



REGULAR MEETING OF THE MILPITAS CITY COUNCIL



AGENDA

TUESDAY, JANUARY 20, 2026

CITY COUNCIL CHAMBER, 455 E. CALAVERAS BLVD, MILPITAS, CA

6:00 PM (CLOSED SESSION)

7:00 PM (PUBLIC BUSINESS)

For assistance in the following languages, you may call:

Đối với Việt Nam, gọi 408-586-2400

Para sa Tagalog, tumawag sa 408-586-3051

Para español, llame 408-586-3072

** To access written translation during the meeting, scan the QR Code.*

The City Council meeting is held in the City Council Chamber at City Hall, 455 E. Calaveras Blvd., Milpitas and via teleconference/Zoom webinar.

You may watch the Council meeting without providing public comment by accessing it via links here.

Meeting shall be livestreamed - Go to:

Facebook: <https://www.facebook.com/CityofMilpitas/>

YouTube: <https://www.milpitas.gov/youtube>

Web Streaming: <https://www.milpitas.gov/webstreaming>

PUBLIC COMMENT INSTRUCTIONS

Oral public comments may only be provided live during the City Council meeting in person, unless the City Council approves remote public comment. All comments provided shall be limited to three minutes or less as determined by the Mayor. All members of the public will be limited to one comment per agenda item, and one comment for non-agenda items. Members of the public may submit written comments by email to CityClerk@milpitas.gov

The meeting will be streamed via Zoom for viewing purposes only unless the City Council approves remote public comment. To watch via Zoom, please register at:

https://ci-milpitas-ca.gov.zoom.us/webinar/register/WN_VbcZ2hTaTVCOPVXuzFuelg

NOTE: If a member of the public wishes to share any presentation materials for Council consideration, they must be submitted to the Clerk's Office by email to CityClerk@milpitas.gov by 12:00 p.m. on the day of the meeting. No presentations will be accepted in person in the Council Chambers.

MILPITAS CITY COUNCIL CODE OF CONDUCT

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

CALL MEETING TO ORDER by Mayor and ROLL CALL by City Clerk (6:00 PM)

ADJOURN TO CLOSED SESSION

(a) CONFERENCE WITH LEGAL COUNSEL

Pursuant to Government Code Section 54956.9(d)(4)

Anticipated Litigation: City as Plaintiff

CLOSED SESSION ANNOUNCEMENT:

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

PLEDGE OF ALLEGIANCE

INVOCATION (Councilmember Lam)

PRESENTATIONS

- Certificates in Recognition of Main Street Mural Contributors

PUBLIC FORUM

Members of the public are invited to speak on any item that does not appear on today's agenda. Comments will be limited to three minutes or less at the Mayor's discretion. When called to speak, you are encouraged to state your name for the record. As an item not listed on the agenda, no action can be taken, however the City Council may instruct the City Manager to place the item on a future meeting agenda.

ANNOUNCEMENT OF CONFLICT OF INTEREST AND CAMPAIGN CONTRIBUTIONS

READING OF THE CITY COUNCIL CODE OF CONDUCT

APPROVAL OF AGENDA

CONSENT CALENDAR

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

C1. Receive City Council Calendar of Meetings (Staff Contact: Suzanne Guzzetta, City Clerk, 408-586-3001)

Recommendation: Receive City Council Calendar of Meetings for January and February 2026.

C2. Approve City Council Meeting Minutes (Staff Contact: Suzanne Guzzetta, City Clerk, 408-586-3001)

Recommendation: Approve City Council Meeting minutes of January 12 and 13, 2026.

C3. Receive the Preview List of Anticipated Items for the Next Regular City Council Meeting (Staff Contact: Suzanne Guzzetta, City Clerk, 408-586-3001)

Recommendation: Receive the list of anticipated agenda items for the next regular City Council meeting.

C4. Receive and Review the List of Agenda Items Requested by City Councilmembers (Staff Contact: Suzanne Guzzetta, City Clerk, 408-586-3001)

Recommendation: Receive the list of items that have been requested by City Councilmembers and received consensus in previous meetings to date.

C5. Consider Recommendations from Mayor Montano for Appointments to City Commissions (Contact: Suzanne Guzzetta, City Clerk, 408-586-3024)

Recommendation: Receive Mayor Montano's recommendations and approve and confirm recommendations for appointments to City Commissions

C6. Adopt a Resolution Accepting Completed Public Improvements and Authorizing a Bond Reduction and Release for the Holiday Inn and Springhill Suites Hotel Projects at 1100 and 1201 Cadillac Court (Staff Contact: Christian Di Renzo, Public Works Director, 408-586-2602; and Michael Silveira, City Engineer, 408-586-3303)

Recommendation: Adopt a resolution to (1) accept the completed public improvements; (2) approve a reduction in the faithful performance bond to \$55,397; and (3) authorize the City Engineer to release the performance bond after the one-year warranty period without further City Council action, provided all required warranty work has been completed to the satisfaction of the City Engineer for the Holiday Inn and Springhill Suites Hotel Projects at 1100 and 1201 Cadillac Court.

C7. Authorize the City Manager, or Designee, to Execute a Purchase Order with Good Guard Security, Inc. for After-Hours Security Services at the Milpitas José Estevez Library (Staff Contact: Luz Cofresí-Howe, Finance Director, 408-586-3111; and Christian Di Renzo, Public Works Director, 408-586-2602)

Recommendation: Authorize the City Manager, or designee, to execute a purchase order with Good Guard Security, Inc. to provide after-hours security services at the Milpitas José Estevez Library for one-year term and an amount not-to-exceed \$105,000, subject to the appropriation of funds.

C8. Authorize the City Manager, or Designee, to Negotiate and Execute Agreements with Multiple Vendors for As-Requested Architectural and Engineering Services (Staff Contact: Luz Cofresí-Howe, Finance Director, 408-586-3111; and Christian Di Renzo, Public Works Director, 408-586-2602)

Recommendation: Adopt a resolution authorizing the City Manager, or designee, to (1) negotiate and execute agreements with twelve (12) firms to provide as-requested architectural and engineering services for a total aggregate amount not to exceed \$6,370,968 for a five-year term, subject to the appropriation of funds; (2) adjust the not-to-exceed amounts between awarded vendors as required; and (3) enter into negotiations with the next highest ranked vendor(s) in the event the City is unable to successfully negotiate and execute agreements in substantial accordance with the City's standard terms and conditions in a timely manner with any of the 12 highest-ranking vendors.

C9. Authorize the Assistant City Manager, or Designee, to Negotiate and Execute an Amendment to the Agreement with waterTALENT, LLC (Staff Contact: Luz Cofresí-Howe, Finance Director, 408-586-3111; and Christian DiRenzo, Public Works, 408-586-2603)

Recommendation: Authorize the Assistant City Manager, or designee, to negotiate and execute an amendment to the agreement with waterTALENT, LLC increasing the compensation by \$105,000 for a revised total not to exceed amount of \$195,000.

PUBLIC HEARINGS

Members of the public may be allotted up to three (3) minutes or less at the Mayor's discretion, to comment on any public hearing item. Applicants/Appellants and their representatives may be allotted up to a total of ten (10) minutes for opening statements and up to a total of five (5) minutes maximum for closing statements. Items requested/recommended for continuance are subject to Council's consent at the meeting.

10. Review Applications Received for the 2026-2027 Community Development Block Grant Annual Action Plan (Staff Contact: Matt Cano, Assistant City Manager, 408-586-3222)

Recommendation: Provide feedback and/or direction to staff on CDBG priority areas or specific applications that the City Council seeks to fund.

LEADERSHIP AND SUPPORT SERVICES

11. Adopt a Resolution to Appoint Acting City Manager (Staff Contact: Matt Cano, Assistant City Manager, 408-586-3012)

Recommendation: Adopt a resolution appointing Jared Hernandez as Acting City Manager and providing acting pay effective on adoption and continuing until the appointment of an interim or permanent City Manager or until the City Council takes further action.

12. Setting a Salary Range for the Position of City Manager (Staff Contact: Matt Cano, Assistant City Manager, 408-586-3012)

Recommendation: Adopt the amendment for Resolution No. 1626, the Classification Plan, to adjust the Salary Schedule for the classification of City Manager.

ANNOUNCEMENTS AND FUTURE AGENDA ITEMS

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

ADJOURNMENT

KNOW YOUR RIGHTS UNDER THE OPEN GOVERNMENT ORDINANCE

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

The Open Government Ordinance is codified in the Milpitas Municipal Code as Title I Chapter 310 and is available online at the City's website www.milpitas.gov by selecting the Milpitas Municipal Code link.

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

APPLY TO SERVE ON A CITY COMMISSION

Commission application forms are available online at www.milpitas.gov or at Milpitas City Hall. Contact the City Clerk's Office at 408-586-3001 for more information.

If you need assistance, per the Americans with Disabilities Act, for any City of Milpitas public meeting, please call the City Clerk at 408-586-3001 or send an e-mail to CityClerk@milpitas.gov prior to the meeting. You may request a larger font agenda.

December 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Milpitas City Council Calendar

January 2026

February 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1  CITY OBSERVED HOLIDAY CITY OFFICES CLOSED	2	3
4	5 7:00 PM -Parks, Recreation & Cultural Resources Commission (EC)	6	7 2:00 PM -Santa Clara VTA Monthly Briefing - Northeast Group (CM) (Santa Clara)	8 4:00 PM -Santa Clara VTA Policy Advisory Committee (EC) 4:00 PM -Treatment Plant Advisory Committee (CM) (San Jose) 6:00 PM -Youth Advisory Commission (HL) 7:00 PM -Cities Assoc of SCC (CM)	9	10
11	12 7:00 PM - Library and Education Advisory Commission (HL)	13 5:30 PM -Special City Council	14 4:30 PM -City Council Finance Subcommittee (CM/EC) 4:30 PM -Economic Development and Trade Commission (WL) 7:00 PM -Silicon Valley Clean Energy Board of Directors (GB) (Sunnyvale)	15 6:30 PM -Bay Area Water Supply Conserv Agency (CM) (Oak Room - San Mateo Main Library)	16	17
18	19  MARTIN LUTHER KING JR. BIRTHDAY CITY OFFICES CLOSED	20 6:00 PM -Closed Session 7:00 PM -City Council	21 6:00 PM -Energy and Environmental Sustainability Commission (EC) 7:30 PM -Science, Technology and Innovation Commission (WL)	22 4:00 PM -Silicon Valley Regional Interoperability Authority (SVRIA) (GB)	23	24
25	26 7:00 PM -Arts Commission (CM)	27	28	29 12:00 PM -Santa Clara County Library JPA Board Meeting (CM) (Campbell, CA)	30	31

January 2026						
S	M	T	W	T	F	S
	4	5	6	7	1	2
	8	9	10	11	12	13
	14	15	16	17	18	19
	20	21	22	23	24	25
	26	27	28	29	30	31

Milpitas City Council Calendar

February 2026

March 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2 7:00 PM -Parks, Recreation & Cultural Resources Commission (EC)	3 6:00 PM -Closed Session 7:00 PM -City Council	4 12:00 PM -Santa Clara Valley Water District - Water Commission (CM) 2:00 PM -Santa Clara VTA Monthly Briefing - Northeast Group (CM) (Santa Clara) 5:30 PM -Veterans Commission (GB) 6:30 PM -Community Housing Commission (EC)	5 5:30 PM -Milpitas Chamber of Commerce Board (GB) 5:30 PM -Santa Clara VTA Board of Directors (CM)	6	7
8	9 4:30 PM -Economic Development and Trade Commission (WL)	10 4:00 PM -Special City Council	11 4:30 PM -City Council Finance Subcommittee (CM/EC) 7:00 PM -Silicon Valley Clean Energy Board of Directors (GB) (Sunnyvale) 7:00 PM -Planning Commission	12 4:00 PM -Treatment Plant Advisory Committee (CM) (San Jose) 4:00 PM -Santa Clara VTA Policy Advisory Committee (EC) 6:00 PM -Youth Advisory Commission (HL) 7:00 PM -Cities Assoc of SCC (CM)	13	14
15	16  PRESIDENT'S DAY CITY HALL CLOSED	17	18 6:00 PM -Energy and Environmental Sustainability Commission (EC)	19	20	21
22	23	24 1:30 PM -Senior Advisory Commission (HL)	25 5:30 PM -Cities Assoc. of SCC - Recycling and Waste Reduction Commission (CM) 7:00 PM -Planning Commission	26	27	28



SPECIAL JOINT MEETING OF THE MILPITAS CITY COUNCIL AND HOUSING AUTHORITY

MINUTES

TUESDAY, JANUARY 13, 2026

The City Council of the City of Milpitas convened in a Special Joint Meeting of the Milpitas City Council and Housing Authority on January 13, 2026, in the City Council Chamber, 455 E. Calaveras Blvd, Milpitas, CA, and via teleconference/Zoom webinar.

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

Vice Mayor Barbadillo called the Regular City Council meeting to order at 5:33 PM. Roll Call was taken by City Clerk Guzzetta.

PRESENT: Mayor Montano (5:36 PM), Vice Mayor Barbadillo, Councilmember Chua, Councilmember Lam, Councilmember Lien

ABSENT: None

PLEDGE OF ALLEGIANCE

Chinese American Scouting Association Scout Troop 2468 posted the colors and led the Pledge of Allegiance.

Mayor Montano arrived at 5:36 PM.

Assistant Scoutmaster Eugene Choi introduced the troop, and Senior Patrol Leader Ellie Choi introduced the individual scouts. Mayor Montano thanked the troop for their participation and service.

ADJOURN TO CLOSED SESSION

There were no public comments.

Acting City Attorney Creech briefed the City Council on the Closed Session.

The City Council adjourned to Closed Session at 5:38 PM.

(a) PUBLIC EMPLOYEE APPOINTMENT AND HIRING

Pursuant to Government Code Section 54957(b)(1)
Employee Position: City Manager

(b) CONFERENCE WITH LEGAL COUNSEL

Pursuant to Government Code Section 54956.9(d)(1)
Existing Litigation: *McHarris vs. City of Milpitas*, Santa Clara County Superior Court Docket No. 23-CV-427505; Sixth District Docket No. H053453

(c) PUBLIC EMPLOYEE APPOINTMENT AND HIRING

Pursuant to Government Code Section 54957(b)(1)
Employee Position: Acting City Manager

CLOSED SESSION ANNOUNCEMENT:

The City Council reconvened in Open Session at 7:22 PM. Acting City Attorney Creech had nothing to report, but noted that the City Council would adjourn to Closed Session following the conclusion of public business.

INVOCATION

Councilmember William Lam delivered the invocation.

PRESENTATIONS

Mayor Montano, joined by the City Council, presented certificates to the winners of the Library and Education Advisory Commission's Youth Essay Writing Contest and a Proclamation in recognition of Martin Luther King, Jr. Day.

PUBLIC FORUM

There were the following public speakers:

1. Voltaire Montemayor

ANNOUNCEMENT OF CONFLICT OF INTEREST AND CAMPAIGN CONTRIBUTIONS

Acting City Attorney Creech asked the Mayor and City Councilmembers if they had any personal conflicts of interest. By roll call, there were no conflicts of interest. Acting City Attorney Creech asked the Mayor and City Councilmembers if they had any reportable campaign contributions. By roll call, there were no reportable campaign contributions.

READING OF THE CITY COUNCIL CODE OF CONDUCT

Vice Mayor Barbadillo read the City Council Code of Conduct.

APPROVAL OF AGENDA

After discussion, motion: to approve the agenda.

Motion/Second: Councilmember Chua / Vice Mayor Barbadillo

Motion carried by the following:

AYES: Mayor Montano, Vice Mayor Barbadillo, Councilmember Chua, Councilmember Lam,
Councilmember Lien

NOES: None

CONSENT CALENDAR

Councilmember Chua requested that item C8 be pulled for separate discussion.

There were the following public speakers:

1. Voltaire Montemayor

After discussion, motion: to approve consent calendar items C1-C7 and C9-C11 with item C8 pulled for separate discussion.

Motion/Second: Councilmember Chua / Councilmember Lien

Motion carried by the following:

AYES: Mayor Montano, Vice Mayor Barbadillo, Councilmember Chua, Councilmember Lam, Councilmember Lien

NOES: None

1. Receive City Council Calendar of Meetings (Staff Contact: Suzanne Guzzetta, City Clerk, 408-586-3001)

Receive City Council Calendar of Meetings for January 2026.

2. Approve City Council Meeting Minutes (Staff Contact: Suzanne Guzzetta, City Clerk, 408-586-3001)

Approve City Council Meeting minutes of December 16, 2025.

3. Receive the Preview List of Anticipated Items for the Next Regular City Council Meeting (Staff Contact: Suzanne Guzzetta, City Clerk, 408-586-3001)

Receive the list of anticipated agenda items for the next regular City Council meeting.

4. Receive and Review the List of Agenda Items Requested by City Councilmembers (Staff Contact: Suzanne Guzzetta, City Clerk, 408-586-3001)

Receive the list of items that have been requested by City Councilmembers and received consensus in previous meetings to date.

5. Consider Recommendations from Mayor Montano for Appointments to Rent Review Board (Staff Contact: Suzanne Guzzetta, City Clerk, 408-586-3001)

Receive Mayor Montano's recommendations and approve and confirm the following recommendations for appointment to the Rent Review Board:

- Landlord Representatives:
 - Megan Guel
 - John Luk
- Tenant Representatives:
 - Norma Morales
 - Sophia Sedano
- Neutral Third Pary Representative:
 - Noreen Kinohi
- Neutral Third Pary Representative (alternate):
 - Allison Soper

6. Approve Report of Actions Taken by the City Manager During the City Council and City of Milpitas Housing Authority Winter Recess from December 16, 2025 through January 13, 2026 (Staff Contact: Matt Cano Assistant City Manager, 408-586-3012)

Approve report of actions taken by the City Manager during the City Council and City of Milpitas Housing Authority Winter Recess from December 16, 2025 through January 13, 2026.

7. Authorize and Approve Travel Request for Mayor Carmen Montano to Washington, D.C. (Staff Contact: Matt Cano, Assistant City Manager, 408-586-3012)

Authorize and approve the travel to Washington, D.C., for Mayor Carmen Montano to attend the *94th Winter Meeting of the United States Conference of Mayors* to be held on January 28-30, 2026, for a

combined estimated total amount of \$4,500 budgeted under the Individual Elected Official allocation for Conferences/Meetings/Trainings.

8. **Authorize the Assistant City Manager to Release the Option to Purchase the Affordable Housing Unit (Lot 20, Building 2) at 2001 Tarob Court, Accept the Net Proceeds from the Sale, and Execute the Necessary Documents (Staff Contact: Matt Cano, Assistant City Manager, 408-586-3012)**

Item Pulled from Consent Calendar.

9. **Authorize the Assistant City Manager, or Designee, to Negotiate and Execute an Amendment to the Agreement with Harris & Associates, Inc. for a Transit Area Development Impact Fee Nexus Fee and Community Facilities District Nexus Study (Staff Contact: Luz Cofresí-Howe, Finance Director, 408-586-3111; and Jay Lee, Planning Director, 408-586-3077)**

Authorize the Assistant City Manager, or designee, to negotiate and execute an amendment to the Professional Services Agreement with Harris & Associates, Inc. for a Transit Area Development Impact Fee (TADIF) Nexus Fee and Community Facilities District (CFD) Nexus Study to include: (1) retroactively extend the Agreement through December 31, 2026; (2) add \$5,100 for a revised maximum compensation of \$105,085; (3) revise Exhibit A, Scope of Services, to add additional services; (4) revise Exhibit B, Schedule of Charges/Payments, to reflect payments for additional services; and (5) revise Exhibit C-4, Activity Schedule, to reflect updated project timeline.

10. **Accept the Additional FY 2025 Citizens' Option for Public Safety (COPS) Grant for Front-Line Law Enforcement Services and Approve the Appropriation of Funds to the Police Department's FY 2025-26 Operating Budget (Staff Contact: Jared Hernandez, Chief of Police, 408-586-2406)**

1) Accept the additional FY 2025 Citizens' Option for Public Safety (COPS) Grant in the amount of \$128,220.02 to be spent in alignment with the City Council approved FY 2025 spending plan; and 2) Approve the appropriation of funds to the Police Department's FY 2025-26 Operating Budget for front-line law enforcement services.

11. **Accept the FY 2026 Citizens' Option for Public Safety (COPS) for Front-Line Law Enforcement Services and Approve the Appropriation of Funds (Staff Contact: Jared Hernandez, Chief of Police, 408-586-2406)**

(1) Accept the FY 2026 Citizens' Option for Public Safety (COPS) Grant in the Amount of \$125,185.00 for Front-Line Law Enforcement Services; and (2) Approve the Appropriation of Funds in the Total Amount of \$125,185 to the Police Department's FY2025-26 Operating Budget.

ITEMS PULLED FROM CONSENT CALENDAR

8. **Authorize the Assistant City Manager to Release the Option to Purchase the Affordable Housing Unit (Lot 20, Building 2) at 2001 Tarob Court, Accept the Net Proceeds from the Sale, and Execute the Necessary Documents (Staff Contact: Matt Cano, Assistant City Manager, 408-586-3012)**

Assistant City Manager Cano introduced the item. Senior Special Projects Associate Hanson Hom presented the report.

Councilmember Chua summarized the two options before Council and raised questions regarding the rationale for releasing the unit given the challenges cited in selling it as affordable. She voiced concern regarding the potential loss of an affordable ownership opportunity. Mayor Montano shared similar concerns and asked for clarification regarding responsibility for marketing the unit. Staff explained that

KB Homes was contractually responsible for marketing and sales, with Housekeys providing outreach and buyer referral assistance, and that the Affordable Housing Agreement required Council action following the developer's 60-day notice.

Vice Mayor Barbadillo questioned why one unit remained unsold when similar floor plans had sold at market rate. He asked if there were alternatives to purchasing or releasing the unit. Acting City Attorney Christopher Creech explained that the City's ordinance requires affordable units to be dispersed among product types, resulting in this unit's designation as affordable. Assistant City Manager Cano confirmed that the agreement provided only two formal options, though staff had inquired whether the developer would allow additional time for marketing prior to City purchase; staff had not yet received a response.

Housekeys Executive Director Julius Nyanda explained that the primary challenge was the limited income eligibility range for moderate-income buyers combined with high monthly housing costs and buyer feedback regarding the floor plan. He noted that while there was significant interest, eligible buyers often declined to proceed, and that contractual timelines limited the duration of marketing efforts.

Council discussed broader policy considerations, including whether the City could purchase and retain the unit for rental or temporary housing purposes. Acting City Attorney Creech advised that the Affordable Housing Fund is restricted to affordable housing purposes and cannot be used for general revenue, employee housing, or short-term rentals, and that renting the unit could impede resale. He explained that Council could direct staff to purchase the unit and resell it at a lower price point, either within the moderate-income category or by converting it to a low- or very-low-income ownership unit, recognizing that additional subsidy would permanently expend Affordable Housing Fund resources.

Vice Mayor Barbadillo suggested the City consider reducing the resale price to improve affordability. Councilmember Chua stated that implementation details should be left to staff, while emphasizing the importance of prioritizing lower-income households. Mayor Montano reiterated concerns regarding the City's limited low-income ownership inventory.

There were the following public speakers:

1. Voltaire Montemayor

Assistant City Manager Cano noted that staff had not yet analyzed resale feasibility at lower income levels, but that Council could authorize the purchase and direct staff to return with additional options.

With clarification from Acting City Attorney Creech, Councilmember Chua made a motion: to approve staff's recommendation to purchase the unit, with added direction that upon resale, qualifying low-income households be prioritized, and that the unit could be resold at a lower income category if necessary to achieve sale. Vice Mayor Barbadillo seconded the motion.

After discussion, motion: to authorize the Assistant City Manager to approve staff's recommendation to purchase the Affordable Housing Unit (Lot 20, Building 2) at 2001 Tarob Court, accept from the Developer the net proceeds from the sale of the unit in accordance with the Affordable Housing Agreement, and execute the necessary documents with direction that upon resale, qualifying low-income households be prioritized, and that the unit could be resold at a lower income category if necessary to achieve sale.

Motion/Second: Councilmember Chua / Vice Mayor Barbadillo

Motion carried by the following:

AYES: Mayor Montano, Vice Mayor Barbadillo, Councilmember Chua, Councilmember Lam, Councilmember Lien
NOES: None

Following the vote, Mayor Montano requested that staff provide a breakdown of the City's below-market-rate housing inventory by income category.

ANNOUNCEMENTS AND FUTURE AGENDA ITEMS

Councilmember Lam proposed allocating \$300,000 from one-time funds for a street fair during the FIFA timeframe (June/July). There was unanimous consensus to add the item to the prioritization list.

Vice Mayor Barbadillo proposed reviewing the city's affordable housing ordinance and agreements with developers in light of the experience with KB Homes to ensure preservation of housing affordability policies. The Council reached consensus to review the affordable housing ordinance and developer agreements, with Councilmember Lien dissenting.

The City Council adjourned to Closed Session at 8:49 PM.

The City Council reconvened in Open Session at 9:22 PM. Acting City Attorney Creech no report out.

ADJOURN TO CLOSED SESSION

The City Council adjourned back to Closed Session at 8:49 PM.

CLOSED SESSION ANNOUNCEMENT:

The City Council reconvened in Open Session at 9:22 PM. There was nothing to report out.

ADJOURNMENT

Mayor Montano adjourned the meeting at 9:23 PM.

Draft meeting minutes submitted by City Clerk, Suzanne Guzzetta

TENTATIVE CITY COUNCIL AGENDA ITEM LIST

as of 1/16/2026

February 3, 2026 – Regular Meeting (7:00 PM)

CLOSED SESSION

INVOCATION (Councilmember Lien)

PRESENTATION

CONSENT CALENDAR

1. Receive City Council calendar for February 2026 (City Clerk)
2. Approve City Council Meeting minutes of January 20, 2026 (City Clerk)
3. Preview list of items for February 10, 2026 (City Clerk)
4. Councilmember Request List (City Clerk)
5. Commission Appointments (City Clerk)
6. Weed Abatement (Fire Prevention)
7. Authority to Proceed with State Disability Insurance for ProTech Members (Human Resources)
8. Funding agreement with FHWA for SS4A Project, CIP 4312 (Public Works / Engineering))

LEADERSHIP AND SUPPORT SERVICES

9. Mid-Year Budget Review (Finance)

COMMUNITY DEVELOPMENT

10. PLHA Funding Application for 2022 + 2023 (Housing)

**MILPITAS CITY COUNCIL
AGENDA ITEM REQUESTS**

OPEN ITEMS				
Request No.	Topic	Submitted by:	Date Requested	STATUS and/or DATE scheduled on City Council meeting agenda:
1	Consider allocating \$300,000 from one-time funds for a street fair during the FIFA timeframe (June/July).	Lam	1/13/2026	An update on this item will be included in the next quarterly prioritization update.
2	Review the city's affordable housing ordinance and agreements with developers in light of the experience with KB Homes to ensure preservation of housing affordability policies.	Barbadillo	1/13/2026	An update on this item will be included in the next quarterly prioritization update.
3	Consider an "Adopt a Drain" program to engage community members and students	Lien	12/16/2025	An update on this item will be included in the next quarterly prioritization update.
4	Conduct a review of commission names to better reflect their focus	Montano	11/18/2025	An update on this item will be included in the next quarterly prioritization update.
5	Review the Council prioritization process	Chua	11/18/2025	An update on this item will be included in the next quarterly prioritization update.
6	Look into the process of establishing a Friendship City relationship	Montano	11/18/2025	An update on this item will be included in the next quarterly prioritization update.
7	Research how public funds could be used to advertise local restaurants during the upcoming Super Bowl	Montano	11/18/2025	An update on this item will be included in the next quarterly prioritization update.
8	Have a community forum on the Crown Castle Small Cell towers.	Montano	11/18/2025	An update on this item will be included in the next quarterly prioritization update.
9	Install debrillators on city properties	Barbadillo	10/28/2025	An update on this item will be included in the next quarterly prioritization update.
10	Place a billboard at the Sport Center to inform the community about events and activities	Montano	10/21/2025	An update on this item will be included in the next quarterly prioritization update.
11	Explore the creation of small parks in neighborhoods without them	Montano	10/21/2025	An update on this item will be included in the next quarterly prioritization update.

ACTIVE ITEMS				
Request No.	Topic	Submitted by:	Date Requested	STATUS and/or DATE scheduled on City Council meeting agenda:
12	Increase the amount of funding for the ADU Permit Subsidy	Council	4/1/2025	An update on this item will be included in the next quarterly prioritization update.
13	Council Special Events Fund to provide funding for City Councilmembers to attend local, non-political, events where their attendance is beneficial for the City of Milpitas	Montano/Chua	4/1/2025	An update on this item will be included in the next quarterly prioritization update.
14	Add to the existing Strategic Land Acquisition Revenue Reserve	Council		An update on this item will be included in the next quarterly prioritization update.
15	Storefront and Crime Prevention Initiative by making funding available for businesses to focus on public safety related physical improvements to their storefronts.	Montano		An update on this item will be included in the next quarterly prioritization update.
16	Revisit the mural selection committee process to make it more inclusive by involving all commissioners in the Arts Commission	Montano	8/19/2025	An update on this item will be included in the next quarterly prioritization update.
17	Exapnd the Milpitas SMART program to include service to the San Jose Airport	Lam	8/12/2025	An update on this item will be included in the next quarterly prioritization update.
18	Staff explore a program similar to San Leandro's, which provides Ring doorbell cameras to residents	Chua	8/12/2025	An update on this item will be included in the next quarterly prioritization update.
19	Develop a project management informational memo.	Barbadillo	4/1/2025	An update on this item will be included in the next quarterly prioritization update.
20	Look into adding an entertainment zone to Main Street.	Montano	3/4/2025	An update on this item will be included in the next quarterly prioritization update.
21	Staff provide a detailed analysis of overtime expenditures by department.	Barbadillo	3/4/2025	An update on this item will be included in the next quarterly prioritization update.
22	Look into a policy to require a Super Majority vote by Council for any deductions to budget reserves.	Chua	2/18/2025	An update on this item will be included in the next quarterly prioritization update.

NOTE: Deferred and Completed Items are not listed

**MILPITAS CITY COUNCIL
AGENDA ITEM REQUESTS**

ACTIVE ITEMS				
Request No.	Topic	Submitted by:	Date Requested	STATUS and/or DATE scheduled on City Council meeting agenda:
23	Bring back a discussion regarding fentanyl-related issues	Barbadillo	2/18/2025	An update on this item will be included in the next quarterly prioritization update.
24	Feasibility study regarding a police satellite office.	Montano	2/18/2025	An update on this item will be included in the next quarterly prioritization update.
25	Staff organize a job fair for City job openings	Chua	11/19/2024	An update on this item will be included in the next quarterly prioritization update.
26	Bring back a study or analysis of the permit process	Chua	11/19/2024	An update on this item will be included in the next quarterly prioritization update.
27	Explore updating the city's business tax rate schedule	Chua	10/1/2024	An update on this item will be included in the next quarterly prioritization update.
28	Explore funding options for new signage following the decision to rename the Milpitas Library to the Milpitas Jose Esteves Library	Barbadillo	9/3/2024	An update on this item will be included in the next quarterly prioritization update.
29	Look into adopting an ordinance similar to San Jose allowing ADUs (Accessory Dwelling Units) to have a separate title and be sold separately.	Chua	8/13/2024	An update on this item will be included in the next quarterly prioritization update.
30	Conduct a traffic study on Escuela Parkway to address circulation concerns	Montano	5/7/2024	An update on this item will be included in the next quarterly prioritization update.
31	Explore the possibility of augmenting the Planning Commission stipend	Barbadillo	4/16/2024	An update on this item will be included in the next quarterly prioritization update.
32	Consideration of the 20% Low Income Below Market Rate Housing	Montano	12/5/2023	An update on this item will be included in the next quarterly prioritization update.
33	Referral for utility infrastructure cost on Main Street from Carlo to Corning Streets	Montano	10/17/2023	An update on this item will be included in the next quarterly prioritization update.
34	Main Street International Festival	Lien	10/3/2023	An update on this item will be included in the next quarterly prioritization update.
35	Pickleball Pilot Project	Chua	2/28/2023	An update on this item will be included in the next quarterly prioritization update.
36	Main Street Infrastructure Projects	Montano	2/28/2023	An update on this item will be included in the next quarterly prioritization update.
37	Main Street Flooding at Library	Chua	2/28/2023	An update on this item will be included in the next quarterly prioritization update.
38	Have the City look into the possibility of a Citywide Senior Discount	Barbadillo	2/7/2023	An update on this item will be included in the next quarterly prioritization update.
39	Quarterly or Monthly crime statistics on Homekey Project	Chua	6/7/2022	An update on this item will be included in the next quarterly prioritization update.
40	Evaluate reopening the childcare center with a non-profit organization running the center	Montano	2/1/2022	An update on this item will be included in the next quarterly prioritization update.
41	Staff to look into mural Art on Great Mall Parkway on the VTA owned Light rail pillars	Montano	11/16/2021	An update on this item will be included in the next quarterly prioritization update.
42	Consider Community Museum and Park on Main St.	Phan	8/20/2019	Discussions with the property owner of this site are ongoing and staff is tracking returning to council by June 2025 with an update.

NOTE: Deferred and Completed Items are not listed



CITY OF MILPITAS AGENDA REPORT (AR)

Item Title:	Consider Recommendations from Mayor Montano for Appointments to City Commissions (Contact: Suzanne Guzzetta, City Clerk, 408-586-3024)
Category:	Consent Calendar-Leadership and Support Services
Meeting Date:	1/20/2026
Recommendation:	Receive Mayor Montano's recommendations and approve and confirm recommendations for appointments to City Commissions.

BACKGROUND:

The City of Milpitas has 13 Commissions (including the Measure F Oversight Committee), with members appointed by the Mayor and confirmed by the City Council. The Commissions advise the Milpitas elected officials on a variety of community interest and policy areas. Commissioner appointments and removals are governed by various sections of the California Government Code, Milpitas Municipal Code, and the adopted Milpitas Commissioner Handbook and By-Laws.

Any resident interested in serving on a City Commission must complete a Commission Application and submit the form to the City Clerk. Copies of the applications are provided to the Mayor for her consideration. Per Government Code 40605, in a general law city where the office of Mayor is an elective office, the Mayor with the approval of the City Council, shall make all appointments to boards, commissions, and committees unless otherwise specifically provided by statute.

Certain commission seats include additional eligibility or appointment requirements. For example, one seat on the Economic Development and Trade Commission is designated for a Milpitas Unified School District representative. The representative is appointed by the School District Board of Trustees and confirmed by City Council. At its December 9 meeting, the Milpitas Unified School District Board of Trustees appointed Trustee Robert Jung to represent the District on the Commission with Board President Chris Norwood serving as an alternate for that seat.

The Milpitas Commissioner Handbook states that all Commissioners are expected to attend all regular meetings. Commissioners absent from three or more meetings in a year may be subject to removal from the Commission.

ANALYSIS:

Appointments and removals are as follows:

Community Housing Commission:

1. Appoint Jack Lin to a term ending January 2029
2. Appoint Vinod Garg to a term ending January 2029

Economic Development and Trade Commission:

1. Appoint Robert Jung as the MUSD Representative to a term ending April 2028.

Additional appointments may be provided by the Mayor in a revised report.

All recommended Commissioner appointments have been reviewed and confirmed by the City Clerk's office.

FISCAL IMPACT:

There is no fiscal impact associated with this item.

ATTACHMENTS:

- (a) Commission Applications

CITY OF MILPITAS COMMISSION APPLICATION

Community Housing

COMMISSION APPLYING FOR 

PROVIDE COMPLETE INFORMATION (in black ink)

☒ Mr.
☐ Ms. / Miss / Mrs.

Name: Vinod (First) (middle) Garg (Last)

Address: Number Street (apt. # if needed) Milpitas, 95035 City & Zip Code

Telephone Number(s) Palo Alto Networks e-mail address

Present Employer

3000 Tannery Way, Santa Clara, CA 95054 Principal Software Engineer

Business Address Occupation

Education: If Youth Advisory Commission applicant, indicate your grade & school: _____

College, Professional, Vocational, or other schools attended	Major Subject	Date	Degree

List community organizations to which you belong or have belonged (additional information may be attached). If application is for **Veterans Commission**, indicate branch and service in any U.S. military organization (retired or active duty).

Date	Name of Organization or Branch of Military	Officer / Member

Briefly describe the personal qualifications you possess which you believe would be an asset (additional information may be attached):

I have been a long-term resident of Milpitas, and both of my children have attended Milpitas public schools since kindergarten and are now in high school.

This has given me a strong connection to the local community and a deep understanding of the needs of families living here. I bring strong interpersonal skills, empathy, and a collaborative mindset, and I am comfortable working with people from diverse backgrounds. I am reliable, respectful, and committed to fairness, confidentiality, and service. I am eager to serve the Milpitas housing community as a volunteer and to give back by contributing positively to the well-being, stability, and inclusiveness of the community.

I have sufficient time to devote to this responsibility and will attend the required meetings if I am appointed to fill a future vacancy. I hereby certify that all statements contained in this application are true.

Signature

01/11/2026
Date

Appointments to Commissions are made by the Mayor with the concurrence of the City Council. Applications not acted upon will expire after one year from the date submitted unless renewed by the applicant.

PLEASE BE AWARE THAT ALL COMMISSION APPLICATIONS ARE PUBLIC RECORD

E-mail, send in US mail or drop off your completed application to:

City Clerk, Milpitas City Hall 3rd floor, 455 E. Calaveras Blvd., Milpitas, CA 95035, email: cityclerk@ci.milpitas.ca.gov

CITY OF MILPITAS COMMISSION APPLICATION

Community Housing
COMMISSION APPLYING FOR ↑

PROVIDE COMPLETE INFORMATION (in black ink)

- ☒ Mr.
☐ Ms. / Miss / Mrs.

Jack

Lin

Name: First (middle) Last

Address: Number Street (apt. # if needed) City & Zip Code

Telephone Number(s)

First American Financial

Present Employer

20543 Valley Green Dr. Cupertino

Business Address

Business Telephone

Account Executive

Occupation

Education: If Youth Advisory Commission applicant, indicate your grade & school:

College, Professional, Vocational, or other schools attended

Major Subject

Date

Degree

University of CA
Santa Barbara

Language
Culture & Society

2015

B.A.

List community organizations to which you belong or have belonged (additional information may be attached). If application is for Veterans Commission, indicate branch and service in any U.S. military organization (retired or active duty).

Date

Name of Organization or Branch of Military

Officer / Member

2016-
Current

Asian Real Estate Assn.

Board Advisor
Funding

2020 Current LGBTQ+ RE Alliance

Board Member

Briefly describe the personal qualifications you possess which you believe would be an asset (additional information may be attached):

I have been involved with Community Service Since 2013 with Rotary International. Most recently have been with AREAA & LGBTQ+ RE Alliance as a founding member. I am wanting to give back.

I have sufficient time to devote to this responsibility and will attend the required meetings if I am appointed to fill a future vacancy. I hereby certify that all statements contained in this application are true.

1/16/2026

Date

Appointments to Commissions are made by the Mayor with the concurrence of the City Council. Applications not acted upon will expire after one year from the date submitted unless renewed by the applicant.

PLEASE BE AWARE THAT ALL COMMISSION APPLICATIONS ARE PUBLIC RECORD

E-mail, send in US mail or drop off your completed application to:

City Clerk, Milpitas City Hall 3rd floor, 455 E. Calaveras Blvd., Milpitas, CA 95035. email: cityclerk@ci.milpitas.ca.gov



CITY OF MILPITAS AGENDA REPORT (AR)

Item Title:	Adopt a Resolution Accepting Completed Public Improvements and Authorizing a Bond Reduction and Release for the Holiday Inn and Springhill Suites Hotel Projects at 1100 and 1201 Cadillac Court (Staff Contact: Christian Di Renzo, Public Works Director, 408-586-2602; and Michael Silveira, City Engineer, 408-586-3303)
Category:	Consent Calendar-Community Development
Meeting Date:	1/20/2026
Recommendation:	Adopt a resolution to (1) accept the completed public improvements; (2) approve a reduction in the faithful performance bond to \$55,397; and (3) authorize the City Engineer to release the performance bond after the one-year warranty period without further City Council action, provided all required warranty work has been completed to the satisfaction of the City Engineer for the Holiday Inn and Springhill Suites Hotel Projects at 1100 and 1201 Cadillac Court.

BACKGROUND:

On August 21, 2018, the City Council approved the Improvement Agreement with Alps Group, Inc. (Developer) for the Holiday Inn and Springhill Suites Project (Project) to construct a 128-room hotel with various site and public improvements on a 3.29-acre site located at 1100 Cadillac Court and a 125-room hotel with site and public improvements on a 3.00-acre site on 1201 Cadillac Court. The Project has been completed, including the public improvements constructed along Cadillac Court and Fairview Way. The public improvements included concrete improvements such as curb and gutter, driveway aprons and sidewalk; restoration of the asphalt pavement; and utility improvements such as sewer, storm, and water services.

ANALYSIS:

The Developer has successfully completed all required public improvements for the Project in accordance with the City-approved Public Improvement Plans, No. 2-1197 and 2-1198. The completed public improvements are now ready for acceptance by the City Council thereby commencing the one-year warranty period.

In accordance with [City Municipal Code XI-1-17.05 – Improvement Security: Release or Reduction](#), staff recommends the City Council adopt a Resolution (Attachment 1) granting acceptance of the public improvements; approve a reduction of the performance bond to \$55,397, which is 10% of the security's original value, and grant authorization to the City Engineer to release the performance bond after the one-year warranty period without further City Council action provided all required warranty work is completed to the satisfaction of the City Engineer.

PROJECT/PROGRAM SCHEDULE:

Following this action, the City Engineer will release the performance bond after the one-year warranty period provided all required warranty work is completed.

POLICY ALTERNATIVE(S):

Alternative: Not approve resolution granting acceptance of public improvements including the reduction of the faithful performance bond.

Pros: None

Cons: Not granting acceptance of public improvements would limit public use of improvements and does not promote orderly completion and closeout of the Project. Also, not granting acceptance would conflict with the City's obligation under the Improvement Agreement.

Reason for Not Recommending: Granting acceptance of the completed public improvements would allow public use of the improvements, and allows for the completion and closeout of the Project as required by the Improvement Agreement.

FISCAL IMPACT:

Public improvements completed as part of the Project will be perpetually owned and maintained by the City following acceptance by the City Council and expiration of the one-year warranty period. The Public Works Department will be responsible for maintenance of the improvements; any required additional funding for ongoing maintenance will be requested through future budget appropriations as the City Council adopts the annual operating budget for the Department.

California Environmental Quality Act (CEQA):

The action has no potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment and is not a project pursuant to Pub. Resources Code, § 21065 and Cal. Code Regs., tit. 14, § 15378. Even if a project, the action is exempt from further CEQA review pursuant to Cal. Code Regs., tit. 14, § 15061(b)(3) as it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment. At most, the action relates to construction and acceptance of a limited number of new, small facilities or structures or the installation of small new equipment and facilities – including a limited number of water main, sewage, electrical, gas, and other utility extensions, including street improvements, of reasonable length to serve approved construction – and therefore is exempt from CEQA pursuant to Cal. Code Regs., tit. 14, § 15303.

Environmental analysis of the construction of public improvements was analyzed at the time the overall project, including the Subdivision Improvement Agreement, was considered and approved by the City Council, and no further environmental analysis is required, including because none of the factors identified in Pub. Res. Code § 21166 and Cal. Code Regs., tit. 14, § 15162 are met.

Attachment(s):

(a) Resolution

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILPITAS
ACCEPTANCE OF PUBLIC IMPROVEMENTS; REDUCING FAITHFUL
PERFORMANCE BOND; AND GRANTING AUTHORIZATION TO THE CITY
ENGINEER TO RELEASE THE PERFORMANCE BOND AFTER THE ONE-YEAR
WARRANTY PERIOD FOR THE HOLIDAY INN AND SPRINGHILL SUITES PROJECT**

WHEREAS, the City Council of the City of Milpitas on August 21, 2018 approved the plans and specifications for the Holiday Inn and Springhill Suites Hotel Project (the “Project”) to be completed by Alps Group, Inc. as part of its development at 1101 and 1201 Cadillac Court; and

WHEREAS, the City of Milpitas has heretofore entered into an improvement agreement on August 21, 2018 with Alps Group, Inc., for the Project; and

WHEREAS, Alps Group, Inc., as Principal, and Developers Surety and Indemnity Company, as Surety, executed and posted a certain Performance Bond Number 764972S conditioned upon the faithful performance of the provisions of said improvement agreement and upon the faithful performance of all improvement work required thereunder; and

WHEREAS, said public improvements for the Project have been completed and the improvement agreement provides that the security shall extend for a period of one-year after the date of acceptance of said improvements to cover the warranty period of said improvements under said agreement; and

WHEREAS, the City Council is willing to consent to a reduction in the penal sum of said security during said one-year warranty period; and

WHEREAS, the City Engineer of the City of Milpitas has made a final inspection of said improvements for the Project and recommends that the City Council of the City of Milpitas accept the same as constructed in accordance with the approved plans and specifications.

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

1. The City Council has considered the full record before it, which may include but is not limited to such things as the staff report, testimony by staff and the public, and other materials and evidence submitted or provided to it. Furthermore, the recitals set forth above are found to be true and correct and are incorporated herein by reference.
2. Those certain public improvements constructed as part of the Project, are hereby accepted as constructed in accordance with the approved plans and specifications upon recommendation of the City Engineer of the City of Milpitas.
3. The penal sum of the faithful performance bond securing said improvements may be reduced to the sum of \$55,397.00, upon request of Principal and Surety, with said penal sum as reduced to apply from the date of completion and acceptance of said improvements and to extend for the balance of the term of one-year of said security. Provided, however, that nothing herein contained shall in any way be deemed to be a waiver, release or relinquish by City of any obligations imposed upon the developer or his surety, or sureties, by law or by the above referend public improvement agreement, save and except as expressly set forth herein.
4. The City Council grants authorization to the City Engineer to release the performance bond after the one-year warranty period without further City Council action provided all required warranty work is completed to the satisfaction of the City Engineer.

PASSED AND ADOPTED this _____ day of _____, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

APPROVED:

Suzanne Guzzetta, City Clerk

Carmen Montano, Mayor

APPROVED AS TO FORM:

Christopher Creech, Acting City Attorney



CITY OF MILPITAS AGENDA REPORT (AR)

Item Title:	Authorize the City Manager, or Designee, to Execute a Purchase Order with Good Guard Security, Inc. for After-Hours Security Services at the Milpitas José Estevez Library (Staff Contact: Luz Cofresí-Howe, Finance Director, 408-586-3111; and Christian Di Renzo, Public Works Director, 408-586-2602)
Category:	Consent Calendar-Community Services and Sustainable Infrastructure
Meeting Date:	1/20/2026
Recommendation:	Authorize the City Manager, or designee, to execute a purchase order with Good Guard Security, Inc. to provide after-hours security services at the Milpitas José Estevez Library for one-year term and an amount not-to-exceed \$105,000, subject to the appropriation of funds.

BACKGROUND:

The Milpitas José Estevez Library (Library) is a heavily utilized public facility that includes exterior gathering areas and a multi-level parking garage. Although the Library is closed to the public overnight, these areas remain accessible and require monitoring to deter unauthorized access, transient activity, vandalism, and other public safety concerns.

The City does not currently have in-house, after-hours security staff for Library facilities. As a result, contracted after-hours security services are necessary to ensure the property is protected from non-authorized access, particularly in light of the Library elevator modernization project which began December 1, 2025.

On [December 16, 2025](#), City Council adopted Resolution No. 9467, which included an appropriation of \$150,000 for Library Security Improvements. Of this amount, \$100,000 was designated to fund one year of after-hours security coverage, with the remaining funds allocated for facility improvements.

ANALYSIS:

Staff obtained a quote for these services from Good Guard Security, Inc. (Good Guard) leveraging the contract awarded to the vendor through a Request for Proposal process conducted by the City of San José. Consistent with [City Municipal Code Section I-2-3.05](#), which authorizes the Purchasing Agent to make purchases based on an agreement entered into by another public agency or a cooperative purchasing program, the Purchasing Agent reviewed all documentation and determined that the underlying agreement was made utilizing competitive procurement procedures at least as restrictive as the City's and that the price quoted is based on rates that are the same as or less than the original contract.

Under the proposed purchase order, Good Guard will provide on-site security guard services at the Milpitas José Estevez Library according to the following schedule:

- Monday – Thursday: 8:00 p.m. to 4:00 a.m. (8 hours per day)
- Friday – Sunday: 6:00 p.m. to 4:00 a.m. (10 hours per day)

This schedule provides for a total of 62 hours per week after-hours security coverage, excluding holidays.

During these times, security guards will conduct patrols, at least once an hour, around the Library property, including the perimeter and all levels of the Library parking garage, to establish a visible presence. Special attention will be given to elevator cabs and any unauthorized or transient activity within the property boundaries, and security guards will notify all non-authorized personnel, including members of the general public, to vacate the premises.

Security guards will contact the Milpitas Police Department for any law enforcement needs beyond the scope of their authority. Guards will maintain daily activity logs, which will be submitted to the City on a weekly basis. Any incidents will be reported immediately to the City's designated call-down list.

The proposed purchase order will be for a maximum of \$105,000 and will begin on or about February 1, 2026 for a one-year term, subject to City Council approval of this recommendation and the appropriation of funds.

POLICY ALTERNATIVE(S):

Alternative 1: Do not approve this purchase order for after-hours security services.

Pros: No additional City funds would be expended.

Cons: The Library would not have a dedicated after-hours security services, increasing the risk of unauthorized access, vandalism, and safety concerns.

Reason for Not Recommending: A consistent after-hours security presence is necessary to deter unauthorized activity and protect city assets.

FISCAL IMPACT:

On December 16, 2025, the City Council adopted Resolution No. 9467, which included an appropriation of \$150,000 for Library Security Improvements. Of this amount, approximately \$100,000 was designated to fund one year of after-hours security coverage, with the remaining funds allocated for facility improvements. The source of funds for this contract is available Community Investment Fund monies.

CALIFORNIA ENVIRONMENTAL QUALITY ACT (CEQA):

The action has no potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment and is not a project pursuant to Pub. Resources Code, § 21065 and Cal. Code Regs., tit. 14, § 15378. Even if a project, the action is exempt from further CEQA review pursuant to Cal. Code Regs., tit. 14, § 15061(b)(3) as it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment. The action is a continuing administrative or maintenance activity, involving the contracting for security personnel services without the commitment to any specific project that could result in a potentially significant physical impact on the environment, and is not a project pursuant to Cal. Code Regs., tit. 14, § 15378.

ATTACHMENT(S):

(a) Resolution

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILPITAS AUTHORIZING THE CITY MANAGER, OR DESIGNEE, TO EXECUTE A PURCHASE ORDER WITH GOOD GUARD SECURITY, INC. FOR AFTER- HOURS SECURITY SERVICES AT THE MILPITAS JOSÉ ESTEVEZ LIBRARY IN AN AMOUNT NOT TO EXCEED \$105,000 FOR A ONE-YEAR TERM

WHEREAS, the Milpitas José Estevez Library is a heavily utilized public facility that includes exterior gathering areas and a multi-level parking garage that remain accessible after normal operating hours; and

WHEREAS, although the Library is closed to the public overnight, these areas require monitoring to deter unauthorized access, vandalism, transient activity, and other public safety concerns; and

WHEREAS, the City does not maintain in-house after-hours security staff for Library facilities, making contracted security services necessary to protect City assets and ensure public safety; and

WHEREAS, the need for after-hours security services has been heightened due to the ongoing Library elevator modernization project that began on December 1, 2025; and

WHEREAS, on December 16, 2025, the City Council adopted Resolution No. 9467, which appropriated \$150,000 for Library Security Improvements, including \$100,000 designated to fund one year of after-hours security services; and

WHEREAS, City staff obtained a quote from Good Guard Security, Inc. (“Good Guard”) utilizing a competitively procured contract awarded by the City of San José; and

WHEREAS, consistent with Milpitas Municipal Code Section I-2-3.05, the Purchasing Agent reviewed the underlying agreement and determined that it was procured through competitive procedures at least as restrictive as the City’s and that the pricing is equal to or less than the original contract rates; and

WHEREAS, the proposed purchase order with Good Guard will provide 62 hours per week of after-hours security coverage for a one-year term beginning on or about February 1, 2026, in an amount not to exceed \$105,000; and

WHEREAS, this action is not a project under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15378(b);

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

1. The City Council has considered the full record before it, including the staff report and supporting documentation, and finds the recitals set forth above to be true and correct and incorporated herein by reference.

2. The City Council hereby authorizes the City Manager, or designee, to execute a purchase order with Good Guard Security, Inc. to provide after-hours security services at the Milpitas José Estevez Library for a one-year term, in an amount not to exceed \$105,000.
3. The City Manager, or designee, is authorized to administer the purchase order and take any actions necessary to implement this resolution in accordance with City policies and applicable law.

PASSED AND ADOPTED this day of 2026, by the following vote:

AYES: ()

NOES: ()

ABSENT: ()

ABSTAIN: ()

ATTEST:

APPROVED:

Suzanne Guzzetta, City Clerk

Carmen Montano, Mayor

APPROVED AS TO FORM:

Christopher Creech, Acting City Attorney



CITY OF MILPITAS AGENDA REPORT (AR)

Item Title:	Authorize the City Manager, or Designee, to Negotiate and Execute Agreements with Multiple Vendors for As-Requested Architectural and Engineering Services (Staff Contact: Luz Cofresí-Howe, Finance Director, 408-586-3111; and Christian Di Renzo, Public Works Director, 408-586-2602)
Category:	Consent Calendar-Community Services and Sustainable Infrastructure
Meeting Date:	1/20/2026
Recommendation:	Adopt a resolution authorizing the City Manager, or designee, to (1) negotiate and execute agreements with twelve (12) firms to provide as-requested architectural and engineering services for a total aggregate amount not to exceed \$6,370,968 for a five-year term, subject to the appropriation of funds; (2) adjust the not-to-exceed amounts between awarded vendors as required; and (3) enter into negotiations with the next highest ranked vendor(s) in the event the City is unable to successfully negotiate and execute agreements in substantial accordance with the City's standard terms and conditions in a timely manner with any of the 12 highest-ranking vendors.

BACKGROUND:

The City of Milpitas Capital Improvement Program (CIP) includes a wide range of infrastructure projects involving facilities, streets, utilities, parks, and other public assets that require specialized architectural and engineering expertise to plan, design, review, and deliver projects in compliance with applicable codes, standards, and regulatory requirements. These projects vary in scope, complexity, and technical demands and often require timely professional support to maintain project schedules, budgets, and public safety.

The City does not employ licensed architects and maintains limited in-house engineering resources focused primarily on civil engineering functions. This strategy is typical for public agencies to ensure staffing levels are appropriately managed and the General Fund does not cover the costs for specialized staff during times when that scope of work is not needed. As such, many CIP projects require professional services from qualified, licensed architectural and engineering consultants across multiple disciplines to supplement City staff and address project-specific technical needs. On-call contracts allow the City to efficiently obtain these services on an as-needed basis without delays associated with project-by-project procurements. Examples of the use of these on-call services include structural assessments for soundwall repairs or equipment installations (e.g., fuel dispensers); architectural services for facility renovations and landscape design; and mechanical and electrical engineering for HVAC systems and other building equipment. Furthermore, certified engineering inspections are required by Federal, State, and City Municipal codes and applicable safety regulations for permitting purposes and are often time-sensitive; delaying these services while awaiting execution of a contract agreement could result in project delays and additional costs.

Architectural and engineering on-call services include, but are not limited to, the following:

1. **Architectural and Multi-Disciplinary Engineering Design Services:** Preparation of bid-ready plans, technical specifications, construction details, and design documents for CIP projects involving buildings, structures, utilities, streets, parks, and other City facilities.
2. **Technical Analysis and Engineering Calculations:** Performance of highly specialized and licensed engineering analyses, modeling, and calculations required to support complex infrastructure systems and ensure compliance with applicable codes, standards, and industry best practices.
3. **Plan Review and Quality Control:** Independent review of drawings, calculations, and technical documents to verify constructability, code compliance, and consistency with City standards.
4. **Bid and Procurement Support:** Preparation of bid documentation, technical specifications, cost estimates, and responses to bidder inquiries to support competitive procurement of construction projects.

5. **Construction Phase Services:** Construction management support, shop drawing review, design clarifications, and field support to assist City staff during project implementation.

Given the diverse and technical nature of CIP projects, on-call architectural and engineering services across multiple disciplines are needed to support the City's facilities, streets, utilities, and parks programs and to provide flexibility, technical expertise, and timely support to ensure projects are delivered efficiently, safely, and in the best interest of the City and the public. Examples of the use of these on-call services include structural assessments for soundwall repairs or equipment installations (e.g., fuel dispensers); architectural services for facility renovations and landscape design; and mechanical and electrical engineering for HVAC systems and other building equipment. Furthermore, certified engineering inspections are required by Federal, State, and City Municipal codes and applicable safety regulations for permitting purposes and are often time-sensitive; delaying these services while awaiting execution of a contract agreement could result in project delays and additional costs.

ANALYSIS:

On July 31, 2025, the City issued a Request for Qualifications (RFQual 25-1090, RFQ) for As-Requested Architectural and Engineering Services. The scope of work included architectural design, engineering design, technical services, and project management support. The intent of this RFQ was to award multiple contracts to the highest-scoring, responsive, and responsible firms.

The RFQ was publicly advertised on the [City's website](#) and on [OpenGov](#), the City's e-procurement website, in accordance with City Municipal Code. Upon release, 7,530 firms received notification of the opportunity, and 161 firms downloaded the bid documents. Thirty-two vendors submitted responses by the published closing date of September 4, 2025, and all submissions were deemed responsive.

Evaluators reviewed and scored the 32 submissions in accordance with the evaluation criteria specified in the RFQ. Final scores, based on a 100-point scale, ranged from 91 to 59. Based on these results, staff recommends awarding contracts to the twelve (12) highest scoring firms for a five-year term. Each contract will be for \$530,914 with an aggregate total for all contracts of \$6,370,968. In the event the City is unable to successfully negotiate and execute agreements with any of the 12 highest-ranking vendors within a timely manner which are substantially in accordance with the City's standard terms and conditions, the City reserves the right to cease negotiations with that vendor and initiate negotiations with the next highest ranked vendor not currently receiving an award of contract. A complete list of the firms recommended for award is provided in Attachment A.

POLICY ALTERNATIVE(S):

Alternative 1: Do not approve this award of contracts and allow City staff to negotiate and execute the as-required agreements.

Pros: No additional funds would be expended.

Cons: Increases administrative burden, extended timelines for consultant selection, and potentially results project delays.

Reason for Not Recommending: The as-needed nature of CIP workloads makes an on-call agreements the most efficient and expedient method of service delivery.

FISCAL IMPACT:

The total estimated annual spend for the 12 agreements for these on-call architectural and engineering services is \$1,200,000, with an estimated total for all agreements for the five-year term not to exceed amount \$6,370,968. Funding for the current 2025-26 fiscal year was appropriated through the City Council action adopting the [Proposed Operating Budget](#) and [Proposed Capital Improvement Program Budget](#) on June 3, 2025; thus, respective expenditures will be allocated to the appropriate department or Capital Improvement Program project as applicable.

CALIFORNIA ENVIRONMENTAL QUALITY ACT (CEQA):

The action is a continuing administrative activity and is not a project pursuant to Cal. Code Regs., tit. 14, § 15378. The action has no potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment and is not a project pursuant to Pub.

Resources Code, § 21065 and Cal. Code Regs., tit. 14, § 15378. Even if a project, the action is exempt from further CEQA review pursuant to Cal. Code Regs., tit. 14, § 15061(b)(3) as it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment. The action relates to the retention of architectural and engineering firms for as needed services for yet to be determined possible future projects the City has not yet approved, adopted, or funded. Appropriate environmental review and/or determination of exemption will occur for those projects when appropriate.

ATTACHMENT(S):

- (a) Recommended Contract Awards by Vendor
- (b) Resolution

ATTACHMENT A

RECOMMENDED CONTRACT AWARDS BY VENDOR

Vendor	Service	Score (100 Points Max)	Estimated Annual Spend	5-Year Not to Exceed
Aetypic	Architect	86	\$100,000	\$530,914
BKF Engineers	Engineer	89	\$100,000	\$530,914
Callander Associates Landscape Architecture, Inc. (CALA)	Architect	91	\$100,000	\$530,914
Cornerstone Structural Engineering Group, Inc.	Engineer	86	\$100,000	\$530,914
Interactive Resources, Inc.	Architect	87	\$100,000	\$530,914
Kimley-Horn	Engineer	86	\$100,000	\$530,914
Perkins Eastman Architects, DPC	Architect	88	\$100,000	\$530,914
Sandis Civil Engineers Surveyors Planners	Engineer	87	\$100,000	\$530,914
Schaaf & Wheeler	Engineer	87	\$100,000	\$530,914
T J K M	Engineer	90	\$100,000	\$530,914
Verde Design, Inc.	Architect	89	\$100,000	\$530,914
Wilsey Ham	Engineer	88	\$100,000	\$530,914
TOTAL			\$1,200,000	\$6,370,968

Notes:

- (1) Estimated annual spend by contract and service provided above was determined by the Public Works Department.
- (2) The five-year not-to-exceed amounts noted above are calculated based on a maximum increase in labor rates of 3% per year, which shall be subject to Vendor request/justification and City approval.
- (3) Vendor pricing shall be in accordance with or less than Vendor's rates as submitted in their bid response.
- (4) Any orders for services against the contracts will be subject to the appropriation of funds.
- (5) In the event the City is unable to successfully negotiate and execute agreements with any of the 12 highest-ranking vendors within a timely manner substantially in accordance with the City's standard terms and conditions, the City reserves the right to cease negotiations with that vendor and initiate negotiations with the next highest ranked vendor not currently receiving an award of contract.

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILPITAS AUTHORIZING THE CITY MANAGER, OR DESIGNEE, TO NEGOTIATE AND EXECUTE AGREEMENTS WITH MULTIPLE VENDORS FOR AS-REQUESTED ARCHITECTURAL AND ENGINEERING SERVICES IN AN AGGREGATE AMOUNT NOT TO EXCEED \$6,370,968 FOR A FIVE-YEAR TERM

WHEREAS, the City of Milpitas maintains a diverse Capital Improvement Program (CIP) that includes facilities, streets, utilities, parks, and other public infrastructure projects requiring specialized architectural and engineering expertise; and

WHEREAS, the City does not employ licensed architects and has limited in-house engineering resources, making it necessary to retain qualified professional consultants to support planning, design, review, and construction of CIP projects; and

WHEREAS, on-call architectural and engineering service agreements allow the City to efficiently obtain professional services on an as-needed basis, reducing administrative delays and supporting timely project delivery; and

WHEREAS, on July 31, 2025, the City issued Request for Qualifications No. 25-1090 for As-Requested Architectural and Engineering Services, which was publicly advertised in accordance with the Milpitas Municipal Code; and

WHEREAS, thirty-two responsive Statements of Qualifications were received and evaluated in accordance with the criteria established in the Request for Qualifications; and

WHEREAS, based on the evaluation results, City staff recommends awarding agreements to the twelve highest-ranked firms for a five-year term, each with a not-to-exceed amount of \$530,914, for a total aggregate not-to-exceed amount of \$6,370,968; and

WHEREAS, the agreements will allow the City Manager, or designee, to assign work on an as-needed basis and adjust not-to-exceed amounts among the awarded vendors as project needs arise; and

WHEREAS, funding for the first year of these agreements has been appropriated through the FY 2025–26 Operating Budget and Capital Improvement Program Budget, with funding for future years subject to annual budget appropriations; and

WHEREAS, this action is not a project under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Sections 15378 and 15061;

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

1. The City Council has considered the full record before it, including the staff report, supporting documentation, and other materials, and finds the recitals set forth above to be true and correct and incorporated herein by reference.

2. The City Council hereby authorizes the City Manager, or designee, to negotiate and execute professional services agreements with twelve qualified vendors to provide as-requested architectural and engineering services for a five-year term, in an aggregate amount not to exceed \$6,370,968, subject to the appropriation of funds.
3. The City Council hereby authorizes the City Manager, or designee, to adjust not-to-exceed amounts between awarded vendors as required to meet operational and project needs, provided the total aggregate amount does not exceed \$6,370,968.
4. The City Manager, or designee, is further authorized to discontinue negotiations with any selected vendor that is unable to execute an agreement substantially in accordance with the City's standard terms and conditions in a timely manner and to initiate negotiations with the next highest-ranked qualified vendor.

PASSED AND ADOPTED this day of 2026, by the following vote:

AYES: ()

NOES: ()

ABSENT: ()

ABSTAIN: ()

ATTEST:

APPROVED:

Suzanne Guzzetta, City Clerk

Carmen Montano, Mayor

APPROVED AS TO FORM:

Christopher Creech, Acting City Attorney



CITY OF MILPITAS AGENDA REPORT (AR)

Item Title:	Authorize the Assistant City Manager, or Designee, to Negotiate and Execute an Amendment to the Agreement with waterTALENT, LLC (Staff Contact: Luz Cofresí-Howe, Finance Director, 408-586-3111; and Christian DiRenzo, Public Works, 408-586-2603)
Category:	Consent Calendar-Community Services and Sustainable Infrastructure
Meeting Date:	1/20/2026
Recommendation:	Authorize the Assistant City Manager, or designee, to negotiate and execute an amendment to the agreement with waterTALENT, LLC increasing the compensation by \$105,000 for a revised total not to exceed amount of \$195,000.

BACKGROUND:

In October 2025, the City's Public Works Division Manager – Utilities (Division Manager) left City service, creating a critical technical and managerial vacancy in the organization. This position provides primary oversight for the City's Utility Maintenance operations including daily maintenance and operations of the City's potable drinking water system and the City's sanitary and storm collection systems and pump stations. The Utility Maintenance Division is comprised of 23 full time equivalents, including a Maintenance Supervisor position that provides day-to-day supervision of the Water Operations section and is also currently vacant. The Maintenance Supervisor position has been vacant since September 2025 despite an initial recruitment effort that was unsuccessful and will be re-opened in early 2026.

These utility operations are subject to numerous regulatory permits and requirements and oversight by various State agencies, and as such, this Division Manager position is highly technical and requires special State certifications. Specifically, the State Division of Drinking Water regulations require that the City have a Chief Operator who holds a Water Distribution Operations Grade D5 certification on staff to oversee water system operations. The minimum qualifications for the Division Manager classification include, but are not limited to:

- Five years of experience of increasing responsibility involving construction, maintenance and operation of water distributions systems;
- Possession of a valid water distribution operations certificate (grade d4 or above) issued by the California State Water Resource Control Board;
- Possession of a valid water distribution operations certificate (grade d5) issued by the California State Water Resource Control Board within eighteen (18) months of employment;
- Possession of or ability to maintain a valid water treatment operations certificate (grade t2 or above) issued by the California State Water Resource Control Board within one (1) year of employment; and
- Possession of a valid collection system maintenance certificate (grade 3 or above) issued by the California Water Environment Association (CWEA) (preferred).

ANALYSIS:

The prior recruitment for the permanent Division Manager took over 18 months to fill. To fill this gap in technical management of the division during this current vacancy, the City entered into an agreement with waterTALENT, LLC under City Manager procurement authority, on October 23, 2025 for a period of one year and a maximum compensation of \$90,000 to provide the City with specialty staffing services while the recruitment is underway. The contract will soon be fully expended, resulting in a lapse in services without further action.

The current recruitment for the permanent Division Manager position opened on October 28, 2025 and closed on December 1, 2025. The City did not receive any qualified applicants and has continued the posting as "Open Until Filled." Human Resources is currently seeking proposals to continue the recruitment efforts with the support of an Executive Recruitment Firm.

Through waterTALENT, LLC, a retired CalPERS annuitant with over 30 years of water and collection system experience who holds the required certifications has been assigned to the City and been working full-time with our staff since November 12, 2025.

POLICY ALTERNATIVE(S):

Alternative 1: Do not authorize the City Manager to negotiate and execute the amendment to the agreement

Pros: The City would accumulate salary savings from the on-going Division Manager vacancy.

Cons: The City would not be able to continue specialty staffing services to manage and support the Utility Maintenance Division, and likely be out of compliance with state regulatory staffing requirements.

Reason for Not Recommending: This position provides managerial oversight of the City's critical utility operations and systems, without which the City is at risk of compromising drinking water quality, public health, storm response, and regulatory compliance.

FISCAL IMPACT:

The initial not to exceed total compensation to waterTalent of \$90,000 provided for temporary specialty staffing services through January 2026, which would have been sufficient if a successful recruitment for the permanent Division Manager was completed by the end of December 2025. Given the lack of qualified applicants and the need to extend the recruitment for several months, staff are now seeking to amend the waterTALENT, LLC agreement to allow for temporary specialty staffing services through at least May 2026. To do so, staff is requesting to increase the total compensation by additional \$105,000 for a revised total not to exceed of \$195,000.

This cost will be funded through salary savings from the Division Manager vacancy, which is already part of the approved FY 25-26 Operating Budget and funded by the Water and Sewer funds with no impact on the City General Fund. The fully loaded rate for the interim Division Manager through waterTALENT, LLC is comparable to the City's fully loaded rate for this position per the City's Cost Allocation Plan.

CALIFORNIA ENVIRONMENTAL QUALITY ACT (CEQA):

Not a Project. Approval of the recommendation is not an activity defined as a "project" under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines 15061(b) (3) and 15378(b)(4) either because it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment and/or because the action is financial and/or administrative and does not directly impact the environment.

ATTACHMENT(S):

None.



CITY OF MILPITAS AGENDA REPORT (AR)

Item Title:	Review Applications Received for the 2026-2027 Community Development Block Grant Annual Action Plan (Staff Contact: Matt Cano, Assistant City Manager, 408-586-3222)
Category:	Public Hearings-Community Development
Meeting Date:	1/20/2026
Recommendation:	Provide feedback and/or direction to staff on CDBG priority areas or specific applications that the City Council seeks to fund.

BACKGROUND:

The U.S. Department of Housing and Urban Development (HUD) provides annual grants through the Community Development Block Grant (CDBG) program to local entitlement cities and counties. The CDBG program provides resources to the most vulnerable low- and moderate-income communities to address community development needs through investment in capital projects and public services.

On October 31, 2025, the City announced the opening of the 2026-27 CDBG application period. The application period opened on November 3, 2025, and remained open through December 5, 2025. The announcement was made via a Notice for Availability of Funding. The public notice was distributed to current CDBG subgrantees, the CDBG interest email list, and other community members. Additionally, the public notice was physically available at the City Hall Permit Center. Lastly, the public notice was published in the Milpitas Post on October 31, 2025. The application guidelines were accessible via our [Federal Program webpage](#).

Applications were submitted via the [City Data Services](#) online portal. A total of thirteen (13) applications were received during the application period. The total dollar amount of grant requests received during the application period totaled \$814,048. A full breakdown of these applications is provided in the Analysis section below.

The City Council's role during the first public hearing is to provide staff with direction on CDBG priority areas the City Council seeks to fund. Specific funding amounts, services, or projects to be funded will not be determined until the second public hearing.

Eligible and Ineligible Uses

HUD sets restrictions on how CDBG can be used. CDBG activities must meet a national objective and align with a matrix code (Attachment 1).

Meeting National Objectives

CDBG activities must meet one of the following national objectives:

1. Provides a benefit to low- and moderate-income persons;
2. Eliminates or prevents slum or blight; or
3. Meets other community development needs having an urgency because existing conditions pose a serious and immediate threat to the health or welfare of the community, and other financial resources are not available to meet such needs, often referred to as "urgent need."

The City of Milpitas has historically used its CDBG allocation to benefit low- and moderate-income persons. To meet the slum or blight National Objective, the City would have to identify areas that meet the definition of a slum, blighted, deteriorated, or deteriorating area under state or local law. Milpitas has not identified significantly blighted conditions within its boundaries. As such, CDBG formula funds must benefit low- and moderate-income persons.

The table below displays the FY 2025 income limits determined by HUD to be low- and moderate-income for Santa Clara County. FY 2026 income limits have not been released but will be used to determine eligibility once available.

Person(s)	1	2	3	4	5	6	7	8
(50% AMI)*	\$70,350	\$80,400	\$90,450	\$100,450	\$108,500	\$116,550	\$124,600	\$132,600
(80% AMI)*	\$111,700	\$127,650	\$143,600	\$159,550	\$172,350	\$185,100	\$197,850	\$210,650

*HUD Definition of low income is 50% Area Medium Income (AMI); moderate income is 80% AMI

ANALYSIS:

The purpose of the Public Hearing is to obtain City Council direction on priorities and activities desired to fund in the upcoming Annual Action Plan.

Available Funds

The City projects the 2026-27 formula grant from HUD to be approximately \$555,000. The calculations below are based on this projected amount and are subject to change upon receipt of entitlement allocation from HUD. The final allocation amount will become public shortly after the federal budget is approved. The timing of the approval varies each year; however, we expect to know our funding allocation by May 2026.

HUD allows a maximum of:

- 15% of total funds for public services
- Capital and economic development activities do not apply to any of the program caps
- 20% of total funds for planning and administration

Based on the projected allocation of \$555,000, the maximum funding allowed in each category is as follows:

Allocation	Public Services (15%)	Capital Projects/Economic Development (65%)	Program Administration (20%)
\$555,000.00	\$83,250	\$360,750	\$111,000

Thirteen (13) applications were received during the application period. One (1) of the applicants are a new organization that have not been funded by the City. The combined total of all requests is \$814,048 with the breakdown of the applications as follows:

- Public Service Requests = \$124,048
- Capital Improvement Requests = \$466,000
- Economic Development Requests = \$224,000

	Approximate Total Allocation	Public Services	Capital Projects/Economic Development	Program Administration
CDBG Funds Available	\$555,000	\$83,250	\$360,750	\$111,000
Total Application Requests*	\$814,048	\$124,048	\$690,000	\$0

*Capital and economic development activities do not apply to any of the program caps.

As noted in the table above, there are more applicant requests for funding in certain categories than funding available. As such, some applicants will not receive an allocation in the amount requested or any funding at all.

Applications

A complete list of applicants, their proposed activities, the amounts funded for 2025-26, the requested amounts for 2026-27, and the projected number of residents served is provided below. No applications were received in the Program Administration category.

Public Services

Organization Name	Project Description	FY25-26 Funding/ Proposed Residents Served	FY26-27 Funding Request/ Proposed Residents Served
Catholic Charities of Santa Clara County	The mission of the Long-Term Care Ombudsman Program is to seek the resolution of problems and advocate for the rights and well-being of senior residents of long-term care facilities.	\$11,000/16	\$11,000/16
Child Advocates of Silicon Valley	Child Advocates is responsible for operating the Court Appointed Special Advocate (CASA) program in Santa Clara County according to the national guidelines, which entails recruiting, training and supporting CASA volunteers. CASAs are trained community volunteers who are appointed by a judge's order to advocate for the best interests of foster children.	\$11,000/4	\$15,000/4
Next Door Solutions to Domestic Violence (NDS)	Next Door Solutions provides Milpitas residents who self-identify as victims of domestic violence with comprehensive, survivor-defined services.	\$12,250/48	\$13,000/48
Project Sentinel	Project Sentinel will assist Milpitas Residents by providing housing information, counseling, and tenant-landlord problem-solving services.	\$15,968.89 /80	\$25,000/120
Senior Adults Legal Assistance (SALA)	SALA will provide free legal services to Milpitas seniors at 62 or older.	\$11,000/16	\$15,000/20
Silicon Valley Independent Living Center (SVILC)	SVILC will provide education, resources, and advocacy about affordable, accessible housing to Milpitas residents with disabilities, older adults with chronic health conditions, and local landlords.	\$11,000/38	\$16,048/48
Sourcewise	Sourcewise will serve 20 homebound Milpitas seniors aged 60 and older, who qualify for nutritious home-delivered meals. Clients receive 14 meals delivered once a week to their homes at no cost to the seniors.	\$11,000/20	\$11,000/20
YWCA Golden Gate Silicon Valley	YWCA Golden Gate Silicon Valley will provide 25 Milpitas residents with a multiservice continuum of crisis response and prevention services for survivors of domestic violence.	\$12,250/30	\$18,000/25
Subtotal		\$95,468.89 /252	\$124,048/301

Capital Projects

Organization Name	Project Description	FY25-26 Funding/ Proposed Residents Served	FY26-27 Funding Request/ Proposed Residents Served
Rebuilding Together Silicon Valley (RTSV)	Rebuilding Together Silicon Valley's mission is repairing homes, revitalizing communities, rebuilding lives, and our vision is safe homes and communities for every person. RTSV preserves affordable housing by providing critical home repairs and accessibility modifications for low-income residents, at no cost to the recipient.	\$385,000/39	\$216,000/30
Terrace Gardens Senior Housing #1	Terrace Gardens is requesting funding to replace the outdated fire panel and smoke detectors throughout the senior housing buildings.	\$0	\$150,000/184
Terrace Gardens Senior Housing #2	Terrace Gardens is requesting funding to replace the emergency pull cords and central alarm panel located throughout the senior housing buildings.	\$0	\$100,000/184
City of Milpitas	Provide grants to microenterprises.	\$373,581.36 /67	\$160,000/40
Upwards	Upwards' BOOST Program provides specialized business support and technical assistance to in-home childcare providers serving children ages 0-5, as well as before- and after-school care for children up to age 13	\$0	\$64,000/11
Subtotal		\$758,581.36 /106	\$690,000/449

Economic Development

**Program
Administration**

Organization Name	Project Description	FY25-26 Funding	FY26-27 Funding Request
Program Administration	Staff time in administering the program, including all public noticing, and publishing.	\$111,074.80	TBD
Subtotal		\$111,074.80	\$0
	Total of proposed funded applications	\$965,125.05	\$814,048

CONSIDERATIONS:

Staff have identified the following potential considerations for the City Council to assist in choosing areas to fund.

Strategic Plan

The following priority areas are outlined in the FY 2025-30 Consolidated Plan and should be considered when funding activities:

- Affordable Housing
 - Rental assistance
 - Production of new units
 - Rehabilitation of existing units
 - Acquisition of existing units
- Homelessness
 - Outreach
 - Emergency shelter and transitional housing
 - Rapid rehousing
 - Prevention
- Non-housing Community Development
 - Public facilities
 - Public improvements
 - Public services
 - Economic development

Applicant Grant Experience, Eligibility, and Funds Requested

There is one applicant with limited or no prior history with the City of Milpitas' CDBG program: Upwards. Upwards has applied in the past but did not receive funding.

Activity Eligibility

To determine eligibility for activities, the City must verify that a national objective is being met. All proposed activities in these applications are eligible and meet a national objective.

Funds Requested

All applications are subject to the HUD-imposed cap guidelines. Typically, most of the applications received are for Public Services. Given this year's projected public service cap is 15% or \$83,250, any few CDBG applicants could exhaust the available funding. The City must be judicious in selecting applicants that request a fair amount for the services rendered, while not reducing the funding request significantly resulting in the applicant rejecting the allocation. Due to HUD's stringent reporting requirements, it may not be worth the agency's resources to accept a lower amount of funding. City staff's objective is to select a wide range of service providers who offer residents the most beneficial services per the Consolidated Plan and City Council goals.

Next Steps

Council is not required to decide on allocation amounts at this meeting. Council may provide feedback and guidance on Consolidated Plan Strategic Plan goals and other areas where Council feels CDBG funding should be allocated.

Staff will invite the applicants to the Community Housing Commission meeting on February 4, 2026, to provide public comment on their application as well as to solicit the Commission's feedback as the advisory body to the City Council. The Commission's feedback will be summarized and presented as part of the final presentation to Council during the second public hearing.

The date of the second public hearing is tentatively scheduled for May 2026, with the final date to be confirmed once the final allocation amounts are made public.

FISCAL IMPACT:

At this time, there is no fiscal impact associated with this item to conduct a public hearing to discuss and provide input beyond staff time.

CALIFORNIA ENVIRONMENTAL QUALITY ACT (CEQA):

The actions being considered have no potential for causing a significant effect on the environment and are exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15061(b)(3). Further, this action does not meet the definition of a project under CEQA Guideline 15378 as it is a government fiscal activity which does not commit to any project that would result in a potentially significant impact on the environment.

ATTACHMENT(S):

(a) HUD Matrix Codes

Appendix A

CDBG MATRIX CODES

MATRIX CODE DEFINITIONS

Matrix codes are used to indicate—but do not establish—activity eligibility. An activity must be eligible in accordance with the regulations at 24 CFR 570.201 – 570.207 for Entitlements, 570.703 – 570.705 for the Section 108 loan guarantee program, and with Section 105(a) of the HCDA [42 USC 5305] and 24 CFR 570.482 for States. Grantees need to refer to the regulations to determine an activity’s eligibility; the codes defined below are used in IDIS On-Line chiefly to categorize activities for reporting purposes.

INDEX

Code	Title	Page
01	Acquisition of Real Property	1
02	Disposition of Real Property	1
03A	Senior Center	2
03B	Facilities for Persons with Disabilities	2
03C	Homeless Facilities (not operating costs)	2
03D	Youth Centers	3
03E	Neighborhood Facilities	3
03F	Parks, Recreational Facilities	3
03G	Parking Facilities	3
03H	Solid Waste Disposal Improvements	3
03I	Flood Drainage Improvements	3
03J	Water/Sewer Improvements	3
03K	Street Improvements	4
03L	Sidewalks	4
03M	Child Care Centers	4
03N	Tree Planting	4
03O	Fire Stations/Equipment	4
03P	Health Facilities	4
03Q	Abused and Neglected Children Facilities	4
03R	Asbestos Removal	4
03S	Facilities for AIDS Patients (not operating costs)	4
03T	Homeless/AIDS Patients Programs (subject to 15% public service cap)	6
03Z	Other Public Improvements Not Listed in 03A-03S	5
04	Clearance and Demolition	1
04A	Cleanup of Contaminated Sites	1
05A	Senior Services	6
05B	Services for Persons with Disabilities	6
05C	Legal Services	6
05D	Youth Services	6
05E	Transportation Services	6
05F	Substance Abuse Services	7
05G	Services for Victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking	7
05H	Employment Training	7
05I	Crime Awareness	7
05J	Fair Housing Activities (subject to Public Services cap)	7
05K	Tenant/Landlord Counseling	7
05L	Child Care Services	7
05M	Health Services	7
05N	Abused and Neglected Children Services.....	7
05O	Mental Health Services	8
05P	Screening for Lead Based Paint/Lead Hazards	8

05Q	Subsistence Payments	8
05R	Homebuyer Downpayment Assistance - Excluding Housing Counseling, under 24 CFR 5.100	8
05S	Rental Housing Subsidies	8
05T	Security Deposits	8
05U	Housing Counseling Only, under 24 CFR 5.100	9
05V	Neighborhood Cleanups	9
05W	Food Banks	9
05X	Housing Information and Referral Services.....	9
05Y	Housing Counseling, under 24 CFR 5.100 Supporting Homebuyer Downpayment Assistance (05R)	9
05Z	Other Public Services Not Listed in 03T and 05A-05Y	9
06	Interim Assistance	5
07	Urban Renewal Completion	18
08	Relocation	1
09	Rental Income Loss	10
11	Privately Owned Utilities	6
12	Construction of Housing	10
13A	Housing Counseling, under 24 CFR 5.100, for Homeownership Assistance (13B).....	10
13B	Homeownership Assistance – excluding Housing Counseling under 24 CFR 5.100	11
14A	Rehabilitation; Single-Unit Residential	11
14B	Rehabilitation: Multi-Unit Residential	12
14C	Public Housing Modernization	12
14D	Rehabilitation: Other Publicly Owned Residential Buildings	12
14E	Rehabilitation: Publicly or Privately Owned Commercial/Industrial	14
14F	Energy Efficiency Improvements	12
14G	Acquisition for Rehabilitation	12
14H	Rehabilitation Administration	12
14I	Lead-Based Paint Abatement	13
14J	Housing Services, excluding Housing Counseling, under 24 CFR 5.100	13
14K	Housing Counseling, under 24 CFR 5.100, Supporting HOME Program Assistance Housing Activities	13
14L	Housing Counseling, under 24 CFR 5.100, in Conjunction with CDBG Assisted Housing Rehab	13
15	Code Enforcement	13
16A	Residential Historic Preservation	13
16B	Non-Residential Historic Preservation	5
17A	Commercial/Industrial: Acquisition/Disposition	14
17B	Commercial/Industrial: Infrastructure Development	14
17C	Commercial/Industrial: Building Acquisition, Construction, Rehabilitation.....	14
17D	Commercial/Industrial: Other Improvements	14
18A	Economic Development: Direct Financial Assistance to For-Profit Business.....	15
18B	Economic Development: Technical Assistance	15
18C	Economic Development: Micro-Enterprise Assistance	15
19C	Nonprofit Capacity Building	18
19E	Operation and Repair of Foreclosed Property	13
19F	Planned Repayments of Section 108 Loans	17
19G	Unplanned Repayments of Section 108 Loans	17
19H	State CDBG Technical Assistance to Grantees	18
20	Planning	16
20A	State Planning-Only Activities	16
21A	General Program Administration	16
21B	Indirect Costs	16
21C	Public Information	16
21D	Fair Housing Activities (subject to admin cap)	16
21E	Submission of Applications for Federal Programs	16

21H	CDBG Funding of HOME Admin	17
21I	CDBG Funding of HOME CHDO Operating Expenses	17
21J	State Program Administration	17
23	Tornado Shelters Serving Private Mobile Home Parks	5
24A	Payment of Interest on Section 108 Loans	17
24B	Payment of Costs of Section 108 Financing	17
24C	Debt Service Reserve	17

Code	Definition with Entitlement, State, or Section 108 loan Guarantee citations
Acquisition and Disposition	
01	Acquisition of Real Property 24 CFR 570.201(e) or 42 USC 5305(a)(1) Acquisition of real property that will be developed for a public purpose. Use code 01 if CDBG funds will be used ONLY for the acquisition of property. This code is frequently used for the acquisition of property on which a public facility, public improvement or housing will be constructed using other funds. <i>Note:</i> • When a grantee acquires and constructs or rehabilitates a public facility with CDBG funds, assign the appropriate 03* matrix code, instead of 01. • When a grantee combines acquisition with relocation or disposition in a single activity, that activity can be coded as Acquisition 01. • When a grantee acquires and rehabilitates housing with CDBG funds for residential purposes, use code 14G. • When a grantee or subrecipient acquires land, clears structures, or packages land for the purpose of creating an industrial park or encouraging commercial/industrial redevelopment, use matrix code 17A.
02	Disposition of Real Property 24 CFR 570.201(b) or 42 USC 5305(a)(7) Costs related to the sale, lease, or donation of real property acquired with CDBG funds or under urban renewal. Eligible costs would include the costs incidental to disposing of the property, such as preparation of legal documents, fees paid for surveys, transfer taxes, and other costs involved in the transfer of ownership of the CDBG-assisted property. The costs can also include the costs of temporarily maintaining property pending disposition, for example, boarding property up, mowing grass, security. However, the temporary maintenance costs are eligible only for properties initially acquired with CDBG funds.
04	Clearance and Demolition 24 CFR 570.201(d) or 42 USC 5305(a)(4) Clearance or demolition of buildings/improvements, or the movement of buildings to other sites.
04A	Cleanup of Contaminated Sites 24 CFR 570.201(d) or 24 CFR 570.482(c)(3) [Public Law 105-276] Activities undertaken primarily to clean toxic/environmental waste or contamination from a site.
08	Relocation 24 CFR 570.201(i) or 42 USC 5305(a)(11) Relocation payments and other assistance for permanently or temporarily displaced individuals, families, businesses, non-profit organizations, and farms.

Public Facilities and Improvements

Use matrix codes in this section when the CDBG funds are used by the grantee or other public or private non-profit entities for public facilities and improvements.

Note:

- Grantees may only have one public facility in an activity. Grantees must set up a separate activity for each public facility. When two or more related activities are funded with CDBG, the grantee needs to set up a separate activity for each facility or improvement.
- When a facility is used only by a specific client group, the activity should be assigned the matrix code specific to that group, not the type of facility. For instance, assign 03Q to a health facility for abused and neglected children, not 03P.
- If CDBG funds are only used to acquire property for a public facility, use matrix code 01. If the grantee uses CDBG funds to pay for the acquisition and construction, or rehabilitation of a public facility or improvement, use the appropriate 03* matrix code.
- For commercial and industrial improvements undertaken by a grantee or a subrecipient for economic development purposes, use matrix code 17A, 17B, 17C, or 17D.

03A	Senior Centers 24 CFR 570.201(c) or 42 USC 5305(a)(2) Acquisition, construction, or rehabilitation of facilities (except permanent housing) for seniors. 03A may be used for a facility serving both the elderly and persons with disabilities, provided it is not intended primarily to serve persons with disabilities. If it is, use 03B instead. <i>Note: For the construction of permanent housing for the elderly, use code 12; for the rehabilitation of such housing, use the appropriate 14* code.</i>
03B	Facilities for Persons with Disabilities 24 CFR 570.201(c) or 42 USC 5305(a)(2) Acquisition, construction, or rehabilitation of centers, group homes, and other facilities (except permanent housing) for persons with disabilities. 03B may be used for a facility serving both persons with disabilities and the elderly, provided it is not intended primarily to serve the elderly. If it is, use 03A instead. <i>Note: For the construction of permanent housing for the persons with disabilities, use code 12; for the rehabilitation of such housing, use the appropriate 14* code.</i>
03C	Homeless Facilities (not operating costs) 24 CFR 570.201(c) or 42 USC 5305(a)(2) Acquisition, construction, conversion of buildings, or rehabilitation of temporary shelters and transitional housing for the homeless, including victims of domestic violence, dating violence, sexual assault or stalking, disaster victims, runaway children, drug offenders, and parolees. <i>Note: For the construction of permanent housing for the homeless, use code 12; for the rehabilitation of such housing, use the appropriate 14* code; for facilities for abused and neglected children, use 03Q.</i>

03D	Youth Centers 24 CFR 570.201(c) or 42 USC 5305(a)(2) Acquisition, construction, or rehabilitation of facilities intended primarily for young people age 13 to 19. These include playground and recreational facilities that are part of a youth center. For the acquisition, construction or rehabilitation of facilities intended primarily for children age 12 and under, use 03M; for facilities for abused and neglected children, use 03Q.
03E	Neighborhood Facilities 24 CFR 570.201(c) or 42 USC 5305(a)(2) Acquisition, construction, or rehabilitation of facilities that are principally designed to serve a neighborhood and that will be used for social services or for multiple purposes (including recreation). Such facilities may include libraries and community centers.
03F	Parks, Recreational Facilities 24 CFR 570.201(c) or 42 USC 5305(a)(2) Development of open space areas or facilities intended primarily for recreational use.
03G	Parking Facilities 24 CFR 570.201(c) or 42 USC 5305(a)(2) Acquisition, construction, or rehabilitation of parking lots and parking garages. Use 03G if rehabilitation of a public facility or street improvement is a small part of an activity to improve a parking facility. However, if parking improvements are only a small part of a larger street improvement activity, use 03K.
03H	Solid Waste Disposal Improvements 24 CFR 570.201(c) or 42 USC 5205(a)(2) Acquisition, construction or rehabilitation of solid waste disposal facilities. The eligible costs can also include equipment, such as bulldozers, used exclusively at the facility.
03I	Flood Drainage Improvements 24 CFR 570.201(c) or 42 USC 5305(a)(2) Acquisition, construction, or rehabilitation of flood drainage facilities, such as retention ponds, catch basins, streambank erosion controls, channelization of streambeds, or dams. 03I can also be used for "Green Infrastructure" improvements to manage stormwater. However, if stormwater management improvements are integral to some other activity like a park or a street project, it should be included in that matrix code (03F for parks, 03K for streets) rather than 03I. <i>Note: Do not use 03I for construction/rehabilitation of storm sewers, street drains, or storm drains. Use 03J for storm sewers and 03K for street and storm drains.</i>
03J	Water/Sewer Improvements 24 CFR 570.201(c) or 42 USC 5305(a)(2) Installation or replacement of water lines, sanitary sewers, storm sewers, and fire hydrants. Costs of street repairs (usually repaving) made necessary by water/sewer improvement activities are included under 03J. For water/sewer improvements that are part of: • More extensive street improvements, use 03K. For example, an activity that involves paving six blocks of Main Street and installing 100 feet of new water lines in one of those blocks. • A housing rehabilitation activity such as water/sewer hookups (lines from a house to the street), use the appropriate 14* housing rehabilitation matrix code.

03K	Street Improvements <i>24 CFR 570.201(c) or 42 USC 5305(a)(2)</i> Installation or repair of streets, street drains, storm drains, curbs and gutters, tunnels, bridges, and traffic lights/signs. Also use 03K: - For improvements that include landscaping, street lighting, and/or street signs (commonly referred to as "streetscaping"). - If sidewalk improvements (see code 03L) are part of more extensive street improvements.
03L	Sidewalks <i>24 CFR 570.201(c) or 42 USC 5305(a)(2)</i> Improvements to sidewalks. Also use 03L for sidewalk improvements that include the installation of trash receptacles, lighting, benches, and trees.
03M	Child Care Centers <i>24 CFR 570.201(c) or 42 USC 5305(a)(2)</i> Acquisition, construction, or rehabilitation of facilities intended primarily for children age 12 and under. Examples are daycare centers and Head Start preschool centers. For the construction or rehabilitation of facilities for abused and neglected children, use 03Q; for the construction or rehabilitation of facilities for teenagers, use 03D
03N	Tree Planting <i>24 CFR 570.201(c) or 42 USC 5305(a)(2)</i> Activities limited to tree planting (sometimes referred to as "beautification"). For streetscape activities that include tree planting, use 03K; for sidewalk improvement activities that include tree planting, use 03L.
03O	Fire Stations/Equipment <i>24 CFR 570.201(c) or 42 USC 5305(a)(2)</i> Acquisition, construction, or rehabilitation of fire stations and/or the purchase of fire trucks and emergency rescue equipment.
03P	Health Facilities <i>24 CFR 570.201(c) or 42 USC 5305(a)(2)</i> Acquisition, construction, or rehabilitation of physical or mental health facilities. Examples of such facilities include neighborhood clinics, hospitals, nursing homes, and convalescent homes. Health facilities for a specific client group should use the matrix code for that client group. For example, use 03Q for the construction or rehabilitation of health facilities for abused and neglected children.
03Q	Facilities for Abused and Neglected Children <i>24 CFR 570.201(c) or 42 USC 5305(a)(2)</i> Acquisition, construction, or rehabilitation of daycare centers, treatment facilities, or temporary housing for abused and neglected children.
03R	Asbestos Removal <i>24 CFR 570.201(c) or 42 USC 5305(a)(2)</i> Rehabilitation of any public facility undertaken primarily to remove asbestos.
03S	Facilities for AIDS Patients (not operating costs) <i>24 CFR 570.201(c) or 42 USC 5305(a)(2)</i> Acquisition, construction, or rehabilitation of facilities for the treatment or temporary housing of people who are HIV positive or who have AIDS. For the construction or rehabilitation of facilities for AIDS education and prevention, use 03P.

03Z	Other Public Improvements Not Listed in 03A-03T <i>24 CFR 570.201(c) or 42 USC 5305(a)(2)</i> This matrix code replaces matrix code 03. Only use this code when an activity does not fall under a more specific 03A – 03S matrix code. Check the following before using this matrix code: • Grantees may only have one public facility in an activity. Grantees must set up a separate activity for each public facility. When two or more related facilities are funded by CDBG, the grantee needs to set up a separate activity for each facility or improvement. • 03Z can be used for seawalls, bus shelters, retaining walls, and wind turbines. • 03Z can be used for activities that assist persons with disabilities by removing architectural barriers from or providing ADA improvements to government buildings (activities that otherwise would not be eligible for CDBG funding).
06	Interim Assistance <i>24 CFR 570.201(f) or 42 USC 5305(a)(4)</i> Only for activities undertaken either to: • Make limited improvements (e.g., repair of streets, sidewalks, or public buildings) intended solely to arrest further deterioration of physically deteriorated areas prior to making permanent improvements. • Alleviate emergency conditions threatening public health and safety, such as removal of tree limbs or other debris after a major storm.
11	Privately Owned Utilities <i>24 CFR 570.201(l) or 42 USC 5305(a)(14)</i> Acquisition, reconstruction, rehabilitation, or installation of distribution lines and facilities of regulated, privately owned utilities. This includes placing new or existing distribution lines/facilities underground.
16B	Non-Residential Historic Preservation <i>24 CFR 570.202(d)</i> Rehabilitation of historic buildings for non-residential use. Examples include the renovation of an historic building for use as a neighborhood facility, as a museum, or by an historic preservation society.
23	Tornado Shelters Serving Private Mobile Home Parks <i>42 USC 5305(a)(25)</i> Construction or improvement of tornado-safe shelters for residents of manufactured housing parks and the provision of assistance (including loans and grants) to nonprofit and for-profit entities to do so, in accordance with Section 42 USC 5305(a)(24).

Public Services

Use matrix codes in this section for CDBG assisted public services activities.

- It is important to distinguish a service from construction or rehabilitation of a facility where a service is being provided. For example, the construction or rehabilitation of a senior center is coded as 03A, but the funding of services provided at a facility for senior citizens is coded as 05A.
- Rental of a facility for a service is considered a part of delivery of service and should be treated as a public service.
- Operation and maintenance may be paid with CDBG funds only for the portion of the building where a public service is being carried out.
- If the activity is restricted to one client group, use the matrix code for that group. For example, use 05A for senior services.

03T	Homeless/AIDS Patients Programs 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Costs associated with the operation of programs for the homeless or for AIDS patients, such as staff costs, utilities, maintenance, and insurance. Because payment of operating costs for these programs is a public service under CDBG, all CDBG expenditures for 03T activities are included in the calculation of the Public Services cap.
05A	Senior Services 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Services for the elderly. 05A may be used for an activity that serves both the elderly and persons with disabilities provided it is intended primarily to serve elderly. If the activity is intended primarily to serve persons with disabilities, use 05B instead.
05B	Services for Persons with Disabilities 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Services for the persons with disabilities, regardless of age. If the activity is intended primarily for elderly persons, use 05A instead.
05C	Legal Services 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Services providing legal aid to low- and moderate-income (LMI) persons. If the legal service is only provided for the settlement of tenant/landlord disputes, use 05K.
05D	Youth Services 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Services for young people age 13 to 19. For example, recreational services limited to teenagers and teen counseling programs. 05D can also be used for counseling programs that target teens but include counseling for the family as well. For services for children age 12 and under, use 05L; for services for abused and neglected children, use 05N.
05E	Transportation Services 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) General transportation services. Transportation services for a specific client group should use the matrix code for that client group. For example, use 05A for transportation services for the elderly.

05F	Substance Abuse Services 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Substance abuse recovery programs and substance abuse prevention/education activities. If the services are provided for a specific client group, the matrix code for that client group may be used instead. For example, substance abuse services that target teenagers may be coded either 05D or 05F.
05G	Services for victims of domestic violence, dating violence, sexual assault or stalking 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Services for victims of domestic violence, dating violence, sexual assault or stalking. For services limited to abused and neglected children, use 05N.
05H	Employment Training 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Assistance to increase self-sufficiency, including literacy, independent living skills, resume writing, job coaching, "how to get and keep a job" training, or training students in a particular field on skill when there is no tie to a specific position or business. For activities providing training for specific permanent jobs with specific businesses, use 18A.
05I	Crime Awareness/Prevention 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Promotion of crime awareness and prevention, including crime prevention education programs, community-oriented policing programs above and beyond normal staffing levels, installation of security cameras, and paying for security guards.
05J	Fair Housing Activities (subject to Public Services cap) 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Fair housing services (e.g. counseling on housing discrimination) as public services. The activity needs to meet a national objective. For fair housing services activities carried out as part of general program administration (and thus not required to meet a national objective), use 21D.
05K	Tenant/Landlord Counseling 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Counseling to help prevent or settle disputes between tenants and landlords.
05L	Child Care Services 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Services that will benefit children (generally under age 13), including parenting skills classes. For services exclusively for abused and neglected children, use 05N.
05M	Health Services 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Services addressing the physical health needs of residents of the community. For mental health services, use 05O.
05N	Services for Abused and Neglected Children 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Daycare and other services exclusively for abused and neglected children.

05O	Mental Health Services 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Services addressing the mental health needs of residents of the community.
05P	Screening for Lead Poisoning 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Activities undertaken primarily to provide screening for lead poisoning. <i>Note:</i> • Use 05P to test people for possible lead poisoning. • Use 14I to test buildings/properties for presence of lead contamination.
05Q	Subsistence Payments 24 CFR 570.207(b)(4) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) One-time or short-term (no more than three months) emergency payments on behalf of individuals or families, generally for the purpose of preventing homelessness. Examples include utility payments to prevent cutoff of service, and rent/mortgage payments to prevent eviction.
05R	Homebuyer Downpayment Assistance - Excluding Housing Counseling under 24 CFR 5.100 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Homebuyer downpayment assistance provided as a PUBLIC SERVICE. If housing counseling (under 24 CFR 5.100) is provided to in conjunction with downpayment assistance, report housing counseling separately under matrix code 05Y. If referral services, homeownership education programs, or general budget/financial counseling are provided to homebuyers in conjunction with downpayment assistance as part of a package, then the services are considered activity delivery costs as a part of an 05R activity. • It is subject to the public service cap, unless the assistance is provided by a CBDO in an NRSA or by a 105(a)(15) entity. • Only report the number of households that received downpayment assistance as accomplishments for 05R. • For more extensive types of homeownership assistance provided under authority of the National Affordable Housing Act, use code 13B.
05S	Rental Housing Subsidies 24 CFR 570.204 or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Tenant subsidies exclusively for rental payments for more than three months. Activities providing this form of assistance must be carried out by CBDOs or 105(a)(15) entities.
05T	Security Deposits 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Tenant subsidies exclusively for payment of security deposits.

05U	Housing Counseling only, under 24 CFR 5.100 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Housing counseling, under 24 CFR 5.100, for renters, homeowners, and/or potential new homebuyers that is provided as an independent public service (i.e., not as part of another eligible housing activity).
05V	Neighborhood Cleanups 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) One-time or short-term efforts to remove trash and debris from neighborhoods. Examples of legitimate uses of this code include neighborhood cleanup campaigns and graffiti removal.
05W	Food Banks 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Costs associated with the operation of food banks, community kitchens, and food pantries, such as staff costs, supplies, utilities, maintenance, and insurance.
05X	Housing Information and Referral Services 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) An activity that provides housing information, education, and referral services, or general budget/financial counseling that does not meet the 24 CFR 5.100 definition of Housing Counseling.
05Y	Housing Counseling under 24 CFR 5.100 Supporting Homebuyer Downpayment Assistance (05R) 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) Housing Counseling, under 24 CFR 5.100, that is provided to in conjunction with homebuyer downpayment assistance (05R) as a public service.
05Z	Other Public Services Not Listed in 03T and 05A-05Y 24 CFR 570.201(e) or 42 USC 5305(a)(8) + 24 CFR 570.482(c)(2) This matrix code replaced matrix code 05. Only use this matrix code when an activity does not fall under a more specific 05A-05Y code. An example of a legitimate use of this code is when the CDBG funds are provided to a non-profit organization that provides multiple types of social services for operating costs. In another example, when a public service activity that does not have a more specific matrix code, provides services to multiple groups of clients such as seniors, persons with disabilities, and homeless persons. For instance, for a "meals on wheels" program for seniors and persons with disabilities, use 05Z. If this program had only been available to seniors, the correct matrix code would have been 05A.

Housing

Housing includes new construction and rehabilitation.

- Reconstruction of housing is eligible as is rehabilitation. Replacement of stick-built residential structures with manufactured housing units, or vice versa, is eligible as reconstruction of housing.
- Manufactured housing may be rehabilitated if it is considered part of the community's permanent housing stock.
- Wiring multifamily properties for broadband internet service, as part of substantial rehabilitation as defined in 24 CFR 5.100, should be treated as a cost of the rehabilitation, not broken out separately.
- Conversion of non-residential structures to housing is eligible as rehabilitation (esp. significant for 14B, 14D, 14G).
- Rehabilitation of housing can include water/sewer hookups, running water/sewer lines from a house out to the street, installation/rehabilitation/replacement of wells, septic tanks, septic drainfields, etc.
- Historic preservation work that is done as part of other housing rehabilitation can be included in the relevant matrix code.
- Installation or replacement of landscaping materials, sidewalks, and driveways can be included when the costs are incidental to the rehabilitation of the property.

09	Loss of Rental Income <i>24 CFR 570.201(j) or 42 USC 5305(a)(6)</i> Payments to owners of housing for loss of rental income due to temporarily holding rental units for persons displaced by CDBG-assisted activities.
12	Construction of Housing <i>24 CFR 570.201(m), 570.204 or 42 USC 5305(a)(15)</i> Construction of housing with CDBG funds must either be: carried out by CBDOS, in accordance with the regulations at 24 CFR 570.204(a); in accordance with 42 USC 5305(a)(15); or last resort housing under the provisions of the Uniform Act, 42 USC Part 49.
13A	Housing Counseling, under 24 CFR 5.100, for Homeownership Assistance (13B) <i>24 CFR 570.201(n) or 42 USC 5305(a)(24)</i> Housing Counseling, under 24 CFR 5.100, when provided in conjunction with direct homeownership assistance 13B. Report housing counseling under matrix code 13A as a separate activity.

13B	Homeownership Assistance - excluding Housing Counseling under 24 CFR 5.100 24 CFR 570.201(n) or 42 USC 5305(a)(24) CDBG funds may be used to provide direct homeownership assistance under 24 CFR 570.201(n) and Section 105(a)(24) of the HCDA under the low- and moderate-income housing national objective [24 CFR 570.208(a)(3) and 570.483(b)(3)]. Direct homeownership assistance may include: • Subsidizing interest rates and mortgage principal amounts to make loan payments affordable. This may include making grants to reduce the effective interest rates charged on the loans. Low-or no-interest subordinate loans can also be used to reduce overall loan repayment amounts. • Financing the cost of acquiring property already occupied by renter households at terms needed to make the purchase affordable. • Paying all or a part of the premium on behalf of the homebuyer for mortgage insurance required upfront by a private mortgagee. • Paying any or all of the reasonable closing costs associated with the home purchase on behalf of the homebuyer. • Paying up to 50 percent of the down payment required by the mortgagee for the purchase on behalf of the homebuyer. (The 50 percent limitation on downpayment assistance is a statutory requirement. Grantee records must document what amount of downpayment is required by the mortgagee, and must clearly distinguish between the amount of CDBG funds being provided for downpayment assistance vs. the amount provided for subsidizing the mortgage principal, for closing costs, for mortgage insurance, etc.) <i>Note:</i> • <i>If Housing Counseling, under 24 CFR 5.100, is provided in conjunction with direct homeownership assistance, report housing counseling under matrix code 13A, as a separate activity.</i> • <i>If referral services, homeownership education programs, or general budget/financial counseling is provided to homebuyers in conjunction with homeownership assistance, the services are considered activity delivery costs as part of a 13B activity.</i> • <i>All recipients of assistance provided under matrix code 13B must be low/moderate income and the activity must meet the LMH national objective.</i> • <i>Only report the number of households that received homeownership assistance as accomplishments for 13B.</i>
14A	Rehabilitation: Single-Unit Residential 24 CFR 570.202(a)(1) or 42 USC 5305(a)(4) Rehabilitation of privately owned, single-unit homes. If Housing Counseling under 24 CFR 5.100 is provided in conjunction with rehabilitation, report Housing Counseling under matrix code 14L separately. If referral services, or general budget/financial counseling is provided to residents in conjunction with rehabilitation, the services are considered activity delivery costs as a part of a 14A activity.

14B	Rehabilitation: Multi-Unit Residential <i>24 CFR 570.202(a)(1) or 42 USC 5305(a)(4)</i> Rehabilitation of privately owned buildings with two or more permanent residential units. If Housing Counseling under 24 CFR 5.100 is provided in conjunction with rehabilitation, report Housing Counseling under matrix code 14L separately. If referral services or general budget/financial counseling is provided to residents in conjunction with rehabilitation, the services are considered activity delivery costs as a part of a 14B activity. For the rehabilitation of units that will provide temporary shelter or transitional housing for the homeless, use 03C.
14C	Rehabilitation: Public Housing Modernization <i>24 CFR 570.202(a)(2) or 42 USC 5305(a)(4)</i> Rehabilitation of housing units owned/operated by a public housing authority (PHA).
14D	Rehabilitation: Other Publicly Owned Residential Buildings <i>24 CFR 570.202(a)(2) or 42 USC 5305(a)(4)</i> Rehabilitation of permanent housing owned by a public entity other than a PHA. For the rehabilitation of other publicly owned buildings that will provide temporary shelter or transitional housing for the homeless, use 03C.
14F	Rehabilitation: Energy Efficiency Improvements <i>24 CFR 570.202(b)(4) or 42 USC 5305(a)(4)</i> Housing rehabilitation with the sole purpose of improving energy efficiency (e.g., a weatherization program). For energy efficiency improvements to public housing units, use 14C; for other publicly owned residential buildings, use 14D.
14G	Rehabilitation: Acquisition <i>24 CFR 570.202(b)(1) or 42 USC 5305(a)(1)</i> Acquisition of property to be rehabilitated for housing. 14G may be used whether CDBG funds will pay only for acquisition or for both acquisition and rehabilitation.
14H	Rehabilitation: Administration <i>24 CFR 570.202(b)(9) or 42 USC 5305(a)(4)</i> All delivery costs (including staff, other direct costs, and service costs) directly related to carrying out housing rehabilitation activities. Examples include appraisal, architectural, engineering, and other professional services; preparation of work specifications and work write-ups; loan processing and underwriting; survey, site and utility plans; application processing. 14H should be used when the CDBG funds are used for activity delivery costs in implementing a program where the rehabilitation hard costs are paid with other funding sources. Do not use 14H for the costs of actual rehabilitation and do not use it for costs unrelated to running a rehabilitation program (e.g., tenant/landlord counseling). For administration activities carried out as part of general program administration (and thus not required to meet a national objective), use code 21A.

14I	Lead-Based Paint/Lead Hazards Testing/Abatement <i>24 CFR 570.202(f) or 42 USC 5305(a)(26)</i> Housing rehabilitation activities with the primary goal of evaluating housing units for lead-paint hazards and reducing lead-based paint/lead hazards in units. For lead-based paint/lead hazards screening of persons, use 05P.
14J	Housing Services - Excluding Housing Counseling, under 24 CFR 5.100 <i>24 CFR 570.201(k) or 42 USC 5305(a)(20)</i> Housing services, except Housing Counseling, under 24 CFR 5.100, in support of the HOME Program, eligible under 24 CFR 570.201(k).
14K	Housing Counseling, under 24 CFR 5.100, Supporting HOME Program Housing Activities <i>24 CFR 570.201(k) or 42 USC 5305(a)(20)</i> Housing Counseling, under 24 CFR 5.100, in support of a HOME- funded housing assistance program.
14L	Housing Counseling, under 24 CFR 5.100, in Conjunction with CDBG-assisted Housing Rehabilitation <i>24 CFR 570.202 or Section 42 USC 5305(a)(4)</i> Housing Counseling, under 24 CFR 5.100, in support of CDBG assisted housing rehabilitation activities, including 14A-14D, 14F-14I, and 16A.
15	Code Enforcement <i>24 CFR 570.202(c) or 42 USC 5305(a)(3)</i> Salaries and overhead costs associated with property inspections and follow-up actions (such as legal proceedings) directly related to the enforcement (not correction) of state and local codes. For the rehabilitation hard costs of correcting code violations, use the appropriate rehabilitation code under the 14* series.
16A	Residential Historic Preservation <i>24 CFR 570.202(d)</i> Rehabilitation of historic buildings for residential use. Use matrix code 16A when the preservation or restoration of historically significant features is the only work being done. If historic preservation work is done as part of other housing rehabilitation, then use the relevant 14* matrix code.
19E	CDBG Operation and Repair of Foreclosed Property ("In-Rem Housing") <i>42 USC 5305(a)(23)</i> Activities to prevent the abandonment and deterioration of housing acquired through tax foreclosure. These include making essential repairs to the housing and paying operating expenses to maintain its habitability.

Economic Development

- Matrix codes 17A – 17D should be used to identify special economic development activities carried out by the grantee or through a public or private non-profit subrecipient. Under these matrix codes, CDBG funds are not given to a specific for-profit business or businesses.
- Matrix codes 14E, 18A, 18B, 18C should be used when assistance is provided to a for-profit business for economic development projects.

14E	Rehabilitation: Publicly or Privately Owned Commercial/Industrial <i>24 CFR 570.202(a)(3) or 42 USC 5305(a)(2)</i> Rehabilitation of commercial/industrial property. If the property is privately owned, CDBG-funded rehab is limited to: • Exterior improvements (generally referred to as “façade improvements”). • Correction of code violations. For more extensive rehabilitation of privately owned commercial/industrial property, use 17C; for infrastructure developments and improvements at commercial/industrial sites, use 17B.
17A	Commercial/Industrial: Acquisition/Disposition <i>24 CFR 570.203(a) or 42 USC 5305(a)(14)</i> Land acquisition, clearance of structures, or assembling land for the purpose of creating industrial parks or promoting commercial/industrial development. 17A activities must be carried out by the grantee or by public or private non-profits.
17B	Commercial/Industrial: Infrastructure Development <i>24 CFR 570.203(a) or 42 USC 5305(a)(14)</i> Street, water, parking, rail transport, or other improvements to commercial/industrial sites. 17B also includes the installation of public improvements, such as the construction of streets to and through commercial/industrial areas. 17B activities must be carried out by the grantee or by public or private non-profits.
17C	Commercial/Industrial: Building Acquisition, Construction, Rehabilitation <i>24 CFR 570.203(a) or 42 USC 5305(a)(14)</i> Acquisition, construction, or rehabilitation of commercial/industrial buildings. 17C activities must be carried out by the grantee or by public or private non-profits.
17D	Commercial/Industrial: Other Improvements <i>24 CFR 570.203(a) or 42 USC 5305(a)(14)</i> Commercial/industrial improvements not covered by other 17* codes. 17D activities must be carried out by the grantee or by public or private non-profits.

18A	Economic Development Direct Financial Assistance to For-Profit Business <i>24 CFR 570.203(b) or 42 USC 5305(a)(17)</i> Financial assistance to private for-profit businesses to (for example) acquire property, clear structures, build, expand or rehabilitate a building, purchase equipment, or provide operating capital. Forms of assistance include loans, loan guarantees, and grants. With one exception, a separate 18A activity must be set up for each business assisted. If an activity is carried out under 24 CFR 570.208(a)(4)(vi) or 24 CFR 570.483(b)(4)(vi), job aggregation is allowed, and all businesses assisted during a program year may be combined in one activity.
18B	Economic Development: Technical Assistance <i>24 CFR 570.203(c) or 42 USC 5305(a)(17)</i> Technical assistance to for-profit businesses, including workshops, assistance in developing business plans, marketing, and referrals to lenders or technical resources. Also use 18B for activity delivery costs eligible under 24 CFR 570.203(c).
18C	Economic Development: Microenterprise Assistance <i>24 CFR 570.201(o) or 42 USC 5305(a)(22) + 24 CFR 570.482(c)</i> Financial assistance, technical assistance, or general support services to owners and developers of microenterprises. A microenterprise is a business with five or fewer employees, including the owner(s). The activity must be designed to exclusively serve microenterprises. With one exception, a separate activity must be set up for each microenterprise assisted. If an activity is carried out under 24 CFR 570.208(a)(4)(vi) or 24 CFR 570.483(b)(4)(vi), job aggregation is allowed, and all assisted businesses may be combined in one activity.

General Admin	20	Planning <i>24 CFR 570.205 or 24 CFR 570.489(a)(3)</i> Program planning activities, including the development of comprehensive plans (e.g., a consolidated plan), community development plans, energy strategies, capacity building, environmental studies, area neighborhood plans, and functional plans. These activities, along with administration activities, are subject to the 20 percent limitation under 24 CFR 570.200(g) and 570.489(a)(3). Under State CDBG, this matrix code would only be used for planning done in conjunction with another eligible activity.
	20A	State Planning-Only Activities <i>24 CFR 570.483(b)(5) and (c)(3)</i> Program planning activities for when states award grants to units of general local government in which planning is the only activity, or in which planning activities are unrelated to any other activity funded as part of the grant. These are often referred to as "planning-only grants." These activities, along with administration activities, are subject to the 20 percent limitation under 24 CFR 570.489(a)(3).
	21A	General Program Administration <i>24 CFR 570.206 or 24 CFR 570.489(a)(3)</i> Overall program administration, including (but not limited to) salaries, wages, and related costs of grantee staff or others engaged in program management, monitoring, and evaluation. These activities, along with planning activities, are subject to the 20 percent limitation under 24 CFR 570.200(g) and 570.489(a)(3).
	21B	Indirect Costs <i>24 CFR 570.206(e)</i> Costs charged as general program administration under an indirect cost allocation plan. These activities are subject to the 20 percent limitation under 24 CFR 570.200(g) and 570.489(a)(3).
	21C	Public Information <i>24 CFR 570.206(b)</i> Providing information and other resources to residents and citizen organizations participating in the planning, implementation, or assessment of CDBG-assisted activities. These activities are subject to the 20 percent limitation under 24 CFR 570.200(g) and 570.489(a)(3).
	21D	Fair Housing Activities (subject to Admin cap) <i>24 CFR 570.206(c)</i> Fair housing activities carried out as part of general program administration rather than as a public service. These activities are subject to the 20 percent limitation under 24 CFR 570.200(g) and 570.489(a)(3). For fair housing activities carried out as a public service, use 05J.
	21E	Submission of Applications for Federal Programs <i>24 CFR 570.206(f)</i> Preparation of (1) documents that must be submitted to HUD to receive CDBG funds or (2) applications to other federal programs for community development assistance. These activities are subject to the 20 percent limitation under 24 CFR 570.200(g) and 570.489(a)(3).

21H	CDBG Funding of HOME Administrative Costs 24 CFR 570.206(i)(2) or 42 USC 5305(a)(13) CDBG funding of administrative costs for the HOME Program. These activities are subject to the 20 percent limitation under 24 CFR 570.200(g) and 570.489(a)(3).
21I	CDBG Funding of HOME CHDO Operating Expenses 24 CFR 570.206(i)(2) CDBG funding of CHDO operating expenses for HOME Program. These activities are subject to the 20 percent limitation under 24 CFR 570.200(g) and 570.489(a)(3).
21J	State Program Administration 24 CFR 570.489(a) State program administration, including (but not limited to) salaries, wages, and related costs required for overall program management, coordination, monitoring, reporting, and evaluation. These activities are subject to the \$100,000 plus 3% limitation.
Repayment of Section 108 Loans	
19F	Planned Repayments of Section 108 Loans 24 CFR 570.705(c) Planned payments of principal due on Section 108 loans (including prepayment or defeasance of Section 108 loans). If a grantee is planning to use CDBG funds to repay the Section 108 loans, then use matrix code 19F.
19G	Unplanned Repayments of Section 108 Loans 24 CFR 570.705(c) Unplanned payments of principal due on Section 108 loans (including prepayment or defeasance of Section 108 loans). Use matrix code 19G for the following two situations: • When the funds planned for Section 108 loan repayment are not available, the grantee needs to use CDBG funds to repay the Section 108 loans. • The grantee does not make a timely payment on its Section 108 Guaranteed loan, and the CDBG grant funds are deducted from grantee's line of credit to pay the Section 108 Guaranteed Loans
24A	Payment of Interest on Section 108 Loans 24 CFR 570.703(c), 570.705(c) Payment of interest on Section 108 loans.
24B	Payment of Costs of Section 108 Financing 24 CFR 570.703(g), 570.703(n), 570.705(c) Payment of issuance, underwriting, servicing, trust administration and other costs associated with private sector financing of Section 108 loans and payment of fees charged by HUD.
24C	Debt Service Reserve 24 CFR 570.703(k), 570.705(c) Establishment of debt service reserves as additional security for repayment of Section 108 loans.

Other	
07	Urban Renewal Completion <i>24 CFR 570.201(h) or 42 USC 5305(a)(10)</i> Completion of Urban Renewal projects funded under Title I of the Housing Act of 1949. - Do not use code 07 for a downtown renewal, downtown development, or locally-created Urban Renewal activity unless the activity will result in the closing out of a federally-approved urban renewal project. - Only use for activities necessary to complete an existing Urban Renewal Plan.
19C	CDBG Non-Profit Organization Capacity Building <i>24 CFR 570.201(p) or 42 USC 5305(a)(19)</i> Activities specifically designed to increase the capacity of non-profit organizations to carry out specific CDBG eligible neighborhood revitalization or economic development activities. Such activities may include providing technical assistance and specialized training to staff. The specific eligible activity for which capacity is being developed must meet a national objective. Payment of general operational and administrative costs of a non-profit organization is not eligible under this category.
19H	State CDBG Technical Assistance to Grantees <i>24 CFR 570.489(a)</i> Use this code to indicate State CDBG technical assistance to grantees. This code should be used only for states. CDBG State grantees should use this matrix code for activities that fall under the set-aside for technical assistance in the CDBG program. These activities are subject to the \$100,000 plus 3% limitation.



CITY OF MILPITAS AGENDA REPORT (AR)

Item Title:	Adopt a Resolution Appointing Acting City Manager (Staff Contact: Matt Cano, Assistant City Manager, 408-586-3012)
Category:	Leadership and Support Services
Meeting Date:	1/20/2026
Recommendation:	Adopt a resolution appointing Jared Hernandez as Acting City Manager and providing acting pay effective on adoption and continuing until the appointment of an interim or permanent City Manager or until the City Council takes further action

BACKGROUND:

As stated in the City of Milpitas City Council Procedures and Protocols Handbook and City of Milpitas Municipal Code [Title VI – Personnel, Chapter 1 – City Manager](#), the City Manager is appointed by the City Council and reports to the full City Council. The City Manager implements policies and procedures initiated by City Council and manages the day-to-day operations of the City. The City Manager supports the full Council in setting clear goals for the City and optimizes the use of City resources to meet these goals. The City Manager works in collaboration with the City Attorney.

Interim City Manager Deanna J. Santana's last day with the City was January 1, 2026. As the position of City Manager is now vacant, the City Council should take action to ensure an effective transition until a permanent City Manager can be appointed. Assistant City Manager Matt Cano is currently performing the functions of the City Manager absent the City Council taking formal action to appoint an Acting City Manager.

ANALYSIS:

During the normal course of business, any time the City Manager is on leave, the Assistant City Manager, by nature of their position, takes on the duties and responsibilities of the City Manager. However, as the City Manager position is vacant, the City Council has the option to name an Acting City Manager.

Jared Hernandez began his career with the City in 1991 as a volunteer in the Police Department's Explorer program and as a part-time dispatcher in the 911 call center. He has served the City of Milpitas and Milpitas Police Department in varying capacities for nearly 35 years, the last 5 of those years as the Chief of Police. He has been a Crisis Negotiator, Field Training Officer, Detective and Supervisor in the Special Investigations Unit, SWAT Team Commander, and various other management and front-line roles, including supervisor of the Santa Clara County AB109 Task Force and Crime Reduction Team Supervisor. He currently oversees all operations, management, and budget of the Milpitas Police Department's roughly 128 employees, which represent a little less than one-third of the City's full-time employees.

The City Manager is an unrepresented management position. While unrepresented management does not have specific language governing acting assignments, working out of classification, or special assignments, City labor agreements do address these situations. Those provisions are below for background reference on compensation practices related to higher level assignments:

- *Milpitas Employee Association (MEA): Employees assigned to duties of a higher class for at least one shift shall be compensated at a rate of 10% above the employee's current base salary while working out of class, except where such increase exceeds the pay range allocated of the assigned position.*
- *Milpitas Professional and Technical Group (Protech): Employee shall be compensated at least 5% more than their salary or at the entrance step of the range of the higher classification, whichever compensation pattern is greater except where such increase exceeds the pay range allocated to the assigned position.*

- *Mid Management and Confidential Unit: When assigned to upgraded duties employees shall be compensated at least 5% more than their salary or at the entrance step of the range of the higher classification, whichever is greater. Additionally, if staff is placed on a special project (special assignment) they are to be paid a minimum increase of 10% to 15% of their base salary.*

Staff recommends acting pay at the rate of 10% of the selected employee's base salary while working out of class as consistent with the City compensation structure and commensurate with additional duties required during the acting assignment.

POLICY ALTERNATIVE(S):

Alternative 1: Do not adopt the resolution appointing an Acting City Manager.

Pros: None

Cons: The City Council is obligated by the Municipal Code to appoint an officer of the City to perform the duties of the City Manager.

FISCAL IMPACT:

Total estimated City Manager salary and benefits for Fiscal Year 2025-2026 of \$440,749 was appropriated in the FY 2025-26 Adopted Operating Budget approved on June 3, 2025, of which \$301,252 has been expended through January 10, 2026 for the interim manager appointee who resigned January 1, 2026. There are sufficient funds in remaining City Manager vacancy savings to fund a potential two months of a new City Manager, as recommended to City Council under another agenda report, and fund the contemplated 10% Acting City Manager appointment.

CALIFORNIA ENVIRONMENTAL QUALITY ACT (CEQA):

The action has no potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment and is not a project pursuant to Pub. Resources Code, § 21065 and Cal. Code Regs., tit. 14, § 15378. The action is continuing administrative or personnel activity and is not a project pursuant to Cal. Code Regs., tit. 14, § 15378.

ATTACHMENT(S):

(a) Resolution Appointing an Acting City Manager

RESOLUTION NO. XXXX

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILPITAS APPOINTING
JARED HERNANDEZ AS ACTING CITY MANAGER**

WHEREAS, the employment contract for the previous Interim City Manager expired on January 1, 2026;
and

WHEREAS, the responsibilities of City Manager for the City of Milpitas need to be fulfilled on a temporary basis to prevent stoppage of public business until a permanent replacement is hired; and

WHEREAS, the City Council desires to appoint Police Chief Jared Hernandez, a current City employee, as City Manager for the City on an acting basis.

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

1. The City Council has considered the full record before it, which may include but is not limited to such things as the staff report, testimony by staff and the public, and other materials and evidence submitted or provided to it. Furthermore, the recitals set forth above are found to be true and correct and are incorporated herein by reference.
2. The City Council hereby appoints Jared Hernandez as City Manager on an acting and temporary basis effective immediately. This appointment is at-will, without tenure of any kind, and shall continue until an interim or permanent City Manager has been appointed and takes office or until such time as the City Council at its sole discretion for any reason or for no reason chooses to revoke or modify this appointment.
3. The Acting City Manager shall continue to hold their current position and continue to be entitled to all benefits and incentives received thereby, unless waived. Upon the termination or expiration of this appointment, they shall be entitled to resume their regular duties upon the salary and benefits to which they were previously and otherwise entitled.
4. If the Acting City Manager serves in this capacity for more than 7 days, the City Council hereby authorizes acting pay at a rate of 10% of base pay for the duration of service as Acting City Manager consistent with applicable law and the City's policies and procedures for the payment of acting or premium pay.

PASSED AND ADOPTED this 13th day of January, 2026, by the following vote:

AYES: ()
NOES: ()
ABSENT: ()
ABSTAIN: ()

ATTEST:

Suzanne Guzzetta City Clerk

APPROVED:

Carmen Montano, Mayor

APPROVED AS TO FORM:

Christopher Creech, Acting City Attorney



CITY OF MILPITAS AGENDA REPORT (AR)

Item Title:	Setting a Salary Range for the Position of City Manager (Staff Contact: Matt Cano, Assistant City Manager, 408-586-3012)
Category:	Leadership and Support Services
Meeting Date:	1/20/2026
Recommendation:	Adopt the amendment for Resolution No. 1626, the Classification Plan, to adjust the Salary Schedule for the classification of City Manager.

BACKGROUND:

As stated in the City of Milpitas City Council Procedures and Protocols Handbook and City of Milpitas Municipal Code [Title VI – Personnel, Chapter 1 – City Manager](#), the City Manager is appointed by the City Council and reports to the full City Council. The City Manager implements policies and procedures initiated by City Council and manages the day-to-day operations of the City. The City Manager supports the City Council in setting clear goals for the City and optimizes the use of City resources to meet these goals and works in collaboration with the City Attorney.

Interim City Manager Deanna J. Santana's last day with the City was January 1, 2026. On December 16, 2025, the City Council selected WBCP, Inc., a leading national public sector executive recruiting firm, to facilitate the search for a permanent City Manager. The recruitment brochure for the position of City Manager is expected to be distributed in early February 2026, and the selection process is expected to be completed by May 2026.

ANALYSIS:

To ensure a successful recruitment, it is important the expected salary range for the City Manager position be posted with the recruitment brochure. If the salary range is not posted, the uncertainty regarding salary may lead to certain qualified applicants choosing not to apply for the position. Table 1 below provides information from the published Salary Tables and/or published contracts for other local jurisdictions, as of December 2025.

**Table 1: City Manager “Top of Range” Salaries for Santa Clara County Cities
(above 30,000 population) and Selected Other Local Cities**

City*	Population (approx.)**	Max Salary from Respective City Posted Pay Plan or Contract
Fremont (Alameda County)	230,504	\$423,242
Sunnyvale	153,389	\$422,000
Santa Clara	129,604	\$418,000
Redwood City (San Mateo County)	84,290	\$390,000
Mountain View	81,527	\$439,589
Pleasanton (Alameda County)	79,870	\$331,896
Palo Alto	69,721	\$435,510
Cupertino	60,091	\$327,000
Gilroy	55,615	\$339,000
Morgan Hill	44,513	\$329,209
Campbell	42,696	\$358,883
Saratoga	31,435	\$331,660
Los Altos	31,361	\$298,825
Los Gatos	30,601	\$329,000
Average		\$369,558
Median Salary		\$348,942

**Fremont was selected as it borders Milpitas. Redwood City and Pleasanton were selected as they have been used by the City of Milpitas for comparative purposes in the past due to their similarly-sized population and services provided to the community. San Jose was not used due to the vast population difference.*

***Population estimates are based most recent LAFCO website data and may not match other reported numbers.*

For the Cities listed in the above table, the average salary for the position of City Manager is \$369,558 and the median salary is \$348,942.

A key consideration in determining the salary is the need to attract qualified and experienced candidates for the City Manager position. To achieve this, it is essential to establish a salary range that positions this role as a significant opportunity. After evaluating the desired qualifications and analyzing salaries in neighboring jurisdictions, staff recommends a salary range of \$320,000 to \$400,000 for this position. This range will be incorporated into the City Manager Job Description and throughout the recruitment process. At the appointment of the permanent City Manager, an employment agreement with a set salary and revised salary schedule will be presented to the City Council.

POLICY ALTERNATIVE(S):

Alternative 1: Do not set a pay range scale for the position of City Manager

Pros: This could allow the City Council more flexibility in recruiting for the position.

Cons: This will create challenges in attracting qualified and experienced applicants for the position as there would be uncertainty regarding the City Council's position on the salary for the City Manager.

FISCAL IMPACT:

Total estimated City Manager salary and benefits for Fiscal Year 2025-2026 of \$440,749 was appropriated in the FY 2025-26 Adopted Operating Budget approved on [June 3, 2025](#), of which \$301,252 has been expended through January 10, 2026 for the interim manager appointee who resigned January 1, 2026. There are sufficient funds in remaining City Manager vacancy savings to fund the contemplated two months of a new City Manager at the maximum salary and benefits of \$99,148.

The estimated maximum fiscal impact for the pay range adjustment to the City Manager position is shown in the Source and Use of Funds table below. In subsequent fiscal years, the City Manager salary and benefits will be included in the City base operating budget.

Use of Funds						
	FY 2025-26 Adopted, Amended Operating Budget			FY 2026-27 Proposed Operating Budget		
	100 - General Fund	216 - Affordable Housing Community Fund	Total (~2.0 Months)	100 - General Fund	216 - Affordable Housing Community Fund	Total
Salary	\$ 64,667	\$ 2,000	\$ 66,667	\$ 388,000	\$ 12,000	\$ 400,000
Benefits	\$ 31,507	\$ 974	\$ 32,481	\$ 189,038	\$ 5,847	\$ 194,885
Total Use of Funds	\$ 96,174	\$ 2,974	\$ 99,148	\$ 577,038	\$ 17,847	\$ 594,885

Source of Funds						
	FY 2025-26 Adopted, Amended Operating Budget			FY 2026-27 Proposed Operating Budget		
	100 - General Fund	216 - Affordable Housing Community Fund	Total (~2.0 Months)	100 - General Fund	216 - Affordable Housing Community Fund	Total
Salary	\$ 64,667	\$ 2,000	\$ 66,667	\$ 388,000	\$ 12,000	\$ 400,000
Benefits	\$ 31,507	\$ 974	\$ 32,481	\$ 189,038	\$ 5,847	\$ 194,885
Total Source of Funds	\$ 96,174	\$ 2,974	\$ 99,148	\$ 577,038	\$ 17,847	\$ 594,885

CALIFORNIA ENVIRONMENTAL QUALITY ACT (CEQA):

Approval of the recommendation is not an activity defined as a “project” under the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines 15061(b)(3) and 15378(b)(4) either because it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment and/or because the action is a financial, personnel and/or administrative activity and does not directly impact the environment pursuant to CEQA Guidelines 15378.

ATTACHMENT(S)

- (a) Resolution
- (b) Exhibit A to the Resolution: Revised Salary Table

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILPITAS AMENDING
THE CLASSIFICATION PLAN TO AMEND THE SALARY SCHEDULE FOR THE
POSITION OF CITY MANAGER**

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

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

WHEREAS, the pending recruitment for a new City Manager necessitates changes a review and modification of the salary range for the position of City Manager

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

1. The City Council has considered the full record before it, which may include but is not limited to such things as the staff report, testimony by staff and the public, and other materials and evidence submitted or provided to it. Furthermore, the recitals set forth above are found to be true and correct and are incorporated herein by reference.
2. Resolution No. 1626, as amended, is hereby further amended effective July 1, 2025, as follows:

The City Council hereby adopts the salary schedule attached hereto as **Exhibit A** ("All Job Classifications/Salary Table"), which includes updated salary ranges for the following classifications:

- City Manager: Salary Range \$320,000 to \$400,000, Exempt, Unrepresented

PASSED AND ADOPTED this _____ day of _____, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

APPROVED:

Suzanne Guzzetta, City Clerk

Carmen Montano, Mayor/Chair

APPROVED AS TO FORM:

Christopher Creech, Acting City Attorney/General Counsel

CITY OF MILPITAS - HUMAN RESOURCES
All Job Classifications/Salary Table Projection- City Manager

				Step A			Step B			Step C			Step D			Step E		
Classification	Union Code	Occ Code	Pay Grade	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual
Accountant	50	2101	500	53.36	4,268.94	110,992.44	56.03	4,482.35	116,541.10	58.82	4,705.56	122,344.56	61.77	4,941.94	128,490.44	64.85	5,188.14	134,891.64
Accounting Technician I	50	6104	513	34.75	2,780.15	72,283.90	36.49	2,919.18	75,898.68	38.31	3,065.15	79,693.90	40.23	3,218.40	83,678.40	42.24	3,379.33	87,862.58
Accounting Technician II	50	6105	514	38.23	3,058.15	79,511.90	40.14	3,211.11	83,488.86	42.15	3,371.65	87,662.90	44.25	3,540.27	92,047.02	46.47	3,717.21	96,647.46
Administrative Analyst I	80	2102	801	45.45	3,635.80	94,530.80	-	-	-	-	-	-	-	-	-	59.83	4,786.31	124,444.06
Administrative Analyst II	80	2103	802	50.19	4,015.32	104,398.32	-	-	-	-	-	-	-	-	-	66.06	5,285.08	137,412.08
Administrative Assistant	80	6111	828	43.36	3,468.65	90,184.90	45.53	3,642.08	94,694.08	47.80	3,824.21	99,429.46	50.19	4,015.39	104,400.14	52.70	4,216.15	109,619.90
Assistant Chief of Police	60	1405	649	116.80	9,344.14	242,947.64	-	-	-	-	-	-	-	-	-	163.52	13,081.79	340,126.54
Assistant City Attorney	60	1113	645	80.82	6,465.24	168,096.24	-	-	-	-	-	-	-	-	-	109.40	8,751.75	227,545.50
Assistant City Manager	60	1104	666	101.41	8,112.63	210,928.38	-	-	-	-	-	-	-	-	-	141.97	11,357.69	295,299.94
Assistant Dir Recr & Comm Svcs	60	1121	659	69.20	5,535.95	143,934.70	-	-	-	-	-	-	-	-	-	96.88	7,750.33	201,508.58
Assistant Engineer	50	2201	502	57.82	4,625.32	120,258.32	60.71	4,856.57	126,270.82	63.74	5,099.39	132,584.14	66.93	5,354.39	139,214.14	70.28	5,622.14	146,175.64
Assistant Finance Director	60	1109	669	72.98	5,838.26	151,794.76	-	-	-	-	-	-	-	-	-	102.17	8,173.76	212,517.76
Assistant Fire Marshal	60	2501	632	93.05	7,443.79	193,538.54	-	-	-	-	-	-	-	-	-	130.27	10,421.31	270,954.06
Assistant Planner	50	2801	503	55.44	4,435.07	115,311.82	58.21	4,656.94	121,080.44	61.11	4,888.95	127,112.70	64.17	5,133.33	133,466.58	67.38	5,390.10	140,142.60
Assistant Pool Manager	70	5609	709	22.66	1,812.80	47,132.80	-	-	-	-	-	-	-	-	-	31.57	2,525.60	65,665.60
Assistant Water Operator	20	7212	221	47.55	3,566.14	92,719.64	49.93	3,744.46	97,355.96	52.42	3,931.67	102,223.42	55.04	4,128.24	107,334.24	57.80	4,334.68	112,701.68
Assistant Water Operator - 40	20	8611	226	47.83	3,826.17	99,480.42	50.22	4,017.68	104,459.68	52.73	4,218.74	109,687.24	55.38	4,430.52	115,193.52	58.15	4,651.95	120,950.70
Associate Civil Engineer	50	2202	504	66.49	5,319.09	138,296.34	69.81	5,585.07	145,211.82	73.30	5,864.34	152,472.84	76.97	6,157.56	160,096.56	80.82	6,465.45	168,101.70
Associate Planner	50	2802	505	63.74	5,099.52	132,587.52	66.94	5,355.19	139,234.94	70.29	5,623.22	146,203.72	73.80	5,903.65	153,494.90	77.48	6,198.73	161,166.98
Budget Manager	80	1115	839	66.25	5,299.89	137,797.14	-	-	-	-	-	-	-	-	-	87.20	6,976.19	181,380.94
Building & Housing Director	60	1802	658	88.20	7,055.63	183,446.38	-	-	-	-	-	-	-	-	-	123.47	9,877.89	256,825.14
Building Inspection Manager	80	3809	848	69.02	5,521.25	143,552.50	-	-	-	-	-	-	-	-	-	83.89	6,711.16	174,490.16
Building Inspector Apprentice	70	8610	770	28.00	2,240.00	58,240.00	-	-	-	-	-	-	-	-	-	35.00	2,800.00	72,800.00
Building Official	60	1804	676	77.58	6,206.24	161,362.24	-	-	-	-	-	-	-	-	-	108.61	8,688.74	225,907.24
Building Permit Technician	50	5801	508	42.33	3,386.76	88,055.76	44.46	3,556.47	92,468.22	46.69	3,734.89	97,107.14	49.01	3,920.93	101,944.18	51.46	4,116.78	107,036.28
Building/NP Inspector	50	3801	507	56.11	4,488.96	116,712.96	58.92	4,713.46	122,549.96	61.86	4,949.08	128,676.08	64.96	5,196.56	135,110.56	68.20	5,456.35	141,865.10
Business Systems Analyst/Dev	80	2119	853	60.58	4,846.79	126,016.54	-	-	-	-	-	-	-	-	-	79.75	6,379.85	165,876.10
Buyer	80	2106	803	45.04	3,602.84	93,673.84	-	-	-	-	-	-	-	-	-	59.28	4,742.46	123,303.96
CIP Manager	60	2211	642	67.02	5,361.33	139,394.58	-	-	-	-	-	-	-	-	-	93.83	7,506.45	195,167.70
Case Manager	50	5612	544	37.93	3,034.56	78,898.56	-	-	-	-	-	-	-	-	-	47.34	3,787.06	98,463.56
Chief Fire Enforcement Officer	60	1505	656	76.62	6,129.71	159,372.46	-	-	-	-	-	-	-	-	-	107.27	8,581.60	223,121.60
Chief of Police	60	1402	650	122.64	9,811.05	255,087.30	-	-	-	-	-	-	-	-	-	171.69	13,735.51	357,123.26
City Attorney	60	1112	644	99.96	7,997.00	207,922.00	-	-	-	-	-	-	-	-	-	124.95	9,996.27	259,903.02
City Clerk	60	1101	605	67.06	5,364.87	139,486.62	-	-	-	-	-	-	-	-	-	93.90	7,511.67	195,303.42
City Engineer	60	1201	606	78.23	6,258.32	162,716.32	-	-	-	-	-	-	-	-	-	109.52	8,761.65	227,802.90
City Manager	60	1102	697	153.85	12,308.00	320,000.00	-	-	-	-	-	-	-	-	-	192.31	15,384.80	400,000.00
Code Enforcement Officer	50	5804	515	49.06	3,925.02	102,050.52	51.52	4,121.33	107,154.58	54.10	4,328.27	112,535.02	56.81	4,544.67	118,161.42	59.65	4,771.74	124,065.24
Communications Dispatch Superv	40	6409	456	61.94	4,954.90	128,827.40	65.03	5,202.64	135,268.64	68.28	5,462.79	142,032.54	71.70	5,735.94	149,134.44	75.28	6,022.74	156,591.24
Communications Dispatcher	40	6408	455	53.63	4,290.14	111,543.64	56.31	4,504.62	117,120.12	59.12	4,729.84	122,975.84	62.08	4,966.29	129,123.54	65.18	5,214.61	135,579.86
Community Service Officer	40	6412	460	46.22	3,697.73	96,140.98	48.53	3,882.63	100,948.38	50.96	4,076.76	105,995.76	53.51	4,280.59	111,295.34	56.18	4,494.64	116,860.64
Councilmember	60	1107	699	20.87	417.40	10,852.40	-	-	-	-	-	-	-	-	-	20.87	417.40	10,852.40
Crime Analyst	80	2105	809	54.40	4,352.39	113,162.14	-	-	-	-	-	-	-	-	-	71.61	5,729.08	148,956.08
Cross Connection Specialist	20	8626	239	49.43	3,954.49	102,816.74	52.03	4,162.61	108,227.86	54.77	4,381.70	113,924.20	57.65	4,612.31	119,920.06	60.69	4,855.06	126,231.56
Customer Services Supervisor	80	2127	847	52.76	4,220.40	109,730.40	-	-	-	-	-	-	-	-	-	69.44	5,554.97	144,429.22
Deputy City Attorney	60	1114	646	63.14	5,050.96	131,324.96	-	-	-	-	-	-	-	-	-	87.52	7,001.35	182,035.10
Deputy City Clerk	80	6102	835	51.81	4,144.42	107,754.92	-	-	-	-	-	-	-	-	-	62.97	5,037.56	130,976.56
Deputy City Manager	60	1119	672	99.38	7,950.37	206,709.62	-	-	-	-	-	-	-	-	-	139.07	11,125.91	289,273.66
Deputy Director of IT	60	1123	679	80.31	6,424.82	167,045.32	-	-	-	-	-	-	-	-	-	102.85	8,227.82	213,923.32
Deputy Fire Chief	60	1504	633	117.25	9,379.84	243,875.84	-	-	-	-	-	-	-	-	-	164.15	13,131.77	341,426.02
Deputy Public Works Director	60	1207	654	78.23	6,258.32	162,716.32	-	-	-	-	-	-	-	-	-	109.52	8,761.65	227,802.90
Digital Media Specialist	80	2121	840	46.87	3,749.30	97,481.80	-	-	-	-	-	-	-	-	-	61.69	4,935.22	128,315.72
Dir of Recr & Community Svcs	60	1208	655	86.37	6,909.53	179,647.78	-	-	-	-	-	-	-	-	-	121.15	9,692.19	251,996.94
Econ Dev Dir & Strat Init	60	1206	653	86.37	6,909.53	179,647.78	-	-	-	-	-	-	-	-	-	121.15	9,692.19	251,996.94
Economic Development Coord	80	8623	852	57.17	4,573.41	118,908.66	-	-	-	-	-	-	-	-	-	70.89	5,670.98	147,445.48
Economic Development Spec	80	8606	850	54.44	4,355.25	113,236.50	-	-	-	-	-	-	-	-	-	65.72	5,257.23	136,687.98
Electrical/Building Inspector	50	3802	511	58.92	4,713.45	122,549.70	61.86	4,949.08	128,676.08	64.96	5,196.55	135,110.30	68.20	5,456.35	141,865.10	71.61	5,729.19	148,958.94
Emergency Services Coordinator	80	2502	836	60.15	4,811.86	125,108.36	-	-	-	-	-	-	-	-	-	79.16	6,333.04	164,659.04
Engineering Aide	50	3201	512	45.98	3,678.31	95,636.06	48.28	3,862.23	100,417.98	50.69	4,055.33	105,438.58	53.23	4,258.07	110,709.82	55.89	4,470.97	116,245.22
Engineering Permit Technician	50	2210	540	41.39	3,311.12	86,089.12	43.46	3,476.68	90,393.68	45.63	3,650.50	94,913.00	47.91	3,832.98	99,657.48	50.31	4,024.66	104,641.16
Entry Firefighter/EMT - 40	10	4512	115	58.36	4,668.57	121,382.82	61.28	4,902.01	127,452.26	-	-	-	-	-	-	-	-	-
Entry Firefighter/EMT - 56	10	4510	112	41.68	4,668.57	121,382.82	43.77	4,902.01	127,452.26	-	-	-	-	-	-	-	-	-
Entry Firefighter/Paramedic-40	10	4513	116	65.36	5,228.81	135,949.06	68.63	5,490.25	142,746.50	-	-	-	-	-	-	-	-	-
Entry Firefighter/Paramedic-56	10	4511	113	46.69	5,228.81	135,949.06	49.02	5,490.25	142,746.50	-	-	-	-	-	-	-	-	-
Entry Level Fire Inspector	10	3508	114	50.39	4,031.53	104,819.78	52.91	4,233.11	110,060.86	55.56	4,444.77	115,564.02	58.34	4,667.01	121,342.26	61.25	4,900.36	127,409.36
Envir & Regulatory Comply Spec	80	8624	851	58.10	4,648.22	120,853.72	-	-	-	-	-	-	-	-	-	76.48	6,118.40	159,078.40

CITY OF MILPITAS - HUMAN RESOURCES
All Job Classifications/Salary Table Projection- City Manager

				Step A			Step B			Step C			Step D			Step E		
Classification	Union Code	Occ Code	Pay Grade	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual
Environmental Inspector	50	2213	553	58.92	4,713.45	122,549.70	61.86	4,949.11	128,676.86	64.96	5,196.57	135,110.82	68.20	5,456.38	141,865.88	71.61	5,729.19	148,958.94
Equip Maint Worker I - 40	20	8612	227	43.50	3,479.61	90,469.86	45.65	3,651.83	94,947.58	47.93	3,834.76	99,703.76	50.34	4,027.27	104,709.02	52.85	4,228.37	109,937.62
Equip Maint Worker II - 40	20	8613	228	47.83	3,826.17	99,480.42	50.22	4,017.68	104,459.68	52.73	4,218.74	109,687.24	55.38	4,430.52	115,193.52	58.15	4,651.95	120,950.70
Equip Maint Worker III - 40	20	8614	229	53.88	4,310.74	112,079.24	56.59	4,526.81	117,697.06	59.42	4,753.59	123,593.34	62.39	4,991.05	129,767.30	65.52	5,241.35	136,275.10
Equipment Maint. Worker I	20	7202	200	43.23	3,241.94	84,290.44	45.39	3,404.04	88,505.04	47.66	3,574.29	92,931.54	50.04	3,752.98	97,577.48	52.54	3,940.63	102,456.38
Equipment Maint. Worker II	20	7203	201	47.55	3,566.14	92,719.64	49.93	3,744.46	97,355.96	52.42	3,931.67	102,223.42	55.04	4,128.24	107,334.24	57.80	4,334.68	112,701.68
Equipment Maint. Worker III	20	7204	202	53.57	4,018.08	104,470.08	56.25	4,218.91	109,691.66	59.07	4,429.90	115,177.40	62.02	4,651.39	120,936.14	65.12	4,883.97	126,983.22
Executive Assistant	80	6117	812	47.69	3,814.97	99,189.22	50.07	4,005.75	104,149.50	52.58	4,206.03	109,356.78	55.20	4,416.32	114,824.32	57.96	4,637.14	120,565.64
FF/Paramedic Trainee - 40	10	4504	107	62.25	4,979.81	129,475.06	62.25	4,979.81	129,475.06	62.25	4,979.81	129,475.06	62.25	4,979.81	129,475.06	62.25	4,979.81	129,475.06
FF/Paramedic Trainee - 56	10	4514	155	44.46	4,979.81	129,475.06	44.46	4,979.81	129,475.06	44.46	4,979.81	129,475.06	44.46	4,979.81	129,475.06	44.46	4,979.81	129,475.06
Finance Director	60	1103	627	88.58	7,086.27	184,243.02	-	-	-	-	-	-	-	-	-	124.00	9,919.98	257,919.48
Finance Manager	60	1116	647	62.51	5,001.18	130,030.68	-	-	-	-	-	-	-	-	-	87.52	7,001.68	182,043.68
Financial Analyst I	80	2125	844	42.44	3,394.83	88,265.58	-	-	-	-	-	-	-	-	-	55.86	4,468.60	116,183.60
Financial Analyst II	80	2126	845	46.87	3,749.30	97,481.80	-	-	-	-	-	-	-	-	-	61.69	4,935.22	128,315.72
Fire Battalion Chief	10	2508	153	62.45	6,993.89	181,841.14	-	-	-	-	-	-	-	-	-	87.42	9,791.45	254,577.70
Fire Battalion Chief - 40	10	2509	154	87.42	6,993.89	181,841.14	-	-	-	-	-	-	-	-	-	122.39	9,791.45	254,577.70
Fire Captain	10	2504	100	54.65	6,120.86	159,142.36	57.38	6,426.90	167,099.40	60.25	6,748.26	175,454.76	63.27	7,085.68	184,227.68	66.43	7,439.97	193,439.22
Fire Captain - 40	10	2507	108	76.51	6,120.86	159,142.36	80.34	6,426.90	167,099.40	84.35	6,748.26	175,454.76	88.57	7,085.68	184,227.68	93.00	7,439.97	193,439.22
Fire Chief	60	1502	630	129.27	10,341.38	268,875.88	-	-	-	-	-	-	-	-	-	180.97	14,477.97	376,427.22
Fire Engineer/EMT	10	4501	102	48.19	5,397.38	140,331.88	50.60	5,667.26	147,348.76	53.13	5,950.62	154,716.12	55.79	6,248.16	162,452.16	58.58	6,560.57	170,574.82
Fire Engineer/EMT - 40	10	4515	156	67.47	5,397.38	140,331.88	70.84	5,667.26	147,348.76	74.38	5,950.62	154,716.12	78.10	6,248.16	162,452.16	82.01	6,560.57	170,574.82
Fire Engineer/Paramedic	10	4505	151	53.97	6,045.08	157,172.08	56.67	6,347.34	165,030.84	59.51	6,664.71	173,282.46	62.48	6,997.96	181,946.96	65.61	7,347.86	191,044.36
Fire Prevention Inspector	10	3501	106	77.26	6,180.56	160,694.56	81.12	6,489.60	168,729.60	85.18	6,814.09	177,166.34	89.43	7,154.79	186,024.54	93.91	7,512.54	195,326.04
Fire Protection Engineer	10	3507	110	77.26	6,180.56	160,694.56	81.12	6,489.60	168,729.60	85.18	6,814.09	177,166.34	89.43	7,154.79	186,024.54	93.91	7,512.54	195,326.04
Firefighter/EMT	10	4502	103	45.96	5,147.11	133,824.86	48.25	5,404.48	140,516.48	50.67	5,674.70	147,542.20	53.20	5,958.45	154,919.70	55.86	6,256.37	162,665.62
Firefighter/EMT - 40	10	4516	157	64.34	5,147.11	133,824.86	67.56	5,404.48	140,516.48	70.93	5,674.70	147,542.20	74.48	5,958.45	154,919.70	78.20	6,256.37	162,665.62
Firefighter/EMT Trainee - 40	10	4509	109	55.58	4,446.26	115,602.76	55.58	4,446.26	115,602.76	55.58	4,446.26	115,602.76	55.58	4,446.26	115,602.76	55.58	4,446.26	115,602.76
Firefighter/Paramedic	10	4503	104	51.47	5,764.76	149,883.76	54.04	6,053.01	157,378.26	56.75	6,355.66	165,247.16	59.58	6,673.45	173,509.70	62.56	7,007.13	182,185.38
Fitness Instructor	70	5620	713	35.00	2,800.00	72,800.00	-	-	-	-	-	-	-	-	-	75.00	6,000.00	156,000.00
Fleet Maint Worker I -40	20	8615	230	41.52	3,321.69	86,363.94	43.60	3,488.16	90,692.16	45.78	3,662.30	95,219.80	48.06	3,845.18	99,974.68	50.47	4,037.94	104,986.44
Fleet Maint Worker II - 40	20	8616	231	45.67	3,653.53	94,991.78	47.96	3,836.42	99,746.92	50.35	4,028.06	104,729.56	52.87	4,229.59	109,969.34	55.51	4,440.97	115,465.22
Fleet Maint Worker III -40	20	8617	232	52.53	4,202.20	109,257.20	55.16	4,412.50	114,725.00	57.91	4,632.63	120,448.38	60.80	4,863.69	126,455.94	63.85	5,107.91	132,805.66
Fleet Maintenance Worker I	20	7207	213	41.52	3,114.09	80,966.34	43.60	3,269.77	85,014.02	45.78	3,433.28	89,265.28	48.07	3,604.88	93,726.88	50.47	3,785.15	98,413.90
Fleet Maintenance Worker II	20	7208	214	45.67	3,425.51	89,063.26	47.96	3,596.75	93,515.50	50.35	3,776.62	98,192.12	52.87	3,965.47	103,102.22	55.52	4,163.66	108,255.16
Fleet Maintenance Worker III	20	7209	215	52.52	3,939.30	102,421.80	55.15	4,136.24	107,542.24	57.91	4,343.03	112,918.78	60.80	4,560.16	118,564.16	63.84	4,788.25	124,494.50
GIS Technician	50	2212	552	57.82	4,625.32	120,258.32	60.71	4,856.57	126,270.82	63.74	5,099.43	132,585.18	66.93	5,354.37	139,213.62	70.28	5,622.16	146,176.16
Hazardous Materials Inspector	10	3502	105	77.26	6,180.56	160,694.56	81.12	6,489.60	168,729.60	85.18	6,814.09	177,166.34	89.43	7,154.79	186,024.54	93.91	7,512.54	195,326.04
Housing Official	60	1120	673	72.98	5,838.26	151,794.76	-	-	-	-	-	-	-	-	-	102.17	8,173.76	212,517.76
Human Resources Analyst I	80	2124	843	45.45	3,635.80	94,530.80	-	-	-	-	-	-	-	-	-	59.83	4,786.31	124,444.06
Human Resources Analyst II	80	2123	842	50.19	4,015.32	104,398.32	-	-	-	-	-	-	-	-	-	66.06	5,285.08	137,412.08
Human Resources Assistant	80	2108	846	32.37	2,589.95	67,338.70	33.99	2,719.35	70,703.10	35.69	2,855.32	74,238.32	37.48	2,998.11	77,950.86	39.35	3,147.98	81,847.48
Human Resources Director	60	1105	613	88.08	7,046.40	183,206.40	-	-	-	-	-	-	-	-	-	123.31	9,864.99	256,489.74
Human Resources Manager	60	1209	677	67.22	5,377.53	139,815.78	-	-	-	-	-	-	-	-	-	94.11	7,528.53	195,741.78
Human Resources Technician	80	2107	816	39.27	3,141.29	81,673.54	41.24	3,299.03	85,774.									

Classification	Union Code	Occ Code	Pay Grade	Step A			Step B			Step C			Step D			Step E		
				Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual
Maintenance Worker III	20	8206	210	44.33	3,324.76	86,443.76	46.55	3,491.01	90,766.26	48.87	3,665.56	95,304.56	51.32	3,848.84	100,069.84	53.88	4,041.31	105,074.06
Maintenance Worker/Seasonal	70	8207	760	22.43	1,794.40	46,654.40	-	-	-	-	-	-	-	-	-	31.25	2,500.00	65,000.00
Management Analyst	80	2128	854	60.25	4,820.32	125,328.32	-	-	-	-	-	-	-	-	-	84.37	6,749.94	175,498.44
Marketing Coordinator	50	5614	548	44.67	3,573.53	92,911.78	46.90	3,752.20	97,557.20	49.25	3,939.80	102,434.80	51.71	4,136.79	107,556.54	54.30	4,343.64	112,934.64
Mayor	60	1118	696	26.09	521.88	13,568.88	-	-	-	-	-	-	-	-	-	26.09	521.88	13,568.88
Office Assistant I	50	6108	516	30.22	2,417.61	62,857.86	31.73	2,538.47	66,000.22	33.32	2,665.41	69,300.66	34.98	2,798.64	72,764.64	36.73	2,938.58	76,403.08
Office Assistant II	50	6109	517	33.24	2,659.24	69,140.24	34.90	2,792.16	72,596.16	36.65	2,931.85	76,228.10	38.48	3,078.43	80,039.18	40.40	3,232.29	84,039.54
Office Specialist	50	6110	518	38.23	3,058.11	79,510.86	40.14	3,211.07	83,487.82	42.15	3,371.65	87,662.90	44.25	3,540.27	92,047.02	46.47	3,717.21	96,647.46
PW Division Mgr. - Eng.	60	1127	692	78.83	6,306.41	163,966.66	-	-	-	-	-	-	-	-	-	98.54	7,883.01	204,958.26
PW Division Mgr. - Opr.	60	1126	691	78.83	6,306.41	163,966.66	-	-	-	-	-	-	-	-	-	98.54	7,883.01	204,958.26
PW Division Mgr. - Utl.	60	1128	693	78.83	6,306.41	163,966.66	-	-	-	-	-	-	-	-	-	98.54	7,883.01	204,958.26
Patrol Officer	40	4401	404	58.45	4,675.95	121,574.70	61.37	4,909.75	127,653.50	64.44	5,155.20	134,035.20	67.66	5,412.97	140,737.22	71.04	5,683.59	147,773.34
Patrol Officer Trainee	40	4402	458	57.19	4,575.53	118,963.78	60.05	4,804.22	124,909.72	63.06	5,044.49	131,156.74	66.21	5,296.68	137,713.68	69.52	5,561.46	144,597.96
Payroll Specialist	80	6125	859	41.62	3,329.56	86,568.56	43.70	3,496.05	90,897.30	45.89	3,670.83	95,441.58	48.18	3,854.40	100,214.40	50.59	4,047.05	105,223.30
Plan Check Engineer	50	3807	521	68.04	5,443.28	141,525.28	71.44	5,714.87	148,586.62	75.01	6,001.02	156,026.52	78.76	6,300.57	163,814.82	82.75	6,619.74	172,113.24
Plan Checker	50	3803	522	58.02	4,641.57	120,680.82	60.92	4,873.60	126,713.60	63.97	5,117.69	133,059.94	67.16	5,372.82	139,693.32	70.53	5,642.22	146,697.72
Plan Review Manager	60	1210	678	73.27	5,861.99	152,411.74	-	-	-	-	-	-	-	-	-	95.30	7,624.07	198,225.82
Planning Commissioners	70	1108	698	1.00	20.00	520.00	-	-	-	-	-	-	-	-	-	1.00	20.00	520.00
Planning Director	60	1803	607	88.20	7,055.63	183,446.38	-	-	-	-	-	-	-	-	-	123.47	9,877.89	256,825.14
Planning Manager	60	2803	602	67.22	5,377.53	139,815.78	-	-	-	-	-	-	-	-	-	94.11	7,528.53	195,741.78
Planning Technician	50	2813	554	42.33	3,386.76	88,055.76	44.46	3,556.47	92,468.22	46.69	3,734.89	97,107.14	49.01	3,920.93	101,944.18	51.46	4,116.78	107,036.28
Police Assistant	40	6401	450	54.48	4,358.54	113,322.04	57.21	4,576.41	118,986.66	60.07	4,805.22	124,935.72	63.07	5,045.52	131,183.52	66.22	5,297.80	137,742.80
Police Captain	60	1401	651	111.24	8,898.85	231,370.10	-	-	-	-	-	-	-	-	-	155.73	12,458.34	323,916.84
Police Clerk I	40	6402	451	39.05	3,124.14	81,227.64	41.00	3,280.38	85,289.88	43.05	3,444.37	89,553.62	45.21	3,616.60	94,031.60	47.47	3,797.35	98,731.10
Police Clerk II	40	6403	452	42.96	3,436.49	89,348.74	45.11	3,608.41	93,818.66	47.36	3,788.81	98,509.06	49.73	3,978.28	103,435.28	52.21	4,177.11	108,604.86
Police Clerk Supervisor	40	6404	454	49.62	3,969.23	103,199.98	52.10	4,167.73	108,360.98	54.70	4,376.06	113,777.56	57.44	4,594.89	119,467.14	60.31	4,824.61	125,439.86
Police Evidence Technician	40	8607	459	45.56	3,644.48	94,756.48	47.83	3,826.68	99,493.68	50.23	4,018.04	104,469.04	52.74	4,218.97	109,693.22	55.37	4,429.90	115,177.40
Police Lieutenant	40	2402	400	89.65	7,172.22	186,477.72	94.14	7,530.84	195,801.84	98.84	7,907.41	205,592.66	103.79	8,302.80	215,872.80	108.97	8,717.92	226,665.92
Police Officer	40	4403	403	63.91	5,113.19	132,942.94	67.11	5,368.93	139,592.18	70.47	5,637.36	146,571.36	73.99	5,919.17	153,898.42	77.69	6,215.20	161,595.20
Police Officer Trainee	40	4404	457	62.54	5,003.38	130,087.88	65.67	5,253.60	136,593.60	68.95	5,516.33	143,424.58	72.40	5,792.09	150,594.34	76.02	6,081.71	158,124.46
Police Sergeant	40	4405	401	77.21	6,176.88	160,598.88	81.07	6,485.73	168,628.98	85.13	6,810.01	177,060.26	89.38	7,150.61	185,915.86	93.85	7,508.13	195,211.38
Police Support Services Mgr	60	1404	657	65.19	5,215.27	135,597.02	-	-	-	-	-	-	-	-	-	91.27	7,301.71	189,844.46
Pool Manager	70	5608	708	23.72	1,897.60	49,337.60	-	-	-	-	-	-	-	-	-	33.05	2,644.00	68,744.00
Principal Civil Engineer	80	2204	822	71.91	5,752.43	149,563.18	-	-	-	-	-	-	-	-	-	93.52	7,481.55	194,520.30
Principal Planner	80	2811	823	74.14	5,930.89	154,203.14	-	-	-	-	-	-	-	-	-	89.79	7,183.23	186,763.98
Program Coordinator	50	5606	523	41.66	3,332.62	86,648.12	-	-	-	-	-	-	-	-	-	54.83	4,386.73	114,054.98
Public Information Officer	60	1122	674	64.70	5,175.88	134,572.88	-	-	-	-	-	-	-	-	-	90.58	7,246.26	188,402.76
Public Services Assistant I	50	6601	524	34.75	2,780.15	72,283.90	36.49	2,919.18	75,898.68	38.31	3,065.18	79,694.68	40.23	3,218.42	83,678.92	42.24	3,379.33	87,862.58
Public Services Assistant II	50	6602	525	38.23	3,058.15	79,511.90	40.14	3,211.11	83,488.86	42.15	3,371.64	87,662.64	44.25	3,540.29	92,047.54	46.47	3,717.21	96,647.46
Public Works Director	60	1204	635	90.69	7,255.01	188,630.26	-	-	-	-	-	-	-	-	-	126.96	10,157.05	264,083.30
Public Works Inspector	50	3202	526	56.11	4,488.96	116,712.96	58.92	4,713.46	122,549.96	61.86	4,949.08	128,676.08	64.96	5,196.56	135,110.56	68.20	5,456.35	141,865.10
Public Works Manager	60	1117	648	60.36	4,828.73	125,546.98	-	-	-	-	-	-	-	-	-	84.50	6,760.22	175,765.72
Purchasing Agent	80	1106	826	59.36	4,748.93	123,472.18	-	-	-	-	-	-	-	-	-	76.56	6,124.80	159,244.80
Recreation Administrative Asst	70	5619	712	18.20	1,456.00	37,856.00	-	-	-	-	-	-	-	-	-	25.36	2,028.80	52,748.80
Recreation Attendant	70	5618	711	18.20	1,456.00	37,856.00	-	-	-	-	-	-	-	-	-	25.36	2,028.80	52,748.80
Recreation Instructors	70	5607	707	18.82	1,505.60	39,145.60	-	-	-	-	-	-	-	-	-	37.64	3,011.20	78,291.20
Recreation Leader	70	5617	706	18.20	1,456.00	37,856.00	-	-	-	-	-	-	-	-	-	25.36	2,028.80	52,748.80
Recreation Services Supervisor	80	2601	827	56.71	4,536.45	117,947.70	-	-	-	-	-	-	-	-	-	74.63	5,970.57	155,234.82
Recreation Svcs Assistant I	50	8601	527	19.64	1,571.46	40,857.96	20.63	1,650.01	42,900.26	21.66	1,732.57	45,046.82	22.74	1,819.16	47,298.16	23.88	1,910.16	49,664.16
Recreation Svcs Assistant II	50	8602	528	23.32	1,865.82	48,511.32	24.49	1,959.32	50,942.32	25.72	2,057.24	53,488.24	27.00	2,160.15	56,163.90	28.35	2,268.10	58,970.60
Recreation Svcs Assistant III	50	8603	529	26.81	2,144.74	55,763.24	28.15	2,251.92	58,549.92	29.56	2,364.52	61,477.52	31.03	2,482.73	64,550.98	32.59	2,606.92	67,779.92
Recreation Svcs Assistant IV	50	8604	530	31.45	2,516.34	65,424.84	33.03	2,642.15	68,695.90	34.68	2,774.24	72,130.24	36.41	2,912.97	75,737.22	38.23	3,058.61	79,523.86
Retired Annuitant - Extra Help	70	5107	747	50.00	4,000.00	104,000.00	-	-	-	-	-	-	-	-	-	125.00	10,000.00	260,000.00
Retired Annuitant - Interim	70	5108	748	50.00	4,000.00	104,000.00	-	-	-	-	-	-	-	-	-	125.00	10,000.00	260,000.00
Risk Analyst	80	2130	857	46.87	3,749.30	97,481.80	-	-	-	-	-	-	-	-	-	61.69	4,935.22	128,315.72
SCADA Technician	20	8627	240	50.39	4,031.01	104,806.26	53.04	4,243.18	110,322.68	55.83	4,466.51	116,129.26	58.77	4,701.58	122,241.08	61.86	4,949.04	128,675.04
Senior Accountant	80	2110	829	52.76	4,220.40	109,730.40	-	-	-	-	-	-	-	-	-	69.44	5,554.97	144,429.22
Senior Accounting Technician	50	6106	539	42.05	3,363.97	87,463.22	44.15	3,532.20	91,837.20	46.36	3,708.80	96,428.80	48.68	3,894.28	101,251.28	51.11	4,088.95	106,312.70
Senior Administrative Analyst	80	2112	834	58.27	4,661.58	121,201.08	-	-	-	-	-	-	-	-	-	76.70	6,136.28	159,543.28
Senior Building Inspector	50	3804	531	64.81	5,184.71	134,802.46	68.05	5,444.02	141,544.52	71.45	5,716.18	148,620.68	75.02	6,001.95	156,050.70	78.78	6,302.08	163,854.08
Senior Buyer	80	2129	856	56.00	4,479.68	116,471.68	-	-	-	-	-	-	-	-	-	68.17	5,453.86	141,800.36
Senior Executive Assistant	80	6123	855	50.19	4,015.32	104,398.32	-	-	-	-	-	-	-	-	-	66.06	5,285.08	137,412.08
Senior HR Analyst	80	2122	841	54.41	4,352.42	113,162.92	-	-	-	-	-	-	-	-	-	71.61	5,729.08	148,956.08
Senior Plan Check Engineer	50	3806	534	74.85	5,987.61	155,677.86	78.59	6,287.15	163,465.90	82.52	6,601.23	171,631.98	86.64	6,930.95	180,204.70	90.97	7,277.42	189,212.92
Senior Planner	80	2805	830	67.96	5,437.08	141												

CITY OF MILPITAS - HUMAN RESOURCES
All Job Classifications/Salary Table Projection- City Manager

				Step A			Step B			Step C			Step D			Step E		
Classification	Union Code	Occ Code	Pay Grade	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual	Hourly	BiWeekly	Annual
Senior Public Works Inspector	50	3203	535	64.81	5,184.75	134,803.50	68.05	5,444.02	141,544.52	71.45	5,716.19	148,620.94	75.02	6,001.95	156,050.70	78.78	6,302.08	163,854.08
Senior Public Works Lead	20	8609	225	59.29	4,743.18	123,322.68	62.25	4,980.34	129,488.84	65.37	5,229.36	135,963.36	68.64	5,490.81	142,761.06	72.07	5,765.51	149,903.26
Senior SCADA Technician	20	8628	241	55.43	4,434.12	115,287.12	58.34	4,667.50	121,355.00	61.41	4,913.15	127,741.90	64.65	5,171.74	134,465.24	68.05	5,443.94	141,542.44
Special Project Associate	70	5105	750	20.00	1,600.00	41,600.00	-	-	-	-	-	-	-	-	-	50.00	4,000.00	104,000.00
Special Project Associate	70	8605	750	20.00	1,600.00	41,600.00	-	-	-	-	-	-	-	-	-	50.00	4,000.00	104,000.00
Sr Code Enforcement Officer	50	5806	545	57.58	4,606.19	119,760.94	60.44	4,835.59	125,725.34	63.48	5,078.03	132,028.78	66.65	5,332.31	138,640.06	69.98	5,598.37	145,557.62
Sr. City Manager Analyst	60	1125	694	64.90	5,192.31	135,000.06	-	-	-	-	-	-	-	-	-	84.13	6,730.77	175,000.02
Sr. Public Services Assistant	50	5615	549	42.64	3,411.17	88,690.42	44.77	3,581.73	93,124.98	47.01	3,760.81	97,781.06	49.36	3,948.86	102,670.36	51.83	4,146.30	107,803.80
Sr. Special Projects Associate	70	5106	749	50.00	4,000.00	104,000.00	-	-	-	-	-	-	-	-	-	125.00	10,000.00	260,000.00
Staff Assistant	70	5104	745	18.20	1,456.00	37,856.00	-	-	-	-	-	-	-	-	-	28.16	2,252.80	58,572.80
Student Intern	70	5103	740	18.20	1,456.00	37,856.00	-	-	-	-	-	-	-	-	-	30.00	2,400.00	62,400.00
Transporation & Traffic Mgr	60	1202	675	64.70	5,175.88	134,572.88	-	-	-	-	-	-	-	-	-	90.58	7,246.26	188,402.76
Water Meter Technician I	20	8104	216	35.04	2,628.23	68,333.98	36.80	2,759.72	71,752.72	38.64	2,897.71	75,340.46	40.57	3,042.53	79,105.78	42.60	3,194.69	83,061.94
Water Meter Technician I -40	20	8620	235	35.05	2,803.66	72,895.16	36.80	2,943.85	76,540.10	38.63	3,090.61	80,355.86	40.56	3,245.02	84,370.52	42.60	3,408.22	88,613.72
Water Meter Technician II	20	8105	217	38.55	2,891.14	75,169.64	40.48	3,035.66	78,927.16	42.50	3,187.41	82,872.66	44.62	3,346.80	87,016.80	46.86	3,514.17	91,368.42
Water Meter Technician II -40	20	8621	236	38.55	3,084.02	80,184.52	40.48	3,238.46	84,199.96	42.49	3,399.45	88,385.70	44.63	3,570.30	92,827.80	46.86	3,748.82	97,469.32
Water Systems Operator	20	7211	219	53.57	4,018.07	104,469.82	56.25	4,218.55	109,682.30	59.07	4,429.89	115,177.14	62.02	4,651.39	120,936.14	65.12	4,883.97	126,983.22
Water Systems Operator - 40	20	8622	237	53.88	4,310.74	112,079.24	56.59	4,526.81	117,697.06	59.42	4,753.59	123,593.34	62.39	4,991.05	129,767.30	65.52	5,241.35	136,275.10

Union Code	Union Description
10	IAFF - International Association of Firefighters
20	MEA - Milpitas Employee Association
40	MPOA - Milpitas Police Officers Association
50	Pro-Tech - Milpitas Professional and Technical Group
60	Unrep - Unrepresented
70	Temps - Temporary
80	Mid-Con - UPEC Mid-Mgmt-Confidential Unit