



REGULAR MEETING OF THE MILPITAS CITY COUNCIL



AGENDA

TUESDAY, FEBRUARY 3, 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.

Councilmember Hon Lien will participate remotely from:
35 Che Lan Vien St., Bac My An, Ngu Hanh Son, Da Nang, Vietnam
Conference Room

Pursuant to California Government Code Section 54953(b)

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_DGRnfwuZRqGi7vLF4RFh-A

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) PUBLIC EMPLOYEE APPOINTMENT AND HIRING

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

(b) CONFERENCE WITH LABOR NEGOTIATOR

Pursuant to Government Code Section 54957.6
Agency's Designated Representative(s): Jared Hernandez, Acting City Manager; and Matt Cano, Assistant City Manager
Employee Organization(s): Unrepresented City Attorney

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 Lien)

PRESENTATIONS

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 February 2026.

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

Recommendation: Approve City Council Meeting minutes of December 9, 2025, January 12, 20, and 23, 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. Authorize the City Manager, or Designee, to Execute an Amendment to the Software License Agreement with OpenGov, Inc. for eProcurement Software (Staff Contact: Luz Cofresi-Howe, Finance Director, 408-586-3111)**

Recommendation: Authorize the City Manager, or designee, to execute an amendment to the Software License Agreement with OpenGov, Inc. for eProcurement Software to extend the Agreement for an additional five years through February 28, 2031 and add \$57,996 for a revised contract in an amount not-to-exceed of \$156,996, subject to the appropriation of funds.

- C7. Set a Public Hearing for March 3, 2026, and Adopt a Resolution Declaring Weeds on Specific Properties to be a Public Nuisance (Staff Contact: Arthur Belton, Deputy Chief/Fire Marshal, 408-586-3384)**

Recommendation: Set a public hearing for March 3, 2026; and adopt a resolution declaring weeds on specific properties to be a public nuisance.

- C8. Adopt a Resolution to Approve and Authorize the City Manager, or Designee, to Execute the Agreement under the Fiscal Year 2024 Safe Streets and Roads for All Grant Program and Any Amendments with the United States Department of Transportation Federal Highway Administration (Staff Contact: Christian Di Renzo, Public Works Director, 408-586-2602; and Michael Silveira, City Engineer, 408-586-3303)**

Recommendation: Adopt a resolution to approve and authorize the City Manager, or designee, to execute the Fiscal Year 2024 Safe Streets and Roads for All (SS4A) Grant Funding Agreement and any amendments with the United States Department of Transportation's Federal Highway Administration.

COMMUNITY DEVELOPMENT

- 9. Approve the 2022 and 2023 Funding Application to the Permanent Local Housing Allocation Program, Authorize Receipt of the Grant, and Certify to the California Department of Housing and Community Development Compliance with Program Requirements (Staff Contact: Matt Cano, Assistant City Manager, 408-586-3275; and Sarah Balcha, Senior Administrative Analyst, 408-586-3268)**

Recommendation: (1) Approve the 2022 and 2023 funding application to the Permanent Local Housing Allocation for Unhoused Outreach (PLHA) program; (2) Authorize the receipt of the PLHA grant; and

(3) Certify to the California Department of Housing and Community Development compliance with the PLHA program requirements.

LEADERSHIP AND SUPPORT SERVICES

10. **Review Fiscal Year 2025-26 Mid-Year Report, Approve FY2025-26 Mid-Year Budget Amendments, Adopt a Resolution Amending Resolution No. 1626, the Classification Plan, to Approve and Adopt the Pay Schedule titled “New Job Classifications/Salary Table” (Staff Contact: Luz Cofresí-Howe, Finance Director, 408-586-3111)**

Recommendation: (1) Review Fiscal Year 2025-26 Mid-Year Report; (2) Approve FY2025-26 Mid-Year Budget Amendments; and (3) Adopt a resolution amending Resolution No. 1626, the Classification Plan, to approve and adopt the pay schedule titled “New Job Classifications/Salary Table” and amend budgeted allocated positions.

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.

January 2026						
S	M	T	W	T	F	S
	4	5	6	7	1	2
					8	9
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- CANCELLED	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 6:00 PM -Closed Session 7:00 PM -City Council	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)	26	27	28



SPECIAL MEETING OF THE MILPITAS CITY COUNCIL

MINUTES

TUESDAY, DECEMBER 9, 2025

The City Council of the City of Milpitas convened in a Special Meeting of the Milpitas City Council on December 9, 2025, in the Milpitas Community Center, 457 E. Calaveras Blvd, Milpitas, CA.

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

Mayor Montano called the Regular City Council meeting to order at 6:06 PM. Roll Call was taken by City Clerk Guzzetta.

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

ABSENT: None

PLEDGE OF ALLEGIANCE

Mayor Montano led the Pledge of Allegiance.

ANNOUNCEMENT OF CONFLICT OF INTEREST AND CAMPAIGN CONTRIBUTIONS

Acting City Attorney Christopher Creech asked each member if they had any financial or personal conflicts of interest related to items on the agenda. All members indicated they had none. The City Attorney noted that campaign contribution disclosures were not needed as there were no development projects or contracts on the agenda.

READING OF THE CITY COUNCIL CODE OF CONDUCT

Mayor Montano 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

AGENDA ITEMS

1. Small Cell Facility Meeting

Assistant City Manager Matt Cano led the presentation on small cell wireless facilities being installed throughout Milpitas. The staff presentation included explanations about what small cells are, the regulatory framework governing their installation, and the city's limited authority over their deployment.

Acting City Attorney Creech explained that federal preemption prevents cities from prohibiting these facilities in residential areas or regulating them based on RF emissions concerns. He cited examples of other cities that had attempted restrictions but were forced to comply with federal law.

There were the following public speakers:

1. Kaveri
2. Alex Li
3. Linda Jiang
4. Sunny
5. Robert Chapman
6. Gwan Alisantosa
7. Ben Tom
8. Priti Surti
9. Naresh Bansal
10. Juyoung Yoon
11. Dipak Awasthi

Crown Castle's representative Michael Cintron explained that small cell locations are determined by network needs, are designed to comply with all regulations, and undergo engineering analysis to ensure safety.

Council members acknowledged residents' concerns and discussed possible improvements to the notification process. Vice Mayor Barbadillo emphasized the need for compromise and better communication with residents.

The Council received the presentation and public feedback. Staff committed to improving notification procedures and updating the city's FAQ page to address residents' questions.

ADJOURNMENT

Mayor Montano adjourned the meeting at 7:23 PM.

Draft meeting minutes submitted by City Clerk, Suzanne Guzzetta



SPECIAL MEETING OF THE MILPITAS CITY COUNCIL

MINUTES

MONDAY, JANUARY 12, 2026

The City Council of the City of Milpitas convened in a Special Meeting of the Milpitas City Council on January 12, 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

Mayor Montano called the Regular City Council meeting to order at 4:00 PM. Roll Call was taken by City Clerk Guzzetta.

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

ABSENT: None

PLEDGE OF ALLEGIANCE

The City Council recited the Pledge of Allegiance.

PUBLIC FORUM

There were no public speakers.

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.

READING OF THE CITY COUNCIL CODE OF CONDUCT

Mayor Montano read the City Council Code of Conduct.

APPROVAL OF AGENDA

After discussion, motion: to approve the agenda.

Motion/Second: Councilmember Chua / Vice Mayor Barbadillo
by the following:

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

NOES: None

ADJOURN TO CLOSED SESSION

City Attorney Creech briefed the City Council.

There were no public speakers.

The City Council adjourned to Closed Session at 4:04 PM.

(a) PUBLIC EMPLOYEE APPOINTMENT AND HIRING

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

CLOSED SESSION ANNOUNCEMENT:

Vice Mayor Barbadillo left the meeting at 5:28 PM.

The City Council reconvened at 5:33 PM. Acting City Attorney Creech had no report out.

ADJOURNMENT

Mayor Montano adjourned the meeting at 5:34 PM.

Draft meeting minutes submitted by City Clerk, Suzanne Guzzetta



REGULAR MEETING OF THE MILPITAS CITY COUNCIL

MINUTES

TUESDAY, JANUARY 20, 2026

The City Council of the City of Milpitas convened in a Regular Meeting of the Milpitas City Council on January 20, 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

Mayor Montano called the Regular City Council meeting to order at 6:02 PM. Roll Call was taken by City Clerk Guzzetta.

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

ABSENT: None

ADJOURN TO CLOSED SESSION

Acting City Attorney Creech briefed the City Council. There were no public comments. The City Council adjourned to Closed Session at 6:03 PM.

(a) CONFERENCE WITH LEGAL COUNSEL

Pursuant to Government Code Section 54956.9(d)(4)
Anticipated Litigation: City as Plaintiff

CLOSED SESSION ANNOUNCEMENT:

The City Council reconvened in open session at 7:04 PM. Acting City Attorney Creech had nothing to report out from Closed Session.

PLEDGE OF ALLEGIANCE

Councilmember Chua led the Pledge of Allegiance.

INVOCATION

Councilmember Lam provided the invocation.

PRESENTATIONS

Mayor Montano, joined by the Milpitas City Council, presented certificates of recognition to individuals who contributed to the Milpitas José Estevez Library mural project.

PUBLIC FORUM

There were the following public speakers.

1. Jack Lin
2. Rob Means
3. Joe Lowry
4. Kaveri
5. Alex Li

- 6. Milton Cadena
- 7. Arzhang Kalbali

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, moving Item 11 to be heard immediately after the approval of the agenda.

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

LEADERSHIP AND SUPPORT SERVICES

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

Assistant City Manager Cano introduced the item and presented the staff recommendation.

There were the following public speakers:

- 1. Rob Means

After discussion, motion: to adopt **Resolution No. 9468** 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..

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

CONSENT CALENDAR

After discussion, motion: to approve the Consent Calendar.

Motion/Second: Vice Mayor Barbadillo / Councilmember Chua

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)**

Received City Council Calendar of Meetings for January and February 2026.

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

Approved City Council Meeting minutes of January 12 and 13, 2026.

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

Received 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)**

Received 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 City Commissions (Contact: Suzanne Guzzetta, City Clerk, 408-586-3024)**

Received Mayor Montano's recommendations and approve and confirm the following recommendations for appointments to City Commissions:

Community Housing Commission:

1. Appoint Jack Lin to a term ending January 2029
2. Appoint Vinod Garg to a term ending January 2029
3. Reappoint Armilyn Quijano to a term ending January 2029
4. Reappoint Suraj Viswanathan to a term ending January 2029
5. Appoint Raymond Fuentes as Alternate No. 1 with a term ending January 2029

Economic Development and Trade Commission:

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

Veterans Commission:

1. Appoint Bill Chuan as Alternate No. 2 with a term ending March 2029

6. **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)**

Adopted **Resolution No. 9469** 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.

7. **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)**

Adopted **Resolution No. 9470** to 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.

8. **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)**

Adopted **Resolution No. 9471** 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.

9. **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)**

Authorized 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

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)**

Assistant City Manager Cano introduced the item. Michelle Silva presented the report.

Mayor Montano opened the public hearing

There were the following public speakers:

1. Michele Schroeder
2. Melanie Faure
3. Jonathan Darr
4. Marina Sanchez
5. Carole Conn
6. Cathy Weselby
7. Deanne Everton
8. Michael Thomas
9. Kal Zubair

Mayor Montano closed the public hearing.

Councilmember Chua questioned the Economic Development team about their two separate requests, learning that the technical assistance program would complement the grant program.

Councilmembers Chua and Lam inquired about the urgency of Terrace Gardens' safety equipment replacements. Councilmember Lam asked for details about the replacement pull cord systems.

Councilmember Chua expressed concerns about the Upwards childcare provider support program, discussing how school district preschool programs have affected home childcare providers.

Vice Mayor Barbadillo expressed frustration that public services receive only 15% of the total CDBG funding, while capital projects claim a significantly larger portion. He inquired about possible methods to allocate funds differently within the program.

Mayor Montano asked staff to research and provide information on service providers with overlapping functions to inform better funding decisions and suggested that applicants disclose their financial reserves as part of the application process.

Housing Commissioner Oscar De Leon addressed the Council, highlighting the persistent challenge of having only approximately \$75,000 earmarked for public services, which falls short of meeting the considerable demand.

LEADERSHIP AND SUPPORT SERVICES

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

Assistant City Manager Cano introduced the item and presented the staff recommendation.

Vice Mayor Barbadillo inquired about the salary compaction and the factors determining the range for the City Manager. Assistant City Manager Cano explained that internal salary structures and comparable positions in other jurisdictions were considered.

There were no public comments.

After discussion, motion: to Adopt **Resolution No. 9472** amending Resolution No. 1626, the Classification Plan, to adjust the Salary Schedule for the classification of City Manager..

Motion/Second: Vice Mayor Barbadillo / Councilmember Lien

Motion carried by the following:

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

NOES: None

ANNOUNCEMENTS AND FUTURE AGENDA ITEMS

Acting City Manager Jared Hernandez expressed gratitude to the City Council for their trust in appointing him to the role, highlighted his long-standing service with the city since 1991, and committed to supporting Council priorities, city staff, and the residents of Milpitas in his new position. He also announced Assistant Chief Frank Morales as the acting police chief during his tenure as acting city manager.

ADJOURNMENT

Mayor Montano adjourned the meeting at 9:05 PM.

Draft meeting minutes submitted by City Clerk, Suzanne Guzzetta



SPECIAL MEETING OF THE MILPITAS CITY COUNCIL

MINUTES

FRIDAY, JANUARY 23, 2026

The City Council of the City of Milpitas convened in a Special Meeting of the Milpitas City Council on January 23, 2026, in the City Council Chamber, 455 E. Calaveras Blvd, Milpitas, CA.

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

Mayor Montano called the Regular City Council meeting to order at 10:02 AM. Roll Call was taken by City Clerk Guzzetta.

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

ABSENT: None

PLEDGE OF ALLEGIANCE

Councilmember Lien led the Pledge of Allegiance.

PUBLIC FORUM

There were no public speakers.

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.

READING OF THE CITY COUNCIL CODE OF CONDUCT

Councilmember Chua read the City Council Code of Conduct.

APPROVAL OF AGENDA

After discussion, motion: to approve the agenda.

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

ADJOURN TO CLOSED SESSION

Acting City Attorney Creech briefed the City Council on the Closed Session items. The City Council adjourned to Closed Session at 10:05 AM.

(a) PUBLIC EMPLOYEE APPOINTMENT AND HIRING

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

(b) CONFERENCE WITH LABOR NEGOTIATOR

Pursuant to Government Code Section 54957.6

Agency's Designated Representative(s): Jared Hernandez, Acting City Manager; and Matt Cano, Assistant City Manager

Employee Organization(s): Unrepresented City Attorney

CLOSED SESSION ANNOUNCEMENT:

The City Council reconvened at 2:50 PM. Acting City Attorney Creech had nothing to report out.

ADJOURNMENT

Mayor Montano adjourned the meeting at 2:50 PM.

Draft meeting minutes submitted by City Clerk, Suzanne Guzzetta

TENTATIVE CITY COUNCIL AGENDA ITEM LIST

as of 1/29/2026

February 17, 2026 – Regular Meeting (7:00 PM)

CLOSED SESSION

INVOCATION (Councilmember Lien)

PRESENTATION

- Lunar New Year (Proclamation)

CONSENT CALENDAR

1. Receive City Council calendar for February and March 2026 (City Clerk)
2. Approve City Council Meeting minutes of February 3, 2026 (City Clerk)
3. Preview list of items for March 3, 2026 (City Clerk)
4. Councilmember Request List (City Clerk)
5. Authority to Proceed with State Disability Insurance for ProTech Members (Human Resources)
6. Construction Contract Award for Dempsey Road/Great Mall Parkway Street Resurfacing, CIP 4300, 4305, 7118 (Public Works / Engineering)
7. Resolution to Initiate Proceedings for Annual Levy & Collection of Assessments and Preparation of the Annual Engineer's Report for LLMD 95-1 (Public Works / Engineering)
8. Resolution to Initiate Proceedings for Annual Levy & Collection of Assessments and Preparation of the Annual Engineer's Report for LLMD 98-1 (Public Works / Engineering)
9. Approve Final Map for Phase 2, Parcel A of Summerhill Apartments, 1646 Centre Pointe Drive (Public Works / Engineering)

COMMUNITY SERVICES AND SUSTAINABLE INFRASTRUCTURE

10. MAP Program Update (Recreation and Community Services)

**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:	2/3/2026
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. Commission members are appointed by the Mayor and confirmed by the City Council and serve in an advisory capacity on a variety of community interest and policy areas. Commissioner appointments and removals are governed by applicable provisions of the California Government Code, the Milpitas Municipal Code, and the adopted Milpitas Commissioner Handbook and Commission Bylaws.

Residents interested in serving on a City Commission must submit a Commission Application to the City Clerk's Office. Applications are forwarded to the Mayor for consideration. Pursuant to Government Code section 40605, in a general law city where the office of Mayor is elective, the Mayor, with the approval of the City Council, makes appointments to boards, commissions, and committees unless otherwise provided by statute.

Certain commission seats have additional eligibility or appointment requirements based on the subject matter and purpose of the commission. For example, one seat on the Economic Development and Trade Commission is designated for a Technology representative to ensure industry-specific expertise and informed advisory input.

ANALYSIS:

Appointments are as follows:

Arts Commission:

1. Reappoint Joyita Ghose to a term ending October 2028
2. Reappoint Sandeep Umarani to a term ending October 2028
3. Reappoint Helen Qiu as Alternate No. 2 to a term ending October 2028

Economic Development and Trade Commission:

1. Appoint Conrad Schapira to the Technology and Trade Seat with a term ending April 2029
2. Appoint Alice Nguyen to the Non-Voting Student seat with an unexpired term ending April 2027

Energy and Environmental Sustainability Commission:

1. Reappoint Anuradha Sankaran to a term ending October 2028
2. Reappoint Felix Mbuga to a term ending October 2028

Parks, Recreation and Cultural Resources Commission:

1. Appoint Kashmir Gill to an unexpired term ending June 2027

Planning Commission:

2. Appoint Dawn Brown to a term ending December 2028
3. Appoint Olania Castillo to a term ending December 2028

Senior Advisory Commission:

1. Reappoint Neelam Wadhwani to a term ending December 2028

2. Reappoint Jenny Berryhill to a term ending December 2028
3. Appoint Saida Nagpurwala to a term ending December 2028
4. Reappoint Sai Anish to the Non-Voting Student seat with a term ending December 2028

Science, Technology and Innovation Commission:

1. Reappoint Suresh Sinha to a term ending January 2029
2. Promote Vishal Gandhi to a full voting seat with an unexpired term ending January 2028
3. Reappoint Tarun Bajaj as an Alternate Commissioner with a term ending January 2029
4. Appoint Ray Howlett to the Non-Voting Student seat with an unexpired term ending January 2028

The Milpitas Commissioner Handbook provides that commissioners may serve on only one commission at a time. Upon appointment of Olania Castillo to the Planning Commission, her seat on the Parks, Recreation, and Cultural Resources Commission will become vacant. A Notice of Unscheduled Vacancy will be issued following City Council approval of the appointment.

All recommended appointments and reappointments have been reviewed and confirmed by the City Clerk's Office.

FISCAL IMPACT:

There is no fiscal impact associated with this item.

CALIFORNIA ENVIRONMENTAL QUALITY ACT (CEQA):

The action is an organizational or administrative activity of the City government that will not result in direct or indirect physical changes in the environment and is not a project pursuant to Cal. Code of Regs., tit. 14, § 15378.

ATTACHMENTS:

(a) Commission Applications

From: noreply@civicplus.com
To: [City Clerk](#)
Subject: Online Form Submittal: Commission Applications
Date: Friday, December 12, 2025 1:09:01 PM

CAUTION: EXTERNAL SENDER

This email originated from outside the organization. Do NOT click links or open attachments unless you recognize the sender and know the content is safe. [Report suspicious messages](#) to the IT security team using the [Phish Alert](#) button in your Outlook.

Commission Applications

Commission /
Committee Applying
for: Economic Development and Trade Commission

First Name	Conrad
Last Name	Schapira
Address Type	Residence
Address	
City	Milpitas
State	California
Zip Code	95035
Phone Number	
Email Address	
Present Employer	Rasilient Systems
Other Phone	Field not completed.
Business Address (Optional)	Field not completed.
City	Field not completed.
State	Field not completed.
Zip Code	Field not completed.
Occupation	VP, Operations

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

Field not completed.

College, Professional,
Vocational, or other
schools attended

Alameda University

Major Subject

Business Administration

Degree

BS

List community organizations to which you belong or have belonged (additional
information may be attached).

Name of Organization

City of Milpitas

Member

EDTC - Alternate

Name of Organization

City of Milpitas

Member

MFOC - Chairperson

Name of Organization

Field not completed.

Member

Field not completed.

If application is for Veterans Commission, indicate branch and service in any U.S.
military organization (retired or active duty).

Branch of Military

Field not completed.

Officer

Field not completed.

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

I am currently a member of the EDTC as an alternate and I wish
to apply to fill the vacancy within EDTC in the role of Technology
and Trade Commissioner.

Upload a File

Field not completed.

Date

12/12/2025

By submitting this form, I confirm 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.

Name

Conrad Schapira

Email not displaying correctly? [View it in your browser.](#)

YOUTH COMMISSION APPLICATION

Economic Development & Trade Commission

PROVIDE COMPLETE INFORMATION (in black ink)

COMMISSION APPLYING FOR

If you are only applying for the Youth Commission, please indicate that on the line that states "Commission Applying for." If you would like to serve as a nonvoting member on another commission, see instruction below. Please note that you may apply for the Youth Commission and nonvoting commissions.

The City allow one nonvoting youth to server on the commissions listed below. Please indicate by checking the boxes below which commissions you would like to serve on as a nonvoting member. Please select all commissions you are interested in. The Mayor will review your application and make appointments as appropriate.

- ☐ ARTS COMMISSION
- ☐ COMMUNITY ADVISORY COMMISSION
- ☒ ECONOMIC DEVELOPMENT & TRADE COMMISSION
- ☐ LIBRARY & EDUCATION COMMISSION
- ☐ PARKS, RECREATION & CULTURAL RESOURCES COMMISSION
- ☐ PUBLIC SAFETY & EMERGENCY PREPAREDNESS COMMISSION
- ☐ SCIENCE, TECHNOLOGY & INNOVATION COMMISSION
- ☐ SENIOR ADVISORY COMMISSION
- ☐ VETERANS COMMISSION

Alice	Nguyen		
Name:	First	(middle)	Last

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

Telephone Number(s)	e-mail address

Education: Please indicate your grade & school: 11th grade at MHS

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

As a student journalist, I believe I have the connections and communication capabilities necessary to represent businesses
in Milpitas, particularly small businesses, in meetings. Furthermore, as a young student attending Milpitas High School, I have
many concerns about the economic future of Milpitas, and I hope to provide a new, fresh perspective to economic
development in Milpitas

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.

1/22/26

Signature

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 – LIST OF COMMISSIONS

ARTS COMMISSION: Founded July 6, 2000. Meetings are held at 7:00 PM on fourth Mondays in alternate months in the City Hall Committee Room. The Arts Commission serves as an advisory body to the City Council on matters pertaining to supporting and promoting the arts in the City, including placement of public art. Seven members and two alternates are appointed to 3-year terms.

COMMUNITY ADVISORY COMMISSION: Founded July 20, 1954. Meetings are held at 7:00 PM on the first Wednesday each month in the City Hall Committee Room. CAC is as an advisory body on matters affecting Milpitas citizens, especially community improvement. CAC evaluates and makes recommendations to the City Council on issues including Citywide beautification, community and neighborhood clean-up and abatement issues. The Commission advises the Council on recommended Community Development Block Grant funds. CAC has 7 members and 2 alternates appointed to 3-year terms.

ECONOMIC DEVELOPMENT & TRADE COMMISSION: Founded February 18, 2003. Meetings are held at 4:30 PM on the second Monday every month at the City Hall Committee Room. EDC was established to advise the Council on business issues and to make recommendations on the design, development, and implementation of a comprehensive economic development program for the City of Milpitas. The Commission consists of 7 members appointed to 3-year terms and 2 alternates appointed to 3-year terms. Members represent specific industries and business community segments in Milpitas.

ENERGY & ENVIRONMENTAL SUSTAINABILITY COMMISSION: Founded February 5, 1991. Meetings are held at 6:00 PM on third Wednesdays monthly (except July) in the City Hall Committee Room. Formerly, Recycling and Source Reduction Advisory Commission (RSRAC). Advises Council on recycling and solid waste management issues. Seven members recommend programs designed to reduce solid waste, and monitor the City's achievement of diversion goals mandated by the state, along with other environmental issues. 7 Members and 2 alternates are appointed to serve in 3-year terms.

LIBRARY & EDUCATION COMMISSION: Founded January 17, 1961. Meetings are held at 7:00 PM on the second Monday of January, and third Monday of March, May, September, and November at the Milpitas Library. Advises the Santa Clara County Library which operates the Milpitas Library under the jurisdiction of a Joint Powers Authority, informs the City Council and County Librarian of community needs, and helps to determine library activities and levels of service. The Commission consists of 7 members and 2 alternates are appointed to 3-year terms.

PARKS, RECREATION & CULTURAL RESOURCES COMMISSION: Founded July 1, 1992. Meetings are held monthly at 7:00 PM on the first Monday at City Hall. PRCRC was formed when the Council combined functions of Parks & Recreation Commission and Cultural Resources Preservation Board into one body. Advises Council on operation of recreation services and historic preservation activities, and advises in the acquisition, planning, and development of new and existing parks and facilities. PRCRC assists activities related to City's cultural heritage. Commission consists of 7 members and 2 alternates appointed to 3-year terms.

PUBLIC SAFETY & EMERGENCY PREPAREDNESS COMMISSION: Founded April 23, 1988. Meetings are held at 7:00 PM on the third Thursday in January, March, May, July, September, and November at Fire Station #1 Training Room. The Commission advises the City Council regarding emergency preparedness and disaster planning. PS&EPC consists of 7 Commissioners plus 2 alternate members in 3-year terms.

SCIENCE, TECHNOLOGY & INNOVATION COMMISSION: Founded September 6, 1994. Meetings are held at 7:00 PM on 3rd Mondays each month at City Hall Committee Room. Information technology, communications and information services offer challenges to Milpitas, so Commissioners advise on matters of technology policy, legislation and implementation at the local, state, and federal levels. 7 Members and 2 alternates are appointed to 3-year terms.

SENIOR ADVISORY COMMISSION: Founded April 20, 1993. Meetings are held at 1:30 PM on 4th Tuesdays of February, April, June, August, October, and December at the Barabara Lee Senior Center. Originally founded as the Senior Advisory Committee on December 14, 1978, it served in an advisory capacity to the Parks, Recreation, & Cultural Resources Commission. SAC advises the Council on matters pertaining to recreation and services for senior citizens in Milpitas. 7 Members and 2 alternates serve 3-year terms.

VETERANS COMMISSION: Founded December 1, 2009. Meetings are held on first Wednesdays at 5:30 PM at City Hall in February, April, June, August, October and December. 7 members and 2 alternates with 3-year terms are appointed by the City Council to advise the Council on matters pertaining to veterans in Milpitas. All Commissioners are current or retired U.S. military service members.

YOUTH ADVISORY COMMISSION: Founded May 21, 1996. Meetings are held at 7:00 PM on the second Thursday of each month excluding June at City Hall Committee Room. Commissioners must be ages 13 to 19 years, in grades 7 through 12, and live in Milpitas. YAC advises the City Council on issues involving youth and teens in Milpitas. 7 Members and 2 alternates are appointed to 3-year terms.

CITY OF MILPITAS COMMISSIONS, ALONG WITH CITY COUNCIL, DO NOT MEET IN THE MONTH OF JULY.

Alice Nguyen

EDUCATION

Milpitas High School

August 2023-June 2027

AP/Honors: AP World History (5), AP Calculus AB (5), AP Calculus BC, AP U.S. History, Chemistry Honors, English II Honors
English III Honors

Academic GPA 9-10: 4.34 W

SUMMARY

I'm in the high school graduating class of 2027 with interests in public justice and journalism. I have developed crucial skills from being a student journalist for the school newspaper and communication skills from experiences in competitive speech and debate, the food industry, and coaching and teaching younger students. I aim to create a more welcoming and supportive environment for marginalized and immigrant communities through education, volunteer work, and writing, with the end goal of becoming a public defender.

RELEVANT EXPERIENCE

Speech and Debate, Debate Team, Middle School Coach, Milpitas High School

August 2023-Present

- Competed in Public Forum Debate, freshman semifinalist at regionals, lead team prep sessions, mentored novice debaters
- Spearheaded first debate club at Rancho Milpitas Middle School; coached 15+ students weekly in debate skills, created topic lectures, edited cases and judged novice/middle school tournaments
- Hosted and ran tournaments; raised \$135,000 profit per year, served food and refreshments, cleaned and organized used classrooms

The Union, Social Media Manager, News Editor, Milpitas High School

August 2024-Present

- Wrote and copyedited 10-15 articles per edition (6 editions/year), worked with Adobe InDesign for newspaper layouts
 - Social media manager, posted exclusive online stories weekly, increased engagement and online presence
 - Promoted to news editor: assigned, wrote, and copyedited news stories, worked closely with student writers to produce an informative news section
-

LEADERSHIP AND WORK EXPERIENCE

Pop Up Tea, Barista, Cashier, San Jose

June 2023 - August 2023

- Worked part-time at family business over the summer, learned food safety and preparation, worked efficiently during rushes earned \$700+
- Developed positive relationships with customers, improved customer service skills

Homework Help, Milpitas Library

August 2024 - Present

- Provided one-on-one homework assistance with multiple students twice a week
- Motivated K-6 students towards learning and studying to build self-confidence and reduce fear of failure
- Established positive relationships with both students and fostered positive relationships between students

Hope4Unhoused, Volunteer

August 2025 - Present

- Delivered 180+ meals, distributed water, clothes, and hygienic kits to 70+ people weekly
- Organized clothing drives to assist 70+ unhoused people

From: noreply@civicplus.com
To: [City Clerk](#)
Subject: Online Form Submittal: Commission Applications
Date: Saturday, November 29, 2025 6:59:26 PM

CAUTION: EXTERNAL SENDER

This email originated from outside the organization. Do NOT click links or open attachments unless you recognize the sender and know the content is safe. [Report suspicious messages](#) to the IT security team using the [Phish Alert](#) button in your Outlook.

Commission Applications

Commission /
Committee Applying
for: Parks, Recreation and Cultural Resources Commission

First Name	Kashmir
Last Name	Gill
Address Type	Residence
Address	
City	Milpitas
State	CA
Zip Code	95035
Phone Number	
Email Address	
Present Employer	RETIRED FROM SHERIFF DEPARTMENT.
Other Phone	
Business Address (Optional)	
City	Milpitas
State	California
Zip Code	95035
Occupation	Sheriff Department

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

Field not completed.

College, Professional,
Vocational, or other
schools attended

Field not completed.

Major Subject

Major in Agriculture Economics & Extension

Degree

B.S.C.

List community organizations to which you belong or have belonged (additional
information may be attached).

Name of Organization

CITY OF MILPITAS

Member

Field not completed.

Name of Organization

Parks& Recreation

Member

Commissioner

Name of Organization

Field not completed.

Member

Field not completed.

If application is for Veterans Commission, indicate branch and service in any U.S.
military organization (retired or active duty).

Branch of Military

Field not completed.

Officer

Field not completed.

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

Field not completed.

Upload a File

Field not completed.

Date

11/29/2025

By submitting this form, I confirm 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.

Name

KASHMIR SINGH GILL

Email not displaying correctly? [View it in your browser.](#)



CITY OF MILPITAS PLANNING COMMISSION APPLICATION

Thank you for your interest in serving on the City of Milpitas Planning Commission. The Planning Commission advises the City Council on matters related to land use, development, and planning permit decisions. Milpitas Municipal Code requires a Planning Commissioner to be a resident of the City of Milpitas and a registered voter. Planning Commissioners typically serve three-year terms and may serve up to three consecutive terms.

This Application is intended to provide basic information about your background and experience in relation to the work of the Planning Commission. City staff and members of the City Council will review this information and make recommendations to the Mayor for possible appointment to the Planning Commission. In addition to this Application form, applicants are required to complete the attached Supplemental Questionnaire.

PLEASE PROVIDE COMPLETE INFORMATION (in black ink)

☐ Mr. ☒ Mrs./Ms.

Milpitas Resident? Yes ☐

Registered voter? Yes ☐

Personal Information:

Dawn		Brown	
Name:	First	Middle	Last
[REDACTED]			Milpitas, CA 95035
Address:	Number	Street (apt. # if needed)	City, State, Zip Code
[REDACTED]			[REDACTED]
Phone Number(s)		E-mail Address	
Director, Cross-Cultural Innovation and Engagement		NAMI National	
Occupation		Present Employer	

Business Address

Business Phone

Education:

College, Professional, Vocational, or other schools attended	Major Subject	Certificate or Degree?
UC Berkeley	Sociology	B.A.

Experience:

Briefly describe any personal experience or work in the community that you believe would be an asset to your service on the Planning Commission (additional information may be attached):

I was born and raised in Milpitas, left for college, and returned to serve the community that shaped me. My work here has deepened my understanding of our city's needs. After graduating from UC Berkeley, I launched a successful tutoring program for students at risk of failing and later taught at Thomas Russell and Milpitas High. From 2022-2024, my nonprofit held weekly wellness sessions through a city grant, and this past year I helped organize the Juneteenth Festival. I am committed to Milpitas and strengthening the lives of my fellow residents-especially the most vulnerable.

I hereby certify that all statements contained in this application are true and that I am a registered voter and a resident of the City of Milpitas. If appointed, I have enough time to devote to this responsibility and will attend the required meetings.

12/21/25

Signature

Date

Note: All Commission Applications are Public Record. Applications will be kept on file by the City Clerk for one year.

Please Mail or drop off your completed application and supplemental questionnaire to:

City Clerk, 455 E. Calaveras Blvd., Milpitas, CA 95035

Phone: (408) 586-3001 – Fax: (408) 586-3030 – E-mail (cityclerk@milpitas.gov)



PLANNING COMMISSION APPLICATION SUPPLEMENTAL QUESTIONNAIRE

(Please type or print responses below or use a separate sheet of paper).

1. Why are you interested in serving on the Planning Commission?

I am interested in serving on the Planning Commission because I care deeply about the future of Milpitas and want to contribute to thoughtful, equitable planning that supports the city's longterm goals and strategic priorities. I believe my background in community engagement, program development, education and resource support, cross-cultural leadership, and organizational planning can help ensure that planning decisions reflect the needs and voices of all residents.

2. What do you think are important skills or attributes for a Planning Commissioner, and why?

Important skills include: 1. Active listening and community awareness to understand the diverse needs of residents. 2. Analytical thinking to evaluate proposals, data, and long-term impacts. 3. Collaboration and diplomacy to work effectively with staff, developers, and community members. 4. Equity-centered decision making to ensure development benefits all parts of the community. and 5. Clear communication to translate complex information into accessible language for the public. I believe these skills help ensure that planning decisions are transparent, responsible, and aligned with the city's vision.

3. How will your personal or work experience contribute to your role as a Planning Commissioner?

In my current national leadership role, I help communities across the country identify their most pressing needs and develop culturally responsive solutions. Listening closely to community members allows me to understand local pain points and, in partnership with their leadership, strengthen community wellbeing by identifying quality, culturally relevant resources, programs, and education. These experiences have grounded me in community engagement, cross-sector collaboration, and equitable planning—skills that directly support thoughtful, community-centered decision-making on the Planning Commission.

4. From your viewpoint, what are the most pressing land use or development issues in Milpitas?

Balancing growth with infrastructure capacity, especially around transportation, schools, and public services. Ensuring housing affordability so that longtime residents, young families, and essential workers can remain in the community. Supporting responsible mixed use development that strengthens local businesses and walkability. Preserving community character while still embracing innovation and economic development. Ensuring equitable access to green space, recreation, and community resources as the city continues to grow. These issues require thoughtful planning that considers both immediate needs and long term sustainability.

5. How would you typically prepare for a Planning Commission meeting?

I would review all agenda materials, staff reports, and supporting documents in advance; conduct additional research when needed to understand zoning, environmental, or policy implications; visit project sites when appropriate to gain firsthand context; identify questions or clarifications for staff before the meeting; and consider how each proposal aligns with the city's general plan, strategic priorities, and community needs. This preparation ensures informed, responsible decision making.

6. What do you see as the different roles of City staff, the Planning Commission, and City Council?

City staff, the Planning Commission, and the City Council each play distinct but connected roles. Staff provide technical analysis, prepare reports and agendas, and support the Commission's work. The Planning Commission reviews land use proposals, considers overall architectural development, helps administer the Zoning and Subdivision Ordinances, and makes recommendations aligned with the General Plan. The City Council is the final decision making body, setting policy and voting on major land use matters. I see each group playing a distinct but interconnected role in supporting thoughtful, transparent, and community centered decision making in Milpitas.

From: noreply@civicplus.com
To: [City Clerk](#)
Subject: Online Form Submittal: Commission Applications
Date: Monday, December 1, 2025 8:54:01 PM

CAUTION: EXTERNAL SENDER

This email originated from outside the organization. Do NOT click links or open attachments unless you recognize the sender and know the content is safe. [Report suspicious messages](#) to the IT security team using the [Phish Alert](#) button in your Outlook.

Commission Applications

Commission /
Committee Applying
for: Planning Commission

First Name	Olania
Last Name	Castillo
Address Type	Residence
Address	
City	Milpitas
State	Ca
Zip Code	95035
Phone Number	
Email Address	
Present Employer	AMC Management
Other Phone	Field not completed.
Business Address (Optional)	4501 Renaissance Dr
City	San Jose
State	Ca
Zip Code	95134
Occupation	Assistant Manage

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

Field not completed.

College, Professional, Vocational, or other schools attended

Real Estate License Realtor

Major Subject

Field not completed.

Degree

Field not completed.

List community organizations to which you belong or have belonged (additional information may be attached).

Name of Organization

INTERO

Member

Silicon Valley Asociacion of Realtors

Name of Organization

Field not completed.

Member

CAR

Name of Organization

Field not completed.

Member

NAR

If application is for Veterans Commission, indicate branch and service in any U.S. military organization (retired or active duty).

Branch of Military

Field not completed.

Officer

Field not completed.

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

In my current role as an Assistant Manager for a multifamily apartment community, I work closely with residents, vendors, and city services, which has given me practical experience with housing operations, community needs, and local regulations. As a licensed Realtor, I am also deeply familiar with real estate trends, zoning considerations, and the importance of thoughtful land-use planning. Together, these experiences have strengthened my communication skills, problem-solving abilities, and commitment to fair, community-focused decision-making. I believe this combination of hands-on housing experience and real estate knowledge would allow me to contribute valuable insight to the Planning Commission.

Upload a File

Field not completed.

Date

12/1/2025

By submitting this form, I confirm 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.

Name	Olania Castillo
------	-----------------

Email not displaying correctly? [View it in your browser.](#)

From: noreply@civicplus.com
To: [City Clerk](#)
Subject: Online Form Submittal: Commission Applications
Date: Friday, October 10, 2025 12:07:41 PM

CAUTION: EXTERNAL SENDER

This email originated from outside the organization. Do NOT click links or open attachments unless you recognize the sender and know the content is safe. [Report suspicious messages](#) to the IT security team using the [Phish Alert](#) button in your Outlook.

Commission Applications

Commission / Committee Applying for:	Senior Advisory Commission
First Name	Saida
Last Name	Nagpurwala
Address Type	Residence
Address	[REDACTED]
City	Milpitas
State	California
Zip Code	95035
Phone Number	[REDACTED]
Email Address	[REDACTED]
Present Employer	Catholic Charities of Santa Clara County
Other Phone	[REDACTED]
Business Address (Optional)	[REDACTED]
City	San Jose
State	California
Zip Code	95134
Occupation	Program Manager

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

Masters in Counselors Education

College, Professional,
Vocational, or other
schools attended

San Jose State University

Major Subject

Psychology/Counseling

Degree

Masters

List community organizations to which you belong or have belonged (additional
information may be attached).

Name of Organization

Milpitas PAL

Member

Board Member

Name of Organization

Girls Scout

Member

Troop leader/Cookie Chair

Name of Organization

Field not completed.

Member

Field not completed.

If application is for Veterans Commission, indicate branch and service in any U.S.
military organization (retired or active duty).

Branch of Military

Field not completed.

Officer

Field not completed.

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

I am very passionate about working with seniors. My current job, as program manager, I organize social, recreational events for adults and seniors. I attend multiple programs that are organized by the Milpitas Senior Center and enjoy them thoroughly. I would like to be more involved in the decision making and be a part of all the great work that goes on behind the scenes.

Upload a File

Field not completed.

Date

10/10/2025

By submitting this form, I confirm 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.

Name

Saida Nagpurwala

Email not displaying correctly? [View it in your browser.](#)

CITY OF MILPITAS YOUTH COMMISSION APPLICATION

Youth Commission

PROVIDE COMPLETE INFORMATION (in black ink)

COMMISSION APPLYING FOR 

If you are only applying for the Youth Commission, please indicate that on the line that states "Commission Applying for." If you would like to serve as a nonvoting member on another commission, see instruction below. Please note that you may apply for the Youth Commission and nonvoting commissions.

The City allow one nonvoting youth to server on the commissions listed below. Please indicate by checking the boxes below which commissions you would like to serve on as a nonvoting member. Please select all commissions you are interested in. The Mayor will review your application and make appointments as appropriate.

- ☐ ARTS COMMISSION
- ☐ COMMUNITY ADVISORY COMMISSION
- ☐ ECONOMIC DEVELOPMENT & TRADE COMMISSION
- ☐ LIBRARY & EDUCATION COMMISSION
- ☒ PARKS, RECREATION & CULTURAL RESOURCES COMMISSION
- ☐ PUBLIC SAFETY & EMERGENCY PREPAREDNESS COMMISSION
- ☒ SCIENCE, TECHNOLOGY & INNOVATION COMMISSION
- ☐ SENIOR ADVISORY COMMISSION
- ☐ VETERANS COMMISSION

Name: Ray Feng Howlett
First (middle) Last

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

[REDACTED] [REDACTED]
Telephone Number(s) e-mail address

Education: Please indicate your grade & school: 9th grade, Milpitas high school

Briefly describe the personal qualifications you possess which you believe would be an asset (additional information may be attached):
I am passionate about Milpitas and it's youth and I beleive I would be an asset to the city youth commission. I am a proud resident
of Milptas and attend Milpitas High School. I am exposed to the teen youth and I hear about their concerns. Additionally, I have firsthand
experience in serving our Milpitas community, including work planting trees around the city with Our City Forest. I want to help
intiate projects for our city and have a few ideas such as city-wide wifi and murals for children.

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.

[REDACTED] 12/14/2025
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 – LIST OF COMMISSIONS

ARTS COMMISSION: Founded July 6, 2000. Meetings are held at 7:00 PM on fourth Mondays in alternate months in the City Hall Committee Room. The Arts Commission serves as an advisory body to the City Council on matters pertaining to supporting and promoting the arts in the City, including placement of public art. Seven members and two alternates are appointed to 3-year terms.

COMMUNITY ADVISORY COMMISSION: Founded July 20, 1954. Meetings are held at 7:00 PM on the first Wednesday each month in the City Hall Committee Room. CAC is as an advisory body on matters affecting Milpitas citizens, especially community improvement. CAC evaluates and makes recommendations to the City Council on issues including Citywide beautification, community and neighborhood clean-up and abatement issues. The Commission advises the Council on recommended Community Development Block Grant funds. CAC has 7 members and 2 alternates appointed to 3-year terms.

ECONOMIC DEVELOPMENT & TRADE COMMISSION: Founded February 18, 2003. Meetings are held at 4:30 PM on the second Monday every month at the City Hall Committee Room. EDC was established to advise the Council on business issues and to make recommendations on the design, development, and implementation of a comprehensive economic development program for the City of Milpitas. The Commission consists of 7 members appointed to 3-year terms and 2 alternates appointed to 3-year terms. Members represent specific industries and business community segments in Milpitas.

ENERGY & ENVIRONMENTAL SUSTAINABILITY COMMISSION: Founded February 5, 1991. Meetings are held at 6:00 PM on third Wednesdays monthly (except July) in the City Hall Committee Room. Formerly, Recycling and Source Reduction Advisory Commission (RSRAC). Advises Council on recycling and solid waste management issues. Seven members recommend programs designed to reduce solid waste, and monitor the City's achievement of diversion goals mandated by the state, along with other environmental issues. 7 Members and 2 alternates are appointed to serve in 3-year terms.

LIBRARY & EDUCATION COMMISSION: Founded January 17, 1961. Meetings are held at 7:00 PM on the second Monday of January, and third Monday of March, May, September, and November at the Milpitas Library. Advises the Santa Clara County Library which operates the Milpitas Library under the jurisdiction of a Joint Powers Authority, informs the City Council and County Librarian of community needs, and helps to determine library activities and levels of service. The Commission consists of 7 members and 2 alternates are appointed to 3-year terms.

PARKS, RECREATION & CULTURAL RESOURCES COMMISSION: Founded July 1, 1992. Meetings are held monthly at 7:00 PM on the first Monday at City Hall. PRCRC was formed when the Council combined functions of Parks & Recreation Commission and Cultural Resources Preservation Board into one body. Advises Council on operation of recreation services and historic preservation activities, and advises in the acquisition, planning, and development of new and existing parks and facilities. PRCRC assists activities related to City's cultural heritage. Commission consists of 7 members and 2 alternates appointed to 3-year terms.

PUBLIC SAFETY & EMERGENCY PREPAREDNESS COMMISSION: Founded April 23, 1988. Meetings are held at 7:00 PM on the third Thursday in January, March, May, July, September, and November at Fire Station #1 Training Room. The Commission advises the City Council regarding emergency preparedness and disaster planning. PS&EPC consists of 7 Commissioners plus 2 alternate members in 3-year terms.

SCIENCE, TECHNOLOGY & INNOVATION COMMISSION: Founded September 6, 1994. Meetings are held at 7:00 PM on 3rd Mondays each month at City Hall Committee Room. Information technology, communications and information services offer challenges to Milpitas, so Commissioners advise on matters of technology policy, legislation and implementation at the local, state, and federal levels. 7 Members and 2 alternates are appointed to 3-year terms.

SENIOR ADVISORY COMMISSION: Founded April 20, 1993. Meetings are held at 1:30 PM on 4th Tuesdays of February, April, June, August, October, and December at the Barabara Lee Senior Center. Originally founded as the Senior Advisory Committee on December 14, 1978, it served in an advisory capacity to the Parks, Recreation, & Cultural Resources Commission. SAC advises the Council on matters pertaining to recreation and services for senior citizens in Milpitas. 7 Members and 2 alternates serve 3-year terms.

VETERANS COMMISSION: Founded December 1, 2009. Meetings are held on first Wednesdays at 5:30 PM at City Hall in February, April, June, August, October and December. 7 members and 2 alternates with 3-year terms are appointed by the City Council to advise the Council on matters pertaining to veterans in Milpitas. All Commissioners are current or retired U.S. military service members.

YOUTH ADVISORY COMMISSION: Founded May 21, 1996. Meetings are held at 7:00 PM on the second Thursday of each month excluding June at City Hall Committee Room. Commissioners must be ages 13 to 19 years, in grades 7 through 12, and live in Milpitas. YAC advises the City Council on issues involving youth and teens in Milpitas. 7 Members and 2 alternates are appointed to 3-year terms.

CITY OF MILPITAS COMMISSIONS, ALONG WITH CITY COUNCIL, DO NOT MEET IN THE MONTH OF JULY.



CITY OF MILPITAS AGENDA REPORT (AR)

Item Title:	Authorize the City Manager, or Designee, to Execute an Amendment to the Software License Agreement with OpenGov, Inc. for eProcurement Software (Staff Contact: Luz Cofresí-Howe, Finance Director, 408-586-3111)
Category:	Consent Calendar-Community Services and Sustainable Infrastructure
Meeting Date:	2/3/2026
Recommendation:	Authorize the City Manager, or designee, to execute an amendment to the Software License Agreement with OpenGov, Inc. for eProcurement Software to extend the Agreement for an additional five years through February 28, 2031 and add \$57,996 for a revised contract in an amount not-to-exceed of \$156,996, subject to the appropriation of funds.

BACKGROUND:

On February 17, 2021, the City entered into a Software License Agreement with GovList, Inc., dba ProcureNow for its ProcureNow eProcurement software for a five-year term ending on February 28, 2026 and a contract not-to-exceed amount of \$99,000. On July 1, 2021, OpenGov, Inc. acquired GovList, Inc. and subsequently executed an amendment with the City on August 2, 2022 to memorialize OpenGov's assumption of the Agreement, including all rights, titles, interests, obligations, responsibilities, and duties.

City staff in the Purchasing Division of Finance and the Engineering Division of Public Works currently utilize the OpenGov eProcurement software to publicly notice Requests for Proposal, Requests for Quotation, Requests for Qualifications, and Invitations for Bid to ensure wide dissemination of City bid opportunities and equal access to information for all vendors. The software includes a question-and-answer portal where interested vendors may post questions, and the City posts official responses to their questions. The software is also utilized by City staff to collect and evaluate the bid responses, post Notices of Intended Award, and create and track contracts. The OpenGov eProcurement and Contracts modules interoperate with the OpenGov Budgeting and Planning modules, which the City purchases through a separate contract with OpenGov, Inc.

ANALYSIS:

On October 16, 2025, in accordance with the City's Municipal Code Sections [I-2-3.14 \(Standardization\)](#) and [I-2-3.06 \(Sole Source Procurement\)](#), the Purchasing Agent approved a standardization and sole source request for OpenGov software, including its eProcurement, Contracts, Budgeting, Planning, and related modules. This enterprise-wide software interoperates with other OpenGov software modules and as well as other City systems. The cost to replace the OpenGov systems and the time it would take to do so would be significant and severely impact operations and staff's ability to complete purchases in a timely manner as well as manage resulting contracts.

With the current contract set to expire on February 28, 2026, staff obtained a quote from the vendor to continue using its Core Procurement and Contracts software for another five years. The quoted amount for the first renewal year (March 1, 2026 through February 28, 2027) is \$10,496, with a 5% increase each year thereafter.

The requested amendment will extend the term of the Agreement through February 28, 2031 and add \$57,996 to the Agreement for the additional five-year term for a total revised contract maximum of \$156,996. Approval of this amendment will ensure the City's procurement and contracting processes and operations are not interrupted or delayed. Pursuant to [Section I-4-2.01 of the Milpitas Municipal Code](#), contracts, including amendments, whose aggregate value exceeds \$100,000 must be approved by the City Council.

POLICY ALTERNATIVE(S):

Alternative 1: Do not approve this amendment.

Pros: No additional City funds would be expended.

Cons: City staff will be unable to post bids and manage contracts electronically, thereby interrupting critical operations and delaying procurement and contracting efforts.

Reason for Not Recommending: Removal of the software tools utilized to conduct procurements and manage City contracts will result in significant delays in procuring goods and services, reduced vendor notifications of City bid opportunities, and increased potential for errors in contract management.

FISCAL IMPACT:

The total annual spend for the software subscription period of March 1, 2026 through February 28, 2027 is \$10,496. Sufficient funding for the current 2025-26 fiscal year was appropriated through the City Council action adopting the [Proposed Operating Budget](#) and the [Proposed Capital Improvement Program Budget](#) on June 3, 2025 in the General Fund. Funding for future fiscal years will be subject to the appropriation of funds through the City's annual budgeting process.

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.

ATTACHMENT(S):

None.



CITY OF MILPITAS AGENDA REPORT (AR)

Item Title:	Set a Public Hearing for March 3, 2026, and Adopt a Resolution Declaring Weeds on Specific Properties to be a Public Nuisance (Staff Contact: Arthur Belton, Deputy Chief/Fire Marshal, 408-586-3384)
Category:	Consent Calendar- Public Safety
Meeting Date:	2/3/2026
Recommendation:	(1) Set a public hearing for March 3, 2026; and (2) Adopt a resolution declaring weeds on specific properties to be a public nuisance.

BACKGROUND:

On February 2, 1976, the County of Santa Clara (County), through its Consumer and Environmental Protection Agency – Weed Abatement Program, entered into an agreement for weed abatement services (Agreement) with the City of Milpitas (City). The purpose of this Agreement is to enhance the efficiency and cost-effectiveness of weed abatement operations and resource usage for both the City and County.

The initial Agreement was amended on the following dates: February 15, 1983; January 14, 1996; August 18, 1998; August 17, 1999; January 12, 2001; and December 21, 2011. The City Council authorized the City Manager to execute the most recent amended and restated Agreement on [June 21, 2022](#).

The Agreement stipulates the major procedural functions to be performed by the County and/or City as follows:

I. County Responsibilities :

- A. Prepare and send a list of parcels needing weed abatement to the City for approval
- B. Draft and distribute abatement notices to respective parcel owners.
- C. Perform weed removal on authorized parcels.
- D. Provide an itemized cost assessment report for abatement services performed to the City for payment action.

II. City Responsibilities :

- A. Conduct public hearings on proposed weed removal resolutions presented by the City Fire Marshal.
- B. Declare weeds as a nuisance and authorize abatement on specific parcels via City Council resolution.
- C. Submit the finalized cost assessment report to the County Assessor's Office for inclusion in the subsequent assessment roll, as mandated by California Health and Safety Code 14915, to assess these costs as liens on the properties through special assessments on tax bills.
- D. Reimburse the County for costs related to weed abatement services on City-owned parcels within 60 days of receiving the invoice. The charges will include the actual service costs from the weed abatement contractor plus an additional 20% of those costs for County program administrative expense.

ANALYSIS:

The County has notified the City of Milpitas that it is commencing its Hazardous Vegetation Abatement (weed abatement) Program for the 2026 season. The County submitted this list of properties (Exhibit A) that were previously identified as hazardous based on inspections, complaints confirmed as valid, and/or previous history of hazardous conditions. Property owners have been notified of their placement on the list by the County. For the County to proceed with its annual abatement process on behalf of the City, the City must adopt a resolution declaring weeds to be a public nuisance and to schedule a public hearing to hear objections to the proposed destruction and/or removal of weeds.

The purpose of this agenda report is to adopt the resolution declaring weeds as a nuisance. This declaration allows for staff to take action to mitigate the hazard. If after being notified owners fall out of compliance and fail to abate the weeds on these properties, abatement is conducted by the County. Once a property is placed in the program, owners must demonstrate compliance for three consecutive years to be removed from the list.

Two public hearings are conducted following the Council Resolution. The first one on March 3, 2026 provides a forum for property owners to contest placement on the list. A subsequent hearing to take place June 2, 2026 provides a forum for property owners to contest the associated costs for abatement being charged to their tax bill. The agenda report for the second hearing will include a list of properties and final charges to the property owner's tax bill.

POLICY ALTERNATIVE(S):

Alternative: Not pass a resolution

Pros: None

Cons: This would reverse a long-standing agreement with Santa Clara County to provide weed abatement service within the City of Milpitas.

Reason for Not Recommending: Without a resolution, property owners will not be notified and weed abatement will not be conducted. Weeds covered under this program, classified as "light flashy fuels" are prone to easy ignition and contribute significantly to rapid fire growth. Left unmitigated, these weeds pose a significant public safety issue in terms of fire potential.

FISCAL IMPACT:

There are no City-owned parcels listed (Attachment [b]) for weed abatement services. If the money collected from property owners in Santa Clara County for weed abatement services is not enough to cover the County's fixed costs, the County can request the City to pay its fair share of the deficit by September 1. The City deficit share is determined by the percentage of parcels in the City that received weed abatement services compared to the total number of parcels serviced by the County. The County's payment request would include details about the total shortfall, any available program revenues to offset it, and the City's calculated share of the shortfall.

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 and is not a project pursuant to Cal. Code Regs., tit. 14, § 15378. The action entails the maintenance of existing public or private property involving negligible or no expansion of existing or former use and is exempt from CEQA pursuant to Cal. Code Regs., tit. 14, § 15301.

ATTACHMENT(S):

(a) Resolution

(b) 2026 Milpitas Commencement Report (Exhibit A)

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILPITAS
DECLARING CERTAIN PROPERTIES TO CONSTITUTE A PUBLIC
NUISANCE DUE TO THE OVERGROWTH OF WEEDS AND/OR
ACCUMULATION OF RUBBISH, REFUSE OR DIRT AND FIXING THE TIME
AND PLACE FOR OBJECTIONS TO ABATEMENT**

WHEREAS, the County of Santa Clara Consumer and Environmental Protection Agency - Weed Abatement Program has compiled its annual list of properties which constitute a public nuisance due to an overgrowth of weeds and/or the accumulation of rubbish, refuse or dirt; and

WHEREAS, it is requested that the County of Santa Clara Consumer and Environmental Protection Agency - Weed Abatement Program will individually notify the owners of those properties of its intent to abate said public nuisance and assess the cost as a special assessment against said properties if the owners do not abate the nuisance themselves; and

WHEREAS, the purpose of this Resolution is to fix a time and place where the said property owners can object to the proposed abatement.

NOW, THEREFORE, the City Council 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 declares that the properties listed on the annual list of properties, attached hereto as **Exhibit A**, constitute a public nuisance due to an overgrowth of weeds and/or the accumulation of rubbish, refuse or dirt.
3. March 3, 2026 at 7:00 p.m., in the Council Chambers at City Hall, Milpitas, California, shall be the time and place set aside for all owners of property listed on Exhibit A or any other person having any objections to the proposed removal of the weeds, rubbish, refuse and dirt to voice any objections they may have to the proposed nuisance abatement by the County of Santa Clara Consumer and Environmental Protection Agency - Weed Abatement Program.
4. The City Clerk is hereby authorized to cause notice of this Resolution be given to the County of Santa Clara Consumer and Environmental Protection Agency - Weed Abatement Program.
5. The City Council requests that the County of Santa Clara Consumer and Environmental Protection Agency - Weed Abatement Program notify the owners of those properties included on Exhibit A in accordance with Milpitas Municipal Code, Title V, Chapter 202, of its intent to abate said nuisance and assess the cost as a special assessment against said properties unless such weeds, rubbish, refuse or dirt are removed by the owner.

PASSED AND ADOPTED this 3rd day of February 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

2025 WEED ABATEMENT PROGRAM
COMMENCEMENT REPORT
CITY OF MILPITAS

EXHIBIT A

Situs				APN
634	N	ABEL	ST	022-06-010
7280		MARYLINN	DR	022-07-007
99	S.	MAIN	ST	022-24-017
99	S	MAIN	ST	022-24-017
111	S.	MAIN	ST	022-24-040
		VALLEY	WY	022-28-026
1735		CALIFORNIA	CR	022-37-002
		CALIFORNIA	CIR	022-38-026
		CALIFORNIA	CIR	022-38-027
81		DIXON	RD	026-05-021
		DIXON	RD	026-05-023
		DIXON	RD	026-06-012
1720		ARIZONA	AVE	026-07-016
1840		ARIZONA	AVE	026-07-051
1640		ARIZONA	AVE	026-11-067
		BOTHELO	LN	028-23-017
		RAILROAD	AVE	028-24-006
1390		EL CAMINO		029-02-007
980		CALAVERAS	Dr	029-03-023
1327		CALLE		029-05-010
880		EVANS	RD	029-06-003
666		EVANS	RD	029-06-008
826		CALAVERAS	DR	029-06-031
1220		COUNTRY	DR	029-52-014
1039		CAMARILLO	CT	029-52-015
673		QUINCE	LN	029-59-014
517		VISTA RIDGE	DR	042-30-009
519		VISTA RIDGE	DR	042-30-010
529		VISTA RIDGE	DR	042-30-015
410		VISTA RIDGE	DR	042-30-024
350		VISTA RIDGE	DR	042-30-025
531		VISTA RIDGE	DR	042-30-029

		SERRA	WY	083-06-006
	S.	MAIN	ST	083-06-008
	S	MAIN	ST	083-07-015
91		MONTAGUE	EXP	083-42-002
		HAMMOND	WA	086-25-018
	S	MAIN	ST	086-25-028
		HAMMOND	WA	086-25-030
		HAMMOND	WY	086-25-032
		BOTHELO	AVE	086-26-039
		HAMMOND	WY	086-26-040
		HAMMOND	WY	086-26-042
		MILPITAS	BLV	086-28-006
		VISTA	WA	086-29-005
		WRIGLEY	WA	086-29-036
		YOSEMITE	DR	086-29-047
876		YOSEMITE	DR	086-30-047
		YOSEMITE	DR	086-30-048
		AMES	AVE	086-30-060
		SINCLAIR	RD	086-31-003
		MILPITAS	BLV	086-32-084
1646		CENTRE POINT	DR	086-33-110
		COSTA	ST	086-41-014
1001	S	MILPITAS	BLV	086-42-033
		GARDEN	ST	086-94-014
375		DEMPSEY	RD	088-01-002
534	S	PARK	DR	088-06-039
1459		CANTON	DR	088-09-039
1496		JUPITER	CT	088-09-089
575		CARLSBAD	ST	088-20-102
1791		ROCKY	AV	088-23-075
1966		YOSEMITE	DR	088-26-149
		OLD	RD	092-34-008
1250		PIEDMONT	RD	092-34-014
2235		URIDIAS	RD	092-37-050



CITY OF MILPITAS AGENDA REPORT (AR)

Item Title:	Adopt a Resolution to Approve and Authorize the City Manager, or Designee, to Execute the Agreement under the Fiscal Year 2024 Safe Streets and Roads for All Grant Program and Any Amendments with the United States Department of Transportation Federal Highway Administration (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:	2/3/2026
Recommendation:	Adopt a resolution to approve and authorize the City Manager, or designee, to execute the Fiscal Year 2024 Safe Streets and Roads for All (SS4A) Grant Funding Agreement and any amendments with the United States Department of Transportation's Federal Highway Administration.

BACKGROUND:

The Traffic and Transportation Engineering Section of the Public Works Department (Section) is responsible for planning and implementing roadway safety improvements identified in the adopted Citywide Travel Safety Plan and Trail, Pedestrian and Bicycle Master Plan. The Section pursues external funding opportunities to implement recommended safety improvements in these Plans to preserve the annual street revenue streams/funding sources (Gas Tax, Senate Bill 1 Road Moad Maintenance and Rehabilitation Account (SB1 RMRA), Measure B, Vehicle Registration Fee) for preventive maintenance of and upgrades to the City's street infrastructure.

On February 21, 2024, the United States Department of Transportation's Federal Highway Administration (USDOT FHWA) issued a Call-for-Projects for the Fiscal Year 2024 Safe Streets and Roads for All (SS4A) grant program. The SS4A grant program was part of the Infrastructure Investment and Jobs Act ([H.R.3684](#)), signed in 2021 by the Biden Administration, and is available to local, regional, and Tribal communities as part of a systematic approach to prevent deaths and serious injuries on roadways, which aligns with City initiatives. SS4A provided \$5 billion over 5 years to fund community-led projects that address the preventable crisis of road deaths through safer roads; vehicle speeds; and improved post-crash care. It funds the following two types of grants:

- Planning and Demonstration Grants for comprehensive safety action plans for planning of safety improvements that can help build a pipeline of projects for future funding; and
- Implementation Grants to implement projects identified in an existing comprehensive safety action plan(s).

Staff applied for the SS4A Grant Program FY 2024 on May 15, 2024. On September 5, 2024, the USDOT FHWA informed the City that it would receive \$2,900,000 for the following work and the City would be required to provide a 20% local funding match.

- A supplemental Planning and Demonstration Grant of \$224,000 that will fund the update of the City 2011 Safe Routes to School Plan to reflect significant changes in the school zones related to

attendance, travel patterns, demographics, and the built environment. The update will identify safety improvements for pedestrians and bicyclists, especially school-aged children, along the school zones.

- An implementation Grant of \$2,676,000 that will fund the design and construction of pedestrian and bicycle safety improvements along certain school zones identified in the adopted [2024 Citywide Travel Safety Plan](#).

As part of its June 3, 2025 [Adopted 2026-2030 Capital Improvement Program](#), the City Council approved the SS4A Improvements Project, CIP No. 4312 (Project) with a budget appropriation of \$3,625,000, of which \$2,900,000 is funded by the SS4A grant and the remaining \$725,000 (20% City local match) is funded by the General Government CIP Fund (\$600,000) and the Gas Tax Fund (\$125,000) for the work as described above.

ANALYSIS:

The City has finalized the terms and conditions of the SS4A Grant Funding Agreement with USDOT FHWA (Attachment B), which includes estimated cost, funding authorization, statement of work, obligation schedule, administration procedures, special terms, and performance measures. It also authorizes the City to commence work on the Base Phase. The City is obligated to complete the supplemental planning and demonstration grant work by July 1, 2028, and implementation grant work by November 1, 2029, with the final report to be submitted by July 1, 2030. The funding will be authorized in three phases: (A) Base Phase - supplemental planning and pre-NEPA ([National Environmental Policy Act](#)) for \$343,200; (B) Phase 1 - final design for \$260,560; and (C) Phase 2 - construction for \$2,296,240. Upon the City completing all requirements of a phase, USDOT FHWA will issue an amendment authorizing the next phase of work.

The USDOT FHWA requires the City Council to accept the SS4A grant funding and commit to the financial and compliance obligations. Staff recommends that the City Council adopt a resolution (Attachment A) to approve and authorize the City Manager, or designee, to execute the Grant agreement under the Fiscal Year 2024 SS4A Grant Program and any amendments with USDOT FHWA.

PROJECT/PROGRAM SCHEDULE:

Upon City Council approval of the recommendation, staff will begin soliciting proposals for a design consultant through the Request for Proposal (RFP) process, in accordance with the City Ordinance and USDOT FHWA procedures. It is anticipated that a design consultant will be selected by April/May, and the design service agreement will be brought forward for City Council consideration in May/June.

The update to the City's 2011 Safe Routes to School Plan is anticipated to be completed by July 1, 2028, and the design of the safety improvements is anticipated to be completed by the end of 2027, with installation to be completed by 2029.

POLICY ALTERNATIVE(S):

Alternative 1: Do not approve and authorize the City Manager, or designee, to execute the SS4A Grant Funding Agreement.

Pros: The City's required 20% local funding match of \$725,000 will be reappropriated to other priority infrastructure needs.

Cons: The City will forfeit \$2.9 million in grant funding and forego an opportunity to update the City's 2011 Safe Routes to School Plan and implement necessary pedestrian and bicycle safety improvements along school zones as identified in the adopted City Travel Safety Plan.

Reason for Not Recommending: Postponing safety improvements will continue to expose pedestrians and bicyclists, especially school-age children, to the risk of serious injury within school zones, and the City may be liable for any roadway incident that occurs. Due to the City's limited annual street funding sources, it is likely these improvements will not be funded in the near future.

FISCAL IMPACT:

As part of the Adopted 2026-2030 Capital Improvement Program, the City Council approved the SS4A Improvements Project, CIP No. 4312 with a budget appropriation of \$3,625,000, of which \$2,900,000 is funded by the SS4A grant and the remaining \$725,000 (20% City local match) is funded by the General Government CIP Fund (\$600,000) and the Gas Tax Fund (\$125,000) for the work as described above. No additional funding appropriation is required.

CALIFORNIA ENVIRONMENTAL QUALITY ACT (CEQA):

The action has no potential to result in either a direct physical change in the environment or a reasonably foreseeable indirect physical change in the environment. It is not a project pursuant to Pub. Resources Code, § 21065 and Cal. Code Regs., tit. 14, § 15378. The work associated with the Project requires National Environmental Policy Act (NEPA) clearance from the USDOT FHWA and an environmental review under the CEQA Guidelines, both of which will occur during the Project's planning phase.

ATTACHMENT:

- (a) Resolution
- (b) USDOT Grant Agreement under the Fiscal Year 2024 Safe Streets and Roads for All Grant Program

RESOLUTION NO. _____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILPITAS
APPROVING AND AUTHORIZING THE CITY MANAGER, OR DESIGNEE, TO
EXECUTE THE GRANT AGREEMENT UNDER THE FISCAL YEAR 2024 SAFE
STREETS AND ROADS FOR ALL GRANT PROGRAM AND ANY
AMENDMENTS WITH THE UNITED STATES DEPARTMENT OF
TRANSPORTATION'S FEDERAL HIGHWAY ADMINISTRATION**

WHEREAS, on February 21, 2024, the United States Department of Transportation's Federal Highway Administration (USDOT FHWA) issued a Call-for-Projects for the Fiscal Year 2024 Safe Streets and Roads for All (SS4A) grant program, which was part of the Infrastructure Investment and Jobs Act signed in 2021. The SS4A grant program is available to local, regional, and Tribal communities for planning and demonstration, and implementation activities as part of a systematic approach to prevent deaths and serious injuries on roadways; and

WHEREAS, on May 15, 2024, City of Milpitas ("City") submitted a grant application requesting \$2.9 million to fund the update of the City's 2011 Safe Routes to School Plan; and installation of pedestrian and bicycle safety improvements along certain school zones identified in the adopted 2024 Citywide Travel Safety Plan; and

WHEREAS, on June 12, 2024, the Transportation Subcommittee was informed that staff applied for funding through the SS4A grant program; and

WHEREAS, on September 5, 2024, USDOT FHWA announced the City will received funding of \$2.9 million through SS4A grant FY 2024 to fund the update the City's 2011 Safe Routes to School Plan to reflect significant changes in the school zones related to attendance, travel patterns, demographics, and the built environment under Supplemental Planning and Demonstration Grant in the amount of \$224,000, and the design and construction of pedestrian and bicycle safety improvements along certain school zones identified in the adopted 2024 Citywide Travel Safety Plan under Implementation Grant in the amount of \$2,676,000; and the City will be required to enter into Grant Funding Agreement with USDOT FHWA prior to start of any work and provide a 20% local funding match in the total amount of \$725,000; and

WHEREAS, as part of the Adopted 2026-2030 Capital Improvement Program, the City Council approved the SS4A Improvements Project CIP No. 4312 with a budget appropriation of \$3,625,000, of which \$2,900,000 is funded by the SS4A grant and the remaining \$725,000 is funded by the General Government CIP Fund (\$600,000) and the Gas Tax Fund (\$125,000); and

WHEREAS, staff recommends the City Council approve and authorize the City Manager, or designee, to execute the Grant Agreement under the Fiscal Year 2024 SS4A Grant Program and any amendments with USDOT FHWA; and

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 approves and authorizes the City Manager, or designee, to accept the grant and execute the Grant Agreement under the Fiscal Year 2024 Safe Streets and Roads for All (SS4A) Grant Program and any amendments with the United States Department of Transportation's Federal Highway Administration.

PASSED AND ADOPTED this 3rd day of February 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

- 1. Federal Award No.**
693JJ32640288
- 2. Effective Date**
See No. 16 Below
- 3. Assistance Listings No.**
20.939
- 4. Award To**
City of Milpitas
455 E. Calaveras Blvd.
Milpitas CA 95035

Unique Entity Id.: EZ77RK2NWKC8
TIN No.: 94-6019192
- 5. Sponsoring Office**
U.S. Department of Transportation
Federal Highway Administration
Office of Safety
1200 New Jersey Avenue, SE
HSSA-1, Mail Drop E71-117
Washington, DC 20590
- 6. Period of Performance**
Effective Date of Award – 60 months
- 7. Total Amount**
Federal Share: \$2,900,000.00
Recipient Share: \$725,000.00
Other Federal Funds: \$0
Other Funds: \$0
Total: \$3,625,000.00
- 8. Type of Agreement**
Grant
- 9. Authority**
Section 24112 of the Infrastructure
Investment and Jobs Act (IIJA, Pub. L. 117–
58, November 15, 2021)
- 10. Procurement Request No.**
HSA250367PR
- 11. Federal Funds Obligated**
Base Phase (Supplemental Planning):
\$224,000.00
(Pre-NEPA): \$119,200.00
- 12. Submit Payment Requests To**
See Article 5.
- 13. Accounting and Appropriations Data**
15X0174E50.0000.055SR30500.5592000000.410
10.61006600
- 14. Description of the Project**
The project aims to improve school routes and enhance pedestrian and cyclist safety near schools.

RECIPIENT

15. Signature of Person Authorized to Sign

Signature Date
Name: Deanna J. Santana
Title: City Manager

FEDERAL HIGHWAY ADMINISTRATION

16. Signature of Agreement Officer

Signature Date
Name: Hector R. Santamaria
Title: Agreement Officer

U.S. DEPARTMENT OF TRANSPORTATION

GRANT AGREEMENT UNDER THE FISCAL YEAR 2024 SAFE STREETS AND ROADS FOR ALL GRANT PROGRAM

This agreement is between the United States Department of Transportation's (the "USDOT") Federal Highway Administration (the "FHWA") and the City of Milpitas (the "**Recipient**").

This agreement reflects the selection of the Recipient to receive a Safe Streets and Roads for All ("SS4A") Grant for the Milpitas Safe Routes to School Project.

The parties therefore agree to the following:

ARTICLE 1 GENERAL TERMS AND CONDITIONS

1.1 General Terms and Conditions.

- (a) In this agreement, "**General Terms and Conditions**" means the content of the document titled "General Terms and Conditions Under the Fiscal Year 2024 Safe Streets and Roads for All ("SS4A") Grant Program," dated November 4, 2025, 2025, which is available at <https://www.transportation.gov/grants/ss4a/grant-agreements> under "Fiscal Year 2024." Articles 7–33 are in the General Terms and Conditions. The General Terms and Conditions are part of this agreement.
- (b) The Recipient acknowledges that it has knowledge of the General Terms and Conditions. Recipient also states that it is required to comply with all applicable Federal laws and regulations including, but not limited to, the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (2 CFR part 200); National Environmental Policy Act (NEPA) (42 U.S.C. § 4321 et seq.); and Build America, Buy America Act (IIJA, div. G §§ 70901-27).
- (c) The Recipient acknowledges that the General Terms and Conditions impose obligations on the Recipient and that the Recipient's non-compliance with the General Terms and Conditions may result in remedial action, termination of the SS4A Grant, disallowing costs incurred for the Project, requiring the Recipient to refund to the FHWA the SS4A Grant, and reporting the non-compliance in the Federal-government-wide integrity and performance system.

ARTICLE 2
APPLICATION, PROJECT, AND AWARD

2.1 Application.

Application Title: Milpitas Safe Routes to School

Application Date: 5/15/2024

2.2 Award Amount.

SS4A Grant Amount: \$2,900,000.00

2.3 Federal Obligation Information.

Federal Obligation Type: Multiple

Obligation Condition Table		
Phase of the Project	Allocation of the SS4A Grant	Obligation Condition
Base Phase: Supplemental Planning and Pre-NEPA	\$343,200	

Obligation Condition Table		
Phase of the Project	Allocation of the SS4A Grant	Obligation Condition
Option Phase 1: Final Design, Right-of-Way, and Utility Relocation	\$260,560	The Recipient shall not expend any funds (Federal or non-Federal) for, seek reimbursement of eligible costs, or otherwise begin any part of the final design and construction of an Implementation Project unless and until: (1) The requirements of the National Environmental Policy Act (42 U.S.C. § 4321 et seq.) (“NEPA”), Section 106 of the National Historic Preservation Act (16 U.S.C. § 470f) (“NHPA”), and any other applicable environmental laws and regulations have been met; and (2) FHWA, or a State with applicable NEPA Assignment authority, has approved the NEPA document for the Project and provided the Recipient with a written notice that the environmental review process is complete; and (3) FHWA has obligated additional funds for this phase and notified the Recipient in writing that the Recipient may proceed to the next activity after NEPA approval, and the Recipient has acknowledged receipt in writing of FHWA’s notification. Recipient shall not proceed with any such activities until (2) and (3) as described in this section are met. Costs that are incurred before (2) and (3) as described in this section are met are not allowable costs under this agreement. Extent of activities that are permissible before NEPA is complete are those activities constituting “preliminary design” as specified in FHWA Order 6640.1A.

Obligation Condition Table		
Phase of the Project	Allocation of the SS4A Grant	Obligation Condition
Option Phase 2: Construction	\$2,296,240	The Recipient shall not expend any funds (Federal or non-Federal) for, seek reimbursement of eligible costs, or otherwise begin any part of the construction or final design and construction of a Project unless and until: (1) The requirements of the National Environmental Policy Act (42 U.S.C. § 4321 et seq.) (“NEPA”), Section 106 of the National Historic Preservation Act (16 U.S.C. § 470f) (“NHPA”), and any other applicable environmental laws and regulations have been met; and (2) FHWA, or a State with applicable NEPA Assignment authority, has approved the NEPA document for the Project and provided the Recipient with a written notice that the environmental review process is complete; and (3) FHWA has obligated additional funds for this phase and notified the Recipient in writing that the Recipient may proceed to the next activity after NEPA approval, and the Recipient has acknowledged receipt in writing of FHWA’s notification. Recipient shall not proceed with any such activities until (2) and (3) as described in this section are met. Costs that are incurred before (2) and (3) as described in this section are met are not allowable costs under this agreement. Extent of activities that are permissible before NEPA is complete are those activities constituting “preliminary design” as specified in FHWA Order 6640.1A.

2.4 Budget Period.

Base Phase Budget Period: Effective Date of Award – December 1, 2028

Option Phase 1 Budget Period: [reserved]

Option Phase 2 Budget Period: [reserved]

2.5 Grant Designation.

Designation: Implementation

ARTICLE 3 SUMMARY PROJECT INFORMATION

3.1 Summary of Project's Statement of Work.

This project will be completed in three phases.

Base Phase: Supplemental Planning: The supplemental planning project will update the City's 2011 Safe Routes to School Plan to reflect significant changes in school attendance zones, travel patterns, demographics, and the built environment. The effort will revise and expand school profiles, incorporate newly constructed schools, document completed and planned capital projects affecting school travel, and integrating applicable local and regional transportation plans. Work will include producing updated visuals and data, engaging community members and stakeholders, and recommend safety and access enhancements.

Base Phase: Pre-NEPA: The Pre-NEPA phase is associated with Implementation Grants. The Implementation project aims to address the City's crash trends regarding fatal and severe injury crashes by enhancing pedestrian and bicycle safety throughout the City's school zones. The improvements are at intersections near schools with known safety issues and proactively includes additional locations to systemically prevent fatal and severe injury crashes along the City's school route network. During the Pre-NEPA phase, the City will issue a Request for Proposal for conceptual-level designs (30% Plans, Specifications and Estimates deliverables) of various enhancements. These improvements include: School Zone signs, Rectangular Rapid Flashing Beacons, Speed Feedback signs, Safety Lighting, Raised Medians, Pedestrian Refuge Islands, ADA Accessible curb ramps and bulb-outs, Advanced Stop Bars, Green conflict Zone Striping, Bike Route Signage, and Restripe existing intersections with pavement markers. Once the 30% PS&E are ready, the NEPA evaluation will take place to address Preliminary Environmental Study required for the project.

Option Phase 1: Final Design: After the NEPA clearance and FHWA approval, the remaining portion of the PS&E will be prepared as follows:

- Manage the review of the 60%, 90%, and 100% Plans, Specifications, and Estimates deliverables prepared by the project consultant.
- Review Traffic Control plans to minimize disruption during construction.
- Coordinate with other Agencies to secure necessary permits, including Caltrans encroachment permit and utility permits
- Identify utility conflicts and coordinate with utility companies to resolve issues.
- Prepare and assemble the complete bid package

Option Phase 2: Construction:

- Advertise bid, conduct pre-bid meeting, handle Request for Information, and issue addendum as needed. Oversee bid opening, and City council award of the contract
- Provide construction management and oversight throughout the project.
- Perform field inspections and review and verify installations of infrastructures
- Review submittals, such as shop drawings, material certifications, and equipment specifications
- Coordinate with stakeholders, such as residents, schools, businesses, and other stakeholders.
- Ensure contractor implements traffic control plan safely and effectively.
- Negotiate and process change orders as necessary
- Perform punch list inspections to identify and document incomplete work.
- Review and process payments.

3.2 Project's Estimated Schedule.

Supplemental Planning Schedule

Milestone	Schedule Date
Planned Final Plan Publicly Available Date:	July 1, 2028
Planned SS4A Final Report Date:	July 1, 2030

Implementation Schedule (Construction)

Milestone	Schedule Date
Planned NEPA Completion Date:	July 1, 2027
Planned Construction Substantial Completion and Open to Public Use Date:	November 1, 2029
Planned SS4A Final Report Date:	July 1, 2030

3.3 Project's Estimated Costs.

(a) Eligible Project Costs

Eligible Project Costs	
SS4A Grant Amount:	\$2,900,000.00
Other Federal Funds:	\$0
State Funds:	\$0
Local Funds:	\$725,000.00
In-Kind Match:	\$0
Other Funds:	\$0
Total Eligible Project Cost:	\$3,625,000.00

(b) Cost Classification Table

Cost Classification	Total Costs	Non-SS4A Previously Incurred Costs	Eligible Costs
Administrative and legal expenses	\$411,600	\$0	\$411,600
Architectural and engineering fees	\$198,500	\$0	\$198,500
Construction	\$2,311,100	\$0	\$2,311,100
Miscellaneous	\$239,000	\$0	\$239,000
Contingency	\$464,800	\$0	\$464,800
Project Total	\$3,625,000.00	\$0	\$3,625,000.00

(c) Indirect Costs

Indirect costs are allowable under this Agreement in accordance with 2 CFR part 200 and the Recipient's approved Budget Application. In the event the Recipient's indirect cost rate changes, the Recipient will notify FHWA of the planned adjustment and provide supporting documentation for such adjustment. This Indirect Cost provision does not operate to waive the limitations on Federal funding provided in this document. The Recipient's indirect costs are allowable only insofar as they do not cause the Recipient to exceed the total obligated funding.

ARTICLE 4

CONTACT INFORMATION

4.1 Recipient Contact(s).

Jessica Dai
Associate Civil Engineer
City of Milpitas
455 E. Calaveras Blvd, Milpitas CA 95035
(408) 586-3325
jdai@milpitas.gov

4.2 Recipient Key Personnel.

Name	Title or Position
Jessica Dai	Associate Civil Engineer
Mohit Chaudhary	Principal Civil Engineer
Roberto Alonzo	Public Works Division Manager
Michael Silveira	City Engineer

4.3 USDOT Project Contact(s).

Safe Streets and Roads for All Program Manager
Federal Highway Administration
Office of Safety

HSSA-1, Mail Stop: E71-117
1200 New Jersey Avenue, S.E.
Washington, DC 20590
202-366-2822
SS4A.FHWA@dot.gov

and

Agreement Officer (AO)
Federal Highway Administration
Office of Acquisition and Grants Management
HCFA-42, Mail Stop E62-310
1200 New Jersey Avenue, S.E.
Washington, DC 20590
HCFASS4A@dot.gov

and

Division Administrator – California
Agreement Officer's Representative (AOR)
650 Capitol Mall Suite 4-100
Sacramento, CA 95814
(916) 498-5001
(916) 498-5064

and

Peter Pangilinan
California Division Office Lead Point of Contact
Senior Transportation Engineer
650 Capitol Mall Suite 4-100
Sacramento, CA 95814
(916) 498-5886
peter.pangilinan@dot.gov

ARTICLE 5 USDOT ADMINISTRATIVE INFORMATION

5.1 Office for Subaward and Contract Authorization.

USDOT Office for Subaward and Contract Authorization: FHWA Office of Acquisition and Grants Management

SUBAWARDS AND CONTRACTS APPROVAL

Note: See 2 CFR § 200.331, Subrecipient and contractor determinations, for definitions of subrecipient (who is awarded a subaward) versus contractor (who is awarded a contract).

Note: Recipients with a procurement system deemed approved and accepted by the Government or by the Agreement Officer (the “AO”) are exempt from the requirements of this clause. See 2 CFR 200.317 through 200.327.

In accordance with 2 CFR 200.308(f)(6), the recipient or subrecipient shall obtain prior written approval from the USDOT agreement officer for the subaward, if the subaward activities were not proposed in the application or approved in the Federal award. This provision is in accordance with 2 CFR 200.308 (f) (6) and does not apply to procurement transactions for goods and services. Approval will be issued through written notification from the AO or a formal amendment to the Agreement.

The following subawards and contracts are currently approved under the Agreement by the AO. This list does not include supplies, material, equipment, or general support services which are exempt from the pre-approval requirements of this clause.

5.2 Reimbursement Requests

- (a) The Recipient may request reimbursement of costs incurred within the budget period of this agreement if those costs do not exceed the amount of funds obligated and are allowable under the applicable cost provisions of 2 C.F.R. Part 200, Subpart E. The Recipient shall not request reimbursement more frequently than monthly.
- (b) The Recipient shall use the DELPHI iSupplier System to submit requests for reimbursement to the payment office. When requesting reimbursement of costs incurred or credit for cost share incurred, the Recipient shall electronically submit supporting cost detail with the SF-270 (Request for Advance or Reimbursement) or SF-271 (Outlay Report and Request for Reimbursement for Construction Programs) to clearly document all costs incurred.
- (c) The Recipient’s supporting cost detail shall include a detailed breakout of all costs incurred, including direct labor, indirect costs, other direct costs, travel, etc., and the Recipient shall identify the Federal share and the Recipient’s share of costs. If the Recipient does not provide sufficient detail in a request for reimbursement, the Agreement Officer’s Representative (the “AOR”) may withhold processing that request until the Recipient provides sufficient detail.
- (d) The USDOT shall not reimburse costs unless the AOR reviews and approves the costs to ensure that progress on this agreement is sufficient to substantiate payment.
- (e) In the rare instance the Recipient is unable to receive electronic funds transfers (EFT), payment by EFT would impose a hardship on the Recipient because of their inability to manage an account at a financial institution, and/or the Recipient is unable to use the DELPHI iSupplier System to submit their requests for disbursement, the FHWA may waive the requirement that the Recipient use the DELPHI iSupplier System. The Recipient shall contact the Division Office Lead Point of Contact for instructions on and requirements related to pursuing a waiver.

- (f) The requirements set forth in these terms and conditions supersede previous financial invoicing requirements for Recipients.

ARTICLE 6 SPECIAL GRANT TERMS

- 6.1** SS4A funds must be expended within five years after the grant agreement is executed and DOT obligates the funds, which is the budget period end date in section 10.3 of the Terms and Conditions and section 2.4 in this agreement.
- 6.2** The Recipient demonstrates compliance with civil rights obligations and nondiscrimination laws, including Titles VI of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), and Section 504 of the Rehabilitation Act, and accompanying regulations. Recipients of Federal transportation funding will also be required to comply fully with regulations and guidance for the ADA, Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, and all other civil rights requirements.
- 6.3** SS4A Funds will be allocated to the Recipient and made available to the Recipient in accordance with FHWA procedures.
- 6.4** The Recipient of a Planning and Demonstration Grant acknowledges that the Supplemental Action Plan will be made publicly available and agrees that it will publish the final Supplemental Action Plan on a publicly available website.
- 6.5** The Recipient of an Implementation Grant agrees to update its Action Plan within two years of the date of this agreement to: align with all Comprehensive Safety Action Plan components in Table 1 of the SS4A FY 2024 NOFO corresponding with any “no” responses in the Self-Certification Eligibility Worksheet; ensure that the Action Plan’s safety focus includes all road users, including pedestrians, bicyclists, and motor vehicle safety; and ensure that the Action Plan was last updated not more than three years prior.
- 6.6** The Recipient acknowledges that it is required to conduct certain environmental analyses and to prepare and submit to FHWA, or State with applicable NEPA Assignment authority, documents required under NEPA, and other applicable environmental statutes and regulations before the Government will obligate funds for Option Phase 1 under this agreement and provide the Recipient with a written notice to proceed with Option Phase 1.
- 6.7** The Government’s execution of this agreement does not in any way constitute pre-approval or waiver of any of the regulations imposed upon Recipient under the applicable Federal rules, regulations and laws regarding SS4A projects undertaken in accordance with the terms and conditions of this agreement. The Recipient shall comply with all applicable Federal requirements before incurring any costs under this agreement.
- 6.8** There are no other special grant requirements.

ATTACHMENT A
PERFORMANCE MEASUREMENT INFORMATION

Study Area: School Routes across Milpitas, CA.

Baseline Measurement Date: July 1, 2028

Baseline Report Date: September 1, 2028

Table 1: Performance Measure Table

Measure	Category and Description	Measurement Frequency and Reporting Deadline
Safety Performance	Fatalities: Total annual fatalities in the project location(s)	Annually and within 120 days after the end of the period of performance
Safety Performance	Serious Injuries: Total annual serious injuries in the project location(s) [if available]	Annually and within 120 days after the end of the period of performance
Safety Performance	Crashes by Road User Category: Total annual crashes in the project location(s) broken out by types of roadway users involved (e.g., pedestrians, bicyclists, motorcyclist, passenger vehicle occupant, commercial vehicle occupant)	Annually and within 120 days after the end of the period of performance
Costs	Project Costs: Quantification of the cost of each eligible project carried out using the grant	Within 120 days after the end of the period of performance
Outcomes and Benefits	Quantitative Project Benefits: Quantification of evidence-based projects or strategies implemented (e.g., miles of sidewalks installed, number of pedestrian crossings upgraded, etc.)	Within 120 days after the end of the period of performance
Outcomes and Benefits	Qualitative Project Benefits: Qualitative description of evidence-based projects or strategies implemented (e.g., narrative	Within 120 days after the end of the

Measure	Category and Description	Measurement Frequency and Reporting Deadline
	descriptions, testimonials, high-quality before and after photos, etc.)	period of performance
Outcomes and Benefits	Project Location(s): GIS/geo coordinate information identifying specific project location(s)	Within 120 days after the end of the period of performance
Lessons Learned and Recommendations	Lessons Learned and Recommendations: Description of lessons learned and any recommendations relating to future projects or strategies to prevent death and serious injury on roads and streets.	Within 120 days after the end of the period of performance

ATTACHMENT B CHANGES FROM APPLICATION

Scope:

No Changes.

Schedule:

During the application process, we anticipated a total project duration of 36 months from 12/01/2024 to 12/01/2027. Since the time of application, we have increased the schedule to 60 months to include time for design and environmental permits that were not initially anticipated and include schedule contingency. The project will commence after execution of the grant agreement, anticipated in late 2025/ early 2026.

Budget:

The overall budget remains the same, but adjustments were made amongst the cost classifications. \$41,000 was reallocated from Miscellaneous, \$151,500 was moved from Architectural & Engineering Fees, and \$219,100 was shifted from Construction to Administrative and Legal Expenses, bringing the total Administrative and Legal Expenses to \$411,600. These updates were made because the application incorrectly captured our administration costs. Additionally, \$48,800 was moved from Construction to Contingency, reducing the Construction cost to \$2,311,100. This change reflects updated cost estimates developed since the time of application.

The table below provides a summary comparison of the project budget.

Fund Source	Application		Section 3.3	
	\$	%	\$	%
Previously Incurred Costs (Non-Eligible Project Costs)				
Federal Funds				
Non-Federal Funds				
Total Previously Incurred Costs				
Future Eligible Project Costs				
SS4AFunds				
Other Federal Funds				
Non-Federal Funds				
Total Future Eligible Project Costs				
Total Project Costs				

ATTACHMENT C

[RESERVED]

ATTACHMENT D

[RESERVED]

ATTACHMENT E LABOR AND WORK

1. Efforts to Support Good-Paying Jobs and Strong Labor Standards

The Recipient states that rows marked with “X” in the following table are accurate:

	The Recipient or a project partner promotes robust job creation by supporting good-paying jobs directly related to the project with free and fair choice to join a union. <i>(Describe robust job creation and identify the good-paying jobs in the supporting narrative below.)</i>
	The Recipient or a project partner will invest in high-quality workforce training programs such as registered apprenticeship programs to recruit, train, and retain skilled workers, and implement policies such as targeted hiring preferences. <i>(Describe the training programs in the supporting narrative below.)</i>
	The Recipient or a project partner will partner with high-quality workforce development programs with supportive services to help train, place, and retain workers in good-paying jobs or registered apprenticeships including through the use of local and economic hiring preferences, linkage agreements with workforce programs, and proactive plans to prevent harassment. <i>(Describe the supportive services provided to trainees and employees, preferences, and policies in the supporting narrative below.)</i>
	The Recipient or a project partner will partner and engage with local unions or other worker-based organizations in the development and lifecycle of the project, including through evidence of project labor agreements and/or community benefit agreements. <i>(Describe the partnership or engagement with unions and/or other worker-based organizations and agreements in the supporting narrative below.)</i>
	The Recipient or a project partner will partner with communities or community groups to develop workforce strategies. <i>(Describe the partnership and workforce strategies in the supporting narrative below.)</i>
X	The Recipient or a project partner has taken other actions related to the Project to create good-paying jobs with the free and fair choice to join a union and incorporate strong labor standards. <i>(Describe those actions in the supporting narrative below.)</i>
	The Recipient or a project partner has not yet taken actions related to the Project to create good-paying jobs with the free and fair choice to join a union and incorporate strong labor standards but, before beginning construction of the Project, will take relevant actions described in Attachment B. <i>(Identify the relevant actions from Attachment B in the supporting narrative below.)</i>
	The Recipient or a project partner has not taken actions related to the Project to improve good-paying jobs and strong labor standards and will not take those actions under this award.

2. Supporting Narrative.

The City has established policies and procedures that promote fair labor practices and support creation of good-paying jobs. For all phases of the project, the City will follow labor standards and contracting requirements outlined in the City’s Municipal Code and applicable state and federal regulations. The City’s procurement and contracting processes will incorporate prevailing wage requirements consistent with California Labor Code. Additionally, the City recognizes and honors Memoranda of Understanding (MOUs) with employee unions, ensuring worker’s rights to organize and the free and fair choice to join

a union. The City will require compliance with all applicable labor standards and regulations for any workforce participation.

ATTACHMENT F
CRITICAL SECURITY INFRASTRUCTURE AND RESILIENCE

1. Efforts to strengthen the Security and Resilience of Critical Infrastructure against both Physical and Cyber Threats.

The Recipient states that rows marked with “X” in the following table are accurate:

	The Recipient demonstrates, prior to the signing of this agreement, effort to consider and address physical and cyber security risks relevant to the transportation mode and type and scale of the activities.
	The Recipient appropriately considered and addressed physical and cyber security and resilience in the planning, design and oversight of the project, as determined by the Department and the Department of Homeland Security.
	The Recipient complies with 2 CFR 200.216 and the prohibition on certain telecommunications and video surveillance services or equipment.

2. Supporting Narrative.

Not applicable. This grant will not fund the purchase of Information Technology and/or Operational Technology.

ATTACHMENT G

[RESERVED]



CITY OF MILPITAS AGENDA REPORT (AR)

Item Title:	Approve the 2022 and 2023 Funding Application to the Permanent Local Housing Allocation Program, Authorize Receipt of the Grant, and Certify to the California Department of Housing and Community Development Compliance with Program Requirements (Staff Contact: Matt Cano, Assistant City Manager, 408-586-3275; and Sarah Balcha, Senior Administrative Analyst, 408-586-3268)
Category:	Community Development
Meeting Date:	2/3/2026
Recommendation:	(1) Approve the 2022 and 2023 funding application to the Permanent Local Housing Allocation for Unhoused Outreach (PLHA) program; (2) Authorize receipt of the PLHA grant; and (3) Certify to the California Department of Housing and Community Development compliance with the PLHA program requirements.

BACKGROUND:

In 2017, then Governor Brown signed a 15-bill housing package aimed at addressing the state's housing shortage and high housing costs. This included Senate Bill 2 *Building Homes and Jobs Act* (SB-2), which created a recording fee on real estate documents to increase the supply of affordable homes in California. SB-2 established that 70% of the revenue collected, beginning in calendar year 2019, will go to locally administered affordable housing, otherwise known as the Permanent Local Housing Allocation (PLHA) program.

The California Department of Housing and Community Development (HCD) released the 2022 Notice of Funding Availability (NOFA) on August 17, 2022. The allocation spans five years, 2019-2023. HCD requirements state that applicants must submit a five-year plan for the period of 2019-2023 and cannot apply for more than three years of allocation in one year. [On November 1, 2022](#), the City Council adopted a Resolution authorizing the 2019, 2020, and 2021 funding application and approving a five-year (2019-2023) plan. The five-year plan indicated that the City would use all five years of the funding towards unhoused outreach (20%) and rental assistance (80%).

In February 2023, the City received its award letter from HCD. In July 2023, the City received its executed Standard Agreement for PLHA from HCD. The City was approved to designate 5% to program administration. The remaining balance was approved to be split with approximately 20% of the remaining funding allocated to fund the City's homeless outreach and assessment services and the remainder for a Workforce Housing Rental Assistance Program (WHRAP). Preliminary information regarding WHRAP was presented to City Council on November 1, 2022, and [April 4, 2023](#).

On [October 3, 2023](#), City Council approved the creation of WHRAP and allocated \$645 in funding to 50 households for 24 months. During the first round of outreach only 22 households were deemed eligible. [On August 12, 2025](#), City Council approved minor programmatic changes and the re-opening of a round two to expend the remaining funds.

The current NOFA for the final two years of the PLHA 2019-2023 cycle will remain open until June 30, 2027. Jurisdictions must apply for their 2022 entitlements by February 28, 2026 and their 2023 entitlements by February 28, 2027. The City is eligible to apply for both its 2022 and 2023 funds. Staff is seeking Council approval on what eligible PLHA activities to apply for.

Funding Year	Amount	Deadline for Funds to be Disbursed by HCD	Deadline to use	Use
2019 PLHA	\$238,595	04/30/2024	06/30/2030	WHRAP and homeless outreach
2020 PLHA	\$370,850	04/30/2025	06/30/2030	
2021 PLHA	\$408,109	04/30/2026	06/30/2030	
2022 PLHA	\$204,545	04/30/2027	06/30/2030	Pending City Council direction
2023 PLHA	\$156,777	04/30/2028	06/30/2030	
2024-2028 PLHA	NOFA expected to be released February 2026	N/A	N/A	N/A

ANALYSIS:

As discussed in the background section, on November 1, 2022, the City (1) Adopted a five-year plan to allocate all of the PLHA funding to unhoused outreach and rental assistance and (2) Approved specific uses for the 2019, 2020 and 2021 PLHA funding. Staff are now proposing specific uses for the 2022 and 2023 PLHA funding.

Eligible Activities for Entitlement Funding

To be eligible for its entitlement, the City must engage in activities covered by the guidelines.

There are 10 eligible activities, which are listed in Attachment A. The City's original 5-year Plan was approved for an allocation split of 20% to homeless outreach and assessment services and 80% for a Workforce Housing Rental Assistance Program (WHRAP). Both proposed programs fall under PLHA's activity 6 which is for assisting person who are experiencing or at risk of homelessness, including, but not limited, to providing rapid rehousing, rental assistance, supportive/case management services that allow people to obtain and retain housing, operating and capital costs for navigation centers and emergency shelters, and the new construction, rehabilitation, and preservation of permanent and transitional housing.

Current Proposal

To align with existing City programming, staff is recommending continuing prior City Council direction received on November 1, 2022 and continuing to invest in the programs previously submitted to the State of California in the Council adopted five-year PLHA workplan. However, staff is recommending to invest 100% in homeless outreach to ensure the City has an ongoing funding source for this activity for the next two or more years and to allow other housing funding sources and grants to support rental assistance programs.

For FY 25/26 the City's current homeless outreach program costs \$203,033 for 2 full-time, 5-day a week, homeless outreach case managers. While 2 outreach workers are required for safety reasons, staff believe that with \$361,322 the City may be able to launch a Request for Proposals (RFP) for homeless outreach and case management for 2-3 days a week and be able to enter into a multi-year contract for 2-3 years. Presently, there is no ongoing source of funding for homeless outreach. As such, staff recommends using all the 2022 and 2023 PLHA funds for homeless outreach.

Benefits of focusing the funding on unhoused outreach at this time include:

- 1) The City can continue to fund unhoused outreach to ensure that unhoused residents in Milpitas are placed in the County's Housing queue, for the next two to three years;
- 2) An ongoing funding source for unhoused outreach does not exist, so this allows the City time to identify future funding sources, which could include future PLHA entitlements or other sources of funding;
- 3) PLHA funding is complicated to administer, so this provides for a straightforward activity to allocate the funding to and reduces staff's administrative time on the grant program;
- 4) Additional funding is available for rental assistance programs as discussed further below.

Rental Assistance Programs

Currently, the City is administering two rental assistance programs – Rental Assistance and Workforce Housing Rental Assistance Program (WHRAP) which will likely sunset in May and December 2026, respectively. However, the following additional programs are already funded or have the potential to be funded in the near future:

- 1) WHRAP Round 2: Applications opened in December 2025 and will provide \$645 per month to up to 28 low income renters for a period of 24 months each starting around Spring 2026;
- 2) HOME Grant: The City has applied for a \$500,000 grant from the State of California that, if awarded, will be support rental assistance. Staff is expecting to hear the results of the grant award soon;
- 3) State Earmark: In March 2023, the City received a \$1,500,000 grant, sponsored by State Assemblymember Alex Lee, for homeless services support. \$383,967 remains unappropriated and staff expects to recommend that the City Council support a future rental assistance program with this remaining funding.

POLICY ALTERNATIVES

To provide Council with more than one option, staff has brought forth scenarios of PLHA funded rental assistance. For PLHA funded rental assistance, households must be at 30% AMI or less and rental assistance must be provided for a minimum of 6 months. In August 2025, Council approved WHRAP round two and funding households \$645 per month for 24 months with the caveat that if there are not enough eligible households then the monthly amount should increase to ensure all funds are expended, but no household should receive more funds than their total rent payment. At the August 2025 meeting, Council also expressed interest in reducing the length of time for any future rental assistance programs. Staff's scenarios below are based on the feedback of a reduction in time. The reason staff do not recommend the below options at this time is because WHRAP round two applications are currently open and staff cannot evaluate the effectiveness of the programmatic changes or if there is enough of an eligible applicant pool in Milpitas. Additionally, staff have applied for rental assistance through the HOME grant.

Staff have provided the following tables to show Council options. Both of these options would only provide approximately one additional year of unhoused outreach (through FY 26-27) and the City would need to identify additional funding to extend unhoused outreach beyond that time frame.

Allocation Split

PLHA Allocation	Program Admin Max	Homeless Outreach	Rental Assistance
\$361,322.00	\$18,066.10	\$130,000.00	\$213,255.90

Option 1

Split between homeless outreach + rental assistance for 6 months, including rental assistance program administration costs.

Rental Assistance Options

PLHA Allocation	Households Assisted	Months Assisted	Benefit Per Month
\$213,255.90	20	6	\$1,777.13
\$213,255.90	30	6	\$1,184.76
\$213,255.90	40	6	\$888.57
\$213,255.90	50	6	\$710.85

Option 2:

Split between homeless outreach + rental assistance for 12 months, including rental assistance program administration costs

PLHA Allocation	Households Assisted	Months Assisted	Benefit Per Month
\$213,255.90	20	12	\$888.57
\$213,255.90	30	12	\$592.38
\$213,255.90	40	12	\$444.28
\$213,255.90	50	12	\$355.43

FISCAL IMPACT:

The City's application and receipt of the PLHA grant would be in an amount not to exceed the five-year estimate of the PLHA formula allocations of \$1,431,570, in accordance with all applicable rules and laws. The immediate entitlement to the City is \$361,322 for allocation and administration of its PLHA 2022 and 2023 entitlement. The budget change for \$361,322 will be incorporated into the FY2026-27 budget. Any subsequent HCD entitled allocations will be incorporated into the annual budget development or separately for Council consideration.

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 fiscal activity of the City government that does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment and is not a project pursuant to Cal. Code of Regs., tit. 14, § 15378. The underlying activities to be funded are organizational or administrative activity of the City government that will not result in direct or indirect physical changes in the environment and is not a project pursuant to Cal. Code of Regs., tit. 14, § 15378.

ATTACHMENT(S):

- (a) Permanent Local Housing Allocation Eligible Activities
- (b) Affordable Owner-Occupied Workforce Housing Eligible Activities

Attachment A: Permanent Local Housing Allocation Eligible Activities

A full list and explanation of each of the eligible activities is provided below:

1. The predevelopment, development, acquisition, rehabilitation, and preservation of multifamily, residential live-work, rental housing that is affordable to extremely low-, very low-, low-, or moderate-income households, including necessary operating subsidies.
2. The predevelopment, development, acquisition, rehabilitation, and preservation of affordable rental and ownership housing, including Accessory Dwelling Units (ADUs), that meets the needs of a growing workforce earning up to 120% of AMI, or 150% of AMI in high-cost areas. ADUs shall be available for occupancy for a term of no less than 30 days.
3. Matching portions of funds placed into Local or Regional Housing Trust Funds.
4. Matching portions of funds available through the Low- and Moderate-Income Housing Asset Fund pursuant to subdivision (d) of Health and Safety Code (HSC) Section 34176.
5. Capitalized reserves for services connected to the preservation and creation of new permanent supportive housing.
6. Assisting persons who are experiencing or at risk of homelessness, including, but not limited to, providing rapid rehousing, rental assistance, supportive/case management services that allow people to obtain and retain housing, operating and capital costs for navigation centers and emergency shelters, and the new construction, rehabilitation, and preservation of permanent and transitional housing.
 - A. This activity may include subawards to administrative entities as defined in HSC Section 50490(a)(1-3) that were awarded California Emergency Solutions and Housing (CESH) program or California Homeless Emergency Aid Program (HEAP) funds for rental assistance to continue assistance to these households.
 - B. Applicants must provide rapid rehousing, rental assistance, navigation centers, emergency shelter, and transitional housing activities in a manner consistent with the Housing First practices described in 25 CCR, Section 8409, subdivision (b)(1)-(6) and in compliance with Welfare and Institutions Code (WIC) Section 8225(b)(8). An applicant allocated funds for the new construction, rehabilitation, and preservation of permanent supportive housing shall incorporate the core components of Housing First, as provided in WIC Section 8255, subdivision (b).
7. Accessibility modifications in lower-income owner-occupied housing.
8. Efforts to acquire and rehabilitate foreclosed or vacant homes and apartments.
9. Homeownership opportunities, including, but not limited to, down payment assistance.
10. Fiscal incentives made by a county to a city within the county to incentivize approval of one or more affordable housing projects, or matching funds invested by a county in an affordable housing development project in a city within the county, provided that the city has made an equal or greater investment in the project. The county fiscal incentives shall be in the form of a grant or low-interest loan to an affordable housing project. Matching funds investments by both the county and the city also shall be a grant or low interest deferred loan to the affordable housing project.

The City's original 5-year Plan was approved for an allocation split of 20% to homeless outreach and assessment services and 80% for a Workforce Housing Rental Assistance Program (WHRAP). Both proposed programs fall under PLHA's activity 6 which is for assisting person who are experiencing or at risk of homelessness, including, but not limited, to providing rapid rehousing, rental assistance, supportive/case management services that allow people to obtain and retain housing, operating and capital costs for navigation

centers and emergency shelters, and the new construction, rehabilitation, and preservation of permanent and transitional housing.

If the City proposes more than 10 percent of the anticipated funds be allocated to a different activity, the City will need to formally amend its 5-year plan at a public hearing before being submitted to HCD for approval. However, if the City continues to fund any program under Activity 6 (assisting persons who are experiencing or at risk of homelessness), no formal amendment is needed, even if the funding percentages to each program change.

There are 10 eligible activities, which are listed in this attachment. The range of eligible activities includes accessibility modifications, development of rental housing, matching portions of funds, and homeownership opportunities. Currently, the City partners with Rebuilding Together Silicon Valley to provide accessibility modifications through its Community Development Block Grant program. Other eligible activities include matching portions of funds placed into Local or Regional Housing Trust Funds, of which the City has none. Some activities that staff have not heard the Council express interest in include matching portions of funds available through the Low- and Moderate-Income Housing Asset Fund, capitalized reserves for services connected to the preservation and creation of new permanent supportive housing, and acquiring or rehabilitating foreclosed or vacant homes and apartments. Homeownership activities are another eligible activity, but at this time, the City has no current program, and staff would need to create one. Staff has limited capacity, and the County has an active down-payment assistance program. Staff also anticipate the 2024-2028 PLHA NOFA to be released in early 2026 and expect homeownership to be a requirement. Staff recommend not funding homeownership with 2022 and 2023 funds, as staff anticipate future PLHA funding will be required for homeownership activities. Lastly, there are funds available for affordable housing developments. As the 2022 and 2023 entitlement totals \$361,322, staff do not recommend using the funds for a development project, as the small amount of money would probably not be the difference between whether a project pencils or not. At this time, money for services is unknown, and staff recommend that the Council use these entitlement funds to continue existing services in Milpitas for another couple of years.

As the City's 2022 and 2023 entitlement allocation totals \$361,322, re-allocating more than 10% (\$36,132.20) to a program other than the category of assisting persons who are or are at risk of experiencing homelessness would require 40% (\$144,528.80) of the allocation to go to AWOH activities (Attachment B). This would leave \$216,793.20 to go to a non-AWOH activity. The City of Milpitas currently has no pre-existing program that falls under AWOH and a reallocation of more than 10% would require staff to create a new program. Staff would need to come back to Council with proposals of eligible programs. Currently, staff does not have capacity to create and administer a new program. Additionally, this program would more than likely come with a need for additional program administration funds that would come out of one of the City's housing funds. As stated above, staff also anticipate HCD will require jurisdictions to dedicate a portion of their 2024-2028 PLHA allocations to homeownership programs. For these reasons, staff recommend not re-allocating more than 10% to a program that falls outside of the assisting persons who are or are at risk of experiencing homelessness.

Attachment B: Affordable Owner-Occupied Workforce Housing Eligible Activities

Eligible Activity	AOWH Applicability
Predevelopment, development, acquisition, rehabilitation, and preservation of Affordable rental and ownership housing, including Accessory Dwelling Units (ADUs), that meets the needs of a growing workforce earning up to 120% AMI, or 150% AMI in high-cost areas. ADUs shall be available for occupancy for a term of no less than 30 days.	Only those expenditures directly related to ownership housing will count towards the 20% requirement. Must be documented after expenditure of funds.
Matching portions of funds placed into Local or Regional Housing Trust Funds.	
Matching portions of funds available through the Low- and Moderate-Income Housing Asset Fund pursuant to subdivision (d) of HSC Section 34176	
Accessibility modifications in Lower-income Owner-occupied housing	All expenditures
Efforts to acquire and rehabilitate foreclosed or vacant homes and apartments	Only those expenditures directly related to ownership housing will count towards the 20% requirement. Must be documented after expenditure of funds.
Homeownership opportunities, including, but not limited to, down payment assistance.	All expenditures



CITY OF MILPITAS AGENDA REPORT (AR)

Item Title:	Review Fiscal Year 2025-26 Mid-Year Report, Approve FY2025-26 Mid-Year Budget Amendments, Adopt a Resolution Amending Resolution No. 1626, the Classification Plan, to Approve and Adopt the Pay Schedule titled “New Job Classifications/Salary Table” (Staff Contact: Luz Cofresí-Howe, Finance Director, 408-586-3111)
Category:	Leadership and Support Services
Meeting Date:	2/3/2026
Recommendation:	(1) Review Fiscal Year 2025-26 Mid-Year Report; (2) Approve FY2025-26 Mid-Year Budget Amendments; and (3) Adopt a resolution amending Resolution No. 1626 the Classification Plan, to approve and adopt the pay schedule titled “New Job Classifications/Salary Table”, and amend budgeted allocated positions.

BACKGROUND:

On [June 3, 2025](#), the City Council approved the Fiscal Year (FY) 2025-26 Adopted Operating Budget in the total amount of \$268.5 million, which includes the General Fund Budget in the amount of \$144 million. After adoption of the budget, staff monitor revenues and expenditures for all funds with an emphasis on the General Fund and Enterprise Funds.

ANALYSIS:

This staff report provides FY2025-26 mid-year budget adjustments.

General Fund

On June 3, 2025, the City Council approved the Fiscal Year FY2025-26 Adopted Operating General Fund Budget in the amount of \$144 million. As of December 31, 2025, the City received \$44.1 million in revenues and incurred \$64.9 million in expenditures and encumbrances. Revenues and expenditures are seasonal with cash flow fluctuations due to timing of revenue receipts and City services rendered. As such, actual percentage of revenues may not match the lapsed period.

Revenues

For the six months ending December 31, 2025, the General Fund received \$44.1 million, increased Intergovernmental revenue estimate by \$3.0 million and increased the use of reserves estimate by \$147,000 through prior City Council action for an amended revenue budget of \$147.2 million. The proposed FY2025-26 mid-year budget adjustments total \$3.7 million, resulting in a FY2025-26 amended revenue budget of \$150.9 million.

	Adopted Budget	BCF Through 01/20/26	Amended Budget (01/20/26)	Proposed Mid-Year	Amended Budget Mid-Yr
	FY25-26	FY25-26 Amend	FY25-26	Amendments	FY25-26
Revenues					
Property Taxes	\$ 53,102,400	\$ -	\$ 53,102,400	\$ -	\$ 53,102,400
Sales & Use Tax	\$ 28,497,568	\$ -	\$ 28,497,568	\$ -	\$ 28,497,568
Sales Tax - Measure F/Measure J	\$ 6,985,000	\$ -	\$ 6,985,000	\$ -	\$ 6,985,000
Transient Occupancy Tax	\$ 13,334,900	\$ -	\$ 13,334,900	\$ -	\$ 13,334,900
Licenses, Permits & Fines	\$ 8,730,708	\$ -	\$ 8,730,708	\$ -	\$ 8,730,708
Charges for Services	\$ 8,371,218	\$ -	\$ 8,371,218	\$ -	\$ 8,371,218
Franchise Fees	\$ 6,397,860	\$ -	\$ 6,397,860	\$ -	\$ 6,397,860
Use of Money and Property	\$ 1,067,673	\$ -	\$ 1,067,673	\$ -	\$ 1,067,673
Other Taxes	\$ 1,161,600	\$ -	\$ 1,161,600	\$ -	\$ 1,161,600
Intergovernmental	\$ 412,552	\$ 3,021,542	\$ 3,434,094	\$ 654,170	\$ 4,088,264
Other Revenues	\$ 270,000	\$ -	\$ 270,000	\$ 3,070,531	\$ 3,340,531
Operating Transfers In	\$ 10,451,228	\$ -	\$ 10,451,228	\$ -	\$ 10,451,228
Use of Reserves - PERS stabilization Reserve	\$ 2,774,404	\$ -	\$ 2,774,404	\$ -	\$ 2,774,404
Use of Reserves - Future Deficit Reserve	\$ 917,985	\$ -	\$ 917,985	\$ -	\$ 917,985
Use of Reserves - Contingency Reserve	\$ 15,000	\$ 147,000	\$ 162,000	\$ -	\$ 162,000
Use of Reserves (ERAF Litigation, Utilities Subsidy, Redevelopment Administration)	\$ 917,326	\$ -	\$ 917,326	\$ -	\$ 917,326
Community Investment Programs	\$ 589,482	\$ -	\$ 589,482	\$ -	\$ 589,482
Total Sources	\$ 143,996,904	\$ 3,168,542	\$ 147,165,446	\$ 3,724,701	\$ 150,890,147

- Intergovernmental (Increase \$654,170): The proposed amendment increases the revenue estimate by \$654,170, resulting in estimated Intergovernmental revenue of \$4.1 million for reimbursable overtime, vehicle and equipment, and administrative support costs related to fire mutual aid provided in response to seasonal wildfire and other events.
- Other Revenues (Increase \$3,070,531): The proposed amendment increases the revenue estimate by \$3.1 million, resulting in estimated Other revenue of \$3.3 million. This action recognizes \$2.5 million for reimbursable retiree medical payment costs from the CalPERS Other Post-Employment Benefits (OPEB) trust and \$526,000 in developer reimbursed CEQA review contractual services.

Expenditures

For the six months ending December 31, 2025, the General Fund incurred \$64.9 million of expenditures and encumbrances. The proposed FY2025-26 mid-year adjustments total \$3.7 million, resulting in \$150.9 million FY2025-26 amended expenditure budget.

	Adopted Budget	BCF Through 01/20/26	Amended Budget (01/20/26)	Proposed Mid-Year	Amended Budget Mid-Yr
	FY25-26	FY25-26 Amend	FY25-26	Amendments	FY25-26
EXPENDITURES					
Salaries	\$ 70,418,844	\$ 297,436	\$ 70,716,280	\$ 654,170	\$ 71,370,450
Benefits	\$ 43,207,720	\$ 93,764	\$ 43,301,484	\$ 2,544,531	\$ 45,846,015
Services & Supplies	\$ 28,221,134	\$ 2,777,342	\$ 30,998,476	\$ 526,000	\$ 31,524,476
Debt Services	\$ 1,289,400		\$ 1,289,400	\$ -	\$ 1,289,400
Capital Outlay	\$ 15,000		\$ 15,000	\$ -	\$ 15,000
Operating Transfers Out	\$ 844,806		\$ 844,806	\$ -	\$ 844,806
Total Uses	\$ 143,996,904	\$ 3,168,542	\$ 147,165,446	\$ 3,724,701	\$ 150,890,147

- Salaries (Increase \$654,170): This action increases salaries and benefits by approximately \$0.7 million for the following:
 - Increase of \$654,170 to the Fire Department for overtime to better align actual overtime costs incurred primarily due to fire mutual aid provided in response to seasonal wildfire and other events.
- Benefits (Increase \$2,544,531): This action increases benefits by \$2.5 million for the following:
 - Retiree medical payments of \$2.5 million provided to eligible retired City employees. These costs are fully reimbursed from the CalPERS OPEB trust. While these costs are not new to the City, best practice requires the City budget these costs to make payments.
- Services and Supplies (Increase \$526,000): This action increases services and supplies by \$0.5 million to the Planning Department for pass through contractual services provided to developers for CEQA review projects.

Since adoption of the FY2025-26 Operating Budget on June 3, 2025, staff have identified additional personnel expenses totaling approximately \$784 thousand, including \$246 thousand in Fire overtime for City operations and support, and \$538 thousand to fund OPEB costs per the City's most recent actuarial report. These expenses are being fully absorbed through operational efficiencies and budgetary savings realized during the fiscal year, with no impact on the adopted budget.

Other Funds

- **Abandoned Vehicle Program** – Salary adjustments totaling \$111,000 to align budget with actual program costs: \$90,000 for the Police Department and \$21,000 for the Planning Department.
- **Equipment Replacement Fund** – Vehicle replacement funding of \$385,469 for essential fleet needs:
 - Three (3) unmarked Police Department specialty vehicles omitted during FY2025-26 budget preparation.
 - Two (2) mid-sized dump trucks (over 20 years old) that have failed required CARB opacity testing and been removed from service. As the City's only mid-sized dump trucks, replacement is essential to maintain operational capacity.
 - Additional OPEB costs per the City's most recent actuarial report of \$6,365
- **Sewer Maintenance and Operations Fund** – Operating net budget increase of \$2,646,723:
 - Wastewater treatment services cost increase of \$2,401,182 (City of San José contract).
 - Retiree medical payments of \$213,500, fully reimbursed from the CalPERS OPEB trust.
 - Spousal Fund contribution of \$18,270 per employee union agreement requirements.
 - Additional OPEB costs per the City's most recent actuarial report of \$13,771
- **Water Maintenance and Operations Fund** – Operations budget increase of \$2,186,988:
 - Water purchase cost increase of \$1,839,280.
 - Retiree medical payments of \$305,000, fully reimbursed from the CalPERS OPEB trust.
 - Spousal Fund contribution of \$18,270 per employee union agreement requirements.

- Additional OPEB costs per the City's most recent actuarial report of \$24,438
- **Redevelopment Obligation Retirement Fund** – Appropriation of \$14,127,385 for scheduled redevelopment obligation payments, fully reimbursed by Santa Clara County.
- **Capital Improvement Program (CIP) Amendments:**
 - **CIP 3724 Main Street Flood Study** – Defund \$250,000 and return funds to the Storm Drain CIP Fund. Project placed on hold due to costs exceeding available funding; uncommitted funds will support other storm drain projects.
 - **CIP 3436 ADA Compliance Review** – Defund \$53,000 and return funds to the General Government CIP Fund. Project complete.
 - **CIP 3445 Public Safety/DPW Disaster Plan Update** – Defund \$117,000 and return funds to the General Government CIP Fund. Project complete.
 - **CIP 2016 S. Milpitas Blvd. Road Extension** – Appropriate \$3.0 million in Caltrans grant funds for construction phase.
 - **Highway Safety Improvement Project** – Appropriate \$381,900 for initial design phase, funded by federal grant (\$343,710) and Gas Tax Fund local match (\$38,190). Remaining \$1.9 million will be included in the proposed FY 2027-2031 CIP Budget.
- **Other Funds Allocations** – Additional OPEB costs of \$14,955 per the City's most recent actuarial report allocated to various other funds that support personnel costs, based on the City's latest actuarial report.

Additionally, an updated salary table is attached, reflecting salary adjustments for the Milpitas Police Officers Association (MPOA) per the Memorandum of Understanding effective January 1, 2024 through December 31, 2026, and for Unrepresented Police Employees per City Council action dated [March 3, 2020](#). These updates are consistent with the Fiscal Year 2025-26 Proposed Operating Budget approved by City Council on June 3, 2025.

POLICY ALTERNATIVE:

Alternative 1: Do not approve FY2025-26 Mid-Year Budget Amendment Recommendations

Pros: Not approving certain budget amendment recommendations will result in not aligning the budget with actual trends and make it more difficult to address urgent service demands, accept new revenues and manage the budget.

Cons: The recommended budget amendment recommendations include urgent funding recommendations and adjustments to budget estimates.

Reason not recommended: Not approving the FY2025-26 Mid-Year budget amendment recommendations will result in not funding certain programs and not adjusting budget estimates to year-to-date revenue proceeds received.

FISCAL IMPACT:

If the City Council approves the recommendations, the FY2025-26 operating budget appropriation for General Fund revenues and expenditures will increase by \$3.7 million, for an amended budget total of \$150.9 million, with the Citywide budget increasing by \$26.2 million for an amended Citywide budget of \$294.7 million. The following Sources and Uses chart details the recommended budget amendments. Fund reserves and fund balances will be administered in accordance with City policies.

Sources and Uses Table				
Fund	Funding Source	Revenue	Expense	Change in Fund Balance/ Reimbursement / Revenue
100 - General Fund	Reimbursement-Mutual Aide	\$ 654,170	\$ 654,170	\$ -
	Reimbursement-Developer	526,000	526,000	-
	Reimbursement-CalPERSOPEB	2,544,531	2,544,531	-
105 - Abandoned Vehicle Fund	Abandoned Vehicle Fee Revenue	111,000	111,000	-
150 - Redevelopment Administration	Fund Balance, No affect on General Fund	-	36	36
214 - Community Planning Fund	Fund Balance, No affect on General Fund	-	1,058	1,058
216 - Affordable Housing Community Benefit Fund	Fund Balance, No affect on General Fund	-	1,359	1,359
217 - Affordable Housing Unrestricted Fund	Fund Balance, No affect on General Fund	-	523	523
235 - 95-1 LLMD	Fund Balance, No affect on General Fund	-	1,034	1,034
236 - 98-1 LLMD	Fund Balance, No affect on General Fund	-	67	67
237 - 2005 Community Facility District Fund	Fund Balance, No affect on General Fund	-	8,441	8,441
280 - Solid Waste Services	Fund Balance, No affect on General Fund	-	2,437	2,437
311 - Street CIP Fund	Fund Balance, No affect on General Fund	343,710	381,900	38,190
331 - General Government CIP Fund	Return to Fund Balance	-	(170,000)	(170,000)
341 - Storm Drain CIP Fund	Return to Fund Balance	-	(250,000)	(250,000)
351 - Transit Area CIP Fund	Caltrans Grant Revenue	3,000,000	3,000,000	-
400 - Water Fund	Fund Balance, No affect on General Fund	-	1,881,988	1,881,988
	Reimbursement-CalPERSOPEB	305,000	305,000	-
450 - Sewer Fund	Fund Balance, No affect on General Fund	-	2,433,223	2,433,223
	Reimbursement-CalPERSOPEB	213,500	213,500	-
500 - Equipment Replacement Fund	Fund Balance, No affect on General Fund	-	385,469	385,469
506 - Permit Automation Fund	Fund Balance, No affect on General Fund	-	143	143
930 - Redevelopment Obligation Retirement Fund	County of Santa Clara Reimbursement	14,127,385	14,127,385	-
Grand Total	-	\$21,825,296	\$26,159,264	\$ 4,333,968

CALIFORNIA ENVIRONMENTAL QUALITY ACT:

The action being considered is exempt from environmental review pursuant to CEQA Guideline 15378(b)(4) as a governmental fiscal activity without a commitment to any project that would result in a potentially significant impact on the environment. Further, it is also exempt pursuant to CEQA Guideline 15378(b)(2) as a continuing administrative activity including the purchases of supplies and personnel-related actions, etc.

Attachment(s):

- (a) Resolution - Approve FY 2025-26 Mid-Year Budget Amendments
- (b) Resolution - Adopt Amended Resolution No. 1626
- (c) Exhibit A to the Resolution to Amend Resolution No. 1626

RESOLUTION NO. ____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILPITAS
APPROVING THE FISCAL YEAR 2025-26 MID-YEAR BUDGET REPORT FOR
THE CITY OF MILPITAS AND AUTHORIZING VARIOUS FINANCIAL
ACTIONS**

WHEREAS, as part of the Fiscal Year 2025-26 Mid-Year Budget Report, budget adjustments have been recommended in the General Fund, and certain Special Funds and Capital Funds to bring projected revenues and expenditures into alignment based on performance through the first half of the fiscal year, to account for updated cost projections to implement technical adjustments, to recognize various revenues, and to adjust funding for a limited number of projects funded with Special and/or Capital Funds; and

WHEREAS, the City Council reviewed the Fiscal Year 2025-26 Mid-Year Report; and

WHEREAS, staff recommends Citywide budget amendments totaling \$26.2 million, including General Fund revenue and expenditure increases of \$3.7 million (from \$147.2 million to \$150.9 million) to recognize reimbursable fire mutual aid costs, OPEB retiree medical payments, and CEQA contractual services, maintaining a budget-neutral General Fund with no impact to reserves; and

WHEREAS, staff recommends Other Funds adjustments totaling \$22.5 million, including: (1) Water Fund operations increase of \$2.2 million for water purchase costs and reimbursable benefits; (2) Sewer Fund operations increase of \$2.6 million for wastewater treatment services and reimbursable benefits; (3) Equipment Replacement Fund increase of \$385,469 for essential vehicle replacements; (4) Redevelopment Obligation Retirement Fund appropriation of \$14.1 million fully reimbursed by Santa Clara County; (5) Abandoned Vehicle Program salary adjustments of \$111,000; and (6) various OPEB cost adjustments totaling \$80,000 across multiple funds; and

WHEREAS, staff recommends Capital Improvement Program amendments including: (1) defunding completed or on-hold projects totaling \$420,000 and returning funds to respective CIP reserves; (2) appropriating \$3.0 million in Caltrans grant funds for S. Milpitas Blvd. Road Extension construction; and (3) appropriating \$381,900 in federal grant and Gas Tax funds for Highway Safety Improvement Project initial design; and

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

1. The City Council and Authority have considered the full record before them, 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 them. Furthermore, the recitals set forth above are found to be true and correct and are incorporated herein by reference.
2. The Fiscal Year 2025-26 Mid-Year Budget Report, as attached in the City Council meeting packet, inclusive of capital improvement program appropriations, for the City of Milpitas for Fiscal Year 2025-26 is hereby affirmed and adopted. All appropriations and other financial actions, accounting, and amendments recommended in that staff report are approved.

PASSED AND ADOPTED this _____ day of _____, 2025, 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

RESOLUTION NO. ____

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILPITAS AMENDING
RESOLUTION NO 1626, THE CLASSIFICATION PLAN, TO ADJUST SALARY
RANGES OF MILPITAS POLICE OFFICERS ASSOCIATION PERSONNEL,
UNREPRESENTED POLICE PERSONNEL, AND APPROVE AND ADOPT THE PAY
SCHEDULE TITLED “ALL JOB CLASSIFICATIONS/SALARY TABLE”**

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 adjustments to salary ranges; and

WHEREAS, the City of Milpitas Unrepresented Management Employees are not organized or represented for the purposes of meeting and conferring with the City in the areas of salary, benefits, and working conditions; and

WHEREAS, the current Memorandum of Understanding (MOU) between the Milpitas Police Officers Association (MPOA) and the City of Milpitas covering the period of January 1, 2024 through December 31, 2026 was approved on May 7, 2024 through Resolution No. 9324; and

WHEREAS, consistent with the salary changes in the MPOA MOU, the salaries of Unrepresented Police Personnel shall be increased in accordance with, and on a par with, the salary adjustments granted to the MPOA membership to address salary compaction; and

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 as follows:

The City Council approves and adopts the pay schedule “ALL JOB CLASSIFICATIONS/SALARY TABLE EFFECTIVE 01/11/2026,” dated this day when passed and adopted, which is attached hereto as **Exhibit A**, which includes updated salary ranges for the following classifications as outlined in City Council agenda report approving the Fiscal Year 2025-26 Proposed Operating Budget on June 3, 2025:

- a. All classifications represented by Milpitas Police Officers Association (MPOA) in accordance with the Memorandums of Understanding (MOU) covering the period of January 1, 2024 through December 31, 2026.
- b. All classification included in the Unrepresented Police group, in accordance with the following:
 - Unrepresented Police Employees Salary increase of four percent (4%) which is tied to MPOA per Council action on March 3, 2020.

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 - HUMAN RESOURCES
All Job Classifications/Salary Table Effective 01/11/2026

				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	121.47	9,717.91	252,665.66	-	-	-	-	-	-	-	-	-	170.06	13,605.06	353,731.56
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	127.54	10,203.49	265,290.74	-	-	-	-	-	-	-	-	-	178.56	14,284.93	371,408.18
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	182.21	14,576.92	378,999.92	-	-	-	-	-	-	-	-	-	182.21	14,576.92	378,999.92
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	63.79	5,103.55	132,692.30	66.98	5,358.72	139,326.72	70.33	5,626.67	146,293.42	73.85	5,908.02	153,608.52	77.54	6,203.42	161,288.92
Communications Dispatcher	40	6408	455	55.24	4,418.84	114,889.84	58.00	4,639.76	120,633.76	60.90	4,871.74	126,665.24	63.94	5,115.28	132,997.28	67.14	5,371.05	139,647.30
Community Service Officer	40	6412	460	47.61	3,808.66	99,025.16	49.99	3,999.11	103,976.86	52.49	4,199.06	109,175.56	55.11	4,409.01	114,634.26	57.87	4,629.48	120,366.48
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	110,066.86	55.56	4,444.77	115,564.02	58.34	4,667.01	121,342.26	61.25	4,900.36	127,409.36

CITY OF MILPITAS - HUMAN RESOURCES
All Job Classifications/Salary Table Effective 01/11/2026

				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
Envir & Regulatory Comply Spec	80	8624	851	58.10	4,648.22	120,853.72	-	-	-	-	-	-	-	-	-	76.48	6,118.40	159,078.40
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	-	-	-	-	-	-	-					

CITY OF MILPITAS - HUMAN RESOURCES
All Job Classifications/Salary Table Effective 01/11/2026

				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
Maintenance Worker II	20	8204	208	38.55	2,891.14	75,169.64	40.48	3,035.68	78,927.68	42.50	3,187.43	82,873.18	44.62	3,346.83	87,017.58	46.86	3,514.17	91,368.42
Maintenance Worker II-40	20	8205	209	38.89	3,111.27	80,893.02	40.84	3,266.84	84,937.84	42.89	3,430.99	89,205.74	45.02	3,601.56	93,640.56	47.27	3,781.80	98,326.80
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. - Uttl.	60	1128	693	78.83	6,306.41	163,966.66	-	-	-	-	-	-	-	-	-	98.54	7,883.01	204,958.26
Patrol Officer	40	4401	404	60.79	4,862.99	126,437.74	63.83	5,106.14	132,759.64	67.02	5,361.41	139,396.66	70.37	5,629.49	146,366.74	73.89	5,910.93	153,684.18
Patrol Officer Trainee	40	4402	458	59.48	4,758.55	123,722.30	62.45	4,996.39	129,906.14	65.58	5,246.27	136,403.02	68.86	5,508.55	143,222.30	72.30	5,783.92	150,381.92
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	56.12	4,489.30	116,721.80	58.92	4,713.70	122,556.20	61.87	4,949.38	128,683.88	64.96	5,196.89	135,119.14	68.21	5,456.73	141,874.98
Police Captain	60	1401	651	115.69	9,254.80	240,624.80	-	-	-	-	-	-	-	-	-	161.96	12,956.67	336,873.42
Police Clerk I	40	6402	451	40.22	3,217.86	83,664.36	42.23	3,378.79	87,848.54	44.35	3,547.70	92,240.20	46.56	3,725.10	96,852.60	48.89	3,911.27	101,693.02
Police Clerk II	40	6403	452	44.24	3,539.58	92,029.08	46.46	3,716.66	96,633.16	48.78	3,902.47	101,464.22	51.22	4,097.63	106,538.38	53.78	4,302.42	111,862.92
Police Clerk Supervisor	40	6404	454	51.10	4,088.31	106,296.06	53.66	4,292.76	111,611.76	56.34	4,507.34	117,190.84	59.16	4,732.74	123,051.24	62.12	4,969.35	129,203.10
Police Evidence Technician	40	8607	459	46.92	3,753.81	97,599.06	49.27	3,941.48	102,478.48	51.73	4,138.58	107,603.08	54.32	4,345.54	112,984.04	57.04	4,562.80	118,632.80
Police Lieutenant	40	2402	400	93.24	7,459.11	193,936.86	97.90	7,832.07	203,633.82	102.80	8,223.71	213,816.46	107.94	8,634.91	224,507.66	113.33	9,066.64	235,732.64
Police Officer	40	4403	403	66.47	5,317.72	138,260.72	69.80	5,583.69	145,175.94	73.29	5,862.85	152,434.10	76.95	6,155.94	160,054.44	80.80	6,463.81	168,059.06
Police Officer Trainee	40	4404	457	65.04	5,203.52	135,291.52	68.30	5,463.74	142,057.24	71.71	5,736.98	149,161.48	75.30	6,023.77	156,618.02	79.06	6,324.98	164,449.48
Police Sergeant	40	4405	401	80.30	6,423.96	167,022.96	84.31	6,745.16	175,374.16	88.53	7,082.41	184,142.66	92.96	7,436.63	193,352.38	97.61	7,808.46	203,019.96
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

CITY OF MILPITAS - HUMAN RESOURCES
All Job Classifications/Salary Table Effective 01/11/2026

				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 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	141,364.08	-	-	-	-	-	-	-	-	-	82.61	6,608.98	171,833.48
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