff. Their staff is outlined in the charts below.

MORGAN HILL CENTENNIAL RECREATION CENTER

54,000 Square Feet

Elements: Aquatics, child care, fitness machines, group fitness classes, gymnasium (1 high school court, 2 junior high courts), senior center, teen center

PLEASANT HILL COMMUNITY SPACES

22,000 Community Center

5,000 Teen Center

23,000 Senior Center

Elements:

Community Center: Event space, multi-purpose rooms, dance studio, catering kitchen, gazebo

Teen Center: lounge, multi-purpose meeting room

Senior Center: multi-purpose rooms

	Full Time	Part Time
City Staff	5	2 supervisors and program staff
Contracted / Partnership	4	program staff

	Full Time	Part Time
City Staff	7	4 supervisors and program staff
Contracted / Partnership	0	0

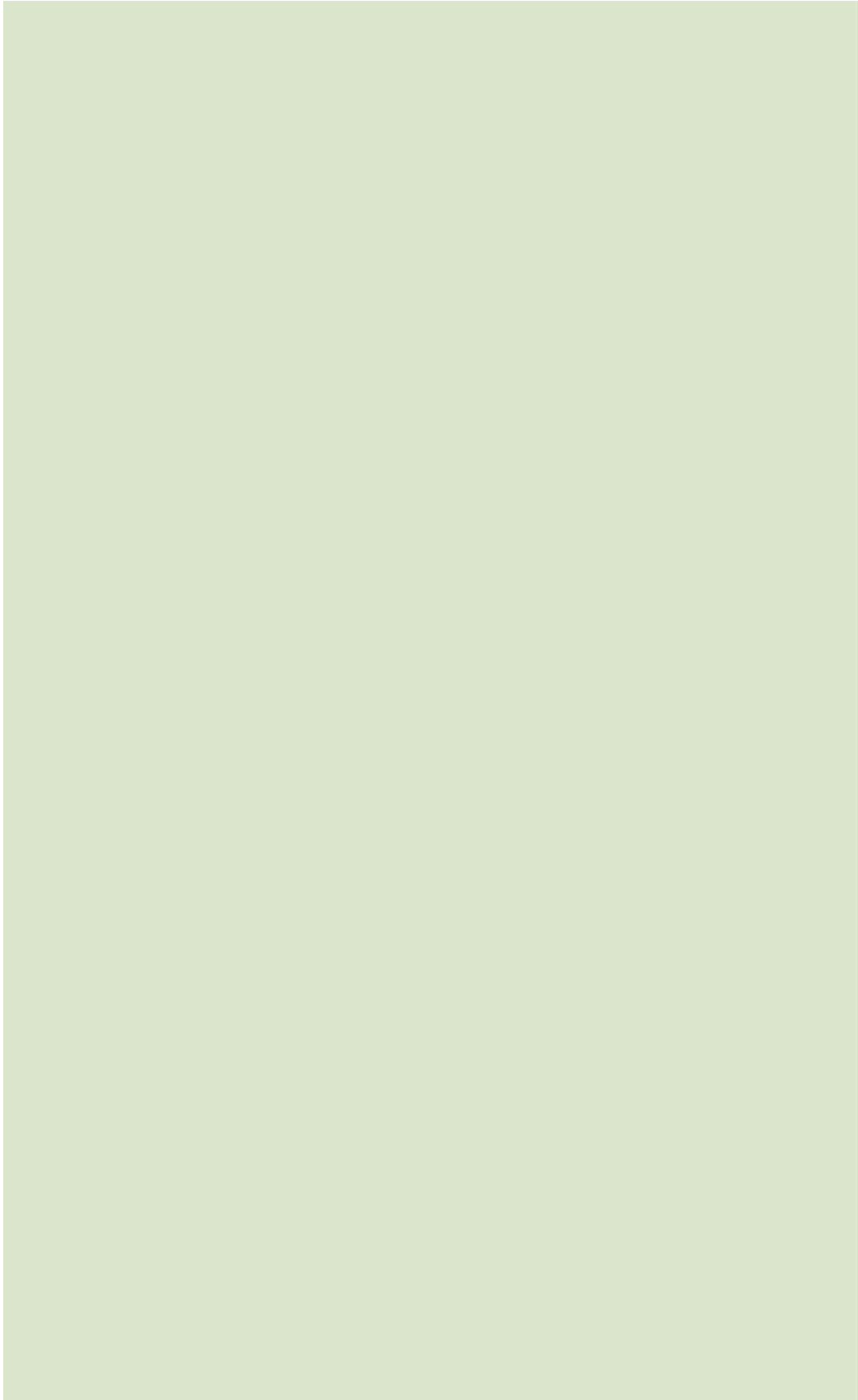
**The City of Morgan Hill has a partnership with the local YMCA for all fitness programming including the fitness equipment and classes*

***Staff listed excludes aquatics center staff*





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CONCEPTUAL DESIGN



CITY OF TRACY NEEDS ASSESSMENT

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CONCEPTUAL DESIGN

SYNOPSIS

After exploring three design options, two stand out as meeting the needs and priorities of the Community.

Design Option 2

- Requires approximately 11.3 acres of land*
- 6,000 square foot library expansion to accommodate some community prioritized programming
- 38,000 square foot gym and storage - three high school courts (six junior high courts)
- 1,050 square feet of multi-purpose space
- Lobby and teaching kitchen

Design Option 3

- Requires approximately 10.2 acres of land*
- 10,000 square foot library expansion to accommodate community prioritized programming
- 31,200 square foot gym and storage - two high school courts and a bonus court (five junior high courts)
- 3,000 square feet of multi-purpose spaces
- Lobby and teaching kitchen

**Actual site size necessary may differ based on site proportions, existing and required road access, easements, and other site requirements*



CONCEPTUAL DESIGN OVERVIEW

When looking at the 2013 Parks Master Plan and the community outreach, the spaces that were most desired by the Community were (in order of preference) a library and education center, outdoor recreation facilities, a gymnasium, multi-purpose spaces, and an events space. Based on the analysis of the existing facilities the City of Tracy has, there is a need for additional meeting rooms that can seat 40-60 people. This could best be accommodated as a multi-purpose room that can be separated into smaller spaces. Additionally, there is not currently a need for an events center. The Community Center can seat 250 people in banquet style seating so it would be more financially logical for the City to renovate the existing center than to build a new one. As the population of Tracy increases and the needs change, the new Multi-Generational Recreation Center can be planned to adapt and have an events space in a future phase.

Based on the research conducted, it is important to develop the Multi-Generational Recreation center in conjunction with a new community park. This would provide adjacent outdoor recreation spaces, which were requested by the Community. In order to build a park which follows the goals of the current Parks Master Plan, it would be important to develop it as a joint project but with its own funding so all elements can be addressed.

The spaces the new Multi-Generational Recreation Center should accommodate include library and education spaces, a gymnasium, multi-purpose rooms, and administrative space. Considering the current budget allocation for the project, with an assumed construction cost of \$550 per square foot, it is feasible to develop an approximately 58,000 square foot Multi-Generational Recreation Center. Because the gymnasium can only be specific sizes to incorporate a certain number of courts, the concepts are based around the number of courts that can be accommodated. The City currently rents up to seven courts from the school district for practices but not always simultaneously. It is likely that the City would be able to successfully run practices with fewer than seven courts because they would have the ability to hold back to back practices on their own courts and use multiple courts simultaneously. It would be ideal if the new Center can provide some of these courts which can then also be rented to leagues. The most number of people voted to have four basketball courts. Based on this information, we looked at three options, one provides four high school courts, which would provide eight junior high courts perpendicular. One provides three high school courts, which would provide six junior high courts perpendicular. The third option provides two high school courts, which also provides the four junior high school courts perpendicular across, the quantity most requested by the Community. Each facility requires administration spaces and services like circulation, utility systems, and restrooms. The other elements of the facility that were recommended in the 2013 Parks Master Plan and confirmed with the community outreach was library and education spaces, and multi-purpose spaces.



PROGRAM OPTION 1

The first option explores four high school basketball courts in the gym with eight junior high school courts across and bleachers along the sides of the high school courts. The gymnasium can be utilized for many different sports including badminton, basketball, gymnastics, ping-pong, volleyball, and wrestling. An administration space is required and lobby and services are also required.

With this size gym, there is not enough space to provide the minimum required aspects of the program within the budgeted square footage. Additional, critical areas prioritized by the Community, including library and education spaces, would not be accommodated. The square footage of this program option is 7.6% over the target square footage so this option would require an increase in the project budget.

Chart 7.1 Program Option 1 Scaled Area Comparison

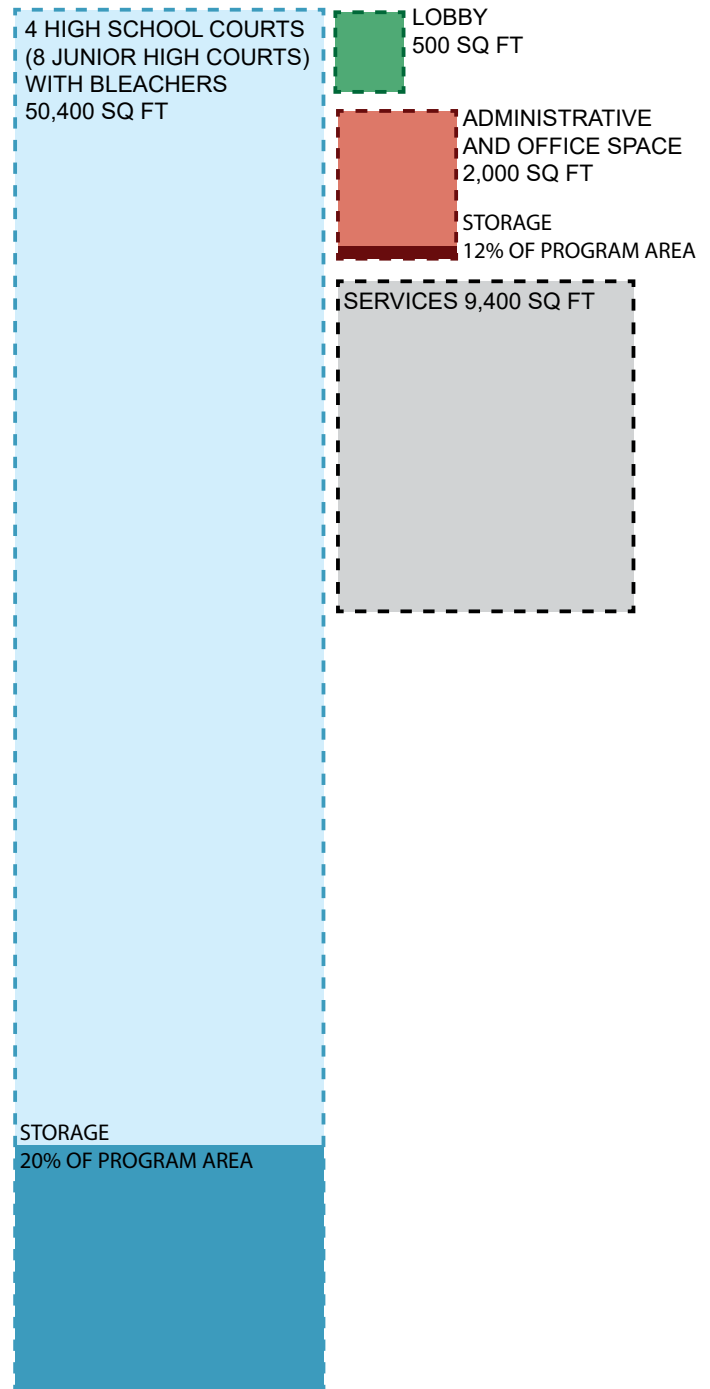
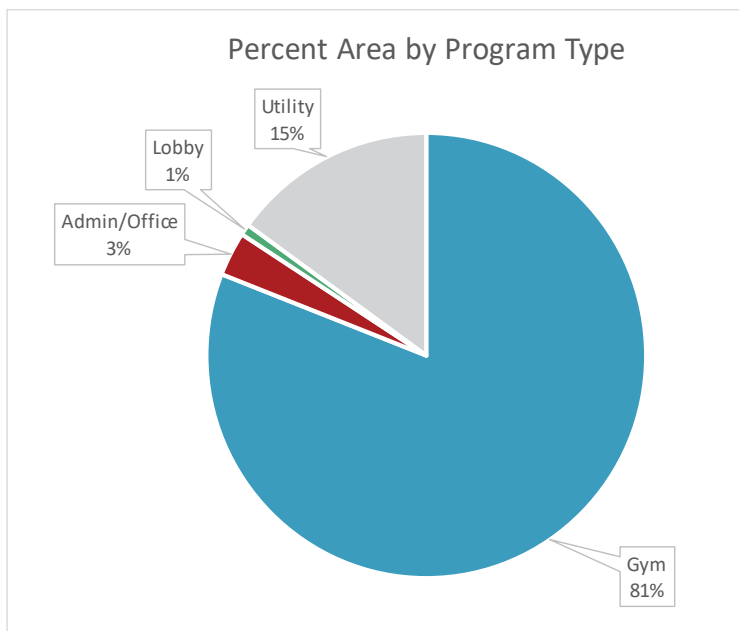


Chart 7.2 Program Option 1 Percent of Recreation Center Area



This program exploration assumes a \$32 million construction budget and a construction cost of \$550 per square foot. These values are assumptions and are not guaranteed. Actual square footage, costs, and possible program may vary from options shown.



CITY OF TRACY NEEDS ASSESSMENT

Table 7.1 Program Option 1 Overview

Program	
Admin	2,000 SF
Circulation	4,600 SF
Gym and Storage	50,400 SF
Lobby	500 SF
Restrooms	2,400 SF
Utility	2,900 SF
Total	60,800 SF
Target	58,000 SF
Area Difference	2,800 SF
Percent over target*	7.6 %

* requires increase in budget

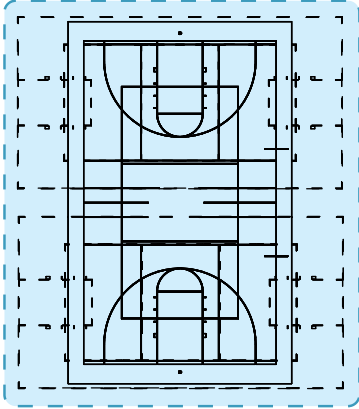
Table 7.2 Program Option 1 Parking Estimate

	Area	Required Parking
Gym (assembly)	42,000 SF	700 Spaces
Remainder of Facility (commercial/office)	2,000	8
Total Parking Spaces		700 Spaces
Approximate Area Required for Parking		298,000 SF

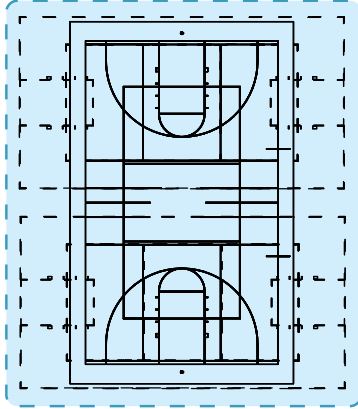


GYM 50,400 SQ FT

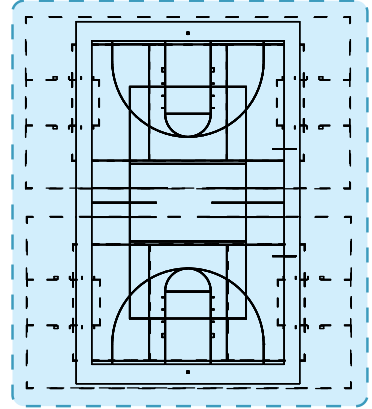
HIGH SCHOOL COURT, 2 CROSS COURTS, BLEACHERS
10,500 SQ FT



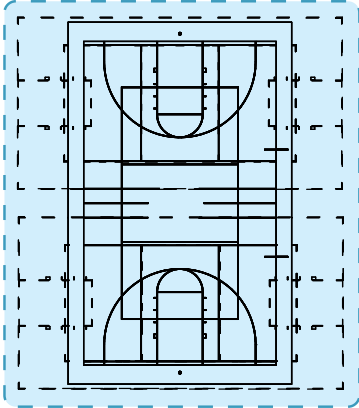
HIGH SCHOOL COURT, 2 CROSS COURTS, BLEACHERS
10,500 SQ FT



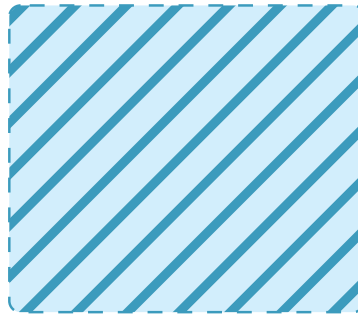
HIGH SCHOOL COURT, 2 CROSS COURTS, BLEACHERS
10,500 SQ FT



HIGH SCHOOL COURT, 2 CROSS COURTS, BLEACHERS
10,500 SQ FT



STORAGE
8,400 SQ FT



LOBBY 500 SF

FRONT DESK DESK
100 SQ FT



ENTRY AND WAITING
400 SQ FT



ADMINISTRATIVE AND OFFICE SPACE 2,000 SQ FT

OFFICE 225 SQ FT



WORKSTATIONS - 10

WORKSTATION 100 SQ FT



OFFICE 225 SQ FT



STAFF STORAGE 200 SQ FT



STAFF CONFERENCE
150 SQ FT



STAFF CONFERENCE
150 SQ FT



SERVICES 9,400 SQ FT

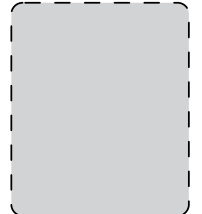
RESTROOMS
2,400 SQ FT



CIRCULATION
4,100 SQ FT



UTILITY
2,900 SQ FT





CITY OF TRACY NEEDS ASSESSMENT

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PROGRAM OPTION 2

The second option is based around accommodating three high school basketball courts in the gym with six junior high school courts across and bleachers along the sides of the high school courts. The gymnasium can be utilized for many different sports including badminton, basketball, gymnastics, ping-pong, volleyball, and wrestling.

With this size gym, there is limited space for the remaining programs the 2013 Parks Master Plan recommended and the Community and staff members voiced a need for during the outreach process. The remaining space is divided between library and education spaces, administrative offices, a multi-purpose space, commercial and teaching kitchen, lobby, and services. The programming spaces the center can fit with this allocation of space is outlined on the following pages.

Chart 7.3 Program Option 2 Scaled Area Comparison

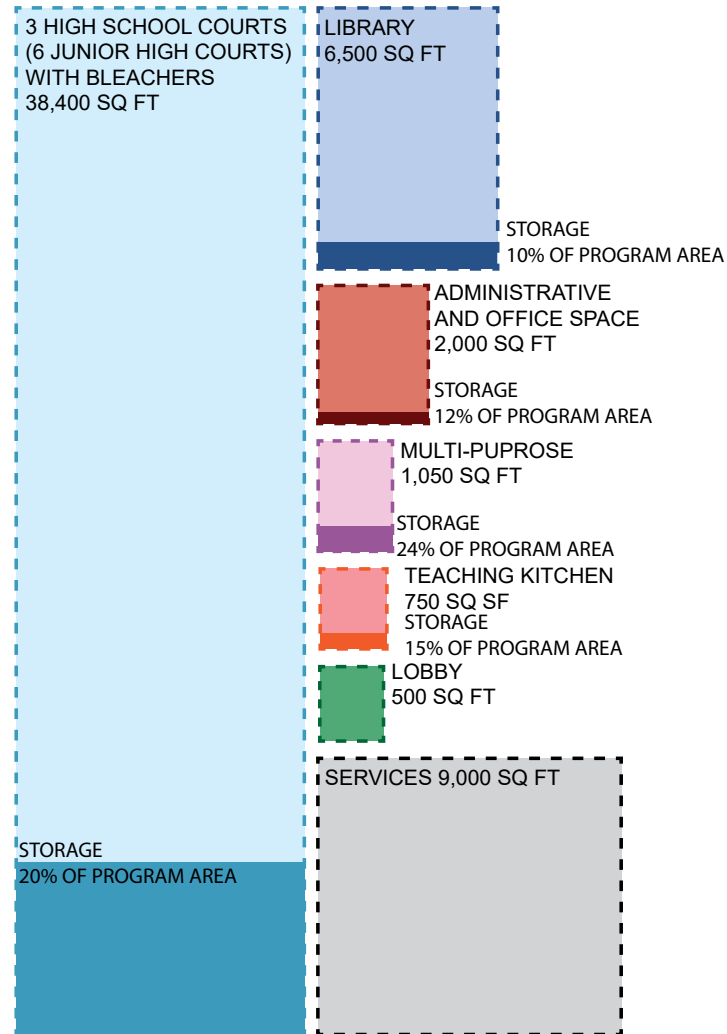
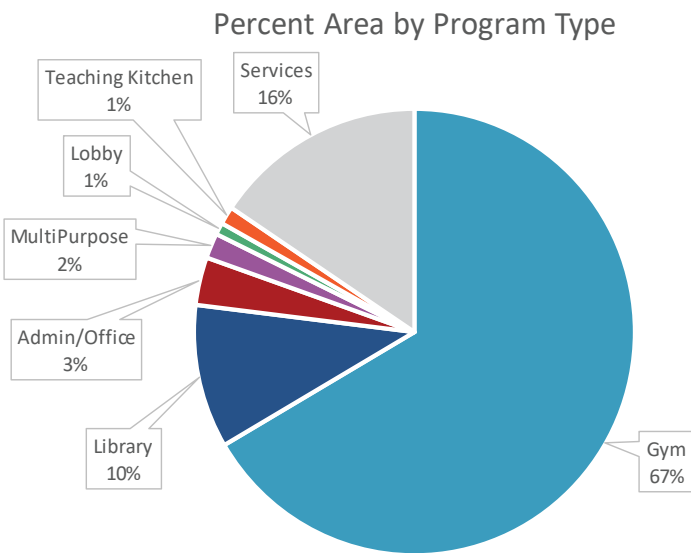


Chart 7.4 Program Option 2 Percent of Recreation Center Area



This program exploration assumes a \$32 million construction budget and a construction cost of \$550 per square foot. These values are assumptions and are not guaranteed. Actual square footage, costs, and possible program may vary from options shown.



CITY OF TRACY NEEDS ASSESSMENT

Table 7.3 Program Option 2 Overview

Program		
Admin / Office		2,000 SF
Circulation		4,100 SF
Gym and Storage		38,400 SF
Library / Education		6,000 SF
•	Conference Rooms	(800 SF)
•	Makerspace	(1,000 SF)
•	Quiet Reading & Lounge	(1,000 SF)
•	Staff	(1,100 SF)
•	Library Storage	(600 SF)
•	Technology	(1,500 SF)
Lobby		500 SF
Multi-Purpose and Storage		1,050 SF
Restrooms		2,000 SF
Teaching Kitchen and Storage		750 SF
Utility		2,900 SF
Total		57,700 SF
Target		58,000 SF

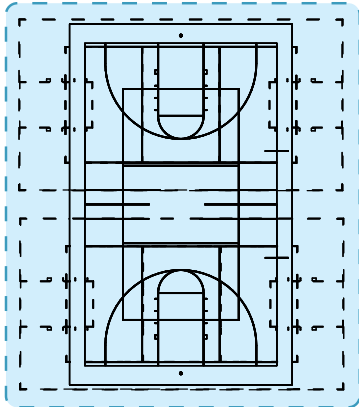
Table 7.4 Program Option 2 Parking Estimate

	Area	Required Parking
Gym (assembly)	32,000 SF	534 Spaces
Remainder of Facility (commercial / office)	10,300 SF	84 Spaces
Total Parking Spaces		618 Spaces
Approximate Area Required for Parking		260,000 SF



GYM 38,400 SQ FT

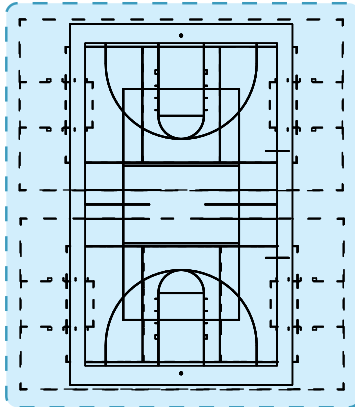
HIGH SCHOOL COURT, 2 CROSS COURTS, BLEACHERS
10,500 SQ FT



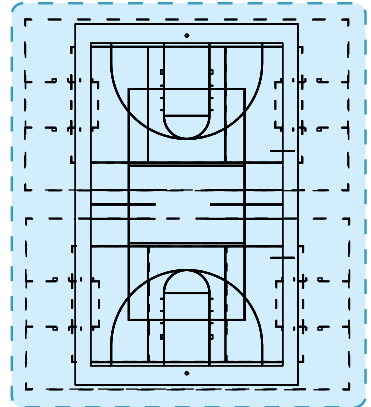
STORAGE
6,400 SQ FT



HIGH SCHOOL COURT, 2 CROSS COURTS, BLEACHERS
10,500 SQ FT

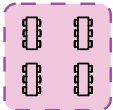


HIGH SCHOOL COURT, 2 CROSS COURTS, BLEACHERS
10,500 SQ FT



MULTI-PURPOSE 1,050 SQ FT

MULTI-PURPOSE ROOM
850 SQ FT



STORAGE
200 SQ FT



COMMERCIAL & TEACHING KITCHEN 750 SQ SF

KITCHEN
650 SQ FT



STORAGE
100 SQ FT



SERVICES 9,00 SQ FT

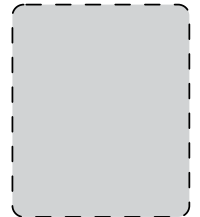
RESTROOMS
2,000 SQ FT



CIRCULATION
4,100 SQ FT



UTILITY
2,900 SQ FT



LIBRARY 6,000 SQ FT

TECH AREA
1,500 SQ FT



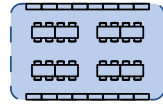
SERVICE DESK
100 SQ FT



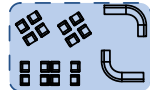
PROGRAM STORAGE
600 SQ FT



MAKER SPACE
1,000 SQ FT



QUIET READING & LOUNGE
1,000 SQ FT



CONFERENCE / GROUP STUDY
LARGE 250 SQ FT



CONFERENCE / GROUP STUDY
MEDIUM 150 SQ FT



CONFERENCE / GROUP STUDY
MEDIUM 150 SQ FT



CONFERENCE / GROUP STUDY
MEDIUM 150 SQ FT



CONFERENCE / GROUP STUDY
SMALL 100 SQ FT



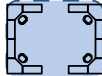
OFFICE
225 SQ FT



OFFICE
225 SQ FT



STAFF WORKROOM
500 SQ FT



STAFF CONFERENCE
150 SQ FT



ADMINISTRATIVE AND OFFICE SPACE 2,000 SQ FT

OFFICE 225 SQ FT



OFFICE 225 SQ FT



STAFF CONFERENCE
150 SQ FT



LOBBY 500 SF
FRONT DESK
100 SQ FT



WORKSTATIONS - 10
WORKSTATION 100 SQ FT



STAFF STORAGE 200 SQ FT



STAFF CONFERENCE
150 SQ FT



ENTRY AND WAITING
400 SQ FT





CITY OF TRACY NEEDS ASSESSMENT

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PROGRAM OPTION 3

Chart 7.5 Program Option 3 Scaled Area Comparison

This option explores a gym that can accommodate two high school basketball courts and a bonus court, for a total of five junior high school courts and bleachers along the sides of the high school courts. The gymnasium can be utilized for many different sports including badminton, basketball, gymnastics, ping-pong, volleyball, and wrestling.

With this size gym, there is enough space for the programs the 2013 Parks Master Plan recommended and the Community and staff members voiced a need for during the outreach process. The remaining space is divided between the library and education spaces including a teaching kitchen, administrative offices, a multi-purpose space, lobby, and services. Providing the Community with 10,000 square feet of additional library and education spaces, brings the square footage per capita to the 0.3 threshold recommended by the Experience Formulas for Library Size and Costs. This program falls within the target square footage. The types of programming the facility could fit with this allocation of space is outlined on the following pages.

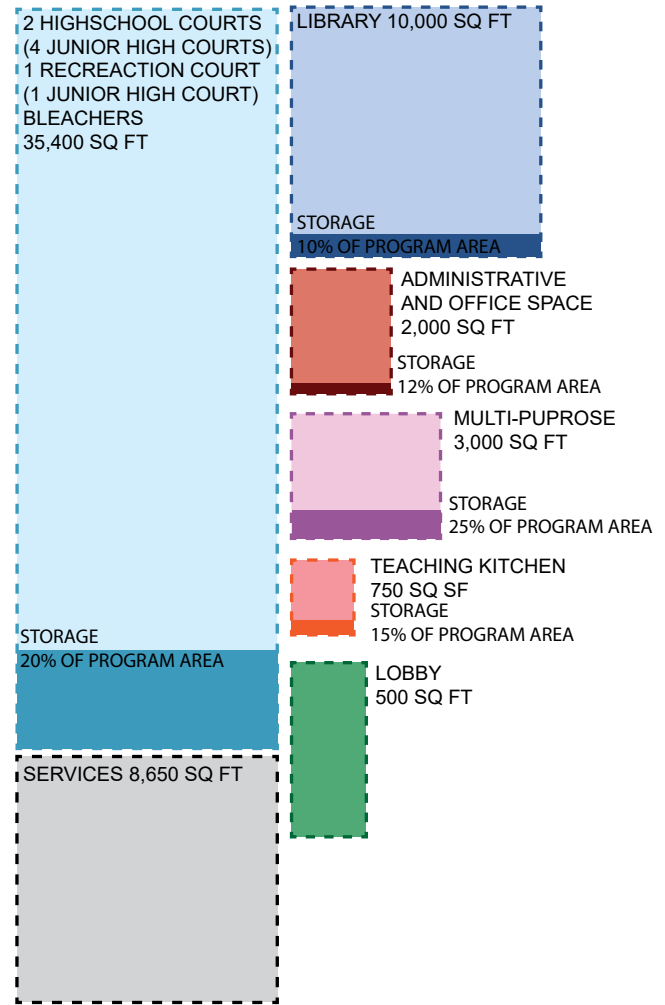
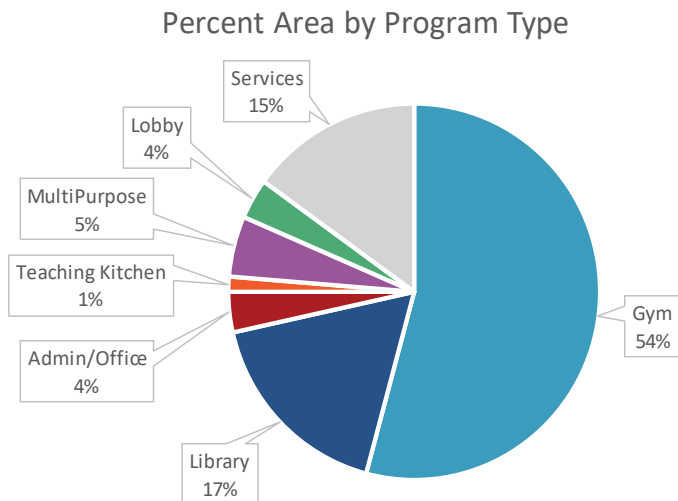


Chart 7.6 Program Option 3 Percent of Recreation Center Area



This program exploration assumes a \$32 million construction budget and a construction cost of \$550 per square foot. These values are assumptions and are not guaranteed. Actual square footage, costs, and possible program may vary from options shown.



CITY OF TRACY NEEDS ASSESSMENT

Table 7.5 Program Option 3 Overview

Program	
Admin / Office	2,000 SF
Circulation	4,100 SF
Gym and Storage	31,200 SF
Library / Education	10,000 SF
• Children	(1,500 SF)
• Conference Rooms	(1,500 SF)
• Makerspace	(1,000 SF)
• Quiet Reading & Lounge	(1,000 SF)
• Staff	(1,100 SF)
• Library Storage	(900 SF)
• Technology	(1,500 SF)
• Teen	(1,500 SF)
Lobby	2,000 SF
Multi-Purpose and Storage	3,000 SF
Restrooms	1,650 SF
Teaching Kitchen and Storage	750 SF
Utility	2,900 SF
Total	57,600 SF
Target	58,000 SF

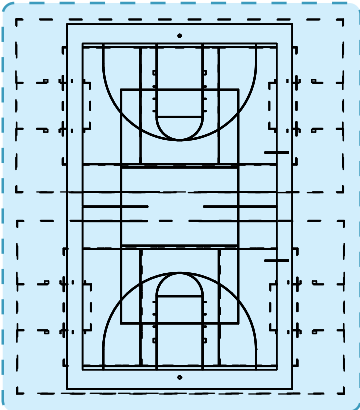
Table 7.6 Program Option 3 Parking Estimate

	Area	Required Parking
Gym (assembly)	26,000 SF	434 Spaces
Remainder of Facility (commercial/office)	18,000 SF	72 Spaces
Total Parking Spaces		506 Spaces
Approximate Area Required for Parking		213,000 SF

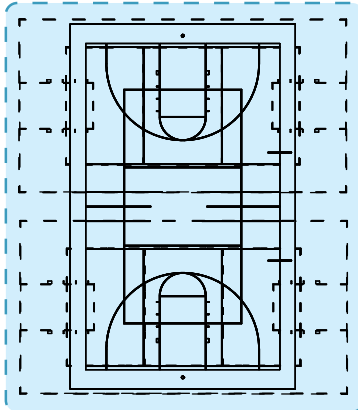


GYM 31,200 SQ FT

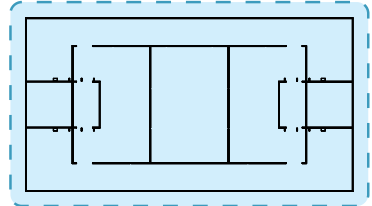
HIGHSCHOOL COURT, 2 CROSS COURTS, BLEACHERS
10,500 SQ FT



HIGHSCHOOL COURT, 2 CROSS COURTS, BLEACHERS
10,500 SQ FT



RECREATION COURT
5,000 SQ FT

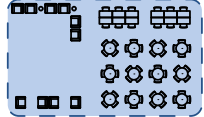


GYM STORAGE
5,200 SQ FT

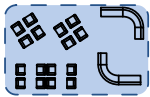


LIBRARY 10,000 SQ FT

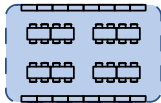
CHILDREN AREA
1,500 SQ FT



QUIET READING & LOUNGE
1,000 SQ FT



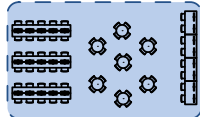
MAKER SPACE
1,000 SQ FT



TEEN AREA
1,500 SQ FT



TECH AREA
1,500 SQ FT



PROGRAM STORAGE
900 SQ FT



CONFERENCE / GROUP STUDY
SMALL 100 SQ FT



CONFERENCE / GROUP STUDY
SMALL 100 SQ FT



CONFERENCE / GROUP STUDY
MEDIUM 150 SQ FT



CONFERENCE / GROUP STUDY
MEDIUM 150 SQ FT



SERVICE DESK
100 SQ FT



CONFERENCE / GROUP STUDY
SMALL 100 SQ FT



CONFERENCE / GROUP STUDY
MEDIUM 150 SQ FT



CONFERENCE / GROUP STUDY
MEDIUM 150 SQ FT



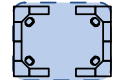
CONFERENCE / GROUP STUDY
LARGE 250 SQ FT



CONFERENCE / GROUP STUDY
LARGE 250 SQ FT



STAFF WORKROOM
500 SQ FT



OFFICE
225 SQ FT



OFFICE
225 SQ FT

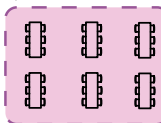


STAFF CONFERENCE
150 SQ FT

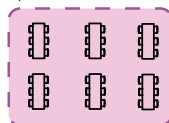


MULTI-PURPOSE 3,000 SQ FT

MULTI-PURPOSE ROOM
1,200 SQ FT



MULTI-PURPOSE ROOM
1,200 SQ FT



STORAGE
300 SQ FT



STORAGE
300 SQ FT



LOBBY 2,000 SQ SF

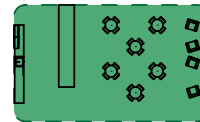
ENTRY AND WAITING
400 SQ FT



FRONT DESK
100 SQ FT



CAFE / LOUNGE
1,500 SQ FT



COMMERCIAL & TEACHING KITCHEN 750 SQ SF

KITCHEN
650 SQ FT



STORAGE
100 SQ FT



ADMINISTRATIVE AND OFFICE SPACE 2,000 SQ FT

OFFICE
225 SQ FT



OFFICE
225 SQ FT



STAFF CONFERENCE
150 SQ FT



10 WORKSTATIONS
WORKSTATION
100 SQ FT



STAFF STORAGE
200 SQ FT



STAFF CONFERENCE
150 SQ FT



SERVICES 8,650 SQ FT

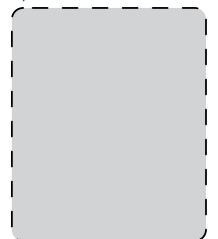
RESTROOMS
1,650 SQ FT



CIRCULATION
4,100 SQ FT



UTILITY
2,900 SQ FT





EXPANSION POSSIBILITY

Site permitting, each program option has the possibility for an expansion. The programs that would best be suited for expansion would be the gymnasium space and an events center. An addition of approximately 25,000 square feet would allow for two additional high school basketball courts which provide 4 junior high courts and the required storage.

An addition of 10,000 square feet would allow for an events space that can seat approximately 400 people with the accompanying pre-function, storage, and service spaces.

For these expansion possibilities, there would also be the requirement to add parking.

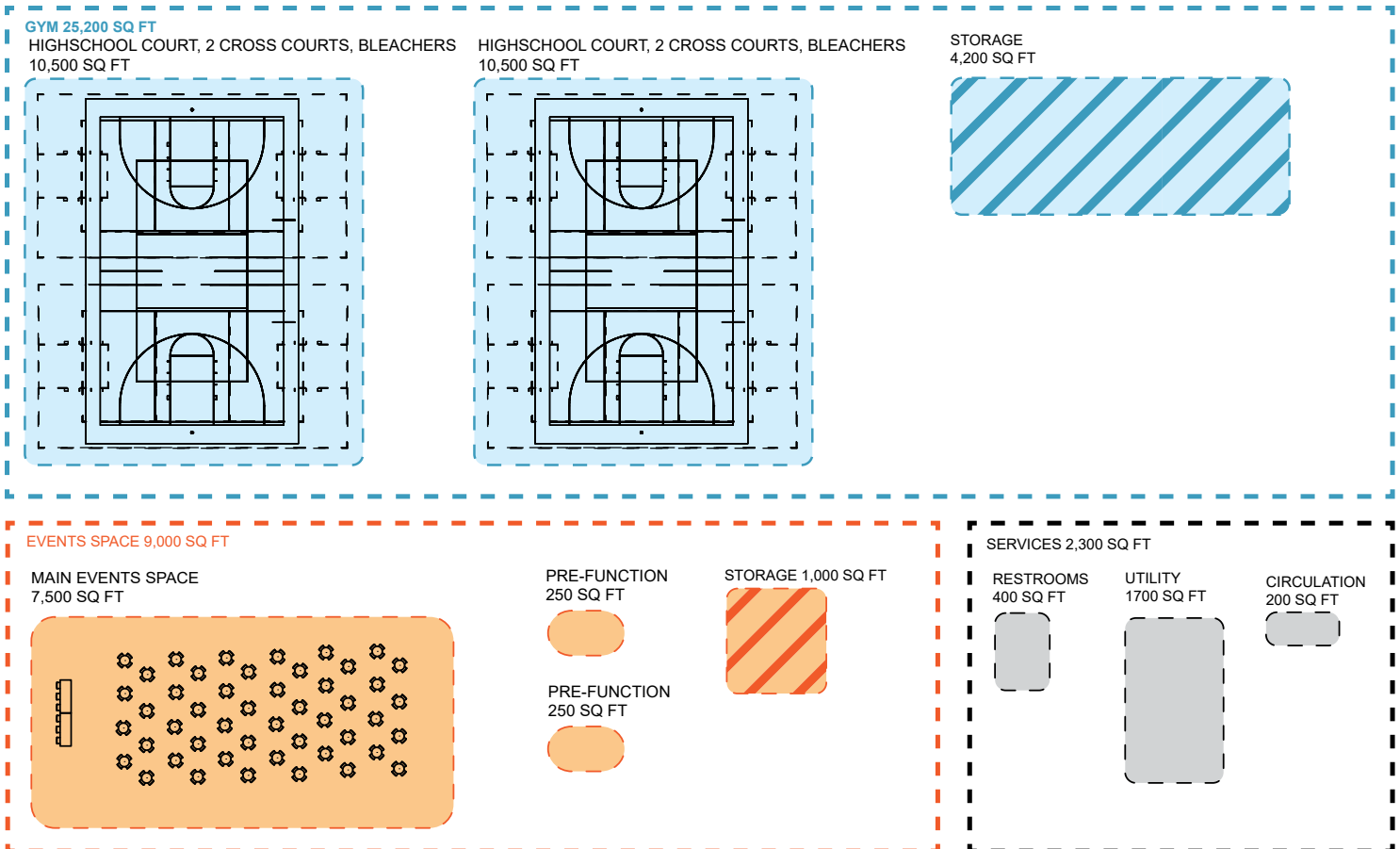




Table 7.7 Expansion Possibility

Program	
Circulation	200 SF
Gym and Storage	25,200 SF
Events	9,000 SF
• Main Events Space	(7,500 SF)
• Pre-Function Spaces	(500 SF)
• Events Storage	(1,000 SF)
Restrooms	400 SF
Utility	1,700 SF
Total	36,500 SF

Table 7.8 Expansion Parking Estimate

	Area	Required Parking
Gym (assembly)	21,000 SF	350 Spaces
Events (assembly)	8,000 SF	134 Spaces
Total Parking Spaces		484 Spaces
Approximate Area Required for Parking		204,000 SF



PROGRAM SUMMARY

DESIGN OPTION 1

- The 50,400 square foot gym can accommodate four high school basketball courts with eight junior high school courts across and includes 20% of the area as storage space
- The lobby houses the front desk staff and waiting areas
- Site permitting, there is the possibility of expanding the Recreation Center in the future to include an events center as the City continues to grow

DESIGN OPTION 2

- A 6,000 square foot expansion to the library allows for a dedicated space for the Makerspace program, a small technology area and some conference rooms and a quiet reading area in addition to the required staff spaces
- The 38,400 square foot gym can accommodate three high school basketball courts with six junior high school courts across and includes 20% of the area as storage space
- The 1,050 square foot Multi-Purpose space can accommodate 15-30 people
- The lobby houses the front desk staff and waiting areas
- The teaching kitchen allows the city to expand some of their popular healthy cooking and fitness programs as well as potentially offer senior cooking courses which was a well-received idea during the focus group meetings
- Site permitting, there is the possibility of expanding the Recreation Center in the future to include additional basketball courts and to add an events center as the City continues to grow

DESIGN OPTION 3

- A 10,000 square foot expansion of the Library can accommodate key spaces that the Community, staff, and stakeholders requested like dedicated space for the Makerspace program, a quiet reading area, dedicated areas for children and teens, a large space for technology, additional group study areas of varying sizes to accommodate group projects
- The 31,200 square foot gym can accommodate two high school basketball courts with four junior high school courts across and an additional junior high school recreation court for a total of five courts and includes 20% of the area as storage space
- The two 1,500 square foot Multi-Purpose spaces and associated storage can each be separated into two spaces and can accommodate 25-50 people, they can be rented out for meeting and classes and can also accommodate recreation programming like fitness classes and ping-pong
- The lobby for the front desk staff and waiting areas can include a cafe or lounge space
- The teaching kitchen allows the city to expand some of their popular healthy cooking and fitness programs as well as potentially offer senior cooking courses which was a well-received idea during the focus group meetings
- Site permitting, there is the possibility of expanding the Recreation Center in the future to include additional basketball courts and to add an events center as the City continues to grow



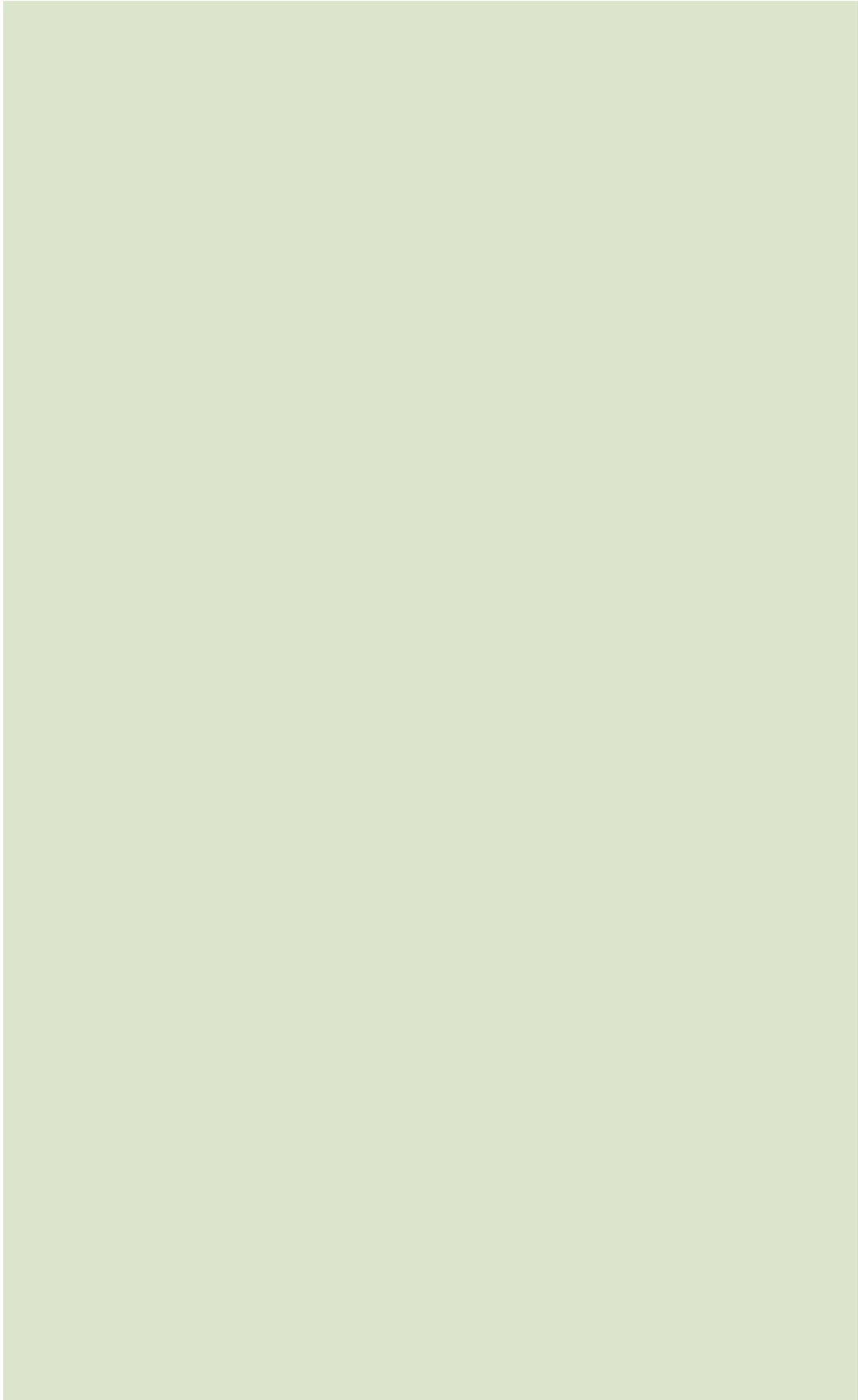
Table 7.9 Site Area Estimates

Programs Based on Community Desires and Needs	Design Option 1	Design Option 2	Design Option 3
Admin / Office	2,000 SF	2,000 SF	2,000 SF
Cafe / Lounge	none	none	1,500 SF
Gym and Storage	50,400 SF	38,400 SF	31,200 SF
Library / Education	none	6,000 SF	10,000 SF
• Children	none	none	(1,500 SF)
• Conference Rooms	none	(800 SF)	(1,500 SF)
• Makerspace	none	(1,000 SF)	(1,000 SF)
• Quiet Reading & Lounge	none	(1,000 SF)	(1,000 SF)
• Staff	none	(1,100 SF)	(1,100 SF)
• Library Storage	none	(600 SF)	(900 SF)
• Technology	none	(1,500 SF)	(1,500 SF)
• Teen	none	none	(1,500 SF)
Lobby	500 SF	500 SF	500 SF
Multi-Purpose and Storage	none	1,050 SF	3,000 SF
Teaching Kitchen and Storage	none	750 SF	750 SF
Required Services	9,400 SF	9,000 SF	8,650 SF
Required Parking	298,000 SF	260,000 SF	213,000 SF
Total Area	360,300 SF	317,700 SF	270,600 SF
Site Area	8.3 ACRES	7.3 ACRES	6.2 ACRES
Minimum Park Area*	4 ACRES	4 ACRES	4 ACRES
TOTAL SITE AREA**	12.3 ACRES	11.3 ACRES	10.2 ACRES

Expansion Possibility			
Gym and Storage	25,200 SF	25,200 SF	25,200 SF
Event Center and Storage	10,000 SF	10,000 SF	10,000 SF
Required Services	2,300 SF	2,300 SF	2,300 SF
Required Parking Gym	147,000 SF	147,000 SF	147,000 SF
Required Event Center Parking	57,000 SF	57,000 SF	57,000 SF
Maximum Expansion Area**	5.5 ACRES	5.5 ACRES	5.5 ACRES

* Minimum Park area per 2013 City of Tracy Parks Master Plan

**Actual site size necessary may differ based on site proportions, existing and required road access, easements, and other site requirements





1
2
3
4
5
6
7
8

NEXT STEPS



REPORT SUMMARY

In the 2013 Parks Master Plan, the programs desired from the community outreach were youth and adult sports and fitness, family programs, and computer and after school programs.

Based on the community input and the analysis of the City's existing programs, community demands were for programming for all age groups and involving technology, fitness, cooking, sports, dance, crafts, enrichment programs, and music. The demographics of Tracy now, and the project population growth are indicators that recreation programming is in high demand and will continue to be. The existing facilities that are at capacity include many of the conference and meeting rooms which shows that incorporating these types of spaces in a new Multi-Generational Recreation center would be beneficial. Additionally, there are few spaces for the City to run fitness classes and the City does not own any indoor basketball courts. It would be beneficial to provide multi-use spaces for the City to expand their program offering and accommodate existing popular programs. Additionally, having indoor basketball courts would provide flexibility for scheduling practices as well as the opportunity to accommodate more leagues, like adult leagues, and provide sports like volleyball and badminton.

Looking at programming opportunities, there are two main options for program space allocation, depending on which areas the City would like to prioritize.



NEXT STEPS

The following are the final goals of the report:

- To determine community member and City priorities for programming and uses of the Multi-Generational Recreation Center
- To understand the existing and future population
- To analyze the use of existing community facilities
- To present opportunities for revenue generation at the new facility
- To analyze possible programs within the square footage the budget would allow for
- Through the existing community input and analysis of existing facilities and demographic information, identify a preferred project program
- Through the existing community input and an analysis of potential sites, identify a preferred site
- Based on community needs and site opportunities, develop preferred programming and program adjacencies

The following are the next steps to complete the needs assessment:

- Identify potential sites within the City of Tracy
- Analyze sites to understand location, utility and infrastructure availability, cost, zoning, and other factors
- Prioritize sites and determine preferred option(s)
- Develop programming adjacencies on the site(s)
- Analyze expansion potential of the site(s)





A

APPENDIX



COMMUNITY OUTREACH BOARDS FIRST PUBLIC OUTREACH MEETING SITE OPPORTUNITIES

- CITY CENTER
- CITY PLAZA
- CIVIC CENTER
- NEIGHBORHOODS
- PARK
- SCHOOLS
- THE GRAND
- TRANSIT

HOW DO YOU COME TO ENGAGE?



WHAT WOULD YOU LIKE TO HAVE NEARBY?



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CITY OF TRACY

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SITE OPPERTUNITIES

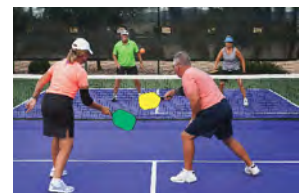
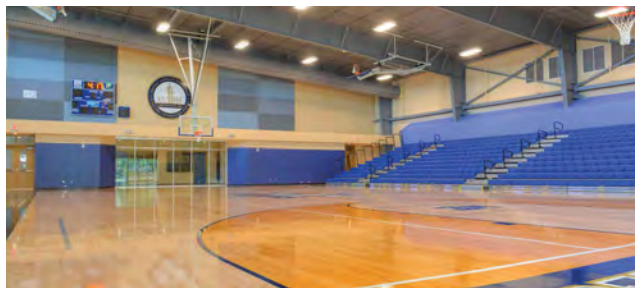
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COMMUNITY OUTREACH BOARDS FIRST PUBLIC OUTREACH MEETING MOVE

- AEROBICS
- BADMINTON
- BLEACHERS
- BOCCE BALL
- EXERCISE
- FITNESS
- INDOOR BASKETBALL
- INDOOR TRACK
- OUTDOOR BASKETBALL
- PING PONG
- PICKLE BALL
- SQUASH
- VOLLEYBALL
- WEIGHT LIFTING
- YOGA



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MOVE

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COMMUNITY OUTREACH BOARDS FIRST PUBLIC OUTREACH MEETING LEARN

- CERAMICS
- COMMUNITY
- DANCE
- ENJOY
- GALLERY
- GROW
- LAUGH
- LOUNGE
- MEET
- MOVIES
- MUSIC
- PAINT
- PRACTICE
- READ
- SHOW
- STUDY
- TECHNOLOGY
- VIEW



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LEARN





COMMUNITY OUTREACH BOARDS FIRST PUBLIC OUTREACH MEETING GATHER

- AWARDS
- BINGO
- CELEBRATE
- CULTURE
- DANCE
- LAUGH
- LISTEN
- PARTY
- PERFORM
- PRAISE
- PRESENT
- THANK
- WELCOME



COMMUNITY OUTREACH
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GATHER

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DAHLINE



COMMUNITY OUTREACH BOARDS FIRST PUBLIC OUTREACH MEETING CONNECT

- CLIMB
- ENJOY
- EXPERIENCE
- HOP
- LAUGHTER
- MEET
- MOVIES
- MUSIC
- PLAY
- RUN
- SKIP
- SPLASH
- WATCH



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FOCUS GROUP MEETING BOARDS LIBRARY AND EDUCATION FOCUS GROUP LEARN

- ACTIVITIES
- COMPUTERS
- GAMES
- GROUP WORKSPACE
- INDIVIDUAL STUDY
- INTERACTIVE
- LEARNING
- MEET THE AUTHOR
- PRESENTATIONS
- QUIET READING
- READ ALOUD
- READING ROOM
- RESEARCH
- STORY TIME
- STUDYING
- TABLETS
- TECHNOLOGY
- TVS



FOCUS GROUP MEETINGS
CITY OF TRACY

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LEARN





FOCUS GROUP MEETING BOARDS LIBRARY AND EDUCATION FOCUS GROUP GATHER

- ACTIVITIES
- COMPUTERS
- GAMES
- GROUP WORKSPACE
- INDIVIDUAL STUDY
- INTERACTIVE
- LEARNING
- MEET THE AUTHOR
- PRESENTATIONS
- QUIET READING
- READ ALOUD
- READING ROOM
- RESEARCH
- STORY TIME
- STUDYING
- TABLETS
- TECHNOLOGY
- TVS



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FOCUS GROUP MEETING BOARDS SENIOR COMMUNITY FOCUS GROUP DISCOVER

- ART
- BADMINTON
- CARDS
- CHESS
- COOKING
- CURLING
- FITNESS
- GAMES
- GARDENING
- MARTIAL ARTS
- MOVE
- MUSIC
- PICKLEBALL
- PING PONG
- PLAY
- POOL
- TAICHI
- TEACHING
- TECHNOLOGY
- YOGA



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DISCOVER

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FOCUS GROUP MEETING BOARDS SENIOR COMMUNITY FOCUS GROUP LAUGH

- ART
- BADMINTON
- CARDS
- CHESS
- COOKING
- CURLING
- FITNESS
- GAMES
- GARDENING
- MARTIAL ARTS
- MOVE
- MUSIC
- PICKLEBALL
- PING PONG
- PLAY
- POOL
- TAICHI
- TEACHING
- TECHNOLOGY
- YOGA



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LAUGH

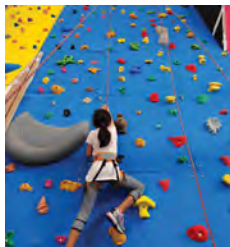
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FOCUS GROUP MEETING BOARDS YOUTH ADVISORY COMMISSION FOCUS GROUP MOVE

- ACTIVITIES
- ARCHERY
- BASKETBALL
- BASKETBALL
- BOCCE
- CRICKET
- DANCE
- DANCE
- FITNESS
- HOCKEY
- MATRIAL ARTS
- MUSIC
- PING PONG
- ROCK WALL
- SOCCER
- TENNIS
- TOTS REC
- TURF
- VOLLEYBALL
- WALKING
- YOGA
- ZUMBA



FOCUS GROUP MEETINGS
CITY OF TRACY

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MOVE

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FOCUS GROUP MEETING BOARDS YOUTH ADVISORY COMMISSION FOCUS GROUP PLAY

- ACTIVITIES
- ARCHERY
- BASKETBALL
- BASKETBALL
- BOCCE
- CRICKET
- DANCE
- DANCE
- FITNESS
- HOCKEY
- MATRIAL ARTS
- MUSIC
- PING PONG
- ROCK WALL
- SOCCER
- TENNIS
- TOTS REC
- TURF
- VOLLEYBALL
- WALKING
- YOGA
- ZUMBA



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PLAY

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COMMUNITY OUTREACH BOARDS SECOND PUBLIC OUTREACH MEETING EXISTING FACILITIES AND PROGRAMS

FACILITIES	AFTER SCHOOL PROGRAMS	BINGO	CERAMICS	COMPUTER SKILLS	COOKING AND BAKING	CP/FIRST AID	CRAFTS AND ACTIVITIES	DANCE	DEBATE	DOG OBEDIENCE	DRAMA	GARDENING	GLASS SCULPTING	GYMNASTICS AND CHEER	HEALTH AND FITNESS	MARTIAL ARTS	MUSIC	PAINTING AND DRAWING	PING PONG	PUBLIC SPEAKING	READING CLASSES	SIBLING PROGRAMS	SPORTS COURTS	SWIM LESSONS	TENNIS	TODLER SWIM	WRITING	RENTABLE CITY FACILITIES
CITY FACILITIES																												
COMMUNITY CENTER																												
CITY PARKS																												
CIVIC CENTER																												
JOE WILSON POOL																												
LOLLY HANSEN SENIOR CENTER																												
SPORTS COMPLEX																												
TRANSIT STATION																												
PRIVATE FACILITIES RENTED FOR CITY PROGRAMMING																												
2231 W. GRANTLINE ROAD																												
ATHLETIC PERFECTION																												
GRAND THEATRE CENTER FOR THE ARTS																												
SCHOOLS																												

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EXISTING FACILITIES AND PROGRAMS





COMMUNITY OUTREACH BOARDS SECOND PUBLIC OUTREACH MEETING GYMNASIUM



**ASSOCIATED
PROGRAMS**
BASKETBALL
BADMINTON
VOLLEYBALL

HOW MANY BASKETBALL COURTS
WOULD YOU LIKE TO SEE?

2

4

6

8

10+

BLEACHERS

FITNESS
EQUIPMENT

RACKETBALL

GROUP
EXERCISE

ROCKWALL

INDOOR
TRACK

TOT'S
RECREATION

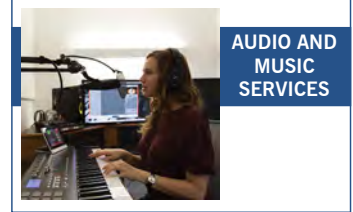
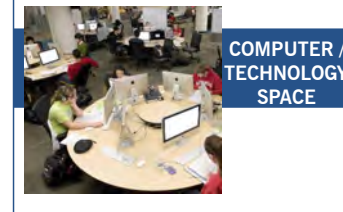
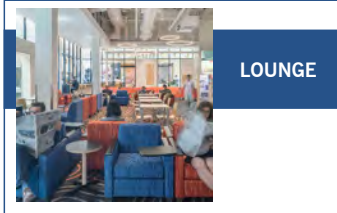
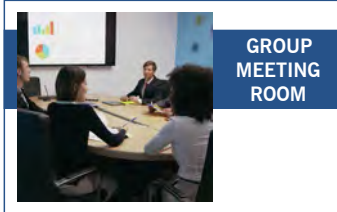
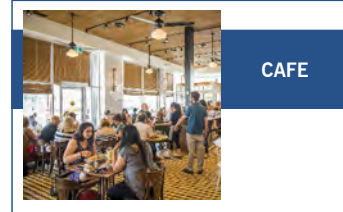
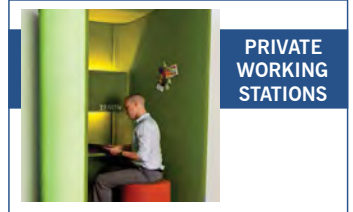
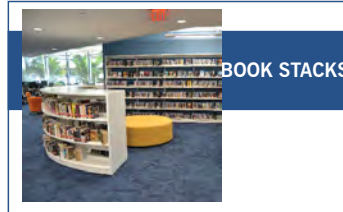
LOCKER
ROOMS AND
SHOWERS

TURF

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**COMMUNITY OUTREACH BOARDS
SECOND PUBLIC OUTREACH MEETING
LIBRARY AND EDUCATION SPACES**



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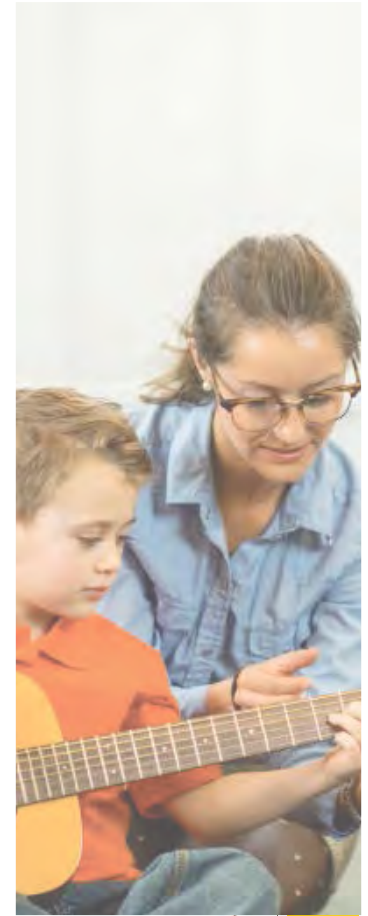
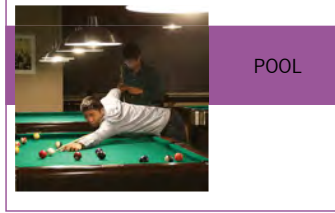
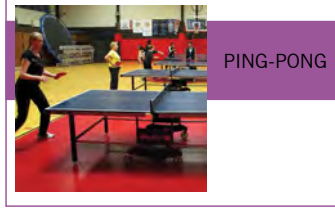
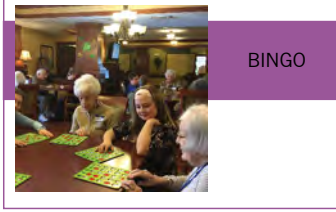
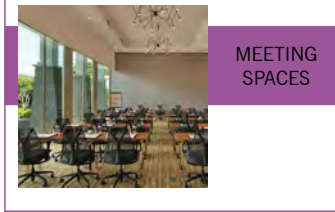
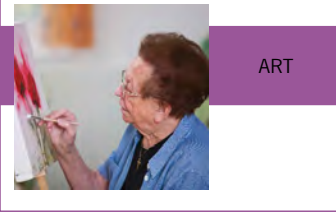
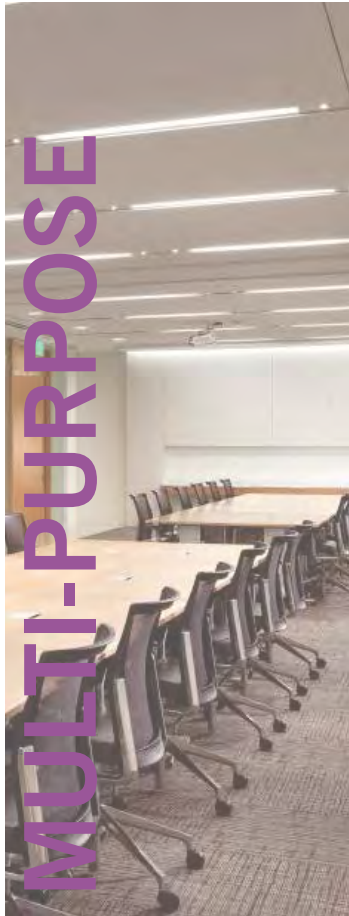


LIBRARY AND EDUCATION





COMMUNITY OUTREACH BOARDS
SECOND PUBLIC OUTREACH MEETING
MULTI-PURPOSE



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MULTI-PURPOSE SPACE

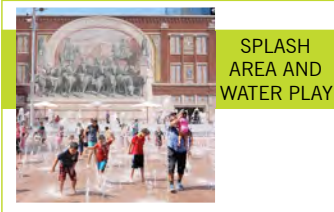




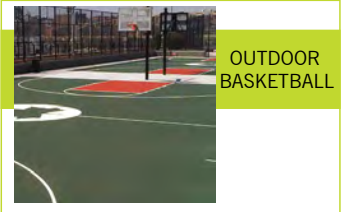
COMMUNITY OUTREACH BOARDS
SECOND PUBLIC OUTREACH MEETING
OUTDOOR RECREATION



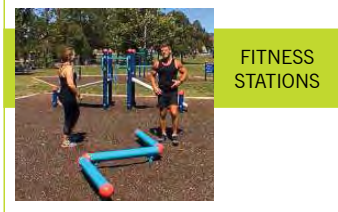
WALKING
PATHS



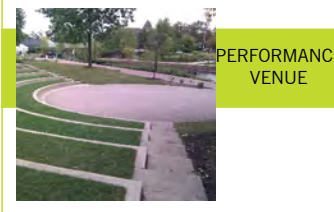
SPLASH
AREA AND
WATER PLAY



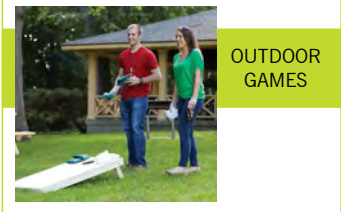
OUTDOOR
BASKETBALL



FITNESS
STATIONS



PERFORMANCE
VENUE



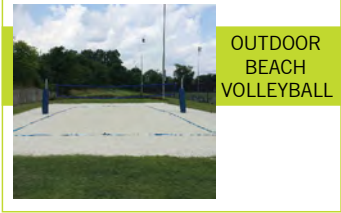
OUTDOOR
GAMES



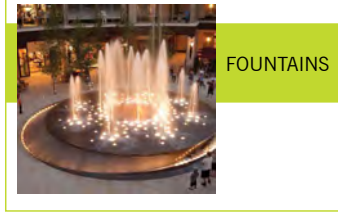
PLAY-
GROUNDS



SEATING



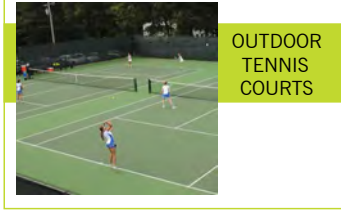
OUTDOOR
BEACH
VOLLEYBALL



FOUNTAINS



FARMER'S
MARKET



OUTDOOR
TENNIS
COURTS

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OUTDOOR RECREATION





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