



CITY OF MILPITAS

Planning Commission

MEETING MINUTES

7:00pm

SEPTEMBER 10, 2025

CITY COUNCIL CHAMBERS,
455 E CALAVERAS BLVD, MILPITAS, CA
and
via TELECONFERENCE (Zoom Webinar)

CALL TO ORDER

Chair Gupta called the meeting to order at 7:01 pm.

PLEDGE OF ALLEGIANCE

Commissioner Galang led the pledge of allegiance.

ROLL CALL

Recording Secretary Medina called the roll.

PRESENT: Chair Gupta, Vice Chair Caulkins, Galang, Kong, Medina-Ashby, and Awasthi.

ABSENT: Albana

STAFF: Lillian VanHua, Christopher Creech, Lillian VanHua, Anjulie Palta (consultant), and Elizabeth Medina.

CONFLICT OF INTEREST/CAMPAIGN CONTRIBUTION DECLARATION

Assistant City Attorney Christopher Creech asked if any member of the commission had any personal or financial conflict of interest related to any of the items on the agenda, and there were none.

APPROVAL OF THE MEETING AGENDA

By motion, approve the meeting agenda for September 10, 2025.

Motion/Second Galang/Medina-Ashby

Motion carried by a vote of AYES: 6 NOES: 0

APPROVAL OF THE MEETING MINUTES

By motion, approve the meeting minutes for August 27, 2025.

Motion/Second Awasthi/Kong

Motion carried by a vote of AYES: 5 NOES: 0 ABSTAIN: 1 (Medina-Ashby)

ANNOUNCEMENTS

Commissioner Caulkins expressed appreciation to all firefighters in recognition of National Firefighter Appreciation Month, and extended thanks to all public servants. Lillian VanHua noted that Planning Director Jay Lee was not present, and she is serving as Acting Director on behalf of Jay Lee.

PUBLIC FORUM

Chair Gupta invited members of the public to address the commission, and there were none.

PUBLIC HEARING

IX-1 NEW INDUSTRIAL BUILDING (WAREHOUSING AND DISTIRBUTION) – 1000 GIBRALTAR DRIVE – P-SD24-0006, P-EA24-0002, and P-TR25-0021: A request for a Site Development Permit, Environmental Assessment, and Tree Removal Permit to remove and replace 25-ordinance sized trees, demolish all existing structures on the site including four industrial/office buildings, surface parking lots, and associated improvements, and develop a new, one-story, 487,564-square foot tilt-up concrete industrial building with office space and associated site improvements on an approximately 28.96-acre site in the M2 (Heavy Industrial) Zoning District located at 1000 Gibraltar Drive (also known as 1001 S Milpitas Blvd.). The height of the new

building will be approximately 46-feet and 6-inches above grade level (up to a maximum height of 49-feet and 6-inches to top of parapet). Proposed site improvements include new internal roadways, landscaping, offsite public improvements, and a new surface parking lot with 781 vehicle parking spaces, 50 oversized parking stalls for tractor-trailers, and 27 loading dock doors. As a Lead Agency, the City has prepared an Addendum to the 1000 Gibraltar Drive Final Environmental Impact Report (SCH No. 2020069024) in accordance with the California Environmental Quality Act (CEQA) Guidelines Section 15162 and 15164.

(47:42) Project Planner Kristina Phung and applicant team addressed commissioners' clarifying questions on various topics.

- Clarification about truck exit routes; applicant confirmed Gibraltar exit allows left/right turns, main entry will be signalized.
- Question raised about electric vehicle/truck charging; applicant noted 20 EV chargers day one, 90 prepped, and code requires at least one truck charger.
- Commissioners asked what makes the facility unique; staff said it's a sub same-day (SSD) delivery model with on-site goods for rapid delivery and gig-style drivers (Flex program).
- Expected to create 363 on-site jobs (not including delivery drivers); additional parking provided to support drivers.
- Discussion on sales tax: City and HDL consultant are working with Amazon to capture Bradley-Burns sales tax; currently similar Amazon sites generate only county pool revenue; SSD hybrid model could generate local sales tax but not confirmed yet.
- Commissioner asked about height concerns from adjacent businesses; applicant said required notices sent, no objections received.
- Confirmed Amazon purchased site (~\$120M) and plans ~\$80M development investment; total ~500k sq. ft facility.
- Amazon rep highlighted over 500 existing Milpitas jobs, expects 363 more, and reiterated partnership with City.

Chair Gupta invited members of the public to address the commission and there were two speakers:

- *Doug Chesshire (Carpenters Local 405)* spoke in opposition to the project as proposed, citing Amazon's history of using non-local, low-wage contractors, lack of benefits, and avoidance of state-certified apprenticeship programs. He urged the Commission to require binding commitments for local labor, living wages, benefits, and apprenticeship participation before approving the project.
- *Rene Baez (Carpenters Local 405)* requested that the Commission continue the item to a later date to allow the public more time to review the recently released EIR addendum. She noted that the original EIR was from March 2021 and circumstances have changed since then, and stated that five days of review is insufficient.

Additional discussion prior to closing Public Forum included:

- **EIR/Addendum:** Consultant (First Carbon Solutions) confirmed no significant new impacts since original EIR; traffic analysis showed impacts consistent with prior findings. Addendum does not require public circulation per CEQA.
- **Labor Practices:** Amazon representative stated they use both union and non-union labor via open bid; about 50% of projects nationwide have used union labor.
- **Workforce Programs:** Amazon highlighted \$1.2B investment in employee training and education (Career Choice program), prepaid tuition, and free tech training programs; partnerships with local colleges.

- **Wages:** Average warehouse starting wage ~\$22.50/hr (higher in Bay Area); delivery drivers average ~\$23/hr and are employed by third-party companies.
- **Truck & Delivery Operations:** About 15 inbound and 15 outbound semi-truck trips daily, staggered roughly every 2 hours; ~1,500 small-vehicle deliveries per day spread throughout the day (not in large waves); 50 trailer parking stalls on site; no on-site maintenance—mobile service if needed.
- **Planning Commission Scope:** City attorney clarified Commission's decision must be based only on CEQA compliance, tree removal permit, and site development permit (general plan consistency, zoning compliance, and compatibility with surrounding development); labor standards are outside Commission's jurisdiction.

Motion to close the Public Forum.

Motion/Second Medina-Ashby/Galang

Motion carried by a vote of AYES: 6 NOES: 0

Recommendation: Staff recommends that the Planning Commission open and close the public hearing, consider the Addendum to the 1000 Gibraltar Drive Final Environmental Impact Report (SCH No. 2020069024) in accordance with CEQA Guidelines Sections 15162 and 15164, and adopt Resolution 25-012, approving Site Development Permit No. SD24-0006, Environmental Assessment No. 24-0002, and Tree Removal Permit No. 25-0021 subject to the findings and Conditions of Approval.

Motion/Second Medina-Ashby/Galang

Motion carried by a vote of AYES: 6 NOES: 0

NEW BUSINESS

NO ITEMS.

ADJOURNMENT

Chair Gupta adjourned the meeting at 8:27 pm

Motion/Second Awasthi/Kong

Motion carried by a vote of AYES: 6 NOES: 0

Meeting Minutes submitted by
Planning Commission Secretary Elizabeth Medina