



ANNOTATED AGENDA

Antioch City Council SPECIAL AND REGULAR MEETING

Date: Tuesday, February 8, 2022

**Time: 4:30 P.M. – Closed Session
6:00 P.M. – Special Meeting
7:00 P.M. – Regular Meeting**

**Place: Council Chambers
200 'H' Street
Antioch, CA 94531**

City Council meetings are televised live on Comcast channel 24, AT&T U-verse channel 99, or live stream (at www.antiochca.gov). Please see inside cover for detailed Speaker Rules.

PLEASE TURN OFF CELL PHONES BEFORE ENTERING COUNCIL CHAMBERS.

Lamar Thorpe, Mayor
Michael Barbanica, Mayor Pro Tem (District 2)
Tamisha Torres-Walker, Council Member District 1
Lori Ogorchock, Council Member District 3
Monica E. Wilson, Council Member District 4

Ellie Householder, City Clerk
Lauren Posada, City Treasurer
Cornelius Johnson, Interim City Manager
Thomas Lloyd Smith, City Attorney

In accordance with the Americans with Disabilities Act and California law, it is the policy of the City of Antioch to offer its public programs, services and meetings in a manner that is readily accessible to everyone, including individuals with disabilities. If you are a person with a disability and require information or materials in an appropriate alternative format; or if you require any other accommodation, please contact the ADA Coordinator at the number or address below at least 72 hours prior to the meeting or when you desire to receive services. Advance notification within this guideline will enable the City to make reasonable arrangements to ensure accessibility. The City's ADA Coordinator can be reached @ Phone: (925) 779-6950, and e-mail: publicworks@ci.antioch.ca.us.

Notice of Availability of Reports

This agenda is a summary of the actions proposed to be taken by the City Council. For almost every agenda item, materials have been prepared by the City staff for the Council's consideration. These materials include staff reports which explain in detail the item before the Council and the reason for the recommendation. The materials may also include resolutions or ordinances which are proposed to be adopted. Other materials, such as maps and diagrams, may also be included. City Council Agendas, including Staff Reports are posted onto our City's Website 72 hours before each Council Meeting. To be notified when the agenda packets are posted onto our City's Website, simply click on this link: <https://www.antiochca.gov/notifications/> and enter your e-mail address to subscribe. To view the agenda information, click on the following link: <https://www.antiochca.gov/government/agendas-and-minutes/city-council/>. Questions may be directed to the staff member who prepared the staff report, or to the City Clerk's Office, who will refer you to the appropriate person.

Notice of Opportunity to Address Council

The public has the opportunity to address the Council on each agenda item. Please see the Speaker Rules on the inside cover of this Agenda for additional information on public participation.

4:30 P.M. ROLL CALL – CLOSED SESSION – for Council Members – *Council Members District 1 Torres-Walker, District 3 Ogorchock, District 4 Wilson and Mayor Pro Tem/District 2 Barbanica (Mayor Thorpe – Absent)*

PUBLIC COMMENTS for Closed Session – *None*

CLOSED SESSION:

- 1) CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION –**
pursuant to California Government Code section 54956.9: California Resources Production v. City of Antioch et al., Contra Costa County Superior Court Case No. N21-2354.
Council authorized City Attorney to file counter-complaint, 3/1 (Barbanica)

- 2) CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION –**
pursuant to California Government Code section 54956.9: Delta Gas Gathering, Inc. and California Energy Exchange Corporation v. City of Antioch et al., Contra Costa County Superior Court Case No. N21-2355.
Council authorized City Attorney to file counter-complaint, 3/1 (Barbanica)

- 3) CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION –**
pursuant to California Government Code section 54956.9: Enerfin Resources Northwest Limited Partnership v. City of Antioch et al., Contra Costa County Superior Court Case No. N21-2356.
Council authorized City Attorney to file counter-complaint, 3/1 (Barbanica)

CLOSED SESSION – Continued

- 4) CONFERENCE WITH REAL PROPERTY NEGOTIATIONS** pursuant to California Government Code section 54956.8: Property: Northeast corner of Hillcrest Avenue and Larkspur Drive, Antioch, CA (APN: 052-012-017); Agency Negotiation: Cornelius Johnson, City Manager, Thomas Lloyd Smith, City Attorney, Kwame P. Reed, Economic Development Director; Negotiating Parties: NAZ Investments, LLC, the principal being Stephen Schaner; Under Negotiation: Price and Terms of Payment.

Direction provided to City Manager and City Attorney

- 5) CONFERENCE WITH LABOR NEGOTIATORS** – pursuant to California Government Code section 54957.6; City designated representatives: Nickie Mastay, Jazzman Brown, and Jeff Bailey; Employee organizations: Antioch Police Officers' Association, Operating Engineers Local Union No. 3 (OE3), Confidential Unit, Management Unit, and Treatment Plant Employees' Association.

Direction provided to Labor Negotiators

4:33 P.M. ADJOURNED TO CLOSED SESSION

6:02 P.M. ROLL CALL – SPECIAL MEETING/WORKSHOP – for Council Members – *All Present*

PLEDGE OF ALLEGIANCE

SPECIAL MEETING/WORKSHOP

- SM-1. REDISTRICTING: RECEIPT OF PUBLIC INPUT AND SELECTION OF FINAL MAP**
Received public comment. Council decided not to progress with either of the two draft maps (“Map B” or “Map 91”); Council reviewed all past draft maps; then provided direction to staff to bring back draft “Map A” to the next City Council meeting (February 22, 2022)

Recommended Action: It is recommended that the City Council receive public comment and select the Final Redistricting Map redefining the boundaries of all City Council electoral districts of the City.

ADJOURNED SPECIAL MEETING/WORKSHOP

7:04 P.M. RECESS

7:11 P.M. ROLL CALL – REGULAR MEETING – for Council Members – *All Present*

PLEDGE OF ALLEGIANCE

CITY ATTORNEY TO REPORT OUT ON CLOSED SESSION ITEMS:

- February 8, 2022 – Items No. 1 through 5; and
- Report out of Closed Session Agenda Item No. 1 from the January 25, 2022, Regular City Council Meeting.

Council authorized settlement agreement, 5/0

1. INTRODUCTION OF NEW CITY EMPLOYEES

2. PROCLAMATION

- In Honor of Black History Month, February 2022

Approved, 5/0

Recommended Action: It is recommended that the City Council approve the proclamation.

3. ANNOUNCEMENTS OF CIVIC AND COMMUNITY EVENTS

- Contra Costa Health Services – Free Covid-19 Vaccine

PUBLIC COMMENTS – *Members of the public may comment only on unagendized items. The public may comment on agendized items when they come up on this Agenda.*

CITY COUNCIL COMMITTEE REPORTS/COMMUNICATIONS

MAYOR'S COMMENTS

4. CONSENT CALENDAR

A. APPROVAL OF COUNCIL MEETING MINUTES FOR DECEMBER 14, 2021

Approved, 5/0

Recommended Action: It is recommended that the City Council approve the Meeting Minutes.

B. APPROVAL OF COUNCIL MEETING MINUTES FOR JANUARY 11, 2022

Approved, 5/0

Recommended Action: It is recommended that the City Council approve the Meeting Minutes.

CONSENT CALENDAR – Continued

C. APPROVAL OF COUNCIL MEETING MINUTES FOR JANUARY 25, 2022

Continued, 5/0

Recommended Action: It is recommended that the City Council continue the Meeting Minutes.

D. APPROVAL OF COUNCIL SPECIAL MEETING MINUTES FOR FEBRUARY 4, 2022

Continued, 5/0

Recommended Action: It is recommended that the City Council continue the Special Meeting Minutes.

E. APPROVAL OF COUNCIL WARRANTS

Approved, 5/0

Recommended Action: It is recommended that the City Council approve the warrants.

F. SECOND READING – ORDINANCE AMENDING THE ANTIOCH MUNICIPAL CODE BY ADDING SECTION 9-5.3848, REGARDING TEMPORARY CANNABIS EVENTS ON PUBLIC PROPERTY (*Introduced on 01/25/2022*)

Ord No. 2204-C-S adopted, 5/0

Recommended Action: It is recommended that the City Council adopt the proposed ordinance amending the Antioch Municipal Code by adding Section 9-5.3848 regarding temporary cannabis events on public property.

G. AB 361: RESOLUTION MAKING FINDINGS NECESSARY TO CONDUCT BROWN ACT MEETINGS BY TELECONFERENCE FOR THE CITY COUNCIL, BOARDS, COMMISSIONS, AND COMMITTEES

Reso No. 2022/16 adopted, 5/0

Recommended Action: It is recommended that the City Council adopt the resolution authorizing remote teleconference/virtual meetings of the legislative bodies of the City of Antioch, which includes the City Council, boards, commissions, and committees.

H. AUTHORIZE RESPONSE TO GRAND JURY REPORT “IMPROVING ANIMAL SERVICES IN CONTRA COSTA COUNTY” (REPORT 2105)

Reso No. 2022/17 adopted, 5/0

Recommended Action: It is recommended that the City Council adopt the resolution to approve the response to the Grand Jury report: "Improving Animal Services in Contra Costa County" and authorize the Mayor to sign it.

CONSENT CALENDAR – Continued

- I. AMENDMENT TO THE CONSTRUCTION AGREEMENT WITH ALEX KUSHNER GENERAL, INC., FOR THE CITY HALL OFFICE MODIFICATIONS PROJECT (P.W. 247-S)**

Reso No. 2022/18 adopted, 5/0

Recommended Action: It is recommended that the City Council adopt a resolution:

- 1) Approving an amendment to increase the construction agreement with Alex Kushner General, Inc. by \$350,000 for a total contract amount of \$1,054,000 for the City Hall Interior Modifications Project; and
- 2) Authorizing the City Manager to execute the amendment in a form approved by the City Attorney.

- J. AMENDMENT TO THE CONSTRUCTION AGREEMENT WITH MERCOZA FOR THE CITY HALL PLAZA IMPROVEMENTS AND LEO FONTANA FOUNTAIN PROJECT (P.W. 247-R)**

Reso No. 2022/19 adopted, 5/0

Recommended Action: It is recommended that the City Council adopt a resolution:

- 1) Approving an amendment to the Fiscal Year 2021/2022 Capital Improvement Budget to increase the funding from the General Fund for the City Hall Plaza Improvements and Leo Fontana Fountain Project by \$150,000 for a total project budget of \$670,000;
- 2) Approving an amendment to increase the construction agreement with Mercoza by \$150,000 for a total agreement amount of \$608,013; and
- 3) Authorizing the City Manager to execute the amendment in a form approved by the City Attorney.

- K. INITIATE PREPARATION OF THE STREET LIGHTING AND LANDSCAPE MAINTENANCE DISTRICT CITY ENGINEER'S REPORT FOR FISCAL YEAR 2022/23**

Reso No. 2022/20 adopted, 5/0

Recommended Action: It is recommended that the City Council adopt the resolution directing the City Engineer to prepare a consolidated Engineer's Report for Fiscal Year 2022/23 Street Lighting and Landscape Maintenance District assessments.

CONSENT CALENDAR – Continued

- L.** RESOLUTION OF INTENTION TO FORM THE PROPOSED COMMUNITY FACILITIES DISTRICT NO. 2022-01 (PUBLIC SERVICES) FOR LAUREL RANCH SUBDIVISION (P.W. 698)

Reso No. 2022/21 adopted, 5/0

Recommended Action: It is recommended that the City Council adopt the Resolution of Intention to form the Proposed Community Facilities District (CFD) No. 2022-01 (Public Services) for the Laurel Ranch Subdivision (P.W. 698).

- M.** RESOLUTION ESTABLISHING THE RATE PER EQUIVALENT RUNOFF UNIT FOR FISCAL YEAR 2022/23 AND REQUESTING THE CONTRA COSTA COUNTY FLOOD CONTROL AND WATER CONSERVATION DISTRICT TO ADOPT AN ANNUAL PARCEL ASSESSMENT FOR DRAINAGE MAINTENANCE AND THE NATIONAL POLLUTION DISCHARGE ELIMINATION SYSTEM PROGRAM

Reso No. 2022/22 adopted, 5/0

Recommended Action: It is recommended that the City Council adopt the resolution:

- 1) Determining that the rate to be assigned to a single Equivalent Runoff Unit for Fiscal Year 2022/23 shall be set at twenty-five dollars (\$25.00); and
- 2) Requesting the Contra Costa County Flood Control and Water Conservation District adopt Stormwater Utility Assessment Drainage levies based on the rate for a single Equivalent Runoff Unit for Fiscal Year 2022/23, which shall be set at twenty-five dollars (\$25.00).

- N.** PURCHASE ORDER INCREASE FOR PROCUREMENT OF WATER METERS AND ASSOCIATED COMPONENTS FROM BADGER METER, INC.

Reso No. 2022/23 adopted, 5/0

Recommended Action: It is recommended that the City Council adopt a resolution:

- 1) Approving an increase to the Purchase Order with Badger Meter, Inc. in the amount of \$225,000 in Fiscal Years 2021/22 and 2022/23 to an amount not to exceed \$500,000 for each year; and
- 2) Authorizing the City Manager or designee to make the necessary budget adjustment to the Water Enterprise Fund to cover the Purchase Order Increases.

CONSENT CALENDAR – Continued

0. UNHOUSED RESIDENT SERVICES – RESOLUTION AUTHORIZING THE ALLOCATION OF AN ADDITIONAL \$56,700 FROM THE GENERAL FUND FOR A TOTAL NOT TO EXCEED \$206,700 AS PAYMENT TO THE EXECUTIVE INN FOR STAYS PRIOR TO PLACEMENT AT THE DELTA LANDING INTERIM HOUSING PROGRAM

Reso No. 2022/24 adopted, 5/0

Recommended Action: It is recommended that the City Council adopt a resolution allocating an additional \$56,700 from the General Fund and payment to the Executive Inn in a total amount not to exceed \$206,700.

PUBLIC HEARING

5. REDISTRICTING: RESOLUTION ADOPTING FINAL MAP

Tabled, 5/0

Recommended Action: It is recommended that the City Council adopt the resolution and the Final Redistricting Map (“Map ____”) adjusting and redefining the boundaries of the City Council electoral districts of the City.

6. AMENDMENT TO TITLE 4: PUBLIC SAFETY, CHAPTER 2: DISASTER COUNCIL OF THE ANTIOCH MUNICIPAL CODE REGARDING COMPLIANCE WITH THE CALIFORNIA EMERGENCY SERVICES ACT

To February 22, 2022, for Adoption, 5/0

Recommended Action: It is recommended that the City Council introduce, waive the first reading and read by title only, the proposed Ordinance.

COUNCIL REGULAR AGENDA

7. MIDDLE-INCOME RENTAL HOUSING PROGRAM EVALUATION AND POLICY DIRECTION

Direction provided to staff

Recommended Action: It is recommended that the City Council provide general policy direction to staff regarding expectations for future City participation in Middle-Income Workforce Housing proposals (the “Programs”).

COUNCIL REGULAR AGENDA – Continued

8. SIDE LETTER AGREEMENT BETWEEN THE CITY OF ANTIOCH AND OPERATING ENGINEERS LOCAL 3 SALARY ADJUSTMENTS FROM THE TOTAL COMPENSATION STUDY FINAL REPORT

Reso No. 2022/25 adopted, 5/0

Recommended Action: It is recommended that the City Council adopt a resolution:

- 1) Approving the Side Letter Agreement between the City of Antioch and the Operating Engineers Local 3 Salary Adjustments from the Total Compensation Study Final Report dated August 31, 2021, Appendix IV: Salary Range Placement Recommendations;
- 2) Authorize the City Manager or designee to execute the Side Letter Agreement between the City of Antioch and Operating Engineers Local 3; and
- 3) Authorize the City Manager or designee to make any necessary adjustments to the Fiscal Year 2021/22 and Fiscal Year 2022/23 budget to implement the provisions of the Side Letter Agreement.

9. SIDE LETTER AGREEMENT BETWEEN THE CITY OF ANTIOCH AND THE MANAGEMENT BENEFIT UNIT SALARY ADJUSTMENTS FROM THE TOTAL COMPENSATION STUDY FINAL REPORT

Reso No. 2022/26 adopted, 5/0

Recommended Action: It is recommended that the City Council adopt a resolution:

- 1) Approving the Side Letter Agreement between the City of Antioch and the Management Benefit Unit Salary Adjustments from the Total Compensation Study Final Report dated August 31, 2021, Appendix IV: Salary Range Placement Recommendations;
- 2) Authorize the City Manager or designee to execute the Side Letter Agreement between the City of Antioch and Management Benefit Unit; and
- 3) Authorize the City Manager or designee to make any necessary adjustments to the Fiscal Year 2021/22 and Fiscal Year 2022/23 budget to implement the provisions of the Side Letter Agreement.

PUBLIC COMMENT

STAFF COMMUNICATIONS

COUNCIL COMMUNICATIONS AND FUTURE AGENDA ITEMS – *Council Members report out various activities and any Council Member may place an item for discussion and direction on a future agenda. Timing determined by Mayor and City Manager – no longer than 6 months.*

MOTION TO ADJOURN – *After Council Communications and Future Agenda Items, the Mayor will make a motion to adjourn the meeting. A second of the motion is required, and then a majority vote is required to adjourn the meeting.*
Motioned to adjourn meeting at 8:48 p.m., 5/0

STAFF REPORT TO THE CITY COUNCIL

DATE: Special Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Thomas Lloyd Smith, City Attorney *7LS*

SUBJECT: Redistricting: Receipt of Public Input and Selection of Final Map

RECOMMENDED ACTION

It is recommended that the City Council receive public comment and select the Final Redistricting Map redefining the boundaries of all City Council electoral districts of the City.

FISCAL IMPACT

None.

DISCUSSION

The City adopted its current district boundaries based on 2010 census data as required by law. The districts must now be redrawn using the 2020 census data and in compliance with the FAIR MAPS Act, which was adopted by the California legislature as AB 849 and took effect January 1, 2020.

Under the Act, the City Council shall draw and adopt boundaries using the following criteria in the listed order of priority (Elections Code 21621(c)):

1. Comply with the federal requirements of equal population and the Voting Rights Act
2. Be geographically contiguous
3. Undivided neighborhoods and “communities of interest” (socio-economic geographic areas that should be kept together)
4. Display easily identifiable boundaries
5. Be compact (do not bypass one group of people to get to a more distant group of people)
6. Shall not favor or discriminate against a political party

At its January 11, 2022 public hearing, the Council directed the inclusion of additional refinements to the both Map “B” and Map “91”, which were presented at the January 25, 2022 Public Hearing as Maps “B” and “91” respectively. On February 8, 2022, the Council has scheduled a Special Meeting to consider and designate a Final Redistricting Map for presentation and final selection by adoption of Resolution at its February 8, 2022 Regular

City Council meeting.

The Final Redistricting Map will comply with the federal requirements of equal population and the Voting Rights Act, and the California Fair Maps Act, in the following manner:

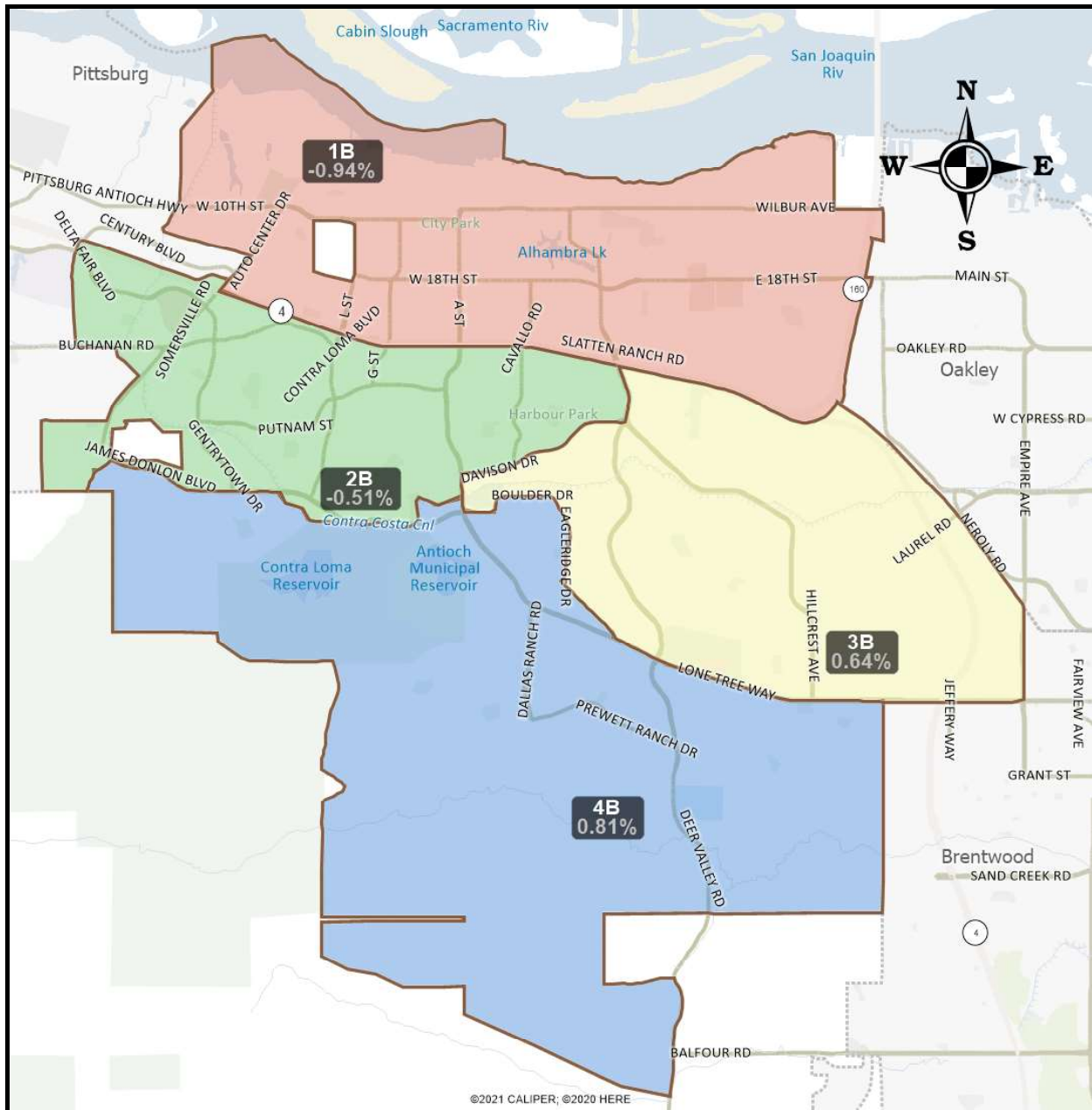
- (1) *The districts are geographically contiguous.* The districts are arrayed in a simple and logical form without any islands and minimal intrusions from the area of one district into another;
- (2) *To the extent practicable, the Final Redistricting Map respects the geographic integrity of local neighborhoods and local communities of interest.* The Council heard testimony about what constitute communities of interest in the public eye.
- (3) *The districts are easily identifiable and understandable by residents.* The districts in the Final Redistricting Map form a relatively simple pattern.
- (4) *To the extent practicable, the districts are geographically compact.* Their configurations for the most part are compact, simple shapes, with nearby populations included in the same districts.
- (5) *The districts are balanced in terms of total population and voting age population.* The districts are well within the one-person/one-vote deviations permitted under federal and state voting rights laws.
- (6) *The districts conform to concentration of minority voters.* The Final Redistricting Map creates one majority/minority Black voting district.

Before adopting a Final Redistricting Map of district boundaries, at least four hearings must be held for the public to provide input about the composition of City Council districts. These hearing requirements include at least: (1) one hearing before any maps are drawn, (2) two hearings after maps are drawn, and (3) one hearing or workshop to be held on a Saturday, Sunday, or after 6 p.m. on a weekday. The City Council redistricting public hearing dates include the following: Tuesday, October 12, 2021, Saturday, October 16, 2021, Tuesday, November 9, 2021, Tuesday, December 14, 2021, Tuesday, January 11, 2022, Tuesday, January 25, 2022 and Tuesday, February 8, 2022.

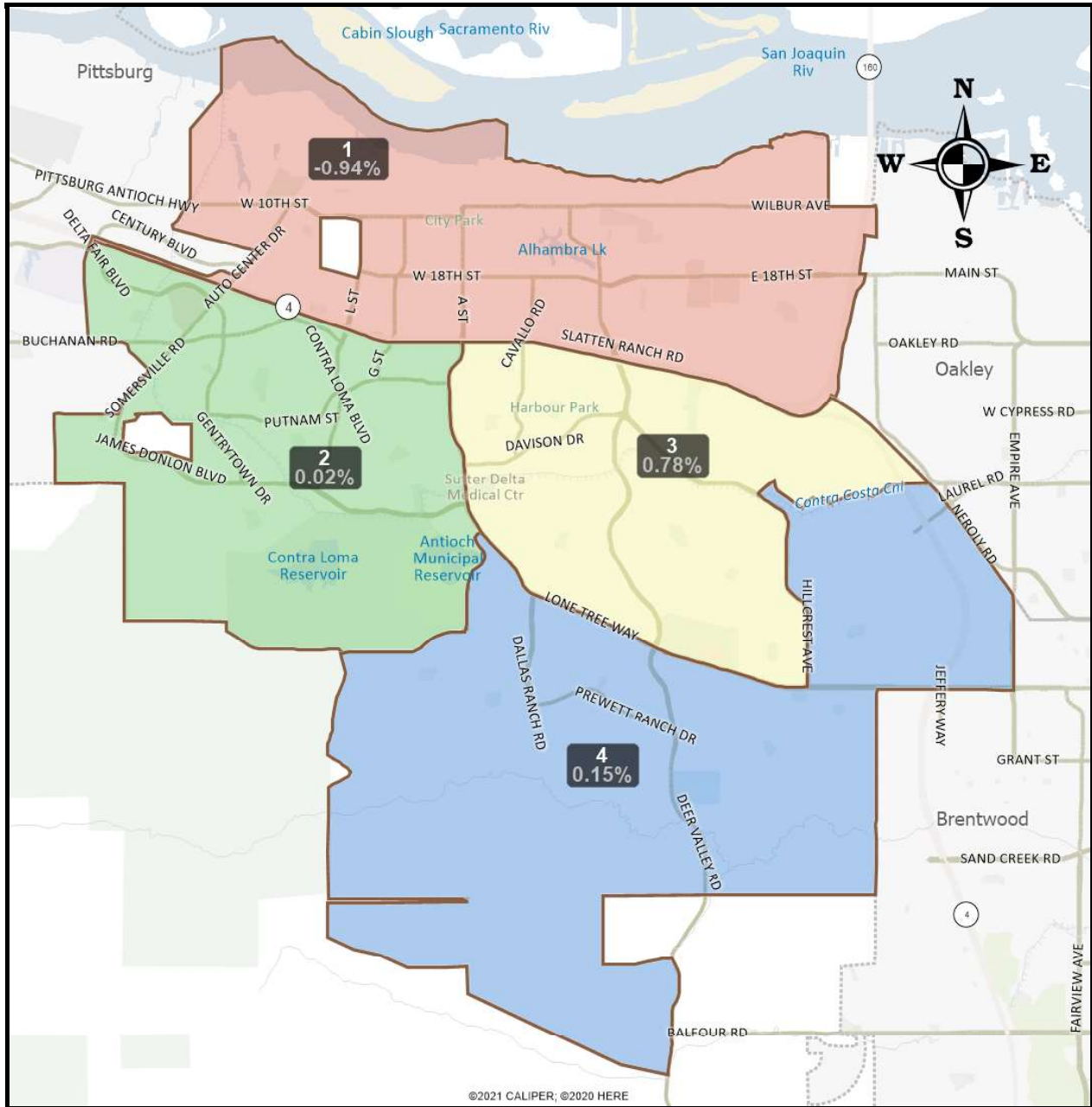
ATTACHMENTS

- A. Redistricting Finalist Draft Map B
- B. Redistricting Finalist Draft Map 91
- C. Antioch Finalist Draft Map Demographics

City of Antioch Redistricting:
Finalist Draft Map B
January 26, 2022



**City of Antioch Redistricting:
Finalist Draft Map 91
January 26, 2022**



Draft Map 91 is based on Public Submission #12142021491.

**City of Antioch Redistricting:
Finalist Draft Map Demographics
January 26, 2022**

Draft Map B								
District	Population	CVAP	% Deviation	% Latino CVAP	% Black CVAP	% Asian CVAP	% Indigenous CVAP	% NH White CVAP
1B	28622	15694	-0.94%	26.42%	23.94%	5.96%	1.88%	40.59%
2B	28749	18752	-0.51%	26.53%	19.74%	7.96%	1.10%	42.32%
3B	29080	19268	0.64%	23.97%	20.15%	19.53%	0.28%	33.65%
4B	29129	20126	0.81%	24.88%	27.71%	16.48%	0.31%	26.25%

Draft Map 91								
District	Population	CVAP	% Deviation	% Latino CVAP	% Black CVAP	% Asian CVAP	% Indigenous CVAP	% NH White CVAP
1	28622	15694	-0.94%	26.42%	23.94%	5.96%	1.88%	40.59%
2	28900	18773	0.02%	27.60%	19.33%	9.67%	0.94%	39.53%
3	29119	20364	0.78%	23.84%	21.78%	13.38%	0.61%	38.40%
4	28939	19009	0.15%	24.01%	26.81%	21.21%	0.11%	23.47%

CVAP = Citizen Voting Age Population


Racial and ethnic characteristics of the Citizens Voting Age Population (CVAP) are tabulated according to Department of Justice standards.



INTRODUCTION OF NEW CITY EMPLOYEES

DATE: Regular Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Nickie Mastay, Administrative Services Director 

➤ Finance Director Dawn Merchant would like to introduce:

- Damien Aguirre, Customer Service Representative
- Amanda Johnson, Customer Service Representative
- Dayra Morales, Customer Service Representative

➤ Public Works Director/City Engineer John Samuelson would like to introduce:

- Christina Glatz, Administrative Assistant
- Monique Villagrana, Administrative Assistant



IN HONOR OF
BLACK HISTORY MONTH
FEBRUARY 2022

WHEREAS, Black History Month is observed in February of every year;

WHEREAS, the origins of Black History Month can be traced to 1915, half a century after the Thirteenth Amendment abolished slavery in the United States;

WHEREAS, the Black History Month 2022 theme focuses on the importance of Black Health and Wellness. This theme acknowledges the legacy of not only Black scholars and medical practitioners in Western medicine, but also other ways of knowing (for example, doulas, midwives, herbalists, etc.) throughout the African Diaspora. The 2022 theme considers activities, rituals, and initiatives that Black communities have engaged in to achieve wellness;

WHEREAS, the achievements of African Americans in the Arts, Civil Rights, Education, Entertainment, Government, History, Law, Literature, Medicine, Military, Music, Politics, Science, Sports, and other endeavors are recognized and celebrated in the month of February;

WHEREAS, the observance of Black History Month calls our attention to the ongoing need to build a community and society that live up to our collective democratic ideals;

WHEREAS, the City of Antioch continues to work toward becoming an inclusive community in which all residents — past, present, and future — are respected and recognized for their contributions and potential contributions to our community, the state, the country, and the world; and

WHEREAS, the City of Antioch is proud to honor the history and contributions of African Americans in our community, throughout our state, and nation.

NOW, THEREFORE, I, LAMAR A. THORPE, Mayor of the City of Antioch, do hereby proclaim February 2022 to be “Black History Month.” I encourage all citizens to celebrate our diverse heritage and culture and to continue our efforts to create a world that is more just, peaceful, and prosperous for all.

FEBRUARY 8, 2022

LAMAR A. THORPE, Mayor

2
02-08-22



FREE COVID-19 VACCINE

GET IMMUNIZED TO PROTECT YOURSELF FROM COVID!

(Minors should be accompanied by a parent or guardian)

ANTIOCH COMMUNITY CENTER – 4701 Lone Tree Way Antioch

Seven days per week: 11:00 A.M. – 6:30 P.M.

Appointments for Testing Only

NICK RODRIGUEZ COMMUNITY CENTER – 213 F St. Antioch

Tuesday – Saturday: 8:00 A.M. – 11:30 A.M. and 12:30 P.M. – 3:00 P.M.

Appointments Only (Vaccine Offered: One-dose and two-dose) [CCHS vaccine screening and consent forms for minors](#)

ANTIOCH HEALTH CENTER – 1335 Country Hills Dr. Antioch

Monday – Friday: 8:00 A.M. – 4:30 P.M.

Appointments Only (Vaccine Offered: Two-dose only)

[CCHS vaccine screening and consent forms for minors](#)

Getting Tested at County and State Sites

- **Scheduled Appointment Testing**: Call (833) 829-2626 to schedule an appointment at any County or State site or [schedule online](#).
- **No Appointment Testing**: Walk-ins without appointment are accepted at these additional locations in Contra Costa County [county testing locations](#) (until 11:30 a.m.). People without an appointment may have long wait times.
- **Testing for Work and School**: If you need regularly testing for work or school, please make an appointment or get tested through your healthcare provider. [Click here for information about getting a free COVID-19 vaccine](#).

RESPONSE
Coronavirus (COVID-19)

CONTRA COSTA
HEALTH SERVICES



For more information, go online and visit
coronavirus.cchealth.org

**CITY COUNCIL MEETING
INCLUDING THE ANTIOCH CITY COUNCIL
ACTING AS SUCCESSOR AGENCY
TO THE ANTIOCH DEVELOPMENT AGENCY**

**Regular Meeting
7:00 P.M.**

**December 14, 2021
Council Chambers**

5:30 P.M. - CLOSED SESSION

1. **CONFERENCE WITH LABOR NEGOTIATORS** – This Closed Session with the City's Labor Negotiators is authorized by California Government Code section 54957.6; City designated representatives: Nickie Mastay, Jazzman Brown, and Jeff Bailey; Employee organizations: Antioch Police Officers' Association, Operating Engineers Local Union No. 3 (OE3), and Confidential Unit, Management Unit, and Treatment Plant Employees' Association.
2. **CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION** – Initiation of Litigation pursuant to California Government Code section 54956.9(c): One potential case.

7:00 P.M. REGULAR MEETING

Mayor Thorpe called the meeting to order at 7:00 P.M., and City Clerk Householder called the roll.

Present: Council/Agency Members District 1 Torres-Walker, District 2 Barbanica, District 3 Ogorchock and Mayor Thorpe
Absent: Mayor Pro Tem (District 4) Wilson (arrived at 7:55 P.M.)

PLEDGE OF ALLEGIANCE

Mayor Thorpe led the Pledge of Allegiance.

CITY ATTORNEY TO REPORT OUT ON CLOSED SESSION

City Attorney Smith reported the City Council had been in Closed Session and gave the following report: **#1 CONFERENCE WITH LABOR NEGOTIATORS**, no reportable action; and **#2 CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION**, Council accepted the settlement agreement, by a 4-0 vote with Councilmember Wilson absent.

7:05 P.M. – PUBLIC HEARING

1. REDISTRICTING IN ANTIOCH: DRAFT REDISTRICTING MAPS

Mayor Thorpe announced in English and Spanish that a Court Certified Translator was available for anyone needing translation services this evening.

City Attorney Smith introduced Jane Hood and Karin Mac Donald, Q2 Data & Research LLC, who displayed draft and publicly submitted maps, and presented the staff report dated December 14, 2021, recommending the City Council: 1) Receive the redistricting presentation and public comment on the draft redistricting maps, and 2) Provide feedback and direction to the demographer on drafting the redistricting maps.

In response to Council, Ms. Hood reviewed map 58 and draft map C.

Patricia Granados questioned who was responsible for the draft map district lines and cautioned against gerrymandering for an elected official.

Fernando Peniche, Antioch resident, questioned how the public could obtain redistricting information in Spanish.

Mayor Thorpe reminded the public that Council would not engage with the speakers during public comment and noted questions asked may be responded to by Council, the consultant or staff after the public comment period was closed.

Allen Payton spoke in support of publicly submitted map 58 and suggested Council extend the process to give the public additional time to provide input.

Phillip Lubina, Antioch resident, spoke in support of extending the public hearing process to allow additional time to review the maps.

Harry Thurston, Antioch resident, requested the City Council approve draft map 2B.

Mary Rocha, Antioch resident, suggested Council slow the process and provide all information in Spanish.

Micha Morris-Silveira requested the City Council approve draft map 2B.

Public comments submitted in writing were entered into the record from the following individuals: Sandra Hartrick, Nora von Ubin, Virginia Hood, Larry Hopwood, Dee, Arne Simonsen, Mark Jordan, Jackie Hooke, Liza Lucio and Tom Hartrick.

Mayor Thorpe thanked everyone who participated in the process and noted Council would take all maps submitted under consideration. He encouraged the Antioch Unified School District to provide sufficient time for the public to participate in their redistricting process. He announced that all information pertaining to the original district map was available and commented that it was not created to benefit any Councilmembers.

In response to Councilmember Barbanica, Jane Hood announced the deadline for submitting a final map was April 2022. She reported that a lot of the redistricting information was available in Spanish on the city's website and a Court Certified Interpreter was present during public hearings for anyone requesting translation.

City Clerk Householder added that the city's website could be translated into any language and all redistricting materials were ADA accessible.

In response to Councilmember Barbanica, Karin Mac Donald explained that they could not determine how many people had difficulty creating maps; however, they had been successful at assisting people via online help. She commented Antioch received more submissions than several other jurisdictions. Jane Hood confirmed that every map submitted by the public was presented this evening.

Councilmember Ogorchock commented that there had been more community engagement since Council resumed in-person meetings. She reported she had received feedback from residents who indicated that they had been unable to submit maps and thanked those who had been successful at doing so. She discussed the importance of maintaining communities of interest and noted that she did not support the current district map because it did not remain along a main thoroughfare.

On motion by Councilmember Ogorchock, seconded by Councilmember Barbanica the City Council extended the redistricting process through February. The motion carried the following vote:

Ayes: Barbanica, Ogorchock, Thorpe Abstain: Torres-Walker Absent: Wilson

Following discussion, Council consensus directed staff to bring back all draft maps for consideration.

Jane Hood advised the Council that one map had an issue of point contiguity because District 4 was only connected at one point.

2. PROCLAMATION

Honoring Antioch City Manager Rowland "Ron" Bernal

On motion by Councilmember Ogorchock, seconded by Councilmember Barbanica the Council members present unanimously approved the Proclamation.

MAYOR PRO TEM (DISTRICT 4) WILSON ARRIVED AT 7:55 P.M. AFTER THE VOTE OF THE PROCLAMATION.

Mayor Thorpe recognized City Manager Bernal's family in attendance.

The City Council thanked City Manager Bernal for his professionalism and acknowledged his accomplishments. They wished him well in his retirement.

Public comment submitted in writing was entered into the record from the following individual: Mark Jordan.

PRESENTATION

In Honor of City Manager Rowland “Ron” Bernal’s Retirement

On behalf of Supervisor Burgis, Mayor Thorpe presented City Manager Bernal with a certificate.

George Escutia, Jr. on behalf of Senator Glazer, presented a resolution to City Manager Bernal.

Mary Rocha and Nicole Gardner spoke to City Manager Bernal’s accomplishments and wished him the best in his retirement.

Mayor Thorpe announced a celebration honoring City Manager Bernal would be held December 16, 2021, at the Antioch Community Center.

ANNOUNCEMENTS OF CIVIC AND COMMUNITY EVENTS – None

PUBLIC COMMENTS

Andrew Becker, Antioch resident, stated City Manager Bernal would be missed and spoke to potential opportunities for Project Homekey in Antioch.

Lacey Brown, Antioch Homeless Coalition, announced their intent to seek legal action against the City of Antioch regarding policies and practices related to the towing and impounding of vehicles being utilized as a shelter or residence. She requested a meeting with the city to resolve the issues.

Patricia Granados thanked Council for the proclamation apologizing for the city’s past actions against the Asian community and noted that racism continued to occur in Antioch.

Steven Coll, Antioch resident, representing Black Diamond Canyon Neighborhood Association, commended City Manager Bernal for his accomplishments. He discussed illegal dumping occurring on city owned property near Hanson Park and presented Council with a petition requesting the installation of an entry barrier in the area.

CITY COUNCIL COMMITTEE REPORTS/COMMUNICATIONS

Councilmember Torres-Walker reported on her attendance at the California Violence Intervention and Prevention (CalVIP) meeting.

Councilmember Barbanica reported on his attendance at an Unhoused Resident Standing Committee meeting.

Councilmember Wilson reported on her attendance at Delta Diablo and announced Tri Delta would be meeting on December 15, 2021.

MAYOR'S COMMENTS

Mayor Thorpe reported on his attendance at the California Violence Intervention and Prevention (CalVIP) and Transitional Housing Committee meetings. He announced he would be attending a Tri Delta meeting on December 15, 2021.

ON MOTION BY COUNCILMEMBER OGORCHOCK, SECONDED BY COUNCILMEMBER BARBANICA THE CITY COUNCIL UNANIMOUSLY SUSPENDED THE RULES AND MOVED COUNCIL REGULAR AGENDA ITEM #11 TO BE HEARD FOLLOWING THE CONSENT CALENDAR.

- 3. CONSENT CALENDAR for City /City Council Members acting as Successor Agency to the Antioch Development Agency**
- A. APPROVAL OF COUNCIL MEETING MINUTES FOR OCTOBER 26, 2021**
- B. APPROVAL OF COUNCIL SPECIAL MEETING/CLOSED SESSION MINUTES FOR NOVEMBER 2, 2021**
- C. CITY COUNCIL MEETING MINUTES FOR NOVEMBER 9, 2021**
- D. CITY COUNCIL SPECIAL MEETING/CLOSED SESSION MINUTES OF NOVEMBER 16, 2021**
- E. CITY COUNCIL MEETING MINUTES OF NOVEMBER 23, 2021**
- F. APPROVAL OF COUNCIL WARRANTS**
- G. APPROVAL OF TREASURER'S REPORT FOR OCTOBER 2021**
- H. REJECTION OF CLAIMS: (1) RALPH HERNANDEZ, (2) NICHOLAS ROARK, AND (3) ANTI POLICE-TERROR PROJECT**
- I. SA RESOLUTION NO. 2021/37 RECOGNIZED OBLIGATION PAYMENT SCHEDULE (2022-23) FOR THE SUCCESSOR AGENCY TO THE ANTIOCH DEVELOPMENT AGENCY OF THE CITY OF ANTIOCH**
- J. RESOLUTION NO. 2021/186 ASSEMBLY BILL (AB) 361: RESOLUTION MAKING FINDINGS NECESSARY TO CONDUCT BROWN ACT MEETINGS BY TELECONFERENCE FOR THE CITY COUNCIL, BOARDS, COMMISSIONS, AND COMMITTEES**
- K. RESOLUTION NO. 2021/187 DESIGNATING DEPUTY CITY CLERK CHRISTINA GARCIA, CERTIFIED MUNICIPAL CLERK ("CMC"), AS ELECTIONS OFFICIAL FOR CITY CLERK FOR SELECTED PROCEEDINGS**

- L. **RESOLUTION NO. 2021/188 AUTHORIZATION FOR THE CITY MANAGER TO ENTER INTO CONSULTANT SERVICE AGREEMENT WITH EVVIVA BRANDS, LLC FOR THE OPPORTUNITY LIVES HERE CAMPAIGN RELAUNCH ASSET DEVELOPMENT FOR \$65,000 AND FOR MEDIA PURCHASES NOT TO EXCEED \$185,000 FOR FISCAL YEAR 2021/22**
- M. **ASSEMBLY BILL (AB) 1600 DEVELOPMENT IMPACT FEE REPORT**
- N. **RESOLUTION NO. 2021/189 APPROVING A SECOND AMENDMENT TO THE PROFESSIONAL SERVICES CONTRACT WITH 4LEAF, INC., TO PROVIDE SUPPORT TO THE BUILDING INSPECTION SERVICES DIVISION OF THE COMMUNITY DEVELOPMENT DEPARTMENT AND AUTHORIZING THE CITY MANAGER TO ENTER INTO THE AGREEMENT**
- O. **RESOLUTION NO. 2021/190 APPROVE SOLE SOURCE FOR POLICE RADIO EAST BAY REGIONAL COMMUNICATION SERVICES (EBRCS) ENCRYPTION**
- P. **RESOLUTION NO. 2021/191 AMENDMENTS TO MEMORANDA OF AGREEMENT WITH CONTRA COSTA HEALTH SERVICES FOR MUTUAL AID RESPONSE TO COVID-19 PANDEMIC – USE OF CITY OF ANTIOCH FACILITIES**
- Q. **RESOLUTION NO. 2021/192 SIXTH AMENDMENT TO THE CONSULTANT SERVICES AGREEMENT WITH MUNICIPAL FINANCIAL SERVICES FOR VARIOUS WATER AND SEWER RATE FEE SERVICES (P.W. 362-9)**
- R. **RESOLUTION NO. 2021/193 MEMORANDUM OF UNDERSTANDING WITH THE CELEBRATE ANTIOCH FOUNDATION FOR PLANNING AND EXECUTION OF SESQUICENTENNIAL EVENTS IN THE AMOUNT OF \$145,000**
- S. **RESOLUTION NO. 2021/194 APPROVAL OF TWO (2) 10-WHEEL DUMP TRUCKS UTILIZING A SOURCEWELL COOPERATIVE PURCHASING AGREEMENT WITH NATIONAL AUTO FLEET GROUP**

On motion by Councilmember Ogorchock, seconded by Councilmember Barbanica, the City Council unanimously approved the Council Consent Calendar.

COUNCIL REGULAR AGENDA

- 11. **CONSIDER AND ADOPT A RESOLUTION TO ENTER INTO A PROJECT STABILIZATION AGREEMENT FOR PROJECTS VALUED AT OVER \$1,000,000**

City Manager Bernal introduced Regular Agenda Item #11.

Director of Public Works/City Engineer Samuelson presented the staff report dated December 14, 2021, recommending the City Council adopt a resolution approving a Project Stabilization

Agreement with the Contra Costa Building and Construction Trades Council for City Capital Improvement Projects valued at over \$1,000,000 for a period of five years, commencing upon adoption of the Agreement and authorizing the City Manager or Designee to execute the Agreement. He announced Outside Counsel Thomas Kovacich was available to answer questions this evening.

Bill Whitney, Contra Costa Building Trades, and Marilyn Ferguson, Union Electrician Local 302, spoke in support of the resolution approving the Project Stabilization Agreement.

In response to Councilmember Barbanica, City Manager Bernal clarified that language in section 8.4 of the agreement covered the local hiring provision.

Councilmember Barbanica spoke in support of a provision that would require the unions to work with AUSD to develop a program that would advance students into an apprentice program upon successful graduation.

Councilmember Ogorchock suggested this provision be discussed at a City/AUSD Standing Committee meeting.

A motion was made by Councilmember Ogorchock, seconded by Councilmember Wilson to adopt a resolution approving a Project Stabilization Agreement with the Contra Costa Building and Construction Trades Council for City Capital Improvement Projects valued at over \$1,000,000 for a period of five years, commencing upon adoption of the Agreement and authorizing the City Manager or Designee to execute the Agreement.

A substitute motion was made by Councilmember Barbanica to adopt the resolution with a stipulation that the Unions had two years to work with AUSD to develop a program for youth that once they completed successfully, allowed them to move into an apprentice program.

Councilmember Ogorchock stated she appreciated Councilmember Barbanica's position on this item; however, Council did not have the authority to dictate the actions of the school district. She stated if Councilmember Barbanica withdrew his motion, she would work with Councilmember Torres-Walker to agendaize this item for the City/School Standing Committee.

Councilmember Barbanica withdrew his substitute motion.

RESOLUTION NO. 2021/195

A vote taken on the previous motion to adopt the resolution unanimously passed.

PUBLIC HEARING – Continued

4. KWMA COLLECTIVE (UP-21-16)

Senior Planner Merideth presented the staff report dated December 14, 2021, recommending the City Council adopt the resolution approving a Use Permit (UP-21-16) for a commercial cannabis cultivation facility, subject to conditions of approval.

Mayor Thorpe opened the public hearing.

Alex Yao Chen, Project Architect, gave a PowerPoint presentation of the KWMA Collective LLC. project.

Mayor Thorpe closed the public hearing.

In response to Councilmember Barbanica, Captain Morefield explained that the applicant had met all requirements brought forward by the Antioch Police Department with respect to their physical security.

RESOLUTION NO. 2021/196

On motion by Councilmember Ogorchock, seconded by Councilmember Barbanica the City Council unanimously adopted the resolution approving a Use Permit (UP-21-16) for a commercial cannabis cultivation facility, subject to conditions of approval.

ON MOTION BY COUNCILMEMBER BARBANICA, SECONDED BY COUNCILMEMBER OGORCHOCK, THE CITY COUNCIL UNANIMOUSLY SUSPENDED THE RULES AND MOVED REGULAR AGENDA ITEM #7 TO BE HEARD AS THE NEXT ORDER OF BUSINESS.

COUNCIL REGULAR AGENDA – Continued

7. BOARD OF ADMINISTRATIVE APPEALS APPOINTMENTS FOR ONE VACANCY EXPIRING MARCH 2024 AND ONE VACANCY EXPIRING MARCH 2022

City Clerk Householder announced Mayor Thorpe nominated Crystal Sawyer White to the Board of Administrative Appeals for the 4-year term vacancy, expiring March 2024 and Ronald A. Grant to the Board of Administrative Appeals for the 2-year vacancy, expiring March 2022.

City Clerk Householder read a biography for Crystal Sawyer-White.

RESOLUTION NO. 2021/197

On motion by Councilmember Wilson, seconded by Councilmember Torres-Walker the City Council unanimously appointed by resolution Crystal Sawyer-White for one 4-year term vacancy, expiring March 2024.

In response to City Attorney Smith, City Clerk Householder clarified that technically the above-mentioned term was a partial term vacancy expiring March 2024.

City Clerk Householder read a biography for Ronald A. Grant.

On motion by Councilmember Ogorchock, seconded by Councilmember Barbanica the City Council unanimously appointed by resolution Ronald Grant for one partial term 2-year vacancy expiring March 2022.

Mayor Thorpe thanked Crystal Sawyer-White and Ronald A. Grant for volunteering to serve the City.

City Clerk Householder administered the Oath of Office to Crystal Sawyer-White and Ronald A. Grant.

PUBLIC HEARING – Continued

5. AMENDMENT TO CHAPTER 3 OF TITLE 6 OF THE ANTIOCH MUNICIPAL CODE REGARDING SOLID WASTE COLLECTION FOR RESOURCE RECOVERY IN ACCORDANCE WITH SENATE BILL 1383

Environmental Resource Coordinator Haas-Wajdowicz presented the staff report dated December 14, 2021, recommending the City Council introduce, waive the first reading, and read by title only the proposed Ordinance.

Mayor Thorpe opened and closed the public hearing with no members of the public requesting to speak.

In response to Council, Environmental Resource Coordinator Haas-Wajdowicz stated this item was in alignment with the Climate Action Resilience Plan. She confirmed that she was networking with youth groups to help with educating the public. She noted that residents could potentially be cited for placing an item in the incorrect bin; however, the goal was compliance. She explained the three-sort program and commercial edible food generators.

Mayor Thorpe commented Code Enforcement focused on enforcement through education and citations would be a last resort.

Councilmember Ogorchock thanked Environmental Resource Coordinator Haas-Wajdowicz for the presentation.

In response to Councilmember Ogorchock, Environmental Resource Coordinator Haas-Wajdowicz explained that educating residents would occur once they negotiated an organic program with Republic Services and residents would receive a yard waste cart calendar outlining the changes in service.

On motion by Councilmember Wilson, seconded by Councilmember Ogorchock the City Council unanimously introduced, waived the first reading, and read by title only the proposed Ordinance regarding resource recovery in accordance with SB1383.

COUNCIL REGULAR AGENDA – Continued

6. BUDGET AMENDMENT AND ALLOCATION OF FUNDS FOR CREATION OF CONCEPTS FOR A CHINATOWN COMMEMORATION PROJECT AND CHINESE HISTORY PROJECT AT THE ANTIOCH HISTORICAL SOCIETY MUSEUM

Director of Economic Development Reed presented the staff report dated December 14, 2021, recommending the City Council adopt a resolution approving an amendment and allocation of funding to the City Manager's Fiscal Year 2022 General Fund budget in the amount of \$60,000 for the creation of concepts to corroborate and commemorate the historic Chinatown in the Rivertown area and the Chinese History Project at the Antioch Historical Society Museum.

David Kippen and Dr. Cate Newsom, Evviva Brands, gave introductory comments and reviewed their proposal for *Antioch Chinatown Memorial Concepting*.

Claudia Ocello, Museum Partners Consulting, LLC., gave an overview of their proposal for the *Interpretive Planning Process – Chinese History Project Antioch Historical Society*.

Mayor Thorpe stated this was historic and he voiced his appreciation to the members of the Antioch Historical Society for their patience and feedback. He also thanked Assistant City Manager Bayon Moore for working on this project.

Councilmember Ogorchock spoke in support of the project.

RESOLUTION NO. 2021/198

On motion by Councilmember Ogorchock, seconded by Councilmember Barbanica the City Council unanimously adopted a resolution approving an amendment and allocation of funding to the City Manager's Fiscal Year 2022 General Fund budget in the amount of \$60,000 for the creation of concepts to corroborate and commemorate the historic Chinatown in the Rivertown area and the Chinese History Project at the Antioch Historical Society Museum.

8. POLICE REFORM – ANTIOCH CARE TEAM (ACT) PROGRAM DEVELOPMENT

Assistant City Manager Bayon Moore presented the staff report dated December 14, 2021, recommending the City Council adopt a resolution formally accepting the Final Report from Urban Strategies Council for the Antioch Care Team Program Pilot and directing City Staff to proceed with the solicitation and procurement process.

David Harris and Ann Jenks representing Urban Strategies Council, gave an *Antioch Care Team (ACT) Program Development* PowerPoint presentation.

Harry Thurston, Antioch resident, Patricia Granados, Diana Collins Puente, Bella Q.C. and Robert Collins spoke in support of Council adopting the resolution.

Public comments submitted in writing were entered into the record from the following individuals: Marie Arce and Gretchen Tofflemire.

Councilmember Torres-Walker thanked Urban Strategies Partners for the report and Assistant City Manager Bayon Moore for her work on this item.

In response to Councilmember Torres-Walker, Assistant City Manager Bayon Moore clarified the estimated budget presented was based on going out to bid to secure the services of an outside provider and all items would be discussed in the procurement process. She noted a project would come back to Council for consideration.

Mr. Harris added they developed the estimated budget based on their experience with similar program designs in other jurisdictions.

Councilmember Torres-Walker stated she believed an RFQ was a more appropriate option to get the best qualified provider.

Interim Chief Morefield stated the Antioch Police Department was supportive of this process. He reported there may be additional costs for radios; however, he believed they may have been factored into the budget. Additionally, Urban Strategy Partners suggested they join the Antioch Police Department for briefing trainings which were built into their schedule.

A motion was made by Councilmember Barbanica, seconded by Councilmember Wilson to adopt a resolution formally accepting the Final Report from Urban Strategies Council for the Antioch Care Team Program Pilot and directing City Staff to proceed with the solicitation and procurement process.

Councilmember Ogorchock, speaking to the motion, stated she wanted to make sure the city was partnering with the County, and they were assisting with funding. Additionally, she asked if PERS was factored into staffing costs.

In response to Councilmember Ogorchock, Mr. Harris clarified pension expenses were not included for employees given that it would be a non-profit organization.

Mayor Thorpe commented that there had been consensus that the city wanted to develop their own model.

Mr. Harris noted they had met with Dr. Tavano and staff from the County regarding this program and they were supportive of this effort.

RESOLUTION NO. 2021/199

A vote taken on the previous motion to adopt the resolution unanimously passed.

Mayor Thorpe declared a recess at 10:22 P.M. The meeting reconvened at 10:30 P.M. with all Council members present.

9. POLICE REFORM – ANTIOCH POLICE DEPARTMENT (APD) POSITIONAL ASPHYXIA POLICY

Interim Chief Morefield presented the staff report dated December 14, 2021, recommending the City Council: 1) Consider the positional asphyxia policy recommended by the Police Oversight Standing Committee and the revisions to the policy recommended by the Antioch Police Officers Association and 2) Adopt the resolution approving an Antioch Police Department Positional Asphyxia Policy for inclusion in the Antioch Police Department Policy Manual including the incorporation of any desired revisions to the policy. He explained the following APOA recommended revisions to the policy and noted he agreed with the edits requested:

- PURPOSE AND SCOPE – replacing “positional asphyxia” with “suffocation” in the last sentence
- POSITIONAL ASPHYXIA REQUIREMENTS – a) replacing “pedestrians” with “civilians” in the second sentence
- POSITIONAL ASPHYXIA REQUIREMENTS – d) replacing “shall” with “should” in the first two sentences

Harry Thurston, Antioch resident, Patricia Granados, Robert Collins, Diana Quinto-Collins, Casandra Quinto Collins and Bella Q.C., supported the Positional Asphyxia Policy and offered their suggested revisions. Mr. Collins invited the public to a memorial for Angelo Quinto at 4:00 P.M. on December 23, 2021, at the Quinto-Collins residence.

Public comment submitted in writing was entered into the record from the following individual: Gretchen Tofflemire.

Councilmember Ogorchock clarified that she was not in attendance at the September 7, 2021, meeting as stated in the staff report.

City Attorney Smith stated that he believed Councilmember Ogorchock attended the meeting.

Following discussion, Council consensus supported the following revisions to the policy.

- XXX.X PURPOSE AND SCOPE last sentence to read - “People may die from positional asphyxia and suffocation....”
- XXX.3 POSITIONAL ASPHYXIA REQUIREMENTS a) - replace “pedestrians” with “civilians”
- XXX.3 POSITIONAL ASPHYXIA REQUIREMENTS d) to read – “If officers hold a person down while restraining them, officers shall make every reasonable effort to avoid placing weight on a person’s neck or head which can fracture the hyoid bone or cervical spine unless necessary to protect the person from injuring themselves or others. No more than two officers shall place weight on a person’s upper body or torso unless an imminent

threat to the officer or the public requires it. If additional assistance is needed, an additional officer or officers may restrain a person's limbs to restrict their movement."

Interim Chief Morefield stated he agreed with the language revisions supported by Council.

RESOLUTION NO. 2021/200

On motion by Councilmember Barbanica, seconded by /Councilmember Ogorchock the City Council adopted the resolution approving an Antioch Police Department Positional Asphyxia Policy for inclusion in the Antioch Police Department Policy Manual including the following revisions:

- XXX.X PURPOSE AND SCOPE last sentence to read - "People may die from positional asphyxia and suffocation...."
- XXX.3 POSITIONAL ASPHYXIA REQUIREMENTS a) - replace "pedestrians" with "civilians"
- XXX.3 POSITIONAL ASPHYXIA REQUIREMENTS d) to read – "If officers hold a person down while restraining them, officers shall make every reasonable effort to avoid placing weight on a person's neck or head which can fracture the hyoid bone or cervical spine unless necessary to protect the person from injuring themselves or others. No more than two officers shall place weight on a person's upper body or torso unless an imminent threat to the officer or the public requires it. If additional assistance is needed, an additional officer or officers may restrain a person's limbs to restrict their movement."

The motion carried the following vote:

Ayes: Ogorchock, Barbanica, Wilson, Thorpe

Abstain: Torres-Walker

Mayor Thorpe reminded the public the Antioch Police Department had body and dash cameras to aid in the transparency.

10. UNHOUSED RESIDENT SERVICES - RESOLUTION AUTHORIZING EXECUTION OF MEMORANDUM OF UNDERSTANDING (MOU) WITH CONTRA COSTA COUNTY HEALTH, HOUSING AND HOMELESS SERVICES REGARDING DELTA LANDING INTERIM HOUSING IN AN AMOUNT NOT TO EXCEED \$284,700

Unhoused Resident Coordinator Ridley presented the staff report dated December 14, 2021, recommending the City Council adopt the resolution authorizing staff to execute a MOU subject to County Counsel's pending review and the City Attorney's final approval.

Public comment submitted in writing was entered into the record from the following individual: Gretchen Tofflemire.

A motion was made by Councilmember Barbanica, seconded by Councilmember Ogorchock to adopt the resolution authorizing staff to execute a MOU subject to County Counsel's pending review and the City Attorney's final approval.

Councilmember Ogorchock expressed concern that the Ad Hoc Committee had not come to the City Council prior to this agenda item coming forward.

A substitute motion was made by Councilmember Ogorchock to revise the fourth Whereas in the resolution to read: "Whereas, the City Council supports the proposed arrangement with Contra Costa County and recommends said requested action; "The substitute motion failed for the lack of a second.

RESOLUTION NO. 2021/201

A vote taken on the previous motion to adopt the resolution as presented unanimously passed.

Councilmember Ogorchock stated the Ad Hoc Committee was over the 6-month timeframe and needed to come back to Council for reconsideration.

Mayor Thorpe commented that the Ad Hoc Committee was not on the agenda this evening.

12. CONSIDERATION OF RESOLUTION ADOPTING THE 2021 CITY OF ANTIOCH EMERGENCY OPERATIONS PLAN

Interim Chief Morefield introduced Lieutenant Fortner who presented the staff report dated December 14, 2021, recommending the City Council adopt a resolution approving the 2021 City of Antioch Emergency Operations Plan and authorizing the Mayor to sign the Letter of Promulgation stating the Council's support for the plan.

A motion was made by Councilmember Barbanica, seconded by Councilmember Ogorchock to adopt a resolution approving the 2021 City of Antioch Emergency Operations Plan and authorizing the Mayor to sign the Letter of Promulgation stating the Council's support for the plan.

In response to Councilmember Ogorchock, Lieutenant Fortner clarified that when the city aligned their plans with the state and federal government, they would offer help which could be utilized to upgrade the Emergency Operations Center. Paul Bockrath, Preparative Consulting, added that it was important systems share information and collaborate with other response partners. He noted the current Emergency Operations Center was lacking the technology and resources needed to be effective in carrying out that mission.

RESOLUTION NO. 2021/202

A vote taken on the previous motion to adopt the resolution unanimously passed.

13. SIDE LETTER AGREEMENT BETWEEN THE CITY OF ANTIOCH AND THE CONFIDENTIAL BENEFIT UNIT SALARY ADJUSTMENTS FROM THE TOTAL COMPENSATION STUDY FINAL REPORT

Administrative Services Director Mastay presented the staff report dated December 14, 2021, recommending the City Council adopt a resolution: 1) Approving the Side Letter Agreement between the City of Antioch and the Confidential Benefit Unit Salary Adjustments from the Total Compensation Study Final Report dated August 31, 2021 Appendix IV: Salary Range Placement Recommendations; 2) Authorize the City Manager or designee to execute the Side Letter Agreement between the City of Antioch and the Confidential Benefit Unit; and 3) Authorize the Finance Director to make any necessary adjustments to the Fiscal Year 2021/22 and Fiscal Year 2022/23 budget to implement the provisions of the Side Letter Agreement.

RESOLUTION NO. 2021/203

On motion by Councilmember Ogorchock, seconded by Councilmember Barbanica the City Council unanimously adopted a resolution: 1) Approving the Side Letter Agreement between the City of Antioch and the Confidential Benefit Unit Salary Adjustments from the Total Compensation Study Final Report dated August 31, 2021 Appendix IV: Salary Range Placement Recommendations; 2) Authorize the City Manager or designee to execute the Side Letter Agreement between the City of Antioch and the Confidential Benefit Unit; and 3) Authorize the Finance Director to make any necessary adjustments to the Fiscal Year 2021/22 and Fiscal Year 2022/23 budget to implement the provisions of the Side Letter Agreement.

14. HOURLY (PART-TIME) CLASSIFICATIONS SALARY SCHEDULE SALARY ADJUSTMENTS FROM THE TOTAL COMPENSATION STUDY FINAL REPORT

Administrative Services Director Mastay presented the staff report dated December 14, 2021, recommending the City Council adopt a resolution: 1) Approving the Hourly (Part-Time) Classifications Salary Schedule Salary Adjustments from the Total Compensation Study Final Report dated August 31, 2021; and 2) Authorizing the Finance Director to make any necessary adjustments to the Fiscal Year 2021/22 and Fiscal Year 2022/23 budget to implement the provisions of the Part-Time Salary Schedule Salary Adjustments.

RESOLUTION NO. 2021/204

On motion by Councilmember Ogorchock, seconded by Councilmember Barbanica the City Council unanimously adopted a resolution: 1) Approving the Hourly (Part-Time) Classifications Salary Schedule Salary Adjustments from the Total Compensation Study Final Report dated August 31, 2021; and 2) Authorizing the Finance Director to make any necessary adjustments to the Fiscal Year 2021/22 and Fiscal Year 2022/23 budget to implement the provisions of the Part-Time Salary Schedule Salary Adjustments.

15. APPOINTMENT OF MAYOR PRO TEM

City Attorney Smith presented the staff report dated December 14, 2021, recommending the City Council nominate and appoint the Mayor Pro Tempore.

On motion by Councilmember Ogorchock, seconded by Councilmember Torres-Walker the City Council appointed Councilmember Barbanica as Mayor Pro Tempore. The motion carried the following vote:

Ayes: Torres-Walker, Ogorchock, Wilson, Thorpe

Abstain: Barbanica

PUBLIC COMMENTS – None

STAFF COMMUNICATIONS

City Manager Bernal announced the next City Council meeting would be held on January 11, 2022. He thanked the City Council for the opportunity to serve as City Manager. He wished everyone a Merry Christmas and Happy New Year.

COUNCIL COMMUNICATIONS AND FUTURE AGENDA ITEMS

Councilmember Torres-Walker thanked Antioch residents and City Manager Bernal. She honored the indigenous people and her ancestors. She wished everyone a healthy holiday with their families. She explained that she had abstained on the Positional Asphyxia Policy because Council had not taken the communities opinions about the language under consideration. She stated she believed the policy should have been referred to the Police Oversight Standing Committee. She acknowledged all the work that went into developing the policy and thanked the Antioch Police Department and Interim Chief Morefield for being an advocate who was opened to progressive policies.

Councilmember Wilson wished everyone a happy holiday and suggested they be kind and refrain from using social media during the holidays.

Councilmember Barbanica wished everyone a Merry Christmas and Happy New Year. He thanked everyone for the last year and all the agencies who kept the community safe during a recent incident involving law enforcement.

Councilmember Ogorchock also thanked the agencies that assisted during a recent law enforcement incident. She wished City Manager Bernal the best during his retirement and wished everyone a Merry Christmas. She requested the Emergency Operations Center technology upgrades be agendized for reconsideration. She also requested staff agendize the timing and a policy related to Ad Hoc Committees.

Mayor Thorpe wished everyone a Merry Christmas and Happy New Year. He welcomed Interim City Manager Con Johnson and wished City Manager Bernal good luck in his retirement. He reported on his visit to a crime scene and recognized the professionalism of law enforcement

officers. He thanked the Antioch Police Department and noted there would be a time to celebrate their efforts.

ADJOURNMENT

On motion by Councilmember Ogorchock, seconded by Councilmember Barbanica the City Council unanimously adjourned the meeting at 11:43 P.M.

Respectfully submitted:

Kitty Eiden

KITTY EIDEN, Minutes Clerk

CITY COUNCIL MEETING

Regular Meeting
7:00 P.M.

January 11, 2022
Council Chambers

5:00 P.M. - CLOSED SESSION

1. **CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION** – Initiation of Litigation pursuant to California Government Code section 54956.9(c): One case.
2. **CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION** –Significant exposure to litigation pursuant to California Government Code section 54956.9(b): Two Cases.
3. **CONFERENCE WITH LABOR NEGOTIATORS** – Pursuant to California Government Code section 54957.6; City designated representatives: Nickie Mastay, Jazzman Brown, and Jeff Bailey; Employee organizations: Antioch Police Officers' Association, Operating Engineers Local Union No. 3 (OE3), Confidential Unit, Management Unit, and Treatment Plant Employees' Association.

7:00 P.M. REGULAR MEETING

Mayor Thorpe called the meeting to order at 7:01 P.M., and City Clerk Householder called the roll.

Present: Council/Agency Members District 1 Torres-Walker, District 3 Ogorchock, District 4 Wilson, Mayor Pro Tem (District 2) Barbanica and Mayor Thorpe

PLEDGE OF ALLEGIANCE

Mayor Thorpe led the Pledge of Allegiance.

CITY ATTORNEY TO REPORT OUT ON CLOSED SESSION

City Attorney Smith reported the City Council had been in Closed Session and gave the following report: **#1 CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION**, City Council approved a settlement and release, by a 5-0 vote, **#2 CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION**, no reportable action; and **CONFERENCE WITH LABOR NEGOTIATORS**, no reportable action.

7:05 P.M. – PUBLIC HEARING - REDISTRICTING

1. REDISTRICTING: DRAFT REDISTRICTING MAPS

City Attorney Smith introduced Jane Hood and Karin Mac Donald, Q2 Data & Research LLC, to present the staff report dated January 11, 2021, recommending the City Council: 1) Receive the

redistricting presentation and public comment on the draft redistricting maps and 2) Provide feedback and direction to the demographer on drafting the redistricting maps.

City Clerk Householder and Sandra Valmana Lastres, announced in English and Spanish that a Court Certified Interpreter was present and translation services were available.

Harry Thurston, Antioch resident, spoke in support of Council adopting draft map B.

Sharon Johnson questioned why the city was redistricting. She stated if redistricting was required, she was in support of draft map B

Mayor Thorpe explained the District and Redistricting processes.

In response to Councilmember Ogorchock, Ms. Hood displayed and reviewed the new public map submissions.

Mayor Thorpe announced the process would continue through February and encouraged the public to submit maps. He confirmed all maps submitted would be included in future staff reports.

In response to Mayor Thorpe, Ms. Hood displayed the former Quadrant B and the current district maps.

Mayor Thorpe commented the Quadrant B map was created by public engagement with elected officials, and if adopted every Councilmember serving at the time would have been in their own district. He explained the current District map was developed by consultants based on their expertise and no lines were manipulated to accommodate Councilmembers. He noted the Councilmembers who voted to approve the map did so based on the consultant's professional recommendation. He further noted the map captured communities of interest while using natural boundaries. He stated the previous process was fair and reflected Antioch's identity.

In response to Councilmember Barbanica, Ms. Hood reviewed the boundaries for map 58.

2. INTRODUCTION OF NEW CITY EMPLOYEES

Mayor Thorpe introduced Interim City Manager Cornelius Johnson, who thanked the City Council for allowing him the opportunity to serve the city.

Director of Public Works/City Engineer Samuelson introduced Carlton Thompson, Assistant City Engineer, Ryan Burris, Sewer Camera Truck Operator, Zach Hylton, Water Treatment Plant Supervisor and John (Andre) LoGrasso, Water Distribution Operator, who thanked Director of Public Works/City Engineer Samuelson for the introduction and stated they looked forward to serving the citizens of Antioch.

Director of Community Development Ebbs introduced Anne Hersch, Planning Manager, who thanked Director of Community Development Ebbs for the introduction and stated she looked forward to serving the citizens of Antioch.

Captain Schnitzius introduced Catriona Cottle and Jessie Naval, Police Dispatchers and Maraea Melander, Animal Control Officer, who thanked Captain Schnitzius for the introduction and stated they looked forward to serving the city.

Finance Director Merchant introduced Sergio Vazquez, Business License Representative I, who thanked Finance Director Merchant for the introduction and stated he looked forward to continuing to serve the city of Antioch.

Mayor Thorpe recognized staff for hiring quality employees.

3. PROCLAMATIONS

Honoring Dr. Martin Luther King, Jr. Day, January 17, 2022

Proclamation of Appreciation for Deborah Simpson

Proclamation of Appreciation for Darrell Goodbeer

On motion by Councilmember Ogorchock, seconded by Councilmember Barbanica the City Council unanimously approved the Proclamations.

Cheryl Cooper, on behalf of Victoria Adams and the NAACP, accepted and thanked the City Council for the *Honoring Dr. Martin Luther King, Jr. Day, January 17, 2022*, proclamation.

Deborah Simpson accepted and thanked the City Council for the *Proclamation of Appreciation for Deborah Simpson*.

4. ANNOUNCEMENTS OF CIVIC AND COMMUNITY EVENTS

Director of Parks and Recreation Helfenberger announced the following civic and community events.

- Dr. Martin Luther King, Jr. – MLK Day of Service, January 17, 2022
- Contra Costa Health Services – Free Covid-19 Testing and Vaccine

Councilmember Wilson announced events would occur throughout the month of January related to Human Trafficking Awareness month and a list of these events would be available on the city's website.

Councilmember Ogorchock announced a Dr. Martin Luther King Jr. event would be held at 11:00 A.M. on January 17, 2021, at Deer Valley High School.

PUBLIC COMMENTS

Mayor Thorpe announced that public comments were for items not on the agenda and Council would not be engaging in discussion since these items had not been agendized.

Prudence Capelle, President of the Antioch Senior Citizens Club, submitted copies of several documents to be entered into the record related to the Park and Recreation Department's proposed memorandum of understanding with their organization. She requested assistance in negotiating a new resolution for their club.

Sharon Johnson, Merle Wilson and Marie Taylor expressed concern regarding the Antioch Senior Citizens Club and spoke in support of the Park and Recreation Department's oversight of the Antioch Senior Center.

Desiree Rushing, Antioch resident, announced her sister Gigi Crowder would be recognized as Humanitarian of the Year at a Dr. Martin Luther King Jr. ceremony. She questioned what community members could do to assist the unsheltered.

Lacey Brown, Antioch Homeless Coalition, announced their intent to seek legal action against the City of Antioch regarding policies and practices related to the towing and impounding of vehicles being utilized as shelter. She thanked Councilmember Wilson for her assistance with a victim of domestic violence.

Leslie May thanked Councilmember Torres-Walker for her support following a death in her family. She also thanked Councilmember Wilson for announcing Human Trafficking Month and stated Community Violence Solutions was available to assist anyone in need. She noted that she had reported human trafficking occurring in Antioch to the authorities and requested the matter be investigated immediately.

CITY COUNCIL COMMITTEE REPORTS/COMMUNICATIONS

Councilmember Torres-Walker reported on her attendance at a Community Violence Solutions Committee meeting.

Councilmember Wilson reported on her attendance at a Tri Delta meeting.

Councilmember Barbanica expressed concern regarding the public's perception of customer service. He encouraged citizens with concerns regarding this matter to reach out to Council for assistance with the process.

MAYOR'S COMMENTS

Mayor Thorpe reported on his attendance at the Community Violence Solutions, Tri Delta and Transitional Housing Committee meetings.

5. PRESENTATION

Tasha Johnson, Youth Services Network Manager, introduced the *Build Antioch Workforce Design Studio Pilot Program* and introduced Alan Sandler and Trish Callo representing Architectural Foundation of San Francisco (AFSF) who gave an overview of their program.

Cesar Avila, Ivan Clark, Lara Daghlain, Chris Abner, Delci Smith and Earl Hudson gave a *Reinvigorating Downtown to Create Social Spaces & Economic Opportunities* PowerPoint presentation.

Lara Daghlain discussed her positive experiences with the program.

The City Council thanked Youth Services Network Manager Johnson for developing the program and the youth who participated.

Councilmember Torres-Walker suggested the next cohort consider initiatives for neighborhoods that lacked parks and green spaces.

Councilmember Wilson and Mayor Thorpe discussed the importance of investing in youth.

6. CONSENT CALENDAR

- A. APPROVAL OF COUNCIL MEETING MINUTES FOR NOVEMBER 9, 2021**
- B. APPROVAL OF COUNCIL SPECIAL MEETING MINUTES FOR NOVEMBER 16, 2021**
- C. APPROVAL OF COUNCIL MEETING MINUTES FOR NOVEMBER 23, 2021**
- D. APPROVAL OF COUNCIL MEETING MINUTES FOR DECEMBER 14, 2021**
- E. APPROVAL OF COUNCIL WARRANTS**
- F. ORDINANCE NO. 2200-C-S SECOND READING – AMENDMENT TO CHAPTER 3 OF TITLE 6 OF THE ANTIOCH MUNICIPAL CODE REGARDING SOLID WASTE COLLECTION FOR RESOURCE RECOVERY IN ACCORDANCE WITH SENATE BILL 1383 (Introduced on December 14, 2021)**
- G. RESOLUTION NO. 2022/01 UNHOUSED RESIDENT SERVICES - RESOLUTION AUTHORIZING EXPENDITURE OF FUNDS IN EXCESS OF CITY MANAGER SIGNATURE AUTHORITY**
- H. RESOLUTION NO. 2022/02 CONSIDERATION OF BIDS FOR PREWETT PARK CONCRETE IMPROVEMENTS, PHASE III (P.W. 567-9)**
- I. RESOLUTION NO. 2022/03 FIRST AMENDMENT TO THE DESIGN CONSULTING SERVICES AGREEMENT WITH INDIGO HAMMOND + PLAYLE ARCHITECTS FOR ON-CALL DESIGN ENGINEERING SERVICES (P.W. 700-1)**
- J. RESOLUTION NO. 2022/04 CONSIDERATION OF BIDS FOR THE ANTIOCH MARINA LAUNCH RAMP DOCK REPAIR, BID NO. 959-1201-21A**

- K. **RESOLUTION NO. 2022/05 FIRST AMENDMENT TO THE BAY ALARM COMPANY AGREEMENT TO EXPAND THE AGREEMENT FOR ACCESS CONTROL AND VIDEO MONITORING TO INCLUDE ANTIOCH POLICE DEPARTMENT FACILITIES**
- L. **RESOLUTION NO. 2022/06 AB 361: RESOLUTION MAKING FINDINGS NECESSARY TO CONDUCT BROWN ACT MEETINGS BY TELECONFERENCE FOR THE CITY COUNCIL, BOARDS, COMMISSIONS, AND COMMITTEES**

On motion by Councilmember Ogorchock, seconded by Councilmember Wilson, the City Council unanimously approved the Council Consent Calendar with the exception of item G, which was removed for further discussion.

Item G – Mayor Thorpe stated he supported this item; however, he reminded staff of the importance of investing in the specific items that were initially identified by Council.

On motion by Councilmember Ogorchock, seconded by Councilmember Wilson the City Council unanimously approved Consent Calendar Item G.

PUBLIC HEARING - Continued

7. WILD HORSE MULTIFAMILY PROJECT (PD-20-01, GP-20-03, AR-21-17)

Director of Community Development Ebbs introduced Senior Planner Merideth who presented the staff report dated January 11, 2021, recommending the City Council take the following actions: 1) Adopt the resolution certifying the Wild Horse Multifamily Project Environmental Impact Report (EIR). 2) Adopt the resolution approving the Wild Horse Multifamily Project General Plan Amendment (GP-20-03) changing the land use designation from Low Density Residential to High Density Residential. 3) Introduce, waive the first reading, and read by title only the ordinance for a zoning map amendment from Planned Development District (PD) to Planned Development District (PD-20-01). 4) Adopt the resolution approving a Vesting Tentative Map, Final Development Plan, and Design Review, subject to conditions of approval (PD-20-01, AR-21-17).

Mayor Thorpe declared a recess at 8:53 P.M. and reconvened at 8:55 P.M. He announced he would recuse himself from this item as he lived in the area. He turned the gavel over to Mayor Pro Tem Barbanica and left Council Chambers.

Mayor Pro Tem Barbanica opened the public hearing.

Andrew Becker discussed the need for affordable housing. He suggested the city require developers to pay affordable housing impact and inclusionary in lieu fees for large development projects.

Phillip Su, Project Applicant, thanked the City Council for the opportunity to present his project and stated he was seeking their approval. He accepted the conditions of approval and

recommendations from the Planning Commission and staff. He introduced his team of consultants and stated they were available to answer any questions.

Leslie May requested the total unit count for the project and questioned how many of them would be low income and rentals. She agreed with Mr. Becker with regards to the need for affordable housing and questioned the impacts of the project.

Mayor Pro Tem Barbanica closed the public hearing.

Councilmember Ogorchock requested the project be conditioned to participate in a CFD for fire protection. Additionally, she suggested the park be constructed to be an all-abilities park and a speed hump or bump be installed at the entrance to the development.

In response to Councilmember Ogorchock, Senior Planner Merideth confirmed the units on the land south of Wildhorse were removed from the project.

In response to Councilmember Wilson, Director of Community Development Ebbs stated that the project was presented as a multifamily rental project; however, the subdivision map allowed them to file a map to create condominiums.

RESOLUTION NO. 2022/07

On motion by Councilmember Ogorchock, seconded by Councilmember Wilson the City Council members present unanimously adopted the resolution certifying the Wild Horse Multifamily Project Environmental Impact Report (EIR).

RESOLUTION NO. 2022/08

On motion by Councilmember Ogorchock, seconded by Councilmember Wilson the City Council members present unanimously adopted the resolution approving the Wild Horse Multifamily Project General Plan Amendment (GP-20-03) changing the land use designation from Low Density Residential to High Density Residential.

On motion by Councilmember Ogorchock, seconded by Councilmember Wilson the City Council members present unanimously introduced, waived the first reading, and read by title only the ordinance for a zoning map amendment from Planned Development District (PD) to Planned Development District (PD-20-01).

RESOLUTION NO. 2022/09

On motion by Councilmember Ogorchock, seconded by Councilmember Wilson the City Council adopted the resolution approving a Vesting Tentative Map, Final Development Plan, and Design Review, subject to conditions of approval (PD-20-01, AR-21-17) with the following additions:

- Requiring a CFD for Fire
- Requiring the park to be constructed to be an all-abilities park

- Requiring a speed hump or bump to be installed at the entrance to the project

The motion carried the following vote:

Ayes: Ogorchock, Wilson, Barbanica

Noes: Torres-Walker

Mayor Thorpe returned to the meeting at 9:21 P.M.

8. AMENDMENT OF ANTIOCH MUNICIPAL CODE TO REQUIRE SAFE STORAGE OF FIREARMS IN RESIDENCES

City Attorney Smith presented the staff report dated January 11, 2021, recommending the City Council introduce, waive the first reading, and read by title only the proposed safe gun storage ordinance, requiring Antioch residents to safely store firearms in their residences.

In response to Councilmember Barbanica, City Attorney Smith explained the definition of safe storage and noted the ordinance provided that the firearm be in a locked container or disabled with a safety device. He further noted it would not require the gun to be unloaded; however, it could be added, if Council so directed.

On motion by Councilmember Ogorchock, seconded by Councilmember Torres-Walker the City Council unanimously introduced, waived the first reading, and read by title only the proposed safe gun storage ordinance, requiring Antioch residents to safely store firearms in their residences.

9. INTRODUCTION OF ORDINANCE AMENDING THE ANTIOCH MUNICIPAL CODE SECTIONS 9-5.3803 AND 9-5.3834 TO PROHIBIT OIL AND GAS DRILLING, PRODUCTION, AND EXPLORATORY OPERATIONS AS PERMITTED USES IN THE M-2 AND S ZONES

City Attorney Smith presented the staff report dated January 11, 2021, recommending the City Council waive the first reading and introduce by title only an ordinance amending the Antioch Municipal Code Sections 9-5.3803 and 9-5.3834 to remove oil and gas drilling, production, and exploratory operations as permitted uses in the “heavy industrial” (M-2) zone and in the designated portion of the Sand Creek Focus Area of the “S” Study District.

Shoshana Wechsler, Sunflower Alliance, Harry Thurston, Antioch resident, Jeffrey Mann, Physician, Amanda Knollstein, Physician, Floy Andrews, Richmond resident, Stella Lin, Contra Costa resident, Alexi Lindeman, Antioch resident, Jackie Garcia Mann, 350 Contra Costa and Ian Cohen, spoke in support of the Ordinance.

Councilmember Barbanica noted that anyone owning land that could have been affected by this ordinance had not come forward; therefore, he was in support.

Councilmember Torres-Walker thanked those who fought for environmental justice in Antioch.

Mayor Thorpe commented that a follow up to this item would be a resolution asking the County to no longer engage in this type of activity.

On motion by Councilmember Wilson, seconded by Councilmember Ogorchock the City Council unanimously waived the first reading and introduced by title only an ordinance amending the Antioch Municipal Code Sections 9-5.3803 and 9-5.3834 to remove oil and gas drilling, production, and exploratory operations as permitted uses in the "heavy industrial" (M-2) zone and in the designated portion of the Sand Creek Focus Area of the "S" Study District.

COUNCIL REGULAR AGENDA

10. DISCUSSION ITEM: PROPOSED AMENDMENT TO THE ANTIOCH MUNICIPAL CODE ADDING SECTION 9-5.3848, REGARDING TEMPORARY CANNABIS EVENTS ON PUBLIC PROPERTY

City Attorney Smith presented the staff report dated January 11, 2021, recommending the City Council discuss amending the Antioch Municipal Code to add Section 9-5.3848 regarding temporary cannabis events on public property and provide direction to staff.

Mayor Thorpe clarified that this item came out of a request that was made to the state because when the state followed up with the city, there was no process so an answer could not be provided.

JR Wilson Delta Veteran's Group and Tom Menasco spoke in support of the amendment to allow temporary cannabis events on public property.

Martin Wesley, representing CoCo Farms, announced that they had an application to the state for use of the fairgrounds for an event. He spoke in support of the amendment to allow temporary cannabis events on public property and thanked those in support of this effort.

In response to Councilmember Ogorchock, Mr. Wesley reviewed the timeline for their event.

Following discussion, Councilmember Wilson stated with the timeline outlined by Mr. Westly she supported going through the process this evening; however, in the future she would request items such as these to be vetted through the Cannabis Committee.

In response to Council, City Attorney Smith stated that he could scope a narrow approval to address this event and then bring the item back to the Cannabis Committee for a more comprehensive approach.

Council consensus agreed to begin the process to allow the applicant to move forward with the July timeframe for their event.

11. RESOLUTION APPROVING A NEW CLASS SPECIFICATION FOR YOUTH SERVICES PROGRAMS COORDINATOR, ASSIGNING A SALARY RANGE, AND ASSIGNING THE CLASSIFICATION TO THE OPERATING ENGINEERS LOCAL UNION NO. 3 REPRESENTATIONAL UNIT IV BARGAINING UNIT

Administrative Services Director Mastay presented the staff report dated January 11, 2021, recommending the City Council adopt a resolution approving the New Class Specification for Youth Services Programs Coordinator, assigning a salary range, and assigning the classification to the Operating Engineers Local Union No. 3 Representational Unit IV Bargaining Unit.

RESOLUTION NO. 2022/10

On motion by Councilmember Ogorchock, seconded by Councilmember Torres-Walker the City Council unanimously adopted a resolution approving the New Class Specification for Youth Services Programs Coordinator, assigning a salary range, and assigning the classification to the Operating Engineers Local Union No. 3 Representational Unit IV Bargaining Unit.

12. TRANSITIONAL HOUSING AD HOC COMMITTEE DISSOLUTION OR CREATION OF A STANDING COMMITTEE

Administrative Services Director Mastay presented the staff report dated January 11, 2021, recommending the City Council take the following actions: 1) Adopt the resolution ratifying the term of the Transitional Housing Ad Hoc Committee from December 15, 2020 to January 11, 2022 and dissolving the ad hoc committee. 2) Determine whether to establish a new ad hoc committee or create a standing committee. (Please note: Ad Hoc Committees may be dissolved, and another created with a different and specific purpose, in the same genre).

Andrew Becker, Here Today Home Tomorrow, expressed concern that this item was being considered so late in the evening. He stated that he believed the committee had not worked with transparency because his proposal for a possible development project had not been brought before Council. He reported he raised the issue that the committee had ceased to exist and the response he received was that it did not matter. He urged Council to understand what was being brought before them.

Councilmember Barbanica reported that he along with Mayor Thorpe had recently met with several individuals as part of the duties with this committee, and participants had attempted to exclude him from the process knowing that he did not support a long-term housing project in his District. He noted there was a process to go through which had not occurred. He spoke to the Ad Hoc Committee accomplishments.

Councilmember Torres-Walker thanked Mr. Becker and advocates serving the unhoused. She explained that she received a recommendation from stakeholders to investigate Project Home Key funding and Mr. Becker was also looking into that funding mechanism, so she had met with him to discuss how to organize a partnership. She explained that Mr. Becker was told the conversation needed to go to the Ad Hoc Committee; however, he wanted to meet with key city staff and the Councilmember that he had already been working with on this item. Additionally,

she stated once it was determined that the ad hoc was operating outside a mandate the item should have come back to the City Council. She supported staff's recommendation, the establishment of a Housing and Homelessness Commission, and working collaboratively with members of the community on housing issues.

Mayor Thorpe stated he was not in support of continuing the ad hoc committee because they could build a Human Rights and Equity Commission of people with the expertise to address human rights, including housing. He commented that Assistant City Manager Bayon Moore would still appreciate feedback from Council related to transitional housing during the interim period.

Councilmember Torres-Walker added that nothing prevented staff or individual Councilmembers from engaging community members in conversations on initiatives and it was within staff's authority to contact stakeholders to gather input.

Mayor Thorpe stated he would bring back a process for the establishment of a Human Rights and Equity Commission, as a future agenda item.

A motion was made by Councilmember Barbanica and seconded by Councilmember Torres-Walker to adopt the resolution ratifying the term of the Transitional Housing Ad Hoc Committee from December 15, 2020 to January 11, 2022, and dissolving the ad hoc committee.

Speaking to the motion, Councilmember Ogorchock stated that she felt the ad hoc committee had been very successful and should remain its own entity. She requested staff maintain a calendar for Ad Hoc Committees.

In response to Councilmember Torres-Walker, Mayor Thorpe commented that he would bring back a temporary overlay to address housing and homelessness items.

RESOLUTION NO. 2022/11

A vote taken on the previous motion to adopt the resolution passed. The motion carried the following vote:

Ayes: Torres-Walker, Wilson, Barbanica, Thorpe

Noes: Ogorchock

13. COMMUNITY VIOLENCE SOLUTIONS AD HOC COMMITTEE EXTENSION, DISSOLUTION OR CREATION OF A STANDING COMMITTEE

Administrative Services Director Mastay presented the staff report dated January 11, 2021, recommending the City Council: 1) Receive an update from Committee members of the Community Violence Solutions Ad Hoc Committee on their ad hoc committee activities. 2) Determine whether to extend the ad hoc committee, dissolve the ad hoc committee or create a standing committee. (Please Note: Ad Hoc Committees may be dissolved, and another created with a different and specific purpose, in the same genre).

Mayor Thorpe and Councilmember Torres-Walker reported out on the activities of the Ad Hoc Committee and spoke in support of extending the Community Violence Solutions Ad Hoc Committee for 6 months.

Mayor Thorpe explained that committees only made recommendations to Council and any Councilmember could make a recommendation irrespective of an Ad Hoc or Standing Committee.

On motion by Councilmember Torres-Walker, seconded by Councilmember Barbanica the City Council extended the Community Violence Solutions Ad Hoc Committee consisting of Councilmember Torres-Walker and Mayor Thorpe, for 6 months.

PUBLIC COMMENT – None

STAFF COMMUNICATIONS

City Attorney Smith wished everyone a Happy New Year.

COUNCIL COMMUNICATIONS AND FUTURE AGENDA ITEMS

Councilmember Torres-Walker requested the following items be agendized for discussion: Human Rights and Racial Equity Commission, Strategic Plan Update, and a presentation from the Economic Development Commission. She wished everyone a Happy New Year and honored the indigenous people and her ancestors.

ADJOURNMENT

On motion by Councilmember Ogorchock, seconded by Councilmember Wilson the City Council unanimously adjourned the meeting at 10:31 P.M.

Respectfully submitted:

Kitty Eiden
KITTY EIDEN, Minutes Clerk



STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Christina Garcia, CMC, Deputy City Clerk *Cg*

APPROVED BY: Nickie Mastay, Administrative Services Director *NM*

SUBJECT: City Council Meeting Minutes of January 25, 2022

RECOMMENDED ACTION

It is recommended that the City Council continue the Meeting Minutes of January 25, 2022.

FISCAL IMPACT

None

DISCUSSION

N/A

ATTACHMENT

None.



STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Christina Garcia, CMC, Deputy City Clerk *Cg*

APPROVED BY: Nickie Mastay, Administrative Services Director *NM*

SUBJECT: City Council Special Meeting Minutes of February 4, 2022

RECOMMENDED ACTION

It is recommended that the City Council continue the Special Meeting Minutes of February 4, 2022.

FISCAL IMPACT

None

DISCUSSION

N/A

ATTACHMENT

None.



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

100 General Fund

Non Departmental

00398339	COLONIAL LIFE	INSURANCE PREMIUM	597.98
00398463	CONTRA COSTA COUNTY	EIR FILING FEE	3,539.25
00398464	CONTRA COSTA COUNTY	FILING FEES	50.00
00398465	CONTRA COSTA WATER DISTRICT	TREATED WATER CAPACITY FEE	156,993.00
00398466	CONTRA COSTA WATER DISTRICT	TREATED WATER CAPACITY FEE	785,540.00
00398472	DIAMOND HILLS SPORT CLUB	PAYROLL	80.00
00398474	DIVITO JR, ROBERT	DEPOSIT REFUND	564.94
00398477	ECC REG FEE AND FIN AUTH	ECCRFFA-RTDIM	2,493,696.00
00398491	IN SHAPE HEALTH CLUBS	PAYROLL	462.99
00398502	LAW OFFICE OF RUTHANN G ZIEGLER	LEGAL SERVICES RENDERED	2,145.00
00398506	LIFE INSURANCE CO OF NORTH AMERICA	PAYROLL	3,995.11
00398514	MUNICIPAL POOLING AUTHORITY	PAYROLL	2,032.63
00398515	MUNICIPAL POOLING AUTHORITY	PAYROLL	1,229.25
00398523	OPERATING ENGINEERS LOCAL NO 3	PAYROLL	3,366.00
00398524	PARS	PAYROLL	4,256.94
00398528	RANEY PLANNING & MANAGEMENT INC	CONSULTING SERVICES	480.00
00398535	STANTEC CONSULTING SERVICES INC	CONSULTING SERVICES	66,850.78
00398536	STATE OF CALIFORNIA	PAYROLL	200.00
00398537	STATE OF CALIFORNIA	PAYROLL	200.00
00398554	DIVISION OF STATE ARCHITECT	SB1186 Q4 2021	970.40
00398556	AFLAC	INSURANCE PREMIUM	4,810.64
00398584	BLUE SHIELD LIFE	INSURANCE PREMIUM	4,583.13
00398587	BRIGHT PLANET SOLAR	REFUND CBSC FEE	2.38
00398595	CALIFORNIA HEATING AND COOLING	REFUND SMIP FEE	1.50
00398619	DELTA DENTAL	INSURANCE PREMIUM	41,719.84
00398667	MUNICIPAL POOLING AUTHORITY	EAP PROGRAM	3,489.33
00398692	SUNRUN INSTALLATION SERVICES INC	REFUND SMIP FEE	7.16
00941604	AP SMA	PAYROLL	880.00
00941605	APOA	PAYROLL	20,720.58
00941606	APWEA	PAYROLL	4,529.67
00941611	NATIONWIDE RETIREMENT SOLUTIONS	PAYROLL	39,373.46
00941616	VANTAGEPOINT TRANSFER AGENTS	PAYROLL	8,147.59
00941617	NATIONWIDE RETIREMENT SOLUTION	PAYROLL	27,704.62

City Council

00398335	CALIF, STATE OF	USE TAX REMITTANCE	0.41
00398417	VERIZON WIRELESS	DATA USAGE	103.30
00398418	VERIZON WIRELESS	DATA USAGE	98.30

City Attorney

00398335	CALIF, STATE OF	USE TAX REMITTANCE	3.00
00398420	VERIZON WIRELESS	DATA USAGE	51.65
00398428	VERIZON WIRELESS	DATA USAGE	51.65
00398448	BANK OF AMERICA	BUSINESS EXPENSE	300.44
00398485	GARCIA HERNANDEZ SAWHNEY LLP	LEGAL SERVICES RENDERED	6,726.00
00398486	HANSON BRIDGETT LLP	LEGAL SERVICES RENDERED	21,715.26
00398496	JACKSON LEWIS PC	LEGAL SERVICES RENDERED	666.00
00398502	LAW OFFICE OF RUTHANN G ZIEGLER	LEGAL SERVICES RENDERED	20,047.50



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

00398504	LEXISNEXIS	LEXIS NEXIS RESEARCH	229.00
00398507	LOZANO SMITH LLP	LEGAL SERVICES RENDERED	4,222.82
00398510	MEYERS NAVE A PROFESSIONAL CORP	LEGAL SERVICES RENDERED	23,878.88
00398511	MEYERS NAVE A PROFESSIONAL CORP	LEGAL SERVICES RENDERED	583.68
00398542	TELECOM LAW FIRM PC	LEGAL SERVICES RENDERED	151.00
00398559	ALLEN GLAESSNER HAZELWOOD WERTH LLP	LEGAL SERVICES RENDERED	1,496.50
00398574	ATKINSON ANDELSON LOYA RUUD AND ROMO	LEGAL SERVICES RENDERED	4,535.38
00398577	BANK OF AMERICA	BUSINESS EXPENSE	609.53
00398640	HANSON BRIDGETT LLP	LEGAL SERVICES RENDERED	2,149.50
00398663	MEYERS NAVE A PROFESSIONAL CORP	LEGAL SERVICES RENDERED	2,967.84
00398670	OFFICE DEPOT INC	SUPPLIES	19.74
00398703	TELECOM LAW FIRM PC	LEGAL SERVICES RENDERED	241.00
00941598	RAY MORGAN COMPANY	COPIER LEASE	196.70
City Manager			
00398303	AMAZON CAPITAL SERVICES INC	ELECTRICAL CORDS	65.82
00398304	AMBIUS	PLANT SERVICE	322.24
00398309	ANTIOCH EXECUTIVE INN	TRANSITIONAL SERVICES	67,125.00
00398314	BANK OF AMERICA	BUSINESS EXPENSE	17.83
00398335	CALIF, STATE OF	USE TAX REMITTANCE	39.84
00398348	COSTCO	BUSINESS EXPENSE	4,027.25
00398376	LAUNDERLAND	VOUCHER PROGRAM	320.00
00398390	OFFICE DEPOT INC	OFFICE SUPPLIES	61.71
00398417	VERIZON WIRELESS	DATA USAGE	89.66
00398418	VERIZON WIRELESS	DATA USAGE	89.66
00398575	BANK OF AMERICA	BUSINESS EXPENSE	242.30
00398576	BANK OF AMERICA	BUSINESS EXPENSE	123.45
00941591	COMPUTERLAND	COMPUTER EQUIPMENT	871.03
00941598	RAY MORGAN COMPANY	COPIER LEASE	196.69
City Clerk			
00398335	CALIF, STATE OF	USE TAX REMITTANCE	4.32
00398369	HOUSEHOLDER, ELIZABETH A	EXPENSE REIMBURSEMENT	132.22
00398439	AMERICAN LEGAL PUBLISHING	ORDINANCE CODIFICATION	500.00
00398454	CALIFORNIA TRANSLATION INTERNATIONAL	INTERPRETATION SERVICE	1,670.00
00398478	ECS IMAGING INC	LASERFICHE	20,025.50
00398479	EIDEN, KITTY J	MINUTES CLERK	1,525.00
00941631	BAY AREA NEWS GROUP - EAST BAY	LEGAL AD	1,730.70
City Treasurer			
00398380	LOOMIS ARMORED LLC	ARMORED CAR PICKUP	217.82
00941591	COMPUTERLAND	COMPUTER EQUIPMENT	207.38
Human Resources			
00398552	WILLIAM AVERY AND ASSOCIATES	PREEMPLOYMENT SERVICE	298.50
00398667	MUNICIPAL POOLING AUTHORITY	DRUG & ALCOHOL TESTING	1,031.50
Economic Development			
00398319	BANK OF AMERICA	BUSINESS EXPENSE	493.60
00398419	VERIZON WIRELESS	DATA USAGE	51.65
00398427	VERIZON WIRELESS	DATA USAGE	51.65
00398575	BANK OF AMERICA	BUSINESS EXPENSE	709.78
00941591	COMPUTERLAND	COMPUTER EQUIPMENT	663.64



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

00941598	RAY MORGAN COMPANY	COPIER LEASE	196.69
Finance Administration			
00398522	OFFICE DEPOT INC	OFFICE SUPPLIES	393.22
Finance Accounting			
00398298	ACCONTEMPS	TEMP SERVICES	4,397.91
00398390	OFFICE DEPOT INC	OFFICE SUPPLIES	50.14
00398414	THALES CONSULTING INC	PROFESSIONAL SERVICES	4,000.00
00941591	COMPUTERLAND	COMPUTER EQUIPMENT	465.95
00941592	DELL COMPUTER CORP	COMPUTER SUPPLIES	1,014.61
00941602	SUPERION LLC	PROFESSIONAL SERVICES	5,000.00
00941614	SUPERION LLC	ASP SERVICE	18,826.79
Finance Operations			
00398298	ACCONTEMPS	TEMP SERVICES	854.64
00398555	ACCONTEMPS	TEMP SERVICES	1,709.28
Non Departmental			
00398516	MUNICIPAL POOLING AUTHORITY	UNMET LIABILITY DEDUCTIBLE	29,339.54
00398575	BANK OF AMERICA	BUSINESS EXPENSE	5.55
00398709	WAGeworks	ADMIN FEE	344.00
00941625	AVENU	SUTA SERVICES	9,963.22
00941693	RETIREE	MEDICAL AFTER RETIREMENT	1,842.77
Public Works Administration			
00398318	BANK OF AMERICA	BUSINESS EXPENSE	28.26
00398421	VERIZON WIRELESS	DATA USAGE	38.01
00398430	VERIZON WIRELESS	DATA USAGE	38.01
Public Works Street Maintenance			
00398307	ANTIOCH ACE HARDWARE	TOOLS	87.67
00398318	BANK OF AMERICA	BUSINESS EXPENSE	453.43
00398335	CALIF, STATE OF	USE TAX REMITTANCE	471.37
00398353	EAST BAY WORK WEAR	SATFETY SHOES-HUNTER	235.95
00398421	VERIZON WIRELESS	DATA USAGE	76.02
00398425	VERIZON WIRELESS	DATA USAGE	51.65
00398426	VERIZON WIRELESS	DATA USAGE	51.65
00398429	VERIZON WIRELESS	DATA USAGE	51.65
00398430	VERIZON WIRELESS	DATA USAGE	76.02
00398442	ANTIOCH ACE HARDWARE	SUPPLIES	22.30
00398493	INTERSTATE SALES	THERMOPLASTIC	7,419.10
00398513	MOBILE LIVING TRUCK ACCESSORIES	EQUIPMENT	5,637.59
00398522	OFFICE DEPOT INC	SUPPLIES	78.28
00398532	ROBINS LOCK AND KEY	KEY/LOCK SERVICES	673.25
00398547	W K HYDRAULICS INC	SUPPLIES	443.57
Public Works-Signal/Street Lights			
00398342	CONSOLIDATED ELECTRICAL DIST INC	SUPPLIES	1,877.55
00398471	DC ELECTRIC GROUP INC	STREET LIGHT MAINTENANCE	21,163.22
00398497	JAM SERVICES INC	LIGHTS	16,736.88
Public Works-Facilities Maintenance			
00398318	BANK OF AMERICA	BUSINESS EXPENSE	656.65
00398335	CALIF, STATE OF	USE TAX REMITTANCE	20.90
00398350	DC ELECTRIC GROUP INC	LIGHTS	269.50



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

00398367	HOME DEPOT, THE	WATER HEATER	2,709.90
00398398	PEPPER INVESTMENTS INC	SANITIZING SERVICE	1,500.00
00398421	VERIZON WIRELESS	DATA USAGE	38.01
00398425	VERIZON WIRELESS	DATA USAGE	51.65
00398426	VERIZON WIRELESS	DATA USAGE	51.65
00398429	VERIZON WIRELESS	DATA USAGE	51.65
00398430	VERIZON WIRELESS	DATA USAGE	38.01
00398440	AMERICAN PLUMBING INC	PLUMBING SERVICES	512.38
00398449	BAY AREA AIR QUALITY MANAGEMENT DIST	ANNUAL PERMIT RENEWAL	379.00
00398456	CD AND POWER	REPAIRS	557.00
00398471	DC ELECTRIC GROUP INC	LIGHTING REPAIR	1,256.00
00398520	NOARCAL DIESEL SOLUTIONS	TESTING SERVICES	1,090.00
00398525	PEPPER INVESTMENTS INC	SANITIZING SERVICES	375.00
00398584	BLUE SHIELD LIFE	INSURANCE PREMIUM	7.99
00398619	DELTA DENTAL	INSURANCE PREMIUM	86.42
00398627	FIRE PROTECTION PLUS INC	MONITORING SERVICE	1,080.00
00398683	SHELTERWERK	DESIGN SERVICES	12,368.00
00941684	GRAINGER INC	SUPPLIES	309.38
Public Works-Parks Maint			
00398318	BANK OF AMERICA	BUSINESS EXPENSE	53.58
00398335	CALIF, STATE OF	USE TAX REMITTANCE	259.88
00398367	HOME DEPOT, THE	SUPPLIES	1,254.95
00398384	MARTELL WATER SYSTEMS INC	SERVICE CALL	250.00
00398413	TERRACARE ASSOCIATES	LANDSCAPE SERVICES	94,347.25
00398532	ROBINS LOCK AND KEY	LOCK REPAIR-LABOR	447.58
00398561	ALTA FENCE	FENCE REPAIR	305.00
00398618	DC ELECTRIC GROUP INC	ELECTRICAL REPAIR	1,871.00
00398680	RICKIES ROOF REPAIR	ROOF REPAIR	750.00
00941684	GRAINGER INC	PARTS	146.98
Public Works-Median/General Land			
00398335	CALIF, STATE OF	USE TAX REMITTANCE	36.45
00398372	HYDROPOINT DATA SYSTEMS INC	EQUIPMENT REPAIR	235.00
00398411	STEWARTS TREE SERVICE INC	TREE SERVICES	10,150.00
00398436	AL FRESCO LANDSCAPING INC	LANDSCAPE ENHANCEMENT	13,824.00
00398471	DC ELECTRIC GROUP INC	ELECTRICAL REPAIR	2,273.30
00398522	OFFICE DEPOT INC	SUPPLIES	31.60
00398543	TERRACARE ASSOCIATES	IRRIGATION REPAIR	900.00
00398549	WATERSAVERS IRRIGATION	IRRIGATION SUPPLIES	2,540.08
00398712	WATERSAVERS IRRIGATION	IRRIGATION SUPPLIES	1,484.99
00941601	SITEONE LANDSCAPE SUPPLY HOLDING LLC	SUPPLIES	760.66
Police Administration			
00398315	BANK OF AMERICA	BUSINESS EXPENSE	1,723.10
00398316	BANK OF AMERICA	BUSINESS EXPENSE	3,113.11
00398317	BANK OF AMERICA	BUSINESS EXPENSE	2,487.24
00398320	BHALLA SERVICES INC	CAR WASHES	407.00
00398335	CALIF, STATE OF	USE TAX REMITTANCE	125.58
00398337	CLONINGER, NAHLEEN R	EXPENSE REIMBURSEMENT	31.50
00398346	CONTRA COSTA COUNTY	TRAINING B.MILNER	1,330.00



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

00398347	CORDICO PSYCHOLOGICAL CORPORATION	PREEMPLOYMENT SERVICE	400.00
00398357	FERNANDES AUTO WRECKING AND TOWING	RV TOWING SERVICE	3,000.00
00398360	FLYMOTION	UNMANNED AERIAL SYSTEM	40,236.00
00398362	GALLS LLC	EQUIPMENT	1,342.51
00398388	NET TRANSCRIPTS	TRANSCRIPT SERVICES	173.08
00398390	OFFICE DEPOT INC	OFFICE SUPPLIES	1,676.30
00398399	PITNEY BOWES INC	EQUIPMENT LEASE	300.72
00398403	SAFESTORE INC	EVIDENCE STORAGE	5,463.62
00398404	SAFFOLD, DARRYL	EXPENSE REIMBURSEMENT	256.75
00398405	SAN DIEGO POLICE EQUIPMENT CO	AMMUNITION	1,544.36
00398406	SDRTC	TRAINING M.MELLONE	517.00
00398407	SHRED IT INC	SHRED SERVICES	432.87
00398410	SOUTH BAY REGIONAL PUBLIC SAFETY	TRAINING A.CRANDALL	1,135.00
00398452	BLEDSON, LOREN M	MEAL ALLOWANCE	34.50
00398455	CARPENTER, RYAN C.	MEAL ALLOWANCE	34.50
00398469	CSAIA	TRAINING B.CRITES	495.00
00398470	CSAIA	TRAINING K.INABNETT	495.00
00398482	FERNANDES AUTO WRECKING AND TOWING	RV TOWING SERVICE	4,500.00
00398508	MARTIN, RICHARD B	TRAINING PER DIEM	370.00
00398512	MILNER, BRAYTON THOMAS	MEAL ALLOWANCE	54.50
00398522	OFFICE DEPOT INC	FORMS/PRINTING SERVICES	1,193.44
00398533	ROSE, BRIAN C	EXPENSE REIMBURSEMENT	43.04
00398546	VERIZON WIRELESS	PATROL VEHICLE MODEMS	3,008.43
00398553	ZEPHYR GRAFX INC	PD HATS	1,227.06
00398563	AMIRI, MORTEZA	EXPENSE REIMBURSEMENT	82.69
00398565	ANGELINI TEIXEIRA DS, RICARDO	TRAINING PER DIEM	444.00
00398570	ARROWHEAD 24 HOUR TOWING INC	EVIDENCE STORAGE	14,274.00
00398584	BLUE SHIELD LIFE	INSURANCE PREMIUM	70.31
00398604	CONCORD UNIFORMS LLC	EQUIPMENT	1,231.40
00398613	CONTRA COSTA HEALTH SERVICES	JAIL FEES	710.00
00398615	COSTCO	ANNUAL MEMBERSHIP	120.00
00398619	DELTA DENTAL	INSURANCE PREMIUM	293.20
00398628	FLORES, VANESSA SOFIA	EXPENSE REIMBURSEMENT	43.49
00398629	FLYMOTION	REPLACEMENT UAS	3,943.00
00398630	FORTNER, JOHN C	EXPENSE REIMBURSEMENT	128.08
00398645	INTERN'L ASSOC OF CHIEFS OF POLICE	MEMBER DUES	190.00
00398669	NET TRANSCRIPTS	TRANSCRIPTION	28.96
00398684	SHIPLOV, NICHOLAS VLADIMIR	TRAINING PER DIEM	148.00
00398687	STATE OF CALIFORNIA	BACKGROUND	32.00
00941589	CANON FINANCIAL SERVICES	COPIER LEASE	1,915.55
00941592	DELL COMPUTER CORP	COMPUTER EQUIPMENT	2,448.67
00941598	RAY MORGAN COMPANY	COPIER USAGE	3,910.24
00941643	CANON FINANCIAL SERVICES	COPIER LEASE	1,915.55
00941684	GRAINGER INC	SUPPLIES	95.15
00941702	IMAGE SALES INC	ID CARDS	170.47
00941727	MOBILE MINI LLC	EVIDENCE STORAGE	173.25
Police Community Policing			
00398299	ACEK9	SUBSCRIPTION	392.00



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

00398312	ARROWHEAD 24 HOUR TOWING INC	TOWING SERVICES	800.00
00398317	BANK OF AMERICA	BUSINESS EXPENSE	1,200.91
00398335	CALIF, STATE OF	USE TAX REMITTANCE	750.04
00398349	D TAC K9 LLC	K9 TRAINING	1,850.00
00398371	HUNT AND SONS INC	FUEL	570.03
00398445	ARROWHEAD 24 HOUR TOWING INC	TOW SERVICES	287.50
00398490	HUNT AND SONS INC	FUEL	105.11
00398619	DELTA DENTAL	INSURANCE PREMIUM	6.99
Police Traffic Division			
00398335	CALIF, STATE OF	USE TAX REMITTANCE	13.89
Police Investigations			
00398317	BANK OF AMERICA	BUSINESS EXPENSE	835.21
00398373	INTEGRITY SURVEILLANCE TACTITRACK	SOU EQUIPMENT	7,359.50
00398377	LEXISNEXIS	LEGAL RESEARCH	252.50
00398572	AT AND T MCI	CELL ANALYSIS	1,170.00
00398573	AT AND T MCI	CELL ANALYSIS	1,700.00
00398609	CONTRA COSTA COUNTY	LABORATORY SERVICES	25,078.00
00398610	CONTRA COSTA COUNTY	LABORATORY SERVICES	25,023.50
00398651	LEXISNEXIS	MONTHLY SUBSCRIPTION	252.50
00398655	LOS ANGELES CO AUDITOR CONTROLLER	GSR EVIDENCE	7,920.00
00398662	EMPLOYEE	ADVANCED DISABILITY PYMT	5,153.50
00398693	T MOBILE USA INC	CELL ANALYSIS	1,700.00
00398694	T MOBILE USA INC	CELL ANALYSIS	900.00
00398695	T MOBILE USA INC	CELL ANALYSIS	1,700.00
00398696	T MOBILE USA INC	CELL ANALYSIS	900.00
00398697	T MOBILE USA INC	CELL ANALYSIS	900.00
00398698	T MOBILE USA INC	CELL ANALYSIS	900.00
00398699	T MOBILE USA INC	CELL ANALYSIS	1,700.00
00398700	T MOBILE USA INC	CELL ANALYSIS	870.00
00398701	T MOBILE USA INC	CELL ANALYSIS	900.00
00398702	T MOBILE USA INC	CELL ANALYSIS	900.00
Police Special Operations Unit			
00398352	EAN SERVICES LLC	ENTERPRISE RENTAL VEHICLE	4,613.57
Police Communications			
00398324	BY YOUR SITE CONSULTING	DATA 911 SUPPORT	165.00
00398336	CAPTURE TECHNOLOGIES INC	SERVERS FOR RADIO	1,805.24
00398340	COMCAST	PD CIRCUIT	3,216.33
00398344	CONTRA COSTA COUNTY	RADIO SERVICES	1,806.26
00398345	CONTRA COSTA COUNTY	RADIO SERVICES	761.94
00398363	GLOBALSTAR USA	PHONE SERVICES	223.13
00398364	GLOBALSTAR USA	PHONE SERVICES	223.13
00398395	PACIFIC TELEMAGEMENT SERVICES	PHONE	78.00
00398396	PACIFIC TELEMAGEMENT SERVICES	PHONE	78.00
00398446	AT AND T	PHONE	176.33
00398447	AT AND T	PHONE	176.33
00398501	LANGUAGE LINE SERVICES	INTERPRETATION SERVICES	11.75
00398505	LEXISNEXIS	MARK 13 SETUP FEE	9,000.00
00398603	COMCAST	CONNECTION SERVICES	160.15



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

Office Of Emergency Management

00398314	BANK OF AMERICA	BUSINESS EXPENSE	144.12
00398400	PREPARATIVE CONSULTING	PROFESSIONAL SERVICES	10,000.00

Police Facilities Maintenance

00398335	CALIF, STATE OF	USE TAX REMITTANCE	0.22
00398368	HONEYWELL INTERNATIONAL INC	HVAC SERVICES	2,500.00
00398383	M AND L OVERHEAD DOORS	GATE REPAIR	675.94
00398471	DC ELECTRIC GROUP INC	EQUIPMENT SERVICE	494.00
00398525	PEPPER INVESTMENTS INC	SANITIZING SERVICES	600.00
00398653	LLOYD F MCKINNEY ASSOCIATES INC	AMX LICENSES	6,441.84

Youth Network Services

00398314	BANK OF AMERICA	BUSINESS EXPENSE	517.83
00398365	GRACE ARMS OF ANTIOCH	BASKETBALL PROGRAM	5,595.00
00398417	VERIZON WIRELESS	DATA USAGE	51.65
00398418	VERIZON WIRELESS	DATA USAGE	51.65

Community Development Land Planning Services

00398335	CALIF, STATE OF	USE TAX REMITTANCE	7.45
00398354	EIDEN, KITTY J	MINUTES CLERK	850.00
00398526	PLACEWORKS INC	CONSULTING SERVICES	25,032.75
00398584	BLUE SHIELD LIFE	INSURANCE PREMIUM	13.51
00398676	PLACEWORKS INC	CONSULTING SERVICES	6,581.25
00941631	BAY AREA NEWS GROUP - EAST BAY	LEGAL AD	277.20

CD Code Enforcement

00398453	CACEO	MEMBERSHIP DUES	360.00
00398468	CRYSTAL CLEAR LOGOS INC	UNIFORMS-EMBROIDERY	52.68
00398534	STAMM ENTERPRISES, LTD	MONTHLY RENTAL	235.00
00398591	CACEO	MEMBERSHIP DUES	583.50
00398592	CACEO	MEMBERSHIP DUES	95.00
00398593	CACEO	MEMBERSHIP DUES	95.00

PW Engineer Land Development

00398422	VERIZON WIRELESS	DATA USAGE	76.02
00398425	VERIZON WIRELESS	DATA USAGE	51.65
00398426	VERIZON WIRELESS	DATA USAGE	51.65
00398429	VERIZON WIRELESS	DATA USAGE	51.65
00398431	VERIZON WIRELESS	DATA USAGE	76.02
00398458	COASTLAND CIVIL ENGINEERING	PROFESSIONAL SERVICES	16,740.00
00398494	INTERWEST CONSULTING GROUP INC	ENGINEERING SERVICES	86,552.50
00398522	OFFICE DEPOT INC	SUPPLIES	69.88
00398670	OFFICE DEPOT INC	SUPPLIES	17.11
00941591	COMPUTERLAND	COMPUTER EQUIPMENT	3,611.24
00941603	TESTING ENGINEERS INC	TESTING SERVICES	3,642.75

Community Development Building Inspection

00398335	CALIF, STATE OF	USE TAX REMITTANCE	0.47
00398390	OFFICE DEPOT INC	OFFICE SUPPLIES	74.72
00398415	TYLER TECHNOLOGIES INC	CONSULTING SERVICES	1,040.63
00398475	EAGLE BUSINESS FORMS INC	BUILDING PERMITS	540.85
00398517	MUNN, LAWRENCE E	EXPENSE REIMBURSEMENT	30.58
00398587	BRIGHT PLANET SOLAR	REFUND ENERGY INSP FEE	252.98



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

00398595	CALIFORNIA HEATING AND COOLING	BLDG PERMIT FEE REFUND	118.90
00398670	OFFICE DEPOT INC	SUPPLIES	18.02
00398692	SUNRUN INSTALLATION SERVICES INC	REFUND TECHNOLOGY FEE	744.62
Capital Imp. Administration			
00398422	VERIZON WIRELESS	DATA USAGE	38.01
00398431	VERIZON WIRELESS	DATA USAGE	38.01
00398522	OFFICE DEPOT INC	SUPPLIES	413.78
209	RMRA Fund		
Streets			
00398322	BKF ENGINEERS INC	PROFESSIONAL SERVICES	415.50
00398451	BKF ENGINEERS INC	PROFESSIONAL SERVICES	22,914.08
211	Delta Fair Property Fund		
Parks & Open Space			
00398394	PACIFIC GAS AND ELECTRIC CO	ELECTRIC	2,500.00
00398402	RRM DESIGN GROUP	PROFESSIONAL SERVICES	10,287.00
212	CDBG Fund		
CDBG			
00398578	BAY AREA CRISIS NURSERY	CDBG SERVICES	2,382.18
00398596	CANCER SUPPORT COMMUNITY	CDBG SERVICES	2,332.81
00398606	CONTRA COSTA CHILD CARE COUNCIL	CDBG SERVICES	6,125.14
00398612	CONTRA COSTA FAMILY JUSTICE ALLIANCE	CDBG SERVICES	2,726.56
00398614	CONTRA COSTA SENIOR LEGAL SERVICES	CDBG SERVICES	2,785.53
00398616	COURT APPOINTED SPECIAL ADVOCATES	CDBG SERVICES	2,341.88
00398624	ECHO HOUSING	CDBG SERVICES	13,563.84
00398652	LIONS CENTER FOR VISUALLY IMPAIRED	CDBG SERVICES	1,339.81
00398661	MEALS ON WHEELS/SENIOR OUTREACH	CDBG SERVICES	4,749.71
00398671	OMBUDSMAN SERVICES OF CCC	CDBG SERVICES	6,000.00
00398672	OPPORTUNITY JUNCTION	CDBG SERVICES	17,375.58
213	Gas Tax Fund		
Streets			
00398335	CALIF, STATE OF	USE TAX REMITTANCE	144.46
00398394	PACIFIC GAS AND ELECTRIC CO	ELECTRIC	97.18
00398434	WATERSAVERS IRRIGATION	SUPPLIES	650.92
00398586	BOETHING TREELAND FARMS	ENHANCEMENT PROJECT	4,278.12
00398656	MCARDLE DESIGN INC	LANDSCAPE SERVICES	11,810.20
00398712	WATERSAVERS IRRIGATION	LANDSCAPE SERVICES	4,020.71
00941615	TJKM TRANSPORTATION CONSULTANTS	CONSULTING SERVICES	7,830.85
214	Animal Services Fund		
Animal Services			
00398313	BANK OF AMERICA	BUSINESS EXPENSE	1,513.89
00398335	CALIF, STATE OF	USE TAX REMITTANCE	19.90
00398382	LOUIE, JENNIFER	EXPENSE REIMBURSEMENT	522.00
00398457	CHAMELEON SOFTWARE PRODUCTS HLP	SOFTWARE MAINTENANCE	1,360.90
00398461	CONCORD FEED	SUPPLIES	404.00
00398476	EAST BAY VETERINARY EMERGENCY	VETERINARY SERVICES	805.70
00398488	HILLS PET NUTRITION	ANIMAL FOOD	835.02
00398499	KOEFRAN SERVICES INC	CREMATION SERVICES	1,850.00
00398518	MWI VETERINARY SUPPLY CO	VETERINARY SUPPLIES	1,307.63



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

00398544	TONY LA RUSSA'S ANIMAL RESCUE	PROFESSIONAL SERVICES	678.45
00398557	AIRGAS USA LLC	OXYGEN	69.44
00398585	BOEHRINGER INGELHEIM ANIMAL HEALTH	VETERINARY SUPPLIES	506.91
00398622	EAST BAY VETERINARY EMERGENCY	VETERINARY SERVICES	2,737.82
00398644	HILLS PET NUTRITION	ANIMAL FOOD	290.79
00398668	MWI VETERINARY SUPPLY CO	VETERINARY SUPPLIES	1,276.47
00398714	ZOETIS LLC	VETERINARY SUPPLIES	451.67
00941610	MOBILE MINI LLC	STORAGE	140.69
00941701	IDEXX LABORATORIES INC	LAB SUPPLIES	615.54
219	Recreation Fund		
	Non Departmental		
00398666	MOZEKE, VENOIA	INSURANCE REFUND	509.00
00398677	POWERHOUSE MINISTRIES	DEPOSIT REFUND	500.00
	Nick Rodriguez Community Cent		
00398314	BANK OF AMERICA	BUSINESS EXPENSE	63.64
00398338	COLE SUPPLY CO INC	SUPPLIES	676.84
00398387	NAPUTI, RICHARD A	EXPENSE REIMBURSEMENT	194.24
00398519	NAPUTI, RICHARD A	EXPENSE REIMBURSEMENT	43.54
	Senior Programs		
00398314	BANK OF AMERICA	BUSINESS EXPENSE	60.35
00398335	CALIF, STATE OF	USE TAX REMITTANCE	2.06
	Recreation Sports Programs		
00398314	BANK OF AMERICA	BUSINESS EXPENSE	183.14
00398323	BSN SPORTS LLC	SPORTS EQUIPMENT	1,097.48
00398397	PARKINK	CAMP SHIRTS	893.54
	Recreation-Comm Center		
00398314	BANK OF AMERICA	BUSINESS EXPENSE	714.99
00398335	CALIF, STATE OF	USE TAX REMITTANCE	22.18
00398340	COMCAST	CONNECTION SERVICES	50.01
00398380	LOOMIS ARMORED LLC	ARMORED CAR PICKUP	217.82
00398394	PACIFIC GAS AND ELECTRIC CO	GAS	8,333.88
00398423	VERIZON WIRELESS	DATA USAGE	38.01
00398432	VERIZON WIRELESS	DATA USAGE	38.01
00398509	MASSONE MECHANICAL INC	EQUIPMENT REPAIR	255.91
00398571	ASCAP	MUSIC LICENSE	1,248.00
00398575	BANK OF AMERICA	BUSINESS EXPENSE	14.89
	Recreation Water Park		
00398314	BANK OF AMERICA	BUSINESS EXPENSE	700.82
00398335	CALIF, STATE OF	USE TAX REMITTANCE	133.12
00398368	HONEYWELL INTERNATIONAL INC	PUMP REPAIR SERVICE	5,926.50
00398375	KNORR SYSTEMS INC	CHEMICALS	3,250.21
00398378	LINCOLN EQUIPMENT INC	CHEMICALS	1,608.18
00398441	AMERICAN RED CROSS	LIFEGUARD CERTIFICATIONS	270.00
00398648	KNORR SYSTEMS INC	CHEMICALS	389.22
00398666	MOZEKE, VENOIA	RENT FEE REFUND	572.00
00941684	GRAINGER INC	SUPPLIES	257.05



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

220 Traffic Signalization Fund

Traffic Signals

00941631	BAY AREA NEWS GROUP - EAST BAY	LEGAL AD	430.20
----------	--------------------------------	----------	--------

221 Asset Forfeiture Fund

Non Departmental

00398385	MARTIN, JORDAN WESLEY	ASSET FORFEITURE	1,430.00
00398607	CONTRA COSTA COUNTY	ASSET FORFEITURE	587.45
00398608	CONTRA COSTA COUNTY	ASSET FORFEITURE	499.51

226 Solid Waste Reduction Fund

Solid Waste Used Oil

00398351	DELTA DIABLO	HHW OPERATING COST	1,840.42
----------	--------------	--------------------	----------

Solid Waste

00398351	DELTA DIABLO	HHW OPERATING COST	9,710.14
00398379	LOCAL GOVERNMENT COMMISSION	CIVICSPARK SERVICES	1,295.45
00398467	CRRA	ANNUAL MEMBERSHIP	200.00

229 Pollution Elimination Fund

Channel Maintenance Operation

00398301	AL FRESCO LANDSCAPING INC	LANDSCAPE SERVICES	5,760.00
00398335	CALIF, STATE OF	USE TAX REMITTANCE	1.93
00398398	PEPPER INVESTMENTS INC	PEST CONTROL	1,050.00
00398437	AL FRESCO LANDSCAPING INC	LANDSCAPE SERVICES	4,800.00
00398442	ANTIOCH ACE HARDWARE	SUPPLIES	138.86
00398558	AL FRESCO LANDSCAPING INC	LANDSCAPE SERVICES	3,840.00
00398679	RAMIREZ, ROSALIE E	EXPENSE REIMBURSEMENT	50.00
00941631	BAY AREA NEWS GROUP - EAST BAY	LEGAL AD	189.90

Storm Drain Administration

00398688	SWRCB	ANNUAL PERMIT FEE	38,479.00
----------	-------	-------------------	-----------

251 Lone Tree SLLMD Fund

Lonetree Maintenance Zone 1

00398540	STEWARTS TREE SERVICE INC	TREE REMOVAL SERVICE	4,750.00
00398543	TERRACARE ASSOCIATES	TURF MOWING	356.60

Lonetree Maintenance Zone 3

00398540	STEWARTS TREE SERVICE INC	TREE REMOVAL SERVICE	1,500.00
----------	---------------------------	----------------------	----------

Lonetree Maintenance Zone 4

00398543	TERRACARE ASSOCIATES	TURF MOWING	570.56
----------	----------------------	-------------	--------

252 Downtown SLLMD Fund

Downtown Maintenance

00398543	TERRACARE ASSOCIATES	TURF MOWING	356.60
----------	----------------------	-------------	--------

254 Hillcrest SLLMD Fund

Hillcrest Maintenance Zone 1

00398543	TERRACARE ASSOCIATES	TURF MOWING	927.16
----------	----------------------	-------------	--------

Hillcrest Maintenance Zone 2

00398543	TERRACARE ASSOCIATES	TURF MOWING	1,269.18
----------	----------------------	-------------	----------

Hillcrest Maintenance Zone 4

00398543	TERRACARE ASSOCIATES	TURF MOWING	713.20
----------	----------------------	-------------	--------

255 Park 1A Maintenance District Fund

Park 1A Maintenance District

00398408	SILVA LANDSCAPE	LANDSCAPE SERVICES	408.00
----------	-----------------	--------------------	--------



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

00398543	TERRACARE ASSOCIATES	TURF MOWING	927.16
256	Citywide 2A Maintenance District Fund		
	Citywide 2A Maintenance Zone 3		
00398408	SILVA LANDSCAPE	LANDSCAPE SERVICES	918.00
00398543	TERRACARE ASSOCIATES	TURF MOWING	14.26
	Citywide 2A Maintenance Zone 4		
00398408	SILVA LANDSCAPE	LANDSCAPE SERVICES	3,978.00
00398540	STEWARTS TREE SERVICE INC	TREE SERVICES	2,600.00
	Citywide 2A Maintenance Zone 5		
00398408	SILVA LANDSCAPE	LANDSCAPE SERVICES	1,428.00
	Citywide 2A Maintenance Zone 6		
00398408	SILVA LANDSCAPE	LANDSCAPE SERVICES	2,550.00
00398543	TERRACARE ASSOCIATES	TURF MOWING	855.84
	Citywide 2A Maintenance Zone 8		
00398408	SILVA LANDSCAPE	LANDSCAPE SERVICES	1,734.00
00398543	TERRACARE ASSOCIATES	TURF MOWING	71.32
	Citywide 2A Maintenance Zone 9		
00398543	TERRACARE ASSOCIATES	TURF MOWING	213.96
257	SLLMD Administration Fund		
	SLLMD Administration		
00398335	CALIF, STATE OF	USE TAX REMITTANCE	46.88
00398353	EAST BAY WORK WEAR	SAFETY SHOES-DELGADO	300.00
00398421	VERIZON WIRELESS	DATA USAGE	76.02
00398430	VERIZON WIRELESS	DATA USAGE	76.02
00398543	TERRACARE ASSOCIATES	TURF MOWING	855.84
00398690	STEWARTS TREE SERVICE INC	TREE REMOVAL	7,500.00
311	Capital Improvement Fund		
	Non Departmental		
	Parks & Open Space		
00398335	CALIF, STATE OF	USE TAX REMITTANCE	6.16
00398389	NOMAD ECOLOGY LLC	MONITORING SERVICE	495.00
00398484	FROSTAD ATELIER FOUNDRY INC	STATUE RESTORATION	10,500.00
00398560	ALLSTEEL INC	OFFICE FURNITURE	3,137.94
00941586	ALTURA COMMUNICATION SOLUTIONS LLC	PROFESSIONAL SERVICES	9,930.67
00941609	KLEINFELDER INC	PROFESSIONAL SERVICES	1,124.00
	Streets		
00398386	MG AND JC CONCRETE INC	CURB/GUTTER PROJECT	47,532.33
	Energy Efficiency		
00398379	LOCAL GOVERNMENT COMMISSION	CIVICSPARK SERVICES	1,295.45
376	Lone Diamond Fund		
	Assessment District		
00398598	CENTRAL SELF STORAGE ANTIOCH	STORAGE	370.00
410	2015 Refunding Bond (2001ABAG) Fund		
	Non Departmental		
00398551	WILLDAN FINANCIAL SERVICES	PROFESSIONAL SERVICES	100.00
570	Equipment Maintenance Fund		
	Non Departmental		
00398370	HUNT AND SONS INC	FUEL	15,853.65

CITY OF
ANTIOCH
CALIFORNIA

CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

00398489	HUNT AND SONS INC	FUEL	5,579.28
Equipment Maintenance			
00398300	AFFORDABLE TIRE CENTER	REPAIR SERVICE	60.00
00398308	ANTIOCH AUTO PARTS	PARTS	525.81
00398312	ARROWHEAD 24 HOUR TOWING INC	TOW SERVICE	1,083.99
00398318	BANK OF AMERICA	BUSINESS EXPENSE	35.70
00398335	CALIF, STATE OF	USE TAX REMITTANCE	165.59
00398370	HUNT AND SONS INC	FUEL	11,667.41
00398391	OREILLY AUTO PARTS	AUTO PARTS	513.18
00398416	UNICO GLASS LLC	AUTO GLASS	396.94
00398421	VERIZON WIRELESS	DATA USAGE	38.01
00398430	VERIZON WIRELESS	DATA USAGE	38.01
00398435	AFFORDABLE TIRE CENTER	TIRES	225.85
00398445	ARROWHEAD 24 HOUR TOWING INC	TOW SERVICES	1,390.88
00398503	LEHR PURSUIT NORTH	SOLENOID KIT	181.09
00398527	PRECISION BRAKE AND FRONT END	VEHICLE REPAIR PARTS	2,224.62
00398568	ANTIOCH AUTO PARTS	AUTOMOTIVE REPAIR PARTS	1,021.51
00398570	ARROWHEAD 24 HOUR TOWING INC	TOW SERVICE	521.68
00398582	BILL BRANDT FORD	AUTO REPAIR PARTS	564.51
00398623	EAST BAY WELDING SUPPLY	CYLINDER RENTAL	46.47
00398625	FALCON COLLISION REPAIR INC	REPAIR SERVICE	1,520.00
00398650	LES SCHWAB TIRES OF CALIFORNIA	TIRES	853.88
00398673	OREILLY AUTO PARTS	AUTO PARTS	363.18
00398705	TRED SHED, THE	TIRES	131.10
00398711	WALNUT CREEK FORD	REPAIR PARTS	1,648.89
00941595	KIMBALL MIDWEST	HARDWARE	590.85
00941597	PETERSON TRACTOR CO	PARTS	264.55
573 Information Services Fund			
Information Services			
00398424	VERIZON WIRELESS	DATA USAGE	413.63
00398433	VERIZON WIRELESS	DATA USAGE	413.61
Network Support & PCs			
00398306	AMS DOT NET INC	PROFESSIONAL SERVICES	3,687.50
00398335	CALIF, STATE OF	USE TAX REMITTANCE	0.57
00398341	COMCAST	CONNECTION SERVICES	953.13
00398500	KROLL ASSOCIATES INC	PROFESSIONAL SERVICES	49,800.00
00398602	COMCAST	CONNECTION SERVICES	152.43
00941591	COMPUTERLAND	COMPUTER EQUIPMENT	700.99
GIS Support Services			
00398355	ESRI INC	GIS SOFTWARE	600.00
00398421	VERIZON WIRELESS	DATA USAGE	38.65
00398425	VERIZON WIRELESS	DATA USAGE	51.65
00398426	VERIZON WIRELESS	DATA USAGE	51.65
00398429	VERIZON WIRELESS	DATA USAGE	51.65
00398430	VERIZON WIRELESS	DATA USAGE	38.01
00398646	INTERWEST CONSULTING GROUP INC	CONSULTING SERVICES	833.33
Office Equipment Replacement			
00941592	DELL COMPUTER CORP	COMPUTER SUPPLIES	255.69



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

577 Post Retirement Medical-Police Fund
Non Departmental

00398583	RETIREE	MEDICAL AFTER RETIREMENT	1,546.42
00398594	RETIREE	MEDICAL AFTER RETIREMENT	857.06
00398634	RETIREE	MEDICAL AFTER RETIREMENT	1,222.30
00398641	RETIREE	MEDICAL AFTER RETIREMENT	1,565.12
00398649	RETIREE	MEDICAL AFTER RETIREMENT	456.06
00398657	RETIREE	MEDICAL AFTER RETIREMENT	708.06
00398658	RETIREE	MEDICAL AFTER RETIREMENT	126.75
00398659	RETIREE	MEDICAL AFTER RETIREMENT	1,479.41
00398665	RETIREE	MEDICAL AFTER RETIREMENT	1,479.41
00398675	RETIREE	MEDICAL AFTER RETIREMENT	1,565.12
00398691	RETIREE	MEDICAL AFTER RETIREMENT	71.30
00398715	RETIREE	MEDICAL AFTER RETIREMENT	473.48
00941590	RETIREE	MEDICAL AFTER RETIREMENT	770.00
00941618	RETIREE	MEDICAL AFTER RETIREMENT	456.06
00941619	RETIREE	MEDICAL AFTER RETIREMENT	2,079.36
00941624	RETIREE	MEDICAL AFTER RETIREMENT	1,010.59
00941626	RETIREE	MEDICAL AFTER RETIREMENT	322.08
00941629	RETIREE	MEDICAL AFTER RETIREMENT	1,546.42
00941630	RETIREE	MEDICAL AFTER RETIREMENT	1,515.19
00941635	RETIREE	MEDICAL AFTER RETIREMENT	970.30
00941636	RETIREE	MEDICAL AFTER RETIREMENT	1,546.42
00941644	RETIREE	MEDICAL AFTER RETIREMENT	1,565.12
00941649	RETIREE	MEDICAL AFTER RETIREMENT	970.30
00941651	RETIREE	MEDICAL AFTER RETIREMENT	770.00
00941654	RETIREE	MEDICAL AFTER RETIREMENT	614.88
00941658	RETIREE	MEDICAL AFTER RETIREMENT	571.38
00941671	RETIREE	MEDICAL AFTER RETIREMENT	1,546.42
00941672	RETIREE	MEDICAL AFTER RETIREMENT	1,714.12
00941676	RETIREE	MEDICAL AFTER RETIREMENT	1,546.42
00941677	RETIREE	MEDICAL AFTER RETIREMENT	770.00
00941678	RETIREE	MEDICAL AFTER RETIREMENT	1,546.42
00941692	RETIREE	MEDICAL AFTER RETIREMENT	153.53
00941695	RETIREE	MEDICAL AFTER RETIREMENT	456.06
00941696	RETIREE	MEDICAL AFTER RETIREMENT	614.88
00941697	RETIREE	MEDICAL AFTER RETIREMENT	266.57
00941698	RETIREE	MEDICAL AFTER RETIREMENT	1,565.12
00941709	RETIREE	MEDICAL AFTER RETIREMENT	153.53
00941710	RETIREE	MEDICAL AFTER RETIREMENT	3,085.42
00941711	RETIREE	MEDICAL AFTER RETIREMENT	1,546.42
00941714	RETIREE	MEDICAL AFTER RETIREMENT	254.12
00941726	RETIREE	MEDICAL AFTER RETIREMENT	1,714.12
00941728	RETIREE	MEDICAL AFTER RETIREMENT	708.06
00941729	RETIREE	MEDICAL AFTER RETIREMENT	232.94
00941739	RETIREE	MEDICAL AFTER RETIREMENT	1,565.12
00941740	RETIREE	MEDICAL AFTER RETIREMENT	614.88
00941742	RETIREE	MEDICAL AFTER RETIREMENT	456.06



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

00941744	RETIREE	MEDICAL AFTER RETIREMENT	1,136.59
00941748	RETIREE	MEDICAL AFTER RETIREMENT	279.53
00941757	RETIREE	MEDICAL AFTER RETIREMENT	580.50
00941759	RETIREE	MEDICAL AFTER RETIREMENT	1,565.12
00941767	RETIREE	MEDICAL AFTER RETIREMENT	1,565.12
00941768	RETIREE	MEDICAL AFTER RETIREMENT	1,565.12
00941770	RETIREE	MEDICAL AFTER RETIREMENT	857.06
00941776	RETIREE	MEDICAL AFTER RETIREMENT	456.06
00941777	RETIREE	MEDICAL AFTER RETIREMENT	1,565.12
00941781	RETIREE	MEDICAL AFTER RETIREMENT	279.53
00941793	RETIREE	MEDICAL AFTER RETIREMENT	456.06
00941794	RETIREE	MEDICAL AFTER RETIREMENT	708.06
00941796	RETIREE	MEDICAL AFTER RETIREMENT	18.06
00941798	RETIREE	MEDICAL AFTER RETIREMENT	708.06
578	Post Retirement Medical-Misc Fund		
Non Departmental			
00398361	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00398581	RETIREE	MEDICAL AFTER RETIREMENT	205.69
00398621	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00398631	RETIREE	MEDICAL AFTER RETIREMENT	560.38
00398633	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00398635	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00398639	RETIREE	MEDICAL AFTER RETIREMENT	324.48
00398678	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00398708	RETIREE	MEDICAL AFTER RETIREMENT	100.00
00941588	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941620	RETIREE	MEDICAL AFTER RETIREMENT	232.94
00941621	RETIREE	MEDICAL AFTER RETIREMENT	1,207.92
00941623	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941628	RETIREE	MEDICAL AFTER RETIREMENT	560.38
00941634	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941639	RETIREE	MEDICAL AFTER RETIREMENT	205.69
00941641	RETIREE	MEDICAL AFTER RETIREMENT	205.69
00941642	RETIREE	MEDICAL AFTER RETIREMENT	560.38
00941645	RETIREE	MEDICAL AFTER RETIREMENT	205.69
00941646	RETIREE	MEDICAL AFTER RETIREMENT	560.38
00941647	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941650	RETIREE	MEDICAL AFTER RETIREMENT	560.38
00941656	RETIREE	MEDICAL AFTER RETIREMENT	205.69
00941659	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941663	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941664	RETIREE	MEDICAL AFTER RETIREMENT	205.69
00941667	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941670	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941673	RETIREE	MEDICAL AFTER RETIREMENT	560.38
00941674	RETIREE	MEDICAL AFTER RETIREMENT	560.38
00941675	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941682	RETIREE	MEDICAL AFTER RETIREMENT	709.38



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

00941683	RETIREE	MEDICAL AFTER RETIREMENT	175.38
00941685	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941686	RETIREE	MEDICAL AFTER RETIREMENT	119.47
00941687	RETIREE	MEDICAL AFTER RETIREMENT	560.38
00941691	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941694	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941705	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941706	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941713	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941718	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941720	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941723	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941725	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941731	RETIREE	MEDICAL AFTER RETIREMENT	205.69
00941735	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941741	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941745	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941747	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941751	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941756	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941758	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941763	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941773	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941779	RETIREE	MEDICAL AFTER RETIREMENT	14.26
00941780	RETIREE	MEDICAL AFTER RETIREMENT	153.53
00941782	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941784	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941785	RETIREE	MEDICAL AFTER RETIREMENT	473.38
00941792	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941795	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941797	RETIREE	MEDICAL AFTER RETIREMENT	560.38
579	Post Retirement Medical-Mgmt Fund		
Non Departmental			
00398588	RETIREE	MEDICAL AFTER RETIREMENT	2,079.36
00398590	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00398600	RETIREE	MEDICAL AFTER RETIREMENT	864.90
00398632	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00398636	RETIREE	MEDICAL AFTER RETIREMENT	205.69
00398642	RETIREE	MEDICAL AFTER RETIREMENT	244.12
00398643	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00398660	RETIREE	MEDICAL AFTER RETIREMENT	493.80
00398664	RETIREE	MEDICAL AFTER RETIREMENT	440.38
00398707	RETIREE	MEDICAL AFTER RETIREMENT	2,079.36
00398710	RETIREE	MEDICAL AFTER RETIREMENT	560.38
00941622	RETIREE	MEDICAL AFTER RETIREMENT	412.76
00941632	RETIREE	MEDICAL AFTER RETIREMENT	560.38
00941633	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941637	RETIREE	MEDICAL AFTER RETIREMENT	153.53



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

00941638	RETIREE	MEDICAL AFTER RETIREMENT	146.52
00941640	RETIREE	MEDICAL AFTER RETIREMENT	145.69
00941648	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941652	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941653	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941655	RETIREE	MEDICAL AFTER RETIREMENT	709.38
00941657	RETIREE	MEDICAL AFTER RETIREMENT	864.90
00941660	RETIREE	MEDICAL AFTER RETIREMENT	614.88
00941661	RETIREE	MEDICAL AFTER RETIREMENT	145.69
00941662	RETIREE	MEDICAL AFTER RETIREMENT	145.69
00941665	RETIREE	MEDICAL AFTER RETIREMENT	433.33
00941666	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941668	RETIREE	MEDICAL AFTER RETIREMENT	440.38
00941669	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941679	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941680	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941681	RETIREE	MEDICAL AFTER RETIREMENT	324.30
00941688	RETIREE	MEDICAL AFTER RETIREMENT	432.80
00941689	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941690	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941699	RETIREE	MEDICAL AFTER RETIREMENT	573.14
00941700	RETIREE	MEDICAL AFTER RETIREMENT	400.00
00941704	RETIREE	MEDICAL AFTER RETIREMENT	648.76
00941707	RETIREE	MEDICAL AFTER RETIREMENT	690.38
00941708	RETIREE	MEDICAL AFTER RETIREMENT	2,079.36
00941712	RETIREE	MEDICAL AFTER RETIREMENT	864.90
00941715	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941716	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941717	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941719	RETIREE	MEDICAL AFTER RETIREMENT	1,515.19
00941721	RETIREE	MEDICAL AFTER RETIREMENT	55.67
00941722	RETIREE	MEDICAL AFTER RETIREMENT	324.30
00941724	RETIREE	MEDICAL AFTER RETIREMENT	1,393.17
00941730	RETIREE	MEDICAL AFTER RETIREMENT	145.69
00941732	RETIREE	MEDICAL AFTER RETIREMENT	1,565.12
00941733	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941734	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941737	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941738	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941743	RETIREE	MEDICAL AFTER RETIREMENT	708.06
00941746	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941749	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941750	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941752	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941753	RETIREE	MEDICAL AFTER RETIREMENT	145.69
00941754	RETIREE	MEDICAL AFTER RETIREMENT	864.90
00941755	RETIREE	MEDICAL AFTER RETIREMENT	205.69
00941760	RETIREE	MEDICAL AFTER RETIREMENT	324.38



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

00941761	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941762	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941764	RETIREE	MEDICAL AFTER RETIREMENT	232.94
00941765	RETIREE	MEDICAL AFTER RETIREMENT	614.88
00941766	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941769	RETIREE	MEDICAL AFTER RETIREMENT	440.38
00941771	RETIREE	MEDICAL AFTER RETIREMENT	251.46
00941772	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941774	RETIREE	MEDICAL AFTER RETIREMENT	560.38
00941778	RETIREE	MEDICAL AFTER RETIREMENT	119.47
00941783	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941786	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941787	RETIREE	MEDICAL AFTER RETIREMENT	324.38
00941788	RETIREE	MEDICAL AFTER RETIREMENT	205.69
00941789	RETIREE	MEDICAL AFTER RETIREMENT	2,079.36
00941790	RETIREE	MEDICAL AFTER RETIREMENT	87.69
00941791	RETIREE	MEDICAL AFTER RETIREMENT	2,055.05
611	Water Fund		
Non Departmental			
00398335	CALIF, STATE OF	USE TAX REMITTANCE	558.92
00398338	COLE SUPPLY CO INC	SUPPLIES	2,188.53
00398353	EAST BAY WORK WEAR	UNIFORM STOCK	2,779.99
00398356	FASTENAL CO	SUPPLIES	3,032.30
00398358	FIRST VANGUARD RENTALS AND SALES INC	SAND BAGS	459.13
00398443	ANTIOCH AUTO PARTS	SUPPLIES	454.10
00398459	COLE SUPPLY CO INC	SUPPLIES	2,689.05
00398481	FASTENAL CO	INDUSTRIAL SUPPLIES	10,830.57
00398522	OFFICE DEPOT INC	SUPPLIES	2,047.06
00398541	SUPERCO SPECIALTY PRODUCTS.	SUPPLIES	1,168.94
00398601	COLE SUPPLY CO INC	JANITORIAL SUPPLIES	439.88
00398626	FASTENAL CO	INDUSTRIAL SUPPLIES	875.81
00398670	OFFICE DEPOT INC	PAPER SUPPLIES	2,170.72
00941608	GRAINGER INC	SUPPLIES	990.48
00941684	GRAINGER INC	SUPPLIES	1,644.74
Water Supervision			
00398415	TYLER TECHNOLOGIES INC	PROFESSIONAL SERVICES	24,190.15
00398421	VERIZON WIRELESS	DATA USAGE	152.04
00398425	VERIZON WIRELESS	DATA USAGE	195.31
00398426	VERIZON WIRELESS	DATA USAGE	185.31
00398429	VERIZON WIRELESS	DATA USAGE	195.31
00398430	VERIZON WIRELESS	DATA USAGE	152.04
Water Production			
00398302	ALLIED CRANE INC	INSPECTION SERVICES	484.00
00398310	ARAMARK UNIFORM SERVICES	UNIFORM SERVICE	156.26
00398318	BANK OF AMERICA	BUSINESS EXPENSE	734.54
00398335	CALIF, STATE OF	USE TAX REMITTANCE	143.30
00398342	CONSOLIDATED ELECTRICAL DIST INC	SUPPLIES	130.60
00398353	EAST BAY WORK WEAR	UNIFORM	169.30



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

00398356	FASTENAL CO	SUPPLIES	51.98
00398359	FISHER SCIENTIFIC COMPANY	SUPPLIES	150.97
00398366	GUALCO GROUP INC, THE	PROFESSIONAL SERVICES	4,000.00
00398368	HONEYWELL INTERNATIONAL INC	EQUIPMENT REPAIR	687.00
00398409	SNS AUTOMATION	PUMP REPAIR SERVICE	230.00
00398425	VERIZON WIRELESS	DATA USAGE	123.66
00398426	VERIZON WIRELESS	DATA USAGE	1,614.60
00398429	VERIZON WIRELESS	DATA USAGE	123.66
00398438	ALAMEDA ELECTRICAL DISTRIBUTORS	EQUIPMENT REPAIR	317.51
00398442	ANTIOCH ACE HARDWARE	SUPPLIES	13.82
00398443	ANTIOCH AUTO PARTS	PARTS	6.03
00398444	ARAMARK UNIFORM SERVICES	ARAMARK SERVICES	78.13
00398462	CONSOLIDATED ELECTRICAL DIST INC	PARTS	895.56
00398480	ENVIRONMENTAL RESOURCE ASSOCIATES	LAB SUPPLIES	1,222.91
00398483	FISHER SCIENTIFIC COMPANY	LAB SUPPLIES	1,014.68
00398498	KARL NEEDHAM ENTERPRISES INC	EQUIPMENT RENTAL	28,880.41
00398522	OFFICE DEPOT INC	SUPPLIES	298.83
00398529	REINHOLDT ENGINEERING CONSTR	TESTING SERVICES	620.00
00398530	RICE LAKE WEIGHING SYSTEMS INC	LAB SUPPLIES	135.00
00398539	SWRCB	WATER SYSTEM ANNUAL FEES	88,258.68
00398545	UNIVAR SOLUTIONS USA INC	CHEMICALS	3,534.66
00398548	WALTER BISHOP CONSULTING	PROFESSIONAL SERVICES	4,385.80
00398562	AMERICAN WATER WORKS ASSOCIATION	MEMBERSHIP DUES	7,094.00
00398566	ANIMAL DAMAGE MANAGEMENT	PEST CONTROL	575.00
00398567	ANTIOCH ACE HARDWARE	PARTS	24.76
00398568	ANTIOCH AUTO PARTS	PARTS	16.44
00398599	CITY OF BRENTWOOD	GROUNDWATER SUPPORT	4,246.20
00398638	HACH CO	LAB SUPPLIES	159.22
00398670	OFFICE DEPOT INC	SUPPLIES	524.12
00398682	SHAPE INCORPORATED	EQUIPMENT REPAIR	11,513.29
00398688	SWRCB	ANNUAL PERMIT FEE	2,031.00
00398706	UNIVAR SOLUTIONS USA INC	CHEMICALS	17,435.26
00941592	DELL COMPUTER CORP	COMPUTER EQUIPMENT	1,849.00
00941593	EUROFINS EATON ANALYTICAL INC	TESTING SERVICES	875.00
00941608	GRAINGER INC	PARTS	345.61
00941684	GRAINGER INC	PARTS	818.60
00941736	PETERSON TRACTOR CO	BATTERY	304.58
00941775	THATCHER COMPANY OF CALIFORNIA INC	CHEMICALS	9,180.99
Water Distribution			
00398298	ACCONTEMPPS	TEMP SERVICES	691.25
00398305	AMERICAN CASTING AND MFG CORP	METER LOCK OUT TAGS	2,424.30
00398307	ANTIOCH ACE HARDWARE	SUPPLIES	25.64
00398311	ARCEO EPOXY CONCRETE COATINGS INC	WAREHOUSE REPAIR	21,750.00
00398318	BANK OF AMERICA	BUSINESS EXPENSE	585.12
00398321	BISHOP CO	TOOLS	887.72
00398325	C AND J FAVALORA TRUCKING INC	FULTON RECYCLE	250.00
00398335	CALIF, STATE OF	USE TAX REMITTANCE	511.92
00398340	COMCAST	CONNECTION SERVICES	1,016.33



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

00398351	DELTA DIABLO	RECYCLED WATER	7,905.20
00398353	EAST BAY WORK WEAR	UNIFORM	120.95
00398356	FASTENAL CO	SUPPLIES	398.88
00398367	HOME DEPOT, THE	CHAINSAW	648.06
00398390	OFFICE DEPOT INC	OFFICE SUPPLIES	214.58
00398392	PAC MACHINE CO INC	EQUIPMENT	1,585.53
00398393	PACE SUPPLY CORP	SUPPLIES	1,368.21
00398401	ROBERTS AND BRUNE CO	SUPPLIES	19,601.22
00398412	SYAR INDUSTRIES INC	ASPHALT	2,145.89
00398421	VERIZON WIRELESS	DATA USAGE	456.12
00398425	VERIZON WIRELESS	DATA USAGE	731.97
00398426	VERIZON WIRELESS	DATA USAGE	731.97
00398429	VERIZON WIRELESS	DATA USAGE	731.92
00398430	VERIZON WIRELESS	DATA USAGE	456.12
00398481	FASTENAL CO	SUPPLIES	2,556.34
00398522	OFFICE DEPOT INC	SUPPLIES	402.72
00398531	ROBERTS AND BRUNE CO	SUPPLIES	22,457.87
00398538	SWRCB	CERT FEE-HULEGAARD	70.00
00398550	WATERWISEPRO TRAINING LLC	TRAINING	2,100.00
00398555	ACCONTEMPS	TEMP SERVICES	542.50
00398569	ANTIOCH BUILDING MATERIALS	ASPHALT	10,945.63
00398580	BECKER, ELLIOT JAMES	CERT FEE REIMBURSEMENT	50.00
00398617	CWEA SFBS	MEMBER DUES-L REYES	283.00
00398620	DELTA DIABLO	RECYCLED WATER	7,911.99
00398674	PACIFIC CREDIT SERVICES	WATER COLLECTION FEE	88.23
00398681	ROBERTS, ARLENE T K	EXPENSE REIMBURSEMENT	109.50
00398704	TIMMONS GROUP INC	CMMS IMPLEMENTATION	4,878.75
00941587	BADGER METER INC	METERS	38,575.02
00941591	COMPUTERLAND	COMPUTER EQUIPMENT	232.99
00941596	MOBILE MINI LLC	STORAGE	285.60
00941599	RED WING SHOE STORE	SAFETY SHOES ONICHEV	300.00
00941608	GRAINGER INC	SUPPLIES	1,733.53
00941627	BADGER METER INC	REGISTERS FOR METERS	20,477.31
00941684	GRAINGER INC	SUPPLIES	2,399.23
00941703	INFOSEND INC	PRINT & MAIL SERVICES	13,645.96
00941727	MOBILE MINI LLC	STORAGE AFTER FIRE	334.11
Public Buildings & Facilities			
00398335	CALIF, STATE OF	USE TAX REMITTANCE	15.60
00398343	CONSTRUCTION TESTING SERVICES	TESTING SERVICES	16,952.22
00398487	HB CONSULTING GROUP INC	PROFESSIONAL SERVICES	21,090.00
00398589	BROWN AND CALDWELL INC	PROFESSIONAL SERVICES	6,028.46
00398597	CDM SMITH INC	PROFESSIONAL SERVICES	149,378.13
00398605	CONSTRUCTION TESTING SERVICES	TESTING SERVICES	18,119.38
00941600	SHIMMICK CONSTRUCTION INC	BRACKISH WATER PROJECT	4,431,116.21
00941607	CAROLLO ENGINEERS INC	BRACKISH WATER PROJECT	125,087.44
00941631	BAY AREA NEWS GROUP - EAST BAY	LEGAL AD	405.00



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

621 Sewer Fund

Swr-Wastewater Administration

00398298	ACCONTEMPS	TEMP SERVICES	691.25
00398318	BANK OF AMERICA	BUSINESS EXPENSE	409.32
00398325	C AND J FAVALORA TRUCKING INC	FULTON RECYCLE	250.00
00398335	CALIF, STATE OF	USE TAX REMITTANCE	156.42
00398340	COMCAST	CONNECTION SERVICES	1,016.33
00398353	EAST BAY WORK WEAR	SAFETY SHOES-COOK	320.80
00398374	JACK DOHENY SUPPLIES INC	PARTS	2,848.04
00398381	LOONEY, ZACHARY MICHAEL	CERT FEE REIMBURSEMENT	192.00
00398390	OFFICE DEPOT INC	OFFICE SUPPLIES	64.28
00398401	ROBERTS AND BRUNE CO	COLLECTIONS	1,891.00
00398412	SYAR INDUSTRIES INC	ASPHALT	2,145.88
00398421	VERIZON WIRELESS	DATA USAGE	304.08
00398425	VERIZON WIRELESS	DATA USAGE	869.54
00398426	VERIZON WIRELESS	DATA USAGE	991.30
00398429	VERIZON WIRELESS	DATA USAGE	869.52
00398430	VERIZON WIRELESS	DATA USAGE	304.08
00398450	BIG SKY LOGOS AND EMBROIDERY	UNIFORM SHIRT	60.34
00398481	FASTENAL CO	SUPPLIES	189.37
00398492	INTERNATIONAL TRAINING AND REHAB TECH	TRAINING SERVICES	7,525.00
00398495	JACK DOHENY SUPPLIES INC	SUPPLIES	211.29
00398522	OFFICE DEPOT INC	SUPPLIES	747.17
00398555	ACCONTEMPS	TEMP SERVICES	542.50
00398556	AFLAC	INSURANCE PREMIUM	84.10
00398564	AMS DOT NET INC	FIBER HARDWARE	1,758.12
00398569	ANTIOCH BUILDING MATERIALS	BACKFILL MATERIAL	10,945.66
00398647	JACK DOHENY SUPPLIES INC	CCTV SUPPLIES	134.48
00398681	ROBERTS, ARLENE T K	EXPENSE REIMBURSEMENT	109.50
00398704	TIMMONS GROUP INC	CMMS IMPLEMENTATION	4,878.75
00941591	COMPUTERLAND	COMPUTER EQUIPMENT	232.99
00941594	GRAINGER INC	JACKETS	2,195.55
00941599	RED WING SHOE STORE	SAFETY SHOES COOKE	300.00
00941608	GRAINGER INC	SUPPLIES	3,679.15
00941613	SCOTTO, CHARLES W AND DONNA F	FEB 2022 RENT	5,000.00
00941684	GRAINGER INC	SUPPLIES	314.96
00941703	INFOSEND INC	PRINT AND MAIL SERVICES	13,645.96

Sewer-Wastewater Collection

00398351	DELTA DIABLO	HHW OPERATING COST	19,449.44
----------	--------------	--------------------	-----------

631 Marina Fund

Non Departmental

00398686	STATE BOARD OF EQUALIZATION	SALES TAX REMIT	393.00
----------	-----------------------------	-----------------	--------

Marina Administration

00398318	BANK OF AMERICA	BUSINESS EXPENSE	20.46
00398335	CALIF, STATE OF	USE TAX REMITTANCE	5.44
00398338	COLE SUPPLY CO INC	MARINA	57.62
00398353	EAST BAY WORK WEAR	SAFETY SHOES-RUSSELL	282.72
00398421	VERIZON WIRELESS	DATA USAGE	38.01



CLAIMS BY FUND REPORT
FOR THE PERIOD OF
JANUARY 14-28, 2022
FUND/CHECK#

00398430	VERIZON WIRELESS	DATA USAGE	38.01
00398450	BIG SKY LOGOS AND EMBROIDERY	UNIFORM SHIRTS	47.18
00398460	COMCAST	CONNECTION SERVICES	778.86
00398532	ROBINS LOCK AND KEY	LOCK REPAIR-LABOR	131.00
00398618	DC ELECTRIC GROUP INC	CCTV REPAIR	4,878.39
00398689	STEPHANIES AUTO CLEARANCE	LIEN SALE APPLICATION	305.00
00941684	GRAINGER INC	SUPPLIES	341.96

CITY OF
ANTIOCH
CALIFORNIA

STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Thomas Lloyd Smith, City Attorney *TLS*

SUBJECT: Second Reading: Ordinance Amending the Antioch Municipal Code by Adding Section 9-5.3848, Regarding Temporary Cannabis Events on Public Property

RECOMMENDED ACTION

It is recommended that the City Council adopt the proposed ordinance ("Attachment A"), amending the Antioch Municipal Code by adding Section 9-5.3848 regarding temporary cannabis events on public property.

FISCAL IMPACT

The proposed action may generate increased revenue by allowing limited temporary cannabis events linked with retail sales by Antioch licensed cannabis businesses.

DISCUSSION

The State of California Department of Cannabis Control ("Department") has the discretion to authorize a temporary cannabis event. Only the holder of a temporary cannabis event license issued by the Department may hold a temporary cannabis event, which is subject to additional restrictions as a Type 14 cannabis license holder. Restrictions on a temporary cannabis event include limited duration and hours, Department approval of security, prohibition on sales of tobacco or alcohol at the event, restrictions on storage and marking of cannabis, track-and-trace regulations, and exclusion of minors.

One possible location for a temporary cannabis event is the Contra Costa Event Park (the "County Fairgrounds"), located at 1201 West 10th Street in Antioch, which is a District Agricultural Association site that holds fairs, expositions, and exhibitions to highlight various industries, enterprises, resources, and products of the state.

Although the City may not have land use control over the County Fairgrounds, the Department of Cannabis Control requires approval by the applicable city or county for an event to be held on that type of public property.

The proposed ordinance will grant discretion to the City Council to allow a temporary cannabis event at the Contra Costa Event Park.

A temporary cannabis event may include retail sales. To assure the City benefits from a temporary cannabis event within its boundaries, the proposed ordinance would impose a condition that any retail sales only be conducted pursuant to a cannabis retail license issued by the City.

The Department requires submittal of a security plan for a temporary cannabis event. However, to protect any interests unique to the City, the proposed ordinance would require the event organizer to provide not only a security plan, but also a traffic control plan, satisfactory to the City. Likewise, while the Department requires evidence of insurance, the proposed ordinance would require the event organizer to provide insurance satisfactory to the City Attorney prior to the event.

The Department has the discretion to immediately halt the temporary cannabis event if certain violations occur. The proposed ordinance includes a similar restriction on the event so that the City can be assured that the event and the event organizer comply with the City's terms and conditions.

ATTACHMENTS

- A. Proposed Ordinance
- B. Cannabis Events - State Regulations – Type 14 Event License

ORDINANCE NO. _____

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF ANTIOCH
ADDING SECTION 9-5.3848 TO THE ANTIOCH MUNICIPAL CODE
REGARDING TEMPORARY CANNABIS EVENTS ON PUBLIC PROPERTY**

The City Council of the City of Antioch does ordain as follows:

SECTION 1:

Beginning in 2018, the City Council has adopted several ordinances relating to cannabis businesses within the City. These ordinances govern the permanent locations of various types of cannabis businesses.

SECTION 2:

The State of California, through the Department of Cannabis Controls, allows temporary cannabis events on specified conditions at certain locations. The City has evaluated this type of temporary, limited event and determined that it could be beneficial to the City, its residents, and businesses by offering educational and cultural opportunities at the event, as well as additional revenue for the City and its social equity programs.

SECTION 3:

Section 9-5.3848 is added to state as follows:

§ 9-5.3848 TEMPORARY CANNABIS EVENTS

The City Council may authorize a temporary cannabis event if the event meets all of the following terms and conditions:

(A) The event is held either at the Contra Costa Event Park, 1201 West 10th Street, Antioch, CA 94509 or at a District Agricultural Association event.

(B) Any retail sales are conducted pursuant to a valid cannabis business license allowing retail sales and issued by the City.

(C) The event complies with state law and regulations.

(D) The event will be conducted by the holder of a cannabis event organizer license and will be a licensed temporary cannabis event.

(E) The event organizer agrees to submit traffic control and security plans to the City and to comply with the City's directions for traffic control and security before, during, and after the event.

(F) The event organizer provides insurance protecting the City in an amount and type, and with an admitted surety, satisfactory to the City Attorney at least 90 days prior to the event.

Failure by the event organizer to comply with any of the above terms and conditions shall constitute the basis for the City, whether through action of the Council, the City Manager, the City Attorney, or the Chief of Police, to revoke the City Council's authorization for the event and to provide written notice thereof to the event organizer and the Department of Cannabis Control.

Because the temporary cannabis event may only be held on property owned by the state, the county, or a district agricultural association, Section 9-5.3845 does not apply to this type of event.

SECTION 4: Severability:

If any section, subsection, provision or part of this ordinance, or its application to any person or circumstance, is held to be unconstitutional or otherwise invalid, the remainder of this ordinance, and the application of such provision to other person or circumstances, shall not be affected thereby and shall remain in full force and effect and, to that end, the provisions of this ordinance are severable.

SECTION 5. CEQA:

The above amendments to the City's Municipal Code are not considered a project under the California Environmental Quality Act under the common sense exemption (CEQA Guidelines §15061(b)(3) because the proposed amendments will not have a direct or reasonably foreseeable indirect physical change or effect on the environment.

SECTION 6:

This ordinance shall take effect and be enforced thirty (30) days from and after the date of its adoption and shall be published once within fifteen (15) days upon passage and adoption in a newspaper of general circulation printed and published in the City of Antioch.

* * * * *

I HEREBY CERTIFY that the forgoing ordinance was introduced and adopted at a regular meeting of the City Council of the City of Antioch, held on the 25th of January 2022, and passed and adopted at a regular meeting thereof, held on the 8th day of February 2022, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Lamar Thorpe, Mayor of the City of Antioch

ATTEST:

**Elizabeth Householder
City Clerk of the City of Antioch**

[Home Table of Contents](#)**§ 15600. Cannabis Event Organizer License.**

4 CA ADC § 15600

BARCLAYS OFFICIAL CALIFORNIA CODE OF REGULATIONS

Barclays Official California Code of Regulations [Currentness](#)

Title 4. Business Regulations

Division 19. Department of Cannabis Control

Chapter 5. Cannabis Events

4 CCR § 15600

§ 15600. Cannabis Event Organizer License.

(a) To obtain a temporary cannabis event license, the event organizer must first apply for and obtain a cannabis event organizer license.

(b) A cannabis event organizer licensed under this section shall comply with chapter 1 of this division except for sections 15006, 15007, 15010, 15019, 15025, 15027, 15034, 15038, 15042, 15044, and 15046-15052.1.

(c) A cannabis event organizer licensee is not authorized or licensed to cultivate, distribute, manufacture, or retail cannabis or cannabis products without first obtaining the appropriate licenses or authorizations to engage in such commercial cannabis activities.

Note: Authority cited: Section 26013, Business and Professions Code. Reference: Sections 26012 and 26200, Business and Professions Code.

HISTORY

1. Change without regulatory effect relocating chapter 5 from title 16, division 42 and renumbering and amending former title 16, section 5600 to new title 4, section 15600 filed 7-14-2021 pursuant to section 100, title 1, California Code of Regulations (Register 2021, No. 29). For prior history of title 16, division 42, see Register 2019, No. 3.

2. Amendment of section and Note filed 9-27-2021 as an emergency; operative 9-27-2021 (Register 2021, No. 40). This filing is a deemed emergency pursuant to Business and Professions Code sections 26013(b)(3) and 26153.1(k). A Certificate of Compliance must be transmitted to OAL by 3-28-2022 or emergency language will be repealed by operation of law on the following day.

This database is current through 12/10/21 Register 2021, No. 50

4 CCR § 15600, 4 CA ADC § 15600

END OF DOCUMENT

[Home Table of Contents](#)**§ 15601. Temporary Cannabis Event Requirements.**

4 CA ADC § 15601

BARCLAYS OFFICIAL CALIFORNIA CODE OF REGULATIONS

Barclays Official California Code of Regulations [Currentness](#)

Title 4. Business Regulations

Division 19. Department of Cannabis Control

Chapter 5. Cannabis Events

4 CCR § 15601

§ 15601. Temporary Cannabis Event Requirements.

(a) A temporary cannabis event license authorizes a licensed cannabis event organizer to hold a temporary cannabis event where the onsite sale and consumption of cannabis goods is authorized at the location indicated on the license during the dates indicated on the license.

(b) Violations of the requirements applicable to temporary cannabis events may result in disciplinary action against the cannabis event organizer license or any other licenses held by a licensee participating in the temporary cannabis event and responsible for a violation under this division or the Act.

(c) A temporary cannabis event license shall only be issued for a single day or up to 4 consecutive days. No temporary cannabis event license will be issued for more than 4 days.

(d) An application for a temporary cannabis event license shall be submitted to the Department no less than 60 calendar days before the first day of the temporary cannabis event.

(e) A temporary cannabis event may only be held at a county fair event, district agricultural association event, or at another venue expressly approved by a local jurisdiction for the purpose of holding a temporary cannabis event.

(f) A temporary cannabis event license shall not be issued for a premises that is licensed for the sale of alcohol or tobacco.

(g) If the list of licensees and employees participating in the temporary cannabis event changes after the application is submitted or after the license is issued, the applicant shall submit with the Licensee Notification and Request Form, Notifications and Requests Regarding Regulatory Compliance, DCC-LIC-028 (New 9/21), incorporated herein by reference, an updated list and an updated diagram, as required in section 15002.1(b)(5), to the Department no less than 72 hours before the event. Licensees not on the list submitted to the Department shall not participate in the temporary cannabis event.

(h) The licensed cannabis event organizer shall hire or contract for security personnel to provide security services at the licensed temporary cannabis event. All security personnel hired or contracted for by the licensee shall be at least 21 years of age, licensed by the Bureau of Security and Investigative Services, and comply with chapters 11.4 and 11.5 of division 3 of the Business and Professions Code. Security personnel shall be present on the licensed premises at all times cannabis goods are available for sale and/or cannabis goods consumption is allowed on the licensed premises.

(i) A licensed cannabis event organizer shall maintain a clearly legible sign not less than 7 inches by 11 inches in size, reading "No Persons Under 21 Allowed" at or near each public entrance to any area where the sale or consumption of cannabis goods is allowed. The lettering of the sign shall be no less than 1 inch in height.

(j) All cannabis waste generated at a temporary cannabis event shall be collected and disposed of in accordance with the requirements of section 17223. The licensed cannabis event organizer may contract or arrange for the collection and disposal of cannabis waste generated during the temporary cannabis event.

(k) A licensed cannabis event organizer and all other licensees participating in a temporary cannabis event are required to comply with section 15037 and all other applicable requirements in the Act and this division pertaining to record keeping.

(l) The Department may require the event organizer and all participants to cease operations without delay if, in the opinion of the Department or local law enforcement, it is necessary to protect the immediate public health and safety of the people of the state. Upon notification from the Department that the event is to cease operations, the event organizer shall immediately stop the event and all participants shall be removed from the premises within the time frame provided by the Department.

(m) Upon notification from the Department, the event organizer shall immediately expel from the event any person selling cannabis goods without a license from the Department that authorizes the participant to sell cannabis goods. The event organizer or their representative shall remain with the person being expelled from the premises at all times until he or she vacates the premises. If the person does not vacate the premises, the Department may inform the event organizer that the event must cease operations. Upon notification from the Department that the event is to cease operations, the event organizer shall immediately stop the event and all participants shall be removed from the premises within the time frame provided by the Department.

Note: Authority cited: Section 26013, Business and Professions Code. Reference: Sections 26012 and 26200, Business and Professions Code.

HISTORY

1. Change without regulatory effect renumbering and amending former title 16, section 5601 to new title 4, section 15601 filed 7-14-2021 pursuant to section 100, title 1, California Code of Regulations (Register 2021, No. 29). For prior history of title 16, division 42, see Register 2019, No. 3.

2. Amendment of section heading and section filed 9-27-2021 as an emergency; operative 9-27-2021 (Register 2021, No. 40). This filing is a deemed emergency pursuant to Business and Professions Code sections 26013(b)(3) and 26153.1(k). A Certificate of Compliance must be transmitted to OAL by 3-28-2022 or emergency language will be repealed by operation of law on the following day.

This database is current through 12/10/21 Register 2021, No. 50

4 CCR § 15601, 4 **CA ADC § 15601**

END OF DOCUMENT

[Home Table of Contents](#)**§ 15602. Temporary Cannabis Event Sales.**

4 CA ADC § 15602

BARCLAYS OFFICIAL CALIFORNIA CODE OF REGULATIONS

Barclays Official California Code of Regulations [Currentness](#)

Title 4. Business Regulations

Division 19. Department of Cannabis Control

Chapter 5. Cannabis Events

4 CCR § 15602

§ 15602. Temporary Cannabis Event Sales.

(a) Only persons age 21 or older may purchase and consume cannabis goods at a temporary cannabis event. Prior to selling cannabis goods to a customer, the licensee making the sale shall confirm, using valid identification as specified in section 15404 of this division, the age and identity of the customer.

(b) All sales of cannabis goods at a temporary cannabis event must occur in a retail area as designated in the premises diagram pursuant to section 15002.1(b)(5) of this division.

(c) Each sale at a temporary cannabis event shall be performed by a licensed retailer, a licensed non-storefront retailer, or licensed microbusiness that is authorized to engage in retail sales. The cannabis event organizer may also sell cannabis goods at the temporary cannabis event if the organizer separately holds a license authorizing the retail sale of cannabis goods.

(1) Licensed retailers or licensed microbusinesses shall only conduct sales activities within their specifically assigned area, identified in the diagram of the physical layout of the temporary cannabis event.

(2) Mobile sales activities via wagon, cart, or similar means are prohibited at the temporary cannabis event site.

(d) Licensed retailers or licensed microbusinesses must prominently display their temporary cannabis event location number and state license within plain sight of the public.

(e) All sales at a temporary cannabis event shall occur on the dates stated on the license and shall occur at the location stated on the license. All onsite sales of cannabis goods must comply with the hours of operation requirements of section 15403 of this division.

(f) Sale of alcohol or tobacco shall not be allowed on the licensed temporary cannabis event premises.

(g) The cannabis goods sold onsite at a temporary cannabis event shall be transported by a licensed distributor or licensed microbusiness in compliance with the Act and this division. All shipments of cannabis goods and non-cannabis goods intended for sale at a temporary cannabis event must be checked by the temporary cannabis event organizer staff to prevent prohibited items, such as alcohol and tobacco, from entering the licensed premises.

(h) Except small amounts of cannabis goods used for display, all cannabis goods for sale at a temporary cannabis event shall be stored in a secure, locked container that is not accessible to the public. Cannabis goods being stored by a licensee at a temporary cannabis event shall not be left unattended. Licensees may share the secure, locked container; however, each licensee using the container shall be held responsible for any violations of this section and subject to disciplinary action.

(i) All cannabis goods made available for sale at a cannabis event shall comply with all requirements for the retail sale of cannabis goods within the Act and section 15406 of this division.

(j) All cannabis goods made available for sale at a temporary cannabis event shall comply with all track and trace requirements within the Act and this division.

(k) All cannabis goods used for display at a temporary cannabis event shall comply with the requirements of section 15405 of this division.

(l) All cannabis goods sold at a temporary cannabis event shall comply with section 15413 of this division.

(m) All customer returns of cannabis goods at a temporary cannabis event shall comply with section 15410 of this division.

(n) The daily sales limits under section 15409 of this division apply to all sales made at a temporary cannabis event.

(o) A licensed retailer shall only provide free cannabis goods to a person at a temporary cannabis event if the licensed retailer complies with all requirements of section 15411 of this division.

(p) The licensed cannabis event organizer shall be responsible for ensuring that all rules and requirements for the onsite sale of cannabis goods are followed.

(q) Any compensation paid from a licensed retailer to a licensed cannabis event organizer for participation in a temporary cannabis event shall not be determined based on, or be contingent on, the sale of cannabis goods.

Note: Authority cited: Section 26013, Business and Professions Code. Reference: Sections 26070 and 26200, Business and Professions Code.

HISTORY

1. Change without regulatory effect renumbering and amending former title 16, section 5602 to new title 4, section 15602 filed 7-14-2021 pursuant to section 100, title 1, California Code of Regulations (Register 2021, No. 29). For prior history of title 16, division 42, see Register 2019, No. 3.

2. Amendment of subsections (b) and (g) filed 9-27-2021 as an emergency; operative 9-27-2021 (Register 2021, No. 40). This filing is a deemed emergency pursuant to Business and Professions Code sections 26013(b)(3) and 26153.1(k). A Certificate of Compliance must be transmitted to OAL by 3-28-2022 or emergency language will be repealed by operation of law on the following day.

This database is current through 12/10/21 Register 2021, No. 50

4 CCR § 15602, 4 CA ADC § 15602

END OF DOCUMENT

[Home](#) [Table of Contents](#)**§ 15603. Temporary Cannabis Event Consumption.**

4 CA ADC § 15603

BARCLAYS OFFICIAL CALIFORNIA CODE OF REGULATIONS

Barclays Official California Code of Regulations [Currentness](#)

Title 4. Business Regulations

Division 19. Department of Cannabis Control

Chapter 5. Cannabis Events

4 CCR § 15603

§ 15603. Temporary Cannabis Event Consumption.

- (a) Access to the area where cannabis consumption is allowed shall be restricted to persons 21 years of age or older.
- (b) The event organizer licensee shall ensure that cannabis consumption is not visible from any public place or non-age-restricted area.
- (c) Consumption of alcohol or tobacco shall not be allowed on the licensed premises.
- (d) All requirements for onsite cannabis consumption imposed by the relevant local jurisdiction shall be followed and smoking of cannabis goods shall be prohibited in any areas where smoking is prohibited by law.
- (e) The licensed cannabis event organizer, who holds the temporary cannabis event license, shall be responsible for ensuring that all rules and requirements for the onsite consumption of cannabis goods are followed.
- (f) A licensed cannabis event organizer and all other licensees participating in a temporary cannabis event are required to follow all applicable requirements in this division pertaining to record keeping and waste management.

Note: Authority cited: Section 26013, Business and Professions Code. Reference: Section 26200, Business and Professions Code.

HISTORY

1. Change without regulatory effect renumbering former title 16, section 5603 to new title 4, section 15603 filed 7-14-2021 pursuant to section 100, title 1, California Code of Regulations (Register 2021, No. 29). For prior history of title 16, division 42, see Register 2019, No. 3.

This database is current through 12/10/21 Register 2021, No. 50

4 CCR § 15603, 4 CA ADC § 15603

END OF DOCUMENT

[Home](#) [Table of Contents](#)**§ 15604. Informational or Educational Cannabis Events.**

4 CA ADC § 15604

BARCLAYS OFFICIAL CALIFORNIA CODE OF REGULATIONS

Barclays Official California Code of Regulations [Currentness](#)

Title 4. Business Regulations

Division 19. Department of Cannabis Control

Chapter 5. Cannabis Events

4 CCR § 15604

§ 15604. Informational or Educational Cannabis Events.

(a) Informational or educational cannabis events where no sales of cannabis goods or consumption of cannabis goods is occurring are not required to be licensed by the Department.

(b) A person may display cannabis or cannabis products for informational or educational purposes consistent with Health and Safety Code sections 11362.1 and 11362.77.

Note: Authority cited: Section 26013, Business and Professions Code. Reference: Section 26013, Business and Professions Code; and Sections 11362.1 and 11362.77, Health and Safety Code.

HISTORY

1. Change without regulatory effect renumbering and amending former title 16, section 5604 to new title 4, section 15604 filed 7-14-2021 pursuant to section 100, title 1, California Code of Regulations (Register 2021, No. 29). For prior history of title 16, division 42, see Register 2019, No. 3.

2. Amendment of subsection (b) filed 9-27-2021 as an emergency; operative 9-27-2021 (Register 2021, No. 40). This filing is a deemed emergency pursuant to Business and Professions Code sections 26013(b)(3) and 26153.1(k). A Certificate of Compliance must be transmitted to OAL by 3-28-2022 or emergency language will be repealed by operation of law on the following day.

This database is current through 12/10/21 Register 2021, No. 50

4 CCR § 15604, 4 CA ADC § 15604

END OF DOCUMENT



STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Thomas Lloyd Smith, City Attorney *TLS*

SUBJECT: AB 361: Resolution Making Findings Necessary to Conduct Brown Act Meetings by Teleconference for the City Council, Boards, Commissions, and Committees

RECOMMENDED ACTION

It is recommended that the City Council adopt the resolution authorizing remote teleconference/virtual meetings of the legislative bodies of the City of Antioch, which includes the City Council, boards, commissions, and committees.

FISCAL IMPACT

There is no anticipated direct or indirect fiscal impact as a result of this item.

DISCUSSION

The City of Antioch has utilized teleconference technology for some time, and since the State of Emergency is still in effect and state and local health officials are still recommending measure to promote social distancing (as described in the attached Resolution), the City's legislative bodies, which include the City Council, boards, commissions, and committees can continue to meet while providing access to the public via teleconference. This resolution makes the findings required by AB 361, and would apply Citywide – i.e., not just to the City Council but to all City commissions and committees subject to the Brown Act as well. Staff requests passage of the attached resolution, which enables “hybrid meetings” including in-person and teleconference public participation or virtual meetings via teleconference for the City Council, boards, commissions, and committees.

Under this resolution, City Council, commissions, boards, and committees can continue holding virtual meetings or hybrid meetings in compliance with the following more flexible standards:

- The City is not required to provide a physical location for the public to attend or provide comments.

- Public to access to the meeting via a call-in or an internet-based service option must be allowed, but the City is not required to have members of the public attend at each teleconference location.
- The City is only required to notice and post an agenda in accordance with the Brown Act provisions for in-person meetings. The agenda shall identify and include an opportunity for all persons to attend via a call-in option or an internet-based service option.
- When notice of the time of the teleconferenced meeting given or the agenda for the meeting is posted, the City shall also give notice of the means by which members of the public may access the meeting and offer public comment.
- The City must provide an opportunity for the public to address and offer comment in real time and cannot require all public comments to be submitted in advance of the meeting.

ATTACHMENTS

A. Resolution

.

RESOLUTION NO. 2022-XX

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANTIOCH
MAKING THE REQUIRED FINDINGS TO AUTHORIZE REMOTE
TELECONFERENCE/VIRTUAL MEETINGS OF THE LEGISLATIVE
BODIES OF THE CITY OF ANTIOCH FOR A PERIOD OF THIRTY
DAYS PURSUANT TO BROWN ACT PROVISIONS**

WHEREAS, the City of Antioch is committed to preserving and nurturing public access and participation in public meetings under the Ralph M. Brown Act;

WHEREAS, all meetings of the City's legislative bodies, which includes the City Council, boards, commissions, and committees, are open and public, as required by the Ralph M. Brown Act (Cal. Gov. Code 54950 – 54963), such that any member of the public may attend, participate, and watch the City's legislative bodies conduct their business;

WHEREAS, as recently amended by AB 361, Government Code section 54953(e) of the Brown Act makes provisions for remote teleconferencing participation in meetings by members of a legislative body, without compliance with the requirements of Government Code section 54953(b)(3), subject to the existence of certain conditions;

WHEREAS, a required condition is that a state of emergency is declared by the Governor pursuant to Government Code section 8625, proclaiming the existence of conditions of disaster or of extreme peril to the safety of persons and property within the state caused by conditions as described in Government Code section 8558;

WHEREAS, it is further required that state or local officials have recommended or imposed measures to promote social distancing, or, the legislative body meeting in person would present imminent risks to the health and safety of attendees;

WHEREAS, such conditions now exist in the City; specifically, on March 4, 2020, the Governor of the State of California proclaimed a State of Emergency, and such proclamation remains in effect and has not been rescinded or cancelled;

WHEREAS, Cal-OSHA's Emergency Temporary Standards include measures to promote social distancing, such as (1) requiring employers to provide training as to "the fact that particles containing the virus can travel more than six feet, especially indoors, so physical distancing, face coverings, increased ventilation indoors, and respiratory protection decrease the spread of COVID-19"; (2) requiring employees, when eating or drinking, to be "at least six feet apart"; and (3) requiring certain employees without face coverings to "be at least six feet apart from all other persons unless the unmasked employee is either fully vaccinated or tested at least weekly for COVID-19";

WHEREAS, the Sacramento County Public Health Officer's Order, dated July 29, 2021, requires unvaccinated person to follow all CDC guidance for unvaccinated people, which, in turn, requires people to stay six feet away from others;

WHEREAS, the City Council does hereby find that all of the legislative bodies of the City shall conduct their meetings without compliance with paragraph (3) of subdivision (b) of Government Code section 54953, as authorized by subdivision (e) of section 54953, and that such legislative bodies shall comply with the requirements to provide the public with access to the meetings as prescribed in paragraph (2) of subdivision (e) of section 54953; and

WHEREAS, the City will provide live call-in and/or internet service-based option for remote public participation and will provide notice for such participation in the agendas posted in advance of the meetings.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF ANTIOCH DOES HEREBY RESOLVE AS FOLLOWS:

Section 1. Recitals. The Recitals set forth above are true and correct and are incorporated into this Resolution by this reference.

Section 2. Findings. The City Council hereby finds that, as set forth above, due to the novel coronavirus there has been declared a State of Emergency by the Governor of the State of California and that state and local officials are recommending or imposing measures promote social distancing.

Section 3. Remote Teleconference Meetings. The City Manager is hereby authorized and directed to take all actions necessary to conduct open and public meetings for all the legislative bodies of the City in accordance with Government Code section 54953(e) and other applicable provisions of the Brown Act.

Section 4. Effective Date of Resolution. This Resolution shall be effective immediately upon its adoption and shall remain in effect until the earlier of 30 days from the effective date of this Resolution, or such time the City Council adopts a subsequent resolution in accordance with Government Code section 54953(e)(3) to extend the time during which the legislative bodies of the City may continue to teleconference.

* * * * *

I HEREBY CERTIFY that the foregoing resolution was passed and adopted by the City Council of the City of Antioch at a regular meeting thereof, held on the 8th day of February, 2022 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:


**ELIZABETH HOUSEHOLDER
CITY CLERK OF THE CITY OF ANTIOCH**



STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of February 08, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Anthony Morefield, Interim Chief of Police 

APPROVED BY: Cornelius H. Johnson, Interim City Manager

SUBJECT: Authorize Response to Grand Jury Report "Improving Animal Services in Contra Costa County" Report 2105

RECOMMENDED ACTION

It is recommended that the City Council approve the attached response to the Grand Jury report: "Improving Animal Services in Contra Costa County" (Attachment C, Exhibit 2) and authorize the Mayor to sign it.

FISCAL IMPACT

Responding to the Grand Jury reports took staff time. Fiscal impacts of implementing recommendations in the report are not yet identified.

DISCUSSION

Early in California's history, the California Constitution established grand juries in each county. The California Penal Code includes provisions on the formation of grand juries and the powers and duties of grand juries. With respect to public agencies, grand juries are authorized to "investigate and report upon the operations, accounts, and records of the officers, departments, functions, and the method or systems of performing the duties of any such city or joint powers agency and make such recommendations as it may deem proper and fit." (Cal. Penal Code § 925a) Within 90 days after the grand jury submits a report regarding the operations of any public agency, the "governing body of the public agency shall comment to the presiding judge of the superior court on the findings and recommendations pertaining to matters under the control of the governing body" (Cal. Penal Code § 933(c)).

In December 2021, Antioch and other public agencies in the County received the attached Grand Jury report: "Improving Animal Services in Contra Costa County." This report was not just addressed to Antioch, but was county-wide.

ATTACHMENTS

A. Resolution

B. Grand Jury Report: "Improving Animal Services in Contra Costa County" (Exhibit 1)

C. Antioch's Response to Grand Jury Report: "Improving Animal Services in Contra Costa County" (Exhibit 2)

ATTACHMENT "A"

RESOLUTION NO. 2022/**

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANTIOCH AUTHORIZING THE MAYOR TO FORWARD A RESPONSE TO GRAND JURY REPORT NO. 2105 – "Improving Animal Services in Contra Costa County"

WHEREAS, the City of Antioch received Grand Jury Report No. 2105 "Improving Animal Services in Contra Costa County";

WHEREAS, a written response to the Grand Jury is required under California Penal Code; and

WHEREAS, a written response to the Grand Jury has been drafted and reviewed by the City Council.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Antioch hereby authorizes the Mayor to sign the written response to the Grand Jury Report No. 2105 – "Improving Animal Services in Contra Costa County" which is attached to this Resolution as "Exhibit 1."

* * * * *

I HEREBY CERTIFY that the foregoing resolution was passed and adopted by the City Council of the City of Antioch, at a regular meeting thereof, held on the 8th day of February 2022 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

**ELIZABETH HOUSEHOLDER
CITY CLERK OF THE CITY OF ANTIOCH**

A REPORT BY

THE 2020-2021 CONTRA COSTA COUNTY CIVIL GRAND JURY

725 Court Street
Martinez, California 94553

Report 2105

Improving Animal Services in Contra Costa County

APPROVED BY THE GRAND JURY

Date 11/30/2021


SAMIL BERET
GRAND JURY FOREPERSON

ACCEPTED FOR FILING

Date 11/30/21


JILL C. FANNIN
JUDGE OF THE SUPERIOR COURT

Contact: Samil Beret
Foreperson
(925) 608-2621

Contra Costa County Grand Jury Report 2105

Improving Animal Services in Contra Costa County

**TO: Contra Costa County Board of Supervisors
City Council of Antioch**

SUMMARY

Currently, Contra Costa County (County) Animal Services are centralized in one facility located at the northern edge of this large County, which creates logistical barriers to providing efficient service. The County can improve animal services by sharing resources and geographically distributing animal services.

Public and private animal shelters are experiencing pressure from the explosive growth in the homeless animal and abandoned pet populations. Community outreach and education are high priorities for both Contra Costa and Antioch Animal Services, the two public animal shelters within the County.

Wildlife retrieval provided by the County Animal Services is one of its most valuable services, especially in those areas of the County that border large open spaces. Recent funding restrictions have severely undermined the ability of Animal Services to retrieve live, wounded, or dead animals.

The Grand Jury recommends that Contra Costa Animal Services (CCAS) engage a consulting firm for guidance on the possible redistribution of animal services that could be achieved by a gradual process of cost-sharing and shelter co-ordination. A comparable consolidation currently underway between Monterey County and the City of Salinas Animal Shelters provides a possible model for the integration of Contra Costa and Antioch Animal Shelter services (CCAS and AAS). An example of countywide cooperative agreement already exists. The County Sheriff's Office has a model for distributed services throughout the County. The Grand Jury recommends that CCAS consider specific, tailored regional service agreements between the cities and the County for animal services rather than a common countywide contract.

The Grand Jury further recommends that both public animal shelters enhance their emphasis on community outreach to confront homeless animal overpopulation. The full array of services available can be communicated to the public including the existing inexpensive spay and neuter and vaccination programs. Increased staffing is necessary to implement expanded educational programs.

The Grand Jury recommends that CCAS selectively enhance community outreach to the contracted cities. Responses from the contracted cities stated that their residents are unaware of the broad range of field services provided by CCAS. The Grand Jury also recommends that CCAS increase public awareness of the importance of proper pet medical attention such as vaccination and spay and neuter procedures.

METHODOLOGY

The Grand Jury used the following investigative methods:

- Reviewed compliance with the two previous Grand Jury investigations of the Antioch Animal Shelter (GJ Reports 1205 and 1708).
- Received twenty-three Requests for Information.
- Conducted nine personal interviews.
- Visited AAS.
- Conducted an online search of available databases, news articles, and web sites of regional and national rescue organizations and shelters.
- Contacted personnel managing animal shelters in other jurisdictions.

BACKGROUND

Two facilities provide public animal services in Contra Costa County: the Contra Costa Animal Shelter (CCAS) located in Martinez and the Antioch Animal Shelter (AAS) managed by the Antioch Police Department. These facilities provide a broad range of services such as licensing, wildlife retrieval, live and dead animal pickup, and spay and neuter clinics. The facilities offer community education and outreach programs, which emphasize responsible pet care.

The County shelter is on the northern edge of the County removed from the main population centers. This imbalance results in logistical difficulties for residents and CCAS personnel. For example, traffic congestion sometimes delays response times for live animal retrieval and noisy animal complaints.

The City of Antioch voted in 1978 to establish its own shelter. In recent years, public concern about pet overpopulation at the Antioch Animal Shelter led to a 2017 Grand Jury investigation (Report 1708) that outlined deficiencies in shelter management, operations, and the physical facility. The current Grand Jury investigated the Shelter's compliance with those previous recommendations and concluded that improvements in the management, facility, and operating procedures have successfully addressed the earlier concerns. Notably, a private rescue facility assisted the City of Antioch in the implementation of the recommended changes.

However, the current Grand Jury noted that one difficulty, cited in the earlier Grand Jury report, remains. Based on Grand Jury interviews, the proximity of Antioch to the underserved eastern areas of the County leads to persistent problems with animal abandonment at the Antioch Shelter from residents outside the City of Antioch. Although there is an informal working relationship between CCAS and AAS personnel on this issue, a more formal agreement between AAS and CCAS would facilitate abandoned pet retrieval at both shelters.

As noted above, information collected by the Grand Jury identified the importance of wildlife retrieval by both animal services, especially in those parts of the County that border open space. Indeed, this function is often cited by cities with CCAS contracts as the most significant role of County animal services since it is a general service and not necessarily linked to pet ownership.

CCAS receives funding from the County's General Fund and has the responsibility to provide animal services in the unincorporated communities in the County. CCAS also provides services to eighteen incorporated cities and towns through individual contracts. These contracts stipulate that the funding increase permitted to CCAS be based upon the Consumer Price Index percentage and the individual municipality's population growth. If this total funding is insufficient, then service restrictions might result and were indeed realized in September 2020. These countywide service changes were

- the number of officers allocated to Field Services decreased from sixteen to ten
- CCAS's Field Services reduced its operating hours
- On-call coverage was eliminated
- Deceased wild animal retrieval on private property was stopped
- All live wildlife calls were referred to the California Department of Fish and Wildlife.

Animal shelters currently face conflicting demands. Public opinion increasingly opposes euthanasia, but abandoned pets lead to animal shelter overpopulation. Overpopulation is the primary reason cited for euthanasia at shelters nationwide.¹ According to the American Humane Society's position statement,² all cats and dogs adopted from public or private animal care should be spayed or neutered to reduce euthanasia rates most effectively. Furthermore, the statement emphasizes that public awareness and cooperation with this approach is crucial. Information gathered by the Grand Jury corroborated these statements for both public animal shelters.

The cost of spaying and neutering pets can be a contributing factor to pet abandonment. AAS charges a flat fee of \$90 for feline spay and neuter and \$150 for canine spay and neuter operations. CCAS fees range between \$50 and \$74 for felines and \$121 to \$172 for canines. Although these fees compare favorably to private veterinarian fees, they still present a financial obstacle for many pet owners. No quantitative survey data on the possible efficacy of subsidized spay and neuter clinics within the County exists. Data from subsidized pilot programs in several other states (Massachusetts, New Hampshire, and Texas) correlate with increased spay and neuter rates and declines in shelter populations.

DISCUSSION

Service Distribution

Geographic separation presents obstacles to efficient CCAS service. As the schematic map in Figure 1 highlights, the two public animal shelters are in the northern portion of the County. The County Board of Supervisors approved the closure of the Pinole facility, which was never designed for long-term animal housing, in September 2020.

¹ A. Kleinfeldt, "Overview of Animal Euthanasia", <https://www.animallaw.info/article/overview-animal-euthanasia>.

² <https://www.americanhumane.org/position-statement/animal-population-control>.

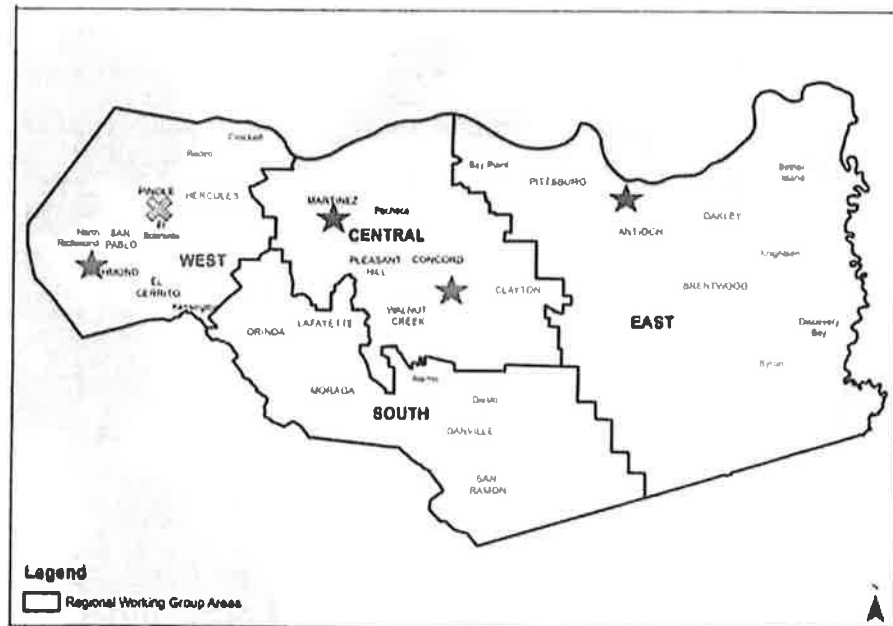


Figure 1 The two public animal shelters (★) and two private shelters (★) in Contra Costa County. The Pinole facility (✕) has recently closed.

A single large facility, CCAS, is located far from the eastern and southern portions of the County increasing the commute time for resident's access to public services. The recent closure of the Pinole facility reduces ready access to CCAS in-person services for the western part of the County. By comparison, Alameda County has seven public shelters serving an area nearly comparable (739 square miles) to Contra Costa County (716 square miles). These public shelters are listed in Table 1.

Table 1

Bay Area government shelters in Contra Costa and Alameda Counties. The Pinole facility closed in September 2020.

Public Shelter Name	City	Owner pet surrenders?
Contra Costa County		
Antioch Animal Shelter	Antioch	Y
Contra Costa County Animal Services	Martinez	Y
Contra Costa County Animal Services	Pinole (closed)	NA
Alameda County		
Alameda Animal Shelter	Alameda	Y
Berkeley City Animal Shelter	Berkeley	Y
East County Animal Shelter	Dublin	Y
Fairmont Animal Shelter	San Leandro	Y
Hayward Animal Control	Hayward	Y
Oakland Animal Shelter	Oakland	Y
Tri-City Animal Shelter	Fremont	Y

Table 2

Bay Area nonprofit animal shelters in Contra Costa and Alameda and Alameda Counties.

Organization Name	City	Owner pet surrenders?
Contra Costa County		
Animal Rescue Foundation	Walnut Creek	N
Milo Foundation	Point Richmond	Call
Contra Costa Humane Society	Pleasant Hill	N
Contra Costa SPCA	Concord	Call
Alameda County		
Berkeley Humane Society	Berkeley	Y
East Bay SPCA - Tri-Valley	Dublin	Y
Oakland East Bay SPCA	Oakland	Y
Ohlone Humane Society	Fremont	N

The nonprofit animal shelters in both counties are listed in Table 2. Although Alameda County's population of 1.67 million is approximately 45% larger than Contra Costa's, the per capita access to public animal services in Alameda County is more evenly distributed than in Contra Costa County.

Both Tables include a column indicating whether the shelter accepts owner-surrendered pets -- that is, pets whose owners are relinquishing ownership of an animal to the shelter. The centrally located Animal Rescue Foundation (ARF) nonprofit, animal shelter in Contra Costa County, does not accept owner-surrendered animals. In the western part of the County, the Milo Foundation nonprofit animal shelter will accept and hold selected owner-surrendered pets. The Point Richmond Adoption Center, operated by the Milo Foundation, has existing physical resources for animal sheltering including a small 5,000 square foot physical space in Point Richmond. The Milo Foundation also manages a large, 283-acre, animal sanctuary in Mendocino County.

Resource Sharing

There is an existing instance of a decentralized countywide resource. The County Sheriff's Office maintains a Patrol Division that operates from five station houses throughout the County to patrol unincorporated areas and a Special Operations Division which leverages County assets to support several incorporated municipalities (Danville, Lafayette, and Orinda). Each station house has its own Lieutenant with a variable number of deputies and staff support. The incorporated municipalities contract with the Sheriff's Office but retain local control over police operation. This contractual arrangement leads to standardized training and the sharing of staff resources.

The decentralized structure of the County Sheriff's services suggests that a similar redistribution of CCAS services might be possible and result in more efficient service. Such an approach need not require construction of additional facilities. Animal service personnel could be stationed at suitable existing County and city buildings to improve response times. The cities in the County have different needs so the additional flexibility in requested animal services might be beneficial and cost-effective. CCAS currently has an identical contract agreement with each of the municipalities. This contract structure might be modified to maintain universal basic services to all contracted cities but offer enhanced services for those cities with differing needs ranging from noise complaints to roaming feral pigs. Increased communication between CCAS management and the individual city managers is necessary to explore these possibilities.

In the special case of the City of Antioch, information gathered by the Grand Jury also suggests that resource sharing between CCAS and AAS could be beneficial. Establishing a partnership between AAS and CCAS for a low-cost spay and neuter clinic was cited as an example. This service would help control the pet and community cat population in the eastern part of the County. More extensive cooperation between the two public shelters, such as operating both shelters as one program, was

recommended but would require agreement from the management of both shelters to fund a comprehensive feasibility study.

A similar precedent for merging county and city animal services is the ongoing consolidation of animal services between the City of Salinas and Monterey County who contracted an independent consulting firm, Management Partners, in 2015, to provide options for the consolidation of services. The resulting comprehensive report outlined four options, one of which recommended the formation of a Joint Powers Agreement (JPA) between the County of Monterey and the City of Salinas. The selection of the JPA option facilitated the gradual merging of the two shelters in April 2020. Similarly, CCAS could engage a consulting firm to assist in determining how to proceed.

In Contra Costa County, the Antioch Animal Shelter has a proportionally larger animal intake than CCAS. See Table 3.

Table 3

Total live animal intake population by AAS and CCAS per year.

Year	AAS	CCAS
2018	2,786	8,454
2019	2,577	8,673
2020	1,366	5,015

Although CCAS handles about three times the total number of animals as AAS, the Antioch shelter has a disproportionately large live animal intake given its much smaller resident population.

This additional animal intake burden on AAS is reflected in the higher cost per capita, \$15.44, for animal services for the residents of Antioch. As noted in Table 4, the overall per capita cost, \$12.02, for CCAS services is comparable to other selected public animal shelters, but the individual fee rate for those cities that contract with CCAS is \$6.54, less than half of the City of Antioch rate. The lower CCAS rate for the contracted cities is possible due to distributed base funding through the County's General Fund and User Fee Revenue. Interviews conducted by the Grand Jury suggested that CCAS and AAS could share personnel and facility space to provide more access to low-cost rabies vaccination and spay and neutering services for East County residents.

Table 4
Per capita cost for selected public animal shelters.

Public Shelter	FY 20/21 Per Capita Rate
Solano County	\$11.11
Sacramento County	\$13.10
City of Oakland	\$12.09
City of Antioch	\$15.44
Contra Costa County (total)	\$12.02
Contra Costa County (Cities)	\$6.54

Partnership with nonprofit animal rescue organizations might also be an effective means of distributing resources. As noted in Table 2, there are two nonprofit shelters in Contra Costa County, ARF in Walnut Creek and the Milo Foundation in Point Richmond. ARF was historically instrumental in providing oversight in the reorganization of AAS and, according to information supplied to the Grand Jury, it has maintained a favorable working relationship with both AAS and CCAS. Further coordination and expansion of mutual animal services can be beneficial.

Another nonprofit animal shelter located in Dublin is operated by East Bay SPCA (Table 2). Although this facility is within Alameda County, its stated mission is to provide services to both Alameda and Contra Costa Counties. Its proximity to the southern and eastern parts of Contra Costa County suggests that CCAS management could promote an enhanced working relationship between CCAS and East Bay SPCA. Similarly, CCAS management should consider resource sharing with the Milo Foundation, which maintains a 5,000 square foot facility in Point Richmond.

Funding

A possible new funding source available to CCAS is Measure X. County voters approved this measure in November 2020, increasing the sales tax in Contra Costa County by 0.5% for twenty years, which will generate an estimated \$81 million per year for essential services. Allocation of these funds is overseen by an Advisory Board, which creates a detailed priority list of the top ten service gaps and submits a recommended list to the Board of Supervisors.

Current cost increases are placing a greater burden on some of the contracted cities given CCAS's per capita cost structure. Effective July 1, 2022, the CCAS service fee will increase from \$6.79 to \$9.11 per capita. Measure X funding could supply funding to

offset this rate increase. Additional CCAS funding might also restore sick and wildlife animal retrieval and support distributed low-cost veterinarian services.

Community Outreach

Based on information gathered from Requests for Information and interviews, both AAS and CCAS struggle with community outreach and education. Outreach programs are essential to address the underlying cause of stress on animal services due to the increasing homeless pet population. Personnel at both facilities are aware of this deficiency but are hampered by lack of adequate staffing. Beyond staffing concerns, low-cost options for pet medical treatment would lead to a decrease in abandoned pets for those owners unable to afford proper pet care. Community awareness of the importance of spaying and neutering pets is also a key component of outreach programs.

Information collated from a Grand Jury survey indicated that most cities were "satisfied" (40%) or "somewhat satisfied" (40%) with existing CCAS services. However, there were common complaints from the cities responding as "unsatisfied" (20%). For example, existing CCAS services to some of the contracted cities are not adequately communicated to residents. Therefore, increased communication with the community would be beneficial especially concerning wildlife management and the availability of veterinary services.

The CCAS response to reports of dangerous, deceased, or distressed animals is considered by some of the contracted cities to be inadequate despite the recent (January 7, 2020) fee increase to the city contracts approved by the Board of Supervisors. Many municipality respondents noted that deceased and diseased animal retrieval is of special importance throughout the County due to public health and traffic safety concerns.

Volunteers

Based on interviews and site visits, assistance from volunteers is essential to animal care at CCAS and AAS due to the limited funding received by each facility. At CCAS, volunteers receive formal and practical training from experienced volunteers and staff. Although AAS has created a Volunteer Coordinator / Community Outreach position, it is unfilled due to lack of funding. In many instances, volunteers are not assigned specific tasks and are left to establish their own work schedules. A redistribution of animal shelter services throughout the County would also increase the pool of potential volunteers in the County. The need to travel to Martinez could be an impediment to volunteering at the CCAS for people residing in the eastern, western, or southern parts of the county.

FINDINGS

- F1. There is a need for improved animal services throughout the County.
- F2. CCAS facilities are concentrated in the northern part of the County.
- F3. AAS volunteers are often not assigned specific tasks and lack direction.
- F4. AAS does not have funding for a Volunteer Coordinator / Community Outreach staff position.
- F5. In some of the contracted municipalities, residents are not aware of CCAS-provided services, especially wildlife retrieval.
- F6. Funding reductions to the CCAS budget have hindered live wildlife retrieval and rescue.
- F7. A satisfaction survey of the 18 CCAS-contracted cities revealed 40% satisfied, 40% somewhat satisfied, and 20% unsatisfied with the quality of overall CCAS services supplied.
- F8. All CCAS contracts with municipalities provide identical services at the same cost per capita.
- F9. Additional vaccination and spay and neuter clinics would reduce the number of homeless and surrendered animals in the shelters.
- F10. There are private animal shelter facilities, The Milo Foundation and ARF, in the western and central parts of the County, respectively.
- F11. A private animal shelter in Alameda County, East Bay SPCA, is located near the southern part of Contra Costa County.
- F12. Measure X funding has not been allocated for CCAS operations.

RECOMMENDATIONS

The Grand Jury recommends that the following be implemented by June 2022:

- R1. The Antioch City Council allocate funding to fill the staff position of Volunteer Coordinator / Community Outreach at AAS.
- R2. AAS improve volunteer training.
- R3. The County Board of Supervisors allocate additional funding to provide outreach to educate residents about available CCAS services.

- R4. CCAS explore embedding Animal Control Officers at selected police stations to expand services, such as wildlife retrieval, throughout the county.
- R5. CCAS engage a consulting firm to obtain guidance on the possible redistribution of animal services within the County.
- R6. CCAS pursue a Memorandum of Understanding with ARF to coordinate resource sharing.
- R7. CCAS pursue a Memorandum of Understanding with the Milo Foundation to coordinate resource sharing.
- R8. CCAS pursue a Memorandum of Understanding with East Bay SPCA to coordinate resource sharing.
- R9. CCAS management and City Managers pursue customization of the Animal Services contracts to include basic service plus extended services for an additional fee.
- R10. AAS and CCAS explore sharing of resources for low-cost animal care clinics in the eastern part of the County.
- R11. The County Board of Supervisors request that CCAS apply for Measure X funding to lower the projected increased financial cost to CCAS-contracted cities and to support additional low-cost spay and neuter services.

REQUIRED RESPONSES

	Findings	Recommendations
City Council of Antioch	F1, F3, F4, F9	R1, R2, and R10
Contra Costa County Board of Supervisors	F1, F5-F12	R3-R11

These responses must be provided in the format and by the date set forth in the cover letter that accompanies this report. An electronic copy of these responses in the form of a Word document should be sent by e-mail and a hard (paper) copy should be sent to:

Civil Grand Jury – Foreperson
 725 Court Street
 P.O. Box 431
 Martinez, CA 94553-0091

February 8, 2022

The Honorable Rebecca Hardie
Presiding Judge of the Contra Costa Superior Court
Wakefield-Taylor Court Building, Department 1
725 Court Street
Martinez, CA 94553

Re: Contra Costa County Grand Jury Report: "Improving Animal Services in Contra Costa County" (Report 2105)

Dear Judge Hardie:

On behalf of the Antioch City Council, this letter responds to Contra Costa County Grand Jury Report: "Improving Animal Services in Contra Costa County." The City Council authorized this response at its meeting on February 8, 2022. Pursuant to California Penal Code § 933.05, the City will respond to the applicable findings and recommendations.

Findings

Finding # 1: "There is a need for improved animal services throughout the County."

The City agrees with this finding.

Finding # 3: "AAS Volunteers are often not assigned specific tasks and lack direction."

The City disagrees with this finding.

During the COVID pandemic, the volunteer program was suspended due to the shelter in place orders. The volunteer program was relaunched in August of 2021 with a new online volunteer management software platform (Volunteer Impact) in place to provide structure to the volunteer program. Volunteers must meet training and participation benchmarks before they are allowed to perform progressively skilled volunteer opportunities. Volunteer scheduling, tracking of volunteer hours and volunteer training opportunities are all integrated components of the new software.

Finding # 4: "AAS does not have funding for a Volunteer Coordinator / Community Outreach staff position."

The City agrees with this finding.

Finding # 9: "Additional vaccination and spay and neuter clinics would reduce the number of homeless and surrendered animals in the shelters."

The City agrees with this finding.

Recommendations

Recommendation # 1: "The Antioch City Council allocate[s] funding to fill the staff position of Volunteer Coordinator / Community Outreach at AAS."

The recommendation has not yet been implemented, but will be implemented in the near future.

Although the City does not currently have funding for full-time Volunteer Coordinator / Community Outreach staff, the City is in the process of hiring part-time staff to address these roles within the department. Hiring for these part-time positions is expected to be completed within 90 days.

Recommendation # 2: "AAS Improve volunteer training."

This recommendation has already been implemented:

The new volunteer management software implemented in August 2021 includes a learning management system integrated into the software. Volunteers are able to access and complete training modules within the system. Completing specific training opportunities allows participants to expand the number of volunteer opportunities available for them to complete. The monthly in-person volunteer meetings also contain a training component.

Recommendation # 10: "AAS and CCAS explore sharing of resources for low-cost animal care clinics in the eastern part of the County."

This recommendation requires further analysis.

The City recognizes the value of collaboration with other animal welfare organizations and would direct AAS to work with CCAS when doing so will benefit the pets and citizens of Antioch. Additionally, the City will direct AAS to conduct a needs assessment to determine if the current Animal Shelter meets the current animal care needs and develop a plan for future needs of AAS. This study will look at infrastructure and personnel requirements to ensure the City of Antioch is able to maintain the highest level of care for the pets handled by AAS. The inclusion of a low-cost spay and neuter clinic, and expansion of animal control services to include parts of Eastern Contra Costa County should also be part of the future needs assessment.

We trust the Grand Jury will find these responses helpful to its endeavor.

Sincerely yours,

Lamar A. Thorpe
Mayor, City of Antioch

Samil Beret, Contra Costa County Grand Jury Foreperson, 725 Court Street, Martinez, CA 94553
Cornelius H. Johnson, Interim City Manager
Thomas Lloyd Smith, City Attorney

CITY OF
ANTIOCH
CALIFORNIA

STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

PREPARED BY: Scott Buenting, Project Manager *SB*

REVIEWED BY: Carlton Thompson, Assistant City Engineer *CT*

APPROVED BY: John Samuelson, Public Works Director/City Engineer *JS*

SUBJECT: Amendment to the Construction Agreement with Alex Kushner General, Inc. for the City Hall Office Modifications Project (P.W. 247-S)

RECOMMENDED ACTION

It is recommended that the City Council adopt a resolution:

1. Approving an amendment to increase the construction agreement with Alex Kushner General, Inc. by \$350,000 for a total contract amount of \$1,054,000 for the City Hall Interior Modifications Project; and
2. Authorizing the City Manager to execute the amendment in a form approved by the City Attorney.

FISCAL IMPACT

The Capital Improvement Budget for City Hall Office Modifications includes sufficient funding for this amendment.

DISCUSSION

On January 12, 2021, City Council awarded a contract in the amount of \$704,000 to Alex Kushner General, Inc. ("AKG") for performing interior modifications and improvements to the first and third floors of City Hall. This work included renovating and reconfiguring the existing first floor public bathrooms to conform with American with Disability Act guidelines. Office modifications were contracted to expand the workspace of both the Human Resources and Finance Departments and create new offices for the City Treasurer and City Clerk. Improvements to the City Manager, City Attorney and Economic Development Department reception areas were to be performed to make the area more functional with the Law Library scheduled to be converted into a conference room. New flooring was to be installed throughout the entire first floor and portions of the third floor. The existing wood slate ceiling on the first and third floors is to be replaced

and new lighting and paint will also be included into the work. The existing concrete stairs will be covered with nonslip tread to increase safety.

Staff is recommending an expected final amendment to the Agreement with AKG to include additional structural modifications to the first floor public restroom necessary to expand the women's restroom and reconstruct the ceiling to accommodate the new layout; further expansion of the Human Resources and Finance Departments; relocation of the City Clerk's office; additional wall surface preparation to provide a more uniform surface for painting; upgrading of electrical and data facilities throughout the first and third floors; increased installation area of Terrazzo and vinyl flooring; expanded working of hours to reduce the impact of residents and staff and removal of existing office furniture.

The project is expected to be completed at the end of April 2022.

ATTACHMENTS

- A: Resolution
- B: Construction Agreement with Alex Kushner General, Inc.

ATTACHMENT "A"

RESOLUTION NO. 2022/**

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANTIOCH
APPROVING AN AMENDMENT TO INCREASE THE CONSTRUCTION AGREEMENT
WITH ALEX KUSHNER GENERAL, INC. AND AUTHORIZING THE CITY MANAGER
TO EXECUTE THE AMENDMENT FOR THE CITY HALL OFFICE MODIFICATIONS
PROJECT
P.W. 247-S

WHEREAS, on January 12, 2021, City Council awarded a construction agreement in the amount of \$704,000 to Alex Kushner General, Inc. ("AKG") for the City Hall Office Modifications Project ("Project");

WHEREAS, the City Council has considered approving an amendment to increase the construction agreement with Alex Kushner General, Inc. for the Project by \$350,000 for a total agreement amount of \$1,054,000; and

WHEREAS, the City Council has considered authorizing the City Manager to execute the amendment.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Antioch hereby:

1. Approves an amendment to increase the construction agreement with Alex Kushner General, Inc. by \$350,000 for a total agreement amount of \$1,054,000 for the City Hall Office Modifications Project; and
2. Authorizes the City Manager to execute the amendment in a form approved by the City Attorney.

* * * * *

RESOLUTION NO. 2022/**

February 8, 2022

Page 2

I HEREBY CERTIFY that the foregoing resolution was passed and adopted by the City Council of the City of Antioch at a regular meeting thereof, held on the 8th day of February 2022, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

**ELIZABETH HOUSEHOLDER
CITY CLERK OF THE CITY OF ANTIOCH**

A2

ATTACHMENT "B"

AGREEMENT

THIS AGREEMENT, made and entered into this 12th day of January, 2021 by and between ALEX KUSHNER GENERAL, INC., hereinafter called "CONTRACTOR" and the CITY OF ANTIOCH, hereinafter called the "CITY."

WITNESSETH, that the CONTRACTOR and the CITY, for consideration hereinafter named, agree as follows:

1. SCOPE OF WORK

The work consists, in general, of furnishing all materials, labor, tools, plant, supplies, equipment, transportation and superintendence necessary to perform the work required for **P.W. 247-S**. The work is more fully described in the Description of Project, Construction Details and Plans contained in the Contract Documents. The Contract Documents are defined below in Section 4 of this Agreement.

2. TIME OF COMPLETION

After this Agreement has been executed by the parties, the CONTRACTOR shall begin work within ten (10) calendar days after the effective date of the Notice to Proceed, and shall diligently prosecute all of the work under this Agreement in all parts and requirements as defined in the Contract Documents, from the effective date of said Notice to Proceed. The period of performance shall be one hundred (100) working days from the Notice to Proceed.

3. TOTAL BID PRICE

The CONTRACTOR shall faithfully perform all of the work hereunder for the Contract Price of Seven hundred four thousand dollars (\$704,000.00), payable by the CITY to the CONTRACTOR at the time and in the manner provided in the Contract Documents.

SCHEDULE OF BID PRICES FOR CITY HALL INTERIOR MODIFICATIONS P.W. 247-S

Item No.	Unit	Description	Unit Price	Extended Amount
1.	1 LS	Demolition, complete in place for the lump sum price.....	\$ 20,000.00	\$ 20,000.00
2.	1 LS	Rough Carpentry, complete in place for the lump sum price.....	\$ 50,000.00	\$ 50,000.00
3.	1 LS	Finish Carpentry (including Drywall) , complete in place for the lump sum price.....	\$ 50,000.00	\$ 50,000.00
4.	1 LS	Drywall, complete in place for the lump sum price	\$ 40,000.00	\$ 40,000.00

Item No.	Unit	Description	Unit Price	Extended Amount
5.	1 LS	Millwork/Casework, complete in place for the lump sum price.....	\$ 20,000.00	\$ 20,000.00
6.	1 LS	Tile, complete in place for the lump sum price	\$ 25,000.00	\$ 25,000.00
7.	1 LS	Ornamental Glazing, complete in place for the lump sum price ...	\$ 10,000.00	\$ 10,000.00
8.	1 LS	Epoxy Terrazzo Flooring, complete in place for the lump sum price	\$ 100,000.00	\$ 100,000.00
9.	1 LS	Carpet, complete in place for the lump sum price	\$ 75,000.00	\$ 75,000.00
10.	1 LS	Wood Ceiling, complete in place for the lump sum price.....	\$ 50,000.00	\$ 50,000.00
11.	1 LS	Vinyl Tile Flooring, complete in place for the lump sum price	\$ 25,000.00	\$ 25,000.00
12.	1 LS	Painting, complete in place for the lump sum price	\$ 50,000.00	\$ 50,000.00
13.	1 LS	Doors & Windows, complete in place for the lump sum price	\$ 20,000.00	\$ 20,000.00
14.	1 LS	Mechanical, complete in place for the lump sum price.....	\$ 10,000.00	\$ 10,000.00
15.	1 LS	Electrical, complete in place for the lump sum price	\$ 130,000.00	\$ 130,000.00
16.	1 LS	Plumbing, complete in place for the lump sum price	\$ 20,000.00	\$ 20,000.00
17.	1 LS	Miscellaneous	\$ 9,000.00	\$ 9,000.00
TOTAL BID PRICE			\$ 704,000.00	

4. COMPONENT PARTS

This Agreement shall consist of the following documents, each of which is on file in the City of Antioch, Public Works Department, and all of which are incorporated herein by this reference:

- A. Agreement
- B. Notice Inviting Bids
- C. Description of Project

- D. General Conditions (2006 Caltrans Standard Specifications)
- E. Special Provisions
- F. Construction Details
- G. Contract Plans
- H. Addenda No. 1 to 2, inclusive
- I. Performance Bond
- J. Payment bond
- K. Bid Forms

5. SERVICE OF NOTICE

Any notice required or permitted to be given under this Agreement shall be deemed given when personally delivered to recipient thereof or mailed by registered or certified mail, return receipt requested, postage pre-paid, to the appropriate address specified in the CONTRACTOR's bid, and in the case of the CITY, to P. O. Box 5007, Antioch, CA 94531-5007, or at any other address which either party may subsequently designate in writing to the other party.

6. GOVERNING LAW

This Agreement shall be governed and construed in accordance with the laws of the State of California. Any action relating to this Agreement shall be instituted and prosecuted in a court of competent jurisdiction in the State of California. Each party hereby appoints the party listed opposite its name to act as its initial agent for service of process relating to any such action:

CITY: Capital Improvements Division
City of Antioch
200 "H" Street
P. O. Box 5007
Antioch, CA 94531-5007

CONTRACTOR: Alex Kushner General, Inc.
2364 Funston Avenue
San Francisco, CA 94116

Each such agent is hereby authorized and directed to accept service of process in any such action on behalf of his principal until such time as his successor shall have been appointed by his principal and notice thereof has been delivered to the other party in the manner provided herein for the giving of notice.

CONTRACTOR:

ALEX KUSHNER GENERAL, INC.

Name Under Which Business is Conducted

The undersigned certify that they sign this Agreement with full and proper authorization so to do:

*By: Alexander Kushner

Title: CEO

By: Alexander Kushner

Title: Secretary

** If CONTRACTOR is a corporation, this Agreement must be executed by two officers of the corporation, consisting of: (1) the President, Vice President, or Chair of the Board; and (2) the Secretary, Assistant Secretary, Treasurer or Chief Financial Officer. In the alternative, this Agreement may be executed by a single officer or a person other than an officer provided that evidence satisfactory to the CITY is provided demonstrating that such individual is authorized to bind the corporation (e.g. – a copy of a certified resolution from the corporation's bylaws).*

CITY OF ANTIOCH, CALIFORNIA

A Municipal Corporation

By: Rowland E. Bernal, Jr.

Rowland E. Bernal, Jr., City Manager

By: Christine Sanchez

Elizabeth Householder, City Clerk

APPROVED AS TO FORM:

By: Thomas Lloyd Smith

Thomas Lloyd Smith, City Attorney

B4

CITY OF
ANTIOCH
CALIFORNIA

STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

PREPARED BY: Scott Buenting, Project Manager *SB*

REVIEWED BY: Carlton Thompson, Assistant City Engineer *CT*

APPROVED BY: John Samuelson, Public Works Director/City Engineer *JS*

SUBJECT: Amendment to the Construction Agreement with Mercoza for the City Hall Plaza Improvements and Leo Fontana Fountain Project (P.W. 247-R)

RECOMMENDED ACTION

It is recommended that the City Council adopt a resolution:

1. Approving an amendment to the fiscal year 2021/22 Capital Improvement Budget to increase the funding from the General Fund for the City Hall Plaza Improvements and Leo Fontana Fountain Project by \$150,000 for a total project budget of \$670,000;
2. Approving an amendment to increase the construction agreement with Mercoza by \$150,000 for a total agreement amount of \$608,013; and
3. Authorizing the City Manager to execute the amendment in a form approved by the City Attorney.

FISCAL IMPACT

Adoption of this resolution will increase funding by \$150,000 from the General Fund for a total project budget of \$670,000 for engineering, inspections, contract administration and construction of the City Hall Plaza Improvements and Leo Fontana Fountain ("Project").

DISCUSSION

On April 13, 2021, City Council awarded a contract in the amount of \$458,013 to Mercoza for exterior modifications to a portion of the existing City Hall Plaza and construction of a new water feature. Additional contracted work included the removal of the existing fountain structure, concrete steps, planters and concrete flatwork, removal and or relocation of existing lights and flagpole and the installation of new drainage and irrigation facilities.

Staff is recommending an expected final amendment to the agreement with Mercoza to include additional removal and replacement of brick inlayed concrete flatwork; modifications to the concrete stairs; installation, relocation and protection of existing underground irrigation, storm drainage and electrical facilities and construction of a concrete utility vault.

The project is expected to be completed at the end of March 2022.

ATTACHMENTS

- A: Resolution
- B: Construction Agreement with Mercoza

ATTACHMENT "A"

RESOLUTION NO. 2022/**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANTIOCH
AMENDING THE FISCAL YEAR 2021/22 CAPITAL IMPROVEMENTS BUDGET,
APPROVING AN AMENDMENT TO INCREASE THE CONSTRUCTION AGREEMENT
WITH MERCOZA AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE
AMENDMENT FOR THE CITY HALL PLAZA IMPROVEMENTS AND LEO FONTANA
FOUNTAIN PROJECT
P.W. 247-R**

WHEREAS, on April 13, 2021, City Council awarded a construction agreement in the amount of \$458,013 to Mercoza for the City Hall Plaza Improvements and Leo Fontana Fountain Project ("Project");

WHEREAS, the City Council has considered an amendment increasing the fiscal year 2021/22 Capital Improvement Budget in the amount of \$150,000 for the Project from the General Fund for a total project budget of \$670,000;

WHEREAS, the City Council has considered approving an amendment to increase the construction agreement with Mercoza for the Project by \$150,000 for a total agreement amount of \$608,013; and

WHEREAS, the City Council has considered authorizing the City Manager to execute the amendment.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Antioch hereby:

1. Approves an amendment to increase the fiscal year 2021/2022 Capital Improvement Budget in the amount of \$150,000 for a total project budget of \$670,000 for the City Hall Plaza Improvements and the Leo Fontana Fountain Project from the General Fund;
2. Approves an amendment to increase the construction agreement with Mercoza by \$150,000 for a total agreement amount of \$608,013; and
3. Authorizes the City Manager to execute the amendment in a form approved by the City Attorney.

* * * * *

RESOLUTION NO. 2022/**

February 8, 2022

Page 2

I HEREBY CERTIFY that the foregoing resolution was passed and adopted by the City Council of the City of Antioch at a regular meeting thereof, held on the 8th day of February 2022, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

**ELIZABETH HOUSEHOLDER
CITY CLERK OF THE CITY OF ANTIOCH**

ATTACHMENT "B"

AGREEMENT

THIS AGREEMENT, made and entered into this 13th day of April, 2021 by and between MERCOZA, hereinafter called "CONTRACTOR" and the CITY OF ANTIOCH, hereinafter called the "CITY."

WITNESSETH, that the CONTRACTOR and the CITY, for consideration hereinafter named, agree as follows:

1. SCOPE OF WORK

The work consists, in general, of furnishing all materials, labor, tools, plant, supplies, equipment, transportation and superintendence necessary to perform the work required for P.W. No. 247-R. The work is more fully described in the Description of Project, Construction Details and Plans contained in the Contract Documents. The Contract Documents are defined below in Section 4 of this Agreement.

2. TIME OF COMPLETION

After this Agreement has been executed by the parties, the CONTRACTOR shall begin work within ten (10) calendar days after the effective date of the Notice to Proceed, and shall diligently prosecute all of the work under this Agreement in all parts and requirements as defined in the Contract Documents, from the effective date of said Notice to Proceed. The period of performance shall be ninety (90) working days from the Notice to Proceed.

3. TOTAL BID PRICE

The CONTRACTOR shall faithfully perform all of the work hereunder for the Contract Price of Four hundred fifty-eight thousand, thirteen dollars (\$458,013.00), payable by the CITY to the CONTRACTOR at the time and in the manner provided in the Contract Documents.

SCHEDULE OF BID PRICES FOR CITY HALL PLAZA IMPORVEMENTS AND LEO FONTANA FOUNTAIN P.W. 247-R

Item No.	Unit	Description	Unit Price	Extended Amount
1.	1 LS	Demolition, complete in place for the lump sum price.....	\$ 15,580.00	\$ 15,580.00
2.	1 LS	Excavation, complete in place for the lump sum price.....	\$ 12,960.00	\$ 12,960.00
3.	1 LS	Concrete, complete in place for the lump sum price.....	\$ 152,280.00	\$ 152,280.00
4.	1 LS	Waterproofing, complete in place for the lump sum price...	\$ 41,904.00	\$ 41,904.00

Item No.	Unit	Description	Unit Price	Extended Amount
5.	1 LS	Stone Veneer, complete in place for the lump sum price.....	\$ 60,480.00	\$ 60,480.00
6.	1 LS	Ornamental Metal, complete in place for the lump sum price...	\$ 17,604.00	\$ 17,604.00
7.	1 LS	Electrical, complete in place for the lump sum price.....	\$ 46,320.00	\$ 46,320.00
8.	1 LS	Plumbing, complete in place for the lump sum price.....	\$ 22,197.00	\$ 22,197.00
9.	1 LS	Brick Paving, complete in place for the lump sum price...	\$ 31,968.00	\$ 31,968.00
10.	1 LS	Electrical, complete in place for the lump sum price.....	\$ 12,000.00	\$ 12,000.00
11.	1 LS	Plumbing, complete in place for the lump sum price.....	\$ 8,000.00	\$ 8,000.00
12.	1 LS	Miscellaneous, complete in place for the lump sum price.	\$ 36,720.00	\$ 36,720.00
TOTAL BID PRICE			\$ 458,013.00	

4. COMPONENT PARTS

This Agreement shall consist of the following documents, each of which is on file in the City of Antioch, Capital Improvements Department, and all of which are incorporated herein by this reference:

- A. Agreement
- B. Notice Inviting Bids
- C. Description of Project
- D. General Conditions (2006 Caltrans Standard Specifications)
- E. Special Provisions
- F. Construction Details
- G. Contract Plans
- H. Addenda No. (N/A)
- I. Performance Bond
- J. Payment bond
- K. Bid Forms

5. SERVICE OF NOTICE

Any notice required or permitted to be given under this Agreement shall be deemed given when personally delivered to recipient thereof or mailed by registered or certified mail, return receipt requested, postage pre-paid, to the appropriate address specified in the CONTRACTOR's bid, and in the case of the CITY, to P. O. Box 5007, Antioch, CA 94531-5007, or at any other address which either party may subsequently designate in writing to the other party.

6. GOVERNING LAW

This Agreement shall be governed and construed in accordance with the laws of the State of California. Any action relating to this Agreement shall be instituted and prosecuted in a court of competent jurisdiction in the State of California. Each party hereby appoints the party listed opposite its name to act as its initial agent for service of process relating to any such action:

CITY: Capital Improvements Division
City of Antioch
200 "H" Street
P. O. Box 5007
Antioch, CA 94531-5007

CONTRACTOR: Jason Amador Duran Martinez
Mercoza
P.O. Box 110283
Campbell, CA 95011

Each such agent is hereby authorized and directed to accept service of process in any such action on behalf of his principal until such time as his successor shall have been appointed by his principal and notice thereof has been delivered to the other party in the manner provided herein for the giving of notice.

CONTRACTOR:

MERCOZA

Name Under Which Business is Conducted

The undersigned certify that they sign this Agreement with full and proper authorization so to do:

*By: _____

Title: _____

By: _____

Title: _____

** If CONTRACTOR is a corporation, this Agreement must be executed by two officers of the corporation, consisting of: (1) the President, Vice President, or Chair of the Board; and (2) the Secretary, Assistant Secretary, Treasurer or Chief Financial Officer. In the alternative, this Agreement may be executed by a single officer or a person other than an officer provided that evidence satisfactory to the CITY is provided demonstrating that such individual is authorized to bind the corporation (e.g. – a copy of a certified resolution from the corporation's bylaws).*

CITY OF ANTIOCH, CALIFORNIA
A Municipal Corporation

By: _____

Rowland E. Bernal, Jr., City Manager

By: _____

Elizabeth Householder, City Clerk

APPROVED AS TO FORM:

By: _____

Thomas Lloyd Smith, City Attorney

See Attached Certificate

CALIFORNIA ALL- PURPOSE CERTIFICATE OF ACKNOWLEDGMENT

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California }

County of Santa Clara }

On April 19, 2021 before me, Fernando Croce, Notary Public
(Here insert name and title of the officer)

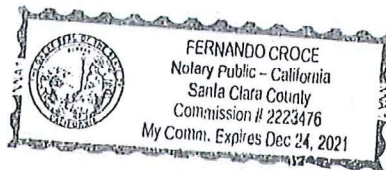
personally appeared JASON DANNON DANN MARTINEZ,
who proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

I certify under PENALTY OF PERJURY under the laws of the State of California that the foregoing paragraph is true and correct.

WITNESS my hand and official seal.

Notary Public Signature

(Notary Public Seal)



ADDITIONAL OPTIONAL INFORMATION

DESCRIPTION OF THE ATTACHED DOCUMENT

Assignment
(Title or description of attached document)

(Title or description of attached document continued)

Number of Pages 4 Document Date —

CAPACITY CLAIMED BY THE SIGNER

- ☐ Individual (s)
☐ Corporate Officer

(Title)

- ☐ Partner(s)
☐ Attorney-in-Fact
☐ Trustee(s)
☐ Other _____

INSTRUCTIONS FOR COMPLETING THIS FORM

This form complies with current California statutes regarding notary wording and, if needed, should be completed and attached to the document. Acknowledgments from other states may be completed for documents being sent to that state so long as the wording does not require the California notary to violate California notary law.

- State and County information must be the State and County where the document signer(s) personally appeared before the notary public for acknowledgment.
- Date of notarization must be the date that the signer(s) personally appeared which must also be the same date the acknowledgment is completed.
- The notary public must print his or her name as it appears within his or her commission followed by a comma and then your title (notary public).
- Print the name(s) of document signer(s) who personally appear at the time of notarization.
- Indicate the correct singular or plural forms by crossing off incorrect forms (i.e. he/she/they, is /are) or circling the correct forms. Failure to correctly indicate this information may lead to rejection of document recording.
- The notary seal impression must be clear and photographically reproducible. Impression must not cover text or lines. If seal impression smudges, re-seal if a sufficient area permits, otherwise complete a different acknowledgment form.
- Signature of the notary public must match the signature on file with the office of the county clerk.
 - ❖ Additional information is not required but could help to ensure this acknowledgment is not misused, or attached to a different document.
 - ❖ Indicate title or type of attached document, number of pages and date.
 - ❖ Indicate the capacity claimed by the signer. If the claimed capacity is a corporate officer, indicate the title (i.e. CEO, CFO, Secretary).
- Securely attach this document to the signed document with a staple.



STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Phil Hoffmeister, Administrative Analyst II

REVIEWED BY: Carlton Thompson, Assistant City Engineer

APPROVED BY: John Samuelson, Public Works Director/City Engineer^{JS}

SUBJECT: Initiate Preparation of the Street Lighting and Landscape Maintenance District City Engineer's Report for Fiscal Year 2022/23

RECOMMENDED ACTION

It is recommended the City Council adopt the attached resolution directing the City Engineer to prepare a consolidated Engineer's Report for fiscal year 2022/23 Street Lighting and Landscape Maintenance District assessments.

FISCAL IMPACT

By itself, this action has no impact on the City's finances; if the Council were to decline to adopt the resolution and to abandon the landscaping assessments, impacts on the City's General Fund would be substantial.

DISCUSSION

The annual Street Lighting and Landscape Maintenance District proceedings begin with direction from the City Council to prepare the Engineer's Report for the coming fiscal year. The attached resolution accomplishes this, makes no decisions about any matters; and merely instructs the City Engineer to prepare a report for future consideration.

ATTACHMENT

A. Resolution

ATTACHMENT "A"

RESOLUTION NO. 2022/**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANTIOCH
DIRECTING THE CITY ENGINEER TO PREPARE A CONSOLIDATED ENGINEER'S
REPORT FOR FY 2022/2023 STREET LIGHTING AND LANDSCAPE
MAINTENANCE DISTRICT ASSESSMENTS**

WHEREAS, Streets and Highways Code §22622 requires the City Council to adopt a resolution describing any proposed new improvements or substantial changes in existing improvements in the various landscape maintenance districts, and to order the City Engineer of work to prepare a report pursuant to the Act;

WHEREAS, there are no significant improvements or substantial changes, other than projects already approved in the City's budget documents or that are scheduled to be accepted from new developments; and

WHEREAS, in November of 1996, California's voters adopted Proposition 218, which will affect certain matters involving the upcoming Engineer's report.

NOW, THEREFORE, BE IT RESOLVED that the City Council determines that, for the levy of annual assessments of all the landscaping districts, there are no proposed new improvements or substantial changes in existing improvements, other than maintenance of new facilities accepted by the City since the last Engineer's Report or installed through the normal City budget process, and other than those already described in the formation of the districts.

BE IT FURTHER RESOLVED that the City Engineer shall prepare and file a consolidated report for all the landscaping districts pursuant to Article 4 (commencing with §22565) of the Streets and Highways Code and the requirements of Proposition 218.

* * * * *

I HEREBY CERTIFY that the foregoing resolution was passed and adopted by the City Council of the City of Antioch at a regular meeting thereof, held on the 8th day of February 2022, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

**ELIZABETH HOUSEHOLDER
CITY CLERK OF THE CITY OF ANTIOCH**

CITY OF
ANTIOCH
CALIFORNIA

STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Phil Hoffmeister, Administrative Analyst II

REVIEWED BY: Carlton Thompson, Assistant City Engineer

APPROVED BY: John Samuelson, Director of Public Works/City Engineer JS

SUBJECT: Resolution of Intention to Form the Proposed Community Facilities District No. 2022-01 (Public Services) for Laurel Ranch Subdivision (PW 698)

RECOMMENDED ACTION

It is recommended that the City Council adopt the Resolution of Intention to form the Proposed Community Facilities District No. 2022-01 (Public Services) for the Laurel Ranch Subdivision (PW 698).

FISCAL IMPACT

The proposed Community Facilities District ("CFD") will assess new residential development in the City of Antioch their proportionate share of providing landscape, park, open space and storm drain maintenance services to the new development.

The anticipated annual assessment for the Laurel Ranch development will be \$720.64 (Table 2). Should the HOA not comply with some or all of the conditions of approval, the annual cost could be as high as \$1,313.62.

DISCUSSION

The Mello-Roos Community Facilities Act (Gov. Code section 53311, et. seq.) provides local governments with a mechanism for financing the construction of public facilities or to finance specific public services, such as landscape, park, open space, and storm drain maintenance services. Through the formation of a CFD, a local agency is authorized to levy and collect a special tax, use the tax revenue to finance specified facilities and services, and borrow money, through issuance of bonds or other indebtedness, to assist with financing facilities.

The purpose of CFD 2022-01 is to finance the maintenance of public landscaping, parks, open space and storm drain facilities which will be installed as part of new development. The CFD may be used to fund maintenance services in the event that a homeowners

association does not maintain public or private property they are responsible for maintaining as a Condition of Approval.

ATTACHMENTS

- A. Resolution
- B. Petition to Create a Community Facilities District (Including Wavers) from KB Homes.

ATTACHMENT "A"

RESOLUTION NO. 2022/**

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANTIOCH FOR THE INTENTION TO FORM THE PROPOSED COMMUNITY FACILITIES DISTRICT NO. 2022-01 (PUBLIC SERVICES) FOR THE LAUREL RANCH SUBDIVISION (PW 698)

WHEREAS, under the Mello-Roos Community Facilities Act of 1982, as amended (the "Act"), Chapter 2.5 of Part 1 of Division 2 of Title 5, commencing at Section 53311, of the California Government Code, the City Council is authorized to establish a community facilities district and to act as the legislative body for a community facilities district; and

WHEREAS, the City Council, having received petitions from the owners of not less than 10% of the area of land proposed to be included in the proposed community facilities district desires to proceed with the establishment of a community facilities district in order to finance landscape, park, open space and storm drain maintenance services described in **Exhibit A** attached hereto and hereby made a part hereof, and to pay the cost of administering the Community Facilities District (defined below).

NOW THEREFORE, BE IT RESOLVED by the City Council of the City of Antioch that it does hereby authorize and approve:

Section 1. Proposed District. A community facilities district is proposed to be established under the terms of Chapter 2.5 (commencing with Section 53311) of Part 1 of Division 2 of Title 5 of the California Government Code, commonly known as the "Mello-Roos Community Facilities Act of 1982." The name proposed for the community facilities district is "City of Antioch Community Facilities District No. 2022-01 (Public Services), County of Contra Costa, State of California" ("CFD No. 2022-01").

Section 2. Boundaries Described. The proposed boundaries of the CFD are as shown on the map of it on file with the City Clerk, which boundaries are hereby preliminarily approved and to which map reference is hereby made for further particulars. The City Clerk is hereby directed to record, or cause to be recorded, the map of the boundaries of the CFD in the office of the Contra Costa County Recorder within 15 days of the date of adoption of this Resolution, but in any event at least 15 days prior to the public hearing specified below.

Section 3. Types of Services; Incidental Expenses. It is proposed that the proposed community facilities district shall provide and finance certain types of public services, as more particularly described in **Exhibit A**, including (i) neighborhood park and street maintenance, (ii) neighborhood landscape maintenance, (iii) stormwater maintenance, (iv) open space maintenance, and (v) overhead costs associated with providing such services within the CFD.

RESOLUTION NO. 2022/**

February 8, 2022

Page 2

The proposed community facilities district shall also finance administrative expenses, as more fully described in **Exhibit A**, and reimbursement of costs related to formation of the CFD.

Section 4. Special Taxes. Special taxes sufficient to pay the costs of the services provided for in Section 3 above and the annual administrative expenses of the District and the proposed community facilities district in determining, apportioning, levying, and collecting such special taxes, shall be annually levied within the proposed community facilities district. Pursuant to Section 53340 of the California Government Code, the special taxes shall be collected in the same manner as ordinary ad valorem property taxes are collected and shall be subject to the same penalties and the same procedure, sale, and lien priority in case of delinquency as is provided for ad valorem taxes. However, under no circumstances shall the special tax levied against any parcel subject to the levy of the special tax pursuant to the rates and method of apportionment be increased as a consequence of delinquency or default by the owner of any other parcel or parcels within the community facilities district by more than ten (10%). The Rate and Method of apportionment of said special taxes shall be as set forth in **Exhibit B** attached hereto and hereby made a part hereof. The assessment will be recalculated each year based on all relevant factors such as the number of units to be assessed (lots will not be assessed prior to the issuance of a building permit), and the quantity and type of landscaping, parks, open space and storm drainage facilities to be maintained. The Maximum Special Tax for Developed Property shall be increased annually by the greater of the change in the San Francisco Urban Consumer Price Index (during the twelve (12) months prior to December of the previous Fiscal Year) or two percent (2.00%), with a maximum annual increase of four (4.00%) percent for any given Fiscal Year.

Section 5. Exempt Property. Except as may otherwise be provided by law or by the Rate and Method of Apportionment, all lands owned by any public entity, including the United States, the State of California and/or the City, or any departments or political subdivisions thereof, shall be omitted from the levy of the Special Tax to be made to cover the costs and expenses of the Services and the CFD.

Section 6. Election. The levy of the Special Tax in the CFD shall be subject to the approval of the qualified electors of the CFD at a special election. The proposed voting procedure shall be by mailed or hand-delivered ballot among the landowners in the CFD, with each owner having one vote for each acre or portion of an acre such owner owns in the CFD.

Section 7. Report. The officers of the District who are responsible for providing the services to be financed by the proposed community facilities district, if it is established, are hereby directed, pursuant to the requirements of Section 53321.5 of the California Government Code to study the proposed community facilities district and, at or before the time of said hearing, file or cause to be filed a report with the Council containing a brief description of the services by type and an estimate of the cost of providing those services

RESOLUTION NO. 2022/**

February 8, 2022

Page 3

and the incidental expenses to be incurred in connection therewith. All such reports shall be made a part of the record of the hearing to be held pursuant to Section 7 hereof.

Section 8. Public Hearing. Tuesday, March 22, 2022, at 7:00 p.m. or as soon as possible thereafter, in the City Council Chambers, Third & "H" Streets, Antioch, California, be, and the same are hereby appointed and fixed as the time and place when and where the City Council, as legislative body for the CFD, will conduct a public hearing on the establishment of the CFD and consider and finally determine whether the public interest, convenience and necessity require the formation of the CFD and the levy of the Special Tax.

Section 9. Notice of Hearing. The City Clerk is hereby directed to cause notice of the public hearing to be given by publication one time in a newspaper published in the area of the CFD. The publication shall be completed at least seven (7) days before the date of the public hearing specified above. The notice shall be substantially in the form specified in Section 53322 of the Act.

Section 10. Further Action. The City Manager, City Attorney and their designees are hereby authorized and directed to take all actions necessary or advisable to give effect to the transactions contemplated by this Resolution.

Section 11. No Obligation. This Resolution shall in no way obligate the City Council of the City to form the CFD. The formation of the CFD shall be subject to the approval of the City Council by resolution following the holding of the public hearing referred to above.

I HEREBY CERTIFY that the foregoing resolution was adopted by the City Council of the City of Antioch at a regular meeting thereof held on the 8th day of February 2022, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

**ELIZABETH HOUSEHOLDER
CITY CLERK OF THE CITY OF ANTIOCH**

EXHIBIT A

CITY OF ANTIOCH Community Facilities District No. 2022-01 (Public Services)

DESCRIPTION OF SERVICES TO BE FINANCED BY THE CFD

The Services shown below are proposed to be financed by the Community Facilities District No. 2022-01 (Public Services) (the "CFD"). The Services shall be provided, pursuant to the plans and specifications approved by the City of Antioch (the "City") and the officials thereof, including the City Manager.

SERVICES

It is intended that the CFD will be authorized to finance all or a portion of the costs of any of the following types of services:

Neighborhood Park & Street Lighting Maintenance

Maintenance, including servicing, repair, replacement and removal of neighborhood parks (includes park amenities such as playground equipment, play courts, play structures, picnic tables, lighting, drinking fountains, barbeques, etc.). Maintenance also includes cleaning and removal of graffiti, and associated electric, water, and other utility costs.

Maintenance, including servicing, repair, replacement and removal of streetlights (includes poles, fixtures, bulbs, conduits, equipment, including guys, anchors, posts, pedestals and metering devices, etc.). Maintenance also includes cleaning and removal of graffiti, and associated electric, water, and other utility costs.

Neighborhood Landscape Maintenance

Maintenance, including servicing, repair, replacement, and removal of parkways, landscape setbacks, landscaped roadway medians, open space, environmental preserves (including performance and management of environmental mitigation monitoring and annual reporting), publicly owned masonry walls, fences, monuments and features, trails, bike paths, etc. Maintenance also includes cleaning and removal of graffiti, and associated electric, water, and other utility costs.

Stormwater Maintenance

Maintenance, including servicing, repair, replacement and removal of bio-retention facilities and drainage facilities (includes field inspections, record keeping, cost of permits and regulatory fees, environmental mitigation monitoring, annual reporting, vegetation

management, removal of silt, sediment, trash and debris from the drainage areas, bio-retention basins and City catch basins, etc.). Maintenance also includes cleaning and removal of graffiti, and associated electric, water, and other utility costs.

Open Space Maintenance

Maintenance, including monitoring and management of the Open Space Preserve and preparation of a letter report that will be submitted each year with the HOA, U.S. Fish and Wildlife Service (USFWS) and the California Department of Fish and Wildlife (CDFW). Monitoring will ensure compliance with Allowed and Prohibited Uses. The HOA will be responsible for the management of the Open Space Preserve. Management activities will include trash removal, fencing repairs or replacement, and ensuring that a hazardous fire condition is abated through the mowing/disking of a fire break along the southern boundary of the preserve.

Maintenance also includes funding for qualified biologists holding the appropriate federal 10(a)(1)(A) recovery permits to conduct surveys to document the presence of vernal pool fairy shrimp and California tiger salamanders in the wetlands and ponds on the Ralph Preserve (mitigation property), and to assess the condition of wetland habitat for those species. An annual monitoring report will be prepared that shall include all survey data, water depth and temperature data, graphics, photograph presentation, spreadsheets, and text. The annual report will be submitted to the USFWS and CDFW by December 31st of each monitored year.

OTHER

1. Administrative expenses, including the cost incurred to determine, levy and collect special taxes, including compensation of the City employees for administrative work performed in relation to the CFD, the fees of consultants and legal counsel, the costs of collecting installments of special taxes upon the general tax rolls, preparation of required reports, and any other costs incurred in the administration of the CFD by the City.
2. Reimbursement of costs related to the formation of the CFD advanced by the City, the landowner(s) in the CFD or any party related to any of the foregoing, as well as reimbursement of any costs advanced by the City, the landowner(s) in the CFD, or any party related to any of the foregoing, for services, facilities, fees or other purposes or costs of the CFD.

EXHIBIT B

RATE AND METHOD OF APPORTIONMENT FOR CITY OF ANTIOCH COMMUNITY FACILITIES DISTRICT NO. 2022-01 (PUBLIC SERVICES)

A Special Tax as hereinafter defined shall be levied on all Assessor's Parcels of Taxable Property in City of Antioch Community Facilities District No. 2022-01 (Public Services) (County of Contra Costa) ("CFD No. 2022-01") and collected each Fiscal Year commencing in Fiscal Year 2021-22, in an amount determined by the Council through the application of the appropriate Special Tax for "Developed Property," as described below. All of the real property in CFD No. 2022-01, unless exempted by law or by the provisions hereof, shall be taxed for these purposes, to the extent and in the manner herein provided.

A DEFINITIONS

The terms hereinafter set forth have the following meanings:

"Acre" or "Acreage" means the land area of an Assessor's Parcel as shown on an Assessor's Parcel Map, or if the land area is not shown on an Assessor's Parcel Map, the land area shown on the applicable final subdivision map, parcel map, condominium plan, record of survey, or other recorded County parcel map.

"Act" means the Mello-Roos Community Facilities Act of 1982, as amended, being Chapter 2.5, Part 1, Division 2 of Title 5 of the Government Code of the State of California.

"Administrative Expenses" means the following actual or reasonably estimated costs directly related to the administration of CFD No. 2022-01: the costs of computing the Special Taxes and preparing the annual Special Tax collection schedules (whether by the City or any designee thereof or both); the costs of collecting the Special Taxes (whether by the City or otherwise); the costs to the City, CFD No. 2022-01, or any designee thereof of complying with CFD No. 2022-01 or obligated persons disclosure requirements associated with the Act; the costs associated with preparing Special Tax disclosure statements and responding to public inquiries regarding the Special Taxes; the costs to the City, CFD No. 2022-01, or any designee thereof related to an appeal of the Special Tax; and the City's annual administration fees and third party expenses. Administrative Expenses shall also include amounts estimated or advanced by the City or CFD No. 2022-01 for any other administrative purposes of CFD No. 2022-01, including attorney's fees and other costs related to commencing and pursuing to completion any foreclosure of delinquent Special Taxes.

"Assessor's Parcel" or "Parcel" means a lot or parcel shown on an Assessor's Parcel Map with an assigned Assessor's Parcel number.

"Assessor's Parcel Map" means an official map of the Assessor of the County designating parcels by Assessor's Parcel number.

"Authorized Services" means those services eligible to be funded by CFD No. 2022-01, as defined in the Resolution of Formation and authorized to be financed by CFD No. 2022-01 pursuant to Section 53313 and Section 53313.5 of the Act. CFD No. 2022-01 shall finance Authorized Services only to the extent that they are in addition to those provided in the territory of CFD No. 2022-01 before the CFD was created and such Authorized Services may not supplant services already available within CFD No. 2022-

01 when the CFD was created.

"Building Permit" means a permit issued by the City or other governmental agency for the construction of a residential or non-residential building on an Assessor's Parcel.

"CFD Administrator" means an official of the City or CFD No. 2022-01, or any designee thereof, responsible for determining the Special Tax Requirement and providing for the levy and collection of the Special Taxes.

"CFD No. 2022-01" means City of Antioch Community Facilities District No. 2022-01 (Public Services) (County of Contra Costa).

"City" means the City of Antioch.

"City Landscape and Stormwater Maintenance Standards" means the then applicable landscape and stormwater maintenance standards or then applicable level of services for then applicable landscape and stormwater maintenance contracts executed by the City that are in effect and relate to similar landscape and stormwater improvements.

"City Manager" means the City Manager of the City of Antioch.

"Council" means the City Council of the City of Antioch, acting as the legislative body of CFD No. 2022-01.

"County" means the County of Contra Costa.

"Developed Property" means, for each Fiscal Year, all Assessor's Parcels for which a Building Permit was issued after January 1, 2021 and on or before May 1 of the Fiscal Year preceding the Fiscal Year for which the Special Taxes are being levied.

"Dwelling Unit" means a building or portion thereof designed for and occupied in whole or part as a residence or sleeping place, either permanently or temporarily, by one (1) family and its guests, with sanitary facilities and one (1) kitchen provided within the unit. Boarding or lodging houses, dormitories, and hotels shall not be defined as Dwelling Units unless the land use permit specifies a residential use. For purposes of determining the Special Tax due, any "second unit" or "accessory dwelling unit" (as determined pursuant to Section 65852.2 of the Government Code) shall be considered a separate Dwelling Unit and shall be subject to this Special Tax.

"Exempt Welfare Property" means, for each Fiscal Year, an Assessor's Parcel that is (a) receiving a welfare exemption under subdivision (g) of Section 214 of the California Revenue and Taxation Code (or any successor statute), as indicated in the County's assessor's roll finalized as of January 1 of the previous Fiscal Year, and (b) exempt from the Special Tax pursuant to Section 53340(c) of the Act.

"Fiscal Year" means the period starting July 1 and ending on the following June 30.

"Future Annexation Area" means the geographic area specifically identified as Future Annexation Area in Exhibit A of this Rate and Method of Apportionment.

"Land Use Class" means any of the classes listed in Table 1 and Table 2. For property that annexes into CFD No. 2022-01, different Land Use Classes may be established by creating a separate Tax Zone for such annexed property.

"Maximum Special Tax" means, for each Fiscal Year, the maximum Special Tax, determined in accordance with Section C, below, that can be levied on any Assessor's

Parcel. For property that annexes into CFD No. 20121-01, a different Maximum Special Tax may be established by creating a separate Tax Zone for such annexed property.

"Notice of Amended Special Tax Lien" means a notice that needs to be recorded with the County after the City determines that the Special Tax has been authorized by the Property Owners of annexed properties. The Notice of Amended Special Tax Lien will include a description of the Special Tax and the name of the Property Owner of each Assessor Parcel being annexed into CFD No. 2022-01. The CFD Administrator shall prepare and record the notice.

"Property Owner" means the owner of fee title to an Assessor Parcel.

"Property Owner Association" means any association formed to represent residential housing interests in CFD No. 2022-01, which also has the resources to manage and maintain Property Owner Association Property or similar.

"Property Owner Association Property" means, for each Fiscal Year, any Assessor's Parcel within the boundaries of CFD No. 2022-01 that is owned by or irrevocably offered for dedication to a property owner association, including any master or sub-association, not including any such property that is located directly under a residential or non-residential structure.

"Proportionately" means that the ratio of the actual annual Special Tax levy to the Maximum Special Tax is equal for all Assessor's Parcels of Developed Property.

"Public Property" means, for each Fiscal Year, (i) any property within the boundaries of CFD No. 2022-01 that is owned by or irrevocably offered for dedication to the federal government, the State, the City, or any other public agency; provided however that any property leased by a public agency to a private entity and subject to taxation under Section 53340.1 of the Act, as such section may be amended or replaced, shall be taxed and classified in accordance with its use; or (ii) any property within the boundaries of CFD No. 2022-01 that is encumbered by an unmanned utility easement making impractical its utilization for other than the purpose set forth in the easement.

"Rate and Method of Apportionment" or "RMA" means this Rate and Method of Apportionment of Special Tax.

"Residential Property" means all Assessor's Parcels of Developed Property for which a Building Permit has been issued by the County for purposes of constructing one or more residential Dwelling Units.

"Residential Property – In Compliance" means a definition of Residential Property that is only relevant for the purpose of calculating the annual Neighborhood Park & Street Lighting Maintenance Special Tax, the Stormwater Special Tax and the Open Space Maintenance Special Tax components, as identified in Table 2, and shall be applied each Fiscal Year only to Residential Property for which a Property Owner Association and/or the property owner, or any designee thereof, of the Residential Property has notified the City in writing by the February 1st preceding the Fiscal Year that it wishes to assume responsibility for maintaining its parcel's frontage landscaping, and stormwater and the City Manager or his/her designee has determined that the Property Owner Association and/or Property Owner, or any designee thereof, has maintained its parcel's frontage landscaping and stormwater in previous Fiscal Years to City Landscape and Stormwater Maintenance Standards. In addition, in order for any Residential Property to be defined

as Residential Property – In Compliance, all Residential Properties within the boundaries of CFD No. 2022-01, as defined in the Resolution of Formation, must also be defined as Residential Property – In Compliance. With respect to future development in Assessor's Parcels not identified in the Resolution of Formation, Residential Property – In Compliance status will be evaluated based on the Unanimous Approval Form prepared for those Assessor's Parcels at the time of annexation, pursuant to the Act.

"Residential Property – Out of Compliance" means all Residential Property that is not Residential Property – In Compliance.

"Resolution of Formation" means the resolution adopted by the Council pursuant to Section 53325.1 of the Act, establishing CFD No. 2022-01.

"San Francisco Urban Consumer Price Index" means, for each Fiscal Year, the Consumer Price Index published by the U.S. Bureau of Labor Statistics for All Urban Consumers in the San Francisco – Oakland – San Jose Area, measured as of the month of December in the calendar year that ends in the previous Fiscal Year. In the event this index ceases to be published, the Consumer Price Index shall be another index as determined by the CFD Administrator that is reasonably comparable to the Consumer Price Index for the San Francisco – Oakland – San Jose Area.

"Special Tax" or "Special Taxes" means the special tax to be levied in each Fiscal Year on each Assessor's Parcel of Developed Property to fund the Special Tax Requirement.

"Special Tax Component" means one of the following components of the Special Tax: Neighborhood Parks & Street Lighting Maintenance Special Tax, Neighborhood Landscape Maintenance Special Tax, Stormwater Maintenance Special Tax, and/or Open Space Maintenance Special Tax, as identified in Table 1 and Table 2.

"Special Tax Requirement" means that amount to be collected in any Fiscal Year for CFD No. 2022-01 to pay for certain costs as required to meet the needs of CFD No. 2022-01 in that Fiscal Year. The costs to be covered shall be the direct costs for (i) Authorized Services, and (ii) Administrative Expenses; less (iii) a credit for funds available to reduce the annual Special Tax levy, if any, as determined by the CFD Administrator. Under no circumstances shall the Special Tax Requirement include debt service payments for debt financings by CFD No. 2022-01.

"State" means the State of California.

"Taxable Property" means all of the Assessor's Parcels within the boundaries of CFD No. 2022-01 which are not exempt from the Special Tax pursuant to law or Section E below.

"Tax Zone" means mutually exclusive geographic areas defined herein and identified in Exhibit A of this Rate and Method of Apportionment. All of the property within CFD No. 2022-01 at the time of CFD Formation is located within Tax Zone 1. Additional Tax Zones may be created when Assessor Parcels are annexed into CFD No. 2022-01. A separate Maximum Special Tax shall be identified for Assessor Parcels within the new Tax Zone at the time of such annexation. The Assessor Parcels included within a new Tax Zone shall be identified in the Unanimous Approval Form.

"Tax Zone 1" means the geographic area specifically identified in Tax Zone 1 in Exhibit A of this Rate and Method of Apportionment.

"Unanimous Approval Form" means the form executed by the Property Owner(s) of the

Assessor Parcel(s) to be annexed into CFD No. 2022-01 that constitutes the Property Owner's approval and unanimous vote in favor of annexation into CFD No. 2022-01.

"Undeveloped Property" means, for each Fiscal Year, all property not classified as Developed Property, Property Owner Association Property, or Public Property.

B ASSIGNMENT TO LAND USE CATEGORIES

Each Fiscal Year, all Assessor's Parcels, as applicable within CFD No. 2022-01, shall be classified by the CFD Administrator as Developed Property, Undeveloped Property, Property Owner Association Property, or Public Property, and shall be subject to annual Special Taxes in accordance with this Rate and Method of Apportionment as determined by the CFD Administrator pursuant to Sections C and D below. The CFD Administrator's allocation of property to each type of Land Use Class shall be conclusive and binding. However, only Developed Property shall be subject to annual Special Taxes in accordance with the Rate and Method of Apportionment as determined pursuant to Sections C and D below. The CFD Administrator shall also determine the Tax Zone within which each Assessor's Parcel is located.

C MAXIMUM SPECIAL TAX RATE

C.1 Developed Property

C.1.a Maximum Special Tax

The Maximum Special Tax for Fiscal Year 2021-22 for Developed Property is shown below. Under no circumstances shall a Special Tax be levied on additions to Dwelling Units which have been categorized in prior Fiscal Years as Developed Property. For property that annexes into CFD No. 2022-01, different maximum rates may be established by creating a separate Tax Zone for such annexed property. Alternatively, property may be annexed into a Tax Zone, that was established prior to the annexation, and such property shall be subject to the Maximum Special Tax applicable to that Tax Zone.

**Table 1: Maximum Special Taxes for Developed Property – Out of Compliance
Tax Zone 1 of Community Facilities District No. 2022-01
For Fiscal Year 2021-22**

Land Use	Description	FY 2021-22 Maximum Special Tax
Residential Property (Out of Compliance)		
Special Tax Component (Per Dwelling Unit)		
Neighborhood Park & Street Lighting Maintenance Special Tax		\$598.42
Neighborhood Landscape Maintenance Special Tax		\$541.37
Stormwater Maintenance Special Tax		\$126.04
Open Space Maintenance Special Tax		\$47.79
Total:		\$1,313.62

**Table 2: Maximum Special Taxes for Developed Property – In Compliance
Tax Zone 1 of Community Facilities District No. 2022-01
For Fiscal Year 2021-22**

Land Use	Description	FY 2021-22 Maximum Special Tax
Residential Property (In Compliance)		
Special Tax Component (Per Dwelling Unit)		
Neighborhood Park & Street Lighting Maintenance Special Tax		\$598.42
Neighborhood Landscape Maintenance Special Tax		N/A
Stormwater Maintenance Special Tax		\$74.43
Open Space Maintenance Special Tax		\$47.79
Total:		\$720.64

C.1.b Increase in the Maximum Special Tax

On each July 1, commencing on July 1, 2022, the Maximum Special Tax for Developed Property shall be increased annually by the greater of the change in the San Francisco Urban Consumer Price Index (during the twelve (12) months prior to December of the previous Fiscal Year) and two percent (2.00%), with a maximum annual increase of four (4.00%) percent for any given Fiscal Year.

C.2 Undeveloped Property

No Special Taxes shall be levied on Undeveloped Property.

C.3 Prepayment of Special Tax

No prepayment of the Special Tax shall be permitted in CFD No. 2022-01.

D METHOD OF APPORTIONMENT OF THE SPECIAL TAX

Commencing with Fiscal Year 2021-22 and for each following Fiscal Year, the Council shall levy the annual Special Tax Proportionately for each Assessor's Parcel of Developed Property at up to 100% of the applicable Maximum Special Tax, until the amount of Special Taxes equals the Special Tax Requirement.

E EXEMPTIONS

In addition to Undeveloped Property being exempt from annual Special Taxes, no Special Tax shall be levied on Public Property or Property Owner Association Property. However, should an Assessor's Parcel no longer be classified as Public Property or Property Owner Association Property, such Assessor's Parcel shall, upon each reclassification, no longer be exempt from Special Taxes.

No Special Tax shall be levied on any Assessor's Parcel in any Fiscal Year in which such Assessor's Parcel is classified as Exempt Welfare Property.

F REVIEW/APPEAL PROCESS

Any landowner or resident may file a written appeal of the Special Tax on his/her property with the CFD Administrator, provided that the appellant is current in his/her payments of Special Taxes. During the pendency of an appeal, all Special Taxes previously levied must be paid on or before the payment date established when the levy was made. The appeal must specify the reasons why the appellant claims the Special Tax is in error. The CFD Administrator shall review the appeal, meet with the appellant if the CFD Administrator

deems necessary, and advise the appellant of its determination. If the CFD Administrator agrees with the appellant, the CFD Administrator shall eliminate or reduce the Special Tax on the appellant's property and/or provide a refund to the appellant. If the CFD Administrator disagrees with the appellant and the appellant is dissatisfied with the determination, the appellant then has thirty (30) days in which to appeal to the City Council by filing a written notice of appeal with the clerk of the City, provided that the appellant is current in his/her payments of Special Taxes. The second appeal must specify the reasons for the appellant's disagreement with the CFD Administrator's determination. The CFD Administrator may charge the appellant a reasonable fee for processing the appeal.

The City may interpret this Rate and Method of Apportionment for purposes of clarifying any ambiguity and make determinations relative to the annual administration of the Special Tax and any landowner or resident appeals. Any decision of the City will be final and binding as to all persons.

G MANNER OF COLLECTION

The Special Tax will be collected in the same manner and at the same time as ordinary *ad valorem* property taxes; provided, however, that CFD No. 2022-01 may directly bill the Special Tax, may collect Special Tax levies at a different time or in a different manner if necessary to meet its financial obligations, and may covenant to foreclose and may actually foreclose on delinquent Assessor's Parcels as permitted by the Act.

H FUTURE ANNEXATIONS

If, in any Fiscal Year, a Property Owner within the Future Annexation Area wants to annex property into CFD No. 2022-01, the CFD Administrator shall apply the following steps as part of the annexation proceedings:

First: Working with the City and the Property Owner, the CFD Administrator shall determine the Maximum Special Tax that will apply to all Land Use Classes expected within the area to be annexed. Once determined, the Maximum Special Tax for the annexing area shall be identified in the Unanimous Approval Form which will be executed by the Property Owner as part of the annexation process. If the Maximum Special Tax that will apply to the annexed area is different than the Maximum Special Tax that is in effect for other Tax Zones that exist at the time of the annexation, the newly annexed area shall be designated as a separate Tax Zone for purposes of this Rate and Method of Apportionment.

Second: The Unanimous Approval Form shall be executed by the Property Owner(s) of the Assessor Parcel(s) annexing into CFD No. 2022-01. No additional hearings or procedures shall be required, as the executed Unanimous Approval Form shall be deemed to constitute a unanimous vote in favor of the authorization to levy the Special Tax of CFD No. 2022-01 on the Assessor Parcel(s).

Third: The CFD Administrator shall prepare an annexation boundary map and a Notice of Amended Special Tax Lien for the properties to be annexed into CFD No. 2022-01. Once the City has determined the Special Tax has been authorized by the Properties Owner(s), the CFD Administrator shall ensure the annexation boundary map and Notice of Amended Special Tax Lien are recorded with the County.

I TERM OF SPECIAL TAX

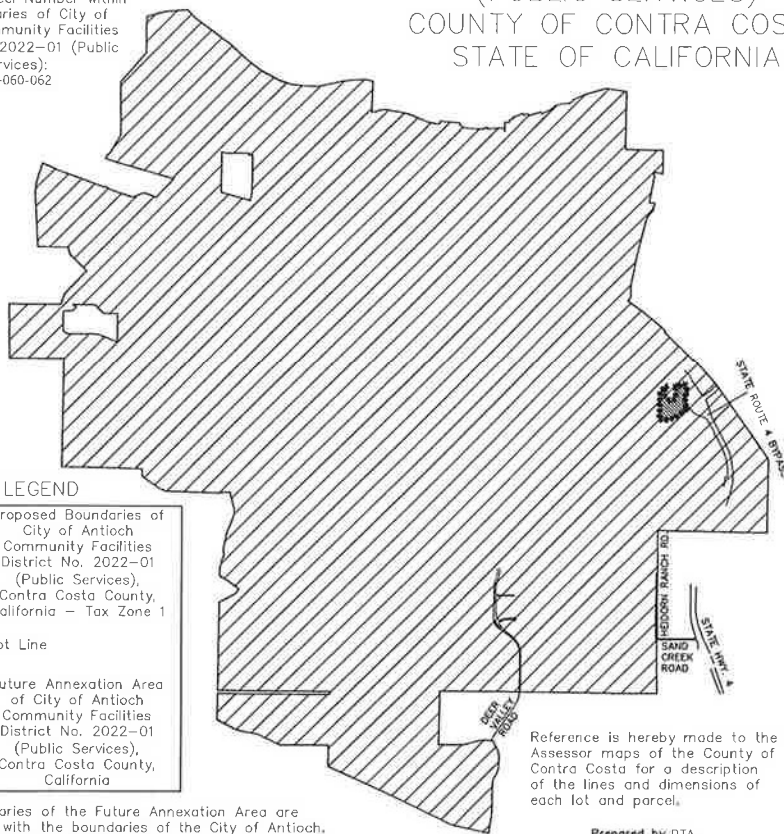
The Special Tax shall be levied in perpetuity as necessary to meet the Special Tax Requirement, unless no longer required to pay for Authorized Services as determined at the sole discretion of the City.

EXHIBIT A

IDENTIFICATION OF TAX ZONES

PROPOSED BOUNDARIES OF
CITY OF ANTIOCH
COMMUNITY FACILITIES DISTRICT NO. 2022-01
(PUBLIC SERVICES)
COUNTY OF CONTRA COSTA
STATE OF CALIFORNIA

Assessor Parcel Number within
the Boundaries of City of
Antioch Community Facilities
District No. 2022-01 (Public
Services):
053-060-062



LEGEND

Proposed Boundaries of
City of Antioch
Community Facilities
District No. 2022-01
(Public Services),
Contra Costa County,
California - Tax Zone 1

Lot Line

Future Annexation Area
of City of Antioch
Community Facilities
District No. 2022-01
(Public Services),
Contra Costa County,
California

The Boundaries of the Future Annexation Area are
co-terminous with the boundaries of the City of Antioch.

Reference is hereby made to the
Assessor maps of the County of
Contra Costa for a description
of the lines and dimensions of
each lot and parcel.

Prepared by DTA

- (1) Filed in the office of the Clerk of the City of
Antioch this ____ day of _____, 2022.

Elizabeth Householder, Clerk of the City of Antioch,
California

- (2) I hereby certify that the within map showing the
proposed boundaries of City of Antioch Community
Facilities District No. 2022-01 (Public Services), County
of Contra Costa, State of California, was approved by
the City Council of the City of Antioch at a regular
meeting thereof, held on the ____ day of
_____, 2022, by its Resolution No.
_____.

Elizabeth Householder, Clerk of the City of Antioch,
California

- (3) Contra Costa County Recorder's Certificate

This map has been filed under Document Number
_____ this ____ day of
_____, 2022, at _____ m., in Book
_____ of Maps of Assessment and Community
Facilities Districts at page _____, in the office of
the county recorder in the County of Contra Costa, State
of California, at the request of the City of Antioch in the
amount of \$ _____.

Deborah R. Cooper
Clerk-Recorder
County of Contra Costa

By: _____

Deputy Recorder

ATTACHMENT "B"

PETITION TO CREATE A COMMUNITY FACILITIES DISTRICT (Including Waivers)

January 14, 2022

Honorable Council Members
City of Antioch
200 H Street
Antioch, California 94509

Members of the Council:

This is a petition to create a community facilities district ("CFD") and related matters (the "Petition") submitted pursuant to the Mello-Roos Community Facilities Act of 1982 (Section 53311 and following of the California Government Code) (the "Act").

1. **Petitioners.** This Petition is submitted pursuant to the Act to the City of Antioch (the "City") by KB Home North Bay, LLC, the Property Owner (the "Property Owner") of 100% of the fee simple interest in the parcels of land identified by Assessor Parcel Numbers shown below (the "Property") on the map attached hereto as **Exhibit B**. The Property Owner warrants to the City with respect to the Property that the signatories are authorized to execute this Petition and that the submission of this Petition and participation in the City's proceedings under the Act will not constitute a violation or event of default under any existing financing arrangement in any way affecting the Property Owner and such Property, including any "due-on-encumbrance" clauses under any existing deeds of trust secured by the Property.

2. **Proceedings Requested.** The City Council is hereby requested to do all of the following:

- a. Undertake proceedings under the Act to create a community facilities district to be designated "City of Antioch Community Facilities District No. 2022-01 (Public Services)" (the "CFD").
- b. Conduct a landowner-voter election in accordance with the Act to obtain authorization to levy a special tax for services (the "Special Tax") on the non-exempt property located within the CFD.
- c. Conduct proceedings for the items described in (a) through (b) above.

3. **Boundaries of Community Facilities District.** The Property Owner hereby asks that the territory within the boundaries of the CFD be as shown on the map attached hereto as **Exhibit B**.

4. **Purpose of Community Facilities District.** The CFD shall be created for the purpose of financing the services (the "Authorized CFD Services") described in **Exhibit A** attached hereto and incorporated herein by reference.

5. **Elections.** The Property Owner hereby asks that the special election to be held under the Act to authorize the special taxes and to establish an appropriations limit for the CFD be consolidated into a single election and that the election be conducted by the City and its officials, using mailed or hand-delivered ballots, and that such ballots be opened and canvassed and the results certified at the same meeting of the City Council as the public hearings on the CFD under the Act or as soon thereafter as possible.

6. Waivers. To expedite the completion of the proceedings for the CFD, all notices of hearings and all notices of election, applicable waiting periods under the Act for the election, and all ballot analyses and arguments for the election are hereby waived. The Property Owner also waives any requirement as to the specific form of the ballot to be used for the election, whether under the Act, the California Elections Code, or otherwise.

7. Counterparts. This Petition may be executed in several counterparts, each of which shall be an original and all of which shall constitute but one and the same instrument.

By executing this Petition, the persons below agree to all of the above.

The property that is the subject of this
Petition is identified as Assessor
Parcels:

APN: 053-060-062-6 (36.585 acres)

The name of the owner of record of such property and
the petitioner and its mailing address is:

Property Owner: KB Home North Bay, LLC

Mailing Address: 4830 Business Center Drive, Suite
150, Fairfield, CA 94534

Dated: January 28, 2022

By: [Signature]

Name: Kevin Fredrickson

Title: VP Land

ACKNOWLEDGMENT

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California
County of Solano

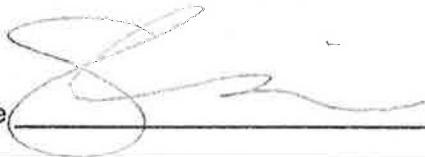
On January 28, 2022 before me, Stephene Cain, Notary Public
(insert name and title of the officer)

personally appeared Kevin Fredrickson
who proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

I certify under PENALTY OF PERJURY under the laws of the State of California that the foregoing paragraph is true and correct.

WITNESS my hand and official seal.

Signature



(Seal)



EXHIBIT A

PROPOSED DESCRIPTION OF SERVICES TO BE FINANCED BY THE CFD

**City of Antioch
Community Facilities District No. 2022-01
(Public Services)**

DESCRIPTION OF SERVICES TO BE FINANCED BY THE CFD

The Services shown below are proposed to be financed by the Community Facilities District No. 2022-01 (Public Services) (the "CFD"). The Services shall be provided, pursuant to the plans and specifications approved by the City of Antioch (the "City") and the officials thereof, including the City Manager.

SERVICES

It is intended that the CFD will be authorized to finance all or a portion of the costs of any of the following types of services:

Neighborhood Park & Street Lighting Maintenance

Maintenance, including servicing, repair, replacement and removal of neighborhood parks (includes park amenities such as playground equipment, play courts, play structures, picnic tables, lighting, drinking fountains, barbeques, etc.). Maintenance also includes cleaning and removal of graffiti, and associated electric, water, and other utility costs.

Maintenance, including servicing, repair, replacement and removal of street lights (includes poles, fixtures, bulbs, conduits, equipment, including guys, anchors, posts, pedestals and metering devices, etc.). Maintenance also includes cleaning and removal of graffiti, and associated electric, water, and other utility costs.

Neighborhood Landscape Maintenance

Maintenance, including servicing, repair, replacement, and removal of parkways, landscape setbacks, landscaped roadway medians, open space, environmental preserves (including performance and management of environmental mitigation monitoring and annual reporting), publicly-owned masonry walls, fences, monuments and features, trails, bike paths, etc. Maintenance also includes cleaning and removal of graffiti, and associated electric, water, and other utility costs.

Stormwater Maintenance

Maintenance, including servicing, repair, replacement and removal of bio-retention facilities and drainage facilities (includes field inspections, record keeping, cost of permits and regulatory fees, environmental mitigation monitoring, annual reporting, vegetation management, removal of silt, sediment, trash and debris from the drainage areas, bio-retention basins and City catch basins, etc.). Maintenance also includes cleaning and removal of graffiti, and associated electric, water, and other utility costs.

Open Space Maintenance

Maintenance, including monitoring and management of the Open Space Preserve and preparation of a letter report that will be submitted each year with the HOA, U.S. Fish and Wildlife Service (USFWS) and the California Department of Fish and Wildlife (CDFW). Monitoring will ensure compliance with Allowed and Prohibited Uses. The HOA will be responsible for the management of the Open Space Preserve. Management activities will include trash removal, fencing repairs or replacement, and ensuring that a hazardous fire condition is abated through the mowing/disking of a fire break along the southern boundary of the preserve.

Maintenance also includes funding for qualified biologists holding the appropriate federal 10(a)(1)(A) recovery permits to conduct surveys to document the presence of vernal pool fairy shrimp and California tiger salamanders in the wetlands and ponds on the Ralph Preserve (mitigation property), and to assess the condition of wetland habitat for those species. An annual monitoring report will be prepared that shall include all survey data, water depth and temperature data, graphics, photograph presentation, spreadsheets, and text. The annual report will be submitted to the USFWS and CDFW by December 31st of each monitored year.

OTHER

1. Administrative expenses, including the cost incurred to determine, levy and collect special taxes, including compensation of the City employees for administrative work performed in relation to the CFD, the fees of consultants and legal counsel, the costs of collecting installments of special taxes upon the general tax rolls, preparation of required reports, and any other costs incurred in the administration of the CFD by the City.
2. Reimbursement of costs related to the formation of the CFD advanced by the City, the landowner(s) in the CFD or any party related to any of the foregoing, as well as reimbursement of any costs advanced by the City, the landowner(s) in the CFD, or any party related to any of the foregoing, for services, facilities, fees or other purposes or costs of the CFD.

EXHIBIT B

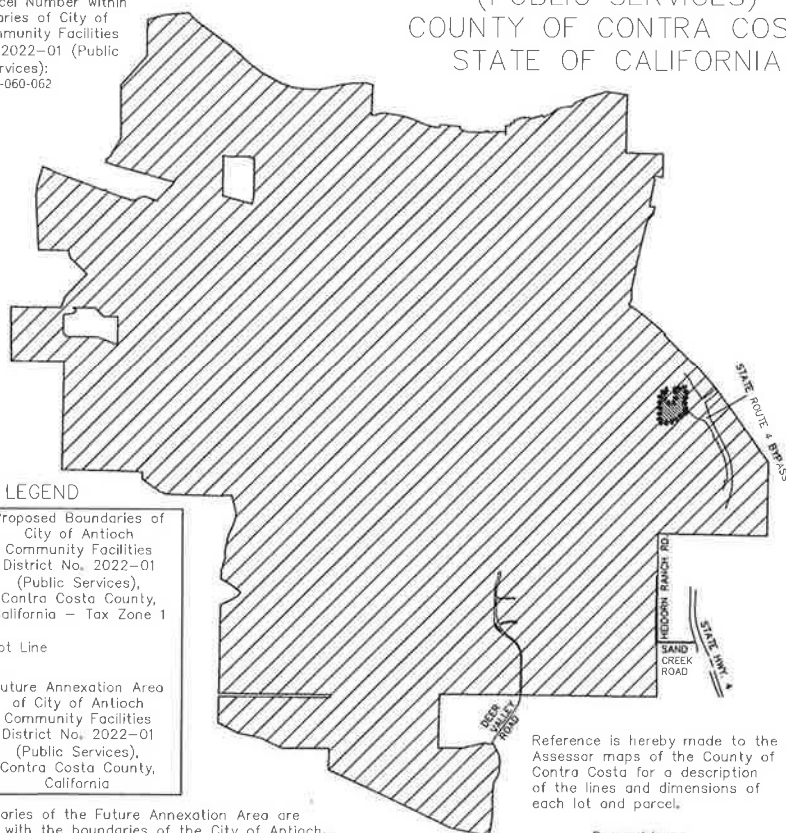
PROPOSED BOUNDARY MAP

**City of Antioch
Community Facilities District No. 2022-01
(Public Services)**

SHEET 1 OF 1

PROPOSED BOUNDARIES OF
CITY OF ANTIOCH
COMMUNITY FACILITIES DISTRICT NO. 2022-01
(PUBLIC SERVICES)
COUNTY OF CONTRA COSTA
STATE OF CALIFORNIA

Assessor Parcel Number within
the Boundaries of City of
Antioch Community Facilities
District No. 2022-01 (Public
Services):
053-060-062



LEGEND

Proposed Boundaries of
City of Antioch
Community Facilities
District No. 2022-01
(Public Services),
Contra Costa County,
California - Tax Zone 1

Lot Line

Future Annexation Area
of City of Antioch
Community Facilities
District No. 2022-01
(Public Services),
Contra Costa County,
California

The Boundaries of the Future Annexation Area are
co-terminous with the boundaries of the City of Antioch.

Reference is hereby made to the
Assessor maps of the County of
Contra Costa for a description
of the lines and dimensions of
each lot and parcel.

Prepared by DTA

- (1) Filed in the office of the Clerk of the City of
Antioch this ____ day of _____, 2022.

Elizabeth Householder, Clerk of the City of Antioch,
California

- (2) I hereby certify that the within map showing the
proposed boundaries of City of Antioch Community
Facilities District No. 2022-01 (Public Services), County
of Contra Costa, State of California, was approved by
the City Council of the City of Antioch at a regular
meeting thereof, held on the ____ day of _____,
2022, by its Resolution No. _____

Elizabeth Householder, Clerk of the City of Antioch,
California

- (3) Contra Costa County Recorder's Certificate

This map has been filed under Document Number
_____, this ____ day of _____,
2022, at _____ m., in Book _____
of Maps of Assessment and Community
Facilities Districts at page _____ in the office of
the county recorder in the County of Contra Costa, State
of California, at the request of the City of Antioch in the
amount of \$ _____

Deborah R. Cooper
Clerk-Recorder
County of Contra Costa

By: _____

Deputy Recorder



**CERTIFICATE OF SECRETARY
KB HOME NORTH BAY LLC**

I, Tony Richelieu, do hereby certify that I am the duly elected, qualified and acting Secretary of KB HOME North Bay LLC, a Delaware limited liability company (this "Company").

I do further certify that the resolutions attached hereto as Exhibit "A" are a true and complete representation of such resolutions that were duly adopted by the unanimous written consent of the Sole Member of this Company as of September 30, 2020, and that said resolutions have not been rescinded, modified or revoked, and are in full force and effect.

WITNESS MY HAND this 30th day of September, 2020.

By: Tony Richelieu
Tony Richelieu
Secretary

EXHIBIT "A"
KB HOME NORTH BAY LLC
RESOLUTIONS ADOPTED AS OF SEPTEMBER 30, 2020

Signing Authority

RESOLVED . . . , that the following resolutions shall supersede and replace any and all resolutions previously adopted with respect to the powers and authority herein granted including, but not limited to, resolutions adopted as of June 15, 2020, and any such prior authority is hereby revoked and restated in its entirety as follows:

RESOLVED FURTHER, that the following officers and/or employees of this Company are authorized to act on behalf of this Company; provided, however, that such authority shall be limited to such authority as may be provided herein below and to other ordinary course of business transactions relating to the operations of this Company as indicated hereinbelow:

Oren Hershkovich	President
Robert McGibney	Executive Vice President [Regional President]
Kevin Fredrickson	Vice President, Land and Forward Planning
Heather Mercer	Vice President, Purchasing
Josh Sahner	Vice President, Construction and Customer Service
Michael MacDonald	Assistant Secretary [Regional Counsel]
Stephene Cain	Escrow Manager
Diana Moore	Marketing Manager
Nicole Cooper	Director, Sales
Lori Wilson	Director, Finance

RESOLVED FURTHER, that the following persons be, and each hereby is, authorized and empowered on behalf and in the name of this Company and any Company Entity (which, for these purposes is (a) any limited liability company in which this Company is the sole member and (b) any partnership in which this Company is the general partner) to execute, acknowledge and deliver any and all documents deemed by such person to be necessary or appropriate in connection with the acquisition, disposition, and development of bulk parcels of real property by this Company and any Company Entity, including, but not limited to, land purchase and sale agreements, amendments, assignments, escrow instructions, grant deeds, promissory notes, deeds of trust, maps, and related agreements and documents:

Any one of:

Oren Hershkovich
Robert McGibney

Any two acting together:

Kevin Fredrickson
Josh Sahner
Lori Wilson

RESOLVED FURTHER, that the following persons, acting alone, be, and each hereby is, authorized and empowered on behalf and in the name of this Company and any Company Entity to execute, acknowledge and deliver any and all documents deemed by such person necessary or appropriate in connection with this Company's and any Company Entity's project forward planning and entitlement activities including but not limited to, entitlement applications, subdivision improvement agreements, builder's certification of plans, specifications and site plans, easements, development agreements, declarations of covenants, conditions and restrictions, recorded notices, notices of commencement, permit applications, subdivision and tract maps and exhibits thereto and supporting documents, applications or other filings required to be filed with the Department of Real Estate of California, condominium plans, consultant agreements, and project bonds:

Oren HersHKovich
Robert McGibney
Kevin Fredrickson
Josh Sahner
Lori Wilson

RESOLVED FURTHER, that the following persons, acting alone, be, and each hereby is, authorized and empowered on behalf and in the name of this Company and any Company Entity to execute, acknowledge and deliver any and all documents deemed by such person necessary or appropriate in connection with this Company's and any Company Entity's land improvement and development activities including but not limited to, builder's certification of plans, specifications and site plans, notices of commencement, permit applications, land development subcontracts, materials and supply contracts, and utility contracts:

Oren HersHKovich
Robert McGibney
Kevin Fredrickson
Heather Mercer
Josh Sahner
Lori Wilson

RESOLVED FURTHER, that the following persons, acting alone, be, and each hereby is, authorized and empowered on behalf and in the name of this Company and any Company Entity to execute, acknowledge and deliver all contracts (including purchase and sale agreements, amendments, addendums and other ancillary documents forming a part of the contract), reservation agreements, escrow instructions, grant deeds, notes, warranties, and other agreements and documents necessary or appropriate with respect to the sale and conveyance of title to residential dwellings standing in the name of this Company and any Company Entity, including, but not limited to, any and all documents required by the Department of Housing and Urban Development, documents necessary to qualify for government or quasi-government sponsored loan programs including, but not limited to, developer, buyer and seller certifications, and other documents and instruments appropriate to cause this Company and any Company Entity to transfer and convey such real property and related assets:

Oren HersHKovich
Robert McGibney
Lori Wilson
Stephene Cain*
Nicole Cooper*

; provided, that each person designated by an asterisk in this resolution, if any, is authorized to sign warranties/grant deeds only with at least one additional person whose name is not designated by an asterisk;

RESOLVED FURTHER, that any one of the following persons, acting alone, be, and each hereby is, authorized and empowered for and on behalf and in the name of this Company and any Company Entity, to take all actions and to execute, deliver, file and record any and all certificates, instruments, agreements and documents as may be required or as such officer may deem necessary, advisable or proper, in connection with the financing of this Company's or any Company Entity's land improvement and development activities, including the public facilities necessary to serve such development and/or the impact fees associated with such development, including, but not limited to, (a) the formation of assessment districts or community facilities districts pursuant to the Mello-Roos Community Facilities Act of 1982, as amended, the Municipal Improvement Act of 1913, as amended, the Improvement Bond Act of 1915, as amended, or any other comparable or similar statute or regulation; (b) authorizing the levy of assessments or special taxes against the real property of this Company or any Company Entity by any such assessment district or community facilities district; and (c) authorizing the issuance of bonds by any such assessment district or community facilities district secured by a first pledge of the proceeds of the special taxes or assessments levied on the real property of this Company or any Company Entity:

Oren Hershkovich
Robert McGibney
Kevin Fredrickson
Lori Wilson

RESOLVED FURTHER, that the following persons, acting alone, be, and each hereby is, authorized and empowered on behalf and in the name of this Company and any Company Entity to execute, acknowledge and deliver any and all documents deemed by him to be necessary or appropriate in connection with this Company's and any Company Entity's sales, marketing and real property management activities, including, but not limited to, master service agreements, vendor agreements, independent contractor sales agreements and supporting documents and offers of employment with this Company and any Company Entity for sales personnel:

Oren Hershkovich
Robert McGibney
Kevin Fredrickson
Josh Sahrner

RESOLVED FURTHER, that the following persons, acting alone, be, and each hereby is, authorized and empowered on behalf and in the name of this Company and any Company Entity to execute, acknowledge and deliver any and all master subcontract agreements, material purchase agreements, subcontract work agreements, and related documents with respect to the construction of improvements on real property:

Oren Hershkovich
Robert McGibney
Kevin Fredrickson
Heather Mercer
Josh Sahrner
Lori Wilson

RESOLVED FURTHER, that the following persons, acting alone, be, and each hereby is, authorized and empowered on behalf and in the name of this Company and any Company Entity to execute, acknowledge and deliver master consultant agreements, and related documents with respect to development of real property:

Oren Hershkovich
Robert McGibney
Kevin Fredrickson
Heather Mercer
Josh Sahner
Lori Wilson

RESOLVED FURTHER, that the following persons, acting alone, be, and each hereby is, authorized and empowered on behalf and in the name of this Company and any Company Entity to execute, acknowledge and deliver any and all documents required in connection with this Company's and any Company Entity's customer service and new home warranty activities and other related business operations including, but not limited to, settlement agreements, purchase orders and subcontracts for labor and materials:

Oren Hershkovich
Robert McGibney
Heather Mercer
Josh Sahner

RESOLVED FURTHER, that any of the following persons, acting alone, be, and each hereby is, authorized and empowered on behalf and in the name of this Company and any Company Entity to execute, acknowledge and deliver documents establishing bank accounts, financing arrangements and other ordinary course banking and financial arrangements:

Oren Hershkovich
Robert McGibney
Lori Wilson

RESOLVED FURTHER, that the following persons, acting alone, be, and each hereby is, authorized and empowered on behalf and in the name of this Company and any Company Entity to execute, acknowledge and deliver any and all documents required in connection with this Company's and any Company Entity's studio and showroom sales activities and related business operations:

Oren Hershkovich
Robert McGibney
Heather Mercer
Diana Moore

RESOLVED FURTHER, that the following person(s), acting alone, be, and each hereby is, authorized and empowered to act on behalf of this Company in its capacity as a member of any limited liability company or as a partner of any partnership in which this Company owns an interest:

Oren Hershkovich
Robert McGibney

RESOLVED FURTHER, that Oren Hershkovich, President of this Company, and Robert McGibney, Executive Vice President [Regional President] of this Company be, and each hereby is, authorized, empowered and directed, for and on behalf of this Company and any Company Entity, to take such further actions and to do all such further things which he may deem necessary and appropriate to accomplish the purpose and to effectuate the intent of any of the foregoing resolutions with respect to this Company and any Company Entity.

RESOLVED FURTHER, that any and all documents executed or actions undertaken by any officers or employees listed in the foregoing resolutions between June 15, 2020 and the date hereof substantively within the scope of their authority as designated above be, and they hereby are, ratified, confirmed and approved.



STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Phil Hoffmeister, Administrative Analyst II

REVIEWED BY: Carlton Thompson, Assistant City Engineer

APPROVED BY: John Samuelson, Public Works Director/City Engineer ^{JS}

SUBJECT: Resolution Establishing the Rate per Equivalent Runoff Unit for Fiscal Year 2022/23 and Requesting the Contra Costa County Flood Control and Water Conservation District to Adopt an Annual Parcel Assessment for Drainage Maintenance and the National Pollution Discharge Elimination System Program

RECOMMENDED ACTION

It is recommended that the City Council adopt the resolution:

1. Determining that the rate to be assigned to a single Equivalent Runoff Unit for fiscal year 2022/23 shall be set at twenty-five dollars (\$25.00); and
2. Requesting the Contra Costa County Flood Control and Water Conservation District adopt Stormwater Utility Assessment Drainage levies based on the rate for a single Equivalent Runoff Unit for fiscal year 2022/23, which shall be set at twenty-five dollars (\$25.00).

FISCAL IMPACTS

The adoption of the National Pollution Discharge Elimination System ("NPDES") rate of \$25 per equivalent runoff unit ("ERU") will generate approximately \$1,200,000 annually. The City of Antioch will receive approximately \$850,000 of that revenue to provide services and administer the NPDES program as mandated by the Clean Water Act. The remaining \$350,000 reflects the City's share of County Clean Water Program costs. Such costs are allocated to all participating agencies on a population basis.

DISCUSSION

At its March 9, 1993 meeting, the City Council adopted Resolution 93/49 authorizing the establishment of an annual parcel assessment for drainage maintenance and the NPDES program. That action set the fee for fiscal year 1993/94 at \$20 per ERU per year and established a maximum rate of \$25 per ERU per year. At its April 12, 1994 meeting, the

Council concurred with budget revisions proposed by staff and reduced that fee for fiscal year 1994/95 to \$17 per ERU per year. By subsequent actions, City Council set the rate for fiscal years 1995/96 through 2001/02 at \$17 per ERU per year.

At the April 9, 2002 Council meeting, in preparation for permit revisions and increased costs by the State Water Resources Control Board, staff presented alternatives to raising the ERU from \$17 to the maximum of \$25 over a 3-year period to meet projected increased costs. Staff recommended raising the ERU to \$21 in 2002/03 and proposed increasing the fee per ERU to \$23 in 2003/04 and \$25 in 2004/05. Council approved those increases respectively. The City is required by April 1st to determine the cost to be assigned to the ERU for the forthcoming fiscal year. The resolution submitted with this report meets that condition.

With the uncertainty of future regulations and the cost to implement and administer State mandates, reliable cost projections are challenging to calculate. However, based on the City's current NPDES permit requirements and financial data and estimates for revenue and expenditures to meet those provisions, a revised zero fund balance could be realized by the end of fiscal year 2025/26. Any rate above the maximum of \$25 requires a Proposition 218 vote.

ATTACHMENTS

A. Resolution

ATTACHMENT "A"

RESOLUTION NO. 2022/**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANTIOCH
ESTABLISHING THE RATE PER EQUIVALENT RUNOFF UNIT FOR FISCAL YEAR
2022/2023 AND REQUESTING THE CONTRA COSTA COUNTY FLOOD CONTROL
AND WATER CONSERVATION DISTRICT TO ADOPT AN ANNUAL PARCEL
ASSESSMENT FOR DRAINAGE MAINTENANCE AND THE NATIONAL POLLUTION
DISCHARGE ELIMINATION SYSTEM PROGRAM**

WHEREAS, under the Federal Clean Water Act, prescribed discharges of stormwater require a permit from the appropriate California Regional Water Quality Control Board under the National Pollutant Discharge Elimination System ("NPDES") program;

WHEREAS, the City of Antioch (City) applied for, and received, a NPDES permit which requires the implementation of selected Best Management Practices to minimize or eliminate pollutants from entering stormwaters;

WHEREAS, it is the intent of the City to utilize funds received from its Stormwater Utility Area (SUA) for implementation of the NPDES program and drainage maintenance activities;

WHEREAS, at the request of the City, the Contra Costa County Flood Control and Water Conservation District ("District") has completed the process for formation of a SUA, including the adoption of the Stormwater Utility Assessment Drainage (SUA) Ordinance No. 93-47; and

WHEREAS, the SUA and Program Group Costs Payment agreement between City and District requires the City, by April 1st, determine the rate to be assessed to a single Equivalent Runoff Unit ("ERU") for the forthcoming fiscal year.

NOW, THEREFORE, BE IT RESOLVED, that the City Council of the City of Antioch hereby determines that the rate to be assigned to a single Equivalent Runoff Unit for fiscal year 2022/23 shall be set at twenty-five dollars (\$25.00).

BE IT FURTHER RESOLVED that the City Council hereby requests the Contra Costa County Flood Control and Water Conservation District adopt Stormwater Utility Assessment Drainage levies based on the rate for a single Equivalent Runoff Unit for fiscal year 2022/23, which shall be set at twenty-five dollars (\$25.00).

* * * * *

RESOLUTION NO. 2022/**
February 8, 2022
Page 2

I HEREBY CERTIFY that the foregoing resolution was passed and adopted by the City Council of the City of Antioch at a regular meeting thereof, held on the 8th day of February, 2022, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

ELIZABETH HOUSEHOLDER
CITY CLERK OF THE CITY OF ANTIOCH

ANTIOCH CALIFORNIA

STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Shaun Connelly, Water Distribution Superintendent

APPROVED BY: John Samuelson, Public Works Director/City Engineer ^{JS}

SUBJECT: Purchase Order Increase for Procurement of Water Meters and Associated Components from Badger Meter, Inc.

RECOMMENDED ACTION

It is recommended that the City Council adopt a resolution:

1. Approving an increase to the Purchase Order with Badger Meter, Inc. in the amount of \$225,000 in fiscal years 2021/22 and 2022/23 to an amount not to exceed \$500,000 for each year; and
2. Authorizing the City Manager or designee to make the necessary budget adjustment to the Water Enterprise fund to cover the Purchase Order Increases.

FISCAL IMPACT

Adoption of this resolution will increase the existing Purchase Order ("PO") with Badger Meter, Inc. by \$225,000 in fiscal year, 2021/22 and 2022/23 for a total PO amount of \$500,00 per fiscal year. Funding for the PO increase is from the Water Enterprise fund.

DISCUSSION

On June 22, 2021, City Council approved an operating budget that included a Purchase Order with Badger Meter, Inc., a sole source supplier of Badger Water Meter utility products. In addition, this vendor provides the Orion AMR (Automatic Meter Reading) system, including all other necessary components that are compatible with the City's meter reading infrastructure, which reads over 33,000 meters per month.

Due to an aging Water Meter infrastructure, meter register/transponder failures have nearly doubled in the past six months. The typical lifespan of a meter is 14-16 years; 1/3 of the City's meters are 14 years or older. Simultaneously, new development and proactive meter testing throughout the City of Antioch has nearly doubled causing a greater need for replacement of meters and other related parts. It is staff's recommendation to increase the current Purchase Order with Badger Meter, Inc., to continue to provide a safe, efficient and reliable water service to the residents of Antioch.

ATTACHMENTS

A. Resolution

ATTACHMENT "A"

RESOLUTION NO. 2022/**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANTIOCH
APPROVING AN INCREASE TO THE PURCHASE ORDER WITH BADGER METER,
INC., IN THE AMOUNT OF \$225,000 FOR FISCAL YEARS 2021/22 AND 2022/23 TO
AN AMOUNT NOT TO EXCEED \$500,000 AND AUTHORIZING THE NECESSARY
BUDGET ADJUSTMENT TO THE WATER ENTERPRISE BUDGETS**

WHEREAS, Badger Meter, Inc., is a sole source supplier of Badger Water Meter utility products, and provides the Orion AMR (Automatic Meter Reading) system, including all other necessary components that are compatible with the City's meter reading infrastructure which reads over 33,000 meters per month; and

WHEREAS, due to an aging Water Meter infrastructure, meter register/transponder failures have nearly doubled in the past six months, while simultaneously, new development and proactive meter testing throughout the City of Antioch has nearly doubled, causing a greater need for replacement of meters and other related parts; and,

WHEREAS, It is necessary to increase the current Purchase Order with Badger Meter, Inc., to continue to provide a safe, efficient and reliable water service to the residents of Antioch.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Antioch hereby

1. Approves an increase to the Purchase Order with Badger Meter, Inc. in the amount of \$225,000 for fiscal years 2021/22 and 2022/23, to a not to exceed amount of \$500,000 for each year.
2. Authorizes the necessary budget adjustments to the fiscal year 2021/22 and 2022/23 Water Enterprise Fund budget for the Purchase Order increases.

* * * * *

RESOLUTION NO. 2022/**

February 8, 2022

Page 2

I HEREBY CERTIFY that the foregoing resolution was passed and adopted by the City Council of the City of Antioch at a regular meeting thereof, held on the 8th day of February, 2022 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:


**ELIZABETH HOUSEHOLDER
CITY CLERK OF THE CITY OF ANTIOCH**

CITY OF
ANTIOCH
CALIFORNIA

STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Rosanna Bayon Moore, Assistant City Manager 

APPROVED BY: Cornelius Johnson, Interim City Manager

SUBJECT: Unhoused Resident Services - Resolution Authorizing the Allocation of an Additional \$56,700 from the General Fund for a Total Not to Exceed \$206,700 as Payment to the Executive Inn for Stays Prior to Placement at the Delta Landing Interim Housing Program

RECOMMENDED ACTION

It is recommended that the City Council adopt a resolution allocating an additional \$56,700 from the General Fund and payment to the Executive Inn in a total amount not to exceed a \$206,700.

FISCAL IMPACT

The Antioch City Council previously allocated General Fund resources to address unhoused resident needs with a \$476,403 set aside of resources. These earmarked funds are now programmed in total. The requested authorization of \$56,700 from the General Fund is in addition to the set aside sum and will be addressed as a budget amendment at a future date.

DISCUSSION

Since late November of 2021, the City of Antioch expanded utilization of the Executive Inn beyond the City's Motel Voucher Program. A maximum of fifteen additional rooms are in use for short term stays for adult participants. These individuals are candidates for placement at Contra Costa County's Delta Landing Interim Housing Program in Pittsburg. The Delta Landing site re-opening has been temporarily delayed from the original date. The City is currently anticipating a move-in date in February of 2022. The attached resolution is necessary to allocate additional funds due to unanticipated delays and authorize the expenditure of funds in excess of the amount previously approved.

ATTACHMENTS

A. Resolution

RESOLUTION NO. 2022/**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANTIOCH
APPROVING THE ALLOCATION OF AN ADDITIONAL \$56,700 FROM THE
GENERAL FUND FOR A TOTAL NOT TO EXCEED \$206,700 FOR SHORT TERM
STAYS AT THE EXECUTIVE INN AND AUTHORIZING THE CITY MANAGER TO
SPEND CITY FUNDS AS PAYMENT TO THE EXECUTIVE INN**

WHEREAS, the City of Antioch solicited motel operator participation in the City's Motel Voucher Program for unhoused residents;

WHEREAS, the Executive Inn, located at 515 East 18th in Antioch, CA, subsequently expressed formal interest and agreed to certain terms and conditions relative to participation in the City program;

WHEREAS, the City expanded motel utilization for overnight stays beginning on November 26, 2021 on a short term basis for a cohort of fifteen additional rooms;

WHEREAS, the additional fifteen rooms account for participants in the City's referral process for the Contra Costa County Delta Landing Interim Housing Program in Pittsburg with a start date initially identified as early December 2021;

WHEREAS, the Delta Landing Interim Housing Program site is in the final inspection phase and experiencing a temporary delay in the final clearance for occupancy;

WHEREAS, § 3-4.10 of the Antioch Municipal Code sets the City Manager's signature authority at \$50,000; and

WHEREAS, the Executive Inn charges the City \$125 per night, in addition to \$10 per night for pets and City Council authorization is necessary to compensate the Executive Inn in an amount that exceeds the City Manager's signature authority.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Antioch hereby:

1. Approves the allocation of an additional \$56,700 from the General Fund for a total not to exceed a total of **\$206,700** to pay for short term stays for adult participants in the City's unhoused resident services program at the Executive Inn and
2. Authorizes the City Manager to spend these funds for unhoused resident services in the form of shelter at the Executive Inn.

* * * * *

RESOLUTION NO. 2022/**

February 8, 2022

Page 2

I HEREBY CERTIFY that the foregoing resolution was passed and adopted by the City Council of the City of Antioch at a regular meeting thereof, held on the 8th day of February 2022, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

**ELIZABETH HOUSEHOLDER
CITY CLERK OF THE CITY OF ANTIOCH**

STAFF REPORT TO THE CITY COUNCIL


DATE: Regular Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Thomas Lloyd Smith, City Attorney *TLS*

SUBJECT: Redistricting: Resolution Adopting Final Map

RECOMMENDED ACTION

It is recommended that the City Council adopt the resolution ("Attachment A") and the Final Redistricting Map ("Attachment ) adjusting and redefining the boundaries of the City Council electoral districts of the City.

FISCAL IMPACT

None.

DISCUSSION

The City adopted its current district boundaries based on 2010 census data as required by law. The districts must now be redrawn using the 2020 census data and in compliance with the FAIR MAPS Act, which was adopted by the California legislature as AB 849 and took effect January 1, 2020.

Under the Act, the City Council shall draw and adopt boundaries using the following criteria in the listed order of priority (Elections Code 21621(c)):

1. Comply with the federal requirements of equal population and the Voting Rights Act
2. Be geographically contiguous
3. Undivided neighborhoods and "communities of interest" (socio-economic geographic areas that should be kept together)
4. Display easily identifiable boundaries
5. Be compact (do not bypass one group of people to get to a more distant group of people)
6. Shall not favor or discriminate against a political party

At its January 11, 2022 public hearing the Council directed the inclusion of additional refinements to the both Map "B" and Map "91", which were presented at the January 25, 2022 Public Hearing as Maps "B" and "91" respectively. On February 8, 2022, the City Council has scheduled a Special Meeting to consider and designate a Final Redistricting Map for presentation and final selection at the February 8, 2022 Regular City Council

meeting by adoption of the attached Resolution (“Attachment A”).

The Final Redistricting Map complies with the federal requirements of equal population and the Voting Rights Act, and the California Fair Maps Act, in the following manner:

- (1) *The districts are geographically contiguous.* The districts are arrayed in a simple and logical form without any islands and minimal intrusions from the area of one district into another;
- (2) *To the extent practicable, the Final Redistricting Map respects the geographic integrity of local neighborhoods and local communities of interest.* The Council heard testimony about what constitute communities of interest in the public eye.
- (3) *The districts are easily identifiable and understandable by residents.* The districts in the Final Redistricting Map form a relatively simple pattern.
- (4) *To the extent practicable, the districts are geographically compact.* Their configurations for the most part are compact, simple shapes, with nearby populations included in the same districts.
- (5) *The districts are balanced in terms of total population and voting age population.* The districts are well within the one-person/one-vote deviations permitted under federal and state voting rights laws.
- (6) *The districts conform to concentration of minority voters.* The Final Redistricting Map creates one majority/minority Black voting district.

Before adopting a final map of district boundaries, at least four hearings must be held for the public to provide input about the composition of City Council districts. These hearing requirements include at least: (1) one hearing before any maps are drawn, (2) two hearings after maps are drawn, and (3) one hearing or workshop to be held on a Saturday, Sunday, or after 6 p.m. on a weekday. The City Council redistricting public hearing dates include the following: Tuesday, October 12, 2021, Saturday, October 16, 2021, Tuesday, November 9, 2021, Tuesday, December 14, 2021, Tuesday, January 11, 2022, Tuesday, January 25, 2022 and Tuesday, February 8, 2022.

ATTACHMENTS

- A. Resolution
- B. Redistricting Map B
- C. Redistricting Map 91
- D. Finalist Draft Map Demographics

RESOLUTION 2022/##

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANTIOCH
ADJUSTING AND REDEFINING THE BOUNDARIES OF ALL CITY COUNCIL
ELECTORAL DISTRICTS OF THE CITY OF ANTIOCH**

WHEREAS, the U.S. Census Bureau (“Bureau”) is required by Article I, Section 2, of the U.S. Constitution to conduct an accurate count of the population every ten years;

WHEREAS, California Elections Code Section 21600 et seq. requires that “[f]ollowing each federal decennial census for a city whose council is already elected using district-based elections, the council shall, by ordinance or resolution, adopt boundaries for all of the council districts of the city so that the council districts shall be substantially equal in population as required by the United States Constitution”;

WHEREAS, the California Elections Code requires that the Council adopt an ordinance or pass a resolution amending supervisorial districts no later than April 17, 2022;


WHEREAS, the City Council held public hearings on October 12, October 16, November 9, December 14, 2021, January 11, 2022, January 25, 2022 and February 8, 2022 to receive briefings from the City’s demographic consultant relating to the redistricting process and state and federal redistricting criteria and communities of interest, including the California Elections Code, the Voting Rights Act and the United Constitution; heard public testimony; and directed staff and the City’s demographic consultant to prepare draft district plans for consideration;

WHEREAS, City staff conducted public outreach by way of print and digital advertisements and conducted informational meetings for community organization;

WHEREAS, during the public hearings public comment was received on redistricting criteria and communities of interest;

WHEREAS, at the November 9, December 14, January 11, 2022, and January 25, 2022 public hearings, the Council received a presentation on several draft maps prepared by the City’s demographic consultant for compliance with applicable laws and standards and additional maps submitted by the public; and

WHEREAS, at its January 11, 2022 public hearing the City Council directed the inclusion of additional refinements to both Map “B” and Map “91”, which were presented at the January 25, 2022 Public Hearing as Maps “B” and “91” respectively;

WHEREAS, at its February 8, 2022 public hearing the City Council designated Map  as the Final Redistricting Map; and

WHEREAS, at each of the public hearings on redistricting, the Council heard testimony relating to “communities of interest,” which led the Council to reach the following

determinations about communities of interest on the Final Redistricting Map as required under federal and state law:

- (1) *The districts are geographically contiguous.* The districts are arrayed in a simple and logical form without any islands and minimal intrusions from the area of one district into another;
- (2) *To the extent practicable, the Final Redistricting Map respects the geographic integrity of local neighborhoods and local communities of interest.* The Council heard testimony about what constitute communities of interest in the public eye.
- (3) *The districts are easily identifiable and understandable by residents.* The districts in the Final Redistricting Map form a relatively simple pattern.
- (4) *To the extent practicable, the districts are geographically compact.* Their configurations for the most part are compact, simple shapes, with nearby populations included in the same districts.
- (5) *The districts are balanced in terms of total population and voting age population.* The districts are well within the one-person/one-vote deviations permitted under federal and state voting rights laws.
- (6) *The districts conform to concentration of minority voters.* The Final Redistricting Map creates one majority/minority Black voting district.

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

Section 1. All information in the staff reports, maps, presentations, City Council debate and public testimony referenced above is hereby incorporated into this decision and serves as evidentiary basis for these findings and legislative decision.

Section 2. Pursuant to the provisions of the Fair Maps Act of 2019 as amended in 2020, codified at California Elections Code section 21600 to 21609, after giving consideration to those provisions and applicable decisions of the courts, the City Council hereby adjusts, changes, and establishes the boundaries of the City Council electoral districts as set forth on the Final Redistricting Map selected by the City Council at its public hearing on February 8, 2022, and reflected in Exhibit A hereto, and they shall constitute and are hereby established as the boundaries of the City Council districts of the City of Antioch for subsequent elections until further readjustment is required by law.

Section 3. Notwithstanding any other provision of this chapter, and pursuant to California Elections Code section 21606, subdivisions (a) and (b), each of the Council Members in office at the time this Chapter takes effect shall continue in office until the expiration of the full term to which he or she was elected and until his or her successor is qualified, and any vacancy in a term currently underway

ATTACHMENT A

shall be filled based on the districts in effect at the time the current supervisors were elected.

Section 4. All ordinances and resolutions, or parts thereof in conflict with this resolution are hereby repealed.

Section 5. The City Attorney is directed to take all necessary steps to give effect to this Resolution. If necessary to facilitate the implementation of this Resolution, the City Attorney or his designee is authorized to make technical adjustments to the district boundaries that do not substantively affect the populations in the districts, the eligibility of candidates, or the residence of elected officials within any district. The City Attorney shall advise the City Council of any such adjustments required in the implementation of the districts.

Section 6. This Resolution is adopted following four noticed public hearings as required by Elections Code section 21607.1 and shall take effect immediately.

* * * * *

I HEREBY CERTIFY that the foregoing resolution was passed and adopted by the City Council of the City of Antioch at a regular meeting thereof, held on the 8th day of February 2022, by the following vote:

AYES:

NOES:

ABSTAIN:

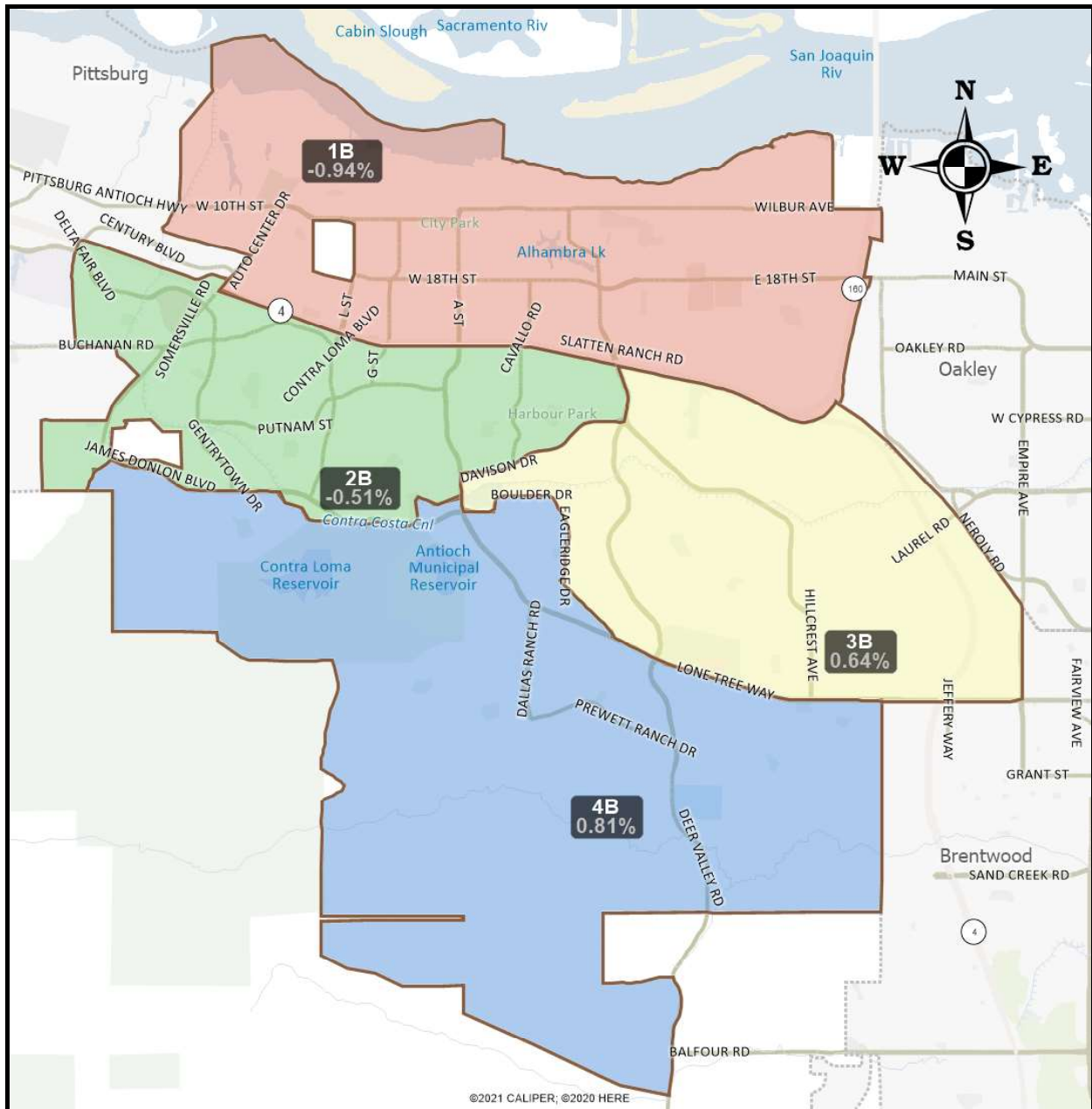
ABSENT:

**ELIZABETH HOUSEHOLDER
CITY CLERK OF THE CITY OF ANTIOCH**

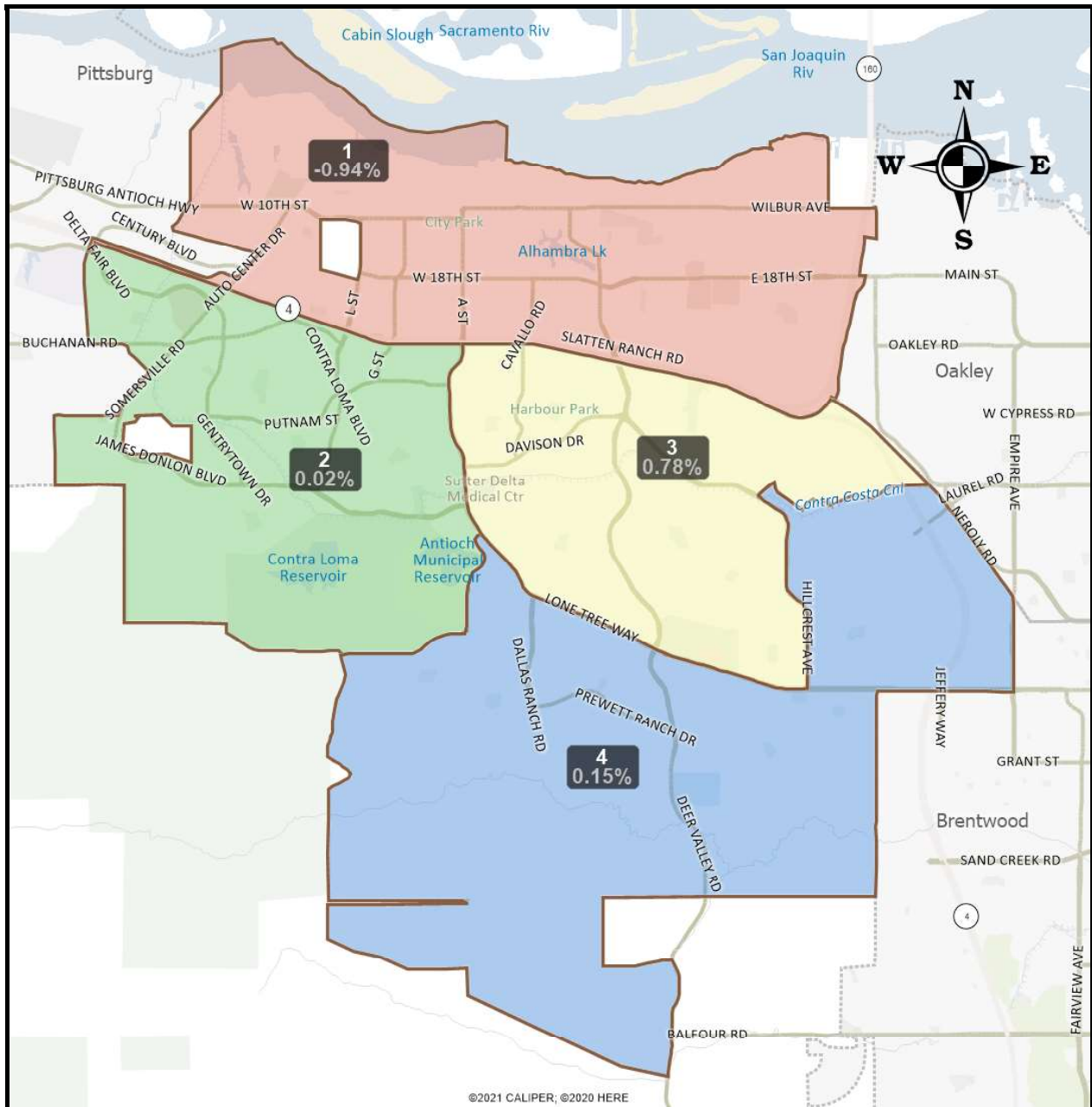
EXHIBIT A

**[MAP OF ADOPTED DISTRICT LINES]
(SUBJECT TO FINAL RECOMMENDED ACTION TAKEN AT CITY COUNCIL
MEETING ON _____)**

City of Antioch Redistricting:
Finalist Draft Map B
January 26, 2022



**City of Antioch Redistricting:
Finalist Draft Map 91
January 26, 2022**



Draft Map 91 is based on Public Submission #12142021491.

**City of Antioch Redistricting:
Finalist Draft Map Demographics
January 26, 2022**

Draft Map B								
District	Population	CVAP	% Deviation	% Latino CVAP	% Black CVAP	% Asian CVAP	% Indigenous CVAP	% NH White CVAP
1B	28622	15694	-0.94%	26.42%	23.94%	5.96%	1.88%	40.59%
2B	28749	18752	-0.51%	26.53%	19.74%	7.96%	1.10%	42.32%
3B	29080	19268	0.64%	23.97%	20.15%	19.53%	0.28%	33.65%
4B	29129	20126	0.81%	24.88%	27.71%	16.48%	0.31%	26.25%

Draft Map 91								
District	Population	CVAP	% Deviation	% Latino CVAP	% Black CVAP	% Asian CVAP	% Indigenous CVAP	% NH White CVAP
1	28622	15694	-0.94%	26.42%	23.94%	5.96%	1.88%	40.59%
2	28900	18773	0.02%	27.60%	19.33%	9.67%	0.94%	39.53%
3	29119	20364	0.78%	23.84%	21.78%	13.38%	0.61%	38.40%
4	28939	19009	0.15%	24.01%	26.81%	21.21%	0.11%	23.47%

CVAP = Citizen Voting Age Population


Racial and ethnic characteristics of the Citizens Voting Age Population (CVAP) are tabulated according to Department of Justice standards.

STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: John Fortner, Police Lieutenant

APPROVED BY: Anthony Morefield, Interim Chief of Police  3320

SUBJECT: Amendment to Title 4: Public Safety, Chapter 2: Disaster Council of the Antioch Municipal Code Regarding Compliance with the California Emergency Services Act

RECOMMENDED ACTION

It is recommended that the City Council introduce, waive the first reading and read by title only, the proposed Ordinance attached hereto as Attachment A.

FISCAL IMPACT

There is no fiscal impact in receiving this report.

DISCUSSION

- Background

The new City of Antioch Emergency Operations Plan (a community-based, multi-discipline, all-hazards plan establishing a single, comprehensive framework for the management of extraordinary incident, disaster, or emergency situations within the City of Antioch) was presented and adopted by the City Council at the City Council Regular Meeting on December 14, 2021.

This plan was developed in accordance with best practices, and specifically with guidance from the California Governor's Office of Emergency Services (Cal OES) and the Federal Emergency Management Agency (FEMA) Comprehensive Planning Guide (CPG 101).

The City's Office of Emergency Services, embedded within the Police Department, is responsible for reviewing and exercising the plan on an annual basis and coordinating the revision of the plan as necessary to meet changing conditions. A complete review of the City's Office of Emergency Services was

initiated to create Antioch's new Emergency Operations Plan. The ultimate goal is to improve the City's overall emergency preparedness program.

- Analysis

During the development of the City's new Emergency Operations Plan, a review of the Antioch Municipal Code, Chapter 2: Disaster Council, was completed. The review revealed that the municipal code needed to be updated to include specific language required of accredited disaster councils in the State of California.

As of 2017, the State updated their requirements for disaster council accreditation. The changes require disaster councils to adopt the recommended language to their city ordinances to maintain the accreditation. Counties and cities may create disaster councils by ordinance (G.C. §8610). The emergency ordinance provides the legal basis of the emergency organization and must address the following:

- The ordinance must provide for a Disaster Council
- A chairperson or director of the Disaster Council must be specified
- The emergency organization must be recognized
- *Compliance with the Emergency Services Act must be stated*

The last statement regarding "compliance" is not in the current ordinance. This amendment of the City Ordinance Chapter 2: Disaster Council, adds this statement to ensure compliance with this provision.

- Conclusion

The Antioch Police Department recommends the adoption of the updated City Ordinance Chapter 2: Disaster Council.

ATTACHMENTS

Attachment A. Proposed Ordinance

EXHIBIT A

ORDINANCE NO. _____

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF ANTIOCH ADDING A NEW SECTION 4-2.08 OF THE ANTIOCH MUNICIPAL CODE, WHICH CLARIFIES THE CITY'S AND ITS EMERGENCY COUNCIL'S DUTY, AUTHORITY, AND RESPONSIBILITY UNDER, AND IN COMPLIANCE WITH, THE CALIFORNIA EMERGENCY SERVICES ACT AND RENUMBERING AND EDITING CERTAIN EXISTING SECTIONS UNDER TITLE 4 CHAPTER 2

The City Council of the City of Antioch does ordain as follows:

SECTION 1:

The City Council is committed to emergency preparedness and planning in compliance with the California Emergency Services Act.

SECTION 2:

The global COVID-19 pandemic and disastrous fires in California highlight the importance of continually reviewing, clarifying, and updating the City's emergency preparedness and planning to support the safety of the City of Antioch.

SECTION 3:

Consistent with the California Emergency Services Act, the City Council wishes to express its commitment to emergency preparedness and compliance with the relevant statutes by clarifying and updating its ordinance to further support an efficient response in the event of a local emergency.

SECTION 4:

Title 4: Public Safety, Chapter 2: Disaster Council is amended to add a new section 4-2.08 and to renumber the existing sections 4-2.08 through 4-2.10 to become sections 4-2.09 through 4-2.11 to accommodate the newly added section 4-2.08 as follows:

§ 4-2.08 COMPLIANCE WITH THE CALIFORNIA EMERGENCY SERVICES ACT

The Disaster Council shall comply with the California Emergency Services Act to the extent applicable to a local governing body or political subdivision. The Disaster Council shall be designated as the local governing body and political subdivision with powers, authorities, duties, and discretions under the California Emergency Services Act (Government Code sections 8630 through 8634) to respond to a proclaimed local emergency. Pursuant to California Government Code section 8655, the Disaster Council shall not be liable for any claims based on the exercise or performance, or the failure to exercise or perform, a discretionary function or duty on the part of the Disaster Council in response to a proclaimed local emergency or in compliance with the California Emergency Services Act.

§ 4-2.089 EMERGENCY PLAN.

The Disaster Council shall be responsible for the development of the Emergency Plan, which plan shall provide for the effective mobilization of all the resources of the city, both public and private, to meet any condition constituting a local emergency, state of emergency, or state of war emergency and shall provide for the organization, powers and duties, services, and staff of the Emergency Organization. Such plan shall include compliance with the Standardized Emergency Management System pursuant to Cal. Gov't Code §§ 8607 et seq. and shall take effect upon adoption by resolution of the City Council.

§ 4-2.1009 EXPENDITURES.

Any expenditures made in connection with emergency activities, including mutual aid activities, shall be deemed conclusively to be for the direct protection and benefit of the inhabitants and property of the city.

§ 4-2.110 VIOLATIONS; PENALTY.

(A) The following violations are misdemeanors punishable according to division (B):

(1) Willfully obstruct, hinder, or delay any member of the Emergency Organization in the enforcement of any lawful rule or regulation issued pursuant to the provisions of this chapter or in the performance of any duty imposed upon him by virtue of the provisions of this chapter;

(2) Do any act forbidden by any lawful rule or regulation issued pursuant to the provisions of this chapter if such act is of such a nature as to give, or be likely to give, assistance to the enemy, or to imperil the lives or property of inhabitants of the city, or to prevent, hinder, or delay the defense or protection thereof; or

(3) Wear, carry, or display, without authority, any means of identification specified by the Emergency Agency of the state.

(B) Any person who violates any of the provisions of this chapter during an emergency, shall be deemed guilty of a misdemeanor and punished according to §§ [1-2.01](#) et seq.

SECTION 5: Severability.

If any section, subsection, provision or part of this ordinance, or its application to any person or circumstance, is held to be unconstitutional or otherwise invalid, the remainder of this ordinance, and the application of such provision to other person or circumstances, shall not be affected thereby and shall remain in full force and effect and, to that end, the provisions of this ordinance are severable.

SECTION 6. CEQA.

The above amendments to the City's Municipal Code are not considered a project under the California Environmental Quality Act under the common sense exemption (CEQA Guidelines §15061(b)(3) because the proposed amendments will not have a direct or reasonably foreseeable indirect physical change or effect on the environment.

SECTION 7:

This ordinance shall take effect and be enforced thirty (30) days from and after the date of its adoption and shall be published once within fifteen (15) days upon passage and adoption in a newspaper of general circulation printed and published in the City of Antioch.

* * * * *

I HEREBY CERTIFY that the forgoing ordinance was introduced and adopted at a regular meeting of the City Council of the City of Antioch, held on the ____ of ____ 2022, and passed and adopted at a regular meeting thereof, held on the ____ day of ____ 2022, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Lamar A. Thorpe
Mayor of the City of Antioch

ATTEST:

Elizabeth Householder
City Clerk of the City of Antioch

CITY OF
ANTIOCH
CALIFORNIA

STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Forrest Ebbs, Community Development Director *FE*

SUBJECT: Middle-Income Rental Housing Program Evaluation and Policy Direction

RECOMMENDED ACTION

It is recommended that the City Council provide general policy direction to staff regarding expectations for future City participation in Middle-Income Workforce Housing proposals (the "Programs").

FISCAL IMPACT

The City of Antioch currently receives 8% of residential property taxes. A component of the typical Program is the acquisition of multifamily property by a governmental agency – generally a joint powers authority (JPA). When governmental agencies own property, they are exempt from paying the entirety of the property tax, which is generally set at 1% of the assessed value. Should a property be acquired through a JPA, the City of Antioch, along with the State, County and all other affected taxing entities agencies, as well as school districts and community college districts, will lose or potentially lose their share of property tax. On a one hundred million dollar transaction, for example, the City of Antioch would lose approximately \$80,000 per year. The State and other agencies would lose an additional \$920,000 annually. Some cities have sought to offset these losses through provisions added to the Public Benefit Agreement, which is discussed below.

DISCUSSION

Background

On March 23, 2021, the City Council passed a resolution to join the California Community Housing Agency (CalCHA). By joining, participating third-party for-profit firms are able to acquire multifamily property through the CalCHA program. These firms gain access to unique funding sources that enable them to acquire the property and to recoup their private costs. In addition, the firm would be exempt from paying property taxes on the acquired property. The resolution enabled the City Manager to execute the Public Benefit Agreement on each transaction.

There are several other JPA's that exist and are promoting similar deals with structures very similar to the CalCHA program, including California Statewide Communities Development Authority (CSCDA) and California Municipal Finance Authority (CMFA).

The Public Benefit Agreement (PBA) is a formal contract that establishes the local agency's terms under which it will support the acquisition. The PBA is required for each acquisition under a Program. The PBA is used by some cities to ensure that they are made whole and that the City does not inadvertently or excessively subsidize the project. A unique element of the PBA is a clause that allows the City to assume ownership of the property at the end of the 15-30 year term upon payment of all outstanding debt, which can be less than or greater than the value of the property based on structure of the bond financing. Once the City's assumes ownership, it is able to keep and operate the property or to sell the property, at its discretion.

The purpose of these Programs is the creation of middle-income housing which is generally defined as housing serving those earning the median income. However, the exact definitions of the level of affordability and the manner in which affordability is determined depends on the specifics of the Program. The actual public benefit depends on the relationship between the restricted rents under the Program and the existing median rents in the community. In some jurisdictions the restricted rents can be higher than the local median rent levels providing very little benefit to the residents of the community.

Participation in these Programs is voluntary and there are no state requirements specifically governing the provisions of the Public Benefit Agreement, structure of the bond financing, costs of issuance, annual fees, etc. Generally, the structure of the Program is determined by the financing structure and underwriting criteria of the bond issuer.

The determination of what constitutes affordable housing is made by the acquiring firm unless the City, through the PBA, insists on something else. It is important to note that the City of Antioch typically uses the metrics established by the State of California Housing and Community Development Department (HCD) while these Programs typically use California Tax Credit Allocation Committee criteria. These often result in disparate outcomes and less affordability than is typical of a moderate-income program based on the formula for the maximum affordable rents and whether utilities (water, gas, electricity) are counted towards the maximum allowable rent.

City staff is requesting that the City Council offer direction regarding the expectations for the City's participation in these types of Programs. Other cities have negotiated requirements to ensure that the project provides adequate public benefit.

The following goals are presented for discussion and possible direction:

1. Promote the construction of new multifamily properties with requirements to make them available to middle-income persons and families.
2. Rehabilitation projects should only be selected if they result in the physical improvement of a substandard or substantially aged properties.


3. The City does not support the acquisition of high-quality, well-maintained properties for restricted middle-income person and families as these units are performing and providing needed market rate housing to the community to attract employers and employees and support other economic development goals.
4. City shall seek to secure all lost City property tax revenue, vehicle license fees and any special taxes assessed against the property when the property is taken into public ownership.
5. City shall seek confirmation that local school districts and community college districts are not losing needed property tax revenue
6. Any PBA shall contain limitations on annual rental increases (e.g., maximum of 4%)
7. City shall seek Regional Housing Needs Analysis (RHNA) credit for all affordable projects as applicable. Projects not eligible for RHNA credit are discouraged.
8. City shall seek commitments on collection and use of reserve funds to maintain the Property in good condition for the long term and through the City's purchase option period
9. Affordability commitments shall be based on HCD affordability criteria
10. City shall seek oversight and enforcements rights and remedies to ensure program provisions, as well as secure project funding to monitor and enforce program commitments
11. City shall seek to include local preferences or use of existing City waiting lists for filling of vacancies
12. Bond underwriting standards shall include items such as the following: third party appraisal, capital reserve expenditures commensurate with the condition of the property, significant reduction of bond principal over the life of the bond term, limits of operating expenses (e.g., 3% per year) asset management reserves, ongoing fees evaluated to meet market standards, closing fees and costs evaluated to meet market standards and not to exceed 2%, limitations of future subordinate debt
13. City shall have absolute discretion to approve or reject any changes to Ownership, asset manager/program administrator and property manager.
14. City shall approve tenant protections, qualifications of project team members, and annual reporting requirements.

CITY OF
ANTIOCH
CALIFORNIA

STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Nickie Mastay, Administrative Services Director 

SUBJECT: Side Letter Agreement between the City of Antioch and Operating Engineers Local 3 Salary Adjustments from the Total Compensation Study Final Report

RECOMMENDED ACTION

It is recommended that the City Council adopt a resolution:

- 1) Approving the Side Letter Agreement between the City of Antioch and the Operating Engineers Local 3 for Salary Adjustments from the Total Compensation Study Final Report dated August 31, 2021 Appendix IV: Salary Range Placement Recommendations;
- 2) Authorize the City Manager or designee to execute the Side Letter Agreement between the City of Antioch and Operating Engineers Local 3; and
- 3) Authorize the City Manager or designee to make any necessary adjustments to the Fiscal Year 2021/22 and Fiscal Year 2022/23 budget to implement the provisions of the Side Letter Agreement.

FISCAL IMPACT

The estimated fiscal impact of the Confidential Benefit Unit Side Letter for FY2021/22 is \$356,527.

DISCUSSION

Representatives of the City and Operating Engineers Local 3 have been meeting and conferring in good faith to negotiate an agreement and finalize the Memorandum of Understanding. The current term of the Memorandum of Understanding is October 1, 2016 through September 30, 2021.

During the course of negotiating, the City Council and Operating Engineers Local 3 reached an agreement on a Side Letter memorializing the salary range placement recommendations of Appendix IV of the Total Compensation Study Final report dated

August 31, 2021 for the Confidential Benefit Unit. Some terms of the Side Letter Agreement are:

- The salary adjustments shall be effective the first full pay period after October 1, 2021.
- A total of thirty five classifications will have salary increases ranging from 0.37% to 20.53%.

Please refer to Exhibit 1 of the Resolution for the details of the Side Letter Agreement.

The City and Operating Engineers Local 3 will continue to meet and confer in good faith to negotiate an agreement and finalize the Memorandum of Understanding.

ATTACHMENTS

A. Resolution

Exhibit 1 to Resolution – Side Letter Agreement between the City of Antioch and Operating Engineers Local 3.

B. Total Compensation Study Final Report August 31, 2021. Appendix IV: Salary Range Placement Recommendations.

RESOLUTION NO. 2022/***

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANTIOCH
APPROVING THE SIDE LETTER AGREEMENT BETWEEN THE CITY OF ANTIOCH
AND OPERATING ENGINEERS LOCAL 3 FOR SALARY ADJUSTMENTS FROM THE
TOTAL COMPENSATION STUDY FINAL REPORT DATED AUGUST 31, 2021
APPENDIX IV: SALARY RANGE PLACEMENT RECOMMENDATIONS**

WHEREAS, the City and Operating Engineers Local 3 had a Memorandum of Understanding covering the period of October 1, 2016 – September 30, 2021;

WHEREAS, in accordance with Government Code Section 3505, the City's Negotiating Team met and conferred in good faith with representatives of Confidential Benefit Unit; and

WHEREAS, representatives of the City and Operating Engineers Local 3 reached a Side Letter Agreement for salary adjustments from the Total Compensation Study Final Report dated August 31, 2021 Appendix IV: Salary Range Placement Recommendations.

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

Section 1. The Side Letter Agreement between the City of Antioch and Operating Engineers Local 3 as provided in the attached Exhibit 1 and herein incorporated by reference, is approved;

Section 2. The City Manager or designee is authorized to execute the Side Letter Agreement as provided in the attached Exhibit 1; and

Section 3. The City Manager or designee is authorized to make any necessary adjustments to the Fiscal Year 2021/22 and Fiscal Year 2022/23 budget to implement the provisions of the Side Letter Agreement.

* * * * *

I HEREBY CERTIFY that the foregoing resolution was passed and adopted by the City Council of the City of Antioch at a regular meeting thereof, held on the 8th day of February, 2022, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

**ELIZABETH HOUSEHOLDER
CITY CLERK OF THE CITY OF ANTIOCH**

**SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF ANTIOCH
AND
OPERATING ENGINEERS LOCAL 3**

This Side Letter is by and between the Operating Engineers Local 3 ("Bargaining Unit") and the City of Antioch ("City") and is effective following ratification by the Bargaining Unit and approval by the City Council.

To enhance recruitment of new employees and retention of existing employees in certain job classifications represented by the Bargaining Unit, the City and the Bargaining Unit agree to adjust the salary ranges of the following classifications as recommended in Appendix IV: Salary Range Placement Recommendations in the City's August 31, 2021 Total Compensation Study Final Report prepared by Koff & Associates. These equity adjustments shall be effective in the first full pay period after October 1, 2021 as follows:

<u>Classification</u>	<u>Current Step E</u>	<u>New Step E</u>
Administrative Analyst I	\$7,303	\$8,485 (+16.19%)
Administrative Analyst II	\$8,038	\$9,363 (+16.46%)
Administrative Analyst III	\$8,924	\$10,330 (+15.76%)
Administrative Assistant I	\$4,609	\$4,628 (+0.42%)
Administrative Assistant II	\$5,088	\$5,116 (+0.56%)
Administrative Assistant III	\$5,598	\$5,649 (+0.91%)
Animal Services Technician	\$4,427	\$4,586 (+3.60%)
Assistant Engineer	\$8,646	\$9,390 (+8.61%)
Assistant Engineer w/cert	\$9,077	\$9,860 (+8.63%)
Assistant Planner	\$7,226	\$7,895 (+9.26%)
Assistant Transportation Engineer	\$8,646	\$9,860 (+14.04%)
Associate Civil Engineer	\$9,496	\$10,884 (+14.62%)
Associate Civil Engineer w/cert	\$9,970	\$11,428 (+14.62%)
Associate Planner	\$8,658	\$8,715 (+0.66%)
Associate Transportation Engineer	\$9,496	\$10,844 (+14.62%)
Business License Representative I	\$5,329	\$5,588 (+4.86%)
Buyer	\$6,145	\$6,168 (+0.37%)
Code Enforcement Officer	\$6,852	\$7,153 (+4.39%)
Code Enforcement Officer w/cert	\$7,195	\$7,510 (+4.38%)
Computer Technician	\$5,525	\$6,642 (+20.22%)
Crime Analyst	\$8,038	\$8,715 (+8.42%)
Junior Engineer	\$7,507	\$8,093 (+7.80%)
junior Planner	\$6,284	\$6,480 (+3.12%)
Junior Transportation Engineer	\$8,658	\$8,715 (+0.66%)
Marina Leadworker/Property Manager	\$6,667	\$7,153 (+7.29%)
Network Administrator	\$7,379	\$8,715 (+18.11%)
Office Assistant	\$3,663	\$4,160 (+13.57%)
Police Records Technician	\$5,088	\$5,319 (+4.53%)
Public Works Inspector	\$7,755	\$8,093 (+4.36%)
Recreation Programs Coordinator	\$5,485	\$6,322 (+15.26%)

Recreation Specialist	\$6,658	\$7,332 (+10.12%)
Recycling Assistant	\$4,993	\$5,727 (+14.71%)
Registered Veterinary Technician	\$4,907	\$5,062 (+3.16%)
Senior Computer Technician	\$6,083	\$7,332 (+20.53%)
Senior Public Works Inspector	\$8,556	\$8,933 (+4.41%)

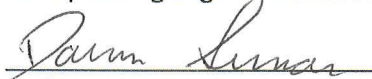


The percentage change from the current Step E to the new Step E is listed in green next to the new Step E in the table above. Steps A through D will be adjusted accordingly as reflected on the attached salary schedule.

The terms of this Side Letter will be incorporated into the next MOU between the City and the Bargaining Unit. Except as specifically amended by this Side Letter, all other terms and conditions of the MOU between the City and the Bargaining Unit remain unchanged.

For the City of Antioch:

Date: _____

For Operating Engineers Local 3:

Date: 1-25-2022

CITY OF ANTIOCH
SALARY SCHEDULE

		MONTHLY SALARY STEPS						
LOCAL 3								
Local 3	Accounting Technician	4,738	4,975	5,224	5,485	5,759	N/A	
Local 3	Administrative Analyst I	6,008	6,309	6,624	6,955	7,303	N/A	
		6,981	7,330	7,696	8,081	8,485	N/A	
Local 3	Administrative Analyst II	6,613	6,943	7,290	7,655	8,038	N/A	
		7,703	8,088	8,492	8,917	9,363	N/A	
Local 3	Administrative Analyst III	7,342	7,709	8,094	8,499	8,924	N/A	
		8,499	8,924	9,370	9,838	10,330	N/A	
Local 3	Administrative Assistant I	3,792	3,982	4,181	4,390	4,609	N/A	
		3,808	3,998	4,198	4,408	4,628	N/A	
Local 3	Administrative Assistant II	4,187	4,395	4,615	4,846	5,088	N/A	
		4,209	4,419	4,640	4,872	5,116	N/A	
Local 3	Administrative Assistant III	4,605	4,835	5,077	5,331	5,598	N/A	
		4,648	4,880	5,124	5,380	5,649	N/A	
Local 3	Animal Control Officer	4,403	4,623	4,854	5,097	5,352	N/A	
Local 3	Animal Services Technician	3,642	3,824	4,015	4,216	4,427	N/A	
		3,773	3,962	4,160	4,368	4,586	N/A	
Local 3	Assistant Community Development Technician	5,478	5,752	6,039	6,341	6,658	N/A	
Local 3	Assistant Dev. Services/Engineering Tech.	5,478	5,752	6,039	6,341	6,658	N/A	
Local 3	Assistant Engineer	7,112	7,468	7,841	8,234	8,646	N/A	
		7,724	8,110	8,516	8,943	9,390	N/A	

CITY OF ANTIOCH
SALARY SCHEDULE

		MONTHLY SALARY STEPS						
Local 3	Assistant Engineer w/ Cert.	7,468	7,841	8,233	8,645	9,077	N/A	N/A
		8,111	8,517	8,943	9,390	9,860	N/A	N/A
Local 3	Assistant Engineering Technician	5,478	5,752	6,039	6,341	6,658	N/A	N/A
Local 3	Assistant Planner	5,945	6,242	6,554	6,882	7,226	N/A	N/A
		6,495	6,820	7,161	7,519	7,895	N/A	N/A
Local 3	Assistant Public Works Technician	5,478	5,752	6,039	6,341	6,658	N/A	N/A
Local 3	Assistant Transportation Engineer	7,112	7,468	7,841	8,234	8,646	N/A	N/A
		8,110	8,516	8,942	9,390	9,860	N/A	N/A
Local 3	Associate Civil Engineer	7,813	8,203	8,613	9,044	9,496	N/A	N/A
		8,955	9,402	9,872	10,366	10,884	N/A	N/A
Local 3	Associate Civil Engineer w/ Cert.	8,203	8,613	9,043	9,495	9,970	N/A	N/A
		9,403	9,873	10,366	10,884	11,428	N/A	N/A
Local 3	Associate Community Development Tech.	6,024	6,325	6,641	6,973	7,322	N/A	N/A
Local 3	Associate Dev. Services/Engineering Tech.	6,024	6,325	6,641	6,973	7,322	N/A	N/A
Local 3	Associate Engineering Technician	6,024	6,325	6,641	6,973	7,322	N/A	N/A
Local 3	Associate Planner	7,123	7,479	7,853	8,246	8,658	N/A	N/A
		7,170	7,529	7,905	8,300	8,715	N/A	N/A
Local 3	Associate Public Works Technician	6,024	6,325	6,641	6,973	7,322	N/A	N/A
Local 3	Associate Transportation Engineer	7,813	8,203	8,613	9,044	9,496	N/A	N/A
		8,955	9,402	9,872	10,366	10,884	N/A	N/A
Local 3	Building Inspector I	6,111	6,415	6,736	7,073	7,427	N/A	N/A
Local 3	Building Inspector I w/ Cert.	6,416	6,736	7,073	7,427	7,798	N/A	N/A

CITY OF ANTIOCH
SALARY SCHEDULE

		MONTHLY SALARY STEPS					
Local 3	Building Inspector II	6,568	6,897	7,242	7,604	7,984	N/A
Local 3	Building Inspector II w/ Cert.	6,898	7,243	7,606	7,986	8,385	N/A
Local 3	Business License Representative I	4,385	4,603	4,833	5,075	5,329	N/A
		4,599	4,828	5,069	5,322	5,588	N/A
Local 3	Business License Representative II	5,043	5,294	5,559	5,837	6,129	N/A
Local 3	Buyer	5,055	5,308	5,573	5,852	6,145	N/A
		5,074	5,328	5,594	5,874	6,168	N/A
Local 3	Code Enforcement Officer	5,636	5,919	6,215	6,526	6,852	N/A
		5,884	6,179	6,488	6,812	7,153	N/A
Local 3	Code Enforcement Officer w/ Cert.	5,918	6,214	6,525	6,852	7,195	N/A
		6,177	6,486	6,810	7,152	7,510	N/A
Local 3	Computer Technician	4,545	4,772	5,011	5,262	5,525	N/A
		5,465	5,738	6,025	6,326	6,642	N/A
Local 3	Crime Analyst	6,613	6,943	7,290	7,655	8,038	N/A
		7,171	7,529	7,905	8,300	8,715	N/A
Local 3	Crime Data Technician	4,715	4,951	5,198	5,458	5,731	N/A
Local 3	Customer Service Representative I	3,788	3,978	4,177	4,386	4,605	N/A
Local 3	Customer Service Representative II	4,175	4,384	4,603	4,833	5,075	N/A
Local 3	GIS Specialist	6,024	6,325	6,641	6,973	7,322	N/A
Local 3	GIS Technician	5,478	5,752	6,039	6,341	6,658	N/A
Local 3	Junior Engineer	6,175	6,484	6,808	7,149	7,507	N/A
		6,657	6,990	7,339	7,707	8,093	N/A
Local 3	Junior Planner	5,170	5,428	5,699	5,984	6,284	N/A
		5,330	5,596	5,876	6,170	6,480	N/A

CITY OF ANTIOCH
SALARY SCHEDULE

		MONTHLY SALARY STEPS							
Local 3	Junior Transportation Engineer	6,175	6,484	6,808	7,149	7,507	N/A		
		6,657	6,990	7,339	7,707	8,093	N/A		
Local 3	Lead Customer Service Representative	4,801	5,041	5,293	5,558	5,836	N/A		
Local 3	Mail & Print Clerk	3,537	3,714	3,900	4,094	4,299	N/A		
Local 3	Marina Attendant	4,608	4,839	5,081	5,335	5,602	N/A		
Local 3	Marina Leadworker/Property Manager	5,485	5,759	6,047	6,350	6,667	N/A		
		5,884	6,178	6,487	6,812	7,153	N/A		
Local 3	Network Administrator	6,072	6,375	6,693	7,028	7,379	N/A		
		7,172	7,530	7,905	8,300	8,715	N/A		
Local 3	Office Assistant	3,014	3,164	3,323	3,489	3,663	N/A		
		3,422	3,592	3,773	3,962	4,160	N/A		
Local 3	Police Records Technician	4,188	4,396	4,615	4,846	5,088	N/A		
		4,378	4,596	4,825	5,066	5,319	N/A		
Local 3	Public Works Inspector	6,380	6,699	7,034	7,386	7,755	N/A		
		6,658	6,991	7,341	7,708	8,093	N/A		
Local 3	Recreation Programs Coordinator	4,512	4,738	4,975	5,224	5,485	N/A		
		5,201	5,461	5,734	6,021	6,322	N/A		
Local 3	Recreation Specialist	5,478	5,752	6,039	6,341	6,658	N/A		
		6,032	6,334	6,650	6,983	7,332	N/A		
Local 3	Recycling Assistant	4,109	4,313	4,529	4,755	4,993	N/A		
		4,712	4,947	5,194	5,454	5,727	N/A		
Local 3	Registered Veterinary Technician	4,037	4,238	4,450	4,673	4,907	N/A		
		4,165	4,372	4,591	4,821	5,062	N/A		
Local 3	Senior Building Inspector	7,373	7,742	8,129	8,535	8,962	N/A		
Local 3	Senior Building Inspector w/ Cert.	7,741	8,128	8,534	8,961	9,409	N/A		

CITY OF ANTIOCH
SALARY SCHEDULE

		MONTHLY SALARY STEPS						
		6,620	6,951	7,299	7,663	8,046	N/A	
Local 3	Senior Community Development Technician						N/A	
Local 3	Senior Computer Technician	5,005	5,255	5,518	5,794	6,083	N/A	
		6,032	6,334	6,651	6,984	7,332	N/A	
Local 3	Senior Dev. Services/Engineering Tech.	6,620	6,951	7,299	7,663	8,046	N/A	
Local 3	Senior Engineering Technician	6,620	6,951	7,299	7,663	8,046	N/A	
Local 3	Senior Public Works Inspector	7,038	7,390	7,760	8,148	8,556	N/A	
		7,349	7,716	8,102	8,507	8,933	N/A	
Local 3	Senior Public Works Technician	6,620	6,951	7,299	7,663	8,046	N/A	



August 31, 2021

Total Compensation Study Final Report

City of Antioch

KOFF & ASSOCIATES

KATIE KANEKO

Managing Director

2835 Seventh Street
Berkeley, CA 94710
www.KoffAssociates.com

kkaneko@koffassociates.com

Tel: 510.658.5633

Fax: 510.652.5633

August 31, 2021

Ms. Nickie Mastay, Administrative Services Director
City of Antioch/Human Resources Department
200 H St.
Antioch, CA 94531

Dear Ms. Mastay:

Koff & Associates is pleased to present the Total Compensation Study Final Report to the City of Antioch. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you for your assistance and cooperation without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with the City and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,



Katie Kaneko
President



TABLE OF CONTENTS

EXECUTIVE SUMMARY	1
Background.....	1
Summary of Findings	1
STUDY PROCESS	1
Benchmark Classifications	1
Comparator Agencies	5
Salary and Benefits Data	6
Data Collection	8
Matching Methodology	8
Data Spreadsheets.....	9
MARKET COMPENSATION FINDINGS	10
Base Salary	14
Total Compensation.....	14
Benefits.....	15
INTERNAL SALARY RELATIONSHIPS	17
RECOMMENDATIONS.....	18
Pay Philosophy	18
Proposed Salary Structure	18
Proposed Salary Range Placements.....	19
Options for Implementation	19
USING THE MARKET DATA AS A TOOL.....	21



LIST OF TABLES

Table 1. Benchmark Classification	2
Table 2. Comparator Agencies	6
Table 3. Market Compensation Results Summary	10
Table 4. Employer Retirement Benefit Contributions	16
Table 5. Three-Year Implementation Proposal	20

LIST OF FIGURES

Figure 1. Market Findings: Percent of benchmarks below, within, and above market	15
--	----

APPENDICES

Appendix I: Results Summary	
Appendix II: Market Compensation Findings	
Appendix III: Proposed Salary Range Schedule	
Appendix IV: Salary Range Placement Recommendations	



EXECUTIVE SUMMARY

Background

In October 2020, Koff & Associates (“K&A”) was contracted to perform a comprehensive Total Compensation Study for the City of Antioch (City). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of the City Council and management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the City to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of the City; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across the City.

The goals of the compensation study are to assist the City in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of the City with regards to recruitment and retention of qualified staff.

Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study showed:

- The City’s **base salaries, overall, in comparison to the market median are 7.0% below the market.**
- The City’s Classic **total compensation, overall, in comparison to the market median is 2% below the market.**
- The City’s PEPR **total compensation, overall, in comparison to the market median is 5.4% below the market.**
- The City’s **benefits package** puts the City in a more competitive position compared to the market and, therefore, salary decisions should be based on total compensation versus base salary market results.
- K&A considers a classification falling within 5% of the median to be competitive.

STUDY PROCESS

Benchmark Classifications

The study included 203 classifications, and of those 118 classifications were selected in order to collect salary and benefits data within the defined labor market. Classifications that we would expect to provide a sufficient sample for analysis were selected as “benchmarks” to use as the



basis to build the compensation plan. Benchmark classifications are those classifications that are compared to the market, and these classifications are used as a means of anchoring the City's overall compensation plan to the market. Other classifications not surveyed will be included in the compensation plan and aligned to the benchmark classifications using internal equity principles.

The benchmark classifications are listed in Table 1.

Table 1. Benchmark Classification

Classification Title	
1.	Accountant II
2.	Accounting Technician II
3.	Administrative Analyst II
4.	Administrative Assistant II
5.	Administrative Services Director
6.	Animal Care Attendant*
7.	Animal Control Officer
8.	Animal Services Manager
9.	Animal Services Technician
10.	Aquatics Maintenance Worker II
11.	Assistant City Engineer
12.	Assistant City Manager
13.	Assistant to the City Manager
14.	Associate Community Development Technician
15.	Associate Development Services/Engineering Technician
16.	Associate Engineering Technician
17.	Associate Public Works Technician
18.	Associate Civil Engineer
19.	Associate Planner
20.	Associate Transportation Engineer
21.	Building Attendant*
22.	Building Inspection Services Manager
23.	Building Inspector II
24.	Business License Representative II
25.	Camp Director*
26.	Cashier*
27.	City Attorney
28.	City Manager
29.	Code Enforcement Maintenance Worker II
30.	Code Enforcement Manager
31.	Code Enforcement Officer



Total Compensation Study – Final Report

City of Antioch

Classification Title
32. Collection Systems Superintendent
33. Collection Systems Supervisor
34. Collection Systems Worker II
35. Community Development Director
36. Community Services Officer
37. Computer Technician
38. Crime Analyst
39. Crime Data Technician
40. Cross-Connection Control Specialist II
41. Customer Service Representative II
42. Deputy City Attorney
43. Deputy City Clerk
44. Deputy Public Works Director
45. Doctor of Veterinary Medicine
46. Economic Development Director
47. Economic Development Program Manager
48. Equipment Mechanic II
49. Equipment Operator
50. Executive Assistant
51. Executive Legal Assistant
52. Facility Maintenance Worker II
53. Finance Director
54. Finance Services Supervisor
55. Fleet Service Technician
56. General Laborer
57. GIS Specialist
58. Human Resources Analyst
59. Human Resources Director
60. Human Resources Technician
61. Information Systems Director
62. Information Systems Project Manager
63. Instructor II*
64. Laboratory Assistant II
65. Landscape Maintenance Worker II
66. Lifeguard/Swim Instructor*
67. Maintenance Helper – Facilities*
68. Marina Attendant
69. Marina Leadworker/Property Manager
70. Marina Maintenance Worker II
71. Meter Service Worker



Total Compensation Study – Final Report

City of Antioch

Classification Title	
72.	Network Administrator
73.	Office Assistant*
74.	Operations Supervisor
75.	Parks and Recreation Director
76.	Payroll Specialist II
77.	Planning Manager
78.	Police Captain
79.	Police Chief
80.	Police Communications Supervisor
81.	Police Dispatcher
82.	Police Lieutenant
83.	Police Officer
84.	Police Records Supervisor
85.	Police Records Technician
86.	Police Sergeant
87.	Project Manager
88.	Public Information/Communications Officer
89.	Public Works Director/City Engineer
90.	Public Works Inspector
91.	Recreation Leader II*
92.	Recreation Programs Coordinator
93.	Recreation Services Manager
94.	Recreation Specialist
95.	Recreation Supervisor
96.	Recycling Assistant
97.	Referee – Adult*
98.	Registered Veterinary Technician
99.	Risk Manager
100.	Senior Administrative Assistant
101.	Senior Bus Driver*
102.	Senior Civil Engineer
103.	Senior Planner
104.	Senior Traffic Engineer
105.	Street Maintenance Worker II
106.	Teacher*
107.	Volunteer Coordinator*
108.	Warehouse Worker II
109.	Water Distribution Operator II
110.	Water Distribution Superintendent
111.	Water Distribution Supervisor



Classification Title
112. Water Quality Analyst
113. Water Treatment Instrument Technician II
114. Water Treatment Maintenance Worker II
115. Water Treatment Plant Operator
116. Water Treatment Plant Superintendent
117. Water Treatment Plant Supervisor
118. Youth Services Network Manager

*Denotes hourly employees.

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, K&A evaluated the following factors:

- 1. Organizational type and structure** – Generally, it is recommended that agencies of a similar size and providing similar services to that of the City be used as comparators. When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. When it is difficult to find agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.
- 2. Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.
- 3. Scope of services provided** – For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to the City.
- 4. Labor market and geographic location** – Today's labor market reality is that many agencies are in competition for the same pool of qualified employees because large portions of the workforce do not live in the communities they serve, are accustomed to lengthy commutes, and are more likely to consider changing jobs in a larger geographic area than in the past. Furthermore, by selecting employers within a geographic proximity to the City, the resulting labor market data generally reflects the region's cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the City. Therefore, the geographic labor market area where the



City may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations.

All factors mentioned were considered in selecting the group of comparator agencies. The City agreed to the following list of twelve (12) agencies.

Table 2. Comparator Agencies

Agency
1. City of Alameda
2. City of Benicia
3. City of Brentwood
4. City of Concord
5. City of Manteca
6. City of Martinez
7. City of Oakley
8. City of Pittsburg
9. City of Richmond
10. City of Tracy
11. City of Vacaville
12. City of Walnut Creek

Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in Appendix II [Benefit Detail] of this report; these amounts were added to base salaries for total compensation purposes).

1. Monthly Base Salary

The top of the salary range and/or control point. All figures are presented on a monthly basis.

2. Employee Retirement

The retirement reflects the benefits offered to the majority of the employees:

- **PERS Formula:** The service retirement formula. Each agency has multiple retirement formula tiers. For this market survey, K&A collected retirement benefits for both the Classic and PEPRA retirement tiers.
- **Enhanced Formula Cost:** The baseline PERS formula is 2%@62 for miscellaneous employees and 2%@57 for safety employees. There are often enhanced formulas granted within the classic tier, which reflects a cost to the employer for offering a formula with a higher benefit than the baseline formula. For each enhanced formula,



the cost to the employer is based on a state-wide actuarial percentage calculated by PERS. The percentage value for each enhanced formula is:

- **Miscellaneous Employees**
 - 2%@60: 1.2%
 - 2%@55: 2.9%
 - 2.5%@55: 5.2%
 - 2.7%@55: 7.0%
 - 3%@60: 8.0%
- **Safety Employees**
 - 2%@55: 0.6%
 - 2.5%@57: 3.8%
 - 2.7%@57: 4.9%
 - 2%@50: 6.0%
 - 3%@55: 8.5%
 - 3%@50: 10.3%
- **Employer Paid Member Contribution:** The amount of the employee's contribution to PERS that is paid by the employer (Employer Paid Member Contribution).
- **Single Highest Year:** The period for determining the average monthly pay rate when calculating retirement benefits. The base period is 36 highest paid consecutive months. When final compensation is based on a shorter period of time, such as 12 months' highest paid consecutive months, there is a cost to the employer. Similar to the enhanced formula, the cost to the employer is based on a state-wide actuarial percentage calculated by PERS. K&A took the midpoint of the range and multiplied the percentage by the top monthly salary to calculate the cost of the final compensation. This will only apply to the classic tier.
- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally determined maximum contribution of \$737.80.
- **Other:** Any other retirement contributions made by the employer.

3. Deferred Compensation

Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to contribute is reported.

4. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental
- Vision



- Other

5. Leaves

Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated. All hours have been translated into direct salary costs.

- **Vacation:** The number of paid time-off (or vacation) hours available to all employees who have completed five years of employment.
- **Holidays:** The number of holiday hours (including floating hours) available to employees.
- **Administrative:** Administrative (or management) leave is normally the number of paid leave hours available to Fair Labor Standards Act (“FLSA”) Exempt and/or management to reward for extraordinary effort (in lieu of overtime). This leave category may also include personal leave which may be available to augment vacation or other time off.

6. Auto Allowance

This category includes either the provision of an auto allowance or the provision of an auto for personal use only. If a vehicle is provided to any classification for commuting and other personal use, the average monthly rate is estimated at \$450. Mileage reimbursement is not included.

7. Other

This category includes any additional other benefits not captured above available to all in the class.

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other benefit costs, such as sick leave, tuition reimbursement, and reimbursable mileage are usage-based and cannot be quantified on an individual employee basis.

Data Collection

Data was collected during the months of December 2020 and January 2021, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

Matching Methodology

K&A believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on the City’s classification descriptions as the foundation for comparison.

When K&A researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at the City. Therefore,



K&A does not match based upon job titles, which can often be misleading, but rather analyze class descriptions before a comparable match is determined.

K&A's methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and act;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

In order for a match to be included, K&A requires that a classification's "likeness" be at approximately 70% of the matched classification.

When an appropriate match is not identified for one classification, K&A often uses "hybrids" which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at the City is performed by two or more classifications at a comparator agency. A "hybrid" representing a span in scope means that the comparator agency has one class that is "bigger" in scope and responsibility and one class that is "smaller," where the City's class falls in the middle.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

Data Spreadsheets

For each benchmark classification, there are three Classic tier and three PEPRA tier information pages:

- Top Monthly Base Salary and Total Compensation Data (2 sheets per benchmark)
 - One sheet is sorted by top monthly
 - One sheet is sorted by total monthly
- Benefit Detail (Monthly Equivalent Values)



The average (mean) and median (midpoint) of the comparator agencies are reported on the top monthly salary and total compensation data spreadsheets. The % above or below that the City is compared to the average and median is also reported.

The mean is the sum of the comparator agencies' salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

In order to calculate the mean and median, K&A requires that there be a minimum of four (4) comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 85 of the 118 benchmark classifications.

When using survey data to make salary range recommendations and adjustments, K&A recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

MARKET COMPENSATION FINDINGS

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus benefits [retirement, insurance, leaves, and allowances]) findings. Data spreadsheets were developed using two approaches for capturing retirement information; one reflecting retirement for employees in the classic tier and one for PEPRA tier employees. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The table is sorted by top monthly salary in descending order from the most positive percentile (above market) to the most negative (below market).

Table 3. Market Compensation Results Summary

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below CLASSIC	Total Compensation % Above or Below PEPRA
Police Records Supervisor	9	20.2%	16.5%	12.4%
City Manager	12	15.2%	16.7%	13.3%
Payroll Specialist II	6	15.1%	11.6%	7.2%
Water Quality Analyst	7	14.0%	14.4%	10.2%
Police Captain	11	13.5%	15.4%	12.6%
Water Treatment Plant Operator	7	13.4%	13.7%	8.6%
Police Lieutenant	12	13.3%	15.3%	12.9%



Total Compensation Study – Final Report

City of Antioch

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below CLASSIC	Total Compensation % Above or Below PEPRA
Associate Development Services/Engineering Technician	11	11.1%	8.2%	4.4%
Water Treatment Plant Superintendent	6	10.6%	10.4%	6.5%
Police Communications Supervisor	8	10.2%	8.6%	4.2%
Police Sergeant	12	9.9%	10.2%	10.6%
Associate Engineering Technician	11	9.6%	7.5%	3.2%
Operations Supervisor	12	9.4%	10.4%	5.9%
Police Officer	12	9.0%	8.3%	8.7%
Associate Community Development Technician	12	8.9%	6.8%	2.9%
Laboratory Assistant II	5	7.2%	5.6%	0.1%
Customer Service Representative II	4	6.9%	5.8%	1.4%
Collection Systems Superintendent	4	5.6%	4.6%	2.1%
Project Manager	7	5.4%	7.2%	3.6%
Accounting Technician II	11	4.2%	3.6%	-0.4%
Police Chief	12	3.9%	3.1%	9.7%
Water Treatment Plant Supervisor	5	3.9%	4.2%	1.9%
Economic Development Director	10	3.1%	13.1%	9.7%
Police Dispatcher	10	1.7%	7.7%	4.1%
Street Maintenance Worker II	12	1.1%	1.8%	-1.6%
Collection Systems Worker II	6	1.0%	-1.3%	-3.3%
Facility Maintenance Worker II	11	0.8%	0.7%	-3.2%
Landscape Maintenance Worker II	12	0.8%	-0.9%	-2.6%
Building Inspector II w/ Cert.	12	0.4%	-0.4%	-4.7%
Senior Administrative Assistant	6	0.2%	3.8%	-0.1%
Equipment Operator	9	-0.2%	-0.1%	-4.4%
Community Services Officer	10	-0.4%	5.4%	1.9%
Human Resources Technician	9	-0.4%	4.4%	1.0%
Associate Planner	11	-1.0%	-1.1%	-4.8%
Equipment Mechanic II	11	-1.0%	-0.9%	-4.6%
Administrative Assistant II	11	-1.2%	0.7%	-2.3%
Water Treatment Maintenance Worker II	7	-2.1%	-2.7%	-7.5%
Water Distribution Superintendent	5	-3.5%	-9.7%	-14.2%
Executive Assistant	11	-4.8%	-7.2%	-10.9%
Executive Legal Assistant	5	-5.7%	-0.6%	-3.9%
Crime Analyst	6	-5.9%	-8.2%	-11.9%



Total Compensation Study – Final Report

City of Antioch

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below CLASSIC	Total Compensation % Above or Below PEPRA
Meter Service Worker	7	-6.0%	-1.0%	-4.2%
Public Works Inspector	10	-6.0%	-4.6%	-8.1%
Senior Planner	11	-6.4%	-4.6%	-9.6%
Assistant City Manager	11	-6.6%	1.7%	-0.3%
City Attorney	8	-6.7%	-4.3%	-6.8%
Code Enforcement Officer	12	-6.7%	-4.6%	-8.5%
Public Information/Communications Officer	7	-6.8%	-2.3%	-6.6%
Community Development Director	11	-7.8%	1.6%	0.0%
Assistant City Engineer	10	-8.2%	-5.1%	-9.9%
Water Distribution Operator II	7	-8.3%	-10.4%	-15.8%
Police Records Technician	11	-8.9%	-4.6%	-5.3%
Deputy Public Works Director	9	-9.4%	-6.8%	-12.0%
Building Inspection Services Manager	12	-9.9%	-8.3%	-12.4%
Information Systems Director	10	-10.0%	2.2%	-0.8%
Accountant II	10	-10.5%	-7.0%	-10.8%
Administrative Analyst II	11	-11.1%	-16.4%	-19.6%
Recreation Supervisor	9	-11.2%	-7.4%	-12.0%
Finance Director	12	-12.4%	-3.4%	-5.9%
Associate Transportation Engineer	10	-12.8%	-13.3%	-16.6%
Parks and Recreation Director	9	-13.6%	-4.5%	-4.4%
Public Works Director/City Engineer	12	-13.6%	-3.2%	-6.3%
General Laborer	6	-13.7%	-6.3%	-10.0%
Deputy City Attorney	7	-14.9%	-11.6%	-12.0%
Water Distribution Supervisor	5	-15.5%	-5.0%	-9.9%
Deputy City Clerk	10	-15.6%	-17.2%	-20.0%
Associate Civil Engineer	11	-15.7%	-13.7%	-19.0%
Water Treatment Instrument Technician II	6	-16.8%	-12.5%	-18.7%
Planning Manager	11	-18.0%	-8.2%	-13.5%
Recreation Leader II	8	-18.0%	N/A	N/A
Network Administrator	4	-18.5%	-18.8%	-21.5%
Senior Civil Engineer	9	-18.9%	-14.4%	-17.5%
Senior Traffic Engineer	9	-18.9%	-14.4%	-17.5%
Human Resources Analyst	11	-21.3%	-18.0%	-20.4%
Human Resources Director	10	-22.4%	-9.0%	-12.4%
Lifeguard/Swim Instructor	8	-22.6%	N/A	N/A
Recreation Programs Coordinator	11	-23.1%	-14.9%	-20.4%



Total Compensation Study – Final Report

City of Antioch

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below CLASSIC	Total Compensation % Above or Below PEPRA
Assistant to the City Manager	6	-24.4%	-17.7%	-23.1%
Computer Technician	8	-25.3%	-19.3%	-23.8%
Economic Development Program Manager	6	-29.8%	-19.3%	-23.5%
Fleet Service Technician	11	-29.9%	-22.6%	-26.7%
Recreation Services Manager	7	-32.0%	-22.5%	-26.5%
Maintenance Helper – Facilities	6	-53.1%	N/A	N/A
Building Attendant	10	-64.8%	N/A	N/A
Office Assistant	7	-68.9%	N/A	N/A
Administrative Services Director	0	Insufficient Data	Insufficient Data	Insufficient Data
Animal Care Attendant*	2	Insufficient Data	N/A	N/A
Animal Control Officer	3	Insufficient Data	Insufficient Data	Insufficient Data
Animal Services Manager	1	Insufficient Data	Insufficient Data	Insufficient Data
Animal Services Technician	0	Insufficient Data	Insufficient Data	Insufficient Data
Aquatics Maintenance Worker II	0	Insufficient Data	Insufficient Data	Insufficient Data
Associate Public Works Technician	2	Insufficient Data	Insufficient Data	Insufficient Data
Business License Representative II	2	Insufficient Data	Insufficient Data	Insufficient Data
Camp Director*	2	Insufficient Data	N/A	N/A
Cashier*	1	Insufficient Data	N/A	N/A
Code Enforcement Maintenance Worker II	0	Insufficient Data	Insufficient Data	Insufficient Data
Code Enforcement Manager	2	Insufficient Data	Insufficient Data	Insufficient Data
Collection Systems Supervisor	2	Insufficient Data	Insufficient Data	Insufficient Data
Crime Data Technician	2	Insufficient Data	Insufficient Data	Insufficient Data
Cross-Connection Control Specialist II	3	Insufficient Data	Insufficient Data	Insufficient Data
Doctor of Veterinary Medicine	0	Insufficient Data	Insufficient Data	Insufficient Data
Finance Services Supervisor	3	Insufficient Data	Insufficient Data	Insufficient Data
GIS Specialist	3	Insufficient Data	Insufficient Data	Insufficient Data
Information Systems Project Manager	1	Insufficient Data	Insufficient Data	Insufficient Data
Instructor II*	1	Insufficient Data	N/A	N/A
Marina Attendant	1	Insufficient Data	Insufficient Data	Insufficient Data
Marina Leadworker/Property Manager	1	Insufficient Data	Insufficient Data	Insufficient Data
Marina Maintenance Worker II	2	Insufficient Data	Insufficient Data	Insufficient Data
Recreation Specialist	3	Insufficient Data	Insufficient Data	Insufficient Data
Recycling Assistant	1	Insufficient Data	Insufficient Data	Insufficient Data
Referee – Adult*	2	Insufficient Data	N/A	N/A
Registered Veterinary Technician	0	Insufficient Data	Insufficient Data	Insufficient Data
Risk Manager	2	Insufficient Data	Insufficient Data	Insufficient Data



Total Compensation Study – Final Report

City of Antioch

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below CLASSIC	Total Compensation % Above or Below PEPRA
Senior Bus Driver*	0	Insufficient Data	N/A	N/A
Teacher*	1	Insufficient Data	N/A	N/A
Volunteer Coordinator*	2	Insufficient Data	N/A	N/A
Warehouse Worker II	3	Insufficient Data	Insufficient Data	Insufficient Data
Youth Services Network Manager	0	Insufficient Data	Insufficient Data	Insufficient Data

Base Salary

Base salary market results show that 55 classifications are paid below the market median, 30 classifications are paid above the market median, and 33 classifications had insufficient data, 8 of which were part time classifications.

# of Classifications	<5%	5-10%	10-15%	15% +	Total
Below the Market Median	9	16	9	21	55
Above the Market Median	11	9	7	3	30

Total Compensation

Total compensation market Classic tier results show that 47 classifications are paid below the market median, 33 classifications are paid above the market median, 25 classifications had insufficient data, and 13 part-time classifications were designated "N/A", as benefits were not collected.

# of Classifications	<5%	5-10%	10-15%	15% +	Total
Below the Market Median	19	11	8	9	47
Above the Market Median	12	10	7	4	33

Total compensation market PEPRA tier results show that 54 classifications are paid below the market median, 26 classifications are paid above the market median, 25 classifications had insufficient data, and 13 part-time classifications were designated "N/A", as benefits were not collected.

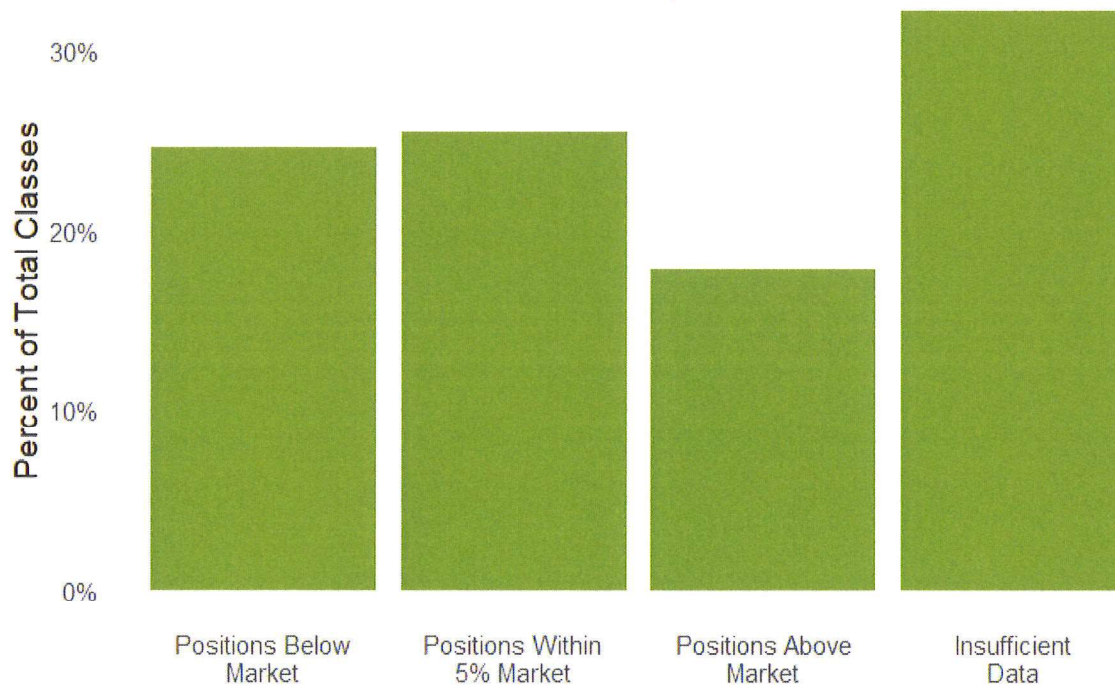
# of Classifications	<5%	5-10%	10-15%	15% +	Total
Below the Market Median	16	12	10	16	54
Above the Market Median	13	7	6	0	26



Generally, a classification falling within 5% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, the City can adopt a different standard.

Overall, the differences between market base salaries and total compensation indicate that the City's benefits package puts the City at a more competitive advantage. Further analysis indicates that, on average, classifications are 7.0% below the market median for base salaries, while that figure changes to 2.0% below the market median for Classic total compensation and 5.4% below market median for PEPRA total compensation, which is a difference of 5.0% for Classic and 1.6% for PEPRA (i.e., the City "gains" a 5.0% for Classic or 1.6% for PEPRA competitive advantage when taking benefits into consideration).

Figure 1. Market Findings: Percent of benchmarks below, within, and above market



Benefits

The market benefits data reveals the major contributing factors that give the City a competitive advantage are the City's contributions to retirement, offering single highest year compensation, reporting employer paid member contribution (EPMC) as special compensation, and contributing to deferred compensation.

When looking at the classic tier, Antioch offers a richer PERS retirement formula than all the other comparators, except for one comparator agency, which is the greatest contributing factor to competitiveness. There are only three comparators that participate both in Social Security, as



well as PERS. There were ten comparators that contributed to another deferred compensation plan in addition to PERS. The City also requires employee cost-sharing towards the employer's retirement cost. There were five other agencies that required cost sharing and five agencies that required cost sharing for safety only. Only one other comparator maintained EPMC, but Antioch is the only agency who reports EPMC as special compensation. Table 4 below summarizes retirement formulas, single highest year, EPMC as special compensation, participation in social security, cost sharing, and if the agency contributes to a deferred compensation plan.

Table 4. Employer Retirement Benefit Contributions

Agency	Retirement Type	PERS Formula	Single Highest Year %	EPMC Reported as Special Compensation Yes / No / N/A	Participate in Social Security?	Employee Cost Sharing?	Contribute to Deferred Compensation Plan?
City of Antioch	Miscellaneous	2.7%@55	.7%	Yes	No	Yes	Yes
City of Alameda	Miscellaneous	2%@55	.5%	N/A	No	Yes	No
City of Benicia	Miscellaneous	2%@60	N/A	No	No	No	Yes
City of Brentwood	Miscellaneous	2%@60	N/A	N/A	No	No	Yes
City of Concord	Miscellaneous	2%@55	.5%	N/A	Yes	No	Yes
City of Manteca	Miscellaneous	2%@60	N/A	N/A	No	Yes	Yes
City of Martinez	Miscellaneous	2%@60	N/A	N/A	Yes	No	Yes
City of Oakley	Miscellaneous	2%@60	.5%	N/A	No	No	Yes
City of Pittsburg	Miscellaneous	2%@60	N/A	N/A	Yes	Yes	Yes
City of Richmond	Miscellaneous	2.7%@55	.7%	N/A	No	No	No
City of Tracy	Miscellaneous	2%@55	N/A	N/A	No	Yes	Yes
City of Vacaville	Miscellaneous	2%@55	.5%	N/A	No	Yes	Yes
City of Walnut Creek	Miscellaneous	2%@60	N/A	N/A	No	No	Yes
City of Antioch	Safety	3%@50	1.2%	Yes	No	Yes	No
City of Alameda	Safety	3%@50	1.2%	N/A	No	Yes	Yes
City of Benicia	Safety	3%@55	N/A	No	No	Yes	No
City of Brentwood	Safety	3%@55	N/A	N/A	No	No	Yes
City of Concord	Safety	3%@50	1.2%	N/A	Yes	Yes	No
City of Manteca	Safety	3%@55	N/A	N/A	No	Yes	Yes
City of Martinez	Safety	3%@55	N/A	N/A	No	Yes	No
City of Oakley	Safety	2.7%@57	N/A	N/A	No	No	No
City of Pittsburg	Safety	3%@55	1.2%	N/A	No	Yes	Yes
City of Richmond	Safety	3%@50	1.2%	N/A	No	Yes	No



Agency	Retirement Type	PERS Formula	Single Highest Year %	EPMC Reported as Special Compensation Yes / No / N/A	Participate in Social Security?	Employee Cost Sharing?	Contribute to Deferred Compensation Plan?
City of Tracy	Safety	3%@55	1.2%	N/A	No	Yes	Yes
City of Vacaville	Safety	2%@50	N/A	N/A	No	Yes	No
City of Walnut Creek	Safety	3%@55	N/A	N/A	No	Yes	No

INTERNAL SALARY RELATIONSHIPS

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied in order to develop specific salary recommendations for all non-benchmarked classifications.

In the future, the City may need to utilize internal alignment practices if the number of staff grows, and additional classifications are added or classifications change. While analyzing internal relationships, the same factors analyzed when comparing the City's classifications to the labor market are used when making internal salary alignment recommendations.

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:

- A salary within 5% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, the City can adopt a closer standard.
- Certain internal percentages are often applied. Those that are the most common are:
 - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
 - A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.
 - A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to



these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the purposes of this study, K&A utilized market data to develop the salary recommendations for all of the benchmarked classifications and used internal equity principles to make the salary recommendations for 85 classifications that were not benchmarked. For the non-benchmarked classifications, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and “worth” to the City. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for City management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships within class series as well as across the organization, and adjust salary range placements, as necessary, based on the needs of the organization.

The City may want to make internal equity adjustments or alignments, as it implements the compensation strategy. This market survey is only a tool to be used by the City to determine market indexing and salary determination.

RECOMMENDATIONS

Pay Philosophy

The City has many options regarding what type of compensation plan it wants to implement. This decision will be based on what the City’s pay philosophy is, at which level it desires to pay its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly qualified workforce.

Proposed Salary Structure

Currently, the City has a salary structure with each salary range has five steps with 5% between each step. It is recommended that the City maintain a similar salary structure however establish a range structure that creates ranges that are 2.5% apart. Appendix III contains the current salary range structure.

It is important to note that the salary range structure connects all salary ranges, and their steps, by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix, which then automatically updates the entire table. Due to the formula that connects each range to the next (with 2.5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.5% differentials between ranges, four ranges should represent a 10% differential. However, because the compounding



effect of 2.5%, on top of 2.5%, on top of 2.5%, and so on, the differential between Range 1 and Range 5 is not exactly 10%, but it is slightly greater.

Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on classic tier total compensation market results. The following calculation was used:

1. Multiplied the City's current top monthly salary by the percentage difference between the City's total compensation and the total compensation market median to calculate the Market Placement Salary.
2. The classification was then placed within the proposed salary range with a Step 5 salary closest to the Market Placement Salary.

K&A also modified the current internal alignment in certain instances where it seemed warranted based on market-supported groupings and/or compaction issues.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if the City decides to implement annual across-the-board cost of living adjustment increases, only the salary schedule that was developed and included herein needs to be increased by the appropriate percentage, and each individual salary range will move up with this adjustment. This will ensure that the internal salary relationships are preserved, and the salary schedule remains structured and easily administered.

Options for Implementation

While the City may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees' current salaries are significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new salary range.

Another option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost-of-living increase). If a class falls within 5% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case, more than 20%) below the market median, a higher percentage change may be initially warranted to reduce the disparity.



For example, if the City decided to implement the recommendations over a three-year period, then the following guidelines could be applied for the initial increase of the three-year implementation plan:

Table 5. Three-Year Implementation Proposal

Market Disparity	% Increase
0 to 4.99%	0 to 2.49%
5.0% to 9.99%	2.5% to 4.99%
10.0% to 14.99%	5.0% to 7.49%
15.0% to 19.99%	7.5% to 9.99%
20.0% and above	10.0%

The initial first year adjustment would provide a portion of the equity increase and place the class into the closest step (but not below) where they are now. Subsequent increases would be spaced on a similar schedule (at annual intervals) based upon the remaining disparity after each adjustment.

Please note that typically, for those classes that had a market disparity of 0 to 4.99%, we recommend a 0% increase in the first year and an adjustment in the second year. Depending upon the City's financial situation, which will have to be reviewed before each further adjustment is made, all market disparity adjustments are intended to be completed by the third year. The City may also consider a similar implementation plan over a longer period of time, like a five-year implementation plan.

The City may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. However, the City may want to consider adjusting those classifications' salaries that are currently below the market median as soon as possible, assuming that incumbents' performance meets the City's level of expectation.

When classifications are over market, K&A typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers "catch up" with their current salary. To Y-rate an employee means to keep the employee's salary frozen and to provide no salary increases (including no cost of living adjustments) until the employee's current salary is within the recommended salary range. This will result in no immediate loss of income but will delay any future increases until the incumbent's salary is within the salary range.

Other options to "freezing" a classification's salary in place until the market catches up are:

- **"Grandfathering" of salary ranges:** This means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with City. Any new hires would be paid within the newly established salary range.



- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with City and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

Another option, of course, is to actually reduce salaries down to the market. However, from an employee relations perspective this may not be a viable option.

USING THE MARKET DATA AS A TOOL

K&A would like to reiterate that this report and the findings are meant to be a tool for the City to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and the City's expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give the City an instrument to make future compensation decisions.

It has been a pleasure working with City on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,

Koff & Associates

A handwritten signature in blue ink, appearing to read 'Katie Kaneko'.

Katie Kaneko
President



Appendix IV

Salary Range Placement Recommendations

City of Antioch
Appendix IV: Salary Range Placement Recommendations
March 2021

Class Title	Current Maximum	% from Total Comp Median	Market Placement	Proposed Salary Range	Proposed Maximum	Percent Difference	Study Benchmark	Rationale
Accountant I	\$ 7,021			43	\$7,515	7.04%		Internal Alignment: 10% below Accountant II
Accounting II	\$ 7,741	-7.0%	\$8,282	47	\$8,295	7.16%	x	Market and range placement.
Accounting Technician I	\$5,839			31	\$5,588	-4.30%		Internal Alignment: 10% below Accounting Technician II
Accounting Technician II	\$ 6,438	3.6%	\$6,208	35	\$6,168	-4.20%	x	Market and range placement.
Administrative Analyst I	\$7,318			48	\$8,502	16.19%		Internal Alignment: 10% below Administrative Analyst II
Administrative Analyst II	\$8,059	-16.4%	\$9,383	52	\$9,385	16.46%	x	Market and range placement.
Administrative Analyst III	\$8,949			56	\$10,359	15.76%		Internal Alignment: 10% above Administrative Analyst II
Administrative Assistant I	\$4,681			24	\$4,701	0.42%		Internal Alignment: 10% below Administrative Assistant II
Administrative Assistant II	\$5,160	0.7%	\$5,125	28	\$5,189	0.56%	x	Market and range placement.
Administrative Assistant III	\$5,676			32	\$5,727	0.91%		Internal Alignment: 10% above Administrative Assistant II
Administrative Services Director	\$ 14,624	Insuff. Data	Insuff. Data	74	\$16,157	10.48%	x	Internal Alignment: 10% below Assistant City Manager
Animal Control Officer	\$ 5,352	Insuff. Data	Insuff. Data	29	\$5,319	-0.63%	x	Internal Alignment: 25% below the Code Enforcement Officer
Animal Services Manager	\$ 11,036	Insuff. Data	Insuff. Data	55	\$10,107	-8.42%	x	Internal Alignment: 40% above Animal Services Supervisor
Animal Services Supervisor	\$7,358			39	\$6,808	-7.47%		Internal Alignment: 20% above Animal Control Officer
Animal Services Technician	\$ 4,427	Insuff. Data	Insuff. Data	23	\$4,586	3.60%	x	Internal Alignment: 20% below Animal Control Officer
Aquatics Maintenance Worker I	\$5,524			29	\$5,319	-3.72%		Internal Alignment: 10% below Aquatics Maintenance Worker II
Aquatics Maintenance Worker II	\$ 6,058	Insuff. Data	Insuff. Data	33	\$5,871	-3.10%	x	Internal Alignment: Anchor to Landscape Maintenance Worker II
Assistant City Engineer	\$ 13,062	-5.1%	\$13,734	67	\$13,592	4.06%	x	Market and range placement.
Assistant City Manager	\$ 18,241	1.7%	\$17,926	78	\$17,835	-2.23%	x	Market and range placement.
Assistant Community Development Technician	\$6,658			35	\$6,168	-7.36%		Internal Alignment: 10% below Associate Community Development Services/Engineering Technician
Assistant Development Services/Engineering Technician	\$6,658			35	\$6,168	-7.36%		Internal Alignment: 10% below Associate Development Services/Engineering Technician
Assistant Engineer	\$9,077			54	\$9,860	8.63%		Internal Alignment: 10% below Associate Civil Engineer
Assistant Engineering Technician	\$6,658			34	\$6,017	-9.62%		Internal Alignment: 10% below Associate Engineering Technician
Assistant Planner	\$7,226			45	\$7,895	9.26%		Internal Alignment: 10% below Associate Planner
Assistant Public Works Technician	\$6,658			35	\$6,168	-7.36%		Internal Alignment: 10% below Associate Public Works Technician
Assistant to the City Manager	\$ 9,955	-17.7%	\$11,715	61	\$11,721	17.74%	x	Market and range placement.
Associate Transportation Engineer	\$8,646			54	\$9,860	14.04%		Internal Alignment: 10% below Associate Transportation Engineer
Associate Civil Engineer	\$ 9,496	-13.7%	\$10,793	58	\$10,884	14.62%	x	Market and range placement.
Associate Community Development Technician	\$7,322	6.8%	\$6,826	39	\$6,808	-7.02%	x	Market and range placement.
Associate Development Services/Engineering Technician	\$7,322	8.2%	\$6,721	39	\$6,808	-7.02%	x	Market and internal alignment to Associate Community Development Technician
Associate Engineering Technician	\$7,322	7.5%	\$6,773	39	\$6,808	-7.02%	x	Market and internal alignment to Associate Community Development Technician
Associate Planner	\$8,658	-1.1%	\$8,749	49	\$8,715	0.66%	x	Market and range placement.
Associate Public Works Technician	\$7,322	Insuff. Data	Insuff. Data	39	\$6,808	-7.02%	x	Internal alignment: Anchor to Associate Engineering Technician
Associate Transportation Engineer	\$9,496	-13.3%	\$10,760	58	\$10,884	14.62%	x	Market and range placement.
Building Inspection Services Manager	\$ 12,009	-8.3%	\$13,006	65	\$12,938	7.73%	x	Market and range placement.
Building Inspector I	\$7,798			42	\$7,332	-5.98%		Internal Alignment: 10% below Building Inspector II
Building Inspector II w/ Cert.	\$8,385	2.0%	\$8,217	47	\$8,295	-1.07%	x	Market and range placement.
Business License Representative I	\$5,329			31	\$5,588	4.86%		Internal Alignment: 10% below Business License Representative II
Business License Representative II	\$6,129	Insuff. Data	Insuff. Data	33	\$5,871	-4.21%	x	Internal Alignment: 5% below the Accounting Technician II
Buyer	\$6,145			35	\$6,168	0.37%		Internal Alignment: Anchor to Accounting Technician II
City Attorney	\$ 18,453	-4.3%	\$19,254	81	\$19,206	4.08%	x	Market and range placement.
City Manager	\$ 24,476	16.7%	\$20,386	84	\$20,683	-15.50%	x	Market and range placement.
Code Enforcement Maintenance Worker I	\$5,524			29	\$5,319	-3.72%		Internal Alignment: 10% below Code Enforcement Maintenance Worker II
Code Enforcement Maintenance Worker II	\$ 6,058	Insuff. Data	Insuff. Data	33	\$5,871	-3.10%	x	Internal Alignment: Anchor to Landscape Maintenance Worker II
Code Enforcement Manager	\$9,622	Insuff. Data	Insuff. Data	53	\$9,620	-0.02%	x	Internal Alignment: 30% above Code Enforcement Officer
Code Enforcement Officer	\$ 6,852	-4.6%	\$7,169	41	\$7,153	4.39%	x	Market and range placement.
Code Enforcement/Asset Recovery Coordinator	\$ 8,406			39	\$6,808	-19.01%		Internal Alignment: 10% above Accounting Technician II
Collection Systems Superintendent	\$ 10,190	4.6%	\$9,725	53	\$9,620	-5.60%	x	Market and range placement.

City of Antioch
Appendix IV: Salary Range Placement Recommendations
March 2021

Class Title	Current Maximum	% from Total Comp Median	Market Placement	Proposed Salary Range	Proposed Maximum	Percent Difference	Study Benchmark	Rationale
Collection Systems Supervisor	\$7,759	Insuff. Data	Insuff. Data	44	\$7,703	-0.72%	x	Internal Alignment: 15% above Lead Collection Systems Worker
Collection Systems Worker I	\$5,524			30	\$5,452	-1.31%		Internal Alignment: 10% below Collection Systems Worker II
Collection Systems Worker II	\$6,058	-1.3%	\$6,138	34	\$6,017	-0.68%	x	Market and range placement.
Community Development Director	\$15,844	1.6%	\$15,587	73	\$15,763	-0.51%	x	Market and range placement.
Community Services Officer	\$5,961	5.4%	\$5,639	31	\$5,588	-6.26%	x	Market and range placement.
Computer Technician	\$5,525	-19.3%	\$6,591	38	\$6,642	20.22%	x	Market and range placement.
Crime Analyst	\$8,038	-8.2%	\$8,695	49	\$8,715	8.42%	x	Market and range placement.
Crime Data Technician	\$5,731	Insuff. Data	Insuff. Data	32	\$5,727	-0.06%	x	Internal Alignment: Anchor to Administrative Assistant III
Cross-Connection Control Specialist I	\$5,524			30	\$5,452	-1.31%		Internal Alignment: 10% below Cross-Connection Control Specialist II
Cross-Connection Control Specialist II	\$6,058	Insuff. Data	Insuff. Data	34	\$6,017	-0.68%	x	Internal Alignment: Anchor to Collection Systems Worker II
Customer Service Representative I	\$4,605			21	\$4,365	-5.21%		Internal Alignment: 10% below Customer Service Representative II
Customer Service Representative II	\$5,075	5.8%	\$4,780	25	\$4,818	-5.06%	x	Market and range placement.
Deputy City Attorney	\$11,203	-11.6%	\$12,502	64	\$12,622	12.67%	x	Market and range placement.
Deputy City Clerk	\$6,112	-17.2%	\$7,165	41	\$7,153	17.03%	x	Market and range placement.
Deputy Finance Director	\$12,043			63	\$12,314	2.25%		Internal Alignment: 25% below Finance Director
Deputy Public Works Director	\$12,441	-6.8%	\$13,289	64	\$12,622	1.45%	x	Market and internal alignment: 20% below the Public Works Director
Deputy Public Works Director II	\$13,686			66	\$13,261	-3.11%		Internal Alignment: 20% below Public Works Director/City Engineer
Doctor of Veterinary Medicine	\$15,051	Insuff. Data	Insuff. Data	71	\$15,004	-0.32%	x	Market and range placement.
Economic Development Director	\$13,929	13.1%	\$12,109	62	\$12,014	-13.75%	x	Internal Alignment: 30% below the Economic Development Director
Economic Development Program Manager	\$8,696	-19.3%	\$10,374	50	\$8,933	2.72%	x	Internal Alignment: 10% below Equipment Mechanic II
Equipment Mechanic I	\$6,257			35	\$6,168	-1.43%		Market and range placement.
Equipment Mechanic II	\$6,866	-0.9%	\$6,929	39	\$6,808	-0.84%	x	Market and range placement.
Equipment Operator	\$6,383	-0.1%	\$6,391	35	\$6,168	-3.37%	x	Market and range placement.
Executive Assistant	\$7,305	-7.2%	\$7,830	45	\$7,895	8.08%	x	Market and range placement.
Executive Legal Assistant	\$6,680	-0.6%	\$6,722	39	\$6,808	1.92%	x	Market and range placement.
Facility Maintenance Worker I	\$5,524			29	\$5,319	-3.72%		Internal Alignment: 10% below Facility Maintenance Worker II
Facility Maintenance Worker II	\$6,058	0.7%	\$6,015	33	\$5,871	-3.10%	x	Market and range placement.
Finance Director	\$15,173	-3.4%	\$15,686	73	\$15,763	3.89%	x	Market and range placement.
Finance Services Supervisor	\$9,626	Insuff. Data	Insuff. Data	53	\$9,620	-0.06%	x	Internal Alignment: 25% below Deputy Finance Director
Fleet Leadworker	\$7,552			40	\$6,978	-7.60%		Internal Alignment: 10% above Fleet Service Technician
Fleet Service Technician	\$5,335	-22.6%	\$6,541	36	\$6,322	18.49%	x	Market and range placement.
General Laborer	\$4,338	-6.3%	\$4,612	22	\$4,474	3.13%	x	Market and range placement.
GIS Coordinator	\$9,622			51	\$9,156	-4.84%		Internal Alignment: 30% above GIS Specialist
GIS Specialist	\$7,322	Insuff. Data	Insuff. Data	39	\$6,808	-7.02%	x	Internal Alignment: Anchor to Associate Engineering Technician
GIS Technician	\$6,658			35	\$6,168	-7.36%		Internal Alignment: 10% below GIS Specialist
Human Resources Analyst	\$7,273	-18.0%	\$8,579	48	\$8,502	16.90%	x	Market and range placement.
Human Resources Director	\$13,929	-9.0%	\$15,183	71	\$15,004	7.71%	x	Market and range placement.
Human Resources Technician	\$6,684	4.4%	\$6,392	36	\$6,322	-5.41%	x	Market and range placement.
Information Systems Director	\$13,152	2.2%	\$12,867	65	\$12,938	-1.63%	x	Market and range placement.
Information Systems Project Manager	\$9,349	Insuff. Data	Insuff. Data	53	\$9,620	2.90%	x	Internal Alignment: 30% below Information Systems Director
Junior Engineer	\$7,507			46	\$8,093	7.80%		Internal Alignment: 20% below Assistant Engineer
Junior Planner	\$6,284			37	\$6,480	3.12%		Internal Alignment: 20% below Assistant Planner
Junior Transportation Engineer	\$7,507			46	\$8,093	7.80%		Internal Alignment: 20% below Assistant Transportation Engineer
Laboratory Assistant I	\$6,344			33	\$5,871	-7.46%		Internal Alignment: 10% below Laboratory Assistant
Laboratory Assistant II	\$6,981	5.6%	\$6,592	37	\$6,480	-7.18%	x	Market and range placement.
Landscape Maintenance Worker I	\$5,524			29	\$5,319	-3.72%		Internal Alignment: 10% below Landscape Maintenance Worker II
Landscape Maintenance Worker II	\$6,058	-0.9%	\$6,111	33	\$5,871	-3.10%	x	Market and range placement.
Lead Collection Systems Worker	\$6,653			38	\$6,642	-0.16%		Internal Alignment: 10% above Collection Systems Worker II

City of Antioch
Appendix IV: Salary Range Placement Recommendations
March 2021

Class Title	Current Maximum	% from Total Comp Median	Market Placement	Proposed Salary Range	Proposed Maximum	Percent Difference	Study Benchmark	Rationale
Lead Cross-Connection Control Specialist	\$6,653			38	\$6,642	-0.16%		Internal Alignment: 10% above Cross-Connection Control Specialist
Lead Customer Service Representative	\$5,836			29	\$5,319	-8.87%		Internal Alignment: 10% above Customer Service Representative II
Lead Facility Maintenance Worker	\$6,653			37	\$6,480	-2.60%		Internal Alignment: 10% above Facility Maintenance Worker II
Lead Landscape Maintenance Worker	\$6,653			37	\$6,480	-2.60%		Internal Alignment: 10% above Landscape Maintenance Worker II
Lead Police Dispatcher	\$6,531			44	\$7,703	-9.71%		Internal Alignment: 10% above Police Dispatcher
Lead Police Records Technician	\$5,676			33	\$5,871	3.43%		Internal Alignment: 10% above Police Records Technician
Lead Street Maintenance Worker	\$6,653			36	\$6,322	-4.97%		Internal Alignment: 10% above Street Maintenance Worker II
Lead Warehouse Worker	\$6,653			37	\$6,480	-2.60%		Internal Alignment: 10% above Warehouse Worker II
Lead Water Distribution Operator	\$6,653			41	\$7,153	7.52%		Internal Alignment: 10% above Water Distribution Operator II
Legal Secretary	\$6,072			35	\$6,168	1.58%		Internal Alignment: 10% below Executive Legal Assistant
Mail & Print Clerk	\$4,299			20	\$4,259	-0.94%		Internal Alignment: 10% below Administrative Assistant I
Maintenance Worker I	\$5,524			29	\$5,319	-3.72%		Internal Alignment: Anchor to Landscape Maintenance Worker I
Marina Attendant	\$5,602	Insuff. Data	Insuff. Data	24	\$4,701	-16.09%	x	Internal Alignment: Anchor to Administrative Assistant I
Marina Leadworker/Property Manager	\$6,667	Insuff. Data	Insuff. Data	41	\$7,153	7.29%	x	Internal Alignment: 20% above Marina Maintenance Worker II
Marina Maintenance Worker I	\$5,363			29	\$5,319	-0.83%		Internal Alignment: 10% below Marina Maintenance Worker II
Marina Maintenance Worker II	\$6,058	Insuff. Data	Insuff. Data	33	\$5,871	-3.10%	x	Internal Alignment: Anchor to Landscape Maintenance Worker II
Meter Service Worker	\$5,524	-1.0%	\$5,581	30	\$5,452	-1.31%	x	Market and range placement.
Network Administrator	\$7,379	-18.8%	\$8,766	49	\$8,715	18.11%	x	Market and range placement.
Operations Supervisor	\$9,399	10.4%	\$8,417	48	\$8,502	-9.54%	x	Market and range placement.
Parks and Recreation Director	\$13,929	-4.5%	\$14,551	70	\$14,638	5.09%	x	Market and range placement.
Payroll Specialist	\$7,266			36	\$6,322	-12.99%		Internal Alignment: 10% below Payroll Specialist II
Payroll Specialist II	\$7,993	11.6%	\$7,064	40	\$6,978	-12.65%	x	Market and range placement.
Planning Manager	\$12,281	-8.2%	\$13,289	66	\$13,261	7.98%	x	Market and range placement.
Police Captain	\$18,782	15.4%	\$15,894	73	\$15,763	-16.07%	x	Market and range placement.
Police Chief	\$20,835	3.1%	\$20,182	83	\$20,178	-3.15%	x	Market and range placement.
Police Communications Supervisor	\$10,190	8.6%	\$9,317	52	\$9,385	-7.90%	x	Market and range placement.
Police Corporal	\$11,597			56	\$10,359	-10.67%		Internal Alignment: 10% below Police Sergeant
Police Dispatcher	\$7,584	7.7%	\$7,004	40	\$6,978	-7.99%	x	Market and range placement.
Police Lieutenant	\$16,282	15.3%	\$13,793	68	\$13,932	-14.43%	x	Market and range placement.
Police Officer	\$10,307	8.3%	\$9,449	52	\$9,385	-8.94%	x	Market and range placement.
Police Records Supervisor	\$10,190	16.5%	\$8,510	48	\$8,502	-16.56%	x	Market and range placement.
Police Records Technician	\$5,088	-4.6%	\$5,323	29	\$5,319	4.53%	x	Market and range placement.
Police Sergeant	\$12,886	10.2%	\$11,576	60	\$11,435	-11.26%	x	Market and range placement.
Project Manager	\$12,223	7.2%	\$11,341	60	\$11,435	-6.45%	x	Market and range placement.
Public Information/Communications Officer	\$9,707	-2.3%	\$9,929	54	\$9,860	1.58%	x	Market and range placement.
Public Works Director	\$15,173			72	\$15,379	1.36%		Internal Alignment: 5% below Public Works Director/City Engineer
Public Works Director/City Engineer	\$15,844	-3.2%	\$16,355	74	\$16,157	1.98%	x	Market and range placement.
Public Works Inspector	\$7,755	-4.6%	\$8,113	46	\$8,093	4.36%	x	Market and range placement.
Recreation Programs Coordinator	\$5,485	-14.9%	\$6,305	36	\$6,322	15.26%	x	Market and range placement.
Recreation Services Manager	\$8,752	-22.5%	\$10,725	57	\$10,618	21.33%	x	Market and range placement.
Recreation Specialist	\$6,658	Insuff. Data	Insuff. Data	42	\$7,332	10.12%	x	Internal Alignment: Anchor 10% below Recreation Supervisor
Recreation Supervisor	\$7,582	-7.4%	\$8,144	46	\$8,093	6.74%	x	Market and range placement.
Recycling Assistant	\$4,993	Insuff. Data	Insuff. Data	32	\$5,727	14.71%	x	Internal Alignment: Anchor to Administrative Assistant III
Registered Veterinary Technician	\$4,907	Insuff. Data	Insuff. Data	27	\$5,062	3.16%	x	Internal Alignment: 10% above Animal Services Technician
Risk Manager	\$9,533	Insuff. Data	Insuff. Data	55	\$10,107	6.02%	x	Internal Alignment: 40% below Human Resources Director
Senior Administrative Assistant	\$6,072	3.8%	\$5,843	33	\$5,871	-3.32%	x	Market and range placement.
Senior Building Inspector	\$8,962			50	\$8,933	-0.32%		Internal Alignment: 10% above Building Inspector II
Senior Civil Engineer	\$10,087	-14.4%	\$11,535	60	\$11,435	13.36%	x	Market and range placement.

City of Antioch
Appendix IV: Salary Range Placement Recommendations
March 2021

Class Title	Current Maximum	% from Total Comp Median	Market Placement	Proposed Salary Range	Proposed Maximum	Percent Difference	Study Benchmark	Rationale
Senior Community Development Technician	\$8,046			43	\$7,515	-6.60%		Internal Alignment: 10% above Associate Community Development Technician
Senior Computer Technician	\$6,083			42	\$7,332	20.53%		Internal Alignment: 10% above Computer Technician
Senior Development Services/Engineering Technician	\$8,046			42	\$7,332	-8.88%		Internal Alignment: 10% above Associate Development Services/Engineering Tech
Senior Economic Development Program Manager	\$10,567			54	\$9,860	-6.69%		Internal Alignment: 10% above Economic Development Program Manager
Senior Engineering Technician	\$8,046			42	\$7,332	-8.88%		Internal Alignment: 10% above Associate Engineering Technician
Senior Executive Assistant	\$7,677			49	\$8,715	13.52%	x	Internal Alignment: 10% above Executive Assistant
Senior Planner	\$9,622	-4.6%	\$10,066	55	\$10,107	5.04%		Market and range placement.
Senior Public Works Inspector	\$8,556			50	\$8,933	4.41%		Internal Alignment: 10% above Public Works Inspector
Senior Public Works Technician	\$8,046			40	\$6,978	-13.27%		Internal Alignment: 10% above Associate Public Works Technician
Senior Traffic Engineer	\$10,087	-14.4%	\$11,535	60	\$11,435	13.36%	x	Market and range placement.
Senior Water Treatment Plant Operator	\$10,271			48	\$8,502	-17.22%		Internal Alignment: 15% above Water Treatment Plant Operator
Sewer Camera Truck Operator	\$6,383			35	\$6,168	-3.37%		Internal Alignment: Anchor to Equipment Operator
Street Maintenance Worker I	\$5,524			28	\$5,189	-6.07%		Internal Alignment: 10% below Street Maintenance Worker II
Street Maintenance Worker II	\$6,058	1.8%	\$5,950	33	\$5,871	-3.10%	x	Market and internal alignment to Landscape Maintenance Worker II
Warehouse Worker I	\$5,524			29	\$5,319	-3.72%		Internal Alignment: 10% below Warehouse Worker II
Warehouse Worker II	\$6,058	Insuff. Data	Insuff. Data	33	\$5,871	-3.10%	x	Internal Alignment: Anchor to Landscape Maintenance Worker II
Water Distribution Operator I	\$5,524			33	\$5,871	6.28%		Internal Alignment: 10% below Water Distribution Operator II
Water Distribution Operator II	\$6,058	-10.4%	\$6,688	37	\$6,480	6.96%	x	Market and range placement.
Water Distribution Superintendent	\$10,190	-9.7%	\$11,177	59	\$11,156	9.48%	x	Market and range placement.
Water Distribution Supervisor	\$7,759	-5.0%	\$8,147	46	\$8,093	4.30%	x	Market and range placement.
Water Quality Analyst	\$10,829	14.4%	\$9,266	52	\$9,385	-13.33%	x	Market and range placement.
Water Treatment Instrument Technician I	\$6,457			40	\$6,978	8.07%		Internal Alignment: Anchor 10% below Water Treatment Instrument Technician II
Water Treatment Instrument Technician II	\$7,105	-12.5%	\$7,995	44	\$7,703	8.42%	x	Market and range placement.
Water Treatment Maintenance Worker I	\$6,335			36	\$6,322	-0.20%		Internal Alignment: Anchor 10% below Water Treatment Maintenance Worker II
Water Treatment Maintenance Worker II	\$6,972	-2.7%	\$7,158	40	\$6,978	0.09%	x	Market and range placement.
Water Treatment Maintenance Worker III	\$7,669			44	\$7,703	0.44%		Internal Alignment: Anchor 10% above Water Treatment Maintenance Worker II
Water Treatment Plant Operator	\$8,930	13.7%	\$7,621	42	\$7,332	-16.97%	x	Market and range placement.
Water Treatment Plant Superintendent	\$12,887	10.4%	\$11,542	60	\$11,435	-11.27%	x	Market and range placement.
Water Treatment Plant Supervisor	\$10,829	4.2%	\$10,379	52	\$9,385	-13.33%	x	Market and internal alignment: 20% below the WTP Superintendent
Water Treatment Plant Trainee	\$8,029			38	\$6,642	-17.27%		Internal Alignment: 10% below Water Treatment Plant Operator
Youth Services Network Manager	\$10,712	Insuff. Data	Insuff. Data	57	\$10,618	-0.87%	x	No JD. Align with Recreation Services Manager.

PART-TIME POSITIONS

Animal Care Attendant	\$15	Insuff. Data	Insuff. Data				x	Low based on limited data
Building Attendant	\$14		\$23		\$23	64.29%	x	
Camp Director	\$16	Insuff. Data	Insuff. Data				x	Low based on limited data
Cashier	\$14	Insuff. Data	Insuff. Data				x	Low based on limited data
Instructor II	\$15	Insuff. Data	Insuff. Data				x	Low based on limited data
Lifeguard/Swim Instructor	\$14		\$17		\$17	21.43%	x	
Maintenance Helper – Facilities	\$14		\$21		\$21	50.00%	x	
Office Assistant	\$14		\$24		\$24	71.43%	x	
Recreation Leader II	\$14		\$17		\$17	21.43%	x	
Referee – Adult	\$24	Insuff. Data	Insuff. Data				x	High based on limited data.
Senior Bus Driver	\$21	Insuff. Data	Insuff. Data				x	No data
Teacher	\$14	Insuff. Data	Insuff. Data				x	Low based on limited data
Volunteer Coordinator	\$23	Insuff. Data	Insuff. Data				x	Low based on limited data
Camera Operator	\$18							

City of Antioch
Appendix IV: Salary Range Placement Recommendations
March 2021


Class Title	Current Maximum	% from Total Comp Median	Market Placement	Proposed Salary Range	Proposed Maximum	Percent Difference	Study Benchmark	Rationale
Cashier – Head	\$14							
Instructor I	\$14							
Instructor's Assistant	\$14							
Lifeguard – Head/Swim Instructor	\$14							
Marina Helper	\$14							
Police Trainee	\$32							
Public Works Support Staff	\$14							
Recreation Leader I	\$14							
Referee – Youth	\$14							
Reserve Police Officer	\$49							
Secretary I	\$23							
Secretary II	\$25							
Senior Recreation Leader	\$15							
Teacher's Aid	\$14							

CITY OF
ANTIOCH
CALIFORNIA

STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting of February 8, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Nickie Mastay, Administrative Services Director 

SUBJECT: Side Letter Agreement between the City of Antioch and the Management Benefit Unit Salary Adjustments from the Total Compensation Study Final Report.

RECOMMENDED ACTION

It is recommended that the City Council adopt a resolution:

- 1) Approving the Side Letter Agreement between the City of Antioch and the Management Benefit Unit Salary Adjustments from the Total Compensation Study Final Report dated August 31, 2021 Appendix IV: Salary Range Placement Recommendations;
- 2) Authorize the City Manager or designee to execute the Side Letter Agreement between the City of Antioch and Management Benefit Unit; and
- 3) Authorize the City Manager or designee to make any necessary adjustments to the Fiscal Year 2021/22 and Fiscal Year 2022/23 budget to implement the provisions of the Side Letter Agreement.

FISCAL IMPACT

The estimated fiscal impact of the Management Benefit Unit Side Letter for FY2021/22 is \$363,810.

DISCUSSION

Representatives of the City and the Management Benefit Unit have been meeting and conferring in good faith to negotiate an agreement and finalize the Memorandum of Understanding. The current term of the Memorandum of Understanding is October 1, 2016 through September 30, 2021.

During the course of negotiating, the City Council and the Management Benefit Unit reached an agreement on a Side Letter memorializing the salary range placement recommendations of Appendix IV of the Total Compensation Study Final report dated

August 31, 2021 for the Management Benefit Unit. Some terms of the Side Letter Agreement are:

- The salary adjustments shall be effective the first full pay period after October 1, 2021.
- A total of twenty seven classifications will have salary increases ranging from 1.36% to 21.33%.

Please refer to Exhibit 1 of the Resolution for the details of the Side Letter Agreement.

The City and the Management Benefit Unit will continue to meet and confer in good faith to negotiate an agreement and finalize the Memorandum of Understanding.

ATTACHMENTS

A. Resolution

Exhibit 1 to Resolution – Side Letter Agreement between the City of Antioch and the Management Benefit Unit.

B. Total Compensation Study Final Report August 31, 2021. Appendix IV: Salary Range Placement Recommendations.

RESOLUTION NO. 2022/***

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ANTIOCH
APPROVING THE SIDE LETTER AGREEMENT BETWEEN THE CITY OF ANTIOCH
AND THE MANAGEMENT BENEFIT UNIT FOR SALARY ADJUSTMENTS FROM THE
TOTAL COMPENSATION STUDY FINAL REPORT DATED AUGUST 31, 2021
APPENDIX IV: SALARY RANGE PLACEMENT RECOMMENDATIONS**

WHEREAS, the City and the Management Benefit Unit had a Memorandum of Understanding covering the period of October 1, 2016 – September 30, 2021;

WHEREAS, in accordance with Government Code Section 3505, the City's Negotiating Team met and conferred in good faith with representatives of the Management Benefit Unit; and

WHEREAS, representatives of the City and the Management Benefit Unit reached a Side Letter Agreement for salary adjustments from the Total Compensation Study Final Report dated August 31, 2021 Appendix IV: Salary Range Placement Recommendations.

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

Section 1. The Side Letter Agreement between the City of Antioch and the Management Benefit Unit as provided in the attached Exhibit 1 and herein incorporated by reference, is approved;

Section 2. The City Manager or designee is authorized to execute the Side Letter Agreement as provided in the attached Exhibit 1; and

Section 3. The City Manager or designee is authorized to make any necessary adjustments to the Fiscal Year 2021/22 and Fiscal Year 2022/23 budget to implement the provisions of the Side Letter Agreement.

* * * * *

I HEREBY CERTIFY that the foregoing resolution was passed and adopted by the City Council of the City of Antioch at a regular meeting thereof, held on the 8th day of February, 2022, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

**ELIZABETH HOUSEHOLDER
CITY CLERK OF THE CITY OF ANTIOCH**

**SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF ANTIOCH
AND
THE MANAGEMENT BENEFIT UNIT**

This Side Letter is by and between the Management Unit ("Bargaining Unit") and the City of Antioch ("City") and is effective following ratification by the Bargaining Unit and approval by the City Council.

To enhance recruitment of new employees and retention of existing employees in certain job classifications represented by the Bargaining Unit, the City and the Bargaining Unit agree to adjust the salary ranges of the following classifications as recommended in Appendix IV: Salary Range Placement Recommendations in the City's August 31, 2021 Total Compensation Study Final Report prepared by Koff & Associates. These equity adjustments shall be effective in the first full pay period after October 1, 2021 as follows:

<u>Classification</u>	<u>Current Step E</u>	<u>New Step E</u>
Administrative Services Director	\$14,624	\$16,157 (+10.48%)
City Attorney	\$18,453	\$19,206 (+4.08%)
Finance Director	\$15,173	\$15,763 (+3.89%)
Human Resources Director	\$13,929	\$15,004 (+7.71%)
Parks & Recreation Director	\$13,929	\$14,638 (+5.09%)
Public Works Director	\$15,173	\$15,379 (+1.36%)
Public Works Director/City Engineer	\$15,844	\$16,157 (+1.98%)
Assistant City Engineer	\$13,062	\$13,592 (+4.06%)
Assistant to the City Manager	\$9,955	\$11,721 (+17.74%)
Building Inspection Services Manager	\$12,009	\$12,938 (+7.73%)
Deputy City Attorney	\$11,203	\$12,622 (+12.67%)
Deputy Finance Director	\$12,043	\$12,314 (+2.25%)
Deputy Public Works Director	\$12,441	\$12,622 (+1.45%)
Planning Manager	\$12,281	\$13,261 (+7.98%)
Water Distribution Superintendent	\$10,190	\$11,156 (+9.48%)
Accountant I	\$7,021	\$7,515 (+7.04%)
Accountant II	\$7,741	\$8,295 (+7.16%)
Economic Development Program Manager	\$8,696	\$8,933 (+2.72%)
Information Systems Project Manager	\$9,349	\$9,620 (+2.90%)
Public Information/Communications Officer	\$9,707	\$9,860 (+1.58%)
Recreation Services Manager	\$8,752	\$10,618 (+21.33%)
Recreation Supervisor	\$7,582	\$8,093 (+6.74%)
Risk Manager	\$9,533	\$10,107 (+6.02%)
Senior Civil Engineer	\$10,087	\$11,435 (+13.36%)
Senior Planner	\$9,622	\$10,107 (+5.04%)
Senior Traffic Engineer	\$10,087	\$11,435 (+13.36%)
Water Distribution Supervisor	\$7,759	\$8,093 (+4.30%)

The percentage change from the current Step E to the new Step E is listed in green next to the new Step E in the table above. Steps A through D will be adjusted accordingly as reflected on the attached salary schedule.

The terms of this Side Letter will be incorporated into the next MOU between the City and the Bargaining Unit. Except as specifically amended by this Side Letter, all other terms and conditions of the MOU between the City and the Bargaining Unit remain unchanged.

For the City of Antioch:

Date: _____

For Management Benefit Unit:

Scott Bunting
SCOTT BUNTING
PROJECT MANAGER

Date: 1/28/22

CITY OF ANTIOCH
SALARY SCHEDULE

Unit	Classification	Effective Date	MONTHLY SALARY STEPS					
			Step A	Step B	Step C	Step D	Step E	Step F
MANAGEMENT								
Mgmt. - Executive	Administrative Services Director		12,031	12,633	13,265	13,928	14,624	N/A
			13,292	13,957	14,655	15,388	16,157	N/A
Mgmt. - Executive	Assistant City Manager		15,007	15,757	16,545	17,372	18,241	N/A
Mgmt. - Executive	City Attorney		15,181	15,940	16,737	17,574	18,453	N/A
			15,800	16,590	17,420	18,291	19,206	N/A
Mgmt. - Executive	City Manager		20,137	21,143	22,200	23,310	24,476	N/A
Mgmt. - Executive	Community Development Director		13,035	13,687	14,371	15,090	15,844	N/A
Mgmt. - Executive	Economic Development Director		11,460	12,032	12,634	13,266	13,929	N/A
Mgmt. - Executive	Finance Director		12,484	13,107	13,762	14,450	15,173	N/A
			12,969	13,616	14,297	15,012	15,763	N/A
Mgmt. - Executive	Human Resources Director		11,460	12,032	12,634	13,266	13,929	N/A
			12,346	12,962	13,610	14,290	15,004	N/A
Mgmt. - Executive	Information Systems Director		10,820	11,362	11,930	12,526	13,152	N/A
Mgmt. - Executive	Parks and Recreation Director		11,460	12,032	12,634	13,266	13,929	N/A
			12,044	12,645	13,277	13,941	14,638	N/A
Mgmt. - Executive	Police Chief		17,141	17,998	18,898	19,843	20,835	N/A
Mgmt. - Executive	Public Works Director		12,484	13,107	13,762	14,450	15,173	N/A
			12,654	13,286	13,950	14,647	15,379	N/A
Mgmt. - Executive	Public Works Director/City Engineer		13,035	13,687	14,371	15,090	15,844	N/A
			13,292	13,957	14,655	15,388	16,157	N/A

CITY OF ANTIOCH
SALARY SCHEDULE

<u>Unit</u>	<u>Classification</u>	<u>Effective Date</u>	<u>MONTHLY SALARY STEPS</u>					
			<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F</u>
Mgmt. - Senior	Animal Services Manager		9,079	9,533	10,010	10,510	11,036	N/A
Mgmt. - Senior	Assistant City Engineer		10,746	11,284	11,848	12,440	13,062	N/A
Mgmt. - Senior	Assistant to the City Manager		11,182	11,742	12,329	12,945	13,592	N/A
Mgmt. - Senior	Building Inspection Services Manager		8,191	8,600	9,030	9,481	9,955	N/A
Mgmt. - Senior			9,644	10,125	10,631	11,163	11,721	N/A
Mgmt. - Senior			9,879	10,373	10,892	11,437	12,009	N/A
Mgmt. - Senior			10,644	11,176	11,735	12,322	12,938	N/A
Mgmt. - Senior	Collection Systems Superintendent		8,383	8,803	9,243	9,705	10,190	N/A
Mgmt. - Senior	Deputy City Attorney		9,217	9,678	10,162	10,670	11,203	N/A
Mgmt. - Senior			10,385	10,904	11,449	12,021	12,622	N/A
Mgmt. - Senior	Deputy Finance Director		9,908	10,404	10,924	11,470	12,043	N/A
Mgmt. - Senior			10,130	10,638	11,170	11,728	12,314	N/A
Mgmt. - Senior	Deputy Public Works Director		10,235	10,748	11,285	11,849	12,441	N/A
Mgmt. - Senior			10,384	10,904	11,449	12,021	12,622	N/A
Mgmt. - Senior	Deputy Public Works Director II		11,258	11,822	12,413	13,034	13,686	N/A
Mgmt. - Senior	Doctor of Veterinary Medicine		12,383	13,002	13,652	14,335	15,051	N/A
Mgmt. - Senior	Planning Manager		10,103	10,609	11,139	11,696	12,281	N/A
Mgmt. - Senior			10,909	11,456	12,029	12,630	13,261	N/A
Mgmt. - Senior	Senior Economic Dev. Program Manager		8,694	9,129	9,585	10,064	10,567	N/A
Mgmt. - Senior	Water Distribution Superintendent		8,383	8,803	9,243	9,705	10,190	N/A
Mgmt. - Senior			9,177	9,637	10,119	10,625	11,156	N/A

CITY OF ANTIOCH
SALARY SCHEDULE

<u>Unit</u>	<u>Classification</u>	<u>Effective Date</u>	<u>MONTHLY SALARY STEPS</u>					
			<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F</u>
Mgmt. - Senior	Water Treatment Plant Superintendent		10,603	11,132	11,689	12,273	12,887	N/A
Mgmt. - Senior	Youth Services Network Manager		8,813	9,253	9,716	10,202	10,712	N/A
Mgmt. - Mid/Prof.	Accountant I		5,777	6,066	6,369	6,687	7,021	N/A
Mgmt. - Mid/Prof.	Accountant II		6,182	6,491	6,816	7,157	7,515	N/A
			6,368	6,687	7,021	7,372	7,741	N/A
			6,824	7,166	7,524	7,900	8,295	N/A
Mgmt. - Mid/Prof.	Animal Services Supervisor		6,053	6,356	6,674	7,008	7,358	N/A
Mgmt. - Mid/Prof.	Code Enforcement/Asset Recov. Coord.		6,915	7,262	7,625	8,006	8,406	N/A
Mgmt. - Mid/Prof.	Code Enforcement Manager		7,917	8,312	8,728	9,164	9,622	N/A
Mgmt. - Mid/Prof.	Collection Systems Supervisor		6,383	6,703	7,038	7,390	7,759	N/A
Mgmt. - Mid/Prof.	Economic Development Program Manager		7,155	7,512	7,888	8,282	8,696	N/A
			7,351	7,717	8,103	8,508	8,933	N/A
Mgmt. - Mid/Prof.	Finance Services Supervisor		7,920	8,315	8,731	9,168	9,626	N/A
Mgmt. - Mid/Prof.	GIS Coordinator		7,917	8,312	8,728	9,164	9,622	N/A
Mgmt. - Mid/Prof.	Information Systems Project Manager		7,692	8,076	8,480	8,904	9,349	N/A
			7,915	8,310	8,726	9,162	9,620	N/A
Mgmt. - Mid/Prof.	Operations Supervisor		7,732	8,119	8,525	8,951	9,399	N/A
Mgmt. - Mid/Prof.	Police Communications Supervisor		8,383	8,803	9,243	9,705	10,190	N/A
Mgmt. - Mid/Prof.	Police Records Supervisor		8,383	8,803	9,243	9,705	10,190	N/A

CITY OF ANTIOCH
SALARY SCHEDULE

<u>Unit</u>	<u>Classification</u>	<u>Effective Date</u>	<u>MONTHLY SALARY STEPS</u>					
			<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F</u>
Mgmt. - Mid/Prof.	Project Manager		10,056	10,559	11,087	11,641	12,223	N/A
Mgmt. - Mid/Prof.	Public Information/Communications Officer		7,986	8,386	8,805	9,245	9,707	N/A
			8,110	8,517	8,943	9,390	9,860	N/A
Mgmt. - Mid/Prof.	Recreation Services Manager		7,200	7,560	7,938	8,335	8,752	N/A
			8,734	9,171	9,630	10,112	10,618	N/A
Mgmt. - Mid/Prof.	Recreation Supervisor		6,237	6,550	6,877	7,221	7,582	N/A
			6,657	6,991	7,341	7,708	8,093	N/A
Mgmt. - Mid/Prof.	Risk Manager		7,843	8,235	8,647	9,079	9,533	N/A
			8,315	8,731	9,168	9,626	10,107	N/A
Mgmt. - Mid/Prof.	Senior Civil Engineer		8,299	8,714	9,150	9,607	10,087	N/A
			9,407	9,877	10,371	10,890	11,435	N/A
Mgmt. - Mid/Prof.	Senior Planner		7,917	8,312	8,728	9,164	9,622	N/A
			8,316	8,731	9,168	9,626	10,107	N/A
Mgmt. - Mid/Prof.	Senior Traffic Engineer		8,299	8,714	9,150	9,607	10,087	N/A
			9,407	9,877	10,371	10,890	11,435	N/A
Mgmt. - Mid/Prof.	Water Distribution Supervisor		6,383	6,703	7,038	7,390	7,759	N/A
			6,657	6,991	7,341	7,708	8,093	N/A
Mgmt. - Mid/Prof.	Water Quality Analyst		8,909	9,354	9,822	10,313	10,829	N/A
Mgmt. - Mid/Prof.	Water Treatment Plant Supervisor		8,909	9,354	9,822	10,313	10,829	N/A



August 31, 2021

Total Compensation Study Final Report

City of Antioch

KOFF & ASSOCIATES

KATIE KANEKO

Managing Director

2835 Seventh Street
Berkeley, CA 94710
www.KoffAssociates.com

kkaneko@koffassociates.com

Tel: 510.658.5633

Fax: 510.652.5633

August 31, 2021

Ms. Nickie Mastay, Administrative Services Director
City of Antioch/Human Resources Department
200 H St.
Antioch, CA 94531

Dear Ms. Mastay:

Koff & Associates is pleased to present the Total Compensation Study Final Report to the City of Antioch. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you for your assistance and cooperation without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with the City and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,



Katie Kaneko
President



TABLE OF CONTENTS

EXECUTIVE SUMMARY	1
Background.....	1
Summary of Findings	1
STUDY PROCESS	1
Benchmark Classifications	1
Comparator Agencies	5
Salary and Benefits Data	6
Data Collection	8
Matching Methodology	8
Data Spreadsheets.....	9
MARKET COMPENSATION FINDINGS	10
Base Salary	14
Total Compensation.....	14
Benefits	15
INTERNAL SALARY RELATIONSHIPS	17
RECOMMENDATIONS.....	18
Pay Philosophy	18
Proposed Salary Structure	18
Proposed Salary Range Placements.....	19
Options for Implementation	19
USING THE MARKET DATA AS A TOOL.....	21



LIST OF TABLES

Table 1. Benchmark Classification	2
Table 2. Comparator Agencies	6
Table 3. Market Compensation Results Summary	10
Table 4. Employer Retirement Benefit Contributions	16
Table 5. Three-Year Implementation Proposal	20

LIST OF FIGURES

Figure 1. Market Findings: Percent of benchmarks below, within, and above market	15
--	----

APPENDICES

Appendix I: Results Summary	
Appendix II: Market Compensation Findings	
Appendix III: Proposed Salary Range Schedule	
Appendix IV: Salary Range Placement Recommendations	



EXECUTIVE SUMMARY

Background

In October 2020, Koff & Associates (“K&A”) was contracted to perform a comprehensive Total Compensation Study for the City of Antioch (City). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of the City Council and management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the City to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of the City; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across the City.

The goals of the compensation study are to assist the City in developing a competitive pay and benefit plan, which is based upon market data, and to ensure that the plan is fiscally responsible and meets the needs of the City with regards to recruitment and retention of qualified staff.

Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study showed:

- The City’s **base salaries, overall, in comparison to the market median are 7.0% below the market.**
- The City’s Classic **total compensation, overall, in comparison to the market median is 2% below the market.**
- The City’s PEPR **total compensation, overall, in comparison to the market median is 5.4% below the market.**
- The City’s **benefits package** puts the City in a more competitive position compared to the market and, therefore, salary decisions should be based on total compensation versus base salary market results.
- K&A considers a classification falling within 5% of the median to be competitive.

STUDY PROCESS

Benchmark Classifications

The study included 203 classifications, and of those 118 classifications were selected in order to collect salary and benefits data within the defined labor market. Classifications that we would expect to provide a sufficient sample for analysis were selected as “benchmarks” to use as the



basis to build the compensation plan. Benchmark classifications are those classifications that are compared to the market, and these classifications are used as a means of anchoring the City's overall compensation plan to the market. Other classifications not surveyed will be included in the compensation plan and aligned to the benchmark classifications using internal equity principles.

The benchmark classifications are listed in Table 1.

Table 1. Benchmark Classification

Classification Title	
1.	Accountant II
2.	Accounting Technician II
3.	Administrative Analyst II
4.	Administrative Assistant II
5.	Administrative Services Director
6.	Animal Care Attendant*
7.	Animal Control Officer
8.	Animal Services Manager
9.	Animal Services Technician
10.	Aquatics Maintenance Worker II
11.	Assistant City Engineer
12.	Assistant City Manager
13.	Assistant to the City Manager
14.	Associate Community Development Technician
15.	Associate Development Services/Engineering Technician
16.	Associate Engineering Technician
17.	Associate Public Works Technician
18.	Associate Civil Engineer
19.	Associate Planner
20.	Associate Transportation Engineer
21.	Building Attendant*
22.	Building Inspection Services Manager
23.	Building Inspector II
24.	Business License Representative II
25.	Camp Director*
26.	Cashier*
27.	City Attorney
28.	City Manager
29.	Code Enforcement Maintenance Worker II
30.	Code Enforcement Manager
31.	Code Enforcement Officer



Total Compensation Study – Final Report

City of Antioch

Classification Title
32. Collection Systems Superintendent
33. Collection Systems Supervisor
34. Collection Systems Worker II
35. Community Development Director
36. Community Services Officer
37. Computer Technician
38. Crime Analyst
39. Crime Data Technician
40. Cross-Connection Control Specialist II
41. Customer Service Representative II
42. Deputy City Attorney
43. Deputy City Clerk
44. Deputy Public Works Director
45. Doctor of Veterinary Medicine
46. Economic Development Director
47. Economic Development Program Manager
48. Equipment Mechanic II
49. Equipment Operator
50. Executive Assistant
51. Executive Legal Assistant
52. Facility Maintenance Worker II
53. Finance Director
54. Finance Services Supervisor
55. Fleet Service Technician
56. General Laborer
57. GIS Specialist
58. Human Resources Analyst
59. Human Resources Director
60. Human Resources Technician
61. Information Systems Director
62. Information Systems Project Manager
63. Instructor II*
64. Laboratory Assistant II
65. Landscape Maintenance Worker II
66. Lifeguard/Swim Instructor*
67. Maintenance Helper – Facilities*
68. Marina Attendant
69. Marina Leadworker/Property Manager
70. Marina Maintenance Worker II
71. Meter Service Worker



Total Compensation Study – Final Report

City of Antioch

Classification Title	
72.	Network Administrator
73.	Office Assistant*
74.	Operations Supervisor
75.	Parks and Recreation Director
76.	Payroll Specialist II
77.	Planning Manager
78.	Police Captain
79.	Police Chief
80.	Police Communications Supervisor
81.	Police Dispatcher
82.	Police Lieutenant
83.	Police Officer
84.	Police Records Supervisor
85.	Police Records Technician
86.	Police Sergeant
87.	Project Manager
88.	Public Information/Communications Officer
89.	Public Works Director/City Engineer
90.	Public Works Inspector
91.	Recreation Leader II*
92.	Recreation Programs Coordinator
93.	Recreation Services Manager
94.	Recreation Specialist
95.	Recreation Supervisor
96.	Recycling Assistant
97.	Referee – Adult*
98.	Registered Veterinary Technician
99.	Risk Manager
100.	Senior Administrative Assistant
101.	Senior Bus Driver*
102.	Senior Civil Engineer
103.	Senior Planner
104.	Senior Traffic Engineer
105.	Street Maintenance Worker II
106.	Teacher*
107.	Volunteer Coordinator*
108.	Warehouse Worker II
109.	Water Distribution Operator II
110.	Water Distribution Superintendent
111.	Water Distribution Supervisor



Classification Title
112. Water Quality Analyst
113. Water Treatment Instrument Technician II
114. Water Treatment Maintenance Worker II
115. Water Treatment Plant Operator
116. Water Treatment Plant Superintendent
117. Water Treatment Plant Supervisor
118. Youth Services Network Manager

*Denotes hourly employees.

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, K&A evaluated the following factors:

- 1. Organizational type and structure** – Generally, it is recommended that agencies of a similar size and providing similar services to that of the City be used as comparators. When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. When it is difficult to find agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.
- 2. Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.
- 3. Scope of services provided** – For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to the City.
- 4. Labor market and geographic location** – Today's labor market reality is that many agencies are in competition for the same pool of qualified employees because large portions of the workforce do not live in the communities they serve, are accustomed to lengthy commutes, and are more likely to consider changing jobs in a larger geographic area than in the past. Furthermore, by selecting employers within a geographic proximity to the City, the resulting labor market data generally reflects the region's cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the City. Therefore, the geographic labor market area where the



City may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations.

All factors mentioned were considered in selecting the group of comparator agencies. The City agreed to the following list of twelve (12) agencies.

Table 2. Comparator Agencies

Agency
1. City of Alameda
2. City of Benicia
3. City of Brentwood
4. City of Concord
5. City of Manteca
6. City of Martinez
7. City of Oakley
8. City of Pittsburg
9. City of Richmond
10. City of Tracy
11. City of Vacaville
12. City of Walnut Creek

Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in Appendix II [Benefit Detail] of this report; these amounts were added to base salaries for total compensation purposes).

1. Monthly Base Salary

The top of the salary range and/or control point. All figures are presented on a monthly basis.

2. Employee Retirement

The retirement reflects the benefits offered to the majority of the employees:

- **PERS Formula:** The service retirement formula. Each agency has multiple retirement formula tiers. For this market survey, K&A collected retirement benefits for both the Classic and PEPRA retirement tiers.
- **Enhanced Formula Cost:** The baseline PERS formula is 2%@62 for miscellaneous employees and 2%@57 for safety employees. There are often enhanced formulas granted within the classic tier, which reflects a cost to the employer for offering a formula with a higher benefit than the baseline formula. For each enhanced formula,



the cost to the employer is based on a state-wide actuarial percentage calculated by PERS. The percentage value for each enhanced formula is:

- **Miscellaneous Employees**
 - 2%@60: 1.2%
 - 2%@55: 2.9%
 - 2.5%@55: 5.2%
 - 2.7%@55: 7.0%
 - 3%@60: 8.0%
- **Safety Employees**
 - 2%@55: 0.6%
 - 2.5%@57: 3.8%
 - 2.7%@57: 4.9%
 - 2%@50: 6.0%
 - 3%@55: 8.5%
 - 3%@50: 10.3%
- **Employer Paid Member Contribution:** The amount of the employee's contribution to PERS that is paid by the employer (Employer Paid Member Contribution).
- **Single Highest Year:** The period for determining the average monthly pay rate when calculating retirement benefits. The base period is 36 highest paid consecutive months. When final compensation is based on a shorter period of time, such as 12 months' highest paid consecutive months, there is a cost to the employer. Similar to the enhanced formula, the cost to the employer is based on a state-wide actuarial percentage calculated by PERS. K&A took the midpoint of the range and multiplied the percentage by the top monthly salary to calculate the cost of the final compensation. This will only apply to the classic tier.
- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally determined maximum contribution of \$737.80.
- **Other:** Any other retirement contributions made by the employer.

3. Deferred Compensation

Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to contribute is reported.

4. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan
- Medical
- Dental
- Vision



- Other

5. Leaves

Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated. All hours have been translated into direct salary costs.

- **Vacation:** The number of paid time-off (or vacation) hours available to all employees who have completed five years of employment.
- **Holidays:** The number of holiday hours (including floating hours) available to employees.
- **Administrative:** Administrative (or management) leave is normally the number of paid leave hours available to Fair Labor Standards Act (“FLSA”) Exempt and/or management to reward for extraordinary effort (in lieu of overtime). This leave category may also include personal leave which may be available to augment vacation or other time off.

6. Auto Allowance

This category includes either the provision of an auto allowance or the provision of an auto for personal use only. If a vehicle is provided to any classification for commuting and other personal use, the average monthly rate is estimated at \$450. Mileage reimbursement is not included.

7. Other

This category includes any additional other benefits not captured above available to all in the class.

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other benefit costs, such as sick leave, tuition reimbursement, and reimbursable mileage are usage-based and cannot be quantified on an individual employee basis.

Data Collection

Data was collected during the months of December 2020 and January 2021, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

Matching Methodology

K&A believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on the City’s classification descriptions as the foundation for comparison.

When K&A researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at the City. Therefore,



K&A does not match based upon job titles, which can often be misleading, but rather analyze class descriptions before a comparable match is determined.

K&A's methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and act;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

In order for a match to be included, K&A requires that a classification's "likeness" be at approximately 70% of the matched classification.

When an appropriate match is not identified for one classification, K&A often uses "hybrids" which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at the City is performed by two or more classifications at a comparator agency. A "hybrid" representing a span in scope means that the comparator agency has one class that is "bigger" in scope and responsibility and one class that is "smaller," where the City's class falls in the middle.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

Data Spreadsheets

For each benchmark classification, there are three Classic tier and three PEPRA tier information pages:

- Top Monthly Base Salary and Total Compensation Data (2 sheets per benchmark)
 - One sheet is sorted by top monthly
 - One sheet is sorted by total monthly
- Benefit Detail (Monthly Equivalent Values)



The average (mean) and median (midpoint) of the comparator agencies are reported on the top monthly salary and total compensation data spreadsheets. The % above or below that the City is compared to the average and median is also reported.

The mean is the sum of the comparator agencies' salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

In order to calculate the mean and median, K&A requires that there be a minimum of four (4) comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 85 of the 118 benchmark classifications.

When using survey data to make salary range recommendations and adjustments, K&A recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

MARKET COMPENSATION FINDINGS

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus benefits [retirement, insurance, leaves, and allowances]) findings. Data spreadsheets were developed using two approaches for capturing retirement information; one reflecting retirement for employees in the classic tier and one for PEPRA tier employees. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The table is sorted by top monthly salary in descending order from the most positive percentile (above market) to the most negative (below market).

Table 3. Market Compensation Results Summary

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below CLASSIC	Total Compensation % Above or Below PEPRA
Police Records Supervisor	9	20.2%	16.5%	12.4%
City Manager	12	15.2%	16.7%	13.3%
Payroll Specialist II	6	15.1%	11.6%	7.2%
Water Quality Analyst	7	14.0%	14.4%	10.2%
Police Captain	11	13.5%	15.4%	12.6%
Water Treatment Plant Operator	7	13.4%	13.7%	8.6%
Police Lieutenant	12	13.3%	15.3%	12.9%



Total Compensation Study – Final Report

City of Antioch

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below CLASSIC	Total Compensation % Above or Below PEPRA
Associate Development Services/Engineering Technician	11	11.1%	8.2%	4.4%
Water Treatment Plant Superintendent	6	10.6%	10.4%	6.5%
Police Communications Supervisor	8	10.2%	8.6%	4.2%
Police Sergeant	12	9.9%	10.2%	10.6%
Associate Engineering Technician	11	9.6%	7.5%	3.2%
Operations Supervisor	12	9.4%	10.4%	5.9%
Police Officer	12	9.0%	8.3%	8.7%
Associate Community Development Technician	12	8.9%	6.8%	2.9%
Laboratory Assistant II	5	7.2%	5.6%	0.1%
Customer Service Representative II	4	6.9%	5.8%	1.4%
Collection Systems Superintendent	4	5.6%	4.6%	2.1%
Project Manager	7	5.4%	7.2%	3.6%
Accounting Technician II	11	4.2%	3.6%	-0.4%
Police Chief	12	3.9%	3.1%	9.7%
Water Treatment Plant Supervisor	5	3.9%	4.2%	1.9%
Economic Development Director	10	3.1%	13.1%	9.7%
Police Dispatcher	10	1.7%	7.7%	4.1%
Street Maintenance Worker II	12	1.1%	1.8%	-1.6%
Collection Systems Worker II	6	1.0%	-1.3%	-3.3%
Facility Maintenance Worker II	11	0.8%	0.7%	-3.2%
Landscape Maintenance Worker II	12	0.8%	-0.9%	-2.6%
Building Inspector II w/ Cert.	12	0.4%	-0.4%	-4.7%
Senior Administrative Assistant	6	0.2%	3.8%	-0.1%
Equipment Operator	9	-0.2%	-0.1%	-4.4%
Community Services Officer	10	-0.4%	5.4%	1.9%
Human Resources Technician	9	-0.4%	4.4%	1.0%
Associate Planner	11	-1.0%	-1.1%	-4.8%
Equipment Mechanic II	11	-1.0%	-0.9%	-4.6%
Administrative Assistant II	11	-1.2%	0.7%	-2.3%
Water Treatment Maintenance Worker II	7	-2.1%	-2.7%	-7.5%
Water Distribution Superintendent	5	-3.5%	-9.7%	-14.2%
Executive Assistant	11	-4.8%	-7.2%	-10.9%
Executive Legal Assistant	5	-5.7%	-0.6%	-3.9%
Crime Analyst	6	-5.9%	-8.2%	-11.9%



Total Compensation Study – Final Report

City of Antioch

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below CLASSIC	Total Compensation % Above or Below PEPRA
Meter Service Worker	7	-6.0%	-1.0%	-4.2%
Public Works Inspector	10	-6.0%	-4.6%	-8.1%
Senior Planner	11	-6.4%	-4.6%	-9.6%
Assistant City Manager	11	-6.6%	1.7%	-0.3%
City Attorney	8	-6.7%	-4.3%	-6.8%
Code Enforcement Officer	12	-6.7%	-4.6%	-8.5%
Public Information/Communications Officer	7	-6.8%	-2.3%	-6.6%
Community Development Director	11	-7.8%	1.6%	0.0%
Assistant City Engineer	10	-8.2%	-5.1%	-9.9%
Water Distribution Operator II	7	-8.3%	-10.4%	-15.8%
Police Records Technician	11	-8.9%	-4.6%	-5.3%
Deputy Public Works Director	9	-9.4%	-6.8%	-12.0%
Building Inspection Services Manager	12	-9.9%	-8.3%	-12.4%
Information Systems Director	10	-10.0%	2.2%	-0.8%
Accountant II	10	-10.5%	-7.0%	-10.8%
Administrative Analyst II	11	-11.1%	-16.4%	-19.6%
Recreation Supervisor	9	-11.2%	-7.4%	-12.0%
Finance Director	12	-12.4%	-3.4%	-5.9%
Associate Transportation Engineer	10	-12.8%	-13.3%	-16.6%
Parks and Recreation Director	9	-13.6%	-4.5%	-4.4%
Public Works Director/City Engineer	12	-13.6%	-3.2%	-6.3%
General Laborer	6	-13.7%	-6.3%	-10.0%
Deputy City Attorney	7	-14.9%	-11.6%	-12.0%
Water Distribution Supervisor	5	-15.5%	-5.0%	-9.9%
Deputy City Clerk	10	-15.6%	-17.2%	-20.0%
Associate Civil Engineer	11	-15.7%	-13.7%	-19.0%
Water Treatment Instrument Technician II	6	-16.8%	-12.5%	-18.7%
Planning Manager	11	-18.0%	-8.2%	-13.5%
Recreation Leader II	8	-18.0%	N/A	N/A
Network Administrator	4	-18.5%	-18.8%	-21.5%
Senior Civil Engineer	9	-18.9%	-14.4%	-17.5%
Senior Traffic Engineer	9	-18.9%	-14.4%	-17.5%
Human Resources Analyst	11	-21.3%	-18.0%	-20.4%
Human Resources Director	10	-22.4%	-9.0%	-12.4%
Lifeguard/Swim Instructor	8	-22.6%	N/A	N/A
Recreation Programs Coordinator	11	-23.1%	-14.9%	-20.4%



Total Compensation Study – Final Report

City of Antioch

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below CLASSIC	Total Compensation % Above or Below PEPRA
Assistant to the City Manager	6	-24.4%	-17.7%	-23.1%
Computer Technician	8	-25.3%	-19.3%	-23.8%
Economic Development Program Manager	6	-29.8%	-19.3%	-23.5%
Fleet Service Technician	11	-29.9%	-22.6%	-26.7%
Recreation Services Manager	7	-32.0%	-22.5%	-26.5%
Maintenance Helper – Facilities	6	-53.1%	N/A	N/A
Building Attendant	10	-64.8%	N/A	N/A
Office Assistant	7	-68.9%	N/A	N/A
Administrative Services Director	0	Insufficient Data	Insufficient Data	Insufficient Data
Animal Care Attendant*	2	Insufficient Data	N/A	N/A
Animal Control Officer	3	Insufficient Data	Insufficient Data	Insufficient Data
Animal Services Manager	1	Insufficient Data	Insufficient Data	Insufficient Data
Animal Services Technician	0	Insufficient Data	Insufficient Data	Insufficient Data
Aquatics Maintenance Worker II	0	Insufficient Data	Insufficient Data	Insufficient Data
Associate Public Works Technician	2	Insufficient Data	Insufficient Data	Insufficient Data
Business License Representative II	2	Insufficient Data	Insufficient Data	Insufficient Data
Camp Director*	2	Insufficient Data	N/A	N/A
Cashier*	1	Insufficient Data	N/A	N/A
Code Enforcement Maintenance Worker II	0	Insufficient Data	Insufficient Data	Insufficient Data
Code Enforcement Manager	2	Insufficient Data	Insufficient Data	Insufficient Data
Collection Systems Supervisor	2	Insufficient Data	Insufficient Data	Insufficient Data
Crime Data Technician	2	Insufficient Data	Insufficient Data	Insufficient Data
Cross-Connection Control Specialist II	3	Insufficient Data	Insufficient Data	Insufficient Data
Doctor of Veterinary Medicine	0	Insufficient Data	Insufficient Data	Insufficient Data
Finance Services Supervisor	3	Insufficient Data	Insufficient Data	Insufficient Data
GIS Specialist	3	Insufficient Data	Insufficient Data	Insufficient Data
Information Systems Project Manager	1	Insufficient Data	Insufficient Data	Insufficient Data
Instructor II*	1	Insufficient Data	N/A	N/A
Marina Attendant	1	Insufficient Data	Insufficient Data	Insufficient Data
Marina Leadworker/Property Manager	1	Insufficient Data	Insufficient Data	Insufficient Data
Marina Maintenance Worker II	2	Insufficient Data	Insufficient Data	Insufficient Data
Recreation Specialist	3	Insufficient Data	Insufficient Data	Insufficient Data
Recycling Assistant	1	Insufficient Data	Insufficient Data	Insufficient Data
Referee – Adult*	2	Insufficient Data	N/A	N/A
Registered Veterinary Technician	0	Insufficient Data	Insufficient Data	Insufficient Data
Risk Manager	2	Insufficient Data	Insufficient Data	Insufficient Data



Total Compensation Study – Final Report

City of Antioch

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below CLASSIC	Total Compensation % Above or Below PEPRA
Senior Bus Driver*	0	Insufficient Data	N/A	N/A
Teacher*	1	Insufficient Data	N/A	N/A
Volunteer Coordinator*	2	Insufficient Data	N/A	N/A
Warehouse Worker II	3	Insufficient Data	Insufficient Data	Insufficient Data
Youth Services Network Manager	0	Insufficient Data	Insufficient Data	Insufficient Data

Base Salary

Base salary market results show that 55 classifications are paid below the market median, 30 classifications are paid above the market median, and 33 classifications had insufficient data, 8 of which were part time classifications.

# of Classifications	<5%	5-10%	10-15%	15% +	Total
Below the Market Median	9	16	9	21	55
Above the Market Median	11	9	7	3	30

Total Compensation

Total compensation market Classic tier results show that 47 classifications are paid below the market median, 33 classifications are paid above the market median, 25 classifications had insufficient data, and 13 part-time classifications were designated "N/A", as benefits were not collected.

# of Classifications	<5%	5-10%	10-15%	15% +	Total
Below the Market Median	19	11	8	9	47
Above the Market Median	12	10	7	4	33

Total compensation market PEPRA tier results show that 54 classifications are paid below the market median, 26 classifications are paid above the market median, 25 classifications had insufficient data, and 13 part-time classifications were designated "N/A", as benefits were not collected.

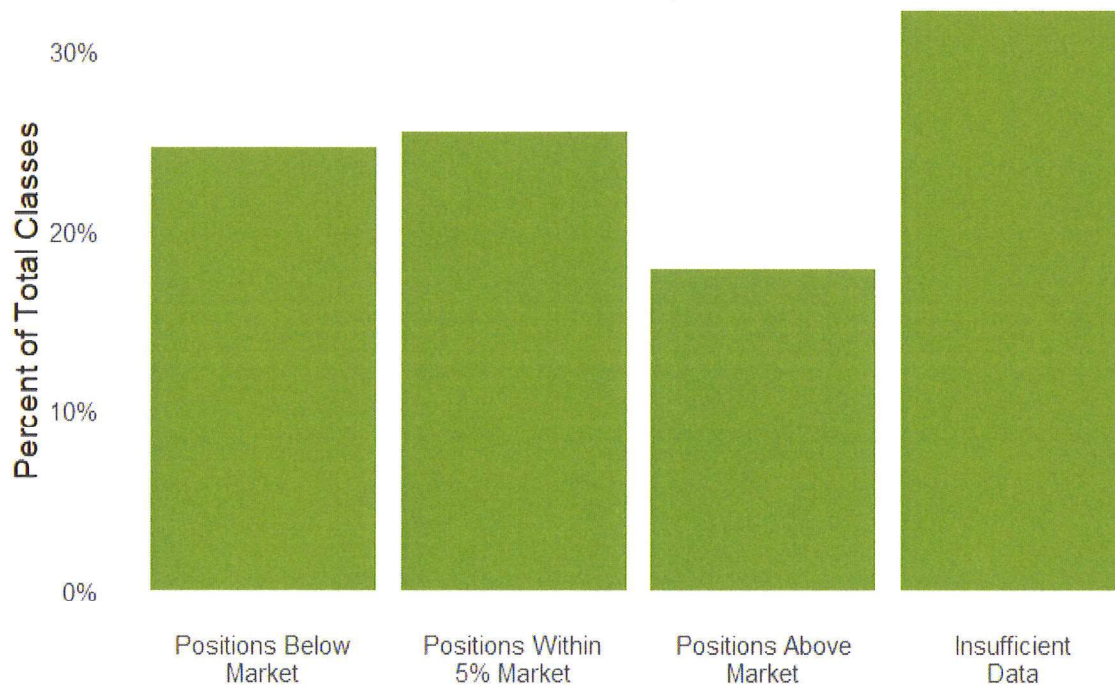
# of Classifications	<5%	5-10%	10-15%	15% +	Total
Below the Market Median	16	12	10	16	54
Above the Market Median	13	7	6	0	26



Generally, a classification falling within 5% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, the City can adopt a different standard.

Overall, the differences between market base salaries and total compensation indicate that the City's benefits package puts the City at a more competitive advantage. Further analysis indicates that, on average, classifications are 7.0% below the market median for base salaries, while that figure changes to 2.0% below the market median for Classic total compensation and 5.4% below market median for PEPRA total compensation, which is a difference of 5.0% for Classic and 1.6% for PEPRA (i.e., the City "gains" a 5.0% for Classic or 1.6% for PEPRA competitive advantage when taking benefits into consideration).

Figure 1. Market Findings: Percent of benchmarks below, within, and above market



Benefits

The market benefits data reveals the major contributing factors that give the City a competitive advantage are the City's contributions to retirement, offering single highest year compensation, reporting employer paid member contribution (EPMC) as special compensation, and contributing to deferred compensation.

When looking at the classic tier, Antioch offers a richer PERS retirement formula than all the other comparators, except for one comparator agency, which is the greatest contributing factor to competitiveness. There are only three comparators that participate both in Social Security, as



well as PERS. There were ten comparators that contributed to another deferred compensation plan in addition to PERS. The City also requires employee cost-sharing towards the employer's retirement cost. There were five other agencies that required cost sharing and five agencies that required cost sharing for safety only. Only one other comparator maintained EPMC, but Antioch is the only agency who reports EPMC as special compensation. Table 4 below summarizes retirement formulas, single highest year, EPMC as special compensation, participation in social security, cost sharing, and if the agency contributes to a deferred compensation plan.

Table 4. Employer Retirement Benefit Contributions

Agency	Retirement Type	PERS Formula	Single Highest Year %	EPMC Reported as Special Compensation Yes / No / N/A	Participate in Social Security?	Employee Cost Sharing?	Contribute to Deferred Compensation Plan?
City of Antioch	Miscellaneous	2.7%@55	.7%	Yes	No	Yes	Yes
City of Alameda	Miscellaneous	2%@55	.5%	N/A	No	Yes	No
City of Benicia	Miscellaneous	2%@60	N/A	No	No	No	Yes
City of Brentwood	Miscellaneous	2%@60	N/A	N/A	No	No	Yes
City of Concord	Miscellaneous	2%@55	.5%	N/A	Yes	No	Yes
City of Manteca	Miscellaneous	2%@60	N/A	N/A	No	Yes	Yes
City of Martinez	Miscellaneous	2%@60	N/A	N/A	Yes	No	Yes
City of Oakley	Miscellaneous	2%@60	.5%	N/A	No	No	Yes
City of Pittsburg	Miscellaneous	2%@60	N/A	N/A	Yes	Yes	Yes
City of Richmond	Miscellaneous	2.7%@55	.7%	N/A	No	No	No
City of Tracy	Miscellaneous	2%@55	N/A	N/A	No	Yes	Yes
City of Vacaville	Miscellaneous	2%@55	.5%	N/A	No	Yes	Yes
City of Walnut Creek	Miscellaneous	2%@60	N/A	N/A	No	No	Yes
City of Antioch	Safety	3%@50	1.2%	Yes	No	Yes	No
City of Alameda	Safety	3%@50	1.2%	N/A	No	Yes	Yes
City of Benicia	Safety	3%@55	N/A	No	No	Yes	No
City of Brentwood	Safety	3%@55	N/A	N/A	No	No	Yes
City of Concord	Safety	3%@50	1.2%	N/A	Yes	Yes	No
City of Manteca	Safety	3%@55	N/A	N/A	No	Yes	Yes
City of Martinez	Safety	3%@55	N/A	N/A	No	Yes	No
City of Oakley	Safety	2.7%@57	N/A	N/A	No	No	No
City of Pittsburg	Safety	3%@55	1.2%	N/A	No	Yes	Yes
City of Richmond	Safety	3%@50	1.2%	N/A	No	Yes	No



Agency	Retirement Type	PERS Formula	Single Highest Year %	EPMC Reported as Special Compensation Yes / No / N/A	Participate in Social Security?	Employee Cost Sharing?	Contribute to Deferred Compensation Plan?
City of Tracy	Safety	3%@55	1.2%	N/A	No	Yes	Yes
City of Vacaville	Safety	2%@50	N/A	N/A	No	Yes	No
City of Walnut Creek	Safety	3%@55	N/A	N/A	No	Yes	No

INTERNAL SALARY RELATIONSHIPS

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied in order to develop specific salary recommendations for all non-benchmarked classifications.

In the future, the City may need to utilize internal alignment practices if the number of staff grows, and additional classifications are added or classifications change. While analyzing internal relationships, the same factors analyzed when comparing the City's classifications to the labor market are used when making internal salary alignment recommendations.

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:

- A salary within 5% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, the City can adopt a closer standard.
- Certain internal percentages are often applied. Those that are the most common are:
 - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
 - A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.
 - A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to



these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the purposes of this study, K&A utilized market data to develop the salary recommendations for all of the benchmarked classifications and used internal equity principles to make the salary recommendations for 85 classifications that were not benchmarked. For the non-benchmarked classifications, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and “worth” to the City. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for City management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships within class series as well as across the organization, and adjust salary range placements, as necessary, based on the needs of the organization.

The City may want to make internal equity adjustments or alignments, as it implements the compensation strategy. This market survey is only a tool to be used by the City to determine market indexing and salary determination.

RECOMMENDATIONS

Pay Philosophy

The City has many options regarding what type of compensation plan it wants to implement. This decision will be based on what the City’s pay philosophy is, at which level it desires to pay its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly qualified workforce.

Proposed Salary Structure

Currently, the City has a salary structure with each salary range has five steps with 5% between each step. It is recommended that the City maintain a similar salary structure however establish a range structure that creates ranges that are 2.5% apart. Appendix III contains the current salary range structure.

It is important to note that the salary range structure connects all salary ranges, and their steps, by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix, which then automatically updates the entire table. Due to the formula that connects each range to the next (with 2.5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.5% differentials between ranges, four ranges should represent a 10% differential. However, because the compounding



effect of 2.5%, on top of 2.5%, on top of 2.5%, and so on, the differential between Range 1 and Range 5 is not exactly 10%, but it is slightly greater.

Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on classic tier total compensation market results. The following calculation was used:

1. Multiplied the City's current top monthly salary by the percentage difference between the City's total compensation and the total compensation market median to calculate the Market Placement Salary.
2. The classification was then placed within the proposed salary range with a Step 5 salary closest to the Market Placement Salary.

K&A also modified the current internal alignment in certain instances where it seemed warranted based on market-supported groupings and/or compaction issues.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if the City decides to implement annual across-the-board cost of living adjustment increases, only the salary schedule that was developed and included herein needs to be increased by the appropriate percentage, and each individual salary range will move up with this adjustment. This will ensure that the internal salary relationships are preserved, and the salary schedule remains structured and easily administered.

Options for Implementation

While the City may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees' current salaries are significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new salary range.

Another option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost-of-living increase). If a class falls within 5% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case, more than 20%) below the market median, a higher percentage change may be initially warranted to reduce the disparity.



For example, if the City decided to implement the recommendations over a three-year period, then the following guidelines could be applied for the initial increase of the three-year implementation plan:

Table 5. Three-Year Implementation Proposal

Market Disparity	% Increase
0 to 4.99%	0 to 2.49%
5.0% to 9.99%	2.5% to 4.99%
10.0% to 14.99%	5.0% to 7.49%
15.0% to 19.99%	7.5% to 9.99%
20.0% and above	10.0%

The initial first year adjustment would provide a portion of the equity increase and place the class into the closest step (but not below) where they are now. Subsequent increases would be spaced on a similar schedule (at annual intervals) based upon the remaining disparity after each adjustment.

Please note that typically, for those classes that had a market disparity of 0 to 4.99%, we recommend a 0% increase in the first year and an adjustment in the second year. Depending upon the City's financial situation, which will have to be reviewed before each further adjustment is made, all market disparity adjustments are intended to be completed by the third year. The City may also consider a similar implementation plan over a longer period of time, like a five-year implementation plan.

The City may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. However, the City may want to consider adjusting those classifications' salaries that are currently below the market median as soon as possible, assuming that incumbents' performance meets the City's level of expectation.

When classifications are over market, K&A typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers "catch up" with their current salary. To Y-rate an employee means to keep the employee's salary frozen and to provide no salary increases (including no cost of living adjustments) until the employee's current salary is within the recommended salary range. This will result in no immediate loss of income but will delay any future increases until the incumbent's salary is within the salary range.

Other options to "freezing" a classification's salary in place until the market catches up are:

- **"Grandfathering" of salary ranges:** This means that the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with City. Any new hires would be paid within the newly established salary range.



- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with City and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

Another option, of course, is to actually reduce salaries down to the market. However, from an employee relations perspective this may not be a viable option.

USING THE MARKET DATA AS A TOOL

K&A would like to reiterate that this report and the findings are meant to be a tool for the City to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and the City's expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give the City an instrument to make future compensation decisions.

It has been a pleasure working with City on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,

Koff & Associates

A handwritten signature in blue ink, appearing to read 'Katie Kaneko'.

Katie Kaneko
President



Appendix IV

Salary Range Placement Recommendations

City of Antioch
Appendix IV: Salary Range Placement Recommendations
March 2021

Class Title	Current Maximum	% from Total Comp Median	Market Placement	Proposed Salary Range	Proposed Maximum	Percent Difference	Study Benchmark	Rationale
Accountant I	\$ 7,021			43	\$7,515	7.04%		Internal Alignment: 10% below Accountant II
Accounting II	\$ 7,741	-7.0%	\$8,282	47	\$8,295	7.16%	x	Market and range placement.
Accounting Technician I	\$5,839			31	\$5,588	-4.30%		Internal Alignment: 10% below Accounting Technician II
Accounting Technician II	\$ 6,438	3.6%	\$6,208	35	\$6,168	-4.20%	x	Market and range placement.
Administrative Analyst I	\$7,318			48	\$8,502	16.19%		Internal Alignment: 10% below Administrative Analyst II
Administrative Analyst II	\$8,059	-16.4%	\$9,383	52	\$9,385	16.46%	x	Market and range placement.
Administrative Analyst III	\$8,949			56	\$10,359	15.76%		Internal Alignment: 10% above Administrative Analyst II
Administrative Assistant I	\$4,681			24	\$4,701	0.42%		Internal Alignment: 10% below Administrative Assistant II
Administrative Assistant II	\$5,160	0.7%	\$5,125	28	\$5,189	0.56%	x	Market and range placement.
Administrative Assistant III	\$5,676			32	\$5,727	0.91%		Internal Alignment: 10% above Administrative Assistant II
Administrative Services Director	\$ 14,624	Insuff. Data	Insuff. Data	74	\$16,157	10.48%	x	Internal Alignment: 10% below Assistant City Manager
Animal Control Officer	\$ 5,352	Insuff. Data	Insuff. Data	29	\$5,319	-0.63%	x	Internal Alignment: 25% below the Code Enforcement Officer
Animal Services Manager	\$ 11,036	Insuff. Data	Insuff. Data	55	\$10,107	-8.42%	x	Internal Alignment: 40% above Animal Services Supervisor
Animal Services Supervisor	\$7,358			39	\$6,808	-7.47%		Internal Alignment: 20% above Animal Control Officer
Animal Services Technician	\$ 4,427	Insuff. Data	Insuff. Data	23	\$4,586	3.60%	x	Internal Alignment: 20% below Animal Control Officer
Aquatics Maintenance Worker I	\$5,524			29	\$5,319	-3.72%		Internal Alignment: 10% below Aquatics Maintenance Worker II
Aquatics Maintenance Worker II	\$ 6,058	Insuff. Data	Insuff. Data	33	\$5,871	-3.10%	x	Internal Alignment: Anchor to Landscape Maintenance Worker II
Assistant City Engineer	\$ 13,062	-5.1%	\$13,734	67	\$13,592	4.06%	x	Market and range placement.
Assistant City Manager	\$ 18,241	1.7%	\$17,926	78	\$17,835	-2.23%	x	Market and range placement.
Assistant Community Development Technician	\$6,658			35	\$6,168	-7.36%		Internal Alignment: 10% below Associate Community Development Services/Engineering Technician
Assistant Development Services/Engineering Technician	\$6,658			35	\$6,168	-7.36%		Internal Alignment: 10% below Associate Development Services/Engineering Technician
Assistant Engineer	\$9,077			54	\$9,860	8.63%		Internal Alignment: 10% below Associate Civil Engineer
Assistant Engineering Technician	\$6,658			34	\$6,017	-9.62%		Internal Alignment: 10% below Associate Engineering Technician
Assistant Planner	\$7,226			45	\$7,895	9.26%		Internal Alignment: 10% below Associate Planner
Assistant Public Works Technician	\$6,658			35	\$6,168	-7.36%		Internal Alignment: 10% below Associate Public Works Technician
Assistant to the City Manager	\$ 9,955	-17.7%	\$11,715	61	\$11,721	17.74%	x	Market and range placement.
Associate Transportation Engineer	\$8,646			54	\$9,860	14.04%		Internal Alignment: 10% below Associate Transportation Engineer
Associate Civil Engineer	\$ 9,496	-13.7%	\$10,793	58	\$10,884	14.62%	x	Market and range placement.
Associate Community Development Technician	\$7,322	6.8%	\$6,826	39	\$6,808	-7.02%	x	Market and range placement.
Associate Development Services/Engineering Technician	\$7,322	8.2%	\$6,721	39	\$6,808	-7.02%	x	Market and internal alignment to Associate Community Development Technician
Associate Engineering Technician	\$7,322	7.5%	\$6,773	39	\$6,808	-7.02%	x	Market and internal alignment to Associate Community Development Technician
Associate Planner	\$8,658	-1.1%	\$8,749	49	\$8,715	0.66%	x	Market and range placement.
Associate Public Works Technician	\$7,322	Insuff. Data	Insuff. Data	39	\$6,808	-7.02%	x	Internal alignment: Anchor to Associate Engineering Technician
Associate Transportation Engineer	\$9,496	-13.3%	\$10,760	58	\$10,884	14.62%	x	Market and range placement.
Building Inspection Services Manager	\$ 12,009	-8.3%	\$13,006	65	\$12,938	7.73%	x	Market and range placement.
Building Inspector I	\$7,798			42	\$7,332	-5.98%		Internal Alignment: 10% below Building Inspector II
Building Inspector II w/ Cert.	\$8,385	2.0%	\$8,217	47	\$8,295	-1.07%	x	Market and range placement.
Business License Representative I	\$5,329			31	\$5,588	4.86%		Internal Alignment: 10% below Business License Representative II
Business License Representative II	\$6,129	Insuff. Data	Insuff. Data	33	\$5,871	-4.21%	x	Internal Alignment: 5% below the Accounting Technician II
Buyer	\$6,145			35	\$6,168	0.37%		Internal Alignment: Anchor to Accounting Technician II
City Attorney	\$ 18,453	-4.3%	\$19,254	81	\$19,206	4.08%	x	Market and range placement.
City Manager	\$ 24,476	16.7%	\$20,386	84	\$20,683	-15.50%	x	Market and range placement.
Code Enforcement Maintenance Worker I	\$5,524			29	\$5,319	-3.72%		Internal Alignment: 10% below Code Enforcement Maintenance Worker II
Code Enforcement Maintenance Worker II	\$ 6,058	Insuff. Data	Insuff. Data	33	\$5,871	-3.10%	x	Internal Alignment: Anchor to Landscape Maintenance Worker II
Code Enforcement Manager	\$9,622	Insuff. Data	Insuff. Data	53	\$9,620	-0.02%	x	Internal Alignment: 30% above Code Enforcement Officer
Code Enforcement Officer	\$ 6,852	-4.6%	\$7,169	41	\$7,153	4.39%	x	Market and range placement.
Code Enforcement/Asset Recovery Coordinator	\$ 8,406			39	\$6,808	-19.01%		Internal Alignment: 10% above Accounting Technician II
Collection Systems Superintendent	\$ 10,190	4.6%	\$9,725	53	\$9,620	-5.60%	x	Market and range placement.

City of Antioch
Appendix IV: Salary Range Placement Recommendations
March 2021

Class Title	Current Maximum	% from Total Comp Median	Market Placement	Proposed Salary Range	Proposed Maximum	Percent Difference	Study Benchmark	Rationale
Collection Systems Supervisor	\$7,759	Insuff. Data	Insuff. Data	44	\$7,703	-0.72%	x	Internal Alignment: 15% above Lead Collection Systems Worker
Collection Systems Worker I	\$5,524			30	\$5,452	-1.31%		Internal Alignment: 10% below Collection Systems Worker II
Collection Systems Worker II	\$6,058	-1.3%	\$6,138	34	\$6,017	-0.68%	x	Market and range placement.
Community Development Director	\$15,844	1.6%	\$15,587	73	\$15,763	-0.51%	x	Market and range placement.
Community Services Officer	\$5,961	5.4%	\$5,639	31	\$5,588	-6.26%	x	Market and range placement.
Computer Technician	\$5,525	-19.3%	\$6,591	38	\$6,642	20.22%	x	Market and range placement.
Crime Analyst	\$8,038	-8.2%	\$8,695	49	\$8,715	8.42%	x	Market and range placement.
Crime Data Technician	\$5,731	Insuff. Data	Insuff. Data	32	\$5,727	-0.06%	x	Internal Alignment: Anchor to Administrative Assistant III
Cross-Connection Control Specialist I	\$5,524			30	\$5,452	-1.31%		Internal Alignment: 10% below Cross-Connection Control Specialist II
Cross-Connection Control Specialist II	\$6,058	Insuff. Data	Insuff. Data	34	\$6,017	-0.68%	x	Internal Alignment: Anchor to Collection Systems Worker II
Customer Service Representative I	\$4,605			21	\$4,365	-5.21%		Internal Alignment: 10% below Customer Service Representative II
Customer Service Representative II	\$5,075	5.8%	\$4,780	25	\$4,818	-5.06%	x	Market and range placement.
Deputy City Attorney	\$11,203	-11.6%	\$12,502	64	\$12,622	12.67%	x	Market and range placement.
Deputy City Clerk	\$6,112	-17.2%	\$7,165	41	\$7,153	17.03%	x	Market and range placement.
Deputy Finance Director	\$12,043			63	\$12,314	2.25%		Internal Alignment: 25% below Finance Director
Deputy Public Works Director	\$12,441	-6.8%	\$13,289	64	\$12,622	1.45%	x	Market and internal alignment: 20% below the Public Works Director
Deputy Public Works Director II	\$13,686			66	\$13,261	-3.11%		Internal Alignment: 20% below Public Works Director/City Engineer
Doctor of Veterinary Medicine	\$15,051	Insuff. Data	Insuff. Data	71	\$15,004	-0.32%	x	Market and range placement.
Economic Development Director	\$13,929	13.1%	\$12,109	62	\$12,014	-13.75%	x	Internal Alignment: 30% below the Economic Development Director
Economic Development Program Manager	\$8,696	-19.3%	\$10,374	50	\$8,933	2.72%	x	Internal Alignment: 10% below Equipment Mechanic II
Equipment Mechanic I	\$6,257			35	\$6,168	-1.43%		Market and range placement.
Equipment Mechanic II	\$6,866	-0.9%	\$6,929	39	\$6,808	-0.84%	x	Market and range placement.
Equipment Operator	\$6,383	-0.1%	\$6,391	35	\$6,168	-3.37%	x	Market and range placement.
Executive Assistant	\$7,305	-7.2%	\$7,830	45	\$7,895	8.08%	x	Market and range placement.
Executive Legal Assistant	\$6,680	-0.6%	\$6,722	39	\$6,808	1.92%	x	Market and range placement.
Facility Maintenance Worker I	\$5,524			29	\$5,319	-3.72%		Internal Alignment: 10% below Facility Maintenance Worker II
Facility Maintenance Worker II	\$6,058	0.7%	\$6,015	33	\$5,871	-3.10%	x	Market and range placement.
Finance Director	\$15,173	-3.4%	\$15,686	73	\$15,763	3.89%	x	Market and range placement.
Finance Services Supervisor	\$9,626	Insuff. Data	Insuff. Data	53	\$9,620	-0.06%	x	Internal Alignment: 25% below Deputy Finance Director
Fleet Leadworker	\$7,552			40	\$6,978	-7.60%		Internal Alignment: 10% above Fleet Service Technician
Fleet Service Technician	\$5,335	-22.6%	\$6,541	36	\$6,322	18.49%	x	Market and range placement.
General Laborer	\$4,338	-6.3%	\$4,612	22	\$4,474	3.13%	x	Market and range placement.
GIS Coordinator	\$9,622			51	\$9,156	-4.84%		Internal Alignment: 30% above GIS Specialist
GIS Specialist	\$7,322	Insuff. Data	Insuff. Data	39	\$6,808	-7.02%	x	Internal Alignment: Anchor to Associate Engineering Technician
GIS Technician	\$6,658			35	\$6,168	-7.36%		Internal Alignment: 10% below GIS Specialist
Human Resources Analyst	\$7,273	-18.0%	\$8,579	48	\$8,502	16.90%	x	Market and range placement.
Human Resources Director	\$13,929	-9.0%	\$15,183	71	\$15,004	7.71%	x	Market and range placement.
Human Resources Technician	\$6,684	4.4%	\$6,392	36	\$6,322	-5.41%	x	Market and range placement.
Information Systems Director	\$13,152	2.2%	\$12,867	65	\$12,938	-1.63%	x	Market and range placement.
Information Systems Project Manager	\$9,349	Insuff. Data	Insuff. Data	53	\$9,620	2.90%	x	Internal Alignment: 30% below Information Systems Director
Junior Engineer	\$7,507			46	\$8,093	7.80%		Internal Alignment: 20% below Assistant Engineer
Junior Planner	\$6,284			37	\$6,480	3.12%		Internal Alignment: 20% below Assistant Planner
Junior Transportation Engineer	\$7,507			46	\$8,093	7.80%		Internal Alignment: 20% below Assistant Transportation Engineer
Laboratory Assistant I	\$6,344			33	\$5,871	-7.46%		Internal Alignment: 10% below Laboratory Assistant
Laboratory Assistant II	\$6,981	5.6%	\$6,592	37	\$6,480	-7.18%	x	Market and range placement.
Landscape Maintenance Worker I	\$5,524			29	\$5,319	-3.72%		Internal Alignment: 10% below Landscape Maintenance Worker II
Landscape Maintenance Worker II	\$6,058	-0.9%	\$6,111	33	\$5,871	-3.10%	x	Market and range placement.
Lead Collection Systems Worker	\$6,653			38	\$6,642	-0.16%		Internal Alignment: 10% above Collection Systems Worker II

City of Antioch
Appendix IV: Salary Range Placement Recommendations
March 2021

Class Title	Current Maximum	% from Total Comp Median	Market Placement	Proposed Salary Range	Proposed Maximum	Percent Difference	Study Benchmark	Rationale
Lead Cross-Connection Control Specialist	\$6,653			38	\$6,642	-0.16%		Internal Alignment: 10% above Cross-Connection Control Specialist
Lead Customer Service Representative	\$5,836			29	\$5,319	-8.87%		Internal Alignment: 10% above Customer Service Representative II
Lead Facility Maintenance Worker	\$6,653			37	\$6,480	-2.60%		Internal Alignment: 10% above Facility Maintenance Worker II
Lead Landscape Maintenance Worker	\$6,653			37	\$6,480	-2.60%		Internal Alignment: 10% above Landscape Maintenance Worker II
Lead Police Dispatcher	\$6,531			44	\$7,703	-9.71%		Internal Alignment: 10% above Police Dispatcher
Lead Police Records Technician	\$5,676			33	\$5,871	3.43%		Internal Alignment: 10% above Police Records Technician
Lead Street Maintenance Worker	\$6,653			36	\$6,322	-4.97%		Internal Alignment: 10% above Street Maintenance Worker II
Lead Warehouse Worker	\$6,653			37	\$6,480	-2.60%		Internal Alignment: 10% above Warehouse Worker II
Lead Water Distribution Operator	\$6,653			41	\$7,153	7.52%		Internal Alignment: 10% above Water Distribution Operator II
Legal Secretary	\$6,072			35	\$6,168	1.58%		Internal Alignment: 10% below Executive Legal Assistant
Mail & Print Clerk	\$4,299			20	\$4,259	-0.94%		Internal Alignment: 10% below Administrative Assistant I
Maintenance Worker I	\$5,524			29	\$5,319	-3.72%		Internal Alignment: Anchor to Landscape Maintenance Worker I
Marina Attendant	\$5,602	Insuff. Data	Insuff. Data	24	\$4,701	-16.09%	x	Internal Alignment: Anchor to Administrative Assistant I
Marina Leadworker/Property Manager	\$6,667	Insuff. Data	Insuff. Data	41	\$7,153	7.29%	x	Internal Alignment: 20% above Marina Maintenance Worker II
Marina Maintenance Worker I	\$5,363			29	\$5,319	-0.83%		Internal Alignment: 10% below Marina Maintenance Worker II
Marina Maintenance Worker II	\$6,058	Insuff. Data	Insuff. Data	33	\$5,871	-3.10%	x	Internal Alignment: Anchor to Landscape Maintenance Worker II
Meter Service Worker	\$5,524	-1.0%	\$5,581	30	\$5,452	-1.31%	x	Market and range placement.
Network Administrator	\$7,379	-18.8%	\$8,766	49	\$8,715	18.11%	x	Market and range placement.
Operations Supervisor	\$9,399	10.4%	\$8,417	48	\$8,502	-9.54%	x	Market and range placement.
Parks and Recreation Director	\$13,929	-4.5%	\$14,551	70	\$14,638	5.09%	x	Market and range placement.
Payroll Specialist	\$7,266			36	\$6,322	-12.99%		Internal Alignment: 10% below Payroll Specialist II
Payroll Specialist II	\$7,993	11.6%	\$7,064	40	\$6,978	-12.65%	x	Market and range placement.
Planning Manager	\$12,281	-8.2%	\$13,289	66	\$13,261	7.98%	x	Market and range placement.
Police Captain	\$18,782	15.4%	\$15,894	73	\$15,763	-16.07%	x	Market and range placement.
Police Chief	\$20,835	3.1%	\$20,182	83	\$20,178	-3.15%	x	Market and range placement.
Police Communications Supervisor	\$10,190	8.6%	\$9,317	52	\$9,385	-7.90%	x	Market and range placement.
Police Corporal	\$11,597			56	\$10,359	-10.67%		Internal Alignment: 10% below Police Sergeant
Police Dispatcher	\$7,584	7.7%	\$7,004	40	\$6,978	-7.99%	x	Market and range placement.
Police Lieutenant	\$16,282	15.3%	\$13,793	68	\$13,932	-14.43%	x	Market and range placement.
Police Officer	\$10,307	8.3%	\$9,449	52	\$9,385	-8.94%	x	Market and range placement.
Police Records Supervisor	\$10,190	16.5%	\$8,510	48	\$8,502	-16.56%	x	Market and range placement.
Police Records Technician	\$5,088	-4.6%	\$5,323	29	\$5,319	4.53%	x	Market and range placement.
Police Sergeant	\$12,886	10.2%	\$11,576	60	\$11,435	-11.26%	x	Market and range placement.
Project Manager	\$12,223	7.2%	\$11,341	60	\$11,435	-6.45%	x	Market and range placement.
Public Information/Communications Officer	\$9,707	-2.3%	\$9,929	54	\$9,860	1.58%	x	Market and range placement.
Public Works Director	\$15,173			72	\$15,379	1.36%		Internal Alignment: 5% below Public Works Director/City Engineer
Public Works Director/City Engineer	\$15,844	-3.2%	\$16,355	74	\$16,157	1.98%	x	Market and range placement.
Public Works Inspector	\$7,755	-4.6%	\$8,113	46	\$8,093	4.36%	x	Market and range placement.
Recreation Programs Coordinator	\$5,485	-14.9%	\$6,305	36	\$6,322	15.26%	x	Market and range placement.
Recreation Services Manager	\$8,752	-22.5%	\$10,725	57	\$10,618	21.33%	x	Market and range placement.
Recreation Specialist	\$6,658	Insuff. Data	Insuff. Data	42	\$7,332	10.12%	x	Internal Alignment: Anchor 10% below Recreation Supervisor
Recreation Supervisor	\$7,582	-7.4%	\$8,144	46	\$8,093	6.74%	x	Market and range placement.
Recycling Assistant	\$4,993	Insuff. Data	Insuff. Data	32	\$5,727	14.71%	x	Internal Alignment: Anchor to Administrative Assistant III
Registered Veterinary Technician	\$4,907	Insuff. Data	Insuff. Data	27	\$5,062	3.16%	x	Internal Alignment: 10% above Animal Services Technician
Risk Manager	\$9,533	Insuff. Data	Insuff. Data	55	\$10,107	6.02%	x	Internal Alignment: 40% below Human Resources Director
Senior Administrative Assistant	\$6,072	3.8%	\$5,843	33	\$5,871	-3.32%	x	Market and range placement.
Senior Building Inspector	\$8,962			50	\$8,933	-0.32%		Internal Alignment: 10% above Building Inspector II
Senior Civil Engineer	\$10,087	-14.4%	\$11,535	60	\$11,435	13.36%	x	Market and range placement.

City of Antioch
Appendix IV: Salary Range Placement Recommendations
March 2021

Class Title	Current Maximum	% from Total Comp Median	Market Placement	Proposed Salary Range	Proposed Maximum	Percent Difference	Study Benchmark	Rationale
Senior Community Development Technician	\$8,046			43	\$7,515	-6.60%		Internal Alignment: 10% above Associate Community Development Technician
Senior Computer Technician	\$6,083			42	\$7,332	20.53%		Internal Alignment: 10% above Computer Technician
Senior Development Services/Engineering Technician	\$8,046			42	\$7,332	-8.88%		Internal Alignment: 10% above Associate Development Services/Engineering Tech
Senior Economic Development Program Manager	\$10,567			54	\$9,860	-6.69%		Internal Alignment: 10% above Economic Development Program Manager
Senior Engineering Technician	\$8,046			42	\$7,332	-8.88%		Internal Alignment: 10% above Associate Engineering Technician
Senior Executive Assistant	\$7,677			49	\$8,715	13.52%	x	Internal Alignment: 10% above Executive Assistant
Senior Planner	\$9,622	-4.6%	\$10,066	55	\$10,107	5.04%		Market and range placement.
Senior Public Works Inspector	\$8,556			50	\$8,933	4.41%		Internal Alignment: 10% above Public Works Inspector
Senior Public Works Technician	\$8,046			40	\$6,978	-13.27%		Internal Alignment: 10% above Associate Public Works Technician
Senior Traffic Engineer	\$10,087	-14.4%	\$11,535	60	\$11,435	13.36%	x	Market and range placement.
Senior Water Treatment Plant Operator	\$10,271			48	\$8,502	-17.22%		Internal Alignment: 15% above Water Treatment Plant Operator
Sewer Camera Truck Operator	\$6,383			35	\$6,168	-3.37%		Internal Alignment: Anchor to Equipment Operator
Street Maintenance Worker I	\$5,524			28	\$5,189	-6.07%		Internal Alignment: 10% below Street Maintenance Worker II
Street Maintenance Worker II	\$6,058	1.8%	\$5,950	33	\$5,871	-3.10%	x	Market and internal alignment to Landscape Maintenance Worker II
Warehouse Worker I	\$5,524			29	\$5,319	-3.72%		Internal Alignment: 10% below Warehouse Worker II
Warehouse Worker II	\$6,058	Insuff. Data	Insuff. Data	33	\$5,871	-3.10%	x	Internal Alignment: Anchor to Landscape Maintenance Worker II
Water Distribution Operator I	\$5,524			33	\$5,871	6.28%		Internal Alignment: 10% below Water Distribution Operator II
Water Distribution Operator II	\$6,058	-10.4%	\$6,688	37	\$6,480	6.96%	x	Market and range placement.
Water Distribution Superintendent	\$10,190	-9.7%	\$11,177	59	\$11,156	9.48%	x	Market and range placement.
Water Distribution Supervisor	\$7,759	-5.0%	\$8,147	46	\$8,093	4.30%	x	Market and range placement.
Water Quality Analyst	\$10,829	14.4%	\$9,266	52	\$9,385	-13.33%	x	Market and range placement.
Water Treatment Instrument Technician I	\$6,457			40	\$6,978	8.07%		Internal Alignment: Anchor 10% below Water Treatment Instrument Technician II
Water Treatment Instrument Technician II	\$7,105	-12.5%	\$7,995	44	\$7,703	8.42%	x	Market and range placement.
Water Treatment Maintenance Worker I	\$6,335			36	\$6,322	-0.20%		Internal Alignment: Anchor 10% below Water Treatment Maintenance Worker II
Water Treatment Maintenance Worker II	\$6,972	-2.7%	\$7,158	40	\$6,978	0.09%	x	Market and range placement.
Water Treatment Maintenance Worker III	\$7,669			44	\$7,703	0.44%		Internal Alignment: Anchor 10% above Water Treatment Maintenance Worker II
Water Treatment Plant Operator	\$8,930	13.7%	\$7,621	42	\$7,332	-16.97%	x	Market and range placement.
Water Treatment Plant Superintendent	\$12,887	10.4%	\$11,542	60	\$11,435	-11.27%	x	Market and range placement.
Water Treatment Plant Supervisor	\$10,829	4.2%	\$10,379	52	\$9,385	-13.33%	x	Market and internal alignment: 20% below the WTP Superintendent
Water Treatment Plant Trainee	\$8,029			38	\$6,642	-17.27%		Internal Alignment: 10% below Water Treatment Plant Operator
Youth Services Network Manager	\$10,712	Insuff. Data	Insuff. Data	57	\$10,618	-0.87%	x	No JD. Align with Recreation Services Manager.

PART-TIME POSITIONS

Animal Care Attendant	\$15	Insuff. Data	Insuff. Data				x	Low based on limited data
Building Attendant	\$14		\$23		\$23	64.29%	x	
Camp Director	\$16	Insuff. Data	Insuff. Data				x	Low based on limited data
Cashier	\$14	Insuff. Data	Insuff. Data				x	Low based on limited data
Instructor II	\$15	Insuff. Data	Insuff. Data				x	Low based on limited data
Lifeguard/Swim Instructor	\$14		\$17		\$17	21.43%	x	
Maintenance Helper – Facilities	\$14		\$21		\$21	50.00%	x	
Office Assistant	\$14		\$24		\$24	71.43%	x	
Recreation Leader II	\$14		\$17		\$17	21.43%	x	
Referee – Adult	\$24	Insuff. Data	Insuff. Data				x	High based on limited data.
Senior Bus Driver	\$21	Insuff. Data	Insuff. Data				x	No data
Teacher	\$14	Insuff. Data	Insuff. Data				x	Low based on limited data
Volunteer Coordinator	\$23	Insuff. Data	Insuff. Data				x	Low based on limited data
Camera Operator	\$18							

City of Antioch
Appendix IV: Salary Range Placement Recommendations
March 2021

Class Title	Current Maximum	% from Total Comp Median	Market Placement	Proposed Salary Range	Proposed Maximum	Percent Difference	Study Benchmark	Rationale
Cashier – Head	\$14							
Instructor I	\$14							
Instructor's Assistant	\$14							
Lifeguard – Head/Swim Instructor	\$14							
Marina Helper	\$14							
Police Trainee	\$32							
Public Works Support Staff	\$14							
Recreation Leader I	\$14							
Referee – Youth	\$14							
Reserve Police Officer	\$49							
Secretary I	\$23							
Secretary II	\$25							
Senior Recreation Leader	\$15							
Teacher's Aid	\$14							