



AGENDA

February 3, 2016

CITY COUNCIL CLOSED SESSION

6:00 p.m.

CITY COUNCIL MEETING

7:00 p.m.

311 Vernon Street
Roseville, California

CLOSED SESSION

6:00 p.m.

- A. CLOSED SESSION CALL TO ORDER
- B. CLOSED SESSION SILENT ROLL CALL
- C. CLOSED SESSION PUBLIC COMMENTS
- D. CLOSED SESSION ITEM

Conference with Legal Counsel - Existing Litigation - Three cases

Pursuant to Government Code Section 54956.9(d)(1)

Joshua David Avila v. City of Roseville, et al.

Placer County Superior Court, Case Number SCV0035285

City of Roseville, et al. v. Pacific Gas and Electric Company

Placer County Superior Court, Case Number SCV0036356; and

California Public Utilities Commission, Case Number 15-07-018

Quality Investment Properties Roseville, LLC, et al. v.

BBC Roseville Oaks, LLC, and City of Roseville

Placer County Superior Court, Case Number SCV0036959; and

Quality Investment Properties Roseville, LLC, et al v. City of Roseville,

et al. Placer County Superior Court, Case Number SCV0036739

CONTACT: Robert Schmitt 774-5325 rschmitt@roseville.ca.us

E. CLOSED SESSION ADJOURNMENT

- 1. CALL TO ORDER**
- 2. ROLL CALL**

Councilmember: Bonnie Gore
Vice Mayor: Susan Rohan
Councilmember: Tim Herman
Councilmember: Pauline Roccucci
Mayor: Carol Garcia

3. PLEDGE OF ALLEGIANCE

4. MEETING PROCEDURES

NOTICE TO THE PUBLIC

All Items on the agenda will be open for the public comment before final action is taken. Speakers are requested to restrict comments to the item as it appears on the agenda and stay within a five (5) - minute time limit. The Mayor has the discretion of limiting the total discussion time for an item.

5. PUBLIC COMMENTS

NOTICE TO THE PUBLIC

Persons may address the City Council on items not on this agenda. Please complete a "Speaker Information Card" and present it to the City Clerk prior to the start of the meeting. Speakers shall restrict their comments to issues that are within the subject jurisdiction of the City Council and limit their comments to three (3) minutes per person. The total time allocated for Public Comment is 25 minutes. The Brown Act, with certain exceptions, does not permit the City Council to discuss or take action on issues that are not listed on the agenda.

6. CONSENT CALENDAR

NOTICE TO THE PUBLIC

All matters listed under Consent Calendar are considered to be routine and all will be passed by one motion. There will be no discussion of these items unless members of the City Council or the public request specific items be removed from the Consent Calendar for separate discussion. Any member of the public may address the City Council on items on the Consent Calendar. Public comments on any item or items on the Consent Calendar are limited to five (5) minutes per speaker

BEGINNING OF CONSENT CALENDAR

Bids / Purchases / Services

6.1. Mike Shellito Indoor Pool Splash Pad Phase 1 Project - Approval of Plans and Specifications and Authorization to Call for Bids

Memo from Park Development Analyst Rjahja Canlas and Parks, Recreation & Libraries Director Dion Louthan recommending Council approve the plans and specifications for the Mike Shellito Indoor Pool Splash Pad Phase 1 Project and authorize staff to call for bids. The scope of work for phase 1 includes an outdoor recirculating water play area located within the existing fenced area of the Mike

Shellito Indoor Pool. The engineer's estimate for construction is \$267,604.00. Funding for the project was approved in the FY2012/13 Budget, and rolled over due to drought conditions.

CC #: 7407

File #: 0707

CONTACT: Rjahja Canlas 774-5505 rcanlas@roseville.ca.us

6.2. Roseville Road Widening Project - Approval of Plans and Specifications and Authorization to Call for Bids

Memo from Associate Engineer "Luz" Nina Buelna and Public Works Director Rhon Herndon recommending Council approve the plans and specifications for the Roseville Road Widening Project and authorize staff to call for bids. The \$4 million project is funded with \$900,000.00 in Highway Safety Improvement Program grant funds and the remainder with Traffic Mitigation funds.

CC #: 7401

File #: 0900-04-02

CONTACT: Luz "Nina" Buelna 746-1300 nbuelna@roseville.ca.us

6.3. Industrial Ave Bridge Replacement Project - Award of Contract

Memo from Associate Engineer Hossein Naghibzadeh and Public Works Director Rhon Herndon recommending Council adopt RESOLUTION NO. 16-20 APPROVING AN AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND MCM CONSTRUCTION, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. The amount of the contract for the replacement of the Industrial Avenue Bridge over Pleasant Grove Creek is \$3,798,870.00. The project is funded by the Federal Highway Bridge Program which pays 88.53% of the total cost of the project. Matching funds are provided by Prop 1B funds in the amount of \$500,000.00.

CC #: 7394

File #: 0900-04

CONTACT: Hossein Naghibzadeh 746-1300 hnaghibzadeh@roseville.ca.us

6.4. Ammunition Purchase

Memo from Department Public Information Officer Dee Dee Gunther and Police Chief Daniel Hahn recommending Council authorize the issuance of a purchase order to Miwall Corporation for the purchase of Hornady ammunition for an amount not to exceed \$88,150.00. The Police Department has an ongoing requirement for ammunition for its various firearms used by police officers, animal control officers, and the regional SWAT team. Last year, police range staff tested various brands of ammunition using FBI-established test protocols, and determined that Hornady Ammunition best met the department's needs, and at a significantly lower cost than the previous provider. Miwall Corporation is the exclusive northern California distributor for Hornady Ammunition, and therefore the department requests a sole-source award to Miwall Corp. The purchase order will be for an amount not to exceed \$88,150.00. Sufficient funds have been included for this purpose in the current fiscal year budget.

CC #: 7417

File #: 0203-12

CONTACT: Randy Thompson 774-5099 rthompson@roseville.ca.us

6.5. CommVault Software Support – Purchase Order

Memo from Buyer Joanna Oukrop and Central Services Director Paul Diefenbach recommending Council authorize a purchase order to SHI International Corporation for software support required to maintain the City's CommVault backup/storage management software utilizing the State of California's Western States Contracting Alliance-National Association of State Procurement Officials (WSCA-NASPO) software value added reseller contract number 7-12-70-19. The total annual cost of the software support is \$26,064.71. Funding is included in the Information Technology Department's FY2015/16 Budget.

CC #: 7404

File #: 0203-06

CONTACT: Joanna Oukrop 774-5745 joukrop@roseville.ca.us

6.6. Roof Replacement - Service Agreement

Memo from Buyer Joanna Oukrop and Central Services Director Paul Diefenbach recommending Council adopt RESOLUTION NO. 16-23 APPROVING A SERVICE AGREEMENT BETWEEN CITY OF ROSEVILLE AND CALIFORNIA SINGLE PLY, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE (S1605227). This is a request for Council to authorize a service agreement to California Single Ply, Inc. as the lowest responsive bidder to RFQ 01-3063 for roof replacement services. The Electric Department has a requirement to replace the 30-year old roof and gutters on their 60-kilovolt control building at the Berry Street receiving station. The total value of the contract award is \$31,380.00. Funding is included in the Electric Department's FY2015/16 Budget.

CC #: 7411

File #: 0900-03

CONTACT: Joanna Oukrop 774-5745 joukrop@roseville.ca.us

6.7. Roseville Electric Generation Facilities Maintenance Support and Repair Services - Service Agreement

Memo from Senior Power Plant Engineer Jason Miller and Electric Utility Director Michelle Bertolino recommending Council adopt RESOLUTION NO. 16-28 APPROVING A SERVICE AGREEMENT BETWEEN CITY OF ROSEVILLE AND PERFORMANCE MECHANICAL, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE (S1603193). The service agreement with Performance Mechanical, Inc., in the amount of \$500,000.00 is for maintenance support and repair services for Roseville Electric Utility generation facilities. Funding is included in the Electric Department Budget for FY16.

CC #: 7400

File #: 0800-03

CONTACT: Jason Miller 746-1665 jmiller@roseville.ca.us

6.8. Audiovisual Services - Service Agreement

Memo from Information Technology GIS and Analytics Manager Scott Adrian and Chief Information Officer Hong Sae recommending Council adopt RESOLUTION NO. 16-27 APPROVING A SERVICE AGREEMENT BETWEEN CITY OF ROSEVILLE AND BETTER PRESENTATION SYSTEMS, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE (S1604135). This item requests approval of a service agreement with Better Presentation Systems, Inc. for Citywide audiovisual equipment and services per their RFP response on October 30, 2015. The total not-to-exceed amount during the contract term is \$750,000.00. Funding will be from end-using department budgets.

CC #: 7398

File #: 0203-06

CONTACT: Scott Adrian 774-5164 sadrian@roseville.ca.us

Resolutions

6.9. Fiddymment Ranch Phase 2 Village 16-A - Certificate of Completion

Memo from Senior Construction Inspector Darrell Robbison and Development Services Director Kevin Payne recommending Council adopt RESOLUTION NO. 16-33 OF THE COUNCIL OF THE CITY OF ROSEVILLE ACCEPTING THE PUBLIC WORK KNOWN AS FIDDYMENT RANCH PHASE 2 VILLAGE 16A PROJECT, APPROVING THE "CERTIFICATE OF COMPLETION", AND AUTHORIZING AND DIRECTING THE CITY ENGINEER TO EXECUTE SAID NOTICE ON BEHALF OF THE CITY OF ROSEVILLE, THEREFORE, AND ACCEPTING ALL DEDICATIONS OFFERED ON THE RECORDED MAP OF THE SUBDIVISION. This project represents a completed subdivision ready for certificate of completion. The Engineering Division has made final inspection of the project and has found the roadway infrastructure work complete in accordance with the improvement plans and City Specifications. This action has no impact to the City's General Fund. Construction costs were paid by the developer.

CC #: 7412

File #: 0400-04-09-2

CONTACT: Darrell Robbison 746-1321 drobbison@roseville.ca.us

6.10. Fiddymment Ranch Phase 2 Village 16-B - Certificate of Completion

Memo from Construction Inspector Orville Chatterton and Development Services Director Kevin Payne recommending Council adopt RESOLUTION NO. 16-34 OF THE COUNCIL OF THE CITY OF ROSEVILLE ACCEPTING THE PUBLIC WORK KNOWN AS FIDDYMENT RANCH PHASE 2 VILLAGE 16-B PROJECT, APPROVING THE "CERTIFICATE OF COMPLETION", AND AUTHORIZING AND DIRECTING THE CITY ENGINEER TO EXECUTE SAID NOTICE ON BEHALF OF THE CITY OF ROSEVILLE, THEREFORE, AND ACCEPTING ALL

DEDICATIONS OFFERED ON THE RECORDED MAP OF THE SUBDIVISION. The Engineering Division has made a final inspection of the project and has found the roadway infrastructure work completed in accordance with the improvement plans and City specifications. The right of way, public utility, and drainage easements will be conveyed to the City by separate document and will be recorded concurrently with the Certificate of Completion. There is no fiscal impact to the General Fund.

CC #: 7413

File #: 0400-04-09-1

CONTACT: Orville Chatterton 774-5347 ochatterton@roseville.ca.us

6.11. Roseville Aquatics Complex Overflow Parking Lot Project - Notice of Completion

Memo from Assistant Engineer Noah Siviglia and Public Works Director Rhon Herndon recommending Council adopt RESOLUTION NO. 16-26 ACCEPTING THE PUBLIC WORK KNOWN AS THE ROSEVILLE AQUATICS COMPLEX OVERFLOW PARKING LOT PROJECT, APPROVING THE "NOTICE OF COMPLETION", AND AUTHORIZING THE PUBLIC WORKS DIRECTOR TO EXECUTE SAID NOTICE ON BEHALF OF THE CITY OF ROSEVILLE. The project construction cost was \$553,067.97, and was funded through the Northwest Lighting and Landscape District, Traffic Mitigation Fees, and Transportation Development Act funds.

CC #: 7399

File #: 0707

CONTACT: Noah Siviglia 746-1379 nsiviglia@roseville.ca.us

6.12. 2015 Washington Boulevard Road Rehabilitation Project - Notice of Completion

Memo from Assistant Engineer Noah Siviglia and Public Works Director Rhon Herndon recommending Council adopt RESOLUTION NO. 16-21 ACCEPTING THE PUBLIC WORK KNOWN AS THE 2015 WASHINGTON BLVD. ROAD REHABILITATION PROJECT, APPROVING THE "NOTICE OF COMPLETION", AND AUTHORIZING THE PUBLIC WORKS DIRECTOR TO EXECUTE SAID NOTICE ON BEHALF OF THE CITY OF ROSEVILLE. Staff recommends that the City Council accept the 2015 Washington Boulevard Road Rehabilitation Project as complete and adopt a resolution authorizing the Public Works Director to execute the Notice of Completion. The final construction cost was \$994,237.80 and was funded with Gas Tax funds.

CC #: 7389

File #: 0900-04-01 & 0900-04-02

CONTACT: Noah Siviglia 746-1379 nsiviglia@roseville.ca.us

6.13. Fiscal Year 2016 Transportation Development Act Claim

Memo from Alternative Transportation Manager Michael Wixon and Public Works Director Rhon Herndon recommending Council adopt RESOLUTION NO. 16-24 APPROVING AND AUTHORIZING EXECUTION OF THE 2016 TRANSPORTATION DEVELOPMENT ACT CLAIMS TO THE PLACER COUNTY TRANSPORTATION PLANNING AGENCY. This is a request to authorize the City

Manager or his designee to sign and submit the annual Transportation Development Act Claim for FY16 to the Placer County Transportation Planning Agency in an amount not exceed \$7,912,734.00.

CC #: 7396

File #: 0721

CONTACT: Michael Wixon 774-5293 mwixon@roseville.ca.us

6.14. Revenue Enhancement Services - Professional Services Agreement

Memo from Administrative Analyst Jeannine Thrash and Finance Director Monty Hanks recommending Council adopt RESOLUTION NO. 16-31 APPROVING A PROFESSIONAL SERVICES AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND MUNISERVICES, LLC, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE; and adopt RESOLUTION NO. 16-25 AUTHORIZING THE EXAMINATION OF SALES OR TRANSACTIONS AND USE TAX RECORDS. The City contracts with a consultant to perform revenue enhancement services which may include the following; sales, transactions and use tax audit; sales/use tax analysis and reporting; property tax audit; property tax information, franchise fee compliance review; and franchise fee compliance services. MuniServices provides comprehensive revenue enhancement services to municipalities with the goal to preserve, enhance, and manage their revenue base. Founded in 1978, they work exclusively with the government sector. The City has had a relationship with MuniServices for many years and wants to retain it as a consultant for revenue enhancement services. There will be no new fiscal impact due to this agreement since the consulting services it covers is already budgeted. If a project that isn't budgeted for comes up within the scope of this contract, staff will return to Council requesting a budget adjustment. The agreement allows services up to a cumulative of \$375,000.00, but not exceeding \$125,000.00 per fiscal year.

CC #: 7408

File #: 0200

CONTACT: Jeannine Thrash 774-5473 jthrash@roseville.ca.us
Monty Hanks 774-5313 mhanks@roseville.ca.us

6.15.316 Vernon Office Building - Professional Services Agreement Amendment

Memo from Development Services Manager Mike Isom and Development Services Director Kevin Payne recommending Council adopt RESOLUTION NO. 16-22 APPROVING A FOURTH AMENDMENT TO PROFESSIONAL SERVICES AGREEMENT BETWEEN THE CITY OF ROSEVILLE AND ENGEO, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. This is the fourth amendment to a professional services agreement with Engeo, Inc. for geotechnical engineering services associated with the 316 Vernon Office Building project. The proposed amendment adds \$10,700.00 to the existing contract for additional observation of footing excavation and pad construction, environmental services associated with the underground storage tank closure, and other related engineering services. The amendment results in a revised not-to-exceed contract total of \$90,478.00. Sufficient funds are available in the 316 Vernon Office Building project fund. No General Fund monies

are required.

CC #: 7390

File #: 0401-02-02-1

CONTACT: Mike Isom 774-5527 misom@roseville.ca.us

6.16. Special Financing Districts Administrative Services - Agreement Addendum

Memo from Administrative Analyst Jeannine Thrash and Finance Director Monty Hanks recommending Council adopt RESOLUTION NO. 16-32 APPROVING A 10TH ADDENDUM TO AGREEMENT BETWEEN THE CITY OF ROSEVILLE AND WILLDAN FINANCIAL SERVICES, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. The City has entered into an agreement with Willdan Financial Services (formerly MuniFinancial) for Professional Services to administer the City's Special Financing Districts. The administrative services provided include the development of the engineer's report, the annual disclosure reports, delinquency management, and the annual levy budgets. The City has 45 Special Financing Districts which 36 include Community Facilities Districts (CFD's), and nine Lighting and Landscaping Districts (LLD's), all of which are administered by Willdan Financial Services. As new districts/services have been formed, the City has brought addendums to Council to include them as part of the administration services provided by Willdan. The 10th addendum is now being brought to Council to add the administration services for the newly formed Westbrook and HP Campus Oaks CFD's. To avoid having to come back to Council with another addendum, Fiddymment Ranch CFD No. 5 has been included, which, if approved will be formed no later than March 2016. Also, HP Campus Oaks CFD 2 is planned to begin the formation process in the near future. Approving the resolution and 10th Addendum to the Agreement will not directly impact the City's General Fund. The annual administration fee is levied against each district.

CC #: 7373

File #: 0206

CONTACT: Jeannine Thrash 774-5473 jthrash@roseville.ca.us

Monty Hanks 774-5313 mhanks@roseville.ca.us

6.17. Water Quality and Landfill Gas Monitoring and Reporting Services - Professional Services Agreement

Memo from Refuse Utility Manager Devin Whittington and Environmental Utilities Director Richard Plecker recommending Council adopt RESOLUTION NO. 16-29 APPROVING A PROFESSIONAL SERVICES AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND CH2M HILL, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE. This is a request to approve the award of a sole source, professional service agreement to CH2M Hill for 2016 Water Quality and Landfill Gas Monitoring Reporting and Environmental Services, and authorizes the City Manager to sign the agreement, on behalf of the City. The \$214,809.00 is budgeted through FY2016 funded through the Solid Waste Operations Fund and a reimbursement agreement with Placer County Flood Control District.

CC #: 7406
File #: 0800-02

CONTACT: Devin Whittington 774-5783 dwhittington@roseville.ca.us

Ordinances (for introduction and first reading)

6.18.2015 Speed Limit Ordinance Update

Memo from Senior Engineer Jana Cervantes and Public Works Director Rhon Herndon recommending Council introduce for first reading ORDINANCE OF THE CITY COUNCIL OF CITY OF ROSEVILLE AMENDING SECTION 11.28.010 OF CHAPTER 11.28 OF TITLE 11 OF THE ROSEVILLE MUNICIPAL CODE REGARDING SPEED LIMITS. This item requests that Council approve the annual speed limit ordinance update. This will ensure the City's speed limits will be in compliance with state law and will be radar enforceable. There is no fiscal impact.

CC #: 7388

File #: 0316-04

CONTACT: Jana Cervantes 774-5498 jcervantes@roseville.ca.us

Ordinances (for introduction and adoption - appropriation/urgency measures)

6.19.Youth Sports Coalition Fund - Budget Adjustment

Memo from Budget Manager Kathy Cullen and Finance Director Monty Hanks recommending Council adopt ORDINANCE NO. 5622 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE. The Youth Sports Coalition annual project expenses are run through the Citywide Park Fund and require a transfer from the Roseville Youth Sports Coalition Fund to offset these expenses. During adoption of the FY2015/16 Budget, the \$66,000.00 transfer was not completed to cover the related expenses. The Youth Sports Coalition Fund's unrestricted ending fund balance will be reduced by \$66,000.00 to fund the annual expenses of the Youth Sports Coalition project. There is no impact to the City's General Fund.

CC #: 7402

File #: 0201-01

CONTACT: Kathy Cullen 746-1306 kcullen@roseville.ca.us

6.20.Roseville Firefighters' Association - Salary Schedule Correction

Memo from Senior Human Resources Analyst Linda Hampton and Human Resources Director Gayle Satchwell recommending Council adopt ORDINANCE NO. 5621 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING ORDINANCE NO. 5609, THE SALARY ORDINANCE FOR EMPLOYEES REPRESENTED BY ROSEVILLE AREA FIREFIGHTERS, TO BE EFFECTIVE JANUARY 9, 2016, AS AN URGENCY MEASURE. In October of this year, the City Council approved a two-year agreement between the City of Roseville and the Roseville Firefighters' Association (RFF). As part of the agreement, Council

approved a 3% salary increase for the group effective the first pay period in January. Last month, staff brought before council the salary schedule for approval and inadvertently indicated it was effective January 10, 2016 instead of January 9, 2016 - which is the first day of the first full pay period in January. Staff is requesting that council approve the attached RFF salary schedule (Appendix A) with the amended effective date of January 9, 2016. The fiscal impact is reflected in the current budget. This action is administrative in nature.

CC #: 7394

File #: 0600-01

CONTACT: Linda Hampton 774-5215 lhampton@roseville.ca.us

6.21. American River Water Supplies – Joint-Defense and Cost-Sharing Agreement and Budget Adjustment

Memo from Public Affairs & Communications Administrator Sean Bigley and Environmental Utilities Director Richard Plecker recommending Council adopt RESOLUTION NO. 16-30 APPROVING AN AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE, CITY OF FOLSOM, CITY OF SACRAMENTO, PLACER COUNTY WATER AGENCY, SACRAMENTO COUNTY WATER AGENCY, SACRAMENTO SUBURBAN WATER DISTRICT AND SAN JUAN WATER DISTRICT AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE; and adopt ORDINANCE NO. 5624 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE. This item requests that the City Council authorize the City Manager to sign the Joint Defense and Cost-Sharing Agreement for \$50,000.00 for the development of strategies to preserve and protect American River Water supplies. Additionally, due to the amount of work ahead, staff recommends that the City Council provide the City Manager the authority to authorize an additional \$150,000.00 of work pursuant to Condition 1 of the Joint Defense and Cost Sharing Agreement. To pay for this work, staff recommends approval of the attached \$200,000.00 budget adjustment for FY2016 from the Water Operations Fund.

CC# 7410

File# 0201-01 & 0800-02

CONTACT: Sean Bigley 774-5513 sbigley@roseville.ca.us

Ordinances (for second reading and adoption)

6.22. Second Reading - Municipal Code Amendment - Public Nuisance

Memo from Senior Code Enforcement Inspector Paul Camilleri and Development Services Director Kevin Payne recommending Council introduce for second reading and adoption ORDINANCE NO. 5623 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING SECTION 10.54.010 OF CHAPTER 10.54 OF TITLE 10 OF THE ROSEVILLE MUNICIPAL CODE REGARDING NUISANCE ABATEMENT.

CC #: 7405

File #: 0300

CONTACT: Paul Camilleri 774-5459 pcamilleri@roseville.ca.us

Reports / Requests

6.23.Out of State Travel - Fire Department

Memo from Fire Chief Rick Bartee and Administrative Analyst Katrina Rostam recommending Council approve out-of-state travel for the City Manager Rob Jensen to accompany Fire Department personnel, Fire Chief Rick Bartee, Division Chief Brian Diemer, and Administrative Analyst Katrina Rostam to the Commission on Fire Accreditation International Hearings in Orlando, Florida, March 14 - 17, 2016. During the hearings the CFAI Board of Directors will be considering the re-accreditation of the Roseville Fire Department. In 2005, the Roseville Fire Department achieved recognition as an Accredited Agency through the Center for Public Safety Excellence (CPSE), Commission on the Fire Accreditation International. Subsequently, the Fire Department was re-accredited in 2010, and has continued to submit Annual Compliance Reports as required by the CPSE. The Fire Department's second five year accreditation period is coming to an end and staff has been working diligently to secure a third five year accreditation. The approximate cost for the City Manager to attend the Commission on Fire Accreditation International Hearings is \$1,429.00, these funds are allocated in the Fire Department's current fiscal year budget.

CC #: 7418

File #: 0600-02

CONTACT: Katrina Rostam 774-5848 krostam@roseville.ca.us

Ceremonial Documents

6.24.Resolution of Commendation and Appreciation to Anthony L. Owens

Anthony L. Owens be commended for his outstanding service and dedication to the City of Roseville, congratulated for his many accomplishments, and wished a long, healthy, and enjoyable retirement.

CC #: 7419

File #: 0102-10

CONTACT: Heather Blanco 774-5265 hblanco@roseville.ca.us

END OF CONSENT CALENDAR

7. ORDINANCES

7.1. Roseville Police Association - Memorandum of Understanding

Memo from Human Resources Director Gayle Satchwell recommending Council adopt RESOLUTION NO. 16-36 APPROVING A MEMORANDUM OF UNDERSTANDING BETWEEN CITY OF ROSEVILLE AND THE ROSEVILLE POLICE ASSOCIATION AND AUTHORIZING THE CITY MANAGER TO

EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE; and adopt the allocation schedules; and adopt ORDINANCE NO. 5627 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE; and adopt ORDINANCE NO. 5628 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING ORDINANCE NO. 5581, THE SALARY ORDINANCE FOR ROSEVILLE POLICE ASSOCIATION NON-SWORN EMPLOYEES REPRESENTED BY THE ROSEVILLE POLICE ASSOCIATION, AS AMENDED BY APPENDIX "A" TO BE EFFECTIVE FEBRUARY 6, 2016 AS AN URGENCY MEASURE. The City has completed negotiations with the Roseville Police Association and brings to Council a successor labor agreement for approval. The total General Fund costs of this three year contract are \$585,184.00.

CC #: 7416

File #: 0201-01 & 0600-01

CONTACT: Gayle Satchwell 774-5374 gsatchwell@roseville.ca.us

7.2. International Union of Operating Engineers, Stationary Engineers, Local 39 - Memorandum of Understanding

Memo from Human Resources Director Gayle Satchwell recommending Council adopt RESOLUTION NO. 16-35 APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN CITY OF ROSEVILLE AND INTERNATIONAL UNION OF OPERATING ENGINEERS, STATIONARY ENGINEERS, LOCAL 39 AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE; and adopt the allocation schedules; and adopt ORDINANCE NO. 5625 OF THE COUNCIL OF THE CITY OF ROSEVILLE AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16 BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY EFFECTIVE AS AN APPROPRIATION MEASURE; and adopt ORDINANCE NO. 5626 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING ORDINANCE NO. 5545, THE SALARY ORDINANCE FOR EMPLOYEES REPRESENTED BY THE INTERNATIONAL UNION OF OPERATING ENGINEERS, STATIONARY ENGINEERS, LOCAL 39, AS AMENDED BY APPENDIX "A" TO BE EFFECTIVE FEBRUARY 6, 2016, AS AN URGENCY MEASURE. the City has completed negotiations with Local 39 and brings to Council a successor labor agreement for approval. The total General Fund costs of the three year contract are \$1,565,376.00 and the total Enterprise Fund costs for the three year contract are \$803,019.00 for a total of \$2,368,395.00.

CC #: 7414

File #: 0201-01 & 0600-01

CONTACT: Gayle Satchwell 774-5374 gsatchwell@roseville.ca.us

8. SPECIAL REQUESTS/REPORTS/PRESENTATION

8.1. 800MHz Radio System Replacement

Memo from Information Technology Analyst Karl Grover and Chief Information Officer Hong Sae recommending Council approve the release of a Request for

Proposal (RFP) for the 800 megahertz (MHz) radio system replacement project. The City's primary voice communication system, the 800 MHz radio system, will no longer be supported on December 31, 2018. In order to maintain reliable service levels as well as staff safety and the public's safety, the 800MHz radio system needs to be replaced. Staff has performed due diligence with internal and external resources and is ready to move forward with releasing a RFP to implement a radio system that accommodates the City's needs well into the future. Estimated project cost is between \$5,625,000.00 and \$7,325,000.00.

CC #: 7391

File #: 0800-05

CONTACT: Karl Grover 774-5145 kgrover@roseville.ca.us

8.2. FY2016-17 Budget Update

Memo from Finance Director Monty Hanks recommending Council accept the FY2016-17 Budget Update. The FY2016-17 budget preparation is underway and staff wants to keep the City Council informed with various budget related information and estimates as they become available. The updates are intended to solicit input and feedback from Council to ensure staff prepares their budgets that are inline and support Council goals and priorities outlined during the budget workshop. This is an informational item and has no fiscal impact.

CC #: 7415

File #: 0201

CONTACT: Monty Hanks 774-5313 mhanks@roseville.ca.us

9. **COUNCIL / STAFF / REPORTS/ COMMENTS**

10. **ADJOURNMENT**



COUNCIL COMMUNICATION

CC #: 7407

File #: 0707

Title: Mike Shellito Indoor Pool Splash Pad Phase 1 Project - Approval of Plans and Specifications and Authorization to Call for Bids

Contact: Rjahja Canlas 774-5505 rcanlas@roseville.ca.us

Meeting Date: 2/3/2016

Item #: 6.1.

RECOMMENDATION TO COUNCIL

Approve the plans and specifications for the Mike Shellito Indoor Pool Splash Pad Phase 1 Project and authorize staff to call for bids.

BACKGROUND

The Mike Shellito Indoor Pool is located on Fairway Drive in the Highland Reserve Specific Plan. Phase 1 includes an outdoor recirculating water play area located within the existing fenced area of the Mike Shellito Indoor Pool. The phase 1 project includes installation of the mechanical equipment for the future phase 2 project. Phase 2 will be a larger water play area and will be located outside of the existing fencing.

If approved, the project will be bid; however award could be held if the drought situation remains unchanged.

FISCAL IMPACT

The engineer's estimate for construction is \$267,604. Funding for the project was approved in the FY2012-13 budget through the general city-wide park fund. The funds have been allocated in a capital improvement project account and have been rolled over annually, therefore ensuring the allocation is secured for this project.

ECONOMIC DEVELOPMENT / JOBS CREATED

Based on Federal guidelines, there is one job created for every \$92,000 in direct government spending. Based on that guideline, this project is forecast to create three new jobs.

ENVIRONMENTAL REVIEW

Project level CEQA compliance for the Mike Shellito Indoor Pool Splash Pad Phase 1 project was accomplished with preparation of the Central Park Master Plan and Aquatic Center Initial Study/Mitigated Negative Declaration (adopted June 21, 2006). Because the Mike Shellito Indoor Pool Splash Pad Phase 1 project is consistent with the project evaluated in the 2006 Initial Study, no new effects would be expected to occur and all applicable mitigation measures from the Initial Study will be implemented. As such, no additional CEQA action is required at this time.

Respectfully Submitted,

Rjahja Canlas, Park Development Analyst

Dion Louthan, Parks, Recreation & Libraries Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Splash Pad Plans & Specs



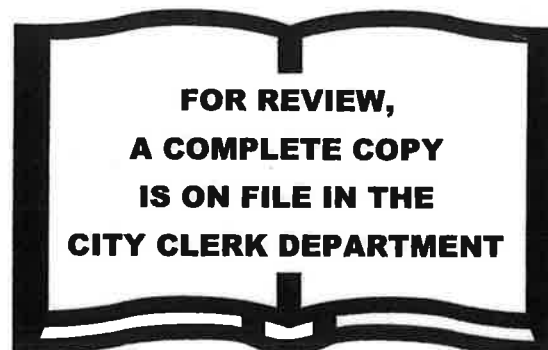
Project Manual for the

Mike Shellito Indoor Pool Splash Pad Phase 1 Project

January 2016

The latest edition of the City of Roseville Parks Construction Standards are incorporated by reference as a part of this Project Manual. The Parks Construction Standards can be purchased at the address listed below.

Parks, Recreation & Libraries
311 Vernon Street
Roseville, California 95678
www.roseville.ca.us



CITY OF
ROSEVILLE
CALIFORNIA



COUNCIL COMMUNICATION

CC #: 7401

File #: 0900-04-02

Title: Roseville Road Widening Project - Approval of Plans and Specifications and Authorization to Call for Bids

Contact: Luz "Nina" Buelna 746-1300 nbuelna@roseville.ca.us

Meeting Date: 2/3/2016

Item #: 6.2.

RECOMMENDATION TO COUNCIL

Approve the plans and specifications for the Roseville Road Widening Project and authorize staff to call for bids.

BACKGROUND

BACKGROUND

The existing alignment of Roseville Road was originally constructed in 1964 as a rural county road and does not meet our current roadway standards. The Roseville Realignment Project will reconstruct approximately 2,400 lineal feet of Roseville Road to smooth out the existing S-curve and construct wider travel lanes and shoulders, Class 2 bike lanes, sidewalk, and street lights (see attached location map). Roseville Road will remain two lanes with this project and will be widened to four lanes in the future when the land along the east side of the road is developed. We anticipate construction to begin in June 2016 with completion by the end of October 2016. Construction plans and specifications for the project have been completed and are available at the City Clerk's Office for Council's review.

PUBLIC OUTREACH

Public Works Staff will be working with our communication team to develop a public outreach campaign to keep the community informed of the project's progress and the traffic issues during the construction phase of the project. About two weeks before the planned work Changeable Message Signs (CMS) will be placed and staff will send letters to residents and businesses adjacent to the project area. The CMS's will be placed at several locations within the project area to warn the traveling public about the project start and end times. Work is scheduled to occur during the day and traffic lanes will remain open to traffic. A letter will be sent to each resident and business in the project area explaining the planned work and what the residents can expect before, during, and after the project.

FISCAL IMPACT

The \$4 million project is funded with \$900,000 in Highway Safety Improvement Program (HSIP) grant funds and the remainder with Traffic Mitigation Funds. The project's budget has sufficient funds to cover the subject purchase. No General Funds are being used for this project.

ECONOMIC DEVELOPMENT / JOBS CREATED

Based on the Federal guideline of one job created for every \$92,000 in government spending, this contract amendment will provide 43 jobs.

ENVIRONMENTAL REVIEW

The EIR for the Cirby Way/Roseville Road Improvement Project was certified on October 4, 2006. The NEPA for the Cirby Way/Roseville Road Improvement Project was certified on December 12, 2014.

Respectfully Submitted,

Luz "Nina" Buelna, Associate Engineer

Rhon Herndon, Public Works Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Exhibit "A"

Roseville Road Improvement NTC

EXHIBIT A

ROSEVILLE ROAD IMPROVEMENT PROJECT

LOCATION MAP



ROSEVILLE ROAD IMPROVEMENT PROJECT

FED. PROJECT #
TO BE DETERMINED

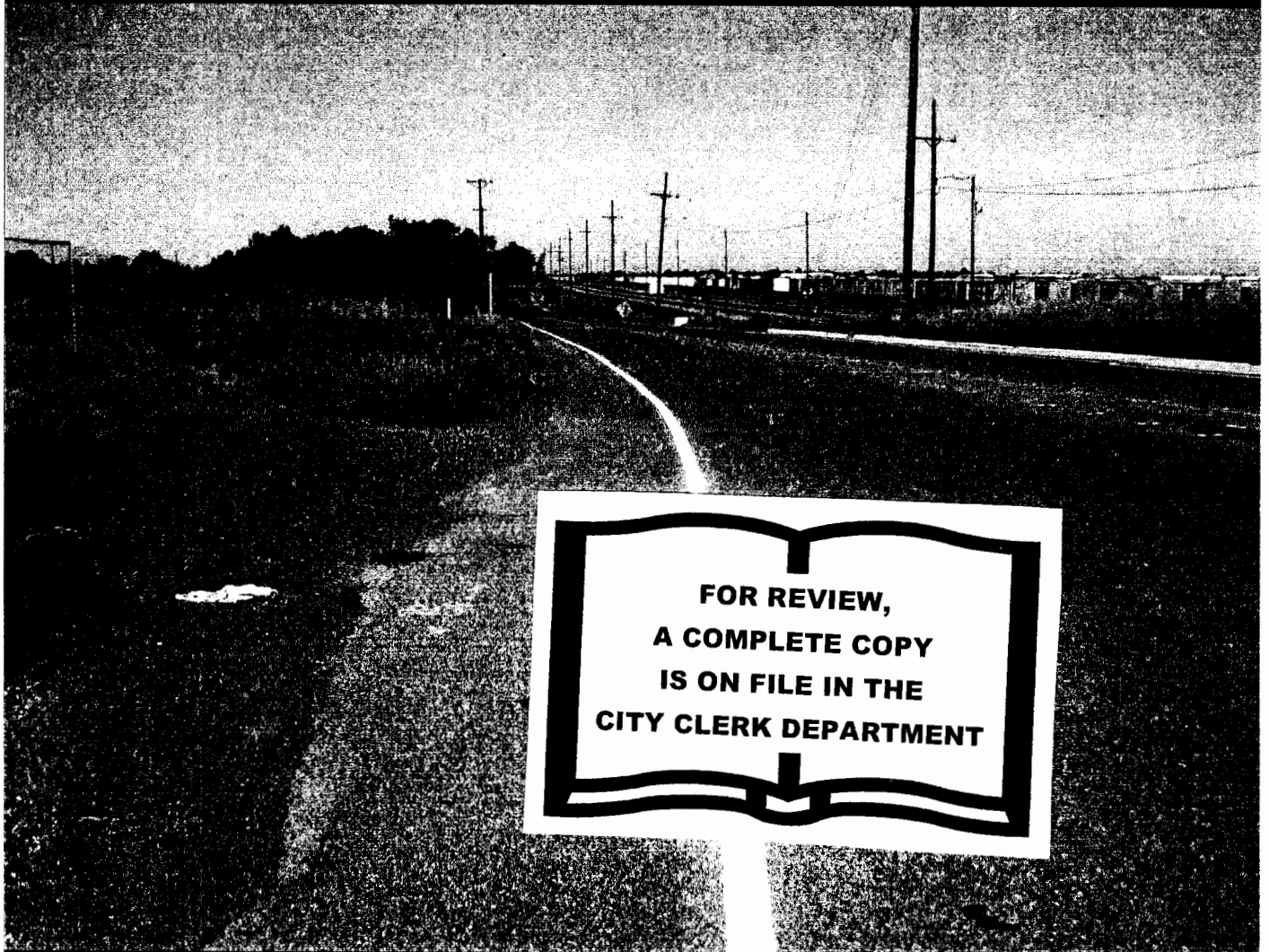
NOVEMBER 2010

DRAWN: ZJS

SCALE:

Roseville Road Improvement Project

Public Works - Engineering



311 Vernon Street • Roseville, CA 95678 - 2649
www.roseville.ca.us/engineering

CITY OF
ROSEVILLE
CALIFORNIA



COUNCIL COMMUNICATION

CC #: 7394
File #: 0900-04

Title: Industrial Ave Bridge Replacement Project - Award of Contract
Contact: Hossein Naghibzadeh 746-1300 hnaghibzadeh@roseville.ca.us

Meeting Date: 2/3/2016
Item #: 6.3.

RECOMMENDATION TO COUNCIL

Staff recommends that City Council:

1. Award the project to the lowest responsive bidder, MCM Construction Inc. in the amount of \$3,798,870.00.
2. Authorize a 15% construction contingency above the award amount due to unforeseen complications that are often encountered with these types of projects.
3. Authorize the City Manager to execute the agreement with the low bidder after bonds and insurances have been submitted to the satisfaction of the City Attorney.

BACKGROUND

On February 18, 2015, the City Council approved the plans and specifications and authorized staff to call for bids for the Industrial Avenue Bridge Replacement Project. A total of six bids were received and the apparent low bidder did not meet the federally mandated 10% Disadvantaged Business Enterprise (DBE) goal set for the project. As a result, all bids were rejected at the August 5, 2015 Council meeting.

The project was re-advertised in December 2015 and a total of three bids were received on December 15, 2015 that ranged from \$3,798,870.00 to \$4,360,791.00. The three bids are listed below:

Engineer's estimate:	\$3,832,576.00
MCM Const. Inc. :	\$3,798,870.00
McGuire & Hester :	\$3,921,060.00
Viking Const. Co.:	\$4,360,791.00

Staff has reviewed the bid from the low bidder, MCM Construction Inc. and found the bid to be complete and in order. We anticipate construction will begin in June of this year and be completed by Fall of 2017. The work will take place during the day and the road will stay open to two lanes of

traffic at all times.

FISCAL IMPACT

This project is funded by Federal Highway Bridge Program (HBP) funds for up to 88.53% of the total project cost (construction, inspection, staff time, etc.) which is estimated to be five million dollars. Matching funds are provided by Prop 1B funding in the amount of \$500,000.00. No General Funds will be used for this project.

ECONOMIC DEVELOPMENT / JOBS CREATED

Federal guidelines suggest there is a job created for every \$92,000.00 in direct government spending. Based on that figure, this project will create 41 jobs.

ENVIRONMENTAL REVIEW

Construction of the Industrial Avenue Bridge Replacement Project was previously evaluated in the Industrial Avenue Bridge Replacement Project Initial Study/Mitigated Negative Declaration (IS/MND) (SCH# 2014052091) (certified by the City Council August 20, 2014). The improvement plans included in the construction contract are consistent with the project evaluated in the adopted IS/MND and Mitigation Monitoring and Reporting Plan and consequently no additional CEQA action is required for construction contract approval.

Respectfully Submitted,

Hossein Naghibzadeh, Associate Engineer

Rhon Herndon, Public Works Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-20

contract agreement

RESOLUTION NO. 16-20

APPROVING AN AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND
MCM CONSTRUCTION, INC., AND AUTHORIZING THE CITY MANAGER TO
EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE

WHEREAS, an agreement regarding the Industrial Avenue Bridge Replacement Project, by and between the City of Roseville and MCM Construction, Inc., has been reviewed by the City Council; and

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said agreement is hereby approved and that the City Manager is authorized to execute it on behalf of the City of Roseville, upon receipt and approval of bonds and insurance by the City Attorney's office.

BE IT FURTHER RESOLVED that the Director of Public Works shall be authorized to approve change orders for the Project, consistent with the contract terms, provided that the net cost of all change orders shall not exceed fifteen percent (15%) of the contract price.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

A G R E E M E N T

THIS AGREEMENT, is made and entered into this ____ day of _____, 2016, by and between the City of Roseville, a municipal corporation, ("CITY"), and MCM Construction Inc., a California corporation, ("CONTRACTOR"),

W I T N E S S E T H:

WHEREAS, the City Council of the CITY, at a meeting held on the 18 day of February, 2015, approved plans and specifications for the Industrial Ave. Bridge Replacement Project

and directed the City Clerk to advertise for sealed proposals for doing said work and providing that bids be submitted on the 15 day of December, 2015, and

WHEREAS, the City Clerk, thereafter duly and regularly caused a notice to be published in the manner and for the time prescribed by law, and

WHEREAS, CONTRACTOR, pursuant to the provisions of said notice duly filed a bid with the City Clerk, a true copy of which bid is now on file in the office of the City Clerk, and is hereby referred to and by this reference made a part hereof as fully as if set forth at length herein, and

WHEREAS, all bids received pursuant to said notice were opened and examined and publicly declared at the time specified in said advertisement for bids and at a meeting of the City Council held on the ____ day of _____, 2016, the Council found and declared the bid of CONTRACTOR to be the lowest responsible bid and thereupon awarded a contract to CONTRACTOR to do the work referred to in the aforementioned specifications,

NOW, THEREFORE, the parties agree as follows:

1. THE WORK. CONTRACTOR agrees:

(a) To do the work and furnish all the labor, materials, tools, equipment and insurance required for the _____

Industrial Ave. Bridge Replacement Project

in accordance with the Contract Documents (the work).

(b) To do and perform the Work contemplated hereby in a good and workmanlike manner under the direction of and to the satisfaction of the Director of Public Works of the City of Roseville.

2. PAYMENT. CITY shall pay CONTRACTOR \$ 3,798,870.00 for the Work.

3. CONTRACT DOCUMENTS. The complete Agreement between the parties hereto consists of the following documents:

- a. The advertisement for bids (including the notice to bidders, instructions to bidders and proposals);
- b. The accepted bid;
- c. Plans and specifications (including standard construction specifications, special provisions and construction details);
- d. Bonds and insurance required by the specifications; and
- e. This contract.

All documents specified above are intended to operate so that any work called for in any one and not mentioned in the other, or vice versa, is to be executed the same as if mentioned in all said documents.

4. LIQUIDATED DAMAGES. In the event CONTRACTOR does not complete the work within the time specified, CONTRACTOR agrees that CITY will suffer damages.

Inasmuch as the actual damages which would result from such breach by CONTRACTOR under this Agreement are uncertain, and would be impractical or extremely difficult to fix, CONTRACTOR agrees that it shall pay, or CITY shall deduct from CONTRACTOR's fee, the amount of \$ 3000.00 per day as liquidated damages, in the event of such delay.

5. MISCELLANEOUS. Time is of the essence of this Agreement.

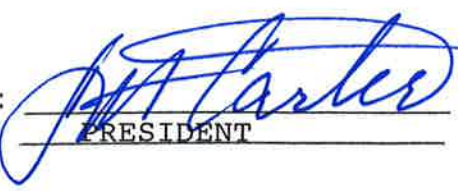
6. ATTORNEY'S FEES; VENUE; GOVERNING LAW. If either party commences any legal action against the other party arising out of this Agreement or the performance thereof, the prevailing party in such action shall be entitled to recover its reasonable litigation expenses, including but not limited to, court costs, expert witness fees, discovery expenses, and attorneys' fees. Any action arising out of this Agreement shall be brought in Placer County, California, regardless of where else venue may lie. This Agreement shall be governed by and construed in accordance with the laws of the State of California.

IN WITNESS WHEREOF, the City of Roseville, a municipal corporation, has authorized the execution of this Agreement in duplicate by its City Manager and attestation by its City Clerk under authority of Resolution No. _____, adopted by the Council of the City of Roseville on the ____ day of _____, 2016, and CONTRACTOR has caused this Agreement to be duly executed.

CITY OF ROSEVILLE,
a municipal corporation

CONTRACTOR:

By: _____
ROB JENSEN
City Manager

By: 
its: PRESIDENT

ATTEST:

AND

By: _____
SONIA OROZCO
City Clerk

By: 
its: VICE PRESIDENT

APPROVED AS TO FORM:

Business License #: 00832469

By: ROBERT R. SCHMITT
City Attorney



COUNCIL COMMUNICATION

CC #: 7417
File #: 0203-12

Title: Ammunition Purchase
Contact: Randy Thompson 774-5099 rthompson@roseville.ca.us

Meeting Date: 2/3/2016
Item #: 6.4.

RECOMMENDATION TO COUNCIL

Authorize the issuance of a purchase order to Miwall Corporation for the purchase of Hornady ammunition for an amount not to exceed \$88,150.

BACKGROUND

The Police Department has an ongoing requirement for ammunition for police personnel. The purchase is for pistol, revolver and rifle caliber rounds of ammunition to be used in Glock model 22, 23 and 35 pistols, duty pistols, revolvers, AR-15 rifles and Colt M-4s. These weapons are used by police officers, the regional SWAT team and animal control officers. The Police Department continues to face delays in acquiring ammunition from vendors due to worldwide shortages of raw materials, and a great demand from law enforcement, military and civilian markets. Quoted delivery times of eight to seventeen months are now commonplace. In addition to increased delivery delays and back orders, ammunition prices have continued to rise. The police department's current inventory of pistol ammunition is expected to last through this fiscal year. Ordering additional duty ammunition at this time will help inventory levels continue to meet training needs, and will secure pricing at current cost levels.

Last year, police range staff tested various brands of ammunition according to established FBI protocols, and determined that Hornady ammunition best met the department's needs. It is high-quality, has a lower cost than the ammunition the department purchased in fiscal year 2014, and usually ships within 30 days, an amazing delivery time in a volatile market.

Hornady Ammunition has an exclusive distributorship agreement with Miwall Corporation in northern California, and therefore Miwall Corporation is the City's only available source for the purchase of Hornady ammunition.

FISCAL IMPACT

The estimated cost of the ammunition is \$88,150. Funding has been approved in the City contingency fund in the current fiscal year's budget.

ECONOMIC DEVELOPMENT / JOBS CREATED

Not applicable to this purchase.

ENVIRONMENTAL REVIEW

The California Environmental Quality Act (CEQA) does not apply to activities that will not result in a direct or reasonably foreseeable indirect physical change in the environment (CEQA Guidelines section 15061(b)(3)). The purchase of ammunition does not include the potential for a significant environmental effect, and therefore is not subject to CEQA.

Respectfully Submitted,

Dee Dee Gunther, Department Public Information Officer

Daniel Hahn, Police Chief



Rob Jensen, City Manager

ATTACHMENTS:

Description

sole source approval



COUNCIL COMMUNICATION

CC #: 7404
File #: 0203-06

Title: CommVault Software Support – Purchase Order
Contact: Joanna Oukrop 774-5745 joukrop@roseville.ca.us

Meeting Date: 2/3/2016
Item #: 6.5.

RECOMMENDATION TO COUNCIL

Authorize a purchase order to SHI International Corporation for annual software support required to maintain the City's CommVault backup/storage management software utilizing the State of California's Western States Contracting Alliance-National Association of State Procurement Officials (WSCA-NASPO) software value added reseller (VAR) contract number 7-12-70-19. The total annual cost of the software support is \$26,064.71.

BACKGROUND

The Information Technology Department has a requirement for software support for existing backup storage software, CommVault. This software was initially purchased in 2009. The software is necessary for the Information Technology Data Center staff to execute and manage all storage backups. It allows existing staff to properly manage the City's data across multiple different storage devices, manage retention periods, and ensure that data is stored on the most cost effective device for the need and data recovery frequency. Furthermore, this product facilitates the consolidation of several other storage backup methodologies and tools. This consolidation reduces the overall cost of storage backups due to less complexity in management as well as elimination of other software license costs. This software is required in order to manage the City's information effectively without increasing staff and is housed on existing hardware located at the 401 Oak Street data center.

We will be piggybacking the State of California WSCA-NASPO software value added reseller (VAR) contract number 7-12-70-19 for the purchase. This is a participating addendum contract entered into between the State of California Department of General Services and SHI International Corporation under the lead state of Arizona's WSCA-NASPO Master Price Agreement number ADSPO11-00000358-3.

FISCAL IMPACT

The total annual cost of the software support is \$26,064.71. Funding is included in the

Information Technology Department's 2015/16 fiscal year budget.

ECONOMIC DEVELOPMENT / JOBS CREATED

Not applicable.

ENVIRONMENTAL REVIEW

The California Environmental Quality Act (CEQA) does not apply to activities that will not result in a direct or reasonably foreseeable indirect physical change in the environment (CEQA Guidelines §15061(b)(3)). The purchase of software support services does not include the potential for a significant environmental effect, and therefore is not subject to CEQA.

Respectfully Submitted,

Joanna Oukrop, Buyer

Paul Diefenbach, Central Services Director



Rob Jensen, City Manager



COUNCIL COMMUNICATION

CC #: 7411
File #: 0900-03

Title: Roof Replacement - Service Agreement
Contact: Joanna Oukrop 774-5745 joukrop@roseville.ca.us

Meeting Date: 2/3/2016
Item #: 6.6.

RECOMMENDATION TO COUNCIL

Recommend Council authorize a service agreement to California Single Ply, Inc. as the lowest responsive bidder to RFQ 01-3063 for roof replacement services. The total cost of service is \$31,380.00. Additionally, adopt a resolution authorizing the City Manager to sign the agreement.

BACKGROUND

The Electric Department has a requirement to replace the 30-year old roof and gutters on their 60-kilovolt control building at the Berry Street receiving station. The building houses all the controls and protection equipment for two large transformers and twelve 60-kilovolt circuit breakers.

A formal bid was issued with five vendors responding as follows:

<u>Vendor</u>	<u>Total</u>
Pacific Builders & Roofing, Inc. Roseville, CA	\$38,253.00
D7 Roofing Services, Inc. Sacramento, CA	\$35,637.00
CRC Roofing, Inc. Sacramento, CA	\$31,867.00
Waterproofing Associates, Inc. Mountain View, CA	\$31,580.00
California Single Ply, Inc. Rocklin, CA	\$31,380.00

FISCAL IMPACT

The total cost of the roof replacement is \$31,380.00. Funding is included in the Electric Department's 2015/16 fiscal year budget.

ECONOMIC DEVELOPMENT / JOBS CREATED

Not applicable.

ENVIRONMENTAL REVIEW

The proposed project involves the repair of an existing facility. This activity is categorically exempt from CEQA as a Class 1 Exemption (State CEQA Guidelines Section 15301. The Exemption has been prepared and no further CEQA action is required.

Respectfully Submitted,

Joanna Oukrop, Buyer

Paul Diefenbach, Central Services Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-23

Service Agreement

Bond Documents

Surety Check

RESOLUTION NO. 16-23

APPROVING A SERVICE AGREEMENT
BETWEEN CITY OF ROSEVILLE AND CALIFORNIA SINGLE PLY, INC., AND
AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF
ROSEVILLE

WHEREAS, a service agreement (Service Agreement No. S1605227) between City of Roseville and California Single Ply, Inc., has been prepared and reviewed by the Council;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said service agreement is approved and that the City Manager is authorized to execute it on behalf of the City of Roseville.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

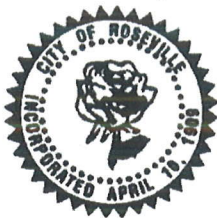
NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk



PURCHASING
CITY OF ROSEVILLE

2005 HILLTOP CIRCLE, ROSEVILLE, CA 95747
(916) 774-5720 • TDD (916) 774-5220 • FAX (916) 774-5736

SERVICE AGREEMENT

SERVICE AGREEMENT

No: **S1605227**

SERVICE LOCATION: BERRY STATION
850 GALLERIA BLVD.
ROSEVILLE, CA 95678

REQ. NO.: R1613275 DATE: 12/17/15

SUBMIT ALL INVOICES TO:
CITY OF ROSEVILLE
Finance Department
311 Vernon Street
Roseville, CA 95678

Contractor No.: V40817
Telephone No.: (916)408-6800 Fax:
Email address: calsingleply@surewest.net
Contractor: CALIFORNIA SINGLE PLY, INC.
ATTN: TRINA MAHLE
P.O. BOX 2799
ROCKLIN, CA 95677

Department: ELECTRIC
Acct. Code: 08614-5100/686582-30

Buyer: JOANNA OUKROP
Phone: (916)774-5745

Start Date	Terms	Completion Date	Insurance Limits	Contact
ASAP	NET 30	Upon Payment of Final Invoice	Approved by Risk Mgt.	CHARLES LOGAN

The contractor shall furnish all labor, equipment and materials necessary to accomplish the following:
THE VENDOR SHALL REPLACE THE ROOF OF THE ELECTRIC DEPARTMENT'S BERRY STATION BUILDING IN
ACCORDANCE WITH ALL SPECIFICATIONS, TERMS, CONDITIONS, AND ATTACHMENTS OF RFQ 01-3063.

PLEASE CONTACT CHARLES LOGAN AT (916)774-5685 FOR QUESTIONS REGARDING THIS AGREEMENT.

Total Cost of Service: \$ 31,380.00

ATTENTION: Total cost of service not to exceed the agreement amount without prior approval of the Purchasing Office.

The Contractor named hereon by the acceptance of this order agrees to the provisions of this document titled "Service Agreement" and Attachment "A".

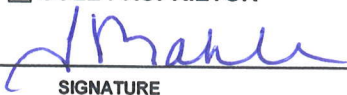
Business License No.: 103874 Contractor License No.: 662255 DIR Registration No.: 1000007318

☐ SOLE PROPRIETOR

☐ PARTNERSHIP

☒ CORPORATION

CONTRACTOR:


SIGNATURE

TRINA MAHLE
PRINT NAME

PRESIDENT
TITLE

CONTRACTOR:

SIGNATURE

PRINT NAME

TITLE

By: _____

Rob Jensen, City Manager
CITY OF ROSEVILLE, A MUNICIPAL CORPORATION

1. To the fullest extent allowed by law, Contractor shall defend, indemnify, and save and hold harmless the City, its officers, agents, employees and volunteers from any claims, suits or actions of every name, kind and description brought forth, or on account of, injuries to or death of any person (including but not limited to workers and the public), or damage to property, resulting from or arising out of Contractor's willful misconduct or negligent act or omission while engaged in the performance of obligations or exercise of rights created by this Agreement, except those matters arising from City's sole or active negligence or willful misconduct. The parties intend that this provision shall be broadly construed. Contractor's responsibility for such defense and indemnity obligations shall survive the termination or completion of this Agreement for the full period of time allowed by law. The defense and indemnity obligations of this Agreement are undertaken in addition to, and shall not in any way be limited by, the insurance obligations contained in this Agreement.
2. Contractor is an independent contractor, and shall not be considered an officer, agent or employee of the City.
3. Without the written consent of the City, this Agreement is not assignable by Contractor either in whole or in part.
4. Time is of the essence of this Agreement.
5. At any time during the term of this Agreement, the City has the right to terminate this Agreement provided Contractor is given a thirty (30) day notice.
6. This Agreement may only be amended or modified in writing. It is integrated and contains the complete understanding of the parties.
7. All equipment, supplies and services sold to the City of Roseville shall conform to the general safety orders of the State of California.
8. Unless notified to the contrary, in writing, the City assumes that the Contractor has accepted the work in accordance with the plans and specifications (if any) and agrees to do the work in compliance with this Agreement.
9. All prevailing wages and fair employment practices must be adhered to. For prevailing wage contracts over \$25,000, copies of certified payroll must be submitted with invoices. Prevailing wage rates may be obtained from the State Department of Industrial Relations and/or the following website address: <http://www.dir.ca.gov/dlsr/DPreWageDetermination.htm>.
- 10a. Unless otherwise specified, the Contractor shall maintain the policies of insurance outlined in Attachment A, incorporated herein by this reference, in full force and effect during the term of this Agreement. The City of Roseville retains sole discretion in determining the types and proper levels of insurance coverage.
- 10b. Form. Contractor shall submit a certificate evidencing such coverage for the period covered by this Agreement in a form satisfactory to Risk Management and the City Attorney, prior to undertaking any work hereunder. Any insurance written on a claims made basis is subject to the approval of Risk Management and the City Attorney.
- 10c. Additional Insureds. Contractor shall also provide a separate endorsement or section of the policy showing City, its officers, agents, employees, and volunteers as additional insureds for each type of coverage (except Workers' Compensation) and for ongoing and completed operations. Such insurance shall specifically cover the contractual liability of Contractor. The additional insured coverage under the Contractor's policy shall be primary and noncontributory, as evidenced by a separate endorsement or section of the policy, and shall not seek contribution from City's insurance or self-insurance. In addition, the additional insured coverage shall be at least as broad as the Insurance Services Office ("ISO") CG 20 01 Endorsement. Any available insurance proceeds in excess of the specified minimum insurance coverage requirements and limits shall be available to the additional insureds. Furthermore, the requirements for coverage and limits shall be: (1) the minimum coverage and limits specified in this Agreement; or (2) the full coverage and maximum limits of any insurance proceeds available to the named insureds, whichever is greater.
- 10d. Cancellation/Modification. Contractor shall provide ten (10) days written notice to City prior to cancellation or modification of any insurance required by this Agreement.
- 10e. Umbrella/Excess Insurance. The limits of insurance required in this Agreement may be satisfied by a combination of primary and excess insurance. Any excess insurance shall contain or be endorsed to contain a provision that such coverage shall also apply on a primary and noncontributory basis for the benefit of City (if agreed to in a written contract) before City's own insurance shall be called upon to protect it as a named insured.
- 10f. Subcontractors. Contractor agrees to include in its contracts with all subcontractors the same requirements and provisions of this Agreement, including the indemnity and insurance requirements, to the extent they apply to the scope of the subcontractor's work. Furthermore, Contractor shall require its subcontractors to agree to be bound to Contractor and City in the same manner and to the same extent as Contractor is bound to City under this Agreement. Additionally, Contractor shall obligate its subcontractors to comply with these same provisions with respect to any tertiary subcontractor, regardless of tier. A copy of City's indemnity and insurance provisions will be furnished to the subcontractor or tertiary subcontractor upon request.
- 10g. Self-Insured Retentions. All self-insured retentions ("SIR") must be disclosed to Risk Management for approval and shall not reduce the limits of liability. Policies containing any SIR provision shall provide or be endorsed to provide that the SIR may be satisfied by either the named insured or City. City reserves the right to obtain a full certified copy of any insurance policy and endorsements. The failure to exercise this right shall not constitute a waiver of such right.
- 10h. Waiver of Subrogation. Contractor hereby agrees to waive subrogation which any insurer of Contractor may acquire from Contractor by virtue of the payment of any loss under a Workers Compensation, Commercial General Liability or Automobile Liability policy. All Workers Compensation, Commercial General Liability and Automobile Liability policies shall be endorsed with a waiver of subrogation in favor of City, its officers, agents, employees and volunteers for all work performed by Contractor, its employees, agents and subcontractors.
- 10i. Liability/Remedies. Insurance coverage in the minimum amounts set forth herein shall not be construed to relieve Contractor of liability in excess of such coverage, nor shall it preclude City from taking such other actions as are available to it under any other provisions of this Agreement or law.
11. Contractor shall comply with all federal, state and local laws and ordinances, including but not limited to the City's storm water regulations, as may be applicable to the performance of services under this Agreement. Failure to comply with local ordinances

may result in monetary fines and cancellation of this Agreement. Refer to www.roseville.ca.us/stormwater for links to more information on the City's storm water regulations.

12. In the event that the terms of any attachment or exhibit conflict with any terms of this Service Agreement, the terms of this Service Agreement shall control.
13. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. In the event that any signature is delivered by facsimile transmission or by e-mail delivery of a ".pdf" format data file, such signature shall create a valid and binding obligation of the party executing (or on whose behalf such signature is executed) with the same force and effect as if such facsimile or ".pdf" signature page were an original thereof.
14. If either party commences any legal action against the other party arising out of this Agreement or the performance thereof, the prevailing party in such action shall be entitled to recover its reasonable litigation expenses, including but not limited to, court costs, expert witness fees, discovery expenses, and attorneys' fees. Any action arising out of this Agreement shall be brought in Placer County, California, regardless of where else venue may lie. This Agreement shall be governed by and construed in accordance with the laws of the State of California.
15. This Agreement shall be binding upon the heirs, successors, executors, administrators and assigns of the respective parties hereto.
16. If any of the provisions contained in this Agreement are for any reason held invalid or unenforceable, such holding shall not affect the remaining provisions or the validity and enforceability of the Agreement as a whole.
17. No contractor or subcontractor may work on a public works project unless registered with the Department of Industrial Relations pursuant to Labor Code section 1725.5. During the performance of this agreement, Contractor and its subcontractors shall have a continuing legal obligation to maintain current registration with the Department of Industrial Relations. Contractor is hereby notified that this project is subject to compliance monitoring and enforcement by the Department of Industrial Relations.

City reserves the right to withhold any payments to Contractor in the event of noncompliance with insurance requirements or if required by law.

ATTACHMENT A

HUMAN RESOURCES/RISK MANAGEMENT DIVISION INSURANCE REQUIREMENTS – SERVICE AGREEMENT CONSTRUCTION

Required Coverage:

- General Liability: \$2,000,000 per occurrence
\$4,000,000 aggregate
Personal Injury:
\$2,000,000 per occurrence
\$4,000,000 aggregate
- Automobile Liability: \$1,000,000 combined single limit
- Workers' Compensation: Statutory

- *Policies must be primary and non-contributory
- *Policies must contain a waiver of subrogation
- *A 10 day notice of cancellation must be provided
- *The policies may not contain language which prohibits additional insured or other insurers from satisfying the self-insured retention or deductible
- *All Self Insured Retentions must be listed on the certificate

Required Documentation:

- A certificate(s) of insurance listing the required coverage and naming the City of Roseville as Certificate Holder. The Certificate should be addressed to:

The City of Roseville
Insurance Compliance
P.O. Box 12010-R1, Hemet, CA 92546-8010

- Additional Insured Endorsement- General Liability policy: CG 20 38 04 13 or an equivalent, blanket endorsement or section of the policy. **Endorsement must include coverage for on-going and completed operations.** Endorsement shall cover the City of Roseville, its officers, agents, employees and volunteers as additional insured
- Waiver of Subrogation Endorsements
- Primary and Non-Contributory Coverage Endorsement – CG 20 01 04 13 or an equivalent

***NOTE: statements on the certificate of insurance in lieu of the documentation required above will not be accepted.**

Questions concerning any of the above should be directed to Ebix Customer Service
Phone: 951-652-4239 /fax 770-325-5727 or email: Roseville@ebix.com



COUNCIL COMMUNICATION

CC #: 7400
File #: 0800-03

Title: Roseville Electric Generation Facilities Maintenance Support and Repair Services - Service Agreement
Contact: Jason Miller 746-1665 jmiller@roseville.ca.us

Meeting Date: 2/3/2016
Item #: 6.7.

RECOMMENDATION TO COUNCIL

Award a service agreement to Performance Mechanical Inc. (PMI) for maintenance support and repair services for Roseville Electric Utility generation facilities and adopt a resolution authorizing the City Manager to sign the service agreement. The total cost of the service agreement is \$500,000.

BACKGROUND

Roseville Electric Utility owns and operates two natural gas fired power plants, the Roseville Energy Park (REP) and Roseville Power Plant #2 (RPP2). Both plants utilize processes such as high pressure steam, rotating machinery, and combustion. The operation of these systems and processes, including repair and maintenance, is subject to Federal, State, and other regulatory safety and environmental requirements and standards .

Because of these requirements, repair and maintenance of the various systems at REP and RPP2 often requires highly specialized labor, equipment and materials that Roseville Electric Utility does not possess. It is more cost effective to contract out these types of repairs than it is to hire certified staff and maintain all the required training and associated licenses. Additionally, in the event of unplanned equipment failure or forced outages, it is faster and more cost effective to use a standing agreement with a Contractor for emergency repairs than it is to begin a contracting process under emergency circumstances.

Roseville Electric Utility solicited proposals through RFP 07-014 for a one-year basic service agreement with the option for five consecutive one-year commitments based on performance and the availability of funding approved by Council. Performance Mechanical Inc. was chosen based on safety, quality, demonstrated experience, completeness of proposal and price.

FISCAL IMPACT

Funding is included in the Electric Department budget for FY16. Cost of the service agreement for

FY16 is not to exceed \$500,000.

ECONOMIC DEVELOPMENT / JOBS CREATED

Not Applicable.

ENVIRONMENTAL REVIEW

The California Environmental Quality Act (CEQA) does not apply to activities that will not result in a direct or reasonably foreseeable indirect physical change in the environment (CEQA Guidelines §15061(b)(3)). The maintenance of Generation facilities does not include the potential for a significant environmental effect, and therefore is not subject to CEQA.

Respectfully Submitted,

Jason Miller, Senior Power Plant Engineer

Michelle Bertolino, Electric Utility Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-28

Service Agreement w/PMI

RESOLUTION NO. 16-28

APPROVING A SERVICE AGREEMENT
BETWEEN CITY OF ROSEVILLE AND PERFORMANCE MECHANICAL, INC., AND
AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF
ROSEVILLE

WHEREAS, a service agreement (Service Agreement No. S1603193) between City of Roseville and Performance Mechanical, Inc., has been prepared and reviewed by the Council;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said service agreement is approved and that the City Manager is authorized to execute it on behalf of the City of Roseville.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk



PURCHASING
CITY OF ROSEVILLE

2005 HILLTOP CIRCLE, ROSEVILLE, CA 95747
(916) 774-5720 • TDD (916) 774-5220 • FAX (916) 774-5736

SERVICE AGREEMENT

SERVICE AGREEMENT

No: **S1603193**

SERVICE LOCATION: REP AND RPP2
5120 PHILLIP ROAD
ROSEVILLE, CA 95747

REQ. NO.: R1613323 DATE: 11/17/15

SUBMIT ALL INVOICES TO:
CITY OF ROSEVILLE
Finance Department
311 Vernon Street
Roseville, CA 95678

Contractor No.: V335947
Telephone No.: 925-432-4080 Fax: 925-432-0170
Email address: hrobinette@perfmech.com
Contractor: PERFORMANCE MECHANICAL, INC.
P.O. BOX 1516
PITTSBURG, CA 94565

Department:

Acct. Code: 08616-5340 / 686549-20

Buyer: BABETTE OWENS
Phone: 916-774-5704

Start Date	Terms	Completion Date	Insurance Limits	Contact
01/01/16	NET 30	01/02/17	Approved by Risk Mgt.	JASON MILLER

The contractor shall furnish all labor, equipment and materials necessary to accomplish the following:
THE VENDOR WILL PROVIDE MAINTENANCE SERVICE, REPAIRS, AND TESTING OF ALL POWER PLANT EQUIPMENT AND SYSTEMS IN ACCORDANCE WITH ALL SPECIFICATIONS, TERMS, CONDITIONS AND ATTACHMENTS OF RFP 07-014, AND VENDOR PROPOSAL DATED 8/6/2015.

CONTACT JASON MILLER AT (916) 746 1665 FOR QUESTIONS REGARDING THIS AGREEMENT.

Note: The total cost of service below is an approximate value only. The City does not guarantee whatsoever the actual amount to be spent.

Total Cost of Service: \$ 500,000.00

ATTENTION: Total cost of service not to exceed the agreement amount without prior approval of the Purchasing Office.

The Contractor named hereon by the acceptance of this order agrees to the provisions of this document titled "Service Agreement" and Attachment "A".

Business License No.: _____ Contractor License No.: 475516 DIR Registration No.: 1000004637

☐ SOLE PROPRIETOR

☐ PARTNERSHIP

☒ CORPORATION

CONTRACTOR:

SIGNATURE

PRINT NAME

TITLE

CONTRACTOR:

SIGNATURE

PRINT NAME

TITLE

By: _____

Rob Jensen, City Manager
CITY OF ROSEVILLE, A MUNICIPAL CORPORATION



PURCHASING
CITY OF ROSEVILLE

2005 HILLTOP CIRCLE, ROSEVILLE, CA 95747
(916) 774-5720 • TDD (916) 774-5220 • FAX (916) 774-5736

SERVICE AGREEMENT

SERVICE AGREEMENT

No: **S1603193**

SERVICE LOCATION: REP AND RPP2
5120 PHILLIP ROAD
ROSEVILLE, CA 95747

REQ. NO.: R1613323 DATE: 11/17/15

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CITY OF ROSEVILLE
Finance Department
311 Vernon Street
Roseville, CA 95678

Contractor No.: V335947
Telephone No.: 925-432-4080 Fax: 925-432-0170
Email address: hrobinette@perfmech.com
Contractor: PERFORMANCE MECHANICAL, INC.
P.O. BOX 1516
PITTSBURG, CA 94565

Department:

Acct. Code: 08616-5340 / 686549-20

Buyer: BABETTE OWENS
Phone: 916-774-5704

Start Date	Terms	Completion Date	Insurance Limits	Contact
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The Contractor named hereon by the acceptance of this order agrees to the provisions of this document titled "Service Agreement" and Attachment "A".

Business License No.: _____ Contractor License No.: 475576 DIR Registration No.: 1000004637

☐ SOLE PROPRIETOR

☐ PARTNERSHIP

☒ CORPORATION

CONTRACTOR: _____

SIGNATURE

PRINT NAME

TITLE

CONTRACTOR: _____

SIGNATURE

PRINT NAME

TITLE

By: _____

Rob Jensen, City Manager
CITY OF ROSEVILLE, A MUNICIPAL CORPORATION

1. To the fullest extent allowed by law, Contractor shall defend, indemnify, and save and hold harmless City, its officers, agents, employees and volunteers from any claims, suits or actions of every name, kind and description brought forth, or on account of, injuries to or death of any person (including but not limited to workers and the public), or damage to property, resulting from or arising out of Contractor's willful misconduct or negligent act or omission while engaged in the performance of obligations or exercise of rights created by this Agreement, except those matters arising from City's sole negligence or willful misconduct. The parties intend that this provision shall be broadly construed. Contractor's responsibility for such defense and indemnity obligations shall survive the termination or completion of this Agreement for the full period of time allowed by law. The defense and indemnity obligations of this Agreement are undertaken in addition to, and shall not in any way be limited by, the insurance obligations contained in this Agreement.
2. Contractor is an independent contractor, and shall not be considered an officer, agent or employee of the City.
3. Without the written consent of the City, this Agreement is not assignable by Contractor either in whole or in part.
4. Time is of the essence of this Agreement.
5. At any time during the term of this Agreement, the City has the right to terminate this Agreement provided Contractor is given a thirty (30) day notice.
6. This Agreement may only be amended or modified in writing. It is integrated and contains the complete understanding of the parties.
7. All equipment, supplies and services sold to the City of Roseville shall conform to the general safety orders of the State of California.
8. Unless notified to the contrary, in writing, the City assumes that the Contractor has accepted the work in accordance with the plans and specifications (if any) and agrees to do the work in compliance with this Agreement.
9. All fair employment practices must be adhered to. In addition, if the project referenced on this service agreement is a Public Works project, all prevailing wage laws must be complied with. For prevailing wage contracts over \$25,000, copies of certified payroll must be submitted with invoices. Prevailing wage rates may be obtained from the State Department of Industrial Relations and/or the following website address: <http://www.dir.ca.gov/dlsr/DPreWageDetermination.htm>.
- 10a. Unless otherwise specified, the Contractor shall maintain the policies of insurance outlined in Attachment A, incorporated herein by this reference, in full force and effect during the term of this Agreement. The City of Roseville retains sole discretion in determining the types and proper levels of insurance coverage.
- 10b. Form. Contractor shall submit a certificate evidencing such coverage for the period covered by this Agreement in a form satisfactory to Risk Management and the City Attorney, prior to undertaking any work hereunder. Any insurance written on a claims made basis is subject to the approval of Risk Management and the City Attorney.
- 10c. Additional Insureds. Contractor shall also provide a separate endorsement or section of the policy showing City, its officers, agents, employees, and volunteers as additional insureds for each type of coverage, except for Workers' Compensation. Such insurance shall specifically cover the contractual liability of Contractor. The additional insured coverage under the Contractor's policy shall be primary and noncontributory, as evidenced by a separate endorsement or section of the policy, and shall not seek contribution from City's insurance or self-insurance. In addition, the additional insured coverage shall be at least as broad as the Insurance Services Office ("ISO") CG 20 01 Endorsement. Any available insurance proceeds in excess of the specified minimum insurance coverage requirements and limits shall be available to the additional insureds. Furthermore, the requirements for coverage and limits shall be: (1) the minimum coverage and limits specified in this Agreement; or (2) the full coverage and maximum limits of any insurance proceeds available to the named insureds, whichever is greater.
- 10d. Cancellation/Modification. Contractor shall provide ten (10) days written notice to City prior to cancellation or modification of any insurance required by this Agreement.
- 10e. Umbrella/Excess Insurance. The limits of insurance required in this Agreement may be satisfied by a combination of primary and excess insurance. Any excess insurance shall contain or be endorsed to contain a provision that such coverage shall also apply on a primary and noncontributory basis for the benefit of City (if agreed to in a written contract) before City's own insurance shall be called upon to protect it as a named insured.
- 10f. Subcontractors. Contractor agrees to include in its contracts with all subcontractors the same requirements and provisions of this Agreement, including the indemnity and insurance requirements, to the extent they apply to the scope of the subcontractor's work. Furthermore, Contractor shall require its subcontractors to agree to be bound to Contractor and City in the same manner and to the same extent as Contractor is bound to City under this Agreement. Additionally, Contractor shall obligate its subcontractors to comply with these same provisions with respect to any tertiary subcontractor, regardless of tier. A copy of City's indemnity and insurance provisions will be furnished to the subcontractor or tertiary subcontractor upon request.
- 10g. Self-Insured Retentions. All self-insured retentions ("SIR") must be disclosed to Risk Management for approval and shall not reduce the limits of liability. Policies containing any SIR provision shall provide or be endorsed to provide that the SIR may be satisfied by either the named insured or City. City reserves the right to obtain a full certified copy of any insurance policy and endorsements. The failure to exercise this right shall not constitute a waiver of such right.
- 10h. Waiver of Subrogation. Contractor hereby agrees to waive subrogation which any insurer of Contractor may acquire from Contractor by virtue of the payment of any loss under a Workers Compensation, Commercial General Liability or Automobile Liability policy. All Workers Compensation, Commercial General Liability and Automobile Liability policies shall be endorsed with a waiver of subrogation in favor of City, its officers, agents, employees and volunteers for all work performed by Contractor, its employees, agents and subcontractors.
- 10i. Liability/Remedies. Insurance coverage in the minimum amounts set forth herein shall not be construed to relieve Contractor of liability in excess of such coverage, nor shall it preclude City from taking such other actions as are available to it under any other provisions of this Agreement or law.
11. Contractor shall comply with all federal, state and local laws and ordinances, including but not limited to the City's storm water regulations, as may be applicable to the performance of services under this Agreement. Failure to comply with local ordinances

may result in monetary fines and cancellation of this Agreement. Refer to www.roseville.ca.us/stormwater for links to more information on the City's storm water regulations.

12. In the event that the terms of any attachment or exhibit conflict with any terms of this Service Agreement, the terms of this Service Agreement shall control.
13. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. In the event that any signature is delivered by facsimile transmission or by e-mail delivery of a ".pdf" format data file, such signature shall create a valid and binding obligation of the party executing (or on whose behalf such signature is executed) with the same force and effect as if such facsimile or ".pdf" signature page were an original thereof.
14. If either party commences any legal action against the other party arising out of this Agreement or the performance thereof, the prevailing party in such action shall be entitled to recover its reasonable litigation expenses, including but not limited to, court costs, expert witness fees, discovery expenses, and attorneys' fees. Any action arising out of this Agreement shall be brought in Placer County, California, regardless of where else venue may lie. This Agreement shall be governed by and construed in accordance with the laws of the State of California.
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16. If any of the provisions contained in this Agreement are for any reason held invalid or unenforceable, such holding shall not affect the remaining provisions or the validity and enforceability of the Agreement as a whole.
17. If the project referenced on this service agreement is a Public Works project, then the following shall apply. No contractor or subcontractor may work on a public works project unless registered with the Department of Industrial Relations pursuant to Labor Code section 1725.5. During the performance of this agreement, Contractor and its subcontractors shall have a continuing legal obligation to maintain current registration with the Department of Industrial Relations. Contractor is hereby notified that this project is subject to compliance monitoring and enforcement by the Department of Industrial Relations.

City reserves the right to withhold any payments to Contractor in the event of noncompliance with insurance requirements or if required by law.

ATTACHMENT A

HUMAN RESOURCES/RISK MANAGEMENT DIVISION INSURANCE REQUIREMENTS – SERVICE AGREEMENT GENERAL

Required Coverage:

- General Liability: \$1,000,000 per occurrence
\$2,000,000 aggregate
Personal Injury:
\$1,000,000 per occurrence
\$2,000,000 aggregate
- Automobile Liability: \$1,000,000 combined single limit
- Workers' Compensation: Statutory

- *Policies must be primary and non-contributory
- *Policies must contain a waiver of subrogation
- *A 10 day notice of cancellation must be provided
- *The policies may not contain language which prohibits additional insured or other insurers from satisfying the self-insured retention or deductible
- *All Self Insured Retentions must be listed on the certificate

Required Documentation:

- A certificate(s) of insurance listing the required coverage and naming the City of Roseville as Certificate Holder. The Certificate should be addressed to:

The City of Roseville
Insurance Compliance
P.O. Box 12010-R1, Hemet, CA 92546-8010

- Additional Insured Endorsement- General Liability policy: CG 20 10 04 13 or an equivalent, blanket endorsement or section of the policy. Endorsement shall cover the City of Roseville, its officers, agents, employees and volunteers as additional insured
- Waiver of Subrogation Endorsements
- Primary and Non-Contributory Coverage Endorsement – CG 20 01 04 13 or an equivalent

***NOTE: statements on the certificate of insurance in lieu of the documentation required above will not be accepted.**

Questions concerning any of the above should be directed to Ebix Customer Service
Phone: 951-652-4239 /fax 770-325-5727 or email: Roseville@ebix.com



Attached is a copy of a service agreement for your review and acceptance. Please review the company name, address, and contact information and notify me via email if any corrections need to be made. I will update the agreement prior to you signing the document.

Sign the agreement using the below signature guidelines. Alterations or modifications to the agreement are not allowed. Mail **two signed original** copies of the agreement to the address noted below. Faxes, photocopies, and electronic transmittals will not be accepted. Upon receipt of all necessary documents, the City will sign the agreements and return a fully executed original copy to you. Receipt of the signed copy will be your notice to proceed with the work in accordance with the terms and conditions of the service agreement. Work must not begin until the contract has been fully executed.

The following guidelines must be followed for the signature block on the Service Agreement:

- | | | |
|--|---|----------------------------|
| Sole proprietorship | - | By owner |
| Partnership | - | Any general partner |
| Corporation | - | Two options: |
| (1) A signature from the President and the corporate seal; or | | |
| (2) One signature from the Chairman of the Board, President, or any Vice President AND one signature from the Secretary, any Assistant Secretary, Chief Financial Officer, Treasurer, or any Assistant Treasurer of the corporation | | |

The service agreement will be rejected if not signed in accordance with these guidelines.

Insurance requirements:

The City's insurance requirements are referenced on Attachment A in this service agreement packet. The service agreement will not be considered active or valid until the necessary insurance documents have been received by Roseville's insurance compliance contractor, EBIX. Please contact EBIX customer service at (951) 652-4239 or roseville@ebix.com for any insurance related questions.

Service Agreement Return Address:
Purchasing, Babette Owens
2005 Hilltop Circle
Roseville, CA 95747-9704



Attached is a copy of a service agreement for your review and acceptance. Please review the company name, address, and contact information and notify me via email if any corrections need to be made. I will update the agreement prior to you signing the document.

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| (1) A signature from the President and the corporate seal; or | | |
| (2) One signature from the Chairman of the Board, President, or any Vice President AND one signature from the Secretary, any Assistant Secretary, Chief Financial Officer, Treasurer, or any Assistant Treasurer of the corporation | | |

The service agreement will be rejected if not signed in accordance with these guidelines.

Insurance requirements:

The City's insurance requirements are referenced on Attachment A in this service agreement packet. The service agreement will not be considered active or valid until the necessary insurance documents have been received by Roseville's insurance compliance contractor, EBIX. Please contact EBIX customer service at (951) 652-4239 or roseville@ebix.com for any insurance related questions.

Service Agreement Return Address:
Purchasing, Babette Owens
2005 Hilltop Circle
Roseville, CA 95747-9704



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
09/23/2015

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER MARSH USA, INC. 1166 AVENUE OF THE AMERICAS NEW YORK, NY 10036 Attn: Emcor.Certrequest@marsh.com / Fax: 203-229-6787	CONTACT NAME:
	PHONE (A/C, No, Ext): FAX (A/C, No):
332800-STAND-PERFO-15-16 ABDFG X	E-MAIL ADDRESS:
	INSURER(S) AFFORDING COVERAGE NAIC #
INSURED PERFORMANCE MECHANICAL, INC. 701 WILLOW PASS RD., SUITE 2 P.O. BOX 1516 PITTSBURG, CA 94565	INSURER A: Continental Casualty Company 20443
	INSURER B: American Casualty Company Of Reading, Pa 20427
	INSURER C: Transportation Insurance Co 20494
	INSURER D:
	INSURER E:
	INSURER F:

COVERAGES	CERTIFICATE NUMBER: NYC-007530544-28	REVISION NUMBER: 9
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATION MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.		

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☐ POLICY ☒ PROJECT ☐ LOC ☐ OTHER:			GL 4025756461	10/01/2015	10/01/2016	EACH OCCURRENCE \$ 2,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 25,000 PERSONAL & ADV INJURY \$ 2,000,000 GENERAL AGGREGATE \$ 6,000,000 PRODUCTS - COMP/OP AGG \$ 14,000,000
A	☒ AUTOMOBILE LIABILITY ☒ ANY AUTO ☐ ALL OWNED AUTOS ☒ HIRED AUTOS ☒ SCHEDULED AUTOS NON-OWNED AUTOS			BUA 4025756492	10/01/2015	10/01/2016	COMBINED SINGLE LIMIT (Ea accident) \$ 2,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ Auto Physical Damage \$ Included
A	☒ UMBRELLA LIAB ☒ OCCUR ☐ EXCESS LIAB ☐ CLAIMS-MADE ☐ DED ☒ RETENTION \$ 10,000			L 2068208285	10/01/2015	10/01/2016	EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N ☒ N	N/A	WC 4025756380 (AOS) WC 4025756394 (CA) WC 4025756377 (AZ, OR, WI)	10/01/2015 10/01/2015 10/01/2015	10/01/2016 10/01/2016 10/01/2016	☒ PER STATUTE ☐ OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
REFERENCE NO. R100000571
ADDITIONAL INSURED UNDER ALL POLICIES (EXCEPT WORKERS COMPENSATION & EMPLOYERS LIABILITY) WHERE REQUIRED BY CONTRACT: CITY OF ROSEVILLE, IT'S OFFICERS, AGENTS, EMPLOYEES AND VOLUNTEERS
WHERE REQUIRED BY CONTRACT, COVERAGE PROVIDED TO THE ADDITIONAL INSUREDS IS PRIMARY & NON-CONTRIBUTORY.
WAIVER OF SUBROGATION AS REQUIRED BY CONTRACT.

CERTIFICATE HOLDER

CANCELLATION

CITY OF ROSEVILLE
INSURANCE COMPLIANCE
311 VERNON ST
ROSEVILLE, CA 95678-2649

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE
of Marsh USA Inc.

Heidi Bauermeister

Heidi E. Bauermeister

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AGENCY CUSTOMER ID: 332800

LOC #: Norwalk

**ADDITIONAL REMARKS SCHEDULE**

Page 2 of 2

AGENCY MARSH USA, INC.		NAMED INSURED PERFORMANCE MECHANICAL, INC. 701 WILLOW PASS RD., SUITE 2 P.O. BOX 1516 PITTSBURG, CA 94565
POLICY NUMBER		
CARRIER	NAIC CODE	EFFECTIVE DATE:

ADDITIONAL REMARKS**THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,****FORM NUMBER:** 25 **FORM TITLE:** Certificate of Liability Insurance

Auto Physical Damage Comp / Coll Deductible \$500

In the event of cancellation or material change that reduces or restricts the insurance afforded by this Coverage Part (other than the reduction of aggregate limits through payment of claims as applicable), Insurer agrees to mail prior written notice of cancellation or material change to: Certificate Holder

Schedule

1. Number of days advance notice: For any statutorily permitted reason other than non-payment of premium, the number of days required for notice of cancellation as provided in paragraph 2 of either the Cancellation Common Policy Conditions or as amended by the applicable state cancellation endorsement is increased to the lesser of 60 days or the number of days required in a written contract.

For non-payment of premium, The greater of (1) the number of days required by state law or (2) the number of days required by written contract.

2. Name:

Notice will be mailed to: Certificate holder

POLICY NUMBER: GL 4025756461
Carrier: Continental Casualty Co
Effective date: 10-1-15 to 10-1-16

COMMERCIAL GENERAL LIABILITY
CG 24 04 05 09

**WAIVER OF TRANSFER OF RIGHTS
OF RECOVERY AGAINST OTHERS TO US**

This endorsement modifies insurance provided under the following

COMMERCIAL GENERAL LIABILITY COVERAGE PART
PRODUCTS/COMPLETED OPERATIONS LIABILITY COVERAGE PART

SCHEDULE

Name of Person or Organization:

INSURED: PERFORMANCE MECHANICAL, INC.

CERTIFICATE HOLDER: CITY OF ROSEVILLE

REFERENCE NO. R100000571

CITY OF ROSEVILLE, IT'S OFFICERS, AGENTS, EMPLOYEES AND VOLUNTEERS

Information required to complete this Schedule, if not shown above, will be shown in the Declarations.

The following is added to Paragraph **8. Transfer Of Rights Of Recovery Against Others To Us** of **Section IV - Conditions**:

We waive any right of recovery we may have against the person or organization shown in the Schedule above because of payments we make for injury or damage arising out of your ongoing operations or "your work" done under a contract with that person or organization and included in the "products-completed operations hazard". This waiver applies only to the person or organization shown in the Schedule above.



WORKERS COMPENSATION AND EMPLOYERS' LIABILITY INSURANCE POLICY

BLANKET WAIVER OF OUR RIGHT TO RECOVER FROM OTHERS

This endorsement changes the policy to which it is attached.

It is agreed that **Part One- Workers' Compensation Insurance G. Recovery From Others** and **Part Two - Employers' Liability Insurance H. Recovery From Others** are amended by adding the following

We will not enforce our right to recover against persons or organizations. (This agreement applies only to the extent that you perform work under a written contract that requires you to obtain this agreement from us.)

PREMIUM CHARGE -

The charge will be an amount to which you and we agree that is a percentage of the total standard premium for California exposure. The amount is 2%.

Carrier: American Casualty Co. of Reading, PA

Policy No: WC 4025756394

Effective date: 10/01/2015-10/01/2016

POLICY NUMBER: GL 4025756461

Formerly Known as CG 2010 1185

Carrier: Continental Casualty Co

Effective date: 10/01/2015- 10/01/2016

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

**ADDITIONAL INSURED - OWNERS, LESSEES OR
CONTRACTORS (FORM B)**

THIS ENDORSEMENT MODIFIES INSURANCE PROVIDED UNDER THE FOLLOWING:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

SCHEDULE

NAME OF PERSON OR ORGANIZATION:

INSURED: PERFORMANCE MECHANICAL, INC.

CERTIFICATE HOLDER: CITY OF ROSEVILLE

REFERENCE NO. R100000571

CITY OF ROSEVILLE, IT'S OFFICERS, AGENTS, EMPLOYEES AND VOLUNTEERS

(If no entry appears above, information required to complete this endorsement will be shown in the Declarations as applicable to this endorsement.)

WHO IS AN INSURED (Section II) is amended to include as an insured the person or organization shown in the Schedule, but only with respect to liability arising out of "your work" for that insured by or for you.



Countersigned by

Authorized Representative

POLICY NUMBER : BUA 4025756492
CARRIER : Continental Casualty Co

Business Auto Policy
Effective date: 10/01/2015-10/01/2016

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

Blanket Additional Insured – As Required By Contract

This endorsement modifies insurance provided under the following

Business Auto Coverage Form

Schedule

Name of person or organization:

Any person or organization for whom you are obligated to provide Business Auto Liability Insurance coverage as an additional insured by contract or agreement.

Paragraph 1. Who Is An Insured (Section II – Liability Coverage) is amended to include as an insured the person or organization show in the schedule, but only with respect to liability arising out of the ownership, maintenance or use of a covered auto.

Our limit of liability for the additional insured will not exceed the limits of liability of this policy.

The inclusion of more than one insured in this policy will not operate to increase our limit of liability.



POLICY NUMBER: GL 4025756461
Carrier: Continental Casualty Co
Effective date: 10-1-15 to 10-1-16

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

**AMENDMENT - OTHER INSURANCE
PRIMARY AND NON-CONTRIBUTORY**

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

Paragraph **a. Primary Insurance** of **4. Other Insurance of Section IV- Commercial General Liability** Conditions is deleted and replaced with the following

a. Primary Insurance

This insurance is primary except when Paragraph **b.** below applies. If this insurance is primary, our obligations are not affected unless any of the other insurance is also primary. Then, we will share with all that other insurance by the method described in Paragraph **c.** below. However, coverage afforded to an additional insured under the terms of an endorsement attached to this policy is primary insurance and we will not seek contribution from any such additional insured's primary insurance if:

- (1) You have agreed in writing in a contract or agreement that this insurance will be primary and non-contributory; and
- (2) The written contract or written agreement is currently in effect or becomes effective during the policy period and was executed prior to:
 - (a) The "bodily injury" or "property damage";
 - or (b) The offense that caused the "personal and advertising injury" for which the additional insured seeks coverage under this Coverage Part.



COUNCIL COMMUNICATION

CC #: 7398
File #: 0203-06

Title: Audiovisual Services - Service Agreement
Contact: Scott Adrian 774-5164 sadrian@roseville.ca.us

Meeting Date: 2/3/2016
Item #: 6.8.

RECOMMENDATION TO COUNCIL

Recommend Council approve a service agreement with Better Presentation Systems, Inc. Approval is also requested authorizing the City Manager to sign the service agreement.

BACKGROUND

The City has an ongoing need for audiovisual equipment design and installation services. These services include project design/engineering, programming, repair, equipment, and training. These services are scheduled on an as-needed basis at various locations throughout the City. Projects range in size from small conference room upgrades to large facility system installations. The City issued an RFP to solicit proposals to provide these services. Qualified individuals, firms, contractors, and consultants were offered an opportunity to participate in the competitive bid process. Proposals were then evaluated on experience and qualifications, proposal understanding, and proposed cost.

FISCAL IMPACT

Work will be budgeted and encumbered on an as-needed basis. The total not-to-exceed amount for the contract term (three years) is \$750,000. Additionally, there are two optional one year renewals.

ECONOMIC DEVELOPMENT / JOBS CREATED

There is no applicable economic development or job creation from this purchase order.

ENVIRONMENTAL REVIEW

The California Environmental Quality Act (CEQA) does not apply to activities that will not result in a direct or reasonably foreseeable indirect physical change in the environment (CEQA Guidelines §15061(b)(3)). This project does not include the potential for a significant environmental effect,

and therefore is not subject to CEQA.

Respectfully Submitted,

Scott Adrian, Information Technology Program Manager

Hong Sae, Chief Information Officer



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-27

Service Agreement

RESOLUTION NO. 16-27

APPROVING A SERVICE AGREEMENT
BETWEEN CITY OF ROSEVILLE AND BETTER PRESENTATION SYSTEMS, AND
AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF
ROSEVILLE

WHEREAS, a service agreement (Service Agreement No. S1604135) between City of Roseville and Better Presentation Systems, has been prepared and reviewed by the Council;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said service agreement is approved and that the City Manager is authorized to execute it on behalf of the City of Roseville.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk



PURCHASING
CITY OF ROSEVILLE

2005 HILLTOP CIRCLE, ROSEVILLE, CA 95747
(916) 774-5720 • TDD (916) 774-5220 • FAX (916) 774-5736

SERVICE AGREEMENT

SERVICE AGREEMENT

No: **S1604135**

SERVICE LOCATION: CITY OF ROSEVILLE
AS DIRECTED

REQ. NO.: R1613442 DATE: 12/17/15

SUBMIT ALL INVOICES TO:
CITY OF ROSEVILLE
Finance Department
311 Vernon Street
Roseville, CA 95678

Contractor No.: V39617
Telephone No.: 916.782.6444 Fax:

Department: IT

Contractor: BETTER PRESENTATION SYSTEMS
ATTN: JOSHUA TOWNE
2008 OPPORTUNITY DRIVE SUITE 170
ROSEVILLE, CA 95678

Acct. Code: 03122-5215
VARIOUS

Buyer: PETER BREVIK
Phone: 916.774.5724

Start Date	Terms	Completion Date	Insurance Limits	Contact
1/21/16	NET 30	1/20/19	Approved by Risk Mgt.	SCOTT ADRIAN

The contractor shall furnish all labor, equipment and materials necessary to accomplish the following:

PROVIDE AUDIO AND VIDEO EQUIPMENT, MATERIALS, REPAIR AND/OR SERVICE ON AN AS NEEDED BASIS AT THE DIRECTION OF INFORMATION TECHNOLOGY. ALL JOBS MUST BE QUOTED AND APPROVED BEFORE WORK CAN BEGIN BASED ON THE ATTACHED RATE SCHEDULE FROM RFP AUDIOVISUAL SERVICES

PLEASE CONTACT SCOTT ADRIAN AT (916) 774-5164 FOR QUESTIONS REGARDING THE CONTRACT.

****The total amount listed is an approximation only. The City does not guarantee whatsoever the actual value of this contract.**

Contractor License No.: 828018

Total Cost of Service:

Business License No.: 023870

\$ 750,000.00

ATTENTION: Total cost of service not to exceed the above amount without prior approval of the Purchasing Office.

The Contractor named hereon by the acceptance of this order agrees to the provisions of this document titled "Service Agreement".

CONTRACTOR:

By: [Signature]

Title: President

By: T.W. Curtis

Title: RMO

CITY OF ROSEVILLE,
A MUNICIPAL CORPORATION:

By: _____

Rob Jensen
City Manager

Distribution: 1- Purchasing, 1 - Contractor, 1 - Originating Dept

may result in monetary fines and cancellation of this Agreement. Refer to www.roseville.ca.us/stormwater for links to more information on the City's storm water regulations.

12. In the event that the terms of any attachment or exhibit conflict with any terms of this Service Agreement, the terms of this Service Agreement shall control.
13. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. In the event that any signature is delivered by facsimile transmission or by e-mail delivery of a ".pdf" format data file, such signature shall create a valid and binding obligation of the party executing (or on whose behalf such signature is executed) with the same force and effect as if such facsimile or ".pdf" signature page were an original thereof.
14. If either party commences any legal action against the other party arising out of this Agreement or the performance thereof, the prevailing party in such action shall be entitled to recover its reasonable litigation expenses, including but not limited to, court costs, expert witness fees, discovery expenses, and attorneys' fees. Any action arising out of this Agreement shall be brought in Placer County, California, regardless of where else venue may lie. This Agreement shall be governed by and construed in accordance with the laws of the State of California.
15. This Agreement shall be binding upon the heirs, successors, executors, administrators and assigns of the respective parties hereto.
16. If any of the provisions contained in this Agreement are for any reason held invalid or unenforceable, such holding shall not affect the remaining provisions or the validity and enforceability of the Agreement as a whole.
17. If the project referenced on this service agreement is a Public Works project, then the following shall apply. No contractor or subcontractor may work on a public works project unless registered with the Department of Industrial Relations pursuant to Labor Code section 1725.5. During the performance of this agreement, Contractor and its subcontractors shall have a continuing legal obligation to maintain current registration with the Department of Industrial Relations. Contractor is hereby notified that this project is subject to compliance monitoring and enforcement by the Department of Industrial Relations.

City reserves the right to withhold any payments to Contractor in the event of noncompliance with insurance requirements or if required by law.

ATTACHMENT A

HUMAN RESOURCES/RISK MANAGEMENT DIVISION INSURANCE REQUIREMENTS – SERVICE AGREEMENT GENERAL

Required Coverage:

- General Liability: \$1,000,000 per occurrence
\$2,000,000 aggregate
Personal Injury:
\$1,000,000 per occurrence
\$2,000,000 aggregate
- Automobile Liability: \$1,000,000 combined single limit
- Workers' Compensation: Statutory

- *Policies must be primary and non-contributory
- *Policies must contain a waiver of subrogation
- *A 10 day notice of cancellation must be provided
- *The policies may not contain language which prohibits additional insured or other insurers from satisfying the self-insured retention or deductible
- *All Self Insured Retentions must be listed on the certificate

Required Documentation:

- A certificate(s) of insurance listing the required coverage and naming the City of Roseville as Certificate Holder. The Certificate should be addressed to:

The City of Roseville
Insurance Compliance
P.O. Box 12010-R1, Hemet, CA 92546-8010

- Additional Insured Endorsement- General Liability policy: CG 20 10 04 13 or an equivalent, blanket endorsement or section of the policy. Endorsement shall cover the City of Roseville, its officers, agents, employees and volunteers as additional insured
- Waiver of Subrogation Endorsements
- Primary and Non-Contributory Coverage Endorsement – CG 20 01 04 13 or an equivalent

***NOTE: statements on the certificate of insurance in lieu of the documentation required above will not be accepted.**

Questions concerning any of the above should be directed to Ebix Customer Service
Phone: 951-652-4239 /fax 770-325-5727 or email: Roseville@ebix.com



Better
Presentation
Systems, Inc.

Attachment C
RATE SCHEDULE

Labor	Hourly Rate	Overtime Hourly Rate
Project Management	\$92.00	\$130.00
Project Design and Engineering	\$ <u>115.00</u>	\$ <u>150.00</u>
Programming	\$ <u>120.00</u>	\$ <u>160.00</u>
A/V Equalization and Commissioning	\$ <u>98.00</u>	\$ <u>140.00</u>
Prevailing Wage Field Labor	\$ <u>95.00</u>	\$ <u>135.00</u>
Shop Labor	\$ <u>60.00</u>	\$ <u>90.00</u>
Miscellaneous	\$ <u>95.00</u>	\$ <u>135.00</u>

Minimum Service Fee \$ 200.00

Subcontractor Markup (if used) 15 %

Materials provided by the Contractor shall be billed on a "cost plus" basis. Indicate your percentage markup to the actual cost of materials. Note: Percentage markup shall include any travel time needed for pickup and delivery of materials.

Material Percentage Markup: 16 %



COUNCIL COMMUNICATION

CC #: 7412

File #: 0400-04-09-2

Title: Fiddymment Ranch Phase 2 Village 16-A - Certificate of Completion

Contact: Darrell Robbison 746-1321 drobbison@roseville.ca.us

Meeting Date: 2/3/2016

Item #: 6.9.

RECOMMENDATION TO COUNCIL

Staff recommends that the City Council take the following action:

Adopt the attached resolution accepting Fiddymment Ranch Phase 2 Village 16-A CWJ# 110044 as complete, and authorize the City Engineer to execute the Certificate of Completion.

BACKGROUND

The Engineering Division has made final inspection of the above project and has found the roadway infrastructure work completed in accordance with the improvement plans and City specifications. The developer has entered into a Deferred Improvement Agreement with the City of Roseville for future construction of the sound wall behind lots 1-4, prior to permanent occupation of noted lots.

FISCAL IMPACT

The actions requested as part of this action have no impact to the City's general Fund. Construction costs were paid by the developer.

ECONOMIC DEVELOPMENT / JOBS CREATED

Accepting the project as complete will not directly create jobs but rather maintain current employee levels of the developer until such time the project is fully built out.

ENVIRONMENTAL REVIEW

The Council action of accepting Fiddymment Ranch Phase 2 Village 16-A as complete will not result in a direct or reasonably foreseeable indirect physical change in the environment (CEQA Guideline 15060(c)(2)). Adoption of this project does not include the potential for a significant environmental

effect and therefore is not subject to CEQA.

Respectfully Submitted,

Darrell Robbison, Senior Construction Inspector

Kevin Payne, Development Services Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-33

Certificate of Completion

Exhibit A

Final Map

Surety Check

Maintenance Bond

RESOLUTION NO. 16-33

RESOLUTION OF THE COUNCIL OF THE CITY OF ROSEVILLE ACCEPTING THE PUBLIC WORK KNOWN AS FIDDYMENT RANCH PHASE 2 VILLAGE 16A PROJECT, APPROVING THE "CERTIFICATE OF COMPLETION", AND AUTHORIZING AND DIRECTING THE CITY ENGINEER TO EXECUTE SAID NOTICE ON BEHALF OF THE CITY OF ROSEVILLE, THEREFORE, AND ACCEPTING ALL DEDICATIONS OFFERED ON THE RECORDED MAP OF THE SUBDIVISION.

BE IT RESOLVED by the Council of the City of Roseville as follows:

1. The "Certificate of Completion" on file in the City Clerk's Department relative to that public work known as the Fiddymment Ranch Phase 2 Village 16A is hereby approved and the public work accepted.
2. All rights of way and easements as offered on the final map of recorded with Placer County Recorder's Office Book CC of Maps, Page 69 is hereby accepted.
3. The City Engineer is hereby authorized and directed to execute said Notice on behalf of the City of Roseville.

PASSED AND ADOPTED by the Council of the City of Roseville, this _____ day of _____, 20____, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

CITY CLERK

AFTER RECORDING RETURN TO:
CITY CLERK
311 VERNON STREET
ROSEVILLE, CA 95678

CERTIFICATE OF COMPLETION

NOTICE IS HEREBY GIVEN that the public work known as Fiddymment Ranch Phase 2 Village 16A Project was completed and accepted by the City of Roseville on February 3, 2016. The location is indicated on the attached map, marked as Exhibit "A" and incorporated herein by this reference.

The general contractor on said project was Desilva Gates Construction.

The surety on said project was Lexon Insurance Company Subdivision Maintenance Bond Guarantee and Warranty Security Number 10840000.

MARC STOUT
City Engineer
City of Roseville

ATTEST:

SONIA OROZCO, CITY CLERK

STATE OF CALIFORNIA)
COUNTY OF PLACER)

I, MARC STOUT, being first duly sworn, depose and say: I am the City Engineer of the City of Roseville, a municipal corporation in the State of California, owner of the property described in the above Notice. I am duly authorized to make this verification for and on behalf of the City of Roseville. I have read the Certificate of Completion and know its contents and the facts stated therein are true.

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

MARC STOUT
City Engineer
City of Roseville

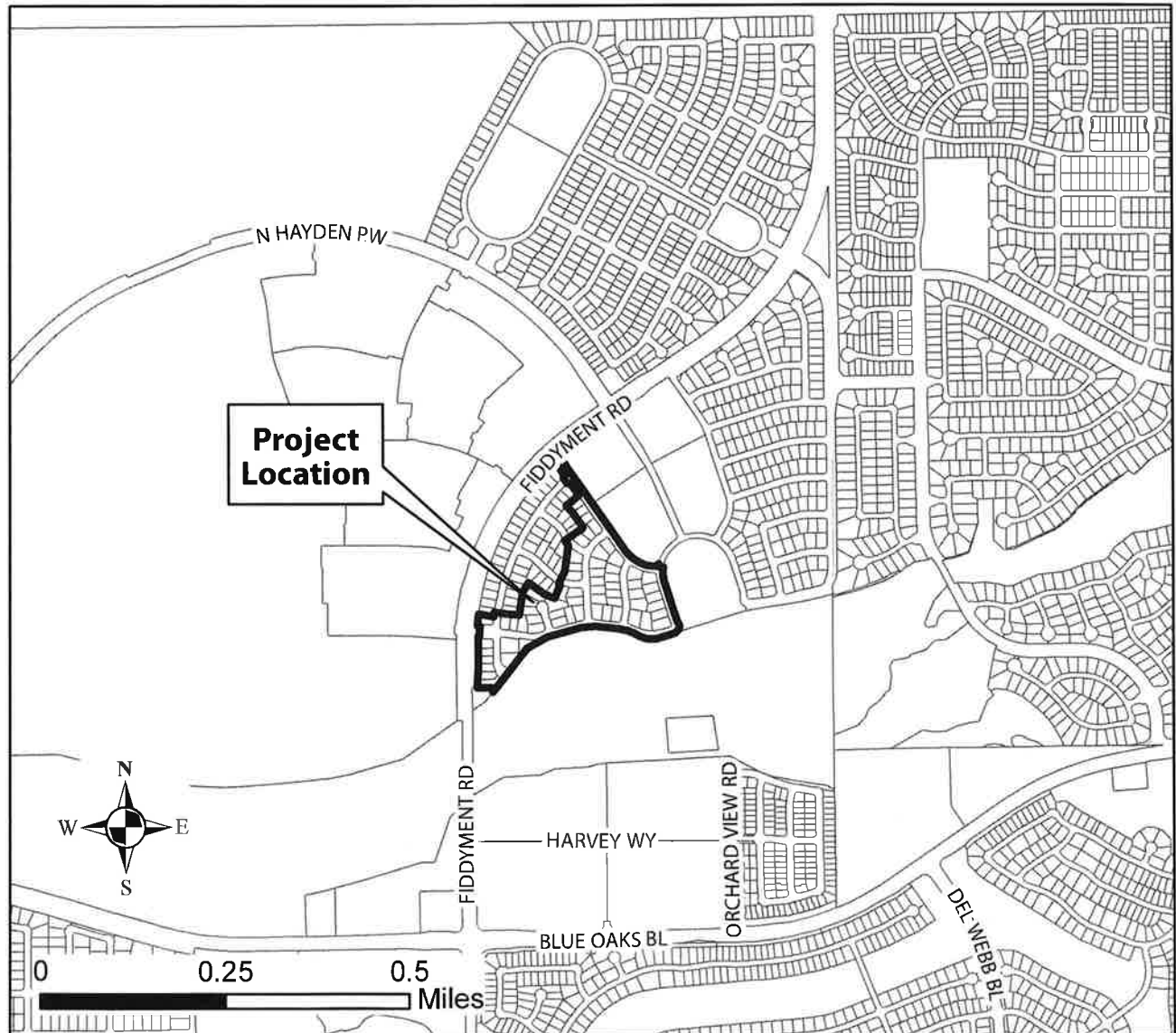
STATE OF CALIFORNIA)
COUNTY OF PLACER)

Subscribed and sworn to (or affirmed) before me on this ____ day of _____, 2016, by _____ proved to me on the basis of satisfactory evidence to be the person(s) who appeared before me.

Notary Public in and for said County and State

EXHIBIT A

City of Roseville Fiddymment Ranch Phase 2 Village F-16A



OWNER'S STATEMENT

THE UNDERSIGNED HEREBY CERTIFY THAT THEY ARE THE ONLY PERSONS HAVING ANY RECORD TITLE INTEREST IN THE LANDS SUBDIVIDED HEREON, HEREBY CONSENT TO THE PREPARATION AND RECORDING OF THIS FINAL MAP OF, "FIDDYMENT RANCH PHASE 2 VILLAGE 16-A".

THE REAL PROPERTIES DESCRIBED BELOW (INCLUDING ALL PUBLIC IMPROVEMENTS THEREON) ARE DEDICATED IN FEE FOR PUBLIC PURPOSES: THE AREAS SHOWN HEREON AS OLD COACH DRIVE, RUSTLER DRIVE, HACIENDA DRIVE, VISTA VERDE DRIVE, GOODNIGHT TRAIL DRIVE, STETSON STREET, CHUCKWAGON WAY, RIFLE COURT, VISTA VERDE COURT, LOT B, LOT C, AND LOT D ARE FOR PUBLIC RIGHT OF WAY AND PUBLIC UTILITY PURPOSES.

THE REAL PROPERTIES DESCRIBED BELOW (INCLUDING ALL PUBLIC IMPROVEMENTS THEREON) ARE DEDICATED AS EASEMENTS FOR PUBLIC PURPOSES:

A. THE AREAS SHOWN HEREON AS "PUE" (PUBLIC UTILITY EASEMENT) ARE FOR INSTALLATION AND MAINTENANCE OF, BUT NOT LIMITED TO, ELECTROLIERS, TRAFFIC CONTROL APPURTENANCES, WATER, SEWER, DRAINAGE AND GAS PIPES, AND FOR UNDERGROUND WIRES AND CONDUITS FOR ELECTRICAL, TELEPHONE AND TELEVISION SERVICES, TOGETHER WITH ANY AND ALL APPURTENANCES PERTAINING THERETO ON, OVER, UNDER, AND ACROSS THOSE STRIPS OF LAND TEN (10) AND TWELVE AND ONE-HALF (12.5) FEET IN WIDTH AND CONTIGUOUS TO THE STREET, DRIVES, COURTS, AND WAY SHOWN HEREON.

B. THE AREAS SHOWN HEREON AS "SEWER EASEMENT" ARE FOR INSTALLATION AND MAINTENANCE OF SEWER PIPES, TOGETHER WITH ANY AND ALL APPURTENANCES PERTAINING THERETO ON, OVER, UNDER, AND ACROSS THOSE STRIPS OF LAND SHOWN HEREON.

THE REAL PROPERTIES DESCRIBED BELOW (INCLUDING ALL PUBLIC IMPROVEMENTS THEREON) ARE IRREVOCABLY OFFERED FOR DEDICATION IN FEE FOR PUBLIC PURPOSES:

A. THE AREAS SHOWN HEREON AS LOT E, LOT F, LOT G, AND LOT H, TO THE CITY OF ROSEVILLE AS OPEN SPACE.

LENNAR HOMES OF CALIFORNIA, INC.
A CALIFORNIA CORPORATION

BY: Larry Gualco VP
LARRY GUALCO, VICE PRESIDENT

BY: Gordon Jones
GORDON JONES, DIVISION PRESIDENT

OWNER'S ACKNOWLEDGEMENT

STATE OF CALIFORNIA
COUNTY OF Placer
ON Sept. 26, 2013, BEFORE ME, Monique Reynolds, A NOTARY PUBLIC, PERSONALLY APPEARED Larry Gualco + Gordon Jones, WHO PROVED TO ME ON THE BASIS OF SATISFACTORY EVIDENCE TO BE THE PERSON(S) WHOSE NAME(S) IS/ARE SUBSCRIBED TO THE WITHIN INSTRUMENT AND ACKNOWLEDGED TO ME THAT HE/ SHE/ THEY EXECUTED THE SAME IN his/ her/ their AUTHORIZED CAPACITY(IES), AND THAT BY HIS /HER /THEIR SIGNATURE(S) ON THE INSTRUMENT THE PERSON(S) OR THE ENTITY ON BEHALF OF WHICH THE PERSON(S) ACTED, EXECUTED THE INSTRUMENT.

I CERTIFY UNDER PENALTY OF PERJURY UNDER THE LAWS OF THE STATE OF CALIFORNIA THAT THE FOREGOING PARAGRAPH IS TRUE AND CORRECT.

WITNESS MY HAND :

SIGNATURE: Monique Reynolds
PRINT: MONIQUE REYNOLDS
MY COMMISSION NUMBER: 1995824
MY COMMISSION EXPIRES: 11/24/16
PRINCIPAL COUNTY OF BUSINESS: Placer

COUNTY RECORDER'S STATEMENT

FILED FOR RECORD THIS 7th DAY OF November, 2013, AT 1:25 PM, IN BOOK CC OF MAPS AT PAGES 69 AT THE REQUEST OF PLACER TITLE COMPANY.

SERIES NO. 2013-0105671
FEE: \$ 29.⁰⁰

JIM MCCAULEY
COUNTY RECORDER IN AND FOR
PLACER COUNTY, CALIFORNIA

BY: C. Costa
DEPUTY

FINAL MAP OF
FIDDYMENT RANCH PHASE 2
VILLAGE 16-A
SUBDIVISION NO. 000128

BEING A RESUBDIVISION OF "RESULTANT LOT 16-B" AS DESCRIBED BY THE GRANT DEED RECORDED JUNE 19, 2013 UNDER SERIES NO. 2013-0060501, OFFICIAL RECORDS, A PORTION OF THE WEST 1/2 OF SECTION 18, T. 11 N., R. 6 E., M.D.B. & M.

CITY OF ROSEVILLE
PLACER COUNTY, CALIFORNIA

RUGGERI-JENSEN-AZAR & ASSOCIATES
CIVIL ENGINEERS, PLANNERS, SURVEYORS

SEPTEMBER 2013

ENGINEER'S STATEMENT

THIS MAP WAS PREPARED BY ME OR UNDER MY DIRECTION, AT THE REQUEST OF ATC REALTY ONE, LLC. IT IS BASED UPON A FIELD SURVEY PERFORMED BY ME OR UNDER MY DIRECTION IN FEBRUARY 2010, IN CONFORMANCE WITH THE REQUIREMENTS OF THE SUBDIVISION MAP ACT AND LOCAL ORDINANCE, AND IS TRUE AND COMPLETE AS SHOWN. I HEREBY STATE THAT THIS FINAL MAP SUBSTANTIALLY CONFORMS TO THE CONDITIONALLY APPROVED TENTATIVE MAP (IF ANY), THAT ALL MONUMENTS ARE OF THE CHARACTER AND OCCUPY THE POSITIONS INDICATED OR THAT THEY WILL BE SET IN THOSE POSITIONS BEFORE DECEMBER 31, 2015, AND THAT SAID MONUMENTS ARE OR WILL BE SUFFICIENT TO ENABLE THE SURVEY TO BE RETRACED. THE GROSS AREA WITHIN THE SUBDIVISION IS 17.90 ACRES, MORE OR LESS.



Piero P. Ruggeri 9/27/2013
 PIERO P. RUGGERI, R.C.E. NO. 25281 DATE
 REGISTRATION EXPIRES: DECEMBER 31, 2013

CITY ENGINEER'S STATEMENT

I HEREBY STATE THAT I HAVE EXAMINED THIS FINAL MAP OF FIDDYMENT RANCH PHASE 2 VILLAGE 16-A AND FIND IT TO BE SUBSTANTIALLY THE SAME AS THE TENTATIVE MAP ON FILE AND ANY APPROVED ALTERATIONS THEREOF, AND THAT IT COMPLIES WITH ALL PROVISIONS OF THE SUBDIVISION MAP ACT AND ALL APPLICABLE CITY ORDINANCES.

Marc Stout 10/22/13
 MARC STOUT DATE
 CITY ENGINEER, CITY OF ROSEVILLE
 R.C.E. #69879 EXPIRATION DATE: SEPTEMBER 30, 2014

I HEREBY STATE THAT I AM SATISFIED THAT THIS FINAL MAP OF FIDDYMENT RANCH PHASE 2 VILLAGE 16-A IS TECHNICALLY CORRECT.

FOR MARC STOUT, CITY ENGINEER, CITY OF ROSEVILLE

Timothy G. Blair 10/22/13
 TIMOTHY G. BLAIR DATE
 PLS. #8278 EXPIRATION DATE: DECEMBER 31, 2013

**CITY CLERK'S STATEMENT**

I HEREBY CERTIFY THAT THE CITY COUNCIL, CITY OF ROSEVILLE, HAS APPROVED THIS FINAL MAP OF FIDDYMENT RANCH PHASE 2 VILLAGE 16-A AND HAS ACCEPTED ON BEHALF OF THE PUBLIC, SUBJECT TO IMPROVEMENT, THE RIGHTS-OF-WAY AND EASEMENTS OFFERED HEREON FOR DEDICATION. THE CITY COUNCIL HAS REJECTED AT THIS TIME, BUT RESERVES THE RIGHT TO ACCEPT AT A LATER DATE, ON BEHALF OF THE PUBLIC ALL IRREVOCABLE OFFERS OF DEDICATION OF LAND OFFERED HEREON, IN ACCORDANCE WITH THE TERMS OF THAT OFFER. THE CITY COUNCIL HAS ALSO APPROVED THE ABANDONMENT OF THE IRREVOCABLE OFFER OF DEDICATION LISTED HEREON.

10/22/13
 DATED

Donna Orsini
 CITY CLERK, CITY OF ROSEVILLE

BY: _____
 ASSISTANT CITY CLERK

SOILS REPORT

A GEOTECHNICAL ENGINEERING REPORT (WKA NO 5877.09) DATED 10/06/05 FOR THE FIDDYMENT RANCH II AND III INFRASTRUCTURE IMPROVEMENTS AND RESIDENTIAL DEVELOPMENT, WAS DONE BY WALLACE KUHLE & ASSOCIATES, INC. AND IS ON FILE AT THE CITY OF ROSEVILLE DEVELOPMENT SERVICES-ENGINEERING.

FINAL MAP OF
 FIDDYMENT RANCH PHASE 2
 VILLAGE 16-A
 SUBDIVISION NO. 000128

BEING A RESUBDIVISION OF "RESULTANT LOT 16-B" AS
 DESCRIBED BY THE GRANT DEED RECORDED JUNE 19, 2013
 UNDER SERIES NO. 2013-0060501,
 OFFICIAL RECORDS, A PORTION OF THE WEST 1/2 OF
 SECTION 18, T. 11 N., R. 6 E., M.D.B. & M.

CITY OF ROSEVILLE
 PLACER COUNTY, CALIFORNIA

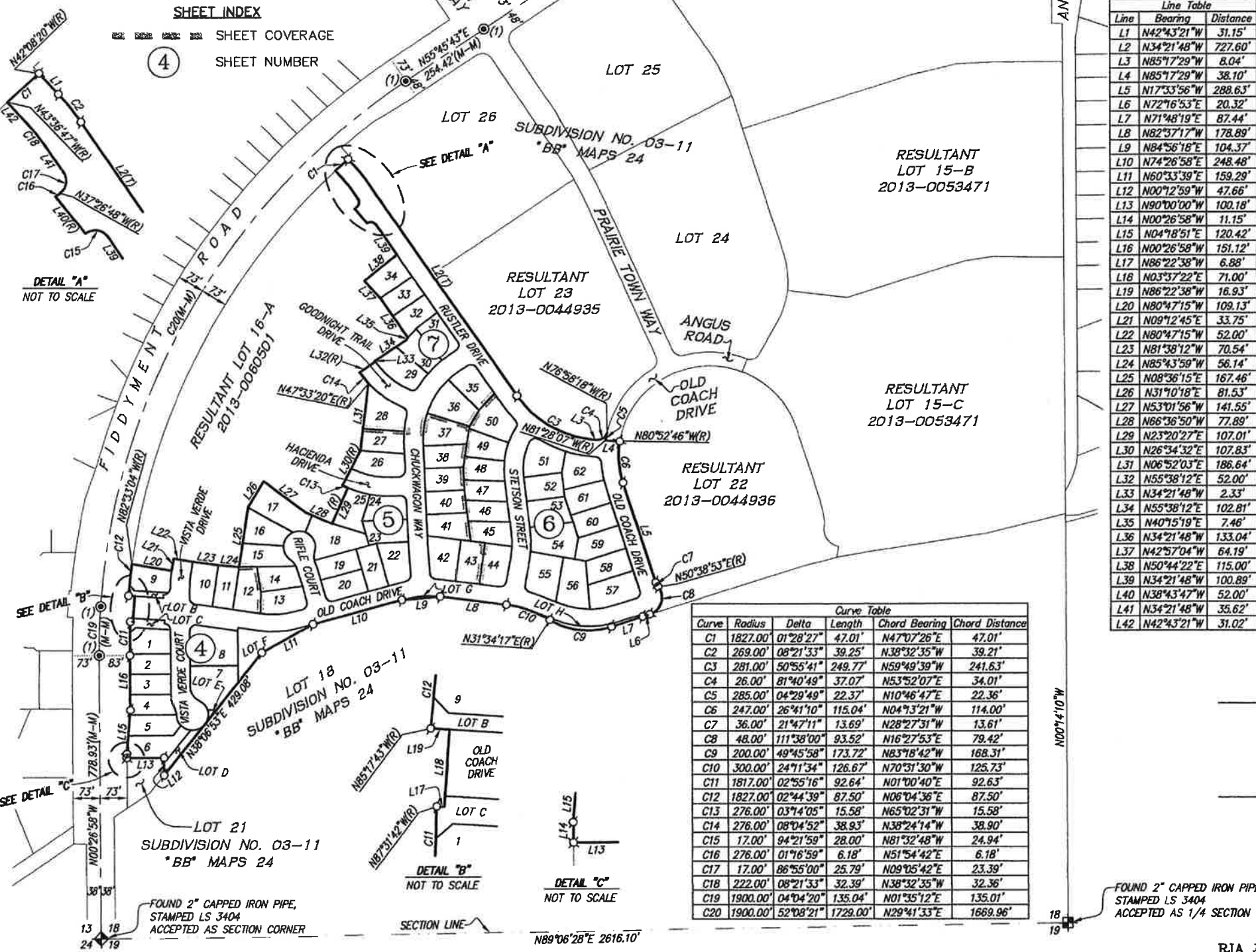
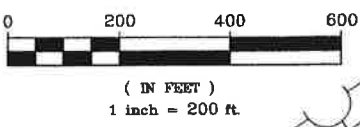
RUGGERI-JENSEN-AZAR & ASSOCIATES
 CIVIL ENGINEERS, PLANNERS, SURVEYORS

SEPTEMBER 2013

ABANDONMENT NOTE
PER SECTION 66499.20.2 OF THE SUBDIVISION MAP ACT, THE FILING OF THIS MAP DOES HEREBY ABANDON THE PORTION OF THE IRREVOCABLE OFFER OF DEDICATION AS SHOWN ON SUBDIVISION NO. 03-11 ("BB" M 24) AS "I.O.D./R/W" LYING WITHIN THE BOUNDARY OF THIS MAP. SAID IRREVOCABLE OFFER OF DEDICATION IS THEREFORE NOT SHOWN HEREON.

REFERENCES:
(1) SUBDIVISION NO. 03-11, "BB" M 24

SHEET INDEX
SHEET COVERAGE
SHEET NUMBER
4



Line Table		
Line	Bearing	Distance
L1	N42°43'21"W	31.15'
L2	N34°21'48"W	727.60'
L3	N85°17'29"W	8.04'
L4	N85°17'29"W	38.10'
L5	N17°33'56"W	288.63'
L6	N72°16'53"E	20.32'
L7	N71°48'19"E	87.44'
L8	N82°37'17"W	178.89'
L9	N84°56'18"E	104.37'
L10	N74°26'58"E	248.48'
L11	N60°33'39"E	159.29'
L12	N00°12'59"W	47.66'
L13	N90°00'00"W	100.18'
L14	N00°26'58"W	11.15'
L15	N04°18'51"E	120.42'
L16	N00°26'58"W	151.12'
L17	N86°22'38"W	6.88'
L18	N03°37'22"E	71.00'
L19	N86°22'38"W	16.93'
L20	N80°47'15"W	109.13'
L21	N09°12'45"E	33.75'
L22	N80°47'15"W	52.00'
L23	N81°38'12"W	70.54'
L24	N85°43'59"W	56.14'
L25	N08°36'15"E	167.46'
L26	N31°10'18"E	81.53'
L27	N53°01'56"W	141.55'
L28	N66°36'50"W	77.89'
L29	N23°20'27"E	107.01'
L30	N26°34'32"E	107.83'
L31	N06°52'03"E	186.64'
L32	N55°38'12"E	52.00'
L33	N34°21'48"W	2.33'
L34	N55°38'12"E	102.81'
L35	N40°15'19"E	7.46'
L36	N34°21'48"W	133.04'
L37	N42°57'04"W	64.19'
L38	N50°44'22"E	115.00'
L39	N34°21'48"W	100.89'
L40	N38°43'47"W	52.00'
L41	N34°21'48"W	35.62'
L42	N42°43'21"W	31.02'

- NOTES:**
1. ALL MONUMENT TIE LINES ARE AT RIGHT ANGLES TO THE MONUMENT LINE UNLESS OTHERWISE NOTED.
 2. REAR LOT CORNERS SHALL BE MARKED WITH 1/2" REBAR. FRONT AND SIDE LOT LINES SHALL BE PROJECTED AND MARKED ON BACK OF SIDEWALK WITH CHISEL MARK.
 3. THE LOT DESIGNATION "LOT A" IS NOT USED.

BASIS OF BEARINGS
THE LINE BETWEEN FOUND MONUMENTS IN FIDDYMENT ROAD TAKEN AS N55°45'43"E, AS SHOWN ON THE FINAL MAP OF SUBDIVISION NO. 03-11, "FIDDYMENT RANCH PHASE 2", ON FILE IN THE OFFICE OF THE PLACER COUNTY RECORDER IN BOOK "BB" OF MAPS AT PAGE 24, IS THE BASIS OF BEARINGS FOR THIS MAP.

- LEGEND**
- SUBDIVISION BOUNDARY
 - LOT LINE
 - EXISTING EASEMENT AS NOTED
 - NEW EASEMENT AS NOTED
 - CENTER LINE / MONUMENT LINE
 - MONUMENT TIE LINE
 - EXISTING LOT LINE
- FOUND BRASS DISK IN STANDARD CITY OF ROSEVILLE MONUMENT BOX, STAMPED PER REFERENCE (1)
- DIMENSION POINT
- ⊙ SET BRASS DISK STAMPED RCE 25281 IN STANDARD CITY OF ROSEVILLE MONUMENT BOX
- ⊗ SET 3/4" GALVANIZED PIPE, 18" IN LENGTH WITH PLASTIC CAP STAMPED RCE 25281
- ⊘ SET 5/8" REBAR WITH PLASTIC CAP STAMPED RCE 25281
- ⊚ SET 1-3/4" GALVANIZED PIPE, 18" IN LENGTH WITH PLASTIC CAP STAMPED RCE 25281
- PE PEDESTRIAN EASEMENT
- PUE PUBLIC UTILITY EASEMENT
- EX. EXISTING
- (M-M) MONUMENT TO MONUMENT
- (R) RADIAL BEARING
- (T) TOTAL
- SQ.FT. SQUARE FEET

Curve Table					
Curve	Radius	Delta	Length	Chord Bearing	Chord Distance
C1	1827.00'	01°28'27"	47.01'	N47°07'26"E	47.01'
C2	269.00'	08°21'33"	39.25'	N38°32'35"W	39.21'
C3	281.00'	50°55'41"	249.77'	N59°49'39"W	241.63'
C4	26.00'	81°40'49"	37.07'	N53°52'07"E	34.01'
C5	285.00'	04°29'49"	22.37'	N10°46'47"E	22.36'
C6	247.00'	26°41'10"	115.04'	N04°13'21"W	114.00'
C7	36.00'	21°47'11"	13.69'	N28°27'31"W	13.61'
C8	48.00'	111°38'00"	93.52'	N16°27'53"E	79.42'
C9	200.00'	49°45'58"	173.72'	N83°18'42"W	168.31'
C10	300.00'	24°11'34"	126.67'	N70°31'30"W	125.73'
C11	1817.00'	02°55'16"	92.64'	N01°00'40"E	92.63'
C12	1827.00'	02°44'39"	87.50'	N06°04'36"E	87.50'
C13	276.00'	03°14'05"	15.58'	N65°02'31"W	15.58'
C14	276.00'	08°04'52"	38.93'	N38°24'14"W	38.90'
C15	17.00'	94°21'59"	28.00'	N81°32'48"W	24.94'
C16	276.00'	01°16'59"	6.18'	N51°54'42"E	6.18'
C17	17.00'	86°55'00"	25.79'	N09°05'42"E	23.39'
C18	222.00'	08°21'33"	32.39'	N38°32'35"W	32.36'
C19	1900.00'	04°04'20"	135.04'	N01°35'12"E	135.01'
C20	1900.00'	52°08'21"	1729.00'	N29°41'33"E	1669.96'

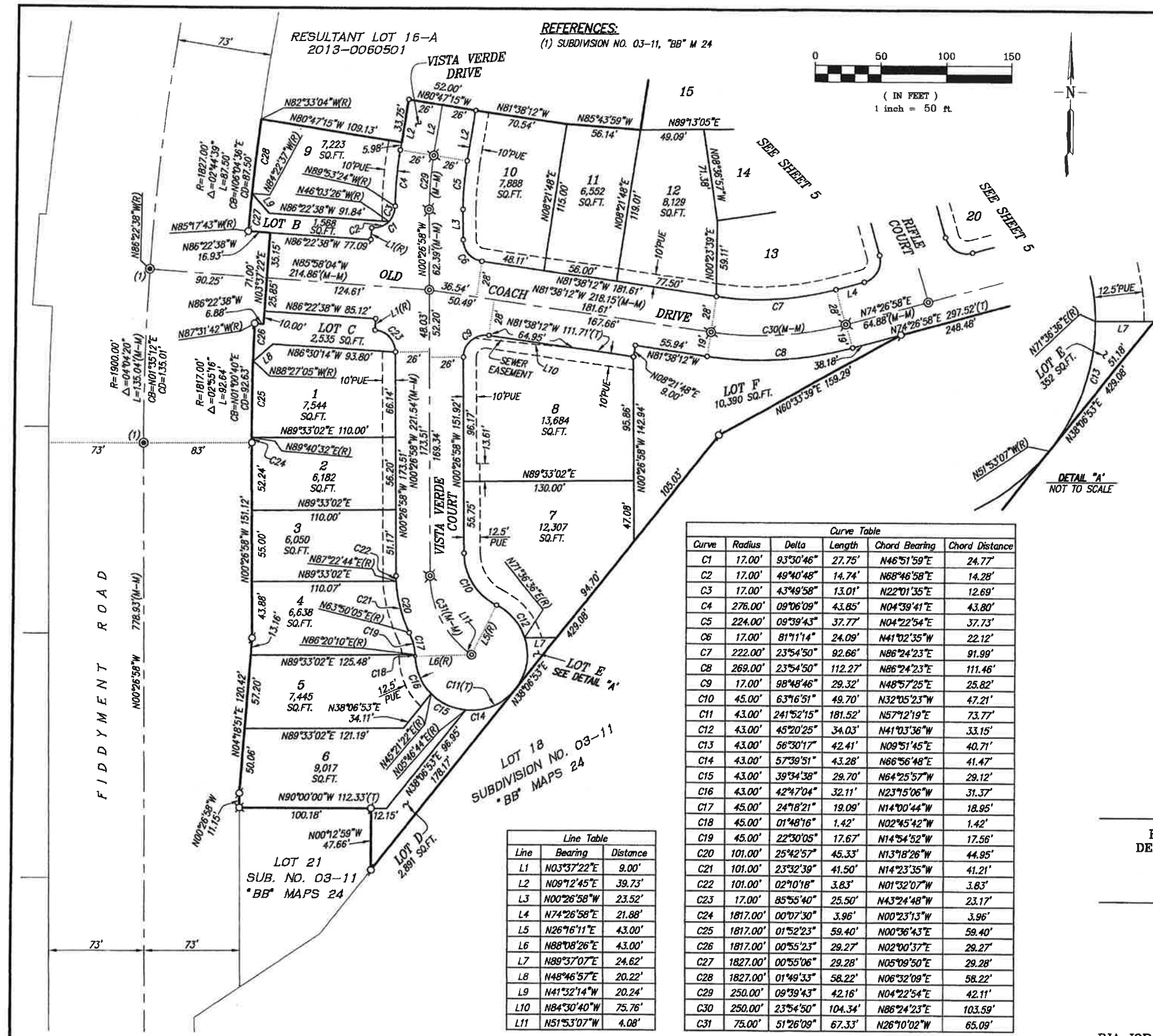
FINAL MAP OF
FIDDYMENT RANCH PHASE 2
VILLAGE 16-A
SUBDIVISION NO. 000128

BEING A RESUBDIVISION OF "RESULTANT LOT 16-B" AS DESCRIBED BY THE GRANT DEED RECORDED JUNE 19, 2013 UNDER SERIES NO. 2013-0060501, OFFICIAL RECORDS, A PORTION OF THE WEST 1/2 OF SECTION 18, T. 11 N., R. 6 E., M.D.B. & M.

CITY OF ROSEVILLE
PLACER COUNTY, CALIFORNIA

RUGGERI-JENSEN-AZAR & ASSOCIATES
CIVIL ENGINEERS, PLANNERS, SURVEYORS

SEPTEMBER 2013
SCALE: 1" = 200'



NOTES:

1. ALL MONUMENT TIE LINES ARE AT RIGHT ANGLES TO THE MONUMENT LINE UNLESS OTHERWISE NOTED.
2. REAR LOT CORNERS SHALL BE MARKED WITH 1/2" REBAR. FRONT AND SIDE LOT LINES SHALL BE PROJECTED AND MARKED ON BACK OF SIDEWALK WITH CHISEL MARK.
3. THE LOT DESIGNATION "LOT A" IS NOT USED.

BASIS OF BEARINGS

THE LINE BETWEEN FOUND MONUMENTS IN FIDDYMENT ROAD TAKEN AS N55°45'43"E, AS SHOWN ON THE FINAL MAP OF SUBDIVISION NO. 03-11, "FIDDYMENT RANCH PHASE 2", ON FILE IN THE OFFICE OF THE PLACER COUNTY RECORDER IN BOOK "BB" OF MAPS AT PAGE 24, IS THE BASIS OF BEARINGS FOR THIS MAP.

LEGEND

- SUBDIVISION BOUNDARY
 LOT LINE
 EXISTING EASEMENT AS NOTED
 NEW EASEMENT AS NOTED
 CENTER LINE / MONUMENT LINE
 MONUMENT TIE LINE
 EXISTING LOT LINE

● FOUND BRASS DISK IN STANDARD CITY OF ROSEVILLE
 MONUMENT BOX, STAMPED PER REFERENCE (1)

○ DIMENSION POINT

◎ SET BRASS DISK STAMPED RCE 25281
 IN STANDARD CITY OF ROSEVILLE MONUMENT BOX

☒ SET 3/4" GALVANIZED PIPE, 18" IN LENGTH
 WITH PLASTIC CAP STAMPED RCE 25281

♂ SET 5/8" REBAR WITH PLASTIC CAP
 STAMPED RCE 25281

✕ SET 1-3/4" GALVANIZED PIPE, 18" IN LENGTH
 WITH PLASTIC CAP STAMPED RCE 25281

PE PEDESTRIAN EASEMENT
 PUE PUBLIC UTILITY EASEMENT
 EX. EXISTING
 (M-M) MONUMENT TO MONUMENT
 (R) RADIAL BEARING
 (T) TOTAL
 SQ.FT. SQUARE FEET

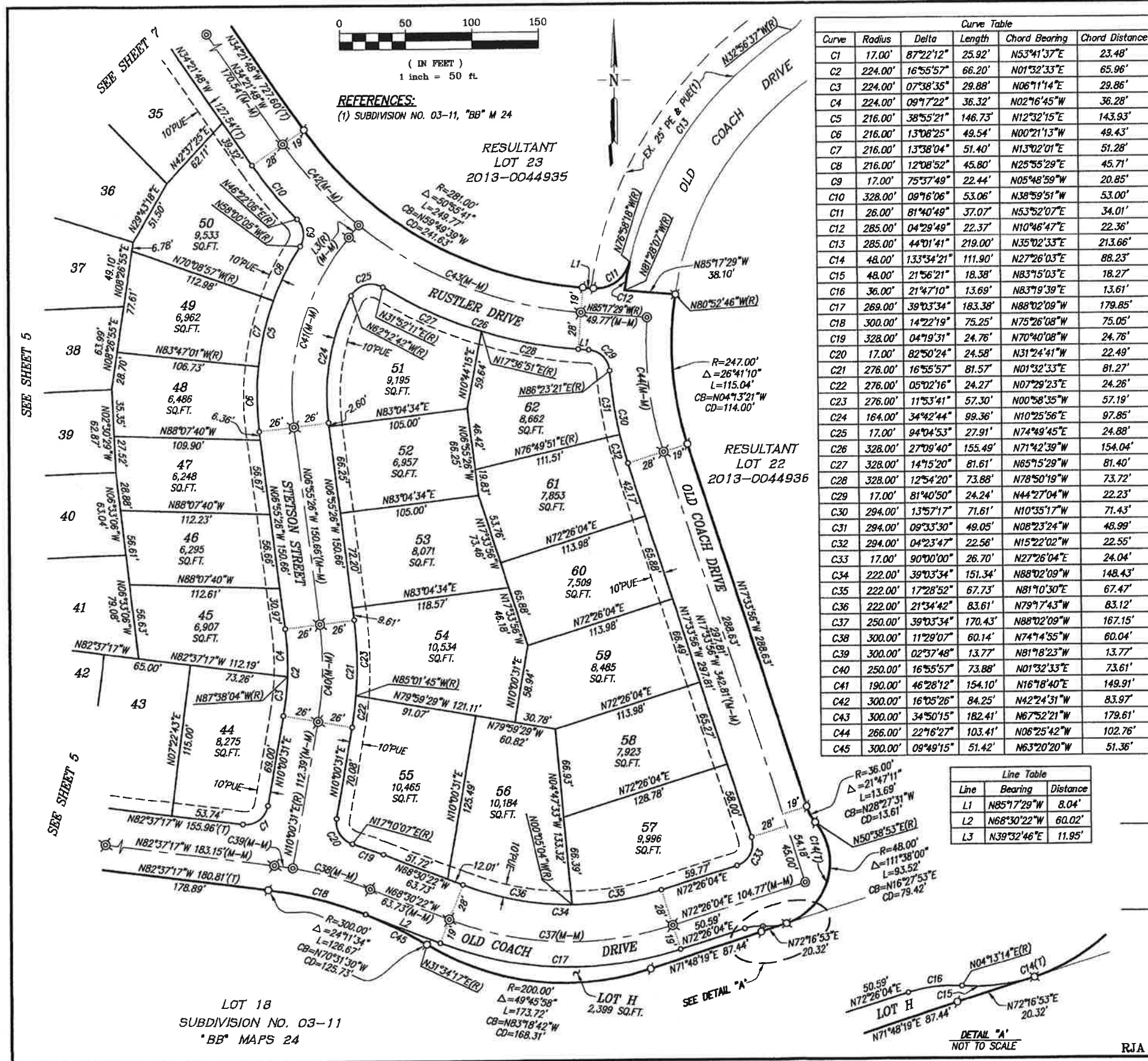
FINAL MAP OF
FIDDYMENT RANCH PHASE 2
VILLAGE 16-A
SUBDIVISION NO. 000128

BEING A RESUBDIVISION OF "RESULTANT LOT 16-B" AS
DESCRIBED BY THE GRANT DEED RECORDED JUNE 19, 2013
UNDER SERIES NO. 2013-0060501,
OFFICIAL RECORDS, A PORTION OF THE WEST 1/2 OF
SECTION 18, T. 11 N., R. 6 E., M.D.B. & M.

CITY OF ROSEVILLE
PLACER COUNTY, CALIFORNIA

RUGGERI-JENSEN-AZAR & ASSOCIATES
CIVIL ENGINEERS, PLANNERS, SURVEYORS

SEPTEMBER 2013
SCALE: 1" = 50'



NOTES:

1. ALL MONUMENT TIE LINES ARE AT RIGHT ANGLES TO THE MONUMENT LINE UNLESS OTHERWISE NOTED.
2. REAR LOT CORNERS SHALL BE MARKED WITH 1/2" REBAR. FRONT AND SIDE LOT LINES SHALL BE PROJECTED AND MARKED ON BACK OF SIDEWALK WITH CHISEL MARK.
3. THE LOT DESIGNATION "LOT A" IS NOT USED.

BASIS OF BEARINGS

THE LINE BETWEEN FOUND MONUMENTS IN FIDDYMENT ROAD TAKEN AS N55°45'43"E, AS SHOWN ON THE FINAL MAP OF SUBDIVISION NO. 03-11, "FIDDYMENT RANCH PHASE 2", ON FILE IN THE OFFICE OF THE PLACER COUNTY RECORDER IN BOOK "BB" OF MAPS AT PAGE 24, IS THE BASIS OF BEARINGS FOR THIS MAP.

LEGEND

- _____ SUBDIVISION BOUNDARY
 _____ LOT LINE
 - - - - - EXISTING EASEMENT AS NOTED
 - - - - - NEW EASEMENT AS NOTED
 _____ CENTER LINE / MONUMENT LINE
 _____ MONUMENT TIE LINE
 _____ EXISTING LOT LINE
- ◎ FOUND BRASS DISK IN STANDARD CITY OF ROSEVILLE
 MONUMENT BOX, STAMPED PER REFERENCE (1)
- DIMENSION POINT
- ◎ SET BRASS DISK STAMPED RCE 25281
 IN STANDARD CITY OF ROSEVILLE MONUMENT BOX
- ☒ SET 3/4" GALVANIZED PIPE, 18" IN LENGTH
 WITH PLASTIC CAP STAMPED RCE 25281
- ⚡ SET 5/8" REBAR WITH PLASTIC CAP
 STAMPED RCE 25281
- ☒ SET 1-3/4" GALVANIZED PIPE, 18" IN LENGTH
 WITH PLASTIC CAP STAMPED RCE 25281
- PE PEDESTRIAN EASEMENT
 PUE PUBLIC UTILITY EASEMENT
 EX. EXISTING
 (M-M) MONUMENT TO MONUMENT
 (R) RADIAL BEARING
 (T) TOTAL
 SQ.FT. SQUARE FEET

FINAL MAP OF
FIDDYMENT RANCH PHASE 2
VILLAGE 16-A
SUBDIVISION NO. 000128

BEING A RESUBDIVISION OF "RESULTANT LOT 16-B" AS
DESCRIBED BY THE GRANT DEED RECORDED JUNE 19, 2013
UNDER SERIES NO. 2013-0060501,
OFFICIAL RECORDS, A PORTION OF THE WEST 1/2 OF
SECTION 18, T. 11 N., R. 6 E., M.D.B. & M.

CITY OF ROSEVILLE
PLACER COUNTY, CALIFORNIA

RUGGERI-JENSEN-AZAR & ASSOCIATES
CIVIL ENGINEERS, PLANNERS, SURVEYORS

SEPTEMBER 2013
SCALE: 1" = 50'

RJA JOB NO. 095021/125016

SHEET 6 OF 8 SHEETS

NOTES:

1. ALL MONUMENT TIE LINES ARE AT RIGHT ANGLES TO THE MONUMENT LINE UNLESS OTHERWISE NOTED.
2. REAR LOT CORNERS SHALL BE MARKED WITH 1/2" REBAR. FRONT AND SIDE LOT LINES SHALL BE PROJECTED AND MARKED ON BACK OF SIDEWALK WITH CHISEL MARK.
3. THE LOT DESIGNATION "LOT A" IS NOT USED.

BASIS OF BEARINGS

THE LINE BETWEEN FOUND MONUMENTS IN FIDDYMENT ROAD TAKEN AS N55°45'43"E, AS SHOWN ON THE FINAL MAP OF SUBDIVISION NO. 03-11, "FIDDYMENT RANCH PHASE 2", ON FILE IN THE OFFICE OF THE PLACER COUNTY RECORDER IN BOOK "BB" OF MAPS AT PAGE 24, IS THE BASIS OF BEARINGS FOR THIS MAP.

LEGEND

- _____ SUBDIVISION BOUNDARY
 _____ LOT LINE
 _____ EXISTING EASEMENT AS NOTED
 _____ NEW EASEMENT AS NOTED
 _____ CENTER LINE / MONUMENT LINE
 _____ MONUMENT TIE LINE
 _____ EXISTING LOT LINE
- FOUND BRASS DISK IN STANDARD CITY OF ROSEVILLE
 MONUMENT BOX, STAMPED PER REFERENCE (1)
- DIMENSION POINT
- ◎ SET BRASS DISK STAMPED RCE 25281
 IN STANDARD CITY OF ROSEVILLE MONUMENT BOX
- ☒ SET 3/4" GALVANIZED PIPE, 18" IN LENGTH
 WITH PLASTIC CAP STAMPED RCE 25281
- ∅ SET 5/8" REBAR WITH PLASTIC CAP
 STAMPED RCE 25281
- ✕ SET 1-3/4" GALVANIZED PIPE, 18" IN LENGTH
 WITH PLASTIC CAP STAMPED RCE 25281
- PE PEDESTRIAN EASEMENT
 PUE PUBLIC UTILITY EASEMENT
 EX. EXISTING
 (M-M) MONUMENT TO MONUMENT
 (R) RADIAL BEARING
 (T) TOTAL
 SQ.FT. SQUARE FEET

FINAL MAP OF
FIDDYMENT RANCH PHASE 2
VILLAGE 16-A
SUBDIVISION NO. 000128

BEING A RESUBDIVISION OF "RESULTANT LOT 18-B" AS
DESCRIBED BY THE GRANT DEED RECORDED JUNE 19, 2013
UNDER SERIES NO. 2013-0060501,
OFFICIAL RECORDS, A PORTION OF THE WEST 1/2 OF
SECTION 18, T. 11 N., R. 6 E., M.D.B. & M.

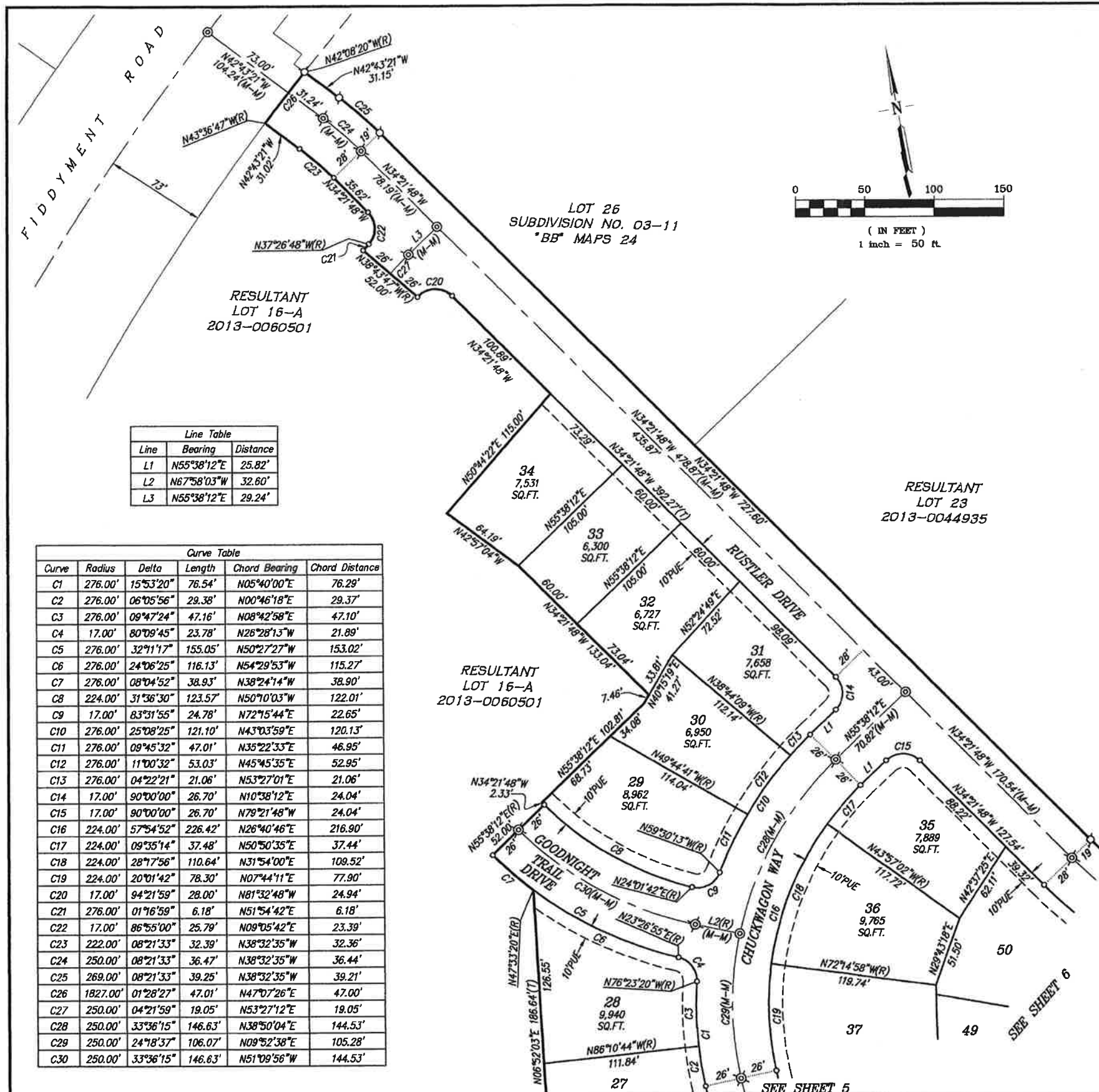
CITY OF ROSEVILLE
PLACER COUNTY, CALIFORNIA

RUGGERI-JENSEN-AZAR & ASSOCIATES
CIVIL ENGINEERS, PLANNERS, SURVEYORS

SEPTEMBER 2013
SCALE: 1" = 50'

RJA JOB NO. 095021/125016

SHEET 7 OF 8 SHEETS



Curve Table				
Curve	Radius	Delta	Length	Chord Bearing
C1	222.00'	23°54'50"	92.66'	N86°24'23"E
C2	17.00'	90°00'00"	26.70'	N29°26'58"E
C3	224.00'	03°32'06"	13.82'	N17°19'05"W
C4	45.00'	36°12'50"	28.44'	N37°11'33"W
C5	45.00'	05°38'51"	4.44'	N21°54'34"W
C6	45.00'	30°33'59"	24.01'	N40°00'59"W
C7	43.00'	252°25'40"	189.44'	N70°54'52"E
C8	43.00'	58°43'23"	44.07'	N25°56'17"W
C9	43.00'	63°30'54"	47.67'	N35°10'52"E
C10	43.00'	44°52'05"	33.67'	N89°22'21"E
C11	43.00'	85°19'18"	64.03'	N25°31'57"W
C12	45.00'	36°12'50"	28.44'	N00°58'43"W
C13	45.00'	31°23'52"	24.66'	N01°25'46"E
C14	45.00'	04°48'58"	3.78'	N16°40'39"W
C15	276.00'	03°32'06"	17.03'	N17°19'05"W
C16	17.00'	90°00'00"	26.70'	N60°33'02"W
C17	278.00'	02°50'28"	13.79'	N75°52'12"E
C18	17.00'	81°37'07"	24.22'	N36°28'52"E
C19	276.00'	02°03'01"	9.88'	N03°18'10"W
C20	17.00'	90°00'00"	26.70'	N47°16'40"W
C21	276.00'	28°51'12"	138.99'	N77°51'04"W
C22	276.00'	12°22'54"	59.64'	N86°05'13"W
C23	276.00'	13°14'13"	63.76'	N73°16'40"W
C24	276.00'	03°14'05"	15.58'	N65°02'31"W
C25	224.00'	28°51'12"	112.80'	N77°51'04"W
C26	17.00'	90°00'00"	26.70'	N42°43'20"E
C27	276.00'	15°53'20"	76.54'	N05°40'00"E

Curve Table				
Curve	Radius	Delta	Length	Chord Bearing
C28	276.00'	06°05'56"	29.38'	N00°46'18"E
C29	276.00'	09°47'24"	47.16'	N08°42'58"E
C30	224.00'	57°54'52"	226.42'	N26°40'46"E
C31	224.00'	20°01'42"	78.30'	N07°44'11"E
C32	224.00'	02°03'01"	8.02'	N03°18'10"W
C33	17.00'	81°37'07"	24.22'	N45°08'14"W
C34	278.00'	03°19'31"	16.13'	N84°17'03"W
C35	231.00'	22°55'45"	92.44'	N85°54'51"E
C36	269.00'	23°54'50"	112.27'	N86°24'23"E
C37	250.00'	23°54'50"	104.34'	N86°24'23"E
C38	250.00'	03°32'06"	15.42'	N17°19'05"W
C39	250.00'	11°13'21"	48.97'	N80°03'39"E

Curve Table				
Curve	Radius	Delta	Length	Chord Bearing
C40	250.00'	11°42'24"	51.08'	N88°26'29"W
C41	250.00'	02°03'01"	8.95'	N03°18'10"W
C42	250.00'	28°51'12"	125.90'	N77°51'04"W
C43	250.00'	24°18'37"	106.07'	N09°52'38"E

- NOTES:
- ALL MONUMENT TIE LINES ARE AT RIGHT ANGLES TO THE MONUMENT LINE UNLESS OTHERWISE NOTED.
 - REAR LOT CORNERS SHALL BE MARKED WITH 1/2" REBAR. FRONT AND SIDE LOT LINES SHALL BE PROJECTED AND MARKED ON BACK OF SIDEWALK WITH CHISEL MARK.
 - THE LOT DESIGNATION "LOT A" IS NOT USED.

BASIS OF BEARINGS
THE LINE BETWEEN FOUND MONUMENTS IN FIDDYMENT ROAD TAKEN AS N55°45'43"E, AS SHOWN ON THE FINAL MAP OF SUBDIVISION NO. 03-11, "FIDDYMENT RANCH PHASE 2", ON FILE IN THE OFFICE OF THE PLACER COUNTY RECORDER IN BOOK "BB" OF MAPS AT PAGE 24, IS THE BASIS OF BEARINGS FOR THIS MAP.

- LEGEND**
- SUBDIVISION BOUNDARY
 - LOT LINE
 - EXISTING EASEMENT AS NOTED
 - NEW EASEMENT AS NOTED
 - CENTER LINE / MONUMENT LINE
 - MONUMENT TIE LINE
 - EXISTING LOT LINE
- FOUND BRASS DISK IN STANDARD CITY OF ROSEVILLE MONUMENT BOX, STAMPED PER REFERENCE (1)
- DIMENSION POINT
- ⊙ SET BRASS DISK STAMPED RCE 25281 IN STANDARD CITY OF ROSEVILLE MONUMENT BOX
- ⊗ SET 3/4" GALVANIZED PIPE, 18" IN LENGTH WITH PLASTIC CAP STAMPED RCE 25281
- ⊘ SET 5/8" REBAR WITH PLASTIC CAP STAMPED RCE 25281
- ⊙ SET 1-3/4" GALVANIZED PIPE, 18" IN LENGTH WITH PLASTIC CAP STAMPED RCE 25281
- PE PEDESTRIAN EASEMENT
- PUE PUBLIC UTILITY EASEMENT
- EX EXISTING
- (M-M) MONUMENT TO MONUMENT
- (R) RADIAL BEARING
- (T) TOTAL
- SQ.FT. SQUARE FEET

FINAL MAP OF
FIDDYMENT RANCH PHASE 2
VILLAGE 16-A
SUBDIVISION NO. 000128

BEING A RESUBDIVISION OF "RESULTANT LOT 16-B" AS DESCRIBED BY THE GRANT DEED RECORDED JUNE 19, 2013 UNDER SERIES NO. 2013-0060501, OFFICIAL RECORDS, A PORTION OF THE WEST 1/2 OF SECTION 18, T. 11 N., R. 6 E., M.D.B. & M.

CITY OF ROSEVILLE
PLACER COUNTY, CALIFORNIA

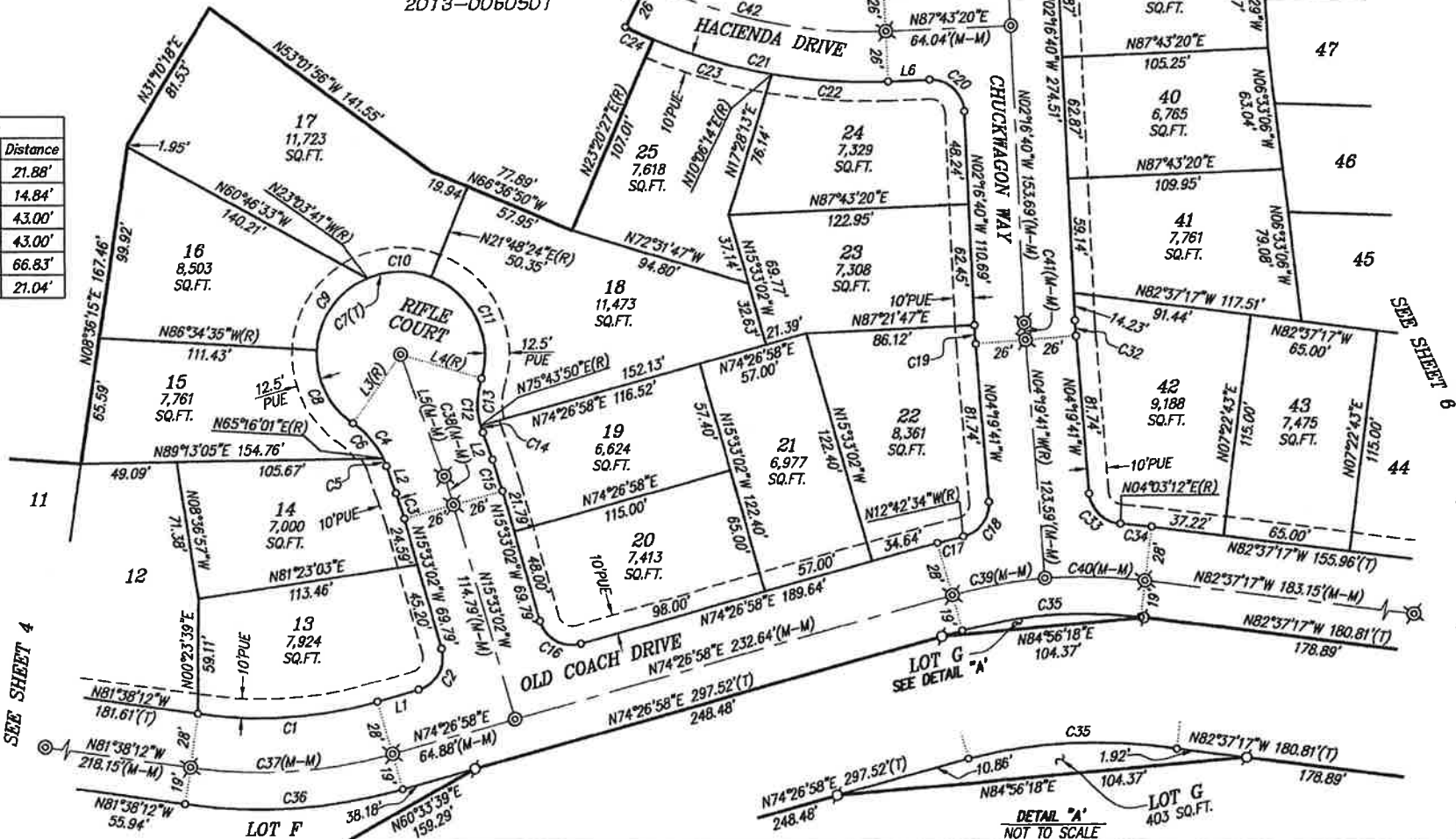
RUGGERI-JENSEN-AZAR & ASSOCIATES
CIVIL ENGINEERS, PLANNERS, SURVEYORS

SEPTEMBER 2013
SCALE: 1" = 50'

RJA JOB NO. 095021/125016

SHEET 5 OF 8 SHEETS

Line Table		
Line	Bearing	Distance
L1	N74°26'58"E	21.88'
L2	N19°05'08"W	14.84'
L3	N34°42'02"E	43.00'
L4	N72°52'18"W	43.00'
L5	N19°05'08"W	66.83'
L6	N87°43'20"E	21.04'





LEGEND

DENOTES SEWER BACKFLOW PREVENTER VALVE REQUIRED ON
SANITARY SEWER CONNECTION BY THE CITY OF ROSEVILLE
WITH THE BUILDING PERMIT AND MAINTAINED THEREAFTER
BY THE OWNER.

----- 15' NO BUILD SETBACK

//// NO INGRESS/EGRESS RIGHTS LINE

ADDITIONAL INFORMATION SHEET NOTE:

THIS ADDITIONAL INFORMATION SHEET HAS BEEN PREPARED IN ACCORDANCE WITH SECTION 66434.2 OF THE SUBDIVISION MAP ACT (GOVERNMENT CODE), AND AS REQUIRED BY THE CITY OF ROSEVILLE. ADDITIONAL INFORMATION SHOWN HEREON IS FOR INFORMATIONAL PURPOSES ONLY, AND IS NOT INTENDED TO AFFECT RECORD TITLE INTEREST.

ADDITIONAL INFORMATION SHEET

FINAL MAP OF
FIDDYMENT RANCH PHASE 2
VILLAGE 16-A
SUBDIVISION NO. 000128

BEING A RESUBDIVISION OF "RESULTANT LOT 16-B" AS
DESCRIBED BY THE GRANT DEED RECORDED JUNE 19, 2013
UNDER SERIES NO. 2013-0060501,
OFFICIAL RECORDS, A PORTION OF THE WEST 1/2 OF
SECTION 18, T. 11 N., R. 6 E., M.D.B. & M.

CITY OF ROSEVILLE
PLACER COUNTY, CALIFORNIA

RUGGERI-JENSEN-AZAR & ASSOCIATES
CIVIL ENGINEERS, PLANNERS, SURVEYORS

SEPTEMBER 2013
SCALE: 1" = 100'

RJA JOB NO. 095021/125016

SHEET 8 OF 8 SHEETS



COUNCIL COMMUNICATION

CC #: 7413

File #: 0400-04-09-1

Title: Fiddymment Ranch Phase 2 Village 16-B - Certificate of Completion

Contact: Orville Chatterton 774-5347 ochatterton@roseville.ca.us

Meeting Date: 2/3/2016

Item #: 6.10.

RECOMMENDATION TO COUNCIL

Staff recommends that the City Council take the following action:

1. Adopt the attached resolution accepting Fiddymment Ranch Phase 2 Village 16-B, CWJ # 110057 as complete.
2. Authorize the City Engineer to execute the Certificate of Completion.

BACKGROUND

The Engineering Division has made final inspection of the above project and has found the roadway infrastructure work completed in accordance with the improvement plans and City specifications.

FISCAL IMPACT

The actions requested as part of this item have a no impact to the City's General Fund. Construction costs for this project were paid by the Developer

ECONOMIC DEVELOPMENT / JOBS CREATED

By accepting this project as complete will not directly create new jobs, but rather maintain current employee levels of the developer until such time the project is fully built-out.

ENVIRONMENTAL REVIEW

The Council action of accepting Fiddymment Ranch Phase 2 Village 16-B, CWJ#110057 as complete will not result in a direct or reasonably foreseeable indirect physical change in the environment (CEQA Guidelines §15060(c)(2)). Adoption of Fiddymment Ranch Phase 2 Village

F16-B, CWJ#110057 does not include the potential for a significant environmental effect, and therefore is not subject to CEQA.

Respectfully Submitted,

Orville Chatterton, Construction Inspector

Kevin Payne, Development Services Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-34

Fiddymont Ranch Phase 2 Village 16-B COC

Final Map

Exhibit A

Subd. Maintenance Bond Guarantee & Warranty Security

RESOLUTION NO. 16-34

RESOLUTION OF THE COUNCIL OF THE CITY OF ROSEVILLE ACCEPTING THE PUBLIC WORK KNOWN AS Fiddymment Ranch Phase 2 Village 16-B PROJECT, APPROVING THE "CERTIFICATE OF COMPLETION", AND AUTHORIZING AND DIRECTING THE CITY ENGINEER TO EXECUTE SAID NOTICE ON BEHALF OF THE CITY OF ROSEVILLE, THEREFORE, AND ACCEPTING ALL DEDICATIONS OFFERED ON THE RECORDED MAP OF THE SUBDIVISION.

BE IT RESOLVED by the Council of the City of Roseville as follows:

1. The "Certificate of Completion" on file in the City Clerk's Department relative to that public work known as the Fiddymment Ranch Phase 2 Village 16-B is hereby approved and the public work accepted.
2. All rights of way and easements as offered on the final map of recorded with Placer County Recorder's Office Book CC of Maps, Page 93 is hereby accepted.
3. The City Engineer is hereby authorized and directed to execute said Notice on behalf of the City of Roseville.

PASSED AND ADOPTED by the Council of the City of Roseville, this _____ day of _____, 2016, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

CITY CLERK

AFTER RECORDING RETURN TO:
CITY CLERK
311 VERNON STREET
ROSEVILLE, CA 95678

CERTIFICATE OF COMPLETION

NOTICE IS HEREBY GIVEN that the public work known as **FIDDYMENT RANCH PHASE 2 VILLAGE 16-B** Project was completed and accepted by the City of Roseville on _____. The location is indicated on the attached map, marked as Exhibit "A" and incorporated herein by this reference.

The general contractor on said project was **DESILVA GATES**.

The surety on said project was **A SUBDIVISION MAINTENANCE BOND GUARANTEE AND WARRANTY SECURITY BOND NUMBER CMS0277605-M FROM RLI INSURANCE COMPANY A ILLINOIS CORPORATION**

MARC STOUT
City Engineer
City of Roseville

ATTEST:

SONIA OROZCO, CITY CLERK

STATE OF CALIFORNIA)
COUNTY OF PLACER)

I, MARC STOUT, being first duly sworn, depose and say: I am the City Engineer of the City of Roseville, a municipal corporation in the State of California, owner of the property described in the above Notice. I am duly authorized to make this verification for and on behalf of the City of Roseville. I have read the Certificate of Completion and know its contents and the facts stated therein are true.

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

MARC STOUT
City Engineer
City of Roseville

STATE OF CALIFORNIA)
COUNTY OF PLACER)

Subscribed and sworn to (or affirmed) before me on this ____ day of _____, 2016, by _____ proved to me on the basis of satisfactory evidence to be the person(s) who appeared before me.

Notary Public in and for said County and State

OWNER'S STATEMENT

THE UNDERSIGNED HEREBY CERTIFY THAT THEY ARE THE ONLY PERSONS HAVING ANY RECORD TITLE INTEREST IN THE LANDS SUBDIVIDED HEREON, HEREBY CONSENT TO THE PREPARATION AND RECORDING OF THIS FINAL MAP OF, "FIDDYMENT RANCH PHASE 2 VILLAGE 16-B".

THE REAL PROPERTIES DESCRIBED BELOW (INCLUDING ALL PUBLIC IMPROVEMENTS THEREON) ARE DEDICATED IN FEE FOR PUBLIC PURPOSES: THE AREAS SHOWN HEREON AS VISTA VERDE DRIVE, GOODNIGHT TRAIL DRIVE, HACIENDA DRIVE, AND LOT A, ARE FOR PUBLIC RIGHT OF WAY AND PUBLIC UTILITY PURPOSES.

THE REAL PROPERTIES DESCRIBED BELOW (INCLUDING ALL PUBLIC IMPROVEMENTS THEREON) ARE DEDICATED AS EASEMENTS FOR PUBLIC PURPOSES:

- A. THE AREAS SHOWN HEREON AS "PUE" (PUBLIC UTILITY EASEMENT) ARE FOR INSTALLATION AND MAINTENANCE OF, BUT NOT LIMITED TO, ELECTROLIERS, TRAFFIC CONTROL APPURTENANCES, WATER, SEWER, DRAINAGE AND GAS PIPES, AND FOR UNDERGROUND WIRES AND CONDUITS FOR ELECTRICAL, TELEPHONE AND TELEVISION SERVICES, TOGETHER WITH ANY AND ALL APPURTENANCES PERTAINING THERETO ON, OVER, UNDER, AND ACROSS THOSE STRIPS OF LAND TEN (10) FEET IN WIDTH AND CONTIGUOUS TO THE DRIVES SHOWN HEREON.

LENNAR HOMES OF CALIFORNIA, INC.

A CALIFORNIA CORPORATION

BY: Larry Gualco

LARRY GUALCO, VICE PRESIDENT

BY: Gordon Jones

GORDON JONES, DIVISION PRESIDENT

OWNER'S ACKNOWLEDGEMENT

STATE OF CALIFORNIA
COUNTY OF Placer

ON June 26, 2014, BEFORE ME, Monique Reynolds, A NOTARY PUBLIC, PERSONALLY APPEARED Larry Gualco & Gordon Jones, WHO PROVED TO ME ON THE BASIS OF SATISFACTORY EVIDENCE TO BE THE PERSON(S) WHOSE NAME(S) IS/ ARE SUBSCRIBED TO THE WITHIN INSTRUMENT AND ACKNOWLEDGED TO ME THAT HE/ SHE/ THEY EXECUTED THE SAME IN HIS/ HER/ THEIR AUTHORIZED CAPACITY(IES), AND THAT BY HIS /HER/ THEIR SIGNATURE(S) ON THE INSTRUMENT THE PERSON(S) OR THE ENTITY ON BEHALF OF WHICH THE PERSON(S) ACTED, EXECUTED THE INSTRUMENT.

I CERTIFY UNDER PENALTY OF PERJURY UNDER THE LAWS OF THE STATE OF CALIFORNIA THAT THE FOREGOING PARAGRAPH IS TRUE AND CORRECT.

WITNESS MY HAND :

SIGNATURE: Monique Reynolds

PRINT: Monique Reynolds

MY COMMISSION NUMBER: 1995824

MY COMMISSION EXPIRES: 11/24/16

PRINCIPAL COUNTY OF BUSINESS: Placer County

COUNTY RECORDER'S STATEMENT

FILED FOR RECORD THIS 1st DAY OF August, 2014, AT 10:23 A.M., IN BOOK CC OF MAPS AT PAGES 93 AT THE REQUEST OF PLACER TITLE COMPANY.

SERIES NO. 2014-0052385

FEE: \$ 26.00

JIM McCAULEY
COUNTY RECORDER IN AND FOR
PLACER COUNTY, CALIFORNIA

BY: B. Jones
DEPUTY

FINAL MAP OF
FIDDYMENT RANCH PHASE 2
VILLAGE 16-B
SUBDIVISION NO. 000128

BEING A RESUBDIVISION OF "RESULTANT LOT 16-A" AS DESCRIBED BY THE GRANT DEED RECORDED JUNE 19, 2013 UNDER SERIES NO. 2013-0060501, OFFICIAL RECORDS, A PORTION OF THE WEST 1/2 OF SECTION 18, T. 11 N., R. 6 E., M.D.B. & M.

CITY OF ROSEVILLE
PLACER COUNTY, CALIFORNIA

RUGGERI-JENSEN-AZAR & ASSOCIATES
CIVIL ENGINEERS, PLANNERS, SURVEYORS

MAY 2014

ENGINEER'S STATEMENT

THIS MAP WAS PREPARED BY ME OR UNDER MY DIRECTION, AT THE REQUEST OF ATC REALTY ONE, LLC. IT IS BASED UPON A FIELD SURVEY PERFORMED BY ME OR UNDER MY DIRECTION IN FEBRUARY 2010, IN CONFORMANCE WITH THE REQUIREMENTS OF THE SUBDIVISION MAP ACT AND LOCAL ORDINANCE, AND IS TRUE AND COMPLETE AS SHOWN. I HEREBY STATE THAT THIS FINAL MAP SUBSTANTIALLY CONFORMS TO THE CONDITIONALLY APPROVED TENTATIVE MAP (IF ANY), THAT ALL MONUMENTS ARE OF THE CHARACTER AND OCCUPY THE POSITIONS INDICATED OR THAT THEY WILL BE SET IN THOSE POSITIONS BEFORE DECEMBER 2015, AND THAT SAID MONUMENTS ARE OR WILL BE SUFFICIENT TO ENABLE THE SURVEY TO BE RETRACED. THE GROSS AREA WITHIN THE SUBDIVISION IS 9.84 ACRES, MORE OR LESS.



Piero P. Ruggeri 6/16/2014
PIERO P. RUGGERI, R.G.E. NO. 25281 DATE
REGISTRATION EXPIRES: DECEMBER 31, 2015

CITY ENGINEER'S STATEMENT

I HEREBY STATE THAT I HAVE EXAMINED THIS FINAL MAP OF FIDDYMENT RANCH PHASE 2 VILLAGE 16-B AND FIND IT TO BE SUBSTANTIALLY THE SAME AS THE TENTATIVE MAP ON FILE AND ANY APPROVED ALTERATIONS THEREOF, AND THAT IT COMPLIES WITH ALL PROVISIONS OF THE SUBDIVISION MAP ACT AND ALL APPLICABLE CITY ORDINANCES.

Marc Stout 7/2/14
MARC STOUT DATE
CITY ENGINEER, CITY OF ROSEVILLE
R.C.E. #69879 EXPIRATION DATE: SEPTEMBER 30, 2014

I HEREBY STATE THAT I AM SATISFIED THAT THIS FINAL MAP OF FIDDYMENT RANCH PHASE 2 VILLAGE 16-B IS TECHNICALLY CORRECT.

FOR MARC STOUT, CITY ENGINEER, CITY OF ROSEVILLE

Timothy G. Blair 7/3/14
TIMOTHY G. BLAIR DATE
P.L.S. #8278 EXPIRATION DATE: DECEMBER 31, 2015



CITY CLERK'S STATEMENT

I HEREBY CERTIFY THAT THE CITY COUNCIL, CITY OF ROSEVILLE, HAS APPROVED THIS FINAL MAP OF FIDDYMENT RANCH PHASE 2 VILLAGE 16-B AND HAS ACCEPTED ON BEHALF OF THE PUBLIC, SUBJECT TO IMPROVEMENT, THE RIGHTS-OF-WAY AND EASEMENTS OFFERED HEREON FOR DEDICATION IN ACCORDANCE WITH THE TERMS OF THAT OFFER.

7/8/14
DATE
Donna Orsini
CITY CLERK, CITY OF ROSEVILLE

BY: _____
ASSISTANT CITY CLERK

SOILS REPORT

A GEOTECHNICAL ENGINEERING REPORT (WKA NO 5877.09) DATED 10/06/05 FOR THE FIDDYMENT RANCH II AND III INFRASTRUCTURE IMPROVEMENTS AND RESIDENTIAL DEVELOPMENT, WAS DONE BY WALLACE KUHLE & ASSOCIATES, INC. AND IS ON FILE AT THE CITY OF ROSEVILLE DEVELOPMENT SERVICES-ENGINEERING.

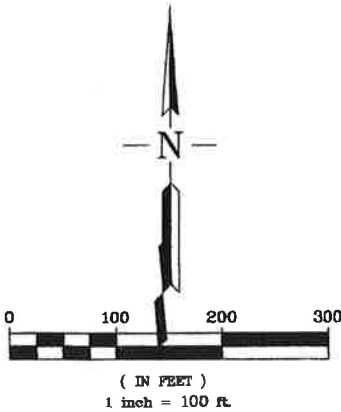
FINAL MAP OF
FIDDYMENT RANCH PHASE 2
VILLAGE 16-B
SUBDIVISION NO. 000128

BEING A RESUBDIVISION OF "RESULTANT LOT 16-A" AS DESCRIBED BY THE GRANT DEED RECORDED JUNE 19, 2013 UNDER SERIES NO. 2013-0060501, OFFICIAL RECORDS, A PORTION OF THE WEST 1/2 OF SECTION 18, T. 11 N., R. 6 E., M.D.B. & M.

CITY OF ROSEVILLE
PLACER COUNTY, CALIFORNIA

RUGGERI-JENSEN-AZAR & ASSOCIATES
CIVIL ENGINEERS, PLANNERS, SURVEYORS

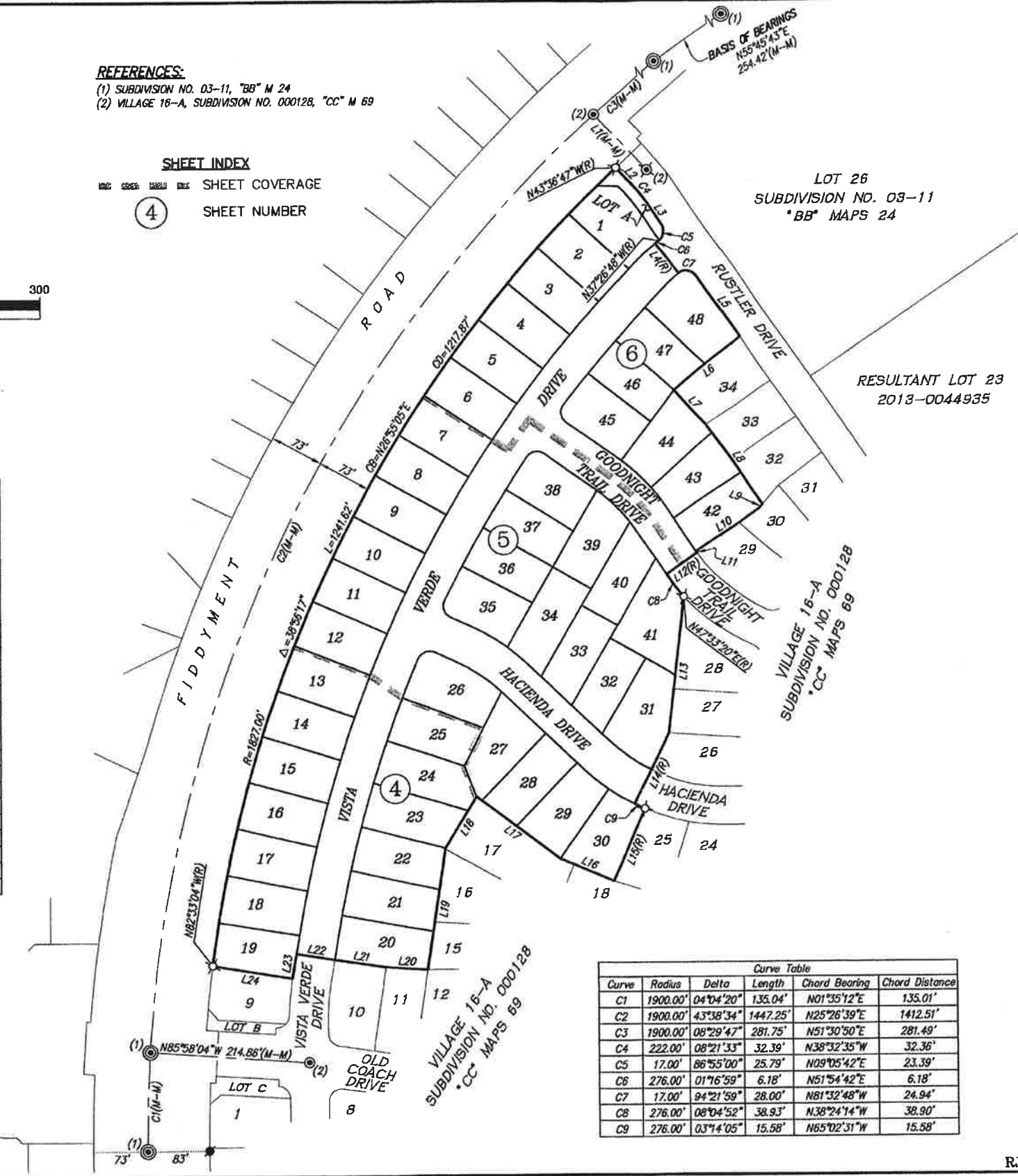
MAY 2014



REFERENCES:
(1) SUBDIVISION NO. 03-11, "BB" M 24
(2) VILLAGE 16-A, SUBDIVISION NO. 000128, "CC" M 69

SHEET INDEX
SHEET COVERAGE
SHEET NUMBER

Line Table		
Line	Bearing	Distance
L1	N42°43'21"W	104.24'
L2	N42°43'21"W	31.02'
L3	N34°21'48"W	35.62'
L4	N38°43'47"W	52.00'
L5	N34°21'48"W	100.89'
L6	N50°44'22"E	115.00'
L7	N42°57'04"W	64.18'
L8	N34°21'48"W	133.04'
L9	N40°15'19"E	7.46'
L10	N55°38'12"E	102.81'
L11	N34°21'48"W	2.33'
L12	N55°38'12"E	52.00'
L13	N06°52'03"E	186.64'
L14	N26°34'32"E	107.83'
L15	N23°20'27"E	107.01'
L16	N66°36'50"W	77.89'
L17	N53°01'56"W	141.55'
L18	N31°10'18"E	81.53'
L19	N08°36'15"E	167.46'
L20	N85°43'59"W	56.14'
L21	N81°36'12"W	70.54'
L22	N80°47'15"W	52.00'
L23	N09°12'45"E	33.75'
L24	N80°47'15"W	109.13'



Curve Table				
Curve	Radius	Delta	Length	Chord Distance
C1	1900.00'	04°04'20"	135.04'	135.01'
C2	1900.00'	43°38'34"	1447.25'	1412.51'
C3	1900.00'	08°29'47"	281.75'	281.49'
C4	222.00'	08°21'33"	32.39'	32.36'
C5	17.00'	86°55'00"	25.79'	23.39'
C6	276.00'	01°16'59"	6.18'	6.18'
C7	17.00'	94°21'59"	28.00'	24.94'
C8	276.00'	08°04'52"	38.93'	38.90'
C9	276.00'	03°14'05"	15.68'	15.58'

- NOTES:
1. ALL MONUMENT TIE LINES ARE AT RIGHT ANGLES TO THE MONUMENT LINE UNLESS OTHERWISE NOTED.
 2. REAR LOT CORNERS SHALL BE MARKED WITH 1/2" REBAR. FRONT AND SIDE LOT LINES SHALL BE PROJECTED AND MARKED ON BACK OF SIDEWALK WITH CHISEL MARK.
 3. THE GROSS AREA WITHIN THE SUBDIVISION IS 9.84± ACRES.
 4. THE SUBDIVISION CONTAINS 48 RESIDENTIAL LOTS AND 1 LOT FOR RIGHT OF WAY AND UTILITY PURPOSES.

BASIS OF BEARINGS
THE LINE BETWEEN FOUND MONUMENTS IN FIDDYMENT ROAD TAKEN AS N55°45'43"E, AS SHOWN ON THE FINAL MAP OF SUBDIVISION NO. 03-11, "FIDDYMENT RANCH PHASE 2", ON FILE IN THE OFFICE OF THE PLACER COUNTY RECORDER IN BOOK "BB" OF MAPS AT PAGE 24, IS THE BASIS OF BEARINGS FOR THIS MAP.

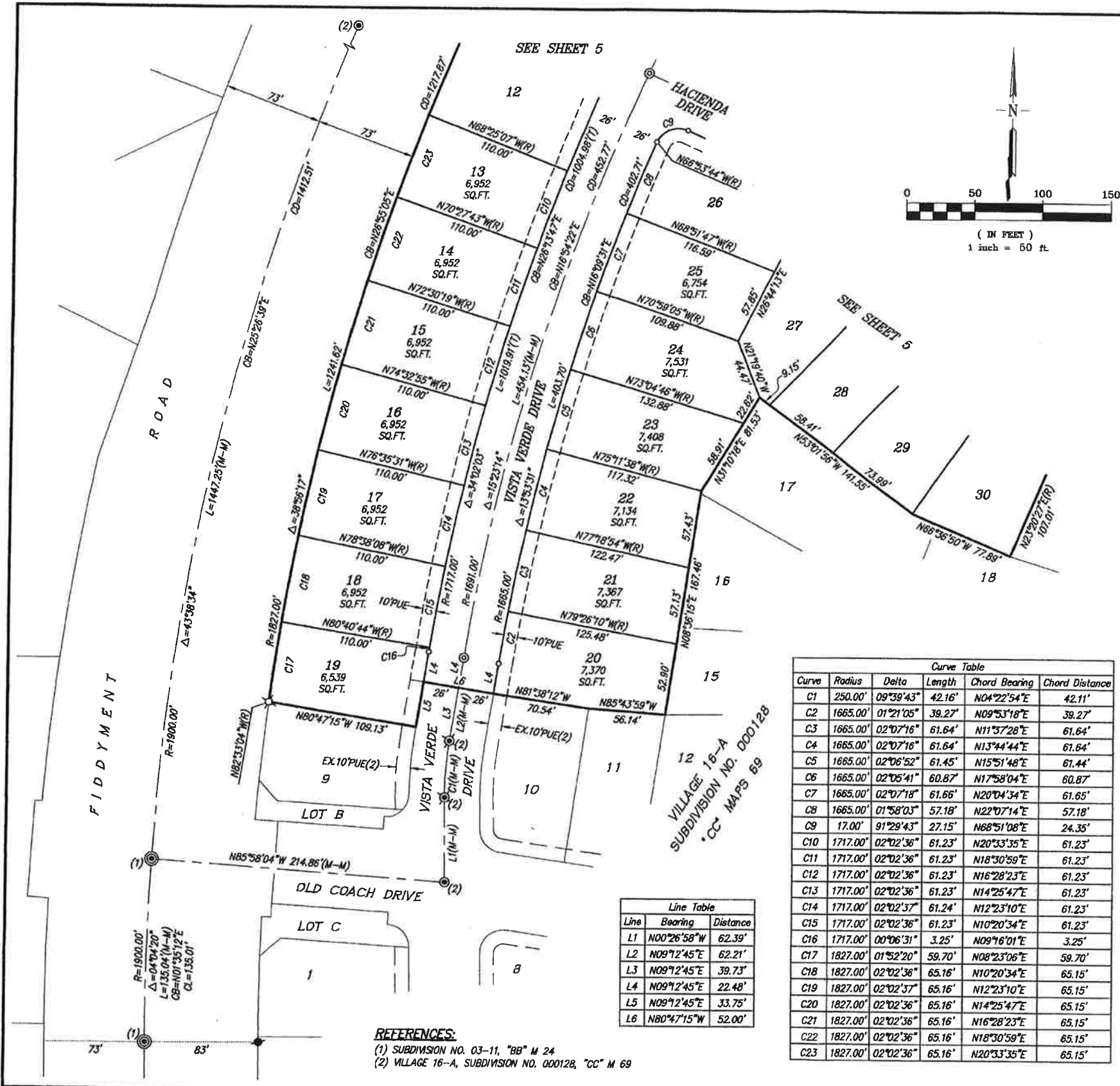
- LEGEND
- SUBDIVISION BOUNDARY
 - LOT LINE
 - EXISTING EASEMENT AS NOTED
 - NEW EASEMENT AS NOTED
 - CENTER LINE / MONUMENT LINE
 - MONUMENT TIE LINE
 - EXISTING LOT LINE
- FOUND BRASS DISK STAMPED LS 6046, PER REFERENCE (1) IN STANDARD CITY OF ROSEVILLE MONUMENT BOX
- BRASS DISK IN STANDARD CITY OF ROSEVILLE MONUMENT BOX, STAMPED RCE 25281, SET PER REFERENCE (2)
- 3/4" GALVANIZED PIPE, 18" IN LENGTH WITH PLASTIC CAP STAMPED RCE 25281, SET PER REFERENCE (2)
- 5/8" REBAR WITH PLASTIC CAP STAMPED RCE 25281, SET PER REFERENCE (2)
- DIMENSION POINT
- SET BRASS DISK STAMPED RCE 25281 IN STANDARD CITY OF ROSEVILLE MONUMENT BOX
- SET 5/8" REBAR WITH PLASTIC CAP STAMPED RCE 25281
- SET 1-3/4" GALVANIZED PIPE, 18" IN LENGTH WITH PLASTIC CAP STAMPED RCE 25281
- PUE PUBLIC UTILITY EASEMENT
- EX EXISTING
- (M-M) MONUMENT TO MONUMENT
- (R) RADIAL BEARING
- (T) TOTAL
- SQ.FT. SQUARE FEET

FINAL MAP OF
FIDDYMENT RANCH PHASE 2
VILLAGE 16-B
SUBDIVISION NO. 000128

BEING A RESUBDIVISION OF "RESULTANT LOT 16-A" AS DESCRIBED BY THE GRANT DEED RECORDED JUNE 19, 2013 UNDER SERIES NO. 2013-0060501,
OFFICIAL RECORDS, A PORTION OF THE WEST 1/2 OF SECTION 18, T. 11 N., R. 6 E., M.D.B. & M.

CITY OF ROSEVILLE
PLACER COUNTY, CALIFORNIA
RUGGERI-JENSEN-AZAR & ASSOCIATES
CIVIL ENGINEERS, PLANNERS, SURVEYORS

MAY 2014
SCALE: 1" = 100'



- NOTES:
1. ALL MONUMENT TIE LINES ARE AT RIGHT ANGLES TO THE MONUMENT LINE UNLESS OTHERWISE NOTED.
 2. REAR LOT CORNERS SHALL BE MARKED WITH 1/2" REBAR. FRONT AND SIDE LOT LINES SHALL BE PROJECTED AND MARKED ON BACK OF SIDEWALK WITH CHISEL MARK.
 3. THE GROSS AREA WITHIN THE SUBDIVISION IS 9.84± ACRES.
 4. THE SUBDIVISION CONTAINS 48 RESIDENTIAL LOTS AND 1 LOT FOR RIGHT OF WAY AND UTILITY PURPOSES.

BASIS OF BEARINGS
THE LINE BETWEEN FOUND MONUMENTS IN FIDDYMENT ROAD TAKEN AS N55°45'43"E, AS SHOWN ON THE FINAL MAP OF SUBDIVISION NO. 03-11, "FIDDYMENT RANCH PHASE 2", ON FILE IN THE OFFICE OF THE PLACER COUNTY RECORDER IN BOOK "BB" OF MAPS AT PAGE 24, IS THE BASIS OF BEARINGS FOR THIS MAP.

- LEGEND**
- SUBDIVISION BOUNDARY
 - LOT LINE
 - EXISTING EASEMENT AS NOTED
 - NEW EASEMENT AS NOTED
 - CENTER LINE / MONUMENT LINE
 - MONUMENT TIE LINE
 - EXISTING LOT LINE
- ⊙ FOUND BRASS DISK STAMPED LS 6046, PER REFERENCE (1) IN STANDARD CITY OF ROSEVILLE MONUMENT BOX
- ⊙ BRASS DISK IN STANDARD CITY OF ROSEVILLE MONUMENT BOX, STAMPED RCE 25281, SET PER REFERENCE (2)
- ⊗ 3/4" GALVANIZED PIPE, 18" IN LENGTH WITH PLASTIC CAP STAMPED RCE 25281, SET PER REFERENCE (2)
- ⦿ 5/8" REBAR WITH PLASTIC CAP STAMPED RCE 25281, SET PER REFERENCE (2)
- DIMENSION POINT
- ⊙ SET BRASS DISK STAMPED RCE 25281 IN STANDARD CITY OF ROSEVILLE MONUMENT BOX
- ⦿ SET 5/8" REBAR WITH PLASTIC CAP STAMPED RCE 25281
- ⊗ SET 1-3/4" GALVANIZED PIPE, 18" IN LENGTH WITH PLASTIC CAP STAMPED RCE 25281
- PUE PUBLIC UTILITY EASEMENT
- EX. EXISTING
- (M-M) MONUMENT TO MONUMENT
- (R) RADIAL BEARING
- (T) TOTAL
- SQ.FT. SQUARE FEET

FINAL MAP OF
FIDDYMENT RANCH PHASE 2
VILLAGE 16-B
SUBDIVISION NO. 000128

BEING A RESUBDIVISION OF "RESULTANT LOT 16-A" AS DESCRIBED BY THE GRANT DEED RECORDED JUNE 19, 2013 UNDER SERIES NO. 2013-0060501, OFFICIAL RECORDS, A PORTION OF THE WEST 1/2 OF SECTION 18, T. 11 N., R. 6 E., M.D.B. & M.

CITY OF ROSEVILLE
PLACER COUNTY, CALIFORNIA

RUGGERI-JENSEN-AZAR & ASSOCIATES
CIVIL ENGINEERS, PLANNERS, SURVEYORS

MAY 2014
SCALE: 1" = 50'

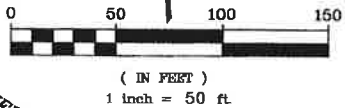
Curve Table				
Curve	Radius	Delta	Length	Chord Distance
C1	1691.00'	15°23'14"	454.13'	N16°54'22"E 452.77'
C2	1691.00'	10°45'18"	317.42'	N29°58'38"E 316.95'
C3	1665.00'	13°53'31"	403.70'	N16°09'31"E 402.71'
C4	1665.00'	01°58'03"	57.18'	N22°07'14"E 57.18'
C5	17.00'	91°29'43"	27.15'	N68°51'08"E 24.35'
C6	224.00'	19°09'20"	74.89'	N55°49'21"W 74.54'
C7	276.00'	17°10'47"	82.76'	N54°50'04"W 82.45'
C8	276.00'	03°14'05"	15.58'	N65°02'31"W 15.58'
C9	276.00'	08°55'04"	42.96'	N50°42'13"W 42.91'
C10	276.00'	11°29'48"	55.38'	N60°54'39"W 55.29'
C11	224.00'	17°10'47"	67.16'	N54°50'04"W 66.91'

Curve Table				
Curve	Radius	Delta	Length	Chord Bearing
C12	276.00'	19°09'20"	92.27'	N55°49'21"W 91.85'
C13	276.00'	07°29'45"	36.11'	N49°59'33"W 36.08'
C14	276.00'	11°39'35"	56.17'	N59°34'13"W 56.07'
C15	17.00'	91°29'42"	27.15'	N19°39'10"W 24.35'
C16	1665.00'	07°45'54"	225.65'	N29°58'38"E 225.47'
C17	1665.00'	01°47'47"	52.20'	N26°59'35"E 52.20'
C18	1665.00'	02°04'09"	60.13'	N28°55'32"E 60.13'
C19	1665.00'	02°05'06"	60.59'	N31°00'10"E 60.59'
C20	1665.00'	01°48'52"	52.73'	N32°57'09"E 52.72'
C21	17.00'	91°29'42"	27.15'	N79°36'26"E 24.35'
C22	224.00'	20°16'55"	79.29'	N44°30'16"W 78.88'
C23	224.00'	01°37'14"	6.34'	N53°50'06"W 6.34'
C24	224.00'	15°50'59"	61.97'	N45°05'59"W 61.77'
C25	224.00'	02°48'42"	10.99'	N35°46'09"W 10.99'
C26	276.00'	20°16'55"	97.70'	N44°30'16"W 97.19'
C27	17.00'	91°29'43"	27.15'	N08°53'52"W 24.35'
C28	1717.00'	01°59'31"	59.69'	N32°38'24"E 59.69'
C29	1717.00'	01°59'30"	59.68'	N30°38'53"E 59.68'
C30	1717.00'	01°59'31"	59.69'	N25°39'22"E 59.69'
C31	1717.00'	01°59'31"	59.69'	N26°39'52"E 59.69'
C32	1717.00'	02°02'36"	61.23'	N24°38'48"E 61.23'
C33	1717.00'	02°02'37"	61.24'	N22°36'12"E 61.23'
C34	1827.00'	02°02'37"	65.16'	N22°36'12"E 65.15'
C35	1827.00'	02°02'36"	65.16'	N24°38'48"E 65.16'
C36	1827.00'	01°59'31"	63.52'	N26°39'52"E 63.51'
C37	1827.00'	01°59'31"	63.52'	N28°39'22"E 63.51'

Curve Table				
Curve	Radius	Delta	Length	Chord Bearing
C38	1827.00'	01°59'30"	63.51'	N30°38'53"E 63.51'
C39	1827.00'	01°59'31"	63.52'	N32°38'24"E 63.51'
C40	250.00'	19°09'20"	83.58'	N55°49'21"W 83.19'
C41	250.00'	17°10'47"	74.96'	N54°50'04"W 74.68'
C42	250.00'	20°16'55"	88.50'	N44°30'16"W 88.03'
C43	276.00'	08°04'52"	38.93'	N38°24'14"W 38.90'

REFERENCES:
(1) SUBDIVISION NO. 03-11, "BB" M 24
(2) VILLAGE 16-A, SUBDIVISION NO. 000128, "CC" M 69

Line Table		
Line	Bearing	Distance
L1	N65°24'01"W	30.41'



- NOTES:
1. ALL MONUMENT TIE LINES ARE AT RIGHT ANGLES TO THE MONUMENT LINE UNLESS OTHERWISE NOTED.
 2. REAR LOT CORNERS SHALL BE MARKED WITH 1/2" REBAR. FRONT AND SIDE LOT LINES SHALL BE PROJECTED AND MARKED ON BACK OF SIDEWALK WITH CHISEL MARK.
 3. THE GROSS AREA WITHIN THE SUBDIVISION IS 9.84± ACRES.
 4. THE SUBDIVISION CONTAINS 48 RESIDENTIAL LOTS AND 1 LOT FOR RIGHT OF WAY AND UTILITY PURPOSES.

BASIS OF BEARINGS
THE LINE BETWEEN FOUND MONUMENTS IN FIDDYMENT ROAD TAKEN AS N55°45'43"E, AS SHOWN ON THE FINAL MAP OF SUBDIVISION NO. 03-11, "FIDDYMENT RANCH PHASE 2", ON FILE IN THE OFFICE OF THE PLACER COUNTY RECORDER IN BOOK "BB" OF MAPS AT PAGE 24, IS THE BASIS OF BEARINGS FOR THIS MAP.

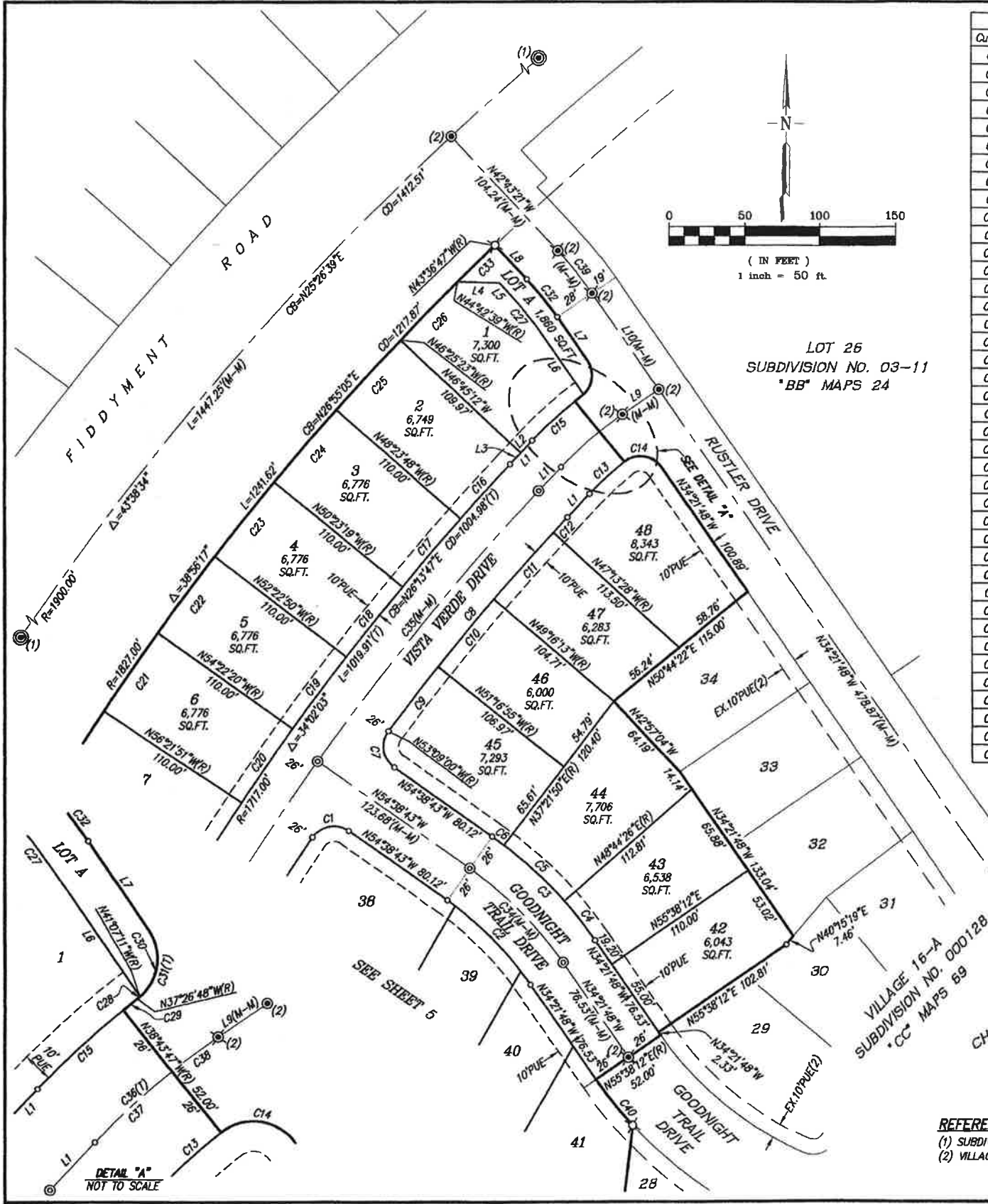
- LEGEND**
- SUBDIVISION BOUNDARY
 - LOT LINE
 - EXISTING EASEMENT AS NOTED
 - NEW EASEMENT AS NOTED
 - CENTER LINE / MONUMENT LINE
 - MONUMENT TIE LINE
 - EXISTING LOT LINE
- ⊙ FOUND BRASS DISK STAMPED LS 6046, PER REFERENCE (1) IN STANDARD CITY OF ROSEVILLE MONUMENT BOX
- ⊙ BRASS DISK IN STANDARD CITY OF ROSEVILLE MONUMENT BOX, STAMPED RCE 25281, SET PER REFERENCE (2)
- ⊗ 3/4" GALVANIZED PIPE, 18" IN LENGTH WITH PLASTIC CAP STAMPED RCE 25281, SET PER REFERENCE (2)
- ⦿ 5/8" REBAR WITH PLASTIC CAP STAMPED RCE 25281, SET PER REFERENCE (2)
- DIMENSION POINT
- ⊙ SET BRASS DISK STAMPED RCE 25281 IN STANDARD CITY OF ROSEVILLE MONUMENT BOX
- ⊗ SET 5/8" REBAR WITH PLASTIC CAP STAMPED RCE 25281
- ⊗ SET 1-3/4" GALVANIZED PIPE, 18" IN LENGTH WITH PLASTIC CAP STAMPED RCE 25281
- PUE PUBLIC UTILITY EASEMENT
- EX. EXISTING
- (M-M) MONUMENT TO MONUMENT
- (R) RADIAL BEARING
- (T) TOTAL
- SQ.FT. SQUARE FEET

FINAL MAP OF
FIDDYMENT RANCH PHASE 2
VILLAGE 16-B
SUBDIVISION NO. 000128

BEING A RESUBDIVISION OF "RESULTANT LOT 16-A" AS DESCRIBED BY THE GRANT DEED RECORDED JUNE 19, 2013 UNDER SERIES NO. 2013-0060501, OFFICIAL RECORDS, A PORTION OF THE WEST 1/2 OF SECTION 18, T. 11 N., R. 6 E., M.D.B. & M.

CITY OF ROSEVILLE
PLACER COUNTY, CALIFORNIA
RUGGERI-JENSEN-AZAR & ASSOCIATES
CIVIL ENGINEERS, PLANNERS, SURVEYORS

MAY 2014
SCALE: 1" = 50'



Curve Table					
Curve	Radius	Delta	Length	Chord Bearing	Chord Distance
C1	17.00'	91°29'42"	27.15'	N79°36'26"E	24.35'
C2	224.00'	20°16'55"	79.29'	N44°30'16"W	78.88'
C3	276.00'	20°16'55"	97.70'	N44°30'16"W	97.19'
C4	276.00'	06°53'46"	33.22'	N37°48'41"W	33.20'
C5	276.00'	11°22'36"	54.80'	N46°56'52"W	54.71'
C6	276.00'	02°00'33"	9.68'	N53°38'27"W	9.68'
C7	17.00'	91°29'43"	27.15'	N08°53'52"W	24.35'
C8	1665.00'	06°23'48"	185.89'	N40°02'54"E	185.79'
C9	1665.00'	01°52'05"	54.29'	N37°47'02"E	54.29'
C10	1665.00'	02°00'42"	58.46'	N39°43'26"E	58.46'
C11	1665.00'	02°02'45"	59.45'	N41°45'10"E	59.44'
C12	1665.00'	00°28'16"	13.69'	N43°00'40"E	13.69'
C13	224.00'	08°01'25"	31.37'	N47°15'30"E	31.34'
C14	17.00'	94°21'59"	28.00'	N01°32'48"W	24.94'
C15	276.00'	08°01'25"	38.65'	N47°15'30"E	38.62'
C16	1717.00'	01°58'36"	49.25'	N42°25'30"E	49.25'
C17	1717.00'	01°59'31"	59.69'	N40°36'26"E	59.69'
C18	1717.00'	01°59'31"	59.69'	N38°36'56"E	59.69'
C19	1717.00'	01°59'30"	59.68'	N36°37'25"E	59.68'
C20	1717.00'	01°59'31"	59.69'	N34°37'54"E	59.69'
C21	1827.00'	01°59'31"	63.52'	N34°37'54"E	63.51'
C22	1827.00'	01°59'30"	63.51'	N36°37'25"E	63.51'
C23	1827.00'	01°59'31"	63.52'	N38°36'56"E	63.51'
C24	1827.00'	01°59'31"	63.52'	N40°36'26"E	63.51'
C25	1827.00'	01°58'25"	62.93'	N42°35'24"E	62.93'
C26	1827.00'	01°42'44"	54.60'	N44°25'59"E	54.60'
C27	207.00'	08°21'33"	30.20'	N38°32'35"W	30.17'
C28	17.00'	03°40'23"	1.09'	N50°43'00"E	1.09'
C29	276.00'	01°16'59"	6.18'	N51°54'42"E	6.18'
C30	17.00'	83°14'37"	24.70'	N07°15'30"E	22.58'
C31	17.00'	86°55'00"	25.79'	N09°05'42"E	23.39'
C32	222.00'	08°21'33"	32.39'	N38°32'35"W	32.36'
C33	1827.00'	01°05'52"	35.01'	N45°50'17"E	35.01'
C34	250.00'	20°16'55"	88.50'	N44°30'16"W	88.03'
C35	1691.00'	07°53'31"	232.92'	N39°18'03"E	232.73'
C36	250.00'	12°23'24"	54.06'	N49°26'30"E	53.96'
C37	250.00'	08°01'25"	35.01'	N47°15'30"E	34.98'
C38	250.00'	04°21'59"	19.05'	N53°27'12"E	19.05'
C39	250.00'	08°21'33"	36.47'	N38°32'35"W	36.44'
C40	276.00'	08°04'52"	38.93'	N38°24'14"W	38.90'

Line Table		
Line	Bearing	Distance
L1	N43°14'48"E	21.66'
L2	N43°14'48"E	11.13'
L3	N43°14'48"E	10.53'
L4	N88°33'36"W	27.88'
L5	N42°43'21"W	10.72'
L6	N34°21'48"W	52.50'
L7	N34°21'48"W	35.62'
L8	N42°43'21"W	31.02'
L9	N55°38'12"E	29.24'
L10	N34°21'48"W	78.19'

- NOTES:
1. ALL MONUMENT TIE LINES ARE AT RIGHT ANGLES TO THE MONUMENT LINE UNLESS OTHERWISE NOTED.
 2. REAR LOT CORNERS SHALL BE MARKED WITH 1/2" REBAR. FRONT AND SIDE LOT LINES SHALL BE PROJECTED AND MARKED ON BACK OF SIDEWALK WITH CHISEL MARK.
 3. THE GROSS AREA WITHIN THE SUBDIVISION IS 9.84± ACRES.
 4. THE SUBDIVISION CONTAINS 48 RESIDENTIAL LOTS AND 1 LOT FOR RIGHT OF WAY AND UTILITY PURPOSES.

BASIS OF BEARINGS
THE LINE BETWEEN FOUND MONUMENTS IN FIDDYMENT ROAD TAKEN AS N55°45'43"E, AS SHOWN ON THE FINAL MAP OF SUBDIVISION NO. 03-11, "FIDDYMENT RANCH PHASE 2", ON FILE IN THE OFFICE OF THE PLACER COUNTY RECORDER IN BOOK "BB" OF MAPS AT PAGE 24, IS THE BASIS OF BEARINGS FOR THIS MAP.

- LEGEND**
- SUBDIVISION BOUNDARY
 - LOT LINE
 - EXISTING EASEMENT AS NOTED
 - NEW EASEMENT AS NOTED
 - CENTER LINE / MONUMENT LINE
 - MONUMENT TIE LINE
 - EXISTING LOT LINE
- FOUND BRASS DISK STAMPED LS 6046, PER REFERENCE (1)
IN STANDARD CITY OF ROSEVILLE MONUMENT BOX
- BRASS DISK IN STANDARD CITY OF ROSEVILLE MONUMENT BOX, STAMPED RCE 25281, SET PER REFERENCE (2)
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- PUE PUBLIC UTILITY EASEMENT
EX EXISTING
(M-M) MONUMENT TO MONUMENT
(R) RADIAL BEARING
(T) TOTAL
SQ.FT. SQUARE FEET

FINAL MAP OF
FIDDYMENT RANCH PHASE 2
VILLAGE 16-B
SUBDIVISION NO. 000128

BEING A RESUBDIVISION OF "RESULTANT LOT 16-A" AS DESCRIBED BY THE GRANT DEED RECORDED JUNE 19, 2013 UNDER SERIES NO. 2013-0060501,
OFFICIAL RECORDS, A PORTION OF THE WEST 1/2 OF SECTION 18, T. 11 N., R. 6 E., M.D.B. & M.

CITY OF ROSEVILLE
PLACER COUNTY, CALIFORNIA
RUGGERI-JENSEN-AZAR & ASSOCIATES
CIVIL ENGINEERS, PLANNERS, SURVEYORS

MAY 2014
SCALE: 1"= 50'

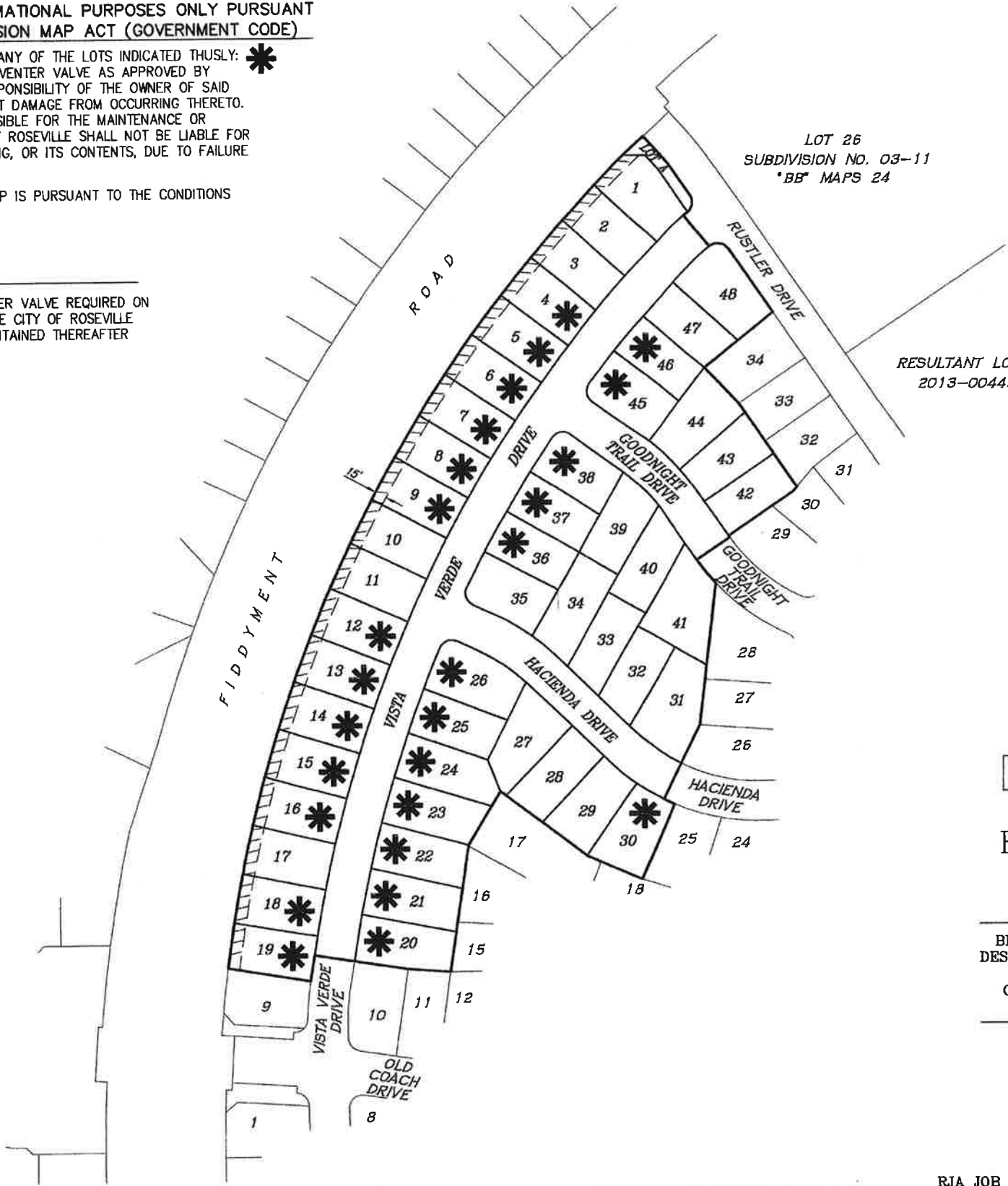
- REFERENCES:
- (1) SUBDIVISION NO. 03-11, "BB" M 24
 - (2) VILLAGE 16-A, SUBDIVISION NO. 000128, "CC" M 69

ADDITIONAL INFORMATION: FOR INFORMATIONAL PURPOSES ONLY PURSUANT TO SECTION 66434.2 OF THE SUBDIVISION MAP ACT (GOVERNMENT CODE)

- 1. EACH RESIDENTIAL DWELLING CONSTRUCTED ON ANY OF THE LOTS INDICATED THUSLY: * SHALL BE FITTED WITH A SEWER BACKFLOW PREVENTER VALVE AS APPROVED BY THE CITY OF ROSEVILLE. IT SHALL BE THE RESPONSIBILITY OF THE OWNER OF SAID DWELLING TO MAINTAIN THE VALVE AND PREVENT DAMAGE FROM OCCURRING THERETO. THE CITY OF ROSEVILLE SHALL NOT BE RESPONSIBLE FOR THE MAINTENANCE OR PERFORMANCE OF THE VALVE, AND THE CITY OF ROSEVILLE SHALL NOT BE LIABLE FOR ANY DAMAGE OCCURRING TO ANY SUCH DWELLING, OR ITS CONTENTS, DUE TO FAILURE OF THE VALVE FOR ANY REASON WHATSOEVER.
- 2. THE NO BUILD SETBACK AS SHOWN ON THIS MAP IS PURSUANT TO THE CONDITIONS OF APPROVAL FOR THIS PROJECT.

LEGEND

- * DENOTES SEWER BACKFLOW PREVENTER VALVE REQUIRED ON SANITARY SEWER CONNECTION BY THE CITY OF ROSEVILLE WITH THE BUILDING PERMIT AND MAINTAINED THEREAFTER BY THE OWNER.
- 15' NO BUILD SETBACK
- ///// NO INGRESS/EGRESS RIGHTS LINE



RESULTANT LOT 23
2013-0044935

ADDITIONAL INFORMATION SHEET NOTE:
THIS ADDITIONAL INFORMATION SHEET HAS BEEN PREPARED IN ACCORDANCE WITH SECTION 66434.2 OF THE SUBDIVISION MAP ACT (GOVERNMENT CODE), AND AS REQUIRED BY THE CITY OF ROSEVILLE. ADDITIONAL INFORMATION SHOWN HEREON IS FOR INFORMATIONAL PURPOSES ONLY, AND IS NOT INTENDED TO AFFECT RECORD TITLE INTEREST.

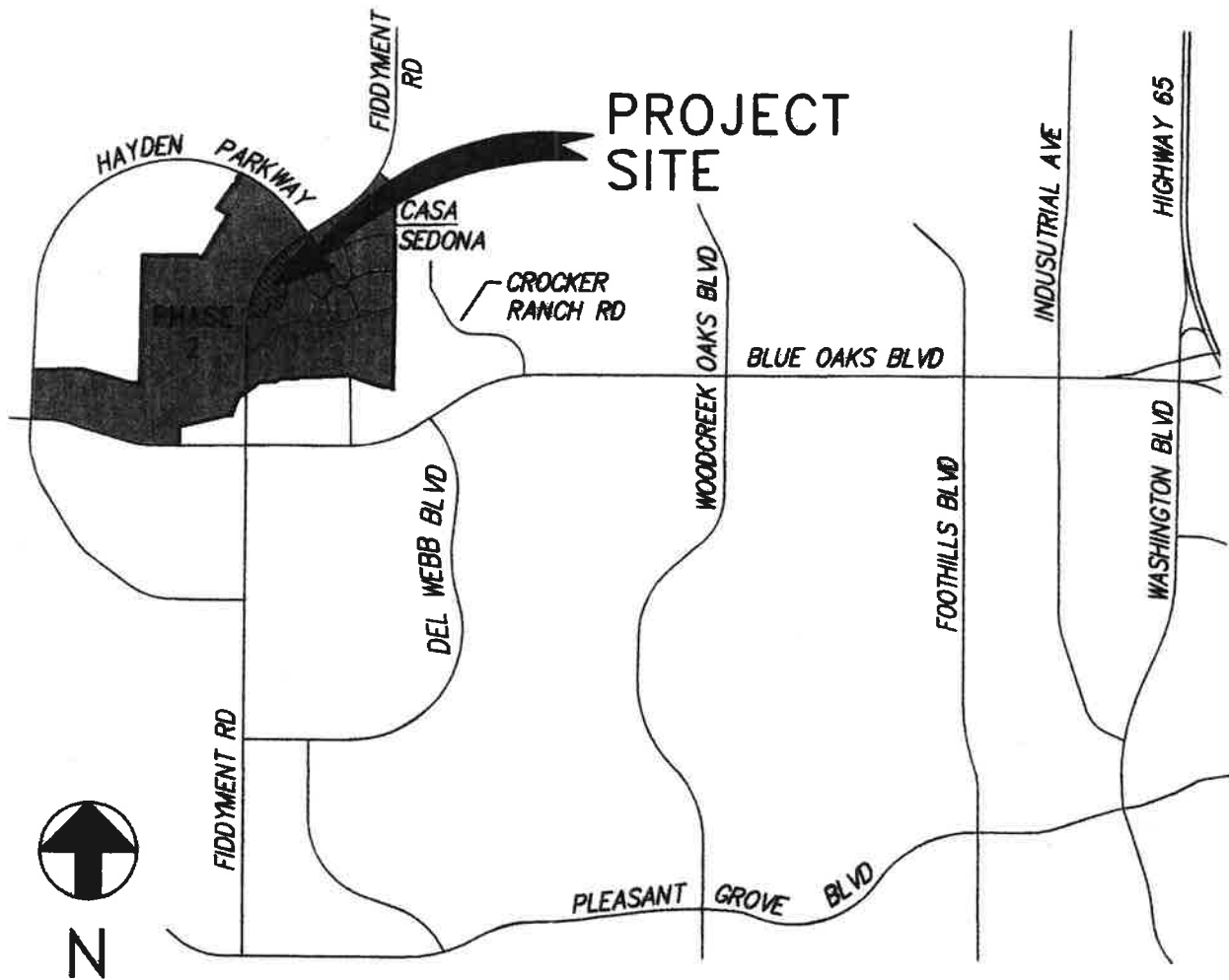
ADDITIONAL INFORMATION SHEET

FINAL MAP OF
FIDDYMMENT RANCH PHASE 2
VILLAGE 16-B
SUBDIVISION NO. 000128

BEING A RESUBDIVISION OF "RESULTANT LOT 16-A" AS DESCRIBED BY THE GRANT DEED RECORDED JUNE 19, 2013 UNDER SERIES NO. 2013-0060501, OFFICIAL RECORDS, A PORTION OF THE WEST 1/2 OF SECTION 18, T. 11 N., R. 6 E., M.D.B. & M.

CITY OF ROSEVILLE
PLACER COUNTY, CALIFORNIA
RUGGERI-JENSEN-AZAR & ASSOCIATES
CIVIL ENGINEERS, PLANNERS, SURVEYORS

MAY 2014
SCALE: 1" = 100'



VICINITY MAP
NO SCALE

Fiddymment F-16B
City of Roseville

EXHIBIT A



COUNCIL COMMUNICATION

CC #: 7399

File #: 0707

Title: Roseville Aquatics Complex Overflow Parking Lot Project - Notice of Completion

Contact: Noah Siviglia 746-1379 nsiviglia@roseville.ca.us

Meeting Date: 2/3/2016

Item #: 6.11.

RECOMMENDATION TO COUNCIL

Staff recommends that the City Council accept this project as complete and adopt a resolution authorizing the Public Works Director to execute the Notice of Completion.

BACKGROUND

Prior to this project, Woodcreek High School and the Roseville Aquatics Complex (RAC) routinely made use of the City owned vacant unpaved property located at the northeast corner of Woodcreek Oaks Boulevard and McAnally Drive as an overflow parking lot. The scope of this project included site grading, placement of a new asphalt pavement surface, signage, striping, and upgraded ADA compliant curb ramps at all four corners of the Woodcreek Oaks Blvd intersection. This project also included the addition of a new driveway on Woodcreek Oaks Boulevard just south of the RAC's main entrance, and the addition of a second left-turn lane out of the existing RAC driveway.

FISCAL IMPACT

This project was awarded at the August 19, 2015 Council meeting for \$576,000.00 and the final construction cost was \$553,067.97. The reduced project cost was due to quantity adjustments.

This project was funded with \$231,467.97 in proceeds from the 2013 bond refinancing of the Northwest Lighting and Landscape District, \$199,263.30 from the Traffic Mitigation Fund, and \$122,336.70 from the Transportation Development Act Fund. The Traffic Mitigation Funds were used for the portion of the project that improved the vehicular ingress and egress to the Aquatics Complex, improving the level of service at the Woodcreek Oaks Blvd and McAnally Dr intersection. No General Fund monies were used on this project.

ECONOMIC DEVELOPMENT / JOBS CREATED

Based on Federal guidelines, there is one job created for every \$92,000.00 in direct government spending. Based on that figure, this project created 6 new jobs.

ENVIRONMENTAL REVIEW

The Council action of accepting the Roseville Aquatics Complex Overflow Parking Lot Project as complete will not result in a direct or reasonably foreseeable indirect physical change in the environment (CEQA Guideline § 15060(c)(2)). Adoption of the Roseville Aquatics Complex Overflow Parking Lot Project Notice of Completion does not include the potential for a significant environmental effect, and therefore is not subject to CEQA.

Respectfully Submitted,

Noah Siviglia, Assistant Engineer

Rhon Herndon, Public Works Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-26

Notice of Completion_RAC Parking Lot

NOC EXHIBIT A

RESOLUTION NO. 16-26

ACCEPTING THE PUBLIC WORK KNOWN AS THE ROSEVILLE AQUATICS COMPLEX OVERFLOW PARKING LOT PROJECT, APPROVING THE “NOTICE OF COMPLETION”, AND AUTHORIZING THE PUBLIC WORKS DIRECTOR TO EXECUTE SAID NOTICE ON BEHALF OF THE CITY OF ROSEVILLE

BE IT RESOLVED by the City Council of the City of Roseville as follows:

1. The “Notice of Completion” on file in the City Clerk’s Department relative to that public work known as the Roseville Aquatics Complex Overflow Parking Lot Project has been approved and the public work accepted.
2. The Public Works Director is hereby authorized and directed to execute said Notice on behalf of the City of Roseville.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20____, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

AFTER RECORDING RETURN TO:
CITY CLERK
311 VERNON STREET
ROSEVILLE, CA 95678

NOTICE OF COMPLETION

NOTICE IS HEREBY GIVEN that the public work known as Roseville Aquatics Complex Overflow Parking Lot Project, was completed and accepted by the City of Roseville on 2/3/2016. The location is indicated on the attached map, marked as Exhibit "A" and incorporated herein by this reference.

The general contractor on said project was Western Engineering Contractors, Inc.

The surety on said project was Western Surety Company.

ATTEST:

RHON L. HERNDON
Public Works Director
City of Roseville

SONIA OROZCO, CITY CLERK

STATE OF CALIFORNIA)
COUNTY OF PLACER)

I, Rhon L. Herndon, being first duly sworn, depose and say: I am the Public Works Director of the City of Roseville, a municipal corporation in the State of California, owner of the property described in the above Notice. I am duly authorized to make this verification for and on behalf of the City of Roseville. I have read the Notice of Completion and know its contents and the facts stated therein are true.

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

RHON L. HERNDON
Public Works Director
City of Roseville

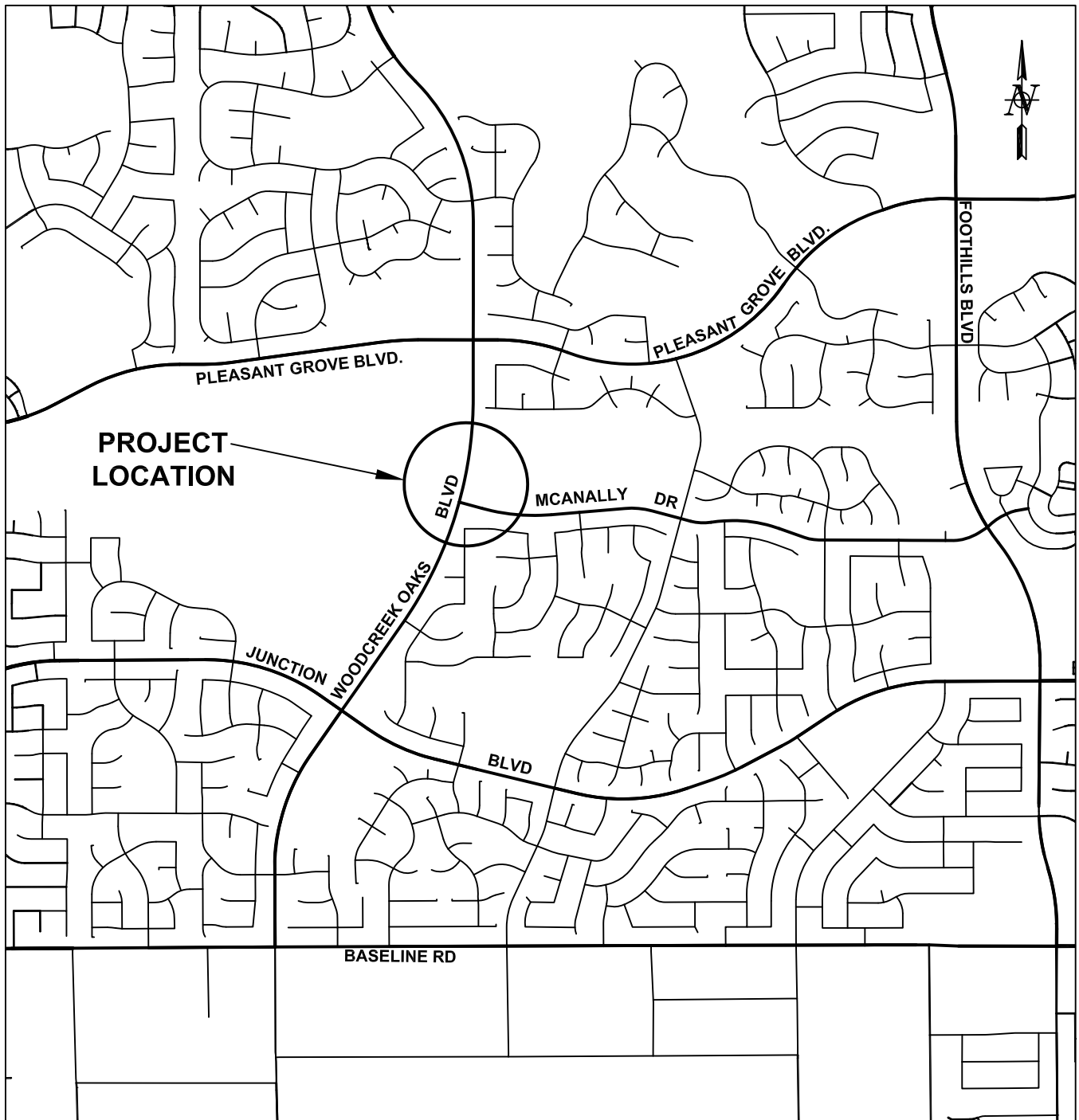
State of California)
County of Placer)

Subscribed and sworn to (or affirmed) before me on this ____ day of _____, 2016,
by RHON L. HERNDON proved to me on the basis of satisfactory evidence to be the person(s)
who appeared before me.

Notary Public in and for said County and State

EXHIBIT A

ROSEVILLE AQUATICS COMPLEX OVERFLOW PARKING LOT PROJECT LOCATION MAP





COUNCIL COMMUNICATION

CC #: 7389

File #: 0900-04-01 & 0900-04-02

Title: 2015 Washington Boulevard Road Rehabilitation Project - Notice of Completion

Contact: Noah Siviglia 746-1379 nsiviglia@roseville.ca.us

Meeting Date: 2/3/2016

Item #: 6.12.

RECOMMENDATION TO COUNCIL

Staff recommends that the City Council accept this project as complete and adopt a resolution authorizing the Public Works Director to execute the Notice of Completion.

BACKGROUND

The scope of this project included roadway rehabilitation along Washington Boulevard from Oak Street to Elefa Street (the concrete section of Washington Boulevard). The work consisted of removing sections of existing damaged asphalt and concrete pavement, and replacing it with hot mix asphalt and Portland Cement Concrete (PCC). Additionally, diamond grinding was completed on the concrete portions of Washington Boulevard to revitalize the existing concrete surface, reduce noise levels, and improve the overall ride quality of the roadway. The project also included ADA ramp upgrades, striping removal and replacement, and minor traffic signal work.

FISCAL IMPACT

This project was awarded at the June 3, 2015 Council meeting for \$1,214,810.00 and the final construction cost was \$994,237.80. The reduction in cost was due to staff's decision to remove placement of the Bonded Wearing Course (BWC) pavement from the project. The BWC was included in the project as an option in the event the diamond grind was unsuccessful at revitalizing the existing concrete pavement. This project was fully funded with Highway Gas Tax funds. No General Fund monies were used on this project.

ECONOMIC DEVELOPMENT / JOBS CREATED

Federal guidelines suggest that there is one job created for every \$92,000 in direct government spending. Based on those guidelines, this project created 11 jobs.

ENVIRONMENTAL REVIEW

The Council action of accepting the 2015 Washington Blvd. Road Rehabilitation Project as complete will not result in a direct or reasonably foreseeable indirect physical change in the environment (CEQA Guideline § 15060(c)(2)). Adoption of the 2015 Washington Blvd. Road Rehabilitation Project Notice of Completion does not include the potential for a significant environmental effect, and therefore is not subject to CEQA.

Respectfully Submitted,

Noah Siviglia, Assistant Engineer

Rhon Herndon, Public Works Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-21

Washington Rehab Notice of Completion

Washing Rehab NOC_Exhibit A

RESOLUTION NO. 16-21

ACCEPTING THE PUBLIC WORK KNOWN AS THE 2015 WASHINGTON BLVD. ROAD REHABILITATION PROJECT, APPROVING THE “NOTICE OF COMPLETION”, AND AUTHORIZING THE PUBLIC WORKS DIRECTOR TO EXECUTE SAID NOTICE ON BEHALF OF THE CITY OF ROSEVILLE

BE IT RESOLVED by the City Council of the City of Roseville as follows:

1. The “Notice of Completion” on file in the City Clerk’s Department relative to that public work known as the 2015 Washington Blvd. Road Rehabilitation Project has been approved and the public work accepted.
2. The Public Works Director is hereby authorized and directed to execute said Notice on behalf of the City of Roseville.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20____, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

AFTER RECORDING RETURN TO:
CITY CLERK
311 VERNON STREET
ROSEVILLE, CA 95678

NOTICE OF COMPLETION

NOTICE IS HEREBY GIVEN that the public work known as 2015 Washington Blvd. Road Rehabilitation Project, was completed and accepted by the City of Roseville on 2/3/2016. The location is indicated on the attached map, marked as Exhibit "A" and incorporated herein by this reference.

The general contractor on said project was Telfer Highway Technologies.

The surety on said project was Western Surety Company.

ATTEST:

RHON L. HERNDON
Public Works Director
City of Roseville

SONIA OROZCO, CITY CLERK

STATE OF CALIFORNIA)
COUNTY OF PLACER)

I, Rhon L. Herndon, being first duly sworn, depose and say: I am the Public Works Director of the City of Roseville, a municipal corporation in the State of California, owner of the property described in the above Notice. I am duly authorized to make this verification for and on behalf of the City of Roseville. I have read the Notice of Completion and know its contents and the facts stated therein are true.

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

RHON L. HERNDON
Public Works Director
City of Roseville

State of California)
County of Placer)

Subscribed and sworn to (or affirmed) before me on this ____ day of _____, 2016,
by RHON L. HERNDON proved to me on the basis of satisfactory evidence to be the person(s)
who appeared before me.

Notary Public in and for said County and State

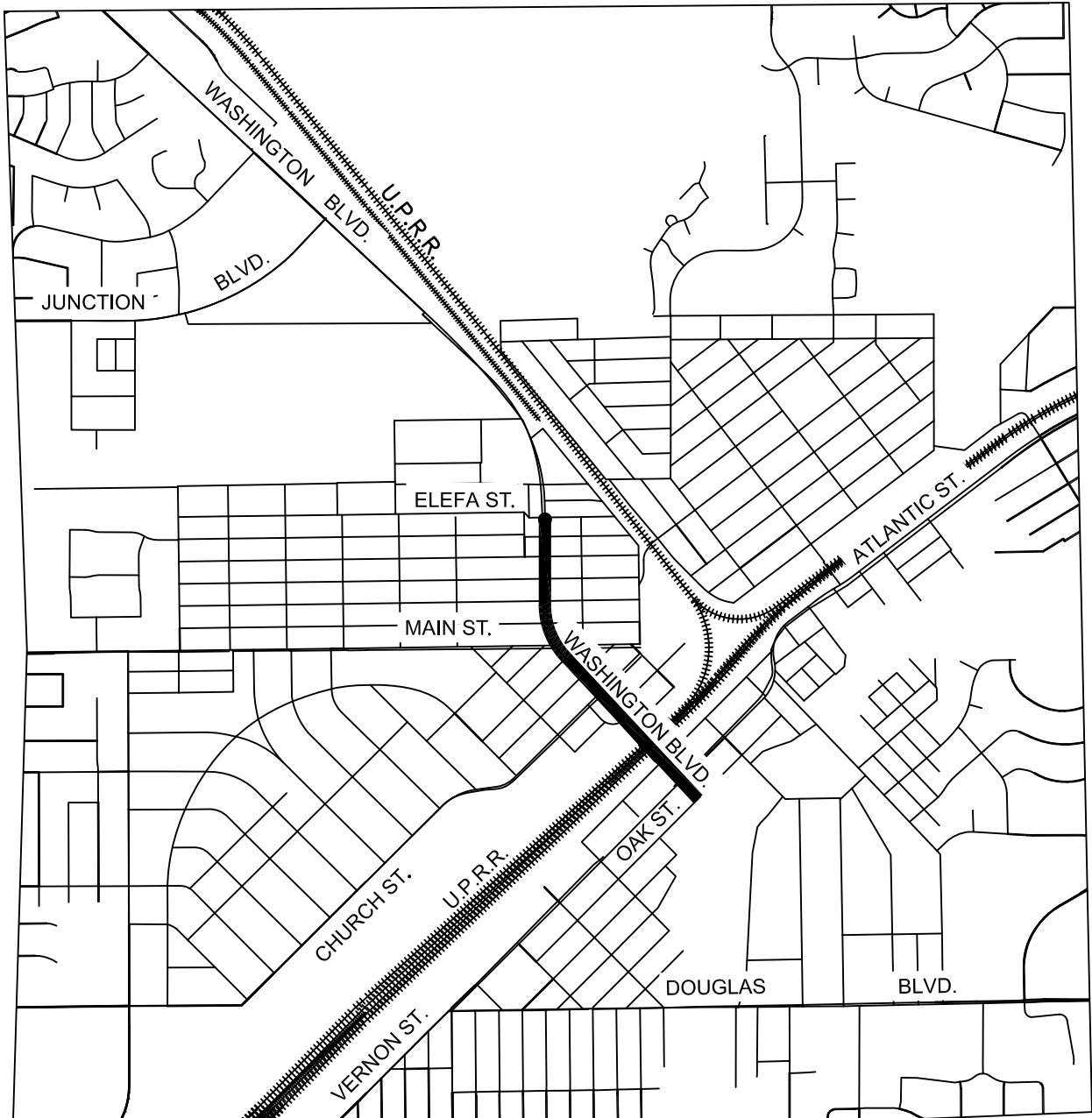
EXHIBIT "A"

2015 WASHINGTON BOULEVARD REHABILITATION PROJECT

LOCATION MAP



————— PROJECT LIMITS





COUNCIL COMMUNICATION

CC #: 7396

File #: 0721

Title: Fiscal Year 2016 Transportation Development Act Claim

Contact: Michael Wixon 774-5293 mwixon@roseville.ca.us

Meeting Date: 2/3/2016

Item #: 6.13.

RECOMMENDATION TO COUNCIL

Staff recommends that the City Council approve the annual Transportation Development Act (TDA) claim for FY16 by approving the attached resolution in Exhibit A, authorizing the City Manager to execute the claim on behalf of the City. The total annual TDA claim will be for an amount not to exceed \$7,912,734 (\$7,369,693 in Local Transportation Funds and \$543,041 in State Transit Assistance funds).

BACKGROUND

The Placer County Transportation Planning Agency (PCTPA) recently adopted the revised FY16 Final Findings of Apportionment for the Local Transportation Fund (LTF). This revenue comes from a 1/4 cent sales tax in Placer County. These funds are used for local transportation programs. The City of Roseville has up to \$7,369,693 in LTF available to claim from PCTPA in FY16. The City is also eligible to receive up to \$543,041 in State Transit Assistance (STA) funds from PCTPA. STA funds are derived from state fuel excise taxes. TDA claim amounts for the past 5 years are shown in Attachment 1. These funds are applied to administration, operations, capital improvements, and maintenance of the City's transit, Transportation Systems Management (TSM) and bikeway programs. More than \$2 million of LTF claimed this year will be allocated to roadway maintenance activities (see Attachment 2 for FY16 TDA Financial Plan).

FISCAL IMPACT

This is an annual claim process that provides revenue to the Transportation Fund for the operations of the Alternative Transportation Division of Public Works, and in part funding for streets and roads maintenance activities in the Roadway Fund.

ECONOMIC DEVELOPMENT / JOBS CREATED

Using the guideline of one job per \$92,000 in government spending, the expected TDA revenues for FY16 would translate to approximately 86 jobs.

ENVIRONMENTAL REVIEW

This action is exempt from environmental review as this is not a project defined by the California Environmental Quality Act (CEQA).

Respectfully Submitted,

Michael Wixon, Alternative Transportation Manager

Rhon Herndon, Public Works Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution 16-24

Claim Forms as Attachments to Resolution

5-Year History of TDA Funds Claimed

Financial Plan for FY16 TDA Claim

RESOLUTION NO. 16-24

APPROVING AND AUTHORIZING EXECUTION OF THE 2016 TRANSPORTATION
DEVELOPMENT ACT CLAIMS TO THE PLACER COUNTY TRANSPORTATION
PLANNING AGENCY

WHEREAS, the California Public Utilities Code authorizes local transportation funding available through the Local Transportation Fund and State Transit Assistance Fund established by the Transportation Development Act; and

WHEREAS, the Placer County Transportation Planning Agency is responsible for reviewing and approving annual transportation claims, and for making allocations from the Local Transportation Fund and State Transit Assistance Funds;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Roseville hereby authorizes and directs the City Manager or his designee to execute the 2016 Transportation Development Act Claims to the Placer County Transportation Planning Agency as follows:

1. Local Transportation Funds for transit purposes as authorized by Section 99260 of the California Public Utilities Code and for streets and roads purposes authorized by Section 99400 of the California Public Utilities Code, in an aggregate amount not to exceed \$7,369,693.00.

2. State Transit Assistance Funds for transit operations, as authorized by Sections 99313 and Section 99314 of the California Public Utilities Code, in an aggregate amount not to exceed \$543,041.00.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

CLAIM FOR LOCAL TRANSPORTATION FUNDS
TRANSIT PURPOSES

TO: PLACER COUNTY TRANSPORTATION PLANNING AGENCY
299 NEVADA STREET, AUBURN, CA 95603

FROM: CLAIMANT: City of Roseville

ADDRESS: 401 Vernon Street
Roseville, CA 95678

CONTACT PERSON: Michael Wixon, Alternative Transportation Manager

Phone: 916-774-5480 Email: mwixon@roseville.ca.us

The City of Roseville hereby requests, in accordance with the State of California Public Utilities Code, commencing with Section 99200 and the California Code of Regulations commencing with Section 6600, that this claim for Local Transportation Funds be approved for Fiscal Year 2015/2016, in the following amounts for the following purposes to be drawn from the Local Transportation Fund deposited with the Placer County Treasurer:

P.U.C. 99260a, Article 4, Transit Operations/Capital:	\$ <u>1,691,760</u>
P.U.C. 99275, Article 4.5, Community Transit Services:	\$ <u></u>
P.U.C. 99400c, Article 8c, Contracted Transit Services:	\$ <u></u>
C.C.R. 6648, Capital Reserve:	\$ <u></u>
P.U.C. 99400e, Article 8e, Capital for Contracted Services:	\$ <u></u>

When approved, this claim will be transmitted to the Placer County Auditor for payment. Approval of the claim and payment by the County Auditor to the applicant is subject to such monies being available for distribution, and to the provisions that such monies will be used only in accordance with the terms of the approved annual financial plan and budget. Claimant must submit a complete Fiscal and Compliance Audit for the prior fiscal year prior to issuance of instructions to the County Auditor to pay the claimant.

APPROVED:

PLACER COUNTY
TRANSPORTATION PLANNING AGENCY
BOARD OF DIRECTORS

APPLICANT

BY: _____
(signature)

BY: _____
(signature)

TITLE: _____

TITLE: City Manager

DATE: _____

DATE: _____

CLAIM FOR LOCAL TRANSPORTATION FUNDS
STREETS & ROADS PURPOSES

TO: PLACER COUNTY TRANSPORTATION PLANNING AGENCY
299 NEVADA STREET, AUBURN, CA 95603

FROM: CLAIMANT: City of Roseville

ADDRESS: 401 Vernon Street
Roseville, CA 95678

CONTACT PERSON: Michael Wixon, Alternative Transportation Manager

Phone: 916-774-5480 Email: mwixon@roseville.ca.us

The City of Roseville hereby requests, in accordance with the State of California Public Utilities Code commencing with Section 99200 and the California Code of Regulations commencing with Section 6600, that this claim for Local Transportation Funds be approved for Fiscal Year 2015/2016, for street and road purposes (P.U.C. 99400a) in the amount of \$ 5,677,933 to be drawn from the Local Transportation Fund deposited with the Placer County Treasurer:

When approved, this claim will be transmitted to the Placer County Auditor for payment. Approval of the claim and payment by the County Auditor to the applicant is subject to such monies being available for distribution, and to the provisions that such monies will be used only in accordance with the terms of the approved annual financial plan and budget. Claimant must submit a complete Fiscal and Compliance Audit for the prior fiscal year prior to issuance of instructions to the County Auditor to pay the claimant.

APPROVED:

PLACER COUNTY
TRANSPORTATION PLANNING AGENCY
BOARD OF DIRECTORS

APPLICANT

BY: _____
(signature)

TITLE: _____

DATE: _____

BY: _____
(signature)

TITLE: City Manager

DATE: _____

CLAIM FOR STATE TRANSIT ASSISTANCE FUNDS

TO: PLACER COUNTY TRANSPORTATION PLANNING AGENCY
299 NEVADA STREET, AUBURN, CA 95603

FROM: CLAIMANT: City of Roseville
ADDRESS: 401 Vernon Street
Roseville, CA 95678
CONTACT PERSON: Michael Wixon, Alternative Transportation Manager
Phone: 916-774-5480 Email: mwixon@roseville.ca.us

The City of Roseville hereby requests, in accordance with the State of California Public Utilities Code commencing with Section 99200 and the California Code of Regulations commencing with Section 6600, that this claim for State Transit Assistance be approved in the amount of \$ 543,041 for Fiscal Year 2015/2016 , to be drawn from the State Transit Assistance fund deposited with the Placer County Treasurer.

When approved, this claim will be transmitted to the Placer County Auditor for payment. Approval of the claim and payment by the County Auditor to the applicant is subject to such monies being available for distribution, and to the provisions that such monies will be used only in accordance with the terms of the approved annual financial plan and budget.

APPROVED:

PLACER COUNTY
TRANSPORTATION PLANNING AGENCY
BOARD OF DIRECTORS

APPLICANT

BY: _____
(signature)

BY: _____
(signature)

TITLE: _____

TITLE: City Manager

DATE: _____

DATE: _____

TDA Revenues FY12 Thru FY16



TDA ANNUAL PROJECT AND FINANCIAL PLAN

This form will show the planned expenditures of all TDA funds claimed for the fiscal year in addition to any TDA funds carried over from previous years. Briefly describe all operational, capital and/or streets and roads projects which will be funded by TDA moneys. **Please show BOTH prior year TDA funds (if any) and current year TDA funds to be used**, provide the total cost of each project, and indicate all other sources of funding associated with each project. For capital projects, the projects listed and their associated costs and funding sources should be consistent with the budget developed in the TDA Claim Worksheet completed for the submittal of this claim. The total project cost and total funding source(s) listed below should balance for each project. See attached sample plan for additional guidance.

Claimant: _____ City of Roseville _____

Fiscal Year: _____ 2015/2016 _____

<u>Brief Project Description</u>	<u>Project Cost</u>	<u>Source of Funding & Amount</u>
TRANSIT OPERATIONS	Admin & Services \$ 5,814,901 Operational Reserve \$ 2,500,000 OPERATIONAL COSTS: \$ 8,314,901	Interest Earnings from FY2015 \$ 45,578 Carryover \$ 4,800,022 Passenger Fares \$1,066,200 Advertising/Other \$168,300 LTF Article 4 FY16 \$1,691,760 STA FY16 \$543,041 OPERATIONAL REVENUE: \$8,314,901
TRANSIT CAPITAL PROJECTS	Transit Capital Projects \$ 4,137,489 Capital Reserve \$ 4,000,000 Repower \$ 75,000 CAPITAL COSTS: \$ 8,212,489	Prop1B State Grants \$ 3,084,224 FTA Capital Assistance \$760,000 Carryover \$ 4,368,265 CAPITAL REVENUE: \$ 8,212,489
STREETS & ROADS	TSM & Bikeway Programs \$ 928,016 Maintenance \$2,000,000 (Roadway Fund) Construction \$4,532,278 STREETS & ROADS COSTS: \$7,460,293	LTF Article 8A FY16 \$5,677,933 Carryover \$1,782,360 STREETS & ROADS REVENUE: \$7,460,293



COUNCIL COMMUNICATION

CC #: 7408

File #: 0200

Title: Revenue Enhancement Services - Professional Services Agreement

Contact: Jeannine Thrash 774-5473 jthrash@roseville.ca.us
Monty Hanks 774-5313 mhanks@roseville.ca.us

Meeting Date: 2/3/2016

Item #: 6.14.

RECOMMENDATION TO COUNCIL

Staff recommends Council adopt the following resolutions:

- Resolution authorizing the City Manager to enter into a 3 year agreement with MuniServices, LLC to perform fiscal consulting services for fiscal years 2016-2018.
- Resolution Authorizing the Examination of Sales or Transactions and Use Tax Records

BACKGROUND

The City contracts with a consultant to perform revenue enhancement services which may include the following; sales, transactions and use tax audit; sales/use tax analysis and reporting; property tax audit; property tax information, franchise fee compliance review; and franchise fee compliance services. MuniServices provides comprehensive revenue enhancement services to municipalities with the goal to preserve, enhance, and manage their revenue base. Founded in 1978, they work exclusively with the government sector. The City has had a relationship with MuniServices for many years and wants to retain it as a consultant for revenue enhancement services.

FISCAL IMPACT

There will be no new fiscal impact due to this agreement since the consulting services it covers is already budgeted. If a project that isn't budgeted for comes up within the scope of this contract, staff will return to Council requesting a budget adjustment. The agreement allows services up to a cumulative of \$375,000, but not exceeding \$125,000 per fiscal year.

ECONOMIC DEVELOPMENT / JOBS CREATED

This agreement will not have an impact on economic development or job creation.

ENVIRONMENTAL REVIEW

The Professional Services Agreement is not considered a "project" as defined by the California Environmental Quality Act (CEQA), based on Section 15273, of the CEQA Guidelines. No other CEQA action is required.

Respectfully Submitted,

Jeannine Thrash, Administrative Analyst

Monty Hanks, Finance Director

ATTACHMENTS:

Description

Resolution No. 16-31

Professional Services Agreement

Resolution No. 16-25

RESOLUTION NO. 16-31

APPROVING A PROFESSIONAL SERVICES AGREEMENT BY AND BETWEEN THE
CITY OF ROSEVILLE AND MUNISERVICES, LLC, AND AUTHORIZING THE CITY
MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE

WHEREAS, a professional services agreement regarding Revenue Enhancement Services, by and between the City of Roseville and MuniServices, LLC, has been reviewed by the City Council; and

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said agreement is hereby approved and that the City Manager is authorized to execute it on behalf of the City of Roseville; and

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

PROFESSIONAL SERVICES AGREEMENT

Project: Revenue Enhancement Services

THIS AGREEMENT is made and entered into this ____ day of _____, 20 __, by and between the City of Roseville, a municipal corporation ("CITY"), and MuniServices, LLC, a Delaware limited liability company ("CONSULTANT"); and

W I T N E S S E T H:

WHEREAS, CITY desires professional services consisting of the following Revenue Enhancement Services: Sales, Transactions and Use Tax Audit; Sales/Use Tax Analysis & Reporting; Property Tax Audit; Property Tax Information; Franchise Fee Compliance Review; and Solid Waste Hauler Franchise Fee Compliance Services; and

WHEREAS, CONSULTANT has prepared a proposal dated December 16, 2015, which describes the scope of work to be performed by CONSULTANT, the budget for the work, and the schedule for performance of the work; and

WHEREAS, CONSULTANT is qualified and experienced to provide such professional services.

NOW, THEREFORE, the parties agree as follows:

1. Services. CONSULTANT shall perform, at the direction of CITY, the scope of services as described in EXHIBIT "A," attached hereto and incorporated herein by this reference.

2. Term. The term of this Agreement shall be for a three (3) year period, with the option to extend the term of this agreement for up to two (2) consecutive one (1) year periods.

3. Compensation. For its services provided hereunder, CONSULTANT shall be compensated in accordance with the budget estimate as described in EXHIBIT "B," attached hereto and incorporated herein by this reference. Total annual compensation shall not exceed one hundred twenty-five thousand dollars (\$125,000); and total compensation under this Agreement shall not exceed three hundred seventy-five thousand dollars (\$375,000).

CONSULTANT shall submit one quarterly invoice for its services. For services provided on a time and materials basis, invoices shall be delineated by task, the person performing the services, and the hourly rate, which shall be stated in time increments of not greater than one tenth (1/10) hours. CITY shall pay invoices within thirty (30) days after receipt, if the services specified in the invoice have been satisfactorily completed.

4. Indemnification. To the fullest extent allowed by law, CONSULTANT shall defend, indemnify, and save and hold harmless CITY, its officers, agents, employees and volunteers from any claims, suits or actions of every name, kind and description brought forth, or on account of, injuries to or death of any person (including but not limited to workers and the public), or damage to property, resulting from or arising out of CONSULTANT's willful misconduct or negligent act or omission while engaged in the performance of obligations or exercise of rights created by this Agreement, except those matters arising from CITY's sole negligence or willful misconduct. The parties intend that this provision shall be broadly construed.

CONSULTANT's responsibility for such defense and indemnity obligations shall survive the termination or completion of this Agreement for the full period of time allowed by law. The

defense and indemnity obligations of this Agreement are undertaken in addition to, and shall not in any way be limited by, the insurance obligations contained in this Agreement.

5. Insurance. CONSULTANT agrees to continuously maintain, in full force and effect, the following minimum policies of insurance during the term of this Agreement.

<u>COVERAGE</u>	<u>LIMITS OF LIABILITY</u>
Workers' Compensation	Statutory
Commercial General Liability	\$1,000,000 each occurrence \$2,000,000 aggregate Personal Injury: \$1,000,000 each occurrence \$2,000,000 aggregate
Automobile Liability	\$1,000,000 combined single limit
Professional Liability (errors and omissions)	\$1,000,000 per claim \$2,000,000 aggregate

a. Form. CONSULTANT shall submit a certificate evidencing such coverage for the period covered by this Agreement in a form satisfactory to Risk Management and the City Attorney, prior to undertaking any work hereunder. Any insurance written on a claims made basis is subject to the approval of Risk Management and the City Attorney.

b. Additional Insureds. CONSULTANT shall also provide a separate endorsement form or section of the policy showing CITY, its officers, agents, employees and volunteers as additional insureds for each type of coverage, except for Workers' Compensation and Professional Liability. Such insurance shall specifically cover the contractual liability of CONSULTANT. The additional insured coverage under the CONSULTANT's policy shall be primary and noncontributory, as evidenced by a separate endorsement or section of the policy, and shall not seek contribution from CITY's insurance or self-insurance. In addition, the

additional insured coverage shall be at least as broad as the Insurance Services Office ("ISO") CG 20 01 Endorsement. Any available insurance proceeds in excess of the specified minimum insurance coverage requirements and limits shall be available to the additional insureds.

Furthermore, the requirements for coverage and limits shall be: (1) the minimum coverage and limits specified in this Agreement; or (2) the full coverage and maximum limits of any insurance proceeds available to the named insureds, whichever is greater.

c. Cancellation/Modification. CONSULTANT shall provide ten (10) days written notice to CITY prior to cancellation or modification of any insurance required by this Agreement.

d. Umbrella/Excess Insurance. The limits of insurance required in this Agreement may be satisfied by a combination of primary and excess insurance. Any excess insurance shall contain or be endorsed to contain a provision that such coverage shall also apply on a primary and noncontributory basis for the benefit of CITY (if agreed to in a written contract) before CITY's own insurance shall be called upon to protect it as a named insured.

e. Subcontractors. CONSULTANT agrees to include in its contracts with all subcontractors the same requirements and provisions of this Agreement, including the indemnity and insurance requirements, to the extent they apply to the scope of the subcontractor's work. Furthermore, CONSULTANT shall require its subcontractors to agree to be bound to CONSULTANT and CITY in the same manner and to the same extent as CONSULTANT is bound to CITY under this Agreement. Additionally, CONSULTANT shall obligate its subcontractors to comply with these same provisions with respect to any tertiary subcontractor, regardless of tier. A copy of CITY's indemnity and insurance provisions will be furnished to the subcontractor or tertiary subcontractor upon request.

f. Self-Insured Retentions. All self-insured retentions ("SIR") must be disclosed to Risk Management for approval and shall not reduce the limits of liability. Policies containing any SIR provision shall provide or be endorsed to provide that the SIR may be satisfied by either the named insured or CITY. CITY reserves the right to obtain a full certified copy of any insurance policy and endorsements. The failure to exercise this right shall not constitute a waiver of such right.

g. Waiver of Subrogation. CONSULTANT hereby agrees to waive subrogation which any insurer of CONSULTANT may acquire from CONSULTANT by virtue of the payment of any loss under a Workers Compensation, Commercial General Liability or Automobile Liability policy. All Workers Compensation, Commercial General Liability and Automobile Liability policies shall be endorsed with a waiver of subrogation in favor of CITY, its officers, agents, employees and volunteers for all work performed by CONSULTANT, its employees, agents and subcontractors.

h. Liability/Remedies. Insurance coverage in the minimum amounts set forth herein shall not be construed to relieve CONSULTANT of liability in excess of such coverage, nor shall it preclude CITY from taking such other actions as are available to it under any other provisions of this Agreement or law.

6. Access to Records. Duly authorized representatives of CITY shall have right of access during normal business hours to CONSULTANT's files and records relating to the services performed hereunder, and may review the files and records at appropriate stages during performance of the services.

7. Time is of the Essence. Time is of the essence of this Agreement.

8. Compliance with Laws. CONSULTANT shall comply with all federal, state and local laws, ordinances and policies as may be applicable to the performance of services under this Agreement.

9. Ability to Perform. CONSULTANT agrees and represents that it has the time, ability and professional expertise to perform the services required under this Agreement.

10. Governing Agreement. In the event of any conflict between this Agreement and its EXHIBITS, the provisions of this Agreement shall govern. In the event of any conflict between any of the EXHIBITS, the provisions of the first in order of attachment shall govern.

11. Assignment. CONSULTANT is employed to perform unique personal services. CONSULTANT shall not assign this Agreement without the prior written consent of CITY. CONSULTANT shall not employ or otherwise incur any obligation to pay other specialists or experts for services in connection with this Agreement, without prior written consent of CITY.

12. Independent Contractor. CONSULTANT shall act as an independent contractor, and covenants and agrees that it will conduct itself consistent with such status, that it will neither hold itself out as, nor claim to be, an officer or employee of CITY by reason of this Agreement.

13. Representations and Warranties. CONSULTANT warrants that it has not employed or retained any company or person, other than a bona fide employee working for CONSULTANT, to solicit or secure this Agreement, and that it has not paid or agreed to pay any company or person, other than a bona fide employee, any fee, commission, percentage, brokerage fee, gift or any other consideration, contingent upon or resulting from the award or making of this Agreement. For breach or violation of this warranty, CITY shall have the right to terminate as void this Agreement, without liability, or, in its discretion, to deduct from the Agreement price or consideration, or otherwise recover, the full amount of such fee, commission,

percentage, brokerage fee, gift or contingent fee.

14. Successors in Interest. This Agreement shall be binding upon the heirs, successors, executors, administrators and assigns of the respective parties hereto.

15. Copyright, Ownership and Use of Materials. All tangible material ("Material") created or delivered specifically for CITY pursuant to this Agreement is considered a work made for hire under the Copyright Act. To the extent such Material does not qualify as a work made for hire, CONSULTANT hereby assigns to CITY all right, title, and interest, including but not limited to all copyrights, in all Material created by CONSULTANT in its performance under this Agreement. Material constitutes the scope of work outlined in Exhibit A and attached hereto, and all written and other tangible expressions, including but not limited to, drawings (including computer aided drawings), papers, documents, reports, surveys, renderings, exhibits, sketches, maps, models, prints, paintings or photographs, in any and all media or formats in which such materials have been created or are maintained. All Material furnished by CONSULTANT specifically for CITY is, and shall remain, the property of CITY.

CONSULTANT shall execute any documents necessary to effectuate such assignment. In the event that CONSULTANT uses, employs, designates, or retains any person or entity who is not an employee of CONSULTANT, to perform any work required of it pursuant to this Agreement, CONSULTANT shall require said person or entity to execute an agreement containing the preceding paragraph.

16. Termination of Agreement. The City may terminate this Agreement without cause by giving CONSULTANT ten (10) days advance written notice from the City Manager. CONSULTANT may terminate this Agreement without cause by giving CITY thirty (30) days advance written notice. In the event of termination through no fault of CONSULTANT, CITY

shall compensate CONSULTANT for services performed as of the date of termination, upon the release to CITY of all Material hereunder, in any and all media or formats in which such materials have been created or are maintained. CITY retains the right to receive and use any MATERIAL, notwithstanding any termination or any dispute regarding the amount to be paid.

17. Attorney's Fees; Venue; Governing Law. If either party commences any legal action against the other party arising out of this Agreement or the performance hereof, the prevailing party in such action shall be entitled to recover its reasonable litigation expenses, including but not limited to, court costs, expert witness fees, discovery expenses, and attorney's fees. Any action arising out of this Agreement shall be brought in Placer County, California, regardless of where else venue may lie. This Agreement shall be governed by and construed in accordance with the laws of the State of California.

18. Modification. This Agreement and each provision contained herein may be waived, amended, supplemented or eliminated only by mutual written agreement of the parties.

19. Severability. If any of the provisions contained in this Agreement are for any reason held invalid or unenforceable, such holding shall not affect the remaining provisions or the validity and enforceability of the Agreement as a whole.

20. Notices. Any notices to parties required by this Agreement shall be delivered personally, mailed, U.S. first class postage prepaid, or by express mail courier services (e.g., FedEx, UPS, etcetera), and addressed as follows:

CITY OF ROSEVILLE

Monty Hanks,
Finance Director
311 Vernon Street
Roseville, CA 95678

CONSULTANT

MuniServices, LLC
Doug Jensen, Senior Vice President of
Client Services
7625 N. Palm Avenue, Suite 108
Fresno, CA 93711

Either party may amend its address for notice by giving notice to the other party in writing.

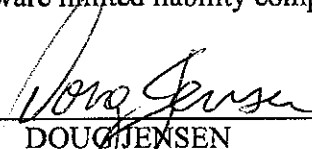
21. Integrated Agreement. This is an integrated agreement and contains all of the terms, considerations, understanding and promises of the parties. It shall be read as a whole.

IN WITNESS WHEREOF, the City of Roseville, a municipal corporation, has authorized the execution of this Agreement in duplicate by its City Manager and attested to by its City Clerk under the authority of Resolution No. _____, adopted by the Council of the City of Roseville on the ____ day of _____, 20__, and CONSULTANT has caused this Agreement to be executed.

CITY OF ROSEVILLE, a
municipal corporation

MUNISERVICES, LLC, a
Delaware limited liability company

BY: _____
ROB JENSEN
Acting City Manager

BY:  _____
DOUG JENSEN
SVP Client Services

ATTEST:

BY: _____
SONIA OROZCO
City Clerk

APPROVED AS TO FORM:

BY: _____
ROBERT R. SCHMITT
City Attorney

APPROVED AS TO SUBSTANCE:

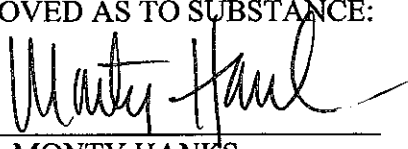
BY:  _____
MONTY HANKS
Finance Director

EXHIBIT "A"

MUNISERVICES (CONSULTANT'S) SCOPE OF WORK

A. SALES, TRANSACTIONS AND USE TAX AUDIT (SUTA) SERVICES

1. Scope of Work

In performing the sales, transactions and use tax audit program CONSULTANT shall:

- a) Identify and correct the sales/transactions/use tax reporting errors of businesses that, based on the nexus of their activities, are not properly registered with the CITY.
- b) Identify and correct the reporting of businesses that are improperly reporting tax to state and county pools (i.e. classifying sales tax as use tax) and thereby depriving the CITY of sales tax revenue.
- c) Detect, document and correct sales/transactions/use tax reporting errors/omissions and thereby generate new, previously unrealized revenue for the CITY.
- d) Ensure through comprehensive audit measures that the revenue information used for ongoing economic analysis includes all sales/transactions/use tax generators.
- e) Assist the CITY with strategies to preserve and even enhance sales and use tax revenue generated by existing businesses within the CITY.

CONSULTANT's sales/transactions/use tax allocation audit services for the CITY includes five distinct types of audits:

- Taxable Nexus Field audits
- Permitization audits
- Deficiency assessment audits
- Accounts payable audits
- Quarterly Distribution Report (QDR) audits

2. Confidentiality Provisions

CONSULTANT is authorized by this Agreement to examine transaction tax, sales tax, and use tax records of the State Board of Equalization (BOE) provided to CITY pursuant to contract under the Bradley-Burns Uniform Sales and Use Tax Law and California Revenue & Taxation Code applicable to transactions and use taxes. If the CITY adopts a new transaction tax or taxes after the effective date of this Agreement the Parties intend for the work under this Agreement to include that tax or taxes.

- CONSULTANT is required to disclose information contained in, or derived from, those sales, transaction, and use tax records only to an officer or employee of the CITY who is authorized by resolution to examine the information.
- CONSULTANT is prohibited from performing consulting services for a retailer during the term of this Agreement.
- CONSULTANT is prohibited from retaining the information contained in, or derived from, those sales, transaction, and use tax records, after this Agreement has expired.
- This Agreement, and CONSULTANT's and CITY's obligations with respect to confidentiality of taxpayer data pursuant to the Bradley Burns Revenue and Taxation Code, shall continue until final payment for all services rendered hereunder.

3. Deliverables

SUTA Detection and Documentation

CONSULTANT shall represent the CITY for purposes of examining BOE records pertaining to sales and use tax to identify errors and omissions. CONSULTANT's procedures for detecting and documenting misallocations are as follows:

- a) Review applicable provisions of the CITY's municipal code and ordinance adopted by the CITY to determine applicability.
- b) Procure a computer tape of sales/transactions/use tax permit records from the BOE.
- c) Analyze sales tax distribution reports provided by the BOE for five or more of the most recent consecutive quarters.
- d) Clean-up, standardize and computerize data from CITY's quarterly sales tax distribution reports provided by BOE for previous quarters, current quarter and each future quarter service is provided.
- e) Prepare an aggregated list of business entities on electronic media; this list is derived from multiple private and public sources (hard copy and electronic), including specialized business listings and directories, the CITY's sales and use tax payment files, and an electronic copy of the CITY's Business License Tax registry, updated no less than twice per year.
- f) Clean, standardize and integrate, in address-order, each entity's business name, address and payment file information, to eliminate redundancies, using CONSULTANT's proprietary software.
- g) Physically canvas commercial/industrial area within the CITY's borders.
- h) Develop a target list of potential point of sale/use reporting errors/omissions based on:
 - 1) An electronic comparison of CONSULTANT's comprehensive inventory against the BOE's quarterly distributions for the CITY, and
 - 2) An analysis of each potentially misallocated account based on proprietary guidelines established by CONSULTANT.
- i) Meet with designated CITY official(s) to review service objectives and scope, CONSULTANT's workplan schedule, public relations and logistical matters.
- j) Contact personnel in sales, operations and/or tax accounting at each target business to determine whether a point-of-sale/use reporting error exists. (Note: this is accomplished with the highest regard to discretion and professional conduct. CONSULTANT's allocation audits are predicated on a non-controversial, constructive public relations approach which emphasizes the importance of each business to the CITY and the mutual benefits of correcting reporting errors.)
- k) Provide to the CITY and BOE reports addressing each taxpayer reporting error individually, including the business name, address, telephone number, California sales tax permit number, individuals contacted, date(s) of contact, nature of business, reason(s) for error, recommended corrective procedure and, if available, estimated sales/transactions/use tax revenue which should be forthcoming to the CITY.
- l) CONSULTANT may also provide suggested language for letters to be sent to the taxpayers and/or BOE from the CITY (or from CONSULTANT on behalf of the CITY) urging cooperation in promptly correcting the distribution error.
- m) Respond to negative findings by BOE with timely reconfirmation documentation in order to preserve the CITY's original dates of knowledge.
- n) Receive and process registration control record information monthly.
- o) Receive and process sales tax distribution reports quarterly.
- p) Coordinate with the taxpayer and BOE to make the necessary corrections and collect eligible back quarter's amounts.
- q) Monitor and analyze the quarterly distribution reports with an audit focus on the following:

- 1) Accounts with previously reported point-of-sale/use distribution errors to ensure that the corrections are made for current quarters and all eligible back quarters.
 - 2) Major accounts comprising 90% or more of the CITY's total sales tax revenue to identify any irregularities or unusual deviations from the normal pattern (e.g. negative fund transfers, significant decreases, unusual increases, etc.) and ensure that the CITY is not receiving less revenue than it is entitled to.
 - 3) Those accounts receiving deficiency assessments to ensure that the CITY receives its local allocation
- r) Identify opportunities for the CITY to recover local allocation on purchase transactions subject to use tax. Prepare the necessary documentation to facilitate recovery, including assistance in preparing and filing the returns.

SUTA Detection Timing Considerations

For each misallocated account detected, CONSULTANT will coordinate with the business and BOE to make the necessary corrections plus retroactive adjustments for eligible amounts of sales/transactions/use tax improperly distributed in prior quarters. CONSULTANT coordinates and communicates between typically four parties; sales/operations personnel at the taxpayer's local operation, tax personnel at the company's corporate headquarters, and BOE personnel and the in-state/out-of-state district offices. Correction of the account is considered to have been made once the payments on identified taxpayer accounts are being properly allocated by the taxpayer to the CITY in the period in which the payment was made.

As needed, CONSULTANT will represent the CITY before state officials, boards, commissions and committees for the purpose of correcting sales tax distribution errors that have deprived the CITY of revenue to which it is entitled.

B. SALES/USE TAX ANALYSIS & REPORTING SERVICES (STARS)

1. Quarterly STARS Digest

CONSULTANT will provide the CITY with quarterly updated bound STARS Digests including accounts from which the CITY receives sales tax revenue. The primary reports included in the STARS Digest are:

- a) Allocation Summary - Reconciles SBE advances, cleanup payments and pool allocations with budget projections to assist the CITY with revenue forecasting and receipt monitoring.
- b) Cash Analysis - Quarterly aberrations due to SBE audits, fund transfers, and other causes are also identified and analyzed for budget planning and revenue forecasting purposes.
- c) Top 100 Five-Year - Historical performance of the top 100 accounts comparing current benchmark year ranking and sales tax produced with that of prior years.
- d) Top 100 Detail - Sales tax performance of the CITY's top 100 sales tax accounts is shown in order of sales tax produced with the results for the most recent five quarters prominently displayed. The proportion of CITY sales tax produced is also shown by each account.
- e) Economic Category Performance - An analysis of the changes that occurred by economic category and segment with the specific businesses responsible for the significant changes delineated.
- f) Significant Change Analysis - A report reflecting magnitude of change, indicating which key businesses grew or declined, measured in absolute dollars and percentages.
- g) Business Code Classification - This report shows the various business codes assigned by the SBE and the accounts assigned those codes in order of sales tax produced. Five quarters of sales

- tax data are shown for each significant account.
- h) Historical Economic Composition - Data are summarized by economic category and segment by quarters and benchmark years. Percentage of total sales tax generated by category and segment is also shown to indicate trends in sales tax composition and performance.
 - i) Geo-Area Reports - Tracks sales tax performance within designated areas of the CITY (e.g., key shopping centers, business parks, and downtown/business districts,). Charts and printed reports are included for each geo-area.
 - j) Cross-Reference Reports - Allow the user to look up any account shown in the STARS Digest by name, address or account number.

STARS Query System

CONSULTANT will install the STARS Query System (a software program) on a CITY designated, IBM-compatible PC. Each quarter, CONSULTANT shall provide the CITY with updated information from SBE on CD-ROM. The data shall be provided in an encrypted format allowing the CITY to export sales tax information from the Query System in an Access-compatible format.

The Query System enables CITY staff to analyze the contribution of sales/use tax revenue from each taxpayer in the CITY on an individual, grouped or sorted-order basis by business name, business type, permit number, size ranking, street address, development, shopping center or other geographic area. Reports may be generated by any year (i.e., calendar, fiscal, benchmark) or for any particular quarter for all periods stored in the historical database.

The initial STARS Digest and Sales Tax Query System shall be delivered and installed within 45 working days following receipt of a fully executed contract, confidentiality resolution and the SBE sales tax registration and payment data. Subsequent quarterly Query System updates and STARS reports will be delivered to the CITY within 30 days following receipt of the quarterly distribution reports from the SBE.

Quarterly Sales Tax Review Meetings & Consulting

The Quarterly Sales Tax Review Meetings allow staff to meet with their CONSULTANT's Client Services Manager/Project Manager on an individualized basis to provide consulting services – the capstone of STARS value. CONSULTANT will meet with staff as frequently as desired to discuss forecasts and consulting reports that explain the revenue received from the SBE, which includes cash receipts analysis, regional comparison report, quarterly changes report, per capita charts, historical trend analysis, top 100 businesses, legislative and regulatory updates, and related other topics.

2. Deliverables

Timing & Reports

CONSULTANT shall:

- a) Provide the CITY with quarterly updated STARS Digests.
- b) Install the STARS Query System on a CITY designated PC
 - a. Update quarterly the CITY's sales tax registration and allocation data from the State Board of Equalization (SBE) from CONSULTANT' proprietary STARS Query System on IBM compatible PCs with Microsoft Access export capacity. (note: STARS is encrypted)
- c) Train authorized CITY staff in the use of the STARS Query System.

3. License Agreement

The STARS Query System is licensed software provided by CONSULTANT. The terms and conditions of the STARS Query System License Agreement are provided here. By installing and using the STARS Query System, the CITY agrees to be bound by the terms of the License

Agreement.

End-User Notice and License Agreement

Notice to end-user: Installation or use of the STARS Query System software and associated Data (together "Software") on a computer system constitutes user's ("CITY's" et. al) acceptance of these terms. If CITY does not agree to the terms of this license, discontinue this installation and promptly delete the Software from the computer system, destroy any copies CITY made of the Software or any installation diskettes of the Software, and dispose of all written materials in CITY's possession regarding the Software. This License is effective until terminated. CITY may terminate it at any time by destroying the Software and all copies of it. It will also terminate if CITY fails to comply with any term or condition of this License. CITY agrees upon termination to destroy the Software together with all copies of the Software.

License Grant: CONSULTANT grants to CITY a license to install and use one copy of the Software on a single computer. CITY's license to use the Software is conditioned upon CITY's compliance with the terms of this Agreement. A License is required for each installation of the Software. CITY may make one (1) copy of the Software for archival purposes only.

Copyright: The Software is protected by copyright laws and international treaty provisions. CITY acknowledges that no title to the intellectual property in the Software is transferred to CITY. CITY further acknowledges that title and full ownership rights to the Software will remain the exclusive property of CONSULTANT and CITY does not acquire any rights to the Software except as expressly set forth in this license. The Software in source code form remains a confidential trade secret of CONSULTANT and decompiling, disassembling, or otherwise reverse engineering the Software in any way is prohibited as a violation of those copyrights.

Prohibited Uses: CITY may not (a) use, copy, modify, alter, or transfer the Software or documentation except as expressly provided in this License; (b) translate, disassemble, decompile, reverse program or otherwise reverse engineer the Software; (c) sublicense or lease the Software or its documentation; or (d) use a single installation of the Software in a multi-user or multiple computer environment or in a rental, time sharing or computer service business. Without prejudice to any other rights, CONSULTANT may terminate this License if CITY fails to comply with its terms and conditions. In such event, CITY must destroy all copies of the Software.

Limited Warranty: CONSULTANT warrants that the Software will perform substantially in accordance with the accompanying written materials upon installation for a period of thirty (30) days from the date of purchase.

End-User Remedies: If the Software does not conform to the "Limited Warranty" section above, CONSULTANT's entire liability and CITY's sole and exclusive remedy shall be, at CONSULTANT's option, either to (a) correct the error, or (b) help CITY work around the error. The Limited Warranty is void if failure of the Software has resulted from accident, abuse, or misapplication. Any replacement software will be warranted for the remainder of the original Limited Warranty period.

No other warranties: CONSULTANT does not warrant that the software is error free, except for the express limited warranty in the "limited warranty" section. CONSULTANT DISCLAIMS ALL OTHER WARRANTIES WITH RESPECT TO THE SOFTWARE, EITHER EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE AND NON-INFRINGEMENT OF THIRD PARTY RIGHTS. Some jurisdictions do not allow the exclusion of

implied warranties or limitations of how long an implied warranty may last, or the exclusion of limitation of incidental damages, so the above limitations or exclusions may not apply to CITY. This warranty gives CITY specific legal rights and CITY may also have other rights which vary from jurisdiction to jurisdiction.

No Liability for Consequential Damages: In no event shall CONSULTANT or its licensors, suppliers, or licensees be liable to CITY for any consequential, special, incidental, or indirect damages of any kind arising out of the performance or use of the software, even if CONSULTANT has been advised of the possibility of such damages.

Governing Law: This Agreement is governed by the laws of the State of California, U.S.A. without regard to its conflict of laws principals.

U.S. Government Restricted Rights: Use, duplication or disclosure of the Software by any agency, department or other entity of the U.S. Government is restricted in accordance with FAR 12.212 for civilian agencies and DFARS 227.7202 for military agencies. The Software is a commercial product. Use of the Software by the U.S. Government is further restricted by the terms of this License.

Acknowledgement: CITY's installation or use of this product for any period of time constitutes CITY's acceptance of this agreement and License and binds CITY to its terms, contents and conditions.

C. PROPERTY TAX AUDIT (PTX) REPORTING AND PROPERTY TAX INFORMATION SERVICES

1. Objectives and Methods

CONSULTANT's Property Tax Audit Services ("PTX") are designed to assist the CITY in protecting revenue streams and help preserve and enhance property tax revenues while minimizing revenue loss from allocations errors. Our goal is to help municipal jurisdictions preserve, enhance, and manage revenue streams securely and efficiently.

Property Tax Information Services (PropertyLINK™) is a database program hosted on our servers and accessed by users via an internet connection. PropertyLINK™ allows the user to query the database using customized parameters. PropertyLINK™ combines both CITY's secured and unsecured data. Pre-defined and user-defined custom reports are exportable to various file formats. CITY's access to PropertyLINK™ is the "Service".

2. Scope of Work

Property Tax Audit

CONSULTANT shall conduct an audit of the CITY's local secured and unsecured valuations, on a parcel-by-parcel basis to determine tax rate area ("TRA") miscoding errors and omissions. The audits shall be conducted on a periodic basis.

From the Date of Knowledge, the County Assessor's office will review the identified Misallocations, and for those Misallocations for which a correction is required, an Assessor's Roll Correction ("ARC") will be processed by the County correcting those Misallocations, typically triggering a reallocation. The Roll Year in which the assessments first appear corrected is the Date of Correction. Corrected assessments result in proper allocations in subsequent Roll Years ("Corrected Allocations").

Reporting Tools

CONSULTANT's Property Tax Reporting Tools will provide the CITY with the right management tools, reports and software so CITY will be able to manage revenues, understand current and future opportunities and threats, and focus on key strategies for success. CONSULTANT will provide the CITY with the following reporting tools to help bring value to the CITY, help the CITY to meet its current property tax management objectives:

Forecast

- Preliminary forecast in June
- Updated forecast in February

Assessment Appeals

- Q2 and Q4 Assessment Appeals Reports
- History and Risk Assessment
- Assessment Appeals Summary
- Pending Appeals within Top 20
- Prior Appeals' History and Success Rate
- Pending Appeals' Detail
- Top 20 Assesseees
- Resolved Appeals within Top 20
- Pending Appeals' Impact Projection
- Resolved Appeals' Detail

Standard Reports

- 3 Reports from Premium Reports
- Basic CAFR Package

PropertyLINK™

- PropertyLINK™ Database/Software
- Premium Reports and Ad-hoc Reports

Premium Reports

- General Fund Revenue Summary
- Historical Growth of Taxable Value
- Listing of City/RDA owned properties
- Secured Assessed Value Change Analysis
- Tax Increment Revenue Summary by TRA
- Taxable Value by Land Use w/ graph
- Taxable Value Change Summary by TRA
- Top XX Assessed Value Decreases
- Top XX Assessed Value Increases
- Top XX Assessee (city)
- Top XX Assessee (RDA)
- Top XX Assessee detail

- Top XX Assessments (sec, uns or both)
- Top XX Value Changes (sec, uns or both)
- Taxable Value Summary by TRA, Land Use & Tax Type

CAFR Basic Package

- Assessed and Estimated Market Value (city-wide, city-only and/or RDA)
- Principal (Top 25) Property Tax Payers
- Direct & Overlapping Property Tax Rates
- Property Tax Land Use Distribution
- Principal (Top 25) Sales Tax Producers

CAFR Premium Package

- Basic CAFR
- Direct and Overlapping Debt Report
- Principal Employers
- Demographics and Economic Statistics Section

Ad Hoc Reports (Upon Request)

- Transfer of ownership summary
- 1% Property Tax Distribution
- Airplane listing w/ values
- Commercial Property Sales – Detail
- Parcel number change listing
- Recent Residential Sales Analysis (SFR)
- Value Summary by Type (sec, uns, unitary)
- Absentee owner listing
- Boat listing w/ values
- Industrial Property Sales - Detail
- Recent Residential Sales-detail
- Prop 13 Analysis

In addition to the reporting tools identified above, because of the time limitations on the CITY's ability to recover misallocated revenue, prompt correction of errors and omissions is essential to maximizing

revenue potential.

3. PropertyLINK™

PropertyLINK™ provides a detailed Ad-Hoc query capability enhanced by CONSULTANT's report building tools.

Information and Data. CONSULTANT will secure all primary sources of information and load them into PropertyLINK™. CONSULTANT will also purchase data as needed from other external sources. CITY will provide any authorizations CONSULTANT needs to obtain the secured and unsecured property rolls. CONSULTANT will load data prior to implementation. Thereafter, CONSULTANT will annually update the data with new data that CONSULTANT has acquired, if any.

Implementation. CONSULTANT will provide CITY with access to PropertyLINK™ within 90 working days following receipt or acquisition of required data. Implementation of the PropertyLINK™ system occurs in three phases.

- (a) *Phase One: Requirements Gathering.* CONSULTANT will gather the information needed to generate the database that underlies PropertyLINK™. CONSULTANT will gather:
 - Secured Assessment Roll for CITY's geographic area;
 - Unsecured Assessment Roll for CITY's geographic area; and
 - In some cases, certain elements of the Property Characteristics file.
- (b) *Phase Two: Project Plan Approval.* Once the information gathering has been completed, CONSULTANT will deliver the final Service specifications to CITY. The final Service specifications will identify what information CITY will be able to access through PropertyLINK™ and the types of reports CITY will be able to generate from PropertyLINK™. Any requests for changes to the Service must be made at this time, prior to implementation. The final Service specifications are approved when signed by both CITY and CONSULTANT, at which time the final Service specifications become part of this Agreement. The approved final Service specifications are referred to as the "Final Project Plan." Any changes to the Final Project Plan must be made in writing. If CITY request a change to the Final Project Plan, CONSULTANT will implement the change after both CITY and CONSULTANT have agreed on the cost of the requested change and CITY have approved the scope and cost of the change in writing.
- (c) *Phase Three: Installation and Testing.* CONSULTANT will implement the final Service specifications and install the Service in accordance with this Agreement. CITY will have 30 days from the date installation is completed to begin using the Service and to ensure that CITY is able to access the Service. CITY must tell CONSULTANT about any problems in accessing the Service during that 30-day period. At the end of the 30 days, unless CITY has notified CONSULTANT to the contrary, CITY will be deemed to be able to access the Service and installation will be complete. CONSULTANT will correct problems with the stated functionality of the Service that arise after the end of the Testing Period at no cost to CITY if: CITY first discovered the problems after the Testing Period; and CITY notified CONSULTANT of the specific problem and the date on which the problem was first discovered.

Maintenance. After installation and during the remaining term of this Agreement, CONSULTANT will correct problems that arise with the stated functionality of the Service, at no cost to CITY, after CITY notify CONSULTANT of the problem. Problems addressing functionality which CITY would like to see in the Service but that were not part of the Final Project Plan are not problems with the stated

functionality of the Service. Those are requests for additional features and CONSULTANT will make those changes if both parties agree to the additional cost and scope in writing.

Online Access and Third Party Software. PropertyLINK™'s Internet connectivity utilizes a standard Internet connection. CITY's authorized users will have access to the Service through the same connection as they currently access the Internet and their local LAN. By using CITY's existing Internet connection, no additional expense will be required including the Virtual Private Network (VPN) software, which is provided with this Agreement.

VPN Software and Access. CONSULTANT utilizes the CISCO Systems VPN to create a 1 to 1 relationship between a client PC and the host software. The VPN software establishes a secure link between the Host software and the Client PC. This secure link means that the PC and the Host establish an encrypted connection that protects data transmitted via the Internet. Once CONSULTANT install the VPN software on the CITY's system, CITY must adhere to all licensing and confidentiality provisions included with the VPN software. CITY agrees to the following additional terms related to the VPN software:

- (a) CITY will provide CONSULTANT with the names of CITY's authorized users in Schedule A-1. CONSULTANT will issue each user an RSA-FOB SecureID Tool ("SecureID") and a CITY ID code and password to permit access to the Services.
- (b) During the initial log-in, authorized users will be given a unique, random four digit code that will be known only to the User ("UserID"). User login names, unique four-digit code, and the SecureID will allow only the authorized users to access the Services.
- (c) If CITY wishes to designate a replacement user, CITY must return the SecureID of the user who will be replaced. CONSULTANT will then issue CITY a new SecureID for the replacement user. CITY must also send CONSULTANT a signed copy of CITY's updated, authorized user list in Schedule A-1.
- (d) CITY is responsible for ensuring that the CITY ID code, the UserID codes and SecureID are known to, and used only by, persons who have been properly authorized to use them. CONSULTANT will deem any access of the Service through UserID codes and SecureID to be an authorized access by CITY.
- (e) Failure to protect UserID codes and the SecureID may allow an unauthorized party to (1) use the systems, (2) correct, change, verify or send data in the system, or (3) send information and communications to, or receive information and communications from CONSULTANT.
- (f) CITY assumes the entire risk for the fraudulent and or unauthorized use of all UserID codes and Passcodes. CITY will develop internal procedures to limit such risk, which procedures will include, at minimum: (1) notifying CONSULTANT immediately when a new person becomes an authorized user or when any existing user is no longer authorized; and (2) not keeping, in any form or in any place, lists of ID codes or passwords.
- (g) CITY will notify CONSULTANT immediately when CITY becomes aware of any loss or theft of, or any unauthorized use of, any SecureID, USERID codes, or passwords, or any unauthorized entry into PropertyLINK™.
- (h) In accessing the Services CITY will be receiving data through the internet. CITY acknowledge that when the Internet, or any other electronic communications facilities, are used to transmit or receive data, the data may be accessed by unauthorized third parties. To reduce the likelihood of such third party access, CITY agrees to transmit and receive data through PropertyLINK™ using only software including, but not limited to, Microsoft Internet Explorer 8.0 (or higher) browser software, the VPN Client Software and the SecureID. Additionally, CITY agrees to follow CONSULTANT's log on procedures.
- (i) CITY will not use or install the VPN software except as CONSULTANT directs.

Third-Party Software. CITY acknowledges CITY is subject to all copyright, license and confidentiality provisions governing the third party software that will be used in accessing the Service.

Scheduled Maintenance. The PropertyLINK™ system is generally updated and unavailable on Wednesday or Saturday evenings from 11pm to 2am PST. Other special security and maintenance activity may be periodically required. CONSULTANT will post all special security and maintenance activities requirements on the CITY's portal page.

System Requirements. CITY's system must meet the following minimum requirements for CONSULTANT to provide the Service to CITY.

- IBM/PC Compatible 333mhz or higher
- RAM: 256 MB or higher recommended
- 20 G hard-drive with at least 20MB of free space
- Microsoft Windows 2000 (service pack 3 and above) or XP Operating System (service pack 2)
- Microsoft TCP/IP installed (Confirm via Start > Settings > Control Panel > Network > Protocols or Configuration.)
- Internet Explorer 8.0 or higher (Note: The speed of response time for the proposed applications is not under the control of CONSULTANT and is limited by the Internet availability and connectivity source used by the CITY). The system is not currently compatible with Firefox or Safari.
- 17" Monitor or larger (a larger monitor is suggested for better viewing) 1024 x 768 resolution for optimum view. 800x600 resolution is supported

4. Information Accuracy and loading

CONSULTANT is not responsible for the accuracy of data CONSULTANT acquires to be loaded into the PropertyLINK™ system. CITY understands that CONSULTANT will make all commercially reasonable attempts to reconcile the information in the PropertyLINK™ system with those certified assessed value reports. CITY understands, however, and acknowledge that CONSULTANT do not guarantee (or warrant or promise) that information in the PropertyLINK™ system will balance with the certified assessed value reports generated by the Auditor/Controller's office. CITY agrees that failure of the information in the PropertyLINK™ system to balance with the certified assessed value reports generated by the Auditor/Controller's office is not a breach of this agreement.

Deliverables

Audit Service Timing and Reporting

CONSULTANT shall commence the Property Tax Audit service within 10 working days of contract execution (unless instructed otherwise by the CITY) with the objective of delivering the initial audit reports within 90 to 120 working days. Thereafter, CONSULTANT shall provide the CITY with audit progress reports to include, but not be limited to, the following:

- Actual revenue produced for the CITY by PTX on an annual and cumulative basis.
- Projected revenue forthcoming to the CITY as a result of PTX, specified according to source, timing and one-time payment versus ongoing.
- Listing of all errors/omissions detected for the CITY including, for each, the account number, correction status, payment amount received by the CITY, period to which payment is related and payment type (e.g. reallocation, deficiency assessment, etc.).
- Status of the work including copies of reports provided by the County addressing each reporting error/omission individually, the Incorrect Parcel Number, Correct Parcel Number, Assessee, Correct TRA assignment, Business ID, Address, Secured and Unsecured Valuation, Exemptions, Net Total Valuation of misallocated assessments.

5. CITY Assistance

Property Tax Audit

Because the Property Tax Audit Service may result in correction of misallocations after termination of the Agreement, CITY's obligation to pay and CONSULTANT's right to continue to receive payment, survive termination of this Agreement for any reason.

PropertyLINK™ System

CITY is responsible for providing all equipment, facilities, connection services, and personnel required for CITY and CITY's authorized users to access the Software. CITY is solely responsible for the configuration, use, and maintenance of any software or equipment that CONSULTANT does not provide to CITY. Any loss of availability caused by CITY's software or equipment is not CONSULTANT's responsibility.

CITY understands that the VPN and the Services may contain encryption software that is or may be subject to U.S. export controls under the Export Administration Regulations. CITY will not export the VPN or Services without obtaining the appropriate licenses from the U.S. Bureau of Export Administration. CITY will comply with all relevant export and encryption laws.

Additional Terms for Software as a Service

1. Services.

1.1 During this Agreement, CONSULTANT will offer CITY and CITY's authorized users the following services ("Services"):

- (a) Hosting, management, and operations of and remote electronic access to the Service software, PropertyLINK™ described above ("Hosted Services"); and
- (b) Maintenance services as described.

1.2 *Subcontracting.* CONSULTANT will use employees of CONSULTANT's parent company to provide the Services. When CONSULTANT refers to "our personnel" CONSULTANT is including these employees of CONSULTANT's parent company.

"CITY's authorized users" means those of CITY's employees listed in Schedule A-1, attached to this Agreement. If agreed to in writing, both parties may, from time to time, update Schedule A-1 in writing.

1.3 *Our personnel.* CONSULTANT will:

- (a) appoint one of our employees to be CITY's primary contact for these Services (the "Provider Service Manager");
- (b) maintain the same Provider Service Manager throughout the Term unless: (i) CITY ask CONSULTANT to change the Provider Service Manager under subparagraph (c) of this paragraph 1.3; or (ii) the Provider Service Manager is promoted or stops working for CONSULTANT for any reason;
- (c) if CITY agrees to any delay in performance or increased cost, or both, upon CITY's reasonable, written request, promptly replace any of CONSULTANT's personnel;
- (d) be solely responsible for paying for and managing CONSULTANT's personnel.

2. License Grant and Restrictions.

2.1 During the term of this Agreement, CONSULTANT hereby grants CITY and CITY's five authorized users a non-exclusive, royalty-free, license to:

- (a) access and use the Hosted Services for CITY's governmental purposes; and
- (b) generate, print, copy, download, and store reports from the software or the results of ad hoc queries.

2.2 *Restrictions.* CITY and CITY's authorized users shall not:

- (a) make the Hosted Services available to anyone else;
- (b) use or authorize the use of the Services in any way that violates the law;
- (c) attempt to or derive source code from the Service Software; or
- (d) create any derivative work based on the Service Software.

2.3 *Source code.* CITY is not entitled to the source code for the Service Software for any reason

3. Service Availability.

3.1 CONSULTANT will make the Hosted Services Available at least 99.95% of the time, as measured over the course of each calendar month during this Agreement. Time

when the services are not available because of one or more Exceptions listed in paragraph (b) does not count against the availability of the service.

3.2 *Exceptions.* Any downtime is an "Exception" when it is caused by any of the following:

- (a) CITY's or CITY's authorized users' misuse of the Hosted Services;
- (b) the failure of CITY's internet connectivity;
- (c) internet or other network traffic problems other than problems arising in or from networks CONSULTANT control;
- (d) CITY's failure to meet any minimum hardware or software requirements;
- (e) Scheduled Downtime as set forth in Section 0; or
- (f) third-party malicious activity.

3.3 *Scheduled Downtime.* CONSULTANT will notify CITY at least twenty-four (24) hours in advance of all scheduled outages of the Hosted Services in whole or in part ("Scheduled Downtime").

3.4 *Availability failures.* If the Services are not available CITY must notify CONSULTANT. The duration period of the failure begins when CONSULTANT receive CITY's notice of the failure and ends when CONSULTANT has restored Availability.

3.5 *Remedies for Service Availability Failures.* If CONSULTANT determines that the failure is not due to one of the Exceptions, CONSULTANT will pro-rate the annual fee into an hourly fee and provide CITY an hour-for-hour credit for the number of hours of the failure. The aggregate total credits in any one month cannot exceed CITY's for the affected Service for that month, as determined by prorating CITY's Annual Fee. Credits for multiple failures in any one day cannot exceed the prorated charges for that day.

4. Effect of Termination.

4.1 If this Agreement is terminated or expires for any or no reason:

- (a) all licenses granted hereunder will immediately terminate, subject to the continuing rights, licenses and obligations of either party under this Agreement, including this Section 4.1; and
- (b) CITY will pay CONSULTANT all undisputed charges and amounts due to CONSULTANT for Services actually performed under the terminated or expired Agreement;
- (c) CITY will promptly return or destroy and erase from all systems CITY directly or indirectly use or control, all originals and copies of any software CONSULTANT have provided and any documents CONSULTANT provided regarding that software and any other Confidential Information and provide a written statement to CONSULTANT certifying that CITY have complied with this requirement (section 4.1(c));
- (d) CONSULTANT will refund to CITY any fees CITY have

- pre-paid for services that CONSULTANT have not provided at the time of termination or expiration; and
- (e) If CITY makes a written request, CONSULTANT will, within a reasonable time, provide CITY with CITY's data in an ASCII comma delimited file format. The data will be provided in electronic format only. CONSULTANT has no obligation to maintain CITY's data more than 60 days after agreement termination or expiration.

4.2 Obligations that survive. The following rights, obligations and conditions survive termination or expiration of this agreement: Section 4.2 and Section 4.1 (Effect of Termination), Section 5 (Taxes), Section 6 (Ownership), Section 7 (Confidentiality), Section 8 (Indemnification), Section 9 (Limitations of Liability), Section 10 (Representations and Warranties), and any right, obligation or condition that, by its express terms or nature and context is intended to survive the termination or expiration of this Agreement.

5. Taxes.

The fees and amounts in this Agreement do not include taxes. CITY is solely responsible for all sales, service, value-added, use, excise, consumption and any other taxes, duties and charges of any kind, if any, imposed by any governmental entity on any amounts payable by CITY under this Agreement. CONSULTANT is responsible for taxes imposed on CONSULTANT's income, revenues, gross receipts, personnel, real or personal property or other assets. The parties will reasonably cooperate with each other to provide information needed to determine their respective tax liabilities.

6. Ownership.

6.1 As between CITY and CONSULTANT, CONSULTANT are and will remain the sole and exclusive owner of all right (including, but not limited to, intellectual property rights), title and interest in and to the Service Software, the Services, any information or documentation CONSULTANT provide CITY to use the Services, any data CONSULTANT provide, and Confidential Information.

6.2 As between CITY and CONSULTANT, CITY are and will remain the sole and exclusive owner of all right (including, but not limited to, intellectual property rights), title and interest in and to any Confidential Information CITY provide.

6.3 No Implied Rights. Except for the license in section 2, nothing in this Agreement will be construed as granting CITY or any third party any right, title, or interest in or to the Service Software, the Services, any information or documentation CONSULTANT provide CITY to use the Services, any data CONSULTANT provide, or Confidential Information.

7. Confidentiality. If the parties have agreed to confidentiality language, that agreement is attached as A-2, and is incorporated by this reference.

8. Indemnification.

8.1 The indemnity obligations provided in this section 8 are in addition to those agreed to in Attachment 2 to this agreement, if any. "Action" means third party claim, suit, action or proceeding. "Losses" means all losses, damages, liabilities, deficiencies, claims, actions, judgments, settlements, interest, awards, penalties, fines, costs or expenses of whatever kind, including reasonable attorneys' fees and the costs of enforcing any right to indemnification hereunder and the cost of pursuing any insurance providers.

8.2 CONSULTANT's obligation for Infringement

Indemnification. CONSULTANT will indemnify, defend and hold CITY, harmless from and against all Losses resulting from any Action to the extent that such Action results from a claim that any of the Services, or CITY's use thereof, threatens to or does infringe, misappropriate, or otherwise violate any US Intellectual Property Right or other right of a third party, except that CONSULTANT have no liability or obligation for any Action or Loss to the extent that such Action or Loss arises out of or results from:

- (a) CITY's or CITY's authorized users' alteration or modification of the Hosted Services or Service Software by without our authorization;
- (b) CITY's or CITY's authorized users' use of the Hosted Services in combination with any apparatus, hardware, software or service CONSULTANT have not approved in writing;
- (c) CITY's or CITY's authorized users' breach of this Agreement; or
- (d) CITY's or CITY's authorized users' violation of any applicable law by Customer.

8.3 Mitigation.

(a) If CONSULTANT receives any written notice alleging that all, or any component or feature, of the Services violates a third party's rights, CONSULTANT will promptly notify CITY in writing. If, in our judgment, CITY did not cause the alleged infringement by taking one of the excluded actions in 8.2(a)-(d), above, then CONSULTANT will take all commercially reasonable actions necessary to ensure CITY's continued right to access and use such Services. If, in our judgment, CITY caused the alleged infringement by taking one of the excluded actions in 8.2(a)-(d), then CONSULTANT have no obligation to take steps to ensure CITY's continued access and CONSULTANT may terminate this Agreement without liability.

- (b) If any of the Services or any component or feature thereof is ruled to infringe or otherwise violate the rights of any third party by any court of competent jurisdiction, and CITY did not cause the infringement by taking any of the actions in 8.2(a)-(d), then CONSULTANT will:
- (i) at our sole cost, modify or replace all components, features and operations of the Services that infringe to make the Services non-infringing while providing equally or more suitable features and functionality; or
 - (ii) direct CITY to cease any use of any materials that have been enjoined or finally adjudicated as infringing and will refund to CITY any prepaid Fees for Services that CONSULTANT have not provided.

The remedies set forth in this Section 8.3 are in addition to, and not in lieu of CITY's right to be indemnified pursuant to Section 8.1 and Section 8.2.

8.4 CITY's indemnification of CONSULTANT. CITY will indemnify, defend, and hold CONSULTANT and CONSULTANT's parent company and each of its officers, directors, employees, agents, successors and assigns harmless from and against all Losses CONSULTANT incur arising out of or resulting from any Action to the extent that such Action arises out of, results from or alleges:

- (a) any claim that any of CITY's data is unlawful or actually does or threatens to infringe, misappropriate or otherwise violate any United States Intellectual Property Rights or other rights of any third party;

- (b) any use of the Hosted Services or Service Software by Customer or any Authorized User that is beyond the scope of or otherwise fails to conform to this Agreement, including but not limited to CITY taking any of the actions set forth in 8.2(a)-(d));
- (c) acts or omissions of CITY's employees, agents, or contractors in connection with the installation, maintenance, use, or removal of any of the Services; or
- (d) any claim by one of CITY's constituents that CITY's use of the services resulted in Losses to the constituent.

8.5 *Indemnification Procedure.* The party seeking indemnification must promptly notify in writing the other party of any Action for which it seeks indemnification and must cooperate with the Indemnifying Party at the Indemnifying Party's sole cost. The Indemnifying Party will immediately take control of the defense and investigation of the Action and will employ counsel of its choice to handle and defend the Action at its sole cost. The Indemnifying Party will not settle any Action on any terms or in any way that adversely affects the rights of the Indemnitee without the indemnitee's prior written consent, which shall not be unreasonably withheld or delayed. The Indemnitee may participate in and observe the proceedings at its own cost and expense with counsel of its own choosing. A party's failure to perform any obligations under this paragraph 8.5 will not relieve the Indemnifying Party of its obligations under this section 8 except to the extent that the Indemnifying Party can demonstrate that it has been materially prejudiced as a result of that failure.

9. Limitations of Liability. (This section limits CITY's rights, please read carefully.)

9.1 *Exclusion of Indirect Damages.* To the maximum extent permitted by law, in no event will either party be liable under this agreement for any consequential, incidental, indirect, exemplary, special, or punitive damages.

9.2 *Cap on monetary liability.* To the maximum extent permitted by law, our liability under this agreement will not exceed two times the aggregate fees and reimbursable expenses under this agreement.

9.3 *Assuming the risk of internet use.* CITY understands that the internet is accessible by persons who may attempt to breach the security of our network or CITY's network. CONSULTANT disclaim any liability for the actions of third-parties and CITY and CITY's authorized users access the internet at CITY's own risk.

10. Representations and Warranties.

10.1 Each party represents and warrants to the other party that:

- (a) it is duly organized, validly existing and in good standing as a corporation or other entity as represented herein under the laws and regulations of its jurisdiction of incorporation, organization or chartering;
- (b) it has and will retain during the duration of this agreement, the full right, power, and authority to enter into this Agreement and perform its obligations hereunder and entering this agreement does not violate any of the party's current obligations; and
- (c) the person signing this agreement for the party is authorized to do sign this agreement.

10.2 *Our additional warranties.* CONSULTANT represents and warrants to CITY that CONSULTANT will: (a) provide the Services using personnel with knowledge and skill

necessary and consistent with standards of professionalism prevalent in the industry; and (b) provide Services that properly process any date/time fields with regards to the change of century or a leap year.

The statements in this section 10.2 are our full and complete warranty statement.

10.3 Disclaimer. Except for the express warranties in this agreement, each party hereby disclaims all warranties, whether express, implied, statutory or otherwise under or in connection with this agreement.

11. Bankruptcy. All rights and licenses CONSULTANT granted under this Agreement are and will be deemed to be rights and licenses to "intellectual property," and the subject matter of this agreement is and shall be deemed to be "embodiment[s]" of "intellectual property" for purposes of section 365(n) of the United States Bankruptcy Code (11 U.S.C. § 365(n) (2010)).

Schedule A-1: Authorized Users

User Name	User Title	User Email	User Phone

Schedule A-2: Confidentiality Provisions

Duty with Confidential Information. The Receiving Party will not disseminate, or otherwise disclose the Confidential Information of the Disclosing Party to any person, firm, business, or entity, except to the extent necessary for internal use in accordance with this Agreement. The Receiving Party will treat such Confidential Information with at least the same degree of care as the Receiving Party treats its own Confidential Information, but in no case with less than a reasonable degree of care, and will disclose such information only to persons with a need to know. The Receiving Party will give notice to the Disclosing Party immediately upon discovering an actual or suspected unauthorized disclosure of Confidential Information.

Definition of Confidential Information. "Confidential Information" means any and all information disclosed by one party (the "Disclosing Party") to the other party (the "Receiving Party") which is identified as Confidential or Proprietary. "Confidential Information" includes, but is not limited to, all patents, copyrights, trademarks, trade secrets, software, models, inventions, know-how, processes, business models, client lists, financial information, constituent lists, employee lists, or prospective business models of the Disclosing Party.

Procedure for denoting confidential information. For oral disclosures, the Disclosing Party shall identify such disclosures as confidential and shall summarize such disclosure in writing within thirty (30) days of disclosure to the Receiving Party. For written disclosures in paper, electronic, or other media, such shall be marked "Confidential" or "Proprietary".

Exclusions. Confidential Information does not include any information or material that: (a) is or becomes generally known other than through a breach of this Agreement or a duty to keep the information confidential; (b) was already rightfully known to the Receiving Party, without restriction on use or disclosure, prior to the Disclosing party making the disclosure; (c) has been or hereafter is rightfully received by or on behalf of the Receiving Party from a third party without restriction on use or disclosure and without breach of any agreement or obligation or duty of confidentiality; or (d) was or is independently developed by the Receiving Party without access or reference to or use of any Confidential Information of the Disclosing Party.

Compelled Disclosures. If the Receiving Party becomes compelled by applicable Law to disclose any Confidential Information, the Receiving Party shall, to the extent permissible by applicable Law, notify the Disclosing Party and cooperate with the Disclosing party, at the Disclosing Party's expense, in any reasonable attempts to resist or limit the disclosure. Nothing in this duty to cooperate will be interpreted to prevent the Receiving Party from complying with a lawful requirement to disclose. No such compelled disclosure by the Receiving Party will otherwise affect the Receiving Party's obligations hereunder with respect to the Confidential Information so disclosed.

Injunctive relief. If the receiving party violates or threatens to violate this confidentiality agreement, the Disclosing party's remedy at law would be inadequate and the Disclosing party is entitled to seek injunctive relief in addition to remedies available at law.

D. FRANCHISE FEE COMPLIANCE REVIEW SERVICES

1. Objectives and Methods

The CITY desires to have CONSULTANT conduct a Franchise Fee Compliance Review ("Review") of the CITY's various franchise utility providers ("utility(ies)") collecting taxes and/or fees on the CITY's behalf. The Reviews are an agreed-upon procedures review of the franchisee fee payments made to the CITY from the utility provider(s). The taxes and/or fees to be audited will include:

- a. Natural Gas
- b. Electric
- c. Telephone
- d. Cable Television
- e. E-911 Enhanced Network Fees

CONSULTANT and its affiliates, including its sister company PRA Government Services, LLC d.b.a. Revenue Discovery Services (RDS), will perform the Franchise Fee Compliance Review services for the CITY.

Scope of Work

Pre-Audit Planning

To initiate the project, once a contract is in place, CONSULTANT recommends scheduling an introductory meeting with designated CITY management, to:

- a. Identify the population of franchise utilities to be considered for examination.
- b. Obtain copies of the ordinances and agreements governing each franchise utility provider.
- c. Review with the CITY any known compliance issues or previous compliance activity, and any other factors, for example, any recent boundary changes, annexations, or rate changes, that might impact compliance.
- d. Identify relevant payment records available from the CITY.
- e. Develop a specific list of audit engagements authorized by the CITY.

Schedule and Complete Audit Engagements

Based on the list of approved engagements, CONSULTANT will proceed to contact those utilities for which the CITY has approved audits. In preparing for and conducting its review of each utility, CONSULTANT will employ the following procedures:

- a. Obtain a letter of authorization from the CITY, copies of franchise agreements and any correspondence with the providers, and a history of franchise payments.
- b. Obtain and review available documents, reports, work papers, and any prior reports prepared by the internal or external auditors, which concern the computation or methodologies for computing the franchise fee paid.
- c. Review franchise agreements, all ordinances relating to taxes to ensure compliance with all Federal, State and Local laws, and correspondence relating to the CITY's franchise fees. [Note: CONSULTANT cannot offer legal advice to the CITY.]
- d. Submit a Request for Information to each utility to obtain the information needed to complete our review.
- e. Review the work papers and supporting documentation used in the computation of the franchise fee payments.
- f. Review and analyze each utility's general ledger and financial statements. Compare and analyze the data for reasonableness, completeness, and accuracy as related to the franchise fee.
- g. Identify any revenues excluded from the franchise fee calculation:
- h. Review and analyze all the utility's revenue accounts in detail to: determine revenues that are to be included or excluded from the franchise fee computations; review the revenues excluded from the computations, if any, and determine if they are permitted by the CITY's franchise agreement, or relevant state law.

- i. Determine if utility or any of its subsidiaries receives any revenues from customers or third-parties for the use of utility's facilities located on CITY's right-of-way authorized by the franchise agreement that are not included in the franchise fee calculation used to determine the payment to the CITY.
- j. Review the process used to compute franchise fees on meter diversion revenue for gas and electric providers.
- k. Determine how gas and electric deregulation has impacted the franchise fee calculation, especially with regard to managed services (storage, distribution, etc.).
- l. Evaluate the utility's treatment of natural gas and electricity consumed by the utility provider within its facilities located within the CITY's jurisdiction, if applicable.
- m. Analyze the number of customers reported in the CITY's jurisdiction by rate classification and obtain and review the utility's procedures to code new customers to the proper jurisdictions and the procedures used to address annexations.
- n. Obtain and review the list of exempted customers, if any, from the franchise fee computation.
- o. Compare customer address data for each utility with address data to be provided by the CITY to determine whether any residents and businesses currently within the boundaries of the CITY have been or are being serviced/invoiced without remittance of the appropriate tax or payment to the CITY.
- p. Sample test the utility's billings for completeness and accuracy of franchise fee from customers and verify that all monies collected are submitted to the CITY.
- q. Compare the utility's payments, exclusions, and other computations as related to the franchise agreement, or relevant state law. Compare the actual payments made to the CITY for timeliness and accuracy.

Optional Jurisdictional Coding Verification Service

At the CITY's written request (an email from an authorized person suffices), CONSULTANT can provide the following optional service:

At the CITY's request, CONSULTANT will perform a 100% test of the providers' customer base, verifying that all customers are correctly coded to the proper jurisdiction, and provide the providers with any accounts that are identified as being incorrectly coded. This service requires the providers to provide non-confidential customer account information in an electronic format for all customers located in the CITY and surrounding areas. While most firms will sample test the accuracy of the providers' customer database, sample testing will not enable the Provider to correct their database, resulting in continued lost revenue to the CITY.

2. Deliverables & Timeline

Reports/Deliverables

Throughout the course of the engagement, CONSULTANT will produce monthly reports documenting their efforts to date. The reports will include the following:

- a. Accomplishments to date.
- b. Next-step options and timeline for completion.
- c. Open items needing attention, with identification of the responsible party.
- d. Updates on issues requiring CITY attention.
- e. Review findings with Franchisee and obtain the Franchisee's position on the findings. Findings will include Electronic format data of all exceptions in formats required by utilities.
- f. Prepare a written report with findings that describe and explain the results of our review, identifying residents and businesses that, for whatever reason, are not paying the appropriate level of taxes, potential additional monies due to the CITY, and any applicable penalties and interest.

CONSULTANT will schedule a final presentation of these findings with the CITY.

Implementation

- a. Provide any and all necessary schedules and supporting documents to assist the CITY in collecting underpaid franchise fees.
- b. Provide ongoing assistance in implementing findings with applicable utilities.
- c. On an ongoing basis, work with the CITY and applicable utility service providers to implement those findings and recommendations authorized by the CITY for further action.
- d. Conduct a post implementation review to ensure that the requested changes have been implemented by the utility.

Suggested Schedule

CONSULTANT will begin scheduling audit examinations within 30 days of the execution of the contract with the CITY. Although CONSULTANT can assure the CITY of sufficient auditing resources to initiate audits without delay on our part, the actual start date and time to completion for any given engagement will depend to some extent on the timely cooperation of the franchisee being audited, including timeliness of source document provision, response to inquiries, and quality and completeness of data provided; as well as the complexity of the audit itself, and the time required to resolve any issues that the franchisee may raise regarding the results reported.

Month 1	10 Days from Contract Execution: Authorization & notification letter to franchisee. 1st Request for Information submitted & request for first fieldwork date set.
Month 2-3	Fieldwork begins pending franchisee has been able to gather all necessary substantiating documentation timely. Testing & analysis being done.
Month 3-4	Initial adjustments, areas of concern or issues are reviewed with franchisee and/or CITY staff. Additional documentation requested or provided.
Month 4-5	Finalization of findings, reports written and work papers compiled. Findings reviewed with CITY staff and exit conference scheduled with franchisee.
Month 5-6	Final report presented to CITY and franchisee. Payment received by CITY of any additional monies owed, if applicable.

3. CITY Assistance

The CITY shall provide CONSULTANT with a letter of authorization from the CITY, copies of the franchise agreements, amendments, and any subsequent agreements relating to franchise fee collection, any prior reports prepared by the internal or external auditors which concern the computation or methodologies for computing franchise fee, and a history of franchise payments made by providers to the CITY. CONSULTANT will also request an electronic copy of address ranges, annexations and any border changes if applicable and/or available.

E. SOLID WASTE HAULER FRANCHISE FEE COMPLIANCE SERVICES

CONSULTANT performs the Waste Hauler service in two phases. This two-phase approach allows CONSULTANT to familiarize ourselves with the exact wording and requirements within CITY's agreement and to tabulate the reported tonnages and revenue submitted by the contracted firm. In this type of agreement, CONSULTANT has found that mistakes in the interpretation of agreement terms often occur; per-ton processing fees, the frequency of waste composition studies, and the level of payment with respect to published market rates can all significantly affect the payment amounts received. The typical agreement will provide guidelines for some or all of these factors. Our experience with the solid waste and recycling industry allows CONSULTANT to fill in the blanks with regard to specific interpretations and articulate a pro-city argument for alternative methodologies where applicable.

1. Phase I - Reasonableness Test Review

Using our familiarity with solid waste and recycling agreements (CONSULTANT has developed a number of these documents for local governments) CONSULTANT established what CONSULTANT believes is a reasonable expectation of revenues for our client. Where available CONSULTANT like to review staff reports and any documentation from CITY's contracted hauler/recycler, to ascertain if any additional guarantees were made.

From that point, CONSULTANT review reports submitted by the hauler/recycler and determine if reported tonnage and per-ton material value payments were reasonable. CONSULTANT are then in a position to effectively perform Phase 2 (onsite records review) as CONSULTANT most often have targeted one of more problem areas for more detailed review.

CONSULTANT concludes Phase 1 review with a report to the CITY, often detailing areas for improvement in CITY's agreement and/or municipal code.

2. Phase 2 - Onsite Records Review

After presenting Phase 1 findings to the CITY, CONSULTANT will perform the onsite audit of records at CITY's contracted hauler/recycler. This process is typically completed within two to three days as CONSULTANT have already "pre-qualified" problem areas and are now confirming findings instead of searching for them. In addition CONSULTANT prefer to run reports on the hauler's accounting system at the time of audit and have some proprietary approaches CONSULTANT use to quickly identify errors.

In general the onsite audit process for this type of review examines the methodology the recycling facility uses to establish the commodity mix and residual disposal rates for loads from CITY's jurisdiction. Our review will not only identify the commodity mix of CITY's jurisdiction, but also consider the figures established for other contracted municipalities and self-haul recyclers. CONSULTANT will determine both the frequency and methodology of CITY of Madera, specific waste composition studies. This will include our expert's opinion on the validity of the recently performed waste characterization study.

Another common problem area with this type of agreement is the amount of any sorting/processing charges. The easiest way for a facility to limit revenue sharing is by assessing unreasonably high per-ton sorting fees. CONSULTANT are very familiar with the operations of material recovery facilities, what the capabilities and costs of various sorting lines are, and what reasonable per-ton sorting fees should be. Our review process will ensure the CITY has not been overcharged in this area.

Our Phase 2 review process also employs a few proprietary methodologies to catch common accounting practices that unfairly reduce the amount of revenue subject to revenue sharing.

CONSULTANT concludes Phase 2 activities with the preparation of a final report of audit which includes any audit findings and suggestion on how to improve this agreement going forward.

3. Optional Jurisdictional Verification Service

CONSULTANT also provides an innovative approach to analyzing waste haulers' customer bases to determine that all customers located within the CITY are included in the customer base used to determine the CITY's franchise fee payments. If the waste haulers provide CONSULTANT with their customer bases electronically, CONSULTANT can perform a 100% verification of their customer base and provide the waste haulers with the specific corrections that need to be made. Most audit firms, at best, only perform a random sample review of the customer base, which identifies that errors exist, but does not provide the details for the waste hauler to correct those errors.

EXHIBIT “B”

MUNISERVICES (CONSULTANT'S) COMPENSATION

The total annual compensation for the services provided herein shall not exceed one hundred twenty-five thousand dollars (\$125,000).

A. SALES, TRANSACTIONS AND USE TAX AUDIT (SUTA) SERVICES

CONSULTANT's compensation for the Sales and Use Tax Audit Service shall be a 20% contingency fee. This fee applies to revenue received for six quarters beginning with the quarter in which the Date of Correction falls and all eligible prior quarters back to and including the three quarters prior to the Date of Knowledge quarter for Bradley-Burns sales tax revenues and all eligible prior quarters back to and including all corrected quarters prior to the Date of Knowledge quarter for district tax revenues. As used herein, the Date of Knowledge is the quarter during which CONSULTANT notifies the State Board of Equalization (BOE) of the existence of a misallocation. As used herein, the Date of Correction refers to the quarter in which the taxpayer has correctly reported the local tax and the BOE distributes the local tax properly to CITY based on the taxpayer's reporting. For QDR Misallocations detected and corrected, CONSULTANT's compensation shall only include the quarters for which the misallocation actually occurred.

For clarification and to encourage communication and collaboration between CONSULTANT and the CITY, CONSULTANT shall be entitled to full payment of all compensation as provided herein even if any one or more of CITY, its personnel, agents, or representatives, or any third party or parties provide(s) information to CONSULTANT that assists or is used by CONSULTANT in the identification, detection, and correction of point-of-sale distribution errors or the reporting and/or misallocation of revenue.

In the event that the CITY identifies, documents, and notifies the BOE of a point-of-sale distribution error, reporting error or misallocation as those terms are used herein, the CITY agrees to notify CONSULTANT of the CITY's discovery no later than ten (10) days after the Date of Knowledge as defined in Title 18 of the California Code of Regulations, Regulation 1807 ("Date of Knowledge"). The CITY also agrees to notify CONSULTANT promptly if it is working on a local tax misallocation issue independently of CONSULTANT and to maintain and promptly make available to CONSULTANT on request contemporaneous documentation of such work and its timing so that the duplication of work can be avoided. If the CITY fails to so notify CONSULTANT as provided above and CONSULTANT later detects, documents, and reports the misallocation or reporting error to the State Board of Equalization, or if CONSULTANT has established a Date of Knowledge with the BOE prior to notification to the Board by the CITY, then CONSULTANT is entitled to full compensation for the affected account as provided herein.

Invoicing/Billing

CONSULTANT will invoice CITY quarterly based on past and/or prospective compliance secured on behalf of CITY. Invoices are due and payable within 30 days of receipt.

All expenses incurred by CONSULTANT in providing the Sales Tax service are the sole and exclusive responsibility of CONSULTANT, except those expenses that receive prior written approval by CITY.

Completion of Services

Notwithstanding any other provision of this Agreement, because Consultant's services performed hereunder result in corrections of misallocations and other revenue after cessation of services by Consultant for CITY, CITY agrees that with regards to misallocations identified to the BOE whose Date of Knowledge occurred during Consultant's performance of services for CITY or for other revenue resulting from Consultant's actions taken during the term of this Agreement, that CITY's obligation to

pay Consultant in accordance with the compensation language of this Agreement shall survive expiration or termination of this Agreement for any reason. Additionally, notwithstanding any other provision of this Agreement, if this Agreement is terminated or expires, Consultant shall continue to pursue corrections of accounts identified during the term of this Agreement that have not been corrected by the BOE as of the effective date of termination or expiration. The period after termination during which Consultant is pursuing correction of accounts identified before termination is referred to as the "completion period." CITY shall compensate Consultant in accordance with the compensation language of this Agreement for corrected misallocations that result from Consultant's efforts during the completion period. CITY will also take all necessary steps to allow Consultant to continue to receive the required information from the BOE during this completion period.

B. SALES/USE TAX ANALYSIS & REPORTING SERVICES (STARS)

The STARS Digest and Query System shall be provided for an annual fee of \$4,000 and be invoiced on a quarterly basis. The Annual Fee shall be adjusted at the beginning of each calendar year by the percentage change in the Consumer Price Index – West Urban (CPI-WU) as reported by the Bureau of Labor Statistics. The initial Consumer Price Index used for the first CPI adjustment will be the CPI-WU for the month in which the agreement is fully signed with the first adjustment to occur at the beginning of the Calendar year following the first full calendar year of service.

For instance, if the agreement is signed in April, year 1, the adjustment would not occur until January of year 3. The adjustments thereafter will be based on the CPI-WU from December of the prior calendar year. Each Annual Fee adjustment shall not be less than two percent (2%) or greater than ten percent (10%).

Invoicing/Billing

CONSULTANT will invoice the CITY on a quarterly basis. Invoices are due and payable within 30 days of receipt.

C. PROPERTY TAX AUDIT (PTX) REPORTING AND PROPERTY TAX INFORMATION SERVICES

Property Tax Audit Service

The CITY shall pay CONSULTANT a 25% contingency fee. This fee applies to all reallocations for the fiscal year during which the Date of Correction falls and all eligible prior period revenues corrected. The fee also applies to Corrected Allocations for three (3) subsequent Roll Years from the Date of Correction. CONSULTANT will invoice CITY for the above fee at least annually, based on recoveries actually received by CITY.

Property Tax Reporting

CONSULTANT is pleased to provide a "menu" based option to the Property Tax Information Services. The various reports shall be provided upon request by the CITY as follows:

- Forecast - \$500
- Assessment Appeals Reports - \$1,500
- Standard Reports - \$2,500
- Premium Reports - \$5,000
- Ad-hoc Reports - Available individually on a cost for report basis
- Basic CAFR - \$550
- Premium CAFR - \$1,200

Property Tax Information Services (PropertyLINK™)

Pricing for PropertyLINK™ is divided into Set-Up Fees, which are one-time costs to implement the Service, and Annual Fees, paid quarterly for the Service following implementation. PropertyLINK™ is the all inclusive service option.

Set-Up Fees. CITY shall pay CONSULTANT a one-time of \$2,500 set-up fee to implement the PropertyLINK™ Service. Set-Up Fees are billed immediately following execution of this Agreement. "Set-Up" includes the following:

- Conversion of the CITY's existing data to the PropertyLINK™ system (applies to the CITY's data available to CONSULTANT in electronic format only. CITY is responsible for any direct data entry not available in electronic format.)
- Installation and configuration of the VPN software.
- Eight (8) hours of on-site user training for five (5) Users.
- SecureID's and UserID's for five (5) Users.

Data Costs. CITY shall reimburse CONSULTANT for the direct costs CONSULTANT incurs in procuring any property-tax related data needed for conversion into PropertyLINK™, including, but not limited to, secured rolls, unsecured rolls, or property characteristics file. Before CONSULTANT incurs the costs for procuring data, CONSULTANT will provide CITY with an estimate of the cost. CONSULTANT will not acquire the data unless CITY approves the cost for acquiring the data. The costs for procuring the data may be a one-time cost or may be a cost incurred for each year that CITY has access to PropertyLINK™. These yearly purchases of data are not covered by the Annual Fees and CITY shall reimburse CONSULTANT for them under the terms of this section.

Annual Fees. The Annual Fee for PropertyLINK™ shall be \$10,000 and be paid in quarterly installments at the beginning of each calendar quarter after implementation of the Service.

- a) For the quarter during which the Service is implemented, CONSULTANT shall bill CITY a pro-rata portion of the quarterly installment of the annual fee 30 days from the date of implementation. Thereafter, CONSULTANT shall invoice CITY quarterly, at the beginning of each calendar quarter, for Service to be provided during that quarter.
- b) The Annual Fee is adjusted at the beginning of each calendar year by the percentage change in the Consumer Price Index – West Urban (CPI-WU) as reported by the Bureau of Labor Statistics. The initial Consumer Price Index used for the first CPI adjustment will be the CPI-WU for the month in which the agreement is fully signed with the first adjustment to occur at the beginning of the Calendar year following the first full calendar year of service.
 - i. For instance, if the agreement is signed in April, year 1, the adjustment would not occur until January of year 3. The adjustments thereafter will be based on the CPI-WU from December of the prior calendar year. Each Annual Fee adjustment shall not be less than two percent (2%) or greater than ten percent (10%).
- c) The Annual Fee includes:
 - 24 Hour access to the PropertyLINK™ systems
 - User support for up to 5 users (Additional users will increase Price.)
 - Periodic maintenance releases of PropertyLINK™

Additional Users. CITY may add additional users for a one-time set-up fee of four hundred dollars (\$400) per additional user plus two hundred dollars (\$200) per additional user in Annual Fees. CITY may authorize additional users by providing CONSULTANT with written authorization that specifies the

number of additional users and contains your agreement to the set-up fee and additional Annual Fees. CITY may provide the authorization by email. Upon request, CITY will also provide CONSULTANT with any additional information CONSULTANT needs to add the additional user(s). SecureID's may be transferred to a new user for a one-time transfer fee of one hundred dollars (\$100.00) per transfer. A lost or damaged SecureID can be replaced for a one-time fee of three hundred dollars (\$300.00) per replacement. CONSULTANT will replace Malfunctioning SecureID's at no charge.

Additional costs. Additional fees apply for consulting services, added data layers, customized upgrades, or other services that are not within the services described in this Agreement. Until the parties have agreed in writing upon the requested services and the additional fee for those services, CONSULTANT has no obligation to perform and CITY has no obligation to pay for requested services.

Training. Additional training classes are available in Fresno, CA for the cost of \$750 per day for up to 5 users. On-site training, at the client site, is \$1,200 per day for each group of up to 5 users plus expenses.

Additional consulting. CITY may request that CONSULTANT provide additional consulting services at any time during the term of the Agreement. If the Parties agree on the scope of the additional consulting services requested, then CONSULTANT will provide the additional consulting on a Time and Materials basis. Depending on the personnel assigned to perform the work, CONSULTANT's standard hourly rates range from \$75 per hour to \$200 per hour.

CONSULTANT will invoice these additional consulting services at least monthly based on actual time and expenses incurred. CITY will reimburse CONSULTANT for all reimbursable expenses that CITY approved before they were incurred.

D. FRANCHISE FEE COMPLIANCE REVIEW SERVICES

CONSULTANT proposes providing its Franchise Fee Compliance Review Service on a time and materials basis for \$150 per hour.

Additional fees for incidentals and necessary travel approved in advance by the CITY are to be reimbursed up to \$2,500. CONSULTANT will invoice the CITY upon issuance of the final report to the CITY.

E. SOLID WASTE HAULER FRANCHISE FEE COMPLIANCE SERVICES

CONSULTANT will charge a fixed fee of \$17,500 for a review of up to four (4) years of fee payments and compliance. This compensation includes an audit of up to five haulers; \$1,500 shall be charged for each additional hauler. The fixed fee is due and payable immediately after the completion of Phase I. The CITY shall be reimbursed the \$17,500 fee on the first \$17,500 in findings.

On any audit findings above the first \$17,500 and up to \$300,000, CONSULTANT's fee shall be a 25% contingency fee.

On audit findings above \$300,000 the contingency fee shall be 15%.

The contingency fee is applied to the final finding amount agreed to by the CITY and the hauler, or arrived at through mediation and/or a legal proceeding. The contingency fee applies to all financial benefit obtained by the CITY resulting from audit findings. Phase I flat fee costs shall be deducted from findings before the contingency fee is applied.

Travel Costs

Additionally, CONSULTANT shall be entitled to reimbursement of reasonable travel and other out-of-pocket expenses associated with the performance of the audit. Such reimbursement shall be for actual costs of travel, meals, and lodging (receipts provided) and shall not exceed \$1,000 without the written approval of the CITY. The out-of-pocket expenses will be invoiced upon issuance of the final report of the Phase II finding to the CITY.

Landfill Audit Service

As a standalone service, a landfill audit can be performed for a flat fee of \$25,000 or a modified contingent fee pricing structure, similar to the pricing for the hauler audits. Under the modified contingent fee structure, the flat fee is reduced to \$10,000. The first \$10,000 in revenue recovery goes to the CITY to reimburse the CITY for all flat fee costs. Once \$10,000 in recovery is obtained, CONSULTANT is entitled to the following percentage of any findings above that amount.

- On any audit findings above the first \$10,000 and up to \$300,000, CONSULTANT fee shall be a 25% contingency fee.
- On audit findings above \$300,000 the contingency fee shall be 15%.
- If the CITY contracts for both hauler and landfills audits simultaneously, the flat fee for the landfill service shall be reduced to \$5,000.

For the purposes of contingent fee calculations, "findings" are revenues recovered by the CITY or future financial benefits negotiated in lieu of payments established as findings during the audit period. CONSULTANT's contingent fee does not apply to financial benefits the CITY receives after the designated audit period as a result of improved payment calculations resulting from CONSULTANT's review.

Optional Jurisdictional Verification Service

Should CONSULTANT provide the Optional Jurisdictional Verification Service to the CITY, CONSULTANT shall charge a fixed fee of \$2,000 per solid waste hauler. This fee shall be invoiced upon the completion of the report.

Additional Consulting

CITY may request that CONSULTANT provide additional consulting services at any time during the term of the Agreement. If CONSULTANT and CITY agree on the scope of the additional consulting services requested, then CONSULTANT shall provide the additional consulting on a Time and Materials basis. Depending on the personnel assigned to perform the work, CONSULTANT's standard hourly rates range from \$75 per hour to \$200 per hour.

The following are sample hourly rates based on the job classification:

- Principal: \$200 per hour
- Client Services: \$175 per hour
- Information Technology (IT) support: \$150 per hour
- Operational Support:
 - Director or Manager: \$175 per hour
 - Senior Analyst: \$125 per hour
 - Analyst: \$100 per hour
 - Administrative: \$75 per hour

These additional consulting services shall be invoiced at least monthly based on actual time and expenses incurred. All reimbursable expenses shall receive prior approval from the CITY and shall be reimbursed at cost to CONSULTANT.

RESOLUTION NO. 16-25

**RESOLUTION AUTHORIZING THE EXAMINATION OF SALES OR
TRANSACTIONS AND USE TAX RECORDS**

WHEREAS, pursuant to Chapter 4.20 of the Roseville Municipal Code, the City of Roseville (City) entered into a contract with the State Board of Equalization (Board) to perform all functions incident to the administration and collection of the Sales and Use Taxes Ordinances and the local sales and use taxes; and

WHEREAS, City deems it necessary for authorized representatives of City to examine confidential sales and transactions and use tax records of the Board pertaining to sales and transactions and use taxes collected by the Board for City; and

WHEREAS, Section 7056 of the California Revenue and Taxation Code sets forth certain requirements and conditions for the disclosure of Board records and establishes criminal penalties for the unlawful disclosure of information contained in, or derived from sales or transactions and use tax records of the Board; and

WHEREAS, Section 7056 of the California Revenue and Taxation Code requires that any person designated by City shall have an existing contract to examine City's sales and transactions and use tax records.

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

1. The Finance Director, or other officer or employee of City designated in writing by the Finance Director, is hereby appointed to represent City with authority to examine all of the sales and transactions and use tax records of the Board pertaining to sales and transactions and use taxes collected for City by the Board pursuant to the contract between City and the Board. The information obtained by examination of Board records shall be used for purposes related to the collection of City's sales and transactions and use taxes by the Board pursuant to the contract.
2. The Finance Director, or other officer or employee of City designated in writing by the Finance Director, is also hereby appointed to represent City with the authority to examine those sales and transactions and use tax records of the Board for purposes related to the following governmental functions of City:
 - a) tracking and economic development
 - b) forecasting and budget related functions
 - c) detection of misallocations and deficiencies

The information obtained by examination of Board records shall be used only for those governmental functions of City listed above.

3. MuniServices, LLC is hereby designated and authorized to examine all of the sales and transactions and use tax records of the Board pertaining to all sales and use taxes collected for City and any transaction and use taxes collected for City under any future Sales and Use Taxes Ordinances that may be enacted in the City.

The person or entity designated by this section meets all of the following conditions:

- a) has an existing contract with City to examine sales and transactions and use tax records;
- b) is required by that contract to disclose information contained in, or derived from those sales and transactions and use tax records only to an officer or employee authorized under Section 1 and Section 2 of this resolution to examine the information;
- c) is prohibited by that contract from performing consulting services for a retailer during the term of that contract;
- d) is prohibited by that contract from retaining the information contained in, or derived from those sales and transactions and use tax records after that contract has expired.

BE IT FURTHER RESOLVED, that the information obtained by examination of Board records shall be used only for purposes related to the collection of City's sales and transactions and use taxes by the Board pursuant to the contracts between City and Board and for purposes relating to the governmental functions of City listed in Section 2 of this resolution.

4. This resolution supersedes all prior sales and transactions and use tax resolutions of City adopted pursuant to subdivision (b) of Revenue and Taxation Code Section 7056.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES	COUNCILMEMBERS:
NOES	COUNCILMEMBERS:
ABSENT	COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk



COUNCIL COMMUNICATION

CC #: 7390

File #: 0401-02-02-1

Title: 316 Vernon Office Building - Professional Services Agreement Amendment

Contact: Mike Isom 774-5527 misom@roseville.ca.us

Meeting Date: 2/3/2016

Item #: 6.15.

RECOMMENDATION TO COUNCIL

Staff recommends that the City Council adopt a resolution approving the 4th amendment to the professional services agreement with ENGEO, Inc. for geotechnical engineering services associated with the 316 Vernon project and authorize the City Manager to execute the agreement on the City's behalf.

BACKGROUND

ENGEO, Inc. was retained by the City earlier this year to act as the geotechnical engineer of record for the 316 Vernon Office Building project. Enggeo's services to date have included preparation of the site geotechnical report, preparation of the soil management plan for management of onsite contaminated soils, geotechnical engineer review of the construction/foundation plans and specifications, and onsite geotechnical observation and soil testing during building pad preparation and footing excavation. This work is ongoing.

ENGEO's previous scope amendment was prepared prior to the start of footing construction with the assumption that the footings could be excavated in a manner requiring only a few site visits to observe and document the completed excavations. However, recent inclement weather has forced DPR to construct the footings in shorter segments to keep the project on-schedule, resulting in more site visits than originally anticipated. In addition, Saturday work, sloughing of trench sidewalls due to rain, and identification of areas requiring deeper footing excavations resulted in more site visits than anticipated along with additional engineering support. Lastly, the segmented work required ENGEO to respond to multiple requests for information (RFI) and prepare multiple transmittal documents to the building inspector to verify which footings were ready for receiving rebar and concrete.

To complete the required geotechnical engineering tasks, an amendment to the professional services agreement with ENGEO is required, as further described in the attached scope letter.

The proposed amendment would add \$10,700 to the agreement with Enggeo, resulting in a revised

not-to-exceed total of \$90,478. The special inspections and testing line item in the 316 Vernon project account remains well under budget, and sufficient funds remain available in the project account.

FISCAL IMPACT

Approval and execution of the 4th amendment to the professional services agreement with ENGEO, Inc. for \$10,700 will result in a total fiscal impact of \$90,478. Sufficient funds are available in the 316 Vernon project account. No General Fund monies are required.

ECONOMIC DEVELOPMENT / JOBS CREATED

Approval of the professional services agreement is not expected to result in significant economic development or job creation. However, the 316 Vernon project is estimated to result in the following economic impact:

- 244 total jobs associated with construction: 154 direct and 90 through indirect and induced activities; and,
- \$33,294,034 in total annual economic output: \$21,000,000 in direct output and another \$11,894,034 through indirect and induced activities.

ENVIRONMENTAL REVIEW

Development of the 316 Vernon Street Office Building project is identified in the approved City of Roseville Downtown Specific Plan and was previously evaluated at a “project level” in accordance with CEQA in the Downtown Specific Plan (DTSP) final Environmental Impact Report (EIR) (certified April 1, 2009; SCH# 2007102090). Construction and operation of the proposed office building project is found to be within the scope of the project covered by the DTSP EIR. Because the proposed project is consistent with the DTSP and EIR, no new effects would be expected to occur and all applicable mitigation measures from the DTSP EIR will be implemented during the design, construction and operation of the project. Therefore no additional environmental documentation is required.

Respectfully Submitted,

Mike Isom, Development Services Manager

Kevin Payne, Development Services Director

A handwritten signature in blue ink, appearing to be 'Mike Isom', with a long horizontal stroke extending to the right.

Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-22

4th Amendment to Professional Services Agreement with Engeo, Inc.

RESOLUTION NO. 16-22

APPROVING A FOURTH AMENDMENT TO PROFESSIONAL SERVICES AGREEMENT
BETWEEN THE CITY OF ROSEVILLE AND ENGEO, INC., AND AUTHORIZING THE
CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE

WHEREAS, a fourth amendment to professional services agreement for the
Downtown/316 Vernon Office Building Project, by and between the City of Roseville and
ENGEO, Inc., has been reviewed by the City Council; and

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that
said fourth amendment is hereby approved and that the City Manager is authorized to execute it
on behalf of the City of Roseville.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of
_____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

**FOURTH AMENDMENT TO
PROFESSIONAL SERVICES AGREEMENT**

Project: Downtown / 316 Vernon Office Building

THIS FOURTH AMENDMENT TO AGREEMENT is made and entered into this ____ day of _____, 20__, by and between the City of Roseville, a municipal corporation ("CITY"), and ENGEO, Inc., a California corporation ("CONSULTANT"); and

W I T N E S S E T H:

WHEREAS, CITY and CONSULTANT previously entered into an Agreement dated March 4, 2015, amended on April 15, 2015, September 2, 2015 and December 16, 2015 ("Agreement") regarding the preparation of a geotechnical and geologic hazard report for the Downtown / 316 Vernon Office Building project ("Project"); and

WHEREAS, CITY desires to amend the Agreement to include additional services as described in CONSULTANT's proposal (Request for Change Order) dated January 8, 2016, which is attached hereto as Exhibit "A" and incorporated herein by reference; and

WHEREAS, CONSULTANT is willing and able to provide such additional services; and

NOW, THEREFORE, the parties agree as follows:

1. CONSULTANT shall provide additional services as described in Exhibit "A" of this Fourth Amendment to Agreement.

2. Paragraph 2 of the Agreement is amended by adding an additional paragraph to read as follows:

"CITY shall pay ten thousand, seven hundred dollars (\$10,700), in consideration of the additional services as set forth in Exhibit "A" to the Fourth Amendment to Agreement. This brings the total not to exceed contract amount to ninety thousand, four hundred seventy-eight dollars (\$90,478)."

3. All other provisions of the Agreement shall remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the City of Roseville, a municipal corporation, has authorized the execution of this Fourth Amendment to Agreement in duplicate by its City Manager and attested to by its City Clerk under the authority of Resolution No. _____, adopted by the Council of the City of Roseville on the ____ day of _____, 20__, and CONSULTANT has caused this Fourth Amendment to Agreement to be executed.

CITY OF ROSEVILLE, a
municipal corporation

ENGEO, INC., a California corporation

BY: _____
ROB JENSEN
City Manager

BY: _____
its: Uri Eliahu
President

ATTEST:

AND

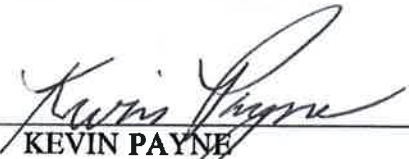
BY: _____
SONIA OROZCO
City Clerk

BY: _____
its: Lora Dominick
Treasurer

APPROVED AS TO FORM:

BY: _____
ROBERT R. SCHMITT
City Attorney

APPROVED AS TO SUBSTANCE:

BY: _____
KEVIN PAYNE
Development Services Director



2213 Plaza Drive
Rocklin, CA 95765
(916) 786-8883 ♦ FAX (888) 279-2698

REQUEST FOR CHANGE ORDER #3

TO: Mike Isom
City of Roseville
311 Vernon Street
Roseville, CA 95678

DATE: January 8, 2016

ENGEO PROJECT NO.: 11957.000.000
Phase: 004

PROJECT NAME: 316 Vernon Street Office Building
ORIGINAL CONTRACT NO.: City of Roseville Professional Services Agreement
ORIGINAL CONTRACT DATE: March 4, 2015

ENGEO Contact: Nicholas S. Broussard, PE

Additional Scope of Services: Due to the actual construction schedule and significant weather impacts, our existing budget has been exhausted and we are requesting additional budget authorization to complete geotechnical inspections for the project. We prepared our previous change order prior to the start of footing construction with the assumption that the footings could be excavated in a manner requiring only a few site visits to confirm the excavations. The inclement weather has forced DPR to construct the footings in shorter segments to keep the project moving, resulting in many more site visits than we originally anticipated. The shorter footing segment excavations, Saturday work, the rain runoff causing sloughing of the excavation sidewalls, and identifying some areas that required deeper footing excavations resulted in many more visits than anticipated and additional engineering support. In addition, we responded to multiple RFIs and prepared transmittal documents for the building inspector to address his request for documents that identify which footings were ready for receiving rebar and concrete.

We discussed the remaining construction tasks with DPR and understand they intend to use a soil slurry to backfill the remainder of the pad between gridlines 1 and 1.5 and that the perimeter footing excavations are expected to be completed over a period of 3 days. We understand the City would like us to perform limited on-call geotechnical testing and observation services during the construction of exterior flatwork improvements. We anticipate the following remaining services will be needed to complete the project:

- Existing budget overage - \$2,700
- Continued on-call geotechnical testing and observation during footing excavation and pad construction between gridlines 1 and 1.5. We estimate after January 6, 2016, we will have a total of 16 field hours with associated project management (4 field hours for pad construction to document the soil slurry being placed is mixed and placed, 12 field hours for perimeter footing excavation observation) - \$2,750
- On-call geotechnical testing and observation during site improvements as requested only with project management (6 field hours) - \$1,150
- Complete environmental services associated with tank closure, soil removal letter and final site closure transmittal (\$2,600 estimated)
- On-going geotechnical and environmental consultation to respond to RFIs, prepare additional footing transmittals, and prepare a final improvement summary letter. (\$1,500 estimated).

Our ongoing environmental services have allowed construction to proceed without expensive and time-consuming State involvement nor any requirements for expensive groundwater wells and quarterly sampling. This tactical approach to the tank closure, facilitated by the excellent cooperation among City departments, has led to a substantial cost savings.

Estimated Fees: We estimate that an additional **\$10,700** (time-and-expense) is needed to complete the geotechnical and environmental services for this project. This estimate is highly dependent upon the contractor's actual schedule and the number of visits requested by the city. We will work closely with the contractor and City representatives to optimize our remaining time onsite.

If you are in agreement with the scope of services and fees outlined in this request, please forward a change order to the above referenced original contract as authorization for us to proceed. All other terms and conditions of the original contract shall remain in effect.

ENGEO INCORPORATED

BY: 
PRINTED NAME: Mark M. Gilbert
TITLE: Principal
DATE: January 8, 2016



COUNCIL COMMUNICATION

CC #: 7373

File #: 0206

Title: Special Financing Districts Administrative Services - Agreement Addendum

Contact: Jeannine Thrash 774-5473 jthrash@roseville.ca.us
Monty Hanks 774-5313 mhanks@roseville.ca.us

Meeting Date: 2/3/2016

Item #: 6.16.

RECOMMENDATION TO COUNCIL

It is requested that the City Council adopt a resolution approving a 10th Addendum to agreement between the City of Roseville and Willdan Financial Services, and authorizing the City Manager to execute it on behalf of the City of Roseville.

BACKGROUND

The City has entered into an Agreement with Willdan Financial Services (formerly MuniFinancial) for Professional Services to administer the City's Special Financing Districts. The administrative services provided include the development of the engineer's report, the annual disclosure reports, delinquency management, and the annual levy budgets.

The City has 45 Special Financing Districts which include Community Facilities Districts (CFD's), and Lighting and Landscaping Districts (LLD's), all of which are administered by Willdan Financial Services. As new districts/services have been formed, the City has brought addendums to Council to include them as part of the administration services provided by Willdan. The 10th Addendum is now being brought to Council to add the administration services for the newly formed Westbrook and HP Campus Oaks CFD's. To avoid having to come back to Council with another addendum, Fiddymment Ranch CFD No. 5 has been included, which, if approved will be formed no later than March 2016. Also HP Campus Oaks CFD 2 is planned to begin the formation process in the near future.

Approving the resolution and 10th Addendum to the Agreement will not directly impact the City's General Fund. The annual administration fee is levied against of each of the Districts as listed in Exhibit A of the attached 10th Addendum.

FISCAL IMPACT

Approving the resolution and 10th Addendum to the Agreement will not directly impact the City's General Fund. The annual administration fee comes out of the levy of each of the respective Districts as listed in the attached 10th addendum. Refer to the Addendum's Exhibit, Fees for Services, to see the per parcel and base fee to be applied to each district levy.

ECONOMIC DEVELOPMENT / JOBS CREATED

The Addendum has no effect on economic development or jobs created for the City.

ENVIRONMENTAL REVIEW

The resolution approving the 10th Addendum to Agreement Between the City of Roseville and Willdan Financial Services is not considered a "project" as defined by the California Environmental Quality Act (CEQA), Section 15273 of the CEQA guidelines and therefore no CEQA action is required.

Respectfully Submitted,

Jeannine Thrash, Administrative Analyst

Monty Hanks, Finance Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-32

10th Addendum to Agreement

RESOLUTION NO. 16-32

APPROVING A 10th ADDENDUM TO AGREEMENT BETWEEN THE CITY OF ROSEVILLE AND WILLDAN FINANCIAL SERVICES, AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE

WHEREAS, a 10th Addendum to Agreement regarding Special District Services for the City of Roseville, between the City of Roseville and Willdan Financial Services, has been reviewed by the Council;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said 10th addendum is approved and that the City Manager or Finance Director may execute it on behalf of the City of Roseville.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

November 20, 2015

Mr. Monty Hanks
Finance Director
City of Roseville
311 Vernon Street
Roseville, California 95678

Re: Tenth Addendum to Provide Special District Services for the City of Roseville

Dear Mr. Hanks:

Enclosed is an addenda (**tenth** codicil) to the original agreement dated March 20, 2002; whereby, the following new City of Roseville districts have been appended for Community Facilities District Administration and applicable Continuing Disclosure services, Delinquency Management, and Arbitrage Rebate Compliance:

- **Roseville Westbrook Community Facilities District No. 1 (Public Facilities)**
- **Roseville Westbrook Community Facilities District No. 2 (Public Services)**
- **Roseville HP Campus Oaks Community Facilities District No. 1 (Public Facilities)**
- **Roseville HP Campus Oaks Community Facilities District No. 2 (Public Services)**
- **Roseville Fiddymont Ranch Community Facilities District No. 5 (Facilities Overlay)**

We look forward to continuing to serve the City and working with you and your staff. If you have any questions regarding this addendum, please contact either Senior Project Analyst Mickey Ashley or me at (800) 755-6864. We may also be reached via email at mashley@willdan.com or jometeotl@willdan.com, respectively.

Very truly yours,
Willdan Financial Services



Jose Ometeotl, Project Manager
District Administration Services

cc: Ms. Lisa Binner, Finance Department, City of Roseville
Ms. Vanessa Lieberman, Finance Department, City of Roseville
Mr. Mickey Ashley, Senior Project Analyst, Willdan Financial Services
Mr. Steve Bearce – Senior Project Manager, Willdan Financial Services

TENTH ADDENDUM TO AGREEMENT

EXHIBIT A – FEES FOR SERVICES

Community Facilities District (CFD) Administration

The number of parcels and districts shown below are the basis of this agreement. Fees and rates are subject to increase, which will not exceed the most recent annual change in the Consumer Price Index (CPI) within the San Francisco-Oakland-San Jose area, as calculated by the United States Department of Labor. Fees are payable **annually**.

District	Parcels	Base Fee	Per Parcel Fee	Annual Fee
Roseville Westbrook CFD No. 1 (Public Facilities) ⁽¹⁾	21	\$ 3,850	\$2.00	\$ 3,892
Roseville Westbrook CFD No. 2 (Public Services) ⁽¹⁾	15	\$ 3,850	\$2.00	\$ 3,880
Roseville HP Campus Oaks CFD No. 1 (Public Facilities) ⁽²⁾	4	\$ 5,000	\$2.00	\$ 5,008
Roseville HP Campus Oaks CFD No. 2 (Public Services) ⁽³⁾	4	\$ 5,000	\$2.00	\$ 5,008
Roseville Fiddymment Ranch CFD No. 5 (Facilities Overlay) ⁽³⁾	2	\$ 3,850	\$2.00	\$ 3,854
Payoff Quote (Per Request) ⁽⁴⁾				\$ 200

⁽¹⁾ ***The annual fee shall commence as of the fiscal year 2015/16 levy***

⁽²⁾ ***The annual fee shall commence as of the fiscal year 2016/17 levy***

⁽³⁾ ***The annual fee shall commence upon first year of budget calculation***

⁽⁴⁾ ***The requesting party pays the fee for this service.***

TENTH ADDENDUM TO AGREEMENT

EXHIBIT A – FEES FOR SERVICES

Delinquency Management

As the service is rendered, the following fees are invoiced to the City. They are ultimately paid by, or on behalf of, the delinquent property owners.

Services	Fee
Fees Ultimately Reimbursed to Agency by the Property Owner:	
Delinquency Reminder Letter	\$ 10
Delinquency Demand Letter	35
Foreclosure Letter	53
Effect Removal from Tax Roll and Record Subsequent Notice of Satisfaction ⁽¹⁾	102
Payment Plan	200
Subsequent Foreclosure Services	150
Fees Paid Directly to Willdan Financial Services by the Requestor:	
Delinquency Demand Payoff ⁽²⁾	\$ 50
Zero Demand ⁽²⁾	50

⁽¹⁾ This fee complies with Section 8833 of the California Streets and Highways Code and/or Section 53356.2 of the California Government Code, which requires recording of a Notice of Intent to Remove Delinquent Special Assessments and/or Special Taxes from the County tax roll. It DOES NOT include the County tax roll removal charge, or similar fee, if any.

⁽²⁾ This fee is waived for the property owner (except for escrow purposes) or for the City of Roseville.

Continuing Disclosure

The annual fee below is for the preparation and dissemination of an Annual Continuing Disclosure Information Statement for each bond issue. Additional fees may apply if there are multiple bond issues associated with a single district.

Disclosure Services	Fee
Land-based Issues	\$1,950
Additional Fees, if applicable	
Incremental Annual Fee for Bonds Issued on Parity	\$ 450 per issue
Supplemental/Amended Reports	\$ 250
Notice of Occurrence of Listed Events	\$ 250 per Notice
Annual Third Party Expenses	At Cost
Continuing Disclosure Compliance Review, if requested	\$ 200 per issue/per year

TENTH ADDENDUM TO AGREEMENT

EXHIBIT A – FEES FOR SERVICES

Arbitrage Rebate Compliance

The nature and complexity of each bond issue, the frequency of computation, and the transparency of the transactional data determines the maximum fee charged for each report. If circumstances are encountered that affect our ability to proceed (such as additional information coming to our attention that was not previously determined or available during our scoping efforts), we will inform you promptly; and seek your approval for any changes in scope, timing, or fees that may result from such circumstances.

Arbitrage Services	Description	Fee
Engagement Fee	One-time fee charged for newly-contracted issues.	\$500
Base Fee Range	Annual report.	\$1,250 to \$1,750
Yield Restriction Computation	If we determine that a yield reduction payment is due on yield restricted nonpurpose investments, an additional fee will be charged to analyze and determine the yield reduction due payment.	\$500 Per Fund
Commingled Funds Analysis	Clients providing data with commingled funds will incur an additional charge to uncommingle transactional data.	\$250 Per Fund
Data Analysis in Excess of 12 months	Arbitrage analysis for periods greater than one year will be charged an extra fee for each additional bond year analyzed.	\$250 Per Year
Transferred Proceeds Analysis	The regulations require an additional level of analysis for proceeds of refunding and refunded bonds.	\$500 Per Fund
Non-Bonafide Debt Service Fund	Our base fee assumes that the Bond Fund, as defined in the bond documents, meets the bonafide debt service fund exemption to rebate. If this fund fails to qualify for this exemption, an additional fee will be charged to analyze the investment activity.	\$500 Per Fund
Request for Refund of Overpayment	—	\$150 Per Hour
IRS Audit Assistance	—	\$150 Per Hour
Online Compliance Management System	—	No Charge
Preparation of IRS Form 8038T (Payment)	—	No Charge

Optional Supplemental Reports

Spending Exception Analysis: If the proceeds of a bond issue are spent within a specific timeframe, the regulations offer few exceptions to the Arbitrage Rebate rules. If our consultant's report for the bonds indicates that a positive rebate liability has accrued, we will explore these rebate exceptions, as they relate to the bonds. If the exceptions to rebate appear to provide a favorable alternative, we will prepare an additional calculation stating these results. The fees to prepare a calculation relating to the appropriate spending exception will be separate from the above-stated fees and will be discussed with the City before pursuing these opportunities.

TENTH ADDENDUM TO AGREEMENT

EXHIBIT A – FEES FOR SERVICES

Variable Rate Yield Optimization: The regulations allow the issuer of variable rate debt to compute yield separately for each bond year. At the end of the first five (5) bond years, the issuer may use the most advantageous combination of bond years to compare bond yield to the yield on investments. If the City desires, we will prepare an additional calculation to determine the optimal combination of periods that achieves the lowest possible rebate payment. The fee to prepare this analysis will be separate from the above-stated fees and will be discussed before pursued.

Evidence of Due Diligence: In many cases, a tax-exempt bond will meet an exception to the Arbitrage Rebate and yield restriction regulations and will only need evidence of due diligence that Section 148 of the IRS regulations has been considered. If requested, we will prepare a summary letter documenting the discovery efforts of the issuer. **The fee for this service will be \$500.**

Reimbursable Expenses

Willdan will be reimbursed for out-of-pocket expenses. Examples of reimbursable expenses include, but are not limited to:

- Postage,
- Travel expenses,
- Mileage (current federal prevailing rate),
- Maps,
- Electronic data provided from the county and/or other applicable resources, and
- Copying (currently 6¢ per copy).

Any additional expense for reports or from outside services will be billed to the City. Charges for meeting and consulting with counsel, the City, or other parties regarding services not listed in the scope of work above will be at our then-current hourly rates (see the “Hourly Rates” below).

In the event that a third party requests any documents, Willdan Financial Services may charge said party for providing such documents in accordance with Willdan’s applicable rate schedule.

Hourly Rates

Additional services may be authorized by the City and will be billed at our then-current hourly consulting rates. Our current hourly rates are:

Title	Hourly Rate
Group Manager	\$ 210
Principal Consultant	200
Senior Project Manager	165
Project Manager	145
Senior Project Analyst	130
Senior Analyst	120
Analyst	100
Analyst Assistant	75
Property Owner Services Representative	55
Support Staff	50

Willdan will endeavor to minimize the impact on City staff in the completion of this project. Furthermore, Willdan will rely on the validity and accuracy of the City’s data and documentation to complete the services described herein. We will rely on the data as being accurate without performing an independent verification of accuracy, and that we will not be responsible for any errors that result from inaccurate data provided by the client or a third party.

TENTH ADDENDUM TO AGREEMENT

The agreement between MuniFinancial (a.k.a., "**Willdan Financial Services**") and the City of Roseville, dated March 20, 2002, (hereinafter, the "Agreement") shall be amended as follows:

A. Section I entitled, "Basic Services" of the Agreement to provide annual consulting services is amended to include the following additional new districts:

- Roseville Westbrook Community Facilities District No. 1 (Public Facilities)
- Roseville Westbrook Community Facilities District No. 2 (Public Services)
- Roseville HP Campus Oaks Community Facilities District No. 1 (Public Facilities)
- Roseville HP Campus Oaks Community Facilities District No. 2 (Public Services)
- Roseville Fiddymont Ranch Community Facilities District No. 5 (Facilities Overlay)

B. Section III entitled, "Compensation" of the Agreement for Professional Services is amended to include the aforelisted fees.

All other terms and conditions contained in the Agreement shall remain in full force and effect.

Executed this November 20, 2015.

CITY OF ROSEVILLE

By:



Monty Hanks, Finance Director

WILLDAN FINANCIAL SERVICES

By:



Mark J. Risco, President - CEO



COUNCIL COMMUNICATION

CC #: 7406
File #: 0800-02

Title: Water Quality and Landfill Gas Monitoring and Reporting Services - Professional Services Agreement
Contact: Devin Whittington 774-5783 dwhittington@roseville.ca.us

Meeting Date: 2/3/2016
Item #: 6.17.

RECOMMENDATION TO COUNCIL

Staff recommends that Roseville City Council approve the award of a sole source, professional service agreement, in the amount of \$214,809.00, to CH2MHILL for 2016 Water Quality and Landfill Gas Monitoring Reporting and Environmental Services, and authorizes the City Manager to sign the agreement, on behalf of the City.

BACKGROUND

The closure of the Roseville Sanitary Landfill was completed in late 1995 in accordance with Waste Discharge Requirements (WDR) Order No.94-015 and the California Code of Regulations Article 5, Title 23. From these regulations came state-mandated post-closure requirements to establish a groundwater and landfill gas-monitoring program for the site.

Since June 1994, the City has conducted groundwater monitoring at the landfill. Since 1994, the City has hired the engineering firm CH2MHILL to review data and report on the nature of any release from the landfill to the groundwater. CH2MHILL's annual water quality report has established baseline water quality parameters and evaluates the effectiveness of the landfill closure. Generally, it takes a number of years of groundwater monitoring and analysis to determine if a landfill closure has been effective.

At this time, further monitoring and reporting is required. Concentration of monitored contaminants in water samples are exceeding compliance levels in one monitoring well, to the southwest of the site. Although the concentration levels do not seem to be increasing, monitoring and reporting is necessary to determine if further actions are needed

Also for Council consideration, is the preparation of the Year 2016 Semi-Annual and Annual Water Quality and Landfill Gas Monitoring and Reporting, and environmental review of the Antelope Creek Flood Control Project. The scope of work for the proposed services includes:

- Data compilation and analysis for all data collected between January 2016 and December 2016.
- Semi-annual and annual report preparation and submission to the RWQCB for approval. Staff believes that award of this sole source agreement is in the best interest of the City for the following reasons:

- o CH2MHILL has developed an excellent working relationship with representatives of the Department of Resource Recycling and Recovery (CalRecycle), the RWQCB and Placer County Health (Local Enforcement Agency). Representatives from three agencies have developed a trust in CH2MHILL's abilities, performance and recommendations as to the best course of action to take when dealing with issues from the site.

- o Their work to date has been excellent. Staff is confident the firm's comprehensive understanding of Roseville's landfill gas and water issues will ensure the City a successful, state-approved landfill closure.

- The 2016 contract will continue to combine the Water Quality and Landfill Gas Monitoring and Reporting Services.

- The cost of services will increase in 2016, due to Antelope Creek Flood Control Technical Support these funds will be reimbursed to the City by Placer County Flood Control District on a time and materials basis, once the project is initiated.

Staff recommends sole sourcing this contract to CH2M Hill because of their continued involvement in the project since 1994 and their institutional knowledge, as well as their firm's expertise. Staff believes CH2M Hill to be the best overall value to the City for conducting this work.

FISCAL IMPACT

The 2016 contract amount of \$167,044.00 will be paid by the landfill maintenance budget (08414). Funding for the Water Quality and Landfill Gas Monitoring and Reporting services are included in the solid waste service rates. The remaining \$ 47,765 will be reimbursed to the City through a reimbursement agreement with the Placer County Flood Control District on a time and materials basis.

ECONOMIC DEVELOPMENT / JOBS CREATED

Non Applicable

ENVIRONMENTAL REVIEW

The Water Quality and Landfill Gas Monitoring and Reporting Services project is not considered a "project" as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines § 15378). Consequently no CEQA action is required.

Respectfully Submitted,

Devin Whittington, Refuse Utility Manager

Richard Plecker, Environmental Utilities Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-29

Professional Services Agreement

Proposal fo 2016 Water Quality and Landfill Gas Monitoring

RESOLUTION NO. 16-29

APPROVING A PROFESSIONAL SERVICES AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE AND CH2M HILL, INC., AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE

WHEREAS, a professional services agreement regarding 2016 Water Quality and Landfill Gas Monitoring and Reporting Services and other Regulatory Required Technical Assistance, by and between the City of Roseville and CH2M Hill, Inc., has been reviewed by the City Council; and

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said agreement is hereby approved and that the City Manager is authorized to execute it on behalf of the City of Roseville; and

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

PROFESSIONAL SERVICES AGREEMENT

Project: 2016 Water Quality and Landfill Gas Monitoring
and Reporting Services and other Regulatory Required Technical Assistance

THIS AGREEMENT is made and entered into this ____ day of _____, 20____,
by and between the City of Roseville, a municipal corporation ("CITY"), and CH2M Hill
Engineers, Inc., a ~~Florida~~ **Delaware** corporation ("CONSULTANT"); and


W I T N E S S E T H:

WHEREAS, CITY desires professional services consisting of water quality and landfill
gas monitoring and reporting services and regulatory-required technical support at the closed
Roseville Landfill; and

WHEREAS, CONSULTANT has prepared a proposal dated November 30, 2015, which
describes the scope of work to be performed by CONSULTANT, the budget for the work, and
the schedule for performance of the work; and

WHEREAS, CONSULTANT is qualified and experienced to provide such professional
services.

NOW, THEREFORE, the parties agree as follows:

1. Services. CONSULTANT shall perform, at the direction of City, the scope of
services as described in EXHIBIT "A," attached hereto and incorporated herein by this
reference.

2. Compensation. For its services provided hereunder, CONSULTANT shall be compensated on a time and materials basis in accordance with the budget estimate as described in EXHIBIT "A." Total compensation shall not exceed two hundred fourteen thousand, eight hundred nine dollars (\$214,809).

CONSULTANT shall submit one monthly invoice for its services. Such invoices shall be delineated by task, the person performing the services, and the hourly rate, which shall be stated in time increments of not greater than one tenth (1/10) hours. CITY shall pay invoices within thirty (30) days after receipt, if the services specified in the invoice have been satisfactorily completed.

3. Indemnification. To the fullest extent allowed by law, CONSULTANT shall defend, indemnify, and save and hold harmless CITY, its officers, agents, employees and volunteers from any claims, suits or actions of every name, kind and description brought forth, or on account of, injuries to or death of any person (including but not limited to workers and the public), or damage to property, resulting from or arising out of CONSULTANT's willful misconduct or negligent act or omission while engaged in the performance of obligations or exercise of rights created by this Agreement, except those matters arising from CITY's negligence or willful misconduct. The parties intend that this provision shall be broadly construed.

CONSULTANT's responsibility for such defense and indemnity obligations shall survive the termination or completion of this Agreement for the full period of time allowed by law. The defense and indemnity obligations of this Agreement are undertaken in addition to, and shall not in any way be limited by, the insurance obligations contained in this Agreement.

4. Insurance. CONSULTANT agrees to continuously maintain, in full force and

effect, the following minimum policies of insurance during the term of this Agreement.

<u>COVERAGE</u>	<u>LIMITS OF LIABILITY</u>
Workers' Compensation	Statutory
Commercial General Liability	\$1,000,000 each occurrence \$2,000,000 aggregate Personal Injury: \$1,000,000 each occurrence \$2,000,000 aggregate
Automobile Liability	\$1,000,000 combined single limit
Professional Liability (errors and omissions)	\$1,000,000 per claim \$2,000,000 aggregate

a. Form. CONSULTANT shall submit a certificate evidencing such coverage for the period covered by this Agreement in a form satisfactory to Risk Management and the City Attorney, prior to undertaking any work hereunder. Any insurance written on a claims made basis is subject to the approval of Risk Management and the City Attorney.

b. Additional Insureds. CONSULTANT shall also provide a separate endorsement form or section of the policy showing CITY, its officers, agents, employees and volunteers as additional insureds for each type of coverage, except for Workers' Compensation and Professional Liability. Such insurance shall specifically cover the contractual liability of CONSULTANT. The additional insured coverage under the CONSULTANT's policy shall be primary and noncontributory, as evidenced by a separate endorsement or section of the policy, and shall not seek contribution from CITY's insurance or self-insurance. In addition, the additional insured coverage shall be at least as broad as the Insurance Services Office ("ISO") CG 20 01 Endorsement. Any available insurance proceeds in excess of the specified minimum insurance coverage requirements and limits shall be available to the additional insureds.

Furthermore, the requirements for coverage and limits shall be: (1) the minimum coverage and

limits specified in this Agreement; or (2) the full coverage and maximum limits of any insurance proceeds available to the named insureds, whichever is greater.

c. Cancellation/Modification. CONSULTANT shall provide ten (10) days written notice to CITY prior to cancellation or modification of any insurance required by this Agreement.

d. Umbrella/Excess Insurance. The limits of insurance required in this Agreement may be satisfied by a combination of primary and excess insurance. Any excess insurance shall contain or be endorsed to contain a provision that such coverage shall also apply on a primary and noncontributory basis for the benefit of CITY (if agreed to in a written contract) before CITY's own insurance shall be called upon to protect it as a named insured.

e. Subcontractors. CONSULTANT agrees to include in its contracts with all subcontractors the same requirements and provisions of this Agreement, including the indemnity and insurance requirements, to the extent they apply to the scope of the subcontractor's work. Furthermore, CONSULTANT shall require its subcontractors to agree to be bound to CONSULTANT and CITY in the same manner and to the same extent as CONSULTANT is bound to CITY under this Agreement. Additionally, CONSULTANT shall obligate its subcontractors to comply with these same provisions with respect to any tertiary subcontractor, regardless of tier. A copy of CITY's indemnity and insurance provisions will be furnished to the subcontractor or tertiary subcontractor upon request.

f. Self-Insured Retentions. All self-insured retentions ("SIR") must be disclosed to Risk Management for approval and shall not reduce the limits of liability. Policies containing any SIR provision shall provide or be endorsed to provide that the SIR may be satisfied by either the named insured or CITY. CITY reserves the right to obtain a full

certified copy of any insurance policy and endorsements. The failure to exercise this right shall not constitute a waiver of such right.

g. Waiver of Subrogation. CONSULTANT hereby agrees to waive subrogation which any insurer of CONSULTANT may acquire from CONSULTANT by virtue of the payment of any loss under a Workers Compensation, Commercial General Liability or Automobile Liability policy. All Workers Compensation, Commercial General Liability and Automobile Liability policies shall be endorsed with a waiver of subrogation in favor of CITY, its officers, agents, employees and volunteers for all work performed by CONSULTANT, its employees, agents and subcontractors.

h. Liability/Remedies. Insurance coverage in the minimum amounts set forth herein shall not be construed to relieve CONSULTANT of liability in excess of such coverage, nor shall it preclude CITY from taking such other actions as are available to it under any other provisions of this Agreement or law.

5. Access to Records. Duly authorized representatives of CITY shall have right of access during normal business hours to CONSULTANT's files and records relating to the services performed hereunder, and may review the files and records at appropriate stages during performance of the services.

6. Time is of the Essence. Time is of the essence of this Agreement.

7. Compliance with Laws. CONSULTANT shall comply with all federal, state and local laws, ordinances and policies as may be applicable to the performance of services under this Agreement.

8. Ability to Perform. CONSULTANT agrees and represents that it has the time, ability and professional expertise to perform the services required under this Agreement.

9. Governing Agreement. In the event of any conflict between this Agreement and its EXHIBITS, the provisions of this Agreement shall govern. In the event of any conflict between any of the EXHIBITS, the provisions of the first in order of attachment shall govern.

10. Assignment. CONSULTANT is employed to perform unique personal services. CONSULTANT shall not assign this Agreement without the prior written consent of City. CONSULTANT shall not employ or otherwise incur any obligation to pay other specialists or experts for services in connection with this Agreement, without prior written consent of CITY.

11. Independent Contractor. CONSULTANT shall act as an independent contractor, and covenants and agrees that it will conduct itself consistent with such status, that it will neither hold itself out as, nor claim to be, an officer or employee of CITY by reason of this Agreement.

12. Representations and Warranties. CONSULTANT warrants that it has not employed or retained any company or person, other than a bona fide employee working for CONSULTANT, to solicit or secure this Agreement, and that it has not paid or agreed to pay any company or person, other than a bona fide employee, any fee, commission, percentage, brokerage fee, gift or any other consideration, contingent upon or resulting from the award or making of this Agreement. For breach or violation of this warranty, CITY shall have the right to terminate as void this Agreement, without liability, or, in its discretion, to deduct from the Agreement price or consideration, or otherwise recover, the full amount of such fee, commission, percentage, brokerage fee, gift or contingent fee.

13. Successors in Interest. This Agreement shall be binding upon the heirs, successors, executors, administrators and assigns of the respective parties hereto.

14. Copyright, Ownership and Use of Materials. All tangible material ("Material") created or delivered pursuant to this Agreement is considered a work made for hire under the

Copyright Act. To the extent such Material does not qualify as a work made for hire, CONSULTANT hereby assigns to CITY all right, title, and interest, including but not limited to all copyrights, in all Material created by CONSULTANT in its performance under this Agreement. Material constitutes the scope of work outlined in Exhibit A and attached hereto, and all written and other tangible expressions, including but not limited to, drawings (including computer aided drawings), papers, documents, reports, surveys, renderings, exhibits, sketches, maps, models, prints, paintings or photographs, in any and all media or formats in which such materials have been created or are maintained. All Material furnished by CONSULTANT is, and shall remain, the property of CITY.

CONSULTANT shall execute any documents necessary to effectuate such assignment. In the event that CONSULTANT uses, employs, designates, or retains any person or entity who is not an employee of CONSULTANT, to perform any work required of it pursuant to this Agreement, CONSULTANT shall require said person or entity to execute an agreement containing the preceding paragraph.

15. Termination of Agreement. The City may terminate this Agreement without cause by giving CONSULTANT ten (10) days advance written notice from the City Manager. CONSULTANT may terminate this Agreement without cause by giving CITY thirty (30) days advance written notice. In the event of termination through no fault of CONSULTANT, CITY shall compensate CONSULTANT for services performed as of the date of termination, upon the release to CITY of all Material hereunder, in any and all media or formats in which such materials have been created or are maintained. CITY retains the right to receive and use any MATERIAL, notwithstanding any termination or any dispute regarding the amount to be paid.

16. Attorney's Fees; Venue; Governing Law. If either party commences any legal action against the other party arising out of this Agreement or the performance hereof, the prevailing party in such action shall be entitled to recover its reasonable litigation expenses, including but not limited to, court costs, expert witness fees, discovery expenses, and attorney's fees. Any action arising out of this Agreement shall be brought in Placer County, California, regardless of where else venue may lie. This Agreement shall be governed by and construed in accordance with the laws of the State of California.

17. Modification. This Agreement and each provision contained herein may be waived, amended, supplemented or eliminated only by mutual written agreement of the parties.

18. Severability. If any of the provisions contained in this Agreement are for any reason held invalid or unenforceable, such holding shall not affect the remaining provisions or the validity and enforceability of the Agreement as a whole.

19. Notices. Any notices to parties required by this Agreement shall be delivered personally or mailed, U.S. first class postage prepaid, addressed as follows:

CITY OF ROSEVILLE

Richard D. Plecker,
Environmental Utilities Director
2005 Hilltop Circle
Roseville, CA 95747

CONSULTANT

Janet Goodrich, P.E.
Project Manager
2485 Natomas Park Drive, Suite 600
Sacramento, CA 95833

Either party may amend its address for notice by giving notice to the other party in writing.

20. Integrated Agreement. This is an integrated agreement and contains all of the terms, considerations, understanding and promises of the parties. It shall be read as a whole.

IN WITNESS WHEREOF, the City of Roseville, a municipal corporation, has authorized the execution of this Agreement in duplicate by its City Manager and attested to by its City Clerk

under the authority of Resolution No. _____, adopted by the Council of the City of Roseville on the ____ day of _____, 20__, and CONSULTANT has caused this Agreement to be executed.

CITY OF ROSEVILLE, a
municipal corporation

CH2M HILL ENGINEERS, INC., a
~~Florida~~ corporation
Delaware *JTH*

BY: _____
ROB JENSEN
City Manager

BY: *Lori Salloway*
its: *Vice President*

ATTEST:

and
BY: *Julie L. Cull*
its: *Assistant Secretary*

BY: _____
SONIA OROZCO
City Clerk



APPROVED AS TO FORM:

BY: _____
ROBERT R. SCHMITT
City Attorney

APPROVED AS TO SUBSTANCE:

BY: *Richard D. Plecker*
RICHARD D. PLECKER
Environmental Utilities Director

EXHIBIT “A”



CH2M
2485 Natomas Park Drive
Suite 600
Sacramento, CA
95833-2937
O 916-920-0212
F 916-614-3410
www.ch2m.com

November 30, 2015

Mr. Devin Whittington
Solid Waste Utility Manager
Environmental Utilities
City of Roseville
2005 Hilltop Circle
Roseville, CA 95747

Subject: Proposal for 2016 Water Quality and Landfill Gas Monitoring and Reporting Services and other Regulatory Required Technical Assistance for the Closed City of Roseville Sanitary Landfill

Dear Mr. Whittington:

CH2M HILL Engineers, Inc. (CH2M) is pleased to provide this proposal to the City of Roseville (City) for regulatory-required water quality and landfill gas monitoring and reporting services during 2016 and additional regulatory-required technical support for compliance at the closed Roseville Landfill located at Galleria Blvd and Berry Street. This letter presents the proposed scope of work and fees for CH2M to provide these services in accordance with:

- The *Post-Closure Maintenance Plan (PCMP)* currently in draft revision form by CH2M, prepared under the 2014 and 2015 services contracts, and anticipated to be finalized under the 2016 contract based on the Antelope Creek flood control project.
- *Waste Discharge Requirements (WDRs) Order Number R5-2004-0104* revised August 22, 2011.

We propose to continue using the subcontractors of BLAINE TECH for groundwater sampling and Applied Sciences Laboratory (ASL) for laboratory analytical work under the 2016 scope of work. These subcontractors have been performing the same work for this site under CH2M since 2013 and are screened and approved through our health and safety process.

We appreciate the opportunity to continue to provide the City these consulting services for the landfill. As we have for nearly two decades, CH2M will continue to perform this work to meet regulatory deadlines and with efforts toward increased cost effectiveness and continued improvement of both the site conditions and our service. CH2M's proposed total project scope of work for 2016 includes additional tasks to update the Water Quality Protection Standard Report as required by the Revised Monitoring and Reporting Program (MRP) Order No. R5-2004-0104 and provide assistance to the City related to changes at the landfill due to the Antelope Creek Flood Control project, including revising the PCMP to reflect these changes.

Scope of Work

Task 1: Regulatory Assistance

CH2M will continue to provide regulatory interface and support to the City, as directed by the City's project manager. This work will primarily consist of communicating with regulatory agencies regarding the status of the landfill gas and water quality monitoring and reporting programs, and coordinating and participating in meetings with the regulatory agencies and the City to discuss program status and concerns. As in previous years, this general regulatory assistance will be performed on a time and materials basis within the allowable budget as directed by the City. For this level of effort, we have assumed a total of one hour per month for 12 months (duration of this scope of work) for the project manager to interface with both Placer County Environmental Health as the Local Enforcement Agency (LEA) on issues related to landfill gas and public health and the Regional Water Quality Control Board, Central Valley Region (RWQCB) regarding groundwater, surface water, and storm water runoff quality. In addition, we have assumed up to two meetings to be held at the City office or landfill with the CH2M project manager and one senior technical consultant attending. For these two meetings, eight hours each are budgeted for the CH2M project manager and technical consultant including time for preparation, meeting attendance, providing summary level action item notes, and round-trip transportation.

Task 2: MRP Required Groundwater and Surface Water Monitoring and Landfill Winterization Inspection

Subtask 2.1 Groundwater and Surface Water Quality Sampling and Analyses

CH2M will continue to subcontract to BLAINE TECH to provide labor, materials, equipment, and consumable supplies to conduct groundwater and surface water monitoring and sampling; and ASL to conduct laboratory sample analysis in accordance with the Waste Discharge Requirements (WDRs) and MRP Order No. R5-2004-0104, revised August 22, 2011. Prior to field sampling, CH2M will coordinate sample bottles and chain of custody with the laboratory for delivery with proper sample containers, required preservatives, labels and collection and submission requirements. One week prior to field sampling activities, CH2M will notify the RWQCB and PG&E Atlantic Substation of the sampling date. Groundwater and surface water sampling activities will be conducted semiannually in the First and Third Quarters of 2016 for the 15 groundwater monitoring wells and three surface water locations. Duration of sampling activities are assumed to be completed in one day. Tables A-1 of Attachment A provides a list of groundwater and surface water monitoring locations and their sampling frequencies. The sampling team will measure depth to groundwater, perform groundwater sampling, obtain field parameters, fill the required sample containers, maintain field notes in accordance with the Revised MRP, and ship the samples to the laboratory for analysis. The sampling team will obtain field water quality parameters at surface water locations. At the completion of the sampling event, field notes, calibration logs, inspection notes, and chain-of-custody forms will be compiled. Laboratory data will be validated as part of CH2M's quality assurance/quality control program for incorporation into the Semiannual and Annual Monitoring Reports discussed in Subtasks 3.1 and 3.2, respectively.

CH2M will attempt to perform the groundwater and surface water monitoring Subtask 2.1 to coincide with the landfill gas sampling described in Task 4. However, scheduling and/or weather conditions may prevent the work for these tasks to coincide. As a contingency, additional hours and separate mobilization costs are included for each of these tasks.

Subtask 2.2 Pre-Winterization Inspection and Winterization Completion Report

CH2M will perform one pre-winterization inspection of the landfill during the Third Quarter of 2016. WDRs/MRP Order No. R5-2004-0104 requires that the City conduct a site pre-winterization inspection by September 30 each year and complete repairs by October 31 of each year. CH2M will organize the pre-winterization inspection and notify the LEA of the inspection. The pre-winterization inspection will include the City and two CH2M staff, including one engineer. The City is responsible for completing the repairs identified during the pre-winterization inspection by October 31. The City is responsible for sending photos of the completed repairs to CH2M to complete the Winterization Completion Report.

The City will remain responsible for conducting landfill standard observations (the MRP indicates a frequency of quarterly, but the City historically performs monthly observations) and significant storm event (2 inches or more precipitation within a 24-hour period) inspections in accordance with Revised MRP Order No. R5-2004-0104. The City will provide the landfill standard observations to CH2M for review and inclusion in the Semiannual and Annual Monitoring Reports (Subtasks 3.1 and 3.2, respectively), consistent with their current observations forms and processes.

Deliverables: CH2M will provide the City with an electronic draft of the Winterization Inspection Technical Memorandum (TM), documenting applicable observations and recommendations from the pre-winterization inspection for the City's review. The City will provide comments on the TM within two weeks. CH2M will incorporate comments received from the City and finalize the TM. After receiving photos of the completed repairs from the City, CH2M will provide the City with an electronic draft of the Winterization Completion Report for review. The City will provide comments on the Winterization Completion Report within two weeks. CH2M will incorporate comments received from the City and finalize the Winterization Completion Report for inclusion as an Appendix in the Semiannual and Annual Monitoring Reports as described in Subtasks 3.1 and 3.2, respectively.

Task 3: 2015 Groundwater and Surface Water Quality Reporting

The groundwater and surface quality reporting for 2016 consists of preparation and submittal to the RWQCB of the Semiannual Monitoring Report by July 31, 2016 (Subtask 3.1) and the Annual Monitoring Report by January 31, 2017 (Subtask 3.2). Additionally, during 2016, the City is required to submit a Water Quality Protection Standard (WQPS) Report (Subtask 3.3) concurrent with, or as part of, the Semiannual Monitoring Report by July 31, 2016.

Subtask 3.1: 2016 Semiannual Monitoring Report

The 2016 Semiannual Report will be prepared in accordance with WDRs/Revised MRP Order No. R5-2004-0104: Reporting F.1. The report will present a summary of groundwater, surface water, and landfill gas monitoring data, and an evaluation of the effectiveness of the corrective action program. The report will include the following:

- Compliance Summary
- Summary of Standard Observations and Facility Monitoring Results
- Landfill gas monitoring results and discussion
- Groundwater and surface water monitoring results
- Updated figures, tables, and text from the previous annual report to reflect the most recent data
- Contour maps of groundwater elevations, total VOCs, TDS, Hardness, and electrical conductivity (groundwater elevations are conducted on a semiannual basis)

- Evaluation of the corrective action progress and effectiveness

Deliverables: CH2M will provide the City with an electronic version of the Draft 2016 Semiannual Report with the updated Water Quality Protection Standard Report included as an appendix, and cover letter (to be signed by the City's designated official) for review. The cover letter will be addressed to the RWQCB. The City will provide CH2M comments on the report within two weeks along with a PDF of the signed cover letter for distribution with the report to the regulatory agencies. CH2M will incorporate comments received from the City and finalize the report for distribution to the RWQCB and LEA. CH2M will notify the RWQCB that the final report and data have been uploaded into the RWQCB's GeoTracker system as required. CH2M will provide three hard copies to the City for City records and distribution to CalRecycle and the LEA. The final version of the Semiannual Report will be submitted to the RWQCB on or before the July 31, 2016 deadline, assuming receipt of comments from the City on the draft report within two weeks of delivery from CH2M.

Subtask 3.2: 2016 Annual Monitoring Report

The 2016 Annual Monitoring Report will be prepared in accordance with Revised MRP Order No. R5-2004-0104, F.2. The report will include the elements required in the semiannual report as well as the following:

- Year-end summary showing the monitoring results for the year indicating changes made or observed since the previous annual report
- Tabular and graphical summaries of the monitoring results including representative time series plots
- Historical monitoring data
- Winterization Completion Report

Deliverables: CH2M will provide the City with an electronic version of the draft report and cover letter (to be signed by the City's designated official) to review. The cover letter will be addressed to the RWQCB. The City will provide CH2M comments on the report within two weeks along with a PDF of the signed cover letter for distribution with the report to the regulatory agencies. CH2M will incorporate comments received from the City and finalize the report for distribution to the RWQCB and LEA. CH2M will notify the RWQCB that the final report and data have been uploaded into the RWQCB's GeoTracker system as required. CH2M will provide three hard copies of the report to the City for distribution to CalRecycle and the LEA. The final version of the Annual Monitoring Report will be submitted on or before the January 31, 2017, assuming receipt of comments from the City on the draft report within two weeks of delivery from CH2M.

Subtask 3.3: 2016 Water Quality Protection Standard Report

The 2016 Water Quality Protection Standard (WQPS) Report will be prepared in accordance with Revised MRP Order No. R5-2004-0104: Reporting F.4. This is the first WQPS report prepared under the Revised MRP Order No. R5-2004-0104. The WQPS report will be submitted concurrently or as an appendix to the Semiannual Monitoring Reporting (Task 3.1) by July 31, 2016 to the RWQCB. The WQPS report will evaluate the Roseville Landfill monitoring program to ensure it is protective of water-bearing media (groundwater and surface water). The WQPS report will include the following:

- Evaluation of waste constituents, their reaction products, and hazardous constituents that are reasonably expected to be in or derived from waste contained in the landfill as listed in MRP Table G.2 (five-year constituents of concern)
- Development of concentration limits for each constituent of concern listed in MRP Table G.2 (five-year constituents of concern)

- Evaluation of groundwater, surface water, and landfill gas monitoring data and compliance locations for effectiveness of detecting potential releases from the landfill and thereby being protective of groundwater and surface water
- Evaluation of the compliance period for applicability to the water-bearing media
- Updated figures, tables, and text from the previous WQPS report (September 2004) to reflect the most recent data incorporating five-year constituents of concern

Deliverables: The WQPS will be submitted as an Appendix to the 2016 Semiannual Monitoring Report (See Subtask 3.1 for deliverable details).

Task 4: Landfill Gas Monitoring and Reporting

Landfill gas monitoring will be performed using the approved procedures and methods described in the PCMP on a semiannual basis for 15 permanent landfill gas monitoring wells and one temporary gas monitoring well, and on an annual basis for 18 utility locations. Table A-2 of Attachment A provides a list of landfill gas monitoring locations and their sampling frequencies.

One CH2M staff member will monitor the landfill gas monitoring locations listed in Attachment A for methane, carbon dioxide, oxygen, and soil gas pressure using a LandTEC GEM2000 or equivalent. The instrument will arrive calibrated and will again be calibrated in the field before monitoring begins. Duration of landfill gas sampling activities are assumed to be completed in one day. A summary of the field activities and results will be provided semiannually in accordance with CCR Title 27 Section 20934 and include:

- The concentrations of methane, as measured at each probe within each well and within each on-site structure
- The documentation of date, time, barometric pressure, atmospheric temperatures, general weather conditions, and probe pressures at the time the sample was taken or the probe was monitored
- The names of the sampling personnel, apparatus utilized, and brief description of the methods used
- Summary of visual inspections and repairs
- Figure showing gas monitoring locations

The report will be submitted to the LEA within 90 days of each monitoring event as required by CCR Title 27 Section 20934. CH2M will perform gas monitoring and sampling during the First and Third Quarters of 2016.

Deliverables: CH2M will provide the City with an electronic draft version of each landfill gas monitoring report to review within 30 days of completion of a monitoring event. The cover letter will be addressed to the LEA. The City will provide comments on the report within two weeks. CH2M will incorporate comments received from the City and finalize the report for distribution to the LEA and CalRecycle. CH2M will submit an electronic copy of the report to the City, LEA, and CalRecycle. Please note that the copy to the RWQCB will be included as an appendix in the semiannual and annual water quality monitoring reports described in Task 3.

If applicable, for the monitoring events, CH2M will submit notification of detected exceedances of the reporting limit to the LEA and City by e-mail, followed by written notification along with the barometric pressure data corresponding to the exceedance. Note that exceedances are not anticipated, so this scope and budget do not include confirmation sampling and analyses responding to any exceedances beyond the notification immediately following the detection. Should additional actions be required due

to an exceedance, this activity could be addressed under Task 6 (Contingency) or separately, as directed by the City.

Task 5: Other Services – Antelope Creek Flood Control Technical Support

This task includes unique services that were delayed due to regulatory reviews. For 2016, this task specifically includes regulatory-required services from CH2M to the City of Roseville to address the February 17, 2015, letter from Paul Sanders of the Central Valley Regional Water Quality Control Board (RWQCB) regarding *Antelope Creek Flood Control Project, Landfill Impact Evaluation, Roseville Landfill, Placer County*. In this letter, Mr. Sanders lists the requirements he would impose on the Roseville Landfill should the City allow the Placer County Flood Control and Water Conservation District (District) to implement the Antelope Creek Flood Control Project (ACFCP) to reduce peak stormwater surges in Antelope and Dry Creek downstream of the site, as proposed in the existing documents prepared by the District and their contractor, HDR Engineering. As requested by the City, this scope of work includes subtasks to be performed by CH2M with the remainder of items required in the letter to be prepared by the Flood Control District and their contractor(s):

Subtask 5.1 – Upper Weir Construction Observation and Reporting (RWQCB Comment 2)

Based on comment 2, the RWQCB would like the City to have an on-site representative during construction of some aspects of the Upper Weir to help prevent damage to closed landfill components. Additionally, the RWQCB asks that the City's on-site representative report if waste is encountered or if damage to landfill components occurs, and to prepare a work plan to remove any encountered waste and repair damage. For this scope of work, we assume that CH2M will serve as the City's on-site representative during Upper Weir construction (invasive work) in the landfill cap area, but preparation of the work plan to remove encountered waste and repair damage will be the responsibility of the Flood Control District. CH2M assumes we will provide a critical review of the Flood Control District's work plan for the City under this subtask. We will also prepare a brief technical memorandum summarizing and presenting our field notes to the City.

Assumptions:

- CH2M engineer will be on site for a total of up to 10 days; costs include mileage and update of health and safety plan for our staff (this can be revised when the schedule is known). Our staff will work under our own site specific health and safety plan, and we assume it will not require any special training or measures. The existing health and safety plan for this site will be modified to include this work.
- CH2M has allocated up to 8 hours to review the work plan to remove encountered waste and repair damage, including comments and discussions.
- The work plan to remove waste encountered and repair damage will be prepared by the District, but the CH2M field engineer will report any such incidence in CH2M's field notes summary for the dates we are present on site.
- If waste is encountered during construction, CH2M assumes that the District will be responsible for immediately notifying the RWQCB and implementing the work plan.
- CH2M will prepare a brief field notes summary memorandum which documents incidence of encountering waste and related repairs, and any other notable information for the City's records.
- As-built drawings of the weir, any armoring, and any repairs will be provided electronically by the District in AutoCAD or another format usable by CH2M for incorporation into our technical memorandum, as applicable, and for use in other subtasks.

Deliverables: Draft field notes summary technical memorandum provided electronically for City review. Final memorandum, provided electronically and with two printed copies for the City.

Subtask 5.2 –Amended Post-Closure Maintenance Plan (RWQCB Comment 7)

CH2M has substantially completed recent updates to the PCMP, memorializing the regulatory approvals for changes in the landfill gas monitoring program and MRP in 2012 and 2013. We had included some budget to finalize and submit the document as part of the 2015 monitoring and reporting program contract. However, this was based on the assumption that we would receive complete information from the District, related to the flood control project, which could simply be appended to the PCMP. Based on RWQCB Comment 7, we believe additional document revision will be necessary, especially related to incorporating required changes in winterization inspections, 100-year flood level inspections, and contingency plan incorporation. To complete these revisions, CH2M will need the design documents and several other pieces of information from the District, as described in this proposal.

Additionally, as required under RWQCB Comment 7, as part of the PCMP update, CH2M will prepare a revised post-closure maintenance cost estimate to support the post-closure financial assurance mechanism requirements.

Assumptions:

Post-Closure Maintenance Plan

- After construction is complete and upon receiving the as-built drawings and documentation of any other changes, we will revise existing figures, as appropriate, add appendices, and update the post-closure maintenance cost estimate. We will only make changes related to the information we receive and will not be responsible for incorporating changes which are not conveyed to us.
- We will also revise the PCMP to include new monitoring, reporting, and corrective measures associated with the changes, as applicable based on documents provided by the District and direction from the RWQCB in the February 17, 2015, comment letter and the other subtasks performed under this scope of work.
- This subtask does not include design or development of new monitoring and reporting programs, network components, or site closure features by CH2M.
- The cost assumptions for this subtask are the incremental costs to incorporate this information into the existing document under revision. If the PCMP is revised and submitted to the regulatory agencies separate from the current revisions, the cost for this subtask will differ.

Post-Closure Maintenance Cost Estimate

- We will prepare this estimate using the CalRecycle template and format, use known information about the annual costs that are typically incurred based on our personal experience at the site, and work with the City to project anticipated future costs.
- We assume the City has maintained updated post-closure cost estimates in accordance with their financial assurance mechanism, including annual updates and 5-year reviews and that these will be available to CH2M.
- We anticipate that the estimate will use a closure date of 1995.
- We will prepare a draft for City review (provided electronically) and include the final in the revised final PCMP document.
- Because this is a PCMP update, we do not anticipate the need to address regulatory comments, so that effort is not included in this scope of work.
- We will prepare an preliminary draft that documents costs for each component and sources, review that with the City during a meeting or conference call, then proceed to complete the cost estimate.

For this subtask, this scope and budget also assumes three, two hour conference calls with the City and District. Two CH2M staff (the project manager and one senior staff member) will attend each conference call.

Deliverables: CH2M will provide to the City, electronically, a draft of the updated the PCMP for City review. Upon receipt of review comments from the City, CH2M will revise the PCMP and provide the updated PCMP to the RWQCB, LEA, and CalRecycle for their records. Five copies with cover letters will be submitted as follows: two copies to the City, one copy with original cover letter to the RWQCB (if they would like a printed version), one copy with original cover letter to the LEA, and one copy (carbon copy of LEA cover letter) to CalRecycle. We will also upload the revised document to Geotracker and notify the RWQCB when it has been uploaded.

Subtask 5.3 – Technical Assistance to the City for District Led Items (RWQCB Comments 1, 3, and 4)

CH2M will provide technical support to the City, on an as needed basis, to support landfill and site related aspects of how the District addresses comments 1, 3, and 4 of the RWQCB letter. This subtask includes up to 50 hours of technical support and up to two (2) site visits by one CH2M staff person.

Task 6: Contingency

A contingency budget has been included for the 2016 water quality and landfill gas work, as in previous years, to be used as directed by the City to address additional landfill environmental concerns should they arise. For example, if there is an exceedance of perimeter landfill gas monitoring well action levels, this task can be activated by the City to address the exceedance as required by regulations.

Alternatively, this task may be used to evaluate a failed pump in a groundwater monitoring well. The proposed contingency amount is higher than in the standard year, where the scope is also smaller, due to the increased scope complexity, additional sampling and analysis, and data management. The budget for this task consists of up to 46 hours of labor and \$2450 to cover expenses such as travel to meetings and the landfill site or field equipment. This task will be billed on a time and materials basis, as directed by the City project manager, up to the task budget limit.

Project Team

This project will be managed by Ms. Janet Goodrich, a registered Civil Engineer in California, with assistance from Ms. Juliana Harris, a professional geologist in California based out of our Sacramento office. Janet has 27 years of experience in the landfill and solid waste industries and has supported the Roseville Landfill environmental monitoring program over the past 20 years. She will serve as the primary liaison with the City and will manage the overall environmental program including providing regulatory support. Juliana has 24 years of experience in environmental geology, hydrogeology, surface water and groundwater monitoring, water quality sampling and analysis, and compliance reporting. She will lead the day-to-day project activities, budget and schedules, as well as coordinate the engineering reviews.

Key staff members for this project include new and previous project team members experienced in landfill regulations, engineering, water quality and landfill gas monitoring, and compliance reporting. Using these new and dedicated staff, will provide a high level of project continuity and work efficiency can be maintained. We propose to use the following core project team for 2016:

- Project Manager – Janet Goodrich
- Senior Technical Advisors – Shannon Wright, Mark Wuttig
- Water Quality Task Manager – Juliana Harris

- Landfill Gas Task Manager – Jamison Loveless, Wilfred Akah
- Water Quality Senior Review – Brian Schroth
- Landfill Gas Senior Review – Evan Griffiths

Cost Proposal

CH2M proposes to complete this work on a time and materials basis according to the budget for this work as presented in Table 1, assuming same terms and conditions as Resolution 15-04. CH2M's billing and expense rates for 2016 and 2017 are presented in Attachment B. We are proposing a modest three percent increase over the previous year labor rate. The proposed total project cost this year includes preparation of the Water Quality Protection Standard report required by the Revised MRP Order No. R5-2004-0104 and Antelope Creek Flood Control technical support including finalizing the PCMP. The period of performance is from contract award, assumed to be by January 31, 2016 through February 28, 2017, to coincide with the submittal of the *Annual Water Quality Monitoring Report*.

As in previous years, this proposal includes a project contingency budget to address unplanned regulatory compliance activities, water quality or landfill gas management concerns, or additional monitoring requirements and will only be activated at the direction of the City.

The proposed task and subtask structure and budget are summarized as follows:

TABLE 1

City of Roseville 2015 Water Quality and Landfill Gas Monitoring and Reporting Service Contract

TASK	COST (\$)
Task 1 – Regulatory Assistance	\$7,546
Task 2 - Water Quality Sampling & Analysis	\$50,760
Task 3 - Water Quality Reports	\$86,812
Subtask 3.1 – Semi-Annual Report	\$32,318
Subtask 3.2 – Annual Report	\$40,143
Subtask 3.3 – Water Quality Protection Standard Report	\$14,351
Task 4 - Landfill Gas Services	\$10,107
Task 5 – Other Services - Antelope Creek Flood Control Technical Support	\$47,765
Subtask 5.1 – Upper Weir Construction Observation and Reporting	\$21,856
Subtask 5.2 – Pre-Construction Work Plan and Amended Post-Closure Maintenance Plan	\$15,968
Subtask 5.3 – Technical Assistance to the City for District Led Items	\$9,941
Task 6 - Contingency	\$11,819
Subtotal: Tasks 1 through 4 plus Task 6	\$167,044
Subtotal: Task 5	\$47,765
Total all Tasks	\$214,809

Note:

Budget developed on a time and materials basis.

CH2M appreciates the opportunity to continue to serve the City of Roseville. Please contact Janet Goodrich at (916) 286-0362 if you have questions on this proposal.

Sincerely,

CH2M HILL Engineers, INC.

A handwritten signature in cursive script that reads "Janet Goodrich".

Janet Goodrich, P.E.
Project Manager

A handwritten signature in cursive script that reads "Terry DeBiase".

Terry DeBiase
Project Delivery Manager

cc: Juliana Harris/RNO

Attachment A
Roseville Landfill Monitoring Locations
and Frequency

TABLE A-1

Groundwater and Surface Water Monitoring Locations and Frequency*Roseville Landfill*

Monitoring Location	Monitoring Area	Sampling Frequency
<i>Groundwater Monitoring Wells</i>		
MW-1	Background Areas A/B & C/D	Semiannual
MW-2	Background Areas A/B & C/D	Semiannual
MW-3	Background Areas A/B; Cross-gradient Area C/D	Semiannual
MW-5	Downgradient Area C/D	Semiannual
MW-6	Downgradient Burn Area	Semiannual
MW-7a	Downgradient Burn Area	Semiannual
MW-8	Downgradient Area C/D	Semiannual
MW-9	Cross-gradient Area A/B	Semiannual
MW-10A	Cross-gradient Area A/B	Semiannual
MW-10B	Cross-gradient Area A/B	Semiannual
MW-12	Background Burn Area; Downgradient Area A/B; Cross-gradient Area C/D	Semiannual
MW-13	Background Burn Area; Downgradient Area C/D	Semiannual
MW-14	Background Burn Area; Downgradient Area C/D	Semiannual
MW-15	Downgradient Area A/B	Semiannual
MW-16	Background Burn Area; Downgradient Area C/D	Semiannual
<i>Surface Water Monitoring Locations</i>		
SW-1	Upstream of Roseville Landfill	Semiannual
SW-2	Between Areas A/B and C/D	Semiannual
SW-3	Downstream of Roseville Landfill	Semiannual

TABLE A-2

Landfill Gas Monitoring Locations and Frequency*Roseville Landfill*

Monitoring Location	Type	Sampling Frequency
<i>Permanent Landfill Gas Wells</i>		
LFG-1: Shallow	permanent gas well	Semiannual
LFG-1: Deep	permanent gas well	Semiannual
LFG-3: Shallow	permanent gas well	Semiannual
LFG-3: Deep	permanent gas well	Semiannual
LFG-4	permanent gas well	Semiannual
LFG-5	permanent gas well	Semiannual
LFG-7	permanent gas well	Semiannual
LFG-8: Shallow	permanent gas well	Semiannual
LFG-8: Deep	permanent gas well	Semiannual
LFG-9: Shallow	permanent gas well	Semiannual
LFG-9: Deep	permanent gas well	Semiannual
LFG-10: Shallow	permanent gas well	Semiannual
LFG-10: Deep	permanent gas well	Semiannual
LFG-11: Shallow	permanent gas well	Semiannual
LFG-11: Deep	permanent gas well	Semiannual
<i>Temporary Landfill Gas Wells</i>		
GP-7	landfill mass gas well	
<i>On-site Structures and Utilities</i>		
ARV-1	Roseville Water, Valve	Annual
ARV-2	Roseville Water, Valve	Annual
ARV-3	Roseville Water, Valve	Annual
F6-17	SPMUD sewer manhole	Annual
F6-18	SPMUD sewer manhole	Annual
F6-19	SPMUD sewer manhole	Annual
F6-20	SPMUD sewer manhole	Annual
G6-11	SPMUD sewer manhole	Annual
G6-12	SPMUD sewer manhole	Annual
G6-13	SPMUD sewer manhole	Annual
G6-14	SPMUD sewer manhole	Annual
MH-1	Roseville Water, manhole	Annual
MH-2	Roseville Water, manhole	Annual
MH-3	Roseville Water, manhole	Annual
MH-4	Roseville Water, manhole	Annual
MH-5	Roseville Water, manhole	Annual
Roseville Shed	Roseville Shed	Annual
BC-5	Bow Club Clubhouse	Annual

Attachment B
2016 Labor and Expense Rates

TABLE B-1

Labor Rates Schedule for City of Roseville 2016/2017 Water Quality and Landfill Gas Monitoring and Reporting Services

Period: 2016	Rate
Principal	209.00
Senior Project Manager	188.00
Project Manager /Project Technologist	164.00
Associate Project Manager /Associate Technologist	145.00
Associate Consultant	137.00
Staff II Consultant/Engineer	126.00
Staff I Consultant/Engineer	114.00
Sr. Technician	123.00
Staff Technician	99.00
Office/Clerical Accounting	83.00
Period: 2017	Rate
Principal	215.00
Senior Project Manager	194.00
Project Manager /Project Technologist	169.00
Associate Project Manager /Associate Technologist	150.00
Associate Consultant	141.00
Staff II Consultant/Engineer	129.00
Staff I Consultant/Engineer	118.00
Sr. Technician	126.00
Staff Technician	102.00
Office/Clerical Accounting	86.00

Note: The 2016 and 2017 rates reflect a modest 3% increase from the previous year.

TABLE B-2

Expense Mark-up for City of Roseville 2016/2017 Water Quality and Landfill Gas Monitoring and Reporting Services

Expenses Billed at Cost with Following Markups	Markup
Expenses	
Health & Safety (Included)	0%
Truck Rental	10%
Miscellaneous Field Equipment	10%
Mail/ Shipping	10%
Travel	
Travel Auto Mileage (cost billed will be published IRS allowable reimbursable rate at the time work is performed)	0%
Subcontract	
Laboratory Services - ASL	10%
Blaine Tech	10%



COUNCIL COMMUNICATION

CC #: 7388
File #: 0316-04

Title: 2015 Speed Limit Ordinance Update
Contact: Jana Cervantes 774-5498 jcervantes@roseville.ca.us

Meeting Date: 2/3/2016
Item #: 6.18.

RECOMMENDATION TO COUNCIL

Recommend Council approve the attached speed limit ordinance update.

BACKGROUND

State law establishes the process for setting speed limits for roadways in California. The California Vehicle Code (CVC) and the California Manual on Uniform Traffic Control Devices (CaMUTCD) contain the guidelines and processes that must be followed in order to make speed limits radar enforceable. Certain roadways are assigned speed limits by default (called "prima facie" speed limits), such as 25 mph for residential streets and business districts, 15 mph in alleys, 55 mph on two-lane undivided highways, and 65 mph on all other roadways. To justify a RADAR enforceable posted speed limit below prima facie, local jurisdictions are required to conduct and approve an Engineering and Traffic Survey (ETS). An ETS is based on two factors; the measured 85th percentile speed (that speed at which 85% of the traffic is traveling at or below) and whether or not "conditions not readily apparent to motorists" are present.

The California Department of Transportation (Caltrans) has an established set of standards and procedures for conducting an ETS. These standards require that for a speed limit to be radar enforceable, the posted speed limit should be set at the first 5 mph increment nearest the 85th percentile speed. The recommended speed limit can be lowered an additional 5 mph if "conditions not readily apparent to motorists" are present. Conditions not readily apparent can be a variety of things such as an accident history, numerous driveways along the roadway, adjacent land uses, bike lanes, etc. The CVC requires that speed surveys must be conducted every five to ten years, or when there is a major change to a roadway.

Staff recently completed 60 ETS's (see attached Table 1). There are three proposed decreases (one of which did not have a previous survey), two other new roadways surveyed for the first time, and 55 resurveys with no change recommended. There are no proposed increases.

A copy of the complete set of speed surveys is available at the Clerk's Office for review. The CVC requires that posted speed limits be consistent with the results of the ETS to be radar

enforceable. Public Works, Police, and the City Attorney are all in agreement that in order for the City to be in compliance with State law, posted speed limits need to be set using the State guidelines.

FISCAL IMPACT

None. The cost of changing speed limit signage is included in the existing Street Maintenance operating budget.

ECONOMIC DEVELOPMENT / JOBS CREATED

Not applicable.

ENVIRONMENTAL REVIEW

The California Environmental Quality Act (CEQA) does not apply to activities that will not result in a direct or reasonably foreseeable indirect physical change in the environment (CEQA Guidelines §15061(b)(3)). The Speed Limit Ordinance Update does not include the potential for a significant environmental effect, and therefore is not subject to CEQA.

Respectfully Submitted,

Jana Cervantes, Senior Engineer

Rhon Herndon, Public Works Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

2015 Speed Limit Ordinance

Table 1 - Speed limit Surveys

ORDINANCE NO. ____

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING SECTION
11.28.010 OF CHAPTER 11.28 OF TITLE 11 OF THE ROSEVILLE MUNICIPAL CODE
REGARDING SPEED LIMITS

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. Section 11.28.010 of Chapter 11.28 of Title 11 of the Roseville Municipal Code is hereby amended to read as follows:

11.28.010 Change in speed limits set by state law.

Pursuant to authority contained in Sections 22357 and 22358 of the Vehicle Code, the city council determines upon the basis of an engineering and traffic survey that the prima facie speed limits set forth in this section would facilitate the orderly movement of vehicular traffic and would be reasonable and safe, except when passing school grounds, and it is determined that a speed limit greater than those hereinafter set forth would be more than is reasonable or safe. It is declared that the prima facie speed limits hereinafter set forth are established according to law:

1. Alexandra Drive:
 - a. Between East Roseville Parkway and Secret Ravine Parkway, 40 mph;
2. Angus Road:
 - a. Between Fiddymment Road and Casa Sedona Drive, 35 mph;
3. Antelope Creek Drive:
 - a. Between Galleria Boulevard and Creekside Ridge Drive, 30 mph,
 - b. Between Creekside Ridge Drive and end, 35 mph;
4. Atkinson Street:
 - a. Between Foothills Boulevard and Church Street, 40 mph,
 - b. Between Foothills Boulevard and PFE, 45 mph;
5. Atlantic Street:
 - a. Between Yosemite Street and Interstate 80, 40 mph;
6. Auburn Boulevard:
 - a. Between Riverside and city limits, 35 mph;
7. Automall Drive: 30 mph;
8. Baseline Road:

- mph,
- a. Between Foothills Boulevard and Fiddymment Road, 45 mph;
 9. Berry Street:
 - a. Between 156 Berry Street and Galleria Boulevard, 35 mph;
 10. Blue Oaks Boulevard:
 - a. Between Fiddymment Road and eastern city limits, 45 mph;
 - b. Between Fiddymment Road and Hayden Parkway, 50 mph;
 11. Bob Doyle Drive:
 - a. Between Kennerleigh Parkway and ~~Westpark Drive~~Hayden Parkway, 35 mph;
 - ~~b. Between Westpark Drive and Hayden Parkway, 40 mph;~~
 12. Brady Lane:
 - a. Between Vineyard Road and Baseline Road, 40 mph;
 13. Casa Sedona Drive:
 - a. Between ~~Fiddymment~~Angus Road and Crocker Ranch Road, 30 mph;
 14. Central Park Drive:
 - a. Between Fairway Drive and Highland Park Drive, 25 mph;
 15. Chase Drive:
 - a. Between Roseville Parkway and Heritage Drive, 30 mph;
 16. Church Street:
 - a. Between Atkinson Street and Washington Boulevard, 35 mph;
 17. Cirby Way:
 - a. Between Foothills Boulevard and Old Auburn Boulevard, 40 mph;
 18. Commerce Drive:
 - a. Vernon Street and Roseville Road, 35 mph;
 19. Country Club Drive:
 - a. Between Baseline Road and Pleasant Grove Boulevard, 35 mph;
 20. Creekside Ridge Drive:
 - a. Between Roseville Parkway and end, 25 mph;

21. Crocker Ranch Road:
 - a. Between Blue Oaks Boulevard and Opal Drive, 35 mph;
22. Del Webb Boulevard:
 - a. Between Fiddymment Road and Blue Oaks Boulevard, 35 mph;
23. Diamond Creek Boulevard:
 - a. Between Blue Oaks Boulevard and Parkside Way, 35 mph;
24. Douglas Boulevard:
 - a. Between Vernon Street and I-80, 30 mph,
 - b. Between I-80 and Rocky Ridge, 35 mph,
 - c. Between Rocky Ridge Drive and Sierra College Boulevard, 45 mph;
25. Eastridge Drive:
 - a. Between Old Auburn Road and Weston Way, 30 mph;
26. East Roseville Parkway:
 - a. Between Taylor Road and Sierra College Boulevard, 45 mph,
 - b. Between Sierra College Boulevard and eastern City limits, 40 mph;
27. Estates Drive:
 - a. Between Folsom Road and Harding Boulevard, 25 mph;
28. Eureka Road:
 - a. Between Interstate 80 and Sierra College Boulevard, 40 mph;
29. Fairway Drive:
 - a. Between Blue Oaks Boulevard and Stanford Ranch Road, 40 mph;
30. Fiddymment Road:
 - a. Between Pleasant Grove Boulevard and northern city limits, 45 mph;
 - b. Between Pleasant Grove Boulevard and Baseline Road, 50 mph;
31. Folsom Road:
 - a. Between Vernon Street and Douglas Boulevard, 25 mph;
32. Foothills Boulevard:

- a. Between Cirby Way and ~~northern city limits~~[Blue Oaks Blvd.](#), 45 mph;
 - b. [Between Blue Oaks Blvd. and northern city limits, 40 mph;](#)
-
- 33. Galilee Road:
 - a. Between Pleasant Grove Boulevard and Industrial Avenue, 35 mph;
 - 34. Galleria Boulevard:
 - a. Between ~~Atlantic Street~~[Harding Blvd.](#) and Roseville Parkway, 45 mph,
 - b. Between Roseville Parkway and SR-65, 40 mph;
 - 35. Gibson Drive:
 - a. Between Roseville Parkway (E) and Roseville Parkway (W), 40 mph;
 - 36. Hallissy Drive:
 - a. Between Washington Boulevard and Pleasant Grove Boulevard, 30 mph;
 - 37. Harding Boulevard:
 - a. Between Douglas Boulevard and Estates Drive, 30 mph,
 - b. Between Estates Drive and Lead Hill Boulevard, 35 mph,
 - c. Between Lead Hill Boulevard and Wills Road, 40 mph;
 - 38. Hayden Parkway:
 - a. Between Fiddymment Road and Blue Oaks Boulevard, 35 mph;
 - 39. Highland Park Drive:
 - a. Between Fairway Drive and Pleasant Grove Boulevard, 30 mph,
 - b. Between Pleasant Grove Boulevard and Stanford Ranch, 35 mph;
 - 40. Hillsborough Drive:
 - a. Between East Roseville Parkway and Eureka Road, 35 mph;
 - 41. Industrial Avenue:
 - a. Between Northern city limits and Washington Boulevard, 50 mph;
 - 42. Junction Boulevard:
 - a. Between Baseline Road and Foothills Boulevard, 45 mph,
 - b. Between Foothills Boulevard and Washington Boulevard, 40 mph;

43. Kennerleigh Parkway:
 - a. Between Pleasant Grove Boulevard and Bob Doyle Drive, 35 mph;
44. Kenroy Lane:
 - a. Between Riverside Avenue and end, 25 mph;
45. Lead ~~h~~Hill ~~Read~~Blvd.:
 - a. Between Harding Boulevard and North Sunrise Avenue, 35 mph,
 - b. Between North Sunrise Avenue and East Roseville Parkway, 40 mph;
46. Main Street:
 - a. Between Foothills Boulevard and Porter Drive, 35 mph;
47. Market Street:
 - a. Between Pleasant Grove Boulevard and westerly end, 35 mph;
48. McAnally Drive:
 - a. Between Foothills Boulevard and Woodcreek Oaks Boulevard, 35 mph;
49. Melody Lane:
 - a. Between Cirby Way and West Whyte Avenue, 35 mph;
50. Monument Drive:
 - a. Between Pleasant Grove Boulevard and Bob Doyle Drive, 30 mph;
51. New Meadow Drive:
 - a. Between Blue Oaks Boulevard and Parkside Way, ~~35~~0 mph;
52. Niblick Drive:
 - a. Between Blue Oak Boulevard and end, 35 mph;
53. North Cirby Way:
 - a. Between Thistle Down Drive and East Roseville Parkway, 35 mph;
54. Northpark Drive:
 - a. Between Woodcreek Oaks Boulevard and Parkside Drive, 35 mph;
55. North Sunrise Avenue:
 - a. Between Douglas Boulevard and Lead Hill Boulevard, 35 mph,

- b. Between Lead Hill Boulevard and East Roseville Parkway, 40 mph;
- 56. Oak Crest Drive:
 - a. Between Alexandra Drive and Frensham Drive, 25 mph;
- 57. Old Auburn Road:
 - a. Between South Cirby and the easterly city limit line, 45 mph,
 - b. Between Sierra College Boulevard and East Roseville Parkway, 35 mph,
 - c. Between South Cirby and the southern city limit line, 35 mph;
- 587. Olympus Drive:
 - a. Between Professional Drive and East Roseville Parkway, 30 mph,
 - b. Between East Roseville Parkway and Sierra College Boulevard, 40 mph;
- 598. Opal Drive:
 - a. Between Crocker Ranch Road and Parkside Way, 35 mph;
- 6059. Opportunity Drive:
 - a. Vineyard Road and end, 35 mph;
- 610. Orchard View Road:
 - a. Between Blue Oaks Boulevard and Harcourt Way, 30 mph;
- 621. Orlando Avenue:
 - a. Between Cirby Way and Riverside Avenue/Auburn Boulevard, 40 mph;
- 632. Painted Desert ~~Way~~ Drive:
 - a. Between Prairie Woods and Woodcreek Oaks, 30 mph;
- 643. Parkhill Drive:
 - a. Between McLaren Drive and East Roseville Parkway, 35 mph;
- 654. Parkside Drive:
 - a. Between Opal Drive and Diamond Creek Boulevard, 35 mph,
 - b. Between Diamond Creek and McCloud Way, 25 mph,
 - c. Between McCloud Way and New Meadow Drive; 35 mph;
- 665. Park Regency Drive:

- a. Between Hiawatha Drive and Junction Boulevard, 30 mph,
- b. Between Junction Boulevard and Casterbridge Drive, 35 mph;
- 676. P.F.E. Road:
 - a. Between Atkinson Street and the western city limits, 45 mph;
- 687. Phillip Road:
 - a. Between Westpark Drive and end, 40 mph;
- 698. Pioneer Road:
 - a. Between Pleasant Grove Boulevard and Trehowell Drive, 30 mph;
- 7069. Pleasant Grove Boulevard:
 - a. Between Market Street and Rocklin city limits, 45 mph;
- 710. Prairie Woods Way:
 - a. Between Blue Oaks and Painted Desert, 30 mph;
- 721. Professional Drive:
 - a. Between Rocky Ridge Road Drive and Olympus Drive Douglas-Boulevard, 30 mph,
 - ~~b. Between Douglas Boulevard and Olympus Drive, 30 mph;~~
- 732. Reserve Drive:
 - a. Between Diamond Oaks Road and Roseville Parkway, 25 mph;
 - b. Between Diamond Oaks Road and Berry Street, 35 mph;
- 743. Riverside Avenue:
 - a. Between 1-80 and Darling Way, 35 mph,
 - b. Between Darling Way and Douglas Boulevard, 25 mph;
- 754. Rocky Ridge Drive:
 - a. Between East Roseville Parkway and Cirby Way, 40 mph;
- 765. Roseville Parkway:
 - a. Between Washington Boulevard and Taylor Road, 45 mph;
- 776. Roseville Road:
 - a. Between Cirby Way and the southern city limits, 405 mph;

787. Scarborough Drive:
- a. Between Secret Ravine Parkway and northern city limits, 40 mph;
798. Secret Ravine Parkway:
- a. Between East Roseville Parkway and Sierra College Boulevard, 45 mph;
8079. Sierra Boulevard:
- a. Between Roseville Street and Alta Vista, 30 mph;
810. Sierra College Boulevard:
- a. Between Olympus Drive and Old Auburn Road, 45 mph,
 - b. Between Olympus and city limits, 50 mph;
824. Sierra Gardens Drive:
- a. Between Douglas Boulevard and North Sunrise Avenue, 30 mph;
 - b. Between Douglas Boulevard and Adamson Court, 25 mph;
-
832. South Cirby Way:
- a. Between Rocky Ridge Drive and Old Auburn Road, 40 mph;
843. Stanford Ranch Road:
- a. Between Highway 65 and ~~Fairway Drive~~northern city limits, 40 mph,
 - ~~b. Between Fairway Drive and the northern city limits, 45 mph;~~
854. Stone Point Drive:
- a. Between North Sunrise and Rocky Ridge Drive, 35 mph;
865. Sun City Boulevard:
- a. Between Pleasant Grove Boulevard and Del Webb Boulevard, 35 mph;
876. Sunrise Avenue:
- a. Between Douglas Boulevard and Cirby Way, 35 mph,
 - b. Between Cirby Way and city limits, 40 mph;
887. Taylor Road:
- a. Between Eureka Road and ~~East Roseville Parkway~~northern city limits,
450 mph,
 - ~~b. Between East Roseville Parkway and the northern city limits, 45 mph;~~

~~89~~8. Trehowell Drive:

- a. Between Chase Drive and Pioneer Road, 30 mph;

~~90~~89. Trestle Road:

- a. Between Roseville Parkway and Hallissy Drive, 25 mph;

~~91~~9. Vernon Street:

- a. Between Folsom Road and Riverside Avenue, 25 mph,
- b. Between Riverside Avenue and 6th Street, 35 mph,
- c. Between 6th Street and Cirby Way, 40 mph;

~~92~~1. Village Green Drive:

- a. Between Fiddymment Road and Bob Doyle Drive, 35 mph;

~~93~~2. Vineyard Road:

- a. Between Atkinson Street and Brady Lane, 40 mph;

~~94~~3. Washington Boulevard:

- a. Between Oak Street and Elefa Street, 35 mph,
- b. Between Elefa Street and Blue Oaks Boulevard, 45 mph;

~~95~~4. Westhills Drive:

- a. Between Fiddymment Road and Morningstar Drive, 35 mph;

~~96~~5. Westpark Drive:

- a. Between Phillip Road and Bickleigh Loop, 45 mph,
- b. Between Bickleigh Loop and Bob Doyle Drive, 35 mph;

~~97~~6. Woodcreek Oaks Boulevard:

- a. Between Baseline Road and Horncastle Avenue, 40 mph,
- b. Between Horncastle Avenue and northern city limits, 45 mph;

~~98~~7. Yosemite Street:

- a. Between Atlantic Street and ~~Sierra Boulevard~~Shasta Street, 25 mph.

SECTION 2. This ordinance shall be effective at the expiration of thirty (30) days from the date of adoption.

SECTION 3. The City Clerk is hereby directed to cause this ordinance to be published in full at least once within fourteen (14) days after it is adopted in a newspaper of general circulation in the City, or shall within fourteen (14) days after its adoption cause this ordinance to be posted in full in at least three (3) public places in the City and enter in the Ordinance Book a certificate stating the time and place of said publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

TABLE 1

Street	From	To	Existing Speed Limit	Current 85th	Previous 85th	Proposed Speed Limit
<u>Proposed Decreases</u>						
Bob Doyle Dr.	Westpark Drive	Hayden Parkway	40	42.0	44.5	35
Stanford Ranch Rd.	Fairway Drive	Northern City Limits	45	45.4	50.9	40
<u>New Surveys</u>						
Douglas Blvd.	Vernon Street	I-80	30	36.8	None	30
Oak Crest Drive	Alexandra Dr	Frensham Dr	None	27.6	None	25
Pleasant Grove Blvd.	Market St	Western City Limits	45	46.9	None	40
<u>No Change</u>						
Angus Rd.	Fiddymment Road	Casa Sedona Dr.	35	36.5	39.5	35
Atlantic St.	Yosemite Street	Interstate 80	40	45.5	46.8	40
Berry St.	Galleria Boulevard	156 Berry Street	35	39.2	38.5	35
Blue Oaks Bl	Fiddymment Road	Woodcreek Oaks	45	51.9	50.6	45
Blue Oaks Bl	Woodcreek Oaks	Foothills	45	50.3	51.6	45
Bob Doyle Dr.	Kennerleigh Parkway	Westpark Drive	35	33.5	37.5	35
Central Park Dr.	Fairway Drive	Highland Park Drive	25	33.5	31.9	25
Creekside Ridge Dr.	Roseville Parkway	End	25	27.0	30.4	25
Douglas Blvd.	Rocky Ridge Drive	Sierra College Blvd.	45	49.7	50.4	45
Eureka Rd.	Douglas Boulevard	Roseville Parkway	40	42.4	47.0	40
Eureka Rd.	E. Roseville Parkway	Sierra College Blvd.	40	45.1	45.3	40
Eureka Rd.	Interstate 80	Douglas Boulevard	40	46.2	46.3	40
Foothills Blvd.	Baseline Road	McAnally Drive	45	48.5	49.6	45
Foothills Blvd.	McAnally Drive	Pleasant Grove Blvd	45	52.2	51.5	45
Foothills Blvd.	Cirby Way	Baseline Road	45	51.5	52.2	45
Foothills Blvd.	Blue Oaks Boulevard	City Limit	40	43.8	44.3	40
Galleria Blvd.	Harding Boulevard	Roseville Parkway	45	51.0	52.4	45
Galleria Blvd.	Roseville Parkway	Highway 65	40	44.3	41.9	40
Gibson Dr.	Roseville Parkway (E)	Roseville Pkwy. (W)	40	44.3	42.7	40
Harding Blvd.	Estates Drive	Lead Hill Boulevard	35	40.2	38.1	35
Industrial Ave.	Washington Boulevard	Northern City Limits	50	55.6	52.7	50
Junction Blvd.	Foothills Boulevard	Washington Blvd.	40	46.4	46.3	40
Kennerleigh Pkwy.	Pleasant Grove Blvd	Bob Doyle Drive	35	36.0	42.0	35
Leadhill Blvd.	Harding Boulevard	N. Sunrise Avenue	35	40.4	38.0	35
Leadhill Blvd.	N. Sunrise Avenue	Rocky Ridge Drive	40	46.7	46.0	40
Leadhill Blvd.	Rocky Ridge Drive	E. Roseville Parkway	40	44.9	44.7	40
McAnally Dr.	Foothills Boulevard	Country Club Drive	35	40.3	39.0	35
Monument Dr.	Pleasant Grove Blvd	Bob Doyle Drive	30	36.0	35.5	30
New Meadow Dr.	Blue Oaks Boulevard	Parkside Way	35	37.6	37.0	35
N. Cirby Wy.	Thistle Down Drive	E Roseville Parkway	35	39.7	38.7	35
N. Sunrise Ave.	Douglas Boulevard	Leadhill Boulevard	35	41.3	42.4	35
N. Sunrise Ave.	Leadhill Boulevard	Eureka Road	40	43.6	43.8	40
Parkhill Dr.	Mclaren Drive	Roseville Parkway	35	37.5	39.4	35
PFE Rd.	Atkinson Street	Western City Limits	45	46.6	47.8	45
Phillip Rd.	Westpark Drive	End	40	42.0	44.0	40
Pleasant Grove Blvd.	Fiddymment Road	Market Street	45	48.3	46.2	45
Rocky Ridge Dr.	Douglas Boulevard	Eureka Road	40	42.6	43.4	40
Rocky Ridge Dr.	Douglas Boulevard	Cirby Way	40	46.9	45.2	40
Rocky Ridge Dr.	Eureka Road	E. Roseville Parkway	40	43.5	45.5	40
Sierra College Blvd.	Douglas Boulevard	Olympus Drive	45	48.6	50.4	45
Sierra College Blvd.	Old Auburn Road	Eureka Road	45	49.8	48.3	45
Sierra College Blvd.	Olympus Drive	Northern City Limit	50	56.6	56.3	50
Sierra Gardens Dr.	Douglas Boulevard	North Sunrise Aven	30	31.3	32.1	30
Stanford Ranch Rd.	Highway 65	Fairway Drive	40	45.6	45.8	40
Sunrise Ave.	Cirby Way	Southern City Limit	40	47.3	46.6	40
Trestle Rd.	Roseville Parkway	Hallissy Drive	25	29.4	29.4	25
Vernon St.	Cirby Way	6th Street	40	43.8	43.5	40
Village Green Dr.	Fiddymment Road	Bob Doyle Drive	35	38.6	38.0	35
Vineyard Rd.	Atkinson Street	Western City Limits	40	46.3	46.3	40
Washington Blvd.	Blue Oaks Boulevard	Pleasant Grove Blvd	45	52.1	51.6	45
Washington Blvd.	Elefa Street	Oak Street	35	39.8	37.6	35
Washington Blvd.	Junction Boulevard	Elefa Street	45	51.0	48.2	45
Westhills Dr.	Fiddymment Road	Morningstar Drive	35	42.0	41.0	35
Westpark Dr.	Phillip Road	Bickleigh Lp.	45	47.0	51.5	45
Westpark Dr.	Bickleigh Lp.	Bob Doyle Drive	35	39.0	42.0	35



COUNCIL COMMUNICATION

CC #: 7402
File #: 0201-01

Title: Youth Sports Coalition Fund - Budget Adjustment
Contact: Kathy Cullen 746-1306 kcullen@roseville.ca.us

Meeting Date: 2/3/2016
Item #: 6.19.

RECOMMENDATION TO COUNCIL

Staff is requesting City Council approve the attached budget adjustment for a \$66,000 transfer from the Roseville Youth Sports Coalition Fund to the Citywide Parks Fund for the expenses related to Youth Sports Coalition annual project.

BACKGROUND

The Youth Sports Coalition annual project (project 51006) expenses are run through the Citywide Park Fund and require a transfer from the Roseville Youth Sports Coalition Fund to offset these expenses. During adoption of the FY2015-16 budget, the \$66,000 transfer was not completed to cover the related expenses. The attached budget adjustment corrects the annual funding for the project.

FISCAL IMPACT

The Youth Sports Coalition Fund's unrestricted ending fund balance will be reduced by \$66,000 to fund the annual expenses of the Youth Sports Coalition project (project 51006). There is no impact to the City's General Fund.

ECONOMIC DEVELOPMENT / JOBS CREATED

No new jobs will be created by this action.

ENVIRONMENTAL REVIEW

The budget adjustment is not considered a "project" as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines 15378). Consequently, no CEQA action is required.

Respectfully Submitted,

Kathy Cullen, Budget Manager

Monty Hanks, Finance Director

A handwritten signature in blue ink, appearing to be 'Rob Jensen', with a long horizontal stroke extending to the right.

Rob Jensen, City Manager

ATTACHMENTS:

Description

Ordinance No. 5622

Budget adjustment

ORDINANCE NO. 5622

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE
AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16
BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY
EFFECTIVE AS AN APPROPRIATION MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. The City of Roseville Annual Budget, Fiscal Year 2015-16, is hereby amended by transferring appropriation to and from the activities indicated below:

Appropriate funds for the Youth Sports Coalition Fund per request of the Finance Department, as listed on the attached Request for Budget Adjustment in the amount of \$66,000.00.

SECTION 2. This ordinance is hereby declared to be an appropriation measure, immediately effective pursuant to the provisions of Section 5.03 of the Charter.

SECTION 3. The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the ordinance book, under the record of the ordinance, a certificate under her hand stating the time and place of such publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville, this
_____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk



REQUEST FOR BUDGET ADJUSTMENT FINANCE DEPARTMENT

Instructions: Complete all necessary fields. Fields marked with an asterisk (*) are mandatory and required for processing. Obtain required approvals and process according to the procedure outlined in:
[A.R. 6.01 Budget Adjustment Policy & Procedure.](#)

For more detailed budget adjustment training information, including examples, please click on the following link:
[Miscellaneous Budget Training Information.](#)

REQUESTER*: Kathy Cullen

DEPARTMENT/DIVISION*: Finance/Budget

FISCAL YEAR/EFFECTIVE DATE*: FY2015-16

PROPOSED COUNCIL DATE (if applicable): 02/03/2016

USE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL			JL		
	ORG KEY*	OBJECT*	FUND*	PROJECT	ACTIVITY	
66,000	00230	3902	230			Transfer from Youth Sports Coalition for 51006
\$ 66,000	TOTAL					

SOURCE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL			JL		
	ORG KEY	OBJECT	FUND*	PROJECT	ACTIVITY	
66,000	00612	8902	299			Transfer to Citywide Parks fund for 51006
\$ 66,000	TOTAL					

FINANCE USE	Approved:	Comments:
	 Kathy Cullen 11/6/15 BUDGET MANAGER/DISEGNEE DATE	

Justification for Budget Adjustment*:

Transfer to fund annual project 51006 (Youth Sports Coalition annual project). No increase to project appropriations is requested. This corrects the budgeted funding source.

Approved:		Approved:	
 REQUESTING DEPARTMENT HEAD / DESIGNEE DATE		CITY MANAGER DATE	



COUNCIL COMMUNICATION

CC #: 7394
File #: 0600-01

Title: Roseville Firefighters' Association - Salary Schedule Correction
Contact: Linda Hampton 774-5215 lhampton@roseville.ca.us

Meeting Date: 2/3/2016
Item #: 6.20.

RECOMMENDATION TO COUNCIL

It is recommended that the City Council adopt an ordinance to approve the attached Roseville Firefighters' Association (RFF) salary schedule (Appendix A), amending the effective date from January 10, 2016 to January 9, 2016.

BACKGROUND

In October of this year, the City Council approved a two-year agreement between the City of Roseville and the Roseville Firefighters' Association (RFF). As part of the agreement, Council approved a 3% salary increase for the group effective the first pay period in January. Last month, staff brought before council the salary schedule for approval and inadvertently indicated it was effective January 10, 2016 instead of January 9, 2016, which is the first day of the first full pay period in January. Staff is requesting that council approve the attached RFF salary schedule (Appendix A) with the amended effective date of January 9, 2016.

FISCAL IMPACT

The fiscal impact is reflected in the current budget. This action is administrative in nature.

ECONOMIC DEVELOPMENT / JOBS CREATED

No new jobs will be created by this action.

ENVIRONMENTAL REVIEW

This is not considered a "project" as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines 15378). Consequently no CEQA action is required.

Respectfully Submitted,

Linda Hampton, Senior Human Resources Analyst

Gayle Satchwell, Human Resources Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Ordinance No. 5621

01-09-16 RFF Salary Schedule

ORDINANCE NO. 5621

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING
ORDINANCE NO. 5609, THE SALARY ORDINANCE FOR EMPLOYEES REPRESENTED
BY ROSEVILLE AREA FIREFIGHTERS, TO BE EFFECTIVE JANUARY 9, 2016, AS AN
URGENCY MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. Title and Purpose.

Ordinance No. 5609, the Salary Ordinance for Roseville Area Firefighters, is hereby amended as shown on Appendix "A" attached hereto

SECTION 2. Classification Salary Plan.

A Salary Schedule as to the classifications for the Employees represented by the Roseville Area Firefighters as shown by the attached Appendix "A", incorporated herein by this reference, is hereby adopted.

SECTION 3. Salary Plan Effective Date.

A Classification Salary Plan adopted by this Ordinance shall be effective January 9, 2016, as an urgency measure.

SECTION 4 Urgency Ordinance.

This ordinance is hereby declared to be an urgency measure, immediately necessary for the public peace, health and safety and shall take effect January 9, 2016. A statement of urgency is as follows:

It is necessary to amend the Salary Ordinance and the Classification Salary Plan thereof to comply with recently approved changes for the orderly and necessary continuance of operations of the City.

SECTION 5. Posting.

The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the Ordinance Book under the record of the ordinance a certificate under her hand stating the time and place of said publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20____, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

CITY OF ROSEVILLE

SALARY SCHEDULE

Appendix: A
Percentage: 1.030

Effective Date: 01/09/2016

RFF ROSEVILLE FIREFIGHTERS

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
3375	FIRE & ENVIR SAFETY INSPEC I					
		STEP A	29.3455	2,347.64	5,086.55	61,038.64
		STEP B	30.8130	2,465.04	5,340.92	64,091.04
		STEP C	32.3535	2,588.28	5,607.94	67,295.28
		STEP D	33.9713	2,717.70	5,888.35	70,660.30
		STEP E	35.6697	2,853.57	6,182.74	74,192.97
		STEP F	37.4533	2,996.26	6,491.90	77,902.86
		STEP G	39.3259	3,146.07	6,816.48	81,797.87
		STEP H	41.2923	3,303.38	7,157.33	85,887.98
3377	FIRE & ENVIR SAFETY INSPEC II					
		STEP A	32.2799	2,582.39	5,595.18	67,142.19
		STEP B	33.8940	2,711.52	5,874.96	70,499.52
		STEP C	35.5888	2,847.10	6,168.72	74,024.70
		STEP D	37.3682	2,989.45	6,477.15	77,725.85
		STEP E	39.2365	3,138.92	6,800.99	81,611.92
		STEP F	41.1982	3,295.85	7,141.02	85,692.25
		STEP G	43.2581	3,460.64	7,498.07	89,976.84
		STEP H	45.4215	3,633.72	7,873.06	94,476.72
3320	FIRE CAPTAIN					
		STEP A	26.8013	3,001.74	6,503.78	78,045.44
		STEP B	28.1413	3,151.83	6,828.96	81,947.61
		STEP C	29.5485	3,309.43	7,170.44	86,045.33
		STEP D	31.0258	3,474.89	7,528.94	90,347.32
		STEP E	32.5773	3,648.66	7,905.43	94,865.25
		STEP F	34.2060	3,831.08	8,300.67	99,608.14
		STEP G	35.9164	4,022.63	8,715.71	104,588.58
		STEP H	37.7123	4,223.77	9,151.52	109,818.26
3340	FIRE ENGINEER					
		STEP A	23.0570	2,582.39	5,595.18	67,142.17
		STEP B	24.2100	2,711.52	5,874.97	70,499.65
		STEP C	25.4205	2,847.09	6,168.70	74,024.50
		STEP D	26.6915	2,989.45	6,477.14	77,725.71
		STEP E	28.0260	3,138.92	6,801.00	81,611.98
		STEP F	29.4273	3,295.85	7,141.02	85,692.31
		STEP G	30.8986	3,460.65	7,498.07	89,976.90
		STEP H	32.4438	3,633.71	7,873.04	94,476.54

CITY OF ROSEVILLE

SALARY SCHEDULE

Appendix: A
Percentage: 1.030

Effective Date: 01/09/2016

RFF ROSEVILLE FIREFIGHTERS

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
3382	FIRE INSPECTION SUPERVISOR	STEP A	37.5219	3,001.75	6,503.79	78,045.55
		STEP B	39.3979	3,151.83	6,828.96	81,947.63
		STEP C	41.3680	3,309.44	7,170.45	86,045.44
		STEP D	43.4362	3,474.89	7,528.94	90,347.29
		STEP E	45.6082	3,648.65	7,905.42	94,865.05
		STEP F	47.8884	3,831.07	8,300.65	99,607.87
		STEP G	50.2830	4,022.64	8,715.72	104,588.64
		STEP H	52.7973	4,223.78	9,151.53	109,818.38
3380	FIRE INSPECTOR I	STEP A	29.3455	2,347.64	5,086.55	61,038.64
		STEP B	30.8130	2,465.04	5,340.92	64,091.04
		STEP C	32.3535	2,588.28	5,607.94	67,295.28
		STEP D	33.9713	2,717.70	5,888.35	70,660.30
		STEP E	35.6697	2,853.57	6,182.74	74,192.97
		STEP F	37.4533	2,996.26	6,491.90	77,902.86
		STEP G	39.3259	3,146.07	6,816.48	81,797.87
		STEP H	41.2923	3,303.38	7,157.33	85,887.98
3385	FIRE INSPECTOR II	STEP A	32.2799	2,582.39	5,595.18	67,142.19
		STEP B	33.8940	2,711.52	5,874.96	70,499.52
		STEP C	35.5888	2,847.10	6,168.72	74,024.70
		STEP D	37.3682	2,989.45	6,477.15	77,725.85
		STEP E	39.2365	3,138.92	6,800.99	81,611.92
		STEP F	41.1982	3,295.85	7,141.02	85,692.25
		STEP G	43.2581	3,460.64	7,498.07	89,976.84
		STEP H	45.4215	3,633.72	7,873.06	94,476.72
3350	FIREFIGHTER-EMT I	STEP A	20.6902	2,317.30	5,020.82	60,249.94
		STEP B	21.7247	2,433.17	5,271.87	63,262.50
		STEP C	22.8109	2,554.83	5,535.46	66,425.62
		STEP D	23.9516	2,682.58	5,812.25	69,747.11
		STEP E	25.1494	2,816.73	6,102.92	73,235.07
		STEP F	26.4066	2,957.54	6,408.00	76,896.09
		STEP G	27.7271	3,105.44	6,728.46	80,741.57
		STEP H	29.1134	3,260.70	7,064.86	84,778.41

CITY OF ROSEVILLE

SALARY SCHEDULE

Appendix: A

Percentage: 1.030

Effective Date: 01/09/2016

RFF ROSEVILLE FIREFIGHTERS

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
3355	FIREFIGHTER-PARAMEDIC					
		STEP A	23.0570	2,582.39	5,595.18	67,142.17
		STEP B	24.2100	2,711.52	5,874.97	70,499.65
		STEP C	25.4205	2,847.09	6,168.70	74,024.50
		STEP D	26.6915	2,989.45	6,477.14	77,725.71
		STEP E	28.0260	3,138.92	6,801.00	81,611.98
		STEP F	29.4273	3,295.85	7,141.02	85,692.31
		STEP G	30.8986	3,460.65	7,498.07	89,976.90
		STEP H	32.4438	3,633.71	7,873.04	94,476.54
3454	HAZARDOUS MATERIALS INSPECTOR					
		STEP A	37.5221	3,001.76	6,503.83	78,045.96
		STEP B	39.3982	3,151.85	6,829.02	81,948.25
		STEP C	41.3682	3,309.45	7,170.48	86,045.85
		STEP D	43.4364	3,474.91	7,528.97	90,347.71
		STEP E	45.6084	3,648.67	7,905.45	94,865.47
		STEP F	47.8886	3,831.08	8,300.69	99,608.28
		STEP G	50.2808	4,022.46	8,715.33	104,584.06
		STEP H	52.7974	4,223.79	9,151.54	109,818.59
3354	RECRUIT FIREFIGHTER-PARAMEDIC					
		STEP A	32.2800	2,582.40	5,595.20	67,142.40



COUNCIL COMMUNICATION

CC# 7410

File# 0201-01 & 0800-02

Title: American River Water Supplies – Joint-Defense and Cost-Sharing Agreement and Budget Adjustment

Contact: Sean Bigley 774-5513 sbigley@roseville.ca.us

Meeting Date: 2/3/2016

Item #: 6.21.

RECOMMENDATION TO COUNCIL

Staff recommends that the City Council authorize the City Manager to sign the attached Joint Defense and Cost-Sharing Agreement for \$50,000, paid from the FY16 Water Operations Fund, for the development of strategies to preserve and protect American River Water supplies. Additionally, due to the amount of work ahead, staff recommends that the City Council provide the City Manager the authority to authorize an additional \$150,000 of work, paid by the Operations Fund, pursuant to Condition 1 of the Joint Defense and Cost Sharing Agreement. To pay for this work, staff recommends approval of the attached \$200,000 budget adjustment for FY 16 from the Water Operations Fund.

BACKGROUND

On December 15, 2013, the cities of Folsom, Roseville, Sacramento, Placer County Water Agency, Sacramento County Water Agency, Sacramento Suburban Water District and the San Juan Water District, entered into a Joint Defense Agreement to protect the parties water rights and water supplies and help facilitate the review, analysis and comment on the state's Bay Delta Conservation Plan (BDCP).

Ultimately, the BDCP effort was abandoned in favor of a new, somewhat similar state proposal branded as "CalWaterFix" and "EcoRestore."

The same parties wish to enter into a new Joint Defense Agreement and Cost-Sharing that would allow the parties to analyze, review and comment on the following activities and/or proposals:

- CalWaterFix and EcoRestore;
- The State Water Resources Control Board's Bay Delta Water Quality Control Plan;
- The Bureau of Reclamation's OCAP Remand process;
- Development and implementation of Biological Opinions related to Central Valley Project (CVP) and State Water Project operations;

- Water Forum's Flow Management Standard;
- CVP's Municipal and Industrial Shortage Policy;
- Matters related to protect stored water in Folsom Reservoir from unauthorized diversion or use of water;
- Participation in adversarial quasi-legislative or quasi-judicial administrative proceedings;
- Participation in pre-litigation and litigation activities in state and/or federal courts.

Work done under this agreement is confidential and protected under attorney-client privilege. The agreement calls for establishment of a Steering Committee that includes a representative from each agency named above. The Steering Committee will develop scopes of work and budgets as needed to address the overall objectives set-forth in this agreement.

Worked will be performed under various expert consultant contracts related to these efforts and each participating agency will be billed for its split of the cost as agreed upon. While the cost shares to each agency may vary by project type under this Joint Defense and Cost-Sharing Agreement, as determined by the Steering Committee, this agreement limits any agencies share of all work to no more than \$50,000.

However, given the scope of activities ahead, particularly, but not exclusively, related to CalWaterFix, staff recommends that the City Council provide the City Manager the authority to authorize an additional \$150,000 of work, paid by the Water Operations Fund, pursuant to Condition 1 of the attached Joint Defense and Cost Sharing Agreement.

To pay for the work described above, staff recommends approval of the attached \$200,000 budget adjustment for FY 16 from the Water Operations Fund.

FISCAL IMPACT

Total potential costs under this Joint Defense and Cost Sharing Agreement is projected not to exceed \$200,000, paid for out of the FY16 Water Operations Fund. As such, staff recommends approval of the attached \$200,000 budget adjustment for FY 16 from the Water Operations Fund.

ECONOMIC DEVELOPMENT / JOBS CREATED

Not applicable.

ENVIRONMENTAL REVIEW

This proposed Joint Defense and Cost-Sharing Agreement is not a "project" as defined by the California Environmental Quality Act (CEQA) (CEQA Guideline Section 15378). Consequently, no CEQA action is required.

Respectfully Submitted,

Sean Bigley, Public Affairs & Communications Administrator

Richard Plecker, Environmental Utilities Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-30

Joint Defense & Cost Share Agreement

Ordinance No. 5624

Budget Adjustment

RESOLUTION NO. 16-30

APPROVING AN AGREEMENT BY AND BETWEEN THE CITY OF ROSEVILLE, CITY OF FOLSOM, CITY OF SACRAMENTO, PLACER COUNTY WATER AGENCY, SACRAMENTO COUNTY WATER AGENCY, SACRAMENTO SUBURBAN WATER DISTRICT AND SAN JUAN WATER DISTRICT AND AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE

WHEREAS, a Joint Defense and Expert Cost-Sharing Agreement to Preserve and Protect American River Water Supplies, by and between the City of Roseville, City of Folsom, City of Sacramento, Placer County Water Agency, Sacramento County Water Agency, Sacramento Suburban Water District and San Juan Water District, has been reviewed by the City Council; and

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said agreement is hereby approved and that the City Manager is authorized to execute it on behalf of the City of Roseville.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

**JOINT DEFENSE AND COST-SHARING AGREEMENT
TO PRESERVE AND PROTECT AMERICAN RIVER WATER SUPPLIES**

This Agreement is entered into by and among the undersigned (individually a “Party” and collectively the “Parties”) listed in the signature blocks hereto and made effective on August 1, 2015.

RECITALS

A. The Cities of Folsom, Roseville and Sacramento, the Placer County Water Agency, Sacramento County Water Agency, Sacramento Suburban Water District, and San Juan Water District previously entered into a Joint Defense Agreement entitled “Joint Defense Agreement and Expert Cost-Sharing Agreement Re: Development of a Strategy to Preserve and Protect American River Water Supplies,” with an effective date of December 15, 2013 (Prior JDA). The purpose of the Prior JDA was to cooperate on efforts to protect such parties’ water rights and water supplies, and to facilitate such parties’ analysis, review, and comment on proposals, including the Bay Delta Conservation Plan, that could affect those water rights and water supplies. The Prior JDA provided for a cost share component to cover the cost of technical work in support of the prior agreement. The California Department of Water Resources has concluded its work on the Bay Delta Conservation Plan and has abandoned it in favor of the “California Water Fix” and “EcoRestore.” The parties to the Prior JDA desire to provide a process to continue to cooperate on efforts to preserve and protect American River water rights and water supplies, and to provide funding to support that continued process, which may include parties that did not participate in the Prior JDA. The parties that entered into the Prior JDA desire to conclude efforts under the Prior JDA while maintaining the privileges provided thereunder.

B. The Parties desire to cooperate on efforts to protect their water rights and water supplies, and to analyze, review, and comment on various proposals that could affect or impair those water rights and water supplies. Those proposals include, but are not limited to, the California Water Fix, EcoRestore, the State Water Resources Control Board’s (“SWRCB”) development of amendments to the Bay-Delta Water Quality Control Plan (“WQCP”) and implementation of any such amendments, the Bureau of Reclamation’s (“Reclamation”)

development of the OCAP remand environmental impact statement and the Central Valley Project ("CVP") Municipal and Industrial Shortage Policy, the development and implementation of biological opinions for Reclamation's operation of the CVP and the Department of Water Resources' operation of the State Water Project and the Water Forum's Lower American River flow management standard. The Parties also desire to cooperate on efforts to protect water stored in Folsom Reservoir from being depleted as a result of the unauthorized diversion or use of water. One or more of the aforementioned proposals, or demands on Folsom Reservoir, may result in adversarial quasi-legislative or quasi-judicial administrative proceedings, litigation in state or federal courts or both. The Parties desire to provide the technical basis to enable their counsel to provide informed legal advice to the respective Parties and to enable the Parties to identify and pursue appropriate approaches to protect their rights, by jointly pursuing technical work to, among other things, provide comment on the aforementioned proposals and/or allow the Parties to understand the nature of the demand on water stored in Folsom Reservoir, particularly in dry years.

C. The Parties desire to: (i) establish joint defense arrangements to engage consultants to undertake studies and other technical work necessary in support and furtherance of legal advice to protect the Parties' water rights and water supplies, and to analyze, review and comment on the above proposals and any others that could affect their water rights, water supplies, and water stored in Folsom Reservoir; and (ii) establish cost-sharing arrangements for related consultant work and expenses;

D. Through this Agreement, the Parties desire to govern their payment of consultant costs and fees and other costs arising from their cooperative efforts related to all the matters described above. The Parties desire to confirm their common interests in maintaining a joint defense and to allow them to continue to share information related to those activities, while continuing to preserve, to the fullest extent possible, the protections of the attorney-client privilege, work product privilege, common-interest doctrine, deliberative process privilege, executive privilege, or any other privilege or protection existing under state or federal law.

E. The Parties' activities under this Agreement may have multiple phases and the Parties desire that this Agreement be sufficiently flexible to allow for different cost-sharing and management arrangements for different phases of work.

AGREEMENT

NOW, THEREFORE, in consideration of the above recitals, and the mutual covenants and conditions contained herein, the Parties agree as follows:

1. **Cost-Sharing.** The Parties acknowledge that Placer County Water Agency ("PCWA") has developed and continues to develop technical work concerning the operating proposals for Folsom Reservoir and other work associated with water supplies in the American River basin. The Parties desire to share in the costs of this work and in the costs of additional work that will likely be required as part of the Parties' activities related to the matters referred to in Recital B, above. The Parties' respective percentage shares of the costs and fees for work under this Agreement shall be determined by the Steering Committee, except that the amount that PCWA pays consultants for work on matters contemplated by this Agreement between July 1, 2015 until the Steering Committee determines an appropriate cost share shall be treated as a credit against PCWA's share. No Party's total obligation to fund any portion of the consultants' work on matters contemplated by this Agreement shall exceed \$50,000 without a further approval by that Party's governing body or an employee with authority to approve a proposed additional expenditure.

2. **Steering Committee; Retention and Direction of Consultants.**

(a) **Steering Committee.** The Parties will each appoint a representative to a Steering Committee, which will manage and make decisions for the Parties concerning work by consultants under this Agreement and matters related to executing strategy and policy matters approved by the Parties. The Steering Committee generally will meet at least once a month during this Agreement's term. The Steering Committee may vote by e-mail provided that all Steering Committee members are included in the circulation list for those e-mails. The Steering Committee will develop proposed scopes of work and budgets for work by the consultants for

matters contemplated by this Agreement. These decisions may involve integrating consultants' work under this Agreement into larger Sacramento Valley or other efforts related to the California Water Fix, EcoRestore, the SWRCB's Bay-Delta proceedings, as well as other Delta-related proceedings.

(b) Retention, Direction and Compensation of Consultants. The Parties will jointly authorize one or more of the Parties' legal counsel to employ consultants to perform scopes of work as approved by the Steering Committee and subject to all necessary governing body approvals and arrangements provided in this Agreement and also subject to applicable law for the confidentiality and protection of the work performed and work products produced by consultants. Retention of a consultant under this Agreement by a Party or its counsel will not prevent that consultant from performing work for another Party on matters not included in scopes of work authorized under this Agreement. The Parties, and not their legal counsel, collectively will be responsible for compensating consultants retained under this Agreement according to their respective shares as established by the Steering Committee.

(c) Steering Committee Management of Consultants' Work. The Steering Committee will manage all work by consultants by considering and approving task orders within the approved scope of work. The agreement of all Steering Committee members shall be necessary to approve a consultant's scope of work and budget under this Agreement, and any amendments thereto. The Steering Committee will ensure that its communications with consultants comply with this Agreement's confidentiality arrangements. Provided that all Parties' legal counsel are included on the relevant communications, Steering Committee members may have direct contact with consultants and consultants may circulate information and drafts directly to Steering Committee members.

(d) Limitation on Scope of Consultant Work. The Parties acknowledge that PCWA has retained MBK Engineers (MBK) and Cardno to conduct technical work on various matters, such as PCWA's petition to the SWRCB to extend the time for PCWA to expand its application of water to beneficial use under PCWA's water-right permits for the Middle Fork Project. Except as PCWA may agree: (i) this Agreement does not apply to that other work conducted by MBK or Cardno for PCWA; and (ii) the other Parties, whether through the Steering Committee or otherwise, shall not have any control over that other work conducted by MBK or Cardno.

(e) MBK Work Under Separate Agreement. The Parties acknowledge that MBK has been and may in the future be retained by certain Parties to perform work on the American and/or Sacramento Rivers, including work that relates to on-going disputes between some Parties, including pending water-right filings by the El Dorado Water and Power Agency (of which El Dorado Irrigation District is a member). All Parties agree that MBK's retention under this Agreement shall not affect MBK's ability to work for, including without limitation the provision of testimony on behalf of, some Parties under separate agreements, and that no Party hereto obtains by this Agreement any right to object to, interfere with or access work done by MBK under separate agreement.

3. Cost-Sharing Upon Addition of Parties. A new Party may be added to this Agreement with: (i) approval by all members of the Steering Committee, and (ii) a written commitment by the new Party to pay its proportionate share of all of the consultants' costs and fees incurred for the applicable scope or scopes of work by consultants, including work already performed under the applicable scope or scopes of work. Upon the addition of a new Party to the Agreement, that new Party's share, and the shares of the pre-existing Parties, of any costs and fees incurred in relation to the applicable scope or scopes of work will be as determined by the Steering Committee prior to the new Party's admission into this Agreement.

4. Withdrawal and Cost-Sharing. Any Party may withdraw from this Agreement at any time; provided, however, in the event that a Party withdraws after the Steering Committee has authorized consultants to proceed with certain scopes of work and related task orders, the withdrawing Party shall remain obligated for payment of its proportionate share of the costs for such authorized work completed as of the date of the Party's withdrawal. Written notice of withdrawal shall be sent to all members of the Steering Committee. A withdrawing Party shall not receive any Joint Defense Materials (as defined in Section 7) produced after the date of its written notice of withdrawal, whether or not those Joint Defense Materials reflect consultant work performed before the date of that written notice of withdrawal.

5. Term. This Agreement shall remain in effect until either of the following events occurs: (a) a majority of the Parties withdraw from the Agreement; or (b) the Steering Committee votes, by a two-thirds majority, to terminate this Agreement.

6. Billing Procedures. For all approved scopes of work by consultants under this Agreement, the Steering Committee shall designate an administering Party to have the responsibility for collecting and managing each Party's contribution of funds to pay for that work; processing invoices submitted by the consultants pursuant to the approved scopes of work and budgets; preparing invoices to the Parties based on the shares specified in Section 1 or any future cost-sharing allocation approved by the Parties; and for maintaining an accurate accounting of this administration of funds. The administering Party shall receive no remuneration for performing this function. The Parties will make payments on invoices presented by an administering Party within 30 days of the date of the specific invoice.

7. Privileged and Confidential Communications.

(a) For purposes of this Agreement, "Joint Defense Materials" includes, but is not limited to, all communications (including communications related to the above-referenced proceedings made prior to the execution of this Agreement), factual materials, mental impressions, legal analyses, theories or strategies, memoranda, reports, notes, emails or any other communications or documents that are protected from disclosure by the attorney-client privilege, work product privilege, deliberative process privilege, executive privilege, common-interest doctrine, joint prosecution/defense doctrine, privileges regarding mediation or settlement communications, or any other privilege or protection existing under state or federal law, and that are exchanged among the Parties or their respective counsel in connection with their cooperative efforts related to the matters described in this Agreement's recitals.

(b) The Parties will maintain as confidential all Joint Defense Materials. Disclosure of Joint Defense Materials shall be limited to the Parties and their employees and contractors as well as any counsel and consultants retained by the Parties, or on behalf of the Parties, for the purpose of maintaining a joint defense with respect to the matters described in this Agreement's recitals.

(c) Any Joint Defense Materials shared or transmitted by or between Parties should be clearly designated with the label "CONFIDENTIAL: JOINT DEFENSE MATERIALS" or a substantially similar label referencing "joint defense." However, the failure to include such designation shall not preclude such materials from being afforded the protections of this Agreement, and shall not be construed to constitute a waiver of any privilege or other protection.

(d) Each Party shall take all appropriate measures to ensure that any person who is granted access to Joint Defense Materials is familiar with the terms of this Agreement and complies with those terms.

(e) Except where required by the order of a court of competent jurisdiction, or by the prior written consent of the remaining Parties, a Party will not disclose to non-Parties any Joint Defense Materials that it has received from another Party.

(f) Each Party shall notify the Party that generated any Joint Defense Materials and all remaining Parties of any request to disclose the Joint Defense Materials to any non-Party (whether pursuant to the California Public Records Act or other authority), or of any proceeding before any court, administrative agency, or tribunal to compel the disclosure of such Joint Defense Materials, as soon as practicable after receipt of such request or the initiation of such proceeding. If a Party becomes subject to any judicial or administrative order to compel release of Joint Defense Materials, that Party shall promptly notify the Party that generated the materials and all remaining Parties. The purpose of these notifications is to provide the Party that generated the Joint Defense Materials or any remaining Party an opportunity to take such steps as they may deem appropriate to protect the Joint Defense Materials.

(g) The sharing of Joint Defense Materials among the Parties is not intended to and will not constitute a waiver of any privilege or other protection of confidentiality, including but not limited to the attorney-client privilege, work product privilege, common-interest doctrine, deliberative process privilege, executive privilege, privileges relating to mediation or settlement communications, or any other privilege or protection existing under state or federal law.

(h) Execution of this Agreement constitutes the mutual agreement of the Parties that any sharing of Joint Defense Materials among themselves is reasonably necessary for the accomplishment of the Parties' common purposes as described in this Agreement. Any sharing of Joint Defense Materials among the Parties is in reliance on this Agreement and the protections

that arise from the Parties' common interests related to the matters described in Recital B to this Agreement.

(i) If a Party withdraws from this Agreement, the provisions of this Agreement shall continue to apply to the Joint Defense Materials that the Party received or sent during the time period when that Party was a party to this Agreement, including without limitation the duty to maintain those Materials' confidentiality under Section 7(b).

(j) If this Agreement is terminated for any reason, the Joint Defense Materials shared pursuant to this Agreement shall remain subject to all privileges cited herein and any other applicable confidentiality protections.

8. Attorney-Client Relationships. Parties are represented by their respective legal counsel in connection with the above-referenced proceedings. A Party's legal counsel will not have an attorney-client relationship with any other Party to this Agreement as a result of that legal counsel's participation in discussions and actions related to the Parties' cooperative efforts on the above-described proceedings. Similarly, no legal counsel will have a duty of loyalty or confidentiality to any Party to this Agreement other than that legal counsel's specific client(s), and consequently, no Party may seek to disqualify the legal counsel for another Party as a result of the legal counsel's participation in discussions and actions related to the Parties' cooperative efforts under this Agreement.

9. Representations. The individuals signing this Agreement in a representative capacity warrant that they have the authority to do so on behalf of the entity or entities they represent, and further agree that as representatives of the entity or entities that they respectively represent, they themselves are bound by all terms of this Agreement.

10. Entire Agreement. This Agreement and any later-approved amendments or exhibits constitute the entire agreement of the Parties with respect to the subject matter of this Agreement and supersede any prior oral or written agreement, understanding, or representation relating to the subject matter of this Agreement.

11. Counterparts. This Agreement may be executed in counterparts, each of which shall be deemed an original irrespective of the date of the execution, and said executed counterparts shall together constitute one and the same Agreement. Further, facsimile or .PDF copies of signatures shall be as effective as original signatures for evidencing execution of this Agreement. To ensure that each Party has a full copy of this Agreement, upon a Party's initial execution of this Agreement, that Party shall transmit a copy of its signature to its legal counsel, who shall transmit copies of that copy to all other legal counsel under this Agreement.

12. Notices. All notices and other communications required to be given to a Party under the terms of this Agreement (a) shall be in writing; (b) shall be personally delivered, sent via first class mail, or transmitted by facsimile or email with confirmation of receipt; and (c) shall be directed to such Party at the address, facsimile number or email address specified below, or at such other address, facsimile number or email address as such Party may hereafter designate by notice in accordance with this Section.

13. Pursuant to Paragraph 5 of the Prior JDA, the undersigned Parties that are signatory to the Prior JDA hereby terminate the Prior JDA, while preserving all privileges for information shared under the Prior JDA.

IN WITNESS WHEREOF, the Parties hereto have executed this Joint Defense and Cost-Sharing Agreement to Preserve and Protect American River Water Supplies.

CITY OF ROSEVILLE

By: Richard D. Plecker
Richard D. Plecker, P.E.
Environmental Utilities Director
City of Roseville
2005 Hilltop Circle
Roseville, CA 95747
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///
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CITY OF SACRAMENTO

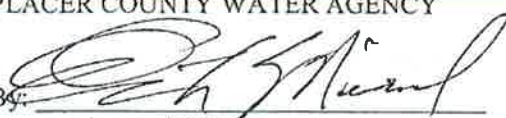
By: _____

[Name]

[Title]

[Notice information]

PLACER COUNTY WATER AGENCY

By: 

Einar L. Maisch

General Manager

PO Box 6570

Auburn, CA 95604

elmaisch@pcwa.net

SACRAMENTO COUNTY WATER AGENCY

By: _____

[Name]

[Title]

[Notice information]

SACRAMENTO SUBURBAN WATER DISTRICT

By: _____

[Name]

[Title]

[Notice information]

SAN JUAN WATER DISTRICT

By: _____

[Name]

[Title]

[Notice information]

CARMICHAEL WATER DISTRICT

By: _____
[Name]
[Title]
[Notice information]

Approved As To Form:

CITY OF SACRAMENTO
James C. Sanchez, City Attorney

By: _____
Joe Robinson
Senior Deputy City Attorney

SOMACH SIMMONS & DUNN
A Professional Corporation

By: _____
Daniel Kelly
Attorneys for Placer County Water Agency,
Sacramento County Water Agency, and Carmichael Water District

CITY OF ROSEVILLE

By: _____
Robert Schmitt
City Attorney

BARTKIEWICZ KRONICK & SHANAHAN

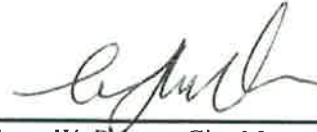
By: _____
Ryan S. Bezerra
Attorneys for City of Roseville,
Sacramento Suburban Water District, and San Juan Water District

CITY OF FOLSOM, A Municipal Corporation:

Date

9/9/2015

Evert W. Palmer, City Manager



ATTEST:

FUNDING AVAILABLE:

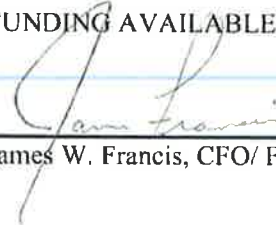
Christa Saunders 9/10/15

Christa Saunders, City Clerk

Date

James W. Francis 9/8/15

James W. Francis, CFO/ Finance Director Date



ORIGINAL APPROVED AS TO CONTENT:

ORIGINAL APPROVED AS TO FORM:

Marcus Yasutake 7/3/15

Marcus Yasutake,
Environmental & Water Resources Director

Date

Bruce C. Cline 9/9/15

Bruce C. Cline, City Attorney

Date



ORDINANCE NO. 5624

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE
AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16
BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY
EFFECTIVE AS AN APPROPRIATION MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. The City of Roseville Annual Budget, Fiscal Year 2015-16, is hereby amended by transferring appropriation to and from the activities indicated below:

Appropriate funds for the American River Water Supply Joint Defense and Cost Sharing Agreement per request of the Environmental Utilities Department, as listed on the attached Request for Budget Adjustment in the amount of \$200,000.00.

SECTION 2. This ordinance is hereby declared to be an appropriation measure, immediately effective pursuant to the provisions of Section 5.03 of the Charter.

SECTION 3. The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the ordinance book, under the record of the ordinance, a certificate under her hand stating the time and place of such publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville, this
_____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk



**REQUEST FOR BUDGET ADJUSTMENT
FINANCE DEPARTMENT**

fields marked with an asterisk (*) are mandatory and required for processing. Obtain required City of Roseville Budget Adjustment Policy & Procedure for more detailed budget adjustment training information, including examples, please click on the Miscellaneous Budget Training Information

REQUESTER*: Jim Mulligan

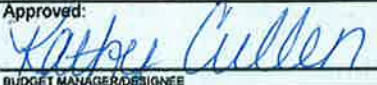
DEPARTMENT/DIVISION*: Environmental Utilities/Water Utility

FISCAL YEAR/EFFECTIVE DATE*: FY 16

PROPOSED COUNCIL DATE (if applicable): January 20, 2016

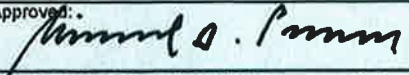
USE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL			JL		
	ORG KEY*	OBJECT*	FUND*	PROJECT	ACTIVITY	
200,000	08430	5101	480			Prof Services for Joint Defense Agreement
\$ 200,000	TOTAL					

SOURCE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL			JL		
	ORG KEY	OBJECT	FUND*	PROJECT	ACTIVITY	
200,000			480			Water Operations Fund
\$ 200,000	TOTAL					

FINANCE USE	Approved:	Comments:
	 12/21/15 BUDGET MANAGER/DISIGNER DATE	

Justification for Budget Adjustment*:

See attached Council Communication for justification.

Approved:	 12/21/15	Approved:	
REQUESTING DEPARTMENT HEAD / DISIGNEE	DATE	CITY MANAGER	DATE



**REQUEST FOR BUDGET ADJUSTMENT
FINANCE DEPARTMENT**

Fields marked with an asterisk (*) are mandatory and required for processing. Obtain required ARK: 6101 Budget Adjustment Policy & Procedure for more detailed budget adjustment training information, including examples, please click on the Miscellaneous Budget Training Information

REQUESTER*: Jim Mulligan

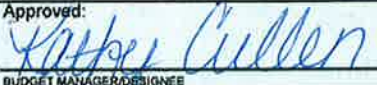
DEPARTMENT/DIVISION*: Environmental Utilities/Water Utility

FISCAL YEAR/EFFECTIVE DATE*: FY 16

PROPOSED COUNCIL DATE (if applicable): January 20, 2016

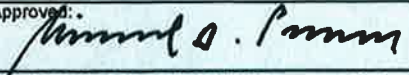
USE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL			JL		
	ORG KEY*	OBJECT*	FUND*	PROJECT	ACTIVITY	
200,000	08430	5101	480			Prof Services for Joint Defense Agreement
\$ 200,000	TOTAL					

SOURCE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL			JL		
	ORG KEY	OBJECT	FUND*	PROJECT	ACTIVITY	
200,000			480			Water Operations Fund
\$ 200,000	TOTAL					

FINANCE USE	Approved:	Comments:
	 12/21/15 BUDGET MANAGER/DESIGNER DATE	

Justification for Budget Adjustment*:

See attached Council Communication for justification.

Approved:	 12/21/15	Approved:	
REQUESTING DEPARTMENT HEAD / DESIGNEE	DATE	CITY MANAGER	DATE



**REQUEST FOR BUDGET ADJUSTMENT
FINANCE DEPARTMENT**

fields marked with an asterisk (*) are mandatory and required for processing. Obtain required ARK: 6:01 Budget Adjustment Policy & Procedure for more detailed budget adjustment training information, including examples, please click on the Miscellaneous Budget Training Information

REQUESTER*: Jim Mulligan

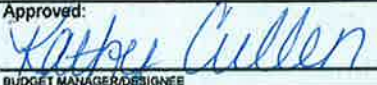
DEPARTMENT/DIVISION*: Environmental Utilities/Water Utility

FISCAL YEAR/EFFECTIVE DATE*: FY 16

PROPOSED COUNCIL DATE (if applicable): January 20, 2016

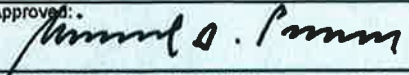
USE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL			JL		
	ORG KEY*	OBJECT*	FUND*	PROJECT	ACTIVITY	
200,000	08430	5101	480			Prof Services for Joint Defense Agreement
\$ 200,000	TOTAL					

SOURCE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL			JL		
	ORG KEY	OBJECT	FUND*	PROJECT	ACTIVITY	
200,000			480			Water Operations Fund
\$ 200,000	TOTAL					

FINANCE USE	Approved:	Comments:
	 12/21/15 BUDGET MANAGER/DISIGNER DATE	

Justification for Budget Adjustment*:

See attached Council Communication for justification.

Approved:	 12/21/15	Approved:	
REQUESTING DEPARTMENT HEAD / DISIGNEE	DATE	CITY MANAGER	DATE



COUNCIL COMMUNICATION

CC #: 7405

File #: 0300

Title: Second Reading - Municipal Code Amendment - Public Nuisance

Contact: Paul Camilleri 774-5459 pcamilleri@roseville.ca.us

Meeting Date: 2/3/2016

Item #: 6.22.

RECOMMENDATION TO COUNCIL

Recommending Council introduce for second reading and adoption ORDINANCE NO. 5623 OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING SECTION 10.54.010 OF CHAPTER 10.54 OF TITLE 10 OF THE ROSEVILLE MUNICIPAL CODE REGARDING NUISANCE ABATEMENT.

BACKGROUND

N/A

FISCAL IMPACT

N/A

ECONOMIC DEVELOPMENT / JOBS CREATED

N/A

ENVIRONMENTAL REVIEW

N/A

Respectfully Submitted,

Paul Camilleri, Senior Code Enforcement Inspector

Kevin Payne, Development Services Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Ordinance No. 5623

ORDINANCE NO. 5623

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING SECTION
10.54.010 OF CHAPTER 10.54 OF TITLE 10 OF THE ROSEVILLE MUNICIPAL CODE
REGARDING NUISANCE ABATEMENT

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. Section 10.54.010 of Chapter 10.54 of Title 10 of the Roseville Municipal Code regarding nuisance abatement is hereby amended as follows:

10.54.010 Purpose.

A. The existence of unsightly conditions, including, but not limited to, buildings which are abandoned, boarded up or partially destroyed; used or discarded furniture; used machinery; and overgrown vegetation may have a detrimental effect on a substantial number of other properties, including, but not limited to, an appreciable diminution of surrounding property values as well as on the aesthetic quality of the city as a whole. The abatement of these conditions is in the best interest of the health, safety and welfare of the city.

B. It is the intent of the city council in adopting this chapter to provide a comprehensive method for the identification and abatement of certain public nuisances within the city.

C. The provisions of this chapter are supplementary and complementary to all of the provisions of the Roseville Municipal Code, the Zoning Ordinance, and state law. Nothing in this chapter shall be read, interpreted or construed in any manner so as to limit any existing right or power of the city to abate any and all public nuisances.

D. For purposes of this chapter, a public nuisance is defined as one which is visible from the public right-of-way on adjacent or nearby real property and which constitutes visual blight; or reduces the aesthetic appearance of the neighborhood; or is offensive to the senses; or is detrimental to nearby property values. Every nuisance not included within this definition is deemed a private nuisance which is not regulated by this code.

SECTION 2. This ordinance shall be effective at the expiration of thirty (30) days from the date of adoption.

SECTION 3. The City Clerk is hereby directed to cause this ordinance to be published in full at least once within fourteen (14) days after it is adopted in a newspaper of general circulation in the City, or shall within fourteen (14) days after its adoption cause this ordinance to be posted in full in at least three (3) public places in the City and enter in the Ordinance Book a certificate stating the time and place of said publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk



COUNCIL COMMUNICATION

CC #: 7418
File #: 0600-02

Title: Out of State Travel - Fire Department
Contact: Katrina Rostam 774-5848 krostam@roseville.ca.us

Meeting Date: 2/3/2016
Item #: 6.23.

RECOMMENDATION TO COUNCIL

Staff recommends council approve out-of-state travel for the City Manager Rob Jensen to accompany Fire Department personnel, Fire Chief Rick Bartee, Division Chief Brian Diemer and Administrative Analyst Katrina Rostam to the Commission on Fire Accreditation International Hearings (CFAI) in Orlando, Florida, March 14 - 17, 2016. During the hearings the CFAI Board of Directors will be considering the re-accreditation of the Roseville Fire Department.

BACKGROUND

In 2005, the Roseville Fire Department achieved recognition as an Accredited Agency through the Center for Public Safety Excellence (CPSE), Commission on the Fire Accreditation International (CFAI). Subsequently, the Fire Department was re-accredited in 2010, and has continued to submit Annual Compliance Reports as required by the CPSE. The Fire Department's second five year accreditation period is coming to an end and staff has been working diligently to secure a third five year accreditation.

Staff has devoted significant time to completely re-writing and updating the following documents:

- Self Assessment Manual
- Standards of Response Coverage
- Strategic Plan

The Peer Review Team site visit occurred October 17-22, 2015. During the site visit the team spent a great deal of time reviewing the operations of the Fire Department. In addition, the team spent time with City Manager Rob Jensen, Assistant City Manager Dominick Casey, members from our neighboring agencies and staff from numerous departments that interact regularly with the Fire Department. The Peer Review Team concluded their visit with a recommendation for re-accreditation; their final report will be heard by the FCAI at the Commission on Fire Accreditation International Hearings in Orlando, Florida.

FISCAL IMPACT

Approximate costs for the City Manager to attend the Commission on Fire Accreditation International Hearings:

Airfare: \$750.00

Lodging: \$502.00

Per Diem: \$236.00

Total cost of approximately \$1,488.00 has been allocated in the Fire Department's current fiscal year budget.

ECONOMIC DEVELOPMENT / JOBS CREATED

N/A

ENVIRONMENTAL REVIEW

The out-of-state travel request related to the Commission on Fire Accreditation International Hearings is not considered a "project" as defined by the California Environmental Quality Act (CEQA). Consequently no CEQA action is required.

Respectfully Submitted,

Katrina Rostam, Administrative Analyst

Rick Bartee, Fire Chief



Rob Jensen, City Manager



COUNCIL COMMUNICATION

CC #: 7419
File #: 0102-10

Title: Resolution of Commendation and Appreciation to Anthony L. Owens
Contact: Heather Blanco 774-5265 hblanco@roseville.ca.us

Meeting Date: 2/3/2016
Item #: 6.24.

RECOMMENDATION TO COUNCIL

Anthony Owens be commended for his outstanding service and dedication to the City of Roseville, congratulated for his many accomplishments, and wished a long, healthy, and enjoyable retirement.

BACKGROUND

n/a

FISCAL IMPACT

n/a

ECONOMIC DEVELOPMENT / JOBS CREATED

n/a

ENVIRONMENTAL REVIEW

n/a

Respectfully Submitted,

Heather Blanco, Deputy City Clerk

Sonia Orozco, City Clerk



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution of Commendation

City of Roseville RESOLUTION

of

COMMENDATION AND APPRECIATION

WHEREAS, Anthony L. Owens began his distinguished career with the City of Roseville on July 24, 1989, as a Utility Maintenance Worker II in the Environmental Utilities Department; and

WHEREAS, Tony promoted to Wastewater Utility Maintenance Lead worker in November 1993, promoted to Engineering Assistant in February 2004, and reclassified to a Construction Inspector in 2006; and

WHEREAS, Tony worked diligently to earn an Industrial Waste Operator Grade I Certificate and a Grade III Collection System Maintenance Technologist Certificate; and

WHEREAS, Tony has been a dedicated and influential member of the City of Roseville and the Environmental Utilities Department making significant contributions that include input toward the City of Roseville Construction Standards and General Specifications, inspection support of Water, Wastewater, and Recycled Water infrastructure in various specific plans and urban growth areas, and utilization of rehabilitation methods such as Cured in Place Pipe, Jack and Board Pipe installation, and Fusible PVC Pipe; and

WHEREAS, Tony has been the deserving recipient of numerous accolades including letter of Recognition and Accommodation for his work in updating the City's Alta Vista lift station, receipt of the Pride of Roseville Award for Commendation for Excellence in 1994 for his participation in constructing the largest Wastewater Pipeline project saving the City over \$130,000 the first year of operation, and a Pride of Roseville Outstanding Work Performance Team for his participation revitalization and rehabilitation of the Historic Old Town District; and

WHEREAS, Tony has worked for the betterment of all, and he will be greatly missed.

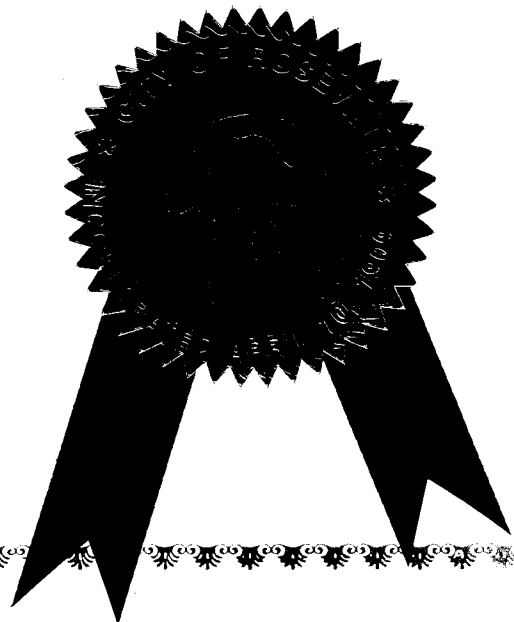
NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF ROSEVILLE, CALIFORNIA, that **ANTHONY L. OWENS** be commended for his outstanding service and dedication to the City of Roseville, congratulated for his many accomplishments, and wished a long, healthy, and enjoyable retirement.

SIGNED and APPROVED this 3rd day of February, 2016.

CAROL GARCIA, MAYOR

ATTEST:

**SONIA OROZCO, CITY CLERK
CITY OF ROSEVILLE, CALIFORNIA**





COUNCIL COMMUNICATION

CC #: 7416

File #: 0201-01 & 0600-01

Title: Roseville Police Association - Memorandum of Understanding

Contact: Gayle Satchwell 774-5374 gsatchwell@roseville.ca.us

Meeting Date: 2/3/2016

Item #: 7.1.

RECOMMENDATION TO COUNCIL

It is recommended that the City Council take the following actions:

1. Adopt a resolution approving the attached Roseville Police Association (RPA) Memorandum of Understanding.
2. Adopt an ordinance approving the attached budget adjustments to provide funding for the RPA salary adjustments.
3. Adopt an ordinance to approve the attached RPA Salary Schedule-A (Appendix A) reflecting labor market adjustments, a general salary increase and the addition of RPA Salary Schedule-B (Appendix A).

BACKGROUND

The successor Memorandum of Understanding (MOU) for RPA expired on December 31, 2015. During the negotiations in the last and current cycle with City of Roseville employee bargaining units, the City's goal has been to ensure it is competitive in the marketplace on recruitment and retention among comparable cities while maintaining fiscal responsibility. An important aspect of the City's policy on negotiations is to move towards consistency, wherever appropriate and practicable. In particular, the City has strived to achieve internal equity among the employee group's medical benefits for current employees, deferred compensation, salary relationships on individual classifications to the median among comparable agencies while taking into account recruitment and retention, general salary increases, retiree health benefits, retiree COLAs on retirement benefits and strategies to contain pension costs.

DISCUSSION

After numerous bargaining sessions, the City and the RPA reached a tentative agreement on January 12, 2016. The tentative agreement was subsequently ratified by the RPA membership on January 21, 2016. The significant provisions of the agreement are aligned with the pattern established for all City bargaining units in order to provide a fair and

consistent compensation package for all City employees and to further the City's fiscal goal of reducing pension costs as follows:

Term

The term covers three years ending December 31, 2018.

Salaries

Adjustments to the salaries fall in two categories: those that address general salary increases and those that address the labor market.

The proposed general salary increases are in line with the pattern that the city has presented to all bargaining units and are as follows:

January 2016

2.0% salary increase

January 2018

2.0% salary increase

The proposed labor market adjustments are the result of a comprehensive compensation study that was performed with our comparator jurisdictions and are in line with the pattern that the city has presented to all bargaining units. The labor market adjustments are being recommended for implementation in year one for critical recruitment and retention classifications.

Job Title	First full pay period January 2016 (%) or upon approval of the City Council, whichever is latest	First full pay period January 2017 (%)	First full pay period January 2018 (%)
Police Officer Trainee	1.40	0	0
Communications Supervisor	7.45	1	1
Dispatcher II	7.45	1	1
Dispatcher I	7.44	1	1
Community Services Officer II	.59	0	0
Community Services Officer I	.60	0	0
Animal Control Supervisor	2.34	1	1
Animal Control Officer	2.35	1	1
Job Title	First full pay period January 2016 (%) or upon approval of the City Council, whichever is latest	First full pay period January 2017 (%)	First full pay period January 2018 (%)
Crime Analyst	4.40	1	1
Police Property and Evidence	7.45	1	1

Supervisor			
Police Scene Technician II	7.45	1	1
Police Scene Technician I	7.44	1	1
Police Property and Evidence Clerk II	5.83	1	1
Police Property and Evidence Clerk I	5.05	1	1
Rangemaster	5.82	1	1
Records Supervisor	1.56	1	1
Police Records Clerk II	1.58	1	1
Police Records Clerk I	.83	1	1
Public Safety Program Coordinator	7.45	1	1
Public Safety Outreach and Community Relations Analyst	11.77	1	1

Health and Welfare

In December 2015, all bargaining units will receive a \$24 per month increase in the City medical contribution, bringing the total contribution to \$1,272 per month. In line with the goal to bring consistency among the bargaining units for medical benefits of current employees, this contract provides a monthly increase in future years that is consistent with all units.

December 2016

\$24/mo., \$1,296/yr.

December 2017

\$25/mo., \$1,321/yr.

December 2018

\$26/mo., \$1,347/yr.

New Hires

Several changes are being proposed for employees hired after February 6, 2016.

Increased Number of Steps in Salary Schedule:

Currently, employees are eligible for annual step increases based on merit. For the RPA unit there are 7 steps over 8 years with the majority of the annual increases at approximately 5%. It is being proposed that the number of steps increase to 14 steps. These new steps will be effective February 6, 2016.

Service Term Bonus:

Employees hired on or after February 6, 2016 who have ten years of service and receive a satisfactory or above annual performance review shall receive an annual non-PERSable, lump sum performance bonus.

The proposed revisions to the compensation terms and conditions are consistent with what has currently been offered to all of the City's bargaining groups. The changes are intended to adjust salaries to be competitive in the labor market while slowing the growth of the City's pension costs.

As a result of the new salary schedule B for RPA, the following job codes have been added:

- B914** Animal Control Officer
- B915** Animal Control Supervisor
- B916** Communications Supervisor
- B917** Community Services Officer I
- B918** Community Services Officer II
- B922** Crime Analyst
- B923** Dispatcher I
- B924** Dispatcher II

B925 Police Officer Trainee
B926 Police Property and Evidence Clerk I
B927 Police Property and Evidence Clerk II
B928 Police Property and Evidence Supervisor
B929 Police Records Clerk I
B930 Police Records Clerk II
B931 Police Scene Technician I
B932 Police Scene Technician II
B933 Public Safety Outreach and Community Relations Analyst
B934 Public Safety Programs Coordinator
B936 Rangemaster
B937 Records Supervisor

FISCAL IMPACT

The cost of the approved RPA Memorandum of Understanding through the end of the current fiscal year on 6/30/2016 is \$154,664. This will be funded using General Fund monies. The cost to the current fiscal year will be added to the FY2015-16 budget via the attached budget adjustment.

	FY16	FY17	FY18	Ongoing
General Fund	\$154,664	\$399,370	\$501,870	\$585,184
Total	\$154,664	\$399,370	\$501,870	\$585,184

ECONOMIC DEVELOPMENT / JOBS CREATED

No new jobs will be created by this action.

ENVIRONMENTAL REVIEW

The RPA Memorandum of Understanding is not considered a “project” as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines 15378). Consequently, no CEQA action is required.

Respectfully Submitted,

Gayle Satchwell, Human Resources Director



ATTACHMENTS:

Rob Jensen, City Manager

Resolution No. 16-36

RPA MOU Final

Ordinance No. 5627

RPA Budget Adjustment

Ordinance 5628

RPA Salary Schedule A

RPA Salary Schedule B

RESOLUTION NO. 16-36

APPROVING A MEMORANDUM OF UNDERSTANDING
BETWEEN CITY OF ROSEVILLE AND THE ROSEVILLE POLICE ASSOCIATION AND
AUTHORIZING THE CITY MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF
ROSEVILLE

WHEREAS, a Memorandum of Understanding, between the City of Roseville and the Roseville Police Association, has been reviewed by the City Council;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said memorandum is hereby approved and the City Manager is authorized to execute it on behalf of the City of Roseville.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

Memorandum of Understanding

Roseville Police Association and City of Roseville



Term of Agreement:

February 6, 2016 – December 31, 2018



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MEMORANDUM OF AGREEMENT

CHAPTER 1. ADMINISTRATION

ARTICLE I. PREAMBLE

This Memorandum of Agreement, hereafter referred to alternatively as "the Agreement," "Memorandum of Understanding," or "MOU," entered into by the City of Roseville, hereafter referred to as "the City" or "the employer" pursuant to Section 3500, et seq. of the Government Code of the State of California and Resolution No. 72-55 of the City of Roseville, and the Roseville Police Association, hereafter referred to as "RPA" or "the Association" has as its purpose the promotion of harmonious labor relations between the City and RPA; establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other terms and conditions of employment.

The term "Agreement" as used herein means the written agreement provided under Section 3505.1 of the Government Code.

ARTICLE II. RECOGNITION

Pursuant to the Meyers-Milias-Brown Act the City recognizes the Roseville Police Association as the exclusive representative for all employees in the bargaining unit as provided by Chapter 3.17 of the City's Personnel Rules.

ARTICLE III. CONTINUATION OF BENEFITS

- A. This Memorandum of Understanding is intended both as the final expression of the agreement between the parties with respect to the included terms and as a complete and exclusive statement of the terms of this Memorandum of Understanding. No amendment, alteration, understanding, variation, waiver or modification of any terms or provisions of this Memorandum of Understanding shall in any manner be binding upon the parties unless made and executed in writing between the parties hereto and approved and implemented by the City Council.
- B. Terms and conditions of employment as specified in this Memorandum shall remain in full force and effect during the term of this Memorandum unless modified pursuant to the above paragraph.

ARTICLE IV. TERMS OF UNDERSTANDING

This Memorandum of Understanding incorporates all modifications regarding wages, hours, and other terms and conditions of employment. This Memorandum of Understanding shall be effective upon City Council ratification and shall expire December 31, 2018.

ARTICLE V. SEVERABILITY OF AGREEMENT

This Memorandum of Understanding is severable. Should any provision of this Agreement be found unlawful or unenforceable by a court of competent jurisdiction, or invalidated by subsequently enacted legislation, the remainder of the Agreement shall continue in force. Upon occurrence of such an event, the parties shall meet and confer as soon as practical to renegotiate the invalidated provision(s).

CHAPTER 2. SALARIES AND OTHER COMPENSATION

ARTICLE I. SALARIES

- A. Effective the first full pay period in January 2016 or upon approval by the City Council, whichever is latest, all employees assigned to the classifications listed in Appendix "G" shall receive a base salary increase of two percent (2%).
- B. Effective the first full pay period in January 2018, all employees assigned to the classifications listed in Appendix "G" shall receive a base salary increase of two percent (2%).
- C. Labor Market Adjustments – Effective the first full pay period in January 2016 or upon approval of the City Council, whichever is latest, the following salary increases shall be implemented for employees in the classifications listed below:

Job Title	First full pay period January 2016 (%) or upon approval of the City Council, whichever is latest	First full pay period January 2017 (%)	First full pay period January 2018 (%)
Police Officer Trainee	1.40	0	0
Communications Supervisor	7.45	1	1
Dispatcher II	7.45	1	1
Dispatcher I	7.44	1	1
Community Services Officer II	.59	0	0
Community Services Officer I	.60	0	0
Animal Control Supervisor	2.34	1	1
Animal Control Officer	2.35	1	1
Crime Analyst	4.40	1	1
Police Property and Evidence Supervisor	7.45	1	1
Police Scene Technician II	7.45	1	1
Police Scene Technician I	7.44	1	1
Police Property and Evidence Clerk II	5.83	1	1
Police Property and Evidence Clerk I	5.05	1	1
Rangemaster	5.82	1	1
Records Supervisor	1.56	1	1
Police Records Clerk II	1.58	1	1
Police Records Clerk I	.83	1	1
Public Safety Program Coordinator	7.45	1	1
Public Safety Outreach and Community Relations Analyst	11.77	1	1

Salary Schedules A and B

- D. Effective the first full pay period in January 2016 or upon approval by the Council, whichever is latest, all employees hired before January 1, 2016 the first full pay period in January 2016 or upon approval by the Council whichever is latest will remain on the current salary schedule (A) for all listed classifications in the bargaining unit. All such employees will continue on this salary schedule when promoted or transferred to other classifications within the bargaining unit.
- E. Effective the first full pay period in January 2016 or upon approval by the Council whichever is latest, the City will create a second salary schedule (B) which will apply to all new hires for all listed classifications in the bargaining unit. The salary steps for the new salary schedule will be approximately two and a half percent (2.5%) for each classification in the bargaining unit. For purposes of this provision, any employee who was initially hired before January 1, 2016 the first full pay period in January 2016 or upon approval by the Council whichever is latest that had a break in City service and was rehired after January 1, 2016 the first full pay period in January 2016 or upon approval by the Council whichever is latest will be deemed a newly hired employee under this provision.
- F. Reopener Provision.

The City may reopen this contract if the following occurs:

1. The City loses the ability to collect, levy or transfer to the general fund various fees and the loss of these revenue sources exceeds \$1m; or
2. The Roseville voters by local ballot initiative approve the elimination or reduction of a revenue currently being levied or collected in the amount listed above.

The City and RPA shall mutually agree to the manner in which reductions in expenditures are obtained to balance the City's General Fund. Any negotiation and implementation period shall not exceed sixty (60) days.

The City will meet and confer over any impacts proposed due to a revenue loss. The City will also work closely with RPA to mitigate the impacts of these revenue losses.

In the event the City's other revenues increase or exceed the amount of any lost revenue, levy or transfer to the General Fund, the City shall not reopen the MOU.

ARTICLE II. DIFFERENTIAL/TRAINING PAY

Any employee, excluding those classifications that require training as part of the assignment (e.g. supervisors), designated by the department in advance to provide formalized training to a new employee or an employee who management has identified as needing formalized training, shall receive a five percent (5%) differential in salary for that time served in such capacity. Formalized training programs must be established in order for an employee to be eligible for the training differential pay. In-service training does not qualify for the training differential pay. Minimum number of hours required to qualify for the training differential shall be five (5) hours on each occasion.

ARTICLE III. SPECIAL PAYS

- A. Employees shall not be deemed eligible to receive such pay until they have successfully completed their one (1) year probationary period.
- B. Police Scene Technicians (formerly Crime Scene Technician and Multi-Services Officer) hired prior to January 1, 1997 who have a BA/BS degree in a job related forensic field will receive bi-weekly payment of one hundred and ten dollars (\$110.00).

- C. Employees in the job classes listed in Appendix W who acquire and maintain the corresponding certificates as listed will be paid two and one-half percent (2.5%) of their base salary.

Where more than one certificate is listed per job class, no stacking of payments will be made (no additional payment will be made for a second certificate by an employee). Police Scene Technicians who receive the special payment as described in Section B of this Article will not be eligible for any certification pay as described in Appendix W.

Exception: Communications Supervisor and Dispatcher I and Dispatcher II hired on or before October 1, 2013 who currently are paid for Emergency Medical Dispatch (EMD) Certificates will also be eligible for one (1) additional certificate as listed in Appendix W.

Employees must be using the referenced certificate as part of their primary job assignment.

- D. Employees promoting into supervisory positions are eligible to retain a lower level certification pay for a maximum of two (2) years following promotion or employment into an eligible position or until eligible for the Supervisory POST certificate, whichever comes first.
- E. Employees who possess certificates are responsible for submitting their certificate with the corresponding Personnel Action Form in order to be paid the two and one-half percent (2.5%) stated above.

ARTICLE IV. SERVICE TERM BONUS

In recognition of the substantial contribution to the community made by employees as a result of the length of their aggregate City service, the City shall annually award each applicable employee a service term bonus pay as indicated below.

Service Term	Service Term Bonus
Beginning of 10th year and every year thereafter	2.5% of base salary
Beginning of the 15th year and every year thereafter	An additional 2.5% of base salary

Such service term bonus pay shall be included on each eligible employee's bi-weekly payroll.

The service term bonus is to be considered as part of an employee's total compensation. However, only actual costs of the service term bonus shall be used when calculating total compensation for the purpose of comparing salaries and benefits of the City to other benchmark agencies.

Employees hired on or after January 1, 2016, who receive a satisfactory or above annual performance review shall be eligible for an annual lump sum performance bonus as follows:

Service Term	Service Term Bonus
Beginning of 10th year to completion of 14th year	2.5% of base salary.
Beginning of the 15th year and every year thereafter	5.0% of base salary.

The annual lump sum performance bonus shall be paid with the first full pay check in January each year.

ARTICLE V. COURT APPEARANCE

- A. Employees who are off duty (excluding sick leave days off or Workers' Compensation leave) awaiting court appearance and such appearance is cancelled by the court, shall receive standby pay of two (2) hours pay at their overtime rate. In the event the employee is notified of the cancelled court appearance prior to the end of their last regularly scheduled shift the employee
-

shall not be entitled to any standby pay. If an employee is scheduled to appear in court within two (2) hours of the time he/she is to report for duty and the appearance is cancelled by the court the employee will receive standby pay only up to the time he/she is to report for duty. In no way will the employee's eligibility for standby pay and actual work hours overlap. The required notification for this provision shall be one of the following:

1. Notice in person or by telephone to the employee including messages left on telephone recorders, cell phones, email, or answering devices at the employee's place of residence.
 2. Voice mail delivered thirty (30) minutes prior to the end of the employee's last regularly scheduled shift.
 3. Outlook Calendar, for those employees who have been issued a Department smartphone.
- B. Employees who are off duty and are required to make a court appearance shall be entitled to a minimum of four (4) hours of overtime pay for court appearances. Where the first court appearance of the day overlaps with a second court appearance, employees shall receive overtime compensation hour-for-hour beyond the conclusion of the first four (4) hours. Employees who begin a regular or other work shift within four (4) hours of their required court appearance time (travel time included for court appearances outside of Roseville) will be compensated hour-for-hour for time spent in court prior to the beginning of their work shift. If during the four (4) hours an employee is required to report to a regular or other work shift, the court pay will terminate. In no way will court time pay overlap with a regular or other work shift.
- C. Employees attending court shall not be compensated for the lunch recess.
- D. Employees shall not be eligible for meal reimbursement during or for court appearances except in the case when a court appearance occurs on an employee's day off and the appearance is continued through the court lunch break. In this case the employee may be reimbursed for the actual cost of the meal not to exceed ten dollars (\$10.00). Each reimbursement request must be accompanied by a receipt.
- E. For multiple same day subpoenas an employee is entitled to receive standby pay in accordance with Section "A" of this Article when the employee has subpoenas for the morning (0800-1200 hours) and afternoon (1300-1700 hours) and when one or both are cancelled. Standby shall be paid for one or both subpoenas so long as appearance times do not overlap or unless the employee is notified prior to 1230 hours in reference to any cancellation of the afternoon subpoena. Such notification shall be either via telephone or in person.

ARTICLE VI. OVERTIME

- A. Overtime work may be required of any employee in order to meet special or unusual needs of service beneficial to the City and community. However, no employee may be required to work overtime during any scheduled work week in which he/she is on unpaid status due to disciplinary action. Overtime is defined as the number of hours worked in excess of the normal weekly schedule of work hours as illustrated below:

EMPLOYEE WORK SCHEDULE		OVERTIME
1.	Eight hours per day, five days per week (5/8 Plan)	Over eight hours per day and forty hours per week
2.	Ten hours per day, four days per week (4/10 Plan)	Over ten hours per day and forty hours per week
3.	A flex-time schedule approved by the City Manager	Over the prescribed number of hours per day

Workers' Compensation leave hours are not to be considered to be hours worked for overtime purposes.

- B. Incidental overtime, defined here as less than fifteen (15) minutes nonrecurrent extension of the workday/shift, is not compensable in any form.
- C. Overtime shall be compensable in increments of thirty (30) minutes.
- D. Overtime shall be compensable at the rate of one and one-half (1 ½) times the employee's base hourly rate.
- E. Shift Extension. If an employee is called to work early or is worked beyond his/her normal work shift, compensation for overtime shall be calculated in accordance with Subsection C of this section.
- F. Shift Change. When a police unit employee is required to work more than four (4) consecutive shifts as a result of a shift change, the employee will be eligible for overtime pay beginning with the fifth and succeeding consecutive shifts worked, for employees on 4/10 schedule. Employees on 5/8 schedule who are required to work more than five (5) consecutive shifts as a result of a shift change, will be eligible for overtime pay beginning with the sixth and succeeding consecutive shifts worked provided the shift change for either a 4/10 or 5/8 schedule results in the employee being off work between shifts for less than twenty-four (24) hours. Shift changes which exceed twenty-four (24) hours and shift changes for purposes of training, shall not be eligible under this provision.
- G. Compensatory Time. Compensatory time shall be governed as follows:
 - 1. Regular and probationary employees may, with the prior approval of their supervisor, accrue compensation time in lieu of overtime pay. The accrual rate for compensatory time shall be one and one-half (1 ½) hours for each hour of overtime time worked.
 - 2. Once an employee has been credited with compensatory time, the employee shall either take the CTO or shall be paid for all hours accrued. Employees requesting payment for accrued CTO hours shall be paid by the next full pay period from the date requested.
 - 3. Upon separation the employee will be paid at the employee's current hourly rate or average of last three (3) years whichever is higher for the remaining compensatory balance.
 - 4. Maximum accumulation of compensatory time shall be 240 hours.
 - 5. The parties further agree that usage of accrued compensatory time shall be governed as follows:

The City and Department agree that an employee's CTO request will generally be granted, unless granting the CTO would provide undue disruption to operation of the Department as determined by the Chief of Police or designee, including if it would result in below recommended minimum staffing levels on any shift. If the CTO request is for less than forty (40) hours and the employee provides at least fourteen (14) days' notice for the request, the Department agrees to grant CTO leave on the specific date requested even where backfilling on overtime is required unless granting the CTO would provide an undue disruption to operation of the Department as specified herein. If the CTO request is for more than forty (40) hours and the employee provides at least twenty-eight (28) days' notice for the request, the Department agrees to grant CTO leave on the specific date requested even where backfilling on overtime is required unless granting the CTO would provide an undue disruption to operation of the Department as specified herein.

- a. Each shift shall be treated and considered separately.
- b. Granting the CTO shift, as set forth in subparagraph 5, shall apply to requests issued after shift bidding. Requests for CTO leave prior to shift bidding shall be granted at the discretion of the Chief of Police or his/her designee.
- c. The employee requesting the use of compensatory time off shall generally be notified as to whether the request has been granted by the end of his/her shift, or within a reasonable amount of time thereafter. If an employee requests to use CTO on multiple shifts where other circumstances delay the Department's ability to grant or deny the request immediately, the Department shall notify the employee of whether the request is granted within a reasonable amount of time.

If within one year of employee's request, the time off has not been granted, the City shall cash-out the amount of CTO requested.

- d. Supervisors may grant CTO requests at their discretion where granting the leave may require the Department to backfill for overtime. Generally, such requests will be granted where the employee is able to demonstrate a special need for the CTO leave usage, and the use of other available leave types is not practical.
 - e. CTO requests from Communications staff for time off shall be submitted no less than 7 days before date of request.
- H. Employees assigned to shift work in the police department whose regular work schedule requires work on a holiday shall be compensated at their straight time hourly base rate of pay for performance of work on holidays. Compensation for holidays worked for such employees shall be as set forth in this Agreement.
- I. Employees who are entitled to take holidays off work as holidays occur, and who are required to work on a holiday when they would otherwise observe the holiday off, shall be compensated by either of the following methods, the choice of which shall be made by the employee's supervisor in advance of such work:
- 1. If an employee works the holiday and does not receive any other scheduled work day off in lieu of working the holiday, the employee shall be compensated at the rate of regular pay plus time and-one half the employee's base hourly rate (for the actual number of hours worked on the holiday).
 - 2. If an employee works the holiday and receives another scheduled work day off in lieu of working the holiday, the employee shall be compensated at the rate of time and one-half the employee's base hourly rate for the actual number of hours worked on the holiday. Under this option, the employee must be given another scheduled work day off within the period of five (5) working days after the worked holiday with corresponding notations upon appropriate payroll reports.

ARTICLE VII. STANDBY

The City agrees to the following standby provision concerning represented employees.

- A. Standby assignments will be made on a weekly basis. Employees assigned to a weekly standby (Saturday through Friday) will be compensated at a rate of eleven (11) hours straight time pay per week.
- B. Employees who are scheduled for intermittent standby (assignments of less than one (1) week) shall receive \$1.50 per hour for all hours while assigned.

- C. Such payment shall be in addition to the overtime payments, which may be payable for call backs, pursuant to City Personnel Rules and Regulations. An employee on standby may be authorized to take a City vehicle home, provided the employee lives within the area bounded by heavy black lines on the attached map (Appendix "X").
- D. Employees will be provided a pager and/or cell phone when assigned to standby.
- E. Employees will be expected to respond to call backs as soon as possible but within one (1) hour of notification.
- F. The department shall make standby assignments voluntary whenever practical.
- G. The City reserves the right to schedule standby as needed.

ARTICLE VIII. CALL BACK

Pursuant to Sections 3.12.040 of the City's Personnel Rules call back shall be governed as follows:

All regular and probationary employees are entitled to a minimum call back pay of two (2) hours at the appropriate overtime rate when said employee is required to return to work after leaving the work site at the end of their scheduled work shift or required to return to work on their scheduled day off. This provision does not apply when (i) employees are required to work beyond their normal work day/shift without having been called to return to work or (ii) when an employee is called in to work prior to the start of their work shift and the employee continues to work into their normal shift without having been released to go home.

ARTICLE VIX. WORK OUT OF CLASS

Pursuant to Roseville Municipal Code, Section 3.07.080, no employee shall be required to perform duties which are not closely related both in kind of work and in level of responsibility to duties formerly assigned to positions in the class, except on a short-term, temporary or emergency basis. However, if a supervisor assigns an employee to work out of class for four (4) hours or more, or one-half (½) shift or more, the employee shall be paid the salary appropriate to that class for the entire day or the entire shift. If an employee is required to work out of class for a substantial period of time, request should be made by the department head either for reallocation of the existing position or for temporary appointment to a position in a more appropriate class. No request for reallocation or temporary appointment shall be considered, however, in situations where work assignment is less than one calendar month's duration.

Compensation shall be five percent (5%) more than the employee's current salary rate in the lower class.

For employees assigned to management classifications the compensation shall be ten percent (10%) more than the employee's current salary rate in the lower class. In the event that the top step in the higher range is less than ten percent (10%), the employee will be compensated at the top step of the higher class.

Temporary Acting Pay

An employee temporarily assigned in writing to an acting position in a classification with a higher salary range shall be compensated for the duration of the acting assignment by the payment of ten percent (10%) of the regular salary the employee received prior to the acting assignment, or the salary provided for in Step A of the higher classification, whichever is greater, but not to exceed top step of the higher classification. The higher classified position must be temporarily vacant due to a long-term absence of the incumbent or pending the filling of a vacant position. The temporary acting pay assignment shall be for a minimum of two full-time pay periods and limited to one year. Authorization for a temporary acting assignment must be given by the employee's supervisor and requires advance approval of the Department Head, Human Resources Director and City Manager.

ARTICLE X. BILINGUAL PAY

Employees who are certified by the Human Resources Department as bi-lingual speaking shall be paid one hundred dollars (\$100) per month (\$46.15 bi-weekly).

ARTICLE XI. SHIFT DIFFERENTIAL

- A. Shift differential for purposes of this section is defined as a shift of eight (8) hours or more where fifty percent (50%) of the shift falls between the hours of 10 pm and 7 am except as otherwise stated in section C below.
- B. Any employee who works an assigned regular time shift as described in "A" above, shall be paid an additional two and one-half percent (2.5%) of his/her base hourly rate for each hour actually worked. No shift differential will be paid on sick leave, vacation, CTO or any other time off.
- C. Hours worked on overtime, whether the employee is held over, called in to cover a shift or partial shift, or volunteers for an overtime shift, will be judged independently, but on the same standard. If at least half of the overtime hours are between 10 p.m. and 7 a.m., all overtime hours worked will qualify for the two and one-half percent (2.5%) shift differential and will be paid at two and one-half percent (2.5%) of the base hourly rate and not the overtime rate.
- D. This provision does not apply to any shift with allowable sleep time.

ARTICLE XII. PAYROLL ERRORS

- A. In the event an error has been made in the payment of an employee's compensation (which may include, but is not limited to salary, overtime, payment or leave accruals), balances or usages, City shall, for purposes of future compensation adjust such compensation to the correct amount, giving written notice to employee.
- B. In the event an employee received an overpayment or underpayment of wages, the employee may select one of the following methods:
 - a. Lump sum payment by employee or employer;
 - b. One-time deduction from usable vacation, compensatory time off (CTO), or holiday leave balances equivalent to the overpayment at the employee's current hourly rate;
 - c. A repayment schedule through payroll adjustment; and/or
 - d. Other means, as may be mutually agreed to between the parties.
- C. Action to enforce repayment of an overpayment, or to correct an underpayment, shall be limited to a period beginning on the first day of the City pay period two (2) years prior to the date that either City or the employee gives written notice to the other that a payment error has occurred.

CHAPTER 3. LEAVES

ARTICLE I. HOLIDAYS

- A. Employees who are allowed to take holidays off shall receive holidays as provided below
1. The following holidays shall be observed by the City with respect to all employees, except shift employees in the police department. For purposes of this section shift employees (otherwise known as "shift workers") are those employees who are not allowed to take holidays off as they fall.
 - a. January 1st (New Year's Day)
 - b. The third Monday in January (Martin Luther King's Birthday)
 - c. The third Monday in February (Washington's Birthday)
 - d. The last Monday in May (Memorial Day)
 - e. July 4th (Independence Day)
 - f. The first Monday in September (Labor Day)
 - g. The second Monday in October (Columbus Day)
 - h. November 11th (Veteran's Day)
 - i. The day in November appointed by the President of the United States as Thanksgiving Day
 - j. The day immediately following Thanksgiving Day
 - k. December 25th (Christmas)
 - l. Eight (8) hours floating holiday to be taken any time during the fiscal year by employees who have completed at least six (6) months probationary service (pro-rated for part-time regular employees). The number of floating holiday hours to be credited to a new employee hired after July 1st shall be pro-rated based on the number of full months employed during that year. Employees unable to complete six (6) months of probationary service prior to June 30th shall not accrue or be eligible for any floating holidays that year. The employees and the employees' supervisors shall jointly determine a convenient date.
 2. The following non-recurring holidays shall be observed in any year in which they occur: Every day appointed by the President of the United States or the Governor of the State of California for a public fast, thanksgiving, or holiday (except Admission Day).
 3. If January 1st, July 4th, November 11th, or December 25th falls on a Saturday, the preceding Friday shall be a holiday; if any such day falls on a Sunday, then the following Monday shall be a holiday. If a holiday occurs on the employee's first normal day off, the employee shall take the preceding day as the holiday; however, if the holiday occurs on the employee's second consecutive normal day off, the employee shall take the following day as the holiday. This policy shall be adhered to where practical and may be modified only by written consent to other conditions by the department head.
- B. Employees who are not allowed to take holidays off as they fall (shift workers) shall receive one hundred and ten (110) holiday hours to be credited in advance on January 1st of each year. Employees may submit a request at any time after January 1st for a one-time lump sum of up to forty (40) hours' holiday pay prior to taking time off at straight salary. The balance of holiday hours must be requested by the employee. Payoff for unused holiday hours at the end of the calendar year will be granted only to employees who have previously submitted and been denied remaining holiday time off (excluding denials requested on holidays) otherwise employees shall lose the balance of holiday hours remaining at the end of the calendar year (December 31st).
1. All holiday time off is subject to advance approval of the first level management supervisor and department head.

2. Upon separation from service, if an employee has taken more holidays in advance than have been earned during the calendar year, the City shall deduct an equivalent amount of pay for the holidays taken in advance from the employee's final paycheck, or such amount shall otherwise be owed to the City by the employee.

Upon separation from service, if an employee has an accrued holiday leave balance, said employee shall be paid for all earned hours at their final rate of pay.

- C. The determination of whether an employee is categorized as able to take holidays or scheduled to work holidays for the purpose of holidays shall be based upon the employee's assignment as of January 1st of each year.

ARTICLE II. MILITARY

- A. Classified employees obligated to serve involuntary periods of active military duty shall be compensated for normal work hours and days or shifts during such absence from work, up to a maximum of thirty (30) calendar days in any calendar year.
- B. Employees exercising this provision of military leave are required to submit properly documented evidence of their call to active duty within ten (10) calendar days prior to such military duty. Such documentation must be submitted through the department head to the Human Resources Director.

ARTICLE III. JURY DUTY

- A. Employees who have been summoned or subsequently selected to serve on a jury shall receive their regular rate of compensation by the City for normal work hours and days or shifts during such absence from work, provided the employee endorses to the City that compensation received by the employee for jury duty service. No compensation will be made for jury duty served on days off. Jury duty is not considered time worked for overtime purposes.
- B. An employee who is empaneled on jury duty and normally works a night shift will be changed to the day shift for those days required to be on jury duty. If the jury is empaneled for less than eight (8) hours, the employee must report to work for the balance of the shift.
- C. Employees will be allowed to retain any mileage compensation granted to them by the respective court jurisdiction to which they were summoned or selected for jury duty.
- D. Employees summoned to jury duty must provide evidence of such summons and subsequent jury duty days away from work through their respective department heads to the Human Resources Director.

ARTICLE IV. VACATION

Vacation provisions shall be governed pursuant to Roseville Municipal Code Section 3.12.060. It is understood that this section may not be amended without first meeting and conferring in accordance with Government Code 3500 et seq. Each employee may request and receive payment at the regular hourly rate for up to eighty (80) hours per year of accrued vacation leave, provided there is a minimum remaining balance of one hundred (100) hours following payment. All buy backs will be subject to an eighty (80) hour maximum within a twelve (12) month period. Any tax liability created by this form of compensation shall be the sole responsibility of each employee.

The purpose of vacation leave is to provide eligible employees the opportunity to take paid time off from their job responsibilities in order to maintain a high standard of mental, emotional and physical conditioning.

- A. Eligibility. All full-time and part-time employees in the classified service and unclassified service as defined in Section 3.01.050.B.1 shall be entitled to annual vacation leave with pay. Each employee will earn and accrue vacation hours pursuant to the accrual schedule as noted in subsection B. Exceptions to this provision shall only be granted in unusual circumstances substantiated by the Department Head in a recommendation to the City manager who may approve or disapprove such variance.
- B. Accrual. Unless specified in applicable labor agreements, each full-time eligible employee identified in subsection A shall earn and accrue vacation leave, subject to the conditions stated in this section, with pay as follows:

<u>Service Category</u>	<u>Biweekly Accrual</u>	<u>Days/Year Equivalent</u>	<u>Max. Hours Accrual</u>
New employee to completion/4th year	3.693/hr	12 days (96 hours)	192
Start of 5th year to completion/9th year	4.307/hr	14 days (112 hours)	240
Start of 10th year to completion/14th year	4.923/hr	16 days (128 hours)	272
Start of 15th year to completion/19th year	5.538/hr	18 days (144 hours)	304
Start of 20th year and succeeding years	6.153/hr	20 days (160 hours)	336

1. Employees working a part-time schedule will accrue vacation hours on a prorated basis, in proportion to the full-time equivalent (FTE).
 2. As noted in subsection A of this section, new employees shall earn vacation at the biweekly rate shown above, commencing on the date of hire. Eligible employees shall advance to the next higher rate of accrual upon completion of the maximum number of years at the lower accrual rate, and shall begin to accrue at the higher rate at the start of their qualifying year.
 3. Except as provided in Section B, an employee's maximum accrual of vacation hours may not exceed the employee's annual accrual rate as specified above and an employee will stop earning and accruing vacation hours while the employee's accrual remains at the maximum allowed in Section B. This maximum level is monitored at the employee's hire anniversary date. If accrued hours exceed such amount as of the hire anniversary date, vacation accrual will be suspended until the balance is brought below the maximum accrual amount.
 4. If the accrued amount exceeds specified limits, the employee shall take leave for the excess number of vacation hours or, if the department head determines that operational necessity will not permit taking such leave, the employee may be paid the straight time hourly equivalent for not more than twenty (20) hours. Additionally, the maximum vacation hours an employee may accrue will be extended when an employee is on disability leave, jury duty, or military leave as provided in these rules. The employee shall be allowed to liquidate such excess accrual within thirty (30) calendar days following return to duty, by means of taking such leave time or receiving straight time hourly equivalent compensation for not more than twenty (20) hours of vacation.
- C. Use. An employee may elect to take all or part of earned vacation, or may carry over to the next service year all or part of earned vacation as approved by the department head and consistent

with the provisions of subsection B of this section. However, the dates and amount of vacation selected by the employee shall be subject to approval of the employee's supervisor. Vacation leave shall generally be taken in minimum increments of one full workday/work shift, except that unusual, emergency, necessary and infrequent use of vacation leave may be granted in one hour increments. Employees must request vacation leave at least ten (10) workdays prior to the desired start of vacation leave. Under unusual or personal emergency circumstances, employees may request and supervisors may consider the approval of vacation leave with fewer than ten (10) working days' notice. In the event it becomes necessary to call an employee back to work from a scheduled vacation, the employee shall be credited with the unused vacation hours and shall have the opportunity to take such remaining vacation leave at a time of the employee's choosing and the supervisor's approval.

- D. Holidays Within Vacation Leave. Except for shift personnel, holidays which occur during a scheduled vacation period shall be counted as a holiday. Employees may request in advance that they extend their vacation leave by the number of holidays occurring within their scheduled leave, or they may request fewer vacation hours which, together with the holiday(s), will comprise the total time period of their scheduled leave.

ARTICLE V. PERSONAL LEAVE TIME

Each full-time employee in the RPA unit who has completed his/her initial probationary period with the City shall be provided a bank of forty-five (45) hours of PLT on the first pay period of each calendar year. Part-time employees shall receive a pro-rated bank.

Use of PLT time shall be subject to the following:

- A. PLT may be used by employees for time off on an hour for hour basis until the employee has exhausted the bank.
Use of PLT shall be subject to the operating needs of the City. The City may deny an employee time off on PLT if such release time will adversely impact the operating or staffing needs of a City department.
- B. PLT shall have cash value and may be cashed out by the employee on an hour-for-hour basis at the employee's regular straight-time hourly rate of pay. Employees may cash out unused PLT in any regular pay period pursuant to procedures established by the City Human Resources Department.
- C. Any PLT time remaining in an employee's PLT bank on the last pay period of the calendar year shall not roll over into the next calendar year. Such PLT time shall be cashed out by the City on an hour-for-hour basis at the employee's regular straight-time hourly rate of pay.
- D. Employees who terminate employment with the City or leave the bargaining unit shall be cashed out at the rate of .86538 hours per week up to the balance of the employees PLT bank. If an employee terminates and has taken more PLT in advance than .86538 hours per week, the City shall deduct an equivalent amount of pay for the PLT. Any time cashed out will be paid on an hour-for hour basis at the employee's regular straight-time hourly rate of pay. Part-time employees will receive a pro-rated cash out of their bank.
- E. Any employee hired after the 1st of the year shall be granted a prorated amount at .86538 hours per week for the remainder of the calendar year. For example, if an employee is hired on July 1, the employee shall be granted 22.5 hours of PLT.

ARTICLE VI. MODIFIED DUTY

MODIFIED/ALTERNATE DUTY PROGRAM

PURPOSE

To enable employees who have an injury, illness, or accident, as outlined by a health care provider/treating physician ("health care provider"), that renders them temporarily unable to perform one or more of the essential functions/job duties listed in their Job Specification to work in a Modified/Alternate Duty Assignment.

This program is not available to those who have received permanent restrictions from a health care provider and should not be construed as recognition that an employee has a disability as defined by the Americans with Disabilities Act (ADA) of 1990 or the ADA Amendments Act (ADAAA) of 2009.

POLICY

It is the policy of the City of Roseville to work with an employee who has been injured on or off the job and/or who may have an illness or condition that temporarily limits them from performing one or more of the essential functions/job duties listed in their Job Specification.

PROCEDURE

When an employee has an injury, illness or accident that renders them temporarily unable to perform one or more the essential functions/job duties associated with their regular job, they are eligible to participate in a Modified/Alternate Duty Assignment.

- If the injury/illness is non-work related, the employee may return to a Modified/Alternate Duty Assignment should one be available that meets the restrictions imposed by the employee's health care provider.
- If the injury/illness is work related, the employee is required to return to a Modified/Alternate Duty Assignment should one be available that meets the restrictions imposed by the employee's health care provider.

When an employee's health care provider imposes restrictions, the Human Resources Department will determine if the restrictions preclude the employee from performing one or more of the essential functions/job duties listed in their Job Specification and if it is necessary to place the employee in a Modified/Alternate Duty Assignment. The Human Resources representative will work with the health care provider and the department to clarify restrictions if necessary.

Supervisory Notification

The employee's work restrictions will be identified in a Work Status Report or on the City of Roseville Certificate for Return to Work or Further Treatment (Attachment A) provided by the health care provider.

- If the employee's department is able to accommodate the restrictions, the employee's supervisor will notify Human Resources and a Modified/Alternate Duty Form (Attachment B) will be completed by Human Resources. The form shall include a description of the assignment being offered and the restrictions of the employee. The form must be signed by both the supervisor and employee and returned to Human Resources for final approval before the employee is returned to work. If the employee has already returned to work, and if the employee does not sign the agreement he/she will be removed from work.
- If the employee's department is unable to accommodate a Modified/Alternate Duty Assignment, the department will notify Human Resources immediately. Human Resources will contact other departments for possible Modified/Alternate Duty Assignments based upon the employee's restrictions. If an assignment is found within another department, Human Resources will coordinate the placement of the employee.

When a Modified/Alternate Duty Assignment is unavailable in any department, the employee will be placed on temporary disability/sick leave/unpaid leave depending on the nature of injury/illness and availability of leaves.

Employees who are off work are required to contact their supervisor and Human Resources **by the start of the next business day** following a change in their work restrictions or medical condition as determined by his/her health care provider. Additionally, each time the employee attends a follow-up visit, a new work status report shall be obtained by the employee and a copy **must** be provided to the Human Resources Department even if restrictions have not changed. Failure to provide Human Resources and/or their

supervisor with current work status reports may result in the employee being taken off work and required to utilize available personal leaves, if available.

It is the responsibility of the employee and the employee's supervisor to ensure the employee is complying with, and working within, the work restrictions imposed by the health care provider.

Workers' Compensation Injuries Only:

If an employee completes a Modified/Alternate Duty Assignment, and no additional Modified/Alternate duty work is available, the employee will be placed off work while receiving all benefits afforded them through the Workers' Compensation system.

An employee on Workers' Compensation may choose to refuse the Modified/Alternate Duty Assignment if the assignment is expected to last one week or less. However an employee who refuses a Modified/Alternate Duty Assignment is subject to having their workers' compensation temporary disability benefits terminated and will be required to use personal leave, excluding sick leave, for lost time.

Duration

Modified/Alternate Duty Assignments will typically not exceed two hundred and seventy (270) calendar days per injury/illness. Upon completion of the assignment, the employee shall be removed from work until released to full duty or deemed to have permanent restrictions. The employee may use any benefits available to them at that time. In no case will a Modified/Alternate Duty Assignment continue once an employee has received permanent restrictions from a treating physician.

Timekeeping

When an employee is assigned a Modified/Alternate Duty Assignment, the employee shall be compensated for hours worked at their regular rate of base salary and benefits (24-hour shift employees exception noted below) regardless of whether or not the employee performs work within the regular classified position or is assigned to the employee's regularly assigned department. If an employee is assigned to a Modified/Alternate Duty Assignment of less than full time, compensation for hours worked may be supplemented by either temporary disability, accrued sick leave, or other available leave depending on the nature of the injury/illness. Modified/Alternate Duty Assignments will be noted as such within the payroll timekeeping system to ensure accurate reporting of time worked.

24-Hour Shift Conversion

For changes in the middle of a pay period from one schedule to another schedule (e.g. 24-hour shift personnel to an 8-hour/5-day shift), actual hours worked will be referenced in the notes section of the payroll timekeeping system. When a Modified/Alternate Duty Assignment continues to subsequent pay periods, the employee's schedule will be changed in the payroll timekeeping system to reflect the actual schedule worked. In this case, the employee's holiday bank will be maintained but sick and vacation leave will be converted to reflect the assigned schedule accruals. The conversion rate for vacation and sick leave banks will be 1.5 unless noted in the following table.

24 Hour Fire Department Vacation Conversion Rates:

New to 4 years	1.499
5 – 9 years	1.598
10 – 14 years	1.588
15 – 19 years	1.591
20+ years	1.511

The employee's banks will be converted back utilizing the same conversion factors when the employee is released to full duty.

RESPONSIBILITY

It is the employee's responsibility to ensure his/her supervisor and Human Resources have the most recent physician statement on file and to notify their supervisor if they feel the work they are doing exceeds the restrictions set forth by their health care provider.

Should an employee be placed in another area, division, or department, it is the employee's and Human Resources' responsibility to convey the restrictions to the supervisor in charge of the Modified/Alternate Duty Assignment.

It is the current supervisor's responsibility to ensure employee restrictions are adhered to during the Modified/Alternate Duty placement. Coordination between the Modified/Alternate Duty supervisor and the employee's regular supervisor is encouraged.

It is the department's responsibility to ensure Modified/Alternate Duty Assignments are flexible enough to allow placement while adhering to the restrictions placed by the health care provider.

Any medical information received should be limited to a listing of work restrictions/functional limitations and duration of such. This information should **only** be shared with those that need to know as a means of protecting privacy. Should you have questions, please do not hesitate to contact Human Resources for clarification.

Human Resources is responsible for ensuring the employee in a Modified/Alternate Duty Assignment is aware of the importance of communicating any changes placed upon them by their health care provider to their supervisor and the Human Resources Department as soon as possible. Human Resources will monitor the various assignments to ensure compliance with City policy.

It is imperative that departments advise the Human Resources Department of any Modified/Alternate Duty Assignments, regardless of duration and/or whether they are work-related or non-industrial.

ARTICLE VII. SICK LEAVE

Refer to Section 3.12.070, Personnel Rules.

ARTICLE VIII. CATASTROPHIC LEAVE

Employees may voluntarily donate accrued vacation and/or compensatory time off (CTO) for credit to another regular employee covered by this Agreement who suffers a non-industrial related catastrophic illness or injury or for the extended care of an employee's immediate family member (as defined in Section 3.00.420 of the City of Roseville Personnel Rules and Regulations). Such donations shall be made in accordance with the following:

- A. The recipient employee must be off work for a minimum of thirty (30) consecutively assigned workdays/shifts and must have exhausted all accrued leave (vacation, holiday, sick leave, compensatory time, etc.) prior to receiving donated leave. This waiting period only applies to the first occurrence of any such illness or injury. An employee is not required to be off an additional thirty (30) days for a reoccurrence/exacerbation of an existing condition.
- B. A donor employee may voluntarily donate up to a maximum of forty (40) hours of vacation, compensatory time and/or floating holiday time in any calendar year. All donations are irrevocable. Donations shall be made in two (2) hour increments. All unused hours shall remain with the recipient employee.
- C. A maximum of sixty (60) days can be donated to any one permanent employee in any one calendar year.
- D. A recipient employee shall be eligible for health benefits while on catastrophic leave with donated time for a maximum of sixty (60) days; however a recipient employee shall not accrue vacation or sick leave during this period.

- E. Employee must provide medical certification for care of an immediate family member. The certification must state that the family member is in need of extended care from the employee, as well as an estimated amount of time required to attend to the immediate family member. Extended care of an immediate family member must be used continuously and not on an intermittent basis. Requests shall be evaluated by the Police Chief and the Human Resources Director to determine the amount of catastrophic leave to be requested in each instance. Requests for catastrophic leave for immediate family care will first start with department members before being requested of other City employees.
- F. An employee donating accrued leave or an employee receiving donated leave shall waive all tax liability of the City through the establishment of the catastrophic sick leave program.

ARTICLE IX. DISABILITY LEAVE

Employees may be granted paid disability leave, based on the following circumstances, terms and conditions. The purpose of providing these programs of paid disability leave is to ensure that employees have reasonable and equitable provisions concerning their job and economic security.

- A. Work related temporary disability. If a regular employee, other than those entitled to benefits under Section 4850 et seq. of the California Labor Code, is temporarily disabled by injury or illness arising out of and in the course of performing assigned job duties, the employee shall become entitled to a leave of absence while so disabled without loss of salary, less workers' compensation disability payments, for up to seventy-five (75) calendar days, commencing upon the first calendar day after the injured employee leaves work as a result of the injury. Correctional Officers and Correctional Supervisor shall be entitled to up to one hundred (100) calendar days.
- B. Following the initial seventy-five (75) days of temporary disability (100 days for correctional staff), an eligible employee may supplement their temporary disability payments with available leave balances (i.e., vacation, sick leave, until such balances are exhausted (up to twelve (12) months)).
- C. During the time of work related disability, an eligible employee will continue to accrue the normal leave, i.e., vacation, sick leave, until such time as their leave balances have been exhausted (up to twelve (12) months).
- D. During the period of time of work related disability, the City will continue to contribute its share to the employee's health and dental plan until such time as all leave balances are exhausted (up to twelve (12) months).
- E. Employees who are found to abuse or fraudulently use the privilege and benefits of the temporary disability program as prescribed above shall be subject to disciplinary action, including termination from City service. The employee exercising these temporary disability provisions shall be required to provide the department head and Human Resources Director with a copy of the attending physician's report, which shall contain a description of the nature and anticipate duration of the disability, and the employee shall keep the department head and Human Resources Director apprised of the medical condition at intervals prescribed by the Human Resources Director.
- F. Employees subject to the provisions of Section 4850 et seq. of the California Labor Code shall not have any portion of their work related disability leave charged against accrued sick leave.

CHAPTER 4. RETIREMENT/INSURANCE

ARTICLE I. RETIREMENT

A. Retirement System. Unit members are provided retirement benefits under the California Public Employee Retirement System (CalPERS) as described in this Article.

B. Tier One: 2.7% at 55 Retirement Program – Bargaining Unit Members Hired On or Before December 31, 2012 and Unit Members Qualified for Reciprocity (Classic Member).

This Section B, including subsections, shall apply to bargaining unit members hired on or before December 31, 2012. In addition, this Section B shall apply to bargaining unit members hired on or after January 1, 2013, who are qualified for pension reciprocity as stated in Government Code Section 7522.02(c) and related CalPERS reciprocity requirements (Classic Member):

1. 2.7% at 55 Pension Formula

The “2.7% @ 55” retirement program will be available to bargaining unit members covered by this Section.

2. Final Compensation Based On 12-Month Period

For the purposes of determining a retirement benefit, final compensation for bargaining unit members covered by this Section B shall mean the highest twelve (12) consecutive month period as specified in Government Code Section 20042.

3. Required Contributions

Bargaining unit members covered by this Section B shall continue to pay, through payroll deduction, 8.0% of compensation earnable contribution to CalPERS.

C. Tier Two: PEPRA Retirement Tier Required For Bargaining Unit Members Hired On or After January 1, 2013 and Not Qualified For Reciprocity

This Section C, including subsections, shall apply to bargaining unit members who were hired on or after January 1, 2013, and who do not qualify for pension reciprocity as stated in Government Code Section 7522.02(c).

1. 2% at 62 Pension Formula

The “2% @ 62” retirement program will be available to bargaining unit members covered by this Section C.

2. Final Compensation Based On 36-Months

Effective January 1, 2013, for the purposes of determining a retirement benefit, final compensation for bargaining unit members covered by this Section C shall mean the highest annual average pensionable compensation earned during thirty-six (36) consecutive months of service.

3. Required Bargaining Unit Member Contributions

As required by Government Code Section 7522.04(g), effective January 1, 2013, bargaining unit members covered by this Section C shall pay, through payroll deduction, fifty percent (50%) of normal costs as determined by CalPERS.

D. Other Options Included In CalPERS Contract

Unit members continue to be eligible for the following options included in the City's contract with CalPERS:

- Government Code Section 20965 (Unused Sick Leave Credit – Local Member.)
- Government Code Section 21573 (1959 Survivor Benefit Level 3).
- Government Code Section 21548 (Pre-Retirement Option 2W Death Benefit).
- Government Code Section 21329 (2% Annual Cost-of-Living Allowance Increase).

- E. Employee contributions shall be made in accordance with Section 414.h(2) of the IRS code wherein the payment to CalPERS is made pre-tax.
- F. As permitted by law and CalPERS regulations, City of Roseville employees who separate from city service and subsequently return to service with the City of Roseville, shall return to the retirement tier from which they were previously enrolled while employed with the City of Roseville.

ARTICLE II. DEFERRED COMPENSATION

The City agrees to maintain a program of deferred compensation for covered employees. It is understood that the City is solely responsible for selection of the Deferred Compensation plan and plan administrator(s).

The City agrees to contribute three percent (3%) of the base wages of employees who have completed five (5) continuous years of regular employment with the City of Roseville.

ARTICLE III. HEALTH AND WELFARE CONTRIBUTION

- A. **Eligibility**
Any regular employee working fifty percent (50%) or more of a full-time schedule shall be eligible to enroll in any health and welfare benefit provided by this Article and currently authorized by the RPA bargaining unit. Regular part-time employees who are hired into a position funded as regular part-time after January 1, 2004, or current employees who laterally transfer or promote into a regular part-time allocated position, will receive a pro-rated amount toward their health and welfare contribution based on actual hours worked. The contribution amount will be based on the percentage of full-time the employee works. For example, employees working twenty (20) hours per week will receive fifty percent (50%) of the full-time contribution; employees working thirty (30) hours per week will receive seventy-five percent (75%) of the full-time contribution, etc.
- B. **Medical Insurance Benefits**
The City contracts with the California Public Employees' Retirement System (CalPERS) for the purpose of providing employees and their eligible dependents with medical insurance benefits. The City's maximum monthly contribution for each eligible active employee shall be equal to the minimum employer contribution required under the Public Employees Medical and Hospital Care Act (PEMHCA).
- C. **Cafeteria Plan**
 - 1. The City agrees to maintain a Cafeteria Plan, pursuant to Section 125 of the Internal Revenue Code or any related regulations, for the purpose of providing employees with access to various health and welfare benefits. Benefits available through the Cafeteria Plan include medical insurance, dental insurance, and vision insurance.
 - 2. Effective December 1, 2016, the City agrees to provide a Cafeteria Plan Allowance to all employees eligible to participate in City sponsored health and welfare benefits under Section A of this Article of up to \$1,296 per month (less the direct PEMHCA payment provided in paragraph B).
 - 3. Effective January 1, 2017, the City agrees to provide a Cafeteria Plan Allowance to all employees eligible to participate in City sponsored health and welfare benefits under Section A of this Article of up to \$1,321.00 monthly (less the direct PEMHCA payment provided in paragraph B) for the term of the agreement.
 - 4. Effective December 1, 2018, the City agrees to provide a Cafeteria Plan Allowance to all employees eligible to participate in City sponsored health and welfare benefits under

Section A of this Article of up to \$1,347.00 monthly (less the direct PEMHCA payment provided in paragraph B) for the term of the agreement.

5. Effective the first of the month following City Council ratification of this MOU or as soon as administratively possible, the City agrees to provide a flex plan credit of \$168.00 per month to be used by active employees for any benefit covered under the Cafeteria Plan.
6. Employees who elect not to participate in any of the medical, dental, and vision insurance benefits sponsored by the City and who provide proof of other medical coverage will not receive any Cafeteria Plan Allowance under Section C(2) or Flex Plan Credit under Section C(3) of this Article. Instead, employees who opt out of these City sponsored benefits will receive \$150 per month.
7. Any Cafeteria Plan Allowance provided for under Section C(2) of this Article can only be used by an employee to offset the cost of participation in City sponsored medical, dental, and vision, insurance benefits for the employee and any eligible dependents.

The City reserves the right to select the provider or self-administer this program and to set limits for medical reimbursement accounts.

- D. The City provides a dental benefit to include two (2) preventative cleanings per year. Other details of the City's dental benefit are described in the evidence of coverage document. The City reserves the right to select any dental carrier. Open enrollment will be as described in the evidence of coverage document.
- E. From time to time, the City will change benefit providers due to administrative, service, economic or other reasons. Due to carrier policies and procedures and Department of Insurance requirements, there can be no guarantee that one policy will exactly mirror the preceding one. City desires to provide a consistent benefit, and insofar as is possible, benefits and language will be matched.

ARTICLE IV. RETIREE HEALTH BENEFITS

- A. **Medical Insurance Benefits**
The City agrees to contract with the California Public Employees' Retirement System (CalPERS) for the purpose of providing retirees and their eligible dependents with medical insurance benefits. The City's maximum monthly medical contribution for each eligible retiree shall be equal to the minimum employer contribution required for active employees under the Public Employees Medical and Hospital Care Act (PEMHCA).

The parties agreement to move from the CalPERS equal contribution method to the PEMHCA minimum employer contribution method does not modify retiree health benefits for employees in Tiers I and II pursuant to Article IV B and C below.
- B. **For Employees Hired Prior to January 1, 2004 (Tier 1)**
Employees hired prior to January 1, 2004 that qualify for post-retirement health benefits shall qualify for such benefits based on rules in effect prior to January 1, 2004, .e.g. an employee that retires from the City of Roseville and is eligible for CalPERS service retirement shall receive a City contribution towards their post-retirement medical insurance benefit at the same level as full-time regular employees covered by this Agreement.
- C. **For Employees Hired on or after January 1, 2004 and Prior to October 1, 2013 (Tier 2)**
For employees hired on or after January 1, 2004 and prior to October 1, 2013, to be eligible to receive post-retirement health benefits, an employee must complete at least five (5) years of CalPERS-credited service with the City of Roseville. Employees who retire from the City of Roseville after meeting the service requirement stated above and who have at least ten (10) years of CalPERS-credited service will receive a City contribution towards their post-retirement health benefits as follows:

Total Credited Years of Service	% of City Contribution
10	50 %
11	55
12	60
13	65
14	70
15	75
16	80
17	85
18	90
19	95
20 +	100

Employees who have CalPERS-credited service through other public agencies must complete at least five (5) years of service with the City of Roseville and retire from the City of Roseville to be eligible for postretirement health benefits. However, once an employee has completed five (5) years of service with the City of Roseville, their eligibility for post-retirement health benefits will include all years of CalPERS-credited service.

The vesting requirements for post-retirement health benefits will become effective January 1, 2004. Employees hired on or after January 1, 2004 shall be subject to the above post-retirement vesting schedule for health benefits.

D. For Employees Hired on or After October 1, 2013 (Tier 3)

1. Employees hired on or after October 1, 2013 shall have no vested right in any post-employment medical benefits provided by the City of Roseville. Instead, upon hire, those employees shall contribute one percent (1%) of their base salary each pay period to a City sponsored Retirement Health Savings (RHS) account and shall contribute an additional one percent (1%) per pay period per year annually, up to a maximum of five percent (5%) per pay period annually thereafter, to be used to fund the employee's medical costs upon retirement from the City.
2. After five (5) years of continuous service with the City of Roseville, and beginning on the first pay period of the sixth year of service, the City shall contribute a flat dollar amount equal to \$100 per month to be deposited to the employee's RHS account up until the employee's retirement date or separation from the City. After accruing ten (10) cumulative years of service with the City and pursuant to the vesting schedule in Section C of this Article, employees may draw from the City contribution to this account upon retirement.
3. Employees who terminate City service for reasons other than retirement prior to twenty (20) years of cumulative service with the City will forfeit any City contributions.
4. Employees must retire from the City of Roseville and be enrolled in the City of Roseville's health plan in order to utilize City contributions to the employee's RHS account. After ten (10) years of cumulative service with the City of Roseville, City contributions to the employee's RHS account may be used for all covered medical expenses pursuant to Section 213 of the Internal Revenue Service (IRS) Code.

Upon written request from RPA, the City agrees to meet to discuss proposed revisions to the medical insurance provision of the MOU. This discussion may begin after January 1, 2014 and conclude no later than December 31, 2014, unless mutually agreed to by the parties.

ARTICLE V. EMPLOYEE ASSISTANCE PROGRAM

- A. The City agrees to provide an Employee Assistance Program (EAP) for employees pursuant to the current EAP Plan document. The plan will include no less than six (6) visits per calendar year. The plan document is available through the City's Human Resources Office.
- B. From time to time, the City will change benefit providers due to administrative, service, economic or other reasons. Due to carrier policies and procedures and Department of Insurance requirements, there can be no guarantee that one policy will exactly mirror the preceding one. The City desires to provide a consistent benefit, and insofar as is possible, benefits and language will be matched.

ARTICLE VI. LIFE INSURANCE

- A. The City provides eligible employees with a fully paid life insurance program in the amount of twice the annual salary in effect as of July 1 of each year. The City reserves the right to select the insurance provider.
- B. From time to time, the City will change benefit providers due to administrative, service, economic or other reasons. Due to carrier policies and procedures and Department of Insurance requirements, there can be no guarantee that one policy will exactly mirror the preceding one. The City desires to provide a consistent benefit, and insofar as is possible, benefits and language will be matched.

ARTICLE VII. LONG TERM DISABILITY (LTD) INSURANCE

- A. The City provides a Long Term Disability Program with a waiting period of sixty (60) calendar days; whereupon an eligible employee shall be entitled to receive sixty percent (60%) of their gross monthly salary until age sixty-seven (67) in accordance with the LTD Plan.
- B. After disability benefits have been payable for twenty-four (24) months, an employee is deemed disabled if the injury or sickness makes him/her unable to perform all the material duties of any occupation for which he/she may reasonably become qualified based on education, training or experience.
- C. Other details of the City's LTD plan are described in the plan booklet. The City reserves the right to select any LTD carrier.
- D. From time to time, the City will change benefit providers due to administrative, service, economic or other reasons. Due to carrier policies and procedures and Department of Insurance requirements, there can be no guarantee that one policy will exactly mirror the preceding one. The City desires to provide a consistent benefit, and insofar as is possible, benefits and language will be matched.

CHAPTER 5. SAFETY

ARTICLE I. SAFETY

The City of Roseville agrees that the safety of its employees is of utmost concern and accordingly agrees to make every effort to provide to the extent possible, a safe and hazard free work environment.

ARTICLE II. SAFETY EQUIPMENT

A. The City will furnish the appropriate safety equipment as follows:

Animal Control Officer, Animal Control Supervisor

<u>Quantity</u>	<u>Item</u>
1 each	Uniform badge
1	Flashlight
1	Pepper spray (OC) and holder
1	Duty belt
1	Collapsible baton and holder
1	Key ring holder
3	Keepers
1	Soft body armor (If requested)
1	Rain gear
1	Protective case for gloves
1	Reflective safety vest
1	Taser

Police Scene Technician I/II, Property Supervisor

<u>Quantity</u>	<u>Item</u>
1 each	Uniform badge
1	Flashlight
1	Duty belt
1	Key ring holder
3	Keepers
1	Rain gear
1	Protective case for gloves

Community Services Officer I/II

<u>Quantity</u>	<u>Item</u>
1each	Uniform badge
1	Flashlight
1	Pepper spray (OC) and holder
1	Duty belt
1	Key ring holder
3	Keepers
1	Soft body armor (If requested)
1	Rain gear
1	Protective case for gloves
1	Reflective safety vest

- B. All safety equipment described above shall be replaced on an as needed basis as approved by the department head or designated authority. New issues will be nylon. City agrees to replace existing leather as needed.
- C. All safety equipment described above shall remain the property of the City and shall be returned to the Police Chief upon request or upon the employee's termination of employment.
- D. Applicable employees shall continue to be required to adhere to safety equipment specifications, appearance, and maintenance standards established by the Police Department.
- E. Personnel on patrol issued soft body armor shall be required to wear such when on duty except as otherwise authorized by the supervisor.

CHAPTER 6. WORK HOURS

ARTICLE I. GENERAL WORK HOURS

Except as noted below hours of work provisions shall be governed pursuant to Roseville Municipal Code Section 3.12.010.

- A. Personnel assigned to Investigations Unit, Patrol and Traffic Unit, Records Unit, Jail Unit, and Communications shall be allowed to work a four (4) day workweek of ten (10) hours per day.

Persons assigned to modified duty shall be assigned their normal schedule (i.e. 4/10). However, assignment of days off and or shifts shall be at the discretion of the department.

- B. Rest Period. Except as noted below, probationary and regular employees when required to actually work (does not include standby time, etc.) more than fourteen (14) hours in a twenty-four (24) hour period shall not be required to return to work without at least an eight (8) hour rest period starting from the time released from work. Rest periods as defined are not compensable.

1. Shift Change.

- a. Back to Back Shifts: When an employee is required to work two (2) consecutive shifts as a result of a shift change, the employee shall be given at least eight (8) hours as a rest period to be taken at the midway point of the second shift.
- b. Return Shifts: No employee shall be required to work two (2) shifts during a shift change without being given at least eight (8) hour as a rest period to be taken between shifts.
- c. Change of Shift Hours: Any employee involved in a mandatory change of shift which involves a change in shift starting time of ten (10) or more hours will be given a minimum of at least four (4) days notice.

These provisions may be waived in emergency situations as determined by the Police Chief or his/her designated authority.

2. Day's Off Changes.

Except in uncommon situations where it is in the best interest of the City, as determined by the Police Chief or his/her designated authority, employees will be given a minimum of at least seven (7) day's notice prior to a change in days off.

- C. Lunch Periods: At the discretion of the Police Chief, represented personnel receive thirty-five (35) minute paid lunches.

CHAPTER 7. TRAVEL/MEAL EXPENSES

ARTICLE I. OUT OF AREA TRAVEL

When any employee is required to travel beyond a thirty (30) mile radius of the Police Department as the result of a business related function, the following compensation shall be provided:

- A. Compensable hours under this provision shall be actual travel time to and from and all hours worked during such assignment. Compensation for such hours shall be governed by the overtime provision of this Agreement.
- B. Employees performing such function may be provided the option of use of a City vehicle. Where an employee's personal vehicle is used, the employee shall be reimbursed mileage in accordance with this Agreement.
- C. Employees shall be reimbursed other travel related expenses in accordance with this Agreement.

ARTICLE II. BUSINESS AND TRAVEL EXPENSE

The City shall reimburse employees for travel expenses in accordance with current City policy except as noted below:

For all reimbursement requests an employee is required to supply receipts verifying expenses. Where receipts are lost or unavailable, the employee is required to supply a statement indicating the amount spent and reasons for the missing receipt(s).

ARTICLE III. MEALS

All regular and probationary employees required to work at least two (2) hours beyond or prior to their normal work shift shall be eligible for meals as provided below:

- A. Employees required to work between two (2) to four (4) extra hours shall be entitled to one (1) meal break.
- B. Employees required to work at least eight (8) extra hours shall be entitled to two (2) meal breaks.
- C. Employees required to work at least twelve (12) extra hours shall be entitled to three (3) meal breaks.
- D. In no event shall an employee be entitled to more than three (3) meals breaks in a given twenty-four (24) hour period.

Arrangements for meals shall be as follows:

- A. City may provide a meal by bringing food to the work site with the consent of employee.
- B. City may allow the employee to go to a restaurant of his/her own choice for a period of thirty-five (35) minutes during which time the employee shall be on paid time, and the City shall pay the employee \$10.00 for a meal.
- C. If circumstances do not permit the employee to obtain a meal under "B" above, the City shall pay the employee \$10.00 to obtain a meal after the overtime work is completed.

CHAPTER 8. GENERAL ISSUES

ARTICLE I. LEAVE REDUCTION

Pursuant to Section 3.16.030 of the City's Personnel Rules:

- A. Disciplinary suspensions may be administered by reducing an employees's vacation, compensatory time and/or holiday time by up to forty (40) hours. Reductions of time in excess of forty (40) hours must be with the approval of the employee. If the employee refuses reductions beyond forty (40) hours, the department head may choose another form of discipline to supplement the leave reduction. In no instance shall the chosen discipline combined with the leave reduction exceed the discipline proposed.
- B. An employee who has forfeited previously scheduled time off may substitute other forms of accumulated time off to enable him/her to take the previously scheduled time off.

ARTICLE II. UNIFORM ALLOWANCE

- A. The following classifications shall be provided the listed uniforms. Replacement and maintenance will be provided in lieu of a uniform allowance. Provided uniforms must be worn in accordance with department policy.
 - 1. Dispatcher I / II, Communications Supervisor, Public Safety Volunteer Coordinator
 - a. Shirts (3 – Brand, style and color of shirt must be authorized by the Chief, and the Roseville Police logo must appear on the shirt)
 - b. Class A uniform trousers (1) and long sleeve shirt (1)
 - c. Class A tie
 - d. Appropriate patches
 - 2. Community Services Officer I / II, Animal Control Officer, Animal Control Supervisor
 - a. Uniform trousers & shirts (3 pants, 3 long sleeve, 3 short sleeve)
 - b. Windbreaker
 - c. Cold Weather jacket
 - d. Class A uniform trousers (1) and long sleeve shirt (1)
 - e. Class A tie
 - f. Appropriate patches
 - 3. Police Records Clerk I / II, Police Records Supervisor, Crime Analyst
 - a. Shirts (3 – Brand, style and color of shirt must be authorized by the Chief, and the Roseville Police logo must appear on the shirt)
 - b. Pants or skirts (3 total of any combination- Brand, style and color must be authorized by the Chief)
 - c. Class A uniform trousers (1) and long sleeve shirt (1)
 - d. Class A tie
 - e. Appropriate patches
 - 4. Police Property and Evidence Clerk I / II, Police Property and Evidence Supervisor, Police Scene Technician, Public Safety Outreach and Community Relations Analyst, Rangemaster
 - a. Polo shirts (3 long sleeve & 3 short sleeve – Brand, style and color must be authorized by the Chief of Police & Police Logo must appear on the polo)
 - b. BDU/ Cargo pants (3 – Brand, style and color must be authorized by the Chief of Police)
 - c. Uniform trousers (1) uniform shirt (1) Optional in lieu of one polo/pant pair
 - d. Class A uniform trousers (1) and long sleeve uniform shirt (1)
 - e. Class A tie
 - f. Appropriate patches

ARTICLE III. DISCIPLINE

The following may be causes for the City to initiate disciplinary action including demotion, reduction in pay, suspension, or dismissal of any employee, pursuant to these rules and regulation. The causes cited below are for both specific and exemplary reasons to alert employees to the more commonplace types of disciplinary issues. There are some serious acts of misconduct that by their nature are not appropriate for progressive discipline. Behavior of this type should be disciplined by suspension, or, if warranted, discharge on the first occasion. The rules governing discipline shall prevail as if the unlisted issue or infraction were listed as follows:

A. Attendance.

1. Improper or unauthorized use or abuse of sick leave;
2. Excessive absenteeism regardless of reason;
3. Being absent without authorized leave, repeated tardiness to assigned work station, or leaving assigned work without authorization.

B. Behavior.

1. Willful or negligent violation of the personnel rules and regulations, resolutions, and other related ordinances including departmental rules, regulations, and policies;
2. Insubordination (failure to carry out a direct order from a supervisor);
3. Acceptance of gifts or gratuities in connection with or relating to the employee's duties, except as provided in Section 3.16.0203.15.030;
4. Conduct that is unbecoming a City officer or employee which tends to discredit the City or City service, including the wearing of City-identified uniforms off duty into a public or private establishment; the nature of which may adversely reflect upon the City; willful misrepresentation of the City;
5. Conviction of a crime, the nature of which reflects a possibility of serious consequences related to the continued assignment or employment of the employee;
6. Falsifying information related to employment application, payroll, or any work related record or report;
7. Soliciting outside work for personal gain during the conduct of City business, engaging in outside employment for any business under contract by the City, participating in any outside employment that adversely affects the employee's City work performance, and engaging in unauthorized outside employment;
8. Discourteous treatment of the public or City employees;
9. Conduct interfering with the reasonable management and discipline of the City or any of its departments or divisions;
10. Engaging in political activities while on duty;
11. Violation or neglect of safety rules;
12. Theft;
13. Physical altercations;
14. Any act or conduct that is discriminatory in nature towards another person's race, creed, color, national origin, sex (including sexual harassment), age, religious beliefs, or political affiliations, disability, or any status protected by state or federal law.
15. Dishonesty.

C. Work Performance.

1. Inefficiency, incompetence, or negligence in the performance of duties, including failure to perform assigned tasks of training or failure to discharge duties in a prompt, competent, and reasonable manner;
2. Refusal or inability to improve job performance in accordance with written or verbal direction after reasonable trial period;
3. Refusal to accept reasonable and proper assignment from an authorized supervisor;
4. Intoxication, or incapacity on duty due to the use of, alcohol or drugs; or illegal possession of drugs or open container of alcoholic beverage while on duty;

5. Driving under the influence of alcohol or drugs while on duty; suspension of driver's license where job duties require driving; possession for use or sale of an illegal controlled substance.
6. Careless, negligent, or improper use of City property, equipment or funds, including unauthorized removal, or use for private purpose, or use involving damage or unreasonable risk of damage to property;
7. Unauthorized release of confidential information or official records;
8. Participation in an unlawful strike, work stoppage, slowdown, or other job action against the City.

ARTICLE IV. EDUCATIONAL REIMBURSEMENT

Employees may be reimbursed for the tuition and fees connected with approved job related educational courses recognized by the U.S. Secretary of Education up to the California State University full-time tuition rate per year. The cost of books is not covered in this Agreement. The employee will submit the request for reimbursement to the Police Chief, who will accept or reject the request. The request must be made before the class has been completed. The request will then be forwarded with the Police Chief's recommendation to the Human Resources Department, who will make the final decision to accept or reject the request. No payment will be made until the final proof of passing grade is submitted to Human Resources. The City has established an educational reimbursement fund of \$8,000 to be administered each fiscal year by the Human Resources Department. Once the fund balance is depleted, no further reimbursements will be approved.

CHAPTER 9. ASSOCIATION/CITY ISSUES

ARTICLE I. AGENCY SHOP

- A. Pursuant to Government Code Section 3502, beginning no later than thirty (30) calendar days after employment, all probationary/regular employees in the bargaining unit shall elect one of the following:
 - 1. Become a member of RPA and pay dues; or
 - 2. Pay to RPA a fair share fee in an amount to be determined by RPA.
- B. It is recognized that RPA has a duty to provide fair and equal representation to all employees of the bargaining unit, whether or not they are members of RPA.
- C. RPA agrees that the City of Roseville shall be held harmless against any liability arising from any claims, demands, or other action related to the City's compliance with the obligations contained in Government Code Section 3502.
- D. Upon receipt of a written statement from a bona fide/recognized religious organization, which has as part of its canons or principles the objection to union support, City shall deduct a charitable contribution to equal the Agency Fee. The employee may select a Charity from the Roseville Employees Annual Charitable Hearts (REACH) Campaign. Said Charity must be a non-religious, non-labor charitable organization that meets the IRS 501(c)(3) exemption from taxation requirement.

The Association may reopen this Article within ninety (90) days of the Supreme Court's decision in Friedrichs vs CTA.

ARTICLE II. ACCESS RIGHTS

Any representative of a recognized employee organization shall give notice to the respective department head before contacting departmental employee on City facilities during the duty period of the employees, provided that solicitation for membership or other employee organization business shall be conducted during the non-duty hours of all employees concerned. Prearrangement for routine contact may be made, and when made shall continue until revoked by the department head.

ARTICLE III. BULLETIN BOARD

RPA shall have access to employee association bulletin boards. Any new materials posted must be dated and initialed by the RPA representative/officer responsible for the posting. The City shall provide reasonable bulletin board space for the use of RPA and the City located in the day room. RPA shall designate one individual who shall be the liaison with management regarding the usage of association bulletin boards.

RPA agrees that no materials shall be officially posted which are in violation of existing laws or which exceed constitutional parameters, and further agrees to remove as soon as possible any such materials which have been posted without RPA authorization.

ARTICLE IV. USE OF CITY FACILITIES

- A. The City shall continue to permit use of certain facilities for RPA meetings subject to the operating needs of the employer and Section 3.17.120 of the City's Personnel Rules.
- B. RPA shall have access to the internal department mail boxes for distribution of RPA employee relations and association materials for all its unit members.
- C. RPA representatives/officers shall have reasonable access to City telephones for local employee relations (including Sacramento area) calls as approved by their immediate supervisors. Access to phones shall not be unreasonably denied and use of the phones shall not be disruptive to the employee's work performance.

ARTICLE V. ORIENTATION

The City shall, during orientation of new employees, provide to each new unit member a copy of the MOU and a list (provided by RPA) of RPA officers and representatives for future contact.

ARTICLE VI. REPRISALS

In accordance with Section 3.17.110 and 3.17.150 of the City's Personnel Rules, the City and RPA shall not impose or threaten to impose reprisals on employees to discriminate or threaten to discriminate against employees or otherwise interfere with, restrain, or coerce employees because of the exercise of their rights guaranteed by the Meyers-Milias-Brown Act, this Agreement, and all applicable sections of the California Government Code.

ARTICLE VII. CONCERTED ACTIVITY

- A. During the term of this Agreement, neither RPA, its agents nor any Bargaining Unit employee, for any reason, will authorize, institute, aid, condone or engage in a work slowdown, work stoppage, strike, or any other action which precludes the City from carrying out its functions or obligations.
- B. RPA agrees to notify all of its officers, stewards, and staff of the obligation and responsibility for maintaining compliance with this Section, including the responsibility to remain at work during any job action initiated by others.

ARTICLE VIII. MANAGEMENT RIGHTS

Pursuant to Section 3.17.030 of the City's Personnel Rules all rights are reserved to the City, except as abridged by this Agreement.

ARTICLE IX. NON-DISCRIMINATION

The Association hereby certifies that it has no restrictions on membership based on race, color, creed, gender, disability, national origin, political affiliation, religious beliefs, or any status protected by state or federal law.

ARTICLE X. GRIEVANCE PROCEDURE

Pursuant to Chapters 3.23 and 3.24 of the Personnel Rules and Regulations, the following provision shall govern the grievance procedure for this Agreement.

- A. Grievances in General.

An employee, individually or in representation of a group of employees, may complain to the City management through the grievance procedure in this chapter regarding any matter relating to that

employee's wages, hours, or conditions of employment. A grievance may be either formal or informal. An informal grievance is a prerequisite to filing a formal grievance.

B. Informal Grievance.

An employee, individually or in representation of a group of employees, with a grievance shall first discuss the matter with his or her immediate supervisor within ten (10) calendar days of the matter complained of. The supervisor and the employee shall attempt to informally resolve the dispute. If this is not accomplished, the employee shall next discuss the matter with the next level of supervision within ten (10) calendar days of the unsuccessful discussion and so on, until the employee reaches the department head. The decision of the department head regarding an informal grievance shall be final unless the employee files a formal grievance.

C. Formal Grievance.

1. An employee, individually or in representation of a group of employees, who has a grievance which remains unresolved after utilizing the informal grievance procedure may file a formal grievance in writing. The employee shall file a formal written grievance with the City Manager within ten (10) calendar days after the final decision on the informal grievance. The formal grievance shall contain all relevant information relating to the grievance which the employee wishes the City Manager to consider. The City Manager shall meet with and respond in writing to the employee within ten (10) calendar days of the receipt of the grievance.
2. The decision of the City Manager as prescribed in "1" above shall be final and binding for all grievances except as noted in "3" below.
3. A grievance that claims an employee has been unfairly treated due to an alleged improper application of (i) a departmental regulation or; (ii) any expressed terms(s) of this Agreement may be appealed to the Personnel Board as provided by Subsection D below.

D. Administrative Appeals.

1. Within five (5) working days after the decision by the City Manager regarding a formal grievance, an employee may file a written administrative appeal to the Personnel Board with the Human Resources Director. Such written administrative appeal shall, at minimum, contain the following information:
 - A. The name and classification of the employee;
 - B. The name, address, telephone number, and organizational affiliation, if any, of any representative of the employee;
 - C. A copy of the formal grievance papers filed with the department head and the City Manager and their written responses;
 - D. Any other relevant information or documents the aggrieved employee wishes to submit.
2. The Human Resources Director shall arrange for a hearing before the Personnel Board within forty-five (45) calendar days. The employee may request in writing that the date of hearing be postponed beyond forty-five (45) days; or such date may be extended at the request of the Personnel Board Chairperson.
3. The Human Resources Director shall provide at least five (5) days' written notice of the date, time, and place for hearing to the employee (and representative, if any).

ARTICLE XI. DUES DEDUCTION

- A. The employer agrees to deduct and transmit to RPA all RPA dues deductions and other lawful deductions authorized on a form provided by RPA. Such authorized dues deductions shall be remitted monthly to RPA along with an adequate itemized record of deductions. The City shall make every reasonable effort to remit the amounts deducted within ten (10) working days following the payday on which the deductions were made.
- B. A written authorization for RPA dues deductions in effect on the effective date of this Agreement or thereafter submitted voluntarily by the employee shall continue in full force and effect during the life of this Agreement; provided, however, that any employee may withdraw from RPA by sending a signed withdrawal letter to RPA with a copy to the City Human Resources Director within thirty (30) calendar days prior to the expiration of this Agreement.
- C. The amount of membership dues shall be set by RPA. RPA agrees to notice all affected employees any time there is a change in membership dues at least thirty (30) calendar days prior to the increase. This shall not apply to any increase in service fees or premiums for professional services, insurance or affiliation costs. All dues deduction increases shall become effective the first of the month following written notification to the City Finance Director.
- D. RPA agrees to keep an adequate record of its financial transactions and shall make available annually to the City and to employees who are RPA members, within sixty (60) calendar days after the end of the fiscal year, a detailed written financial report in the form of a balance sheet and an operating statement, certified as to accuracy by the president and treasurer or comparable officers of RPA.
- E. The City agrees to provide to RPA on a monthly basis a payroll dues deduction report.
- F. The City agrees to provide on a quarterly basis a list of all employees entering and leaving the unit.
- G. The City agrees to provide, on a quarterly basis, a list of all employees in the unit.
- H. All members hereby authorize automatic increases in payroll deductions as a result of approved dues increases during the term of this Agreement as provided in Subsection C.

The Association may reopen this Article within ninety (90) days of the Supreme Court's decision in Friedrichs vs CTA.

ARTICLE XII. SHIFT BIDDING

Shift bidding for personnel in Communications, Records, Property and Evidence, Crime Scene Investigation, Animal Control, Jail and Community Service Officers assigned to patrol shall take place every six (6) months. Bidding shall be completed no longer than seven (7) calendar days from the date bidding commences and thirty (30) calendar days before the start of the new shift. Communications staff shall be provided a designated time frame of three (3) hours in which he/she must bid for their shift. This time frame will be reasonable and not result in a hardship for any employee. At the request of the affected employee, a previously designated proxy may be utilized in anticipation of the affected employee's absence during shift bid procedures.

ARTICLE XIII. SENIORITY

- A. Seniority in the Police Department is established by continuous time served in class. When two (2) or more employees within the same class have identical service and appointment dates, the employee with the higher position on the City Employment list from which the appointments were made is deemed to be the senior.

Individuals who are demoted, whether voluntarily or involuntarily, shall have all time served in the higher rank within a class series counted for purposes of seniority (see Appendix Y).

Effective the first shift change in calendar year 2017, employees who elect to voluntarily work less than full-time shall accrue police department seniority on a prorated basis. For example, an employee who voluntarily elects to work half-time shall accrue seniority for purposes of this Section at fifty percent (50%); an employee who voluntarily elects to work three-quarters time shall accrue seniority for purposes of this Section at seventy-five percent (75%).

- B. Seniority list placement qualifies an employee for shift, team, vacation, and day's off preference.
- C. Shift Bidding: Employees shall be permitted to bid for shift/days off/team on the basis of seniority.
 - 1. Bidding shall take place every six (6) months and shall be completed within seven (7) calendar days after bidding commences, and thirty (30) calendar days before the start of the new shift.
 - 2. When a vacancy in a shift occurs during the interim of a shift period (after bidding has occurred for the six (6) month period) the department may fill that vacancy with another employee of their choosing for the remainder of the shift period. In the event the vacancy or temporary assignment extends to the next shift bidding period, the absent employee may personally bid or may relinquish/transfer their seniority status for the purpose of shift bidding to the assigned replacement employee.
 - 3. Once probationary employees have completed training, they are assigned to a shift on the basis of seniority. From time to time it is necessary to reassign a probationary employee to other shifts for purposes of evaluation or training. Such transfer of a probationary employee may necessitate the temporary transfer of other employees to different shifts. These transfers will be of relatively short duration, and reasonable notice will be given to all affected employees.

ARTICLE XIV. PERSONNEL FILES

The City shall maintain two (2) personnel files on each employee, an official file in the Human Resources Department and a departmental file at the department. The personnel files shall be maintained at a location identified to each employee by the City. Upon request by an employee, the employee and/or his/her authorized representative may review the personnel files during regular office hours except where denial of access is authorized by statute. No other personnel files other than that permitted by this provision may be kept on an employee. Information contained in an employee's personnel file shall be confidential and available for inspection only to authorized management personnel, the supervisor of the employee and the City's attorneys; except, however, that information in an employee's personnel file may be released pursuant to court order, subpoena, or with a release signed by the employee. The department shall notify the employee of the existence of such court order, subpoena, or a motion for court order to gain access to the personnel file prior to the release of any information. No material which relates to the employee's conduct, attitude, work performance, or service will be included in his/her personnel file without being signed and dated by the author of such material. Before such material is placed in the employee's file, the department head or designated authority shall provide the employee the opportunity to review the material and sign and date it. A copy of such material shall be provided to the employee. The employee shall have the right to insert in his/her file within thirty (30) calendar days of the employer placing an item in the file, supplementary material and a written response to any item in the file. Such response shall remain attached to the material it supplements for as long as the material remains in the file.

Retention of Materials.

Internal affairs investigations shall be kept in a separate file under complainant's name and shall be purged and destroyed after five (5) years. All personnel records dealing with disciplinary actions that affect payroll, leave balances, etc, personnel transaction forms, and voluntary-nonvoluntary deduction forms shall be maintained permanently. All other information shall be destroyed after five (5) years from the date filed. Written reprimands shall be destroyed after five (5) years if no further discipline or similar reprimands have been filed within the five (5) year period. If there are other similar documents on file, the written reprimands cannot be destroyed until five (5) years after the most recent occurrence.

Counseling memos are considered to be part of the performance evaluation process and can be included in the evaluation document at the supervisor's discretion.

ARTICLE XV. PROCEDURAL RIGHTS

Subjection to Interrogation.

When any regular employee is under investigation and subjected to interrogation by his or her commanding officer, or any other member of the employing public safety department, which could lead to punitive action, such interrogation shall be conducted in accordance with the rights provided public safety officers in Government Code Section 3303 under the following conditions. For the purpose of this chapter, punitive action is defined as any action which may lead to dismissal, demotion, suspension or reduction in salary.

- A. The interrogation shall be conducted at a reasonable hour, preferably at a time when the employee is on duty, or during the normal waking hours for the employee unless the seriousness of the investigation requires otherwise.
- B. The employee under investigation shall be informed prior to such interrogation of the rank, name and command of the officer in charge of the interrogation, the interrogating officers, and all other persons to be present during the interrogation. All questions directed to the employee under interrogation shall be asked by and through no more than two (2) interrogators at one time.
- C. The employee under investigation shall be informed of the nature of the investigation prior to any interrogation.
- D. The interrogating session shall be for a reasonable period taking into consideration the gravity and complexity of the issue being investigated. The person under interrogation shall be allowed to attend to his or her own personal physical necessities.
- E. The employee under interrogation shall not be subjected to offensive language or threatened with punitive action, except that an employee refusing to respond to questions or submit to interrogations shall be informed that failure to answer questions directly related to the investigation or interrogation may result in punitive action. No promise of reward shall be made as an inducement to answering any question. The employer shall not cause the employee under interrogation to be subjected to visits by the press or news media without his or her express consent nor shall his or her home address or photograph be given to the press or news media without his or her express consent.
- F. The complete interrogation of an employee may be recorded. If a tape recording is made of the interrogation, the employee shall have access to the tape if any further proceedings are contemplated or prior to any further interrogation at a subsequent time. The employee shall be entitled to a transcribed copy of any notes made by a stenographer or to any reports or complaints made by investigators or other persons, except those which are deemed by the investigating agency to be confidential. Notes or reports which are deemed to be confidential may be entered in the employee's personnel file. The employee being interrogated shall have the right to bring his or her own recording device and record any and all aspects of the interrogation.

- G. If prior to or during the interrogation of an employee it is deemed that he or she may be charged with a criminal offense, he or she shall be immediately informed of his or her constitutional rights.
- H. Upon the filing of a formal written statement of charges, or whenever an interrogation focuses on matters which are likely to result in punitive action against any employee, that employee at his or her request, shall have the right to be represented by a representative of his or her choice who may be present at all times during such interrogation. The representative shall not be a person subject to the same investigation. The representative shall not be required to disclose, nor be subject to any punitive action for refusing to disclose, any information received from the employee under investigation for noncriminal matters. This section shall not apply to any interrogation of an employee in the normal course of duty, counseling instruction, or informal verbal admonishment by, or other routine or unplanned contact with, a supervisor or any other employee nor shall this section apply to an investigation concerned solely and directly with alleged criminal activities.

Protection of Rights

No employee shall be subjected to punitive action, or denied promotion, be threatened with any such treatment, because of the lawful exercise of the rights granted under this chapter, or the exercise of any rights under any existing administrative grievance procedure. Nothing in this section shall preclude a head of any agency from ordering an employee to cooperate with other agencies involved in criminal investigations. If an employee fails to comply with such an order, the agency may officially charge him or her with insubordination.

Polygraph Examination

No employee shall be compelled to submit to a polygraph examination against his or her will. No disciplinary action or other recrimination shall be taken against an employee refusing to submit to a polygraph examination, nor shall any comment be entered anywhere in the investigator's notes or anywhere else that the employee refused to take a polygraph examination, nor shall any testimony or evidence be admissible at a subsequent hearing, trial, or proceeding, judicial or administrative, to the effect that the employee refused to take a polygraph examination.

Search of Locker

No employee shall have his/her locker, or other space for storage that may be assigned to him or her searched except in his or her presence, or with his or her consent, or unless after notification the employee fails to show within ten (10) calendar days to open the locker in which case the department may open the locker in the presence of a union official. However, any material obtained in such a manner shall not be used for other than administrative purposes.

ARTICLE XVI. EMPLOYEE RELEASE TIME

- A. The City recognizes and agrees to deal with designated representatives of RPA on all matters related to grievances.
- B. A written list of all RPA representatives shall be furnished to the City immediately after their designation and RPA shall notify the City promptly of any change of representatives.
- C. An aggrieved employee shall be allowed reasonable release time for the purpose of attending administrative or Skelly hearings or an internal affairs investigation during working hours without loss of compensation subject to prior notification and approval by his/her immediate supervisor.
- D. Upon request of an employee an RPA representative shall be allowed reasonable release time for the purpose of representing the employee in all administrative or Skelly hearings or an internal affairs investigation during working hours without loss of compensation subject to prior notification and approval by his/her immediate supervisor.
- E. Employee release time hours are not to be considered to be hours worked for overtime purposes.

- F. Employees are entitled to representation in accordance with the provisions of this Agreement and Government Code Section 3300 et seq.
- G. The City and RPA agree to continue an RPA Time Bank for use by employees for the sole purpose of performing or conducting association business subject to the following conditions:
1. RPA members must donate one (1) hour each year of vacation hours from an association member's accrued leave balance for such hours. Such donation shall be non-revocable and not returnable to the employee. Donations will be allowed only during January of each year.
 2. The maximum number of hours any member shall donate is one (1) hour per year. Any remaining unused hours in the time bank on December 31st shall be carried over into the next calendar year. The maximum number of hours that can be accrued is two hundred (200).
 3. Time bank hours shall not be used without prior approval of RPA representatives. All time submitted to payroll for reimbursement from the bank must have RPA and department approval. The Human Resources and Finance Departments will be responsible for processing the appropriate donation forms and any payment(s).
 4. RPA members assume any tax liability for being assessed vacation or CTO hours and/or using Time Bank Hours. Hours donated to association members shall not be considered time worked for overtime, retirement or any other benefit purpose. However, any donated hours will be subject to applicable state and federal payroll taxes.

ARTICLE XVII. INTERNAL AFFAIRS INVESTIGATIONS

The City will conduct internal affairs investigations of police department personnel as expeditiously as possible. In the event that the investigation takes over sixty (60) calendar days to conclude, the department will provide a status report to the employee.

ARTICLE XVIII. REMOTE EMAIL ACCESS

Employees will be allowed to enter into a remote email access agreement with the City of Roseville as described in the applicable Administrative Regulation. Employees understand that this voluntary policy is being adopted for their convenience and no compensation will be as a result of their incidental access to the City's email system.

The terms and conditions of this Memorandum of Understanding are executed this _____ day of _____, by the Employer-Employee representatives whose signatures appear below on behalf of their respective organizations.

CITY OF ROSEVILLE

ROSEVILLE POLICE ASSOCIATION

Rob Jensen
City Manager

Aaron Donato
RPA Negotiations Representative

Lisa Achen
Chief Negotiator

Rob Baquera
Member, Negotiation Committee

Jim Maccoun
Member, Negotiation Committee

Susie Padilla
Member, Negotiation Committee

Kathy Cullen
Member, Negotiation Committee

John Bennett
Member, Negotiation Committee

Nina Shaul
Member, Negotiation Committee

Erin Renshaw
Member, Negotiation Committee

APPENDIX "G"

0100	Animal Control Officer
0110	Animal Control Supervisor
1430	Communications Supervisor
1379	Community Services Officer I
1380	Community Services Officer II
1475	Crime Analyst
1685	Dispatcher I
1700	Dispatcher II
5432	Police Officer Trainee
5433	Police Property & Evidence Clerk I
5434	Police Property & Evidence Clerk II
5429	Police Property & Evidence Clerk Supervisor
5435	Police Records Clerk I
5440	Police Records Clerk II
5492	Police Scene Technician I
5494	Police Scene Technician II
5654	Public Safety Outreach & Community Relations Analyst
5656	Public Safety Volunteer Coordinator
5710	Rangemaster
5748	Records Supervisor

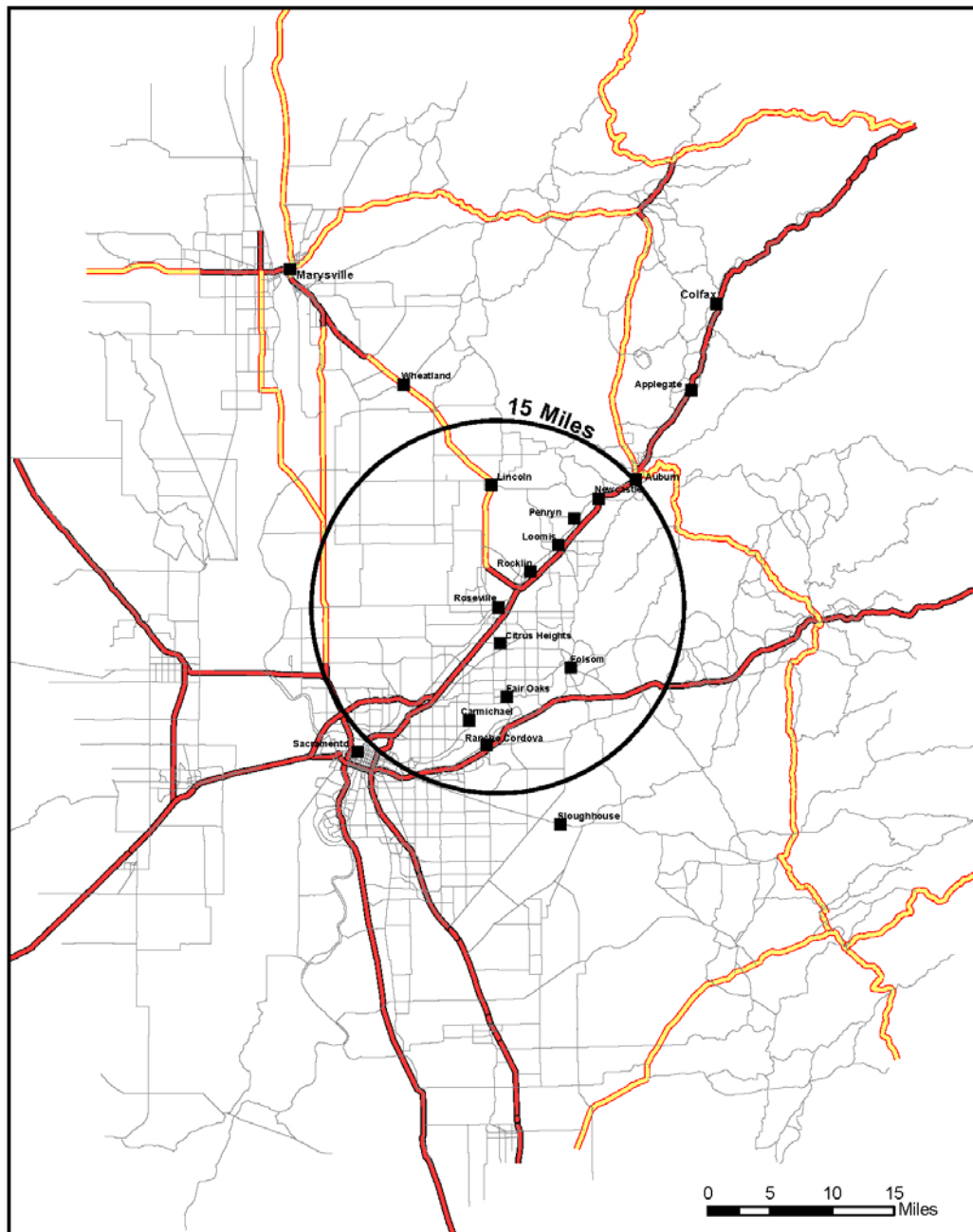
APPENDIX “W” – Special Pays

Special Pays

RPA Job Classification	Certification	Issuing Organization
Animal Control Officer	Advanced CA State Humane Officer's Academy Certificate	State Humane Association of CA
Animal Control Supervisor	POST Supervisor Certificate	POST
Communications Supervisor	Emergency Medical Dispatch (EMD) Certificate	National Academy of Emergency Medical Dispatch
	POST Supervisor Certificate	POST
Community Services Officer I/II	Collision Investigation Certification	POST
	Identity Theft Investigation	POST
Crime Analyst	Crime and Intelligence Analysis Certificate	CSUS
Dispatcher I/II	Basic Tactical Dispatcher	POST
	Intermediate POST Dispatch Certificate	POST
	Emergency Medical Dispatch (EMD) Certificate	National Academy of Emergency Medical Dispatch
Police Property & Evidence Clerk I/II	Certified Evidence and Property Specialist	International Association of Property and Evidence
Police Property & Evidence Supervisor	POST Supervisor Certificate	POST
Police Records Clerk I/II	Public Records Act Certification	POST or California Peace Officer Association (CPOA)
Police Scene Technician I/II	Crime Scene Analyst	CA State Div of the International Association for Identification
Public Safety Outreach & Community Relations Analyst	Crime Prevention Through Environmental Design Advanced Certification	National Institute of Crime Prevention
Public Safety Program Coordinator	POST Supervisor Certificate	POST
Records Supervisor	POST Supervisor Certificate	POST

APPENDIX "X"- Take Home Vehicle Distance Map

Take Home Vehicles Distance Map



APPENDIX "Y" – Seniority Class Series List

CLASS SERIES COUNTED FOR PURPOSES OF SENIORITY

ANIMAL CONTROL SUPERVISOR
ANIMAL CONTROL OFFICER

COMMUNICATIONS SUPERVISOR
DISPATCHER I/II

RECORDS SUPERVISOR
POLICE RECORDS CLERK I/II

POLICE PROPERTY & EVIDENCE SUPERVISOR
POLICE SCENE TECHNICIAN I/II

POLICE PROPERTY & EVIDENCE SUPERVISOR
POLICE PROPERTY & EVIDENCE CLERK I/II

APPENDIX “Z” – Salary Comparison Agencies

AGENCIES USED FOR SALARY COMPARISONS

City of Citrus Heights
City of Davis
City of Folsom
City of Elk Grove
City of Lodi
Placer County
City of Rocklin
City of Sacramento
Sacramento County
Vacaville

ORDINANCE NO. 5627

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE
AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16
BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY
EFFECTIVE AS AN APPROPRIATION MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. The City of Roseville Annual Budget, Fiscal Year 2015-16, is hereby amended by transferring appropriation to and from the activities indicated below:

Appropriate funds for the RPA MOU per request of the Human Resources Department, as listed on the attached Request for Budget Adjustment in the amount of \$154,664.00.

SECTION 2. This ordinance is hereby declared to be an appropriation measure, immediately effective pursuant to the provisions of Section 5.03 of the Charter.

SECTION 3. The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the ordinance book, under the record of the ordinance, a certificate under her hand stating the time and place of such publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville, this
_____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk



REQUEST FOR BUDGET ADJUSTMENT

FINANCE DEPARTMENT

Instructions: Complete all necessary fields. Fields marked with an asterisk (*) are mandatory and required for processing. Obtain required approvals and process according to the procedure outlined in:
[A.R. 6.01 Budget Adjustment Policy & Procedure.](#)

REQUESTER*: Gayle Satchwell

DEPARTMENT/DIVISION*: Human Resources

FISCAL YEAR/EFFECTIVE DATE*: FY16

PROPOSED COUNCIL DATE (if applicable): 02/03/2016

For more detailed budget adjustment training information, including examples, please click on the following link:
[Miscellaneous Budget Training Information.](#)

USE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL		FUND*	JL		
	ORG KEY*	OBJECT*		PROJECT	ACTIVITY	
1,052	05500	4398	100			RPA MOU/Contract
31,593	05511	4398	100			RPA MOU/Contract
77,731	05513	4398	100			RPA MOU/Contract
6,375	05514	4398	100			RPA MOU/Contract
19,227	05531	4398	100			RPA MOU/Contract
11,440	05532	4398	100			RPA MOU/Contract
2,127	05533	4398	100			RPA MOU/Contract
5,119	05535	4398	100			RPA MOU/Contract
\$ 154,664	TOTAL					
SOURCE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL		FUND*	JL		
	ORG KEY	OBJECT		PROJECT	ACTIVITY	
154,664			100			Fund Balance
\$ 154,664	TOTAL					
FINANCE USE Approved: Comments: BUDGET MANAGER/DESIGNEE DATE						

Justification for Budget Adjustment*:

The FY16 portion of the 3 year MOU agreement between the City and RPA

Approved: REQUESTING DEPARTMENT HEAD / DESIGNEE	Approved: CITY MANAGER
DATE	DATE

ORDINANCE NO. 5628

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING
ORDINANCE NO. 5581, THE SALARY ORDINANCE FOR NON-SWORN EMPLOYEES
REPRESENTED BY THE ROSEVILLE POLICE ASSOCIATION, AS AMENDED BY
APPENDIX "A" TO BE EFFECTIVE FEBRUARY 6, 2016 AS AN URGENCY MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. Title and Purpose.

Ordinance No. 5581, the Salary Ordinance for non-sworn employees represented by the Roseville Police Association, is hereby amended as shown on Appendix "A" attached hereto, to reflect the following changes:

ADDITION OF SCHEDULE:

Effective February 6, 2016, the salary schedule for non-sworn employees represented by the Roseville Police Association will be divided into two categories, based on the date of hire. Salary Schedule-A will apply to employees hired before February 6, 2016 and Salary Schedule-B will apply to employees hired after February 6, 2016.

SECTION 2. Salary Plan Effective Date.

This Ordinance shall be effective February 6, 2016 as an urgency measure.

SECTION 3. Urgency Ordinance.

This ordinance is hereby declared to be an urgency measure, immediately necessary for the public peace, health and safety and shall take effect February 6, 2016. A statement of urgency is as follows:

It is necessary to amend the Salary Ordinance to comply with recently approved changes for the orderly and necessary continuance of operations of the City.

SECTION 4. Posting.

The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the Ordinance Book under the record of the ordinance a certificate under her hand stating the time and place of said publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20____, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

CITY OF ROSEVILLE

SALARY SCHEDULE A

Appendix: A
Percentage: 1.020

Effective Date: 02/06/2016

RPA ROSEVILLE POLICE ASSOCIATION

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
0100	ANIMAL CONTROL OFFICER					
		STEP A	21.6473	1,731.78	3,752.20	45,026.45
		STEP B	22.7298	1,818.39	3,939.84	47,278.16
		STEP C	23.8661	1,909.29	4,136.80	49,641.64
		STEP D	25.0594	2,004.75	4,343.64	52,123.71
		STEP E	26.3125	2,105.00	4,560.84	54,730.09
		STEP F	27.6281	2,210.25	4,788.88	57,466.56
		STEP G	29.0096	2,320.77	5,028.34	60,340.12
		STEP H	30.4600	2,436.80	5,279.74	63,356.95
0110	ANIMAL CONTROL SUPERVISOR					
		STEP A	25.9744	2,077.95	4,502.22	54,026.75
		STEP B	27.2729	2,181.83	4,727.31	56,727.83
		STEP C	28.6366	2,290.93	4,963.69	59,564.28
		STEP D	30.0686	2,405.48	5,211.89	62,542.72
		STEP E	31.5720	2,525.76	5,472.49	65,669.95
		STEP F	33.1504	2,652.03	5,746.08	68,953.00
		STEP G	34.8080	2,784.64	6,033.40	72,400.81
		STEP H	36.5485	2,923.88	6,335.08	76,021.05
1430	COMMUNICATIONS SUPERVISOR					
		STEP A	29.9882	2,399.05	5,197.95	62,375.49
		STEP B	31.4874	2,519.00	5,457.82	65,493.93
		STEP C	33.0619	2,644.95	5,730.73	68,768.82
		STEP D	34.7150	2,777.20	6,017.27	72,207.31
		STEP E	36.4508	2,916.06	6,318.13	75,817.66
		STEP F	38.2735	3,061.88	6,634.08	79,609.05
		STEP G	40.1873	3,214.98	6,965.81	83,589.73
		STEP H	42.1965	3,375.72	7,314.07	87,768.89
1379	COMMUNITY SVCS OFFICER I					
		STEP A	18.2394	1,459.15	3,161.51	37,938.12
		STEP B	19.1516	1,532.12	3,319.61	39,835.37
		STEP C	20.1089	1,608.71	3,485.54	41,826.58
		STEP D	21.1146	1,689.17	3,659.86	43,918.43
		STEP E	22.1703	1,773.62	3,842.85	46,114.28
		STEP F	23.2788	1,862.30	4,035.00	48,419.98
		STEP G	24.4425	1,955.40	4,236.71	50,840.56
		STEP H	25.6647	2,053.18	4,448.56	53,382.72
1380	COMMUNITY SVCS OFFICER II					
		STEP A	20.0615	1,604.92	3,477.33	41,728.06
		STEP B	21.0645	1,685.16	3,651.18	43,814.26
		STEP C	22.1179	1,769.43	3,833.77	46,005.29
		STEP D	23.2236	1,857.88	4,025.42	48,305.12
		STEP E	24.3849	1,950.79	4,226.72	50,720.64
		STEP F	25.6041	2,048.33	4,438.05	53,256.69
		STEP G	26.8843	2,150.75	4,659.96	55,919.52
		STEP H	28.2285	2,258.28	4,892.95	58,715.42

CITY OF ROSEVILLE

SALARY SCHEDULE A

Appendix: A
Percentage: 1.020

Effective Date: 02/06/2016

RPA ROSEVILLE POLICE ASSOCIATION

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
1475	CRIME ANALYST					
		STEP A	28.1541	2,252.33	4,880.05	58,560.68
		STEP B	29.5618	2,364.94	5,124.04	61,488.54
		STEP C	31.0399	2,483.19	5,380.26	64,563.19
		STEP D	32.5918	2,607.34	5,649.24	67,790.94
		STEP E	34.2215	2,737.72	5,931.74	71,180.90
		STEP F	35.9324	2,874.59	6,228.29	74,739.59
		STEP G	37.7291	3,018.32	6,539.71	78,476.56
		STEP H	39.6155	3,169.24	6,866.69	82,400.28
1685	DISPATCHER I					
		STEP A	22.7183	1,817.46	3,937.85	47,254.20
		STEP B	23.8543	1,908.34	4,134.75	49,617.00
		STEP C	25.0471	2,003.77	4,341.50	52,098.03
		STEP D	26.2993	2,103.94	4,558.55	54,702.65
		STEP E	27.6143	2,209.14	4,786.48	57,437.80
		STEP F	28.9950	2,319.60	5,025.81	60,309.72
		STEP G	30.4446	2,435.57	5,277.07	63,324.90
		STEP H	31.9668	2,557.34	5,540.91	66,490.95
1700	DISPATCHER II					
		STEP A	24.9878	1,999.02	4,331.22	51,974.74
		STEP B	26.2371	2,098.97	4,547.77	54,573.31
		STEP C	27.5491	2,203.92	4,775.18	57,302.16
		STEP D	28.9265	2,314.12	5,013.92	60,167.12
		STEP E	30.3729	2,429.83	5,264.64	63,175.76
		STEP F	31.8914	2,551.31	5,527.84	66,334.14
		STEP G	33.4861	2,678.89	5,804.26	69,651.18
		STEP H	35.1602	2,812.82	6,094.44	73,133.37
5432	POLICE OFFICER TRAINEE					
		STEP A	22.7795	1,822.36	3,948.44	47,381.38
		STEP B	23.9185	1,913.48	4,145.87	49,750.55
		STEP C	25.1142	2,009.13	4,353.13	52,237.62
		STEP D	26.3700	2,109.60	4,570.81	54,849.77
		STEP E	27.6885	2,215.08	4,799.35	57,592.26
		STEP F	29.0731	2,325.84	5,039.33	60,472.05
		STEP G	30.5265	2,442.12	5,291.27	63,495.26
		STEP H	32.0529	2,564.23	5,555.84	66,670.12
5429	POLICE PROPERTY & EVIDENCE SUP					
		STEP A	29.9882	2,399.05	5,197.95	62,375.49
		STEP B	31.4874	2,519.00	5,457.82	65,493.93
		STEP C	33.0619	2,644.95	5,730.73	68,768.82
		STEP D	34.7150	2,777.20	6,017.27	72,207.31
		STEP E	36.4508	2,916.06	6,318.13	75,817.66
		STEP F	38.2735	3,061.88	6,634.08	79,609.05
		STEP G	40.1873	3,214.98	6,965.81	83,589.73
		STEP H	42.1965	3,375.72	7,314.07	87,768.89

CITY OF ROSEVILLE

SALARY SCHEDULE A

Appendix: A
Percentage: 1.020

Effective Date: 02/06/2016

RPA ROSEVILLE POLICE ASSOCIATION

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
5433	POLICE PROPRTY&EVIDENCE CLK I					
		STEP A	17.9067	1,432.53	3,103.83	37,245.97
		STEP B	18.8018	1,504.14	3,258.98	39,107.84
		STEP C	19.7421	1,579.37	3,421.97	41,063.67
		STEP D	20.7292	1,658.33	3,593.06	43,116.73
		STEP E	21.7658	1,741.26	3,772.74	45,272.93
		STEP F	22.8538	1,828.30	3,961.33	47,535.98
		STEP G	23.9965	1,919.72	4,159.40	49,912.86
		STEP H	25.1963	2,015.70	4,367.36	52,408.40
5434	POLICE PROPRTY&EVIDENCE CLK II					
		STEP A	19.7021	1,576.17	3,415.04	40,980.49
		STEP B	20.6871	1,654.96	3,585.76	43,029.20
		STEP C	21.7217	1,737.73	3,765.09	45,181.16
		STEP D	22.8075	1,824.60	3,953.30	47,439.66
		STEP E	23.9480	1,915.84	4,151.00	49,811.96
		STEP F	25.1453	2,011.62	4,358.52	52,302.25
		STEP G	26.4025	2,112.20	4,576.44	54,917.35
		STEP H	27.7224	2,217.79	4,805.23	57,662.77
5435	POLICE RECORDS CLERK I					
		STEP A	17.1873	1,374.99	2,979.14	35,749.75
		STEP B	18.0465	1,443.72	3,128.06	37,536.83
		STEP C	18.9490	1,515.92	3,284.50	39,414.09
		STEP D	19.8964	1,591.71	3,448.72	41,384.68
		STEP E	20.8914	1,671.31	3,621.18	43,454.26
		STEP F	21.9357	1,754.86	3,802.19	45,626.39
		STEP G	23.0325	1,842.60	3,992.31	47,907.80
		STEP H	24.1841	1,934.73	4,191.92	50,303.08
5440	POLICE RECORDS CLERK II					
		STEP A	18.9109	1,512.87	3,277.89	39,334.76
		STEP B	19.8563	1,588.50	3,441.76	41,301.20
		STEP C	20.8493	1,667.95	3,613.89	43,366.74
		STEP D	21.8916	1,751.32	3,794.54	45,534.54
		STEP E	22.9863	1,838.90	3,984.29	47,811.57
		STEP F	24.1355	1,930.84	4,183.48	50,201.85
		STEP G	25.3422	2,027.38	4,392.66	52,711.94
		STEP H	26.6091	2,128.73	4,612.25	55,347.10
5492	POLICE SCENE TECHNICIAN I					
		STEP A	22.7161	1,817.29	3,937.46	47,249.58
		STEP B	23.8518	1,908.15	4,134.32	49,611.94
		STEP C	25.0446	2,003.57	4,341.08	52,092.96
		STEP D	26.2968	2,103.74	4,558.11	54,697.34
		STEP E	27.6115	2,208.92	4,786.00	57,432.00
		STEP F	28.9922	2,319.38	5,025.32	60,303.88
		STEP G	30.4417	2,435.33	5,276.56	63,318.79
		STEP H	31.9637	2,557.09	5,540.37	66,484.54

CITY OF ROSEVILLE

SALARY SCHEDULE A

Appendix: A
Percentage: 1.020

Effective Date: 02/06/2016

RPA ROSEVILLE POLICE ASSOCIATION

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
5494	POLICE SCENE TECHNICIAN II					
		STEP A	24.9900	1,999.20	4,331.61	51,979.35
		STEP B	26.2396	2,099.16	4,548.19	54,578.39
		STEP C	27.5515	2,204.12	4,775.60	57,307.27
		STEP D	28.9290	2,314.32	5,014.37	60,172.49
		STEP E	30.3756	2,430.05	5,265.11	63,181.42
		STEP F	31.8942	2,551.54	5,528.34	66,340.09
		STEP G	33.4891	2,679.13	5,804.78	69,657.44
		STEP H	35.1634	2,813.07	6,095.00	73,139.95
5654	PUB SAF OUTRE & COMM RELAT ANA					
		STEP A	27.3115	2,184.92	4,734.00	56,808.04
		STEP B	28.6771	2,294.17	4,970.70	59,648.50
		STEP C	30.1110	2,408.88	5,219.25	62,631.00
		STEP D	31.6167	2,529.33	5,480.23	65,762.76
		STEP E	33.1974	2,655.79	5,754.22	69,050.75
		STEP F	34.8574	2,788.59	6,041.96	72,503.57
		STEP G	36.6002	2,928.01	6,344.03	76,128.42
		STEP H	38.4303	3,074.42	6,661.25	79,935.07
5657	PUBLIC SAFETY PROGRAM COORD					
		STEP A	24.9900	1,999.20	4,331.61	51,979.35
		STEP B	26.2396	2,099.16	4,548.19	54,578.39
		STEP C	27.5515	2,204.12	4,775.60	57,307.27
		STEP D	28.9290	2,314.32	5,014.37	60,172.49
		STEP E	30.3756	2,430.05	5,265.11	63,181.42
		STEP F	31.8942	2,551.54	5,528.34	66,340.09
		STEP G	33.4891	2,679.13	5,804.78	69,657.44
		STEP H	35.1634	2,813.07	6,095.00	73,139.95
5710	RANGEMASTER					
		STEP A	22.6550	1,812.40	3,926.86	47,122.40
		STEP B	23.7878	1,903.02	4,123.21	49,478.63
		STEP C	24.9771	1,998.16	4,329.36	51,952.40
		STEP D	26.2261	2,098.08	4,545.85	54,550.31
		STEP E	27.5372	2,202.97	4,773.11	57,277.41
		STEP F	28.9142	2,313.14	5,011.80	60,141.65
		STEP G	30.3599	2,428.79	5,262.39	63,148.73
		STEP H	31.8779	2,550.23	5,525.51	66,306.15
5748	RECORDS SUPERVISOR					
		STEP A	22.6887	1,815.09	3,932.70	47,192.51
		STEP B	23.8230	1,905.84	4,129.32	49,551.90
		STEP C	25.0143	2,001.14	4,335.81	52,029.80
		STEP D	26.2649	2,101.19	4,552.58	54,631.07
		STEP E	27.5781	2,206.24	4,780.20	57,362.46
		STEP F	28.9570	2,316.56	5,019.22	60,230.75
		STEP G	30.4048	2,432.38	5,270.17	63,242.04
		STEP H	31.9250	2,554.00	5,533.68	66,404.16

CITY OF ROSEVILLE

SALARY SCHEDULE B

Appendix: A
Percentage:1.000

Effective Date: 02/06/2016

RPAB ROSEVILLE POLICE ASSOCIATION-I

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B914	ANIMAL CONTROL OFFICER					
		STEP A	21.6473	1,731.78	3,752.19	45,026.38
		STEP B	22.1818	1,774.54	3,844.84	46,138.14
		STEP C	22.7296	1,818.36	3,939.79	47,277.56
		STEP D	23.2910	1,863.28	4,037.10	48,445.28
		STEP E	23.8661	1,909.28	4,136.79	49,641.48
		STEP F	24.4555	1,956.44	4,238.95	50,867.44
		STEP G	25.0595	2,004.76	4,343.64	52,123.76
		STEP H	25.6783	2,054.26	4,450.90	53,410.86
		STEP I	26.3124	2,104.99	4,560.81	54,729.79
		STEP J	26.9622	2,156.97	4,673.44	56,081.37
		STEP K	27.6281	2,210.24	4,788.87	57,466.44
		STEP L	28.3104	2,264.83	4,907.13	58,885.63
		STEP M	29.0095	2,320.76	5,028.31	60,339.76
		STEP N	29.7259	2,378.07	5,152.48	61,829.87
		STEP O	30.4600	2,436.80	5,279.73	63,356.80
B915	ANIMAL CONTROL SUPERVISOR					
		STEP A	25.9744	2,077.95	4,502.22	54,026.75
		STEP B	26.6157	2,129.25	4,613.38	55,360.65
		STEP C	27.2730	2,181.84	4,727.32	56,727.84
		STEP D	27.9465	2,235.72	4,844.06	58,128.72
		STEP E	28.6366	2,290.92	4,963.67	59,564.12
		STEP F	29.3438	2,347.50	5,086.25	61,035.10
		STEP G	30.0685	2,405.48	5,211.87	62,542.48
		STEP H	30.8110	2,464.88	5,340.57	64,086.88
		STEP I	31.5719	2,525.75	5,472.46	65,669.55
		STEP J	32.3516	2,588.12	5,607.61	67,291.32
		STEP K	33.1505	2,652.04	5,746.08	68,953.04
		STEP L	33.9692	2,717.53	5,887.99	70,655.93
		STEP M	34.8081	2,784.64	6,033.40	72,400.84
		STEP N	35.6677	2,853.41	6,182.40	74,188.81
		STEP O	36.5485	2,923.88	6,335.07	76,020.88
B916	COMMUNICATIONS SUPERVISOR					
		STEP A	29.9882	2,399.05	5,197.95	62,375.45
		STEP B	30.7287	2,458.29	5,326.30	63,915.69
		STEP C	31.4876	2,519.00	5,457.85	65,494.20
		STEP D	32.2652	2,581.21	5,592.63	67,111.61
		STEP E	33.0620	2,644.96	5,730.74	68,768.96
		STEP F	33.8784	2,710.27	5,872.25	70,467.07
		STEP G	34.7151	2,777.20	6,017.28	72,207.40
		STEP H	35.5724	2,845.79	6,165.88	73,990.59
		STEP I	36.4509	2,916.07	6,318.15	75,817.87
		STEP J	37.3510	2,988.08	6,474.17	77,690.08
		STEP K	38.2734	3,061.87	6,634.05	79,608.67
		STEP L	39.2186	3,137.48	6,797.89	81,574.68
		STEP M	40.1871	3,214.96	6,965.76	83,589.16
		STEP N	41.1796	3,294.36	7,137.79	85,653.56
		STEP O	42.1965	3,375.72	7,314.06	87,768.72

CITY OF ROSEVILLE

SALARY SCHEDULE B

Appendix: A
Percentage:1.000

Effective Date: 02/06/2016

RPAB ROSEVILLE POLICE ASSOCIATION-I

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B917	COMMUNITY SVCS OFFICER I					
		STEP A	18.2394	1,459.15	3,161.49	37,937.95
		STEP B	18.6898	1,495.18	3,239.56	38,874.78
		STEP C	19.1513	1,532.10	3,319.55	39,834.70
		STEP D	19.6243	1,569.94	3,401.54	40,818.54
		STEP E	20.1089	1,608.71	3,485.54	41,826.51
		STEP F	20.6055	1,648.44	3,571.62	42,859.44
		STEP G	21.1144	1,689.15	3,659.82	43,917.95
		STEP H	21.6358	1,730.86	3,750.20	45,002.46
		STEP I	22.1701	1,773.60	3,842.81	46,113.80
		STEP J	22.7176	1,817.40	3,937.71	47,252.60
		STEP K	23.2786	1,862.28	4,034.95	48,419.48
		STEP L	23.8535	1,908.28	4,134.60	49,615.28
		STEP M	24.4426	1,955.40	4,236.71	50,840.60
		STEP N	25.0462	2,003.69	4,341.34	52,096.09
		STEP O	25.6647	2,053.17	4,448.54	53,382.57
B918	COMMUNITY SVCS OFFICER II					
		STEP A	20.0615	1,604.92	3,477.32	41,727.92
		STEP B	20.5568	1,644.54	3,563.17	42,758.14
		STEP C	21.0645	1,685.16	3,651.18	43,814.16
		STEP D	21.5847	1,726.77	3,741.34	44,896.17
		STEP E	22.1177	1,769.41	3,833.73	46,004.81
		STEP F	22.6639	1,813.11	3,928.40	47,140.91
		STEP G	23.2236	1,857.88	4,025.42	48,305.08
		STEP H	23.7971	1,903.76	4,124.83	49,497.96
		STEP I	24.3848	1,950.78	4,226.69	50,720.38
		STEP J	24.9870	1,998.96	4,331.08	51,972.96
		STEP K	25.6040	2,048.32	4,438.02	53,256.32
		STEP L	26.2364	2,098.91	4,547.64	54,571.71
		STEP M	26.8843	2,150.74	4,659.94	55,919.34
		STEP N	27.5482	2,203.85	4,775.02	57,300.25
		STEP O	28.2285	2,258.28	4,892.94	58,715.28
B922	CRIME ANALYST					
		STEP A	28.1541	2,252.32	4,880.04	58,560.52
		STEP B	28.8491	2,307.92	5,000.51	60,006.12
		STEP C	29.5616	2,364.92	5,124.01	61,488.12
		STEP D	30.2916	2,423.32	5,250.54	63,006.52
		STEP E	31.0397	2,483.17	5,380.21	64,562.57
		STEP F	31.8062	2,544.49	5,513.07	66,156.89
		STEP G	32.5917	2,607.33	5,649.22	67,790.73
		STEP H	33.3966	2,671.72	5,788.74	69,464.92
		STEP I	34.2213	2,737.70	5,931.69	71,180.30
		STEP J	35.0664	2,805.31	6,078.17	72,938.11
		STEP K	35.9324	2,874.59	6,228.28	74,739.39
		STEP L	36.8197	2,945.57	6,382.08	76,584.97
		STEP M	37.7290	3,018.32	6,539.69	78,476.32
		STEP N	38.6608	3,092.86	6,701.20	80,414.46
		STEP O	39.6155	3,169.24	6,866.68	82,400.24

CITY OF ROSEVILLE

SALARY SCHEDULE B

Appendix: A
Percentage:1.000

Effective Date: 02/06/2016

RPAB ROSEVILLE POLICE ASSOCIATION-I

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B923	DISPATCHER I	STEP A	22.7183	1,817.46	3,937.83	47,254.06
		STEP B	23.2791	1,862.32	4,035.04	48,420.52
		STEP C	23.8540	1,908.32	4,134.69	49,616.32
		STEP D	24.4431	1,955.44	4,236.80	50,841.64
		STEP E	25.0467	2,003.73	4,341.42	52,097.13
		STEP F	25.6653	2,053.22	4,448.65	53,383.82
		STEP G	26.2991	2,103.92	4,558.51	54,702.12
		STEP H	26.9486	2,155.88	4,671.09	56,053.08
		STEP I	27.6141	2,209.12	4,786.44	57,437.32
		STEP J	28.2960	2,263.68	4,904.64	58,855.68
		STEP K	28.9948	2,319.58	5,025.76	60,309.18
		STEP L	29.7108	2,376.86	5,149.87	61,798.46
		STEP M	30.4446	2,435.56	5,277.06	63,324.76
		STEP N	31.1964	2,495.71	5,407.37	64,888.51
		STEP O	31.9668	2,557.34	5,540.91	66,490.94
B924	DISPATCHER II	STEP A	24.9878	1,999.02	4,331.21	51,974.62
		STEP B	25.6047	2,048.37	4,438.14	53,257.77
		STEP C	26.2370	2,098.96	4,547.74	54,572.96
		STEP D	26.8849	2,150.79	4,660.04	55,920.59
		STEP E	27.5488	2,203.90	4,775.12	57,301.50
		STEP F	28.2292	2,258.33	4,893.06	58,716.73
		STEP G	28.9263	2,314.10	5,013.89	60,166.70
		STEP H	29.6407	2,371.25	5,137.72	61,652.65
		STEP I	30.3726	2,429.80	5,264.58	63,175.00
		STEP J	31.1227	2,489.81	5,394.60	64,735.21
		STEP K	31.8913	2,551.30	5,527.82	66,333.90
		STEP L	32.6789	2,614.31	5,664.34	67,972.11
		STEP M	33.4859	2,678.87	5,804.22	69,650.67
		STEP N	34.3128	2,745.02	5,947.55	71,370.62
		STEP O	35.1602	2,812.81	6,094.43	73,133.21
B925	POLICE OFFICER TRAINEE	STEP A	22.7795	1,822.36	3,948.44	47,381.36
		STEP B	23.3418	1,867.34	4,045.91	48,550.94
		STEP C	23.9183	1,913.46	4,145.83	49,750.06
		STEP D	24.5089	1,960.71	4,248.20	50,978.51
		STEP E	25.1142	2,009.13	4,353.12	52,237.53
		STEP F	25.7344	2,058.75	4,460.62	53,527.55
		STEP G	26.3699	2,109.59	4,570.78	54,849.39
		STEP H	27.0211	2,161.68	4,683.65	56,203.88
		STEP I	27.6884	2,215.07	4,799.32	57,591.87
		STEP J	28.3772	2,270.17	4,918.71	59,024.57
		STEP K	29.0729	2,325.83	5,039.30	60,471.63
		STEP L	29.7909	2,383.27	5,163.75	61,965.07
		STEP M	30.5266	2,442.12	5,291.27	63,495.32
		STEP N	31.2804	2,502.43	5,421.93	65,063.23
		STEP O	32.0529	2,564.23	5,555.83	66,670.03

CITY OF ROSEVILLE

SALARY SCHEDULE B

Appendix: A
Percentage:1.000

Effective Date: 02/06/2016

RPAB ROSEVILLE POLICE ASSOCIATION-I

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B928	POLICE PROPERTY & EVIDENCE SUP					
		STEP A	29.9882	2,399.05	5,197.95	62,375.45
		STEP B	30.7287	2,458.29	5,326.30	63,915.69
		STEP C	31.4876	2,519.00	5,457.85	65,494.20
		STEP D	32.2652	2,581.21	5,592.63	67,111.61
		STEP E	33.0620	2,644.96	5,730.74	68,768.96
		STEP F	33.8784	2,710.27	5,872.25	70,467.07
		STEP G	34.7151	2,777.20	6,017.28	72,207.40
		STEP H	35.5724	2,845.79	6,165.88	73,990.59
		STEP I	36.4509	2,916.07	6,318.15	75,817.87
		STEP J	37.3510	2,988.08	6,474.17	77,690.08
		STEP K	38.2734	3,061.87	6,634.05	79,608.67
		STEP L	39.2186	3,137.48	6,797.89	81,574.68
		STEP M	40.1871	3,214.96	6,965.76	83,589.16
		STEP N	41.1796	3,294.36	7,137.79	85,653.56
		STEP O	42.1965	3,375.72	7,314.06	87,768.72
B926	POLICE PROPRTY&EVIDENCE CLK I					
		STEP A	17.9067	1,432.53	3,103.82	37,245.93
		STEP B	18.3487	1,467.89	3,180.44	38,165.29
		STEP C	18.8018	1,504.14	3,258.97	39,107.74
		STEP D	19.2661	1,541.28	3,339.45	40,073.48
		STEP E	19.7419	1,579.35	3,421.92	41,063.15
		STEP F	20.2294	1,618.35	3,506.42	42,077.15
		STEP G	20.7290	1,658.32	3,593.02	43,116.32
		STEP H	21.2409	1,699.27	3,681.75	44,181.07
		STEP I	21.7655	1,741.24	3,772.68	45,272.24
		STEP J	22.3030	1,784.24	3,865.85	46,390.24
		STEP K	22.8538	1,828.30	3,961.32	47,535.90
		STEP L	23.4181	1,873.44	4,059.13	48,709.64
		STEP M	23.9965	1,919.72	4,159.39	49,912.72
		STEP N	24.5891	1,967.12	4,262.11	51,145.32
		STEP O	25.1963	2,015.70	4,367.35	52,408.30
B927	POLICE PROPRTY&EVIDENCE CLK II					
		STEP A	19.7021	1,576.16	3,415.03	40,980.36
		STEP B	20.1882	1,615.05	3,499.28	41,991.45
		STEP C	20.6868	1,654.94	3,585.71	43,028.54
		STEP D	21.1977	1,695.81	3,674.26	44,091.21
		STEP E	21.7212	1,737.69	3,765.00	45,180.09
		STEP F	22.2576	1,780.60	3,857.98	46,295.80
		STEP G	22.8072	1,824.57	3,953.24	47,438.97
		STEP H	23.3705	1,869.64	4,050.88	48,610.64
		STEP I	23.9476	1,915.80	4,150.91	49,811.00
		STEP J	24.5390	1,963.12	4,253.42	51,041.12
		STEP K	25.1450	2,011.60	4,358.46	52,301.60
		STEP L	25.7660	2,061.28	4,466.10	53,593.28
		STEP M	26.4023	2,112.18	4,576.39	54,916.78
		STEP N	27.0543	2,164.34	4,689.41	56,272.94
		STEP O	27.7224	2,217.79	4,805.21	57,662.59

CITY OF ROSEVILLE

SALARY SCHEDULE B

Appendix: A
Percentage:1.000

Effective Date: 02/06/2016

RPAB ROSEVILLE POLICE ASSOCIATION-I

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B929	POLICE RECORDS CLERK I					
		STEP A	17.1873	1,374.98	2,979.13	35,749.58
		STEP B	17.6116	1,408.92	3,052.67	36,632.12
		STEP C	18.0465	1,443.72	3,128.06	37,536.72
		STEP D	18.4921	1,479.36	3,205.29	38,463.56
		STEP E	18.9488	1,515.90	3,284.45	39,413.50
		STEP F	19.4168	1,553.34	3,365.57	40,386.94
		STEP G	19.8963	1,591.70	3,448.69	41,384.30
		STEP H	20.3876	1,631.00	3,533.85	42,406.20
		STEP I	20.8911	1,671.28	3,621.12	43,453.48
		STEP J	21.4070	1,712.56	3,710.54	44,526.56
		STEP K	21.9357	1,754.85	3,802.18	45,626.25
		STEP L	22.4774	1,798.19	3,896.08	46,752.99
		STEP M	23.0325	1,842.60	3,992.30	47,907.60
		STEP N	23.6013	1,888.10	4,090.89	49,090.70
		STEP O	24.1841	1,934.72	4,191.91	50,302.92
B930	POLICE RECORDS CLERK II					
		STEP A	18.9109	1,512.87	3,277.88	39,334.67
		STEP B	19.3775	1,550.20	3,358.76	40,305.20
		STEP C	19.8560	1,588.48	3,441.70	41,300.48
		STEP D	20.3464	1,627.71	3,526.70	42,320.51
		STEP E	20.8489	1,667.91	3,613.80	43,365.71
		STEP F	21.3637	1,709.09	3,703.04	44,436.49
		STEP G	21.8913	1,751.30	3,794.49	45,533.90
		STEP H	22.4319	1,794.55	3,888.19	46,658.35
		STEP I	22.9859	1,838.87	3,984.22	47,810.67
		STEP J	23.5535	1,884.28	4,082.60	48,991.28
		STEP K	24.1352	1,930.81	4,183.43	50,201.21
		STEP L	24.7312	1,978.49	4,286.74	51,440.89
		STEP M	25.3420	2,027.36	4,392.61	52,711.36
		STEP N	25.9678	2,077.42	4,501.08	54,013.02
		STEP O	26.6091	2,128.72	4,612.24	55,346.92
B931	POLICE SCENE TECHNICIAN I					
		STEP A	22.7161	1,817.28	3,937.45	47,249.48
		STEP B	23.2769	1,862.15	4,034.66	48,415.95
		STEP C	23.8517	1,908.13	4,134.29	49,611.53
		STEP D	24.4407	1,955.25	4,236.38	50,836.65
		STEP E	25.0443	2,003.54	4,341.01	52,092.14
		STEP F	25.6628	2,053.02	4,448.21	53,378.62
		STEP G	26.2965	2,103.72	4,558.06	54,696.72
		STEP H	26.9460	2,155.68	4,670.64	56,047.68
		STEP I	27.6114	2,208.91	4,785.97	57,431.71
		STEP J	28.2933	2,263.46	4,904.17	58,850.06
		STEP K	28.9920	2,319.36	5,025.28	60,303.36
		STEP L	29.7080	2,376.64	5,149.38	61,792.64
		STEP M	30.4416	2,435.32	5,276.54	63,318.52
		STEP N	31.1934	2,495.47	5,406.85	64,882.27
		STEP O	31.9637	2,557.09	5,540.37	66,484.49

CITY OF ROSEVILLE

SALARY SCHEDULE B

Appendix: A
Percentage:1.000

Effective Date: 02/06/2016

RPAB ROSEVILLE POLICE ASSOCIATION-I

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B932	POLICE SCENE TECHNICIAN II					
	STEP A		24.9900	1,999.20	4,331.60	51,979.20
	STEP B		25.6070	2,048.56	4,438.54	53,262.56
	STEP C		26.2394	2,099.15	4,548.16	54,577.95
	STEP D		26.8874	2,150.99	4,660.48	55,925.79
	STEP E		27.5514	2,204.11	4,775.57	57,306.91
	STEP F		28.2317	2,258.53	4,893.49	58,721.93
	STEP G		28.9289	2,314.31	5,014.34	60,172.11
	STEP H		29.6434	2,371.47	5,138.18	61,658.27
	STEP I		30.3754	2,430.03	5,265.06	63,180.83
	STEP J		31.1255	2,490.04	5,395.08	64,741.04
	STEP K		31.8942	2,551.53	5,528.32	66,339.93
	STEP L		32.6818	2,614.54	5,664.84	67,978.14
	STEP M		33.4889	2,679.11	5,804.74	69,656.91
	STEP N		34.3160	2,745.28	5,948.10	71,377.28
	STEP O		35.1634	2,813.07	6,094.98	73,139.87
B933	PUB SAF OUTRE & COMM RELAT ANA					
	STEP A		27.3115	2,184.92	4,733.99	56,807.92
	STEP B		27.9860	2,238.88	4,850.90	58,210.88
	STEP C		28.6772	2,294.17	4,970.71	59,648.57
	STEP D		29.3854	2,350.83	5,093.46	61,121.63
	STEP E		30.1111	2,408.88	5,219.25	62,631.08
	STEP F		30.8547	2,468.37	5,348.14	64,177.77
	STEP G		31.6166	2,529.32	5,480.21	65,762.52
	STEP H		32.3974	2,591.79	5,615.54	67,386.59
	STEP I		33.1975	2,655.80	5,754.23	69,050.80
	STEP J		34.0173	2,721.38	5,896.33	70,755.98
	STEP K		34.8574	2,788.59	6,041.94	72,503.39
	STEP L		35.7182	2,857.45	6,191.15	74,293.85
	STEP M		36.6003	2,928.02	6,344.05	76,128.62
	STEP N		37.5041	3,000.32	6,500.71	78,008.52
	STEP O		38.4303	3,074.42	6,661.25	79,935.02
B934	PUBLIC SAFETY PROGRAM COORD					
	STEP A		24.9900	1,999.20	4,331.60	51,979.20
	STEP B		25.6070	2,048.56	4,438.54	53,262.56
	STEP C		26.2394	2,099.15	4,548.16	54,577.95
	STEP D		26.8874	2,150.99	4,660.48	55,925.79
	STEP E		27.5514	2,204.11	4,775.57	57,306.91
	STEP F		28.2317	2,258.53	4,893.49	58,721.93
	STEP G		28.9289	2,314.31	5,014.34	60,172.11
	STEP H		29.6434	2,371.47	5,138.18	61,658.27
	STEP I		30.3754	2,430.03	5,265.06	63,180.83
	STEP J		31.1255	2,490.04	5,395.08	64,741.04
	STEP K		31.8942	2,551.53	5,528.32	66,339.93
	STEP L		32.6818	2,614.54	5,664.84	67,978.14
	STEP M		33.4889	2,679.11	5,804.74	69,656.91
	STEP N		34.3160	2,745.28	5,948.10	71,377.28
	STEP O		35.1634	2,813.07	6,094.98	73,139.87

CITY OF ROSEVILLE

SALARY SCHEDULE B

Appendix: A
Percentage:1.000

Effective Date: 02/06/2016

RPAB ROSEVILLE POLICE ASSOCIATION-I

Job Code	Title	Step	Hourly	Bi-weekly	Monthly	Annual
B936	RANGEMASTER	STEP A	22.6550	1,812.40	3,926.86	47,122.40
		STEP B	23.2144	1,857.15	4,023.82	48,285.95
		STEP C	23.7877	1,903.01	4,123.20	49,478.41
		STEP D	24.3751	1,950.00	4,225.01	50,700.20
		STEP E	24.9771	1,998.16	4,329.36	51,952.36
		STEP F	25.5939	2,047.51	4,436.27	53,235.31
		STEP G	26.2260	2,098.08	4,545.84	54,550.08
		STEP H	26.8736	2,149.88	4,658.09	55,897.08
		STEP I	27.5373	2,202.98	4,773.13	57,277.58
		STEP J	28.2173	2,257.38	4,891.00	58,691.98
		STEP K	28.9142	2,313.13	5,011.79	60,141.53
		STEP L	29.6282	2,370.25	5,135.55	61,626.65
		STEP M	30.3599	2,428.79	5,262.38	63,148.59
		STEP N	31.1096	2,488.76	5,392.33	64,707.96
		STEP O	31.8779	2,550.23	5,525.50	66,306.03
B937	RECORDS SUPERVISOR	STEP A	22.6887	1,815.09	3,932.70	47,192.49
		STEP B	23.2487	1,859.89	4,029.77	48,357.29
		STEP C	23.8228	1,905.82	4,129.28	49,551.42
		STEP D	24.4112	1,952.89	4,231.27	50,775.29
		STEP E	25.0140	2,001.12	4,335.76	52,029.12
		STEP F	25.6317	2,050.53	4,442.82	53,313.93
		STEP G	26.2647	2,101.17	4,552.54	54,630.57
		STEP H	26.9133	2,153.06	4,664.97	55,979.66
		STEP I	27.5780	2,206.24	4,780.18	57,362.24
		STEP J	28.2590	2,260.72	4,898.22	58,778.72
		STEP K	28.9569	2,316.55	5,019.19	60,230.35
		STEP L	29.6720	2,373.76	5,143.14	61,717.76
		STEP M	30.4047	2,432.37	5,270.14	63,241.77
		STEP N	31.1556	2,492.44	5,400.30	64,803.64
		STEP O	31.9250	2,554.00	5,533.66	66,404.00



COUNCIL COMMUNICATION

CC #: 7414

File #: 0201-01 & 0600-01

Title: International Union of Operating Engineers, Stationary Engineers, Local 39 -
Memorandum of Understanding

Contact: Gayle Satchwell 774-5374 gsatchwell@roseville.ca.us

Meeting Date: 2/3/2016

Item #: 7.2.

RECOMMENDATION TO COUNCIL

It is recommended that the City Council take the following actions:

1. Adopt a resolution approving the attached Local 39 Memorandum of Understanding.
2. Adopt an ordinance approving the attached budget adjustments to provide funding for the Local 39 salary adjustments.
3. Adopt an ordinance to approve the attached Local 39 Salary Schedule-A (Appendix A) reflecting labor market adjustments, a general salary increase and the addition of Local 39 Salary Schedule-B (Appendix A).

BACKGROUND

The successor Memorandum of Understanding (MOU) for Local 39 expired on December 31, 2015. During the negotiations in the last and current cycle with City of Roseville employee bargaining units, the City's goal has been to ensure it is competitive in the marketplace on recruitment and retention among comparable cities while maintaining fiscal responsibility. An important aspect of the City's policy on negotiations is to move towards consistency, wherever appropriate and practicable. In particular, the City has strived to achieve internal equity among the employee group's medical benefits for current employees, deferred compensation, salary relationships on individual classifications to the median among comparable agencies while taking into account recruitment and retention, general salary increases, retiree health benefits, retiree COLAs on retirement benefits and strategies to contain pension costs.

DISCUSSION

After numerous bargaining sessions and mediation on January 7th, a mediator's recommended settlement was ratified by the Local 39 membership on January 19, 2016. The significant provisions of the agreement are aligned with the pattern established for all City bargaining units in order to provide a fair and consistent compensation package for all City employees and to further the City's fiscal goal of reducing pension costs as follows:

Term

The term covers three years ending December 31, 2018.

Salaries

Adjustments to the salaries fall in two categories: those that address general salary increases and those that address the labor market.

The proposed general salary increases are in line with the pattern that the city has presented to all bargaining units and are as follows:

February 2016

2.0% salary increase

January 2018

2.0% salary increase

The proposed labor market adjustments are the result of a comprehensive compensation study that was performed with our comparator jurisdictions and are in line with the pattern that the City has presented to all bargaining units. The labor market adjustments are being recommended for implementation in year one for critical recruitment and retention classifications and over three years for the remainder of the classifications:

Job Title	First full Pay Period January 2016 or upon approval of the City Council, whichever is latest (%)	First full Pay Period January 2017 (%)	First full Pay Period January 2018 (%)
Accountant I	2.1833	2.1833	2.1833
Accountant II	2.1567	2.1567	2.1567
Administrative Technician	2.6333	2.6333	2.6333
Asst. Child Care Site Coordinator	2.7133	2.7133	2.7133
Asst. Engineer	1.3600	1.3600	1.3600
Assoc. Engineer	1.1800	1.1800	1.1800
Building Inspector I	0.7700	0.7700	0.7700
Building Inspector II	0.7700	0.7700	0.7700
Building Maintenance Worker I	1.2200	1.2200	1.2200
Building Maintenance Worker II	1.2167	1.2167	1.2167
Building Plans Examiner I	1.9400	1.9400	1.9400
Building Plans Examiner II	1.9400	1.9400	1.9400
Child Care Site Coordinator	0.5633	0.5633	0.5633
City Clerk Technician I	2.4767	2.4767	2.4767
City Clerk Technician II	2.4800	2.4800	2.4800
Community Relations Analyst	4.5900	4.5900	4.5900
Construction Inspection Supervisor	2.2667	2.2667	2,2667
Construction Inspector I	2.2633	2.2633	2.2633
Construction Inspector II	2.2667	2.2667	2.2667
E-Government Analyst I	0.1300	0	0
E-Government Analyst II	0.1300	0	0
Energy Program Technician	2.6333	2.6333	2.6333

Engineering Technician I	1.5233	1.5233	1.5233
Engineering Technician II	1.5233	1.5233	1.5233
Environmental Compliance Specialist I	4.8367	4.8367	4.8367
Environmental Compliance Specialist II	4.8333	4.8333	4.8333
Financial Analyst I	2.5900	2.5900	2.5900
Financial Analyst II	1.1533	1.1533	1.1533
Housing Technician I	3.8900	3.8900	3.8900
Housing Technician II	3.8933	3.8933	3.8933
Industrial Waste Specialist	1.7933	1.7933	1.7933
Industrial Waste Technician	1.7900	1.7900	1.7900
Information Tech Planning & Policy Technician	4.6133	4.6133	4.6133
Information Technology Analyst I	0.1300	0	0
Information Technology Analyst II	0.1300	0	0
Information Technology Technician I	11.8500	1.0	1.0
Information Technology Technician II	11.8500	1.0	1.0
Interpretive Services Specialist I	0.5633	0.5633	0.5633
Interpretive Services Specialist II	0.5633	0.5633	0.5633
Junior Engineer	1.3633	1.3633	1.3633
Laboratory Technician I	2.2967	2.2967	2.2967
Laboratory Technician II	1.7900	1.7900	1.7900
Librarian I	4.5633	4.5633	4.5633
Librarian II	4.5633	4.5633	4.5633
Marketing and Communications Analyst I	4.5900	4.5900	4.5900
Marketing and Communications Analyst II	4.5900	4.5900	4.5900
Project Coordinator	2.2667	2.2667	2.2667
Recreation Coordinator I	0.5633	0.5633	0.5633
Recreation Coordinator II	0.5633	0.5633	0.5633
Senior Building Inspector	0.7700	0.7700	0.7700
Senior Building Maintenance Worker	0.8066	0.8066	0.8066
Senior Building Plans Examiner	1.9400	1.9400	1.9400
Senior Code Enforcement Inspector	0.7700	0.7700	0.7700
Senior Construction Inspector	2.2667	2.2667	2.2667
Senior Engineering Technician	1.2600	1.2600	1.2600
Senior Housing Technician	2.1900	2.1900	2.1900
Senior Information Technology Technician	11.84	1.0	1.0
Senior Street Maintenance	1.0300	1.0300	1.0300

<u>Worker</u>			
Street Maintenance Worker I	1.1100	1.1100	1.1100
Street Maintenance Worker II	1.1100	1.1100	1.1100
Street Sweeper Operator	1.1067	1.1067	1.1067

Health and Welfare

In December 2015, all bargaining units will receive a \$24 per month increase in the City medical contribution, bringing the total contribution to \$1,272 per month. In line with the goal to bring consistency among the bargaining units for medical benefits of current employees, this contract provides a monthly increase in future years that is consistent with all units.

December 2016

\$24/mo., \$1,296/yr.

December 2017

\$25/mo., \$1,321/yr.

December 2018

\$26/mo., \$1,347/yr.

Leaves

Personal leave time (PLT) has been increased to 45 hours in year 2016 and is fully cashable in 2017 consistent with other bargaining units.

Standby

Employees assigned to standby duty shall receive an increase in the daily hours of standby consistent with other bargaining groups as follows:

Monday-Friday Standby	1.5 hours straight time rate per day
Saturday, Sunday & Holiday Standby	3 hours straight time rate per day
Weekly Standby	13.5 hours straight time rate per week

PERB Complaint – Retiree Medical Ordinance

Local 39 agreed to dismiss its PERB complaint against the City regarding the recently enacted retiree medical ordinance as part of the negotiated agreement.

New Hires

Several changes are being proposed for employees hired after February 6, 2016.

Lower Salary Schedule B

A comprehensive compensation survey was performed for the bargaining unit and as a result, a new lower salary schedule is being proposed for those classifications that were identified to be significantly above the labor market. This new schedule will be implemented for all employees hired into the affected classifications after February 6, 2016 and is delineated under the new salary schedule section below.

Increased Number of Steps in Salary Schedule

Currently, employees are eligible for annual step increases of 5% of their salary based on merit. For the Local 39 unit there are 8 steps over 6.5 years with annual increases of approximately 5%. It is being proposed that the number of steps double from Local 39's current 8 steps to 15 steps at approximately 2.5% per step. These new steps will be effective February 6, 2016.

Service Term Bonus

The current Service Term Bonus provision for Local 39 is being transitioned to a non-PERSable annual lump sum amount for employees hired after February 6, 2016.

As a result of the new salary schedule B for Local 39, the following job codes have been added:

B400 Accountant I

B401 Accountant II
B402 Administrative Technician

B403 Assistant Child Care Site Coordinator
B406 Assistant Engineer
B407 Assistant Planner
B404 Associate Engineer
B405 Associate Planner
B408 Building Inspector I
B409 Building Inspector II
B410 Building Maintenance Worker I
B411 Building Maintenance Worker II
B412 Building Plans Examiner I
B413 Building Plans Examiner II
B414 Business Systems Analyst I
B415 Business Systems Analyst II
B416 Buyer I
B417 Buyer II

B418 Child Care Site Coordinator
B419 City Clerk Technician I
B420 City Clerk Technician II
B421 Code Enforcement Inspector

B422 Community Relations Analyst
B423 Construction Inspection Supervisor
B424 Construction Inspector I
B425 Construction Inspector II
B426 Courier
B427 Custodian

B428 Data Management Specialist I
B429 Data Management Specialist II
B430 Database Analyst I
B431 Database Analyst II
B432 Deputy City Clerk I
B433 Deputy City Clerk II
B434 Development Technician I
B435 Development Technician II
B436 e-Government Analyst I
B437 e-Government Analyst II
B438 Energy Program Technician
B440 Engineering Technician I
B441 Engineering Technician II

B442 Environmental Compliance Specialist I
B443 Environmental Compliance Specialist II
B444 Equipment Serviceworker
B445 Finance Clerk I

B446 Finance Technician I

B448 Finance Technician II

B449 Financial Analyst I

B450 Financial Analyst II

B451 Fire Technician I

B452 Fire Technician II

B453 Fleet Management Technician

B454 GIS Analyst I

B455 GIS Analyst II

B456 Housing Analyst I

B457 Housing Analyst II

B458 Housing Technician I

B459 Housing Technician II

B460 Industrial Waste Specialist

B461 Industrial Waste Technician

B463 Interpretive Services Specialist I

B462 Interpretive Services Specialist II

B464 Irrigation Technician

B465 IT Analyst I

B466 IT Analyst II

B468 IT Planning & Policy Analyst I

B467 IT Planning & Policy Analyst II

B469 IT Planning & Policy Technician

B470 IT Technician I

B471 IT Technician II

B472 Junior Engineer

B473 Laboratory Technician I

B474 Laboratory Technician II

B475 Librarian I

B476 Librarian II

B477 Library Assistant I

B478 Library Assistant II

B479 Library Technician

B481 Marketing and Communications Analyst I

B480 Marketing and Communications Analyst II

B482 Mechanic I

B483 Mechanic II

B484 Meter Reader

B485 Meter Service Worker

B486 Natural Resource Technician

B487 Natural Resources Worker I

B488 Natural Resources Worker II
B489 Office Assistant I

B490 Office Assistant II
B491 Parks Maintenance Worker I
B492 Parks Maintenance Worker II
B493 Parks, Recreation & Libraries Technician
B546 Permit Analyst
B494 Permit Technician I
B495 Permit Technician II

B496 Planning Systems Analyst

B497 Planning Systems Technician I
B498 Planning Systems Technician II
B499 Project Coordinator
B500 Project Planner
B501 Recreation Coordinator I
B502 Recreation Coordinator II
B503 Refuse Maintenance Worker I
B504 Refuse Maintenance Worker II
B505 Refuse Truck Driver I
B506 Refuse Truck Driver II
B508 Senior Building Inspector
B509 Senior Building Maintenance Worker
B510 Senior Building Plans Examiner
B511 Senior Code Enforcement Inspector
B512 Senior Construction Inspector
B513 Senior Custodian
B514 Senior Engineering Technician
B545 Senior Finance Clerk
B515 Senior Finance Technician
B516 Senior Housing Technician

B517 Senior Information Technology Technician
B518 Senior Mechanic
B519 Senior Meter Service Worker

B520 Senior Natural Resources Worker
B521 Senior Parks Maintenance Worker
B522 Senior Refuse Truck Driver
B523 Senior Street Maintenance Worker
B524 Senior Tree Trimmer
B525 Senior Warehouse Worker
B507 Solid Waste Utility Billing Technician
B526 Street Maintenance Worker I
B527 Street Maintenance Worker II
B528 Street Sweeper Operator
B529 Tree Trimmer
B530 Vehicle Maintenance Parts Buyer

B531 Vehicle Maintenance Servicewriter
 B532 Warehouse Worker I
 B533 Warehouse Worker II

 B540 Wastewater Treatment Plant Operator - Grade I
 B541 Wastewater Treatment Plant Operator – Grade II
 B542 Wastewater Treatment Plant Operator – Grade III - 8
 B544 Wastewater Treatment Plant Operator - IV
 B543 Wastewater Treatment Plant Operator -Grade III-24
 B535 Water Treatment Plant Operator - Grade I
 B537 Water Treatment Plant Operator – Grade II
 B539 Water Treatment Plant Operator – Grade III
 B538 Water Treatment Plant Operator -Grade III-24

Consistency

The proposed revisions to the compensation terms and conditions are consistent with what has currently been offered to all of the City's bargaining groups. The changes are intended to adjust salaries to be competitive in the labor market while slowing the growth of the City's pension costs.

FISCAL IMPACT

The cost of the approved Local 39 Memorandum of Understanding through the end of the current fiscal year on 6/30/2016 is \$473,488. This will be funded using General Fund monies. The cost to the current fiscal year will be added to the FY2015-16 budget via the attached budget adjustment.

	FY16	FY17	FY18	Ongoing
General Fund	\$315,593	\$812,532	\$1,233,588	\$1,565,376
Enterprise Funds	\$157,895	\$407,060	\$625,154	\$803,019
Total	\$473,488	\$1,219,592	\$1,858,742	\$2,368,395

ECONOMIC DEVELOPMENT / JOBS CREATED

No new jobs will be created by this action.

ENVIRONMENTAL REVIEW

The Local 39 Memorandum of Understanding is not considered a "project" as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines 15378). Consequently, no CEQA action is required.

Respectfully Submitted,

Gayle Satchwell, Human Resources Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Resolution No. 16-35

Local 39 MOU Final

Ordinance No. 5625

Local 39 MOU Budget Adjustment

Ordinance No. 5626

Local 39 Salary Schedule A

Local 39 Salary Schedule B

RESOLUTION NO. 16-35

APPROVING THE MEMORANDUM OF UNDERSTANDING
BETWEEN CITY OF ROSEVILLE AND INTERNATIONAL UNION OF OPERATING
ENGINEERS, STATIONARY ENGINEERS, LOCAL 39 AND AUTHORIZING THE CITY
MANAGER TO EXECUTE IT ON BEHALF OF THE CITY OF ROSEVILLE

WHEREAS, the memorandum of understanding, between the City of Roseville and International Union of Operating Engineers, Stationary Engineers, Local 39, has been reviewed by the City Council;

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Roseville that said agreement is hereby approved and the City Manager is authorized to execute it on behalf of the City of Roseville.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

Master Memorandum of Understanding

International Union Of Operating Engineers
Stationary Engineers, Local 39



Term of Agreement:

February 3, 2016 - December 31, 2018



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MASTER MEMORANDUM OF UNDERSTANDING ON WAGES, HOURS AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT

CHAPTER 1. ADMINISTRATIVE

ARTICLE I. PARTIES TO UNDERSTANDING

This Memorandum of Understanding (MOU) relates to issues within the scope of representation existing between the CITY OF ROSEVILLE, CALIFORNIA (City), and the INTERNATIONAL UNION OF OPERATING ENGINEERS, STATIONARY ENGINEERS, LOCAL NO. 39 (Local 39 or Union), and those employees occupying the classes listed in Appendix "D", attached hereto and incorporated herein by this reference.

ARTICLE II. STATE LAW COMPLIANCE

This MOU complies with the provisions of Section 3500 et seq. of the Government Code of the State of California, in that the Employer-Employee representatives noted herein did meet and confer in good faith and did reach agreement on those matters within the scope of representation.

ARTICLE III. LENGTH OF AGREEMENT

This MOU shall be effective as of the first full pay period after City Council approval and shall expire December 31, 2018. Should either party desire to commence the Meet and Confer process for the next subsequent Memorandum of Understanding, they shall notify the other in writing no earlier than one hundred and twenty (120) days prior to the expiration date of this MOU, and the Meet and Confer process shall begin no later than ninety (90) days prior to the expiration date of this Agreement.

ARTICLE IV. SEVERABILITY OF MEMORANDUM

This MOU is severable. Should any article, section, or portion thereof of this MOU be held unlawful or unenforceable by any court of competent jurisdiction, such decision of the court shall only apply to the specific article, section, or portion thereof directly specified in the decision, and the remainder of this MOU shall not be affected thereby.

ARTICLE V. MEMORANDUM OF UNDERSTANDING APPROVAL

It is the mutual understanding of the parties that this MOU is of no force or effect until submitted to, and accepted by, the City Council and ratified by the Local 39 membership.

ARTICLE VI. DEFINITION OF TERMS

3.00.200 Classified service.

"Classified service" (syn. "competitive service") means all positions in the City exclusive of: elected positions; board, committee and commission members; persons engaged under contract; temporary positions; the city manager, assistant city managers, the city attorney, all attorneys employed in the office of the city attorney and all department head positions; all persons holding an assistant department head position who were hired or promoted to that position after March 5, 2014; emergency employees hired to meet immediate requirements of an emergency condition; employees hired for a temporary, seasonal or special purpose, employed in a professional or scientific capacity to conduct an inquiry, investigation, examination or project; volunteer and reserve personnel; and those specifically designated by the Council or these rules to be exempted from classified service.

3.00.330 Employee.

“Regular employee” means a classified service employee who has successfully completed the prescribed probationary period and has been retained as provided in these rules.

CHAPTER 2. SALARIES

ARTICLE I. SALARIES

- A. Effective the first full pay period in January 2016 or upon approval by the City Council, whichever is latest, all employees assigned to the classifications listed in Appendix "A" shall receive a base salary increase of 2%.
- B. Effective the first full pay period in January 2018, all employees assigned to the classifications listed in Appendix "A" shall receive a base salary increase of 2%.
- C. Labor Market Adjustments – Effective the first full pay period in January 2016 or upon approval of the City Council, whichever is latest, the following salary increases shall be implemented for employees in the classifications listed below:

Job Title	First full Pay Period January 2016 or upon approval of the City Council, whichever is latest (%)	First full Pay Period January 2017 (%)	First full Pay Period January 2018 (%)
Accountant I	2.1833	2.1833	2.1833
Accountant II	2.1567	2.1567	2.1567
Administrative Technician	2.6333	2.6333	2.6333
Asst. Child Care Site Coordinator	2.7133	2.7133	2.7133
Asst. Engineer	1.3600	1.3600	1.3600
Assoc. Engineer	1.1800	1.1800	1.1800
Building Inspector I	0.7700	0.7700	0.7700
Building Inspector II	0.7700	0.7700	0.7700
Building Maintenance Worker I	1.2200	1.2200	1.2200
Building Maintenance Worker II	1.2167	1.2167	1.2167
Building Plans Examiner I	1.9400	1.9400	1.9400
Building Plans Examiner II	1.9400	1.9400	1.9400
Child Care Site Coordinator	0.5633	0.5633	0.5633
City Clerk Technician I	2.4767	2.4767	2.4767
City Clerk Technician II	2.4800	2.4800	2.4800
Community Relations Analyst	4.5900	4.5900	4.5900
Construction Inspection Supervisor	2.2667	2.2667	2.2667
Construction Inspector I	2.2633	2.2633	2.2633
Construction Inspector II	2.2667	2.2667	2.2667
E-Government Analyst I	0.1300	0	0
E-Government Analyst II	0.1300	0	0
Energy Program Technician	2.6333	2.6333	2.6333
Engineering Technician I	1.5233	1.5233	1.5233
Engineering Technician II	1.5233	1.5233	1.5233

Environmental Compliance Specialist I	4.8367	4.8367	4.8367
Environmental Compliance Specialist II	4.8333	4.8333	4.8333
Financial Analyst I	2.5900	2.5900	2.5900
Financial Analyst II	1.1533	1.1533	1.1533
Housing Technician I	3.8900	3.8900	3.8900
Housing Technician II	3.8933	3.8933	3.8933
Industrial Waste Specialist	1.7933	1.7933	1.7933
Industrial Waste Technician	1.7900	1.7900	1.7900
Information Tech Planning & Policy Technician	4.6133	4.6133	4.6133
Information Technology Analyst I	0.1300	0	0
Information Technology Analyst II	0.1300	0	0
Information Technology Technician I	11.8500	1.0	1.0
Information Technology Technician II	11.8500	1.0	1.0
Interpretive Services Specialist I	0.5633	0.5633	0.5633
Interpretive Services Specialist II	0.5633	0.5633	0.5633
Junior Engineer	1.3633	1.3633	1.3633
Laboratory Technician I	2.2967	2.2967	2.2967
Laboratory Technician II	1.7900	1.7900	1.7900
Librarian I	4.5633	4.5633	4.5633
Librarian II	4.5633	4.5633	4.5633
Marketing and Communications Analyst I	4.5900	4.5900	4.5900
Marketing and Communications Analyst II	4.5900	4.5900	4.5900
Project Coordinator	2.2667	2.2667	2.2667
Recreation Coordinator I	0.5633	0.5633	0.5633
Recreation Coordinator II	0.5633	0.5633	0.5633
Senior Building Inspector	0.7700	0.7700	0.7700
Senior Building Maintenance Worker	0.8066	0.8066	0.8066
Senior Building Plans Examiner	1.9400	1.9400	1.9400
Senior Code Enforcement Inspector	0.7700	0.7700	0.7700
Senior Construction Inspector	2.2667	2.2667	2.2667
Senior Engineering Technician	1.2600	1.2600	1.2600
Senior Housing Technician	2.1900	2.1900	2.1900
Senior Information Technology Technician	11.84	1.0	1.0
Senior Street Maintenance Worker	1.0300	1.0300	1.0300
Street Maintenance Worker I	1.1100	1.1100	1.1100
Street Maintenance Worker II	1.1100	1.1100	1.1100
Street Sweeper Operator	1.1067	1.1067	1.1067

- D. Effective the first full pay period in January 2016 or upon approval of the City Council, whichever is latest, for any current classification in the bargaining unit where the total compensation was 5.7% or more above the median total compensation for benchmarked classifications in the surveyed jurisdictions, the new top step for all such classifications in the new salary schedule B will be reduced to the median as determined by the survey and listed below. All other classifications' top step in the new salary schedule will remain unchanged.

CLASS TITLE	Adjustment
Courier	-15.57%
Custodian	-10.82%
Database Analyst I	-7.41%
Database Analyst II	-7.42%
Deputy City Clerk I	-6.63%
Deputy City Clerk II	-6.62%
Development Technician I	-6.86%
Development Technician II	-6.86%
Librarian Technician	-6.23%
Meter Reader	-7.58%
Meter Service Worker	-7.59%
Natural Resource Technician	-7.73%
Park, Recreation & Libraries Technician *	2.89%
Permit Technician I	-8.74%
Permit Technician II	-8.74%
Planning Systems Technician I	-6.86%
Planning Systems Technician II	-6.86%
Refuse Maintenance Worker I	-8.17%
Refuse Maintenance Worker II	-17.19%
Refuse Truck Driver I*	2.11%
Refuse Truck Driver II	-6.54%
Senior Custodian	-10.81%
Senior Meter Service Worker	-7.57%
Senior Refuse Truck Driver	-6.77%

* Will increase on Schedule A and Schedule B

All employees hired before the first full pay period in January 2016 or upon approval by the Council whichever is latest, will remain on the current salary schedule (A) for all listed classifications in the bargaining unit. All such employees will continue on this salary schedule when promoted or transferred to other classifications

- E. Effective the first full pay period in January 2016 or upon approval by the Council whichever is latest, the City will create a second salary schedule (B) which will apply to new hires for all listed classifications in the bargaining unit. The salary steps for the new salary schedule will be approximately 2.5% apart for each classification in the bargaining

unit. For purposes of this provision, any employee who was initially hired before January 1, 2016 that had a break in City service and was rehired after January 1, 2016 will be deemed a newly hired employee under this provision.

- F. Management staff in the Parks, Recreation & Libraries Department will designate in writing three (3) Parks Maintenance Worker I/II and/or Senior Parks Maintenance Workers in writing by the department head to maintain their commercial driver's license and operate commercial vehicles/equipment as needed. The designated employees will be compensated at a rate of two and one-half percent (2.5%) of base salary higher than other parks maintenance staff.
- G. A one and one-half percent (1.5%) of base salary differential will be paid to employees in the classification of Senior Parks Maintenance Worker and Park Maintenance Worker II who possess a Playground Safety Inspector or Certified Pesticide Applicator certification and have been designated in writing by the department head to perform duties related to the certification. The Senior Worker is only eligible for compensation for one (1) of these two (2) certificates depending on area of assignment.
- H. The City shall pay two and one-half percent (2.5%) of base salary certificate pay to employees in the classification of Natural Resources Technician who possess an Arborist Certification and who have been designated in writing by the department head to perform duties related to the certification.
- I. Management staff in the Parks, Recreation & Libraries Department will designate in writing a minimum of two (2) but not more than four (4) Parks Maintenance Worker I/II and/or Senior Parks Maintenance Workers to maintain a Certified Pool Operator Certificate. The designated employees will be compensated at a rate of two and one-half percent (2.5%) of base salary. Employees are eligible for compensation for only one (1) of these two (2) certificates depending on area of assignment.
- J. Management staff in the Environmental Utilities Department will designate in writing a maximum of two (2) staff to maintain a crane certification. The designated employees will be compensated at a rate of two and one-half percent (2.5%) of base salary .
- K. City shall compensate employees who are certified by the Human Resources Department as Spanish speaking at the rate of \$46.15 bi-weekly (\$100.00 per month). At the discretion of the Department Head and upon certification by the Human Resources Department, employees may be compensated \$100.00 per month for other languages used including sign language during the course of employment. However, \$100 per month bilingual pay is the maximum amount an employee may receive no matter how many languages he/she is certified to speak.
- L. Streets Division Certified Pesticide Applicator Differential

Effective the first full pay period in January 2016 or upon approval of the City Council, whichever is latest, employees in the classifications of Street Maintenance Worker II and Senior Street Maintenance Worker who have been designated in writing by the department head to perform duties related to the certification and who possess a Certified Pesticide Applicator certification shall be eligible for a 1.5% of base salary differential.

M. The City shall pay a two and one-half (2.5%) of base salary differential to employees in the classification of Refuse Truck Driver I or Refuse Truck Driver II, who possess and maintain a Class A commercial driver's license with applicable endorsements and operate commercial vehicles/equipment as needed. A maximum of three employees may be designated in writing by the department head to receive the differential.

N. Reopener Provision:

City may reopen the terms and conditions if any of the following occur:

1. City loses the ability to collect, levy or transfer revenues in the amount of one million dollars (\$1M); or
2. The Roseville electorate, by local ballot initiative, approves the elimination of revenue currently levied or collected in the above amount.

City shall identify Local 39's proportionate share of any revenue shortfall.

In the event other revenues increase and exceed the amount of any lost revenue, City will not exercise the reopener clause; however, any future increase in revenues must clearly offset general fund expenditures.

REGISTRATION PAY

A five percent (5%) differential will be paid to employees in engineering classifications who possess a California Professional Engineer Certificate (PE).

CERTIFICATION PAY

Employees in the Environmental Utilities Department will have the ability to earn a maximum of three percent (3%) (cumulative) in certification pay. Employees have the opportunity to earn Certification Pay as shown in the tables below:

	<u>Water Treatment Plant Operator</u>	<u>%</u>
<u>Water Treatment Plant Operator</u> <u>3</u>	<u>Water Treatment Plant Operator</u> <u>4,5 (DPH) (cumulative)</u>	<u>1%</u>
	<u>Distribution Operator Grade 2, 3</u> <u>(DPH) (non-cumulative)</u>	<u>1%</u>
<u>Water Treatment Plant Operator</u> <u>2</u>	<u>Water Treatment Plant Operator</u> <u>3,4,5 (DPH) (cumulative)</u>	<u>1%</u>
	<u>Distribution Operator Grade 2, 3</u> <u>(DPH) (non-cumulative)</u>	<u>1%</u>

	<u>Wastewater Treatment Plant Operator</u>	<u>%</u>
<u>Wastewater Treatment Plant Operator 4</u>	<u>Wastewater Treatment Plant Operator Certificate 5 (SWRCB)</u>	<u>1%</u>
<u>Wastewater Treatment Grade 3 Operator, Shift Operator</u>	<u>Wastewater Treatment Plant Operator Certificate 4, 5 (SWRCB) (cumulative)</u>	<u>1%</u>
	<u>CWEA Collections Grade 1 (DPH)</u>	<u>1%</u>
	<u>Laboratory Certification, Level 1 (CWEA)</u>	<u>1%</u>
<u>Wastewater Treatment Grade 2 Operator</u>	<u>Wastewater Treatment Plant Operator Certificate 3, 4, 5 (SWRCB) (cumulative)</u>	<u>1%</u>
	<u>CWEA Collections Grade 1</u>	<u>1%</u>
	<u>Laboratory Certification, Level 1 (CWEA)</u>	<u>1%</u>

ARTICLE II. SERVICE TERM BONUS

City will provide the following service term bonus:

1. Employees hired prior to the first full pay period in January 2016 or upon City Council approval whichever is latest:

SERVICE TERM	ANNUAL BONUS AMOUNT
Beginning of the 10th year	2.5% of base salary
Beginning of the 15th year	An additional 2.5% of base salary

Such service term bonus shall be included in each eligible employee's biweekly payroll.

2. Employees hired on or after the first full pay period in January 2016 or upon City Council approval whichever is latest, who receive a satisfactory or above annual performance review shall be eligible for an annual lump sum performance bonus as follows:

Service Term	Annual Bonus Amount
Beginning of 10th year to completion of 14th year	2.5% of employee's base salary
Beginning of 15th year and every year thereafter	5.0% of employee's base salary

The annual lump sum performance bonus shall be paid with the first full pay check in January each year based upon the employee's base salary for the first full pay period in November of each year.

ARTICLE III. OVERTIME AND HOLIDAY WORK

(Refer to Personnel Rules Section 3.11.070)

- A. Overtime work may be required of any employee in order to meet special or unusual needs of service beneficial to the city and community. Overtime is defined as the paid time in excess, and as an extension, of the normal schedule of work hours as illustrated below:

Employee Work Schedule	Overtime
Eight hours per day, five days per week (5/8 plan)	Over forty hours per week Saturday - Friday
Ten hours per day, four days per week (4/10 plan)	Over forty hours per week Saturday - Friday
Flex 40 schedule	Over 40 hours per week Saturday-Friday
Twenty-four hours per shift (56 hour work week)	Over twenty-four hours per shift for shift extensions (see subsection "F")
A 9/80 schedule approved by the City Manager in writing	Over forty hours per FLSA week. The week varies based upon the employee's 9/80 schedule

- B. Overtime in excess of eight (8) minutes or more shall be compensable and shall be rounded to the nearest fifteen (15) minutes.
- C. Overtime shall be compensable in increments of fifteen (15) minutes.
- D. Overtime shall be compensable at the rate of one and one-half (1 ½) times the employee's base hourly rate except as noted in Subsection "E" of this section.
- E. Emergency (unscheduled) Overtime. Regular employees shall be compensated at double the employee's normal hourly rate when working overtime between the hours of 10:00 p.m. to 6:00 a.m. Overtime hours worked before or after the hours noted above will be paid in accordance with Subsection "D."

In the event that the City Council or the Governor declare a state of emergency, employees will be compensated at a rate of one and one-half (1 ½) times the employee's base hourly rate for all overtime hours worked during the declared emergency period.

- F. Employees in the Water/Wastewater Treatment Plants who work a twenty-four (24) hour shift shall be compensated as follows for overtime worked:
1. Emergency Overtime. Emergency overtime shall be compensated at double the employee's normal hourly rate. "Emergency Overtime" is defined as all calls in which the employee is called back to work on their normal day off to assist at a major incident.

2. Regular Overtime. Regular overtime shall be compensated at one and one-half (1-1/2) the employee's normal hourly rate. "Regular Overtime" is defined to include all extra shift assignments, special assignments and other assignments not specifically mentioned in Subdivision 1 of this subsection. Emergency calls during an extra shift assignment shall be compensated at the regular overtime (one and one-half) rate.
 3. Shift Extension. If an employee is called to work early or is worked beyond their normal work shift, compensation for overtime shall be calculated in accordance with Subsection "C" of this section.
 4. Holidays, sick leave, compensatory time off, vacation leave and floating holidays are considered time worked for the purposes of computing overtime.
 5. Workers' Compensation leave, leave without pay requested by the employee, suspension or disciplinary action and a short week worked by a new employee are those occasions which are not to be considered as time worked for the purpose of computing overtime.
 6. No employee may be required to work overtime during any scheduled workweek in which that employee is on an unpaid status due to disciplinary action.
- G. Incidental Overtime. Those employees assigned to a twenty-four (24) hour work shift will be compensated for incidental overtime for overtime of eight (8) hours or less on a given day. If an employee works more than eight (8) hours of overtime, the entire eight-hour period shall be compensated at the regular overtime rate. The incidental overtime rate is computed based on the hourly wage of an eight-hour per day employee. The regular overtime rate is based on a twenty-four (24) hour shift assignment, i.e., 2912 hours annually.
- H. Compensatory Time. Compensatory time shall be governed as follows:
1. Regular and probationary employees may, with the prior approval of their supervisor, accrue compensatory time in lieu of overtime pay. The accrual rate for compensatory time shall be one and one-half (1-1/2) hours for each hour of compensatory time worked.
 2. Once an employee has been credited with compensatory time, the employee may not receive a lump sum payment for the hours accrued unless the employee is separated from City service.
 3. Upon separation the employee will be paid at the employee's current hourly rate or average of last three (3) years whichever is higher for the remaining compensatory balance.
 4. Eligible employees may not exceed two hundred and forty (240) maximum hours of accumulation listed at any one time on the City's payroll system.
 5. The employee's immediate supervisor shall determine whether an employee shall accrue compensatory time or paid overtime. However, the supervisor shall not deny the request for compensatory time for arbitrary or capricious reasons.

6. An employee may use accrued compensatory time with prior approval from the employee's manager or first-line supervisor.
- I. Employees assigned to shift work in the Water and Wastewater treatment plants, whose regular work schedule requires work on a holiday shall be compensated at their straight time hourly base rate of pay for performance of work on holidays. Compensation for holidays worked for such employees shall be in accordance with this MOU.
- J. Employees who are entitled to take holidays off work as holidays occur, and who are required to work on a holiday when they would otherwise observe the holiday off, shall be compensated by either of the following methods, the choice of which shall be made by the employee's supervisor in advance of such work:
 1. If an employee works the holiday and does not receive any other scheduled workday off in lieu of working the holiday, the employee shall be compensated at the rate of regular pay plus time and one-half the employee's base hourly rate (for the actual number of hours worked on the holiday).
 2. If an employee works the holiday and receives another scheduled workday off in lieu of working the holiday, the employee shall be compensated at the rate of time and one-half (1 1/2) the employee's base hourly rate for the actual number of hours worked on the holiday. Under this option, the employee must be given another scheduled workday off within the period of five (5) working days before to five (5) working days after the worked holiday with corresponding notations upon appropriate payroll reports.

ARTICLE IV. SLEEP SHIFT AND MEAL TIME PERIODS FOR TREATMENT PLANTS

- A. During each 24-hour shift, employees shall have an eight-hour period designated as sleep time. Except as provided herein, this sleep time shall be uncompensated and not counted as "hours worked" for purposes of calculating pay and overtime pay.
- B. During each 24-hour shift, employees shall be entitled to meal periods as follows: Forty-five (45) minutes for breakfast, one (1) hour for lunch and one (1) hour for dinner. Each such period shall be compensated and be counted as "hours worked" for purposes of calculating pay and overtime pay. Employees are obligated to respond to work situations during meal periods without additional compensation.
- C. Employees shall make daily written reports of periods when their sleep periods are interrupted by emergencies or other work requirements. When sleep periods are interrupted, the employee shall be entitled to a minimum of two (2) hours, regardless if the hours actually worked are less than two (2) hours. Multiple interruptions shall not entitle the employee to more than two (2) hours Sleep Shift Overtime (SSOT), unless the actual time worked exceeds two (2) hours, provided, however, that per Fair Labor Standards Act (FLSA) regulations if any employee is unable to get five (5) hours of uninterrupted sleep, then the entire eight (8) hour period shall be counted as hours worked.
- D. When employees work three shifts (72 hours in a week) City shall count eight (8) of the twenty-four (24) hours of sleep as "hours worked" for purposes of calculating overtime. For overtime calculations pursuant to this section, "hours worked" shall not include paid time status, but only

actual time worked.

ARTICLE V. WORKING IN A HIGHER CLASS

(Refer to Personnel Rules Section 3.07.080)

The principle for paying employees for performing higher level job responsibilities due to operational necessity is based on such considerations as: the employee's ability and qualifications to perform at a higher level, whether the employee would be required to perform only routine or a significant range of the higher job responsibilities, whether the lower level position is in direct line and job scope of the higher class, and the length of time necessary for an employee to perform in a higher class.

The purpose of compensating employees for performing work in a higher class is to establish a system by which employees will continuously receive a pay rate comparable to those job factors that establish pay for each class of work in City service. Authorization for an assignment to work in a higher class must be given by the employee's supervisor and, except under emergency circumstances, requires advance approval of the department head, Human Resources Director and City Manager. The following conditions shall prevail as the definition and standards of compensation:

- A. Employees are required to work at least four (4) hours in the higher class to receive the higher class pay, except in classifications where employees are required to operate heavy equipment that is paid at a higher level; in such cases employees will be eligible for higher class pay after one (1) hour of continuous work.
- B. Compensation in excess of an employee's regular base salary rate shall not be authorized for work in a higher class unless such employee is in all respects qualified to perform in the higher class and required to perform at least a substantial range of the more essential tasks of the higher class. Additionally, if an employee is temporarily assigned to perform work that is generally within the scope of their current class, but the work assignment is normally performed by a higher class due to the nature or scope of such work, then the temporarily assigned employee shall not receive additional compensation for performance of their normal and customary duties as prescribed by their regular classification.
- C. Employees assigned to work in a higher class, who are both qualified and required to perform at least a substantial range of the higher tasks, shall be compensated for the time worked in the higher class as follows:
 - 1. Compensation shall be five percent (5%) more than the employee's current salary rate in the lower class unless the difference between classifications is less than five percent (5%). In the event that the top step in the higher range is less than five percent (5%), the employee will be compensated at the top step in the higher class.
 - 2. Employees assigned to management classifications shall be compensated ten percent (10%) more than the employee's current salary rate in the lower class or five percent (5%) below Step A of the higher class, whichever is more. In the event that the top step in the higher range is less than ten percent (10%), the employee will be compensated at the top step in the higher class.
 - 3. Employees assigned to work in a higher class for thirty (30) calendar days or less shall be compensated pursuant to items C1 or C2 above only for actual hours worked, i.e.,

the out of class compensation shall not be applied to any non-productive time, such as leave time, compensatory time off (CTO), or holiday pay taken during the out of class assignment. Employees assigned to work in a higher class for more than thirty (30) calendar days shall be compensated at the out of class rate of pay for all time worked and any non-productive time taken during that portion of the out of class assignment that exceeds thirty (30) calendar days.

- D. Work periods in higher-class assignments shall not apply toward seniority for layoff purposes as regard the higher class or time-in-class consideration for lay-off purposes as regards the higher class.
- E. Temporary Acting Pay
An employee temporarily assigned in writing to an acting position in a classification with a higher salary range shall be compensated for the duration of the acting assignment by the payment of ten percent (10%) of the regular salary the employee received prior to the acting assignment, or the salary provided for in Step A of the higher classification, whichever is greater, but not to exceed top step of the higher classification for all time worked and any leave time paid. The higher classified position must be temporarily vacant due to a long-term absence of the incumbent or pending the filling of a vacant position. The temporary acting pay assignment shall be for a minimum of two full-time pay periods and limited to one year. Authorization for a temporary acting assignment must be given by the employee's supervisor and requires advance approval of the Department Head, Human Resources Director and City Manager.

ARTICLE VI. STANDBY

City agrees to the following standby provision concerning represented employees:

- A. Employees assigned to standby duty shall be compensated per the following schedule:
- | | |
|------------------------------------|--|
| Monday-Friday Standby | 1.5 hours straight time rate per day |
| Saturday, Sunday & Holiday Standby | 3 hours straight time rate per day |
| Weekly Standby | 13.5 hours straight time rate per week |
- B. Such payment shall be in addition to the overtime payments, which may be payable for call backs pursuant to City Personnel Rules and Regulations. However, employees shall not be compensated at a minimum of two (2) hours of overtime pay for incidents occurring within the time frame of an original call. For example, an employee has been called back, completes the task in one-half (1/2) hour and gets another call before leaving to return home. In this case, the employee would not receive a minimum of two (2) hours of overtime pay for the second and subsequent calls. If the employee returns home and receives subsequent callbacks, the employee would be entitled to a minimum of two (2) hours pay for that (those) call(s). An employee on weekend standby may be authorized to take a City vehicle home, provided the employee lives within the area bound by heavy black lines on the attached map (Appendix B).
- C. Cumulative time spent in excess of fifteen (15) minutes or more shall be compensable as a call back. This applies only to phone calls received while on standby which do not require call out.
- D. Departments shall make standby assignments voluntary whenever practical.

ARTICLE VII. SHORT NOTICE SHIFT ADJUSTMENT

Any employee involved in a mandatory permanent change of schedule which involves a modification in an employee's starting time or days off will be given a minimum of five (5) working days' notice.

This provision may be waived in emergency situations as determined by the department head or his/her designated authority.

ARTICLE VIII. MEALS

All classified employees required to work at least two (2) hours beyond or prior to their normal work shift shall be eligible for meals as provided below:

- A. Employees required to work two (2) to four (4) extra hours shall be entitled to one (1) meal break.
- B. Employees required to work at least eight (8) extra hours shall be entitled to two (2) meal breaks.
- C. Employees required to work at least twelve (12) extra hours shall be entitled to three (3) meal breaks.
- D. In no event shall an employee be entitled to more than three (3) meal breaks in a given twenty-four (24) hour period.

Arrangement for meals shall be as follows:

- A. City may provide a meal by bringing food to the work site.
- B. City may allow the employee to go to a restaurant of his/her own choice for a period of one-half (1/2 hour), during which time the employee shall be on paid time, and the City shall reimburse the employee \$20.00 for each meal on their next regular paycheck.
- C. If circumstances permit, the supervisor, in lieu of options contained in paragraphs A and B, may authorize the employee to go home on paid time and consume a meal at no cost to City for a period not to exceed one (1) hour.
- D. Employees in the plants who are assigned to work a 24-hour overtime shift will be entitled to \$30.00 per diem.

ARTICLE IX. PAID LUNCH PERIODS

- A. City will provide for a twenty-five (25) minute paid lunch for Child Care Site Coordinator, Assistant Child Care Site Coordinators, night shift mechanics, night shift street sweeper operators, and custodians.
- B. Refuse truck drivers and solid waste maintenance staff will work a straight eight-hour work schedule with no recognized lunch period.

ARTICLE X. UNIFORM AND SAFETY SHOE/WORK BOOT PROVISIONS

- A. Subject to A(3) below, the City agrees to continue to provide two (2) options for a uniform allowance. Each division will determine whether they will receive the City-provided/laundered uniform or a uniform allowance.
1. City agrees to provide eligible employees within divisions who have elected the allowance with a \$300.00 uniform allowance per year for shirts, pants, and shorts payable in January of each year of the contract,
OR
 2. Entire divisions may elect to receive eleven (11) shirts and pants/shorts per employee cleaned and maintained by the City. This decision will be for the balance of the contract period.
 3. For safety reasons, the City reserves the right to deny an employee's request to wear shorts.
- B. City agrees to continue to provide a safety boot/shoe allowance of \$200.00 per year payable in January of each year of the contract.
1. The prescribed shoe or boot must be appropriate to job class and must meet CAL-OSHA (ANSI) regulations. In addition, the boots must meet the following criteria:
 - All safety work boots/shoes must be approximately six (6) inches in height measured from the insole to the top of the upper (for maximum ankle support).
 - All safety work boots/shoes must have slip resistant soles.
 - All boot/shoes will have reinforced toes.
 2. Employees receiving the boot/shoe allowance are required to wear the prescribed boot/shoe whenever conditions require it or be subject to disciplinary action. City reserves the right to determine if a shoe or boot is appropriate to job class in conformance with Section B.
- C. It is understood that by the provision of such uniform apparel, designated employees are required to wear such uniform apparel during all duty hours and to maintain a clothing standard that would be consistent with appropriate representation of the City. Regardless of selected option, uniforms must be kept in a well maintained, repaired, and clean condition.
- D. Employees in the Parks, Recreation & Libraries Department who are required to work outside in cold weather shall be provided a heavy duty Carhartt type jacket. The City agrees to provide replacement jackets as needed.

CLASSIFICATIONS ELIGIBLE FOR UNIFORM AND/OR BOOT ALLOWANCE

*Building Maintenance Worker I/II

Construction Inspector I/II (boot only)

Construction Inspector Supervisor (boot only)

Courier

Custodian

Engineering Technician I/II (boot only)

*Equipment Serviceworker

Industrial Waste Specialist

Industrial Waste Technician
 Irrigation Technician
 Laboratory Technician I/II
 *Mechanic I/II
 Meter Reader
 Meter Service Worker (boot only)
 *Natural Resource Technician
 *Natural Resources Worker I/II
 *Parks Maintenance Worker I/II
 *Refuse Maintenance Worker I/II
 *Refuse Truck Driver I/II
 *Senior Building Maintenance Worker
 Senior Construction Inspector (boot only)
 Senior Custodian
 Senior Engineering Technician (boot only)
 *Senior Mechanic
 Senior Meter Serviceworker
 *Senior Parks Maintenance Worker
 *Senior Natural Resources Worker
 *Senior Refuse Truck Driver
 *Senior Street Maintenance Worker
 *Senior Tree Trimmer
 *Senior Warehouse Worker
 *Street Maintenance Worker I/II
 *Street Sweeper Operator
 *Tree Trimmer
 *Vehicle Maintenance Parts Buyer
 *Vehicle Maintenance Servicewriter
 *Warehouse Worker I/II
 *Wastewater Treatment Plant Operator I/II/III/IV
 *Water Treatment Plant Operator I/II/III

An asterisk (*) indicates classification is eligible for City-provided uniforms and laundry or uniform/jean allowance and safety shoe or prescribed work boot. As new classifications are added, the City shall determine whether a uniform and/or boot allowance shall be provided based upon the provisions set forth in this Article. The City shall meet and confer with local 39 regarding its decision.

- E. All new employees will receive a pro-rated amount of uniform allowance based on the number of months remaining in the calendar year in which they are hired. All new employees who are required to wear safety boots on the job shall receive an immediate pro-rated boot allowance based on the number of months remaining in the calendar year. At the discretion of the department head, a new employee may be provided with safety boots to ensure compliance with Section B.
- F. New hires get the selection that the division has made for the year (i.e. allowance or uniform service).
- G. Employees who transfer midyear stay with the annual election they have made until the new election period arises.

- H. No employee reimbursement of uniform allowance is required when a Local 39 employee is promoted into management or any other non-uniformed classification.

ARTICLE XI. EMPLOYEE TOOL ALLOWANCE

Regular employees in the classes of Equipment Service Worker, Mechanic I/II, and Senior Mechanic shall receive an annual tool allowance of five hundred dollars (\$500) per fiscal year. The purpose of this tool allowance is to reimburse employees for expenses incurred in the purchase, upgrade and maintenance of personal hand tools.

Employees shall maintain a set of adequate and appropriate hand tools to be used in the performance of the employees' duties with the City. Such tools are and shall remain the property of the employee.

At least once each year employees shall submit an inventory of personal hand tools (Tool List) to the City. The Tool List shall identify all hand tools used by the employee in the performance of his/her duties with the City.

When an employee purchases a new hand tool, it is the responsibility of the employee to update his/her Tool List and submit it to the City.

Damaged individual tools not covered by manufacturer's warranty will not be reimbursed by the City.

Employees may submit claims for the replacement of tools lost due to a catastrophic event, unusual circumstances, or theft. All claims for replacement tools shall be approved by the department head whose decision shall be final. Denied claims for replacement tools shall not be subject to the grievance procedure.

ARTICLE XII. REST PERIODS

City will provide a fifteen (15) minute rest break for every four (4) hours of work. Authorized rest period time taken shall be counted as time worked.

ARTICLE XIII. REST PERIOD BETWEEN WORKDAYS

It is the intent of this Article to provide for and insure a reasonable amount of rest for employees who may be required to work an extraordinary number of overtime hours between workdays or on a continuous emergency work schedule. In such circumstances, the City agrees to the following provisions as a means of assuring adequate rest, and the prevention of fatigue and safety hazards.

A. Rest Period Between Workdays

1. If an employee has worked for four (4) or more hours during the eight (8) hour period immediately preceding the beginning of his/her regular work shift, he/she is entitled to a four (4) hour rest period upon the completion of such overtime work.
2. If an employee has worked for six (6) or more hours during the twelve (12) hour period immediately preceding the beginning of his/her regular work shift, he/she is entitled to a six (6) hour rest period upon the completion of such overtime work.
3. If an employee has worked for eight (8) or more hours during the sixteen (16) hour period

immediately preceding the beginning of his/her regular work shift, he/she is entitled to an eight (8) hour rest period upon the completion of such overtime work.

4. Rest periods are to begin immediately upon employee's release from overtime work. If the rest period in whole or in part overlaps the employee's regular work hours he/she will receive pay at the straight time rate for the extent of the overlap.
 5. If the rest period overlaps his/her regular work hours but does not extend into the second half of his/her workday, the employee may be excused from reporting for work until the beginning of the second half of his/her workday. Employee, in advance, will notify supervisor if he/she intends to exercise this option. The employee may request vacation or comp time to make up hours.
 6. If the rest period extends into the second half of his/her regular day, the employee may be excused from reporting for work until the beginning of the following workday. Employee, in advance, will notify supervisor if he/she intends to exercise this option. The employee may request vacation or comp time to make up hours.
- B. Continuous or Emergency Work Schedule. When, in circumstances of emergencies or other business necessity, it becomes necessary for the City to require a continuous work schedule of twenty-four (24) or more hours of work, employees shall work under close supervision and will be released for rest at the discretion of the department head or designee. In such circumstances, the employee shall be entitled to the prevailing rate of overtime pay, and shall remain at such rate of pay until released from the work schedule for a minimum of eight (8) hours.

ARTICLE XIV. MODIFIED DUTY ASSIGNMENTS

- A. Refer to Administrative regulation 2.17 on Modified Duty for current policy on modified duty assignments.
- B.. When an employee is assigned a modified duty assignment, the employee shall be compensated for hours worked at the regular rate of base salary and benefits regardless of whether or not the employee performs work within the regular classified position. If an employee is assigned to a modified duty assignment of less than full time, either accrued sick leave, or other available leave for hours worked may supplement compensation. In this case, the employee should contact the Employment Development Department (EDD) to confirm availability of partial benefits under State Disability Insurance (SDI) Program.

ARTICLE XV. SHIFT DIFFERENTIAL

- A. Shift differential for purposes of this Article is defined as a shift of eight (8) hours or more where fifty percent (50%) of the shift falls between the hours of 10 p.m. and 6 a.m. except as otherwise stated in section C below.
- B. Any employee who works an assigned regular time shift as described in "A" above, shall be paid an additional two and one-half percent (2.5%) of his/her base hourly rate for each hour actually worked. No shift differential will be paid on sick leave, vacation, CTO or any other time off.
- C. Hours worked on overtime, whether the employee is held over, called in to cover a shift or partial

shift, or volunteers for an overtime shift, will not be eligible for shift differential pay.

- D. This provision does not apply to any shift with allowable sleep time.

CHAPTER 3. BENEFITS

ARTICLE I. HEALTH AND WELFARE PROGRAM

A. Eligibility

Any classified employee working fifty percent (50%) or more of a full-time schedule shall be eligible to enroll in any health and welfare benefit provided by this Article and currently authorized by the Local 39 bargaining unit. Regular part-time employees who are hired into a position funded as regular part-time after January 1, 2005, or current employees who laterally transfer or promote into a regular part-time allocated position will receive a pro-rated amount toward their health and welfare contribution based on actual hours worked. The contribution amount will be based on the percentage of full-time the employee works. For example, employees working twenty (20) hours per week will receive fifty percent (50%) of the full-time contribution; employees working thirty (30) hours per week will receive seventy-five percent (75%) of the full-time contribution, etc.

B. Medical Insurance Benefits

The City agrees to contract with the California Public Employees' Retirement System (CalPERS) for the purpose of providing employees and their eligible dependents with medical insurance benefits. Effective the first of the month after approval by the City Council or as soon as administratively possible, the City's maximum monthly contribution for each eligible active employee shall be equal to the minimum employer contribution required under the Public Employees' Medical and Hospital Care Act (PEMHCA).

C. Cafeteria Plan

1. The City agrees to maintain a Cafeteria Plan, pursuant to Section 125 of the Internal Revenue Code or any related regulations, for the purpose of providing employees with access to various health and welfare benefits. Benefits available through the Cafeteria Plan include medical insurance, dental insurance, vision insurance and Long Term Disability (LTD) insurance.

2. The City agrees to provide a Cafeteria Plan Allowance to all employees eligible to participate in City sponsored health and welfare benefits under Section A of this Article of up to \$1,284.00 monthly (less the direct PEMHCA payment provided in paragraph B) for the term of the agreement. Effective the first full pay period in December of 2016, the City agrees to provide a Cafeteria Plan Allowance to all employees eligible to participate in City sponsored health and welfare benefits under section A of this Article of up to \$1,296 per month. Effective the first full pay period in December of 2017, this amount shall be increased to \$1,321. Effective December 1, 2018, this amount shall be increased to \$1,347.

3. Effective the first pay period after approval by the City Council but not sooner than December 1, 2013, the City agrees to provide a flex plan credit of \$108 per month to be used by active employees for any benefit covered under the Cafeteria Plan. Effective January 1, 2014, the flex plan credit shall increase to \$132 per month. Effective December 1, 2015, the flex plan credit shall increase to \$156 per month. Effective the first full pay period in December of 2016, the flex plan credit shall increase to \$168 per month.

4. Employees who elect not to participate in any of the medical, dental, vision or LTD insurance benefits

sponsored by the City and who provide proof of other medical coverage will not receive any Cafeteria Plan Allowance under Section C(2) of this Article. Instead, employees who opt out of these City sponsored benefits will receive \$150 per month.

5. Any Cafeteria Plan Allowance provided for under Section C(2) of this Article can only be used by an employee to offset the cost of participation in City sponsored medical, dental, vision, and LTD insurance benefits for the employee and any eligible dependents.

D. All employees will be enrolled in the State Disability Insurance (SDI) Program without benefit of election. Employee accepts sole responsibility for payment of any and all costs under this program. All payments will be collected via payroll deduction.

E. City agrees to provide a dental benefit as described in the evidence of coverage document. The City reserves the right to select any dental carrier. The City will provide two (2) cleanings per year (except for periodontal patients who will continue to have four (4) cleanings). Open enrollment will be as described in the evidence of coverage document which will be evaluated regularly and may be changed at the City's discretion in order to manage premiums for the City and represented employees.

F. The City agrees to provide a vision benefit. Details of the City's vision benefit are described in the evidence of coverage document. The City reserves the right to select any vision carrier. Open enrollment will be as described in the evidence of coverage document.

ARTICLE II. RETIREE HEALTH BENEFITS

A. Medical Insurance Benefits

The City agrees to contract with the California Public Employees' Retirement System (CalPERS) for the purpose of providing employees and their eligible dependents with medical insurance benefits. Effective the first of the month after approval by the City Council or as soon as administratively possible, the City's maximum monthly medical insurance contribution for each eligible retired employee shall be equal to the minimum employer contribution required for active employees under the Public Employees' Medical and Hospital Care Act (PEMHCA).

The parties agreement to move from the CalPERS equal contribution method to the PEMHCA minimum employer contribution method does not modify retiree health benefits for employees in Tiers I and II pursuant to Article II B and C below.

B. For Employees Hired Prior to January 1, 2005 (Tier 1)

Employees hired prior to January 1, 2005 that qualify for post-retirement health benefits shall qualify for such benefits based on rules in effect prior to January 1, 2005, i.e. an employee that retires from the City of Roseville and is eligible for CalPERS service retirement shall receive a City contribution towards their post-retirement medical insurance benefit at the same level as full-time regular employees covered by this Agreement.

C. For Employees Hired On or After January 1, 2005 and Prior To January 1, 2014. (Tier 2)

For employees hired on or after January 1, 2005 and prior to January 1, 2014, to be eligible to receive post-retirement health benefits, an employee must complete at least five (5) years of CalPERS-credited service with the City of Roseville. Employees who retire from the City of Roseville after meeting the service requirement stated above and who have at least ten (10) years of CalPERS-credited service will receive a City contribution towards their post-retirement health benefits as follows:

Total Credited Years of Service	% of City Contribution
10	50 %
11	55
12	60
13	65
14	70
15	75
16	80
17	85
18	90
19	95
20 +	100

Employees who have CalPERS-credited service through other public agencies must complete at least five (5) years of service with the City of Roseville and retire from the City of Roseville to be eligible for post-retirement health benefits. However, once an employee has completed five (5) years of service with the City of Roseville, their eligibility for post-retirement health benefits will include all years of CalPERS-credited service.

The vesting requirements for post-retirement health benefits will become effective January 1, 2005. Employees hired on or after January 1, 2005 shall be subject to the above post-retirement vesting schedule for health benefits.

D. For Employees Hired On or After January 1, 2014. (Tier 3)

1. Employee hired on or after January 1, 2014] shall have no vested right in any post-employment medical benefits provided by the City of Roseville. Instead, upon hire, those employees shall contribute one percent (1%) of their base salary each pay period to a City sponsored Retirement Health Savings (RHS) account and shall contribute an additional one percent (1%) per pay period per year annually, up to a maximum of five percent (5%) per pay period annually thereafter, to be used to fund the employee's medical costs upon retirement from the City.

2. After five (5) years of continuous service with the City of Roseville, and beginning on the first pay period of the sixth year of service, the City shall contribute a flat dollar amount equal to \$100 per month to be deposited to the employee's RHS account up until the employee's retirement date or separation from the City. After accruing ten (10) cumulative years of service with the City and pursuant to the vesting schedule in Section C of this Article, employees may draw from the City contribution to this account upon retirement.

3. Employees who terminate City service for reasons other than retirement prior to twenty (20) years of cumulative service with the City will forfeit any City contributions.

4. Employees must retire from the City of Roseville and be enrolled in the City of Roseville's health plan in order to utilize City contributions to the employee's RHS accounts. After ten (10) years of cumulative service with the City of Roseville, City contributions to the employee's RHS account may be used for all covered medical expenses pursuant to Section 213 of the IRS Code including participation in non-City sponsored plans.

ARTICLE III. PERS /OTHER POST EMPLOYMENT BENEFITS

In the event that the City wants to explore leaving CalPERS medical during the term of this Agreement, a committee will be formed with representatives from all six (6) bargaining groups (Local 39, IBEW, RPOA, RPA, RFF, and Management/ Confidential).

The committee will work towards consensus in all decision making. Minimum requirements from all bargaining groups will be submitted to the committee for consideration and will be met if reasonably possible at the time that alternative health care insurance is considered.

If unable to reach consensus on staying in/withdrawing from PEHMCA, each bargaining group will have the option of taking the committee's majority proposal to their membership. After membership review, the committee will continue discussions toward consensus.

If groups representing two thirds (2/3's) of the employees and representing at least fifty-one percent (51%) of the employees cannot decide on an alternative health care plan, the City will not leave PEHMCA.

If it is decided to change, management will make its best effort to find plans that mirror CalPERS plans and meet the minimum requirements agreed upon by the committee. There will be at least one (1) portable plan and at least one (1) plan that provides for no lifetime maximums.

Local 39 actives and retirees will be covered by the same health benefit provider(s) and will have the same levels of coverage.

If information comes to light that changes the fiscal viability of withdrawing from PEHMCA, and the City does not have time to take the information back to the committee for review, the City reserves the right to make the final determination to remain in PEHMCA. City does not reserve the right to pull out of PEHMCA without the approval of the committee.

The parties agree to meet during the term of this MOU to continue discussing Retiree Health Benefits.

ARTICLE IV. LONG TERM DISABILITY PLAN

- A. City agrees to maintain a Long Term Disability (LTD) program consisting of a sixty (60) calendar day qualifying period; whereupon an eligible employee shall be entitled to receive sixty percent (60%) of his/her gross monthly salary in accordance with the LTD Plan. Other details of City's LTD Plan are described in the plan booklet.
- B. After five (5) years as a regular employee of the City, City agrees to pay one hundred percent (100%) of the premium for the LTD Plan.

ARTICLE V. DEFERRED COMPENSATION

A. City agrees to maintain a voluntary program of employee funded deferred compensation for classified full and part-time employees. It is understood that City is solely responsible for selection of the deferred compensation plan and plan administrator(s).

B. Effective June 30, 2012, the City agrees to contribute three percent (3%) of the employee's base wages into the deferred compensation plan for employees who have completed five (5) continuous years of classified employment with the City of Roseville.

ARTICLE VI. PUBLIC EMPLOYEES RETIREMENT SYSTEM

A. Retirement System. Unit members are provided retirement benefits under the California Public Employee Retirement System (CalPERS) as described in this Article.

B. Tier One: 2.7% at 55 Retirement Program – Bargaining Unit Members Hired On or Before December 31, 2012 and Unit Members Qualified for Reciprocity (Classic Member)

This Section B, including subsections, shall apply to bargaining unit members hired on or before December 31, 2012. In addition, this Section B shall apply to bargaining unit members hired on or after January 1, 2013, who are qualified for pension reciprocity as stated in Government Code Section 7522.02(c) and related CalPERS reciprocity requirements (Classic Member):

1. 2.7% at 55 Pension Formula

The "2.7% @ 55" retirement program will be available to bargaining unit members covered by this Section.

2. Final Compensation Based On 12-Month Period

For the purposes of determining a retirement benefit, final compensation for bargaining unit members covered by this Section B shall mean the highest twelve (12) consecutive month period as specified in Government Code Section 20042.

3. Required Contributions

Bargaining unit members covered by this Section B shall continue to pay, through payroll deduction, 8.0% of compensation earnable contribution to CalPERS. 6.197% shall be contributed toward the City's pension costs, and 1.803% shall be contributed toward the employees' pension contribution.

The City shall pay 6.197% of compensation earnable as EPMC (Employer Paid Member Contribution) and shall report the same percent (value) of compensation earnable as special compensation pursuant to Government Code Section 20636(c) (4).

C. Tier Two: PEPRA Retirement Tier Required For Bargaining Unit Members Hired On or After January 1, 2013 and Not Qualified For Reciprocity

This Section C, including subsections, shall apply to bargaining unit members who were hired on or after January 1, 2013, and who do not qualify for pension reciprocity as stated in Government Code Section 7522.02(c).

1. 2% at 62 Pension Formula

The "2% @ 62" retirement program will be available to bargaining unit members covered by this Section C.

2. Final Compensation Based On 36-Months

Effective January 1, 2013, for the purposes of determining a retirement benefit, final compensation for bargaining unit members covered by this Section C shall mean the highest annual average pensionable compensation earned during thirty-six (36) consecutive months of service.

3. Required Bargaining Unit Member Contributions

As required by Government Code Section 7522.04(g), effective January 1, 2013, bargaining unit members covered by this Section C shall pay, through payroll deduction, fifty percent (50%) of normal costs as determined by CalPERS.

D. Other Options Included In CalPERS Contract

Unit members continue to be eligible for the following options included in the City's contract with CalPERS:

- Government Code Section 20965 (Conversion of unused sick leave balance to service credit.)
- Government Code Section 21573 (Third Level of 1959 Survivor Benefits).
- Government Code Section 21548 (Pre-Retirement Option 2W Death Benefit).

ARTICLE VII. EMPLOYEE ASSISTANCE PROGRAM

- A. City agrees to continue to provide an Employee Assistance Program (EAP), which allows for six (6) paid counseling visits for each employee and each dependent family member per calendar year. City reserves the right to select the program provider.

ARTICLE VIII. LIFE INSURANCE

- A. City agrees to provide eligible employees with a fully paid term life insurance program in the amount of twice the annual salary in effect as of July 1st of each year as provided in the Evidence of Coverage. City reserves the right to select the insurance provider.

CHAPTER 4. LEAVES

ARTICLE I. HOLIDAYS -- GENERAL

- A. The following holidays shall be observed by the City with respect to all employees, except shift employees in the water/wastewater treatment plants. City offices shall be closed on these days except as otherwise provided herein:
1. January 1st (New Year's Day)
 2. The third Monday in January (Martin Luther King's Birthday)
 3. The third Monday in February (Washington's Birthday)
 4. The last Monday in May (Memorial Day)
 5. July 4th (Independence Day)
 6. The first Monday in September (Labor Day)
 7. The second Monday in October (Columbus Day)
 8. November 11th (Veteran's Day)
 9. The day in November appointed by the President of the United States as Thanksgiving Day
 10. The day immediately following Thanksgiving Day
 11. December 25th (Christmas)
 12. Eight (8) hours (floating holiday) to be taken any time during the calendar year by employees who have completed at least six (6) months probationary service (pro-rated for part time regular employees). The number of floating holiday hours to be credited to a new employee hired after January 1 shall be pro-rated based on the number of full months employed during that year. Employees unable to complete six (6) months of probationary service prior to December 31 shall not accrue or be eligible for any floating holidays that year. The employees and the employee's supervisor shall jointly determine a convenient date to take such leave.
- B. The following non-recurring holidays shall be observed in any year in which they occur: Every day appointed by the President of the United States or the Governor of the State of California for a public fast, thanksgiving, or holiday (except Admission Day).
- C. If January 1st, July 4th, November 11th, or December 25th falls on a Saturday, the preceding Friday shall be a holiday; if any such day falls on a Sunday, then the following Monday shall be a holiday. If a holiday occurs on the employee's first normal day off, the employee shall take the

preceding day as the holiday; however, if the holiday occurs on the employee's second consecutive normal day off, the employee shall take the following day as the holiday. This policy shall be adhered to where practical and may be modified only by written consent to other conditions by the department head.

If an employee has taken more holidays than have been earned at the time of separation from service, the City may deduct an equivalent amount of pay for the holidays taken in advance from the employee's final check.

D. Christmas Holiday Week Time Off

Employees may request in writing to take off one (1) or more days during the City's designated Christmas holiday week. Approval shall be subject to the operating needs of the City. Employees approved for this time off may use accrued vacation leave, holiday time, compensation time off and/or leave without pay.

HOLIDAYS - TREATMENT PLANTS

A. Treatment Plant non-shift employees shall receive eleven (11) holidays per year to be taken as they occur as well as one (1) floating holiday per year.

B. Treatment Plant shift employees shall receive six (6) fully paid holiday shifts per year, in advance, on January 1st of each year, earned in twelve (12) hour increments for each one (1) month of continuous employment. Employees may take holidays in full shifts or half shifts, but may take no more than six (6) half shifts during the hours of 0700 and 1900, local time, within a calendar year. Should an employee take six (6) half (morning or a.m.) shifts, the employee may take the rest of the holidays as pay in three (3) full shifts, or as six (6) half (night or p.m.) shifts.

1. In lieu of holiday time off, shift employees may elect to receive straight salary for up to three (3) shifts of earned and unused holiday credit within each fiscal year. All holiday time to be converted to pay by an employee shall be in full shift increments. All employees opting for pay may do so only once during any fiscal year, and City shall pay that employee in a separate draft.

2. All holiday time off is subject to advance approval of the department head.

C. If an employee has taken more holidays than have been earned at the time of separation from service, City may deduct an equivalent amount of pay for the holidays taken in advance from the employee's final check.

ARTICLE II. SICK LEAVE

(Refer to Section 3.12.070 of the Personnel Rules):

A. The objective of this section is to provide methods of furthering the health and general welfare of City employees, as well as ensuring maximum and reasonable job attendance.

Sick leave should not be viewed as a right to be used at the employee's discretion; rather it is a privilege of paid time away from work duties in the event of one (1) of the following

circumstances:

1. Actual illness or injury of the employee that occurred away from the job setting, except where such injury/illness occurred in connection with off-duty (outside) employment when an injury is job-related, the employee shall be charged with sick leave usage only to the extent that their salary is not covered by Worker's Compensation.
 2. The employee's exposure to a contagious disease.
 3. Where the employee's medical attention to an immediate family member is required. Immediate family member includes any person living in the employee's immediate household and as defined pursuant to Municipal Code 3.00.420.
 4. Emergency leave due to the death or imminent death of family members.
- B. Accrual/Use: Sick leave is accrued by all classified employees on the basis of biweekly payrolls based upon eighty (80) hours of paid time per pay period for all employees except 24-hour workers whose accrual will be based upon one hundred and twelve (112) hours per pay period. On each day following completion of one (1) month of continuous service, eligible full-time employees shall receive credit for eight (8) hours or one-half (1/2) of a 24-hour shift leave with pay, the total of which shall not exceed twelve (12) days or six (6) shifts in any twelve (12) month period. Sick leave may be used for those purposes listed above. Employees on a modified schedule work assignment shall accrue sick leave on a pro rata basis of hours worked. Maximum accumulation of sick leave shall be unlimited.
- Employees may be granted sick leave in minimum units of one-half (1/2) hour for those reasons specified in Subsection A, provided that such time has been earned.
- Department heads may require probationary employees to support each incident of sick leave use after the first twenty-four (24) hours of sick leave is taken by use of a medical certification of a health care provider as set forth in section G below.
- Employees shall not use sick leave for disabilities determined to be job related, except as provided for in Section 3.12.100 of the Roseville Municipal Code, nor shall employees be allowed to use sick leave for the sole purpose of utilizing such accrued time prior to separation from service.
- C. Illness/Injury During Vacation: An employee who becomes ill or injured while on vacation may have such period of illness/injury charged to the employee's accumulated sick leave rather than vacation, provided that:
- Immediately upon return to duty, the employee submits to the department head a written request for sick leave, accompanied by a signed statement from the employee's health care provider that complies with section G below.
- D. Holidays During Sick Leave Or Disability: Observed holidays occurring during sick leave shall not be counted as a day of sick leave or disability, but shall be regarded as the taking of a holiday.

- E. Sick Leave For Immediate Family Care: All classified employees are allowed to use sick leave days for the required care of immediate family members pursuant to Municipal Code 3.12.070(a).
- F. Funeral and Bereavement Leave: Regular employees may be granted a maximum of sixty-four (64) hours or three (3) shifts of sick leave for each such instance to:
 - 1. Attend the funeral of an immediate family member, grandparents, grandchildren, or in-laws.
 - 2. Deal with matters related to the death of critical illness where death appears imminent of any member of the employee's immediate family.

Requests for funeral and bereavement leave shall be evaluated by the employee's department head to determine the appropriate amount of leave to be granted in each instance.

- G. Procedure to Receive Sick Leave: The employee must notify the first level management supervisor in the work unit prior to or not later than one (1) hour after the start of the day's/shift's work of the need for sick leave. In the event sick leave is required by the employee for an unforeseen emergency, department management personnel shall use reasonable discretion in the exercise of requiring notification, and the employee shall immediately request permission for absence and use of sick leave from the available departmental management personnel. An emergency, as used here, refers to funeral or bereavement leave and medical emergencies involving the employee or immediate family members.

Generally, the certificate of a health care provider is not required for sick leave absences of less than five (5) days or two and one-half (2-1/2) consecutive shifts, unless it is deemed necessary for the protection of the City's interests, and in cases of probationary employees when required by the department head. However, absences of five (5) days or two and one-half (2-1/2) shifts may be required to be supported by a medical certificate by a health care provider.

Generally, a department director may require that the employee provide written certification from a health care provider when he/she has been absent due to illness or injury for more than five consecutive days. However, the City reserves the right to require a medical certification. The certification must include:

- 4. The employee's name
- 5. The name and address of the health care provider.
- 6. A statement by the health care provider that the employee is under the care of the health care provider and that the illness/injury prevents the employee from performing his/her duties.
- 7. Date(s) employee was seen or will be seen by the health care provider.
- 8. Certification must be provided by the health care provider.

If, in the opinion of the department head or the Human Resources Director, any single occurrence of an employee's use of sick leave was in connection with a condition that may be detrimental to the health and welfare of other employees, either of these officers may require the employee to obtain a medical release by a physician of City's choice and at City's expense.

In all instances of sick leave, certification of approved or disapproved use shall be made by the employee's supervisor. The Human Resources Director will prescribe all forms related to City's sick leave use policy, and shall maintain accurate records of sick leave use, including annual surveys to determine possible corrective measures. The Human Resources Department is available to hear any concerns regarding the medical certification process.

- H. Sick Leave Without Pay: Upon written request of an employee, the Human Resources Director may grant leave without pay due to personal illness/injury for up to thirty (30) calendar days and may grant extensions up to a total maximum period of ninety (90) calendar days. Extensions of sick leave without pay up to a maximum of an additional ninety (90) calendar days must be approved by the City Manager. The initial and subsequent requests for sick leave without pay must be accompanied by a physician's certificate stating the nature and approximate duration of medical disability.
- I. Abuse of Sick Leave: The sick leave program is designed to provide employees with two benefits: (i) available paid leave for a reasonable amount of short-term illnesses, and (ii) provide a savings bank of time to ensure available paid leave for long-term illnesses. In order to ensure that the sick leave program is being utilized for both purposes, all City employees are monitored to ensure that their usage of the sick leave benefits is not abusive.

However, employees found to have claimed sick leave fraudulently will be handled through City's disciplinary process separate from this section.

This section is not intended for those City employees who have been identified as having chronic medical problems, which may result in numerous absences from their job through no fault of their own. These cases will be evaluated on a case-by-case basis as to the appropriate City action, if any. For purposes of this section a chronic illness is defined as one that is chronic in nature and that results in a minimum of three (3) absences per calendar year totaling twenty-four (24) or more hours. In order for an illness to be considered chronic, medical evidence must be submitted to the Human Resources Director for approval. Once an employee has a chronic condition identified, any and all subsequent absences due to the employee's chronic condition may require a doctor's certificate to support the absence(s).

- J. Return to Work Physicals: Prior to the resumption of work duties after taking any occurrence of sick leave or industrial disability leave due to injury or illness, an employee may be required to undergo a physical examination by a City selected physician or submit a certificate of employability from the employee's treating physician where it is in City's best interest. In all cases of medical absence due to a contagious condition, or its potential, the afflicted employee shall notify the department head and Human Resources Director immediately by telephone of such condition, and shall be required to provide medical evidence of employability before returning to work.
- K. Payment For Unused Sick Leave: The payment of unused sick leave is authorized by City as a means of rewarding employees who have made conscientious efforts to maximize their attendance on the job.

Employees in the classified service, regardless of service length, shall be entitled to payment

for accrued (not pro rata) sick leave (as indicated below), up to their date of separation. However, employees whose separation is caused by dismissal shall not be entitled to payment for unused sick leave.

Number of Sick Leave Days Accumulated	Percent of Days For Which Compensation is Given
120 - 150	60
96 - 119	50
72 - 95	40
48 - 71	30
24 - 47	20
0 - 23	0

In the event of a job related death, the beneficiary of the employee, as shown on the records of the public employees' retirement system, shall be paid for those sick leave and vacation days for which the employee would have been paid had employment terminated on the date of death. No more than one hundred and fifty (150) such sick leave days may be used in ascertaining the amount of days for which the employee will be compensated at time of termination or retirement.

- L. Conversion to Retirement Credit: In lieu of Subsection L above, a retiring employee may elect to convert his/her sick leave balance to retirement credit in accordance with the provision of the California Public Employees' Retirement System.

ARTICLE III. MILITARY LEAVE

- A. Classified employees obligated to serve periods of active military duty for training shall be compensated by the City at their regular rate of compensation for normal duty hours and days or shifts during such absence from work, up to a maximum of two hundred and forty (240) hours in any calendar year. The number of hours used shall be determined by the employee's regular schedule.
- B. Classified employees exercising this provision of military leave will be required to submit properly documented evidence of their call to active duty prior to such duty if for regularly scheduled training or within thirty (30) calendar days following the conclusion of duty ordered as the result of an emergency. Such documentation must be submitted through the chain of command to the Human Resources Director.

ARTICLE IV. JURY DUTY LEAVE

- A. Classified employees who have been summoned or subsequently selected to serve on a jury shall receive their regular rate of compensation by City for normal work hours and days or shifts during such absence from work.
- B. Employees will be allowed to retain any mileage compensation granted to them by the respective court jurisdiction to which they were summoned or selected for jury duty.
- C. Employees summoned to jury duty must provide evidence of such summons and subsequent jury duty days away from work through their respective department heads to the Human Resources Director.

- D. If a worker normally assigned to any shift except days is called to jury duty and ordered to report, the employee's shift shall be changed to days until the jury obligation has been fulfilled. Any day that the employee is released from service having served fewer hours than normally scheduled, the employee shall report to work for the remainder of the shift.

ARTICLE V. DISABILITY LEAVE

Employees may be granted paid disability leave, based on the following circumstances, terms, and conditions. The purpose of providing these programs of paid disability leave is to ensure that employees have reasonable and equitable provisions concerning their job and economic security.

- A. Work related temporary disability. If a classified employee is temporarily disabled by injury or illness arising out of and in the course of performing assigned job duties, the employee shall become entitled to a leave of absence regardless of length of service while so disabled without loss of salary, less workers' compensation disability payments, for up to seventy-five (75) calendar days, commencing upon the first calendar day after the injured employee leaves work as a result of the injury.
- B. Following the initial seventy-five (75) days of temporary disability, an eligible employee may supplement their temporary disability payments with available leave balances (i.e., vacation, sick leave) until such balances are exhausted (up to twelve (12) months).
- C. During the time of work related disability, an eligible employee will continue to accrue the normal leave, i.e., vacation, sick leave, until such time as their leave balances have been exhausted (up to twelve (12) months).
- D. During the period of time of work-related disability, City will continue to contribute its share to the employee's health and dental plan until such time as all leave balances are exhausted (up to twelve (12) months).
- E. Employees who are found to abuse or fraudulently use the privilege and benefits of the temporary disability program as prescribed above shall be subject to disciplinary action, including termination from City service. The employee exercising these temporary disability provisions shall be required to provide the department head and Human Resources Director with a copy of the attending physician's report, which shall contain a description of the nature and anticipated duration of the disability, and the employee shall keep the department head and Human Resources Director apprised of the medical condition at intervals prescribed by the Human Resources Director.

ARTICLE VI. LEAVES OF ABSENCE

- A. Department heads may grant a probationary or regular employee leave of absence without pay or benefits related to employment for a period not to exceed one (1) calendar week. Such leaves shall be reported in writing to the Human Resources Director.
- B. Leaves of absence without pay or benefits related to employment for a period not to exceed three (3) consecutive months may be granted to regular employees upon recommendation of

the department head and approval of the Human Resources Director and City Manager. Following the initial three (3) months, the leave of absence may be extended for a maximum of an additional six (6) months if recommended by the department head and Human Resources Director, and approved by the City Manager. However, no such leave shall be granted except upon written request of the employee, setting forth the reason(s), circumstances and length of the requested leave.

- C. Upon expiration of an approved leave of absence, the employee may be reinstated in the position held at the time leave was granted. Failure on the part of an employee on leave of absence to report for work promptly at the expiration of leave, or within a reasonable time after notice to return to duty, shall be cause for dismissal and the employee shall automatically waive all rights under this MOU. The depositing of a first class letter of notification to return to duty in the United States mail, addressed to the employee's last known address, shall constitute reasonable notice.
- D. The granting of any leave of absence without pay or benefits related to employment for any period exceeding one (1) full month shall result in the setting of a new salary anniversary date for the employee. Such date shall be based on the employee's original salary date advanced by the number of calendar days leave in excess of one (1) full pay period.
- E. Temporary Leave With Pay. Notwithstanding the provisions of this Article, upon the recommendation of the Human Resources Director, the City Manager may approve the temporary assignment of an employee to a status of leave with pay, pending conduct or completion of such investigations or hearings as may be required to determine if disciplinary action is to be taken.

ARTICLE VII. MATERNITY LEAVE

- A. Continuation of Employment. A pregnant employee may continue employment as long as her health, the health of the unborn fetus, or the employee's ability to adequately perform prescribed job responsibilities would not be adversely affected by continued employment.
- B. Notification. Applicable employees shall notify the department head and Human Resources Director in writing upon notice by their treating physician that such pregnancy exists, including the anticipated date of childbirth or other related medical conditions and their anticipated date of return to full duty. At any time during the pregnancy, the Human Resources Director may require the employee to furnish medical evidence or information to support the employee's medical suitability for continued employment.
- C. Term of Leave. Maternity leave shall be granted only for medical reasons arising out of and in the course of a pregnancy, the subsequent childbirth, or other related medical conditions, as provided below:
 - 1. Sick Leave With Pay. A pregnant employee may take accrued sick leave with pay for reasons of medical necessity relating to the employee's physical condition resulting from the pregnancy, childbirth, or other related medical condition. However, under no circumstances shall such paid sick leave exceed the total of the employee's accumulated but unused sick leave, nor shall paid sick leave be granted beyond the

date the employee is no longer considered medically disabled from normal work activities.

2. Other Paid Leave. A pregnant employee may elect to utilize accrued vacation, compensatory time off, or any other earned form of paid absence from work in lieu of, or in combination with, paid sick leave during the period of pregnancy related leave, the combination of which may not exceed normal full pay.
3. Sick Leave Without Pay. Eligible employees may be granted sick leave without pay pursuant to Section 3.12.070(J) of the Personnel Rules and Regulations.

ARTICLE VIII. VACATION LEAVE

The purpose of vacation leave is to provide eligible employees the opportunity to take paid time off from their job responsibilities in order to maintain a high standard of mental, emotional and physical conditioning.

- A. Eligibility: All regular employees in the classified service shall be entitled to annual vacation leave with pay. Each employee will earn and accrue vacation hours pursuant to the accrual schedule as noted in subsection B. Exceptions to this provision shall only be granted in unusual circumstances substantiated by the department head in a recommendation to the City Manager who may approve or disapprove such variances.
- B. Accrual: Each classified employee shall earn and accrue vacation leave based upon eighty (80) hours of paid time each pay period for all employees except 24-hour workers whose accrual is based upon one hundred and twelve (112) hours per pay period with pay as follows. (Employees on a modified schedule work assignment shall accrue vacation leave on a pro-rata basis of hours worked).

Service Category	Biweekly Accrual	Days/Year Equivalent	Max. Hrs. Accrual
New employee to completion of 4th year	3.693 hr.	12 days	240
Start of 5th year to completion of 9th year	4.307 hr.	14 days	280
Start of 10 th year to completion of 14th year	4.923 hr.	16 days	320
Start of 15 th year to completion of 19 th year	5.538 hr.	18 days	360
Start of 20 th year and succeeding years	6.153 hr.	20 days	400

Each full-time classified employee in the Treatment Plants working a twenty-four (24) hour shift shall accrue vacation leave with pay as follows:

Service Category	Biweekly Accrual	Days/Year Equivalent	Max. Hrs. Accrual
1 – 4 years	5.538 hr.	6 shifts (144 hrs)	360
5 - 9 years	6.462 hr.	7 shifts (168 hrs)	420
10 -14 years	7.385 hr.	8 shifts (192 hrs)	480
15 -19 years	8.308 hr.	9 shifts (216 hrs)	540
20 + years	9.231 hr.	10 shifts (240 hrs)	600

1. As noted in Subsection A, new employees shall earn vacation at the biweekly rate shown

above from the hire date. Eligible employees shall advance to the next higher rate of accrual upon completion of the maximum number of years at the lower accrual rate, and shall begin to accrue at the higher rate at the start of their qualifying year. Part-time employees shall receive a prorated accrual.

2. Except as provided in this Section B, an employee's maximum accrual of vacation hours may not exceed two and a half (2 1/2) the employee's annual accrual rate as specified above and an employee will stop earning and accruing vacation hours while the employee's accrual remains at the maximum allowed under this Section B. One (1) month prior to the employee's anniversary date, the department head shall review the number of hours accrued by the employee.
 3. If the amount exceeds specified limits, the employee shall take the excess number of vacation hours up to a maximum of twenty (20) hours prior to the anniversary date or, if operational necessity will not permit taking such time, the employee may be paid the straight time hourly equivalent. Additionally, the maximum vacation hours an employee may accrue will be extended when an employee's is on disability leave, jury duty, or military leave as provided in these rules. The employee shall be allowed to liquidate such excess accrual within thirty (30) calendar days following return to duty, by means of taking such time up to a maximum of twenty (20) hours or receiving the straight time hourly equivalent in compensation.
- C. Use: Per Section 3.12.060(C) of the Personnel Rules and Regulations, an employee may elect to take all or part of earned vacation, or may carry over to the next service year all or part of earned vacation as approved by the department head and consistent with the provisions of Subsection B. However, the dates and amount of vacation selected by the employee shall be subject to approval of the department head. Vacation leave shall generally be taken in minimum increments of one (1) full work day/work shift, except that unusual, emergency, necessary and infrequent use of vacation leave may be granted in one (1) hour increments. Employees must request the vacation at least ten (10) work days prior to the desired start of vacation leave. Under unusual or personal emergency circumstances, employees may request and department heads may consider the approval of vacation leave with fewer than ten (10) working days' notice. In the event it becomes necessary to call an employee back to work from a scheduled vacation, the employee shall be credited with the unused vacation hours and shall have the opportunity to take such remaining vacation leave at a time of the employee's choosing and the department head's approval.
- D. Holidays Within Vacation Leave: Except for shift personnel in the Water/Wastewater Plants, holidays which occur during a scheduled vacation period shall be counted as a holiday. Employees may request in advance that they extend their vacation leave by the number of holidays occurring within their scheduled leave, or they may request fewer vacation hours which, together with the holiday(s), will comprise the total time period of their scheduled leave.

ARTICLE IX. PERSONAL LEAVE TIME

- A. Effective the first full pay period after City Council approval, each employee who has completed six months of his/her initial employment with the City shall be provided a bank of forty-five (45) hours of Personal Leave Time (PLT). Part-time employees will receive a prorated bank. Thereafter, employees shall be provided a bank of forty-five (45) hours of PLT on the first pay

period of each calendar year. Any employee hired after the first pay period shall be granted a prorated amount at .86538 hours per week for the remainder of the calendar year. For example, if an employee is hired on July 1, the employee shall be granted 22.5 hours of PLT. Part-time employees shall receive a pro-rated bank.

Use of PLT time shall be subject to the following:

1. PLT may be used by employees for time off on an hour for hour basis until the employee has exhausted the bank.

- a. Use of PLT shall be subject to the operating needs of the City. The City may deny an employee time off on PLT if such release time will adversely impact the operating or staffing needs of a City department.

2. PLT shall have cash value up to a maximum of thirty (30) hours per calendar year and may be cashed out by the employee on an hour-for-hour basis at the employee's regular straight-time hourly rate of pay. Employees may cash out unused PLT in any regular pay period pursuant to procedures established by the City Human Resources Department. Pursuant to Chapter 3, Article V of this MOU, employees may defer some or all cashed out PLT into the City's deferred compensation plan.

3. Any PLT time remaining in an employee's PLT bank on the last pay period of the calendar year shall not roll over into the next calendar year. Such PLT time shall be cashed out by the City on an hour-for-hour basis at the employee's regular straight-time hourly rate of pay.

4. Employees who leave the bargaining unit or terminate employment with the City shall be cashed out at the rate of .86538 hours per week up to the balance of the employees PLT bank. If an employee terminates and has taken more PLT in advance than .86538 hours per week, the City shall deduct an equivalent amount of pay for the PLT. Any time cashed out will be paid on an hour-for-hour basis at the employee's regular straight-time hourly rate of pay.

B. Effective January 1, 2017, each employee who has completed six months of his/her initial employment with the City shall be provided a bank of forty-five (45) hours of Personal Leave Time (PLT). Part-time employees will receive a prorated bank. Thereafter, employees shall be provided a bank of forty-five (45) hours of PLT on the first pay period of each calendar year. Any employee hired after the first pay period shall be granted a prorated amount at .86538 hours per week for the remainder of the calendar year. For example, if an employee is hired on July 1, the employee shall be granted 22.5 hours of PLT. Part-time employees shall receive a pro-rated bank.

Use of PLT time shall be subject to the following:

1. PLT may be used by employees for time off on an hour for hour basis until the employee has exhausted the bank.

- a. Use of PLT shall be subject to the operating needs of the City. The City may deny

an employee time off on PLT if such release time will adversely impact the operating or staffing needs of a City department.

2. PLT shall have cash value and may be cashed out by the employee on an hour-for-hour basis at the employee's regular straight-time hourly rate of pay. Employees may cash out unused PLT in any regular pay period pursuant to procedures established by the City Human Resources Department. Pursuant to Chapter 3, Article V of this MOU, employees may defer some or all cashed out PLT into the City's deferred compensation plan.

3. Any PLT time remaining in an employee's PLT bank on the last pay period of the calendar year shall not roll over into the next calendar year. Such PLT time shall be cashed out by the City on an hour-for-hour basis at the employee's regular straight-time hourly rate of pay.

4. Employees who leave the bargaining unit or terminate employment with the City shall be cashed out at the rate of .86538 hours per week up to the balance of the employees PLT bank. If an employee terminates and has taken more PLT in advance than .86538 hours per week, the City shall deduct an equivalent amount of pay for the PLT. Any time cashed out will be paid on an hour-for hour basis at the employee's regular straight-time hourly rate of pay

ARTICLE X. CATASTROPHIC LEAVE

Employees may voluntarily donate accrued vacation, compensatory time off (CTO), and/or floating holiday hours for credit to another regular employee who suffers a non-industrial related catastrophic illness, injury or for the extended care of an employee's immediate family member (as defined in Section 3.00.420 of the City of Roseville Personnel Rules and Regulations). Such donations shall be made in accordance with the following:

- A. The recipient employee must be off work for a minimum of thirty (30) consecutive calendar days and must have exhausted all accrued leave (vacation, holiday, sick leave, compensatory time, personal leave time, etc.) prior to receiving donated leave. This waiting period only applies to the first occurrence of any such illness or injury. An employee is not required to be off an additional thirty (30) days for a reoccurrence/exacerbation of an existing condition.
- B. A donor employee may voluntarily donate up to a maximum of forty (40) hours of vacation, compensatory time, and/or floating holiday time in any calendar year. All donations are irrevocable. Donations shall be made in two (2) hour increments. All unused hours shall remain with the recipient employee.
- C. A maximum of sixty (60) days can be donated to any one regular employee in any one (1) calendar year.
- D. A recipient employee shall be eligible for health benefits while on catastrophic leave with donated time for a maximum of sixty (60) days; however a recipient employee shall not accrue vacation or sick leave during this period.
- E. Employee must provide medical certification for care of an immediate family member. The certification must state that the family member is in need of extended care from the employee, as well as an estimated amount of time required to attend to the immediate family member.

Extended care of an immediate family member must be used continuously and not on an intermittent basis. Requests shall be evaluated by the Department Head and the Human Resources Director to determine the amount of catastrophic leave to be requested in each instance. Requests for catastrophic leave for immediate family care will first start with department members before being requested of other city employees.

- F. An employee donating accrued leave or an employee receiving donated leave shall waive all tax liability of the City through the establishment of the catastrophic sick leave program.

CHAPTER 5. MISCELLANEOUS ISSUES

ARTICLE I. AGENCY SHOP/FAIR SHARE

- A. Pursuant to Government Code Section 3502, beginning no later than thirty (30) calendar days after employment all probationary/regular employees in the bargaining unit shall elect one of the following:
1. Become a member of Union and pay dues; or
 2. Pay to Union a fair share fee in an amount to be determined by Union.
- B. It is recognized that Union has a duty to provide fair and equal representation to all employees of the bargaining unit, whether or not they are members of Union.
- C. Union agrees that the City of Roseville shall be held harmless against any liability arising from any claims, demands, or other action related to the City's compliance with the obligations contained in Government Code Section 3502.
- D. Upon receipt of a written statement from a bona fide/recognized religious organization, which has as part of its canons or principles the objection to union support, City shall deduct a charitable contribution to equal the Agency Fee. The employee may select a charity from the Roseville Employees Annual Charitable Hearts (REACH) Campaign. Said charity to be a non-religious, non-labor charitable organization that meets the IRS 501(c)(3) exemption from taxation requirement.

ARTICLE II. DUES DEDUCTIONS

City agrees to deduct from the pay of Union members, and pay to Union, the normal and regular monthly membership dues, and union sponsored insurance premiums (life and long term disability), as voluntarily authorized in writing by the employee on a City approved form, subject to the following conditions:

- A. Such deduction shall be made only upon submission, by a duly authorized representative of Union to the City's Human Resources Director, of the employee signed authorization form which may contain a provision that future increases in membership and insurance rates may be initiated by the Union.
- B. The City shall not be obligated to effectuate new, changed or discontinued deductions until the commencement of the pay period following acceptance of receipt by the City of such notice from the Union. Reporting of such changes in rates shall indicate the member's name, social security number, current dues and/or insurance rates(s), rates(s) proposed by the Union, and the Union's proposed effective date.
- C. Union shall accept responsibility for notifying individual members of any impending change in dues or insurance rates.
- D. Union shall indemnify, defend and hold harmless the City, its officers, agents, and employees from and against any claims, costs, demands suits or liabilities of any nature whatsoever arising out of, or related to, its deduction of dues and insurances for the Union.

ARTICLE III. CAUSES FOR DISCIPLINE

(Refer to Section 3.16.020 of the Personnel Rules)

ARTICLE IV. TYPES OF DISCIPLINE

(Refer to Section 3.16.030 of the Personnel Rules)

ARTICLE V. GRIEVANCES - GENERAL AND PROCEDURES

Any represented employee who wishes to call his or her union business representative regarding employment related matters, may do so on City paid time at his or her own expense, provided such telephone calls do not represent or create any unreasonable disruption of work such as non-routine travel time and distance to use a pay telephone.

- A. Grievances in General. An employee, a group of employees, and or a Local 39 representative may complain to the City management through the grievance procedure in this Article regarding any matter relating to employee wages, hours, or conditions of employment. A grievance may be either formal or informal. An informal grievance is a prerequisite to filing a formal grievance.
- B. Informal Grievances. An employee, a group of employees, and/or a Local 39 representative with a grievance shall first discuss the matter with the immediate supervisor within ten (10) calendar days of the matter complained of. The supervisor and the employee shall attempt to informally resolve the dispute. If the matter is not resolved, the employee shall next discuss the matter with the department head within ten (10) calendar days of the supervisor's decision. The department head and the employee shall attempt to informally resolve the dispute. The decision of the department head regarding an informal grievance shall be final unless the employee files a formal grievance.
- C. Formal Grievances.
 - 1. An employee, a group of employees, and/or a Local 39 representative who has a grievance which remains unresolved after utilizing the informal grievance procedure may file a formal grievance in writing. The employee shall file a formal written grievance with the City Manager within ten (10) calendar days after the final decision on the informal grievance. The formal grievance shall contain all relevant information relating to the grievance, which the employee wishes the City Manager to consider. The City Manager shall meet with and respond in writing to the employee, group of employees, and his/her Local 39 union representative within ten (10) calendar days of the receipt of the grievance.
 - 2. Except in those cases where the grievance is subject to Administrative Appeal to the Personnel Board pursuant to Roseville Municipal Code, Chapter 3.23, or Chapter 5, Article VI of this Memorandum of Understanding, the decision of the City Manager regarding a formal grievance is final.

ARTICLE VI. GRIEVANCES - MOU INTERPRETATION AND APPLICATION

- A. City agrees to the establishment of a three (3) member Review Board, the composition of which will consist of one (1) member selected by City, one (1) member selected by the Union which

shall not be an employee of City, and one (1) member selected jointly by City and Union from among list(s) of available representatives provided by the State Mediation and Conciliation Service who shall serve as chairperson of the Review Board.

- B. The Review Board shall only be convened to hear evidence in connection with an allegation that some term or condition of a specific provision contained in this Agreement was not interpreted or applied properly, and only after the grieving party has properly exercised the grievance procedures prescribed in this Article VI of this Chapter. Members of the Review Board shall not have the authority to change, delete, add, or in any way modify any word, term or phrase contained in this Agreement, but shall be limited to interpretation of existing language only.
- C. An employee or group of employees or Local 39 representative who have been aggrieved by the interpretation and application of any provision of this Agreement, and who have not had such grievance adjusted satisfactorily following the decision of the City Manager, shall file a written request with the Human Resources Director within ten (10) calendar days after the City Manager's decision to have the matter heard by the Review Board. At the time of filing such a written request, the grieving party shall additionally supply the Human Resources Director with copies of any other documents pertaining to the grievance or alleged infraction, which shall be referred to the Review Board in advance of a hearing date. If requested by the grieving party, the Human Resources Director shall supply the grieving party with a copy of any package provided the Review Board in advance of a hearing date.
- D. The Review Board shall be conducted informally and shall interview persons the board deems appropriate in order to ascertain sufficient facts upon which to base its recommendation. Within ten (10) calendar days after the board has interviewed its last witness, the board shall submit to the City Manager, with a copy to the Union, a written statement of the facts of the matter based upon evidence provided, conclusions, and recommendations. Such written facts, conclusions, and recommendations shall reflect the opinions of the majority of Review Board members. Recommendations made by Review Boards shall be advisory only, and shall not bind the City in any manner to its decision.

ARTICLE VII. NO STRIKES/CONCERTED ACTIONS

For the effective period of this Agreement, Union and its members agree that it shall not call, sanction, or engage in any strike, slowdown, suspension, or stoppage of work activity, and City agrees it shall not engage in nor cause a work lockout.

ARTICLE VIII. EDUCATIONAL TRAINING

Employees interested in professional training shall submit written requests through their immediate supervisor. The supervisor shall review such requests with recommendations to the department head. The department head shall make a determination as to whether the training is necessary and/or job related. Funding for the training shall be from available funds within the budget, or if necessary, through approved budget adjustments. Training which is denied under this section may be submitted under Article X Educational Reimbursement.

ARTICLE IX. TRAINING, LICENSES AND CERTIFICATES

City will pay or reimburse employees for all special training, licenses and certificates, including renewals that employees are required to maintain as a condition of continued employment so long as the employee successfully completes all phases of the training, license and certification including passing required examinations.

- A. Training will be scheduled during employee's normal workday, if possible.
- B. When mandatory training cannot be scheduled during employee's normal work day/hours, the employee's schedule will be temporarily changed to conform to the scheduled training for the shift immediately prior to the training. This is not considered a shift change for purposes of notification.
- C. City will provide necessary equipment and/or tools necessary for training and/or testing.

ARTICLE X. EDUCATIONAL REIMBURSEMENT

Employees may be reimbursed for the tuition and fees connected with job-related educational courses and/or professional certification classes, including courses offered through adult education programs up to \$1,500 per fiscal year. Books and CD's required for the actual class are not entitled to reimbursement. The employee will submit the request for reimbursement to the supervisor, who will accept or reject the request. The request must be made before the class has been completed. All requests for educational reimbursement shall be forwarded to the Human Resources Director regardless of approval or denial. The Human Resources Director will make the final decision to accept or reject the request. No payment will be made until the final proof of passing grade or course completion is submitted to the Human Resources Director. The City will establish an annual fund of \$15,000 for Local 39 employees to be administered by the Human Resources Department for educational reimbursement. An employee will only be reimbursed one time per class. Educational reimbursement requests shall be submitted to the Human Resources department by 5:00 p.m. on June 30th of each year. If valid requests for education reimbursements exceed the \$15,000 fund, then a random drawing by the Human Resources Director will be held to determine which requests are honored. Once the fund balance is depleted, no further reimbursements will be approved.

ARTICLE XI. ORIENTATION

City shall, during orientation of new or transferred employees, provide to each new unit member a copy of this MOU, a Local 39 new hire package and a list (provided by Local 39 of Local 39 officers and representatives) for future contact.

ARTICLE XII. PROBATIONARY PERIODS

Union agrees that the classifications listed in Appendix "X" are subject to a twelve (12) month probationary period of employment. Employees hired at step A of the salary range may be eligible for a merit step increase after six (6) months of employment.

Classified employees who are terminated during their probationary period shall receive compensation for accrued and unused vacation.

ARTICLE XIII. PROMOTIONS

Any employee who is promoted to a position in a class with a higher salary range shall be placed in the step in the new higher range, which is at least a ten percent (10%) increase over the employee's current salary step. In the event that the top step in the new range is less than ten percent (10%) the employee will then be assigned to the top step on the new salary range.

ARTICLE XIV. LEAVE DURING NOTICE PERIOD

Employees who have given two (2) weeks or more notice to retire may take vacation or sick leave during their notice period if the leave is approved and is in accordance with City rules and regulations.

ARTICLE XV. ALCOHOL AND DRUG POLICY

City and Union agree to continue to enforce the Alcohol and Drug Abuse Policy, Administrative Regulation 2.08

ARTICLE XVI. SAFETY GLASSES

City agrees to provide safety glasses in compliance with Administrative Regulation 2.02.

ARTICLE XVII. HEALTH AND SAFETY

City shall pay for and offer paid time off for hepatitis inoculations for personnel in job classifications who have occupational exposure. The Human Resources Department will maintain a list of eligible classifications.

ARTICLE XVIII. JOB SHARING

- A. Job sharing shall be open to only current permanent employees of the City of Roseville. The employee(s) must voluntarily request job sharing and institute the request. Arrangements for two (2) employees shall also be made by the employee(s).
- B. Certain department positions lend themselves to job sharing; a department head shall have the ability to deny any request, without appeal of "job sharing."
- C. All job sharing shall require prior approval of the Human Resources Director and the City Manager.
- D. Employee(s) who job share will share salary and benefits with no cost to City.
- E. Each sharer will work full time to cover for the other sharer's sick leave (when possible) and vacation time up to a maximum specified in the "job sharing agreement" below.
- F. A "job sharing agreement" between City and the two (2) employees shall be drawn which will address conditions of the job share including but not limited to the work schedule, holiday schedule, and the number of days/hours each sharer will be responsible to cover for the other sharer's sick leave and vacation time.

- G. At any time one of the "sharers" terminates the job share, the other share will assume full-time responsibilities until a "sharer" is obtained. The full time responsibility is that of the remaining employee. The sharing position will remain full-time and the department will not be required to accommodate the other employee.
- H. A department head may terminate a job share at any time for department efficiency. This will be accomplished in accordance with Personnel Rules 3.07.120; Layoff.

ARTICLE XIX. HEALTH MAINTENANCE PHYSICALS

When, in the opinion of the City Manager, Human Resources Director, or department head, it would be in the best interest of City or a specific function of City service to evaluate the medical or psychological condition of any candidate or employee, the Human Resources Director may schedule such employee(s) for an examination with a physician, or other appropriate licensed health professional, selected by City and at City expense. The results of such examination shall be available to the Human Resources Director, City Manager, and the department head as may be appropriate in the same manner as new employee examinations. Each employee is independently responsible for compliance with the advice and suggestions made by the physician/licensed health professional as a result of such examination. All care, treatment, or other requirements recommended by the physician/licensed health professional shall be at the expense of the employee. City shall receive from the City-selected physician/licensed health professional a notice of examination completion, whether or not further treatment or specialized diagnosis is required, and a certification that the employee is able to continue job performance. In the event an employee is certified by the City physician/licensed health professional as unable to continue performance of the duties assigned to the position, that employee shall not return to the active service until such time as the employee is determined by the City physician/licensed health professional to be permanently able to continue job performance.

ARTICLE XX. BULLETIN BOARDS

City will allow Union approximately two (2) feet of bulletin board space and access to the electronic notice board section of City's electronic mail system to post Union-related information for the members of the unit. Posted material will be nonpolitical in nature and will serve as an information center for Union members. This information will be limited to benefits and current Union issues which will in no way comment on City policies, procedures and activities. It will be Union's responsibility to keep its bulletin board space in an orderly fashion. All electronic messages require the Human Resources Director's review and authorization prior to distribution. City reserves the right to remove any material that is offensive, derogatory or violates this provision. The bulletin board space will be provided in City locations where Union employees have access to the material.

ARTICLE XXI. CITY MANAGEMENT RIGHTS

Pursuant to Section 3.17.030 of the City's Personnel Rules, the following shall constitute City's management rights:

- A. To ensure that City is able to carry out its statutory functions and responsibilities, nothing contained in this Article shall be construed to require City to negotiate on matters which are solely a function of management, including the following:

1. To manage City generally and to determine the issues of policy.
2. To determine the existence of facts which are the basis of management decisions.
3. To determine the necessity for and organization of any service or activity conducted by City, and to expand or diminish services.
4. To determine the nature, manner, means, technology, and extent of services to be provided to the public.
5. To determine methods of financing.
6. To determine types of equipment or technology to be used.
7. To determine and/or change the facilities, methods, technology, means, organizational structure, and size and composition of the work force, and to allocate and assign the work by which City operations are to be conducted.
8. To determine and change the number of locations, relocations, and types of operations, processes, and materials to be used in carrying out all City functions, including, but not limited to, the right to contract for or subcontract any work or operation of City, except where such contracts for service would be for the purpose of workforce reductions.
9. To assign work to and schedule employees in accordance with requirements as determined by City, and to establish and change work schedules and assignments upon reasonable notice and good faith consultation.
10. To lay off employees from duties because of lack of work or funds, or under conditions where continued work would be ineffective or non-productive.
11. To establish and modify productivity and performance programs and standards.
12. To dismiss, suspend without pay, demote, reprimand, withhold salary step increases, or otherwise discipline employees for cause.
13. To determine minimum qualifications, skills, abilities, knowledge, selection procedures and standards, and job classifications, and to reclassify employees.
14. To hire, transfer, promote, and demote employees for non-disciplinary reasons.
15. To determine policies, procedures, and standards for selection, training, and promotion of employees.
16. To establish reasonable employee performance standards including, but not limited to, quality and quantity standards; and to require compliance therewith.

17. To maintain order and efficiency in City facilities and operations.
 18. To establish, publish, and/or modify rules and regulations to maintain order and safety health in City, which are not in contravention with this Agreement or the Personnel Rules and Regulations.
 19. To restrict the activity of an employee organization on the municipal property and on municipal time except as set forth in this Agreement or the Personnel Rules and Regulations.
 20. To take any and all necessary action to carry out the mission of City in emergencies.
- B. No neutral third party, including the Personnel Board, shall have the authority to add, delete or otherwise modify any provision of these employer rights, authorities, or functions, but shall be limited to matters of interpretation only.
- C. The management rights shall not remove or limit the right of any classified employee to exercise grievance procedures.

ARTICLE XXII. PAYROLL ERRORS

- A. In the event an error has been made in the payment of an employee's salary, overtime payment or leave accruals, balances or usages, City shall, for purposes of future compensation, adjust such compensation to the correct amount, giving written notice to employee.
- B. In the event an employee received an overpayment or underpayment of wages, the employee may select one of the following methods:
1. Lump sum payment by employee or employer;
 2. One-time deduction from usable vacation, compensatory time off (CTO), or holiday leave balances equivalent to the overpayment at the employee's current hourly rate;
 3. A repayment schedule through payroll adjustment; and/or
 4. Other means, as may be mutually agreed to between the parties.
- C. Action to enforce repayment of an overpayment, or to correct an underpayment, shall be limited to a period beginning on the first day of the City pay period two (2) years prior to the date that either City or the employee gives written notice to the other that a payment error has occurred.

ARTICLE XXIII. PERFORMANCE EVALUATIONS

Upon request of Local 39, the City agrees to provide Local 39 with an annual report identifying the step increase effective dates for Local 39 represented employees.

ARTICLE XXIV. REMOTE E-MAIL ACCESS

Employees will be allowed to enter into a remote email access agreement with the City of Roseville as described in Administrative Regulation 1.04.2. Local 39 understands that this voluntary policy is being adopted for employee convenience and no compensation will be provided to employees as a result of their incidental access to the City's email system.

EXECUTION

The provisions cited above represent agreements made in conjunction with a negotiated settlement between the City of Roseville and the International Union of Operating Engineers, Stationary Engineers, Local No. 39, and such provisions shall be contained in a current Memorandum of Understanding signed by duly authorized representatives of the City and Stationary Engineers, Local No. 39. Such provisions shall be valid for the period February 3, 2016 through December 31, 2018 as agreed to by the employer-employee representatives whose signatures appear on the attached page on behalf of their respective representation. Both parties understand that all other terms and conditions of employment will remain the same during the length of this Agreement.

CITY OF ROSEVILLE

INTERNATIONAL UNION OF
OPERATING
ENGINEERS, LOCAL 39

ROB JENSEN, City Manager

JERRY KALMAR, Business Manager

TIMOTHY DAVIS, Chief Negotiator

TONY DEMARCO, President

KRISTI CORRAL, Team Member

CHARLIE SOLT, Chief Negotiator

JERRY DANKBAR, Team Member

RHONDA BARSOTTI, Team Member

TARA GEE, Team Member

RUTH LACY, Team Member

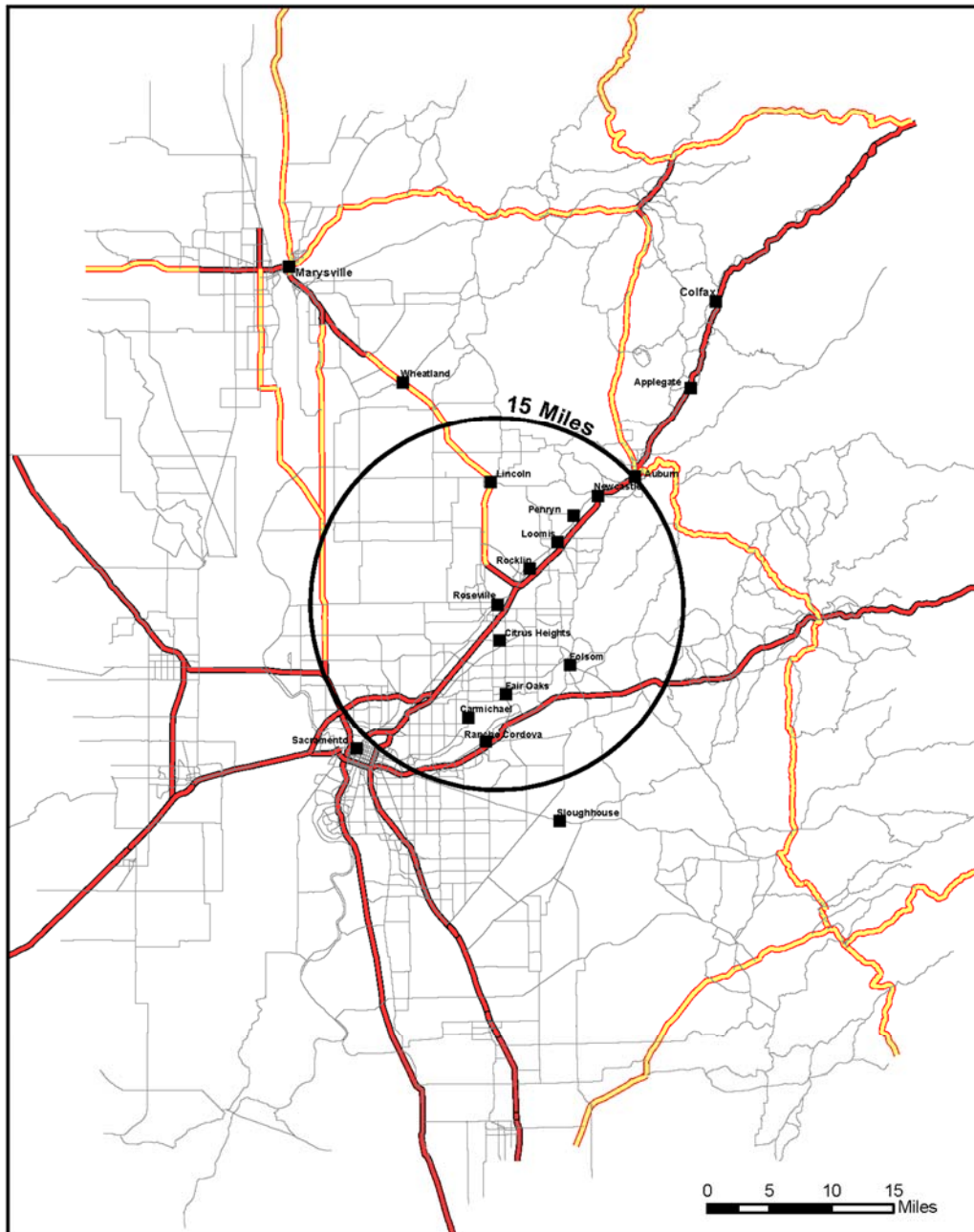
LINDA HAMPTON, Team Member

RICK LEAL, Team Member

DEVIN WHITTINGTON, Team Member

APPENDIX "B"

Take Home Vehicles Distance Map



ORDINANCE NO. 5625

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE
AUTHORIZING CERTAIN AMENDMENTS TO THE 2015-16
BUDGET AND DECLARING THIS ORDINANCE TO BE IMMEDIATELY
EFFECTIVE AS AN APPROPRIATION MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. The City of Roseville Annual Budget, Fiscal Year 2015-16, is hereby amended by transferring appropriation to and from the activities indicated below:

Appropriate funds for the Local 39 MOU per request of the Human Resources Department, as listed on the attached Request for Budget Adjustment in the amount of \$473,488.00.

SECTION 2. This ordinance is hereby declared to be an appropriation measure, immediately effective pursuant to the provisions of Section 5.03 of the Charter.

SECTION 3. The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the ordinance book, under the record of the ordinance, a certificate under her hand stating the time and place of such publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville, this
_____ day of _____, 20__, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk



REQUEST FOR BUDGET ADJUSTMENT
FINANCE DEPARTMENT

Instructions: Complete all necessary fields. Fields marked with an asterisk (*) are mandatory and required for processing. Obtain required approvals and process according to the procedure outlined in:
[A.R. 6.01 Budget Adjustment Policy & Procedure.](#)

For more detailed budget adjustment training information, including examples, please click on the following link:
[Miscellaneous Budget Training Information.](#)

REQUESTER*: Gayle Satchwell

DEPARTMENT/DIVISION*: Human Resources

FISCAL YEAR/EFFECTIVE DATE*: FY16

PROPOSED COUNCIL DATE (if applicable): 02/03/2016

USE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL		FUND*	JL		
	ORG KEY*	OBJECT*		PROJECT	ACTIVITY	
						See attached
\$ - 0	TOTAL					

SOURCE OF FUNDS*						
AMOUNT*	ACCOUNT NUMBER					Account Title/Activity Description*
	GL		FUND*	JL		
	ORG KEY	OBJECT		PROJECT	ACTIVITY	
						See attached
\$ - 0	TOTAL					

FINANCE USE	Approved:	Comments:
	 BUDGET MANAGER/DESIGNEE DATE 1/21/16	

Justification for Budget Adjustment*:

The FY16 portion of the 3 year MOU agreement between the City and Local 39.

Approved:	Approved:
REQUESTING DEPARTMENT HEAD / DESIGNEE	CITY MANAGER
DATE 1-22-16	DATE

Use of Funds:

Amount	Org Key	Object	Fund	Account Title
3,654	03120	4398	100	Salaries and Benefits
5,058	03121	4398	100	Salaries and Benefits
25,867	03122	4398	100	Salaries and Benefits
7,864	03123	4398	100	Salaries and Benefits
2,168	03124	4398	100	Salaries and Benefits
21,911	03125	4398	100	Salaries and Benefits
3,848	03126	4398	100	Salaries and Benefits
4,795	03200	4398	100	Salaries and Benefits
3,750	03311	4398	100	Salaries and Benefits
1,713	03312	4398	100	Salaries and Benefits
13,463	03331	4398	100	Salaries and Benefits
3,284	03332	4398	100	Salaries and Benefits
2,794	05012	4398	100	Salaries and Benefits
2,454	05030	4398	100	Salaries and Benefits
8,081	05041	4398	100	Salaries and Benefits
4,086	05042	4398	100	Salaries and Benefits
7,051	05043	4398	100	Salaries and Benefits
1,884	05050	4398	100	Salaries and Benefits
4,232	05053	4398	100	Salaries and Benefits
1,093	06000	4398	100	Salaries and Benefits
920	06025	4398	100	Salaries and Benefits
23,926	06500	4398	100	Salaries and Benefits
11,427	08110	4398	100	Salaries and Benefits
9,810	08200	4398	100	Salaries and Benefits
17,635	08320	4398	100	Salaries and Benefits
1,725	08321	4398	100	Salaries and Benefits
1,098	08340	4398	100	Salaries and Benefits
3,151	08342	4398	100	Salaries and Benefits
11,600	08343	4398	100	Salaries and Benefits
4,412	08344	4398	100	Salaries and Benefits
3,249	08345	4398	100	Salaries and Benefits
4,230	08500	4398	100	Salaries and Benefits
700	08501	4398	100	Salaries and Benefits
9,595	08505	4398	100	Salaries and Benefits
1,246	08521	4398	100	Salaries and Benefits
3,790	08527	4398	100	Salaries and Benefits
675	08530	4398	100	Salaries and Benefits
1,631	08545	4398	100	Salaries and Benefits
1,671	08546	4398	100	Salaries and Benefits
1,326	08550	4398	100	Salaries and Benefits
3,215	08551	4398	100	Salaries and Benefits
21,336	08555	4398	100	Salaries and Benefits
4,014	08801	4398	100	Salaries and Benefits
14,857	08810	4398	100	Salaries and Benefits
4,046	08815	4398	100	Salaries and Benefits
19,649	08820	4398	100	Salaries and Benefits
5,610	08830	4398	100	Salaries and Benefits
17,692	08541	4398	401	Salaries and Benefits
3,806	08350	4398	440	Salaries and Benefits
4,723	08352	4398	441	Salaries and Benefits
1,305	08354	4398	443	Salaries and Benefits
6,661	08348	4398	460	Salaries and Benefits
1,956	08410	4398	460	Salaries and Benefits

8,774 08411	4398	460 Salaries and Benefits
10,796 08412	4398	460 Salaries and Benefits
3,406 08413	4398	460 Salaries and Benefits
1,925 08415	4398	460 Salaries and Benefits
3,311 08416	4398	460 Salaries and Benefits
1,593 08402	4398	460 Salaries and Benefits
17,805 08405	4398	460 Salaries and Benefits
4,118 08421	4398	460 Salaries and Benefits
1,639 08431	4398	460 Salaries and Benefits
2,296 08433	4398	460 Salaries and Benefits
6,864 08422	4398	470 Salaries and Benefits
4,173 08425	4398	470 Salaries and Benefits
5,628 08426	4398	470 Salaries and Benefits
11,095 08427	4398	470 Salaries and Benefits
542 08432	4398	470 Salaries and Benefits
1,300 08441	4398	470 Salaries and Benefits
4,210 08600	4398	490 Salaries and Benefits
1,517 08605	4398	490 Salaries and Benefits
3,220 08611	4398	490 Salaries and Benefits
556 08614	4398	490 Salaries and Benefits
569 08616	4398	490 Salaries and Benefits
1,445 08621	4398	490 Salaries and Benefits
6,457 08623	4398	490 Salaries and Benefits
17,638 03321	4398	501 Salaries and Benefits
875 03322	4398	502 Salaries and Benefits

473,489 TOTAL

Source of Funds:

Amount	Org Key	Object	Fund	Account Title
315,594				100 Fund Balance
17,692				401 Fund Balance
3,806				440 Fund Balance
4,723				441 Fund Balance
1,305				443 Fund Balance
64,280				460 Fund Balance
29,602				470 Fund Balance
17,974				490 Fund Balance
17,638				501 Fund Balance
875				502 Fund Balance

473,489 TOTAL

ORDINANCE NO. 5626

ORDINANCE OF THE COUNCIL OF THE CITY OF ROSEVILLE AMENDING
ORDINANCE NO. 5545, THE SALARY ORDINANCE FOR EMPLOYEES REPRESENTED
BY THE INTERNATIONAL UNION OF OPERATING ENGINEERS, STATIONARY
ENGINEERS, LOCAL 39, AS AMENDED BY APPENDIX "A" TO BE EFFECTIVE
FEBRUARY 6, 2016, AS AN URGENCY MEASURE

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1. Title and Purpose.

Ordinance No. 5545, the Salary Ordinance for employees represented by the International Union of Operating Engineers, Stationary Engineers, Local 39, is hereby amended as shown on Appendix "A" attached hereto.

ADDITION OF SCHEDULE:

Effective February 6, 2016, the salary schedule for employees represented by the International Union of Operating Engineers, Stationary Engineers, Local 39, will be divided into two categories, based on the date of hire. Salary Schedule-A will apply to employees hired before February 6, 2016 and Salary Schedule-B will apply to employees hired after February 6, 2016.

SECTION 2. Salary Plan Effective Date.

This Ordinance shall be effective February 6, 2016 as an urgency measure.

SECTION 3. Urgency Ordinance.

This ordinance is hereby declared to be an urgency measure, immediately necessary for the public peace, health and safety and shall take effect February 6, 2016. A statement of urgency is as follows:

It is necessary to amend the Salary Ordinance to comply with recently approved changes for the orderly and necessary continuance of operations of the City.

SECTION 4. Posting.

The City Clerk is hereby authorized and directed to post a true copy of the foregoing ordinance in each of three (3) conspicuous locations in the City and she shall immediately after such posting enter in the Ordinance Book under the record of the ordinance a certificate under her hand stating the time and place of said publication by posting.

PASSED AND ADOPTED by the Council of the City of Roseville this ____ day of _____, 20____, by the following vote on roll call:

AYES COUNCILMEMBERS:

NOES COUNCILMEMBERS:

ABSENT COUNCILMEMBERS:

MAYOR

ATTEST:

City Clerk

CITY OF ROSEVILLE
SALARY SCHEDULE A

Appendix: A
Percentage: 1.020

Effective Date: 02/06/2016

LO39 LOCAL 39

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
0035	ACCOUNTANT I	STEP A	25.4192	38.1288	2,033.53	4,406.00	52,871.97
		STEP B	26.6900	40.0351	2,135.20	4,626.27	55,515.35
		STEP C	28.0246	42.0370	2,241.97	4,857.61	58,291.35
		STEP D	29.4259	44.1388	2,354.07	5,100.49	61,205.93
		STEP E	30.8971	46.3457	2,471.77	5,355.50	64,266.10
		STEP F	32.4420	48.6631	2,595.36	5,623.29	67,479.51
		STEP G	34.0643	51.0965	2,725.14	5,904.48	70,853.81
		STEP H	35.7673	53.6509	2,861.38	6,199.66	74,396.03
0040	ACCOUNTANT II	STEP A	27.9730	41.9595	2,237.84	4,848.66	58,183.96
		STEP B	29.3715	44.0573	2,349.72	5,091.07	61,092.89
		STEP C	30.8399	46.2599	2,467.19	5,345.59	64,147.16
		STEP D	32.3820	48.5730	2,590.56	5,612.88	67,354.64
		STEP E	34.0010	51.0015	2,720.08	5,893.50	70,722.11
		STEP F	35.7013	53.5519	2,856.10	6,188.22	74,258.73
		STEP G	37.4865	56.2297	2,998.92	6,497.66	77,971.92
		STEP H	39.3605	59.0408	3,148.84	6,822.49	81,869.98
0084	ADMIN TECHNICIAN	STEP A	20.7915	31.1873	1,663.32	3,603.86	43,246.43
		STEP B	21.8313	32.7470	1,746.50	3,784.09	45,409.17
		STEP C	22.9228	34.3842	1,833.82	3,973.29	47,679.50
		STEP D	24.0689	36.1034	1,925.51	4,171.95	50,063.40
		STEP E	25.2723	37.9084	2,021.78	4,380.53	52,566.42
		STEP F	26.5360	39.8040	2,122.88	4,599.58	55,194.97
		STEP G	27.8627	41.7941	2,229.02	4,829.54	57,954.59
		STEP H	29.2559	43.8838	2,340.47	5,071.02	60,852.33
0820	ASSOC ENGINEER	STEP A	33.9437	50.9156	2,715.50	5,883.58	70,603.03
		STEP B	35.6407	53.4611	2,851.26	6,177.73	74,132.77
		STEP C	37.4230	56.1345	2,993.84	6,486.66	77,839.92
		STEP D	39.2942	58.9413	3,143.54	6,811.00	81,732.07
		STEP E	41.2590	61.8886	3,300.72	7,151.57	85,818.88
		STEP F	43.3219	64.9829	3,465.75	7,509.13	90,109.62
		STEP G	45.4878	68.2318	3,639.03	7,884.56	94,614.82
		STEP H	47.7623	71.6434	3,820.98	8,278.80	99,345.63

CITY OF ROSEVILLE
SALARY SCHEDULE A

Appendix: A

Percentage: 1.020

Effective Date: 02/06/2016

LO39 LOCAL 39

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
0900	ASSOC PLANNER	STEP A	30.3640	45.5460	2,429.12	5,263.09	63,157.12
		STEP B	31.8820	47.8230	2,550.56	5,526.21	66,314.56
		STEP C	33.4763	50.2144	2,678.10	5,802.55	69,630.70
		STEP D	35.1501	52.7251	2,812.00	6,092.68	73,112.20
		STEP E	36.9075	55.3612	2,952.60	6,397.30	76,767.60
		STEP F	38.7529	58.1293	3,100.23	6,717.16	80,606.03
		STEP G	40.6905	61.0357	3,255.24	7,053.02	84,636.24
		STEP H	42.7249	64.0873	3,417.99	7,405.64	88,867.79
0376	ASST CHILD CARE SITE COORD	STEP A	16.4385	24.6578	1,315.08	2,849.34	34,192.17
		STEP B	17.2604	25.8906	1,380.83	2,991.81	35,901.74
		STEP C	18.1234	27.1851	1,449.87	3,141.39	37,696.78
		STEP D	19.0296	28.5445	1,522.37	3,298.48	39,581.76
		STEP E	19.9813	29.9719	1,598.50	3,463.43	41,561.17
		STEP F	20.9802	31.4703	1,678.41	3,636.57	43,638.85
		STEP G	22.0290	33.0435	1,762.32	3,818.36	45,820.37
		STEP H	23.1306	34.6959	1,850.44	4,009.30	48,111.69
0338	ASST ENGINEER	STEP A	30.7531	46.1296	2,460.25	5,330.54	63,966.51
		STEP B	32.2906	48.4359	2,583.25	5,597.04	67,164.57
		STEP C	33.9051	50.8576	2,712.40	5,876.88	70,522.65
		STEP D	35.6005	53.4008	2,848.04	6,170.76	74,049.18
		STEP E	37.3805	56.0708	2,990.44	6,479.29	77,751.55
		STEP F	39.2494	58.8741	3,139.95	6,803.23	81,638.81
		STEP G	41.2119	61.8179	3,296.95	7,143.40	85,720.88
		STEP H	43.2725	64.9087	3,461.80	7,500.56	90,006.82
0650	ASST PLANNER	STEP A	26.4024	39.6036	2,112.19	4,576.41	54,916.99
		STEP B	27.7226	41.5839	2,217.80	4,805.25	57,663.00
		STEP C	29.1087	43.6630	2,328.69	5,045.50	60,546.09
		STEP D	30.5641	45.8461	2,445.12	5,297.77	63,573.32
		STEP E	32.0924	48.1386	2,567.39	5,562.68	66,752.19
		STEP F	33.6969	50.5453	2,695.75	5,840.79	70,089.55
		STEP G	35.3818	53.0727	2,830.54	6,132.84	73,594.14
		STEP H	37.1508	55.7262	2,972.06	6,439.47	77,273.66

CITY OF ROSEVILLE
SALARY SCHEDULE A

Appendix: A

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Effective Date: 02/06/2016

LO39 LOCAL 39

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
1018	BLDG INSPECTOR I	STEP A	24.0170	36.0255	1,921.36	4,162.94	49,955.39
		STEP B	25.2177	37.8266	2,017.42	4,371.08	52,453.01
		STEP C	26.4787	39.7180	2,118.29	4,589.64	55,075.75
		STEP D	27.8023	41.7035	2,224.18	4,819.07	57,828.87
		STEP E	29.1926	43.7889	2,335.41	5,060.06	60,720.74
		STEP F	30.6523	45.9784	2,452.18	5,313.06	63,756.82
		STEP G	32.1851	48.2776	2,574.81	5,578.75	66,945.07
		STEP H	33.7942	50.6913	2,703.53	5,857.66	70,291.99
1019	BLDG INSPECTOR II	STEP A	26.4186	39.6280	2,113.49	4,579.23	54,950.83
		STEP B	27.7395	41.6093	2,219.16	4,808.19	57,698.29
		STEP C	29.1264	43.6896	2,330.11	5,048.58	60,583.03
		STEP D	30.5828	45.8743	2,446.63	5,301.03	63,612.40
		STEP E	32.1120	48.1681	2,568.96	5,566.09	66,793.11
		STEP F	33.7176	50.5764	2,697.41	5,844.39	70,132.69
		STEP G	35.4034	53.1051	2,832.27	6,136.59	73,639.12
		STEP H	37.1736	55.7604	2,973.89	6,443.43	77,321.19
1030	BLDG MAINT WORKER I	STEP A	19.8795	29.8192	1,590.36	3,445.78	41,349.37
		STEP B	20.8734	31.3102	1,669.87	3,618.07	43,416.85
		STEP C	21.9171	32.8757	1,753.37	3,798.97	45,587.70
		STEP D	23.0129	34.5194	1,841.03	3,988.91	47,866.98
		STEP E	24.1637	36.2456	1,933.09	4,188.38	50,260.58
		STEP F	25.3718	38.0577	2,029.74	4,397.77	52,773.35
		STEP G	26.6404	39.9607	2,131.23	4,617.68	55,412.23
		STEP H	27.9724	41.9586	2,237.79	4,848.55	58,182.69
1032	BLDG MAINT WORKER II	STEP A	21.8667	32.8001	1,749.34	3,790.23	45,482.84
		STEP B	22.9599	34.4399	1,836.79	3,979.73	47,756.79
		STEP C	24.1077	36.1616	1,928.62	4,178.68	50,144.21
		STEP D	25.3133	37.9700	2,025.07	4,387.65	52,651.84
		STEP E	26.5788	39.8683	2,126.31	4,607.00	55,284.10
		STEP F	27.9078	41.8618	2,232.62	4,837.36	58,048.37
		STEP G	29.3034	43.9551	2,344.27	5,079.26	60,951.17
		STEP H	30.7685	46.1528	2,461.48	5,333.21	63,998.60

CITY OF ROSEVILLE
SALARY SCHEDULE A

Appendix: A

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LO39 LOCAL 39

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
1045	BLDG PLANS EXAMINER I	STEP A	24.2958	36.4438	1,943.66	4,211.28	50,535.40
		STEP B	25.5105	38.2658	2,040.84	4,421.83	53,062.02
		STEP C	26.7861	40.1792	2,142.89	4,642.93	55,715.21
		STEP D	28.1251	42.1877	2,250.01	4,875.02	58,500.29
		STEP E	29.5316	44.2974	2,362.52	5,118.81	61,425.74
		STEP F	31.0082	46.5123	2,480.65	5,374.75	64,497.07
		STEP G	32.5588	48.8382	2,604.70	5,643.52	67,722.34
		STEP H	34.1865	51.2798	2,734.92	5,925.67	71,108.12
1047	BLDG PLANS EXAMINER II	STEP A	26.7254	40.0881	2,138.03	4,632.40	55,588.84
		STEP B	28.0616	42.0924	2,244.93	4,864.01	58,368.20
		STEP C	29.4646	44.1969	2,357.17	5,107.20	61,286.44
		STEP D	30.9379	46.4069	2,475.03	5,362.58	64,350.98
		STEP E	32.4849	48.7273	2,598.79	5,630.71	67,568.62
		STEP F	34.1091	51.1636	2,728.72	5,912.24	70,946.97
		STEP G	35.8144	53.7217	2,865.15	6,207.84	74,494.11
		STEP H	37.6052	56.4078	3,008.42	6,518.24	78,218.93
1361	BUSINESS SYSTEMS ANALYST I	STEP A	27.3634	41.0451	2,189.07	4,742.98	56,915.87
		STEP B	28.7315	43.0972	2,298.52	4,980.12	59,761.52
		STEP C	30.1680	45.2520	2,413.44	5,229.12	62,749.44
		STEP D	31.6765	47.5147	2,534.12	5,490.59	65,887.12
		STEP E	33.2604	49.8906	2,660.83	5,765.13	69,181.63
		STEP F	34.9234	52.3851	2,793.87	6,053.38	72,640.67
		STEP G	36.6695	55.0042	2,933.56	6,356.04	76,272.56
		STEP H	38.5030	57.7545	3,080.24	6,673.85	80,086.24
1362	BUSINESS SYSTEMS ANALYST II	STEP A	30.0999	45.1498	2,407.99	5,217.31	62,607.79
		STEP B	31.6048	47.4072	2,528.38	5,478.16	65,737.98
		STEP C	33.1850	49.7775	2,654.80	5,752.06	69,024.80
		STEP D	34.8442	52.2663	2,787.53	6,039.66	72,475.93
		STEP E	36.5865	54.8797	2,926.92	6,341.66	76,099.92
		STEP F	38.4160	57.6240	3,073.28	6,658.77	79,905.28
		STEP G	40.3366	60.5049	3,226.92	6,991.67	83,900.12
		STEP H	42.3533	63.5299	3,388.26	7,341.23	88,094.86

CITY OF ROSEVILLE
SALARY SCHEDULE A

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LO39 LOCAL 39

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
1055	BUYER I	STEP A	21.1152	31.6728	1,689.21	3,659.96	43,919.61
		STEP B	22.1710	33.2565	1,773.68	3,842.97	46,115.68
		STEP C	23.2797	34.9195	1,862.37	4,035.14	48,421.77
		STEP D	24.4436	36.6654	1,955.48	4,236.89	50,842.68
		STEP E	25.6659	38.4988	2,053.27	4,448.75	53,385.07
		STEP F	26.9491	40.4236	2,155.92	4,671.17	56,054.12
		STEP G	28.2965	42.4447	2,263.72	4,904.72	58,856.72
		STEP H	29.7114	44.5671	2,376.91	5,149.97	61,799.71
1060	BUYER II	STEP A	23.2267	34.8400	1,858.13	4,025.96	48,311.53
		STEP B	24.3880	36.5820	1,951.04	4,227.25	50,727.04
		STEP C	25.6076	38.4114	2,048.60	4,438.65	53,263.80
		STEP D	26.8879	40.3318	2,151.03	4,660.56	55,926.83
		STEP E	28.2322	42.3483	2,258.57	4,893.58	58,722.97
		STEP F	29.6438	44.4657	2,371.50	5,138.25	61,659.10
		STEP G	31.1261	46.6891	2,490.08	5,395.19	64,742.28
		STEP H	32.6824	49.0236	2,614.59	5,664.94	67,979.39
1225	CHILD CARE SITE COORDINATOR	STEP A	19.6833	29.5250	1,574.66	3,411.78	40,941.37
		STEP B	20.6675	31.0013	1,653.40	3,582.37	42,988.54
		STEP C	21.7009	32.5514	1,736.07	3,761.49	45,137.99
		STEP D	22.7859	34.1789	1,822.87	3,949.56	47,394.74
		STEP E	23.9253	35.8879	1,914.02	4,147.05	49,764.65
		STEP F	25.1215	37.6822	2,009.72	4,354.39	52,252.75
		STEP G	26.3775	39.5663	2,110.20	4,572.10	54,865.30
		STEP H	27.6963	41.5445	2,215.70	4,800.69	57,608.38
1226	CITY CLERK TECHNICIAN I	STEP A	20.2827	30.4240	1,622.61	3,515.66	42,188.01
		STEP B	21.2969	31.9453	1,703.75	3,691.46	44,297.57
		STEP C	22.3617	33.5426	1,788.93	3,876.03	46,512.43
		STEP D	23.4798	35.2198	1,878.38	4,069.84	48,838.13
		STEP E	24.6537	36.9806	1,972.29	4,273.31	51,279.78
		STEP F	25.8864	38.8296	2,070.91	4,486.98	53,843.78
		STEP G	27.1808	40.7712	2,174.46	4,711.34	56,536.10
		STEP H	28.5397	42.8096	2,283.18	4,946.89	59,362.70

CITY OF ROSEVILLE

SALARY SCHEDULE A

Appendix: A

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LO39 LOCAL 39

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
1227	CITY CLERK TECHNICIAN II						
		STEP A	22.3118	33.4677	1,784.94	3,867.38	46,408.63
		STEP B	23.4272	35.1408	1,874.17	4,060.72	48,728.64
		STEP C	24.5986	36.8980	1,967.89	4,263.77	51,165.26
		STEP D	25.8287	38.7431	2,066.30	4,476.98	53,723.80
		STEP E	27.1202	40.6803	2,169.61	4,700.83	56,410.02
		STEP F	28.4762	42.7143	2,278.09	4,935.87	59,230.53
		STEP G	29.8998	44.8498	2,391.98	5,182.64	62,191.73
		STEP H	31.3948	47.0922	2,511.58	5,441.77	65,301.28
1366	CODE ENFORCEMENT INSPECTOR						
		STEP A	23.8335	35.7502	1,906.68	4,131.14	49,573.68
		STEP B	25.0251	37.5376	2,002.00	4,337.68	52,052.20
		STEP C	26.2764	39.4146	2,102.11	4,554.57	54,654.91
		STEP D	27.5899	41.3848	2,207.19	4,782.24	57,386.99
		STEP E	28.9696	43.4544	2,317.56	5,021.39	60,256.76
		STEP F	30.4181	45.6271	2,433.44	5,272.47	63,269.64
		STEP G	31.9392	47.9088	2,555.13	5,536.12	66,433.53
		STEP H	33.5360	50.3040	2,682.88	5,812.90	69,754.88
1401	COMMUNITY RELATIONS ANALYST						
		STEP A	25.5570	38.3356	2,044.56	4,429.89	53,158.74
		STEP B	26.8349	40.2524	2,146.79	4,651.39	55,816.73
		STEP C	28.1767	42.2651	2,254.14	4,883.97	58,607.65
		STEP D	29.5856	44.3785	2,366.85	5,128.18	61,538.22
		STEP E	31.0649	46.5973	2,485.19	5,384.58	64,615.00
		STEP F	32.6182	48.9274	2,609.46	5,653.83	67,846.01
		STEP G	34.2490	51.3735	2,739.92	5,936.50	71,238.00
		STEP H	35.9615	53.9423	2,876.92	6,233.34	74,800.12
1248	CONSTRUCTION INSPECTION SUPV						
		STEP A	31.2610	46.8916	2,500.88	5,418.58	65,023.06
		STEP B	32.8239	49.2358	2,625.91	5,689.48	68,273.77
		STEP C	34.4652	51.6978	2,757.21	5,973.96	71,687.63
		STEP D	36.1882	54.2824	2,895.06	6,272.63	75,271.66
		STEP E	37.9979	56.9968	3,039.83	6,586.30	79,035.64
		STEP F	39.8980	59.8470	3,191.84	6,915.65	82,987.88
		STEP G	41.8925	62.8387	3,351.40	7,261.37	87,136.46
		STEP H	43.9874	65.9811	3,519.00	7,624.49	91,493.92

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1432	CONSTRUCTION INSPECTOR I						
		STEP A	22.4649	33.6974	1,797.19	3,893.93	46,727.19
		STEP B	23.5882	35.3823	1,887.06	4,088.63	49,063.57
		STEP C	24.7674	37.1511	1,981.39	4,293.02	51,516.30
		STEP D	26.0058	39.0087	2,080.46	4,507.68	54,092.19
		STEP E	27.3064	40.9596	2,184.51	4,733.11	56,797.41
		STEP F	28.6715	43.0073	2,293.72	4,969.73	59,636.84
		STEP G	30.1050	45.1576	2,408.40	5,218.21	62,618.58
		STEP H	31.6105	47.4157	2,528.84	5,479.15	65,749.85
1434	CONSTRUCTION INSPECTOR II						
		STEP A	24.7122	37.0683	1,976.97	4,283.45	51,401.45
		STEP B	25.9480	38.9220	2,075.84	4,497.65	53,971.89
		STEP C	27.2453	40.8680	2,179.63	4,722.53	56,670.39
		STEP D	28.6076	42.9115	2,288.61	4,958.66	59,503.96
		STEP E	30.0379	45.0569	2,403.03	5,206.58	62,479.00
		STEP F	31.5396	47.3094	2,523.17	5,466.87	65,602.50
		STEP G	33.1168	49.6752	2,649.34	5,740.24	68,882.98
		STEP H	34.7726	52.1589	2,781.80	6,027.25	72,327.05
1450	COURIER						
		STEP A	15.4152	23.1228	1,233.21	2,671.96	32,063.61
		STEP B	16.1861	24.2791	1,294.88	2,805.59	33,667.08
		STEP C	16.9952	25.4928	1,359.61	2,945.83	35,350.01
		STEP D	17.8450	26.7675	1,427.60	3,093.13	37,117.60
		STEP E	18.7375	28.1062	1,499.00	3,247.83	38,974.00
		STEP F	19.6741	29.5111	1,573.92	3,410.17	40,922.12
		STEP G	20.6580	30.9870	1,652.64	3,580.72	42,968.64
		STEP H	21.6907	32.5360	1,735.25	3,759.72	45,116.65
1485	CUSTODIAN						
		STEP A	17.0782	25.6173	1,366.25	2,960.22	35,522.65
		STEP B	17.9321	26.8981	1,434.56	3,108.23	37,298.76
		STEP C	18.8287	28.2430	1,506.29	3,263.64	39,163.69
		STEP D	19.7700	29.6550	1,581.60	3,426.80	41,121.60
		STEP E	20.7585	31.1377	1,660.68	3,598.14	43,177.68
		STEP F	21.7964	32.6946	1,743.71	3,778.04	45,336.51
		STEP G	22.8865	34.3297	1,830.92	3,966.99	47,603.92
		STEP H	24.0307	36.0460	1,922.45	4,165.32	49,983.85

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1546	DATA MANAGEMENT SPECIALIST I	STEP A	27.9531	41.9296	2,236.24	4,845.20	58,142.44
		STEP B	28.9835	43.4752	2,318.68	5,023.80	60,285.68
		STEP C	30.4327	45.6490	2,434.61	5,275.00	63,300.01
		STEP D	31.9545	47.9317	2,556.36	5,538.78	66,465.36
		STEP E	33.5521	50.3281	2,684.16	5,815.69	69,788.36
		STEP F	35.2298	52.8447	2,818.38	6,106.49	73,277.98
		STEP G	36.9911	55.4866	2,959.28	6,411.79	76,941.48
		STEP H	38.8407	58.2610	3,107.25	6,732.38	80,788.65
1548	DATA MANAGEMENT SPECIALIST II	STEP A	30.3640	45.5460	2,429.12	5,263.09	63,157.12
		STEP B	31.8820	47.8230	2,550.56	5,526.21	66,314.56
		STEP C	33.4763	50.2144	2,678.10	5,802.55	69,630.70
		STEP D	35.1501	52.7251	2,812.00	6,092.68	73,112.20
		STEP E	36.9075	55.3612	2,952.60	6,397.30	76,767.60
		STEP F	38.7529	58.1293	3,100.23	6,717.16	80,606.03
		STEP G	40.6905	61.0357	3,255.24	7,053.02	84,636.24
		STEP H	42.7249	64.0873	3,417.99	7,405.64	88,867.79
1551	DATABASE ANALYST I	STEP A	30.0525	45.0787	2,404.20	5,209.10	62,509.20
		STEP B	31.5550	47.3325	2,524.40	5,469.53	65,634.40
		STEP C	33.1329	49.6993	2,650.63	5,743.03	68,916.43
		STEP D	34.7894	52.1841	2,783.15	6,030.16	72,361.95
		STEP E	36.5290	54.7935	2,922.32	6,331.69	75,980.32
		STEP F	38.3554	57.5331	3,068.43	6,648.26	79,779.23
		STEP G	40.2732	60.4098	3,221.85	6,980.68	83,768.25
		STEP H	42.2869	63.4303	3,382.95	7,329.72	87,956.75
1552	DATABASE ANALYST II	STEP A	33.0578	49.5867	2,644.62	5,730.01	68,760.22
		STEP B	34.7107	52.0660	2,776.85	6,016.52	72,198.25
		STEP C	36.4464	54.6696	2,915.71	6,317.37	75,808.51
		STEP D	38.2686	57.4029	3,061.48	6,633.22	79,598.68
		STEP E	40.1821	60.2731	3,214.56	6,964.89	83,578.76
		STEP F	42.1912	63.2868	3,375.29	7,313.14	87,757.69
		STEP G	44.3007	66.4510	3,544.05	7,678.78	92,145.45
		STEP H	46.5155	69.7732	3,721.24	8,062.68	96,752.24

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1660	DEPUTY CITY CLERK I	STEP A	15.6463	23.4694	1,251.70	2,712.02	32,544.30
		STEP B	16.4288	24.6432	1,314.30	2,847.65	34,171.90
		STEP C	17.2501	25.8751	1,380.00	2,990.01	35,880.20
		STEP D	18.1127	27.1690	1,449.01	3,139.53	37,674.41
		STEP E	19.0183	28.5274	1,521.46	3,296.50	39,558.06
		STEP F	19.9694	29.9541	1,597.55	3,461.36	41,536.35
		STEP G	20.9677	31.4515	1,677.41	3,634.40	43,612.81
		STEP H	22.0162	33.0243	1,761.29	3,816.14	45,793.69
1665	DEPUTY CITY CLERK II	STEP A	17.2109	25.8163	1,376.87	2,983.22	35,798.67
		STEP B	18.0715	27.1072	1,445.72	3,132.39	37,588.72
		STEP C	18.9750	28.4625	1,518.00	3,289.00	39,468.00
		STEP D	19.9239	29.8858	1,593.91	3,453.47	41,441.71
		STEP E	20.9200	31.3800	1,673.60	3,626.13	43,513.60
		STEP F	21.9660	32.9490	1,757.28	3,807.44	45,689.28
		STEP G	23.0643	34.5964	1,845.14	3,997.81	47,973.74
		STEP H	24.2176	36.3264	1,937.40	4,197.71	50,372.60
1670	DEVELOPMENT TECHNICIAN I	STEP A	21.5373	32.3059	1,722.98	3,733.13	44,797.58
		STEP B	22.6142	33.9213	1,809.13	3,919.79	47,037.53
		STEP C	23.7448	35.6172	1,899.58	4,115.76	49,389.18
		STEP D	24.9322	37.3983	1,994.57	4,321.58	51,858.97
		STEP E	26.1788	39.2682	2,094.30	4,537.65	54,451.90
		STEP F	27.4878	41.2317	2,199.02	4,764.55	57,174.62
		STEP G	28.8621	43.2931	2,308.96	5,002.76	60,033.16
		STEP H	30.3052	45.4578	2,424.41	5,252.90	63,034.81
1672	DEVELOPMENT TECHNICIAN II	STEP A	23.6910	35.5365	1,895.28	4,106.44	49,277.28
		STEP B	24.8757	37.3135	1,990.05	4,311.78	51,741.45
		STEP C	26.1193	39.1789	2,089.54	4,527.34	54,328.14
		STEP D	27.4254	41.1381	2,194.03	4,753.73	57,044.83
		STEP E	28.7966	43.1949	2,303.72	4,991.41	59,896.92
		STEP F	30.2366	45.3549	2,418.92	5,241.01	62,892.12
		STEP G	31.7483	47.6224	2,539.86	5,503.03	66,036.46
		STEP H	33.3357	50.0035	2,666.85	5,778.18	69,338.25

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1707	EGOVERNMENT ANALYST I	STEP A	24.9081	37.3622	1,992.65	4,317.41	51,808.92
		STEP B	26.1533	39.2300	2,092.26	4,533.24	54,398.97
		STEP C	27.4612	41.1918	2,196.90	4,759.95	57,119.40
		STEP D	28.8342	43.2513	2,306.73	4,997.93	59,975.21
		STEP E	30.2760	45.4140	2,422.08	5,247.84	62,974.09
		STEP F	31.7897	47.6846	2,543.18	5,510.22	66,122.72
		STEP G	33.3792	50.0688	2,670.33	5,785.73	69,428.81
		STEP H	35.0481	52.5721	2,803.84	6,075.00	72,900.05
1709	EGOVERNMENT ANALYST II	STEP A	27.3989	41.0984	2,191.91	4,749.15	56,989.86
		STEP B	28.7688	43.1532	2,301.50	4,986.60	59,839.20
		STEP C	30.2072	45.3108	2,416.57	5,235.91	62,831.01
		STEP D	31.7176	47.5765	2,537.41	5,497.73	65,972.77
		STEP E	33.3036	49.9554	2,664.29	5,772.63	69,271.56
		STEP F	34.9688	52.4532	2,797.50	6,061.25	72,735.10
		STEP G	36.7171	55.0757	2,937.37	6,364.30	76,371.71
		STEP H	38.5530	57.8295	3,084.24	6,682.52	80,190.35
2466	ENERGY PROGRAM TECHNICIAN	STEP A	20.7915	31.1873	1,663.32	3,603.86	43,246.43
		STEP B	21.8313	32.7470	1,746.50	3,784.09	45,409.17
		STEP C	22.9228	34.3842	1,833.82	3,973.29	47,679.50
		STEP D	24.0689	36.1034	1,925.51	4,171.95	50,063.40
		STEP E	25.2723	37.9084	2,021.78	4,380.53	52,566.42
		STEP F	26.5360	39.8040	2,122.88	4,599.58	55,194.97
		STEP G	27.8627	41.7941	2,229.02	4,829.54	57,954.59
		STEP H	29.2559	43.8838	2,340.47	5,071.02	60,852.33
1300	ENGINEERING TECHNICIAN I	STEP A	20.1226	30.1839	1,609.81	3,487.92	41,855.06
		STEP B	21.1287	31.6930	1,690.29	3,662.31	43,947.74
		STEP C	22.1853	33.2780	1,774.83	3,845.46	46,145.58
		STEP D	23.2945	34.9417	1,863.56	4,037.71	48,452.60
		STEP E	24.4592	36.6889	1,956.74	4,239.61	50,875.33
		STEP F	25.6820	38.5230	2,054.56	4,451.55	53,418.65
		STEP G	26.9663	40.4494	2,157.30	4,674.16	56,089.93
		STEP H	28.3146	42.4719	2,265.17	4,907.87	58,894.46

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1350	ENGINEERING TECHNICIAN II	STEP A	22.1349	33.2023	1,770.79	3,836.71	46,040.63
		STEP B	23.2417	34.8625	1,859.33	4,028.56	48,342.79
		STEP C	24.4038	36.6057	1,952.30	4,230.00	50,760.04
		STEP D	25.6241	38.4362	2,049.93	4,441.52	53,298.28
		STEP E	26.9052	40.3579	2,152.42	4,663.58	55,963.02
		STEP F	28.2504	42.3757	2,260.03	4,896.75	58,761.00
		STEP G	29.6629	44.4944	2,373.03	5,141.58	61,698.99
		STEP H	31.1461	46.7191	2,491.69	5,398.66	64,783.95
2542	ENVIRONMENTAL COMPL SPEC I	STEP A	20.5911	30.8867	1,647.29	3,569.13	42,829.66
		STEP B	21.6206	32.4310	1,729.65	3,747.58	44,971.01
		STEP C	22.7016	34.0524	1,816.13	3,934.95	47,219.43
		STEP D	23.8368	35.7552	1,906.94	4,131.71	49,580.59
		STEP E	25.0286	37.5429	2,002.28	4,338.29	52,059.50
		STEP F	26.2800	39.4200	2,102.40	4,555.20	54,662.49
		STEP G	27.5941	41.3912	2,207.53	4,782.98	57,395.87
		STEP H	28.9737	43.4605	2,317.89	5,022.11	60,265.33
2544	ENVIRONMENTAL COMPL SPEC II	STEP A	22.6494	33.9741	1,811.95	3,925.90	47,110.84
		STEP B	23.7819	35.6729	1,902.55	4,122.20	49,466.47
		STEP C	24.9710	37.4566	1,997.68	4,328.32	51,939.85
		STEP D	26.2196	39.3294	2,097.57	4,544.73	54,536.86
		STEP E	27.5306	41.2960	2,202.45	4,771.98	57,263.83
		STEP F	28.9071	43.3607	2,312.57	5,010.57	60,126.87
		STEP G	30.3524	45.5287	2,428.19	5,261.09	63,133.17
		STEP H	31.8702	47.8054	2,549.62	5,524.17	66,290.15
2560	EQUIPMENT SERVICEWORKER	STEP A	18.7292	28.0938	1,498.33	3,246.39	38,956.73
		STEP B	19.6657	29.4985	1,573.25	3,408.72	40,904.65
		STEP C	20.6491	30.9736	1,651.92	3,579.17	42,950.12
		STEP D	21.6816	32.5224	1,734.52	3,758.14	45,097.72
		STEP E	22.7656	34.1484	1,821.24	3,946.03	47,352.44
		STEP F	23.9039	35.8558	1,912.31	4,143.34	49,720.11
		STEP G	25.0990	37.6485	2,007.92	4,350.49	52,205.92
		STEP H	26.3541	39.5311	2,108.32	4,568.04	54,816.52

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3334	FINANCE CLERK I	STEP A	16.1857	24.2785	1,294.85	2,805.52	33,666.25
		STEP B	16.9949	25.4923	1,359.59	2,945.78	35,349.39
		STEP C	17.8447	26.7670	1,427.57	3,093.08	37,116.97
		STEP D	18.7371	28.1056	1,498.96	3,247.76	38,973.16
		STEP E	19.6738	29.5107	1,573.90	3,410.12	40,921.50
		STEP F	20.6576	30.9864	1,652.60	3,580.65	42,967.80
		STEP G	21.6904	32.5356	1,735.23	3,759.66	45,116.03
		STEP H	22.7750	34.1625	1,822.00	3,947.66	47,372.00
3335	FINANCE CLERK II	STEP A	17.8043	26.7064	1,424.34	3,086.07	37,032.94
		STEP B	18.6947	28.0420	1,495.57	3,240.41	38,884.97
		STEP C	19.6293	29.4439	1,570.34	3,402.41	40,828.94
		STEP D	20.6106	30.9159	1,648.84	3,572.50	42,870.04
		STEP E	21.6413	32.4619	1,731.30	3,751.15	45,013.90
		STEP F	22.7233	34.0849	1,817.86	3,938.70	47,264.46
		STEP G	23.8595	35.7892	1,908.76	4,135.64	49,627.76
		STEP H	25.0524	37.5786	2,004.19	4,342.41	52,108.99
3325	FINANCE TECHNICIAN I	STEP A	18.5859	27.8788	1,486.87	3,221.55	38,658.67
		STEP B	19.5152	29.2728	1,561.21	3,382.63	40,591.61
		STEP C	20.4910	30.7365	1,639.28	3,551.77	42,621.28
		STEP D	21.5154	32.2731	1,721.23	3,729.33	44,752.03
		STEP E	22.5913	33.8869	1,807.30	3,915.82	46,989.90
		STEP F	23.7208	35.5812	1,897.66	4,111.60	49,339.26
		STEP G	24.9069	37.3603	1,992.55	4,317.19	51,806.35
		STEP H	26.1522	39.2283	2,092.17	4,533.04	54,396.57
3326	FINANCE TECHNICIAN II	STEP A	20.4446	30.6669	1,635.56	3,543.73	42,524.76
		STEP B	21.4667	32.2000	1,717.33	3,720.89	44,650.73
		STEP C	22.5404	33.8106	1,803.23	3,907.00	46,884.03
		STEP D	23.6671	35.5006	1,893.36	4,102.29	49,227.56
		STEP E	24.8504	37.2756	1,988.03	4,307.40	51,688.83
		STEP F	26.0931	39.1396	2,087.44	4,522.80	54,273.64
		STEP G	27.3977	41.0965	2,191.81	4,748.93	56,987.21
		STEP H	28.7674	43.1511	2,301.39	4,986.34	59,836.19

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3316	FINANCIAL ANALYST I	STEP A	29.7162	44.5743	2,377.29	5,150.81	61,809.73
		STEP B	31.2020	46.8030	2,496.16	5,408.35	64,900.22
		STEP C	32.7622	49.1433	2,620.97	5,678.78	68,145.41
		STEP D	34.4000	51.6001	2,752.00	5,962.67	71,552.14
		STEP E	36.1202	54.1804	2,889.62	6,260.85	75,130.21
		STEP F	37.9261	56.8892	3,034.09	6,573.87	78,886.47
		STEP G	39.8224	59.7336	3,185.79	6,902.56	82,830.72
		STEP H	41.8136	62.7204	3,345.09	7,247.69	86,972.35
3318	FINANCIAL ANALYST II	STEP A	33.5734	50.3602	2,685.87	5,819.40	69,832.85
		STEP B	35.2520	52.8780	2,820.16	6,110.35	73,324.21
		STEP C	37.0145	55.5217	2,961.16	6,415.85	76,990.20
		STEP D	38.8654	58.2981	3,109.23	6,736.67	80,840.08
		STEP E	40.8085	61.2128	3,264.68	7,073.48	84,881.84
		STEP F	42.8490	64.2735	3,427.92	7,427.16	89,126.01
		STEP G	44.9914	67.4872	3,599.31	7,798.52	93,582.25
		STEP H	47.2411	70.8616	3,779.28	8,188.46	98,261.52
3387	FIRE TECHNICIAN I	STEP A	18.3946	27.5919	1,471.56	3,188.39	38,260.76
		STEP B	19.3141	28.9711	1,545.12	3,347.77	40,173.32
		STEP C	20.2799	30.4198	1,622.39	3,515.18	42,182.19
		STEP D	21.2940	31.9410	1,703.52	3,690.96	44,291.52
		STEP E	22.3587	33.5380	1,788.69	3,875.50	46,506.09
		STEP F	23.4765	35.2147	1,878.12	4,069.26	48,831.12
		STEP G	24.6503	36.9754	1,972.02	4,272.71	51,272.62
		STEP H	25.8828	38.8242	2,070.62	4,486.35	53,836.22
3389	FIRE TECHNICIAN II	STEP A	21.0674	31.6011	1,685.39	3,651.68	43,820.19
		STEP B	22.1208	33.1812	1,769.66	3,834.27	46,011.26
		STEP C	23.2269	34.8403	1,858.15	4,026.00	48,311.95
		STEP D	24.3885	36.5827	1,951.08	4,227.34	50,728.08
		STEP E	25.6077	38.4115	2,048.61	4,438.66	53,264.01
		STEP F	26.8881	40.3321	2,151.04	4,660.60	55,927.24
		STEP G	28.2324	42.3486	2,258.59	4,893.61	58,723.39
		STEP H	29.6442	44.4663	2,371.53	5,138.32	61,659.93

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3319	FLEET MANAGEMENT TECHNICIAN	STEP A	26.0606	39.0909	2,084.84	4,517.17	54,206.04
		STEP B	27.3636	41.0454	2,189.08	4,743.02	56,916.28
		STEP C	28.7319	43.0978	2,298.55	4,980.19	59,762.35
		STEP D	30.1682	45.2523	2,413.45	5,229.15	62,749.85
		STEP E	31.6768	47.5152	2,534.14	5,490.64	65,887.74
		STEP F	33.2607	49.8910	2,660.85	5,765.18	69,182.25
		STEP G	34.9237	52.3855	2,793.89	6,053.44	72,641.29
		STEP H	36.6698	55.0047	2,933.58	6,356.09	76,273.18
3410	GIS ANALYST I	STEP A	25.9797	38.9695	2,078.37	4,503.14	54,037.77
		STEP B	27.2787	40.9180	2,182.29	4,728.30	56,739.69
		STEP C	28.6427	42.9640	2,291.41	4,964.73	59,576.81
		STEP D	30.0748	45.1122	2,405.98	5,212.96	62,555.58
		STEP E	31.5786	47.3679	2,526.28	5,473.62	65,683.48
		STEP F	33.1574	49.7361	2,652.59	5,747.28	68,967.39
		STEP G	34.8154	52.2231	2,785.23	6,034.66	72,416.03
		STEP H	36.5560	54.8340	2,924.48	6,336.37	76,036.48
3412	GIS ANALYST II	STEP A	28.7899	43.1848	2,303.19	4,990.24	59,882.99
		STEP B	30.2294	45.3441	2,418.35	5,239.76	62,877.15
		STEP C	31.7408	47.6112	2,539.26	5,501.73	66,020.86
		STEP D	33.3277	49.9915	2,666.21	5,776.80	69,321.61
		STEP E	34.9942	52.4913	2,799.53	6,065.66	72,787.93
		STEP F	36.7440	55.1160	2,939.52	6,368.96	76,427.52
		STEP G	38.5811	57.8716	3,086.48	6,687.39	80,248.68
		STEP H	40.5101	60.7651	3,240.80	7,021.75	84,261.00
3401	HOUSING ANALYST I	STEP A	26.1457	39.2185	2,091.65	4,531.92	54,383.05
		STEP B	27.4530	41.1795	2,196.24	4,758.52	57,102.24
		STEP C	28.8256	43.2384	2,306.04	4,996.43	59,957.24
		STEP D	30.2668	45.4002	2,421.34	5,246.24	62,954.94
		STEP E	31.7801	47.6701	2,542.40	5,508.55	66,102.60
		STEP F	33.3693	50.0539	2,669.54	5,784.01	69,408.14
		STEP G	35.0377	52.5565	2,803.01	6,073.20	72,878.41
		STEP H	36.7896	55.1844	2,943.16	6,376.86	76,522.36

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3402	HOUSING ANALYST II	STEP A	28.7602	43.1403	2,300.81	4,985.10	59,821.21
		STEP B	30.1983	45.2974	2,415.86	5,234.37	62,812.46
		STEP C	31.7083	47.5624	2,536.66	5,496.10	65,953.26
		STEP D	33.2936	49.9404	2,663.48	5,770.89	69,250.68
		STEP E	34.9586	52.4379	2,796.68	6,059.49	72,713.88
		STEP F	36.7064	55.0596	2,936.51	6,362.44	76,349.31
		STEP G	38.5420	57.8130	3,083.36	6,680.61	80,167.36
		STEP H	40.4687	60.7030	3,237.49	7,014.57	84,174.89
3591	HOUSING TECHNICIAN I	STEP A	18.4854	27.7281	1,478.83	3,204.14	38,449.75
		STEP B	19.4096	29.1144	1,552.77	3,364.34	40,372.10
		STEP C	20.3801	30.5701	1,630.40	3,532.55	42,390.61
		STEP D	21.3991	32.0987	1,711.93	3,709.18	44,510.24
		STEP E	22.4691	33.7036	1,797.52	3,894.64	46,735.77
		STEP F	23.5925	35.3888	1,887.40	4,089.38	49,072.58
		STEP G	24.7722	37.1583	1,981.78	4,293.85	51,526.29
		STEP H	26.0107	39.0160	2,080.85	4,508.52	54,102.32
3592	HOUSING TECHNICIAN II	STEP A	20.3346	30.5019	1,626.76	3,524.66	42,296.00
		STEP B	21.3514	32.0271	1,708.11	3,700.91	44,410.96
		STEP C	22.4186	33.6279	1,793.48	3,885.89	46,630.72
		STEP D	23.5397	35.3095	1,883.17	4,080.21	48,962.63
		STEP E	24.7167	37.0751	1,977.33	4,284.23	51,410.80
		STEP F	25.9524	38.9286	2,076.19	4,498.42	53,981.08
		STEP G	27.2501	40.8752	2,180.01	4,723.36	56,680.36
		STEP H	28.6127	42.9191	2,289.01	4,959.54	59,514.48
3604	INDUSTRIAL WASTE SPECIALIST	STEP A	26.6112	39.9168	2,128.89	4,612.61	55,351.32
		STEP B	27.9416	41.9124	2,235.33	4,843.21	58,118.63
		STEP C	29.3386	44.0079	2,347.09	5,085.36	61,024.41
		STEP D	30.8057	46.2085	2,464.45	5,339.65	64,075.86
		STEP E	32.3460	48.5190	2,587.68	5,606.64	67,279.76
		STEP F	33.9632	50.9448	2,717.05	5,886.96	70,643.52
		STEP G	35.6614	53.4921	2,852.91	6,181.31	74,175.81
		STEP H	37.4445	56.1668	2,995.56	6,490.39	77,884.69

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3610	INDUSTRIAL WASTE TECHNICIAN	STEP A	23.1393	34.7089	1,851.14	4,010.81	48,129.76
		STEP B	24.2962	36.4443	1,943.70	4,211.35	50,536.21
		STEP C	25.5111	38.2666	2,040.88	4,421.92	53,063.12
		STEP D	26.7866	40.1799	2,142.93	4,643.01	55,716.23
		STEP E	28.1260	42.1890	2,250.08	4,875.17	58,502.08
		STEP F	29.5323	44.2984	2,362.58	5,118.93	61,427.25
		STEP G	31.0090	46.5135	2,480.72	5,374.89	64,498.72
		STEP H	32.5593	48.8390	2,604.74	5,643.62	67,723.47
3730	INTERPRETIVE SRVC SPECIALST I	STEP A	19.6833	29.5250	1,574.66	3,411.78	40,941.37
		STEP B	20.6675	31.0013	1,653.40	3,582.37	42,988.54
		STEP C	21.7008	32.5512	1,736.06	3,761.48	45,137.78
		STEP D	22.7859	34.1789	1,822.87	3,949.56	47,394.74
		STEP E	23.9252	35.8878	1,914.01	4,147.03	49,764.44
		STEP F	25.1214	37.6821	2,009.71	4,354.37	52,252.54
		STEP G	26.3774	39.5661	2,110.19	4,572.09	54,865.09
		STEP H	27.6963	41.5445	2,215.70	4,800.69	57,608.38
3732	INTERPRETIVE SRVC SPECIALST II	STEP A	21.6515	32.4773	1,732.12	3,752.94	45,035.28
		STEP B	22.7343	34.1015	1,818.74	3,940.61	47,287.43
		STEP C	23.8709	35.8063	1,909.67	4,137.62	49,651.49
		STEP D	25.0644	37.5967	2,005.15	4,344.51	52,134.15
		STEP E	26.3177	39.4765	2,105.41	4,561.73	54,740.85
		STEP F	27.6334	41.4502	2,210.67	4,789.80	57,477.65
		STEP G	29.0152	43.5228	2,321.21	5,029.30	60,351.67
		STEP H	30.4659	45.6989	2,437.27	5,280.76	63,369.18
5075	IRRIGATION TECHNICIAN	STEP A	24.2277	36.3415	1,938.21	4,199.46	50,393.61
		STEP B	25.4391	38.1586	2,035.12	4,409.44	52,913.32
		STEP C	26.7110	40.0665	2,136.88	4,629.90	55,558.88
		STEP D	28.0465	42.0697	2,243.72	4,861.39	58,336.72
		STEP E	29.4489	44.1733	2,355.91	5,104.47	61,253.71
		STEP F	30.9213	46.3819	2,473.70	5,359.69	64,316.30
		STEP G	32.4674	48.7011	2,597.39	5,627.68	67,532.19
		STEP H	34.0907	51.1360	2,727.25	5,909.05	70,908.65

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3793	IT ANALYST I	STEP A	27.3989	41.0984	2,191.91	4,749.15	56,989.86
		STEP B	28.7688	43.1532	2,301.50	4,986.60	59,839.20
		STEP C	30.2072	45.3108	2,416.57	5,235.91	62,831.01
		STEP D	31.7176	47.5765	2,537.41	5,497.73	65,972.77
		STEP E	33.3036	49.9554	2,664.29	5,772.63	69,271.56
		STEP F	34.9688	52.4532	2,797.50	6,061.25	72,735.10
		STEP G	36.7171	55.0757	2,937.37	6,364.30	76,371.71
		STEP H	38.5530	57.8295	3,084.24	6,682.52	80,190.35
3794	IT ANALYST II	STEP A	30.1390	45.2085	2,411.12	5,224.09	62,689.18
		STEP B	31.6458	47.4688	2,531.67	5,485.28	65,823.44
		STEP C	33.2281	49.8422	2,658.25	5,759.54	69,114.53
		STEP D	34.8894	52.3342	2,791.15	6,047.51	72,570.15
		STEP E	36.6340	54.9510	2,930.72	6,349.90	76,198.84
		STEP F	38.4659	57.6989	3,077.27	6,667.42	80,009.15
		STEP G	40.3890	60.5835	3,231.12	7,000.76	84,009.19
		STEP H	42.4083	63.6125	3,392.66	7,350.78	88,209.38
3613	IT PLANNING & POLICY ANALY I	STEP A	27.3634	41.0451	2,189.07	4,742.98	56,915.87
		STEP B	28.7315	43.0972	2,298.52	4,980.12	59,761.52
		STEP C	30.1680	45.2520	2,413.44	5,229.12	62,749.44
		STEP D	31.6765	47.5147	2,534.12	5,490.59	65,887.12
		STEP E	33.2604	49.8906	2,660.83	5,765.13	69,181.63
		STEP F	34.9234	52.3851	2,793.87	6,053.38	72,640.67
		STEP G	36.6695	55.0042	2,933.56	6,356.04	76,272.56
		STEP H	38.5030	57.7545	3,080.24	6,673.85	80,086.24
3614	IT PLANNING & POLICY ANALY II	STEP A	30.0999	45.1498	2,407.99	5,217.31	62,607.79
		STEP B	31.6048	47.4072	2,528.38	5,478.16	65,737.98
		STEP C	33.1850	49.7775	2,654.80	5,752.06	69,024.80
		STEP D	34.8442	52.2663	2,787.53	6,039.66	72,475.93
		STEP E	36.5865	54.8797	2,926.92	6,341.66	76,099.92
		STEP F	38.4160	57.6240	3,073.28	6,658.77	79,905.28
		STEP G	40.3366	60.5049	3,226.92	6,991.67	83,900.12
		STEP H	42.3533	63.5299	3,388.26	7,341.23	88,094.86

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3616	IT PLANNING & POLICY TECH						
		STEP A	21.4856	32.2285	1,718.85	3,724.18	44,690.23
		STEP B	22.5596	33.8394	1,804.77	3,910.33	46,924.06
		STEP C	23.6879	35.5318	1,895.03	4,105.90	49,270.83
		STEP D	24.8723	37.3085	1,989.78	4,311.20	51,734.45
		STEP E	26.1157	39.1736	2,089.26	4,526.73	54,320.79
		STEP F	27.4216	41.1324	2,193.73	4,753.08	57,037.04
		STEP G	28.7928	43.1892	2,303.42	4,990.75	59,889.07
		STEP H	30.2321	45.3482	2,418.57	5,240.24	62,882.97
3617	IT TECHNICIAN I						
		STEP A	20.8834	31.3251	1,670.67	3,619.78	43,437.47
		STEP B	21.9275	32.8912	1,754.20	3,800.77	45,609.24
		STEP C	23.0238	34.5358	1,841.91	3,990.80	47,889.66
		STEP D	24.1752	36.2628	1,934.02	4,190.37	50,284.53
		STEP E	25.3840	38.0760	2,030.72	4,399.89	52,798.76
		STEP F	26.6531	39.9797	2,132.25	4,619.88	55,438.62
		STEP G	27.9858	41.9788	2,238.87	4,850.88	58,210.62
		STEP H	29.3850	44.0775	2,350.80	5,093.40	61,120.81
3618	IT TECHNICIAN II						
		STEP A	22.9719	34.4579	1,837.75	3,981.80	47,781.71
		STEP B	24.1202	36.1803	1,929.61	4,180.83	50,170.07
		STEP C	25.3265	37.9897	2,026.12	4,389.93	52,679.18
		STEP D	26.5928	39.8893	2,127.43	4,609.43	55,313.22
		STEP E	27.9223	41.8835	2,233.78	4,839.87	58,078.47
		STEP F	29.3185	43.9778	2,345.48	5,081.88	60,982.62
		STEP G	30.7845	46.1768	2,462.76	5,336.00	64,031.94
		STEP H	32.3235	48.4852	2,585.88	5,602.74	67,232.94
3792	JR ENGINEER						
		STEP A	27.9568	41.9352	2,236.54	4,845.84	58,150.16
		STEP B	29.3546	44.0319	2,348.36	5,088.13	61,057.58
		STEP C	30.8224	46.2336	2,465.79	5,342.55	64,110.69
		STEP D	32.3635	48.5453	2,589.08	5,609.68	67,316.24
		STEP E	33.9816	50.9724	2,718.53	5,890.15	70,681.81
		STEP F	35.6807	53.5211	2,854.46	6,184.67	74,216.05
		STEP G	37.4652	56.1979	2,997.22	6,493.98	77,927.81
		STEP H	39.3384	59.0077	3,147.07	6,818.67	81,824.05

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4010	LABORATORY TECHNICIAN I	STEP A	18.9491	28.4237	1,515.93	3,284.51	39,414.19
		STEP B	19.8967	29.8450	1,591.73	3,448.76	41,385.15
		STEP C	20.8915	31.3373	1,671.32	3,621.20	43,454.41
		STEP D	21.9361	32.9042	1,754.89	3,802.27	45,627.29
		STEP E	23.0328	34.5492	1,842.62	3,992.35	47,908.26
		STEP F	24.1847	36.2771	1,934.78	4,192.02	50,304.34
		STEP G	25.3940	38.0910	2,031.52	4,401.63	52,819.58
		STEP H	26.6636	39.9954	2,133.09	4,621.69	55,460.36
4020	LABORATORY TECHNICIAN II	STEP A	21.0357	31.5535	1,682.85	3,646.19	43,754.29
		STEP B	22.0875	33.1312	1,767.00	3,828.50	45,942.02
		STEP C	23.1919	34.7879	1,855.35	4,019.93	48,239.22
		STEP D	24.3516	36.5274	1,948.13	4,220.94	50,651.38
		STEP E	25.5691	38.3537	2,045.53	4,431.98	53,183.80
		STEP F	26.8477	40.2715	2,147.81	4,653.60	55,843.26
		STEP G	28.1901	42.2851	2,255.21	4,886.28	58,635.46
		STEP H	29.5995	44.3992	2,367.96	5,130.58	61,566.98
4151	LIBRARIAN I	STEP A	20.5906	30.8859	1,647.24	3,569.03	42,828.45
		STEP B	21.6201	32.4302	1,729.61	3,747.49	44,969.88
		STEP C	22.7012	34.0518	1,816.09	3,934.87	47,218.52
		STEP D	23.8362	35.7543	1,906.89	4,131.61	49,579.39
		STEP E	25.0280	37.5420	2,002.24	4,338.19	52,058.36
		STEP F	26.2794	39.4192	2,102.35	4,555.10	54,661.30
		STEP G	27.5933	41.3899	2,207.46	4,782.84	57,394.09
		STEP H	28.9731	43.4596	2,317.85	5,022.00	60,264.11
4152	LIBRARIAN II	STEP A	22.6496	33.9744	1,811.97	3,925.94	47,111.30
		STEP B	23.7820	35.6731	1,902.56	4,122.22	49,466.73
		STEP C	24.9713	37.4570	1,997.71	4,328.37	51,940.48
		STEP D	26.2198	39.3298	2,097.58	4,544.77	54,537.33
		STEP E	27.5310	41.2966	2,202.48	4,772.05	57,264.68
		STEP F	28.9072	43.3608	2,312.58	5,010.59	60,127.09
		STEP G	30.3530	45.5295	2,428.24	5,261.19	63,134.35
		STEP H	31.8703	47.8055	2,549.62	5,524.19	66,290.37

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4200	LIBRARY ASSISTANT I	STEP A	16.0709	24.1063	1,285.67	2,785.62	33,427.47
		STEP B	16.8746	25.3119	1,349.96	2,924.93	35,099.16
		STEP C	17.7182	26.5773	1,417.45	3,071.15	36,853.85
		STEP D	18.6042	27.9063	1,488.33	3,224.72	38,696.73
		STEP E	19.5343	29.3014	1,562.74	3,385.94	40,631.34
		STEP F	20.5111	30.7666	1,640.88	3,555.25	42,663.08
		STEP G	21.5366	32.3049	1,722.92	3,733.01	44,796.12
		STEP H	22.6134	33.9201	1,809.07	3,919.65	47,035.87
4210	LIBRARY ASSISTANT II	STEP A	17.6780	26.5170	1,414.24	3,064.18	36,770.24
		STEP B	18.5621	27.8431	1,484.96	3,217.43	38,609.16
		STEP C	19.4901	29.2351	1,559.20	3,378.28	40,539.40
		STEP D	20.4645	30.6967	1,637.16	3,547.18	42,566.16
		STEP E	21.4878	32.2317	1,719.02	3,724.55	44,694.62
		STEP F	22.5622	33.8433	1,804.97	3,910.78	46,929.37
		STEP G	23.6903	35.5354	1,895.22	4,106.31	49,275.82
		STEP H	24.8748	37.3122	1,989.98	4,311.63	51,739.58
4250	LIBRARY TECHNICIAN	STEP A	21.5303	32.2954	1,722.42	3,731.91	44,783.02
		STEP B	22.6070	33.9105	1,808.56	3,918.54	47,022.56
		STEP C	23.7372	35.6058	1,898.97	4,114.44	49,373.37
		STEP D	24.9241	37.3861	1,993.92	4,320.17	51,842.12
		STEP E	26.1703	39.2554	2,093.62	4,536.18	54,434.22
		STEP F	27.4787	41.2180	2,198.29	4,762.97	57,155.69
		STEP G	28.8527	43.2790	2,308.21	5,001.13	60,013.61
		STEP H	30.2953	45.4429	2,423.62	5,251.18	63,014.22
4516	MARKETING & COMMUNIC ANLYST I	STEP A	23.2339	34.8509	1,858.71	4,027.21	48,326.58
		STEP B	24.3953	36.5929	1,951.62	4,228.51	50,742.23
		STEP C	25.6152	38.4228	2,049.21	4,439.97	53,279.70
		STEP D	26.8960	40.3440	2,151.68	4,661.98	55,943.78
		STEP E	28.2407	42.3611	2,259.26	4,895.06	58,740.78
		STEP F	29.6529	44.4794	2,372.23	5,139.84	61,678.11
		STEP G	31.1355	46.7032	2,490.84	5,396.82	64,761.84
		STEP H	32.6923	49.0384	2,615.38	5,666.66	68,000.03

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4517	MARKETING & COMMUNIC ANLYST II	STEP A	25.5570	38.3356	2,044.56	4,429.89	53,158.74
		STEP B	26.8349	40.2524	2,146.79	4,651.39	55,816.73
		STEP C	28.1767	42.2651	2,254.14	4,883.97	58,607.65
		STEP D	29.5856	44.3785	2,366.85	5,128.18	61,538.22
		STEP E	31.0649	46.5973	2,485.19	5,384.58	64,615.00
		STEP F	32.6182	48.9274	2,609.46	5,653.83	67,846.01
		STEP G	34.2490	51.3735	2,739.92	5,936.50	71,238.00
		STEP H	35.9615	53.9423	2,876.92	6,233.34	74,800.12
4500	MECHANIC I	STEP A	21.5375	32.3062	1,723.00	3,733.16	44,798.00
		STEP B	22.6145	33.9217	1,809.16	3,919.84	47,038.16
		STEP C	23.7451	35.6176	1,899.60	4,115.81	49,389.80
		STEP D	24.9324	37.3986	1,994.59	4,321.61	51,859.39
		STEP E	26.1791	39.2686	2,094.32	4,537.71	54,452.52
		STEP F	27.4880	41.2320	2,199.04	4,764.58	57,175.04
		STEP G	28.8624	43.2936	2,308.99	5,002.81	60,033.79
		STEP H	30.3055	45.4582	2,424.44	5,252.95	63,035.44
4501	MECHANIC II	STEP A	23.6913	35.5369	1,895.30	4,106.49	49,277.90
		STEP B	24.8760	37.3140	1,990.08	4,311.84	51,742.08
		STEP C	26.1198	39.1797	2,089.58	4,527.43	54,329.18
		STEP D	27.4259	41.1388	2,194.07	4,753.82	57,045.87
		STEP E	28.7972	43.1958	2,303.77	4,991.51	59,898.17
		STEP F	30.2371	45.3556	2,418.96	5,241.09	62,893.16
		STEP G	31.7490	47.6235	2,539.92	5,503.16	66,037.92
		STEP H	33.3367	50.0050	2,666.93	5,778.36	69,340.33
4540	METER READER	STEP A	19.1087	28.6630	1,528.69	3,312.17	39,746.09
		STEP B	20.0642	30.0963	1,605.13	3,477.79	41,733.53
		STEP C	21.0673	31.6009	1,685.38	3,651.66	43,819.98
		STEP D	22.1207	33.1810	1,769.65	3,834.25	46,011.05
		STEP E	23.2267	34.8400	1,858.13	4,025.96	48,311.53
		STEP F	24.3881	36.5821	1,951.04	4,227.27	50,727.24
		STEP G	25.6076	38.4114	2,048.60	4,438.65	53,263.80
		STEP H	26.8880	40.3320	2,151.04	4,660.58	55,927.04

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4534	METER SERVICE WORKER						
		STEP A	20.0640	30.0960	1,605.12	3,477.76	41,733.12
		STEP B	21.0670	31.6005	1,685.36	3,651.61	43,819.36
		STEP C	22.1205	33.1807	1,769.64	3,834.22	46,010.64
		STEP D	23.2265	34.8397	1,858.12	4,025.92	48,311.12
		STEP E	24.3878	36.5817	1,951.02	4,227.21	50,726.62
		STEP F	25.6072	38.4108	2,048.57	4,438.58	53,262.97
		STEP G	26.8874	40.3311	2,150.99	4,660.48	55,925.79
		STEP H	28.2319	42.3478	2,258.55	4,893.52	58,722.35
4862	NATURAL RESOURCES TECHNICIAN						
		STEP A	23.6910	35.5365	1,895.28	4,106.44	49,277.28
		STEP B	24.8757	37.3135	1,990.05	4,311.78	51,741.45
		STEP C	26.1193	39.1789	2,089.54	4,527.34	54,328.14
		STEP D	27.4254	41.1381	2,194.03	4,753.73	57,044.83
		STEP E	28.7966	43.1949	2,303.72	4,991.41	59,896.92
		STEP F	30.2366	45.3549	2,418.92	5,241.01	62,892.12
		STEP G	31.7483	47.6224	2,539.86	5,503.03	66,036.46
		STEP H	33.3357	50.0035	2,666.85	5,778.18	69,338.25
4870	NATURAL RESOURCES WKR I						
		STEP A	18.2400	27.3600	1,459.20	3,161.60	37,939.20
		STEP B	19.1521	28.7281	1,532.16	3,319.69	39,836.36
		STEP C	20.1097	30.1645	1,608.77	3,485.68	41,828.17
		STEP D	21.1152	31.6728	1,689.21	3,659.96	43,919.61
		STEP E	22.1709	33.2563	1,773.67	3,842.95	46,115.47
		STEP F	23.2795	34.9192	1,862.36	4,035.11	48,421.36
		STEP G	24.4435	36.6652	1,955.48	4,236.87	50,842.48
		STEP H	25.6656	38.4984	2,053.24	4,448.70	53,384.44
4872	NATURAL RESOURCES WKR II						
		STEP A	20.0642	30.0963	1,605.13	3,477.79	41,733.53
		STEP B	21.0675	31.6012	1,685.40	3,651.70	43,820.40
		STEP C	22.1208	33.1812	1,769.66	3,834.27	46,011.26
		STEP D	23.2268	34.8402	1,858.14	4,025.97	48,311.74
		STEP E	24.3882	36.5823	1,951.05	4,227.28	50,727.45
		STEP F	25.6076	38.4114	2,048.60	4,438.65	53,263.80
		STEP G	26.8880	40.3320	2,151.04	4,660.58	55,927.04
		STEP H	28.2324	42.3486	2,258.59	4,893.61	58,723.39

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4956	OFFICE ASSISTANT I	STEP A	15.4152	23.1228	1,233.21	2,671.96	32,063.61
		STEP B	16.1861	24.2791	1,294.88	2,805.59	33,667.08
		STEP C	16.9952	25.4928	1,359.61	2,945.83	35,350.01
		STEP D	17.8450	26.7675	1,427.60	3,093.13	37,117.60
		STEP E	18.7375	28.1062	1,499.00	3,247.83	38,974.00
		STEP F	19.6741	29.5111	1,573.92	3,410.17	40,922.12
		STEP G	20.6580	30.9870	1,652.64	3,580.72	42,968.64
		STEP H	21.6907	32.5360	1,735.25	3,759.72	45,116.65
4957	OFFICE ASSISTANT II	STEP A	16.9566	25.4349	1,356.52	2,939.14	35,269.72
		STEP B	17.8045	26.7067	1,424.36	3,086.11	37,033.36
		STEP C	18.6948	28.0422	1,495.58	3,240.43	38,885.18
		STEP D	19.6295	29.4442	1,570.36	3,402.44	40,829.36
		STEP E	20.6108	30.9162	1,648.86	3,572.53	42,870.46
		STEP F	21.6415	32.4622	1,731.32	3,751.19	45,014.32
		STEP G	22.7236	34.0854	1,817.88	3,938.75	47,265.08
		STEP H	23.8597	35.7895	1,908.77	4,135.68	49,628.17
5070	PARKS MAINTENANCE WORKER I	STEP A	17.3715	26.0572	1,389.72	3,011.06	36,132.72
		STEP B	18.2402	27.3603	1,459.21	3,161.63	37,939.61
		STEP C	19.1521	28.7281	1,532.16	3,319.69	39,836.36
		STEP D	20.1098	30.1647	1,608.78	3,485.69	41,828.38
		STEP E	21.1151	31.6726	1,689.20	3,659.95	43,919.40
		STEP F	22.1708	33.2562	1,773.66	3,842.93	46,115.26
		STEP G	23.2795	34.9192	1,862.36	4,035.11	48,421.36
		STEP H	24.4435	36.6652	1,955.48	4,236.87	50,842.48
5080	PARKS MAINTENANCE WORKER II	STEP A	19.1087	28.6630	1,528.69	3,312.17	39,746.09
		STEP B	20.0642	30.0963	1,605.13	3,477.79	41,733.53
		STEP C	21.0673	31.6009	1,685.38	3,651.66	43,819.98
		STEP D	22.1207	33.1810	1,769.65	3,834.25	46,011.05
		STEP E	23.2267	34.8400	1,858.13	4,025.96	48,311.53
		STEP F	24.3884	36.5826	1,951.07	4,227.32	50,727.87
		STEP G	25.6076	38.4114	2,048.60	4,438.65	53,263.80
		STEP H	26.8880	40.3320	2,151.04	4,660.58	55,927.04

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5045	PARKS, REC & LIBRARIES TECH						
		STEP A	22.1530	33.2295	1,772.24	3,839.85	46,078.28
		STEP B	23.2608	34.8912	1,860.86	4,031.88	48,382.59
		STEP C	24.4237	36.6356	1,953.90	4,233.45	50,801.40
		STEP D	25.6449	38.4674	2,051.59	4,445.12	53,341.55
		STEP E	26.9272	40.3908	2,154.17	4,667.38	56,008.62
		STEP F	28.2734	42.4102	2,261.87	4,900.73	58,808.81
		STEP G	29.6872	44.5308	2,374.97	5,145.78	61,749.38
		STEP H	31.1715	46.7572	2,493.72	5,403.06	64,836.78
5245	PERMIT ANALYST						
		STEP A	30.3640	45.5460	2,429.12	5,263.09	63,157.12
		STEP B	31.8820	47.8230	2,550.56	5,526.21	66,314.56
		STEP C	33.4763	50.2144	2,678.10	5,802.55	69,630.70
		STEP D	35.1501	52.7251	2,812.00	6,092.68	73,112.20
		STEP E	36.9075	55.3612	2,952.60	6,397.30	76,767.60
		STEP F	38.7529	58.1293	3,100.23	6,717.16	80,606.03
		STEP G	40.6905	61.0357	3,255.24	7,053.02	84,636.24
		STEP H	42.7249	64.0873	3,417.99	7,405.64	88,867.79
5277	PERMITS TECHNICIAN I						
		STEP A	21.5373	32.3059	1,722.98	3,733.13	44,797.58
		STEP B	22.6142	33.9213	1,809.13	3,919.79	47,037.53
		STEP C	23.7448	35.6172	1,899.58	4,115.76	49,389.18
		STEP D	24.9322	37.3983	1,994.57	4,321.58	51,858.97
		STEP E	26.1788	39.2682	2,094.30	4,537.65	54,451.90
		STEP F	27.4878	41.2317	2,199.02	4,764.55	57,174.62
		STEP G	28.8621	43.2931	2,308.96	5,002.76	60,033.16
		STEP H	30.3052	45.4578	2,424.41	5,252.90	63,034.81
5279	PERMITS TECHNICIAN II						
		STEP A	23.6910	35.5365	1,895.28	4,106.44	49,277.28
		STEP B	24.8757	37.3135	1,990.05	4,311.78	51,741.45
		STEP C	26.1193	39.1789	2,089.54	4,527.34	54,328.14
		STEP D	27.4254	41.1381	2,194.03	4,753.73	57,044.83
		STEP E	28.7966	43.1949	2,303.72	4,991.41	59,896.92
		STEP F	30.2366	45.3549	2,418.92	5,241.01	62,892.12
		STEP G	31.7483	47.6224	2,539.86	5,503.03	66,036.46
		STEP H	33.3357	50.0035	2,666.85	5,778.18	69,338.25

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5311	PLANNING SYSTEMS ANALYST	STEP A	30.3640	45.5460	2,429.12	5,263.09	63,157.12
		STEP B	31.8820	47.8230	2,550.56	5,526.21	66,314.56
		STEP C	33.4763	50.2144	2,678.10	5,802.55	69,630.70
		STEP D	35.1501	52.7251	2,812.00	6,092.68	73,112.20
		STEP E	36.9075	55.3612	2,952.60	6,397.30	76,767.60
		STEP F	38.7529	58.1293	3,100.23	6,717.16	80,606.03
		STEP G	40.6905	61.0357	3,255.24	7,053.02	84,636.24
		STEP H	42.7249	64.0873	3,417.99	7,405.64	88,867.79
5314	PLANNING SYSTEMS TECHNICIAN I	STEP A	21.5373	32.3059	1,722.98	3,733.13	44,797.58
		STEP B	22.6142	33.9213	1,809.13	3,919.79	47,037.53
		STEP C	23.7449	35.6173	1,899.59	4,115.78	49,389.39
		STEP D	24.9322	37.3983	1,994.57	4,321.58	51,858.97
		STEP E	26.1788	39.2682	2,094.30	4,537.65	54,451.90
		STEP F	27.4879	41.2318	2,199.03	4,764.56	57,174.83
		STEP G	28.8622	43.2933	2,308.97	5,002.78	60,033.37
		STEP H	30.3053	45.4579	2,424.42	5,252.91	63,035.02
5315	PLANNING SYSTEMS TECHNICIAN II	STEP A	23.6910	35.5365	1,895.28	4,106.44	49,277.28
		STEP B	24.8757	37.3135	1,990.05	4,311.78	51,741.45
		STEP C	26.1193	39.1789	2,089.54	4,527.34	54,328.14
		STEP D	27.4254	41.1381	2,194.03	4,753.73	57,044.83
		STEP E	28.7966	43.1949	2,303.72	4,991.41	59,896.92
		STEP F	30.2366	45.3549	2,418.92	5,241.01	62,892.12
		STEP G	31.7483	47.6224	2,539.86	5,503.03	66,036.46
		STEP H	33.3357	50.0035	2,666.85	5,778.18	69,338.25
5560	PROJECT COORDINATOR	STEP A	27.1835	40.7752	2,174.68	4,711.80	56,541.70
		STEP B	28.5427	42.8141	2,283.41	4,947.40	59,368.89
		STEP C	29.9697	44.9546	2,397.58	5,194.75	62,337.11
		STEP D	31.4681	47.2022	2,517.45	5,454.48	65,453.81
		STEP E	33.0416	49.5624	2,643.33	5,727.22	68,726.64
		STEP F	34.6937	52.0406	2,775.50	6,013.58	72,163.04
		STEP G	36.4285	54.6427	2,914.28	6,314.27	75,771.32
		STEP H	38.2498	57.3748	3,059.99	6,629.98	79,559.77

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5562	PROJECT PLANNER	STEP A	33.3995	50.0992	2,671.96	5,789.24	69,470.96
		STEP B	35.0693	52.6039	2,805.54	6,078.67	72,944.14
		STEP C	36.8228	55.2342	2,945.82	6,382.61	76,591.42
		STEP D	38.6640	57.9960	3,093.12	6,701.76	80,421.12
		STEP E	40.5972	60.8958	3,247.77	7,036.84	84,442.17
		STEP F	42.6270	63.9405	3,410.16	7,388.68	88,664.16
		STEP G	44.7584	67.1376	3,580.67	7,758.12	93,097.47
		STEP H	46.9963	70.4944	3,759.70	8,146.02	97,752.30
6121	RECREATION COORDINATOR I	STEP A	19.6833	29.5250	1,574.66	3,411.78	40,941.37
		STEP B	20.6675	31.0013	1,653.40	3,582.37	42,988.54
		STEP C	21.7008	32.5512	1,736.06	3,761.48	45,137.78
		STEP D	22.7859	34.1789	1,822.87	3,949.56	47,394.74
		STEP E	23.9252	35.8878	1,914.01	4,147.03	49,764.44
		STEP F	25.1214	37.6821	2,009.71	4,354.37	52,252.54
		STEP G	26.3774	39.5661	2,110.19	4,572.09	54,865.09
		STEP H	27.6963	41.5445	2,215.70	4,800.69	57,608.38
6122	RECREATION COORDINATOR II	STEP A	21.6515	32.4773	1,732.12	3,752.94	45,035.28
		STEP B	22.7343	34.1015	1,818.74	3,940.61	47,287.43
		STEP C	23.8709	35.8063	1,909.67	4,137.62	49,651.49
		STEP D	25.0644	37.5967	2,005.15	4,344.51	52,134.15
		STEP E	26.3177	39.4765	2,105.41	4,561.73	54,740.85
		STEP F	27.6334	41.4502	2,210.67	4,789.80	57,477.65
		STEP G	29.0152	43.5228	2,321.21	5,029.30	60,351.67
		STEP H	30.4659	45.6989	2,437.27	5,280.76	63,369.18
6225	REFUSE MAINTENANCE WORKER I	STEP A	16.8361	25.2541	1,346.88	2,918.25	35,019.08
		STEP B	17.6779	26.5168	1,414.23	3,064.16	36,770.03
		STEP C	18.5620	27.8430	1,484.96	3,217.41	38,608.96
		STEP D	19.4900	29.2350	1,559.20	3,378.26	40,539.20
		STEP E	20.4644	30.6966	1,637.15	3,547.16	42,565.95
		STEP F	21.4877	32.2315	1,719.01	3,724.53	44,694.41
		STEP G	22.5621	33.8431	1,804.96	3,910.76	46,929.16
		STEP H	23.6901	35.5351	1,895.20	4,106.28	49,275.40

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6226	REFUSE MAINTENANCE WORKER II						
		STEP A	20.0640	30.0960	1,605.12	3,477.76	41,733.12
		STEP B	21.0670	31.6005	1,685.36	3,651.61	43,819.36
		STEP C	22.1205	33.1807	1,769.64	3,834.22	46,010.64
		STEP D	23.2265	34.8397	1,858.12	4,025.92	48,311.12
		STEP E	24.3878	36.5817	1,951.02	4,227.21	50,726.62
		STEP F	25.6072	38.4108	2,048.57	4,438.58	53,262.97
		STEP G	26.8874	40.3311	2,150.99	4,660.48	55,925.79
		STEP H	28.2319	42.3478	2,258.55	4,893.52	58,722.35
6302	REFUSE TRUCK DRIVER I						
		STEP A	17.9684	26.9526	1,437.47	3,114.52	37,374.27
		STEP B	18.8668	28.3003	1,509.35	3,270.26	39,243.14
		STEP C	19.8102	29.7153	1,584.81	3,433.77	41,205.26
		STEP D	20.8008	31.2012	1,664.06	3,605.47	43,265.71
		STEP E	21.8408	32.7612	1,747.26	3,785.74	45,428.97
		STEP F	22.9329	34.3994	1,834.63	3,975.04	47,700.54
		STEP G	24.0795	36.1193	1,926.36	4,173.79	50,085.54
		STEP H	25.2834	37.9251	2,022.67	4,382.45	52,589.48
6304	REFUSE TRUCK DRIVER II						
		STEP A	21.0674	31.6011	1,685.39	3,651.68	43,820.19
		STEP B	22.1208	33.1812	1,769.66	3,834.27	46,011.26
		STEP C	23.2269	34.8403	1,858.15	4,026.00	48,311.95
		STEP D	24.3885	36.5827	1,951.08	4,227.34	50,728.08
		STEP E	25.6077	38.4115	2,048.61	4,438.66	53,264.01
		STEP F	26.8881	40.3321	2,151.04	4,660.60	55,927.24
		STEP G	28.2324	42.3486	2,258.59	4,893.61	58,723.39
		STEP H	29.6442	44.4663	2,371.53	5,138.32	61,659.93
7324	SOLID WASTE BILLING TECH						
		STEP A	20.4446	30.6669	1,635.56	3,543.73	42,524.76
		STEP B	21.4667	32.2000	1,717.33	3,720.89	44,650.73
		STEP C	22.5404	33.8106	1,803.23	3,907.00	46,884.03
		STEP D	23.6671	35.5006	1,893.36	4,102.29	49,227.56
		STEP E	24.8504	37.2756	1,988.03	4,307.40	51,688.83
		STEP F	26.0931	39.1396	2,087.44	4,522.80	54,273.64
		STEP G	27.3977	41.0965	2,191.81	4,748.93	56,987.21
		STEP H	28.7674	43.1511	2,301.39	4,986.34	59,836.19

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7117	SR BUILDING INSPECTOR						
		STEP A	29.0604	43.5906	2,324.83	5,037.14	60,445.74
		STEP B	30.5134	45.7701	2,441.07	5,289.00	63,467.99
		STEP C	32.0392	48.0588	2,563.13	5,553.46	66,641.57
		STEP D	33.6411	50.4617	2,691.29	5,831.13	69,973.60
		STEP E	35.3232	52.9848	2,825.85	6,122.68	73,472.27
		STEP F	37.0895	55.6342	2,967.16	6,428.84	77,146.17
		STEP G	38.9438	58.4158	3,115.51	6,750.27	81,003.26
		STEP H	40.8910	61.3365	3,271.28	7,087.78	85,053.39
7119	SR BUILDING MAINTENANCE WKR						
		STEP A	24.2471	36.3707	1,939.77	4,202.83	50,434.04
		STEP B	25.4593	38.1890	2,036.74	4,412.95	52,955.42
		STEP C	26.7325	40.0987	2,138.60	4,633.63	55,603.65
		STEP D	28.0691	42.1036	2,245.52	4,865.31	58,383.77
		STEP E	29.4726	44.2089	2,357.81	5,108.59	61,303.11
		STEP F	30.9463	46.4195	2,475.70	5,364.03	64,368.40
		STEP G	32.4934	48.7401	2,599.47	5,632.19	67,586.32
		STEP H	34.1181	51.1771	2,729.45	5,913.80	70,965.70
7195	SR BUILDING PLANS EXAMINER						
		STEP A	29.3978	44.0967	2,351.82	5,095.62	61,147.55
		STEP B	30.8677	46.3016	2,469.41	5,350.40	64,204.89
		STEP C	32.4112	48.6168	2,592.89	5,617.94	67,415.31
		STEP D	34.0317	51.0476	2,722.54	5,898.83	70,786.04
		STEP E	35.7333	53.6000	2,858.66	6,193.77	74,325.33
		STEP F	37.5201	56.2802	3,001.61	6,503.49	78,041.88
		STEP G	39.3960	59.0940	3,151.68	6,828.64	81,943.75
		STEP H	41.3658	62.0487	3,309.26	7,170.07	86,040.91
7134	SR CODE ENFORCEMENT INSPECTOR						
		STEP A	29.0604	43.5906	2,324.83	5,037.14	60,445.74
		STEP B	30.5134	45.7701	2,441.07	5,289.00	63,467.99
		STEP C	32.0392	48.0588	2,563.13	5,553.46	66,641.57
		STEP D	33.6411	50.4617	2,691.29	5,831.13	69,973.60
		STEP E	35.3232	52.9848	2,825.85	6,122.68	73,472.27
		STEP F	37.0895	55.6342	2,967.16	6,428.84	77,146.17
		STEP G	38.9438	58.4158	3,115.51	6,750.27	81,003.26
		STEP H	40.8910	61.3365	3,271.28	7,087.78	85,053.39

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7121	SR CONSTRUCTION INSPECTOR	STEP A	27.1835	40.7752	2,174.68	4,711.80	56,541.70
		STEP B	28.5427	42.8141	2,283.41	4,947.40	59,368.89
		STEP C	29.9697	44.9546	2,397.58	5,194.75	62,337.11
		STEP D	31.4681	47.2022	2,517.45	5,454.48	65,453.81
		STEP E	33.0415	49.5623	2,643.32	5,727.20	68,726.42
		STEP F	34.6937	52.0406	2,775.50	6,013.58	72,163.04
		STEP G	36.4286	54.6429	2,914.29	6,314.29	75,771.54
		STEP H	38.2498	57.3748	3,059.99	6,629.98	79,559.77
7144	SR CUSTODIAN	STEP A	18.7860	28.1790	1,502.88	3,256.24	39,074.88
		STEP B	19.7253	29.5879	1,578.02	3,419.05	41,028.62
		STEP C	20.7114	31.0671	1,656.91	3,589.97	43,079.71
		STEP D	21.7470	32.6205	1,739.76	3,769.48	45,233.76
		STEP E	22.8342	34.2513	1,826.73	3,957.92	47,495.13
		STEP F	23.9761	35.9641	1,918.08	4,155.85	49,870.28
		STEP G	25.1749	37.7623	2,013.99	4,363.64	52,363.79
		STEP H	26.4336	39.6504	2,114.68	4,581.82	54,981.88
7162	SR ENGINEERING TECHNICIAN	STEP A	24.4691	36.7037	1,957.53	4,241.32	50,895.88
		STEP B	25.6929	38.5393	2,055.43	4,453.43	53,441.23
		STEP C	26.9773	40.4660	2,158.19	4,676.08	56,112.96
		STEP D	28.3262	42.4894	2,266.10	4,909.88	58,918.64
		STEP E	29.7425	44.6138	2,379.40	5,155.38	61,864.59
		STEP F	31.2295	46.8443	2,498.36	5,413.13	64,957.56
		STEP G	32.7913	49.1869	2,623.30	5,683.83	68,205.96
		STEP H	34.4307	51.6460	2,754.45	5,967.99	71,615.91
7146	SR FINANCE CLERK	STEP A	19.5821	29.3731	1,566.56	3,394.23	40,730.76
		STEP B	20.5612	30.8418	1,644.89	3,563.94	42,767.29
		STEP C	21.5893	32.3839	1,727.14	3,742.14	44,905.74
		STEP D	22.6687	34.0030	1,813.49	3,929.24	47,150.89
		STEP E	23.8022	35.7033	1,904.17	4,125.71	49,508.57
		STEP F	24.9923	37.4884	1,999.38	4,332.00	51,983.98
		STEP G	26.2418	39.3627	2,099.34	4,548.57	54,582.94
		STEP H	27.5540	41.3310	2,204.32	4,776.02	57,312.32

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7147	SR FINANCE TECHNICIAN	STEP A	22.4889	33.7333	1,799.11	3,898.07	46,776.91
		STEP B	23.6134	35.4201	1,889.07	4,092.98	49,115.87
		STEP C	24.7941	37.1911	1,983.52	4,297.64	51,571.72
		STEP D	27.3356	41.0034	2,186.84	4,738.17	56,858.04
		STEP F	28.7024	43.0536	2,296.19	4,975.08	59,700.99
		STEP G	30.1373	45.2059	2,410.98	5,223.79	62,685.58
		STEP H	31.6442	47.4663	2,531.53	5,484.99	65,819.93
7148	SR HOUSING TECHNICIAN	STEP A	23.0572	34.5858	1,844.57	3,996.58	47,959.04
		STEP B	24.2100	36.3150	1,936.80	4,196.40	50,356.87
		STEP C	25.4206	38.1310	2,033.65	4,406.25	52,875.01
		STEP D	26.6915	40.0372	2,135.32	4,626.52	55,518.35
		STEP E	28.0263	42.0394	2,242.10	4,857.89	58,294.75
		STEP F	29.4275	44.1413	2,354.20	5,100.77	61,209.30
		STEP G	30.8989	46.3484	2,471.91	5,355.82	64,269.89
		STEP H	32.4439	48.6659	2,595.51	5,623.62	67,483.51
7149	SR IT TECHNICIAN	STEP A	25.2686	37.9030	2,021.49	4,379.90	52,558.85
		STEP B	26.5322	39.7983	2,122.58	4,598.92	55,187.08
		STEP C	27.8588	41.7883	2,228.71	4,828.87	57,946.50
		STEP D	29.2516	43.8774	2,340.13	5,070.28	60,843.41
		STEP E	30.7143	46.0715	2,457.15	5,323.82	63,885.94
		STEP F	32.2500	48.3751	2,580.00	5,590.01	67,080.14
		STEP G	33.8626	50.7940	2,709.01	5,869.53	70,434.39
		STEP H	35.5557	53.3335	2,844.45	6,162.99	73,955.90
7189	SR MECHANIC	STEP A	26.0606	39.0909	2,084.84	4,517.17	54,206.04
		STEP B	27.3636	41.0454	2,189.08	4,743.02	56,916.28
		STEP C	28.7319	43.0978	2,298.55	4,980.19	59,762.35
		STEP D	30.1682	45.2523	2,413.45	5,229.15	62,749.85
		STEP E	31.6768	47.5152	2,534.14	5,490.64	65,887.74
		STEP F	33.2607	49.8910	2,660.85	5,765.18	69,182.25
		STEP G	34.9237	52.3855	2,793.89	6,053.44	72,641.29
		STEP H	36.6698	55.0047	2,933.58	6,356.09	76,273.18

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7200	SR METER SERVICE WORKER						
		STEP A	22.0704	33.1056	1,765.63	3,825.53	45,906.43
		STEP B	23.1739	34.7608	1,853.91	4,016.80	48,201.71
		STEP C	24.3324	36.4986	1,946.59	4,217.61	50,611.39
		STEP D	25.5493	38.3239	2,043.94	4,428.54	53,142.54
		STEP E	26.8267	40.2400	2,146.13	4,649.96	55,799.53
		STEP F	28.1680	42.2520	2,253.44	4,882.45	58,589.44
		STEP G	29.5764	44.3646	2,366.11	5,126.57	61,518.91
		STEP H	31.0552	46.5828	2,484.41	5,382.90	64,594.81
7154	SR NATURAL RESOURCES WORKER						
		STEP A	22.1208	33.1812	1,769.66	3,834.27	46,011.26
		STEP B	23.2269	34.8403	1,858.15	4,026.00	48,311.95
		STEP C	24.3883	36.5824	1,951.06	4,227.30	50,727.66
		STEP D	25.6077	38.4115	2,048.61	4,438.66	53,264.01
		STEP E	26.8881	40.3321	2,151.04	4,660.60	55,927.24
		STEP F	28.2325	42.3487	2,258.60	4,893.63	58,723.60
		STEP G	29.6441	44.4661	2,371.52	5,138.31	61,659.72
		STEP H	31.1263	46.6894	2,490.10	5,395.22	64,742.70
7192	SR PARKS MAINTENANCE WORKER						
		STEP A	21.0674	31.6011	1,685.39	3,651.68	43,820.19
		STEP B	22.1208	33.1812	1,769.66	3,834.27	46,011.26
		STEP C	23.2269	34.8403	1,858.15	4,026.00	48,311.95
		STEP D	24.3885	36.5827	1,951.08	4,227.34	50,728.08
		STEP E	25.6077	38.4115	2,048.61	4,438.66	53,264.01
		STEP F	26.8881	40.3321	2,151.04	4,660.60	55,927.24
		STEP G	28.2324	42.3486	2,258.59	4,893.61	58,723.39
		STEP H	29.6442	44.4663	2,371.53	5,138.32	61,659.93
7129	SR REFUSE TRUCK DRIVER						
		STEP A	23.2266	34.8399	1,858.12	4,025.94	48,311.32
		STEP B	24.3879	36.5818	1,951.03	4,227.23	50,726.83
		STEP C	25.6074	38.4111	2,048.59	4,438.61	53,263.39
		STEP D	26.8877	40.3315	2,151.01	4,660.53	55,926.41
		STEP E	28.2321	42.3481	2,258.56	4,893.56	58,722.76
		STEP F	29.6436	44.4654	2,371.48	5,138.22	61,658.68
		STEP G	31.1259	46.6888	2,490.07	5,395.15	64,741.87
		STEP H	32.6822	49.0233	2,614.57	5,664.91	67,978.97

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7187	SR STREET MAINTENANCE WORKER						
		STEP A	22.0348	33.0522	1,762.78	3,819.37	45,832.47
		STEP B	23.1365	34.7048	1,850.92	4,010.34	48,124.08
		STEP C	24.2933	36.4400	1,943.46	4,210.85	50,530.21
		STEP D	25.5080	38.2620	2,040.64	4,421.39	53,056.75
		STEP E	26.7834	40.1751	2,142.67	4,642.46	55,709.59
		STEP F	28.1226	42.1839	2,249.80	4,874.58	58,495.02
		STEP G	29.5287	44.2931	2,362.29	5,118.31	61,419.79
		STEP H	31.0049	46.5074	2,480.39	5,374.19	64,490.39
7201	SR TREE TRIMMER						
		STEP A	22.0706	33.1059	1,765.64	3,825.57	45,906.84
		STEP B	23.1741	34.7611	1,853.92	4,016.84	48,202.12
		STEP C	24.3327	36.4990	1,946.61	4,217.66	50,612.01
		STEP D	25.5495	38.3242	2,043.96	4,428.58	53,142.96
		STEP E	26.8270	40.2405	2,146.16	4,650.01	55,800.16
		STEP F	28.1683	42.2524	2,253.46	4,882.50	58,590.06
		STEP G	29.5766	44.3649	2,366.12	5,126.61	61,519.32
		STEP H	31.0556	46.5834	2,484.44	5,382.97	64,595.64
7203	SR WAREHOUSE WORKER						
		STEP A	21.0674	31.6011	1,685.39	3,651.68	43,820.19
		STEP B	22.1208	33.1812	1,769.66	3,834.27	46,011.26
		STEP C	23.2269	34.8403	1,858.15	4,026.00	48,311.95
		STEP D	24.3885	36.5827	1,951.08	4,227.34	50,728.08
		STEP E	25.6077	38.4115	2,048.61	4,438.66	53,264.01
		STEP F	26.8881	40.3321	2,151.04	4,660.60	55,927.24
		STEP G	28.2324	42.3486	2,258.59	4,893.61	58,723.39
		STEP H	29.6442	44.4663	2,371.53	5,138.32	61,659.93
7525	STREET MAINT WORKER I						
		STEP A	18.1835	27.2752	1,454.68	3,151.81	37,821.72
		STEP B	19.0927	28.6390	1,527.41	3,309.40	39,712.82
		STEP C	20.0474	30.0712	1,603.79	3,474.89	41,698.76
		STEP D	21.0496	31.5745	1,683.97	3,648.61	43,783.34
		STEP E	22.1020	33.1530	1,768.16	3,831.02	45,972.24
		STEP F	23.2074	34.8112	1,856.59	4,022.62	48,271.54
		STEP G	24.3677	36.5515	1,949.41	4,223.73	50,684.84
		STEP H	25.5860	38.3791	2,046.88	4,434.92	53,219.06

CITY OF ROSEVILLE
SALARY SCHEDULE A

Appendix: A

Percentage: 1.020

Effective Date: 02/06/2016

LO39 LOCAL 39

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
7530	STREET MAINT WORKER II	STEP A	20.0017	30.0026	1,600.14	3,466.97	41,603.70
		STEP B	21.0019	31.5029	1,680.15	3,640.34	43,684.08
		STEP C	22.0519	33.0779	1,764.15	3,822.34	45,868.13
		STEP D	23.1546	34.7320	1,852.37	4,013.48	48,161.76
		STEP E	24.3125	36.4687	1,945.00	4,214.16	50,570.01
		STEP F	25.5280	38.2920	2,042.24	4,424.86	53,098.34
		STEP G	26.8045	40.2068	2,144.36	4,646.12	55,753.49
		STEP H	28.1446	42.2170	2,251.57	4,878.41	58,540.92
7540	STREET SWEEPER OPERATOR	STEP A	21.0010	31.5016	1,680.08	3,640.18	43,682.23
		STEP B	22.0510	33.0766	1,764.08	3,822.18	45,866.22
		STEP C	23.1536	34.7304	1,852.29	4,013.29	48,159.56
		STEP D	24.3114	36.4671	1,944.91	4,213.97	50,567.73
		STEP E	25.5270	38.2905	2,042.16	4,424.68	53,096.19
		STEP F	26.8031	40.2047	2,144.25	4,645.88	55,750.62
		STEP G	28.1434	42.2151	2,251.47	4,878.19	58,538.38
		STEP H	29.5505	44.3258	2,364.04	5,122.09	61,465.15
8310	TREE TRIMMER	STEP A	20.0641	30.0961	1,605.12	3,477.77	41,733.32
		STEP B	21.0672	31.6008	1,685.37	3,651.64	43,819.77
		STEP C	22.1207	33.1810	1,769.65	3,834.25	46,011.05
		STEP D	23.2266	34.8399	1,858.12	4,025.94	48,311.32
		STEP E	24.3880	36.5820	1,951.04	4,227.25	50,727.04
		STEP F	25.6075	38.4112	2,048.60	4,438.63	53,263.60
		STEP G	26.8879	40.3318	2,151.03	4,660.56	55,926.83
		STEP H	28.2321	42.3481	2,258.56	4,893.56	58,722.76
8938	VEHICLE MAINT PARTS BUYER	STEP A	21.0641	31.5961	1,685.12	3,651.11	43,813.32
		STEP B	22.1173	33.1759	1,769.38	3,833.66	46,003.98
		STEP C	23.2234	34.8351	1,857.87	4,025.38	48,304.67
		STEP D	24.3845	36.5767	1,950.76	4,226.64	50,719.76
		STEP E	25.6039	38.4058	2,048.31	4,438.00	53,256.11
		STEP F	26.8838	40.3257	2,150.70	4,659.85	55,918.30
		STEP G	28.2280	42.3420	2,258.24	4,892.85	58,714.24
		STEP H	29.6394	44.4591	2,371.15	5,137.49	61,649.95

CITY OF ROSEVILLE
SALARY SCHEDULE A

Appendix: A

Percentage: 1.020

Effective Date: 02/06/2016

LO39 LOCAL 39

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
8940	VEHICLE MAINT SERVICEWRITER	STEP A	26.0606	39.0909	2,084.84	4,517.17	54,206.04
		STEP B	27.3636	41.0454	2,189.08	4,743.02	56,916.28
		STEP C	28.7319	43.0978	2,298.55	4,980.19	59,762.35
		STEP D	30.1682	45.2523	2,413.45	5,229.15	62,749.85
		STEP E	31.6768	47.5152	2,534.14	5,490.64	65,887.74
		STEP F	33.2607	49.8910	2,660.85	5,765.18	69,182.25
		STEP G	34.9237	52.3855	2,793.89	6,053.44	72,641.29
		STEP H	36.6698	55.0047	2,933.58	6,356.09	76,273.18
8951	WAREHOUSE WORKER I	STEP A	16.8361	25.2541	1,346.88	2,918.25	35,019.08
		STEP B	17.6779	26.5168	1,414.23	3,064.16	36,770.03
		STEP C	18.5620	27.8430	1,484.96	3,217.41	38,608.96
		STEP D	19.4900	29.2350	1,559.20	3,378.26	40,539.20
		STEP E	20.4644	30.6966	1,637.15	3,547.16	42,565.95
		STEP F	21.4877	32.2315	1,719.01	3,724.53	44,694.41
		STEP G	22.5621	33.8431	1,804.96	3,910.76	46,929.16
		STEP H	23.6901	35.5351	1,895.20	4,106.28	49,275.40
8952	WAREHOUSE WORKER II	STEP A	19.1087	28.6630	1,528.69	3,312.17	39,746.09
		STEP B	20.0642	30.0963	1,605.13	3,477.79	41,733.53
		STEP C	21.0673	31.6009	1,685.38	3,651.66	43,819.98
		STEP D	22.1207	33.1810	1,769.65	3,834.25	46,011.05
		STEP E	23.2267	34.8400	1,858.13	4,025.96	48,311.53
		STEP F	24.3881	36.5821	1,951.04	4,227.27	50,727.24
		STEP G	25.6076	38.4114	2,048.60	4,438.65	53,263.80
		STEP H	26.8880	40.3320	2,151.04	4,660.58	55,927.04
9200	WATER TRMT PLT OPR GD I 24HR	STEP A	14.3310	21.4965	1,605.07	3,477.65	41,731.87
		STEP B	15.0477	22.5715	1,685.34	3,651.57	43,818.90
		STEP C	15.7998	23.6997	1,769.57	3,834.08	46,009.01
		STEP D	16.5899	24.8848	1,858.06	4,025.81	48,309.78
		STEP E	17.4196	26.1294	1,951.00	4,227.15	50,725.87
		STEP F	18.2904	27.4356	2,048.52	4,438.47	53,261.64
		STEP G	19.2050	28.8075	2,150.96	4,660.41	55,924.96
		STEP H	20.1651	30.2476	2,258.49	4,893.39	58,720.77

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Percentage: 1.020

Effective Date: 02/06/2016

LO39 LOCAL 39

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
9232	WATER TRMT PLT OPR GD I 8HR	STEP A	20.0635	30.0952	1,605.08	3,477.67	41,732.08
		STEP B	21.0667	31.6000	1,685.33	3,651.56	43,818.73
		STEP C	22.1201	33.1801	1,769.60	3,834.15	46,009.80
		STEP D	23.2261	34.8391	1,858.08	4,025.85	48,310.28
		STEP E	24.3875	36.5812	1,951.00	4,227.16	50,726.00
		STEP F	25.6068	38.4102	2,048.54	4,438.51	53,262.14
		STEP G	26.8871	40.3306	2,150.96	4,660.43	55,925.16
		STEP H	28.2316	42.3474	2,258.52	4,893.47	58,721.72
9210	WATER TRMT PLT OPR GD II 24HR	STEP A	15.8140	23.7210	1,771.16	3,837.53	46,050.36
		STEP B	16.6047	24.9070	1,859.72	4,029.40	48,352.88
		STEP C	17.4349	26.1523	1,952.70	4,230.86	50,770.42
		STEP D	18.3066	27.4599	2,050.33	4,442.40	53,308.81
		STEP E	19.2221	28.8331	2,152.87	4,664.56	55,974.75
		STEP F	20.1830	30.2745	2,260.49	4,897.74	58,772.89
		STEP G	21.1922	31.7883	2,373.52	5,142.64	61,711.68
		STEP H	22.2519	33.3778	2,492.21	5,399.79	64,797.53
9234	WATER TRMT PLT OPR GD II 8HR	STEP A	22.1395	33.2092	1,771.16	3,837.51	46,050.16
		STEP B	23.2466	34.8699	1,859.72	4,029.41	48,352.92
		STEP C	24.4090	36.6135	1,952.72	4,230.89	50,770.72
		STEP D	25.6294	38.4441	2,050.35	4,442.42	53,309.15
		STEP E	26.9110	40.3665	2,152.88	4,664.57	55,974.88
		STEP F	28.2569	42.3853	2,260.55	4,897.86	58,774.35
		STEP G	29.6698	44.5047	2,373.58	5,142.76	61,713.18
		STEP H	31.1530	46.7295	2,492.24	5,399.85	64,798.24
9230	WATER TRMT PLT OPR GD III 24HR	STEP A	20.1660	30.2490	2,258.59	4,893.61	58,723.39
		STEP B	21.1745	31.7617	2,371.54	5,138.34	61,660.14
		STEP C	22.2330	33.3495	2,490.09	5,395.20	64,742.49
		STEP D	23.3445	35.0167	2,614.58	5,664.93	67,979.18
		STEP E	24.5119	36.7678	2,745.33	5,948.22	71,378.65
		STEP F	25.7376	38.6064	2,882.61	6,245.65	74,947.89
		STEP G	27.0245	40.5367	3,026.74	6,557.94	78,695.34
		STEP H	28.3754	42.5631	3,178.04	6,885.76	82,629.16

CITY OF ROSEVILLE
SALARY SCHEDULE A

Appendix: A

Percentage: 1.020

Effective Date: 02/06/2016

LO39 LOCAL 39

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
9229	WATER TRMT PLT OPR GD III 8HR	STEP A	26.8881	40.3321	2,151.04	4,660.60	55,927.24
		STEP B	28.2324	42.3486	2,258.59	4,893.61	58,723.39
		STEP C	29.6441	44.4661	2,371.52	5,138.31	61,659.72
		STEP D	31.1263	46.6894	2,490.10	5,395.22	64,742.70
		STEP E	32.6826	49.0239	2,614.60	5,664.98	67,979.80
		STEP F	34.3170	51.4755	2,745.36	5,948.28	71,379.36
		STEP G	36.0326	54.0489	2,882.60	6,245.65	74,947.80
		STEP H	37.8344	56.7516	3,026.75	6,557.96	78,695.55
9000	WSTWTR TRMT PLT OPR GD I	STEP A	20.0636	30.0954	1,605.08	3,477.69	41,732.28
		STEP B	21.0668	31.6002	1,685.34	3,651.57	43,818.94
		STEP C	22.1203	33.1804	1,769.62	3,834.18	46,010.22
		STEP D	23.2263	34.8394	1,858.10	4,025.89	48,310.70
		STEP E	24.3876	36.5814	1,951.00	4,227.18	50,726.20
		STEP F	25.6069	38.4103	2,048.55	4,438.52	53,262.35
		STEP G	26.8872	40.3308	2,150.97	4,660.44	55,925.37
		STEP H	28.2316	42.3474	2,258.52	4,893.47	58,721.72
9010	WSTWTR TRMT PLT OPR GD II	STEP A	22.1397	33.2095	1,771.17	3,837.54	46,050.57
		STEP B	23.2466	34.8699	1,859.72	4,029.41	48,352.92
		STEP C	24.4090	36.6135	1,952.72	4,230.89	50,770.72
		STEP D	25.6293	38.4439	2,050.34	4,442.41	53,308.94
		STEP E	26.9109	40.3663	2,152.87	4,664.55	55,974.67
		STEP F	28.2563	42.3844	2,260.50	4,897.75	58,773.10
		STEP G	29.6694	44.5041	2,373.55	5,142.69	61,712.35
		STEP H	31.1527	46.7290	2,492.21	5,399.80	64,797.61
9025	WSTWTR TRMT PLT OPR GD III	STEP A	26.8881	40.3321	2,151.04	4,660.60	55,927.24
		STEP B	28.2324	42.3486	2,258.59	4,893.61	58,723.39
		STEP C	29.6441	44.4661	2,371.52	5,138.31	61,659.72
		STEP D	31.1263	46.6894	2,490.10	5,395.22	64,742.70
		STEP E	32.6826	49.0239	2,614.60	5,664.98	67,979.80
		STEP F	34.3163	51.4744	2,745.30	5,948.15	71,377.90
		STEP G	36.0328	54.0492	2,882.62	6,245.68	74,948.22
		STEP H	37.8342	56.7513	3,026.73	6,557.92	78,695.13

CITY OF ROSEVILLE

SALARY SCHEDULE A

Appendix: A

Percentage: 1.020

Effective Date: 02/06/2016

LO39 LOCAL 39

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
9030	WSTWTR TRMT PLT OPR GD IV						
		STEP A	32.3733	48.5599	2,589.86	5,611.37	67,336.46
		STEP B	33.9919	50.9878	2,719.35	5,891.92	70,703.15
		STEP C	35.6914	53.5371	2,855.31	6,186.50	74,238.11
		STEP D	37.4760	56.2140	2,998.08	6,495.84	77,950.08
		STEP E	39.3499	59.0248	3,147.99	6,820.64	81,847.79
		STEP F	41.3173	61.9759	3,305.38	7,161.66	85,939.98
		STEP G	43.3833	65.0749	3,470.66	7,519.77	90,237.26
		STEP H	45.5524	68.3286	3,644.19	7,895.74	94,748.99
9020	WSTWTR TRMT PLT OPR GDIII 24HR						
		STEP A	20.6462	30.9693	2,312.37	5,010.14	60,121.73
		STEP B	21.6786	32.5179	2,428.00	5,260.67	63,128.08
		STEP C	22.7623	34.1434	2,549.37	5,523.65	66,283.81
		STEP D	23.9007	35.8510	2,676.87	5,799.90	69,598.83
		STEP E	25.0956	37.6434	2,810.70	6,089.86	73,078.38
		STEP F	26.3505	39.5257	2,951.25	6,394.38	76,732.65
		STEP G	27.6679	41.5018	3,098.80	6,714.07	80,568.92
		STEP H	29.0512	43.5768	3,253.73	7,049.75	84,597.09

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.00

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B400	ACCOUNTANT I	STEP A	25.4192	38.1288	2,033.53	4,405.99	52,871.93
		STEP B	26.0468	39.0702	2,083.74	4,514.77	54,177.34
		STEP C	26.6900	40.0350	2,135.20	4,626.26	55,515.20
		STEP D	27.3491	41.0236	2,187.92	4,740.51	56,886.12
		STEP E	28.0245	42.0367	2,241.96	4,857.58	58,290.96
		STEP F	28.7166	43.0749	2,297.32	4,977.54	59,730.52
		STEP G	29.4258	44.1387	2,354.06	5,100.47	61,205.66
		STEP H	30.1525	45.2287	2,412.20	5,226.43	62,717.20
		STEP I	30.8971	46.3456	2,471.76	5,355.49	64,265.96
		STEP J	31.6601	47.4901	2,532.80	5,487.75	65,853.00
		STEP K	32.4420	48.6630	2,595.36	5,623.28	67,479.36
		STEP L	33.2431	49.8646	2,659.44	5,762.13	69,145.64
		STEP M	34.0641	51.0961	2,725.12	5,904.44	70,853.32
		STEP N	34.9053	52.3579	2,792.42	6,050.25	72,603.02
		STEP O	35.7673	53.6509	2,861.38	6,199.66	74,395.98
B401	ACCOUNTANT II	STEP A	27.9730	41.9595	2,237.84	4,848.65	58,183.84
		STEP B	28.6634	42.9951	2,293.07	4,968.32	59,619.87
		STEP C	29.3713	44.0569	2,349.70	5,091.02	61,092.30
		STEP D	30.0966	45.1449	2,407.72	5,216.74	62,600.92
		STEP E	30.8399	46.2598	2,467.19	5,345.58	64,146.99
		STEP F	31.6015	47.4022	2,528.12	5,477.59	65,731.12
		STEP G	32.3819	48.5728	2,590.55	5,612.86	67,354.35
		STEP H	33.1816	49.7724	2,654.52	5,751.47	69,017.72
		STEP I	34.0010	51.0015	2,720.08	5,893.50	70,722.08
		STEP J	34.8407	52.2610	2,787.25	6,039.05	72,468.65
		STEP K	35.7011	53.5516	2,856.08	6,188.19	74,258.28
		STEP L	36.5827	54.8740	2,926.61	6,341.00	76,092.01
		STEP M	37.4862	56.2293	2,998.89	6,497.60	77,971.29
		STEP N	38.4119	57.6178	3,072.95	6,658.06	79,896.75
		STEP O	39.3605	59.0407	3,148.84	6,822.48	81,869.84
B402	ADMIN TECHNICIAN	STEP A	20.7915	31.1872	1,663.32	3,603.86	43,246.32
		STEP B	31.3050	46.9575	2,504.40	5,426.20	65,114.40
		STEP C	21.8311	32.7466	1,746.48	3,784.05	45,408.68
		STEP D	22.3702	33.5553	1,789.61	3,877.50	46,530.01
		STEP E	22.9227	34.3840	1,833.81	3,973.26	47,679.21
		STEP F	23.4888	35.2332	1,879.10	4,071.39	48,856.70
		STEP G	24.0688	36.1032	1,925.50	4,171.92	50,063.10
		STEP H	24.6632	36.9948	1,973.05	4,274.95	51,299.45
		STEP I	25.2723	37.9084	2,021.78	4,380.53	52,566.38
		STEP J	25.8964	38.8446	2,071.71	4,488.70	53,864.51
		STEP K	26.5359	39.8038	2,122.87	4,599.55	55,194.67
		STEP L	27.1912	40.7868	2,175.29	4,713.14	56,557.69
		STEP M	27.8627	41.7940	2,229.01	4,829.53	57,954.41
		STEP N	28.5508	42.8262	2,284.06	4,948.80	59,385.66
		STEP O	29.2559	43.8838	2,340.47	5,071.02	60,852.27

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B404	ASSOC ENGINEER	STEP A	33.9437	50.9155	2,715.49	5,883.57	70,602.89
		STEP B	34.7819	52.1728	2,782.55	6,028.86	72,346.35
		STEP C	35.6408	53.4612	2,851.26	6,177.73	74,132.86
		STEP D	36.5210	54.7815	2,921.68	6,330.30	75,963.68
		STEP E	37.4229	56.1343	2,993.83	6,486.63	77,839.63
		STEP F	38.3471	57.5206	3,067.76	6,646.83	79,761.96
		STEP G	39.2941	58.9411	3,143.52	6,810.97	81,731.72
		STEP H	40.2644	60.3966	3,221.15	6,979.16	83,749.95
		STEP I	41.2588	61.8882	3,300.70	7,151.52	85,818.30
		STEP J	42.2777	63.4165	3,382.21	7,328.13	87,937.61
		STEP K	43.3218	64.9827	3,465.74	7,509.11	90,109.34
		STEP L	44.3916	66.5874	3,551.32	7,694.54	92,334.52
		STEP M	45.4879	68.2318	3,639.03	7,884.56	94,614.83
		STEP N	46.6112	69.9168	3,728.89	8,079.27	96,951.29
		STEP O	47.7623	71.6434	3,820.98	8,278.79	99,345.58
B405	ASSOC PLANNER	STEP A	30.3640	45.5460	2,429.12	5,263.09	63,157.12
		STEP B	31.1135	46.6702	2,489.08	5,393.00	64,716.08
		STEP C	31.8819	47.8228	2,550.55	5,526.19	66,314.35
		STEP D	32.6692	49.0038	2,613.53	5,662.66	67,951.93
		STEP E	33.4760	50.2140	2,678.08	5,802.50	69,630.08
		STEP F	34.3027	51.4540	2,744.21	5,945.80	71,349.61
		STEP G	35.1498	52.7247	2,811.98	6,092.63	73,111.58
		STEP H	36.0178	54.0267	2,881.42	6,243.08	74,917.02
		STEP I	36.9073	55.3609	2,952.58	6,397.26	76,767.18
		STEP J	37.8187	56.7280	3,025.49	6,555.24	78,662.89
		STEP K	38.7527	58.1290	3,100.21	6,717.13	80,605.61
		STEP L	39.7097	59.5645	3,176.77	6,883.01	82,596.17
		STEP M	40.6904	61.0356	3,255.23	7,053.00	84,636.03
		STEP N	41.6952	62.5428	3,335.61	7,227.16	86,726.01
		STEP O	42.7249	64.0873	3,417.99	7,405.64	88,867.79
B403	ASST CHILD CARE SITE COORD	STEP A	16.4385	24.6577	1,315.08	2,849.34	34,192.08
		STEP B	16.8444	25.2666	1,347.55	2,919.69	35,036.35
		STEP C	17.2603	25.8904	1,380.82	2,991.78	35,901.42
		STEP D	17.6866	26.5299	1,414.92	3,065.67	36,788.12
		STEP E	18.1234	27.1851	1,449.87	3,141.38	37,696.67
		STEP F	18.5709	27.8563	1,485.67	3,218.95	38,627.47
		STEP G	19.0296	28.5444	1,522.36	3,298.46	39,581.56
		STEP H	19.4995	29.2492	1,559.96	3,379.91	40,558.96
		STEP I	19.9810	29.9715	1,598.48	3,463.37	41,560.48
		STEP J	20.4745	30.7117	1,637.96	3,548.91	42,586.96
		STEP K	20.9801	31.4701	1,678.40	3,636.55	43,638.60
		STEP L	21.4982	32.2473	1,719.85	3,726.35	44,716.25
		STEP M	22.0291	33.0436	1,762.32	3,818.37	45,820.52
		STEP N	22.5731	33.8596	1,805.84	3,912.67	46,952.04
		STEP O	23.1306	34.6959	1,850.44	4,009.30	48,111.64

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B406	ASST ENGINEER	STEP A	30.7531	46.1296	2,460.24	5,330.53	63,966.44
		STEP B	31.5123	47.2684	2,520.98	5,462.13	65,545.58
		STEP C	32.2905	48.4357	2,583.24	5,597.02	67,164.24
		STEP D	33.0879	49.6318	2,647.03	5,735.23	68,822.83
		STEP E	33.9050	50.8575	2,712.40	5,876.86	70,522.40
		STEP F	34.7423	52.1134	2,779.38	6,022.00	72,263.98
		STEP G	35.6003	53.4004	2,848.02	6,170.71	74,048.62
		STEP H	36.4795	54.7192	2,918.36	6,323.11	75,877.36
		STEP I	37.3803	56.0704	2,990.42	6,479.25	77,751.02
		STEP J	38.3035	57.4552	3,064.28	6,639.27	79,671.28
		STEP K	39.2494	58.8741	3,139.95	6,803.22	81,638.75
		STEP L	40.2187	60.3280	3,217.49	6,971.24	83,654.89
		STEP M	41.2119	61.8178	3,296.95	7,143.39	85,720.75
		STEP N	42.2296	63.3444	3,378.36	7,319.79	87,837.56
		STEP O	43.2725	64.9087	3,461.80	7,500.56	90,006.80
B407	ASST PLANNER	STEP A	26.4024	39.6036	2,112.19	4,576.41	54,916.99
		STEP B	27.0543	40.5814	2,164.34	4,689.41	56,272.94
		STEP C	27.7224	41.5836	2,217.79	4,805.21	57,662.59
		STEP D	28.4070	42.6105	2,272.56	4,923.88	59,086.56
		STEP E	29.1085	43.6627	2,328.68	5,045.47	60,545.68
		STEP F	29.8274	44.7411	2,386.19	5,170.08	62,040.99
		STEP G	30.5640	45.8460	2,445.12	5,297.76	63,573.12
		STEP H	31.3188	46.9782	2,505.50	5,428.59	65,143.10
		STEP I	32.0922	48.1383	2,567.37	5,562.64	66,751.77
		STEP J	32.8847	49.3270	2,630.77	5,700.01	68,400.17
		STEP K	33.6968	50.5452	2,695.74	5,840.77	70,089.34
		STEP L	34.5290	51.7935	2,762.32	5,985.02	71,820.32
		STEP M	35.3817	53.0725	2,830.53	6,132.82	73,593.93
		STEP N	36.2555	54.3832	2,900.44	6,284.28	75,411.44
		STEP O	37.1508	55.7262	2,972.06	6,439.47	77,273.66
B408	BLDG INSPECTOR I	STEP A	24.0170	36.0255	1,921.36	4,162.94	49,955.36
		STEP B	24.6099	36.9148	1,968.79	4,265.71	51,188.59
		STEP C	25.2177	37.8265	2,017.41	4,371.06	52,452.81
		STEP D	25.8404	38.7606	2,067.23	4,479.00	53,748.03
		STEP E	26.4786	39.7179	2,118.28	4,589.62	55,075.48
		STEP F	27.1325	40.6987	2,170.60	4,702.96	56,435.60
		STEP G	27.8025	41.7037	2,224.20	4,819.10	57,829.20
		STEP H	28.4891	42.7336	2,279.12	4,938.11	59,257.32
		STEP I	29.1926	43.7889	2,335.40	5,060.05	60,720.60
		STEP J	29.9136	44.8704	2,393.08	5,185.02	62,220.28
		STEP K	30.6523	45.9784	2,452.18	5,313.06	63,756.78
		STEP L	31.4093	47.1139	2,512.74	5,444.27	65,331.34
		STEP M	32.1849	48.2773	2,574.79	5,578.71	66,944.59
		STEP N	32.9798	49.4697	2,638.38	5,716.49	68,597.98
		STEP O	33.7942	50.6913	2,703.53	5,857.66	70,291.93

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B409	BLDG INSPECTOR II	STEP A	26.4186	39.6279	2,113.48	4,579.22	54,950.68
		STEP B	27.0709	40.6063	2,165.67	4,692.28	56,307.47
		STEP C	27.7394	41.6091	2,219.15	4,808.16	57,697.95
		STEP D	28.4244	42.6366	2,273.95	4,926.89	59,122.75
		STEP E	29.1264	43.6896	2,330.11	5,048.57	60,582.91
		STEP F	29.8457	44.7685	2,387.65	5,173.25	62,079.05
		STEP G	30.5827	45.8740	2,446.61	5,301.00	63,612.01
		STEP H	31.3380	47.0070	2,507.04	5,431.92	65,183.04
		STEP I	32.1119	48.1678	2,568.95	5,566.06	66,792.75
		STEP J	32.9049	49.3573	2,632.39	5,703.51	68,442.19
		STEP K	33.7175	50.5762	2,697.40	5,844.36	70,132.40
		STEP L	34.5502	51.8253	2,764.01	5,988.70	71,864.41
		STEP M	35.4034	53.1051	2,832.27	6,136.58	73,639.07
		STEP N	36.2777	54.4165	2,902.21	6,288.13	75,457.61
		STEP O	37.1736	55.7604	2,973.88	6,443.42	77,321.08
B410	BLDG MAINT WORKER I	STEP A	19.8795	29.8192	1,590.36	3,445.78	41,349.36
		STEP B	20.3703	30.5554	1,629.62	3,530.85	42,370.22
		STEP C	20.8734	31.3101	1,669.87	3,618.05	43,416.67
		STEP D	21.3888	32.0832	1,711.10	3,707.39	44,488.70
		STEP E	21.9170	32.8755	1,753.36	3,798.94	45,587.36
		STEP F	22.4583	33.6874	1,796.66	3,892.77	46,713.26
		STEP G	23.0129	34.5193	1,841.03	3,988.90	47,866.83
		STEP H	23.5812	35.3718	1,886.49	4,087.40	49,048.89
		STEP I	24.1636	36.2454	1,933.08	4,188.35	50,260.28
		STEP J	24.7603	37.1404	1,980.82	4,291.78	51,501.42
		STEP K	25.3718	38.0577	2,029.74	4,397.77	52,773.34
		STEP L	25.9983	38.9974	2,079.86	4,506.37	54,076.46
		STEP M	26.6404	39.9606	2,131.23	4,617.66	55,412.03
		STEP N	27.2983	40.9474	2,183.86	4,731.70	56,780.46
		STEP O	27.9724	41.9586	2,237.79	4,848.54	58,182.59
B411	BLDG MAINT WORKER II	STEP A	21.8667	32.8000	1,749.33	3,790.22	45,482.73
		STEP B	22.4065	33.6097	1,792.52	3,883.79	46,605.52
		STEP C	22.9598	34.4397	1,836.78	3,979.69	47,756.38
		STEP D	23.5268	35.2902	1,882.14	4,077.97	48,935.74
		STEP E	24.1078	36.1617	1,928.62	4,178.68	50,144.22
		STEP F	24.7032	37.0548	1,976.25	4,281.88	51,382.65
		STEP G	25.3133	37.9699	2,025.06	4,387.63	52,651.66
		STEP H	25.9384	38.9076	2,075.07	4,495.98	53,951.87
		STEP I	26.5789	39.8683	2,126.31	4,607.00	55,284.11
		STEP J	27.2353	40.8529	2,178.82	4,720.78	56,649.42
		STEP K	27.9079	41.8618	2,232.63	4,837.36	58,048.43
		STEP L	28.5971	42.8956	2,287.76	4,956.83	59,481.96
		STEP M	29.3033	43.9549	2,344.26	5,079.23	60,950.86
		STEP N	30.0270	45.0405	2,402.16	5,204.68	62,456.16
		STEP O	30.7685	46.1527	2,461.48	5,333.20	63,998.48

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B412	BLDG PLANS EXAMINER I	STEP A	24.2958	36.4437	1,943.66	4,211.27	50,535.26
		STEP B	24.8956	37.3434	1,991.64	4,315.23	51,782.84
		STEP C	25.5104	38.2656	2,040.83	4,421.80	53,061.63
		STEP D	26.1404	39.2106	2,091.23	4,531.00	54,372.03
		STEP E	26.7859	40.1788	2,142.87	4,642.88	55,714.67
		STEP F	27.4474	41.1711	2,195.79	4,757.54	57,090.59
		STEP G	28.1252	42.1878	2,250.01	4,875.03	58,500.41
		STEP H	28.8198	43.2297	2,305.58	4,995.43	59,945.18
		STEP I	29.5315	44.2972	2,362.52	5,118.79	61,425.52
		STEP J	30.2608	45.3912	2,420.86	5,245.20	62,942.46
		STEP K	31.0081	46.5121	2,480.64	5,374.73	64,496.84
		STEP L	31.7739	47.6608	2,541.91	5,507.47	66,089.71
		STEP M	32.5586	48.8379	2,604.68	5,643.49	67,721.88
		STEP N	33.3626	50.0439	2,669.00	5,782.85	69,394.20
		STEP O	34.1865	51.2797	2,734.92	5,925.66	71,107.92
B413	BLDG PLANS EXAMINER II	STEP A	26.7254	40.0881	2,138.03	4,632.40	55,588.83
		STEP B	27.3852	41.0778	2,190.81	4,746.76	56,961.21
		STEP C	28.0615	42.0922	2,244.92	4,863.99	58,367.92
		STEP D	28.7545	43.1317	2,300.36	4,984.11	59,809.36
		STEP E	29.4646	44.1969	2,357.16	5,107.19	61,286.36
		STEP F	30.1922	45.2883	2,415.37	5,233.31	62,799.77
		STEP G	30.9378	46.4067	2,475.02	5,362.55	64,350.62
		STEP H	31.7018	47.5527	2,536.14	5,494.97	65,939.74
		STEP I	32.4847	48.7270	2,598.77	5,630.68	67,568.17
		STEP J	33.2869	49.9303	2,662.95	5,769.72	69,236.75
		STEP K	34.1090	51.1635	2,728.72	5,912.22	70,946.72
		STEP L	34.9513	52.4269	2,796.10	6,058.22	72,698.70
		STEP M	35.8145	53.7217	2,865.16	6,207.84	74,494.16
		STEP N	36.6989	55.0483	2,935.91	6,361.14	76,333.71
		STEP O	37.6052	56.4078	3,008.41	6,518.23	78,218.81
B414	BUSINESS SYSTEMS ANALYST I	STEP A	27.3634	41.0451	2,189.07	4,742.98	56,915.87
		STEP B	28.0390	42.0585	2,243.12	4,860.09	58,321.12
		STEP C	28.7314	43.0971	2,298.51	4,980.10	59,761.31
		STEP D	29.4410	44.1615	2,355.28	5,103.10	61,237.28
		STEP E	30.1680	45.2520	2,413.44	5,229.12	62,749.44
		STEP F	30.9130	46.3695	2,473.04	5,358.25	64,299.04
		STEP G	31.6764	47.5146	2,534.11	5,490.57	65,886.91
		STEP H	32.4587	48.6880	2,596.69	5,626.17	67,514.09
		STEP I	33.2603	49.8904	2,660.82	5,765.11	69,181.42
		STEP J	34.0817	51.1225	2,726.53	5,907.49	70,889.93
		STEP K	34.9233	52.3849	2,793.86	6,053.37	72,640.46
		STEP L	35.7858	53.6787	2,862.86	6,202.87	74,434.46
		STEP M	36.6695	55.0042	2,933.56	6,356.04	76,272.56
		STEP N	37.5751	56.3626	3,006.00	6,513.01	78,156.20
		STEP O	38.5030	57.7545	3,080.24	6,673.85	80,086.24

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B415	BUSINESS SYSTEMS ANALYST II	STEP A	30.0999	45.1498	2,407.99	5,217.31	62,607.79
		STEP B	30.8429	46.2643	2,467.43	5,346.10	64,153.23
		STEP C	31.6046	47.4069	2,528.36	5,478.13	65,737.56
		STEP D	32.3851	48.5776	2,590.80	5,613.41	67,361.00
		STEP E	33.1848	49.7772	2,654.78	5,752.03	69,024.38
		STEP F	34.0043	51.0064	2,720.34	5,894.07	70,728.94
		STEP G	34.8441	52.2661	2,787.52	6,039.64	72,475.72
		STEP H	35.7046	53.5569	2,856.36	6,188.79	74,265.56
		STEP I	36.5863	54.8794	2,926.90	6,341.62	76,099.50
		STEP J	37.4898	56.2347	2,999.18	6,498.23	77,978.78
		STEP K	38.4156	57.6234	3,073.24	6,658.70	79,904.44
		STEP L	39.3643	59.0464	3,149.14	6,823.14	81,877.74
		STEP M	40.3365	60.5047	3,226.92	6,991.66	83,899.92
		STEP N	41.3326	61.9989	3,306.60	7,164.31	85,971.80
		STEP O	42.3533	63.5299	3,388.26	7,341.23	88,094.86
B416	BUYER I	STEP A	21.1152	31.6728	1,689.21	3,659.96	43,919.61
		STEP B	21.6367	32.4550	1,730.93	3,750.36	45,004.33
		STEP C	22.1710	33.2565	1,773.68	3,842.97	46,115.68
		STEP D	22.7185	34.0777	1,817.48	3,937.87	47,254.48
		STEP E	23.2796	34.9194	1,862.36	4,035.13	48,421.56
		STEP F	23.8545	35.7817	1,908.36	4,134.78	49,617.36
		STEP G	24.4436	36.6654	1,955.48	4,236.89	50,842.68
		STEP H	25.0472	37.5708	2,003.77	4,341.51	52,098.17
		STEP I	25.6658	38.4987	2,053.26	4,448.73	53,384.86
		STEP J	26.2996	39.4494	2,103.96	4,558.59	54,703.16
		STEP K	26.9491	40.4236	2,155.92	4,671.17	56,054.12
		STEP L	27.6146	41.4219	2,209.16	4,786.53	57,438.36
		STEP M	28.2966	42.4449	2,263.72	4,904.74	58,856.92
		STEP N	28.9953	43.4929	2,319.62	5,025.85	60,310.22
		STEP O	29.7114	44.5671	2,376.91	5,149.97	61,799.71
B417	BUYER II	STEP A	23.2267	34.8400	1,858.13	4,025.96	48,311.53
		STEP B	23.8003	35.7004	1,904.02	4,125.38	49,504.62
		STEP C	24.3880	36.5820	1,951.04	4,227.25	50,727.04
		STEP D	24.9903	37.4854	1,999.22	4,331.65	51,979.82
		STEP E	25.6074	38.4111	2,048.59	4,438.61	53,263.39
		STEP F	26.2398	39.3597	2,099.18	4,548.23	54,578.78
		STEP G	26.8878	40.3317	2,151.02	4,660.55	55,926.62
		STEP H	27.5518	41.3277	2,204.14	4,775.64	57,307.74
		STEP I	28.2322	42.3483	2,258.57	4,893.58	58,722.97
		STEP J	28.9294	43.3941	2,314.35	5,014.42	60,173.15
		STEP K	29.6439	44.4658	2,371.51	5,138.27	61,659.31
		STEP L	30.3759	45.5638	2,430.07	5,265.15	63,181.87
		STEP M	31.1261	46.6891	2,490.08	5,395.19	64,742.28
		STEP N	31.8947	47.8420	2,551.57	5,528.41	66,340.97
		STEP O	32.6824	49.0236	2,614.59	5,664.94	67,979.39

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B418	CHILD CARE SITE COORDINATOR						
		STEP A	19.6833	29.5249	1,574.66	3,411.77	40,941.26
		STEP B	20.1692	30.2538	1,613.53	3,495.99	41,951.93
		STEP C	20.6673	31.0009	1,653.38	3,582.33	42,987.98
		STEP D	21.1777	31.7665	1,694.21	3,670.80	44,049.61
		STEP E	21.7007	32.5510	1,736.05	3,761.45	45,137.45
		STEP F	22.2366	33.3549	1,778.92	3,854.34	46,252.12
		STEP G	22.7858	34.1787	1,822.86	3,949.53	47,394.46
		STEP H	23.3485	35.0227	1,867.88	4,047.07	48,564.88
		STEP I	23.9251	35.8876	1,914.00	4,147.01	49,764.20
		STEP J	24.5159	36.7738	1,961.27	4,249.42	50,993.07
		STEP K	25.1213	37.6819	2,009.70	4,354.35	52,252.30
		STEP L	25.7417	38.6125	2,059.33	4,461.89	53,542.73
		STEP M	26.3774	39.5661	2,110.19	4,572.08	54,864.99
		STEP N	27.0288	40.5432	2,162.30	4,684.99	56,219.90
		STEP O	27.6963	41.5444	2,215.70	4,800.69	57,608.30
B419	CITY CLERK TECHNICIAN I						
		STEP A	20.2827	30.4240	1,622.61	3,515.66	42,188.01
		STEP B	20.7834	31.1751	1,662.67	3,602.45	43,229.47
		STEP C	21.2967	31.9450	1,703.73	3,691.42	44,297.13
		STEP D	21.8226	32.7339	1,745.80	3,782.58	45,391.00
		STEP E	22.3615	33.5422	1,788.92	3,875.99	46,511.92
		STEP F	22.9138	34.3707	1,833.10	3,971.72	47,660.70
		STEP G	23.4796	35.2194	1,878.36	4,069.79	48,837.56
		STEP H	24.0595	36.0892	1,924.76	4,170.31	50,043.76
		STEP I	24.6536	36.9804	1,972.28	4,273.29	51,279.48
		STEP J	25.2625	37.8937	2,021.00	4,378.83	52,546.00
		STEP K	25.8863	38.8294	2,070.90	4,486.95	53,843.50
		STEP L	26.5256	39.7884	2,122.04	4,597.77	55,173.24
		STEP M	27.1806	40.7709	2,174.44	4,711.30	56,535.64
		STEP N	27.8519	41.7778	2,228.15	4,827.66	57,931.95
		STEP O	28.5397	42.8095	2,283.17	4,946.88	59,362.57
B420	CITY CLERK TECHNICIAN II						
		STEP A	22.3118	33.4677	1,784.94	3,867.37	46,408.54
		STEP B	22.8626	34.2939	1,829.00	3,962.85	47,554.20
		STEP C	23.4272	35.1408	1,874.17	4,060.71	48,728.57
		STEP D	24.0057	36.0085	1,920.45	4,160.98	49,931.85
		STEP E	24.5986	36.8979	1,967.88	4,263.75	51,165.08
		STEP F	25.2060	37.8090	2,016.48	4,369.04	52,428.48
		STEP G	25.8285	38.7427	2,066.28	4,476.94	53,723.28
		STEP H	26.4664	39.6996	2,117.31	4,587.50	55,050.11
		STEP I	27.1200	40.6800	2,169.60	4,700.80	56,409.60
		STEP J	27.7897	41.6845	2,223.17	4,816.88	57,802.57
		STEP K	28.4760	42.7140	2,278.08	4,935.84	59,230.08
		STEP L	29.1792	43.7688	2,334.33	5,057.72	60,692.73
		STEP M	29.8998	44.8497	2,391.98	5,182.63	62,191.58
		STEP N	30.6382	45.9573	2,451.05	5,310.62	63,727.45
		STEP O	31.3948	47.0922	2,511.58	5,441.76	65,301.18

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B421	CODE ENFORCEMENT INSPECTOR						
		STEP A	23.8335	35.7502	1,906.68	4,131.14	49,573.68
		STEP B	24.4219	36.6328	1,953.75	4,233.12	50,797.55
		STEP C	25.0250	37.5375	2,002.00	4,337.66	52,052.00
		STEP D	25.6430	38.4645	2,051.44	4,444.78	53,337.44
		STEP E	26.2763	39.4144	2,102.10	4,554.55	54,654.70
		STEP F	26.9252	40.3878	2,154.01	4,667.03	56,004.41
		STEP G	27.5901	41.3851	2,207.20	4,782.28	57,387.40
		STEP H	28.2714	42.4071	2,261.71	4,900.37	58,804.51
		STEP I	28.9696	43.4544	2,317.56	5,021.39	60,256.76
		STEP J	29.6850	44.5275	2,374.80	5,145.40	61,744.80
		STEP K	30.4181	45.6271	2,433.44	5,272.47	63,269.64
		STEP L	31.1693	46.7539	2,493.54	5,402.67	64,832.14
		STEP M	31.9390	47.9085	2,555.12	5,536.09	66,433.12
		STEP N	32.7278	49.0917	2,618.22	5,672.81	68,073.82
		STEP O	33.5360	50.3040	2,682.88	5,812.90	69,754.88
B422	COMMUNITY RELATIONS ANALYST						
		STEP A	25.5570	38.3355	2,044.56	4,429.88	53,158.56
		STEP B	26.1882	39.2823	2,095.05	4,539.28	54,471.45
		STEP C	26.8349	40.2523	2,146.79	4,651.38	55,816.59
		STEP D	27.4976	41.2464	2,199.80	4,766.25	57,195.00
		STEP E	28.1767	42.2650	2,254.13	4,883.96	58,607.53
		STEP F	28.8725	43.3087	2,309.80	5,004.56	60,054.80
		STEP G	29.5855	44.3782	2,366.84	5,128.15	61,537.84
		STEP H	30.3162	45.4743	2,425.29	5,254.80	63,057.69
		STEP I	31.0648	46.5972	2,485.18	5,384.56	64,614.78
		STEP J	31.8320	47.7480	2,546.56	5,517.54	66,210.56
		STEP K	32.6181	48.9271	2,609.44	5,653.80	67,845.64
		STEP L	33.4236	50.1354	2,673.88	5,793.42	69,521.08
		STEP M	34.2490	51.3735	2,739.92	5,936.49	71,237.92
		STEP N	35.0948	52.6422	2,807.58	6,083.09	72,997.18
		STEP O	35.9615	53.9422	2,876.92	6,233.32	74,799.92
B423	CONSTRUCTION INSPECTION SUPV						
		STEP A	31.2610	46.8915	2,500.88	5,418.57	65,022.88
		STEP B	32.0329	48.0493	2,562.63	5,552.36	66,628.43
		STEP C	32.8240	49.2360	2,625.92	5,689.49	68,273.92
		STEP D	33.6346	50.4519	2,690.76	5,830.00	69,959.96
		STEP E	34.4652	51.6978	2,757.21	5,973.96	71,687.61
		STEP F	35.3163	52.9744	2,825.30	6,121.49	73,457.90
		STEP G	36.1885	54.2827	2,895.08	6,272.67	75,272.08
		STEP H	37.0821	55.6231	2,966.56	6,427.56	77,130.76
		STEP I	37.9979	56.9968	3,039.83	6,586.30	79,035.63
		STEP J	38.9363	58.4044	3,114.90	6,748.95	80,987.50
		STEP K	39.8978	59.8467	3,191.82	6,915.61	82,987.42
		STEP L	40.8831	61.3246	3,270.64	7,086.40	85,036.84
		STEP M	41.8927	62.8390	3,351.41	7,261.40	87,136.81
		STEP N	42.9273	64.3909	3,434.18	7,440.73	89,288.78
		STEP O	43.9874	65.9811	3,518.99	7,624.48	91,493.79

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B424	CONSTRUCTION INSPECTOR I						
		STEP A	22.4649	33.6973	1,797.19	3,893.91	46,726.99
		STEP B	23.0197	34.5295	1,841.57	3,990.08	47,880.97
		STEP C	23.5882	35.3823	1,887.05	4,088.62	49,063.45
		STEP D	24.1707	36.2560	1,933.65	4,189.58	50,275.05
		STEP E	24.7676	37.1514	1,981.40	4,293.05	51,516.60
		STEP F	25.3792	38.0688	2,030.33	4,399.06	52,788.73
		STEP G	26.0060	39.0090	2,080.48	4,507.70	54,092.48
		STEP H	26.6482	39.9723	2,131.85	4,619.02	55,428.25
		STEP I	27.3063	40.9594	2,184.50	4,733.09	56,797.10
		STEP J	27.9806	41.9709	2,238.44	4,849.97	58,199.64
		STEP K	28.6716	43.0074	2,293.72	4,969.74	59,636.92
		STEP L	29.3797	44.0695	2,350.37	5,092.48	61,109.77
		STEP M	30.1052	45.1578	2,408.41	5,218.23	62,618.81
		STEP N	30.8487	46.2730	2,467.89	5,347.10	64,165.29
		STEP O	31.6105	47.4157	2,528.84	5,479.15	65,749.84
B425	CONSTRUCTION INSPECTOR II						
		STEP A	24.7122	37.0683	1,976.97	4,283.44	51,401.37
		STEP B	25.3224	37.9836	2,025.79	4,389.21	52,670.59
		STEP C	25.9478	38.9217	2,075.82	4,497.61	53,971.42
		STEP D	26.5885	39.8827	2,127.08	4,608.67	55,304.08
		STEP E	27.2452	40.8678	2,179.61	4,722.50	56,670.01
		STEP F	27.9180	41.8770	2,233.44	4,839.12	58,069.44
		STEP G	28.6074	42.9111	2,288.59	4,958.61	59,503.39
		STEP H	29.3139	43.9708	2,345.11	5,081.07	60,972.91
		STEP I	30.0378	45.0567	2,403.02	5,206.55	62,478.62
		STEP J	30.7796	46.1694	2,462.36	5,335.13	64,021.56
		STEP K	31.5397	47.3095	2,523.17	5,466.88	65,602.57
		STEP L	32.3186	48.4779	2,585.48	5,601.89	67,222.68
		STEP M	33.1167	49.6750	2,649.33	5,740.22	68,882.73
		STEP N	33.9346	50.9019	2,714.76	5,882.00	70,583.96
		STEP O	34.7726	52.1589	2,781.80	6,027.25	72,327.00
B426	COURIER						
		STEP A	13.0156	19.5234	1,041.24	2,256.03	27,072.44
		STEP B	13.3371	20.0056	1,066.96	2,311.76	27,741.16
		STEP C	13.6664	20.4996	1,093.31	2,368.84	28,426.11
		STEP D	14.0039	21.0058	1,120.31	2,427.34	29,128.11
		STEP E	14.3498	21.5247	1,147.98	2,487.29	29,847.58
		STEP F	14.7041	22.0561	1,176.32	2,548.71	30,584.52
		STEP G	15.0673	22.6009	1,205.38	2,611.66	31,339.98
		STEP H	15.4394	23.1591	1,235.15	2,676.16	32,113.95
		STEP I	15.8206	23.7309	1,265.64	2,742.23	32,906.84
		STEP J	16.2113	24.3169	1,296.90	2,809.95	33,719.50
		STEP K	16.6117	24.9175	1,328.93	2,879.36	34,552.33
		STEP L	17.0219	25.5328	1,361.75	2,950.46	35,405.55
		STEP M	17.4423	26.1634	1,395.38	3,023.33	36,279.98
		STEP N	17.8730	26.8095	1,429.84	3,097.98	37,175.84
		STEP O	18.3144	27.4716	1,465.15	3,174.49	38,093.95

CITY OF ROSEVILLE
SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B427	CUSTODIAN	STEP A	15.2303	22.8454	1,218.42	2,639.91	31,679.02
		STEP B	15.6064	23.4096	1,248.51	2,705.10	32,461.31
		STEP C	15.9918	23.9877	1,279.34	2,771.91	33,262.94
		STEP D	16.3867	24.5800	1,310.93	2,840.36	34,084.33
		STEP E	16.7914	25.1871	1,343.31	2,910.50	34,926.11
		STEP F	17.2061	25.8091	1,376.48	2,982.39	35,788.68
		STEP G	17.6310	26.4465	1,410.48	3,056.04	36,672.48
		STEP H	18.0664	27.0996	1,445.31	3,131.50	37,578.11
		STEP I	18.5125	27.7687	1,481.00	3,208.83	38,506.00
		STEP J	18.9697	28.4545	1,517.57	3,288.08	39,456.97
		STEP K	19.4382	29.1573	1,555.05	3,369.28	40,431.45
		STEP L	19.9182	29.8773	1,593.45	3,452.48	41,429.85
		STEP M	20.4101	30.6151	1,632.80	3,537.75	42,453.00
		STEP N	20.9141	31.3711	1,673.12	3,625.11	43,501.32
		STEP O	21.4306	32.1459	1,714.44	3,714.63	44,575.64
B428	DATA MANAGEMENT SPECIALIST I	STEP A	27.9531	41.9296	2,236.24	4,845.20	58,142.44
		STEP B	28.2849	42.4273	2,262.79	4,902.71	58,832.59
		STEP C	28.9834	43.4751	2,318.67	5,023.78	60,285.47
		STEP D	29.6992	44.5488	2,375.93	5,147.86	61,774.33
		STEP E	30.4326	45.6489	2,434.60	5,274.98	63,299.80
		STEP F	31.1842	46.7763	2,494.73	5,405.26	64,863.13
		STEP G	31.9543	47.9314	2,556.34	5,538.74	66,464.94
		STEP H	32.7434	49.1151	2,619.47	5,675.52	68,106.27
		STEP I	33.5520	50.3280	2,684.16	5,815.68	69,788.16
		STEP J	34.3806	51.5709	2,750.44	5,959.30	71,511.64
		STEP K	35.2296	52.8444	2,818.36	6,106.46	73,277.56
		STEP L	36.0996	54.1494	2,887.96	6,257.26	75,087.16
		STEP M	36.9911	55.4866	2,959.28	6,411.79	76,941.48
		STEP N	37.9046	56.8569	3,032.36	6,570.13	78,841.56
		STEP O	38.8407	58.2610	3,107.25	6,732.38	80,788.65
B429	DATA MANAGEMENT SPECIALIST II	STEP A	30.3640	45.5460	2,429.12	5,263.09	63,157.12
		STEP B	31.1135	46.6702	2,489.08	5,393.00	64,716.08
		STEP C	31.8819	47.8228	2,550.55	5,526.19	66,314.35
		STEP D	32.6692	49.0038	2,613.53	5,662.66	67,951.93
		STEP E	33.4760	50.2140	2,678.08	5,802.50	69,630.08
		STEP F	34.3027	51.4540	2,744.21	5,945.80	71,349.61
		STEP G	35.1498	52.7247	2,811.98	6,092.63	73,111.58
		STEP H	36.0178	54.0267	2,881.42	6,243.08	74,917.02
		STEP I	36.9073	55.3609	2,952.58	6,397.26	76,767.18
		STEP J	37.8187	56.7280	3,025.49	6,555.24	78,662.89
		STEP K	38.7527	58.1290	3,100.21	6,717.13	80,605.61
		STEP L	39.7097	59.5645	3,176.77	6,883.01	82,596.17
		STEP M	40.6904	61.0356	3,255.23	7,053.00	84,636.03
		STEP N	41.6952	62.5428	3,335.61	7,227.16	86,726.01
		STEP O	42.7249	64.0873	3,417.99	7,405.64	88,867.79

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B430	DATABASE ANALYST I	STEP A	27.8241	41.7361	2,225.92	4,822.84	57,874.12
		STEP B	28.5112	42.7668	2,280.89	4,941.94	59,303.29
		STEP C	29.2153	43.8229	2,337.22	5,063.98	60,767.82
		STEP D	29.9368	44.9052	2,394.94	5,189.04	62,268.54
		STEP E	30.6761	46.0141	2,454.08	5,317.19	63,806.28
		STEP F	31.4337	47.1505	2,514.69	5,448.50	65,382.09
		STEP G	32.2100	48.3150	2,576.80	5,583.06	66,996.80
		STEP H	33.0054	49.5081	2,640.43	5,720.93	68,651.23
		STEP I	33.8205	50.7307	2,705.64	5,862.22	70,346.64
		STEP J	34.6557	51.9835	2,772.45	6,006.98	72,083.85
		STEP K	35.5115	53.2672	2,840.92	6,155.32	73,863.92
		STEP L	36.3885	54.5827	2,911.08	6,307.34	75,688.08
		STEP M	37.2871	55.9306	2,982.96	6,463.09	77,557.16
		STEP N	38.2079	57.3118	3,056.63	6,622.70	79,472.43
		STEP O	39.1515	58.7272	3,132.12	6,786.26	81,435.12
B431	DATABASE ANALYST II	STEP A	30.6046	45.9069	2,448.36	5,304.79	63,657.56
		STEP B	31.3604	47.0406	2,508.83	5,435.80	65,229.63
		STEP C	32.1349	48.2023	2,570.79	5,570.04	66,840.59
		STEP D	32.9285	49.3927	2,634.28	5,707.60	68,491.28
		STEP E	33.7417	50.6125	2,699.33	5,848.56	70,182.73
		STEP F	34.5749	51.8623	2,765.99	5,992.98	71,915.79
		STEP G	35.4288	53.1432	2,834.30	6,140.99	73,691.90
		STEP H	36.3037	54.4555	2,904.29	6,292.64	75,511.69
		STEP I	37.2002	55.8003	2,976.01	6,448.03	77,376.41
		STEP J	38.1189	57.1783	3,049.51	6,607.27	79,287.31
		STEP K	39.0603	58.5904	3,124.82	6,770.45	81,245.42
		STEP L	40.0249	60.0373	3,201.99	6,937.64	83,251.79
		STEP M	41.0133	61.5199	3,281.06	7,108.97	85,307.66
		STEP N	42.0261	63.0391	3,362.08	7,284.52	87,414.28
		STEP O	43.0640	64.5960	3,445.12	7,464.42	89,573.12
B432	DEPUTY CITY CLERK I	STEP A	14.6095	21.9142	1,168.76	2,532.31	30,387.76
		STEP B	14.9703	22.4554	1,197.62	2,594.85	31,138.22
		STEP C	15.3400	23.0100	1,227.20	2,658.93	31,907.20
		STEP D	15.7188	23.5782	1,257.50	2,724.59	32,695.10
		STEP E	16.1070	24.1605	1,288.56	2,791.88	33,502.56
		STEP F	16.5047	24.7570	1,320.37	2,860.81	34,329.77
		STEP G	16.9123	25.3684	1,352.98	2,931.46	35,177.58
		STEP H	17.3300	25.9950	1,386.40	3,003.86	36,046.40
		STEP I	17.7580	26.6370	1,420.64	3,078.05	36,936.64
		STEP J	18.1965	27.2947	1,455.72	3,154.06	37,848.72
		STEP K	18.6459	27.9688	1,491.67	3,231.95	38,783.47
		STEP L	19.1063	28.6594	1,528.50	3,311.75	39,741.10
		STEP M	19.5782	29.3673	1,566.25	3,393.55	40,722.65
		STEP N	20.0617	30.0925	1,604.93	3,477.36	41,728.33
		STEP O	20.5571	30.8356	1,644.56	3,563.23	42,758.76

CITY OF ROSEVILLE
SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B433	DEPUTY CITY CLERK II	STEP A	16.0707	24.1060	1,285.65	2,785.58	33,427.05
		STEP B	16.4676	24.7014	1,317.40	2,854.38	34,252.60
		STEP C	18.8743	28.3114	1,509.94	3,271.54	39,258.54
		STEP D	17.2910	25.9365	1,383.28	2,997.10	35,965.28
		STEP E	17.7180	26.5770	1,417.44	3,071.12	36,853.44
		STEP F	18.1555	27.2332	1,452.44	3,146.95	37,763.44
		STEP G	18.6039	27.9058	1,488.31	3,224.67	38,696.11
		STEP H	19.0633	28.5949	1,525.06	3,304.30	39,651.66
		STEP I	19.5341	29.3011	1,562.72	3,385.91	40,630.92
		STEP J	20.0165	30.0247	1,601.32	3,469.52	41,634.32
		STEP K	20.5108	30.7662	1,640.86	3,555.20	42,662.46
		STEP L	21.0173	31.5259	1,681.38	3,643.00	43,715.98
		STEP M	21.5364	32.3046	1,722.91	3,732.97	44,795.71
		STEP N	22.0682	33.1023	1,765.45	3,825.15	45,901.85
		STEP O	22.6132	33.9198	1,809.05	3,919.62	47,035.45
B434	DEVELOPMENT TECHNICIAN I	STEP A	20.0598	30.0897	1,604.78	3,477.03	41,724.38
		STEP B	20.5552	30.8328	1,644.41	3,562.90	42,754.81
		STEP C	21.0628	31.5942	1,685.02	3,650.88	43,810.62
		STEP D	21.5830	32.3745	1,726.64	3,741.05	44,892.64
		STEP E	22.1160	33.1740	1,769.28	3,833.44	46,001.28
		STEP F	22.6621	33.9931	1,812.96	3,928.09	47,137.16
		STEP G	23.2218	34.8327	1,857.74	4,025.11	48,301.34
		STEP H	23.7953	35.6929	1,903.62	4,124.51	49,494.22
		STEP I	24.3829	36.5743	1,950.63	4,226.36	50,716.43
		STEP J	24.9850	37.4775	1,998.80	4,330.73	51,968.80
		STEP K	25.6021	38.4031	2,048.16	4,437.69	53,252.36
		STEP L	26.2343	39.3514	2,098.74	4,547.27	54,567.34
		STEP M	26.8822	40.3233	2,150.57	4,659.58	55,914.97
		STEP N	27.5460	41.3190	2,203.68	4,774.64	57,295.68
		STEP O	28.2263	42.3394	2,258.10	4,892.55	58,710.70
B435	DEVELOPMENT TECHNICIAN II	STEP A	22.0658	33.0987	1,765.26	3,824.73	45,896.86
		STEP B	22.6107	33.9160	1,808.85	3,919.18	47,030.25
		STEP C	23.1691	34.7536	1,853.52	4,015.97	48,191.72
		STEP D	23.7412	35.6118	1,899.29	4,115.14	49,381.69
		STEP E	24.3275	36.4912	1,946.20	4,216.76	50,601.20
		STEP F	24.9283	37.3924	1,994.26	4,320.90	51,850.86
		STEP G	25.5439	38.3158	2,043.51	4,427.60	53,131.31
		STEP H	26.1748	39.2622	2,093.98	4,536.96	54,443.58
		STEP I	26.8212	40.2318	2,145.69	4,649.00	55,788.09
		STEP J	27.4835	41.2252	2,198.68	4,763.80	57,165.68
		STEP K	28.1622	42.2433	2,252.97	4,881.44	58,577.37
		STEP L	28.8577	43.2865	2,308.61	5,002.00	60,024.01
		STEP M	29.5704	44.3556	2,365.63	5,125.53	61,506.43
		STEP N	30.3006	45.4509	2,424.04	5,252.10	63,025.24
		STEP O	31.0489	46.5733	2,483.91	5,381.80	64,581.71

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B436	EGOVERNMENT ANALYST I						
		STEP A	24.9081	37.3621	1,992.64	4,317.40	51,808.84
		STEP B	25.5230	38.2845	2,041.84	4,423.98	53,087.84
		STEP C	26.1533	39.2299	2,092.26	4,533.23	54,398.86
		STEP D	26.7992	40.1988	2,143.93	4,645.19	55,742.33
		STEP E	27.4610	41.1915	2,196.88	4,759.90	57,118.88
		STEP F	28.1392	42.2088	2,251.13	4,877.46	58,529.53
		STEP G	28.8341	43.2511	2,306.72	4,997.91	59,974.92
		STEP H	29.5462	44.3193	2,363.69	5,121.34	61,456.09
		STEP I	30.2758	45.4137	2,422.06	5,247.80	62,973.66
		STEP J	31.0235	46.5352	2,481.88	5,377.40	64,528.88
		STEP K	31.7896	47.6844	2,543.16	5,510.19	66,122.36
		STEP L	32.5747	48.8620	2,605.97	5,646.28	67,755.37
		STEP M	33.3791	50.0686	2,670.32	5,785.71	69,428.52
		STEP N	34.2034	51.3051	2,736.27	5,928.58	71,143.07
		STEP O	35.0481	52.5721	2,803.84	6,075.00	72,900.04
B437	EGOVERNMENT ANALYST II						
		STEP A	27.3989	41.0983	2,191.91	4,749.14	56,989.71
		STEP B	28.0754	42.1131	2,246.03	4,866.40	58,396.83
		STEP C	28.7687	43.1530	2,301.49	4,986.57	59,838.89
		STEP D	29.4792	44.2188	2,358.33	5,109.72	61,316.73
		STEP E	30.2072	45.3108	2,416.57	5,235.91	62,830.97
		STEP F	30.9532	46.4298	2,476.25	5,365.22	64,382.65
		STEP G	31.7176	47.5764	2,537.40	5,497.71	65,972.60
		STEP H	32.5008	48.7512	2,600.06	5,633.47	67,601.66
		STEP I	33.3035	49.9552	2,664.28	5,772.60	69,271.28
		STEP J	34.1259	51.1888	2,730.07	5,915.15	70,981.87
		STEP K	34.9687	52.4530	2,797.49	6,061.24	72,734.89
		STEP L	35.8322	53.7483	2,866.57	6,210.91	74,530.97
		STEP M	36.7171	55.0756	2,937.36	6,364.29	76,371.56
		STEP N	37.6239	56.4358	3,009.91	6,521.47	78,257.71
		STEP O	38.5530	57.8295	3,084.24	6,682.52	80,190.24
B438	ENERGY PROGRAM TECHNICIAN						
		STEP A	20.7915	31.1872	1,663.32	3,603.86	43,246.32
		STEP B	21.3050	31.9575	1,704.40	3,692.86	44,314.40
		STEP C	21.8311	32.7466	1,746.48	3,784.05	45,408.68
		STEP D	22.3702	33.5553	1,789.61	3,877.50	46,530.01
		STEP E	22.9227	34.3840	1,833.81	3,973.26	47,679.21
		STEP F	23.4888	35.2332	1,879.10	4,071.39	48,856.70
		STEP G	24.0688	36.1032	1,925.50	4,171.92	50,063.10
		STEP H	24.6632	36.9948	1,973.05	4,274.95	51,299.45
		STEP I	25.2723	37.9084	2,021.78	4,380.53	52,566.38
		STEP J	25.8964	38.8446	2,071.71	4,488.70	53,864.51
		STEP K	26.5359	39.8038	2,122.87	4,599.55	55,194.67
		STEP L	27.1912	40.7868	2,175.29	4,713.14	56,557.69
		STEP M	27.8627	41.7940	2,229.01	4,829.53	57,954.41
		STEP N	28.5508	42.8262	2,284.06	4,948.80	59,385.66
		STEP O	29.2559	43.8838	2,340.47	5,071.02	60,852.27

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B440	ENGINEERING TECHNICIAN I	STEP A	20.1226	30.1839	1,609.80	3,487.91	41,855.00
		STEP B	20.6195	30.9292	1,649.56	3,574.04	42,888.56
		STEP C	21.1287	31.6930	1,690.29	3,662.30	43,947.69
		STEP D	21.6505	32.4757	1,732.04	3,752.75	45,033.04
		STEP E	22.1852	33.2778	1,774.81	3,845.43	46,145.21
		STEP F	22.7330	34.0995	1,818.64	3,940.38	47,284.64
		STEP G	23.2944	34.9416	1,863.55	4,037.69	48,452.35
		STEP H	23.8697	35.8045	1,909.57	4,137.41	49,648.97
		STEP I	24.4592	36.6888	1,956.73	4,239.59	50,875.13
		STEP J	25.0632	37.5948	2,005.05	4,344.28	52,131.45
		STEP K	25.6821	38.5231	2,054.56	4,451.56	53,418.76
		STEP L	26.3164	39.4746	2,105.31	4,561.50	54,738.11
		STEP M	26.9663	40.4494	2,157.30	4,674.15	56,089.90
		STEP N	27.6322	41.4483	2,210.57	4,789.58	57,474.97
		STEP O	28.3146	42.4719	2,265.16	4,907.86	58,894.36
B441	ENGINEERING TECHNICIAN II	STEP A	22.1349	33.2023	1,770.79	3,836.71	46,040.59
		STEP B	22.6815	34.0222	1,814.52	3,931.46	47,177.52
		STEP C	23.2416	34.8624	1,859.32	4,028.54	48,342.52
		STEP D	23.8156	35.7234	1,905.24	4,128.03	49,536.44
		STEP E	24.4037	36.6055	1,952.29	4,229.97	50,759.69
		STEP F	25.0064	37.5096	2,000.51	4,334.44	52,013.31
		STEP G	25.6239	38.4358	2,049.91	4,441.47	53,297.71
		STEP H	26.2567	39.3850	2,100.53	4,551.16	54,613.93
		STEP I	26.9051	40.3576	2,152.40	4,663.55	55,962.60
		STEP J	27.5696	41.3544	2,205.56	4,778.73	57,344.76
		STEP K	28.2504	42.3756	2,260.03	4,896.73	58,760.83
		STEP L	28.9480	43.4220	2,315.84	5,017.65	60,211.84
		STEP M	29.6629	44.4943	2,373.03	5,141.56	61,698.83
		STEP N	30.3955	45.5932	2,431.64	5,268.55	63,222.64
		STEP O	31.1461	46.7191	2,491.68	5,398.65	64,783.88
B442	ENVIRONMENTAL COMPL SPEC I	STEP A	20.5911	30.8866	1,647.28	3,569.12	42,829.48
		STEP B	21.0995	31.6492	1,687.96	3,657.24	43,886.96
		STEP C	21.6205	32.4307	1,729.64	3,747.55	44,970.64
		STEP D	22.1545	33.2317	1,772.36	3,840.11	46,081.36
		STEP E	22.7016	34.0524	1,816.12	3,934.94	47,219.32
		STEP F	23.2622	34.8933	1,860.97	4,032.11	48,385.37
		STEP G	23.8367	35.7550	1,906.93	4,131.69	49,580.33
		STEP H	24.4253	36.6379	1,954.02	4,233.71	50,804.62
		STEP I	25.0285	37.5427	2,002.28	4,338.27	52,059.28
		STEP J	25.6466	38.4699	2,051.72	4,445.41	53,344.92
		STEP K	26.2800	39.4200	2,102.40	4,555.20	54,662.40
		STEP L	26.9290	40.3935	2,154.32	4,667.69	56,012.32
		STEP M	27.5940	41.3910	2,207.52	4,782.96	57,395.52
		STEP N	28.2754	42.4131	2,262.03	4,901.06	58,812.83
		STEP O	28.9737	43.4605	2,317.89	5,022.10	60,265.29

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B443	ENVIRONMENTAL COMPL SPEC II						
		STEP A	22.6494	33.9741	1,811.95	3,925.89	47,110.75
		STEP B	23.2088	34.8132	1,856.70	4,022.85	48,274.30
		STEP C	23.7819	35.6728	1,902.55	4,122.19	49,466.35
		STEP D	24.3692	36.5538	1,949.53	4,223.99	50,687.93
		STEP E	24.9711	37.4566	1,997.68	4,328.32	51,939.88
		STEP F	25.5877	38.3815	2,047.01	4,435.20	53,222.41
		STEP G	26.2196	39.3294	2,097.56	4,544.73	54,536.76
		STEP H	26.8671	40.3006	2,149.36	4,656.96	55,883.56
		STEP I	27.5306	41.2959	2,202.44	4,771.97	57,263.64
		STEP J	28.2105	42.3157	2,256.84	4,889.82	58,677.84
		STEP K	28.9072	43.3608	2,312.57	5,010.58	60,126.97
		STEP L	29.6210	44.4315	2,369.68	5,134.30	61,611.68
		STEP M	30.3526	45.5289	2,428.20	5,261.11	63,133.40
		STEP N	31.1021	46.6531	2,488.16	5,391.03	64,692.36
		STEP O	31.8702	47.8053	2,549.61	5,524.16	66,290.01
B444	EQUIPMENT SERVICEWORKER						
		STEP A	18.7292	28.0938	1,498.33	3,246.39	38,956.73
		STEP B	19.1918	28.7877	1,535.34	3,326.57	39,918.94
		STEP C	19.6658	29.4987	1,573.26	3,408.73	40,904.86
		STEP D	20.1514	30.2271	1,612.11	3,492.90	41,914.91
		STEP E	20.6491	30.9736	1,651.92	3,579.17	42,950.12
		STEP F	21.1590	31.7385	1,692.72	3,667.56	44,010.72
		STEP G	21.6815	32.5222	1,734.52	3,758.12	45,097.52
		STEP H	22.2170	33.3255	1,777.36	3,850.94	46,211.36
		STEP I	22.7656	34.1484	1,821.24	3,946.03	47,352.44
		STEP J	23.3278	34.9917	1,866.22	4,043.48	48,521.82
		STEP K	23.9039	35.8558	1,912.31	4,143.34	49,720.11
		STEP L	24.4942	36.7413	1,959.53	4,245.66	50,947.93
		STEP M	25.0991	37.6486	2,007.92	4,350.51	52,206.12
		STEP N	25.7190	38.5785	2,057.52	4,457.96	53,495.52
		STEP O	26.3541	39.5311	2,108.32	4,568.04	54,816.52
B445	FINANCE CLERK I						
		STEP A	16.1857	24.2785	1,294.85	2,805.52	33,666.25
		STEP B	16.5854	24.8781	1,326.83	2,874.80	34,497.63
		STEP C	16.9950	25.4925	1,359.60	2,945.80	35,349.60
		STEP D	17.4147	26.1220	1,393.17	3,018.54	36,222.57
		STEP E	17.8448	26.7672	1,427.58	3,093.09	37,117.18
		STEP F	18.2854	27.4281	1,462.83	3,169.46	38,033.63
		STEP G	18.7370	28.1055	1,498.96	3,247.74	38,972.96
		STEP H	19.1997	28.7995	1,535.97	3,327.94	39,935.37
		STEP I	19.6739	29.5108	1,573.91	3,410.14	40,921.71
		STEP J	20.1597	30.2395	1,612.77	3,494.34	41,932.17
		STEP K	20.6576	30.9864	1,652.60	3,580.65	42,967.80
		STEP L	21.1677	31.7515	1,693.41	3,669.06	44,028.81
		STEP M	21.6905	32.5357	1,735.24	3,759.68	45,116.24
		STEP N	22.2261	33.3391	1,778.08	3,852.52	46,230.28
		STEP O	22.7750	34.1625	1,822.00	3,947.66	47,372.00

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B446	FINANCE CLERK II	STEP A	17.8043	26.7064	1,424.34	3,086.07	37,032.94
		STEP B	18.2439	27.3658	1,459.51	3,162.27	37,947.31
		STEP C	18.6944	28.0416	1,495.55	3,240.36	38,884.35
		STEP D	19.1561	28.7341	1,532.48	3,320.39	39,844.68
		STEP E	19.6291	29.4436	1,570.32	3,402.37	40,828.52
		STEP F	20.1139	30.1708	1,609.11	3,486.40	41,836.91
		STEP G	20.6106	30.9159	1,648.84	3,572.50	42,870.04
		STEP H	21.1196	31.6794	1,689.56	3,660.73	43,928.76
		STEP I	21.6412	32.4618	1,731.29	3,751.14	45,013.69
		STEP J	22.1756	33.2634	1,774.04	3,843.77	46,125.24
		STEP K	22.7232	34.0848	1,817.85	3,938.68	47,264.25
		STEP L	23.2844	34.9266	1,862.75	4,035.96	48,431.55
		STEP M	23.8594	35.7891	1,908.75	4,135.62	49,627.55
		STEP N	24.4486	36.6729	1,955.88	4,237.75	50,853.08
		STEP O	25.0524	37.5786	2,004.19	4,342.41	52,108.99
B447	FINANCE TECHNICIAN I	STEP A	18.5859	27.8788	1,486.87	3,221.55	38,658.67
		STEP B	19.0448	28.5672	1,523.58	3,301.09	39,613.18
		STEP C	19.5151	29.2726	1,561.20	3,382.61	40,591.40
		STEP D	19.9970	29.9955	1,599.76	3,466.14	41,593.76
		STEP E	20.4909	30.7363	1,639.27	3,551.75	42,621.07
		STEP F	20.9969	31.4953	1,679.75	3,639.46	43,673.55
		STEP G	21.5154	32.2731	1,721.23	3,729.33	44,752.03
		STEP H	22.0468	33.0702	1,763.74	3,821.44	45,857.34
		STEP I	22.5912	33.8868	1,807.29	3,915.80	46,989.69
		STEP J	23.1491	34.7236	1,851.92	4,012.51	48,150.12
		STEP K	23.7208	35.5812	1,897.66	4,111.60	49,339.26
		STEP L	24.3066	36.4599	1,944.52	4,213.14	50,557.72
		STEP M	24.9068	37.3602	1,992.54	4,317.17	51,806.14
		STEP N	25.5219	38.2828	2,041.75	4,423.79	53,085.55
		STEP O	26.1522	39.2283	2,092.17	4,533.04	54,396.57
B448	FINANCE TECHNICIAN II	STEP A	20.4446	30.6669	1,635.56	3,543.73	42,524.76
		STEP B	20.9492	31.4238	1,675.93	3,631.19	43,574.33
		STEP C	21.4666	32.1999	1,717.32	3,720.87	44,650.52
		STEP D	21.9967	32.9950	1,759.73	3,812.76	45,753.13
		STEP E	22.5399	33.8098	1,803.19	3,906.91	46,882.99
		STEP F	23.0966	34.6449	1,847.72	4,003.41	48,040.92
		STEP G	23.6670	35.5005	1,893.36	4,102.28	49,227.36
		STEP H	24.2514	36.3771	1,940.11	4,203.57	50,442.91
		STEP I	24.8503	37.2754	1,988.02	4,307.38	51,688.62
		STEP J	25.4640	38.1960	2,037.12	4,413.76	52,965.12
		STEP K	26.0928	39.1392	2,087.42	4,522.75	54,273.02
		STEP L	26.7372	40.1058	2,138.97	4,634.44	55,613.37
		STEP M	27.3975	41.0962	2,191.80	4,748.90	56,986.80
		STEP N	28.0741	42.1111	2,245.92	4,866.17	58,394.12
		STEP O	28.7674	43.1511	2,301.39	4,986.34	59,836.19

CITY OF ROSEVILLE
SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B449	FINANCIAL ANALYST I	STEP A	29.7162	44.5743	2,377.29	5,150.80	61,809.69
		STEP B	30.4499	45.6748	2,435.99	5,277.98	63,335.79
		STEP C	31.2018	46.8027	2,496.14	5,408.31	64,899.74
		STEP D	31.9724	47.9586	2,557.79	5,541.88	66,502.59
		STEP E	32.7619	49.1428	2,620.95	5,678.72	68,144.75
		STEP F	33.5710	50.3565	2,685.68	5,818.97	69,827.68
		STEP G	34.4001	51.6001	2,752.00	5,962.68	71,552.20
		STEP H	35.2496	52.8744	2,819.96	6,109.93	73,319.16
		STEP I	36.1201	54.1801	2,889.60	6,260.81	75,129.80
		STEP J	37.0121	55.5181	2,960.96	6,415.43	76,985.16
		STEP K	37.9261	56.8891	3,034.08	6,573.85	78,886.28
		STEP L	38.8627	58.2940	3,109.01	6,736.20	80,834.41
		STEP M	39.8225	59.7337	3,185.80	6,902.56	82,830.80
		STEP N	40.8059	61.2088	3,264.47	7,073.02	84,876.27
		STEP O	41.8136	62.7204	3,345.08	7,247.69	86,972.28
B450	FINANCIAL ANALYST II	STEP A	33.5734	50.3601	2,685.87	5,819.38	69,832.67
		STEP B	34.4023	51.6034	2,752.18	5,963.06	71,556.78
		STEP C	35.2519	52.8778	2,820.15	6,110.32	73,323.95
		STEP D	36.1225	54.1837	2,889.80	6,261.23	75,134.80
		STEP E	37.0145	55.5217	2,961.16	6,415.84	76,990.16
		STEP F	37.9286	56.8929	3,034.28	6,574.29	78,891.48
		STEP G	38.8653	58.2979	3,109.22	6,736.65	80,839.82
		STEP H	39.8251	59.7376	3,186.00	6,903.01	82,836.20
		STEP I	40.8086	61.2129	3,264.68	7,073.49	84,881.88
		STEP J	41.8163	62.7244	3,345.30	7,248.15	86,977.90
		STEP K	42.8490	64.2735	3,427.92	7,427.16	89,125.92
		STEP L	43.9072	65.8608	3,512.57	7,610.58	91,326.97
		STEP M	44.9915	67.4872	3,599.32	7,798.52	93,582.32
		STEP N	46.1026	69.1539	3,688.20	7,991.11	95,893.40
		STEP O	47.2411	70.8616	3,779.28	8,188.45	98,261.48
B451	FIRE TECHNICIAN I	STEP A	18.3946	27.5919	1,471.56	3,188.39	38,260.76
		STEP B	18.8486	28.2729	1,507.88	3,267.09	39,205.08
		STEP C	19.3141	28.9711	1,545.12	3,347.77	40,173.32
		STEP D	19.7910	29.6865	1,583.28	3,430.44	41,165.28
		STEP E	20.2798	30.4197	1,622.38	3,515.16	42,181.98
		STEP F	20.7806	31.1709	1,662.44	3,601.97	43,223.64
		STEP G	21.2938	31.9407	1,703.50	3,690.92	44,291.10
		STEP H	21.8196	32.7294	1,745.56	3,782.06	45,384.76
		STEP I	22.3585	33.5377	1,788.68	3,875.47	46,505.68
		STEP J	22.9106	34.3659	1,832.84	3,971.17	47,654.04
		STEP K	23.4764	35.2146	1,878.11	4,069.24	48,830.91
		STEP L	24.0562	36.0843	1,924.49	4,169.74	50,036.89
		STEP M	24.6503	36.9754	1,972.02	4,272.71	51,272.62
		STEP N	25.2590	37.8885	2,020.72	4,378.22	52,538.72
		STEP O	25.8828	38.8242	2,070.62	4,486.35	53,836.22

CITY OF ROSEVILLE
SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B452	FIRE TECHNICIAN II	STEP A	21.0674	31.6011	1,685.39	3,651.68	43,820.19
		STEP B	21.5878	32.3817	1,727.02	3,741.88	44,902.62
		STEP C	22.1209	33.1813	1,769.67	3,834.28	46,011.47
		STEP D	22.6672	34.0008	1,813.37	3,928.98	47,147.77
		STEP E	23.2269	34.8403	1,858.15	4,026.00	48,311.95
		STEP F	23.8005	35.7007	1,904.04	4,125.42	49,505.04
		STEP G	24.3883	36.5824	1,951.06	4,227.30	50,727.66
		STEP H	24.9906	37.4859	1,999.24	4,331.70	51,980.44
		STEP I	25.6077	38.4115	2,048.61	4,438.66	53,264.01
		STEP J	26.2401	39.3601	2,099.20	4,548.28	54,579.40
		STEP K	26.8881	40.3321	2,151.04	4,660.60	55,927.24
		STEP L	27.5521	41.3281	2,204.16	4,775.69	57,308.36
		STEP M	28.2326	42.3489	2,258.60	4,893.65	58,723.80
		STEP N	28.9298	43.3947	2,314.38	5,014.49	60,173.98
		STEP O	29.6442	44.4663	2,371.53	5,138.32	61,659.93
B453	FLEET MANAGEMENT TECHNICIAN	STEP A	26.0606	39.0909	2,084.84	4,517.17	54,206.04
		STEP B	26.7040	40.0560	2,136.32	4,628.69	55,544.32
		STEP C	27.3635	41.0452	2,189.08	4,743.00	56,916.08
		STEP D	28.0392	42.0588	2,243.13	4,860.12	58,321.53
		STEP E	28.7317	43.0975	2,298.53	4,980.16	59,761.93
		STEP F	29.4412	44.1618	2,355.29	5,103.14	61,237.69
		STEP G	30.1683	45.2524	2,413.46	5,229.17	62,750.06
		STEP H	30.9133	46.3699	2,473.06	5,358.30	64,299.66
		STEP I	31.6767	47.5150	2,534.13	5,490.62	65,887.53
		STEP J	32.4590	48.6885	2,596.72	5,626.22	67,514.72
		STEP K	33.2605	49.8907	2,660.84	5,765.15	69,181.84
		STEP L	34.0819	51.1228	2,726.55	5,907.52	70,890.35
		STEP M	34.9236	52.3854	2,793.88	6,053.42	72,641.08
		STEP N	35.7860	53.6790	2,862.88	6,202.90	74,434.88
		STEP O	36.6698	55.0047	2,933.58	6,356.09	76,273.18
B454	GIS ANALYST I	STEP A	25.9797	38.9695	2,078.37	4,503.14	54,037.77
		STEP B	26.6211	39.9316	2,129.68	4,614.32	55,371.88
		STEP C	27.2785	40.9177	2,182.28	4,728.27	56,739.28
		STEP D	27.9522	41.9283	2,236.17	4,845.04	58,140.57
		STEP E	28.6425	42.9637	2,291.40	4,964.70	59,576.40
		STEP F	29.3498	44.0247	2,347.98	5,087.29	61,047.58
		STEP G	30.0746	45.1119	2,405.96	5,212.93	62,555.16
		STEP H	30.8173	46.2259	2,465.38	5,341.66	64,099.98
		STEP I	31.5784	47.3676	2,526.27	5,473.58	65,683.07
		STEP J	32.3582	48.5373	2,588.65	5,608.75	67,305.05
		STEP K	33.1573	49.7359	2,652.58	5,747.26	68,967.18
		STEP L	33.9762	50.9643	2,718.09	5,889.20	70,670.49
		STEP M	34.8152	52.2228	2,785.21	6,034.63	72,415.61
		STEP N	35.6750	53.5125	2,854.00	6,183.66	74,204.00
		STEP O	36.5560	54.8340	2,924.48	6,336.37	76,036.48

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B455	GIS ANALYST II	STEP A	28.7899	43.1848	2,303.19	4,990.24	59,882.99
		STEP B	29.5006	44.2509	2,360.04	5,113.43	61,361.24
		STEP C	30.2291	45.3436	2,418.32	5,239.71	62,876.52
		STEP D	30.9757	46.4635	2,478.05	5,369.12	64,429.45
		STEP E	31.7406	47.6109	2,539.24	5,501.70	66,020.44
		STEP F	32.5245	48.7867	2,601.96	5,637.58	67,650.96
		STEP G	33.3277	49.9915	2,666.21	5,776.80	69,321.61
		STEP H	34.1507	51.2260	2,732.05	5,919.45	71,033.45
		STEP I	34.9941	52.4911	2,799.52	6,065.64	72,787.72
		STEP J	35.8573	53.7859	2,868.58	6,215.26	74,583.18
		STEP K	36.7438	55.1157	2,939.50	6,368.92	76,427.10
		STEP L	37.6512	56.4768	3,012.09	6,526.20	78,314.49
		STEP M	38.5810	57.8715	3,086.48	6,687.37	80,248.48
		STEP N	39.5338	59.3007	3,162.70	6,852.52	82,230.30
		STEP O	40.5101	60.7651	3,240.80	7,021.75	84,261.00
B456	HOUSING ANALYST I	STEP A	26.1457	39.2185	2,091.65	4,531.92	54,383.05
		STEP B	26.7912	40.1868	2,143.29	4,643.80	55,725.69
		STEP C	27.4529	41.1793	2,196.23	4,758.50	57,102.03
		STEP D	28.1308	42.1962	2,250.46	4,876.00	58,512.06
		STEP E	28.8255	43.2382	2,306.04	4,996.42	59,957.04
		STEP F	29.5374	44.3061	2,362.99	5,119.81	61,437.79
		STEP G	30.2668	45.4002	2,421.34	5,246.24	62,954.94
		STEP H	31.0143	46.5214	2,481.14	5,375.81	64,509.74
		STEP I	31.7802	47.6703	2,542.41	5,508.56	66,102.81
		STEP J	32.5650	48.8475	2,605.20	5,644.60	67,735.20
		STEP K	33.3692	50.0538	2,669.53	5,783.99	69,407.93
		STEP L	34.1933	51.2899	2,735.46	5,926.83	71,122.06
		STEP M	35.0377	52.5565	2,803.01	6,073.20	72,878.41
		STEP N	35.9030	53.8545	2,872.24	6,223.18	74,678.24
		STEP O	36.7896	55.1844	2,943.16	6,376.86	76,522.36
B457	HOUSING ANALYST II	STEP A	28.7602	43.1403	2,300.81	4,985.10	59,821.21
		STEP B	29.4705	44.2057	2,357.64	5,108.22	61,298.64
		STEP C	30.1983	45.2974	2,415.86	5,234.37	62,812.46
		STEP D	30.9440	46.4160	2,475.52	5,363.62	64,363.52
		STEP E	31.7082	47.5623	2,536.65	5,496.08	65,953.05
		STEP F	32.4912	48.7368	2,599.29	5,631.80	67,581.69
		STEP G	33.2936	49.9404	2,663.48	5,770.89	69,250.68
		STEP H	34.1158	51.1737	2,729.26	5,913.40	70,960.86
		STEP I	34.9583	52.4374	2,796.66	6,059.43	72,713.26
		STEP J	35.8216	53.7324	2,865.72	6,209.07	74,508.92
		STEP K	36.7063	55.0594	2,936.50	6,362.42	76,349.10
		STEP L	37.6127	56.4190	3,009.01	6,519.53	78,234.41
		STEP M	38.5416	57.8124	3,083.32	6,680.54	80,166.52
		STEP N	39.4934	59.2401	3,159.47	6,845.52	82,146.27
		STEP O	40.4687	60.7030	3,237.49	7,014.57	84,174.89

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B458	HOUSING TECHNICIAN I	STEP A	18.4854	27.7281	1,478.83	3,204.13	38,449.63
		STEP B	18.9417	28.4125	1,515.33	3,283.22	39,398.73
		STEP C	19.4095	29.1142	1,552.76	3,364.31	40,371.76
		STEP D	19.8880	29.8320	1,591.04	3,447.25	41,367.04
		STEP E	20.3800	30.5700	1,630.40	3,532.53	42,390.40
		STEP F	20.8833	31.3249	1,670.66	3,619.77	43,437.26
		STEP G	21.3990	32.0985	1,711.92	3,709.16	44,509.92
		STEP H	21.9275	32.8912	1,754.20	3,800.76	45,609.20
		STEP I	22.4690	33.7035	1,797.52	3,894.62	46,735.52
		STEP J	23.0239	34.5358	1,841.91	3,990.80	47,889.71
		STEP K	23.5924	35.3886	1,887.39	4,089.34	49,072.19
		STEP L	24.1751	36.2626	1,934.00	4,190.35	50,284.20
		STEP M	24.7721	37.1581	1,981.76	4,293.83	51,525.96
		STEP N	25.3838	38.0757	2,030.70	4,399.85	52,798.30
		STEP O	26.0107	39.0160	2,080.85	4,508.52	54,102.25
B459	HOUSING TECHNICIAN II	STEP A	20.3346	30.5019	1,626.76	3,524.66	42,295.96
		STEP B	20.8366	31.2549	1,666.92	3,611.67	43,340.12
		STEP C	21.3512	32.0268	1,708.09	3,700.87	44,410.49
		STEP D	21.8784	32.8176	1,750.27	3,792.25	45,507.07
		STEP E	22.4187	33.6280	1,793.49	3,885.90	46,630.89
		STEP F	22.9724	34.4586	1,837.79	3,981.88	47,782.59
		STEP G	23.5397	35.3095	1,883.17	4,080.21	48,962.57
		STEP H	24.1210	36.1815	1,929.68	4,180.97	50,171.68
		STEP I	24.7167	37.0750	1,977.33	4,284.22	51,410.73
		STEP J	25.3271	37.9906	2,026.16	4,390.03	52,680.36
		STEP K	25.9525	38.9287	2,076.20	4,498.43	53,981.20
		STEP L	26.5934	39.8901	2,127.47	4,609.52	55,314.27
		STEP M	27.2502	40.8753	2,180.01	4,723.36	56,680.41
		STEP N	27.9231	41.8846	2,233.84	4,840.00	58,080.04
		STEP O	28.6127	42.9190	2,289.01	4,959.53	59,514.41
B460	INDUSTRIAL WASTE SPECIALIST	STEP A	26.6112	39.9168	2,128.89	4,612.60	55,351.29
		STEP B	27.2682	40.9023	2,181.45	4,726.48	56,717.85
		STEP C	27.9416	41.9124	2,235.32	4,843.21	58,118.52
		STEP D	28.6316	42.9474	2,290.52	4,962.81	59,553.72
		STEP E	29.3387	44.0080	2,347.09	5,085.37	61,024.49
		STEP F	30.0632	45.0948	2,405.05	5,210.95	62,531.45
		STEP G	30.8056	46.2084	2,464.44	5,339.63	64,075.64
		STEP H	31.5664	47.3496	2,525.31	5,471.50	65,658.11
		STEP I	32.3459	48.5188	2,587.67	5,606.62	67,279.47
		STEP J	33.1447	49.7170	2,651.57	5,745.08	68,940.97
		STEP K	33.9632	50.9448	2,717.05	5,886.95	70,643.45
		STEP L	34.8020	52.2030	2,784.16	6,032.34	72,388.16
		STEP M	35.6614	53.4921	2,852.91	6,181.30	74,175.71
		STEP N	36.5421	54.8131	2,923.36	6,333.96	76,007.56
		STEP O	37.4445	56.1667	2,995.56	6,490.38	77,884.56

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B461	INDUSTRIAL WASTE TECHNICIAN						
		STEP A	23.1393	34.7089	1,851.14	4,010.81	48,129.74
		STEP B	23.7106	35.5659	1,896.84	4,109.83	49,318.04
		STEP C	24.2962	36.4443	1,943.69	4,211.34	50,536.09
		STEP D	24.8962	37.3443	1,991.69	4,315.34	51,784.09
		STEP E	25.5110	38.2665	2,040.88	4,421.90	53,062.88
		STEP F	26.1410	39.2115	2,091.28	4,531.10	54,373.28
		STEP G	26.7865	40.1797	2,142.92	4,642.99	55,715.92
		STEP H	27.4481	41.1721	2,195.84	4,757.67	57,092.04
		STEP I	28.1259	42.1888	2,250.07	4,875.15	58,501.87
		STEP J	28.8205	43.2307	2,305.64	4,995.55	59,946.64
		STEP K	29.5322	44.2983	2,362.57	5,118.91	61,426.97
		STEP L	30.2615	45.3922	2,420.92	5,245.32	62,943.92
		STEP M	31.0088	46.5132	2,480.70	5,374.85	64,498.30
		STEP N	31.7746	47.6619	2,541.96	5,507.59	66,091.16
		STEP O	32.5593	48.8389	2,604.74	5,643.61	67,723.34
B463	INTERPRETIVE SRVC SPECIALST I						
		STEP A	19.6833	29.5249	1,574.66	3,411.77	40,941.26
		STEP B	20.1692	30.2538	1,613.53	3,495.99	41,951.93
		STEP C	20.6673	31.0009	1,653.38	3,582.33	42,987.98
		STEP D	21.1777	31.7665	1,694.21	3,670.80	44,049.61
		STEP E	21.7007	32.5510	1,736.05	3,761.45	45,137.45
		STEP F	22.2366	33.3549	1,778.92	3,854.34	46,252.12
		STEP G	22.7858	34.1787	1,822.86	3,949.53	47,394.46
		STEP H	23.3485	35.0227	1,867.88	4,047.07	48,564.88
		STEP I	23.9251	35.8876	1,914.00	4,147.01	49,764.20
		STEP J	24.5159	36.7738	1,961.27	4,249.42	50,993.07
		STEP K	25.1213	37.6819	2,009.70	4,354.35	52,252.30
		STEP L	25.7417	38.6125	2,059.33	4,461.89	53,542.73
		STEP M	26.3774	39.5661	2,110.19	4,574.43	54,889.16
		STEP N	27.0288	40.5432	2,162.30	4,684.99	56,219.90
		STEP O	27.6963	41.5444	2,215.70	4,800.69	57,608.30
B462	INTERPRETIVE SRVC SPECIALST II						
		STEP A	21.6515	32.4772	1,732.12	3,752.92	45,035.12
		STEP B	22.1861	33.2791	1,774.88	3,845.59	46,147.08
		STEP C	22.7340	34.1010	1,818.72	3,940.56	47,286.72
		STEP D	23.2955	34.9432	1,863.64	4,037.88	48,454.64
		STEP E	23.8708	35.8062	1,909.66	4,137.60	49,651.26
		STEP F	24.4603	36.6904	1,956.82	4,239.78	50,877.42
		STEP G	25.0643	37.5964	2,005.14	4,344.47	52,133.74
		STEP H	25.6833	38.5249	2,054.66	4,451.77	53,421.26
		STEP I	26.3175	39.4762	2,105.40	4,561.70	54,740.40
		STEP J	26.9675	40.4512	2,157.40	4,674.36	56,092.40
		STEP K	27.6334	41.4501	2,210.67	4,789.78	57,477.47
		STEP L	28.3159	42.4738	2,265.27	4,908.08	58,897.07
		STEP M	29.0151	43.5226	2,321.20	5,029.28	60,351.40
		STEP N	29.7317	44.5975	2,378.53	5,153.49	61,841.93
		STEP O	30.4659	45.6988	2,437.27	5,280.75	63,369.07

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B464	IRRIGATION TECHNICIAN	STEP A	24.2277	36.3415	1,938.21	4,199.46	50,393.61
		STEP B	24.8258	37.2387	1,986.06	4,303.13	51,637.66
		STEP C	25.4389	38.1583	2,035.11	4,409.40	52,912.91
		STEP D	26.0671	39.1006	2,085.36	4,518.29	54,219.56
		STEP E	26.7109	40.0663	2,136.87	4,629.88	55,558.67
		STEP F	27.3705	41.0557	2,189.64	4,744.22	56,930.64
		STEP G	28.0464	42.0696	2,243.71	4,861.37	58,336.51
		STEP H	28.7391	43.1086	2,299.12	4,981.44	59,777.32
		STEP I	29.4488	44.1732	2,355.90	5,104.45	61,253.50
		STEP J	30.1760	45.2640	2,414.08	5,230.50	62,766.08
		STEP K	30.9212	46.3818	2,473.69	5,359.67	64,316.09
		STEP L	31.6848	47.5272	2,534.78	5,492.03	65,904.38
		STEP M	32.4673	48.7009	2,597.38	5,627.66	67,531.98
		STEP N	33.2691	49.9036	2,661.52	5,766.64	69,199.72
		STEP O	34.0907	51.1360	2,727.25	5,909.05	70,908.65
B465	IT ANALYST I	STEP A	27.3989	41.0983	2,191.91	4,749.14	56,989.71
		STEP B	28.0754	42.1131	2,246.03	4,866.40	58,396.83
		STEP C	28.7687	43.1530	2,301.49	4,986.57	59,838.89
		STEP D	29.4792	44.2188	2,358.33	5,109.72	61,316.73
		STEP E	30.2072	45.3108	2,416.57	5,235.91	62,830.97
		STEP F	30.9532	46.4298	2,476.25	5,365.22	64,382.65
		STEP G	31.7176	47.5764	2,537.40	5,497.71	65,972.60
		STEP H	32.5008	48.7512	2,600.06	5,633.47	67,601.66
		STEP I	33.3035	49.9552	2,664.28	5,772.60	69,271.28
		STEP J	34.1259	51.1888	2,730.07	5,915.15	70,981.87
		STEP K	34.9687	52.4530	2,797.49	6,061.24	72,734.89
		STEP L	35.8322	53.7483	2,866.57	6,210.91	74,530.97
		STEP M	36.7171	55.0756	2,937.36	6,364.29	76,371.56
		STEP N	37.6239	56.4358	3,009.91	6,521.47	78,257.71
		STEP O	38.5530	57.8295	3,084.24	6,682.52	80,190.24
B466	IT ANALYST II	STEP A	30.1390	45.2085	2,411.12	5,224.09	62,689.12
		STEP B	30.8829	46.3243	2,470.63	5,353.03	64,236.43
		STEP C	31.6456	47.4684	2,531.64	5,485.23	65,822.84
		STEP D	32.4271	48.6406	2,594.16	5,620.69	67,448.36
		STEP E	33.2279	49.8418	2,658.23	5,759.50	69,114.03
		STEP F	34.0485	51.0727	2,723.88	5,901.74	70,820.88
		STEP G	34.8893	52.3339	2,791.14	6,047.47	72,569.74
		STEP H	35.7509	53.6263	2,860.07	6,196.82	74,361.87
		STEP I	36.6338	54.9507	2,930.70	6,349.85	76,198.30
		STEP J	37.5385	56.3077	3,003.08	6,506.67	78,080.08
		STEP K	38.4655	57.6982	3,077.24	6,667.35	80,008.24
		STEP L	39.4155	59.1232	3,153.24	6,832.02	81,984.24
		STEP M	40.3888	60.5832	3,231.10	7,000.72	84,008.70
		STEP N	41.3863	62.0794	3,310.90	7,173.62	86,083.50
		STEP O	42.4083	63.6124	3,392.66	7,350.77	88,209.26

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B468	IT PLANNING & POLICY ANALY I						
		STEP A	27.3634	41.0451	2,189.07	4,742.98	56,915.87
		STEP B	28.0390	42.0585	2,243.12	4,860.09	58,321.12
		STEP C	28.7314	43.0971	2,298.51	4,980.10	59,761.31
		STEP D	29.4410	44.1615	2,355.28	5,103.10	61,237.28
		STEP E	30.1680	45.2520	2,413.44	5,229.12	62,749.44
		STEP F	30.9130	46.3695	2,473.04	5,358.25	64,299.04
		STEP G	31.6764	47.5146	2,534.11	5,490.57	65,886.91
		STEP H	32.4587	48.6880	2,596.69	5,626.17	67,514.09
		STEP I	33.2603	49.8904	2,660.82	5,765.11	69,181.42
		STEP J	34.0817	51.1225	2,726.53	5,907.49	70,889.93
		STEP K	34.9233	52.3849	2,793.86	6,053.37	72,640.46
		STEP L	35.7858	53.6787	2,862.86	6,202.87	74,434.46
		STEP M	36.6695	55.0042	2,933.56	6,356.04	76,272.56
		STEP N	37.5751	56.3626	3,006.00	6,513.01	78,156.20
		STEP O	38.5030	57.7545	3,080.24	6,673.85	80,086.24
B467	IT PLANNING & POLICY ANALY II						
		STEP A	30.0999	45.1498	2,407.99	5,217.31	62,607.79
		STEP B	30.8429	46.2643	2,467.43	5,346.10	64,153.23
		STEP C	31.6046	47.4069	2,528.36	5,478.13	65,737.56
		STEP D	32.3851	48.5776	2,590.80	5,613.41	67,361.00
		STEP E	33.1848	49.7772	2,654.78	5,752.03	69,024.38
		STEP F	34.0043	51.0064	2,720.34	5,894.07	70,728.94
		STEP G	34.8441	52.2661	2,787.52	6,039.64	72,475.72
		STEP H	35.7046	53.5569	2,856.36	6,188.79	74,265.56
		STEP I	36.5863	54.8794	2,926.90	6,341.62	76,099.50
		STEP J	37.4898	56.2347	2,999.18	6,498.23	77,978.78
		STEP K	38.4156	57.6234	3,073.24	6,658.70	79,904.44
		STEP L	39.3643	59.0464	3,149.14	6,823.14	81,877.74
		STEP M	40.3365	60.5047	3,226.92	6,991.66	83,899.92
		STEP N	41.3326	61.9989	3,306.60	7,164.31	85,971.80
		STEP O	42.3533	63.5299	3,388.26	7,341.23	88,094.86
B469	IT PLANNING & POLICY TECH						
		STEP A	21.4856	32.2284	1,718.84	3,724.17	44,690.04
		STEP B	22.0159	33.0238	1,761.27	3,816.08	45,793.07
		STEP C	22.5596	33.8394	1,804.76	3,910.33	46,923.96
		STEP D	23.1167	34.6750	1,849.33	4,006.89	48,082.73
		STEP E	23.6876	35.5314	1,895.00	4,105.85	49,270.20
		STEP F	24.2725	36.4087	1,941.80	4,207.23	50,486.80
		STEP G	24.8720	37.3080	1,989.76	4,311.14	51,733.76
		STEP H	25.4862	38.2293	2,038.89	4,417.60	53,011.29
		STEP I	26.1156	39.1734	2,089.24	4,526.70	54,320.44
		STEP J	26.7605	40.1407	2,140.84	4,638.48	55,661.84
		STEP K	27.4214	41.1321	2,193.71	4,753.04	57,036.51
		STEP L	28.0986	42.1479	2,247.88	4,870.42	58,445.08
		STEP M	28.7925	43.1887	2,303.40	4,990.70	59,888.40
		STEP N	29.5035	44.2552	2,360.28	5,113.94	61,367.28
		STEP O	30.2321	45.3481	2,418.56	5,240.23	62,882.76

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B470	IT TECHNICIAN I	STEP A	20.8834	31.3251	1,670.67	3,619.78	43,437.47
		STEP B	21.3990	32.0985	1,711.92	3,709.16	44,509.92
		STEP C	21.9275	32.8912	1,754.20	3,800.76	45,609.20
		STEP D	22.4690	33.7035	1,797.52	3,894.62	46,735.52
		STEP E	23.0238	34.5357	1,841.90	3,990.79	47,889.50
		STEP F	23.5924	35.3886	1,887.39	4,089.34	49,072.19
		STEP G	24.1751	36.2626	1,934.00	4,190.35	50,284.20
		STEP H	24.7721	37.1581	1,981.76	4,293.83	51,525.96
		STEP I	25.3838	38.0757	2,030.70	4,399.85	52,798.30
		STEP J	26.0107	39.0160	2,080.85	4,508.52	54,102.25
		STEP K	26.6530	39.9795	2,132.24	4,619.85	55,438.24
		STEP L	27.3112	40.9668	2,184.89	4,733.94	56,807.29
		STEP M	27.9857	41.9785	2,238.85	4,850.85	58,210.25
		STEP N	28.6768	43.0152	2,294.14	4,970.64	59,647.74
		STEP O	29.3850	44.0775	2,350.80	5,093.40	61,120.80
B471	IT TECHNICIAN II	STEP A	22.9719	34.4578	1,837.75	3,981.79	47,781.55
		STEP B	23.5389	35.3083	1,883.11	4,080.07	48,960.91
		STEP C	24.1202	36.1803	1,929.61	4,180.83	50,170.01
		STEP D	24.7159	37.0738	1,977.27	4,284.08	51,409.07
		STEP E	25.3262	37.9893	2,026.09	4,389.87	52,678.49
		STEP F	25.9517	38.9275	2,076.13	4,498.29	53,979.53
		STEP G	26.5926	39.8889	2,127.40	4,609.38	55,312.60
		STEP H	27.2493	40.8739	2,179.94	4,723.21	56,678.54
		STEP I	27.9222	41.8833	2,233.77	4,839.84	58,078.17
		STEP J	28.6118	42.9177	2,288.94	4,959.37	59,512.54
		STEP K	29.3183	43.9774	2,345.46	5,081.83	60,982.06
		STEP L	30.0424	45.0636	2,403.39	5,207.34	62,488.19
		STEP M	30.7843	46.1764	2,462.74	5,335.94	64,031.34
		STEP N	31.5445	47.3167	2,523.56	5,467.71	65,612.56
		STEP O	32.3235	48.4852	2,585.88	5,602.74	67,232.88
B472	JR ENGINEER	STEP A	27.9568	41.9352	2,236.54	4,845.84	58,150.14
		STEP B	28.6474	42.9711	2,291.79	4,965.54	59,586.59
		STEP C	29.3548	44.0322	2,348.38	5,088.16	61,057.98
		STEP D	30.0797	45.1195	2,406.37	5,213.81	62,565.77
		STEP E	30.8226	46.2339	2,465.80	5,342.58	64,111.00
		STEP F	31.5837	47.3755	2,526.69	5,474.50	65,694.09
		STEP G	32.3637	48.5455	2,589.09	5,609.70	67,316.49
		STEP H	33.1630	49.7445	2,653.04	5,748.25	68,979.04
		STEP I	33.9819	50.9728	2,718.55	5,890.19	70,682.35
		STEP J	34.8211	52.2316	2,785.68	6,035.65	72,427.88
		STEP K	35.6810	53.5215	2,854.48	6,184.70	74,216.48
		STEP L	36.5622	54.8433	2,924.97	6,337.44	76,049.37
		STEP M	37.4651	56.1976	2,997.20	6,493.95	77,927.40
		STEP N	38.3903	57.5854	3,071.22	6,654.31	79,851.82
		STEP O	39.3384	59.0076	3,147.07	6,818.65	81,823.87

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B473	LABORATORY TECHNICIAN I						
		STEP A	18.9491	28.4236	1,515.92	3,284.51	39,414.12
		STEP B	19.4172	29.1258	1,553.37	3,365.64	40,387.77
		STEP C	19.8967	29.8450	1,591.73	3,448.76	41,385.13
		STEP D	20.3881	30.5821	1,631.04	3,533.93	42,407.24
		STEP E	20.8916	31.3374	1,671.32	3,621.21	43,454.52
		STEP F	21.4075	32.1112	1,712.60	3,710.63	44,527.60
		STEP G	21.9362	32.9043	1,754.89	3,802.27	45,627.29
		STEP H	22.4779	33.7168	1,798.23	3,896.16	46,754.03
		STEP I	23.0330	34.5495	1,842.64	3,992.38	47,908.64
		STEP J	23.6018	35.4027	1,888.14	4,090.97	49,091.74
		STEP K	24.1846	36.2769	1,934.76	4,192.00	50,303.96
		STEP L	24.7819	37.1728	1,982.55	4,295.52	51,546.35
		STEP M	25.3939	38.0908	2,031.51	4,401.60	52,819.31
		STEP N	26.0210	39.0315	2,081.68	4,510.30	54,123.68
		STEP O	26.6636	39.9954	2,133.08	4,621.69	55,460.28
B474	LABORATORY TECHNICIAN II						
		STEP A	21.0357	31.5535	1,682.85	3,646.18	43,754.25
		STEP B	21.5552	32.3328	1,724.41	3,736.23	44,834.81
		STEP C	22.0875	33.1312	1,767.00	3,828.50	45,942.00
		STEP D	22.6330	33.9495	1,810.64	3,923.05	47,076.64
		STEP E	23.1919	34.7878	1,855.35	4,019.92	48,239.15
		STEP F	23.7646	35.6469	1,901.16	4,119.19	49,430.36
		STEP G	24.3515	36.5272	1,948.12	4,220.92	50,651.12
		STEP H	24.9529	37.4293	1,996.23	4,325.16	51,902.03
		STEP I	25.5691	38.3536	2,045.52	4,431.97	53,183.72
		STEP J	26.2006	39.3009	2,096.04	4,541.43	54,497.24
		STEP K	26.8476	40.2714	2,147.80	4,653.58	55,843.00
		STEP L	27.5106	41.2659	2,200.84	4,768.50	57,222.04
		STEP M	28.1900	42.2850	2,255.20	4,886.26	58,635.20
		STEP N	28.8861	43.3291	2,310.88	5,006.92	60,083.08
		STEP O	29.5995	44.3992	2,367.96	5,130.58	61,566.96
B475	LIBRARIAN I						
		STEP A	20.5906	30.8859	1,647.24	3,569.03	42,828.44
		STEP B	21.0990	31.6485	1,687.92	3,657.16	43,885.92
		STEP C	21.6201	32.4301	1,729.60	3,747.48	44,969.80
		STEP D	22.1540	33.2310	1,772.32	3,840.02	46,080.32
		STEP E	22.7011	34.0516	1,816.08	3,934.85	47,218.28
		STEP F	23.2617	34.8925	1,860.93	4,032.02	48,384.33
		STEP G	23.8362	35.7543	1,906.89	4,131.60	49,579.29
		STEP H	24.4248	36.6372	1,953.98	4,233.63	50,803.58
		STEP I	25.0280	37.5420	2,002.24	4,338.18	52,058.24
		STEP J	25.6461	38.4691	2,051.68	4,445.32	53,343.88
		STEP K	26.2794	39.4191	2,102.35	4,555.09	54,661.15
		STEP L	26.9284	40.3926	2,154.27	4,667.58	56,011.07
		STEP M	27.5934	41.3901	2,207.47	4,782.85	57,394.27
		STEP N	28.2748	42.4122	2,261.98	4,900.96	58,811.58
		STEP O	28.9731	43.4596	2,317.84	5,022.00	60,264.04

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B476	LIBRARIAN II	STEP A	22.6496	33.9744	1,811.96	3,925.93	47,111.16
		STEP B	23.2089	34.8133	1,856.71	4,022.87	48,274.51
		STEP C	23.7820	35.6730	1,902.56	4,122.21	49,466.56
		STEP D	24.3693	36.5539	1,949.54	4,224.01	50,688.14
		STEP E	24.9711	37.4566	1,997.68	4,328.32	51,939.88
		STEP F	25.5878	38.3817	2,047.02	4,435.21	53,222.62
		STEP G	26.2197	39.3295	2,097.57	4,544.74	54,536.97
		STEP H	26.8672	40.3008	2,149.37	4,656.98	55,883.77
		STEP I	27.5307	41.2960	2,202.45	4,771.98	57,263.85
		STEP J	28.2106	42.3159	2,256.84	4,889.83	58,678.04
		STEP K	28.9073	43.3609	2,312.58	5,010.59	60,127.18
		STEP L	29.6211	44.4316	2,369.68	5,134.32	61,611.88
		STEP M	30.3526	45.5289	2,428.20	5,261.11	63,133.40
		STEP N	31.1022	46.6533	2,488.17	5,391.04	64,692.57
		STEP O	31.8703	47.8054	2,549.62	5,524.18	66,290.22
B477	LIBRARY ASSISTANT I	STEP A	16.0709	24.1063	1,285.67	2,785.62	33,427.47
		STEP B	16.4677	24.7015	1,317.41	2,854.40	34,252.81
		STEP C	16.8744	25.3116	1,349.95	2,924.89	35,098.75
		STEP D	17.2911	25.9366	1,383.28	2,997.12	35,965.48
		STEP E	17.7181	26.5771	1,417.44	3,071.13	36,853.64
		STEP F	18.1557	27.2335	1,452.45	3,146.98	37,763.85
		STEP G	18.6041	27.9061	1,488.32	3,224.71	38,696.52
		STEP H	19.0635	28.5952	1,525.08	3,304.34	39,652.08
		STEP I	19.5343	29.3014	1,562.74	3,385.94	40,631.34
		STEP J	20.0167	30.0250	1,601.33	3,469.56	41,634.73
		STEP K	20.5110	30.7665	1,640.88	3,555.24	42,662.88
		STEP L	21.0175	31.5262	1,681.40	3,643.03	43,716.40
		STEP M	21.5366	32.3049	1,722.92	3,733.01	44,796.12
		STEP N	22.0684	33.1026	1,765.47	3,825.18	45,902.27
		STEP O	22.6134	33.9201	1,809.07	3,919.65	47,035.87
B478	LIBRARY ASSISTANT II	STEP A	17.6780	26.5170	1,414.24	3,064.18	36,770.24
		STEP B	18.1145	27.1717	1,449.16	3,139.84	37,678.16
		STEP C	18.5619	27.8428	1,484.95	3,217.39	38,608.75
		STEP D	19.0203	28.5304	1,521.62	3,296.85	39,562.22
		STEP E	19.4900	29.2350	1,559.20	3,378.26	40,539.20
		STEP F	19.9713	29.9569	1,597.70	3,461.69	41,540.30
		STEP G	20.4645	30.6967	1,637.16	3,547.18	42,566.16
		STEP H	20.9699	31.4548	1,677.59	3,634.78	43,617.39
		STEP I	21.4877	32.2315	1,719.01	3,724.53	44,694.41
		STEP J	22.0184	33.0276	1,761.47	3,816.52	45,798.27
		STEP K	22.5621	33.8431	1,804.96	3,910.76	46,929.16
		STEP L	23.1193	34.6789	1,849.54	4,007.34	48,088.14
		STEP M	23.6903	35.5354	1,895.22	4,106.31	49,275.82
		STEP N	24.2753	36.4129	1,942.02	4,207.71	50,492.62
		STEP O	24.8748	37.3122	1,989.98	4,311.63	51,739.58

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B479	LIBRARY TECHNICIAN	STEP A	20.1889	30.2833	1,615.11	3,499.40	41,992.91
		STEP B	20.6874	31.0311	1,654.99	3,585.81	43,029.79
		STEP C	21.1983	31.7974	1,695.86	3,674.37	44,092.46
		STEP D	21.7218	32.5827	1,737.74	3,765.11	45,181.34
		STEP E	22.2583	33.3874	1,780.66	3,858.10	46,297.26
		STEP F	22.8079	34.2118	1,824.63	3,953.36	47,440.43
		STEP G	23.3712	35.0568	1,869.69	4,051.00	48,612.09
		STEP H	23.9484	35.9226	1,915.87	4,151.05	49,812.67
		STEP I	24.5398	36.8097	1,963.18	4,253.56	51,042.78
		STEP J	25.1458	37.7187	2,011.66	4,358.60	52,303.26
		STEP K	25.7668	38.6502	2,061.34	4,466.24	53,594.94
		STEP L	26.4031	39.6046	2,112.24	4,576.53	54,918.44
		STEP M	27.0551	40.5826	2,164.40	4,689.55	56,274.60
		STEP N	27.7233	41.5849	2,217.86	4,805.37	57,664.46
		STEP O	28.4079	42.6118	2,272.63	4,924.03	59,088.43
B481	MARKETING & COMMUNIC ANALYST I	STEP A	23.2339	34.8508	1,858.71	4,027.20	48,326.51
		STEP B	23.8075	35.7112	1,904.60	4,126.63	49,519.60
		STEP C	24.3954	36.5931	1,951.63	4,228.53	50,742.43
		STEP D	24.9979	37.4968	1,999.83	4,332.96	51,995.63
		STEP E	25.6152	38.4228	2,049.21	4,439.96	53,279.61
		STEP F	26.2478	39.3717	2,099.82	4,549.61	54,595.42
		STEP G	26.8960	40.3440	2,151.68	4,661.97	55,943.68
		STEP H	27.5602	41.3403	2,204.81	4,777.10	57,325.21
		STEP I	28.2408	42.3612	2,259.26	4,895.07	58,740.86
		STEP J	28.9382	43.4073	2,315.05	5,015.95	60,191.45
		STEP K	29.6528	44.4792	2,372.22	5,139.81	61,677.82
		STEP L	30.3851	45.5776	2,430.80	5,266.75	63,201.00
		STEP M	31.1355	46.7032	2,490.84	5,396.82	64,761.84
		STEP N	31.9044	47.8566	2,552.35	5,530.09	66,361.15
		STEP O	32.6923	49.0384	2,615.38	5,666.66	67,999.98
B480	MARKETING & COMMUNIC ANALYST II	STEP A	25.5570	38.3355	2,044.56	4,429.88	53,158.56
		STEP B	26.1882	39.2823	2,095.05	4,539.28	54,471.45
		STEP C	26.8349	40.2523	2,146.79	4,651.38	55,816.59
		STEP D	27.4976	41.2464	2,199.80	4,766.25	57,195.00
		STEP E	28.1767	42.2650	2,254.13	4,883.96	58,607.53
		STEP F	28.8725	43.3087	2,309.80	5,004.56	60,054.80
		STEP G	29.5855	44.3782	2,366.84	5,128.15	61,537.84
		STEP H	30.3162	45.4743	2,425.29	5,254.80	63,057.69
		STEP I	31.0648	46.5972	2,485.18	5,384.56	64,614.78
		STEP J	31.8320	47.7480	2,546.56	5,517.54	66,210.56
		STEP K	32.6181	48.9271	2,609.44	5,653.80	67,845.64
		STEP L	33.4236	50.1354	2,673.88	5,793.42	69,521.08
		STEP M	34.2490	51.3735	2,739.92	5,936.49	71,237.92
		STEP N	35.0948	52.6422	2,807.58	6,083.09	72,997.18
		STEP O	35.9615	53.9422	2,876.92	6,233.32	74,799.92

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B482	MECHANIC I	STEP A	21.5375	32.3062	1,723.00	3,733.16	44,798.00
		STEP B	22.0693	33.1039	1,765.54	3,825.34	45,904.14
		STEP C	22.6143	33.9214	1,809.14	3,919.81	47,037.74
		STEP D	23.1728	34.7592	1,853.82	4,016.61	48,199.42
		STEP E	23.7451	35.6176	1,899.60	4,115.81	49,389.80
		STEP F	24.3315	36.4972	1,946.52	4,217.46	50,609.52
		STEP G	24.9323	37.3984	1,994.58	4,321.59	51,859.18
		STEP H	25.5481	38.3221	2,043.84	4,428.33	53,140.04
		STEP I	26.1790	39.2685	2,094.32	4,537.69	54,452.32
		STEP J	26.8255	40.2382	2,146.04	4,649.75	55,797.04
		STEP K	27.4879	41.2318	2,199.03	4,764.56	57,174.83
		STEP L	28.1668	42.2502	2,253.34	4,882.24	58,586.94
		STEP M	28.8624	43.2936	2,308.99	5,002.81	60,033.79
		STEP N	29.5751	44.3626	2,366.00	5,126.35	61,516.20
		STEP O	30.3055	45.4582	2,424.44	5,252.95	63,035.44
B483	MECHANIC II	STEP A	23.6913	35.5369	1,895.30	4,106.49	49,277.90
		STEP B	24.2767	36.4150	1,942.13	4,207.96	50,495.53
		STEP C	24.8763	37.3144	1,990.10	4,311.89	51,742.70
		STEP D	25.4906	38.2359	2,039.24	4,418.37	53,020.44
		STEP E	26.1201	39.1801	2,089.60	4,527.48	54,329.80
		STEP F	26.7651	40.1476	2,141.20	4,639.28	55,671.40
		STEP G	27.4261	41.1391	2,194.08	4,753.85	57,046.28
		STEP H	28.1034	42.1551	2,248.27	4,871.25	58,455.07
		STEP I	28.7974	43.1961	2,303.79	4,991.54	59,898.59
		STEP J	29.5086	44.2629	2,360.68	5,114.82	61,377.88
		STEP K	30.2373	45.3559	2,418.98	5,241.13	62,893.58
		STEP L	30.9841	46.4761	2,478.72	5,370.57	64,446.92
		STEP M	31.7492	47.6238	2,539.93	5,503.19	66,038.33
		STEP N	32.5333	48.7999	2,602.66	5,639.10	67,669.26
		STEP O	33.3367	50.0050	2,666.93	5,778.36	69,340.33
B484	METER READER	STEP A	17.6607	26.4910	1,412.85	3,061.18	36,734.25
		STEP B	18.0968	27.1452	1,447.74	3,136.77	37,641.34
		STEP C	18.5438	27.8157	1,483.50	3,214.25	38,571.10
		STEP D	19.0017	28.5025	1,520.13	3,293.62	39,523.53
		STEP E	19.4710	29.2065	1,557.68	3,374.97	40,499.68
		STEP F	19.9518	29.9277	1,596.14	3,458.31	41,499.74
		STEP G	20.4445	30.6667	1,635.56	3,543.71	42,524.56
		STEP H	20.9494	31.4241	1,675.95	3,631.22	43,574.75
		STEP I	21.4668	32.2002	1,717.34	3,720.91	44,650.94
		STEP J	21.9969	32.9953	1,759.75	3,812.79	45,753.55
		STEP K	22.5401	33.8101	1,803.20	3,906.95	46,883.40
		STEP L	23.0967	34.6450	1,847.73	4,003.42	48,041.13
		STEP M	23.6671	35.5006	1,893.36	4,102.29	49,227.56
		STEP N	24.2516	36.3774	1,940.12	4,203.61	50,443.32
		STEP O	24.8505	37.2757	1,988.04	4,307.42	51,689.04

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B485	METER SERVICE WORKER						
		STEP A	18.5410	27.8115	1,483.28	3,213.77	38,565.28
		STEP B	18.9988	28.4982	1,519.90	3,293.12	39,517.50
		STEP C	19.4680	29.2020	1,557.44	3,374.45	40,493.44
		STEP D	19.9488	29.9232	1,595.90	3,457.79	41,493.50
		STEP E	20.4414	30.6621	1,635.31	3,543.17	42,518.11
		STEP F	20.9462	31.4193	1,675.69	3,630.67	43,568.09
		STEP G	21.4635	32.1952	1,717.08	3,720.34	44,644.08
		STEP H	21.9936	32.9904	1,759.48	3,812.22	45,746.68
		STEP I	22.5367	33.8050	1,802.93	3,906.36	46,876.33
		STEP J	23.0933	34.6399	1,847.46	4,002.83	48,034.06
		STEP K	23.6636	35.4954	1,893.08	4,101.69	49,220.28
		STEP L	24.2479	36.3718	1,939.83	4,202.96	50,435.63
		STEP M	24.8467	37.2700	1,987.73	4,306.76	51,681.13
		STEP N	25.4603	38.1904	2,036.82	4,413.11	52,957.42
		STEP O	26.0891	39.1336	2,087.12	4,522.11	54,265.32
B486	NATURAL RESOURCES TECHNICIAN						
		STEP A	21.8607	32.7910	1,748.85	3,789.18	45,470.25
		STEP B	22.4005	33.6007	1,792.04	3,882.75	46,593.04
		STEP C	22.9537	34.4305	1,836.29	3,978.64	47,743.69
		STEP D	23.5206	35.2809	1,881.64	4,076.90	48,922.84
		STEP E	24.1014	36.1521	1,928.11	4,177.57	50,130.91
		STEP F	24.6966	37.0449	1,975.72	4,280.74	51,368.92
		STEP G	25.3065	37.9597	2,024.52	4,386.46	52,637.52
		STEP H	25.9315	38.8972	2,074.52	4,494.79	53,937.52
		STEP I	26.5719	39.8578	2,125.75	4,605.79	55,269.55
		STEP J	27.2281	40.8421	2,178.24	4,719.53	56,634.44
		STEP K	27.9005	41.8507	2,232.04	4,836.08	58,033.04
		STEP L	28.5895	42.8842	2,287.16	4,955.51	59,466.16
		STEP M	29.2955	43.9432	2,343.64	5,077.88	60,934.64
		STEP N	30.0190	45.0285	2,401.52	5,203.29	62,439.52
		STEP O	30.7603	46.1404	2,460.82	5,331.78	63,981.42
B487	NATURAL RESOURCES WKR I						
		STEP A	18.2400	27.3600	1,459.20	3,161.60	37,939.20
		STEP B	18.6904	28.0356	1,495.23	3,239.66	38,876.03
		STEP C	19.1520	28.7280	1,532.16	3,319.68	39,836.16
		STEP D	19.6250	29.4375	1,570.00	3,401.66	40,820.00
		STEP E	20.1096	30.1644	1,608.76	3,485.66	41,827.96
		STEP F	20.6062	30.9093	1,648.49	3,571.74	42,860.89
		STEP G	21.1151	31.6726	1,689.20	3,659.95	43,919.40
		STEP H	21.6365	32.4547	1,730.92	3,750.32	45,003.92
		STEP I	22.1709	33.2563	1,773.67	3,842.95	46,115.47
		STEP J	22.7184	34.0776	1,817.47	3,937.85	47,254.27
		STEP K	23.2794	34.9191	1,862.35	4,035.09	48,421.15
		STEP L	23.8543	35.7814	1,908.34	4,134.74	49,616.94
		STEP M	24.4434	36.6651	1,955.47	4,236.85	50,842.27
		STEP N	25.0471	37.5706	2,003.76	4,341.49	52,097.96
		STEP O	25.6656	38.4984	2,053.24	4,448.70	53,384.44

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B488	NATURAL RESOURCES WKR II						
		STEP A	20.0642	30.0963	1,605.13	3,477.79	41,733.53
		STEP B	20.5596	30.8394	1,644.76	3,563.66	42,763.96
		STEP C	21.0674	31.6011	1,685.39	3,651.68	43,820.19
		STEP D	21.5876	32.3814	1,727.00	3,741.85	44,902.20
		STEP E	22.1208	33.1812	1,769.66	3,834.27	46,011.26
		STEP F	22.6670	34.0005	1,813.36	3,928.94	47,147.36
		STEP G	23.2268	34.8402	1,858.14	4,025.97	48,311.74
		STEP H	23.8004	35.7006	1,904.03	4,125.40	49,504.83
		STEP I	24.3882	36.5823	1,951.05	4,227.28	50,727.45
		STEP J	24.9904	37.4856	1,999.23	4,331.66	51,980.03
		STEP K	25.6076	38.4114	2,048.60	4,438.65	53,263.80
		STEP L	26.2400	39.3600	2,099.20	4,548.26	54,579.20
		STEP M	26.8880	40.3320	2,151.04	4,660.58	55,927.04
		STEP N	27.5520	41.3280	2,204.16	4,775.68	57,308.16
		STEP O	28.2324	42.3486	2,258.59	4,893.61	58,723.39
B489	OFFICE ASSISTANT I						
		STEP A	15.4152	23.1228	1,233.21	2,671.96	32,063.61
		STEP B	15.7958	23.6937	1,263.66	2,737.93	32,855.26
		STEP C	16.1859	24.2788	1,294.87	2,805.55	33,666.67
		STEP D	16.5856	24.8784	1,326.84	2,874.83	34,498.04
		STEP E	16.9952	25.4928	1,359.61	2,945.83	35,350.01
		STEP F	17.4149	26.1223	1,393.19	3,018.58	36,222.99
		STEP G	17.8449	26.7673	1,427.59	3,093.11	37,117.39
		STEP H	18.2856	27.4284	1,462.84	3,169.50	38,034.04
		STEP I	18.7372	28.1058	1,498.97	3,247.78	38,973.37
		STEP J	19.1999	28.7998	1,535.99	3,327.98	39,935.79
		STEP K	19.6741	29.5111	1,573.92	3,410.17	40,922.12
		STEP L	20.1599	30.2398	1,612.79	3,494.38	41,932.59
		STEP M	20.6578	30.9867	1,652.62	3,580.68	42,968.22
		STEP N	21.1679	31.7518	1,693.43	3,669.10	44,029.23
		STEP O	21.6907	32.5360	1,735.25	3,759.72	45,116.65
B490	OFFICE ASSISTANT II						
		STEP A	16.9566	25.4349	1,356.52	2,939.14	35,269.72
		STEP B	17.3753	26.0629	1,390.02	3,011.71	36,140.62
		STEP C	17.8044	26.7066	1,424.35	3,086.09	37,033.15
		STEP D	18.2441	27.3661	1,459.52	3,162.31	37,947.72
		STEP E	18.6946	28.0419	1,495.56	3,240.39	38,884.76
		STEP F	19.1563	28.7344	1,532.50	3,320.42	39,845.10
		STEP G	19.6294	29.4441	1,570.35	3,402.42	40,829.15
		STEP H	20.1141	30.1711	1,609.12	3,486.44	41,837.32
		STEP I	20.6109	30.9163	1,648.87	3,572.55	42,870.67
		STEP J	21.1199	31.6798	1,689.59	3,660.78	43,929.39
		STEP K	21.6414	32.4621	1,731.31	3,751.17	45,014.11
		STEP L	22.1759	33.2638	1,774.07	3,843.82	46,125.87
		STEP M	22.7235	34.0852	1,817.88	3,938.74	47,264.88
		STEP N	23.2847	34.9270	1,862.77	4,036.01	48,432.17
		STEP O	23.8597	35.7895	1,908.77	4,135.68	49,628.17

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B491	PARKS MAINTENANCE WORKER I	STEP A	17.3715	26.0572	1,389.72	3,011.06	36,132.72
		STEP B	17.8005	26.7007	1,424.04	3,085.42	37,025.04
		STEP C	18.2400	27.3600	1,459.20	3,161.60	37,939.20
		STEP D	18.6905	28.0357	1,495.24	3,239.68	38,876.24
		STEP E	19.1521	28.7281	1,532.16	3,319.69	39,836.36
		STEP F	19.6250	29.4375	1,570.00	3,401.66	40,820.00
		STEP G	20.1097	30.1645	1,608.77	3,485.68	41,828.17
		STEP H	20.6063	30.9094	1,648.50	3,571.75	42,861.10
		STEP I	21.1152	31.6728	1,689.21	3,659.96	43,919.61
		STEP J	21.6366	32.4549	1,730.92	3,750.34	45,004.12
		STEP K	22.1709	33.2563	1,773.67	3,842.95	46,115.47
		STEP L	22.7185	34.0777	1,817.48	3,937.87	47,254.48
		STEP M	23.2795	34.9192	1,862.36	4,035.11	48,421.36
		STEP N	23.8544	35.7816	1,908.35	4,134.76	49,617.15
		STEP O	24.4435	36.6652	1,955.48	4,236.87	50,842.48
B492	PARKS MAINTENANCE WORKER II	STEP A	19.1087	28.6630	1,528.69	3,312.17	39,746.09
		STEP B	19.5806	29.3709	1,566.44	3,393.97	40,727.64
		STEP C	20.0642	30.0963	1,605.13	3,477.79	41,733.53
		STEP D	20.5597	30.8395	1,644.77	3,563.68	42,764.17
		STEP E	21.0674	31.6011	1,685.39	3,651.68	43,820.19
		STEP F	21.5877	32.3815	1,727.01	3,741.86	44,902.41
		STEP G	22.1208	33.1812	1,769.66	3,834.27	46,011.26
		STEP H	22.6670	34.0005	1,813.36	3,928.94	47,147.36
		STEP I	23.2268	34.8402	1,858.14	4,025.97	48,311.74
		STEP J	23.8004	35.7006	1,904.03	4,125.40	49,504.83
		STEP K	24.3882	36.5823	1,951.05	4,227.28	50,727.45
		STEP L	24.9905	37.4857	1,999.24	4,331.68	51,980.24
		STEP M	25.6076	38.4114	2,048.60	4,438.65	53,263.80
		STEP N	26.2400	39.3600	2,099.20	4,548.26	54,579.20
		STEP O	26.8880	40.3320	2,151.04	4,660.58	55,927.04
B493	PARKS, REC & LIBRARIES TECH	STEP A	22.1529	33.2293	1,772.23	3,839.83	46,078.03
		STEP B	22.7000	34.0500	1,816.00	3,934.66	47,216.00
		STEP C	23.2606	34.8909	1,860.84	4,031.83	48,382.04
		STEP D	23.8350	35.7525	1,906.80	4,131.40	49,576.80
		STEP E	24.4236	36.6354	1,953.88	4,233.42	50,801.08
		STEP F	25.0268	37.5402	2,002.14	4,337.97	52,055.74
		STEP G	25.6448	38.4672	2,051.58	4,445.09	53,341.18
		STEP H	26.2781	39.4171	2,102.24	4,554.87	54,658.44
		STEP I	26.9271	40.3906	2,154.16	4,667.36	56,008.36
		STEP J	27.5920	41.3880	2,207.36	4,782.61	57,391.36
		STEP K	28.2734	42.4101	2,261.87	4,900.72	58,808.67
		STEP L	28.9717	43.4575	2,317.73	5,021.76	60,261.13
		STEP M	29.6871	44.5306	2,374.96	5,145.76	61,749.16
		STEP N	30.4203	45.6304	2,433.62	5,272.85	63,274.22
		STEP O	31.1715	46.7572	2,493.72	5,403.06	64,836.72

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B546	PERMIT ANALYST	STEP A	30.3640	45.5460	2,429.12	5,263.09	63,157.12
		STEP B	31.1135	46.6702	2,489.08	5,393.00	64,716.08
		STEP C	31.8819	47.8228	2,550.55	5,526.19	66,314.35
		STEP D	32.6692	49.0038	2,613.53	5,662.66	67,951.93
		STEP E	33.4760	50.2140	2,678.08	5,802.50	69,630.08
		STEP F	34.3027	51.4540	2,744.21	5,945.80	71,349.61
		STEP G	35.1498	52.7247	2,811.98	6,092.63	73,111.58
		STEP H	36.0178	54.0267	2,881.42	6,243.08	74,917.02
		STEP I	36.9073	55.3609	2,952.58	6,397.26	76,767.18
		STEP J	37.8187	56.7280	3,025.49	6,555.24	78,662.89
		STEP K	38.7527	58.1290	3,100.21	6,717.13	80,605.61
		STEP L	39.7097	59.5645	3,176.77	6,883.01	82,596.17
		STEP M	40.6904	61.0356	3,255.23	7,053.00	84,636.03
		STEP N	41.6952	62.5428	3,335.61	7,227.16	86,726.01
		STEP O	42.7249	64.0873	3,417.99	7,405.64	88,867.79
B494	PERMITS TECHNICIAN I	STEP A	19.6549	29.4823	1,572.39	3,406.84	40,882.19
		STEP B	20.1403	30.2104	1,611.22	3,490.98	41,891.82
		STEP C	20.6376	30.9564	1,651.00	3,577.18	42,926.20
		STEP D	21.1473	31.7209	1,691.78	3,665.53	43,986.38
		STEP E	21.6695	32.5042	1,733.56	3,756.04	45,072.56
		STEP F	22.2047	33.3070	1,776.37	3,848.81	46,185.77
		STEP G	22.7530	34.1295	1,820.24	3,943.85	47,326.24
		STEP H	23.3149	34.9723	1,865.19	4,041.24	48,494.99
		STEP I	23.8907	35.8360	1,911.25	4,141.05	49,692.65
		STEP J	24.4807	36.7210	1,958.45	4,243.32	50,919.85
		STEP K	25.0852	37.6278	2,006.81	4,348.10	52,177.21
		STEP L	25.7047	38.5570	2,056.37	4,455.48	53,465.77
		STEP M	26.3395	39.5092	2,107.16	4,565.51	54,786.16
		STEP N	26.9900	40.4850	2,159.20	4,678.26	56,139.20
		STEP O	27.6565	41.4847	2,212.52	4,793.79	57,525.52
B495	PERMITS TECHNICIAN II	STEP A	21.6204	32.4306	1,729.63	3,747.53	44,970.43
		STEP B	22.1543	33.2314	1,772.34	3,840.07	46,080.94
		STEP C	22.7014	34.0521	1,816.11	3,934.90	47,218.91
		STEP D	23.2620	34.8930	1,860.96	4,032.08	48,384.96
		STEP E	23.8365	35.7547	1,906.92	4,131.66	49,579.92
		STEP F	24.4252	36.6378	1,954.01	4,233.70	50,804.41
		STEP G	25.0284	37.5426	2,002.27	4,338.25	52,059.07
		STEP H	25.6464	38.4696	2,051.71	4,445.37	53,344.51
		STEP I	26.2798	39.4197	2,102.38	4,555.16	54,661.98
		STEP J	26.9288	40.3932	2,154.30	4,667.65	56,011.90
		STEP K	27.5938	41.3907	2,207.50	4,782.92	57,395.10
		STEP L	28.2752	42.4128	2,262.01	4,901.03	58,812.41
		STEP M	28.9735	43.4602	2,317.88	5,022.07	60,264.88
		STEP N	29.6980	44.5470	2,375.84	5,147.65	61,771.84
		STEP O	30.4222	45.6333	2,433.77	5,273.18	63,278.17

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B496	PLANNING SYSTEMS ANALYST	STEP A	30.3640	45.5460	2,429.12	5,263.09	63,157.12
		STEP B	31.1135	46.6702	2,489.08	5,393.00	64,716.08
		STEP C	31.8819	47.8228	2,550.55	5,526.19	66,314.35
		STEP D	32.6692	49.0038	2,613.53	5,662.66	67,951.93
		STEP E	33.4760	50.2140	2,678.08	5,802.50	69,630.08
		STEP F	34.3027	51.4540	2,744.21	5,945.80	71,349.61
		STEP G	35.1498	52.7247	2,811.98	6,092.63	73,111.58
		STEP H	36.0178	54.0267	2,881.42	6,243.08	74,917.02
		STEP I	36.9073	55.3609	2,952.58	6,397.26	76,767.18
		STEP J	37.8187	56.7280	3,025.49	6,555.24	78,662.89
		STEP K	38.7527	58.1290	3,100.21	6,717.13	80,605.61
		STEP L	39.7097	59.5645	3,176.77	6,883.01	82,596.17
		STEP M	40.6904	61.0356	3,255.23	7,053.00	84,636.03
		STEP N	41.6952	62.5428	3,335.61	7,227.16	86,726.01
		STEP O	42.7249	64.0873	3,417.99	7,405.64	88,867.79
B497	PLANNING SYSTEMS TECHNICIAN I	STEP A	20.0599	30.0898	1,604.79	3,477.04	41,724.59
		STEP B	20.5553	30.8329	1,644.42	3,562.91	42,755.02
		STEP C	21.0629	31.5943	1,685.03	3,650.90	43,810.83
		STEP D	21.5831	32.3746	1,726.64	3,741.07	44,892.84
		STEP E	22.1161	33.1741	1,769.28	3,833.45	46,001.48
		STEP F	22.6622	33.9933	1,812.97	3,928.11	47,137.37
		STEP G	23.2219	34.8328	1,857.75	4,025.12	48,301.55
		STEP H	23.7953	35.6929	1,903.62	4,124.51	49,494.22
		STEP I	24.3830	36.5745	1,950.64	4,226.38	50,716.64
		STEP J	24.9851	37.4776	1,998.80	4,330.75	51,969.00
		STEP K	25.6021	38.4031	2,048.16	4,437.69	53,252.36
		STEP L	26.2344	39.3516	2,098.75	4,547.29	54,567.55
		STEP M	26.8823	40.3234	2,150.58	4,659.59	55,915.18
		STEP N	27.5461	41.3191	2,203.68	4,774.65	57,295.88
		STEP O	28.2264	42.3396	2,258.11	4,892.57	58,710.91
B498	PLANNING SYSTEMS TECHNICIAN II	STEP A	22.0658	33.0987	1,765.26	3,824.73	45,896.86
		STEP B	22.6107	33.9160	1,808.85	3,919.18	47,030.25
		STEP C	23.1691	34.7536	1,853.52	4,015.97	48,191.72
		STEP D	23.7412	35.6118	1,899.29	4,115.14	49,381.69
		STEP E	24.3275	36.4912	1,946.20	4,216.76	50,601.20
		STEP F	24.9283	37.3924	1,994.26	4,320.90	51,850.86
		STEP G	25.5439	38.3158	2,043.51	4,427.60	53,131.31
		STEP H	26.1748	39.2622	2,093.98	4,536.96	54,443.58
		STEP I	26.8212	40.2318	2,145.69	4,649.00	55,788.09
		STEP J	27.4835	41.2252	2,198.68	4,763.80	57,165.68
		STEP K	28.1622	42.2433	2,252.97	4,881.44	58,577.37
		STEP L	28.8577	43.2865	2,308.61	5,002.00	60,024.01
		STEP M	29.5704	44.3556	2,365.63	5,125.53	61,506.43
		STEP N	30.3006	45.4509	2,424.04	5,252.10	63,025.24
		STEP O	31.0489	46.5733	2,483.91	5,381.80	64,581.71

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B499	PROJECT COORDINATOR	STEP A	27.1835	40.7752	2,174.68	4,711.80	56,541.68
		STEP B	27.8546	41.7819	2,228.36	4,828.13	57,937.56
		STEP C	28.5425	42.8137	2,283.40	4,947.36	59,368.40
		STEP D	29.2473	43.8709	2,339.78	5,069.53	60,834.38
		STEP E	29.9696	44.9544	2,397.56	5,194.73	62,336.76
		STEP F	30.7097	46.0645	2,456.77	5,323.01	63,876.17
		STEP G	31.4681	47.2021	2,517.44	5,454.47	65,453.64
		STEP H	32.2452	48.3678	2,579.61	5,589.16	67,070.01
		STEP I	33.0416	49.5624	2,643.32	5,727.21	68,726.52
		STEP J	33.8575	50.7862	2,708.60	5,868.63	70,423.60
		STEP K	34.6937	52.0405	2,775.49	6,013.57	72,162.89
		STEP L	35.5504	53.3256	2,844.03	6,162.06	73,944.83
		STEP M	36.4284	54.6426	2,914.27	6,314.25	75,771.07
		STEP N	37.3280	55.9920	2,986.24	6,470.18	77,642.24
		STEP O	38.2498	57.3747	3,059.98	6,629.96	79,559.58
B500	PROJECT PLANNER	STEP A	33.3995	50.0992	2,671.96	5,789.24	69,470.96
		STEP B	34.2241	51.3361	2,737.92	5,932.17	71,186.12
		STEP C	35.0692	52.6038	2,805.53	6,078.66	72,943.93
		STEP D	35.9353	53.9029	2,874.82	6,228.78	74,745.42
		STEP E	36.8227	55.2340	2,945.81	6,382.60	76,591.21
		STEP F	37.7321	56.5981	3,018.56	6,540.23	78,482.76
		STEP G	38.6639	57.9958	3,093.11	6,701.74	80,420.91
		STEP H	39.6187	59.4280	3,169.49	6,867.24	82,406.89
		STEP I	40.5971	60.8956	3,247.76	7,036.83	84,441.96
		STEP J	41.5997	62.3995	3,327.97	7,210.61	86,527.37
		STEP K	42.6270	63.9405	3,410.16	7,388.68	88,664.16
		STEP L	43.6797	65.5195	3,494.37	7,571.14	90,853.77
		STEP M	44.7584	67.1376	3,580.67	7,758.12	93,097.47
		STEP N	45.8637	68.7955	3,669.09	7,949.70	95,396.49
		STEP O	46.9963	70.4944	3,759.70	8,146.02	97,752.30
B501	RECREATION COORDINATOR I	STEP A	19.6833	29.5249	1,574.66	3,411.77	40,941.26
		STEP B	20.1692	30.2538	1,613.53	3,495.99	41,951.93
		STEP C	20.6673	31.0009	1,653.38	3,582.33	42,987.98
		STEP D	21.1777	31.7665	1,694.21	3,670.80	44,049.61
		STEP E	21.7007	32.5510	1,736.05	3,761.45	45,137.45
		STEP F	22.2366	33.3549	1,778.92	3,854.34	46,252.12
		STEP G	22.7858	34.1787	1,822.86	3,949.53	47,394.46
		STEP H	23.3485	35.0227	1,867.88	4,047.07	48,564.88
		STEP I	23.9251	35.8876	1,914.00	4,147.01	49,764.20
		STEP J	24.5159	36.7738	1,961.27	4,249.42	50,993.07
		STEP K	25.1213	37.6819	2,009.70	4,354.35	52,252.30
		STEP L	25.7417	38.6125	2,059.33	4,461.89	53,542.73
		STEP M	26.3774	39.5661	2,110.19	4,572.08	54,864.99
		STEP N	27.0288	40.5432	2,162.30	4,684.99	56,219.90
		STEP O	27.6963	41.5444	2,215.70	4,800.69	57,608.30

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B502	RECREATION COORDINATOR II	STEP A	21.6515	32.4772	1,732.12	3,752.92	45,035.12
		STEP B	22.1861	33.2791	1,774.88	3,845.59	46,147.08
		STEP C	22.7340	34.1010	1,818.72	3,940.56	47,286.72
		STEP D	23.2955	34.9432	1,863.64	4,037.88	48,454.64
		STEP E	23.8708	35.8062	1,909.66	4,137.60	49,651.26
		STEP F	24.4603	36.6904	1,956.82	4,239.78	50,877.42
		STEP G	25.0643	37.5964	2,005.14	4,344.47	52,133.74
		STEP H	25.6833	38.5249	2,054.66	4,451.77	53,421.26
		STEP I	26.3175	39.4762	2,105.40	4,561.70	54,740.40
		STEP J	26.9675	40.4512	2,157.40	4,674.36	56,092.40
		STEP K	27.6334	41.4501	2,210.67	4,789.78	57,477.47
		STEP L	28.3159	42.4738	2,265.27	4,908.08	58,897.07
		STEP M	29.0151	43.5226	2,321.20	5,029.28	60,351.40
		STEP N	29.7317	44.5975	2,378.53	5,153.49	61,841.93
		STEP O	30.4659	45.6988	2,437.27	5,280.75	63,369.07
B503	REFUSE MAINTENANCE WORKER I	STEP A	15.4607	23.1910	1,236.85	2,679.85	32,158.25
		STEP B	15.8425	23.7637	1,267.40	2,746.03	32,952.40
		STEP C	16.2338	24.3507	1,298.70	2,813.85	33,766.30
		STEP D	16.6347	24.9520	1,330.77	2,883.34	34,600.17
		STEP E	17.0455	25.5682	1,363.64	2,954.55	35,454.64
		STEP F	17.4664	26.1996	1,397.31	3,027.50	36,330.11
		STEP G	17.8978	26.8467	1,431.82	3,102.28	37,227.42
		STEP H	18.3398	27.5097	1,467.18	3,178.89	38,146.78
		STEP I	18.7927	28.1890	1,503.41	3,257.40	39,088.81
		STEP J	19.2568	28.8852	1,540.54	3,337.84	40,054.14
		STEP K	19.7323	29.5984	1,578.58	3,420.26	41,043.18
		STEP L	20.2196	30.3294	1,617.56	3,504.73	42,056.76
		STEP M	20.7189	31.0783	1,657.51	3,591.27	43,095.31
		STEP N	21.2306	31.8459	1,698.44	3,679.97	44,159.64
		STEP O	21.7549	32.6323	1,740.39	3,770.84	45,250.19
B504	REFUSE MAINTENANCE WORKER II	STEP A	16.6144	24.9216	1,329.15	2,879.82	34,557.95
		STEP B	17.0247	25.5370	1,361.97	2,950.94	35,411.37
		STEP C	17.4452	26.1678	1,395.61	3,023.83	36,286.01
		STEP D	17.8760	26.8140	1,430.08	3,098.50	37,182.08
		STEP E	18.3175	27.4762	1,465.40	3,175.03	38,100.40
		STEP F	18.7698	28.1547	1,501.58	3,253.43	39,041.18
		STEP G	19.2333	28.8499	1,538.66	3,333.77	40,005.26
		STEP H	19.7083	29.5624	1,576.66	3,416.10	40,993.26
		STEP I	20.1950	30.2925	1,615.60	3,500.46	42,005.60
		STEP J	20.6937	31.0405	1,655.49	3,586.90	43,042.89
		STEP K	21.2048	31.8072	1,696.38	3,675.49	44,105.98
		STEP L	21.7284	32.5926	1,738.27	3,766.25	45,195.07
		STEP M	22.2650	33.3975	1,781.20	3,859.26	46,311.20
		STEP N	22.8149	34.2223	1,825.19	3,954.58	47,454.99
		STEP O	23.3783	35.0674	1,870.26	4,052.23	48,626.86

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B505	REFUSE TRUCK DRIVER I						
		STEP A	17.9684	26.9526	1,437.47	3,114.52	37,374.27
		STEP B	18.4121	27.6181	1,472.96	3,191.43	38,297.16
		STEP C	18.8668	28.3002	1,509.34	3,270.24	39,242.94
		STEP D	19.3327	28.9990	1,546.61	3,351.00	40,212.01
		STEP E	19.8101	29.7151	1,584.80	3,433.75	41,205.00
		STEP F	20.2994	30.4491	1,623.95	3,518.56	42,222.75
		STEP G	20.8007	31.2010	1,664.05	3,605.45	43,265.45
		STEP H	21.3143	31.9714	1,705.14	3,694.47	44,333.74
		STEP I	21.8407	32.7610	1,747.25	3,785.72	45,428.65
		STEP J	22.3801	33.5701	1,790.40	3,879.21	46,550.60
		STEP K	22.9328	34.3992	1,834.62	3,975.01	47,700.22
		STEP L	23.4991	35.2486	1,879.92	4,073.17	48,878.12
		STEP M	24.0794	36.1191	1,926.35	4,173.76	50,085.15
		STEP N	24.6741	37.0111	1,973.92	4,276.84	51,322.12
		STEP O	25.2834	37.9251	2,022.67	4,382.45	52,589.47
B506	REFUSE TRUCK DRIVER II						
		STEP A	19.6896	29.5344	1,575.16	3,412.86	40,954.36
		STEP B	20.1759	30.2638	1,614.07	3,497.15	41,965.87
		STEP C	20.6741	31.0111	1,653.92	3,583.51	43,002.12
		STEP D	21.1847	31.7770	1,694.77	3,672.01	44,064.17
		STEP E	21.7078	32.5617	1,736.62	3,762.68	45,152.22
		STEP F	22.2439	33.3658	1,779.51	3,855.60	46,267.31
		STEP G	22.7932	34.1898	1,823.45	3,950.82	47,409.85
		STEP H	23.3561	35.0341	1,868.48	4,048.39	48,580.68
		STEP I	23.9329	35.8993	1,914.63	4,148.36	49,780.43
		STEP J	24.5240	36.7860	1,961.92	4,250.82	51,009.92
		STEP K	25.1296	37.6944	2,010.36	4,355.79	52,269.56
		STEP L	25.7502	38.6253	2,060.01	4,463.36	53,560.41
		STEP M	26.3861	39.5791	2,110.88	4,573.59	54,883.08
		STEP N	37.0377	55.5565	2,963.01	6,419.86	77,038.41
		STEP O	27.7054	41.5581	2,216.43	4,802.26	57,627.23
B507	SOLID WASTE BILLING TECH						
		STEP A	20.4446	30.6669	1,635.56	3,543.73	42,524.76
		STEP B	20.9492	31.4238	1,675.93	3,631.19	43,574.33
		STEP C	21.4666	32.1999	1,717.32	3,720.87	44,650.52
		STEP D	21.9967	32.9950	1,759.73	3,812.76	45,753.13
		STEP E	22.5399	33.8098	1,803.19	3,906.91	46,882.99
		STEP F	23.0966	34.6449	1,847.72	4,003.41	48,040.92
		STEP G	23.6670	35.5005	1,893.36	4,102.28	49,227.36
		STEP H	24.2514	36.3771	1,940.11	4,203.57	50,442.91
		STEP I	24.8503	37.2754	1,988.02	4,307.38	51,688.62
		STEP J	25.4640	38.1960	2,037.12	4,413.76	52,965.12
		STEP K	26.0928	39.1392	2,087.42	4,522.75	54,273.02
		STEP L	26.7372	40.1058	2,138.97	4,634.44	55,613.37
		STEP M	27.3975	41.0962	2,191.80	4,748.90	56,986.80
		STEP N	28.0741	42.1111	2,245.92	4,866.17	58,394.12
		STEP O	28.7674	43.1511	2,301.39	4,986.34	59,836.19

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B508	SR BUILDING INSPECTOR						
		STEP A	29.0604	43.5906	2,324.83	5,037.13	60,445.63
		STEP B	29.7780	44.6670	2,382.24	5,161.52	61,938.24
		STEP C	30.5134	45.7701	2,441.07	5,288.98	63,467.87
		STEP D	31.2669	46.9003	2,501.35	5,419.59	65,035.15
		STEP E	32.0391	48.0586	2,563.12	5,553.44	66,641.32
		STEP F	32.8303	49.2454	2,626.42	5,690.58	68,287.02
		STEP G	33.6410	50.4615	2,691.28	5,831.10	69,973.28
		STEP H	34.4718	51.7077	2,757.74	5,975.11	71,701.34
		STEP I	35.3231	52.9846	2,825.84	6,122.67	73,472.04
		STEP J	36.1954	54.2931	2,895.63	6,273.86	75,286.43
		STEP K	37.0893	55.6339	2,967.14	6,428.81	77,145.74
		STEP L	38.0052	57.0078	3,040.41	6,587.56	79,050.81
		STEP M	38.9439	58.4158	3,115.51	6,750.27	81,003.31
		STEP N	39.9055	59.8582	3,192.44	6,916.95	83,003.44
		STEP O	40.8910	61.3365	3,271.28	7,087.77	85,053.28
B509	SR BUILDING MAINTENANCE WKR						
		STEP A	24.2471	36.3706	1,939.76	4,202.83	50,433.96
		STEP B	24.8458	37.2687	1,987.66	4,306.60	51,679.26
		STEP C	25.4594	38.1891	2,036.75	4,412.96	52,955.55
		STEP D	26.0881	39.1321	2,087.04	4,521.93	54,263.24
		STEP E	26.7323	40.0984	2,138.58	4,633.59	55,603.18
		STEP F	27.3925	41.0887	2,191.40	4,748.03	56,976.40
		STEP G	28.0690	42.1035	2,245.52	4,865.29	58,383.52
		STEP H	28.7621	43.1431	2,300.96	4,985.43	59,825.16
		STEP I	29.4724	44.2086	2,357.79	5,108.54	61,302.59
		STEP J	30.2003	45.3004	2,416.02	5,234.71	62,816.62
		STEP K	30.9461	46.4191	2,475.68	5,363.99	64,367.88
		STEP L	31.7103	47.5654	2,536.82	5,496.45	65,957.42
		STEP M	32.4934	48.7401	2,599.47	5,632.18	67,586.27
		STEP N	33.2958	49.9437	2,663.66	5,771.27	69,255.26
		STEP O	34.1181	51.1771	2,729.44	5,913.80	70,965.64
B510	SR BUILDING PLANS EXAMINER						
		STEP A	29.3978	44.0967	2,351.82	5,095.61	61,147.42
		STEP B	30.1238	45.1857	2,409.90	5,221.45	62,657.50
		STEP C	30.8677	46.3015	2,469.41	5,350.40	64,204.81
		STEP D	31.6300	47.4450	2,530.40	5,482.53	65,790.40
		STEP E	32.4111	48.6166	2,592.88	5,617.92	67,415.08
		STEP F	33.2115	49.8172	2,656.92	5,756.66	69,079.92
		STEP G	34.0317	51.0475	2,722.53	5,898.82	70,785.93
		STEP H	34.8721	52.3081	2,789.76	6,044.49	72,533.96
		STEP I	35.7333	53.5999	2,858.66	6,193.77	74,325.26
		STEP J	36.6157	54.9235	2,929.25	6,346.72	76,160.65
		STEP K	37.5200	56.2800	3,001.60	6,503.46	78,041.60
		STEP L	38.4465	57.6697	3,075.72	6,664.06	79,968.72
		STEP M	39.3960	59.0940	3,151.68	6,828.64	81,943.68
		STEP N	40.3689	60.5533	3,229.51	6,997.27	83,967.31
		STEP O	41.3658	62.0487	3,309.26	7,170.07	86,040.86

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B511	SR CODE ENFORCEMENT INSPECTOR						
		STEP A	29.0604	43.5906	2,324.83	5,037.13	60,445.63
		STEP B	29.7780	44.6670	2,382.24	5,161.52	61,938.24
		STEP C	30.5134	45.7701	2,441.07	5,288.98	63,467.87
		STEP D	31.2669	46.9003	2,501.35	5,419.59	65,035.15
		STEP E	32.0391	48.0586	2,563.12	5,553.44	66,641.32
		STEP F	32.8303	49.2454	2,626.42	5,690.58	68,287.02
		STEP G	33.6410	50.4615	2,691.28	5,831.10	69,973.28
		STEP H	34.4718	51.7077	2,757.74	5,975.11	71,701.34
		STEP I	35.3231	52.9846	2,825.84	6,122.67	73,472.04
		STEP J	36.1954	54.2931	2,895.63	6,273.86	75,286.43
		STEP K	37.0893	55.6339	2,967.14	6,428.81	77,145.74
		STEP L	38.0052	57.0078	3,040.41	6,587.56	79,050.81
		STEP M	38.9438	58.4157	3,115.50	6,750.25	81,003.10
		STEP N	39.9055	59.8582	3,192.44	6,916.95	83,003.44
		STEP O	40.8910	61.3365	3,271.28	7,087.77	85,053.28
B512	SR CONSTRUCTION INSPECTOR						
		STEP A	27.1835	40.7752	2,174.68	4,711.80	56,541.68
		STEP B	27.8546	41.7819	2,228.36	4,828.13	57,937.56
		STEP C	28.5425	42.8137	2,283.40	4,947.36	59,368.40
		STEP D	29.2473	43.8709	2,339.78	5,069.53	60,834.38
		STEP E	29.9696	44.9544	2,397.56	5,194.73	62,336.76
		STEP F	30.7097	46.0645	2,456.77	5,323.01	63,876.17
		STEP G	31.4681	47.2021	2,517.44	5,454.47	65,453.64
		STEP H	32.2452	48.3678	2,579.61	5,589.16	67,070.01
		STEP I	33.0416	49.5624	2,643.32	5,727.21	68,726.52
		STEP J	33.8575	50.7862	2,708.60	5,868.63	70,423.60
		STEP K	34.6937	52.0405	2,775.49	6,013.57	72,162.89
		STEP L	35.5504	53.3256	2,844.03	6,162.06	73,944.83
		STEP M	36.4284	54.6426	2,914.27	6,314.25	75,771.07
		STEP N	37.3280	55.9920	2,986.24	6,470.18	77,642.24
		STEP O	38.2498	57.3747	3,059.98	6,629.96	79,559.58
B513	SR CUSTODIAN						
		STEP A	16.7550	25.1325	1,340.40	2,904.20	34,850.40
		STEP B	17.1688	25.7532	1,373.50	2,975.92	35,711.10
		STEP C	17.5928	26.3892	1,407.42	3,049.41	36,593.02
		STEP D	18.0272	27.0408	1,442.17	3,124.71	37,496.57
		STEP E	18.4724	27.7086	1,477.79	3,201.88	38,422.59
		STEP F	18.9286	28.3929	1,514.28	3,280.95	39,371.48
		STEP G	19.3961	29.0941	1,551.68	3,361.99	40,343.88
		STEP H	19.8751	29.8126	1,590.00	3,445.01	41,340.20
		STEP I	20.3659	30.5488	1,629.27	3,530.08	42,361.07
		STEP J	20.8688	31.3032	1,669.50	3,617.25	43,407.10
		STEP K	21.3842	32.0763	1,710.73	3,706.59	44,479.13
		STEP L	21.9123	32.8684	1,752.98	3,798.13	45,577.58
		STEP M	22.4534	33.6801	1,796.27	3,891.92	46,703.07
		STEP N	23.0079	34.5118	1,840.63	3,988.03	47,856.43
		STEP O	23.5761	35.3641	1,886.08	4,086.52	49,038.28

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B514	SR ENGINEERING TECHNICIAN						
		STEP A	24.4691	36.7036	1,957.52	4,241.31	50,895.72
		STEP B	25.0734	37.6101	2,005.87	4,346.05	52,152.67
		STEP C	25.6926	38.5389	2,055.40	4,453.38	53,440.60
		STEP D	26.3271	39.4906	2,106.16	4,563.36	54,760.36
		STEP E	26.9773	40.4659	2,158.18	4,676.06	56,112.78
		STEP F	27.6435	41.4652	2,211.48	4,791.54	57,498.48
		STEP G	28.3262	42.4893	2,266.09	4,909.87	58,918.49
		STEP H	29.0257	43.5385	2,322.05	5,031.12	60,373.45
		STEP I	29.7425	44.6137	2,379.40	5,155.36	61,864.40
		STEP J	30.4770	45.7155	2,438.16	5,282.68	63,392.16
		STEP K	31.2296	46.8444	2,498.36	5,413.13	64,957.56
		STEP L	32.0008	48.0012	2,560.06	5,546.80	66,561.66
		STEP M	32.7911	49.1866	2,623.28	5,683.79	68,205.48
		STEP N	33.6009	50.4013	2,688.07	5,824.15	69,889.87
		STEP O	34.4307	51.6460	2,754.45	5,967.98	71,615.85
B545	SR FINANCE CLERK						
		STEP A	19.5821	29.3731	1,566.56	3,394.23	40,730.76
		STEP B	20.0656	30.0984	1,605.24	3,478.03	41,736.44
		STEP C	20.5611	30.8416	1,644.88	3,563.92	42,767.08
		STEP D	21.0689	31.6033	1,685.51	3,651.94	43,823.31
		STEP E	21.5892	32.3838	1,727.13	3,742.12	44,905.53
		STEP F	22.1224	33.1836	1,769.79	3,834.54	46,014.59
		STEP G	22.6687	34.0030	1,813.49	3,929.24	47,150.89
		STEP H	23.2285	34.8427	1,858.28	4,026.27	48,315.28
		STEP I	23.8021	35.7031	1,904.16	4,125.69	49,508.36
		STEP J	24.3899	36.5848	1,951.19	4,227.58	50,730.99
		STEP K	24.9923	37.4884	1,999.38	4,332.00	51,983.98
		STEP L	25.6095	38.4142	2,048.76	4,438.98	53,267.76
		STEP M	26.2419	39.3628	2,099.35	4,548.59	54,583.15
		STEP N	26.8899	40.3348	2,151.19	4,660.91	55,930.99
		STEP O	27.5540	41.3310	2,204.32	4,776.02	57,312.32
B515	SR FINANCE TECHNICIAN						
		STEP A	22.4889	33.7333	1,799.11	3,898.07	46,776.91
		STEP B	23.0442	34.5663	1,843.53	3,994.32	47,931.93
		STEP C	23.6133	35.4199	1,889.06	4,092.97	49,115.66
		STEP D	24.1964	36.2946	1,935.71	4,194.04	50,328.51
		STEP E	24.7940	37.1910	1,983.52	4,297.62	51,571.52
		STEP F	25.4063	38.1094	2,032.50	4,403.75	52,845.10
		STEP G	26.0337	39.0505	2,082.69	4,512.50	54,150.09
		STEP H	26.6766	40.0149	2,134.12	4,623.94	55,487.32
		STEP I	27.3354	41.0031	2,186.83	4,738.13	56,857.63
		STEP J	28.0105	42.0157	2,240.84	4,855.15	58,261.84
		STEP K	28.7022	43.0533	2,296.17	4,975.04	59,700.57
		STEP L	29.4110	44.1165	2,352.88	5,097.90	61,174.88
		STEP M	30.1373	45.2059	2,410.98	5,223.79	62,685.58
		STEP N	30.8816	46.3224	2,470.52	5,352.81	64,233.72
		STEP O	31.6442	47.4663	2,531.53	5,484.99	65,819.93

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B516	SR HOUSING TECHNICIAN	STEP A	23.0572	34.5858	1,844.57	3,996.58	47,958.97
		STEP B	23.6266	35.4399	1,890.12	4,095.27	49,143.32
		STEP C	24.2100	36.3150	1,936.80	4,196.40	50,356.80
		STEP D	24.8079	37.2118	1,984.63	4,300.03	51,600.43
		STEP E	25.4206	38.1309	2,033.64	4,406.23	52,874.84
		STEP F	26.0483	39.0724	2,083.86	4,515.03	54,180.46
		STEP G	26.6916	40.0374	2,135.32	4,626.54	55,518.52
		STEP H	27.3508	41.0262	2,188.06	4,740.80	56,889.66
		STEP I	28.0262	42.0393	2,242.09	4,857.87	58,294.49
		STEP J	28.7183	43.0774	2,297.46	4,977.83	59,734.06
		STEP K	29.4275	44.1412	2,354.20	5,100.76	61,209.20
		STEP L	30.1543	45.2314	2,412.34	5,226.74	62,720.94
		STEP M	30.8989	46.3483	2,471.91	5,355.80	64,269.71
		STEP N	31.6620	47.4930	2,532.96	5,488.08	65,856.96
		STEP O	32.4439	48.6658	2,595.51	5,623.60	67,483.31
B517	SR IT TECHNICIAN	STEP A	25.2686	37.9029	2,021.48	4,379.89	52,558.68
		STEP B	25.8927	38.8390	2,071.41	4,488.06	53,856.81
		STEP C	26.5321	39.7981	2,122.56	4,598.89	55,186.76
		STEP D	27.1873	40.7809	2,174.98	4,712.46	56,549.58
		STEP E	27.8587	41.7880	2,228.69	4,828.84	57,946.09
		STEP F	28.5467	42.8200	2,283.73	4,948.09	59,377.13
		STEP G	29.2517	43.8775	2,340.13	5,070.29	60,843.53
		STEP H	29.9741	44.9611	2,397.92	5,195.51	62,346.12
		STEP I	30.7143	46.0714	2,457.14	5,323.81	63,885.74
		STEP J	31.4728	47.2092	2,517.82	5,455.28	65,463.42
		STEP K	32.2500	48.3750	2,580.00	5,590.00	67,080.00
		STEP L	33.0465	49.5697	2,643.72	5,728.06	68,736.72
		STEP M	33.8626	50.7939	2,709.00	5,869.51	70,434.20
		STEP N	34.6988	52.0482	2,775.90	6,014.45	72,173.50
		STEP O	35.5557	53.3335	2,844.45	6,162.98	73,955.85
B518	SR MECHANIC	STEP A	26.0606	39.0909	2,084.84	4,517.17	54,206.04
		STEP B	26.7040	40.0560	2,136.32	4,628.69	55,544.32
		STEP C	27.3635	41.0452	2,189.08	4,743.00	56,916.08
		STEP D	28.0392	42.0588	2,243.13	4,860.12	58,321.53
		STEP E	28.7317	43.0975	2,298.53	4,980.16	59,761.93
		STEP F	29.4412	44.1618	2,355.29	5,103.14	61,237.69
		STEP G	30.1683	45.2524	2,413.46	5,229.17	62,750.06
		STEP H	30.9133	46.3699	2,473.06	5,358.30	64,299.66
		STEP I	31.6767	47.5150	2,534.13	5,490.62	65,887.53
		STEP J	32.4590	48.6885	2,596.72	5,626.22	67,514.72
		STEP K	33.2605	49.8907	2,660.84	5,765.15	69,181.84
		STEP L	34.0819	51.1228	2,726.55	5,907.52	70,890.35
		STEP M	34.9236	52.3854	2,793.88	6,053.42	72,641.08
		STEP N	35.7860	53.6790	2,862.88	6,202.90	74,434.88
		STEP O	36.6698	55.0047	2,933.58	6,356.09	76,273.18

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B519	SR METER SERVICE WORKER						
		STEP A	20.3987	30.5980	1,631.89	3,535.77	42,429.29
		STEP B	20.9025	31.3537	1,672.20	3,623.10	43,477.20
		STEP C	21.4187	32.1280	1,713.49	3,712.57	44,550.89
		STEP D	21.9476	32.9214	1,755.80	3,804.25	45,651.00
		STEP E	22.4896	33.7344	1,799.16	3,898.19	46,778.36
		STEP F	23.0450	34.5675	1,843.60	3,994.46	47,933.60
		STEP G	23.6141	35.4211	1,889.12	4,093.11	49,117.32
		STEP H	24.1973	36.2959	1,935.78	4,194.19	50,330.38
		STEP I	24.7949	37.1923	1,983.59	4,297.78	51,573.39
		STEP J	25.4072	38.1108	2,032.57	4,403.91	52,846.97
		STEP K	26.0346	39.0519	2,082.76	4,512.66	54,151.96
		STEP L	26.6776	40.0164	2,134.20	4,624.11	55,489.40
		STEP M	27.3364	41.0046	2,186.91	4,738.30	56,859.71
		STEP N	28.0114	42.0171	2,240.91	4,855.30	58,263.71
		STEP O	28.7032	43.0548	2,296.25	4,975.22	59,702.65
B520	SR NATURAL RESOURCES WORKER						
		STEP A	22.1208	33.1812	1,769.66	3,834.27	46,011.26
		STEP B	22.6671	34.0006	1,813.36	3,928.96	47,147.56
		STEP C	23.2268	34.8402	1,858.14	4,025.97	48,311.74
		STEP D	23.8004	35.7006	1,904.03	4,125.40	49,504.83
		STEP E	24.3882	36.5823	1,951.05	4,227.28	50,727.45
		STEP F	24.9905	37.4857	1,999.24	4,331.68	51,980.24
		STEP G	25.6076	38.4114	2,048.60	4,438.65	53,263.80
		STEP H	26.2400	39.3600	2,099.20	4,548.26	54,579.20
		STEP I	26.8880	40.3320	2,151.04	4,660.58	55,927.04
		STEP J	27.5520	41.3280	2,204.16	4,775.68	57,308.16
		STEP K	28.2324	42.3486	2,258.59	4,893.61	58,723.39
		STEP L	28.9296	43.3944	2,314.36	5,014.46	60,173.56
		STEP M	29.6441	44.4661	2,371.52	5,138.31	61,659.72
		STEP N	30.3761	45.5641	2,430.08	5,265.19	63,182.28
		STEP O	31.1263	46.6894	2,490.10	5,395.22	64,742.70
B521	SR PARKS MAINTENANCE WORKER						
		STEP A	21.0674	31.6011	1,685.39	3,651.68	43,820.19
		STEP B	21.5878	32.3817	1,727.02	3,741.88	44,902.62
		STEP C	22.1209	33.1813	1,769.67	3,834.28	46,011.47
		STEP D	22.6672	34.0008	1,813.37	3,928.98	47,147.77
		STEP E	23.2269	34.8403	1,858.15	4,026.00	48,311.95
		STEP F	23.8005	35.7007	1,904.04	4,125.42	49,505.04
		STEP G	24.3883	36.5824	1,951.06	4,227.30	50,727.66
		STEP H	24.9906	37.4859	1,999.24	4,331.70	51,980.44
		STEP I	25.6077	38.4115	2,048.61	4,438.66	53,264.01
		STEP J	26.2401	39.3601	2,099.20	4,548.28	54,579.40
		STEP K	26.8881	40.3321	2,151.04	4,660.60	55,927.24
		STEP L	27.5521	41.3281	2,204.16	4,775.69	57,308.36
		STEP M	28.2326	42.3489	2,258.60	4,893.65	58,723.80
		STEP N	28.9298	43.3947	2,314.38	5,014.49	60,173.98
		STEP O	29.6442	44.4663	2,371.53	5,138.32	61,659.93

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B522	SR REFUSE TRUCK DRIVER						
		STEP A	21.6531	32.4796	1,732.24	3,753.20	45,038.44
		STEP B	22.1878	33.2817	1,775.02	3,845.88	46,150.62
		STEP C	22.7358	34.1037	1,818.86	3,940.87	47,290.46
		STEP D	23.2972	34.9458	1,863.77	4,038.18	48,458.17
		STEP E	23.8726	35.8089	1,909.80	4,137.91	49,655.00
		STEP F	24.4621	36.6931	1,956.96	4,240.09	50,881.16
		STEP G	25.0662	37.5993	2,005.29	4,344.80	52,137.69
		STEP H	25.6852	38.5278	2,054.81	4,452.10	53,425.21
		STEP I	26.3195	39.4792	2,105.56	4,562.04	54,744.56
		STEP J	26.9695	40.4542	2,157.56	4,674.71	56,096.56
		STEP K	27.6355	41.4532	2,210.84	4,790.15	57,481.84
		STEP L	28.3180	42.4770	2,265.44	4,908.45	58,901.44
		STEP M	29.0173	43.5259	2,321.38	5,029.66	60,355.98
		STEP N	29.7339	44.6008	2,378.71	5,153.87	61,846.51
		STEP O	30.4682	45.7023	2,437.45	5,281.15	63,373.85
B523	SR STREET MAINTENANCE WORKER						
		STEP A	22.0348	33.0522	1,762.78	3,819.36	45,832.38
		STEP B	22.5787	33.8680	1,806.29	3,913.64	46,963.69
		STEP C	23.1362	34.7043	1,850.89	4,010.27	48,123.29
		STEP D	23.7076	35.5614	1,896.60	4,109.31	49,311.80
		STEP E	24.2931	36.4396	1,943.44	4,210.80	50,529.64
		STEP F	24.8930	37.3395	1,991.44	4,314.78	51,777.44
		STEP G	25.5077	38.2615	2,040.61	4,421.33	53,056.01
		STEP H	26.1377	39.2065	2,091.01	4,530.53	54,366.41
		STEP I	26.7831	40.1746	2,142.64	4,642.40	55,708.84
		STEP J	27.4446	41.1669	2,195.56	4,757.06	57,084.76
		STEP K	28.1233	42.1849	2,249.86	4,874.70	58,496.46
		STEP L	28.8168	43.2252	2,305.34	4,994.91	59,938.94
		STEP M	29.5285	44.2927	2,362.28	5,118.27	61,419.28
		STEP N	30.2577	45.3865	2,420.61	5,244.66	62,936.01
		STEP O	31.0049	46.5073	2,480.39	5,374.18	64,490.19
B524	SR TREE TRIMMER						
		STEP A	22.0706	33.1059	1,765.64	3,825.57	45,906.84
		STEP B	22.6156	33.9234	1,809.24	3,920.03	47,040.44
		STEP C	23.1741	34.7611	1,853.92	4,016.84	48,202.12
		STEP D	23.7464	35.6196	1,899.71	4,116.04	49,392.51
		STEP E	24.3328	36.4992	1,946.62	4,217.68	50,612.22
		STEP F	24.9337	37.4005	1,994.69	4,321.84	51,862.09
		STEP G	25.5495	38.3242	2,043.96	4,428.58	53,142.96
		STEP H	26.1804	39.2706	2,094.43	4,537.93	54,455.23
		STEP I	26.8269	40.2403	2,146.15	4,650.00	55,799.95
		STEP J	27.4894	41.2341	2,199.15	4,764.82	57,177.95
		STEP K	28.1683	42.2524	2,253.46	4,882.50	58,590.06
		STEP L	28.8639	43.2958	2,309.11	5,003.07	60,036.91
		STEP M	29.5767	44.3650	2,366.13	5,126.62	61,519.53
		STEP N	30.3072	45.4608	2,424.57	5,253.24	63,038.97
		STEP O	31.0556	46.5834	2,484.44	5,382.97	64,595.64

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B525	SR WAREHOUSE WORKER						
		STEP A	21.0674	31.6011	1,685.39	3,651.68	43,820.19
		STEP B	21.5878	32.3817	1,727.02	3,741.88	44,902.62
		STEP C	22.1209	33.1813	1,769.67	3,834.28	46,011.47
		STEP D	22.6672	34.0008	1,813.37	3,928.98	47,147.77
		STEP E	23.2269	34.8403	1,858.15	4,026.00	48,311.95
		STEP F	23.8005	35.7007	1,904.04	4,125.42	49,505.04
		STEP G	24.3883	36.5824	1,951.06	4,227.30	50,727.66
		STEP H	24.9906	37.4859	1,999.24	4,331.70	51,980.44
		STEP I	25.6077	38.4115	2,048.61	4,438.66	53,264.01
		STEP J	26.2401	39.3601	2,099.20	4,548.28	54,579.40
		STEP K	26.8881	40.3321	2,151.04	4,660.60	55,927.24
		STEP L	27.5521	41.3281	2,204.16	4,775.69	57,308.36
		STEP M	28.2326	42.3489	2,258.60	4,893.65	58,723.80
		STEP N	28.9298	43.3947	2,314.38	5,014.49	60,173.98
		STEP O	29.6442	44.4663	2,371.53	5,138.32	61,659.93
B526	STREET MAINT WORKER I						
		STEP A	18.1835	27.2752	1,454.68	3,151.80	37,821.68
		STEP B	18.6325	27.9487	1,490.60	3,229.63	38,755.60
		STEP C	19.0926	28.6389	1,527.40	3,309.38	39,712.60
		STEP D	19.5641	29.3461	1,565.12	3,391.11	40,693.32
		STEP E	20.0472	30.0708	1,603.77	3,474.84	41,698.17
		STEP F	20.5423	30.8134	1,643.38	3,560.66	42,727.98
		STEP G	21.0496	31.5744	1,683.96	3,648.59	43,783.16
		STEP H	21.5694	32.3541	1,725.55	3,738.69	44,864.35
		STEP I	22.1021	33.1531	1,768.16	3,831.03	45,972.36
		STEP J	22.6479	33.9718	1,811.83	3,925.63	47,107.63
		STEP K	23.2072	34.8108	1,856.57	4,022.58	48,270.97
		STEP L	23.7803	35.6704	1,902.42	4,121.91	49,463.02
		STEP M	24.3676	36.5514	1,949.40	4,223.71	50,684.60
		STEP N	24.9694	37.4541	1,997.55	4,328.02	51,936.35
		STEP O	25.5860	38.3790	2,046.88	4,434.90	53,218.88
B527	STREET MAINT WORKER II						
		STEP A	20.0017	30.0025	1,600.13	3,466.96	41,603.53
		STEP B	20.4957	30.7435	1,639.65	3,552.58	42,631.05
		STEP C	21.0019	31.5028	1,680.15	3,640.32	43,683.95
		STEP D	21.5205	32.2807	1,721.64	3,730.22	44,762.64
		STEP E	22.0520	33.0780	1,764.16	3,822.34	45,868.16
		STEP F	22.5965	33.8947	1,807.72	3,916.72	47,000.72
		STEP G	23.1546	34.7319	1,852.36	4,013.46	48,161.56
		STEP H	23.7264	35.5896	1,898.11	4,112.57	49,350.91
		STEP I	24.3123	36.4684	1,944.98	4,214.13	50,569.58
		STEP J	24.9127	37.3690	1,993.01	4,318.20	51,818.41
		STEP K	25.5279	38.2918	2,042.23	4,424.83	53,098.03
		STEP L	26.1584	39.2376	2,092.67	4,534.12	54,409.47
		STEP M	26.8044	40.2066	2,144.35	4,646.09	55,753.15
		STEP N	27.4663	41.1994	2,197.30	4,760.82	57,129.90
		STEP O	28.1446	42.2169	2,251.56	4,878.39	58,540.76

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B528	STREET SWEEPER OPERATOR						
		STEP A	21.0010	31.5015	1,680.08	3,640.17	43,682.08
		STEP B	21.5195	32.2792	1,721.56	3,730.04	44,760.56
		STEP C	22.0510	33.0765	1,764.08	3,822.17	45,866.08
		STEP D	22.5955	33.8932	1,807.64	3,916.55	46,998.64
		STEP E	23.1535	34.7302	1,852.28	4,013.27	48,159.28
		STEP F	23.7253	35.5879	1,898.02	4,112.38	49,348.62
		STEP G	24.3112	36.4668	1,944.89	4,213.94	50,567.29
		STEP H	24.9116	37.3674	1,992.92	4,318.01	51,816.12
		STEP I	25.5268	38.2902	2,042.14	4,424.64	53,095.74
		STEP J	26.1572	39.2358	2,092.57	4,533.91	54,406.97
		STEP K	26.8031	40.2046	2,144.24	4,645.87	55,750.44
		STEP L	27.4651	41.1976	2,197.20	4,760.61	57,127.40
		STEP M	28.1433	42.2149	2,251.46	4,878.17	58,538.06
		STEP N	28.8383	43.2574	2,307.06	4,998.63	59,983.66
		STEP O	29.5505	44.3257	2,364.04	5,122.08	61,465.04
B529	TREE TRIMMER						
		STEP A	20.0641	30.0961	1,605.12	3,477.77	41,733.32
		STEP B	20.5594	30.8391	1,644.75	3,563.62	42,763.55
		STEP C	21.0671	31.6006	1,685.36	3,651.63	43,819.56
		STEP D	21.5874	32.3811	1,726.99	3,741.81	44,901.79
		STEP E	22.1205	33.1807	1,769.64	3,834.22	46,010.64
		STEP F	22.6668	34.0002	1,813.34	3,928.91	47,146.94
		STEP G	23.2266	34.8399	1,858.12	4,025.94	48,311.32
		STEP H	23.8001	35.7001	1,904.00	4,125.35	49,504.20
		STEP I	24.3879	36.5818	1,951.03	4,227.23	50,726.83
		STEP J	24.9902	37.4853	1,999.21	4,331.63	51,979.61
		STEP K	25.6073	38.4109	2,048.58	4,438.59	53,263.18
		STEP L	26.2397	39.3595	2,099.17	4,548.21	54,578.57
		STEP M	26.8877	40.3315	2,151.01	4,660.53	55,926.41
		STEP N	27.5517	41.3275	2,204.13	4,775.62	57,307.53
		STEP O	28.2321	42.3481	2,258.56	4,893.56	58,722.76
B530	VEHICLE MAINT PARTS BUYER						
		STEP A	21.0641	31.5961	1,685.12	3,651.11	43,813.32
		STEP B	21.5843	32.3764	1,726.74	3,741.27	44,895.34
		STEP C	22.1173	33.1759	1,769.38	3,833.66	46,003.98
		STEP D	22.6635	33.9952	1,813.08	3,928.34	47,140.08
		STEP E	23.2232	34.8348	1,857.85	4,025.35	48,304.25
		STEP F	23.7967	35.6950	1,903.73	4,124.76	49,497.13
		STEP G	24.3843	36.5764	1,950.74	4,226.61	50,719.34
		STEP H	24.9865	37.4797	1,998.92	4,330.99	51,971.92
		STEP I	25.6036	38.4054	2,048.28	4,437.95	53,255.48
		STEP J	26.2359	39.3538	2,098.87	4,547.55	54,570.67
		STEP K	26.8838	40.3257	2,150.70	4,659.85	55,918.30
		STEP L	27.5477	41.3215	2,203.81	4,774.93	57,299.21
		STEP M	28.2280	42.3420	2,258.24	4,892.85	58,714.24
		STEP N	28.9251	43.3876	2,314.00	5,013.68	60,164.20
		STEP O	29.6394	44.4591	2,371.15	5,137.49	61,649.95

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B531	VEHICLE MAINT SERVICEWRITER						
		STEP A	26.0606	39.0909	2,084.84	4,517.17	54,206.04
		STEP B	26.7040	40.0560	2,136.32	4,628.69	55,544.32
		STEP C	27.3635	41.0452	2,189.08	4,743.00	56,916.08
		STEP D	28.0392	42.0588	2,243.13	4,860.12	58,321.53
		STEP E	28.7317	43.0975	2,298.53	4,980.16	59,761.93
		STEP F	29.4412	44.1618	2,355.29	5,103.14	61,237.69
		STEP G	30.1683	45.2524	2,413.46	5,229.17	62,750.06
		STEP H	30.9133	46.3699	2,473.06	5,358.30	64,299.66
		STEP I	31.6767	47.5150	2,534.13	5,490.62	65,887.53
		STEP J	32.4590	48.6885	2,596.72	5,626.22	67,514.72
		STEP K	33.2605	49.8907	2,660.84	5,765.15	69,181.84
		STEP L	34.0819	51.1228	2,726.55	5,907.52	70,890.35
		STEP M	34.9236	52.3854	2,793.88	6,053.42	72,641.08
		STEP N	35.7860	53.6790	2,862.88	6,202.90	74,434.88
		STEP O	36.6698	55.0047	2,933.58	6,356.09	76,273.18
B532	WAREHOUSE WORKER I						
		STEP A	16.8361	25.2541	1,346.88	2,918.25	35,019.08
		STEP B	17.2518	25.8777	1,380.14	2,990.31	35,883.74
		STEP C	17.6779	26.5168	1,414.23	3,064.16	36,770.03
		STEP D	18.1144	27.1716	1,449.15	3,139.82	37,677.95
		STEP E	18.5618	27.8427	1,484.94	3,217.37	38,608.54
		STEP F	19.0201	28.5301	1,521.60	3,296.81	39,561.80
		STEP G	19.4899	29.2348	1,559.19	3,378.24	40,538.99
		STEP H	19.9712	29.9568	1,597.69	3,461.67	41,540.09
		STEP I	20.4644	30.6966	1,637.15	3,547.16	42,565.95
		STEP J	20.9697	31.4545	1,677.57	3,634.74	43,616.97
		STEP K	21.4876	32.2314	1,719.00	3,724.51	44,694.20
		STEP L	22.0182	33.0273	1,761.45	3,816.48	45,797.85
		STEP M	22.5620	33.8430	1,804.96	3,910.74	46,928.96
		STEP N	23.1192	34.6788	1,849.53	4,007.32	48,087.93
		STEP O	23.6901	35.5351	1,895.20	4,106.28	49,275.40
B533	WAREHOUSE WORKER II						
		STEP A	19.1087	28.6630	1,528.69	3,312.17	39,746.09
		STEP B	19.5806	29.3709	1,566.44	3,393.97	40,727.64
		STEP C	20.0642	30.0963	1,605.13	3,477.79	41,733.53
		STEP D	20.5597	30.8395	1,644.77	3,563.68	42,764.17
		STEP E	21.0674	31.6011	1,685.39	3,651.68	43,820.19
		STEP F	21.5877	32.3815	1,727.01	3,741.86	44,902.41
		STEP G	22.1208	33.1812	1,769.66	3,834.27	46,011.26
		STEP H	22.6670	34.0005	1,813.36	3,928.94	47,147.36
		STEP I	23.2268	34.8402	1,858.14	4,025.97	48,311.74
		STEP J	23.8004	35.7006	1,904.03	4,125.40	49,504.83
		STEP K	24.3882	36.5823	1,951.05	4,227.28	50,727.45
		STEP L	24.9905	37.4857	1,999.24	4,331.68	51,980.24
		STEP M	25.6076	38.4114	2,048.60	4,438.65	53,263.80
		STEP N	26.2400	39.3600	2,099.20	4,548.26	54,579.20
		STEP O	26.8880	40.3320	2,151.04	4,660.58	55,927.04

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B534	WATER TRMT PLT OPR GD I 24HR						
		STEP A	14.3310	21.4965	1,605.07	3,477.65	41,731.87
		STEP B	14.6848	22.0272	1,644.69	3,563.51	42,762.13
		STEP C	15.0475	22.5712	1,685.32	3,651.52	43,818.32
		STEP D	15.4191	23.1286	1,726.93	3,741.70	44,900.41
		STEP E	15.7998	23.6997	1,769.57	3,834.08	46,009.01
		STEP F	16.1900	24.2850	1,813.28	3,928.77	47,145.28
		STEP G	16.5898	24.8847	1,858.05	4,025.79	48,309.49
		STEP H	16.9995	25.4992	1,903.94	4,125.21	49,502.54
		STEP I	17.4193	26.1289	1,950.96	4,227.08	50,725.00
		STEP J	17.8495	26.7742	1,999.14	4,331.47	51,977.74
		STEP K	18.2903	27.4354	2,048.51	4,438.44	53,261.35
		STEP L	18.7420	28.1130	2,099.10	4,548.05	54,576.70
		STEP M	19.2048	28.8072	2,150.93	4,660.36	55,924.37
		STEP N	19.6791	29.5186	2,204.05	4,775.46	57,305.53
		STEP O	20.1651	30.2476	2,258.49	4,893.39	58,720.77
B535	WATER TRMT PLT OPR GD I 8HR						
		STEP A	20.0635	30.0952	1,605.08	3,477.67	41,732.08
		STEP B	20.5591	30.8386	1,644.72	3,563.57	42,762.92
		STEP C	21.0668	31.6002	1,685.34	3,651.57	43,818.94
		STEP D	21.5870	32.3805	1,726.96	3,741.74	44,900.96
		STEP E	22.1201	33.1801	1,769.60	3,834.15	46,009.80
		STEP F	22.6664	33.9996	1,813.31	3,928.84	47,146.11
		STEP G	23.2261	34.8391	1,858.08	4,025.85	48,310.28
		STEP H	23.7997	35.6995	1,903.97	4,125.28	49,503.37
		STEP I	24.3875	36.5812	1,951.00	4,227.16	50,726.00
		STEP J	24.9897	37.4845	1,999.17	4,331.54	51,978.57
		STEP K	25.0609	37.5913	2,004.87	4,343.88	52,126.67
		STEP L	26.2392	39.3588	2,099.13	4,548.12	54,577.53
		STEP M	26.8872	40.3308	2,150.97	4,660.44	55,925.37
		STEP N	27.5512	41.3268	2,204.09	4,775.54	57,306.49
		STEP O	28.2316	42.3474	2,258.52	4,893.47	58,721.72
B536	WATER TRMT PLT OPR GD II 24HR						
		STEP A	15.8140	23.7210	1,771.16	3,837.53	46,050.36
		STEP B	16.2045	24.3067	1,814.90	3,932.29	47,187.50
		STEP C	16.6046	24.9069	1,859.71	4,029.38	48,352.59
		STEP D	17.0147	25.5220	1,905.64	4,128.90	49,546.80
		STEP E	17.4349	26.1523	1,952.70	4,230.86	50,770.42
		STEP F	17.8655	26.7982	2,000.93	4,335.36	52,024.33
		STEP G	18.3066	27.4599	2,050.33	4,442.40	53,308.81
		STEP H	18.7587	28.1380	2,100.97	4,552.11	54,625.33
		STEP I	19.2220	28.8330	2,152.86	4,664.53	55,974.46
		STEP J	19.6967	29.5450	2,206.03	4,779.73	57,356.79
		STEP K	20.1831	30.2746	2,260.50	4,897.76	58,773.18
		STEP L	20.6815	31.0222	2,316.32	5,018.71	60,224.52
		STEP M	21.1923	31.7884	2,373.53	5,142.66	61,711.97
		STEP N	21.7156	32.5734	2,432.14	5,269.65	63,235.82
		STEP O	22.2519	33.3778	2,492.21	5,399.79	64,797.53

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B537	WATER TRMT PLT OPR GD II 8HR						
		STEP A	22.1395	33.2092	1,771.16	3,837.51	46,050.16
		STEP B	22.6865	34.0297	1,814.92	3,932.32	47,187.92
		STEP C	23.2468	34.8702	1,859.74	4,029.44	48,353.34
		STEP D	23.8208	35.7312	1,905.66	4,128.93	49,547.26
		STEP E	24.4091	36.6136	1,952.72	4,230.91	50,770.92
		STEP F	25.0119	37.5178	2,000.95	4,335.39	52,024.75
		STEP G	25.6296	38.4444	2,050.36	4,442.46	53,309.56
		STEP H	26.2625	39.3937	2,101.00	4,552.16	54,626.00
		STEP I	26.9111	40.3666	2,152.88	4,664.59	55,975.08
		STEP J	27.5757	41.3635	2,206.05	4,779.78	57,357.45
		STEP K	28.2567	42.3850	2,260.53	4,897.82	58,773.93
		STEP L	28.9545	43.4317	2,316.36	5,018.78	60,225.36
		STEP M	29.6695	44.5042	2,373.56	5,142.71	61,712.56
		STEP N	30.4022	45.6033	2,432.17	5,269.71	63,236.57
		STEP O	31.1530	46.7295	2,492.24	5,399.85	64,798.24
B538	WATER TRMT PLT OPR GD III 24HR						
		STEP A	20.1660	30.2490	2,258.59	4,893.61	58,723.39
		STEP B	20.6638	30.9957	2,314.34	5,014.41	60,172.98
		STEP C	21.1741	31.7611	2,371.49	5,138.24	61,658.97
		STEP D	21.6970	32.5455	2,430.06	5,265.13	63,181.66
		STEP E	22.2328	33.3492	2,490.07	5,395.15	64,741.91
		STEP F	22.7818	34.1727	2,551.56	5,528.38	66,340.60
		STEP G	23.3445	35.0167	2,614.58	5,664.93	67,979.18
		STEP H	23.9210	35.8815	2,679.15	5,804.82	69,657.95
		STEP I	24.5117	36.7675	2,745.31	5,948.17	71,378.07
		STEP J	25.1170	37.6755	2,813.10	6,095.05	73,140.70
		STEP K	25.7373	38.6059	2,882.57	6,245.58	74,947.01
		STEP L	26.3729	39.5593	2,953.76	6,399.82	76,797.88
		STEP M	27.0242	40.5363	3,026.71	6,557.87	78,694.47
		STEP N	27.6915	41.5372	3,101.44	6,719.80	80,637.64
		STEP O	28.3754	42.5631	3,178.04	6,885.76	82,629.16
B539	WATER TRMT PLT OPR GD III 8HR						
		STEP A	26.8881	40.3321	2,151.04	4,660.60	55,927.24
		STEP B	27.5521	41.3281	2,204.16	4,775.69	57,308.36
		STEP C	28.2325	42.3487	2,258.60	4,893.63	58,723.60
		STEP D	28.9297	43.3945	2,314.37	5,014.48	60,173.77
		STEP E	29.6441	44.4661	2,371.52	5,138.31	61,659.72
		STEP F	30.3762	45.5643	2,430.09	5,265.20	63,182.49
		STEP G	31.1264	46.6896	2,490.11	5,395.24	64,742.91
		STEP H	31.8951	47.8426	2,551.60	5,528.48	66,341.80
		STEP I	32.6827	49.0240	2,614.61	5,665.00	67,980.01
		STEP J	33.4898	50.2347	2,679.18	5,804.89	69,658.78
		STEP K	34.3169	51.4753	2,745.35	5,948.26	71,379.15
		STEP L	35.1643	52.7464	2,813.14	6,095.14	73,141.74
		STEP M	36.0327	54.0490	2,882.61	6,245.66	74,948.01
		STEP N	36.9226	55.3839	2,953.80	6,399.91	76,799.00
		STEP O	37.8344	56.7516	3,026.75	6,557.96	78,695.55

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B540	WSTWTR TRMT PLT OPR GD I						
		STEP A	20.0636	30.0954	1,605.08	3,477.69	41,732.28
		STEP B	20.5591	30.8386	1,644.72	3,563.57	42,762.92
		STEP C	21.0668	31.6002	1,685.34	3,651.57	43,818.94
		STEP D	21.5870	32.3805	1,726.96	3,741.74	44,900.96
		STEP E	22.1201	33.1801	1,769.60	3,834.15	46,009.80
		STEP F	22.6664	33.9996	1,813.31	3,928.84	47,146.11
		STEP G	23.2261	34.8391	1,858.08	4,025.85	48,310.28
		STEP H	23.7997	35.6995	1,903.97	4,125.28	49,503.37
		STEP I	24.3875	36.5812	1,951.00	4,227.16	50,726.00
		STEP J	24.9897	37.4845	1,999.17	4,331.54	51,978.57
		STEP K	25.6069	38.4103	2,048.55	4,438.52	53,262.35
		STEP L	26.2392	39.3588	2,099.13	4,548.12	54,577.53
		STEP M	26.8872	40.3308	2,150.97	4,660.44	55,925.37
		STEP N	27.5512	41.3268	2,204.09	4,775.54	57,306.49
		STEP O	28.2316	42.3474	2,258.52	4,893.47	58,721.72
B541	WSTWTR TRMT PLT OPR GD II						
		STEP A	22.1397	33.2095	1,771.17	3,837.54	46,050.57
		STEP B	22.6863	34.0294	1,814.90	3,932.29	47,187.50
		STEP C	23.2465	34.8697	1,859.72	4,029.39	48,352.72
		STEP D	23.8206	35.7309	1,905.64	4,128.90	49,546.84
		STEP E	24.4089	36.6133	1,952.71	4,230.87	50,770.51
		STEP F	25.0117	37.5175	2,000.93	4,335.36	52,024.33
		STEP G	25.6293	38.4439	2,050.34	4,442.41	53,308.94
		STEP H	26.2623	39.3934	2,100.98	4,552.13	54,625.58
		STEP I	26.9108	40.3662	2,152.86	4,664.53	55,974.46
		STEP J	27.5754	41.3631	2,206.03	4,779.73	57,356.83
		STEP K	28.2564	42.3846	2,260.51	4,897.77	58,773.31
		STEP L	28.9542	43.4313	2,316.33	5,018.72	60,224.73
		STEP M	29.6692	44.5038	2,373.53	5,142.66	61,711.93
		STEP N	30.4019	45.6028	2,432.15	5,269.66	63,235.95
		STEP O	31.1527	46.7290	2,492.21	5,399.80	64,797.61
B542	WSTWTR TRMT PLT OPR GD III						
		STEP A	26.8881	40.3321	2,151.04	4,660.60	55,927.24
		STEP B	27.5519	41.3278	2,204.15	4,775.66	57,307.95
		STEP C	28.2324	42.3486	2,258.59	4,893.61	58,723.39
		STEP D	28.9296	43.3944	2,314.36	5,014.46	60,173.56
		STEP E	29.6440	44.4660	2,371.52	5,138.29	61,659.52
		STEP F	30.3761	45.5641	2,430.08	5,265.19	63,182.28
		STEP G	31.1262	46.6893	2,490.09	5,395.20	64,742.49
		STEP H	31.8949	47.8423	2,551.59	5,528.44	66,341.39
		STEP I	32.6825	49.0237	2,614.60	5,664.96	67,979.60
		STEP J	33.4897	50.2345	2,679.17	5,804.88	69,658.57
		STEP K	34.3167	51.4750	2,745.33	5,948.22	71,378.73
		STEP L	35.1642	52.7463	2,813.13	6,095.12	73,141.53
		STEP M	36.0325	54.0487	2,882.60	6,245.63	74,947.60
		STEP N	36.9224	55.3836	2,953.79	6,399.88	76,798.59
		STEP O	37.8342	56.7513	3,026.73	6,557.92	78,695.13

CITY OF ROSEVILLE

SALARY SCHEDULE - B

Appendix: A

Percentage: 1.000

Effective Date: 02/06/2016

L39B LOCAL 39-B

Job Code	Title	Step	Hourly	O/T Hrly	Bi-weekly	Monthly	Annual
B544	WSTWTR TRMT PLT OPR GD IV						
		STEP A	32.3733	48.5599	2,589.86	5,611.37	67,336.46
		STEP B	33.1726	49.7589	2,653.80	5,749.91	68,999.00
		STEP C	33.9918	50.9877	2,719.34	5,891.91	70,702.94
		STEP D	34.8312	52.2468	2,786.49	6,037.40	72,448.89
		STEP E	35.6914	53.5371	2,855.31	6,186.50	74,238.11
		STEP F	36.5728	54.8592	2,925.82	6,339.28	76,071.42
		STEP G	37.4760	56.2140	2,998.08	6,495.84	77,950.08
		STEP H	38.4015	57.6022	3,072.12	6,656.26	79,875.12
		STEP I	39.3498	59.0247	3,147.98	6,820.63	81,847.58
		STEP J	40.3216	60.4824	3,225.72	6,989.07	83,868.92
		STEP K	41.3173	61.9759	3,305.38	7,161.66	85,939.98
		STEP L	42.3377	63.5065	3,387.01	7,338.53	88,062.41
		STEP M	43.3832	65.0748	3,470.65	7,519.75	90,237.05
		STEP N	44.4546	66.6819	3,556.36	7,705.46	92,465.56
		STEP O	45.5524	68.3286	3,644.19	7,895.74	94,748.99
B543	WSTWTR TRMT PLT OPR GDIII 24HR						
		STEP A	20.6462	30.9693	2,312.37	5,010.14	60,121.73
		STEP B	21.1559	31.7338	2,369.46	5,133.83	61,605.98
		STEP C	21.6784	32.5176	2,427.98	5,260.62	63,127.50
		STEP D	22.2137	33.3205	2,487.93	5,390.52	64,686.29
		STEP E	22.7623	34.1434	2,549.37	5,523.65	66,283.81
		STEP F	23.3244	34.9866	2,612.33	5,660.05	67,920.65
		STEP G	23.9004	35.8506	2,676.84	5,799.83	69,597.96
		STEP H	24.4907	36.7360	2,742.95	5,943.07	71,316.91
		STEP I	25.0955	37.6432	2,810.69	6,089.84	73,078.09
		STEP J	25.7152	38.5728	2,880.10	6,240.22	74,882.66
		STEP K	26.3503	39.5254	2,951.23	6,394.33	76,732.07
		STEP L	27.0010	40.5015	3,024.11	6,552.24	78,626.91
		STEP M	27.6678	41.5017	3,098.79	6,714.05	80,568.63
		STEP N	28.3511	42.5266	3,175.32	6,879.86	82,558.40
		STEP O	29.0512	43.5768	3,253.73	7,049.75	84,597.09



COUNCIL COMMUNICATION

CC #: 7391
File #: 0800-05

Title: 800MHz Radio System Replacement
Contact: Karl Grover 774-5145 kgrover@roseville.ca.us

Meeting Date: 2/3/2016
Item #: 8.1.

RECOMMENDATION TO COUNCIL

Staff recommends the City Council approve moving forward with the 800 megahertz (MHz) radio system replacement project's next step. The next step is to release a Request For Proposal (RFP) with a consultant's assistance to match vendor capabilities with City-defined requirements in order to ultimately provide a radio system that accommodates the City's needs now and in the future.

BACKGROUND

Over the past 17 years, the City has used and depended on an 800MHz Motorola radio system. This system is the primary means of communication for approximately 1,300 radios throughout most City departments. The radio system is scheduled to no longer be supported on 12/31/18 thereby decreasing service levels and increasing risk to City personnel and the general public.

The "800MHz Steering Committee" consists of representatives from each City department that uses the system and has accomplished the following:

- 2013: developed a Strategic Plan.
- 2014: solicited a Request For Qualifications (RFQ) to evaluate vendor capabilities compared to City-defined requirements along with estimated costs.
- 2015: partnered with CDX Wireless, an independent technology consultant, to evaluate the City's needs and provide a Business Plan with a recommended path.

The Committee and CDX Wireless agree the City should continue to operate its own radio system for technical, operational and financial reasons. The recommended next step is for the City to release a RFP and select a vendor to implement a new radio system no later than 6/31/18.

The goals of the 800MHz radio project are to:

- Provide clear and reliable communications for all City departments while enhancing City personnel's and the public's safety.
- Adopt a nationwide Project 25 standard to promote interoperability and decrease costs.

- Provide a fully-supported system designed to last 15 years.

FISCAL IMPACT

Based on cost estimates gathered during the RFQ process and other ancillary costs, the total cost of the 800MHz project is estimated between \$5,625,000 and \$7,325,000. Various funding strategies are being explored including Enterprise Funds, internal transfer of Fleet Funds, and a transfer of Cell Tower Management. Staff will return with results of the exploration of various funding strategies.

ECONOMIC DEVELOPMENT / JOBS CREATED

Not applicable. There are no jobs created with this request.

ENVIRONMENTAL REVIEW

This request is not considered a “project” as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines §15378). Consequently no CEQA action is required.

Respectfully Submitted,

Karl Grover, Information Technology Analyst

Hong Sae, Chief Information Officer



Rob Jensen, City Manager

ATTACHMENTS:

Description

2015 800Mhz Radio Business Plan

2015/15 800Mhz Radio Strategic Plan



800 MHz System Committee Radio System Business Plan

August 14, 2015

Prepared and Submitted by:



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1 Executive Summary

The City of Roseville (City), the largest city in Placer County, maintains and operates different radio systems for different purposes such as: voice two-way communications, one-way paging, SCADA, and alerting systems. The largest radio system in use in the City is a 3-site, 9-channel, Motorola SMARTNET Trunked Simulcast 800 MHz Radio System. This radio system serves as the primary means of two-way communication for over 1,200 public safety and public service radio users and is rapidly approaching its end-of-life (EOL) on December 31, 2018¹. After this date many of the key components of the system will no longer be supported by the system manufacturer, making standard maintenance and repairs problematic.

To meet this challenge, the City commissioned an 800 MHz System Committee to guide the City through the process of selecting the next generation 800 MHz radio system. Several initiatives were developed and executed by the Committee including:

- Developing a Strategic Plan and Charter
- Developing and releasing an RFQ to assess radio vendor capabilities
- Contracting with CDX Wireless, a consulting company that specializes in radio system migration strategies

CDX Wireless was tasked with evaluating work produced by the committee and the current state of the radio systems in use today. Once the evaluations were completed the consulting company was then tasked to develop a business plan to assist in setting the path forward for a system migration. Their general approach consisted of four distinct phases:

- Phase 1: Evaluate the City's Radio System Needs
- Phase 2: Evaluate Regional Partnering & P25 Migration Options
- Phase 3: Identify & Recommend Funding Strategies
- Phase 4: Finalize Business Plan for Replacement of the City's Radio System

Through its evaluation and analysis CDX Wireless developed four migration scenarios and outlined the general findings, advantages, disadvantages, and costs of each scenario. The scenarios included:

- Option A: Postpone Migration
- Option B: Partnering with Sacramento Regional Radio Communication System (SRRCS)
- Option C: Partnering with Placer Countywide Interoperable Radio Network (CIRN)
- Option D: Procure a Standalone Radio System

Each scenario reviewed four key aspects of the migration option presented: Governance, Operations, Technology, and Financial Impact and portrayed these aspects in tabular form of advantages and disadvantages. In general, the partnering options (Options B & C) provided enhanced interoperability capabilities with the particular partner system. One capability would be the ability of City units to roam onto the selected partner system. This capability virtually extends the coverage of the system enabling features in the partner system coverage area like Unit ID display on the console. Other enhanced capabilities are similar in nature in that features available in the City's native system would then be present in the selected partner system.

¹ Per Motorola Obsolescence Timeline PowerPoint

Partnering scenarios also introduced governance issues that are not present in the City's current radio system. These governance issues centered around the decision making processes regarding software updates to the system; loading and coverage issues; and recurring annual maintenance/membership fees. The additional complexities of these governance requirements may introduce potential delays and requirements for system upgrades not deemed necessary by the City and their operational requirements.

From a financial perspective, Option D: Procure a Standalone Radio System has the highest initial cost of approximately \$7.3M. However when viewing the Total Cost of Ownership over the projected 15-year lifespan of the system which includes the recurring annual maintenance/membership fees of the partnering options (Options B & C) coupled with the initial costs for deployment bring the total costs of Options B & C to approximately \$10.8M versus \$9.5M for Option D.

The additional governance complexities brought on by partnering options B & C outweigh the limited interoperability benefits gained by the partnership arrangement. When viewed in conjunction with the Total Cost of Ownership of Option D versus Options B & C, **our recommendation is to select Option D and procure a standalone radio system to replace the current 800 MHz system.**

As outlined in the Committee's Strategic Plan, the City's goal is to make it a safer place by procuring a new radio communications system that:

- Provides clear and reliable communications
- Provides interoperability within Roseville and among Regional Partners
- Is scalable for future site and channel expansion
- Is user friendly
- Provides a host of features and functions that ultimately improve user safety and efficiency
- Allows for a migration path that meets the critical objective of the City to minimize disruption to operations, communications, and personnel

To meet this goal, the City should take the following actions:

- Identify funding sources for the radio system migration/replacement project
- Prepare and issue a final RFP to replace the existing 800MHz radio system
- Review the RFP responses and select a vendor with which to begin negotiations
- Negotiate radio system options, scope of work, schedule, price discounts, and payment terms
- Develop plans for radio system implementation, training, and maintenance

Listed below is a high-level schedule outlining the steps necessary and the anticipated durations using the assumption that the recommended option is selected and ratified.

- August 2015: City determines system migration option
- January 2016: City issues RFP (*if Standalone option is selected*)
- January 2017: City selects vendor and awards contract
- October 2017: Detailed design review finalized and system implementation begins
- April 2018: Subscribers ready for P25 system
- July 2018: New system passes ATP and system cutover occurs.
- December 2018: Deconstruct old system

The schedule was developed using information gathered from Radio Vendor RFQ responses. Information from previous system implementations similar in size and scope to the City were also used to help formulate the schedule.

The schedule depicts an end date of December 2018 which coincides with the EOL dates provided by Motorola. Any delays to the schedule such as delaying the ratification of the system migration option could increase the risk of the system falling out of vendor sponsored support and lack of vendor supplied replacement parts.

2 Introduction

2.1 Purpose

To establish the path toward procuring and deploying the next-generation system, the City, through a competitive Request for Proposal (RFP) process, contracted with CDX Wireless to provide consulting services to assist in the development of the 800 MHz Radio Replacement Business Plan. The Statement of Work for this Business Plan consists of four phases, summarized below:

- Phase 1: Evaluate the City's Radio System Needs
- Phase 2: Evaluate Regional Partnering & P25 Migration Options
- Phase 3: Identify & Recommend Funding Strategies
- Phase 4: Finalize Business Plan for Replacement of the City's Radio System

This report is the culmination of all tasks completed in Phases 1 through 4. It incorporates the summaries of the analyses completed throughout the course of the project to develop a set of recommendations that form a business plan that will be used to drive the activities necessary for the replacement of the 800 MHz Radio System.

Please reference Appendix A, Glossary of Terms for terms that may be unfamiliar to the reader.

3 Background

3.1 Situation

The City owns and maintains an 800 MHz Analog Trunked Simulcast Radio System. The system is vital to the radio system users and those they serve. There are over 1,200 public safety and public service radio users that rely on a dependable radio communications system for their day to day operations. Such radio users include:

- Police
- Fire
- Engineering, Developmental Services, Streets, Building
- Parks
- Electric
- Transit
- Solid Waste
- Water
- Wastewater
- Fleet, Facility, Building Maintenance, Stores
- City Mutual Aid

The radio system, originally purchased from Motorola, is a SMARTNET trunked simulcast system. The radio system has been modified and expanded, since the initial purchase, to meet the growing needs and demands of its citizens and users. It now consists of 9 channels and 3 radio sites strategically located to provide coverage throughout the City.

The system, which has been in service for 17 years, is approaching the end of its useful and economic life. Technical support from Motorola, the original equipment manufacturer, will be discontinued on December 31, 2018² on critical portions of the infrastructure. As noted in Table 1, all portions of the infrastructure have already entered End-of-Life (EOL) status.

Table 1 - End-of-Life Status Equipment

Equipment Name	Equipment Type	End of Manufacture Date	End of Support Date
TRAK GPS Time Standard	Infrastructure		No longer supported
CENTRACOM Console	Dispatch Console	12/2011	12/2018
DIGITAC Comparator	Infrastructure	12/2011	12/2018
TeNSr Channel Bank	Infrastructure	12/2011	12/2018

² Per Motorola Obsolescence Timeline PowerPoint

Equipment Name	Equipment Type	End of Manufacture Date	End of Support Date
USCI	Infrastructure	12/2011	12/2018
MTC3600 Controller	Infrastructure	3/2010	12/2020
QUANTAR Base Station	Infrastructure	12/2011	12/2020

The City is now faced with making a decision of how to best replace its existing 800 MHz voice radio communications system. The City's goal is to seek a new citywide 800 MHz voice radio communications system for those who serve, protect, and provide services to the citizens of the City. The system must meet the City's operational goals of providing and enhancing:

- Clear Communications
- Reliable Communications
- User Safety
- User Friendliness
- Interoperability

3.2 City of Roseville Radio System Evolution

The 800 MHz trunked radio system has and continues to evolve to meet the growing needs of the City. Prior to 1998, the City operated several voice radio communications systems. The Police Department and Fire Department operated on a VHF voice radio system. The Public Works, Electric, Transit, and Parks Departments operated on a UHF voice radio system. Over time the City experienced communications shortfalls due to the limited number of channels available Citywide to meet its communications needs.

In 1998, the 800 MHz trunked radio system was built with one site and five channels. All VHF and UHF voice radio system users moved primary operations to the 800 MHz trunked radio system. Certain specialized systems such as paging and SCADA that don't use two-way voice communications remained in VHF and UHF as their FCC licensing, operational requirements, and equipment availability are more applicable to these bands. These systems and the bands they operate in are further enumerated in Appendix C.

The VHF radio communication system was retained for interoperability with allied agencies from neighboring jurisdictions. The VHF system serves this purpose today along with other unique and critical key purposes such as: triggering each Fire Station's call alerting system; allow the use of Fire Department VHF pagers; maintain mutual aid agreements with Local, State, and Federal agencies; and function as a backup system to the 800 MHz radio system.

The function of mutual aid use for VHF is important in the fact that the VHF band is the de facto interoperability band within the fire service. Mutual Aid and Auto Aid agreements where the City is a signatory require the use and maintenance of VHF frequencies for interoperability purposes. However as noted earlier, the inability to meet the needs of day-to-day capacity requirements for City users due to the limited availability of VHF frequencies necessitated the move to an 800 MHz system.

Information on VHF interoperability requirements for mutual aid and auto aid are included in Appendix D.

In 2003, the City expanded the 800 MHz radio system to a simulcast configuration to meet additional demands. A new radio communications site was added at Douglas/Roseville Parkway (the East Site) to enhance radio coverage on the eastern part of the City. A trunked channel was also added to increase system capacity. To increase system reliability, a redundant controller was added.

As the City's population grew, so did the demands of its voice radio communications system. In 2010, the City increased the system channel capacity to 9 channels to handle additional call volume. In 2011, the City enhanced the 800 MHz radio coverage by adding a third site near the Pleasant Grove Wastewater Treatment Plant (the West Site) for enhanced radio coverage on the western side of the City.

The current system configuration stands at a 3-site, 9-channel, trunked simulcast system with redundant controllers. It is important to note that the system is provisioned for 10 channels, but due to space limitations at the East site only 9 channels are fully installed.

3.3 800 MHz System Committee History

In 2010, the City was informed by Motorola that the 800 MHz radio system would reach its end-of-life (EOL) in 2017. As the result of this 2010 notification, the City formed the 800 MHz System Committee in 2012 to guide the City through the process of selecting the next generation 800 MHz radio system.

In 2013, the 800 MHz System Committee finalized its Strategic Plan. Pursuant to the Strategic Plan, the Committee developed and released an RFQ to assess the City's 800 MHz radio requirements and vendor capabilities. RFQ responses were received with associated estimated costs for system replacement options. The Committee completed its evaluations and archived the information received. For more information, see Appendix B – RFQ Evaluation Methodology and Summary Results.

In 2014, a Capital Improvement Project (CIP) was submitted with a request to fund the replacement of the 800 MHz radio system, based on the RFQ vendor input. An RFP was developed and released seeking a consultant to assist in reviewing the City's radio system options and develop a Business Plan to replace its 800 MHz radio system. CDX Wireless responded and was awarded the contract to develop the City's business plan.

In 2015, CDX Wireless began the process of developing the business plan by evaluating and assessing the City's radio communication system, migration methods, and funding options. In July 2015, CDX Wireless completed its evaluation process and provided a replacement recommendation and migration options in the form of this business plan.

It is important to note that since its initial announcement, Motorola has revised its original announcement and advised that it will end its support for the majority of the City's infrastructure equipment on December 31, 2018.

3.4 Radio System Evaluation Methodology

The general approach and methodology used to investigate, present, and recommend the radio system migration options to be considered by the City consisted of the following four distinct phases:

- Phase 1: Evaluate the City's Radio System Needs
- Phase 2: Evaluate Regional Partnering & P25 Migration Options
- Phase 3: Identify & Recommend Funding Strategies

- Phase 4: Finalize Business Plan for Replacement of the City's Radio System

3.4.1 Phase 1

Phase 1 efforts included reviewing the radio system architecture – infrastructure, consoles, and subscribers. This was accomplished through a combination of site visits and a review of City provided technical documentation.

An evaluation of the 800 MHz Trunked Radio System, Conventional VHF Radio System, and VHF Control Station System from an operational perspective was also performed. The evaluation highlighted capabilities that each system provides for public safety personnel and unique qualities of each system in providing communications for various operational purposes. For additional details, see Appendix C – City of Roseville FCC-Licensed Bands and Purposes.

A review of the Committee's efforts and the Strategic Plan was performed to validate the approach and methods used to determine the City's path forward in procuring and deploying the City's next generation system.

3.4.2 Phase 2

Phase 2 efforts included understanding the overall strategy for upgrading or replacing the radio system including the pros and cons of partnering with a regional entity or remaining autonomous. The team met with Sacramento County and Placer County representatives to explore and evaluate the opportunities to partner with the SRRCS or the Placer County CIRN Network. An evaluation was also performed to determine the requirements to develop a standalone P25 trunked radio system that meets the City's operating objectives and needs.

3.4.3 Phase 3

Phase 3 efforts focused on funding and investigated the options and requirements for various funding options. Investigations into the requirements to qualify for grants that the City may qualify for and grant starting points were also established. Vendor financing in the form of municipal leases were reviewed and evaluated.

In addition to the face to face interviews and group meetings, an online Radio Communications' User Survey was developed and distributed to 800 MHz System Committee members. The self-identified primary role of those who completed the survey consisted of Field Users, Dispatchers, Technical Support, and Management.

The survey consisted of twenty-one (21) questions broken up into four (4) categories:

- Governance
- Finance
- Operations
- Technology

The Governance category measured the relative importance to the Committee to maintain radio system autonomy. It also measured the relative preference of allowing the radio system mechanisms, processes, and maintenance being controlled and directed by a Regional Committee. Additionally, the survey Governance category measured the relative importance and preference to the user's perspective department to participate in a Regional structure which identifies the distribution of rights, responsibilities, rules, and procedures for making future decisions regarding the City's radio system needs.

The Finance category measured the relative importance to the Committee to maintain financial radio system autonomy. It also measured the relative preference of maintaining, as well as selling, the radio system sites and towers from a financial perspective. Additionally, the survey Finance category measured the relative importance and preference to the user's perspective department to pay membership fees to join a Regional Partner's radio system versus upfront radio system capital outlay costs.

The Operations category measured the relative importance to the Committee to maintain operational radio system autonomy. It also measured the relative preference of enhancing radio user roaming capabilities and features into a Regional Partner's geographical area. Additionally, the survey Operations category differentiated the relative importance and preference of coordination logistics with one Regional Partner versus the other (i.e. Placer County versus Sacramento County).

The Technology category measured the relative importance to the Committee to maintain fully backed up radio system. It also measured the relative preference of varying radio system technologies and options. Additionally, the survey Technology category measured the relative importance and preference of procuring, owning, and operating a non-proprietary radio system from the radio user's department's perspective.

Overall, the survey was designed to assist the City in evaluating and determining which radio system option best suits its current and future communications needs. The options evaluated through the survey included Shared User, Primary User, and Standalone radio system options. The responses from the survey were tabulated, normalized, scored, and ranked. The results of the survey are included in the Phase 4 summary presentation and will be discussed herein.

3.4.4 Phase 4

Phase 4 efforts summarized previous phases and compiled the information gathered into a set of recommendations in a business plan format. The City can then use this business plan as the basis to determine which replacement option best fits the City's needs.

3.4.5 Summary

Throughout this process, feedback was provided to the client through Status Report Presentations at 800 MHz System Committee Meetings. Attendees were provided with information gathered up to that point as well as any preliminary trends or observations made through the course of the process. Feedback was also solicited from attendees as to progress made or to gain group consensus on a particular issue or point of information.

The summary presentations for Phases 1-4 are included as Attachments to this report.

4 Review of Strategic Plan

As noted in previous sections, the City has formed an 800 MHz System Committee for the express purpose of helping the City determine its path forward to replace its radio system. The Committee is comprised of members from the various departments that use and operate the radio system. As users and operators of the system, these committee members have a vested interest in the successful procurement/deployment of the system so as to promote a sound vision for moving forward.

A critical milestone in the process was the development of the Strategic Plan by the Committee. The Strategic Plan provides the high-level guidelines to direct the City in the procurement/deployment of the radio system. In addition to the Strategic Plan, a Project Charter was also developed to provide high-level program goals and requirements to further guide procurement/deployment activities. See attachments to view the Strategic Plan and Project Charter.

An evaluation of the Strategic Plan was conducted to analyze potential shortfalls and to verify that general components of a strategic plan are in place when compared to similar projects. The evaluation focused on the components and arrangement of the plan relative to the overall radio system procurement/deployment and its ability to guide the project moving forward.

4.1.1 Summary Review

The overall outline of the Strategic Plan and its process for establishing the direction and recommendations of how to handle the imminent End-of-Life (EOL) status of the City's 800 MHz radio system was presented as follows:

- Executive Summary
- Situation
- Target
- Path
- Evaluation
- Appendix List
 - A. 800 MHz Committee Charter
 - B. SWOT Analysis
 - C. Operational Goals and Technical Objectives
 - D. Technical Objective Action Plan
 - E. Site Assessment
 - F. Estimated Subscriber Cost Analysis by Department
 - G. System Alternative Costs
 - H. Glossary of Terms

The Executive Summary provides a good high level overview of the Strategic Plan for Department Heads, City Manager, and City Executives and includes the following components:

- Purpose
- Contents
- Approach
- Ultimate Goal

The description of events or activities that led to the development of the Strategic Plan was clearly stated in item "Situation" as the City of Roseville approaches the EOL of its 800 MHz radio system. This establishes the urgency necessary to support to overall goal of system replacement.

The body of the Strategic Plan appropriately provides information to the average person seeking a description as to:

- What issues are driving the need to upgrade or replace the 800 MHz radio system
- What needs to be replaced
- Why it needs to be replaced
- The consequences of not replacing it
- The need to define an operational transition plan
- The timeline of the project
- The resources needed over the life of the project

The explanation of why the end-users need the Strategic Plan is appropriately described in the document as are the risks of not upgrading or replacing the 800 MHz radio system before its EOL.

The appendices provide an in-depth look into the technical details that drive the Strategic Plan. They provide an appropriate level of analysis for those seeking to review or understand the details that support the Strategic Plan.

Listed below in Table 2 are review points noted throughout the document. These are general observations or comments on content within the Strategic Plan. Where noted, updates and edits to the Strategic Plan can aid in readability or provide a stronger basis for system replacement activities.

Table 2 - Strategic Plan Review Points

Section	Item	Comment
Situation	Committee Vision and Mission Statement	Clear and concise
	2013 PD, Fire, and Dispatch call volume is listed	There needs to be a comparison that helps the reader visualize the impact of the number of calls corresponding to the growth of the city
	E-O-L of 12/31/18 and risks associated with operating unsupported equipment	Well placed; good points; should also emphasize the potential loss of life due to loss of radio communications
	New infrastructure and subscriber features will be sought by the City	Two or three of those new features should appear here with a rationale later in the document
III. Path	Operational goals	The committee defined good operational goals
	Funding	Funding is called out for infrastructure and subscribers; it may be implied that dispatch consoles will need to be replaced, but it may not be obvious to some readers here; consoles are specifically called out in the Procurement section that follows this section

Section	Item	Comment
	Site Assessment	Problems with the East Site are noted; consideration should be given to mention a course of action or recommendation to resolve the noted problems
	System Cutover	The 3 potential options to replace the current 800 MHz system are clearly stated; advantages and disadvantages are well stated; consideration should be given to rename this section to "System Replacement Options"
	Conclusion	It is good the Committee unanimously agreed on a direction and provided its recommendation in the Strategic Plan; consider highlighting this recommendation in BOLD font
	3. ... subscriber factors pertain to a consistent user experience and consistent support... Subscriber consistency...	This speaks to radio manufacturers and radio shops. Consider removing this numerated note altogether; it does not add to the Strategic Plan as stated
Appendix G	Shared core costs \$100/subscriber versus Sacramento Primary user costs \$300/subscriber	The diagram shows the Primary user costs being less than all other options – including Shared core costs; it may be worth noting that infrastructure site & maintenance costs continue with all options except the Primary user option
Project Charter		This is a well written document that should be included in the appendix of the Strategic Plan

5 P25 System Migration Options Summary

5.1 Major System Considerations

The City is faced with several radio system migration options -- postpone migration procure a standalone radio system, or partner with a regional neighbor. Ultimately the decision the City makes regarding which radio system migration path to choose will impact the scope, schedule, and resources of the overall radio system migration project as well as the services to its citizens and radio users.

The scope of the radio system migration will affect what needs to be done, when it needs to be completed, and is dependent upon the option elected by the City. Each option triggers a number of decisions that need to be made regarding equipment procurement, installation, and setup. The option selected by the City will also impact the remote site and tower requirements, services, and training needs – as well as daily City operations.

The recommended schedule or timeframe to complete the migration of the City's radio system should be completed at least six months before the equipment life and support from the radio system manufacturer ends on December 31, 2018. However, the amount of time necessary to allow for schedule slips, graceful cutover, etc. will be dependent on the City's risk tolerance and should be determined through a collaborative effort between system stakeholders and the chosen vendor through a thorough review of their schedule.

The resources of the radio system migration are critically linked to the scope and schedule. Ample consideration to financing this project must be given to ensure its successful implementation. The initial and long term costs will vary between the options. The cost-benefit of each option will need to be evaluated and weighed along with the entire system life cycle. The cost breakdown for each radio system migration option will be provided later in this document.

In addition to the main options presented in this section, several alternatives were considered and summarily dismissed due to their incompatibility with the City's requirements. These alternatives included Specialized Mobile Radio, or SMR operation; Cellular Push-to-Talk; and similar commercial services. These services, while providing similar functionality to the current 800 MHz system do not provide what is considered "public-safety grade" service like the current radio system.

These services do not provide the robustness necessary for public safety operations. The current 800 MHz system is sized for the City of Roseville and can handle fluctuations in traffic to accommodate emergency situations with a minimal amount of system busies. Commercial services on the other hand are sized for typical day-to-day traffic with little capacity to handle surge traffic in the event of an emergency or other extraordinary event. Once again, system providers do this to maximize their investment in system infrastructure.

If one of the partnering options is elected, Governance and buy out negotiations will need to be considered and factored into the project. If the City decides to remain autonomous, different procurement options will come into play – each requiring varying amounts of time and effort to facilitate system completion.

5.2 Migration Option A: Postpone Migration

5.2.1 Description

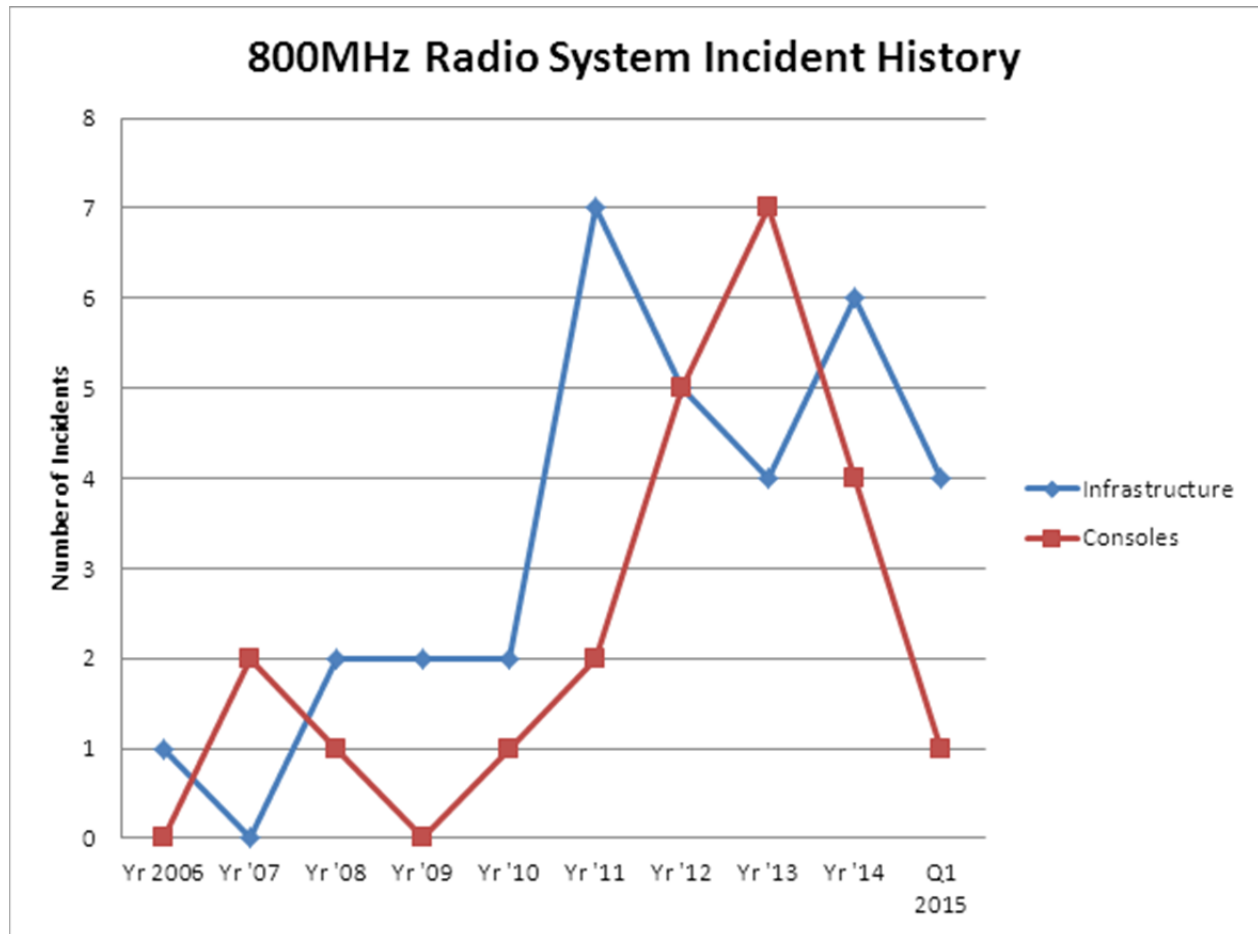
One of the options available to the City is "Migration Option A: Postpone Migration." After considering all options available to the City, it may elect to not replace its existing radio system. The advantage of this approach is that it minimizes immediate costs since neither the City's infrastructure nor subscriber equipment would be replaced. The disadvantage is that this is a short-term solution since the City's system is quickly approaching the age at which it cannot be effectively maintained. Additionally, maintaining the City's system on the existing core requires continued support of licensing and maintenance of the full core as it exists today with those costs distributed across a smaller user base. This option would allow the City to:

- Continue using and maintaining the existing radio system
 - o Radio system failure rates and system down time are increasing each year
- Delay the initial expense of procuring a new radio system – including Dispatch console and subscriber equipment
 - o The EOL is an approaching fixed date - December 31, 2018 -- that will ultimately require equipment replacement

5.2.2 Findings

"Migration Option A: Postpone Migration" will certainly result in increased system and radio service failures (incidents). It is important to note that as time has passed the number of times the radio system has been affected by infrastructure and/or console failures has increased. The latest information reveals that the number of infrastructure incidents in the first quarter of 2015 has already matched or exceeded the number of annual incidents in 6 of the past 8 years. The impact of these incidents continues to have increasingly adverse effects on radio service levels.

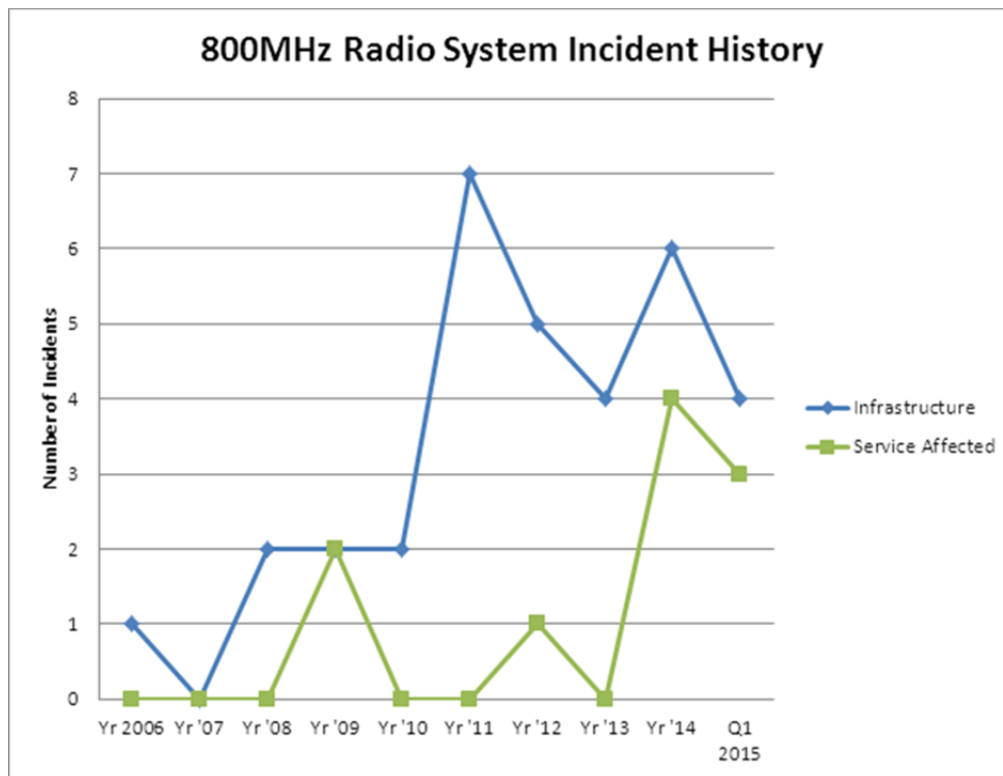
The diagram below depicts the rise of Infrastructure and Dispatch Console failures since the year 2006.



It's important to note many of the Infrastructure incidents have been masked by the 800 MHz system's design to provide redundant services typically by removing a pooled channel from service without affecting service levels. For example, if a particular channel has a problem (i.e. comparator or repeater problem), the system is designed and has enough capacity to automatically disable that channel from the pool of channels without the user ever being aware of the problem.

However, recent issues have had an increased impact on overall service levels. For example, in 2011 there were 7 incidents with zero incidents affecting general service. While in 2014 there were 6 incidents with 4 affecting service levels. Yet in the 1st quarter of 2015, there already were 4 incidents with 3 impacting service levels.

The diagram below highlights the rise of infrastructure issues with respect to those that caused degradation to the overall system service levels.



5.2.3 Postpone Migration Advantages/Disadvantages

The advantage of this approach is that it minimizes immediate costs since neither the system infrastructure nor subscriber equipment would be replaced. The disadvantage is that this is a short-term solution since the system is quickly approaching the age at which it cannot be effectively maintained. Although the radio system life may be prolonged for a few more years, as previously stated, the impact of radio system incidents will likely continue to increase and have increasingly adverse effects on the desired radio service. Ultimately, postponing migration is not a recommended option.

Some of the consequences of not replacing or migrating from the existing radio system are listed in Table 3.

Table 3 - Postpone Migration Option Advantages/Disadvantages

Advantages	Disadvantages
Delay initial costs with procuring a new system	System users may be unable to communicate thereby increasing risk to City personnel and the general public

Advantages	Disadvantages
	Potential catastrophic failure of radio communications system once system surpasses its EOL and spare parts are no longer available
	Radio system incidents are likely to increase causing radio service levels to substantially decrease
	Availability of parts and support will decrease
	Equipment service and repair will become difficult and unmanageable when the manufacturer discontinues support

5.2.4 Associated Costs – Postpone Migration

There are no initial costs associated with “Migration Option A: Postpone Migration.” However, annual costs for services, maintenance, and repairs are unknown and expected to increase as system and equipment failures increase. To maintain the current levels of service that the City provides to its citizens, the costs associated with replacing the existing 800 MHz Radio System can only be delayed – system replacement costs cannot be avoided.

5.3 Migration Option B: Partnering with Sacramento Regional Radio Communication System (SRRCS)

5.3.1 Description

Another option available to the City is “Migration Option B: Partnering with Sacramento Regional Radio Communication System (SRRCS).” This option provides the City the opportunity to physically interconnect with and operate its radio system via the existing SRRCS network. This would allow the City to save the costs of procuring and maintaining its own Radio System Core and increase the level of interoperability between itself and SRRCS users.

The System Core is the main processor within a P25 digital trunking system. Site interconnections, network management functions, audio routing, and resource allocation all occur and are managed within the System Core. Subscriber radio management is also maintained in a database within the System Core.

Since site interconnections are managed through the System Core, sites used by the City would connect to the SRRCS core and essentially become one large system spanning the service areas of

Roseville and the SRRCS. Interconnections between the SRRCS and Roseville would likely be accomplished through the use of point-to-point microwave links. Dispatch consoles and network management terminals would also connect through the microwave links and link in to the SRRCS System Core.

The SRRCS is an 800 MHz Analog SmartZone Trunking System that is actively migrating to a P25 digital system. It uses a combination of simulcast and standalone trunking sites to provide coverage over the majority of Sacramento County. Major agencies using the system include Sacramento County Sheriff, Sacramento Police, and Sacramento Metro Fire. Numerous other City, County, and State agencies within Sacramento County and portions of Yolo county use the system, providing interoperability with each other through shared use agreements and interoperability talkgroups and channels. In discussions with SRRCS representatives, some of the plans the SRRCS has for expanding its radio system includes expanding coverage into the City of Davis and/or San Joaquin County.

The City of Roseville currently has access to the SRRCS system through mutual aid agreements with SRRCS. Certain talkgroups are programmed into Roseville radios to allow them to travel the SRRCS service area and interoperate with local SRRCS agencies in a mutual-aid event.

5.3.2 Findings

There are two partnering options to be considered with Migration Option B -- becoming a Shared Core User or a Primary User.

In becoming a Shared Core User, the City would retain, maintain, and continue to manage its radio sites and infrastructure while operating off of the SRRCS. The Shared Core Option would allow the City's Dispatch to maintain certain features (PTT ID, Emergency Alert, Radio Inhibit, etc.) when its radio users roam outside of Roseville's (Home) geographical radio coverage area into the SRRCS radio coverage area. These features currently only exist while radio users remain in the Home geographical radio coverage area.

The SRRCS offers the option of becoming a Primary User. In becoming a Primary User, the SRRCS would take ownership of, perform maintenance for, and manage the City's radio sites and infrastructure. All interoperability functions and features with a Primary Core User remain the same as that of a Shared Core User.

In becoming a Primary User, the City would become a signatory to the SRRCS operating agreement and participate in the SRRCS governance process. The SRRCS Governance structure would vote on issues related to the operations of the system and ultimately provide recommendations to SRRCS Systems Management Group (SMG) on matters related to financial operations of the system.

Annual user fees will be paid to the SRRCS based on the number of radios the City employs on the SRRCS. The annual user fees for a SRRCS Primary Users are more than twice that of Shared Core Users.

As a Shared Core User, the City would not be a voting member of this governance structure – only Primary Users have a vote.

It is also important to note that the results of the user survey rank "Migration Option B: Partnering with Sacramento Regional Radio Communication System (SRRCS)" as the number 6 option (Shared Core User) and number 8 option (Primary User) to meet the City's immediate and future radio system and operational needs. The user survey ranked ISSI with SRRCS as the second preferred option to meet the City's immediate and future radio system and operational needs.

5.3.3 Associated Costs - Shared Core User

The estimated initial project costs for a Shared Core User is approximately \$6.561M.

Table 4 – SRRCS Shared Core User Associated Costs

Item	Estimated Cost
• Infrastructure - o RF Site Equipment ▪ Repeaters ▪ Site Controllers ▪ Simulcast Control Equipment - o RF Site Enhancements ▪ Backup Power ▪ Antenna Systems - o Network Management System - o Back Haul Equipment/Connectivity ▪ Microwave ▪ Fiber • Dispatch - o Dispatch Console Positions - o Dispatch Backup Control Stations - o Audio logging Recorder • Subscriber Upgrades/Reprogramming - o Mobile radios - o Portable radios	\$4,300,000
Implementation Services	\$ 1,825,000
Training Services	\$ 150,000
Annual Maintenance and Support Services (1 st year)	\$ 120,000
Annual System Service Fee (1 st year)	\$ 166,000
Total Initial Costs	\$ 6,561,000
Annual Maintenance and Support Services (per year)	\$ 120,000
Annual System Service Fee (per year)	\$ 166,000
Total Annual Recurring Costs	\$ 286,000

5.3.4 Associated Costs - Primary User

The estimated initial project costs for a Primary User is \$4.769M.

Table 5 – SRRCS Primary User Associated Costs

Item	Estimated Cost
• Infrastructure - o Network Management System - o Back Haul Equipment/Connectivity ▪ Microwave ▪ Fiber • Dispatch - o Dispatch Console Positions - o Dispatch Backup Control Stations - o Audio logging Recorder • Subscriber Upgrades/Reprogramming - o Mobile radios - o Portable radios	\$ 2,000,000
Initial Membership Fee	\$ 1,263,000
Implementation Services	\$ 900,000
Training Services	\$ 150,000
Annual Maintenance and Support Services (1 st year)	\$ 70,000
Annual System Service Fee (1 st year)	\$ 386,000
Total Initial Costs	\$ 4,769,000
Annual Maintenance and Support Services (per year)	\$ 70,000
Annual System Service Fee (per year)	\$ 386,000
Total Annual Recurring Costs	\$ 456,000

5.3.5 Shared Core User Advantages/ Disadvantages

Advantages and Disadvantages of being a Shared Core User are listed in Table 6.

Table 6 - SRRCS Partnering Shared Core Options Advantages / Disadvantages

Advantages	Disadvantages
Save on capital outlay costs by not procuring and maintaining its own P25 Radio Core	Be required to synchronize all upgrades when the SRRCS decides to upgrade This increases potential of financial risk to the City without a planned cost-benefit analysis The City would have no vote and little to no input on such decisions
Enhance radio coverage by enabling radio users to maintain communications with Roseville dispatch while roaming out of its radio coverage area and into the SRRCS's geographical radio coverage area	Incur the expense for adding its system onto the desired Core
Provide interoperability without the need for Dispatch to manually set up patches since the City and SRRCS subscribers would be on the same radio system Core	Still be required to maintain standalone consoles and desktop control stations for back up purposes
Have the flexibility to cut ties with the SRRCS by procuring and installing its own Core at a future date	Still be responsible for maintaining its radio sites, equipment, and infrastructure
Explore the option to have its critical channels/Talk Groups backed up on the SRRCS's audio logging recorder	Incur additional Backhaul costs to provide WAN connectivity from Dispatch to the Core and from the Prime Site to the Core
	Incur additional T1 expenses to connect its logging recorder to the Core
	Need a Network Management System (NMS) and agreement with its SRRCS to provision radios

Advantages	Disadvantages
	Be required to pay annual user fees to its SRRCS
	Be required to sign an agreement with the SRRCS for service level maintenance and system support
	Since the SRRCS is a Motorola system, expanding it by joining the main system would disallow going to RFP, reducing the potential for cost saving by going to competitive bid

5.3.6 Primary User Advantages/ Disadvantages

The SRRCS offers the option of becoming a Primary User to the City. There are three major differences in becoming a Primary User versus becoming a Shared Core User. As a Primary User with the SRRCS the City would have voting rights on decisions affecting system operations.

Additionally, the SRRCS would take ownership of the City's radio sites and infrastructure. The City would negotiate with the SRRCS to an agreed upon buyout of each radio site and tower owned by the City. Once this is agreed to and executed, the SRRCS would be responsible for maintaining the radio system, sites, and towers.

Lastly, system maintenance and user fees are higher in the Primary User scenario. This is primarily due to the fact that maintenance costs for infrastructure get passed on to SRRCS. While this is a known fixed cost on a yearly basis, there may be instances where maintenance on City owned sites may be lower than the fixed cost of SRRCS which would be dependent on the number of failures/incidents that the City system encounters.

Advantages and Disadvantages of being a Primary User are listed in Table 7.

Table 7 - SRRCS Partnering Primary User Options Advantages/Disadvantages

Advantages	Disadvantages
Save on capital outlay costs by not procuring and maintaining its own P25 Radio Core and site infrastructure	Total cost of ownership over a 15-year lifespan is higher with initial membership fees of approximately \$1.2M and annual recurring costs of approximately \$348K per year
Enhance radio coverage by enabling radio users to maintain communications with Roseville dispatch while roaming out of its radio coverage area and into the neighboring partner's geographical radio coverage area	There may be unknown and unplanned future costs to the City if existing agencies decide to leave the SRRCS. Annual fees are structured to match operating costs and will therefore fluctuate making it difficult to forecast costs.
Provide interoperability without the need for Dispatch to manually set up patches since the City and SRRCS subscribers would be on the same radio system Core	The City would be required to relinquish control of its radio sites and towers to the SRRCS Other non-800 MHz City owned radio system changes or additions may be impeded (i.e. Fire VHF, Parks UHF)
Have the flexibility to cut ties with the SRRCS by procuring and installing its own Core at a future date	The City would be required to relinquish all 800 MHz radio licenses to the SRRCS thereby limiting the City's future radio systems options
Explore the option to have its critical channels/Talk Groups backed up on the SRRCS's audio logging recorder	Future growth and system expansion may become uncertain Future resources may be committed to geographical areas other than Roseville Future expansion requirements for the City may be deprioritized as a result of other Regional system priorities
	Coverage problems (or any sort of enhancement or issue) may not be addressed as quickly as desired with competing agencies requests for service – since there are multiple agencies simultaneously submitting multiple requests

Advantages	Disadvantages
	The City will have less control of system decisions than its current Standalone environment
	Changes can be slow due to bureaucracy even if need is urgent
	Be required to pay an initial membership fee and annual user fees to its SRRCS
	Incur additional Backhaul costs to provide WAN connectivity from Dispatch to the Core and from the Prime Site to the Core
	Incur additional T1 expenses to connect its logging recorder to the Core
	There will be additional initial and recurring site connectivity costs for infrastructure redundancy to the Core
	Be required to sign an agreement with the SRRCS for service level maintenance and system support
	Still be required to maintain Dispatch consoles and desktop control stations for back up purposes
	Potential for system capacity issues as SRRCS units could be in contention with Roseville units with the same amount of system resources For example, City channel resources could be used if SRRCS users live or travel into the City's area with their subscriber radios on while monitoring their Home radio network

5.4 Migration Option C: Partnering with Placer Countywide Interoperable Radio Network (CIRN)

5.4.1 Description

Another option available to the City is Migration Option C: Partnering with Placer Countywide Interoperable Radio Network (CIRN). Similar to the SRRCS Shared Core option, this option provides the City the opportunity to physically interconnect with and operate its radio system via the Placer County CIRN. This would allow the City to save the costs of procuring and maintaining its own Radio System Core and increase the level of interoperability between it and Placer County.

The CIRN is a VHF P25 Phase I Trunking System. It uses a combination of simulcast and standalone trunking sites to provide coverage over the majority of Placer County. The system is in the last stages of completion with County agencies beginning their transition to live operations on the system.

Roseville police units have VHF capable portable radios which are able to work on the City's 800 MHz system as well as potentially operate on the Placer County CIRN. The portable radios are not programmed for this operation now however. VHF scanners are in police vehicles to allow officers to scan neighboring allied agencies that operate on VHF as well.

Roseville fire units have two separate mobile radios in their fire vehicles, one for 800 MHz which works on the City's system, and one for VHF which works on neighboring VHF systems and for use in mutual aid events. They also have two portable radios, one for 800 MHz and one for VHF operations.

In becoming a Shared Core User, the City would retain, maintain, and continue to manage its radio sites and infrastructure while operating off of the CIRN Core. The Shared Core Option would allow the City's Dispatch to maintain certain features (PTT ID, Emergency Alert, Radio Inhibit, etc.) when its radio users roam outside of Roseville's (Home) geographical radio coverage area into the CIRN radio coverage area with properly equipped dual-band radios. For single-band 7/800 MHz radios the coverage area will not expand past the coverage footprint of the City system.

5.4.2 Findings

Once an operating agreement is executed between CIRN and the City, it is anticipated that the City would be a part of a Regional Governance Committee that would vote on system operational priorities and issues. At this time, the governance between the County and external users has not been established. It is due primarily to this fact that a Primary User option similar to the SRRCS Primary User option is not listed as a possible alternative.

Negotiations regarding roles and responsibilities between member agencies and the County will have to be completed. It is further anticipated that annual user fees will be negotiated and paid to Placer County based on the number of radios the City employs on the CIRN system.

It should be noted that although the City utilizes an 800 MHz radio network, the CIRN radio system Core is frequency agnostic. This allows the City to continue to operate within its radio coverage area on its 800 MHz radio system and still maintain communications with the City's Dispatch when roaming into the CIRN geographical area by manually switching to VHF on its dual-band subscriber radio. This configuration essentially expands the City's radio coverage footprint into the CIRN radio coverage area for radios with dual-band capability.

Regarding Placer County options the results of the user survey rank "Migration Option C: Partnering with Placer Countywide Interoperable Radio Network (CIRN)" as the number 7 option to meet the City's immediate and future radio system and operational needs. The user survey ranked ISSI with CIRN as the number 3 preferred option.

5.4.3 Associated Costs - Shared Core User

The estimated initial project costs for a Shared Core User is approximately \$6.441M.

Table 8 - Placer Shared Core User Associated Costs

Item	Estimated Cost
• Infrastructure - o RF Site Equipment ▪ Repeaters ▪ Site Controllers ▪ Simulcast Control Equipment - o RF Site Enhancements ▪ Backup Power ▪ Antenna Systems - o Network Management System - o Back Haul Equipment/Connectivity ▪ Microwave ▪ Fiber • Dispatch - o Dispatch Console Positions - o Dispatch Backup Control Stations - o Audio logging Recorder • Subscriber Upgrades/Reprogramming - o Mobile radios - o Portable radios	\$ 4,300,000
Implementation Services	\$ 1,825,000
Training Services	\$ 150,000
Annual Maintenance and Support Services (1 st year)	\$ 120,000
Annual System Service Fee (1 st year)	\$ 166,000
Total Initial Costs	\$ 6,561,000
Annual Maintenance and Support Services (per year)	\$ 120,000
Annual System Service Fee (per year)	\$ 166,000
Total Annual Recurring Costs	\$ 286,000

5.4.4 Shared Core User Advantages/ Disadvantages

Advantages and Disadvantages of being a Shared Core User are listed in Table 6.

Table 9 - Placer Partnering Shared Core Options Advantages/ Disadvantages

Advantages	Disadvantages
Save on capital outlay costs by not procuring and maintaining its own P25 Radio Core	Be required to synchronize all upgrades when the CIRN decides to upgrade This increases potential of financial risk to the City without a planned cost-benefit analysis The City would have no vote and little to no input on such decisions
Enhance radio coverage by enabling radio users to maintain communications with Roseville dispatch while roaming out of its radio coverage area and into the CIRN's geographical radio coverage area	Incur the expense for adding its system onto the desired Core
Provide interoperability without the need for Dispatch to manually set up patches since the City and CIRN subscribers would be on the same radio system Core	Still be required to maintain standalone consoles and desktop control stations for back up purposes
Have the flexibility to cut ties with the CIRN by procuring and installing its own Core at a future date	Still be responsible for maintaining its radio sites, equipment, and infrastructure
Explore the option to have its critical channels/Talk Groups backed up on the CIRN's audio logging recorder	Incur additional Backhaul costs to provide WAN connectivity from Dispatch to the Core and from the Prime Site to the Core
	Incur additional T1 expenses to connect its logging recorder to the Core
	Need a Network Management System (NMS) and agreement with its CIRN to provision radios

Advantages	Disadvantages
	Be required to pay annual user fees to its CIRN
	Be required to sign an agreement with the CIRN for service level maintenance and system support
	Since the CIRN is a Motorola system, expanding it by joining the main system would disallow going to RFP, reducing the potential for cost saving by going to competitive bid

5.5 Migration Option D: Procure a Standalone Radio System

5.5.1 Description

Another option available to the City is Migration Option D: Procure a Standalone Radio System. This option allows the City to specify, own, and operate its own completely-independent radio system with the functions and capabilities that best serve its citizens and radio users. With this option, the City will continue to function and operate autonomously -- as it does today. This option also provides the City with the flexibility to enhance its regional interoperability at a future date with the P25 standard Inter-subsystem Interface (ISSI).

The purpose of ISSI is to allow P25 subscribers the ability to roam into different regions (areas where they would not ordinarily have radio coverage) and remain in contact with their Home Dispatch. The ISSI interconnection would allow the City to procure and implement any vendor's radio system. It also provides the City with a means to take advantage of a number of interoperability features that it does not have today. ISSI is not designed to provide network redundancy between radio systems.

5.5.2 Findings

The results of the user survey rank "Migration Option D: Procure a Standalone Radio System" as the number one (1) option to meet the City's immediate and future radio system and operational needs. The user survey ranked ISSI with SRRCS as the second preferred option to meet the City's immediate and future radio system and operational needs and ISSI with CIRN as the third preferred option.

All three options noted above are possible with this migration option. By tying into neighboring systems through ISSI, the City gains the interoperability features noted in Options B & C but stills retain its autonomy and flexibility by operating in a standalone configuration. Governance matters regarding ISSI and its use will need to be determined between the cooperating systems before the

systems are interconnected just as it would if the systems were to share the radio system core as outlined in Options B & C.

This option also provides the highest degree of flexibility with regards to system deployment options. The system can be enhanced through the use of newly allotted 700 MHz band as well as with VHF. The Placer County Operational Area (i.e. Placer County and the agencies/municipalities within Placer County) have an allotment of frequencies within the 700 MHz band for the purposes of deploying regional radio networks. VHF is much more difficult to find and deploy but the possibility of expansion with this band is also possible through a dedicated frequency search and limiting the area of operations for the band.

Lastly this option provides the opportunity for the City to procure the system through a Request for Proposals (RFP) process. In options B & C, the system procurement would likely go through a sole source process due to the fact that both the CIRN and SRRCS are both Motorola systems and any type of expansion would require Motorola system components. Sole source procurements typically do not provide as many opportunities for cost savings as through a competitive RFP process.

By going through an RFP process, the City can procure portions of the system separately. The system would be a P25 open standard system with the opportunity to purchase portable and mobile radios, consoles, and radio infrastructure through separate RFPs. Each RFP would have separate pools of respondents, potentially lowering overall costs of the system. It is important to note that breaking up the system procurement has the potential of lowering overall system costs, the burden for proper integration of all systems will fall to the City increasing potential workload for the department tasked with managing the integration effort.

5.5.3 Associated Costs - Standalone

The estimated initial project costs for a standalone radio system is \$7.325M.

Table 10 – Standalone Option Associated Costs

Item	Estimated Cost
• Infrastructure - o Core Equipment - o RF Site Equipment ▪ Repeaters ▪ Site Controllers ▪ Simulcast Control Equipment - o RF Site Enhancements ▪ Backup Power ▪ Antenna Systems - o Network Management System - o Back Haul Equipment/Connectivity ▪ Microwave ▪ Fiber • Dispatch - o Dispatch Console Positions - o Dispatch Backup Control Stations - o Audio logging Recorder • Subscriber Upgrades/Reprogramming - o Mobile radios - o Portable radios	\$ 5,200,000
Implementation Services	\$ 1,825,000
Training Services	\$ 150,000
Annual Maintenance and Support Services (1 st year)	\$ 150,000
Total Initial Costs	\$ 7,325,000
Annual Maintenance and Support Services (per year)	\$ 150,000
Total Annual Recurring Costs	\$ 150,000

5.5.4 Standalone Advantages / Disadvantages

Advantages and Disadvantages of operating in a standalone mode of operation are listed in Table 11 – Standalone User Options Advantages/Disadvantages.

Table 11 – Standalone User Options Advantages/Disadvantages

Advantages	Disadvantages
The 15-year projected costs are lower than any other available option	The initial costs to procure and install the radio system are higher any other available option
Problems and enhancements are addressed as quickly as the City desires without the bureaucracy of votes from or negotiating with competing agencies for time and resources	Interoperability with Regional Partners could require Dispatch to set up patches
Future growth and system expansion solely dependent upon the needs, desires, and timeline of the City	No automatic roaming into Regional Partner's geographical areas. Dispatch would not have the ability to view PTT IDs and emergency alarms of subscribers on partner's system during active calls unless Inter-subsystem Interface (ISSI) options are implemented
City has flexibility to use alternative frequency bands such as VHF or 700 MHz to expand the system. These options increase the potential for interoperability with neighboring agencies.	
The system's expansion capability can be used to host other agencies such as Rocklin or Lincoln. In this scenario the City becomes the service provider, potentially becoming a source of additional revenue, if the City chooses to explore this option.	
System changes are made as required. The City can make changes (i.e. provision radios, add talkgroups) when the City decides to without requesting permission from or negotiating with a Regional Partner to do so	

Advantages	Disadvantages
Upgrades are done when the City deems necessary to take advantage of system or user enhancements. There is no requirement to upgrade when a Regional Partner decides to upgrade thereby allowing costs to be stable and predictable	
No operational change from the current operation	
No membership or annual system service fees to use the radio system	
No additional T1 Backhaul Costs to connect to distant shared core	
Retain the ability to generate revenue by leasing space on towers	

6 System Cost Comparisons

The cost comparisons for Standalone, Shared Core, and Primary User are listed on the next two pages. The estimated cost comparisons summarizes and compares the cost of equipment, services, training, annual maintenance and support, initial membership fees, and annual system service fees. Two things that are not included in the estimated cost comparisons are the site buy out from Sacramento County and the site revenue generation from Roseville owned sites.

The site buy out from Sacramento County is a negotiable item that will come into play if the SRRCS Primary User Option is chosen. It is currently an unknown that may likely offset some of Roseville's initial costs for this option.

The site revenue generation from Roseville owned sites comes from monthly fees received from site users such as SPRINT that could be increased by extended leases to others Citywide if the City opts to retain ownership and control of its existing and future radio communications sites and towers. If Roseville becomes a SRRCS primary user, then it could forfeit its ability to receive this revenue.

The estimated initial cost comparisons show a financial advantage to choosing the Primary User Option. However, the 15 year projected total cost comparison provides the opposite conclusion resulting in the Standalone Option being financially most favorable. The following two tables entitled Estimated Initial Cost Comparisons and 15 Year Estimated Cost Comparisons summarize the cost comparisons for each option and support this conclusion.

Table 12 - Estimated Initial Cost Comparisons

Migration Option	Total Initial Project Costs	Equipment		Services	Training	Annual Maintenance and Support	Initial Membership Fees	Annual System Service Fee
		Subscriber	Infrastructure / Dispatch					
Standalone								
Core Only	\$7,325,000	\$1,000,000	\$4,200,000	\$1,825,000	\$ 150,000	\$ 150,000	N/A	N/A
ISSI SRRCS	\$7,760,000	\$1,000,000	\$4,515,000	\$1,925,000	\$ 150,000	\$ 170,000	N/A	N/A
ISSI CIRN	\$7,760,000	\$1,000,000	\$4,515,000	\$1,925,000	\$ 150,000	\$ 170,000	N/A	N/A
Shared Core								
SRRCS	\$6,561,000	\$1,000,000	\$3,300,000	\$1,825,000	\$ 150,000	\$ 120,000	N/A	\$ 166,000
CIRN	\$6,561,000	\$1,000,000	\$3,300,000	\$1,825,000	\$ 150,000	\$ 120,000	N/A	\$ 166,000
Primary User								
SRRCS	\$4,769,000	\$1,000,000	\$3,300,000	\$ 900,000	\$ 150,000	\$ 70,000	\$1,263,000	\$ 385,000

Table 13 - 15 Year Estimated Cost Comparisons

Migration Option	Total Initial Project Costs	Recurring Annual Costs	15-year Projected Costs
Standalone			
Core Only	\$7,325,000	\$ 150,000	\$ 9,575,000
ISSI SRRCS	\$7,760,000	\$ 170,000	\$10,310,000
ISSI CIRN	\$7,760,000	\$ 170,000	\$10,310,000
Shared Core			
SRRCS	6,561,000	\$ 286,000	\$10,851,000
CIRN	6,561,000	\$ 286,000	\$10,851,000
Primary User			
SRRCS	\$4,769,000	\$ 455,000	\$11,594,000

7 Available Funding Options Summary

7.1 Grant Opportunities

Grant funding opportunities are always worth seeking to supplement or provide subsidized funding for radio project expenses, **but should not be depended on**. Some such sources are:

- Department of Homeland Security
- U.S. Department of Justice
- Federal Emergency Management Agency (FEMA)
- CalOES

It should be noted at the time of this writing, many previously available grants are no longer available through the Federal Government and CalOES. The 2015 Emergency Preparedness Grants have not yet come out due to a late signing of the Federal budget.

The City will have to work through the Sacramento Urban Area Security Initiative (UASI) Area to receive notification of whether funds will be made available this year and for eligibility requirements.

7.1.1 Homeland Security Grant Program

Homeland Security Grants are designated to service those in the UASI Areas. The Sacramento UASI, which includes the City of Roseville, fell off the Federal funding list for a few years and is awaiting eligibility notification for the upcoming year. The City will have to work through Placer County once they announce that the application period for this grant is open. Region wide considerations will be made and grant priorities are usually set and evaluated by a five person board (Working Group).

7.1.2 Infrastructure Protection Grant Program

Grants for Infrastructure Protection Programs are no longer available to cities. Some are only available to Non-profit Organizations and FirstNET.

7.1.3 Assistance to Firefighters Grant (AFG)

The FEMA Assistance to Firefighters Grant (AFG) Program for Fiscal Year 2014 and State Homeland Security Grant Program (SHSGP) application acceptance period is now closed. The City needs to work with and through the Placer County Office of Emergency Services (OES) for future notifications of grant availability, criteria, and application process for these grants.

7.2 Municipal Leases

Tax-exempt municipal leases are offered by most vendors and are designed for state and local government entities. Interest payments from government entities are exempt from a vendor's federal income tax liability. The vendor shares this benefit by offering lower interest rates.

Municipal lease financing typically avoids classification as debt due to inclusion of a non-appropriations clause. **Payments are generally considered operating costs / expenses.**

Prepayments can be made free of penalty on a regularly scheduled lease payment date. Unlike bond financing, the lease-purchase agreement contains no hidden fees, no ongoing administrative costs, and does not require debt service reserve funds which would force more borrowing than is necessary. Unlike bond financing, the lease-purchase agreement offers flexibility -- special terms can be arranged to meet unique funding or cash flow requirements. Typical terms range from 24 to 120 months (2 to 10 years).

Four different financing options have been considered for this project based on three (3), five (5), seven (7), and ten (10) year terms for a \$4.2M radio system. Note the \$4.2M does not reflect the entire project's cost as some costs (i.e. subscriber upgrade/replacement/alignment, audio recorder, radio logger, antenna systems) will be incurred no matter which vendor is selected.

Each of the four vendors who responded to the City's RFQ – EF Johnson, Harris, Motorola, and Tait -- were contacted and replied that it either offers or is willing to offer financing options to the City if selected to provide a new radio system. Example lease rates and scenarios provided by the vendors are included in Appendix E.

Lease to own payments are based on Index Rates based on current market conditions. Payments may be structured Monthly, Quarterly, or Annually in arrears. The following table represents examples provided by the Harris Corporation on March 27, 2015 of available lease to own options with cost breakdowns based on a \$4.2M radio system vendor contract.

Table 14 - Lease Purchasing Financing Options Example Based on \$4.2 Million

Term	3 Years	5 Years	7 Years	10 Years
Interest Rate	1.792%	2.124%	2.414%	2.735%
Monthly Payment	\$ 119,918	\$ 73,845	\$ 54,394	\$ 40,044
Annual Payment	\$1,450,473	\$ 894,275	\$ 659,317	\$ 485,732
Total Investment	\$4,351,419	\$4,471,375	\$4,615,219	\$4,857,320

8 Recommendations

8.1 Summary

Every option available to the City concerning the future of its 800 MHz radio communications system has been explored and evaluated through site visits, group meetings and one-on-one interviews, document review and analysis, and online user survey development and analysis. The City is faced with four (4) options for migrating from its existing radio system to a new radio system:

- Postpone migration
 - o Postpone making an immediate decision
 - o Risk increased system outages and unrecoverable equipment failures
- Share a neighboring county's Core (SRRCS or Placer County CIRN)
 - o Roseville retains, maintains, and continue to manage radio sites
- Migrate to SRRCS's Core (Primary User)
 - o SRRCS
 - Takes ownership of Roseville's sites , infrastructure and FCC licenses

- Maintains and manages radio sites and infrastructure
- Remain autonomous and operate on its own independent radio system that will interoperate with neighboring jurisdictions
 - o Inter-subsystem Interface (ISSI) option

8.2 Recommended Option

The option that best suits the City today and in the future is **Option D: Procure a Standalone P25 Radio Communications System**. This option will allow the City to meet its short-term and long-term goals and expectations. The City could increase redundancy, reliability, and interoperability in the Region with its own Core.

8.3 Rationale

The objective is to make the City a safer place by procuring a new radio communications system that:

- Provides clear and reliable communications
- Provides interoperability within Roseville and among Regional Partners
- Is scalable for future site and channel expansion
- Is user friendly
- Provides a host of features and functions that ultimately improve user safety and efficiency

Allows for a migration path that meets the critical objective of the City to minimize disruption to operations, communications, and personnel

Substantial effort went into objectively analyzing the radio system needs of the City through:

- Review of existing work and documentation from the Strategic Planning Committee
- Onsite visits and analysis of existing City radio communications sites and facilities
- Group meetings and one-on-one interviews with radio users, dispatchers, supervisors, and managers
- Administration, tabulation, and assessment of a radio system online survey with radio users, dispatchers, supervisors, and managers

The online survey consisted of questions that were designed to explore and assess the relative importance of four critical radio system categories – Governance, Finance, Operations, and Technology. The answers to the survey questions were normalized and scored. The scores resulted in the ranking of eight (8) radio system migration options including Standalone, Shared User, and Primary User. See attachment “Survey Results” for additional details.

The migration options that were reviewed, survey score, and ranking is listed in the table below:

Table 15 - Migration Options Survey Results

Migration Option	Survey Score	Rank
Standalone	41.6	1
ISSI SRRCS	40.5	2

Migration Option	Survey Score	Rank
ISSI CIRN	40.1	3
DSR SRRCS	33	4
DSR CIRN	32.8	5
Shared User on SRRCS	30.3	6
Shared User on CIRN	30.1	7
Primary User on SRRCS	24.7	8

The survey results support the recommendation that radio autonomy best suits the City and that there is no current or future operational need that would benefit or require the City to change its current radio operations. By maintaining ownership of existing and future radio communications sites, the City has an opportunity to turn them into revenue generating facilities by leasing space on the towers and inside the radio shelters to outside agencies and/or private entities.

The recommendation also provides the lowest Total Cost of Ownership over the lifespan of the system between the options presented. The recommendation also presents the lowest risk to the City as the system is not dependent on external systems and their migration or upgrade timelines. Operational changes are also minimized as the City can continue to operate in a standalone fashion as it does today further reducing risk.

8.4 Next Steps

One of the next steps in securing the safety of the City of Roseville's citizens, as well as its public safety and public service radio users, is to procure a new standalone radio system. This includes taking the following actions:

- Identify funding sources for the radio system migration/replacement project
- Prepare and issue a final RFP to replace the existing 800MHz radio system
- Review the RFP responses and select a vendor with which to begin negotiations
- Negotiate radio system options, scope of work, schedule, price discounts, and payment terms
- Develop plans for radio system implementation, training, and maintenance

Tasks that the City will need to manage and develop include:

- A radio system migration/replacement RFP evaluation criteria
 - o Coverage Requirements

- In-building coverage
 - Cataloging Bi-directional Amplifier system upgrades or replacements
- o Capacity Requirements
- o Console Requirements
- o Encryption Requirements
- o General System Features
- o Overall Costs
- A RFP for the radio system migration/replacement
 - o Developing a single or multiple RFPS
 - Subscriber Equipment (Portables and Mobiles)
 - Consoles
 - Radio System Infrastructure
- Vendor Interview Q&As
- Vendor radio facilities site walk/visitation plan
- Responses to vendor questions
- The process and criteria to review and evaluate the RFP vendor responses
- The vendor radio system installation plan/process
 - o Including the Fleetmapping plan
 - o Note subscriber units should be purchased and/or upgraded prior to system installation
- The radio system review and vendor test and acceptance plan
- Develop or revise interoperability procedures and guidelines
 - o Including system key exchange guidelines between SRRCS and the City as well as guidelines between Placer County CIRN and the City.

Listed below is a high-level schedule outlining the steps necessary and the anticipated durations using the assumption that the recommended option is selected and ratified.

- August 2015: City determines system migration option
- January 2016: City issues RFP (*if Standalone option is selected*)
- January 2017: City selects vendor and awards contract
- October 2017: Detailed design review finalized and system implementation begins
- April 2018: Subscribers ready for P25 system
- July 2018: New system passes ATP and system cutover occurs.
- December 2018: Deconstruct old system

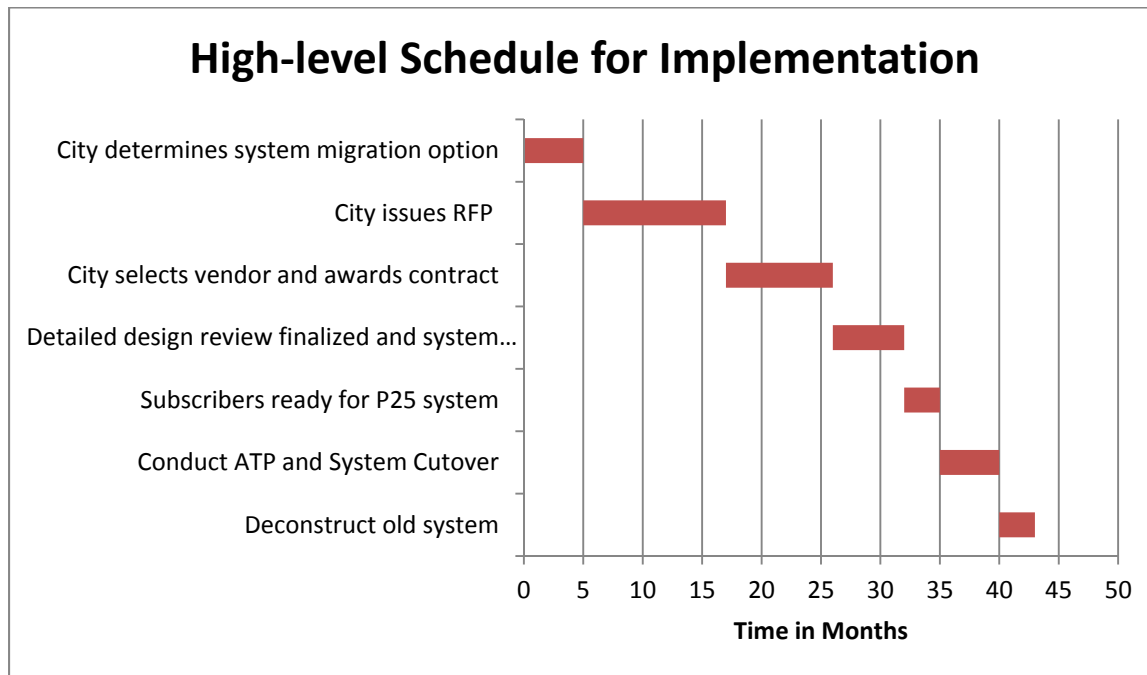


Figure 1 - High-level Schedule

The schedule was developed using information gathered from Radio Vendor RFQ responses. Information from previous system implementations similar in size and scope to the City were also used to help formulate the schedule.

The schedule depicts an end date of December 2018 which coincides with the EOL dates provided by Motorola. Any delays to the schedule such as delaying the ratification of the system migration option could increase the risk of the system falling out of vendor sponsored support and lack of vendor supplied replacement parts.

Appendix A – Glossary of Terms

800MHZ – Portion of the radio spectrum the City is licensed to operate the system on per FCC regulations.

ALIAS – a defined and recognizable function is displayed when a corresponding radio transmits. For example, rather than display the 7-digit radio ID, an alias is displayed such as “7P42” or “F E8”.

CEB – Central Electronics Bank. This Motorola component interfaces the Police and Fire Dispatch positions with the 800MHz trunked system as well as various VHF channels for interoperability with surrounding agencies.

CHANNEL – a specific frequency used by the system, but transparent to trunked radio users.

CONTROLLER – the “brains” of the infrastructure manages all radio traffic.

CORE – See System Core.

DAQ – Delivered Audio Quality which is a measurement of a transmission's audio quality. The defined DAQ levels are as follows:

- 1: unusable
- 2: understandable with effort and repetition
- 3: understandable with slight effort and minimal repetition
- 3.4: understandable without repetition and some background noise is present
- 4: easily understandable with little to no noise
- 5: perfect

DISPATCH CONSOLE ALIAS DISPLAY – enables radio IDs to be “aliased” so instead of a random number the officer, firefighter, or vehicle number is identified. This increases efficiency and safety as the Dispatcher can immediately identify who is transmitting and/or sent an Emergency signal.

EMERGENCY SIGNAL – allows the radio user to press a single button to notify Dispatch of an emergency situation. Dispatch sees and hears the emergency signal.

ENCRYPTION – a layer of security that prevents those without a ‘key’ from listening to transmissions.

- KEY – information that determines the transformation of 'plain text' into 'cipher text' and vice versa during decryption
- PLAIN TEXT – the original message (i.e. "... suspect is at the corner of Sunrise and Cirby...")
- CIPHER TEXT – the result of encryption on the message (i.e. unreadable audio for those without a key)
- Types of Encryption
 - o ADP – Advanced Digital Privacy; least secure option (key length = 40 bits). ADP is Motorola proprietary so it is not compatible with non-Motorola infrastructure or subscribers.
 - o DES – Data Encryption Standard; more secure than ADP but less than AES (key length = 64 bits).
 - o AES – Advanced Encryption Standard; most secure option (key length = 256 bits) and only option that meets the P25 encryption security standard for interoperable communications.
 - AES SINGLE KEY – one key loaded into one device.
 - AES MULTI KEY – multiple keys loaded into one device which allows a radio to use one key for one group of users and a different key for another group of users.
- OTAR – Over The Air Re-keying; increases security by efficiently changing keys without the need to locate and reprogram each radio. OTAR is only possible with DES or AES.

FCC – Federal Communications Commission.

INTERFERENCE – internal or external noise that decreases the audio quality of transmissions.

INTRINSICALLY SAFE – allows for safe operation of radio equipment in potentially explosive environments.

OTAP – Over The Air Programming; allows radios to be programmed without the logistical hurdles of locating and manually reprogramming radios. OTAP uses more bandwidth than OTAR.

PRIORITY SCANNING – enables a radio to scan talkgroups while ensuring no traffic is missed on selected talkgroup.

PROJECT 25 (P25 OR APCO-25) -- A suite of standards for digital radio communications for use by federal, state/province and local public safety agencies in North America to enable them to communicate with other agencies and mutual aid response teams in emergencies.

PROJECT 25 PHASE I – The backwards compatible migration path to full Project 25 specification that specifies a 12.5 kHz bandwidth using C4FM modulation.

PROJECT 25 PHASE II – The backwards compatible migration path to full Project 25 specification that specifies a 6.25 kHz bandwidth using CQPSK modulation.

REMOTELY DISABLE RADIO – without touching a radio the City can prevent system access in case of lost/stolen radios.

RFI – Request for Information.

RFP – Request for Proposal.

SIMULCAST – connects multiple sites together so users can send or receive high quality transmissions from multiple locations throughout the City without regard for user location.

SITE – FCC-licensed location where infrastructure equipment is installed to provide radio coverage.

SYSTEM CORE –Central point for all radio system traffic where call processing and system management occur. Maintains constant communication between the RF Sites, Simulcast Sites, and Network Management sub-systems via the WAN connections.

SUBSCRIBER – portable (handheld) radio and/or mobile (vehicle) radio.

T1 SYSTEM -- A digital communication system designed to handle 24 voice channels at 64 Kbps each. Digital transmission media to support 1.544 Mbps transmission speed.

TALKGROUP – defines who the user communicates with as opposed to which specific frequency is used. For example, RF DSP and ELC DSP are talkgroups to allow for communication between users tuned to those talkgroups.

TRUNKED – creates efficiency so any talkgroup can be assigned to any channel at any given time. In other words, many people can carry many conversations over a small number of distinct frequencies.

TRUNKED SYSTEM – a radio system where sites and channels are shared resources for all City users. Talkgroups are used to increase efficiency of limited resources.

Appendix B - RFQ Evaluation Methodology and Summary Results

On May 22, 2013, the 800 MHz System Committee released a Request for Qualification (RFQ) to the vendor community for a Trunked Radio System. The RFQ was submitted and evaluated for the purpose of understanding which vendor's capabilities and methods best align with the City of Roseville's requirements and goals. The Committee accomplished this task by quantifying and grading each company's RFQ score by taking into account the following components:

- Company/employee qualifications, experiences and resumes
- References for company and local support service company
- System cutover methodology and implementation timeline
- Proposed site layout before, during and after cutover
- Proposed Dispatch layout before, during and after cutover
- Project management methodology
- Training methodology for end users and administrators
- Ability to fulfill Infrastructure, Console, and Subscriber technical objectives
- Acceptance Test Plan methodology
- System maintenance methodology
- Proposed equipment lifecycle plan
- Confidence in company's short and long-term ability to provide and maintain a reliable solution

The Committee used standard forms to consistently evaluate each RFQ response. Each factor was scored via a number from 0 to 3 defined as follows:

- 0: specification not met or not addressed
- 1: specification partially met or planned for future
- 2: specification fulfilled
- 3: specification exceeded requirement

Each component was assigned a weighted score as determined by the Committee to insure that most consideration was given to the most important factors. The total scores were calculated and the vendors were ranked by a weighted RFQ grade.

The table below, Table 16 - RFQ Summary Results, shows the scores and price comparison for infrastructure and consoles amongst the responding vendors.

Table 16 - RFQ Summary Results

Vendor	EF Johnson	Harris	Motorola	Tait
Infrastructure	161	200	200	198
Consoles	163	199	230	198
Subscribers	185	195	197	187
Infra/Console Cost	\$2.4M	\$4.2M	\$4.3M	\$2.7M

The project estimates in this report were based on the highest infrastructure and consoles cost received from the RFQ. The additional project costs in this report are estimates to cover:

- subscriber upgrades and replacements
- subscriber alignment
- site-to-site connectivity upgrades
- additional antenna systems and power circuits
- Dispatch backup control stations
- upgrade monitoring, logging, and recording systems
- consultant

Appendix C - City of Roseville FCC-Licensed Bands and Purposes

The City utilizes many different radio systems that operate on different frequency bands. A list of the various frequency bands, departments using them, and the primary purpose of the radio systems are listed in the following table.

Frequency Band	Department(s) Using	Primary Purpose
VHF (~0.53 MHz)	Police	Highway emergency radio
VHF (~146 MHz)	Police	HAM repeater – Placer County Search and Rescue
VHF (~150 MHz)	Police, Fire	- Voice communications inside and outside of City - Fire station alerting - Fire mutual aid and auto aid agreements - State mutual aid channels
VHF (~170 MHz)	Public Works	Flood alerting system
UHF (~450 MHz)	Water, Wastewater, Parks	SCADA systems
UHF (~450 MHz)	Electric	Energy Park and construction simplex communications
UHF (~460 MHz)	Environmental Utilities	Water treatment plant alarm paging system
800 MHz	Police, Fire, Transit, Electric, Environmental Utilities, Parks, Public Works, Development Services & Central Services	- Voice communications inside and outside of City - State mutual aid channels
2.4 GHz	City	Wi-Fi and video transmission
4.9 GHz	City	Wireless backhaul and site-to-site connectivity

Appendix D – VHF Interoperability Reference Documents

For further information on where to access the listed documents, please contact City of Roseville Fire or IT personnel.

6.08.0300 - Roseville - CalFIRE Automatic Aid Agreement (08.23.2012).pdf

6.08.0500 - Roseville - Sac Metro Automatic Aid Agreement
(08.23.2012).pdf

800 MHz Rebanding Public Safety Interoperability Plan v4.pdf

Final Placer County Fire Radio Interoperability Study.pdf

USFS20120605_BaseContr_And_AOPRenewal.pdf

VHF User Guide 2015.pdf

Appendix E – Vendor Provided Lease Scenarios



303 HWY 51 SOUTH BROOKHAVEN, MS 39601 800.561.0461
WWW.GOVCAP.COM

March 23, 2015

City of Roseville
311 Vernon Street
Roseville, CA 95678

Thank you for the opportunity to proposed financing for the City of Roseville. I understand you are purchasing **Radio Infrastructure Replacement** and are interested in lease purchase financing. The following is submitted for your review and consideration.

LENDER:	Government Capital Corporation			
ISSUER:	City of Roseville, CA			
FINANCING STRUCTURE:	Tax Exempt Lease Purchase Financing w/ \$1.00 buyout			
CONTRACT AMOUNT:	\$4,500,000.00			
TERM:	<u>3 Yrs</u>	<u>5 Yrs</u>	<u>7 Yrs</u>	<u>10 Yrs</u>
INTEREST RATE:	2.45%	2.55%	2.78%	3.05%
ANNUAL PAYMENTS:	\$1,587,866.27	\$978,493.01	\$722,569.45	\$533,512.01

NOTE: The first annual payment will become due April, 2016 or one year from funding and continue annually thereafter.

The above proposal provides for an issuance fee of .00875% to be charged for all associated documentation fees. and is reflected in the payment amounts.

This proposal is an expression of interest, subject to audit analysis and mutually acceptable documentation and is not a binding commitment. If funding occurs more than 14 days from proposal date, we reserve the right to index to the then current market. The financing provides for progress payments subject to the agreement between the City of Roseville and the vendor(s).

Our finance programs are extremely flexible and our goal is total customer satisfaction. If you have any questions regarding other payment terms, frequencies or conditions, please call me at (800) 561-0461 or email at dc.greer@govcap.com.

Submitted by:

DC Greer
Vice President
Government Capital Corporation

CC: Mike Priolo - EF Johnson

Roseville , California

3/27/2015

Project Lease Amount \$4,200,000.00

Lease for 3, 5, 7 & 10 years

<u>Term and Rate (BQ)</u>	<u>Monthly Payment Amount</u>	<u>Annual Payment Amount</u>
3 years @ 1.792%	\$119,917.83	\$1,450,473.05
5 years @ 2.124%	\$73,844.65	\$894,274.63
7 years @ 2.414%	\$54,393.57	\$659,317.31
10 years @ 2.735%	\$40,043.77	\$485,732.46

Payments are based on indicative rates based on current market conditions.

Payments may be structured Monthly, Quarterly & Annual in arrears

Final Rates will be calculated as we negotiate the agreements.

The City of Roseville qualifies for promotional rates based on the projected value of the system

**Motorola Solutions, Inc.**

Date:

April 1, 2015

Financing proposal for City of Roseville, CA**Communications System Financing Proposal**

Motorola Solutions Credit Company LLC is pleased to submit the following proposal for the financing of your Motorola Communications P-25 solution in accordance with the terms and conditions outlined below:

Transaction Type: Municipal Lease-Purchase Agreement

Lessor: Motorola Solutions, Inc. (or its Assignee)

Lessee: **City of Roseville, CA**

Amount: \$4,200,000.00

Down Payment: \$0.00

Balance to Finance: \$4,200,000.00

Equipment: As per the Motorola equipment proposal.

Title: Title to the equipment will vest with the Lessee.

Insurance: Lessee will be responsible to insure the equipment as outlined in the lease contract.

Taxes: Personal property, sales, leasing, use, stamp, or other taxes are for the account of the Lessee.

	<u>Option One</u>	<u>Option Two</u>	<u>Option Three</u>	<u>Option Four</u>
Lease Term:	Three Years	Five Years	Seven Years	Ten Years
Payment Frequency	Annual	Annual	Annual	Annual
Payment Structure	Arrears	Arrears	Arrears	Arrears
Lease Rate:	2.44%	2.69%	2.93%	3.27%
Lease Factor:	0.349731	0.216426	0.160083	0.118852
Lease Payment:	\$1,468,868.95	\$908,987.24	\$672,349.36	\$499,176.46
Payment Commencement:	First payment due one year after contract execution.			

Expiration: This interest rate methodology is valid for all leases commenced by 4/30/2014

Indexing arrangement –Non bank qualified structure 3, 5, 7 and 10 year terms

The Lease Payments shall be calculated using a rate of interest ("Lease Rate") that is initial indexed to the three (3), five (5) or seven (7) or ten (10) average life Interest Rate Swap (the "Index Rate") as reported on the Federal Reserve Statistical Release H.15 Report. The average life Interest Rate Swap corresponds to the respective lease term. The H.15 Report can be accessed at the Federal Reserve Bank web site: www.federalreserve.gov/releases/h15/. On the Commitment Date, the final Lease Rate will be calculated by taking the Index Rate for that date from the H.1 Report, plus a spread of 2.94% and multiplying the sum of those two numbers by .64 to calculate the Lease Rate for the 3 year term. The rate for the 5 year term will be calculated by taking the Index Rate for that date from the H.15 Report, plus a spread of 3.04% and multiplying the sum of those two numbers by .64. The rate for the 7 year term will be calculated by taking the Index Rate for that date from the H.15 Report, plus a spread of 3.16% and multiplying the sum of those two numbers by .64. The rate for the 10 year term will be calculated by taking the Index Rate for that date from the H.15 Report, plus a spread of 3.43% and multiplying the sum of those two numbers by .64. The rates are then fixed for the full term of the Lease.

The following H.15 average life Index Rates were in place at the approximate time this quote was issued:

3 year : .87%
5 year : 1.16%
7 year: 1.42%
10 year: 1.68%

Qualifications

Receipt of a properly executed documentation package.

Lessee qualifies as a political subdivision or agency of the State as defined in the Internal Revenue Code of 1986. The interest portion of the Lease Payments shall be excludable from the Lessor's gross income pursuant to Section 103 of the Internal Revenue Code.

Receipt of a copy of the last years audited financial statements and current year's budget from the Lessee.

This proposal should not be construed as a commitment to finance. It is subject to final Motorola credit committee approval. This quote is based on the general level of interest rates, primarily U.S. Treasury Bills of like term maturity. Any movement in those rates in excess of 10 basis points will result in the revision of this quote.

Documentation

Municipal Equipment Lease Purchase Agreement

Opinion of Counsel

Schedule A / Equipment List

Schedule B / Amortization Schedule

8038G

UCC-1

Certificate of Incumbency

Statement of Essential Use/Source of Funds

Evidence of Insurance or Statement of Self Insurance

Resolution from governing body authorizing the execution of the Lease

Please feel free to contact me if there are any questions or if an alternate structuring is required.

Regards,
Bill Stancik
Motorola Customer Financing
847-538-4531

Attachments

RAD-001 800MHz System Replacement Project Charter
City of Roseville 800MHz System Committee Strategic Plan
Sitewalk Report Form – 800 PD Prime Site
Sitewalk Report Form – East Site
Sitewalk Report Form – West Site
Sitewalk Report Form – VHF
Phase I Summary Presentation
Phase II Summary Presentation
Phase III Summary Presentation
Phase IV Presentation + Survey Questions & Results
Motorola Obsolescence Timeline

RAD-001 800MHz System Replacement

Project Charter



Version 1.1

July 31, 2015

Document History

Version	Date	Author(s)	Description
1.0	11/10/14	Matt Donaldson and Karl Grover	Initial draft
1.1	7/31/15	Karl Grover	Change project sponsor entries from names to titles per Committee direction

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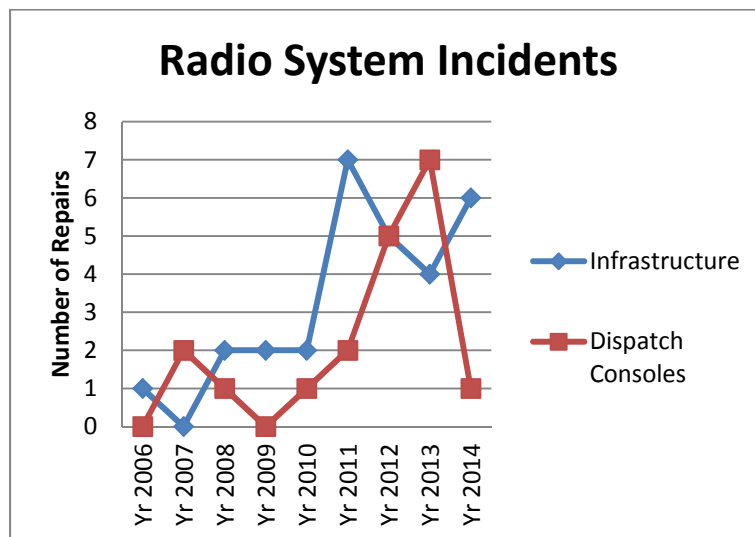
Definition

The goal of this project is to replace the existing 800MHz radio system with one that is of high quality and reliability at a competitive price while being flexible to meet the City's current and future needs.

Background

Challenges

The 800MHz radio system continues to experience more issues as it gets older. More issues lead to increased downtime which can affect Citywide operations. The following graph depicts the increased frequency of radio system incidents over the last (8) years.



In addition, the current system will no longer be supported by Motorola on 12/31/18. If the City's primary radio system is unsupported, then there is a high risk of creating a situation where City employees are unable to communicate which decreases customer service levels and increases risk to the public's safety as well as City-provided services.

Opportunities

Beyond providing a fully-supported system there are other benefits that a new system can deliver including:

- Increased system reliability;
- Enhanced regional interoperability to aid communications during critical incidents;
- Encryption to increase officer safety;
- Nationwide digital standard P25 to increase manufacturer competition resulting in improved products at lower prices.

High-level Business Requirements

The project steering Committee has defined several high-level business requirements that need to be met to insure the project's success.

The first requirement is a system that provides **clear and reliable communications**. It needs to have an ability to expand in coverage and capacity as Roseville continues to grow. In parallel, it needs to be highly redundant by incorporating redundant controllers and other critical infrastructure to remove single points-of-failure.

The next high-level requirement is to maintain **user safety** with emergency, man-down, and aliasing features. A new feature offered by a P25 digital system is encryption which enhances officer safety and increases the probability of successful missions. It is important to note that the system will be designed to continue to allow the public and media to listen to routine traffic.

Another requirement is to adopt the **nationwide standard** of a P25 digital system. P25 increases the ability to communicate with other agencies during routine and large-scale mutual aid incidents. In addition, P25 increases manufacturer competition which can improve product offerings while decreasing costs to the City.

The last high-level requirement is to provide a **fully-supported** 800MHz radio system that is designed to have a 15-year lifespan.

Scope

In

The following components are included in this project's scope:

- Subscribers
 - Upgrade and/or replacement
 - Alignment
- Dispatch consoles
 - Replacement
 - Backup control stations
- Infrastructure replacement with planned and coordinated cutover
- Training
 - User training
 - System administrator training
- Site upgrades
 - Additional power circuits
 - Site-to-site connectivity
- Upgrade monitoring, logging and recording systems
- BDA retuning if necessary
- Interface to other systems
 - New World
 - Comtech Fire Station Alerting
 - Fire VHF system
 - Police/Fire Dispatch VHF control stations
 - Rocklin, Lincoln, Placer
 - Federal and State mutual aid channels
 - 800 control stations
 - State mutual aid channels
 - Citrus Heights, Sacramento
 - 9-1-1 trunk transfer
- Increased interoperability (through P25 standards) to Sacramento and Placer Counties
- Consultant to help guide the City through the system selection process

Out

The following components are not included in this project's scope:

- Independent backup system although new system will have higher availability than current
- East site relocation
- GPS tracking
- Over-the-air programming/rekeying
- Other systems' enhancements
 - Fire VHF infrastructure and subscribers
 - Police/Fire Dispatch VHF control station systems

Organization

Project Team

Team Vision and Mission

The 800MHz System Committee consists of representatives from each department/division that uses radios. The Committee's vision is to provide, operate and maintain a primary 800MHz voice communication system of high quality and reliability at a competitive price that is scalable for future technologies. The Committee's mission statement is to provide exceptional 800MHz infrastructure and subscribers that our staff desires in a fiscally responsible manner.

Roles and Responsibilities

The following table lists the different roles within the project team, describes the responsibilities of each role, and specifies the team members assigned to these roles and given the corresponding responsibilities.

Role	Responsibilities	Members
Project Sponsors	• Authorizes the project work and provides the resources necessary to perform the work. • Budgets necessary funding to complete the project. • Advocates for the project throughout the City.	* Central Services Director * City Treasurer * CIO * Development Services Director * Electric Director * Environmental Utilities Director * Finance Director * Fire Chief * Parks Director * Police Chief * Public Works Director
Project Manager	• Leads the project team to achieve the project's objectives. • Works directly with selected vendor's PM to insure project is completed on-time and on-budget. • Monitor funding sources and other risks while recognizing potential impact on project success and schedule.	Matt Donaldson

Project Charter

Role	Responsibilities	Members
Analyst	- Coordinate subscriber configuration and system cutover with vendor and users. - Help develop & evaluate Strategic Plan, RFQs, RFPs, and Acceptance Test Plans. - Work with vendor to install/configure new equipment with minimal impact to existing environment. - Assess optimal subscriber strategy and recommend based on each department's existing equipment. - Assess optimal cutover strategy and collaborate with Committee for operational and logistical input. - Collaborate with Committee to solicit user input and program subscribers accordingly. - Develop and provide training material. Train-the-trainer as necessary. - Acquire knowledge and materials to program/maintain new infrastructure and subscribers.	Karl Grover
Committee Members	- Gain an understanding of the current environment and how each department can benefit with a new system. - Distribute information to and solicit information from each department/division. - Help develop & evaluate Strategic Plan, RFQs, RFPs, and Acceptance Test Plans. - Coordinate departmental logistics for subscriber programming and/or replacement as well as system cutover. - Incorporate train-the-trainer program to help with transition.	CS- Rich Bakanec PW- Larry Hagen, Mike Wixon Development Services- TBD Dispatch- Katie Braverman, Debbie Harris PD- Darren Kato, Doug Blake Fire- Chris Baker, Brian Diemer Solid Waste- Chris Uhercik, Vicki Reid Electric- Tom Cox, Mike Parker Water- Stephen Peterson, Jim Mulligan Parks- DJ Ritz, Michael Neumann, Eric Dexter IT- Ron Estrada, Matt Donaldson, Tom Pelster, Karl Grover

Stakeholders

There are many groups of stakeholders that have a vested interest in this project including internal departments and external agencies. Numbers in parentheses indicate how many radios are allocated to each group as of November 2014.

Internal Users

The following departments and/or divisions use the 800MHz radio system to communicate:

- Central Services
 - o Building Maintenance (11)
 - o Facilities (9)
 - o Stores (4)
 - o Vehicle Maintenance (9)
- Development Services (13)
- Electric (67)
- Environmental Utilities
 - o Solid Waste (63)
 - o Water (39)
 - o Wastewater (23)
- Fire (278 including AMR, CalFire, Rocklin, Lincoln & South Placer)
- IT (26)
- Parks (78)
- Police (571 including Rocklin, Lincoln, PCSO, Union Pacific RR, State Parole)
- Public Works
 - o Engineering (13)
 - o Streets (55)
 - o Transit (67)

External Users

The following external agencies use the 800MHz system on a daily or incident-driven basis to communicate with Roseville Police and Fire in order to provide mutual aid services:

- AMR
- Auburn PD
- CalFire
- Citrus Heights PD
- CHP
- Elk Grove PD / Fire
- FBI
- Folsom PD
- Lincoln PD / Fire
- Placer County Sheriff
- Rocklin PD / Fire
- Sacramento PD

- Sacramento Sheriff
- Sacramento City / Metro Fire
- South Placer Fire
- State Department of Corrections (Auburn Parole Unit)
- Union Pacific Railroad PD
- West Sacramento PD / Fire

City of Roseville Citizens and Businesses

Roseville's citizens, visitors and businesses rely on City services to provide exceptional facilities, programs and services. These facilities, programs and services are possible due to each department's contribution. Each department depends on the 800MHz radio system to provide a quick, effective and reliable way to communicate.

Therefore, in order for the City to continue providing exceptional facilities, programs and services, it needs to continue to provide an 800MHz radio system that is of high quality and reliability.

Approach

The Committee approached this project with a system development lifecycle methodology from planning to implementation. The following details each phase including corresponding deliverables.

I ~ System Planning

The first phase of the system development lifecycle is initial system planning. It began in February 2012 and was completed June 2012. In this phase the Committee defined project objectives, assessed existing radio environment, identified desired system capabilities, and began building awareness for the need to change systems.

Deliverables

- System background information
- SWOT analysis
- Team charter

II ~ Requirements Analysis

The next phase is requirements analysis which began in June 2012 and was completed in February 2013. In this phase the Committee identified operational and technical user needs through interviews and focus groups. In addition, we assessed the current system's ability to meet the defined needs in order to better understand how the next system can align with users' requirements.

Deliverables

- Operational goals and technical objectives document
- Technical objective action plan
- Strategic Plan

III ~ Design and Engineering

The third phase is the design phase where technical requirements are at the forefront to make sure the system design meets the defined operational and technical objectives. This phase started in 2013 and is in-progress. The vendor community is involved at this stage to understand which vendors are best suited to meet the City's needs and evaluate system design alternatives.

Deliverables

- RFQ submission and evaluation of vendor responses
- Alternatives discussed with Placer and Sacramento Counties
- Cost/benefit analysis of 15-year total cost of ownership
- Final system design

IV ~ Procurement

The 4th phase is the procurement phase where the radio system is purchased from a selected vendor after a thorough evaluation process that balances users' needs with available funding.

Deliverables

- Proposal submission and evaluation of vendor responses
- Select optimal vendor and purchase system

V ~ Implementation

The implementation phase is where the new system is installed, tested, placed into service and users begin communicating through it.

Deliverables

- Training plans for users and system administrators
- Acceptance test plan developed and passed
- New system is on-the-air
- Decommission old system

VI ~ Operation and Maintenance

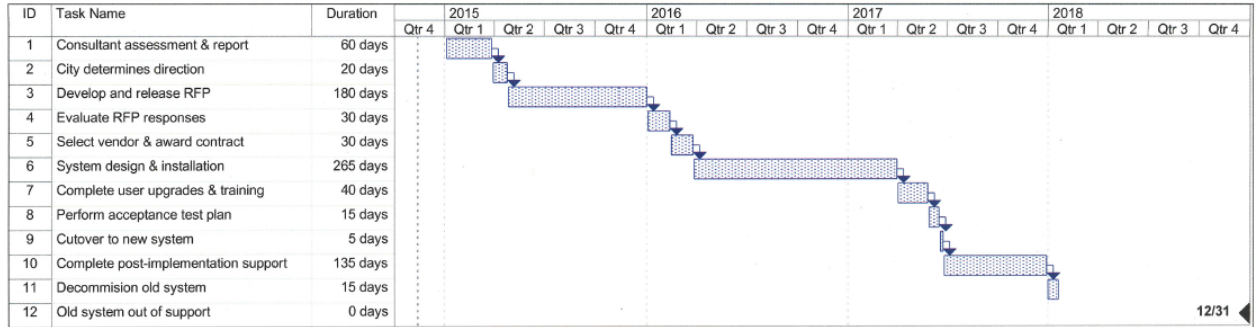
The last phase of the system life cycle is operations and maintenance. This phase insures that the new system is properly maintained and planned so it maintains full functionality and reliability while maximizing the City's purchase.

Deliverables

- Operations and maintenance plans
- Budget plan for recurring and capital cost

Project Gantt Chart

The following Gantt chart reflects major milestones that remain to be completed.





**City of Roseville
800MHz System Committee
Strategic Plan**

November 6, 2014

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Revision History

Date Revised	Updated By	Description of Change
2/19/2013	Karl Grover	Initial Creation
11/6/2014	Karl Grover	Updates: system cutover, subscriber and site analyses, EOL date. Addition: system alternative costs and graph

Executive Summary

The City of Roseville requires a new primary voice communication system to be in service no later than December 2018. The frequency of system-related incidents has increased year-by-year since 2006. In addition, the current system will no longer be supported by the manufacturer as of 12/31/18. This means problems that arise will be difficult, if not impossible, to resolve and the City's ability to communicate will be at risk. In addition, the new system will apply nationwide standards which will improve public safety interoperability as well as incorporate features to enhance radio users' daily operation.

A Citywide committee has been established to guide the process through the "One City" vision. The 800MHz System Committee consists of each City department and/or division that operates radios on the 800MHz voice communications system. The committee developed a charter which established its vision, mission statement, member roles and ground rules in order to lay the framework for a successful project.

Committee Vision: Provide, operate and maintain a primary 800MHz voice communication system of high quality and reliability at a competitive price that is scalable for future technologies.

Committee Mission Statement: Provide exceptional 800MHz infrastructure and subscribers that our staff desires in a fiscally responsible manner.

The SWOT analysis, user focus group sessions and further Committee discussion identified operational goals and correlating technical objectives. The following are the Committee's operational goals:

1. Clear Communications
2. Reliable Communications
3. User Safety
4. User Friendly
5. Interoperability

The Committee developed a Strategic Plan which explains how it plans to approach this process including:

- The defined Operational Goals and Technical Objectives are linked together. This helps to ensure a goal such as "reliable communications" has specific objectives that contribute towards success.
- The Technical Objective Action Plan defines how each objective will be measured for success, what individuals or groups will be involved to complete the objectives, and various risks, dependencies and assumptions associated with each objective.
- The System Cutover component addresses three potential methods for system replacement with advantages and disadvantages listed for each method. The '800 System Committee' recommends its preferred method after taking into account the advantages, disadvantages, and long-term costs of each alternative.
- The Operational Transition Plan will be developed during the project to:
 1. Define the impact of the transition to the new system;
 2. Define a strategy for communicating operational (why, when) and functional (new features, new methods) changes;
 3. Define a training methodology including workshops, user guides and train-the-trainer sessions.
- The Subscriber Breakdown assessment identifies costs necessary to upgrade each department's radio fleet for the next system. This will help guide the decision process for each department to upgrade its current radios or purchase new radios.

The Committee released a System RFQ in 2013 to evaluate which manufacturers best meet the City's objectives and their corresponding budgetary estimates. In 2014 the Committee released a Consultant RFP to help guide the City through the system replacement process. The ultimate goal remains to implement a new system before the current system has reached its end of life in 2018.

I. SITUATION

A. Committee Vision and Mission Statement

The 800MHz System Committee consists of each City department and/or division that operates radios on the 800MHz voice communications system. The committee developed a charter to establish its vision, mission, roles and ground rules to lay the framework for a successful project.

Committee Vision: Provide, operate and maintain a primary 800MHz voice communication system of high quality and reliability at a competitive price that is scalable for future technologies.

Committee Mission Statement: Provide exceptional 800MHz infrastructure and subscribers that our staff desires in a fiscally responsible manner.

See Appendix A “800MHz Committee Charter” for additional details.

B. City Description

The City of Roseville lies in the western foothills of the Sierra Nevada Range, about 16 miles northeast of downtown Sacramento. It is the largest city in Placer County and has experienced considerable residential and commercial growth over the past two decades. Roseville is one of the fastest growing cities in California and continues to increase both its boundaries and sphere of influence year after year. Roseville is 42 square miles and has a population of 125,000 citizens and a daytime population of approximately 155,000 people. By 2030 Roseville is expected to be 49 square miles have a population over 200,000 citizens.

Roseville provides the following full range of services for its citizens and visitors:

1. Police services;
2. Fire/Paramedic services;
3. Two hospitals including a regional trauma center;
4. Electric services including two energy parks;
5. Water, wastewater and solid waste services including three water treatment plants;
6. Parks, recreation, and library services;
7. Housing services;
8. Public transportation services.

In 2013 Roseville PD responded to nearly 105,000 calls for service while Roseville Fire responded to approximately 15,000 calls for service in 2013. In addition, Roseville Police/Fire Dispatch received over 40,000 9-1-1 calls.

Roseville public safety personnel interoperate with regional partners on a daily basis and during large mutual aid incidents. Roseville participates in regular training events to enhance communication capabilities with the region and is also part of the Folsom Dam Security Team consisting of Federal, State, and Local agencies. Folsom Dam’s risk of flooding makes the community one of the most at risk in the United States according to the Bureau of Reclamation. In addition, the City houses a major artery of the Union Pacific Railroad (largest switching station west of the Mississippi) and has two freeways that run through the City’s boundaries.

C. System Description and Need for Change

The City’s primary voice communication system operates on 800MHz spectrum and is designed and supported by Motorola. Motorola’s “SmartNet” simulcast system is composed of three sites and nine channels that provide the coverage and capacity required to fulfill radio user needs. In addition, the Police/Fire Dispatch Communications Center consists of nine radio consoles with interfaces to many resources such as the 800MHz system, conventional

radio systems and interagency communication links while providing the ability to transfer E911 trunk lines between affiliated agencies.

There were 2.3 million transmissions on the City's radio system in 2013. Roseville provides communications for over 1,200 primary radios and grants access to thousands of others for public safety interoperability purposes.

The City needs to transition to a new voice communications system as Motorola is scheduled to stop providing support for the current system on 12/31/18. Below are some risks associated with operating on an unsupported critical system with no method of repairing broken equipment:

1. One channel is out of service reducing channel capacity by 11% thereby increasing the chance of system busy signals.
2. One site is out of service reducing coverage levels to that particular site's coverage area in West, East, or Central Roseville thereby increasing the chance of field units being unable to communicate with each other and Dispatch personnel.
3. The entire system is out of service leaving no way to effectively communicate on 800MHz equipment.

The City will also need to update and/or replace its subscriber radios to function on the new system.

In a parallel effort, during this process the City will seek to acquire and implement new features on the infrastructure and subscribers to enhance communications.

D. SWOT Analysis

The committee performed a SWOT analysis to assess the current system's strengths, weaknesses, opportunities and threats. The committee discussed potential opportunities with a new system, too. Appendix B "SWOT Analysis" contains the results.

E. Regional and Regulatory Analysis

The City is consistently communicating with Placer and Sacramento Counties to understand their efforts as both agencies are also in the process of replacing their systems. This is an opportunity to increase communication capabilities between multiple agencies and potentially leverage regional purchasing power.

The City is also monitoring FCC policies, rules, and regulations pertaining to the 800MHz spectrum to ensure compliance and protect this valuable resource.

II. TARGET

Defined operational goals are achieved as corresponding objectives are fulfilled through a planned transition at a competitive price.

Support and maintenance for infrastructure and subscribers is available and efficient at a competitive price.

III. PATH

A. Operational Goals and Technical Objectives

The SWOT analysis, focus group interviews and further committee discussion identified operational goals and correlating technical objectives. The committee categorized these objectives as required or optional components of the next system. The committee's operational goals are listed below:

1. Clear Communications
2. Reliable Communications
3. User Safety
4. User Friendly
5. Interoperability
6. Funding

These goals and objectives are linked together in Appendix C “*Operational Goals and Technical Objectives.*” Note the items highlighted in green indicate the objective exists in the current system.

B. Technical Objective Action Plan

An action plan was developed for each technical objective to document tasks, timelines, risks and resources necessary to fulfill each objective. Appendix D “*Technical Objective Action Plan*” contains details.

C. Funding

The City needs funding to maintain and improve current service levels while leveraging new capabilities offered with a new system. The committee will discuss various funding aspects throughout the project and will keep City management updated.

The committee, in partnership with management, will facilitate the need for and examination of internal and external funding sources for both infrastructure and subscribers. The funding methodology and mechanism(s) will be determined at the Department Head level and provided to the committee to plan for accordingly.

D. Procurement

There are three major procurement components – infrastructure, consoles and subscribers. The committee will use the strategic plan's components to create a RFQ with multiple system components to invite vendor competition and compare the defined objectives with vendors' capabilities.

The RFQ responses will help to build a RFP which will ultimately be used to select a new system and any new subscribers. The committee will use several weighted factors to ensure a vendor is not selected based solely on price. Also, the committee will request equipment, software and services to be priced by line item so the function-cost relationship is understood. Understanding functions and the corresponding costs will enable the committee to make well-informed decisions.

E. Site Assessment

A preliminary site assessment has been performed to consider what existing infrastructure can be reused as well as define current space, power, and radio frequency capacities if the new and old systems are temporarily required to run in parallel. Once a vendor is selected a detailed site assessment will begin to further understand requirements and options at each site. See Appendix E “*Site Assessment*” for details on each site.

It is noteworthy to focus on the limitations currently imposed at the East site including:

1. Limits coverage in East Roseville (including Kaiser and Sutter hospitals) due to lack of natural elevation and owner-imposed tower height;
2. Limits total system capacity due to lack of physical space;
3. Limits battery backup power due to lack of physical space;
4. Non-compliance with NFPA 1221 as there is no physical space for emergency power;
5. No room for expansion for future voice and/or data systems.

In addition, Police and Fire Dispatch have (9) console positions that interface with the 800MHz system. A tenth position is completely outfitted except for a radio console. This tenth position could be leveraged to begin the transition to a new console environment. The consoles are connected to the PD's computer room which has available rack space for new infrastructure to run in parallel. Once a vendor is selected a detailed site assessment will begin to further understand requirements and options in Dispatch.

Note the space and power requirements for the new system are expected to be significantly smaller than current infrastructure for Dispatch and the three sites.

F. Project Management

A project schedule will be created with vendor input to help make certain the project's technical and operational objectives are achieved in an efficient manner. This schedule will be released to the Committee for review and feedback to ensure each department's goals are realized.

There will be regularly scheduled status meetings with the vendor to review the schedule, scope of work, and Issue Log. This will clarify vendor and City expectations while providing a platform to actively review objectives and issues throughout the project.

The City will assign a City-staffed project manager to help facilitate a successful project.

G. System Cutover

The committee assessed RFQ responses (forklift), Motorola input (migration), and neighboring agency input (consolidation or sharing resources) to understand various alternatives and recommend the City's optimal approach to transition to a new system.

There are three potential methods to replace the current system including:

1. Forklift: the new system is installed next to the old system. At a predetermined time the old system is pulled from service and the new system is turned on.
2. Migration: transitional Motorola equipment is purchased to enable new system components to gradually replace old equipment.
3. Consolidation: share resources with regional partner.

To fully understand the Forklift and Migration methods, the Committee released a Request for Qualifications (RFQ) to understand which vendors' capabilities best align with the Committee's defined technical and operational objectives. Four vendors responded including EF Johnson, Harris, Motorola and Tait. The Committee utilized a detailed and thorough RFQ Evaluation methodology to score each vendor's capabilities on infrastructure, consoles and subscribers:

Vendor	EF Johnson	Harris	Motorola	Tait
Infrastructure	161	200	200	198
Consoles	163	199	230	198
Subscribers	185	195	197	187

The Committee determined each of the responding vendors could meet the City's basic communication needs. However, the difference in scores reflects the Committee's interpretation of each vendor's ability to provide the highest level of service, quality and reliability.

The Forklift and Migration methods offer the following advantages and disadvantages that need to be weighed during the system selection process.

Forklift: the new system is installed in parallel to the old system. At a predetermined time the old system is pulled from service and the new system is turned on.

1. Advantages
 - a. Increased vendor competition can result in a lower cost.
2. Disadvantages
 - a. Potential for lower service levels during transition to the new system.

Migration: transitional Motorola equipment is purchased to enable new system components to gradually replace old equipment. This method is required to be purchased by 2016 per Motorola's equipment availability timeline.

1. Advantages
 - a. Lessen potential for user impact during transition.
 - b. Gradual approach to replacing components:
 - i. Technical – strategically replace infrastructure and migrate users.
 - ii. Financial – replace infrastructure according to available funding.
2. Disadvantages
 - a. Old system components still need to be replaced by 2018;
 - b. No choice on infrastructure vendor as migration will be to new Motorola equipment.

To address the Consolidation method, the Committee met with Sacramento and Placer Counties who both proposed sharing resources with Roseville. After listening to presentations and having thoughtful discussions with both Counties, the Committee defines the following advantages and disadvantages with Consolidation.

Consolidation: sharing infrastructure resources with other agencies.

1. Advantages
 - a. Same advantages inherent to migration approach:
 - i. Lessen potential for user impact during transition.
 - ii. Gradual approach to replacing components:
 1. Technical – strategically replace infrastructure and migrate users.
 2. Financial – replace infrastructure according to available funding.
 - b. Increase chance to obtain federal grants due to increased regional efforts.
 - c. Increase chance to leverage regional purchasing power.
 - d. Potential for increased interoperability although same capabilities can be delivered through ISSI link between agencies.
 - e. Initial funding requirements are lower in the short-term, but will cost the City more money in the long-term. The long-term cost impact will be discussed in the "disadvantages" list.
2. Disadvantages
 - a. Same disadvantages inherent to migration approach:
 - i. Old system components still need to be replaced by 2018.
 - ii. No choice on infrastructure vendor as migration will be to new Motorola equipment.
 - b. Less control of system decisions. This may lead to significant financial impact even if the City does not desire to make the change.
 - c. Less control of system functionality.
 - d. Changes can be slow due to layers of bureaucracy.
 - e. Desired changes can be denied due to differing priorities or perspectives.
 - f. Dependent on interagency connectivity for reliable communications.
 - g. Increased cost for interagency connectivity.
 - h. Recurring fees for system access and potentially no control over decisions that may create annual fee increases.

- i. System capacity could become an issue as regional partner subscribers would be in contention with Roseville subscribers for the same amount of resources. In other words, the chance of system busy signals increases.
- j. The new system is expected to be in service for (15) years. The total cost of ownership is higher for a shared system as detailed in Appendix G “*System Alternative Costs.*” The City would pay approximately \$300K extra to be a “primary” user (offered by Sacramento) and \$400K extra to share a core-only connection (offered by Placer and Sacramento). However, this does not take into account potential future requirements by a different agency that the City may not desire but has no choice but to pay for.
- k. The Consolidation method offers a low cost/benefit ratio while significantly increasing technical, operational and financial risk to the City.

Conclusion: No matter which method is selected the City will continue to work with Sacramento and Placer Counties to enhance regional interoperability and reliability. However, after taking into account the advantages and disadvantages of each method as well as the corresponding costs, the Committee unanimously recommends it is in the City’s best interests to provide its own core infrastructure. If the City provides its own infrastructure, then it will make certain the City’s technical and operational goals are efficiently achieved in the most cost effective manner.

In addition, the committee will also assess RFP responses and determine the optimal approach to transition subscribers to the new system. There are a few decision points to account for in regards to subscribers:

1. The first decision is upgrading existing radios versus purchasing new radios or a combination thereof. To help make a well-rounded decision, a subscriber cost breakdown has been performed so each department understands the approximate costs to upgrade or replace existing subscribers. See Appendix F “*Estimated Subscriber Cost Analysis by Department*” for details.
2. A subscriber programming strategy will need to be developed to make the transition as seamless as possible to radio users. A strategy will be developed with each Department based on its specific subscriber upgrade/replace plan.
3. Two other subscriber factors pertain to a consistent user experience and consistent support. Subscriber consistency needs to be a weighted factor when selecting a radio manufacturer(s) and a mobile radio installer(s).
The more consistent the device and the radio installer:
 - i. The more effectively a radio operator is able to use the radio;
 - ii. The more support staff is able to maintain higher service levels.

Finally, the committee will define an operational transition plan to:

1. Define the impact of transition to the new system;
2. Define a strategy for communicating operational (why, when) and functional (new features, new methods) changes;
3. Define a training methodology including workshops, user guides and train-the-trainer sessions.

H. Resource Management

The City will manage various resource components throughout the project lifecycle. First, the City will ensure the 800MHz frequency license is in compliance so spectrum availability is not a concern before, during or after the transition. Also, the City will be cognizant of Federal, State and Local regulations as well as current events to manage any potential threats to its licensed spectrum.

Next, the City will manage personnel resources including City staff and Vendor contracts. City staff from multiple departments will need dedicated time to spend the required hours to meet project objectives.

A detailed project plan will be developed to ensure each task is defined and corresponding responsible parties are held accountable.

The old infrastructure, new infrastructure and subscribers will be managed to maintain accurate inventory, make physical space for new infrastructure and properly dispose of old equipment.

The City will manage the various training material so it is consistent, accurate and available for short-term and long-term reference.

Finally, the City will create an operations and maintenance manual to ensure long-term reliable communications. The infrastructure warranty and support plan will be contained in this manual.

IV. EVALUATION

The City will evaluate the strategic plan at scheduled intervals to make sure the plan is being followed. The committee will plan to evaluate progress of the plan during the 2nd and 4th quarterly meetings each year. Should questions or concerns arise this plan will be referenced for guidance to help make well-informed decisions.

APPENDIX LIST

Appendix A.	800MHz Committee Charter
Appendix B.	SWOT Analysis
Appendix C.	Operational Goals and Technical Objectives
Appendix D.	Technical Objective Action Plan
Appendix E.	Site Assessment
Appendix F.	Estimated Subscriber Cost Analysis by Department
Appendix G.	System Alternative Costs
Appendix H.	Glossary of Terms

Appendix A

800MHz Committee Charter

City of Roseville Vision: Fiscal health, a well-planned community, a strong community identity, complete and well-managed infrastructure, outstanding recreational opportunities, a healthy and safe community, an information-rich environment, highest quality community services, an active and involved citizenry, and environmental quality.		City of Roseville Mission: Create and maintain a vibrant community environment and enhance the quality of life for our residents, businesses, customers and partners. We accomplish this by providing exceptional facilities, programs and services that our citizens desire in a fiscally responsible manner.
Team Vision: Provide, operate and maintain a primary 800MHz voice communication system of high quality and reliability at a competitive price that is scalable for future technologies.		Team Mission: Provide exceptional 800MHz infrastructure and subscribers that our staff desires in a fiscally responsible manner.
Team Sponsors: City of Roseville Department Heads		
Team Members	Roles	Responsibilities
800 Committee	Communicator	a. Distribute information to your department as deemed necessary. b. Solicit input from your department as deemed necessary and provide feedback to PM and committee.
800 Committee	Facilitator	a. Coordinate departmental logistics for system cutover and subscriber programming and/or replacement. b. Incorporate train-the-trainer program to ensure smooth transition for users. c. Monitor potential grant funding.
800 Committee	Analyst	a. Understand current environment and how your department can benefit with a new environment. b. Help develop RF I&P and grade responses to select optimal solution/vendor.
Karl Grover	Project Manager	a. Facilitate system lifecycle development from requirements to design to procurement to implementation. b. Communicate with vendor and 800 Committee to ensure deliverables are met and received on time / on budget. c. Monitor funding sources and other risks while recognizing potential impact on project success and schedule. d. Coordinate subscriber configuration and system cutover w/ vendor and users.
Karl Grover	IT Analyst	a. Write RFI and RFP including Acceptance Test Plans. b. Work with vendor to install/configure new equipment with minimal impact to existing environment. c. Assess optimal subscriber strategy and recommend based on each department's existing equipment. d. Assess optimal cutover strategy and recommend to committee for operational and logistical input. e. Solicit user input and program existing or new subscribers accordingly. f. Develop and provide training material. Train-the-trainer as necessary. g. Acquire knowledge and materials to program/maintain new infrastructure

Team Values and Ground Rules: We value – Respect, Creativity, Efficiency, a. Respect each person’s right to their values, beliefs, and perspectives. b. Listen to each other with a spirit of learning, curiosity, and openness. c. Keep Department/Division primary and secondary contacts informed. - d. - e. - f.	Meeting Schedule and Guidelines: a. Every meeting will have an Agenda. b. Start and end meetings on time. c. Minimal cross-talking and side conversations. d. Set quarterly meetings mid-week and schedule on calendars. - e. - f. - g.
Decision Making: How will we make result-focused decisions while considering input from multiple sources? a. Present idea to the team. b. Committee grades the idea as: 1. Totally agree; 2. Can live with it; 3. Have legitimate concerns with possible consequences that might adversely affect the department or City, or that are in conflict with the purpose and values of the team. c. A quorum is necessary to reach decisions. d. If the group fails to reach consensus, then concerns are listed and tabled for future discussion to maintain overall progress. - e. - f. - g.	Conflict Prevention and Resolution: <i>Resolution</i> a. Readdress tabled concerns after main agenda items are completed. b. List and discuss pros and cons of each side. c. Understand if a consensus is reachable after the focused discussion. d. If there is still no consensus, meet with Team Sponsors to address and resolve the topic. <i>Prevention</i> e. Share my opinion of someone else only if it is constructive. f. Review my own behavior and be sure to own my part of the problem so I can be part of the solution, and then try again. g. Use a third neutral party to help me understand how I can better approach the issue. h. Continue to apply suggestions and work together with the attitude that everyone wants the project to be successful. - i. - j.
Accountability Measurements: a. Quarterly updates are provided by Project Manager to ensure Committee is aware of assignment, schedule, and progress of tasks. b. Review Action Items at each Committee meeting. c. If goals are SMART (Specific, Measurable, Action-oriented, Realistic and Timed), then project will be feasible and assigned personnel can be held accountable. d. Milestone payments to vendor based on tasks completed. e. If a department/division misses 3 meetings in a row, alternate members must be sought out.	Team Communication: a. Email to Committee for status updates, administrative items, and miscellaneous topics. b. Committee meetings when ideas need to be generated and discussed and/or decisions need to be made. Quarterly meeting to be cancelled if unnecessary. c. Focus group meetings when department/division-specific objectives need to be generated and discussed. d. Review period of 2 weeks prior to meeting. e. Use shared folder to archive documentation.

Appendix B

SWOT Analysis

Strengths

- System paid for
- Call clarity
- Support: subscribers and infrastructure
- Reliability: subscribers and infrastructure
- Subscribers are rugged
- Call setup time (increases safety)
- Capacity (busy signals are rare)
- User confidence
- Operational simplicity
- Coverage
- Intra-operability with other City departments
- Remotely disable lost or stolen radios
- Multiple talkgroups
- Priority scanning
- Fire/Police Dispatch ability to record, patch talkgroups/channels, alias display
- Redundancy with multiple controllers and Failsoft

Weaknesses

- Subscriber battery life
- Lack of encryption option
- Subscriber mobiles unable to power off
- Too many subscriber types (training, support)
- Lack of subject matter experts across levels to leverage system/subscriber potential
- Proprietary site and console equipment
- No remote consoles
- No over the air programming (OTAP)
- Subscribers have 16-channel/talkgroup limitation within each Zone
- Site space limitation
- East site limitations: capacity, coverage, and power
- Interoperability
- Mobile installations – overheat issue
- Site-to-site redundancy

Opportunities

- Encryption
- Electric Dispatch feedback (resolved Feb. 2012)
- Training: leverage system and subscriber capabilities
- Standardize subscribers where possible
- Portable docking station in vehicles to minimize number of radios
- Remote cousins
- Regional approach to increase interoperability and increase purchasing power
- Mobiles: smaller footprint for easier installation
- Microcells to extend in-building coverage
- Increased Dispatch functionality
- Cost savings with open standard
- Leverage City-owned fiber
- Radio Frequency Interference: recovering costs
- GPS capabilities including ability to secure and segment views

Threats

- Cost including radio accessories and uniform equipment
- Funding
- Voice and data information available to public
- Record retention
- End of support while being mindful dates may change
- FCC regulations and policies
- Regional Planning Committee decisions including channel allocation language
- Future expansion affecting capacity and coverage

Appendix C

Operational Goals and Technical Objectives

* Note: **Green highlights** indicate the objective exists with the current system. *

Operational Goal	Technical Objective	Component	Required?
<i>Clear Communications</i>	Noise cancelling microphone to combat noisy environments	Subscriber	Optional - All
	Ability to communicate through SCBA device	Subscriber	Required - Fire
	Coverage in every major intersection of entire City (DAQ= 4?)	Infrastructure	Required - All
	Coverage in every building of entire City (DAQ= 3.4?)	Infrastructure	Required - PS
	Ability to use mobile repeaters or microcells with new system (i.e. replace BDAs)	Infrastructure	Required - PS
	System is scalable for future coverage expansion to maintain call clarity (# sites)	Infrastructure	Required - All
	Ability to shield, detect and locate system interference	Infrastructure	Optional - All
	All agencies (including VHF-based) able to communicate on system in all situations	Infrastructure	Required - PS
	Relocate East site to increase signal toward N. Roseville and Kaiser & SRMC	Infrastructure	Required - All
<i>Reliable Communications</i>	Communicate on common talkgroups (i.e. P/F Dispatch <-> Fleet on RTAC3)	Infra/Sub	Required - All
	Fast call setup time	Infrastructure	Required - All
	Ability to implement redundant controllers and other critical infrastructure	Infrastructure	Required - All
	Ability to incorporate site-to-site using mult. media (i.e. T1, City fiber, microwave)	Infrastructure	Required - All
	Infrastructure has planned and slow degradation of service during eqpt failure	Infrastructure	Required - All
	Ability to alarm, log, and email issues on all infrastructure components	Infrastructure	Required - All
	Local support available 24/7 for infrastructure problems	Infrastructure	Required - All
	Radio automatically turns on with external power (i.e. ignition sense)	Subscriber	Required - All
	Qualified and common installer - challenge w/ mult. Manufacturers	Subscriber	Required - All
	External waterproof speaker	Subscriber	Required - All
	Subscribers are rugged (military spec equivalent)	Subscriber	Required - All
	Infrastructure and subs all rated for military spec temperatures	Infra/Sub	Required - All
	Portable charger in vehicle	Subscriber	Required - All
	System is scalable for future expansion to maintain reliability (# channels)	Infrastructure	Required - All
	Ability for City to provide & support system (independence from carriers)	Infrastructure	Required - All
	Independent backup system in place in case of catastrophic failure	Infrastructure	Required - PS
	Migration to new system as seamless as possible to users	Infra/Sub	Required - All
	Ability to disable specific radio IDs (lost, stolen subscribers)	Infrastructure	Required - All
	Full remote digital console capability (Admins, EOC, Mobile Command Post)	Infrastructure	Required - All
	Relocate East site to increase ch's & incorporate UPS to comply with NFPA standards	Infrastructure	Required - All
	Ability to communicate directly (radio to radio)	Subscriber	Required - All
	Determine replacement method that best fits the City's needs	Infra/Sub	Required - All
	Implement system that meets NFPA 1221 requirements	Infrastructure	Required - All
	System is P25 Phase 1 and 2 capable	Infrastructure	Required - All

Operational Goal	Technical Objective	Component	Required?
<i>User safety</i>	Emergency function	Infra/Sub	Required - PS
	Man-down function	Infra/Sub	Required - PW, Jail
	GPS functionality including ability to secure and segment viewability	Infra/Sub	Optional - All
	Encryption	Infra/Sub	Required - Police
	Over the air rekeying (OTAR)	Infra/Sub	Required - Police
	PS Dispatch on-demand encryption	Infrastructure	Req'd- PD, Opt- Fire
	Ability to dim backlight manually	Subscriber	Required - Police
	PS Dispatch radio activity log	Infra/Console	Required - PS
	Console alias display	Infra/Console	Required - All
	Dynamic alias updates	Infra/Console	Required - All
	PS Dispatch channel marker	Infra/Console	Required - PS
	Ability to activate priority scanning	Infra/Sub	Required - All
	Ability to record transmissions	Infra/Sub/Cnsl	Required - All
	Extended battery life (minimum 12-hour shift)	Subscriber	Required - All
	Intrinsically safe	Subscriber	Required - Fire
<i>User friendly</i>	Smaller form factor = more room in vehicle, on belt	Subscriber	Optional - All
	Portable docking station turns portable into mobile w/ mic and speaker	Subscriber	Optional - All
	Bluetooth connection to car's existing speaker system	Subscriber	Optional - All
	Bluetooth connection to portable or mobile radio	Subscriber	Optional - All
	Ability to communicate via private calls, list contacts like an address book	Subscriber	Optional - All
	Subscribers are easy to use - operational simplicity	Subscriber	Required - All
	On/off switch is easy to locate and use	Subscriber	Required - All
	Voice activated to change talkgroups or setup call	Subscriber	Optional - All
	Menu touchscreen to navigate through radio	Subscriber	Optional - All
	Ability to record and playback transmissions from subscriber (up to 1 min)	Subscriber	Optional - All
	Ability to use radio for data purposes including web and video	Infra/Sub	Optional - All
	Subscriber dual control head option	Subscriber	Required - All
	Ability to simultaneously listen to channels from diff. systems on one radio	Subscriber	Optional - Police
	Dedicated training time	Subscriber	Required - All
	Increase font size on display	Subscriber	Optional - All
	Increase zone/mode character limitation	Subscriber	Optional - All
	Ability to select standard subscribers for all disciplines (training, support)	Subscriber	Required - All
	Over the air programming (OTAP)	Subscriber	Optional - All
	Ability to increase 16-mode limit per zone (no limit = personality like Kenwood)	Subscriber	Optional - All
<i>Interoperability</i>	PS Dispatch ability to integrate with Positron phone system	Console	Required - PS
	PS Dispatch ability to transmit alert tones	Infra/Console	Required - PS
	PS Dispatch ability to manually transmit Fire tones	Infra/Console	Required - PS
	PS Dispatch ability to access multiple system types	Console	Required - PS
	PS Dispatch ability to create patches between talkgroups & channels	Console	Required - PS
	Ability to integrate with NewWorld CAD system	Infra/Console	Required - PS
	PS Dispatch ability to integrate with Comtech Fire Station Alerting system	Infra/Console	Required - PS
<i>Funding</i>	Non-proprietary to invite competition and enhance interagency interoperability	Infra/Sub	Required - All
	Determine procurement that best fits City's financial capability	Infrastructure	Required - All
	Decrease cost of subscriber units	Subscriber	Required - All
	Decrease cost of subscriber accessories and uniform equipment	Subscriber	Required - PS
	System total cost of ownership	Infrastructure	Required - All

Appendix D

Technical Objective Action Plan

Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
Clear Communications	System is scalable for future coverage expansion to maintain call clarity (# sites)	RFI contains request for vendor to specify maximum number of sites available on proposed system.	Karl	RFI review process	What is the maximum number of sites of proposed system?	Greater number of possible sites = more funding required.	Vendor, IT-radio, Committee members.
Clear Communications	Noise cancelling microphone to combat noisy environments	RFI seeks subscribers that have the option to use a noise cancelling microphones to help produce clear transmissions in noisy environments.	Karl	RFI review process	Is transmission loud and clear on a busy street?		Vendor, IT-radio. Funding to purchase mics as desired.
Clear Communications	Ability to communicate through SCBA device	RFI seeks subscribers that have the ability to clearly transmit through a SCBA device.	Karl	RFI review process	Is transmission loud and clear when produced in a SCBA device?		Vendor, IT-radio, Fire committee members. Funding to purchase mics as desired.
Clear Communications	Coverage in every major intersection of entire City from portable radio (DAQ= 3.4)	RFI seeks proposed system that provides a DAQ of at least 3.4 at every major intersection within City boundaries.	Karl	RFI review process	Test Tx/Rx at selected intersection and record DAQ and RSSI levels	Assume that current system levels are measured for baseline. Assume that current # of sites produces similar coverage.	IT-radio to record DAQ and RSSI before & after system implementation. Funding sufficient to allow for multiple sites.
Clear Communications	Coverage in major buildings throughout City from portable radio (DAQ= 3)	RFI seeks proposed system that provides a DAQ of at least 3 in every major building within City boundaries.	Karl	RFI review process	Test Tx/Rx at selected buildings and record DAQ and RSSI levels	Assume that current system levels are measured for baseline. Assume that current # of sites produces similar coverage.	IT-radio to record DAQ and RSSI before & after system implementation. Funding sufficient to allow for multiple sites.
Clear Communications	Ability to use mobile repeaters or microcells with new system (i.e. replace BDAs)	RFI seeks system that is capable of using mobile repeaters and/or microcells to enhance indoor coverage.	Chris	RFI review process	Can mobile repeater and/or microcell replace BDA without affecting communications?	Depend on building owners to cooperate with removal of BDAs. Risks are poor installation or misuse leading to system interference.	Fire staff to approve replacement devices, decommission old BDAs, and modify Fire ordinance. IT-radio to help deploy new devices.
Clear Communications	Ability to shield, detect and locate system interference	RFI seeks option for new system to help combat interference.	Karl	RFI review process	Is proposed system capable of reducing or mitigating interference?		Vendor, IT-radio
Clear Communications	All agencies (including VHF-based) able to communicate on system in all situations	RFI seeks system that is capable of communicating with different subscriber types, models and spectrum bands.	Karl	RFI review process	Is proposed system capable of communicating with PCSO, Rocklin, Lincoln, and Sacramento-based units?	Depend on other agencies to upgrade their subscribers to work on new system.	Roseville, Rocklin, Lincoln, Placer, SRRCS staff.
Clear Communications	Relocate East site to increase signal toward North Roseville, Kaiser & SRMC	Locate and acquire new site. Prepare new site with tower, shelter and power.	Karl	Complete prior to new system implementation.	Is new site capable of providing optimal coverage, capacity, and emergency power?	Difficult to acquire land in optimal area.	Funding to acquire land, build new site, and provide for new site-to-site connectivity method.
Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
Reliable Communications	Communicate on common talkgroups (i.e. P/F Dispatch <-> Fleet on RTAC3)	RFI seeks system that is capable of providing common talkgroups accessible from multiple departments.	Karl	RFI review process	Test communications on "common" talkgroups from multiple departments' radios.		IT-radio
Reliable Communications	Fast call setup time	RFI seeks system that is capable of providing a call setup time of less than 500ms between PTT button depress and ability to begin speaking.	Karl	RFI review process	Time between PTT depress and ability to speak is less than 500ms.	Assume there are no channel busies during testing.	IT-radio
Reliable Communications	Ability to implement redundant controllers and other critical infrastructure	RFI seeks list of equipment/functions that are capable of providing seamless redundancy.	Karl	RFI review process	Compare RFI responses of seamless redundancy.	Assume these lists reflect equipment that provides true seamless redundancy.	Funding to provide redundant equipment.

Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
Reliable Communications	Ability to incorporate site-to-site using multiple transport methods (i.e. T1, City fiber, microwave)	RFI seeks list of transport methods that proposed system is able to incorporate for site-to-site connectivity.	Karl	RFI review process	Compare RFI responses of usable transport methods.	Assume current methods are usable in next system. New system site-to-site testing is dependent on disconnecting site from old system.	Potential funding to run (2) parallel methods for parallel testing until cutover to new system.
Reliable Communications	Infrastructure has planned and slow degradation of service during equipment failure	RFI seeks proposed system's service levels during various equipment failures.	Karl	RFI review process	Compare RFI responses of service levels during equipment failures.		Vendor, IT-radio, Committee members.
Reliable Communications	Ability to alarm, log, and email issues on all infrastructure components	RFI seeks system that is capable of providing SNMP traps for diagnostic messages and alarms while creating a running log.	Karl	RFI review process	Is proposed system capable of sending messages and alarms?		Vendor, IT-radio and IT-network to design, implement and test solution.
Reliable Communications	Local support available 24/7 for infrastructure problems	RFI seeks system that is supported by local support 24/7 for infrastructure problems.	Karl	RFI review process	Will tech be on-site in less than (4) hours during a critical problem 24/7?	Risk is the City eliminates vendors due to no local support. Assumes (4) hour response time is acceptable.	
Reliable Communications	Radio automatically turns on with external power (i.e. ignition sense)	RFI seeks subscribers that have ignition sense capabilities.	Karl	RFI review process	Does radio turn on/off with ignition when wired and programmed properly?	Dependent on ignition sense wire properly installed and template properly set up.	Vendor, IT-radio, and Fleet staff to implement and test solution.
Reliable Communications	Qualified and common mobile radio installer - challenge with multiple manufacturers	RFI seeks list of approved local service shops to install and repair vendors' type of mobile radio.	Karl	RFI review process	Is IT and Fleet staff comfortable with list of vendors? Is committee comfortable with different repair procedures given different radio manufacturer?	Assume listed service shop follows common installation standards & techniques. Dependent on service shop(s) to respond efficiently & accurately to requests. Assumes Committee is OK with contacting different shops for different radio types.	Vendor(s), service shop(s), IT-radio and Fleet staff to meet and agree to common installation standards and techniques. IT staff to develop radio repair procedure detailing which Service Shop to contact for given radio type.
Reliable Communications	External waterproof speaker	RFI seeks subscribers that have the ability to connect to a waterproof speaker.	Karl	RFI review process	Does speaker still function normally when submersed in water?		Additional funding required for upgraded speaker.
Reliable Communications	Subscribers are rugged and rated for extreme temperatures (military spec equivalent)	RFI seeks subscribers that meet military standards of 810C, 810D, 810E and 810F.	Karl	RFI review process	Does radio meet MIL-STD 810C, D, E and F?		
Reliable Communications	Portable charger in vehicle	RFI seeks portable subscribers that are capable of connecting to a charger installed in the vehicle.	Karl	RFI review process	Are selected portable radio type(s) able to charge inside vehicle?	Assumes plugging into CLA is acceptable.	Vendor(s), service shop(s), IT-radio and Fleet staff to meet and agree to common installation standards for
Reliable Communications	System is scalable for future expansion to maintain reliability (# channels)	RFI seeks system that is capable of incorporating (10) channels now and (5) additional channels in the future.	Karl	RFI review process	Is proposed system capable of using up to 15 channels?	Assumes 15 channels is more than adequate for the next 20 years. Assumes FCC would grant authority for more than 10 channels.	Vendor, IT-radio, Committee members.
Reliable Communications	Ability for City to provide & support system (independence from carriers)	RFI seeks system that is capable of being supported through a combination of manufacturer, local service shop, and City support.	Karl	RFI review process	Does proposal contain a general support plan?	Assumes details would be finalized in a formal contract.	
Reliable Communications	Independent backup system in place in case of catastrophic failure	RFI seeks proposal for an independent backup system to provide basic functionality in case of catastrophic primary system failure.	Karl	RFI review process	Does proposal contain an option for a backup system or some method to mitigate prime site failure?	Assumes prime site failure takes down entire system.	Funding to provide for a secondary system.
Reliable Communications	Migration to new system as seamless as possible to users	RFI seeks proposal that will allow for a seamless migration to new system.	Karl	RFI review process	How noticeable will cutover be to radio users? What is proposed plan for such a cutover?	Assume the cutover will go as planned with subscribers, consoles and system prepared accordingly.	Vendor, IT-radio, IT-network, Committee members to coordinate communication and training for end users to help with transition.

Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
Reliable Communications	Ability to disable specific radio IDs (lost, stolen subscribers)	RFI seeks system that is capable of disabling specific radio IDs in cases of lost, stolen or rogue radios.	Karl	RFI review process	Is proposed system capable of preventing a specific radio from system access?	Assumes each radio will have a specific ID to allow it to be singled out and deactivated.	Vendor, IT-radio
Reliable Communications	Full remote digital console capability (Admins, EOC, Mobile Command Post)	RFI seeks system that is capable of allowing full remote consoles from anywhere in the City.	Karl	RFI review process	Is proposed system capable of full remote consoles?	Assumes subscribers are available for full remote functionality.	Vendor, IT-radio
Reliable Communications	Relocate East site to increase channels and incorporate UPS to comply with NFPA standards	Locate and acquire new site. Prepare new site with tower and shelter.	Karl	Complete prior to new system implementation.	Is new site capable of housing and running new system's "East" site?	Difficult to acquire land in optimal area.	Funding to acquire land, build new site, and provide for new site-to-site connectivity method.
Reliable Communications	Ability to interface with Whalen siren system (UPRR)	RFI seeks subscribers that can interface to the Whalen siren system.	Chris	RFI review process	Are proposed subscribers able to interface to Whalen?	Assumes Whalen has a standard interface that most radio manufacturers can connect to.	Fire staff to help define scope and determine if need is fulfilled.
Reliable Communications	Ability to communicate directly (radio to radio)	RFI seeks subscribers that have the ability to communicate in direct mode.	Karl	RFI review process	Are proposed subscribers able to communicate in Direct mode?	This is not dependent on the system. This is a subscriber-specific feature.	Vendor, IT-radio
Reliable Communications	Determine replacement method that best fits the City's operational, technical and financial needs	Discuss three replacement options and decide on optimal "cutover" strategy. Discuss migration budget further with Motorola as they have showed interest in decreasing the migration-specific equipment costs.	Karl	After RFI process	Weigh advantages and disadvantages of each option to determine best approach for City.	Assume that rough numbers can be associated with system to help understand financial requirements for various options.	IT-radio, Committee members
Reliable Communications	Implement system that meets NFPA 1221 requirements	Ensure that infrastructure installation, performance and operation meet NFPA 1221 requirements.	Karl	RFI review process	Does new system meet NFPA 1221 requirements?	NFPA 1221 covers installation, performance, and operation of public emergency services system and facilities.	IT-radio, Fire Committee members
Reliable Communications	P25 system Phase 1 and 2 compatibility	RFI seeks system that is capable of Phase 1 and Phase 2 functionality.	Karl	RFI review process	Is proposed system capable of Phase 1 and Phase 2?	Majority of City's existing subscribers are not capable of upgrading to Phase 2 capability.	IT-radio, Committee members
Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
User Safety	Emergency function	RFI seeks system, subscribers & Dispatch consoles that are capable of transmitting, receiving and displaying an Emergency signal initiated by a subscriber.	Karl	RFI review process	Does proposed system, subscribers & consoles have the ability to Tx/Rx/display Emergency signals?	Assumes system is capable of showing radio ID's alias.	Vendor, IT-radio
User Safety	Man-down function	RFI seeks system, subscribers & Dispatch consoles that are capable of transmitting, receiving and displaying a man-down signal.	Karl	RFI review process	Does proposed system, subscribers & consoles have the ability to Tx/Rx/display man-down signals?	Assumes system is capable of showing radio ID's alias.	Vendor, IT-radio
User Safety	GPS functionality including ability to secure and segment viewability	RFI seeks system, subscribers & remote consoles to transmit, receive and display GPS data to show radio location. Remote consoles would have the option to securely view GPS data segmented by department or division.	Karl	RFI review process	Does proposed system, subscribers & consoles have the ability to Tx/Rx/display GPS data? Do consoles have the ability to segment GPS data by department in a secure manner?	Assumes system is capable of showing radio ID's alias. Risk is GPS can cause system busies especially if GPS coords are sent on a regular interval.	Vendor, IT-radio, IT-network, Committee members interested in GPS capabilities

Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
User Safety	Encryption	RFI seeks system, consoles & Police subscribers that are capable of transmitting and receiving encrypted communications.	Karl	RFI review process	Does proposed system, PD subscribers & consoles have the ability to communicate with encryption? If so, what are the encryption options?	Assumes Police is only department with need for encrypted traffic. Associated costs will depend on encryption level chosen.	Vendor, IT-radio, Police Committee members. Additional infrastructure and subscriber funds required for encryption.
User Safety	Over the air rekeying (OTAR)	RFI seeks proposed system and Police subscribers that are capable of OTAR to enhance secure communications.	Karl	RFI review process	Does proposed system, PD subscribers & consoles have the ability to change encryption keys over the air?	Dependency for system to have encryption. Risk is radios may be unable to communicate on encrypted talkgroup until new key is properly loaded.	Vendor, IT-radio, Police Committee members. Additional funds required for OTAR.
User Safety	PS Dispatch on-demand encryption	RFI Dispatch consoles that have the option to toggle encryption on and off.	Karl	RFI review process	Does proposed system have the option to turn encryption on/off on the same talkgroup without impacting communications?	Dependency for system to have encryption. Risk is radios may be unable to communicate on encrypted talkgroup if the switch is not recognized.	Vendor, IT-radio, Police Committee members. Additional funds may be required if this is an option.
User Safety	Ability to dim backlight manually	RFI seeks Police subscribers that have the capability to manually dim the backlight.	Karl	RFI review process	Do proposed Police subscribers have the ability to dim the backlight?	Assumes the radio is properly programmed.	Vendor, IT-radio, Police committee members.
User Safety	PS Dispatch radio activity log	RFI seeks Dispatch consoles that have the ability to display recent transmissions based on time, talkgroup, and alias.	Karl	RFI review process	Do proposed Dispatch consoles have the ability to display recent radio activity?		Vendor, IT-radio, Police committee members.
User Safety	Console alias display	RFI seeks system, subscribers & Dispatch consoles that are capable of transmitting, receiving and displaying the transmitting radio's alias.	Karl	RFI review process	Does proposed system, subscribers & consoles have the ability to Tx/Rx/display the radio's alias?	Dependent on radio ID - alias relationship being defined.	Vendor, IT-radio
User Safety	Dynamic alias updates	RFI seeks alias application that is able to update aliases without restarting each Dispatch console.	Karl	RFI review process	Does proposed console system dynamically update aliases?	Depends on the proposed system having an alias application.	Vendor, IT-radio
User Safety	PS Dispatch channel marker	RFI seeks Dispatch consoles that are capable of transmitting a tone every ten seconds on a manually selected talkgroup.	Karl	RFI review process	Does proposed console have the ability to transmit a tone every 10 seconds with a start/stop defined by the Dispatcher?	Current channel marker is aftermarket product supplied and supported by Comtech. New consoles may have to work with Comtech to continue this ability.	Vendor, potentially Comtech, IT-radio, Police Committee members.
User Safety	Ability to activate priority scanning	RFI seeks system and subscribers that are capable of activating priority scanning.	Karl	RFI review process	Does proposed system and subscribers have the ability to activate priority scanning?	Dependent on the system and subscribers to be properly programmed.	Vendor, IT-radio
User Safety	Ability to record transmissions	RFI seeks system that has the ability to interface to a 3rd party system to record transmissions by talkgroup.	Karl	RFI review process	Does proposed system have the ability to interface to a recording system?	Dependent on a 3rd party to collaborate, organize and record transmissions based on talkgroup.	Vendor, recording system vendor, IT-radio
User Safety	Extended battery life (minimum 12-hour shift)	RFI seeks subscribers that have the ability to stay powered on for 12 hours given an average duty cycle.	Karl	RFI review process	Do proposed subscribers have the option of purchasing a battery that will last for 12 hours?		Vendor, IT-radio May require additional funds to purchase an upgraded battery.
User Safety	Intrinsically safe	RFI seeks subscribers that have the ability to be intrinsically safe.	Karl	RFI review process	Do proposed subscribers have the option of purchasing an intrinsically safe radio & battery?		Vendor, IT-radio, Fire Committee members. Will require additional funds to purchase an intrinsically safe radio and battery.

Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
User Friendly	Smaller form factor = more room in vehicle, on belt	RFI seeks subscribers that have a small form factor.	Karl	RFI review process	Are proposed subscribers smaller than user's current sizes?	Assuming that smaller radios have no negative impact on durability and battery life.	Vendor, IT-radio, Committee members
User Friendly	Portable docking station turns portable into mobile w/ mic and speaker	RFI seeks subscribers that have the ability to be used like a mobile radio inside a vehicle with a microphone and external speaker	Karl	RFI review process	Are proposed subscribers capable of using a microphone and external speaker inside a vehicle?		Vendor, IT-radio
User Friendly	Bluetooth connection to car's existing speaker system	RFI seeks subscribers that can connect to and receive/transmit through a car's existing Bluetooth system.	Karl	RFI review process	Can proposed subscribers connect to a car's existing BT system to transmit and receive?	Dependent on a car to have a Bluetooth system.	Vendor, IT-radio, Committee members
User Friendly	Bluetooth connection to portable or mobile radio	RFI seeks subscribers that can connect to a Bluetooth earpiece.	Karl	RFI review process	Can proposed subscribers connect to a BT earpiece?	Dependent on user to have a Bluetooth earpiece. Risk is Tx/Rx path is dependent on BT technology and reliability.	Vendor, IT-radio, Committee members
User Friendly	Ability to communicate via private calls, list contacts like an address book	RFI seeks system and subscribers that allow for one-to-one communications where individuals are identified in an address book.	Karl	RFI review process	Does proposed system and subscribers allow for private one-to-one communications where users can be accessed from an address book?		May require additional funds for both system and subscribers to provide this capability.
User Friendly	Subscribers are easy to use - operational simplicity	RFI seeks subscribers that are intuitive and easy to learn.	Karl	RFI review process	Will there be a long learning curve with proposed subscribers?	Assumes some level of training is provided but the radio functions are somewhat intuitive.	Committee members
User Friendly	On/off switch is easy to locate and use	RFI seeks subscribers that have an on/off switch that is easy to locate and use.	Karl	RFI review process	Will there be a long learning curve with proposed subscribers?		Committee members
User Friendly	Voice activated to change talkgroups or setup call	RFI seeks subscribers that are voice activated to change channels and setup a call.	Karl	RFI review process	Do proposed subscribers have the ability to change channels and setup calls without pressing buttons?	Risk is user confusion and/or delayed response.	Vendor, IT-radio, Committee members
User Friendly	Menu touchscreen to navigate through radio	RFI seeks subscribers that can be manipulated via a touch screen.	Karl	RFI review process	Do proposed subscribers have the ability to be manipulated via a touch screen?		Vendor, IT-radio, Committee members
User Friendly	Ability to record and playback transmissions from subscriber (up to 1 min)	RFI seeks subscribers that have the ability to individually record and playback previous transmissions in the previous minute?	Karl	RFI review process	Do proposed subscribers have the ability to record and playback previous transmissions?	Risk is user confusion and/or delayed response.	Vendor, IT-radio
User Friendly	Subscriber dual control head option	RFI seeks mobile (vehicle) subscribers that have the ability to use two control heads for channel change and Tx/Rx purposes.	Karl	RFI review process	Do proposed mobile subscribers have the ability to incorporate two control heads?	Dependent on proper programming to use more than one control head.	Vendor, IT-radio
User Friendly	Ability to simultaneously listen to channels from different systems on one radio	RFI seeks subscribers that have the ability to simultaneously receive traffic from different systems similar to a Dispatch console.	Karl	RFI review process	Do proposed subscribers have the ability to simultaneously receive traffic from different systems?	Assumes this is physically possible for a radio to perform this action.	Vendor, IT-radio
User Friendly	Dedicated training time	Develop a training plan to identify target audience, method(s) of instruction, and create useful & accurate documentation.	Karl	Deploy training plan prior to new subscriber type release AND prior to system cutover.	Did users receive appropriate training before changes were made?	Dependence on vendor(s) to provide accurate data. Dependence on Committee to relay best method of instruction.	Vendor, IT-radio, Committee members, radio users

Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
User Friendly	Increase font size on display	RFI seeks subscribers that have the ability to modify font size either through user manipulation or programming.	Karl	RFI review process	Do proposed subscribers have the ability to modify font size?	Risk is radio's form factor is bigger to allow for bigger screen/font.	Vendor, IT-radio, Committee members
User Friendly	Increase zone/mode character limitation	RFI seeks subscribers that have the ability to display up to 6 characters in Zone and 12 characters in Mode.	Karl	RFI review process	Do proposed subscribers have the ability to display (6) Zone and (12) Mode characters?	Risk is radio's form factor is bigger to allow for bigger screen/font.	Vendor, IT-radio, Committee members
User Friendly	Ability to select standard subscribers for all disciplines (training, support)	Assess the RFP results and determine if advantages of consistent training and support are outweighed by other factors prior to purchasing different manufacturer's radios.	Karl	Review RFP response to subscribers before selecting subscriber type(s).	Use weighted scale to help measure what is most important (i.e. 30% for standardization, 40% capabilities, 30% cost).	Risks of selecting different radio manufacturers across the City include a decrease in service levels and increase in training & complexity.	IT-radio, Committee members
User Friendly	Over the air programming (OTAP)	RFI seeks system and subscribers that allow for OTAP.	Karl	RFI review process	Does proposed system and subscribers allow for OTAP?	Assume different types of subscribers can receive OTAP from one manufacturer's system.	Vendor, IT-radio. Additional infrastructure and subscriber funds may be required for OTAP.
User Friendly	Ability to increase 16-mode limit per zone (no limit = personality like Kenwood)	RFI seeks subscribers that are not limited to 16 modes per Zone.	Karl	RFI review process	Are proposed subscribers limited to 16 modes per Zone?		Vendor, IT-radio
Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
Interoperability	PS Dispatch ability to integrate with Positron phone system	RFI seeks system that has the ability to integrate with Positron phone system (identify Positron box currently used). Dispatchers need to seamlessly switch between radio and phone communications.	Karl	RFI review process	Are proposed consoles capable of integrating with Positron phone system?	Dependent on Positron's equipment and Support to ensure integration is possible and cutover is feasible.	Vendor, Positron, IT-radio, Police Committee members
Interoperability	Ability to integrate with NewWorld CAD system	RFI seeks consoles that have the ability to integrate with NewWorld CAD system (identify NewWorld CAD system/options currently used).	Karl	RFI review process	Are proposed consoles capable of integrating with the NewWorld CAD system?	Dependent on NewWorld's software and Support to ensure integration is possible.	Vendor, NewWorld, IT-radio, Police Committee members
Interoperability	PS Dispatch ability to transmit alert tones	RFI seeks consoles that have the ability to manually transmit at least 3 types of alert tones.	Karl	RFI review process	Are proposed consoles capable of transmitting at least 3 types of alert tones?		Vendor, IT-radio, Police Committee members
Interoperability	PS Dispatch ability to manually transmit Fire tones	RFI seeks consoles that have the ability to manually transmit pre-defined QuickCall II tones for Fire dispatching.	Karl	RFI review process	Are proposed consoles capable of transmitting QuickCall II tones?	Assumes console system has the ability to create a relationship between each Fire Station and QCII code.	Vendor, IT-radio, Police and Fire Committee members
Interoperability	PS Dispatch ability to access multiple system types	RFI seeks consoles that have the ability to use digital and conventional radio systems, interagency communication links, and transfer E911 trunk lines between affiliated agencies.	Karl	RFI review process	Do proposed consoles have the ability to use digital & conventional radio systems, interagency communication links, and transfer E911 trunk lines?		Vendor, IT-radio, Police Committee members
Interoperability	PS Dispatch ability to create patches between talkgroups & channels	RFI seeks consoles that have the ability to create at least 3 simultaneous patches between digital talkgroups and conventional channels.	Karl	RFI review process	Do proposed consoles have the ability to simultaneously patch up to 3 talkgroups and channels?	Assumes that consoles have the ability to access various radio resources in order to create a patch.	Vendor, IT-radio
Interoperability	PS Dispatch ability to integrate with Comtech Fire Station Alerting system.	RFI seeks consoles that have the ability to integrate with Comtech Fire Station Alerting system.	Karl	RFI review process	Are proposed consoles capable of integrating with Comtech FSA systems?		Vendor, Comtech, IT-radio, IT-network, Police and Fire committee members

Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
Funding	Non-proprietary to invite competition and enhance interagency interoperability	Move to a P25 standards-based system that is no longer proprietary.	Karl	RFP process	Is new system based on nationwide standards?		Vendors, IT-radio, Committee members
Funding	Determine procurement that best fits City's financial capability	Create and release RFP. State in RFP that system components and options be itemized with correlating price.	Karl	RFP process	Is RFP response within City's budget?	Risk is the optimal vendor is over the City's budget. A weighted scale will be formed and used to find balance.	Vendors, IT-radio, Committee members
Funding	Decrease cost of subscribers	Move to a P25 standards-based system that is no longer proprietary.	Karl	RFP process	Is new system based on nationwide standards that allow multiple vendors access?	Assumes that P25 system will promote subscriber competition.	Vendors, IT-radio, Committee members
Funding	Decrease cost of subscriber accessories and uniform equipment	Move to a P25 standards-based system that is no longer proprietary.	Karl	RFP process	Is new system based on nationwide standards that allow multiple vendors access?	Assumes that P25 system will promote subscriber competition.	Vendors, IT-radio, Committee members
Funding	Total cost of system ownership	Understand cost of initial system, upgrade system to Phase 2, system maintenance, and annual maintenance agreements.	Karl	RFP process	How much will it cost to update and maintain the system as necessary for 20 years?	Phase 2 need is dependent on need for additional capacity without additional FCC-licensed frequencies.	Vendors, IT-radio, Committee members

Appendix E
Site Assessment

Site	Shelter Space Capacity	Tower Space Capacity	Primary Power Capacity	Emergency Power Capacity	Site-to-site Connectivity Method	Transmit Combiner Capacity	Receive Multicoupler Capacity
Prime 1051 Junction Blvd	(4.5) racks open Some room to get creative with selected vendor pending space requirements	Plenty of space but recommend a tower loading analysis after design review with vendor	(17) available non-UPS receptacles (10) available UPS receptacles UPS: (2) Liebert NPower power systems	UPS system current load is 14% Current UPS runtime is 115 minutes Connected to PD's 287.5kVA generator fed by 300-gallon diesel fuel tank	Surewest T1 lines to East 4.9GHz microwave to West	#1: (0) ports available #2: (3) ports available #3: (3) ports available	#1: (5) ports available #2: (6) ports available
East 2999 Douglas Blvd	No space available as there are repeaters installed on walls as is	No space available as the building owner's allotment is at maximum capacity	(2) available non-UPS receptacles (4) available UPS receptacles UPS: (2) PowerWare 9125s with (4) batteries each	UPS system current load is 24% Current UPS runtime is 15 minutes No other backup power available due to space limitations	Surewest T1 lines to Prime	#1: (1) port available	#1: (7) ports available
West 5100 Philipp Road	(9) racks open	Plenty of space but recommend a tower loading analysis after design review with vendor	(8) available non-UPS receptacles (51) available UPS receptacles UPS: (2) Liebert Nfinity power systems	UPS system current load is 4% in each UPS Current UPS runtime is 210 minutes Connected to 70kVA generator fed by 1000-gallon propane fuel tank	4.9GHz microwave to Prime	#1: (1) port available #2: (1) port available	#1: (10) ports available #2: (11) ports available

Appendix F
Estimated Subscriber Cost Analysis by Department

Legend	No upgrade required.	Upgrade required.	Need to be replaced @ \$2.5K per & mobile install of \$500 non-PS / \$1000 PS.	Encryption options. System costs not included.
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Department	Description	Type	Qty	Total
<i>Fire</i>	Fire XTL2500	Mobile	16	\$13,040
	Fire XTS5000	Portable	74	\$60,310
	Fire XTS5000 "d"	Portable	25	\$0
	Fire XTL5000 Consolelette	Fixed	10	\$12,150
	Fire Spectra Consolelette	Fixed	1	\$3,500
	Fire APX 7000	Mobile	5	\$0
	Fire MCS2000	Mobile	27	\$94,500
	Fire MTS2000	Portable	8	\$20,000
	Fire EFJ 5100	Portable	20	\$9,500
	Fire EFJ 5100ES	Portable	2	\$950
	Fire EFJ 5300	Mobile	4	\$0
	Fire EFJ 5300 EOC	Fixed	8	\$3,800
	AMR XTS2500	Portable	19	\$15,485
	CalFire MTS2000	Portable	8	\$20,000
	Rocklin Fire MTS2000	Portable	2	\$5,000
	Rocklin Fire XTS5000	Portable	3	\$2,100
	Rocklin Fire XTS5000 "d"	Portable	6	\$0
	Rocklin Fire XTL2500	Mobile	11	\$8,965
	So. Placer Fire XTS5000	Portable	12	\$3,600
	So. Placer Fire XTS5000 "d"	Portable	9	\$0
	So. Placer Fire XTL2500	Mobile	9	\$7,335
	Fire	Total	279	\$280,235
<i>Central Services</i>	XTS2500	Portable	27	\$13,905
	XTL2500	Mobile	4	\$3,260
	XTL5000 Consolelette	Fixed	1	\$1,215
	MCS2000	Mobile	1	\$3,000
	Central Services	Total	33	\$18,380
<i>Electric</i>	XTS2500 "a"	Portable	60	\$30,900
	XTL 2500	Mobile	5	\$4,075
	XTL5000 Consolelette	Fixed	2	\$2,430
	Electric	Total	67	\$37,405
<i>Building</i>	XTS2500	Portable	2	\$1,030
	Building	Total	2	\$1,030

Legend	No upgrade required.	Upgrade required.	Need to be replaced @ \$2.5K per & mobile install of \$500 non-PS / \$1000 PS.	Encryption options. System costs not included.
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Department	Description	Type	Qty	Total	AES-single	AES-multi	OTAR
<i>Police</i>	PD APX7000	Portable	134	\$0	\$97,150	\$141,370	\$99,160
	PD APX7500	Mobile	4	\$0	\$2,900	\$4,220	\$2,960
	PD APX6500 (800MHz only)	Mobile	54	\$0	\$39,150	\$56,970	\$39,960
	PD Spectra	Mobile	0	\$0	\$0	\$0	\$0
	PD MTS2000 *	Portable	0	\$0	\$0	\$0	\$0
	PD MCS2000	Mobile	0	\$0	\$0	\$0	\$0
	PD XTL2500	Mobile	10	\$8,150	\$7,250	\$10,550	\$7,400
	PD XTL5000	Mobile	84	\$102,060	\$60,900	\$88,620	\$62,160
	PD XTS2500	Portable	30	\$15,450	\$21,750	\$31,650	\$22,200
	PD XTS5000	Portable	44	\$53,460	\$31,900	\$46,420	\$32,560
	PD XTS5000 "c"	Portable	1	\$0	\$725	\$1,055	\$740
	Dispatch XTS2500	Portable	9	\$7,335	\$6,525	\$9,495	\$6,660
	Dispatch XTL5000 Console	Fixed	1	\$300	\$725	\$1,055	\$740
	Auburn Parole XTS2500	Portable	6	\$1,800	\$4,350	\$6,330	\$4,440
	Auburn PD CP XTL5000	Mobile	1	\$1,215	\$725	\$1,055	\$740
	Lincoln PD Console	Fixed	1	\$700	\$725	\$1,055	\$740
	Lincoln PD CP XTL 2500	Mobile	1	\$815	\$725	\$1,055	\$740
	PCSO XTL5000	Mobile	4	\$1,200	\$2,900	\$4,220	\$2,960
	PCSO Console	Fixed	2	\$2,430	\$1,450	\$2,110	\$1,480
	PCSO XTS2500	Portable	8	\$4,120	\$5,800	\$8,440	\$5,920
	PCSO Falcon 30 TDFM7000	Mobile	4	\$0	\$2,900	\$4,220	\$2,960
	PCSO APX7500	Mobile	25	\$0	\$18,125	\$26,375	\$18,500
	PCSO APX7000	Portable	43	\$0	\$31,175	\$45,365	\$31,820
	Rocklin PD APX7000	Portable	29	\$0	\$21,025	\$30,595	\$21,460
	Rocklin PD APX7500	Mobile	2	\$0	\$1,450	\$2,110	\$1,480
	Rocklin PD XTS2500	Portable	10	\$8,150	\$7,250	\$10,550	\$7,400
	Rocklin PD XTL2500	Mobile	2	\$1,630	\$1,450	\$2,110	\$1,480
	Union Pacific RR MTS2000	Portable	5	\$12,500	\$3,625	\$5,275	\$3,700
Police Total			514	\$221,315	\$372,650	\$542,270	\$380,360
<i>Parks</i>	XTS2500 "a"	Portable	20	\$10,300			
	XTS2500	Portable	13	\$10,595			
	XTL1500	Mobile	8	\$6,520			
	XTL2500	Mobile	36	\$29,340			
	XTL5000 Console	Fixed	1	\$1,215			
Parks Total			78	\$57,970			
<i>Water</i>	XTS2500	Portable	11	\$5,665			
	XTL1500	Mobile	3	\$2,445			
	XTL2500	Mobile	24	\$19,560			
	XTL5000 Console	Fixed	1	\$1,215			
Water Total			39	\$28,885			

Legend	No upgrade required.	Upgrade required.	Need to be replaced @ \$2.5K per & mobile install of \$500 non-PS / \$1000 PS.	Encryption options. System costs not included.
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Department	Description	Type	Qty	Total
Wastewater	XTS2500	Portable	10	\$5,150
	XTL1500	Mobile	2	\$1,630
	XTL2500	Mobile	7	\$5,705
	XTL5000 Consolette	Fixed	1	\$1,215
	MTS2000	Portable	3	\$7,500
	Wastewater Total		23	\$13,700
Solid Waste	XTS2500 "a"	Portable	9	\$4,635
	XTS2500	Portable	1	\$815
	XTL1500	Mobile	9	\$7,335
	XTL2500	Mobile	43	\$35,045
	XTL5000 Consolette	Fixed	1	\$1,215
	Solid Waste Total		63	\$49,045
Engineering	XTS2500 "a"	Portable	7	\$3,605
	XTS2500	Portable	2	\$1,630
	XTL1500	Mobile	1	\$815
	XTL2500	Mobile	1	\$815
	XTL5000 Consolette	Fixed	1	\$1,215
	Engineering Total		12	\$8,080
Development Services	XTS2500 "a"	Portable	5	\$2,575
	XTS2500	Portable	2	\$1,630
	XTL1500	Mobile	3	\$2,445
	XTL2500	Mobile	3	\$2,445
	Development Services Total		13	\$9,095
Streets	XTS2500 "a"	Portable	16	\$8,240
	XTS2500	Portable	2	\$1,630
	XTL1500	Mobile	4	\$3,260
	XTL2500	Mobile	32	\$26,080
	XTL5000 Consolette	Fixed	1	\$1,215
	Streets Total		55	\$40,425
Transit	XTS2500	Portable	7	\$3,605
	XTL1500	Mobile	15	\$12,225
	XTL2500	Mobile	43	\$35,045
	XTL5000 Consolette	Fixed	1	\$1,215
	Transit Total		66	\$52,090

Legend	No upgrade required.	Upgrade required.	Need to be replaced @ \$2.5K per & mobile install of \$500 non-PS / \$1000 PS.	Encryption options. System costs not included.
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<i>IT</i>	XTS5000	Portable	3	\$3,645
	APX 7000	Portable	1	\$0
	MT1500	Portable	3	\$2,445
	XTS2500	Portable	15	\$7,725
	XTL1500	Mobile	4	\$3,260
	XTL2500	Mobile	3	\$2,445
	XTL5000 Consolette	Fixed	2	\$2,430
	IT Total		31	\$21,950
	City Total		1275	\$839,605

Appendix G

System Alternative Costs

In order to make a well-rounded decision when looking at the Migration, Forklift and Consolidation alternatives, the Committee needed to understand the estimated total cost of ownership for each. The first step is defining how long the new system is expected to be in service. The average radio system lifespan is 15 years so the following alternatives were researched and calculated based on a 15-year lifecycle:

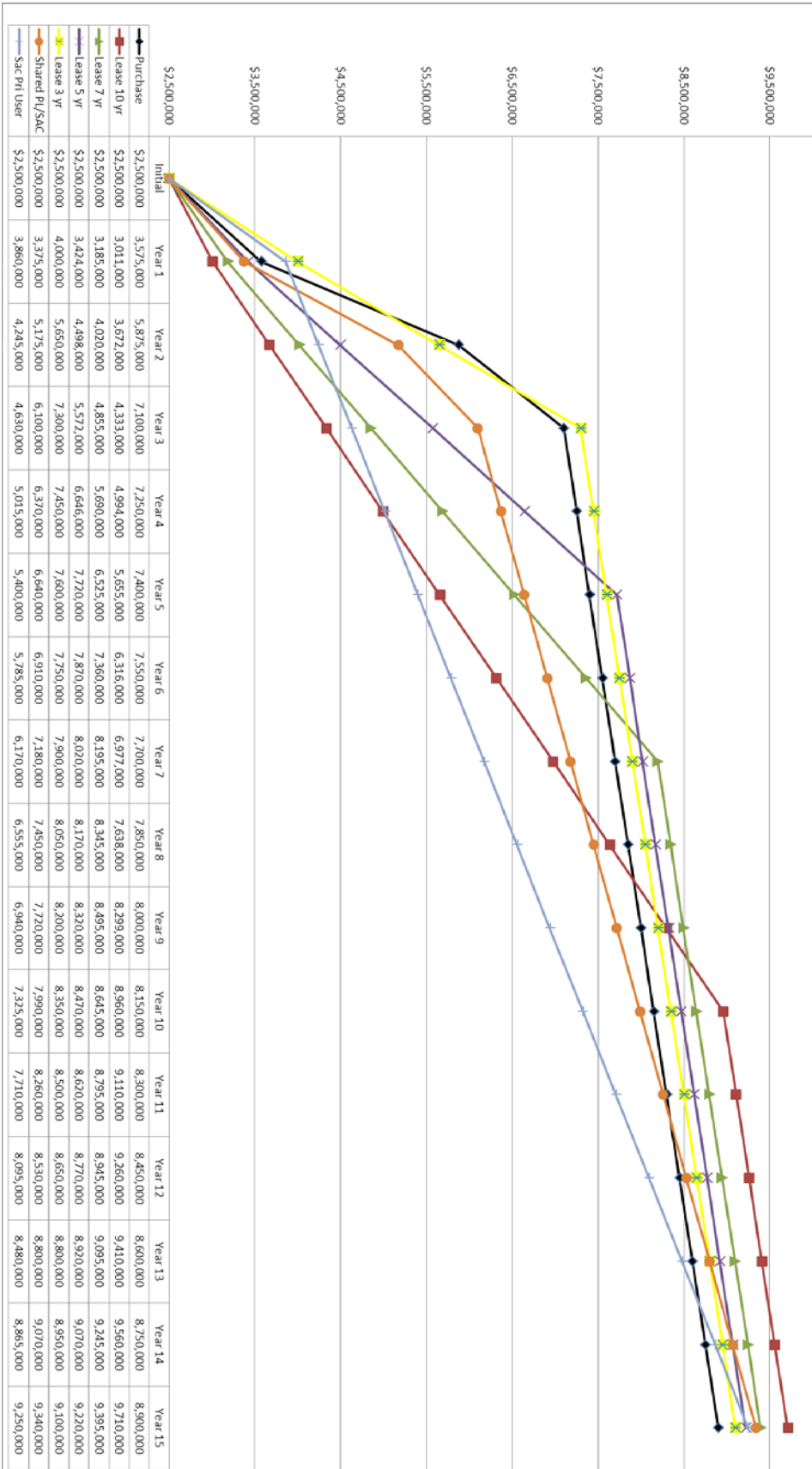
- **Purchase:** City purchases the system
- **Lease 10 yr:** City leases the system over a 10-year period
- **Lease 7 yr:** City leases the system over a 7-year period
- **Lease 5 yr:** City leases the system over a 5-year period
- **Lease 3 yr:** City leases the system over a 3-year period
- **Shared PL/SAC:** City shares core infrastructure with Sacramento or Placer County
- **Sac Pri User:** City becomes a primary user on Sacramento County's system

In addition, the following assumptions were made to calculate each alternative's cost including:

- Initial costs independent of selected strategy:
 - Upgrade and align subscribers
 - Enhance site-to-site connectivity
 - Provide additional power circuits
 - ISSI for interoperability with Placer and Sacramento Counties
 - Dispatch backup control stations
 - Upgrade monitoring, logging and recording systems
 - Consultant analysis
- System lifespan: 15 years with some component changes at 10 years
- Annual maintenance & support: starts 2nd year at \$150,000 per year
- RFQ-based costs (extracted from September 2013 System RFQ) are similar to those realized during the RFP process
- Lease costs based on market rates as of April 2014
- Shared core with Placer or Sacramento: \$100 per subscriber for 1,200 subscribers
- Sacramento primary user: \$300 per subscriber for 1,200 subscribers

A graph representing the various alternatives' 15-year cost of ownership is shown on the following page. This graph helps to illustrate the short and long-term costs of each alternative.

800MHz Radio System Replacement Options



Appendix H

Glossary of Terms

- *800MHz* – Portion of the radio spectrum the City is licensed to operate the system on per FCC regulations.
- *Alias* – a defined and recognizable function is displayed when a corresponding radio transmits. For example, rather than display the 7-digit radio ID, an alias is displayed such as “7P42” or “F E8”.
- *CEB* – Central Electronics Bank. This Motorola component interfaces the Police and Fire Dispatch positions with the 800MHz trunked system as well as various VHF channels for interoperability with surrounding agencies.
- *Channel* – a specific frequency used by the system, but transparent to trunked radio users.
- *Controller* – the “brains” of the infrastructure manages all radio traffic.
- *DAQ* – Delivered Audio Quality which is a measurement of a transmission’s audio quality. The defined DAQ levels are as follows:
 - 1: unusable
 - 2: understandable with effort and repetition
 - 3: understandable with slight effort and minimal repetition
 - 3.4: understandable without repetition and some background noise is present
 - 4: easily understandable with little to no noise
 - 5: perfect
- *Dispatch console alias display* – enables radio IDs to be “aliased” so instead of a random number the officer, firefighter, or vehicle number is identified. This increases efficiency and safety as the Dispatcher can immediately identify who is transmitting and/or sent an Emergency signal.
- *Emergency signal* – allows the radio user to press a single button to notify Dispatch of an emergency situation. Dispatch sees and hears the emergency signal.
- *Encryption* – a layer of security that prevents those without a ‘key’ from listening to transmissions.
 - Key – information that determines the transformation of ‘plain text’ into ‘cipher text’ and vice versa during decryption
 - Plain text – the original message (i.e. “... suspect is at the corner of Sunrise and Cirby...”)
 - Cipher text – the result of encryption on the message (i.e. unreadable audio for those without a key)
 - Types of Encryption
 - ADP – Advanced Digital Privacy; least secure option (key length = 40 bits). ADP is Motorola proprietary so it is not compatible with non-Motorola infrastructure or subscribers.
 - DES – Data Encryption Standard; more secure than ADP but less than AES (key length = 64 bits).
 - AES – Advanced Encryption Standard; most secure option (key length = 256 bits) and only option that meets the P25 encryption security standard for interoperable communications.
 - AES Single key – one key loaded into one device.
 - AES Multi key – multiple keys loaded into one device which allows a radio to use one key for one group of users and a different key for another group of users.
 - OTAR – Over The Air Re-keying; increases security by efficiently changing keys without the need to locate and reprogram each radio. OTAR is only possible with DES or AES.
- *FCC* – Federal Communications Commission.
- *Interference* – internal or external noise that decreases the audio quality of transmissions.
- *Intrinsically safe* – allows for safe operation of radio equipment in potentially explosive environments.

- *OTAP* – Over The Air Programming; allows radios to be programmed without the logistical hurdles of locating and manually reprogramming radios. OTAP uses more bandwidth than OTAR.
- *Priority scanning* – enables a radio to scan talkgroups while ensuring no traffic is missed on selected talkgroup.
- *Remotely disable radio* – without touching a radio the City can prevent system access in case of lost/stolen radios.
- *RFI* – Request for Information.
- *RFP* – Request for Proposal.
- *Simulcast* – connects multiple sites together so users can send or receive high quality transmissions from any location throughout the City without regard for user location.
- *Site* – FCC-licensed location where infrastructure equipment is installed.
- *Subscriber* – portable (handheld) radio, mobile (vehicle) radio, Dispatch console.
- *Talkgroup* – defines who the user communicates with as opposed to which specific frequency is used. For example, RF DSP and ELC DSP are talkgroups to allow for communication between users tuned to those talkgroups.
- *Trunked system* – radio sites and channels are shared resources for all City users. Talkgroups are used to increase efficiency of limited resources.

General Information			
Site Name:		Survey Date:	
Site Address		City:	
Latitude:		Datum:	
Longitude:		Source:	
Site Type:	☐ Microwave ☐ RF Site	☐ Dispatch Center ☐ Other	If OTHER, please describe
Comments:			

General Site Conditions			
Is site located in a:	☐ Earthquake Zone ☐ Flood Zone ☐ Potential Fire Zone (i.e. Heavily Forested) ☐ Area prone to high winds (Hurricane, Tornado)		
Please describe any hazard mitigation strategies employed, if any:			
Site Location Type:	☒ Street Level ☒ Building	☒ Mountaintop ☒ Other	If OTHER, please describe:
Please describe general surroundings:			
Property Zoning:		Property Ownership:	
Shelter Ownership:			
Comments:			

Site Access and Security			
Vehicular Access:	☐ None ☐ 2WD ☐ 4WD Only	Are there any vehicle size restrictions? Please describe:	
Can access be restricted due to weather? (floods, treacherous conditions, etc.)	☐ Yes ☐ No	If YES, Please describe:	
Is Helicopter Access Possible:	☐ Yes ☐ No		
Is site access road gated and locked?	☐ Yes ☐ No	If YES, Please describe keys and/or combinations required to get access:	
Type of site perimeter fence or wall:		External Lighting	
RF Safety Signage Present:	☐ Yes ☐ No		
Security Cameras:	☐ Yes ☐ No		
Comments:			

Tower Information				
Type:		Height:		☐ ft. ☐ m
ASR:				
Manufacturer:		Year manufactured:		
Is the tower lighted?	☐ Yes ☐ No	Is the tower painted?	☐ Yes ☐ No	
Is tower grounded at base?	☐ Yes ☐ No	Is each tower leg grounded?	☐ Yes ☐ No	
Are exothermic welds used for dissimilar metals?	☐ Yes ☐ No			
Is cable raceway or icebridge installed?	☐ Yes ☐ No	If so, is it grounded?	☐ Yes ☐ No	
Antenna Loading: ¹	Heavy	Has a loading study been completed by a qualified engineer?	☐ Yes ☐ No	
Is supplementary tower documentation available?	☐ Yes ☐ No	If so, contact information for documentation:		
Comments:				

¹ Antenna loading is strictly based on visual observation and should not be used as an indicator of actual tower capacity or stress on the structure. A loading study is necessary to ensure that any additional loading presented by additional antennas does not negatively impact tower structural integrity. The loading study should be conducted by a licensed professional engineer qualified to perform tower and structural assessments.

Antenna and Transmission Line Information			
Transmission Line Condition:		Connectors Weatherproofed:	☐ Yes ☐ No
Are all lines grounded at the antenna, tower bottom, and shelter/building entrance?	☐ Yes ☐ No	Are all lines secured to the tower with clamps or other secure fastener?	☐ Yes ☐ No
Is antenna mounting hardware in good condition (i.e. no signs of rust)	☐ Yes ☐ No	Are there any visible mounting spaces on the tower structure?	☐ Yes ☐ No
Is supplementary antenna documentation available?	☐ Yes ☐ No	If so, contact information for documentation:	
Comments:			

Antenna Information Matrix									
No.	Twr	Make	Model	Height	Gain	Type	Azimuth	Sys/Chnl	Notes
Comments:									

Shelter Information (Exterior)				
Type:	☐ Shelter ☐ Building ☐ Outdoor Cabinet			
Type of Construction:	☐ Wood ☐ Brick ☐ Steel ☐ Concrete			
General Shelter Condition:	☐ Good ☐ Fair ☐ Poor			
General Shelter Description (Make/Model, if available):				
Is exterior ground system present:	☐ Yes ☐ No	Are connections good (i.e. not corroded, exothermic weld)	☐ Yes ☐ No	
Is an industry standard cable entry port present:	☐ Yes ☐ No	Is port grounded:	☐ Yes ☐ No	
Are ports properly sealed and have correct number of cables per boot:	☐ Yes ☐ No		Any evidence of vandalism:	☐ Yes ☐ No
Comments:				

Shelter Information (Interior)

Is there an active fire alarm system present:	☐ Yes ☐ No	Is there an active fire suppression system (Halon, CO ₂ , etc.):	☐ Yes ☐ No	
Is there a handheld fire extinguisher present:	☐ Yes ☐ No		Is there a first aid kit present:	☐ Yes ☐ No
Are there batteries on site:	☐ Yes ☐ No	Is there a battery safety kit on site (gloves, eye wash, etc.):	☐ Yes ☐ No	
Is there emergency lighting and signage on site:	☐ Yes ☐ No		Site Telephone Number:	
Are the following alarmed:	☐ Site Door ☐ HVAC/Overtemp ☐ Fire Alarm ☐ Equipment Alarms		Where are alarms monitored:	
Comments:				
Are cable trays in use on site:	☐ Yes ☐ No	Cable Tray Height:		
Are cables dressed properly:	☐ Yes ☐ No	Are RF, Power and Signal Cables segregated from each other on the tray:	☐ Yes ☐ No	
Are racks and cabinets properly mounted and secured to floor:	☐ Yes ☐ No	Is seismic bracing required, if yes please describe any bracing measures taken:		
Comments:				

Shelter Information (Electrical and Grounding)			
Is there an interior ground system present:	☐ Yes ☐ No	Does the ground system use a Master Ground Bus Bar:	☐ Yes ☐ No
Is interior ground system tied to exterior ground system:	☐ Yes ☐ No	Do the following have grounded lightning/surge suppression:	☐ AC Power ☐ Antenna RF Cables ☐ Incoming Telephone Lines/T1's
Are the following grounded:	☐ Racks/Cabinets ☐ Rack Mounted Equipment ☐ Cable Entry ☐ Cable Trays ☐ Metal Objects (Doors, Frames, etc.)		
Comments:			
Is commercial AC power available:	☐ Yes ☐ No	Service Voltage (120, 240, etc.) and Amp Rating:	
		Number of unused ckt breaker slots:	
Is there a site DC power system:	☐ Yes ☐ No	Service Voltage (24,-48 etc.) and Spare Capacity:	
		Number of unused ckt breaker slots:	
Is there a site UPS:	☐ Yes ☐ No	Make/Model/Size: Estimated Runtime:	
Is there a site Generator:	☐ Yes ☐ No	Make/Model/Size: Estimated Runtime:	
		Fuel Type: Tank Size:	
Comments:			

[illegible]

[illegible]

Summary Comments

[Click here to enter text.](#)

Site Photo Index	
Completed	Description
☐	AC Distribution Panel
☐	AC outlets
☐	AC Surge Devices
☐	Antenna mounting structure
☐	Antennas
☐	Cable Entry
☐	Cable Raceway/Ice Bridge
☐	Cable Tray/Ladder
☐	Dispatch cable routing
☐	Dispatch positions (if applicable)
☐	Equipment Racks
☐	Equipment Room
☐	Equipment Room Grounding System
☐	External Ground Bar
☐	Generator
☐	Lightning Arrestors
☐	Phone line demarcations
☐	Rack locations
☐	Radio and Peripheral Equipment
☐	Roof Mounted Antennas and Structures

☐	Rooftop conduit breakout box
☐	Rooftop conduit routing
☐	Shelter/Building
☐	Site entry door
☐	Tower Base
☐	Tower Leg Grounding
☐	UPS
☐	Waveguide/Feedline

General Information			
Site Name:		Survey Date:	
Site Address		City:	
Latitude:		Datum:	
Longitude:		Source:	
Site Type:	☐ Microwave ☐ RF Site	☐ Dispatch Center ☐ Other	If OTHER, please describe
Comments:			

General Site Conditions			
Is site located in a:	☐ Earthquake Zone ☐ Flood Zone ☐ Potential Fire Zone (i.e. Heavily Forested) ☐ Area prone to high winds (Hurricane, Tornado)		
Please describe any hazard mitigation strategies employed, if any:			
Site Location Type:	☒ Street Level ☒ Building	☒ Mountaintop ☒ Other	If OTHER, please describe:
Please describe general surroundings:			
Property Zoning:		Property Ownership:	
Shelter Ownership:			
Comments:			

Site Access and Security			
Vehicular Access:	☐ None ☐ 2WD ☐ 4WD Only	Are there any vehicle size restrictions? Please describe:	
Can access be restricted due to weather? (floods, treacherous conditions, etc.)	☐ Yes ☐ No	If YES, Please describe:	
Is Helicopter Access Possible:	☐ Yes ☐ No		
Is site access road gated and locked?	☐ Yes ☐ No	If YES, Please describe keys and/or combinations required to get access:	
Type of site perimeter fence or wall:		External Lighting	
RF Safety Signage Present:	☐ Yes ☐ No		
Security Cameras:	☐ Yes ☐ No		
Comments:			

Tower Information				
Type:		Height:		☐ ft. ☐ m
ASR:				
Manufacturer:		Year manufactured:		
Is the tower lighted?	☐ Yes ☐ No	Is the tower painted?	☐ Yes ☐ No	
Is tower grounded at base?	☐ Yes ☐ No	Is each tower leg grounded?	☐ Yes ☐ No	
Are exothermic welds used for dissimilar metals?	☐ Yes ☐ No			
Is cable raceway or icebridge installed?	☐ Yes ☐ No	If so, is it grounded?	☐ Yes ☐ No	
Antenna Loading: ¹	Heavy	Has a loading study been completed by a qualified engineer?	☐ Yes ☐ No	
Is supplementary tower documentation available?	☐ Yes ☐ No	If so, contact information for documentation:		
Comments:				

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Antenna and Transmission Line Information			
Transmission Line Condition:		Connectors Weatherproofed:	☐ Yes ☐ No
Are all lines grounded at the antenna, tower bottom, and shelter/building entrance?	☐ Yes ☐ No	Are all lines secured to the tower with clamps or other secure fastener?	☐ Yes ☐ No
Is antenna mounting hardware in good condition (i.e. no signs of rust)	☐ Yes ☐ No	Are there any visible mounting spaces on the tower structure?	☐ Yes ☐ No
Is supplementary antenna documentation available?	☐ Yes ☐ No	If so, contact information for documentation:	
Comments:			

Antenna Information Matrix									
No.	Twr	Make	Model	Height	Gain	Type	Azimuth	Sys/Chnl	Notes
Comments:									

Shelter Information (Exterior)				
Type:	☐ Shelter ☐ Building ☐ Outdoor Cabinet			
Type of Construction:	☐ Wood ☐ Brick ☐ Steel ☐ Concrete			
General Shelter Condition:	☐ Good ☐ Fair ☐ Poor			
General Shelter Description (Make/Model, if available):				
Is exterior ground system present:	☐ Yes ☐ No	Are connections good (i.e. not corroded, exothermic weld)	☐ Yes ☐ No	
Is an industry standard cable entry port present:	☐ Yes ☐ No	Is port grounded:	☐ Yes ☐ No	
Are ports properly sealed and have correct number of cables per boot:	☐ Yes ☐ No		Any evidence of vandalism:	☐ Yes ☐ No
Comments:				

Shelter Information (Interior)

Is there an active fire alarm system present:	☐ Yes ☐ No	Is there an active fire suppression system (Halon, CO ₂ , etc.):	☐ Yes ☐ No	
Is there a handheld fire extinguisher present:	☐ Yes ☐ No		Is there a first aid kit present:	☐ Yes ☐ No
Are there batteries on site:	☐ Yes ☐ No	Is there a battery safety kit on site (gloves, eye wash, etc.):	☐ Yes ☐ No	
Is there emergency lighting and signage on site:	☐ Yes ☐ No		Site Telephone Number:	
Are the following alarmed:	☐ Site Door ☐ HVAC/Overtemp ☐ Fire Alarm ☐ Equipment Alarms		Where are alarms monitored:	
Comments:				
Are cable trays in use on site:	☐ Yes ☐ No	Cable Tray Height:		
Are cables dressed properly:	☐ Yes ☐ No	Are RF, Power and Signal Cables segregated from each other on the tray:	☐ Yes ☐ No	
Are racks and cabinets properly mounted and secured to floor:	☐ Yes ☐ No	Is seismic bracing required, if yes please describe any bracing measures taken:		
Comments:				

Shelter Information (Electrical and Grounding)			
Is there an interior ground system present:	☐ Yes ☐ No	Does the ground system use a Master Ground Bus Bar:	☐ Yes ☐ No
Is interior ground system tied to exterior ground system:	☐ Yes ☐ No	Do the following have grounded lightning/surge suppression:	☐ AC Power ☐ Antenna RF Cables ☐ Incoming Telephone Lines/T1's
Are the following grounded:	☐ Racks/Cabinets ☐ Rack Mounted Equipment ☐ Cable Entry ☐ Cable Trays ☐ Metal Objects (Doors, Frames, etc.)		
Comments:			
Is commercial AC power available:	☐ Yes ☐ No	Service Voltage (120, 240, etc.) and Amp Rating:	
		Number of unused ckt breaker slots:	
Is there a site DC power system:	☐ Yes ☐ No	Service Voltage (24,-48 etc.) and Spare Capacity:	
		Number of unused ckt breaker slots:	
Is there a site UPS:	☐ Yes ☐ No	Make/Model/Size: Estimated Runtime:	
Is there a site Generator:	☐ Yes ☐ No	Make/Model/Size: Estimated Runtime:	
		Fuel Type: Tank Size:	
Comments:			

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Summary Comments

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☐	Lightning Arrestors
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☐	Rack locations
☐	Radio and Peripheral Equipment
☐	Roof Mounted Antennas and Structures

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☐	Rooftop conduit routing
☐	Shelter/Building
☐	Site entry door
☐	Tower Base
☐	Tower Leg Grounding
☐	UPS
☐	Waveguide/Feedline

General Information			
Site Name:		Survey Date:	
Site Address		City:	
Latitude:		Datum:	
Longitude:		Source:	
Site Type:	☐ Microwave ☐ RF Site	☐ Dispatch Center ☐ Other	If OTHER, please describe
Comments:			

General Site Conditions			
Is site located in a:	☐ Earthquake Zone ☐ Flood Zone ☐ Potential Fire Zone (i.e. Heavily Forested) ☐ Area prone to high winds (Hurricane, Tornado)		
Please describe any hazard mitigation strategies employed, if any:			
Site Location Type:	☒ Street Level ☒ Building	☒ Mountaintop ☒ Other	If OTHER, please describe:
Please describe general surroundings:			
Property Zoning:		Property Ownership:	
Shelter Ownership:			
Comments:			

Site Access and Security			
Vehicular Access:	☐ None ☐ 2WD ☐ 4WD Only	Are there any vehicle size restrictions? Please describe:	
Can access be restricted due to weather? (floods, treacherous conditions, etc.)	☐ Yes ☐ No	If YES, Please describe:	
Is Helicopter Access Possible:	☐ Yes ☐ No		
Is site access road gated and locked?	☐ Yes ☐ No	If YES, Please describe keys and/or combinations required to get access:	
Type of site perimeter fence or wall:		External Lighting	
RF Safety Signage Present:	☐ Yes ☐ No		
Security Cameras:	☐ Yes ☐ No		
Comments:			

Tower Information				
Type:		Height:		☐ ft. ☐ m
ASR:				
Manufacturer:		Year manufactured:		
Is the tower lighted?	☐ Yes ☐ No	Is the tower painted?	☐ Yes ☐ No	
Is tower grounded at base?	☐ Yes ☐ No	Is each tower leg grounded?	☐ Yes ☐ No	
Are exothermic welds used for dissimilar metals?	☐ Yes ☐ No			
Is cable raceway or icebridge installed?	☐ Yes ☐ No	If so, is it grounded?	☐ Yes ☐ No	
Antenna Loading: ¹	Heavy	Has a loading study been completed by a qualified engineer?	☐ Yes ☐ No	
Is supplementary tower documentation available?	☐ Yes ☐ No	If so, contact information for documentation:		
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Transmission Line Condition:		Connectors Weatherproofed:	☐ Yes ☐ No
Are all lines grounded at the antenna, tower bottom, and shelter/building entrance?	☐ Yes ☐ No	Are all lines secured to the tower with clamps or other secure fastener?	☐ Yes ☐ No
Is antenna mounting hardware in good condition (i.e. no signs of rust)	☐ Yes ☐ No	Are there any visible mounting spaces on the tower structure?	☐ Yes ☐ No
Is supplementary antenna documentation available?	☐ Yes ☐ No	If so, contact information for documentation:	
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Antenna Information Matrix									
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Type of Construction:	☐ Wood ☐ Brick ☐ Steel ☐ Concrete			
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General Shelter Description (Make/Model, if available):				
Is exterior ground system present:	☐ Yes ☐ No	Are connections good (i.e. not corroded, exothermic weld)	☐ Yes ☐ No	
Is an industry standard cable entry port present:	☐ Yes ☐ No	Is port grounded:	☐ Yes ☐ No	
Are ports properly sealed and have correct number of cables per boot:	☐ Yes ☐ No		Any evidence of vandalism:	☐ Yes ☐ No
Comments:				

Shelter Information (Interior)

Is there an active fire alarm system present:	☐ Yes ☐ No	Is there an active fire suppression system (Halon, CO ₂ , etc.):	☐ Yes ☐ No	
Is there a handheld fire extinguisher present:	☐ Yes ☐ No		Is there a first aid kit present:	☐ Yes ☐ No
Are there batteries on site:	☐ Yes ☐ No	Is there a battery safety kit on site (gloves, eye wash, etc.):	☐ Yes ☐ No	
Is there emergency lighting and signage on site:	☐ Yes ☐ No		Site Telephone Number:	
Are the following alarmed:	☐ Site Door ☐ HVAC/Overtemp ☐ Fire Alarm ☐ Equipment Alarms		Where are alarms monitored:	
Comments:				
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Comments:				

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		Fuel Type: Tank Size:	
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Is there a site UPS:	☐ Yes ☐ No	Make/Model/Size: Estimated Runtime:	
Is there a site Generator:	☐ Yes ☐ No	Make/Model/Size: Estimated Runtime:	
		Fuel Type: Tank Size:	
Comments:			

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800 MHz Radio Project Phase 1 Summary Report



Agenda



- Overview
- Background
- Radio System: Evaluation & Findings
- Strategic Plan: Evaluation & Assessment
- Strategic Plan: Document Assessment
- Q&A
- Contact Information



OVERVIEW

Overview

Introduction



This summary presentation is the first of four (4) phases in the City of Roseville's project to evaluate its current Public Safety and Public Service radio system needs and available options to replace it with a reliable, user friendly, and cost effective radio system moving forward.

Purpose



The purpose of this presentation is to summarize the results following CDX Wireless' review of the City's:

- Radio systems
- Existing documentation
- The Committee's Strategic Plan.

The findings of this review will be used and included in the Final Business Plan concluding Phase 4 of this project.



BACKGROUND

Current Situation



- The City of Roseville seeks a new citywide 800 MHz voice radio communications system that is:
 - Of High Quality
 - Reliable
 - Competitively Priced



2011

- ✓ The City enhanced the 800 MHz radio coverage and increased the VHF radio communications' capabilities by:
 - Adding the "West" site. The City added a VHF radio system to provide more reliable coverage and enhanced the VHF 800 MHz radio system.
 - The Public Works, Electric, Transit, and Parks operated a radio communication system to the City.
 - The VHF radio communication system was retained, but is slated to be replaced with a VHF radio system.
- ✓ Completing the FCC VHF Narrowbanding project with allied agencies from the City experienced communications problems due to a backup VHF repeater voter at
- ✓ Implementing Homeland Security Public Safety Interoperable Communications (PSI) grant projects by:
 - Providing Police officers with a capability to communicate with allied agencies from surrounding jurisdictions to a limited number of channels and a capability to communicate with the U.S. Marine Corps, Health to continue to utilize VHF Fire Department pager system tones, a redundant toner project to and "East" site.
 - Upgrading and adding VHF control stations in the Dispatch Communication Center to interoperate with 0 Allied Agencies of surrounding jurisdictions operating on project to
 - 0 Several State and Federal mutual aid channels to handle 800 MHz trunked system
- ✓ Upgrading VHF radios in the P.D. Mobile Command Radio Channel to handle additional call volume

Impact



- As the result of being informed in 2010 by Motorola that the 800 MHz radio system will reach its end-of-life (EOL) in 2017, the City proactively responded in the following manner:
 - In 2012, the City formed the “800 MHz System Committee” to guide the City through selecting the next generation 800 MHz radio system
 - In 2013, the “800 MHz System Committee”
 - Finalized its Strategic Plan
 - Released and evaluated an RFQ to assess the City’s 800 MHz radio requirements and vendor capabilities.
 - In 2014:
 - The Information Technology (I.T.) Department submitted a Capital Improvement Program (CIP) request to fund the replacement of the 800 MHz radio system, based on the RFQ vendor input
 - The Fire Department submitted a grant request to upgrade and enhance the VHF system and provide additional VHF capabilities to each Fire Station
 - The City partnered with CDX Wireless, concluding an RFP seeking a consultant to assist in reviewing the City’s radio system options and develop a Business Plan for upgrading or replacing its 800 MHz radio system.



RADIO SYSTEM: EVALUATION & FINDINGS

Evaluation & Findings

Overview



In evaluating the City of Roseville's radio systems, a few general questions were asked and will be addressed:

- What are they?
- Who uses them?
- Why are they needed?

Approach



The approach taken to meet the desired goals of Phase 1 consisted of the following:

- Gathered and reviewed existing documentation on Roseville radio systems
- Visited key sites and reviewed system architecture
- Conducted face to face interviews
- Reviewed the Committee's Strategic Plan
- Summarized findings and analysis.

Findings



- The City of Roseville maintains and operates two radio systems for public safety and public service agencies:
 - The Roseville Police/Fire VHF Control Station System
 - The Roseville 800 MHz SmartNet Simulcast Trunked Radio System.
- The City of Roseville is the largest city in Placer County and the only city in Placer County that uses an 800 MHz radio communications system. All neighboring allied agencies use VHF radio communications systems.
- Although the 800 MHz and VHF radio systems are designed to operate independently, each is vital and used in a complimentary manner for day-to-day and mutual aid interoperability purposes.

The Roseville Police/Fire VHF Control Station System



- The Roseville Police/Fire VHF Control Station System consists of 16 control stations located at the PD Prime Site
 - RSVL F MAIN
 - XPL TAC
 - CALAW1
 - RSVL F BKUP
 - VFIRE 21
 - VCALL/TAC A
 - VCALL/TAC B
 - ROCKLIN PD
 - LINCOLN PD
 - ROCKLIN F
 - LINCOLN F
 - PCSO WEST
 - PCF WEST
 - LAWNET
 - PCF CMD
 - XPL COMMAND/XPL TAC 1R

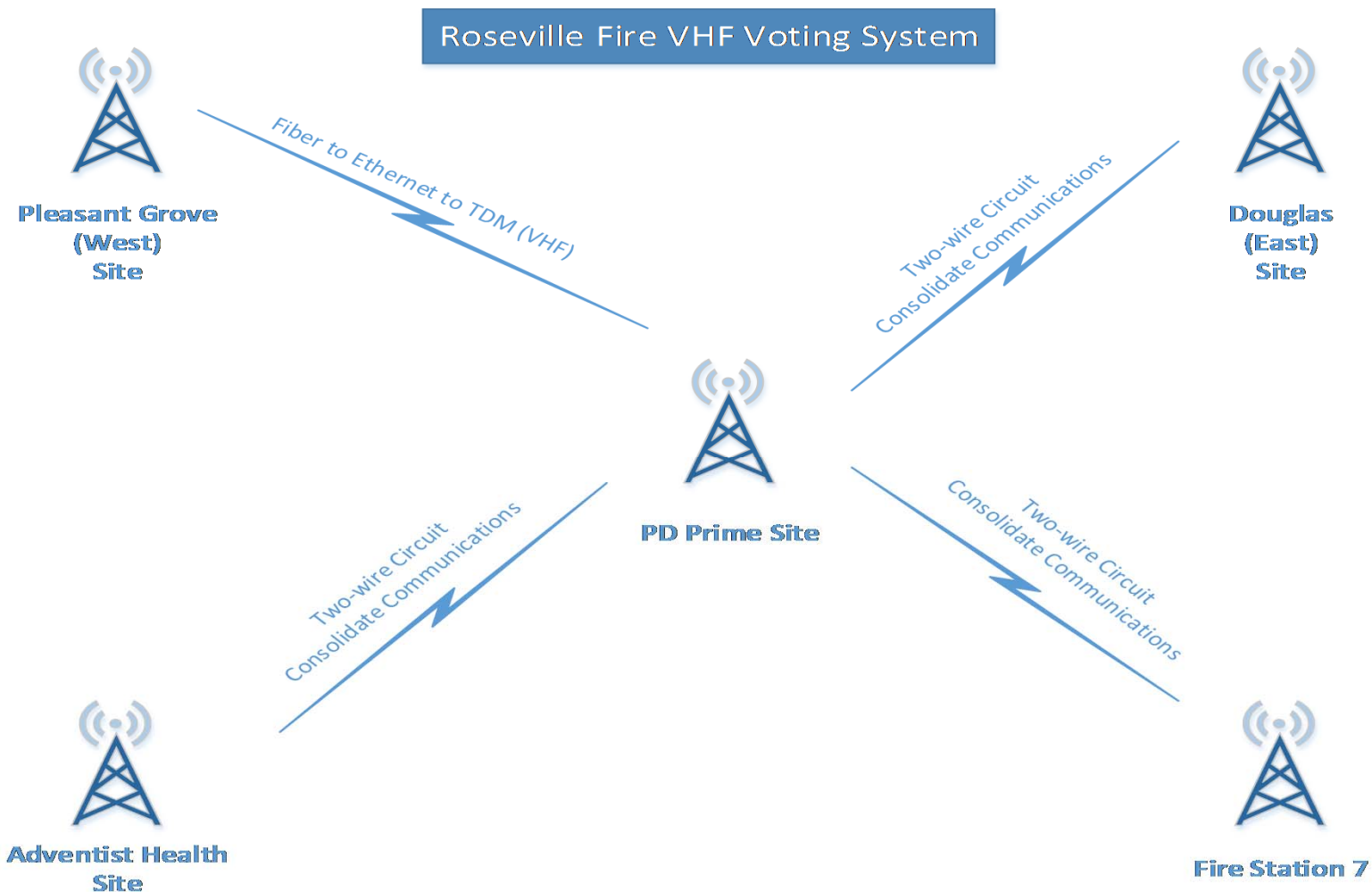
The VHF Control Stations provide dispatch with a means to monitor regional communications systems for mutual aid purposes which in turn increases the City's ability to protect and save lives.

The Roseville PD VHF System Use



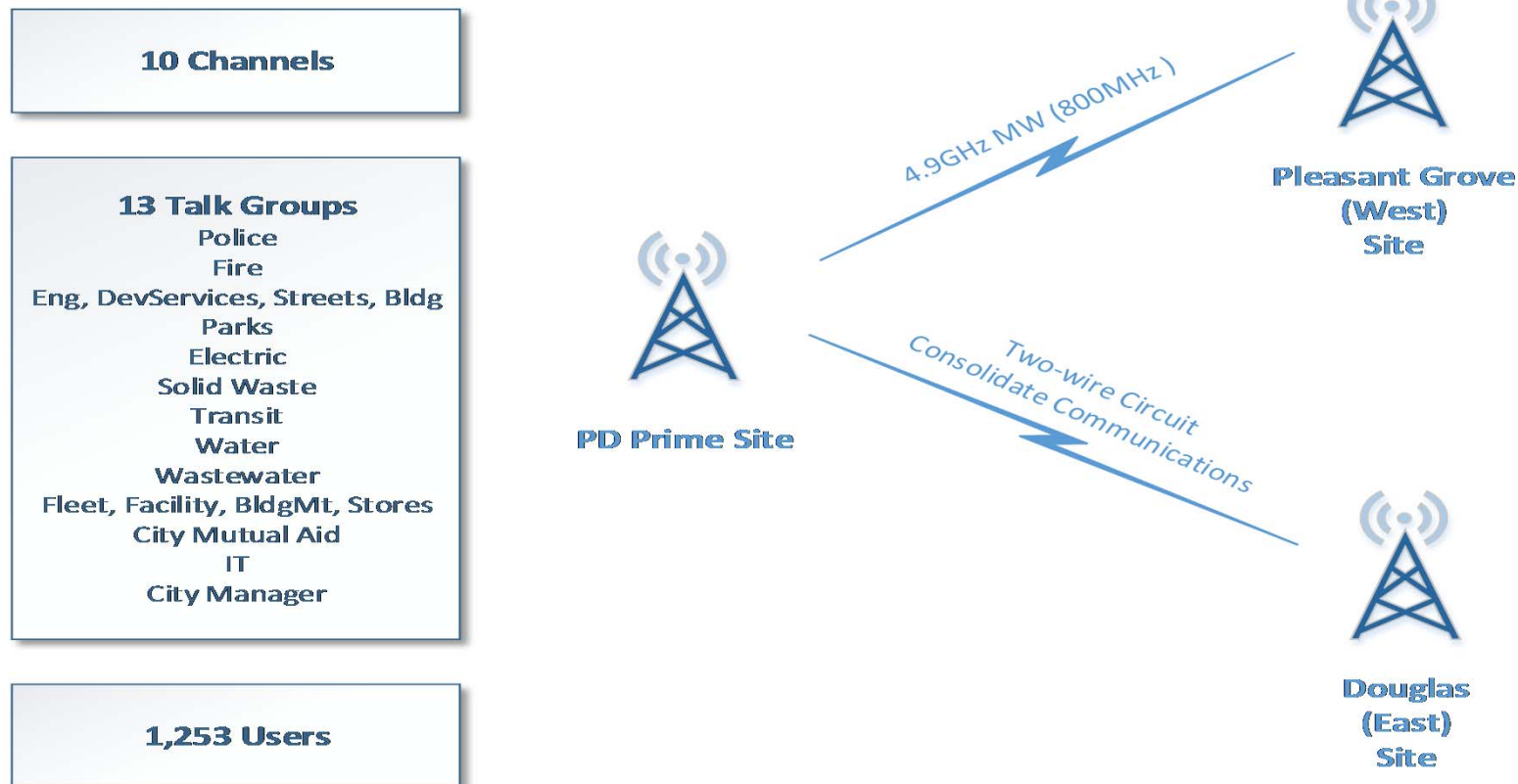
- The Roseville PD uses the VHF system to interoperate with allied agencies that come into Roseville for events via direct (car-to-car), tactical, and mutual aid channels
 - 120 patrol officers have and use dual band (VHF/800 MHz) portable radios
 - Some PD vehicles have VHF mobile radios installed
 - Recently an exercise with FBI, Rocklin PD, Placer SO, and Roseville PD took place – where VHF was used for tactical communications and 800 MHz was used to communicate with dispatch
 - Typical PD VHF operations are as follows:
 - Patrol officers have VHF/800 MHz portable radios
 - Non-sworn officers only have 800 MHz portable radios
 - SWAT, Watch Commander, and PD Command Post have VHF mobile radios
- There is no VHF PD repeated channel in Roseville.

Roseville Fire VHF Radio System



Roseville 800 MHz Radio System

Roseville 800 MHz Smartnet Simulcast Trunked Radio System



Takeaways

The City of Roseville has two (2) radio systems that make up a System-of-Systems – the VHF and 800 MHz radio communication systems. The assessment of the City of Roseville's radio systems are as follows:

- The VHF Radio Communications System takeaways:
 - This radio system is vital and necessary for internal and external radio communications for Police, Fire, and public safety
 - It is not operationally feasible to combine all users on the same 800 MHz radio system or the same VHF radio system
 - The Roseville City PD
 - Uses VHF in compliance with Cal-IFOG which is a California Interoperability Field Operations Guide designed to aid public safety emergency responders to communicate with whom they need to, when they need to, as authorized
 - The Roseville Fire Department
 - Uses VHF in compliance with FIREScope which is a California state policy governing interoperability radio communication between fire service agencies
 - Routinely works with two (2) of the largest fire agencies in the country whose primary radio operation is on VHF – CalFire and the US Forest Service
 - Rely on the VHF radio system to:
 - Trigger Fire Stations' call alerting system tones
 - Utilize VHF Fire Department pagers
 - Provide a backup system to the 800 MHz radio system



Takeaways (con't)



- The 800 MHz Radio Communications System takeaways:
 - In order to accommodate future growth of the City and radio users, implementing the unused trunked radio channel of the 800 MHz system may be accomplished by:
 - Rearranging the equipment at the East Site to allow the mounting of the 10th trunked radio and an additional transmitter combiner and receiver multicoupler
 - Exploration of expansion of the East Site may be accomplished by
 - Moving the wall into the hallway next to the door to allow an additional equipment rack for UPS and/or radio equipment
 - Punching a hole in the wall to accommodate a conduit into the adjacent storage room and installing additional equipment racks there
 - The use of unlicensed MW is not a Public Safety Best Practice; we recommend that you license the path between the MW PD Prime and the West Sites.



STRATEGIC PLAN: EVALUATION & ASSESSMENT

Strategic Plan: Information Strategy



Background

- The description of events or activities that led to the development of the Strategic Plan was clearly stated in item “I. Situation” as the City of Roseville approaches the end-of-life (EOL) of its 800 MHz radio system.
- The risks of not upgrading or replacing the 800 MHz radio system before its EOL was properly delineated.

Product Description

- The Strategic Plan overall outline and process for establishing direction and recommendations of how to handle the eminent EOL of the City’s 800 MHz radio system was presented as follows:
 - Executive Summary
 - I. Situation
 - II. Target
 - III. Path
 - IV. Evaluation
 - Appendix List
 - A. 800 MHz Committee Charter
 - B. SWOT Analysis
 - C. Operational Goals and Technical Objectives
 - D. Technical Objective Action Plan
 - E. Site Assessment
 - F. Estimated Subscriber Cost Analysis by Department
 - G. System Alternative Costs
 - H. Glossary of Terms.

Strategic Plan: Information Strategy (con't)



Audience

The **Executive Summary** provides a good high level overview of the Strategic Plan for Department Heads, City Manager, and City Executives

- Purpose
- Contents
- Approach
- Ultimate Goal.

The **body** of the Strategic Plan appropriately provides information to the average person seeking a description as to

- what the issues are driving the need to upgrade or replace the 800 MHz radio system
- What needs to be replaced
- Why it needs to be replaced
- The consequences of not replacing it
- The need to define an operational transition plan
- The timeline of the project
- The resources needed over the life of the project.

The **appendix** provides a more in-depth look into the technical detail that drives the Strategic Plan and is appropriate for those seeking to review or understand the details that support the Strategic Plan.

Need

The explanation of why the end-users need the Strategic Plan is appropriately described in the document.

Strategic Plan: Document Assessment



- The following pages will identify highlights taken from the Strategic Plan.

Strategic Plan: Document Assessment (con't)



■ Content

The following key points from various sections and evaluation comments are noted in the table below.

Section	Item	Comment
Executive Summary	The City requires new primary voice communication system to be in service no later than December 2018.	Good impact statement
	Manufacturer E-O-L 12/31/18	Properly placed in opening paragraph; this statement should be echoed throughout this document
	The frequency of system-related incidents has increased year-by-year since 2006.	This statement is not supported; evidence should support this or it should be removed
	"One City" vision	Needs a brief definition
	Ultimate goal to implement a new system before the current system has reached its E-O-L in 2018.	Good close to Executive Summary; this statement should be echoed throughout this document

Strategic Plan: Document Assessment (con't)



■ Content

Section	Item	Comment
I. Situation	Committee Vision and Mission Statement	Clear
	2013 PD, Fire, and Dispatch call volume is listed	There needs to be a comparison that helps the reader visualize the impact of the number of calls corresponding to the growth of the city
	E-O-L of 12/31/18 and risks associated with operating unsupported equipment	Well placed; good points; should also emphasis the potential loss of life due to loss of radio communications
	New infrastructure and subscriber features will be sought by the City	Two or three of those new features should appear here with an rational later in the document

Strategic Plan: Document Assessment (con't)



- Content

Section	Item	Comment
II. Target	■ - - - -	This section may have been cut-off; could be more descriptive

Strategic Plan: Document Assessment (con't)



- Content

Section	Item	Comment
III. Path	Operational goals	The committee defined good operational goals
	Funding	Funding is called out for infrastructure and subscribers; it may be implied that dispatch consoles will need to be replaced, but it may not be obvious to some readers here; consoles are specifically called out in the Procurement section that follows this section
	Site Assessment	Problems with the East Site are noted; consideration should be given to mention a course of action or recommendation to resolve the noted problems

Strategic Plan: Document Assessment (con't)



■ Content

Section	Item	Comment
III. Path (con't)	System Cutover	The 3 potential options to replace the current 800 MHz system are clearly stated; advantageous and disadvantageous are well stated; consideration should be given to rename this section to "System Replacement Options"
	Conclusion	It is good the Committee unanimously agreed on a direction and provided its recommendation in the Strategic Plan; consider highlighting this recommendation in BOLD font
	3. .. subscriber factors pertain to a consistent user experience and consistent support... Subscriber consistency...	This speaks to radio manufacturers and radio shops. Consider removing this numerated note altogether; it does not add to the Strategic Plan as stated

Strategic Plan: Document Assessment (con't)



- Content

Section	Item	Comment
Appendix G	Shared core costs \$100/subscriber versus Sacramento Primary user costs \$300/subscriber	The diagram shows the Primary user costs being less than all other options – including Shared core costs; it may be worth noting that infrastructure site & maintenance costs continue with all options except the Primary user option
<i>Project Charter</i>		This is a well written document that should be included in the appendix of the Strategic Plan

Strategic Plan: Final Analysis







QUESTIONS/COMMENTS



CONTACT INFORMATION

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- Sacramento CA







800 MHz Radio Project Phase 2 Summary Report



7/17/2015

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Agenda



- Overview
- Background/Purpose
- Standalone System: Evaluation & Findings
- Regional Partnering Options: Evaluation & Findings
- Other Factors for Consideration
- Q&A



OVERVIEW

Overview

Purpose



The purpose of this presentation is to summarize the City of Roseville's P25 trunked radio system migration needs and options.

The findings of this review will be used and included in the Final Business Plan concluding Phase 4 of this project.

Options Accessed



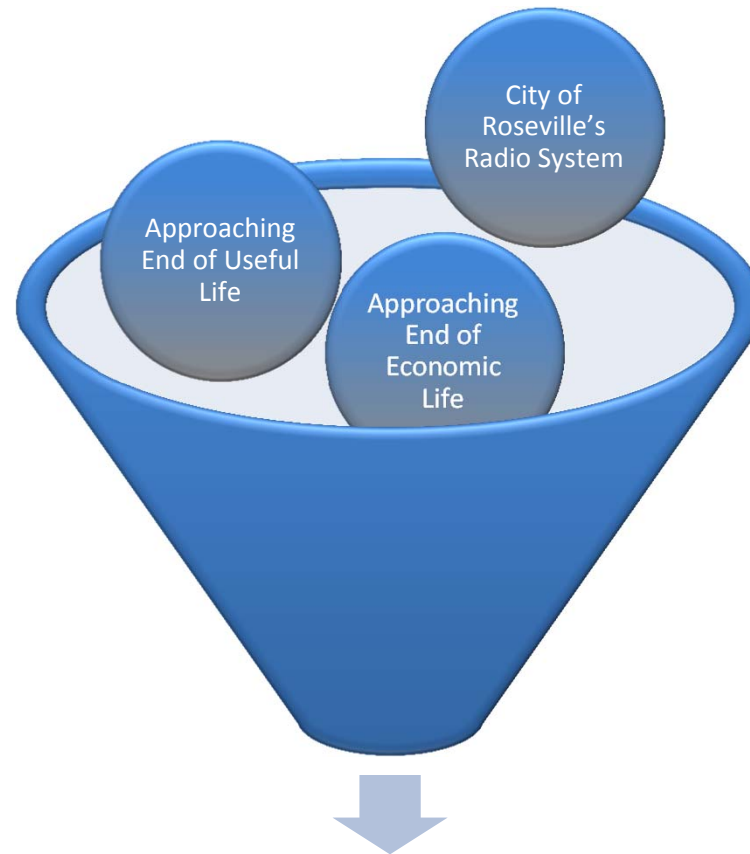
Migration evaluation and assessment:

- Standalone Radio System Development
- Placer County CIRN Partnering Option
- SRRCS Partnering Option



BACKGROUND/PURPOSE

Project Driving Factor



Consequently, the Existing Radio System
Requires Imminent Replacement

Objective



- The objective is to make the City of Roseville a safer place by procuring a new radio communications system that:
 - Provides interoperability within Roseville and among regional partners
 - Allows for future channel expansion
 - Improves communications
 - Is user friendly
 - Provides a host of features and functionalities that ultimately improves user safety and efficiency
 - Allows for a migration path that meets the critical objective of Roseville to minimize disruption to operations, communications, and personnel

New Radio System Options



- The City of Roseville has three options for migrating from its existing radio system to a new radio system:
 1. Remain autonomous and operate on its own independent radio system that will interoperate with neighboring jurisdictions
 - a) Inter-subsystem Interface (ISSI) option
 - b) Dynamic System Resilience (DSR) option
 2. Share a neighboring county's core (Sacramento County or Placer County)
 - a) Roseville retains, maintains, and continue to manage radio sites
 3. Migrate to Sacramento County's core (Prime User)
 - a) Sacramento County
 - i. Takes ownership of Roseville's sites and infrastructure
 - ii. Maintains and manages radio sites and infrastructure



STANDALONE SYSTEM: EVALUATION & FINDINGS

Roseville's Standalone System

Current System



- 3-site
- 10-channel
- Motorola SmartNet Trunked Simulcast Analog System

Approach



- Migrate to Project 25 Trunked Radio System using a phased approach via SmartX Site Converter
- Forklift Radio System
 - Existing System Manufacturer
 - New System Manufacturer

Standalone Migratation via SmartX

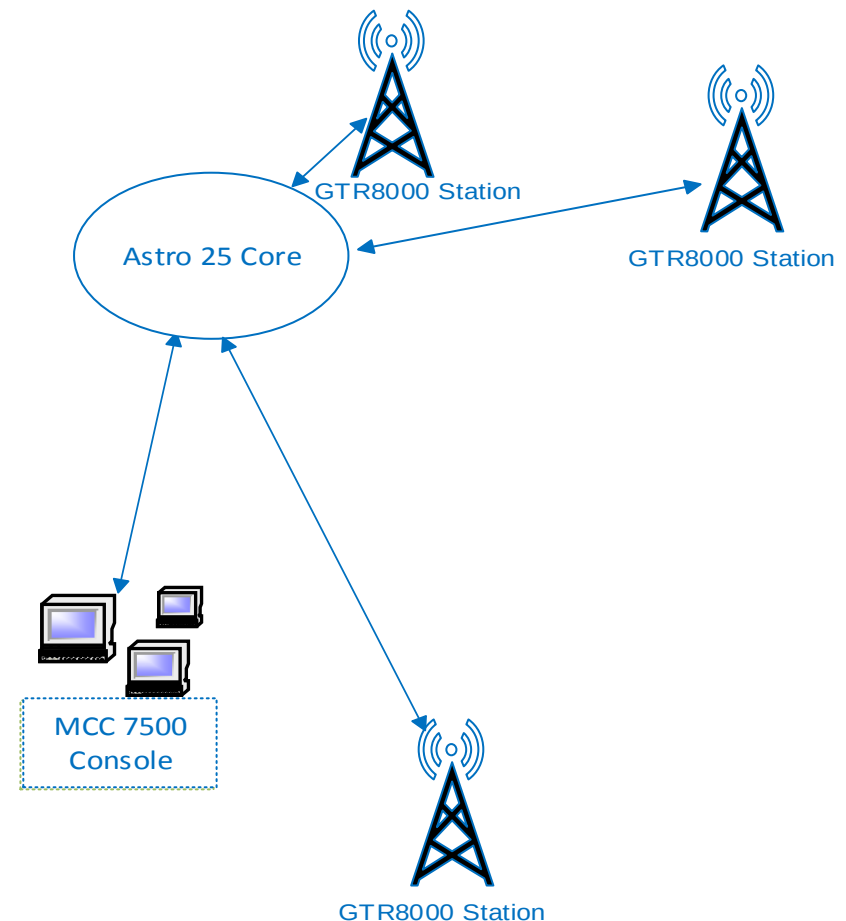


- Phased approach via its SmartX Site Converter ensures maximum system uptime and ease of user transition
- SmartX Site Converter allows Roseville to retain SmartNet features during transition such as:
 - Push-to-Talk ID to Dispatchers and Radio Users
 - Emergency Call/Alarm
- SmartX Site Converter also allows Roseville to continue using existing SmartNet equipment
 - MTC3600 Controllers (after SmartZone upgrade)
 - QUANTAR™ Stations
- Equipment Requirements
 - 1 each ASTRO 25 Zone Core equipment at Master Site
 - 1 each SmartX Site Converter
 - 1 each Motorola GGM 8000 Gateway
 - 2 each GTR8000 radio equipment racks at each RF site
 - 9 each MCC7500 Dispatch Consoles

Summary Standalone SmartX Migration Benefits

The SmartX Migration option is a temporary/transitional solution that:

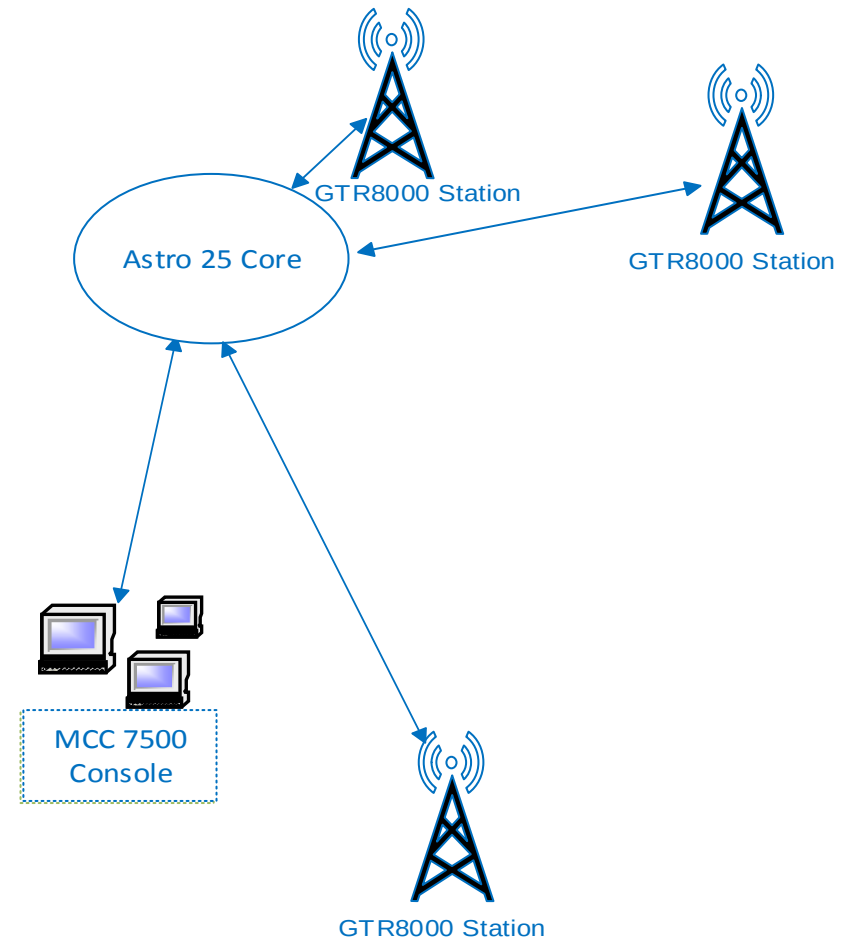
- Allows a gradual migration from Roseville's legacy analog system (SmartNet) to a Project 25 digital radio system (Motorola's ASTRO 25)
- Maximizes the reuse of existing SmartNet equipment
 - MTC3600 Controllers (SmartZone rev upgrade)
 - QUANTAR™ stations
- Requires maintenance of only one core master site
- Provides full interoperability among existing SmartNet users and ASTRO 25 (P25) radios and dispatch consoles
- Retains Roseville's important critical SmartNet features during the migration
- Allows reuse of most subscriber radios on ASTRO 25 system with only a software P25 refresh
- Later allows repurposing SmartX as a spare Voice Processing Module (VPM) for the console



Summary Standalone SmartX Migration Disadvantage

The SmartX Migration option is a temporary/transitional solution that:

- Does not provide for an interface of the existing Centracom Gold Elite dispatch consoles to the ASTRO 25 Zone Core
- Requires an MCC 7500 Dispatch Console installation at the same time as the implementation of the SmartX solution
- Results in additional cost and complexity (2xs Labor Costs)
 - Project Manager
 - System Technology Manager
 - Engineer
 - Cold Installers
 - Factory Mock Up
- Is currently only available through 2017





REGIONAL PARTNERING OPTIONS: EVALUATION & FINDINGS

Regional Partnering Interface Options



There are several ways to migrate and interface the City of Roseville's Radio System to Placer or Sacramento County's ASTRO 25 Zone Core:

- Shared Core
- Inter-subsystem Interface (ISSI)
- Dynamic System Resilience (DSR)

Regional Partnering Interface Options



There are several ways to migrate and interface the City of Roseville's Radio System to Placer or Sacramento County's ASTRO 25 Zone Core:

- Shared Core
- Inter-subsystem Interface (ISSI)
- Dynamic System Resilience (DSR)

- Shared Core Option
 - ✓ Allow Roseville to save the costs of procuring and maintaining its own ASTRO 25 Core
 - ✓ Would still require Roseville to provide the capacity licenses for adding its system onto the desired Zone Core

Regional Partnering Interface Options



There are several ways to migrate and interface the City of Roseville's Radio System to Placer or Sacramento County's ASTRO 25 Zone Core:

- Shared Core
- Inter-subsystem Interface (ISSI)
- Dynamic System Resilience (DSR)

- ISSI Option
 - ✓ Requires Roseville to procure an ASTRO 25 Zone Core (or another Vendor's P25 System) and equip it with an ISSI Gateway
 - ✓ An ISSI8000 gateway must also be implemented on the desired County's Zone Core (Placer or Sacramento County)

Regional Partnering Interface Options

There are several ways to migrate and interface the City of Roseville's Radio System to Placer or Sacramento County's ASTRO 25 Zone Core:

- Shared Core
- Inter-subsystem Interface (ISSI)
- Dynamic System Resilience (DSR)

- DSR Option
 - ✓ Requires Roseville to procure an ASTRO 25 Zone Core and equip it with DSR
 - ✓ DSR must also be implemented on the desired County's Zone Core (Placer or Sacramento County)
 - ✓ Both Core's must run the same software revision (7.14 for Placer County or 7.13 for Sacramento County)
 - ✓ Roseville would benefit from some sharing of licenses

ISSI, CSSI, and DSR



■ ISSI

- Purpose is to allow P25 subscribers to roam into different regions (areas where they would not ordinarily have coverage) and remain in contact with their home dispatch
- Is not designed to provide network redundancy between systems for failure modes, such as failure of Master sites (a.k.a. Zone Cores)

■ ISSI.1

- Is Motorola's branding of the original P25 standard
- Has a limited feature set

■ ISSI8000

- Is Motorola's branding of the latest ISSI P25 standard

■ CSSI (Console Subsystem Interface)

- Allows 3rd party console manufacturers equipment to interface with another manufacturer's radio system
- Each manufacturer has to implement a CSSI on their system
- Is limited to the lowest common console manufacturer denominator

■ DSR

- Motorola's network redundancy solution
- Allows the implementation of two redundant geographically separated master sites
- Offers the highest level of system failure protection in a Motorola-only system
- Maintains critical radio system communications in the event one core is lost by switching immediately to a second core
- Maintains full system functionality, including network management features and core component redundancy
- Switches between master sites automatically and seamlessly, with minimal interruption to radio system users
- Fast switchover - 100 RF sites return to wide-area operation within 30 seconds

Roseville

Shared Core, ISSI, and DSR Feature Sets



Feature	Motorola Systems	Motorola ISSI-8000	Multi-Vendor ISSI-8000
GROUP CALL	X	X	X
EMERGENCY CALL	X	X	X
EMERGENCY ALARM	X	X	X
CLEAR OR ENCRYPTED AUDIO	X	X	X
UNIT & GROUP REGISTRATION	X	X	X
PTT ID	X	X	X
P25 TDMA SUPPORT	X	X	X
RADIO AUTHENTICATION	X	X	X
MANUAL ROAMING	X	X	X
SEAMLESS AUTOMATIC ROAMING	X	X	X
PTT ID ALIAS	X	X	
ALL START/FAST START CALL PROCESSING	X	X	
BUSY QUEUING	X	X	
FASTER ROAMING TO REDUCE MISSED CALLS	X	X	
MULTIGROUP CALL	X		
TELEPHONE INTERCONNECT	X		
PRIVATE CALL	X		
CALL ALERT	X		
COORDINATED TALKGROUP PRIORITY LEVELS	X		
TEXT MESSAGING OVER INTEGRATED DATA	X		
OTAP OVER INTEGRATED DATA	X		
OTAR OVER INTEGRATED DATA	X		
OTHER INTEGRATED DATA SERVICES	X		
INTERSYSTEM ROAMING WHILE IN BUSY QUEUE	X		
GEOGRAPHIC MASTER SITE REDUNDANCY	X		
UNIFIED FAULT MANAGEMENT	X		
UNIFIED CONFIGURATION MANAGEMENT	X		
UNIFIED ALIAS MANAGEMENT	X		
UNIFIED PERFORMANCE MANAGEMENT	X		
CONVENTIONAL CHANNEL AUDIO	X		
RADIO CHECK	X		
RADIO REMOTE MONITOR	X		
RADIO INHIBIT/UNHIBIT	X		
EMERGENCY PREEMPTION	X		

- ✓ Motorola Systems
 - Roseville on its own Motorola Core, Shares Placer or Sacramento County's Core, or DSR with Placer or Sacramento County
- ✓ Motorola ISSI-8000
 - Roseville on its own Motorola Core and ISSI with Placer or Sacramento County's Core
- ✓ Multi-Vendor ISSI-8000
 - Roseville on a non-Motorola Core and ISSI with Placer or Sacramento County's Core

Placer Regional Partnering Advantages/Disadvantages



Placer 7.14 Core Advantages

- ✓ Core Cost savings \$800-900K capital outlay
- ✓ Interoperability with dual band radios
 - No need to deaffiliate or reaffiliate with the systems – since subscribers are on one system
 - Interoperability is not only available through the console, it's available via subscriber radios via TG on the system – no need for Dispatch to set up patches
- ✓ Backup Dispatch via conventional and trunked
- ✓ Future option of cutting ties with Placer by installing own Core
- ✓ Placer could backup Roseville's critical channels/TG on Logging Recorder

Placer 7.14 Core Disadvantages

- ✓ Backhaul Costs
 - Additional T1 to connect Dispatch to Core (2 each)
 - Additional T1 to connect Prime Site to Core (2 each)
- ✓ There is no wire line connectivity if connection between Prime Site and Core is lost
- ✓ Have to remain with Placer on all upgrades
- ✓ Would need a Network Management System (NMS) and agreement with Placer to provision radios
- ✓ Will need additional T1s to connect logging recorder
- ✓ Undefined annual fees Placer will charge to Roseville to use the system

Sacramento Regional Partnering Advantages/Disadvantages



Sacramento 7.13 Core Advantages

- ✓ Core Cost savings \$800-900K
- ✓ Interoperability with 800MHz band radios
 - No need to deaffiliate or reaffiliate with the systems – since subscribers are on one system
 - Interoperability is not only available through the console, it's available via subscriber radios via TG on the system – no need for Dispatch to set up patches
- ✓ Backup Dispatch via conventional and truck
- ✓ Future option of cutting ties with Sacramento by installing own Core
- ✓ Sacramento could backup Roseville's critical channels/TG on Logging Recorder
- ✓ **Sacramento could take over Roseville's sites and infrastructure maintenance**

Sacramento 7.13 Core Disadvantages

- ✓ Shared Core
 - Same as Placer County's Shared Core disadvantages
- ✓ Primary User
 - No real control over future
 - Unknown future costs if agencies leave the system
 - Coverage problems may not be addressed as quickly as desired with competing agencies for system owners time & resources
 - Future growth and system expansion may become uncertain
 - Buy in cost (approximately \$1.2M)
 - Annual cost (approximately \$348K/year)
 - Additional site connectivity cost

Roseville ISSI Partnering Advantages/Disadvantages



Roseville ISSI Partnering Advantages

- ✓ Roseville would remain autonomous
- ✓ Interoperability capabilities
 - P25 subscribers would have the ability to view PTT IDs and emergency alarms of subscribers in Partner's system during an active call
 - Roseville's Dispatch will be able to monitor Partner's TGs
 - Subscribers will be able to manually change the mode on their radio when they get out of home coverage and remain in contact with Dispatch
 - If automatic roaming is supported, Roseville subscribers will be able to roam into Partner's coverage area and automatically remain in contact with Dispatch

Roseville ISSI Partnering Disadvantages

- ✓ Core Cost \$800-900K capital outlay
- ✓ Connectivity costs to each Core
 - 2 ISSI Gateways are recommended per Core and ISSI link
- ✓ Talk Group licensing packs costs
 - 10 Home TGs comes with each ISSI link
 - TG capacity can be increased by adding additional TG license packs

Roseville DSR Core Advantages/Disadvantages



Roseville DSR Core Advantages

- ✓ Roseville could procure its own Core and partner with either Placer or Sacramento County
- ✓ Roseville could benefit from shared upgrade costs
 - Software upgrade costs per site goes down with larger systems
- ✓ Each Dispatch Center could back each other up
- ✓ Flexibility in logging recording
 - Placer could add some channels and Roseville could pull off Placer's logger (I.P. logger with web browser access)
 - Placer County could backup Roseville's critical channels/TG on Logging Recorder

Roseville DSR Core Disadvantages

- ✓ Shared agreements must be in place
- ✓ Must coordinate all software upgrades
- ✓ Placer's logging recorder has a capacity limit
- ✓ Must have matching Cores
- ✓ Add \$100K more to Core costs for a DSR
- ✓ Additional connectivity costs for full system redundancy

- Same as Placer County's Shared Core disadvantages



OTHER FACTORS FOR CONSIDERATION

Primary Questions to be Addressed

- Are you happy with the Interoperability you currently have (activated primarily through patching during multijurisdictional events)?
- How important is your autonomy?
- What benefits you more – giving up ownership of your sites or owning your own sites and turning them into revenue generating assets?
- Note: There is no sizable difference in cost relative to the total cost of ownership overtime
 - Shared Core (but still have annual user fees to Core owner)
 - Primary User on SRRCS's Core (approximately \$1.2M to become a member and \$348K/year for System User Fees)
 - Owning your own Core (approximately \$800K more than the Shared Core option)
 - DSR (approximately \$150K more than Owning your own Core option)

The challenge may be to consider owning your own Core with provisions to increase redundancy and reliability in the Region by investing in DSR





DISCUSSION/COMMENTS/ CLOSING





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800 MHz Radio Project Phase 3 Summary Report

Project Cost Allocation Options and Funding Alternatives



Agenda



- Survey Reminder & Link
- Overview
- Project Cost Allocations
- Available Grants
- Financing Options
- Lease Option Programs
- Comments/Closing



SURVEY REMINDER & LINK

Survey



The survey for
the City of
Roseville P25
Trunked Radio
Migration is now
online

- SURVEY PURPOSE:
 - The survey is designed to assist in determining the migration path that best suits the City of Roseville. The findings of this survey will be included in the Final Business Plan concluding Phase 4 of this project.
- The three (3) technological solutions being evaluated are:
 1. Remain autonomous and operate an independent radio system that will interoperate with neighboring jurisdictions with
 - a) Inter-subsystem Interface (ISSI) option
 - b) Dynamic System Resilience (DSR) option
 2. Share a neighboring county's Core (Sacramento County or Placer County)
 - Where Roseville retains, maintains, and continue to manage radio sites
 3. Migrate to Sacramento County's Core (Prime User)
 - Where Sacramento County
 - a) Takes ownership of Roseville's sites and infrastructure
 - b) Maintains and manages radio sites and infrastructure

You may access the survey by going to the following link:
<https://www.surveymonkey.com/r/cdx-roseville>

Slide 4

RLS1

Add some text describing what the survey is for and how it will help with migration options and decisions

Bob Simmons, 3/23/2015



OVERVIEW

Overview

Purpose



The purpose of this presentation is to summarize the City of Roseville's P25 trunked radio system Project Cost Allocation Options and Funding Alternatives.

The findings of this review will be used and included in the Final Business Plan concluding Phase 4 of this project.

Options Accessed



Migration evaluation and assessment:

- Standalone Radio System Development
- Placer County CIRN Partnering Option
- SRRCS Partnering Option
- Available Grants
- Financing Options



PROJECT COST ALLOCATIONS

Roseville's Standalone System



Estimated Project Costs

- \$ 7.325M
 - Equipment
 - Services
 - Training
 - Annual Maintenance and Support

Roseville's Standalone System



Estimated Project Costs

- \$7.325M
 - Equipment
 - Services
 - Training
 - Annual Maintenance and Support

What's Needed

- Equipment \$5.2M
 - Subscriber Upgrades/Reprogramming
 - Mobile radios
 - Portable radios
 - Dispatch
 - Dispatch Console Positions
 - Dispatch Backup Control Stations
 - Logging Recorder
 - Infrastructure
 - Core Equipment
 - RF Site Equipment
 - RF Site Enhancements
 - Power
 - Site-to-Site Redundant Connectivity

Roseville's Standalone System



Estimated Project Costs

- \$ 7.325M
 - Equipment
 - Services
 - Training
 - Annual Maintenance and Support

What's Needed

- Equipment \$5.2M
 - Infrastructure
 - ISSI Back Haul Equipment/Connectivity
 - MW
 - Fiber
 - T-1
- Services \$1.825M
- Training \$150K
- Annual Maintenance and Support \$150K/year

Estimated Initial Cost Comparisons



Migration Option	Total Initial Project Costs	Equipment		Services	Training	Annual Maintenance & Support (Beginning Year 2)	Initial Membership Fee	Annual System Service Fee
		Subscriber	Infrastructure / Dispatch					
Standalone								
Core Only	\$ 7,175,000	\$ 1,000,000	\$ 4,200,000	\$ 1,825,000	\$ 150,000	\$ 150,000	\$ -	\$ -
ISSI SRRCS	\$ 7,590,375	\$ 1,000,000	\$ 4,515,000	\$ 1,925,375	\$ 150,000	\$ 170,000	\$ -	\$ -
ISSI CIRN	\$ 7,590,375	\$ 1,000,000	\$ 4,515,000	\$ 1,925,375	\$ 150,000	\$ 170,000	\$ -	\$ -
Shared Core								
SRRCS	\$ 6,441,375	\$ 1,000,000	\$ 3,300,000	\$ 1,825,000	\$ 150,000	\$ 120,000	\$ -	\$ 166,375
CIRN	\$ 6,441,375	\$ 1,000,000	\$ 3,300,000	\$ 1,825,000	\$ 150,000	\$ 120,000	\$ -	\$ 166,375
Primary User								
SRRCS	\$ 4,699,109	\$ 1,000,000	\$ 1,000,000	\$ 900,000	\$ 150,000	\$ 70,000	\$ 1,263,119	\$ 385,990

15 Year Estimated Cost Comparisons



Migration Option	15 Year Projected Costs	Recurring Annual Costs	Total Initial Project Costs
Standalone			
Core Only	\$ 9,275,000	\$ 150,000	\$ 7,175,000
ISSI SRRCS	\$ 9,970,375	\$ 170,000	\$ 7,590,375
ISSI CIRN	\$ 9,970,375	\$ 170,000	\$ 7,590,375
Shared Core			
SRRCS	\$ 10,450,625	\$ 286,375	\$ 6,441,375
CIRN	\$ 10,450,625	\$ 286,375	\$ 6,441,375
Primary User			
SRRCS	\$ 11,082,969	\$ 455,990	\$ 4,699,109

Note:
The SRRCS Primary user negotiated site buy out is not included here and may likely offset some of Roseville's initial costs for this option.



AVAILABLE GRANTS

Overall Justification



The justification for seeking grants for the City of Roseville's radio system is to:

- provide/subsidize funding to the City of Roseville
 - to replace its current radio system (soon to be unsupported by the manufacturer)
 - with a vendor-supported radio system that will
 - ✓ enhance interoperability with other agencies and
 - ✓ sustain a high level of communication services



Grant Programs Reviewed



U.S. DEPARTMENT OF JUSTICE



OFFICE OF JUSTICE PROGRAMS

Innovation • Partnerships • Safer Neighborhoods



FEMA



Emergency Management, Homeland Security, & Prop 1B



ERLS4S & Prop 1B

- Emergency Management Programs
 - Emergency Management Performance Grant
 - Emergency Operations Communications (EOC) Grant
- Homeland Security Programs
 - Homeland Security Grant Program (HSGP)
 - Urban Areas Security Initiative (UASI) Program
 - Metropolitan Medical Response System (MMRS) Program
 - Citizen Corps Program
- Infrastructure Protection Programs
 - Regional Catastrophic Preparedness Grant Program (RCPGP)
 - UASI Non Profit Security Grant Program (UASI NSGP)
 - Operation Stonegarden Program
 - Buffer Zone Protection Program
 - Interoperable Emergency Communications Grant Program

Slide 16

RLS4 Do they not meet any of the criteria for these programs? Consider putting it into a table showing which ones they are eligible for, which ones are no longer funded/active, etc.

Bob Simmons, 3/23/2015

RLS8 It's not Communications Center is it? It's just 'communications' - IECGP

Bob Simmons, 3/23/2015

Grant Review Summary



- Many previously available grants are no longer available through the Federal Government (per CALOES)
- 2015 **Emergency Preparedness Grants**
 - Have not come out yet due to a late signing of the budget
 - Will have to work through the Sacramento Urban Area Security Initiative (UASI) Area
- **Homeland Security Grants** are designated to the UASI Areas
 - Scope of what geographical area is reached in a UASI Area is decided by the UASI
 - Sacramento UASI went away for a couple of years and is now back
 - The City of Roseville will have to work through Placer County once the applications are opened
 - Region wide considerations will be made
 - Working Group (5 person board) will evaluate grant priorities
- Infrastructure Protection Programs
 - Not available to Cities
 - Some are only available to Non-profits and FirstNET

Assistance to Firefighters Grant (AFG)



- **FEMA AFG Program**
 - The FY 2014 **Fire Prevention & Safety (FP&S)** application period is open now through April 17, 2015 at 5:00 PM EDT
 - Each applicant can submit a request for up to \$1.5 million Federal share
 - All eligible applicants shall make available non-federal funds to carry out such activity in an amount equal to and not less than 5% of the grant awarded (Cash and/or In-kind share matches are allowable)
 - Key Dates and Time
 - Application Start Date: 03/16/2015 at 8:00 a.m. ET
 - Application Submission Deadline: 04/17/2015 at 5:00 p.m. ET
 - Anticipated Funding Selection Date: N/A
 - Anticipated Award Date: No later than 09/30/2015
 - Other Key Dates
 - Projected Award Start Date(s): 06/01/2015
 - Projected Award End Date(s): 09/30/2015
 - www.fema.gov/welcome-assistance-firefighters-grant-program

State Homeland Security Grant Program (SHSGP)



- SHSGP
 - FEMA – CALOES – Placer OES -- sends a chunk of cash for Law Enforcement Terrorism Prevention
 - => for radio equipment
 - Sacramento is now accepting applications for Training – April 28th
 - Not sure if every county gets this grant
 - Need to contact Placer County OES to see if the City of Roseville can apply



FINANCING OPTIONS

Vendor Financing Options

PRIS10
SB1
(S10) Vendor Financing Options
Considered based on \$4.2M:

- Three (3) Years
- Five (5) Years
- Seven (7) Years
- Ten (10) Years

- Vendors Considered
 - ✓ EF Johnson
 - ✓ Harris
 - ✓ Motorola
 - ✓ Tait

Slide 21

RLS10

Is it 3 or 4?

Bob Simmons, 3/23/2015

SB1

4

Samuel Bellow, 3/23/2015



LEASE OPTION PROGRAMS

Vendor Contacts



EF JOHNSON

David Cann
Sr. Systems Engineer

Mike Priolo

Harris Corporation

Eddy Clemente
Sr. Finance Manager, Bids & Proposals
Public Safety & Professional - RF Communications Division

Mike Dougherty
Regional Sales Manager

Dan Kelleher

Motorola

Tammie Massier

Mark Bare
Director, Government Affairs

MOTOROLA SOLUTIONS CREDIT COMPANY, LLC
Paul Mecaskey
Bill Stancik

TAIT

Pete Sinclair
Business Development Manager
Public Safety
www.taitradio.com

Lease Options



- Most vendors offer a Tax-exempt Municipal Lease
 - A lease-purchase contract designed specifically for state and local government entities
 - Interest payments from government entities are exempt from a vendor's federal income tax liability
 - Vendor shares this benefit by offering lower interest rates
 - The financing typically avoids classification as debt due to inclusion of a non-appropriations clause
 - Payments generally are considered operating costs / expenses
 - Prepayments can be made free of penalty on a regularly scheduled lease payment date
 - Unlike bond financing, the lease-purchase agreement contains no hidden fees, no ongoing administrative costs, and does not require debt service reserve funds which would force more borrowing than is necessary
 - Unlike bond financing, the lease-purchase agreement offers flexibility...special terms can be arranged to meet unique funding or cash flow requirements
 - Typical terms range from 24 to 120 months (2 to 10 years)

Vendor Finance Company Affiliations



- EFJohnson
 - Government Capital

- Harris Corporation
 - PNC Equipment Finance

- Motorola

- Tait



DISCUSSION/COMMENTS/ CLOSING





800 MHz Radio Project Survey Results & Business Plan Summary Presentation



Agenda



- Survey Results Summary Presentation
 - Survey Results
 - Survey Questions
 - Survey Questions Detailed Results
 - Comments/Closing
- 800 MHz Radio Project Phase 4 – Business Plan Summary Presentation



RESULTS OF THE SURVEY

Survey Results

The City of Roseville P25 Trunked Radio Migration survey results indicates the City should procure a Standalone Radio System

MIGRATION OPTION	SURVEY SCORE	RANK			
Standalone	41.6	1			
ISSI Sacramento County	40.5	2			
ISSI Placer County	40.1	3			
DSR SRRCS	33	4			
DSR CIRN	32.8	5			
Shared User on SRRCS	30.3	6			
Shared User on CIRN	30.1	7			
Primary User on SRRCS	24.7	8			



SURVEY QUESTIONS

Survey Questions



- Governance
 - 8
- Finance
 - 3
- Operations
 - 6
- Technology
 - 4

Survey Questions



GOVERNANCE

1. How important is it to your department to maintain radio system autonomy -- as it has today? (i.e. The ability to make system decisions, move or replace antennas, determine acceptable maintenance response windows, etc.)
2. How important is it to your department to control when your radio system or software upgrades will take place?
3. How important is it to your department to allow a Regional Committee to control when your radio system or software upgrades will take place?
4. How much in favor would your department be to negotiate with a large Regional Partnering Committee (SRRCS) to determine the annual fees you will pay to operate your radio system each year?
5. How much in favor would your department be to negotiate with a small Regional Partnering Committee (CIRN) to determine the annual fees you will pay to operate your radio system each year?
6. How important is it to your department to maintain its own radio communications sites and towers?
7. How important is it to your department to add to and/or relocate antennas from your tower without asking permission from a Regional Partnering Committee?
8. How important is it to your department to be able to expand your local coverage when you decide to versus when a Regional Partnering Committee says you can?

Survey Questions (con't)



FINANCE

1. How important is it to your department to sell its radio communications sites and towers to a Regional Partner?
2. How important is it to your department to retain ownership of and generate revenue from its radio sites and towers?
3. How important is it to your department to pay membership fees to join a Regional Partner's radio system to save on upfront radio system capital outlay costs?

Survey Questions (con't)



OPERATIONS

1. How important is it to your department for its subscribers to maintain communications with home dispatch when roaming out of its home (i.e. Roseville) coverage area into Placer County's coverage area?
2. How important is it to your department for its subscribers to maintain communications with home dispatch when roaming out of its home (i.e. Roseville) coverage area into Sacramento County's coverage area?
3. How important is it to your department to have full featured automatic roaming with Placer County (CIRN)?)? (i.e. Full-featured roaming is the ability of the portable or mobile radio to roam onto a neighboring system and maintain features and communications with dispatch as if it were still on the home (i.e. Roseville) system. Some of these full features are Motorola system to system specific, such as Emergency Call, Call Alert (paging), PTT ID Alias, and other Motorola specific features that may not be in use today like Over-The-Air-Programming and Private Call)
4. How important is it to your department to have full featured automatic roaming with Sacramento County (SRRCS)? (i.e. Full-featured roaming is the ability of the portable or mobile radio to roam onto a neighboring system and maintain features and communications with dispatch as if it were still on the home (i.e. Roseville) system. Some of these full features are Motorola system to system specific, such as Call Alert (paging), PTT ID Alias, and other Motorola specific features that may not be in use today like Over-The-Air-Programming and Private Call)
5. How important is it to your department to have a limited feature set of automatic roaming with Placer County (CIRN)?)? (i.e. Limited feature set roaming is the ability of the portable or mobile radio to roam onto a neighboring system and maintain some features and communications with dispatch as if it were still on the home (i.e. Roseville) system. Some of these limited features are Non-vendor system specific, such as Emergency Call, Radio Authentication, Clear or Encrypted Audio, Manual Roaming, PTT ID (this differs from PTT ID Alias in Full-featured roaming))
6. How important is it to your department to have a limited feature set of automatic roaming with Sacramento County (SRRCS)? (i.e. Limited feature set roaming is the ability of the portable or mobile radio to roam onto a neighboring system and maintain some features and communications with dispatch as if it were still on the home (i.e. Roseville) system. Some of these limited features are Non-vendor system specific, such as Emergency Call, Radio Authentication, Clear or Encrypted Audio, Manual Roaming, PTT ID (this differs from PTT ID Alias in Full-featured roaming))

Survey Questions (con't)



TECHNOLOGY

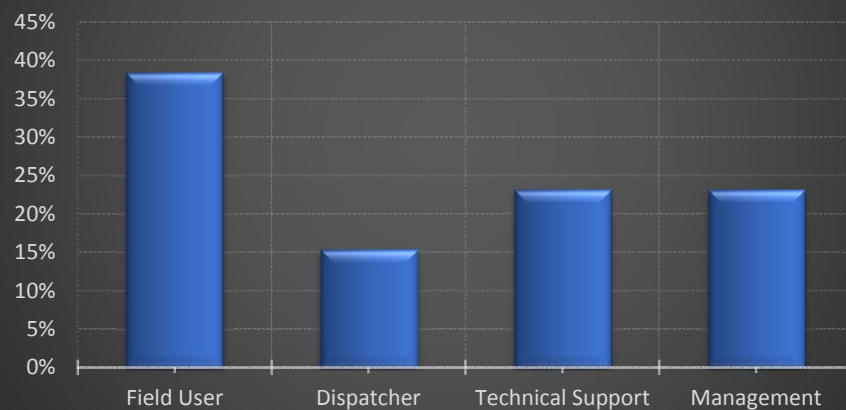
1. How important is it to your department to have your radio system Core fully backed up by Regional Partner (Placer or Sacramento County) in the event of a catastrophic failure? (i.e. If Roseville's Core is lost Roseville could continue dispatching to its subscribers via a Regional Partner's Core (Placer or Sacramento County) automatically until Roseville's Core is restored)
2. How important is it to your department to have its dispatch center fully backed up by Regional Partner (Placer or Sacramento County) in the event of a catastrophic failure? (i.e. If Roseville's Dispatch Center goes down its designated Regional Partner (Placer or Sacramento County) could automatically continue dispatching Roseville's subscribers until Roseville's Dispatch Center is restored)
3. How important is it to automatically interoperate with Regional allies when traveling into a Regional Partner's coverage area as opposed to manually switching the channel on the subscriber radio?
4. How important is it to your department to procure a non-Motorola proprietary radio system solution?



SURVEY QUESTIONS DETAILED RESULTS

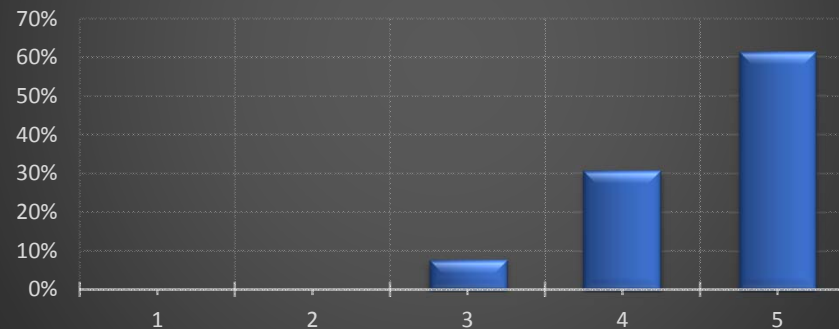
Survey Question 2

**Primary Role of Public Safety Radio
Communications' User Groups Surveyed**



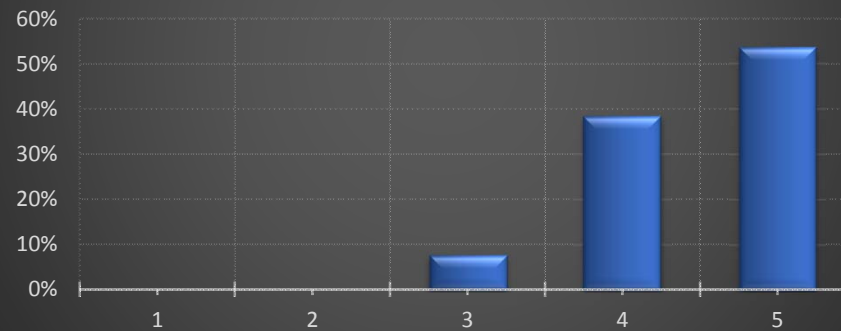
Question 3 – Governance 1

How important is it to your department to maintain radio system autonomy -- as it has today? (i.e. The ability to make system decisions, move or replace antennas, determine acceptable maintenance response windows, etc.)



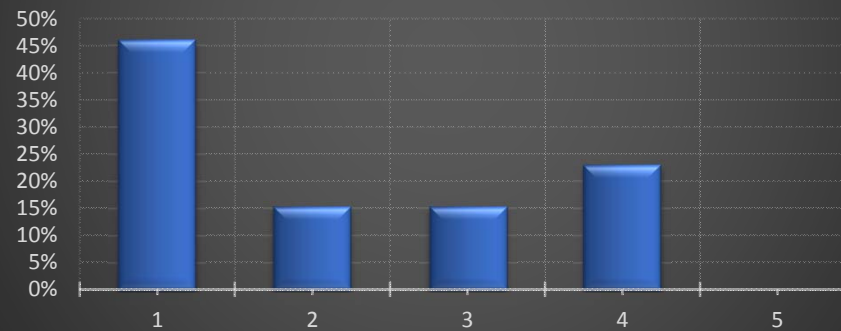
Question 4 – Governance 2

How important is it to your department to control when your radio system or software upgrades will take place?



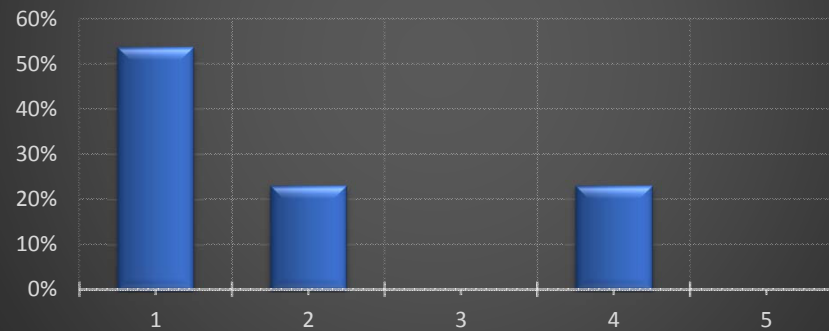
Question 5 – Governance 3

How important is it to your department to allow a Regional Committee to control when your radio system or software upgrades will take place?



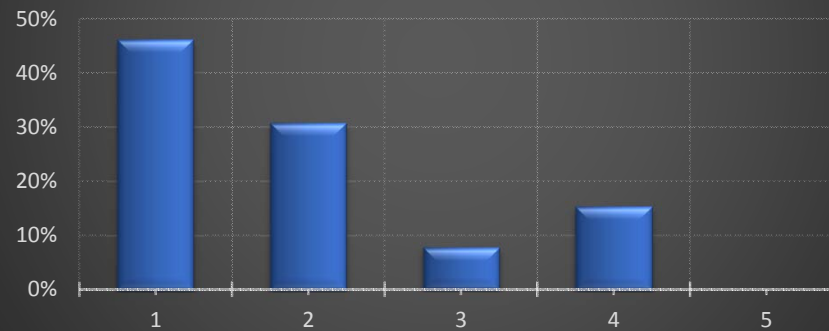
Question 6 – Governance 4

How much in favor would your department be to negotiate with a large Regional Partnering Committee (SRRCS) to determine the annual fees you will pay to operate your radio system each year?



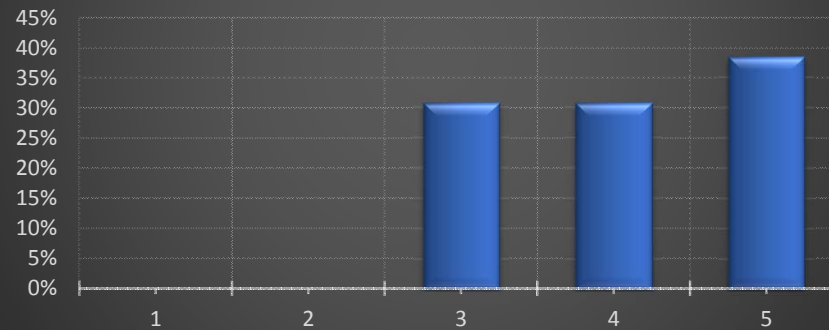
Question 7 – Governance 5

**How much in favor would your department
be to negotiate with a small Regional
Partnering Committee (CIRN) to determine
the annual fees you will pay to operate your
radio system each year?**



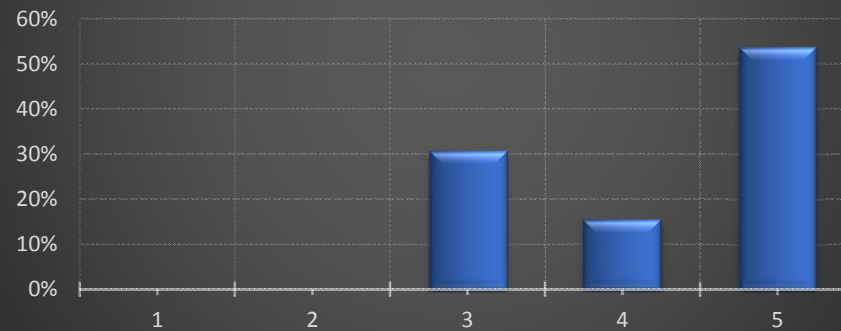
Question 8 – Governance 6

How important is it to your department to maintain its own radio communications sites and towers?



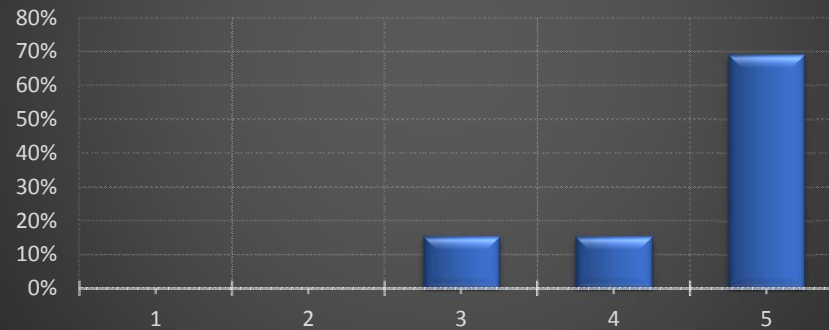
Question 9 – Governance 7

How important is it to your department to add to and/or relocate antennas from your tower without asking permission from a Regional Partnering Committee?



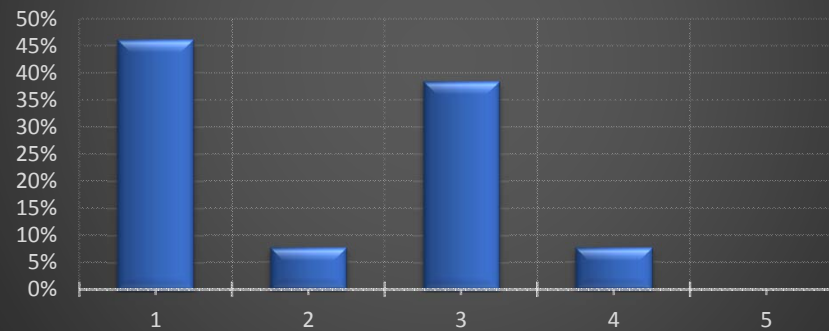
Question 10 – Governance 8

How important is it to your department to be able to expand your local coverage when you decide to versus when a Regional Partnering Committee says you can?



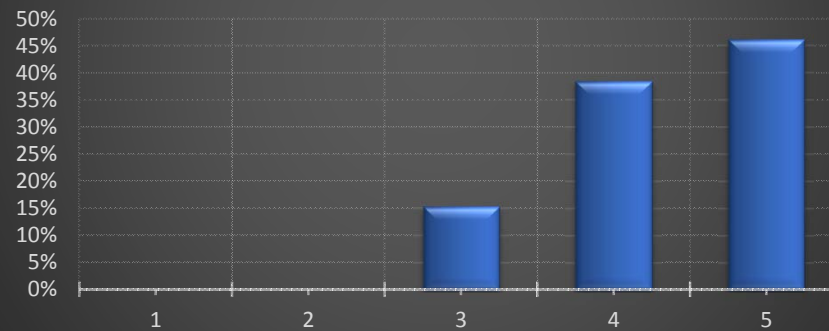
Question 11 – Finance 1

**How important is it to your department to
sell its radio communications sites and
towers to a Regional Partner?**



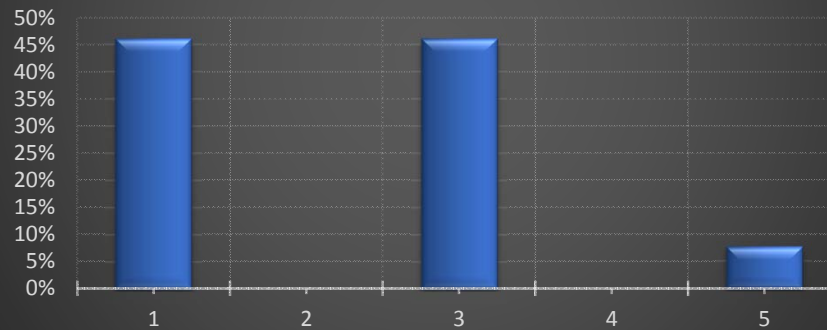
Question 12 – Finance 2

How important is it to your department to retain ownership of and generate revenue from its radio sites and towers?



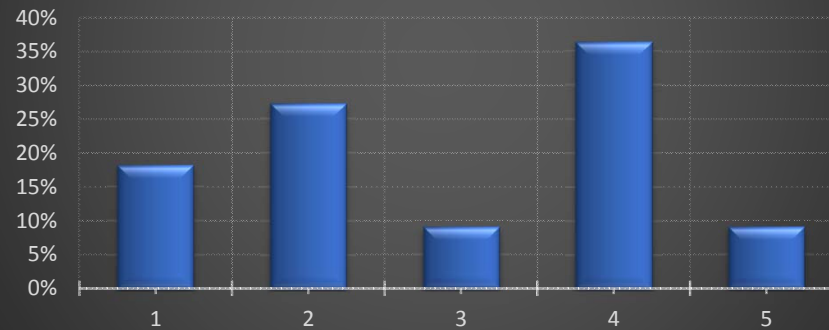
Question 13 – Finance 3

How important is it to your department to pay membership fees to join a Regional Partner's radio system to save on upfront radio system capital outlay costs?



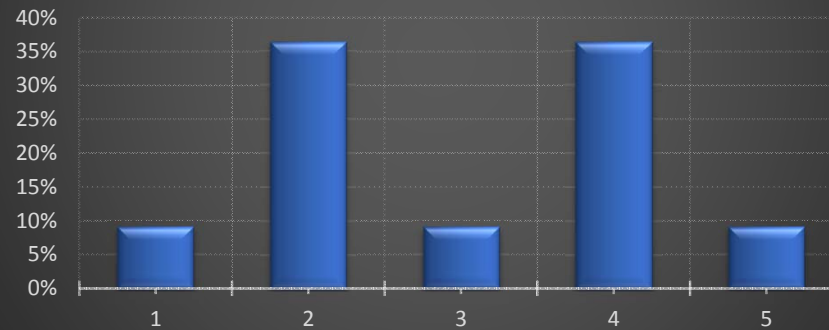
Question 14 – Operations 1

How important is it to your department for its subscribers to maintain communications with home dispatch when roaming out of its home (i.e. Roseville) coverage area into Placer County's coverage area?



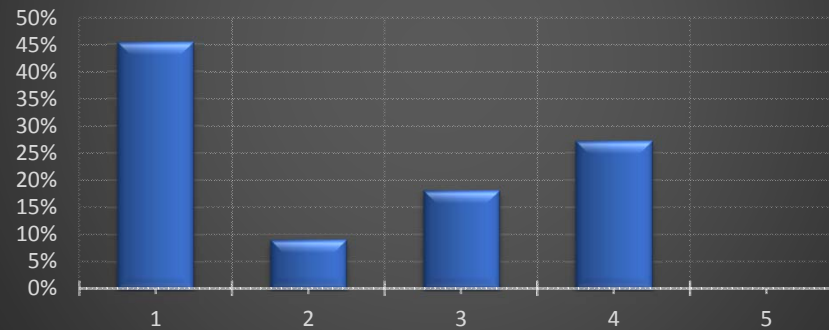
Question 15 – Operations 2

How important is it to your department for its subscribers to maintain communications with home dispatch when roaming out of its home (i.e. Roseville) coverage area into Sacramento County's coverage area?



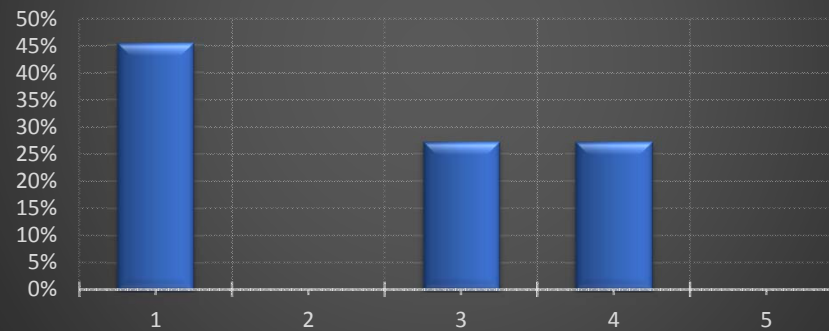
Question 16 – Operations 3

How important is it to your department to have full featured automatic roaming with Placer County (CIRN)?



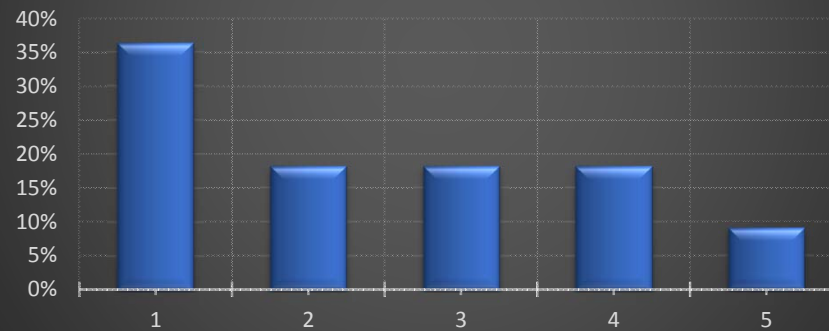
Question 17 – Operations 4

How important is it to your department to have full featured automatic roaming with Sacramento County (SRRCS)?



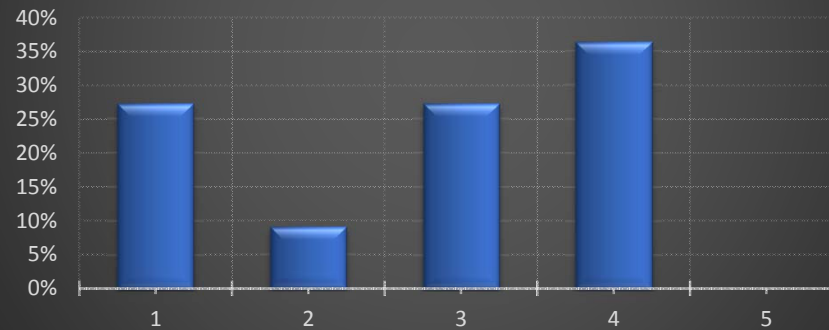
Question 18 – Operations 5

How important is it to your department to have a limited feature set of automatic roaming with Placer County (CIRN)?



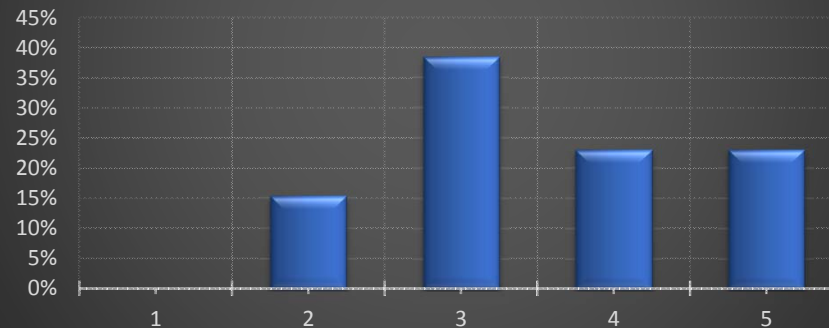
Question 19 – Operations 6

How important is it to your department to have a limited feature set of automatic roaming with Sacramento County (SRRCS)?



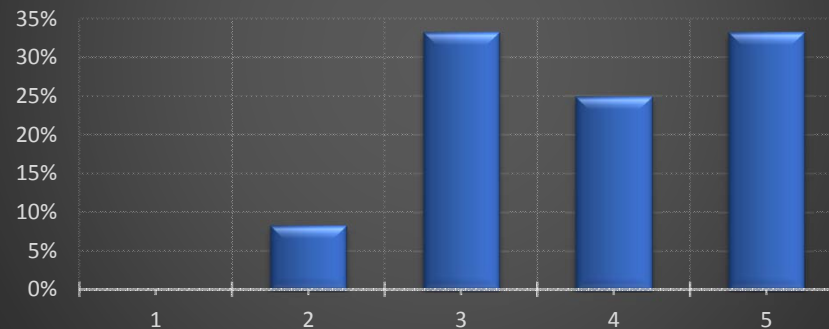
Question 20 – Technology 1

How important is it to your department to have your radio system Core fully backed up by Regional Partner (Placer or Sacramento County) in the event of a catastrophic failure?



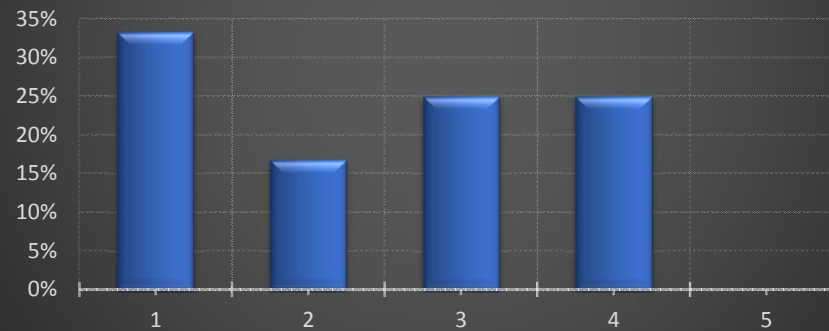
Question 21 – Technology 2

How important is it to your department to have its dispatch center fully backed up by Regional Partner (Placer or Sacramento County) in the event of a catastrophic failure?



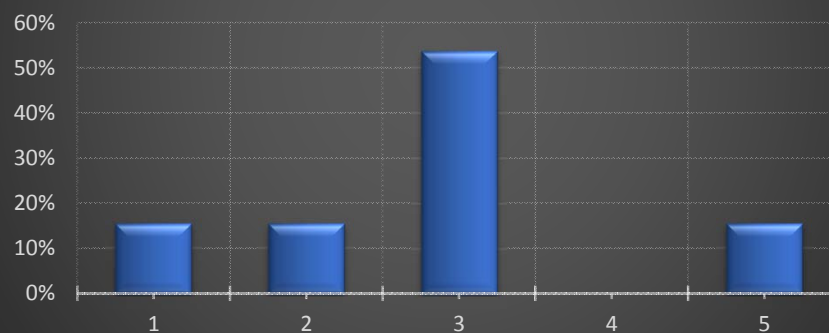
Question 22 – Technology 3

How important is it to automatically interoperate with Regional allies when traveling into a Regional Partner's coverage area as opposed to manually switching the channel on the subscriber radio?



Question 23 – Technology 4

How important is it to your department to procure a non-Motorola proprietary radio system solution?





DISCUSSION/COMMENTS/ CLOSING





800 MHz Radio Project Phase 4 – Business Plan Summary Presentation



City of Roseville Phase 4

– Business Plan



Contents

- This document contains the following topics
 - Executive Summary
 - Background
 - Migration Options
 - Migration Option A: Do Nothing
 - Migration Option B: Partner with Regional Neighbor
 - Migration Option C: Procure a Stand Alone Radio System
 - Funding Options
 - Recommendations
 - Addendum



EXECUTIVE SUMMARY

Executive Summary



Introduction

- ✓ Summarize and identify the topics addressed in this business plan

Executive Summary (con't)



Purpose

- ✓ The purpose of this business plan and recommendation herein is to assist the City of Roseville become more informed about it's P25 trunked radio system migration needs and options.

This document will outline

- ✓ Issues driving the need to upgrade or replace the 800 MHz radio system
- ✓ What needs to be replaced
- ✓ Why it needs to be replaced
- ✓ Consequences of not replacing it
- ✓ The need to define an operational transition plan
- ✓ The timeline of the project
- ✓ Resources need to successfully accomplish the radio system migration
- ✓ Resources needed over the life of the project



BACKGROUND

Background - Situation



Situation

- Describe the situation the City is facing which led to the need to investigate the options discussed in this business plan

Background - Situation (con't)



The City of Roseville

- ✓ Has been informed its radio equipment manufacturer, Motorola, that it will end supporting the radio equipment used by the City on December 31, 2018
 - ✓ Is faced with making an immediate informed decision of how to best replace its existing citywide 800 MHz voice radio communications system for public safety and public service
- ✓ Endeavors to provide those who serve, protect, and provide services to the citizens of the City with a radio communications system that
 - Provides clear and reliable communications
 - Maintains user safety
 - Utilizes the P25 nationwide digital radio communications system standards

Background - History

Describe the events that led to the situation the City is in

As the result of being informed in 2010 by Motorola that the 800 MHz radio system will reach its end-of-life (EOL) in 2017 (Motorola has recently announced that it will end its support of Roseville's equipment on December 31, 2018), the City proactively responded in the following manner:

- ✓ In 2012, the City formed the "800 MHz System Committee" to guide the City through selecting the next generation 800 MHz radio system
- ✓ In 2013, the "800 MHz System Committee"
 - Finalized its Strategic Plan
 - Released and evaluated an RFQ to assess the City's 800 MHz radio requirements and vendor capabilities

Background - History (con't)



- ✓ In 2014,
 - The Information Technology (I.T.) Department submitted a Capital Improvement Program (CIP) request to fund the replacement of the 800 MHz radio system, based on the RFQ vendor input
 - The Fire Department submitted a grant request to upgrade and enhance the VHF system and provide additional VHF capabilities to each Fire Station
 - The City partnered with CDX Wireless, concluding an RFP seeking a consultant to assist in reviewing the City's radio system options and develop a Business Plan for upgrading or replacing its 800 MHz radio system.

- ✓ In 2015, CDX Wireless
 - Evaluated and accessed the City's radio communication system and its migration and funding options
 - Provided a radio replacement recommendation and migration options

Background - Impact

Describe the impact the situation may have on the City

- ✓ Ultimately the decision regarding the radio system migration will impact the schedule, scope, and resources of the project and the City of Roseville
- ✓ The schedule or timeframe to complete the migration of the City's radio system should be completed on or before the support from the radio system manufacturer ends – December 31, 2018

Background - Impact (con't)

- ✓ The scope of the radio system migration will affect what needs to be done when and is dependent upon the solution elected by the City
 - Do Nothing
 - Procure a Standalone Radio System
 - Partner with a Regional Neighbor

- ✓ The resources of the radio system migration are critically linked to the scope and schedule
- ✓ Much consideration to financing this project must be given to ensure its successful implementation

Background - Approach



The general approach and methodology used to investigate, present, and recommend the radio system migration options to be considered by the City of Roseville consisted of four (4) distinct phases. Each phase – highlighted below – is built upon the preceding phase to develop this business plan.

- **Phase 1: Evaluate Roseville City's Radio System Needs**
 - The approach taken to meet the desired goals of Phase 1 consisted of the following:
 - Gathering and reviewing existing documentation on Roseville radio systems
 - Visiting key sites and reviewing system architecture
 - Conducting face to face interviews
 - Reviewing the Committee's Strategic Plan
 - Summarizing findings and analysis
- **Phase 2: Evaluate Regional Partnering & P25 Migration Options**
 - The approach taken to meet the desired goals of Phase 2 consisted of the following:
 - Evaluating System Migration Needs
 - Assessing SRRCS Partnering Option
 - Assessing Placer County CIRN Partnering Option
 - Assessing Standalone Radio System Development
 - Summarize Findings and Analysis
 - Preparing and Presenting the System Migration Options to the City

- **Phase 3: Identify & Recommend Funding Strategies**
 - The approach taken to meet the desired goals of Phase 3 consisted of the following:
 - Assembling Available Funding Strategies for P25 trunked radio system migration to be used in final Business Plan for Replacement of the City's Radio System
 - Identifying Available Grants and Requirements
 - Identifying Alternative Funding and Cost Allocation Options
 - Summarizing Findings and Analysis
 - Preparing and Presenting Funding Alternatives and Cost Allocation Options Summary presentation to the City
- **Phase 4: Finalize Business Plan for Replacement of the City's Radio System**
 - The approach taken to meet the desired goals of Phase 4 consisted of the following:
 - Preparing, submitting, detailing, and evaluating the radio system migration survey
 - Compiling All Documents from Previous Phases
 - Developing Draft Deliverables
 - Delivering Draft Deliverable to Client
 - Incorporating Comments
 - Preparing and Submitting Final Business Plan to Client



MIGRATION OPTION A: DO NOTHING

Migration Option A: Do Nothing

-- Description



Provide a description and the details of what this option

Migration Option A: Do Nothing

- ✓ Consists of doing more of what you do now
- ✓ Continue using and maintaining the existing radio system
- ✓ Delay the initial expense of procuring a new radio system and console and subscriber equipment

Migration Option A: Do Nothing

-- Findings



Explain what the investigation found, including costs associated with choosing this option

=====

- There are no initial costs associated with this option
- There are over 1200 public safety and public service radio users that rely on a dependable radio communications system for their day to day operations
- Such radio users include:

- ✓ Police
- ✓ Fire
- ✓ En, DevServices, Steets, Bldg
- ✓ Parks
- ✓ Electric
- ✓ Solid Waste
- ✓ Transit
- ✓ Water
- ✓ Wastewater
- ✓ Fleet, Facility, BldgMt, Stores
- ✓ City Mutual Aid
- ✓ IT
- ✓ City Manager

Industry best practices establishes that it is better to change before you have to

Migration Option A: Do Nothing

-- 800MHz system's incident trend

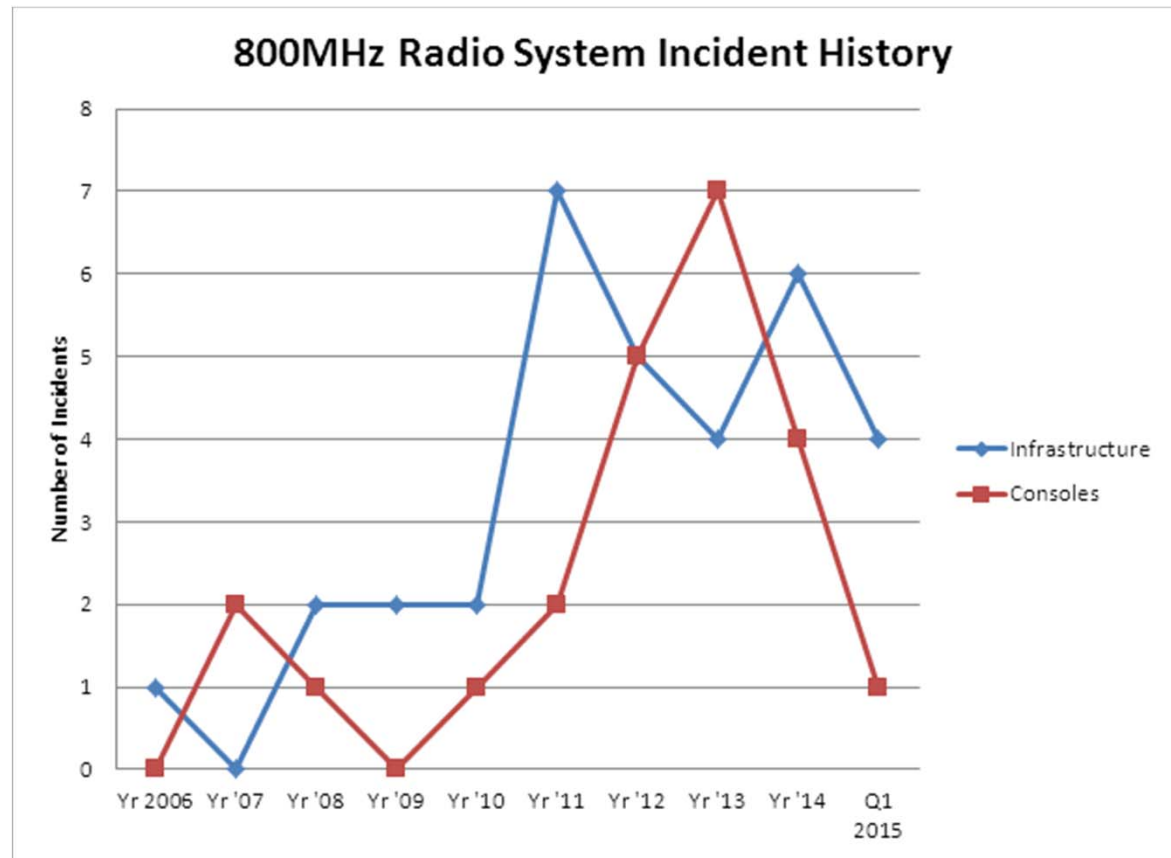


- It is important to note that as time has passed the number of times the radio system has been affected by infrastructure and/or console failures has increased
- The latest information to date reveals that the number of infrastructure incidents in the first quarter of 2015 has already matched or exceeded the number of annual incidents of 6 of the past 8 years
- The impact of these incidents continue to have increasingly adverse effects on the desired radio service

Migration Option A: Do Nothing

-- 800MHz system's incident trend (con't)

The diagram right depicts the rise of Infrastructure and Dispatch Console failures since the year 2006



Migration Option A: Do Nothing

-- 800MHz system's incident trend (con't)

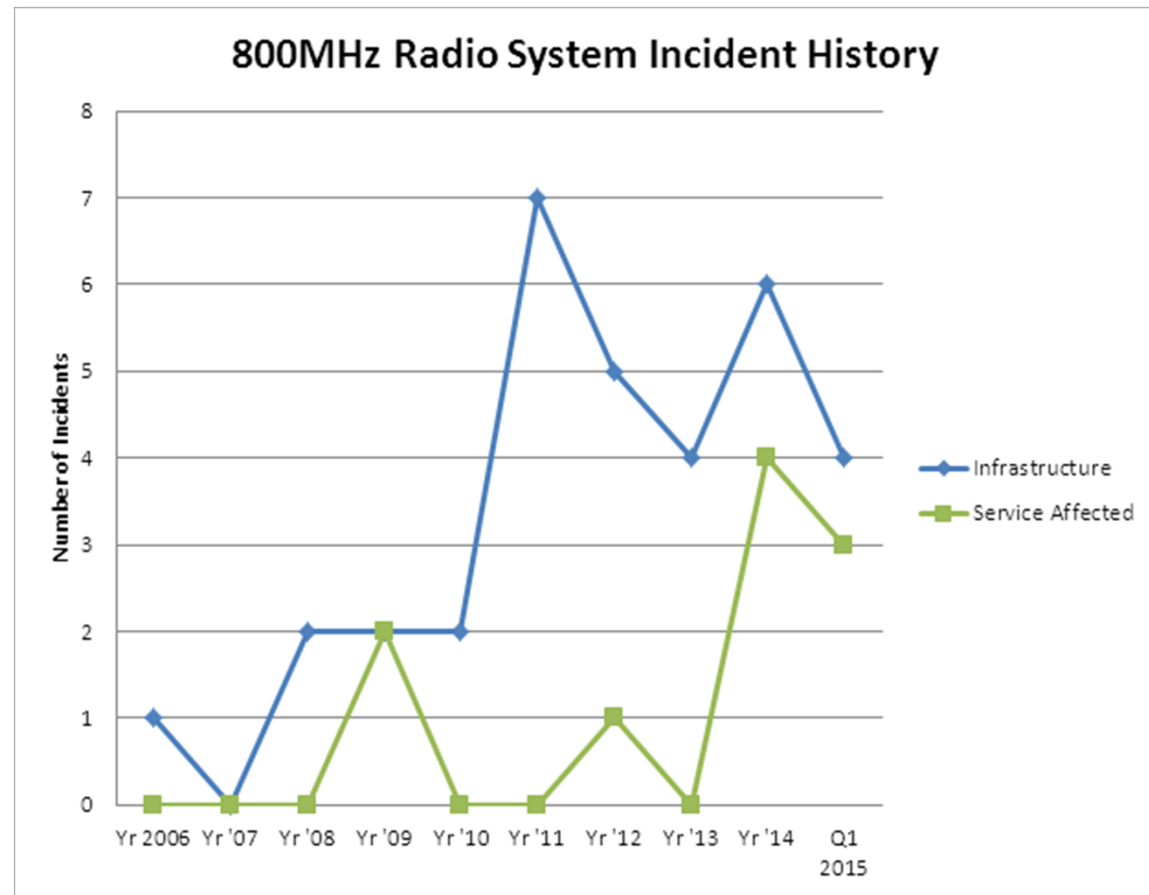


- It's important to note many of the Infrastructure incidents have been masked by the 800 MHz system's design to provide redundant services or by removing a pooled channel from service without affecting service levels
- However, recent issues have had an increased impact on overall service levels
 - ✓ For example, in 2011 there were 7 incidents with 0 affecting general service
 - ✓ While in 2014 there were 6 incidents with 4 affecting service levels
 - ✓ Yet in the 1st quarter of 2015, there has already been 4 incidents with 3 affecting service levels

Migration Option A: Do Nothing

-- 800MHz system's incident trend (con't)

The diagram right highlights the rise of infrastructure issues with respect to those that caused degradation to the overall system service levels



Migration Option A: Do Nothing

-- Implications

Identify the pros and cons of choosing this option

- ✓ The upside of doing nothing is delaying the cost or expense of procuring a radio system
- ✓ Although the radio system life may be prolonged for another year to several more years
- ✓ The impact of radio system incidents will likely continue to increase and have increasingly adverse effects on the desired radio service
 - ✓ *Ultimately, doing nothing is not a recommended option*

Some of the consequences of not replacing or migrating from your existing radio system are as follows:

- ✓ Radio system incidents are likely to increase
- ✓ Availability of parts and support will decrease
- ✓ Radio communications will be substantially decreased as system failures increase
- ✓ Equipment service and repair will become impossible when manufacturer discontinues support
- ✓ Potential catastrophic failure of radio communications system once system surpasses its EOL and spare parts are no longer available



MIGRATION OPTION B: PARTNERING WITH REGIONAL NEIGHBOR

Migration Option B:

Partnering with Regional Neighbor -- Description



Provide a description and the details of what this option entails

- ✓ There are two (2) Regional partners and two (2) options that can be considered with Migration Option B: Partnering with Regional Neighbor
 - The two (2) partners to be considered are
 - Sacramento County (SRRCS)
 - Placer County (CIRN)
 - The two (2) partnering options are becoming a
 - Shared Core
 - Primary Core User

Migration Option B:

Partnering with Regional Neighbor -- Findings



**Explain what the
investigation found,
including costs associated
with choosing this option**

Migration Option B:

Partnering with Regional Neighbor -- Implications



**Identify the pros and cons
of choosing this option**

- ✓ Advantages of Regional Partner with a Shared Core Option allows
 - The City of Roseville to save the costs of procuring and maintaining its own P25 Radio Core
 - The City of Roseville users to maintain communications with Roseville dispatch while roaming out of its radio coverage area and into the neighboring partner's geographical radio coverage area
 - For Interoperability without the need for Dispatch to set up patches
- ✓ Disadvantageous of Regional Partnering with a Shared Core Option
 - ...
 - ...



MIGRATION OPTION C: PROCURE A STANDALONE RADIO SYSTEM

Migration Option C:

Procure a Standalone Radio System -- Description



**Provide a description and
the details of what this
option entails**

Migration Option C:

Procure a Standalone Radio System -- Findings



**Explain what the
investigation found,
including costs associated
with choosing this option**

Migration Option C:

Procure a Standalone Radio System -- Implications



**Identify the pros and cons
of choosing this option**



FUNDING OPTIONS

Funding Options – Grant Opportunities



**Briefly summarize or list the
grants reviewed in
Presentation 3**

Funding Options – Lease to Own Cost Breakdown



**Briefly summarize or list the
Vendor financing options**

Funding Options –

Summarize Cost Comparisons for each option



- Briefly summarize the various cost breakdowns from each migration option
- Show cost breakdowns in a tabulated display



RECOMMENDATIONS

Recommendations

-- Summary



- ✓ Briefly summarize or list the options presented in this Business Plan

Recommendations

-- Recommended option



- ✓ Provide the recommended option and delineate alternative course of action
- ✓ Note system and financial recommendations/course of actions (i.e. Best business practices for funding radio system replacement and deployment independent of grant funding pursuits
- ✓ Briefly summarize or list the options presented in this Business Plan

Recommendations

-- Rationale



- ✓ Explain the reason for your recommendation
- ✓ Survey & Survey Results

Recommendations

-- Next steps



Explain the next steps to be taken

- ✓ Identify funding sources for radio system migration/replacement project
- ✓ Prepare, review and evaluate final RFP to replace 800MHz radio system
- ✓ RFP and vendor analysis
- ✓ Price negotiation
- ✓ Develop plans for implementation, training, and maintenance



ADDENDUM

Addendum

Appendix A [Glossary of Terms]

Appendix B [Project Charter]

Appendix C [Strategic Plan]

Appendix D [Site Survey Data]

Appendix E [Phase I Presentation]

Appendix F [Phase II Presentation]

Appendix G [Phase III Presentation]

Appendix H [Phase IV Presentation + Survey Questions & Results]

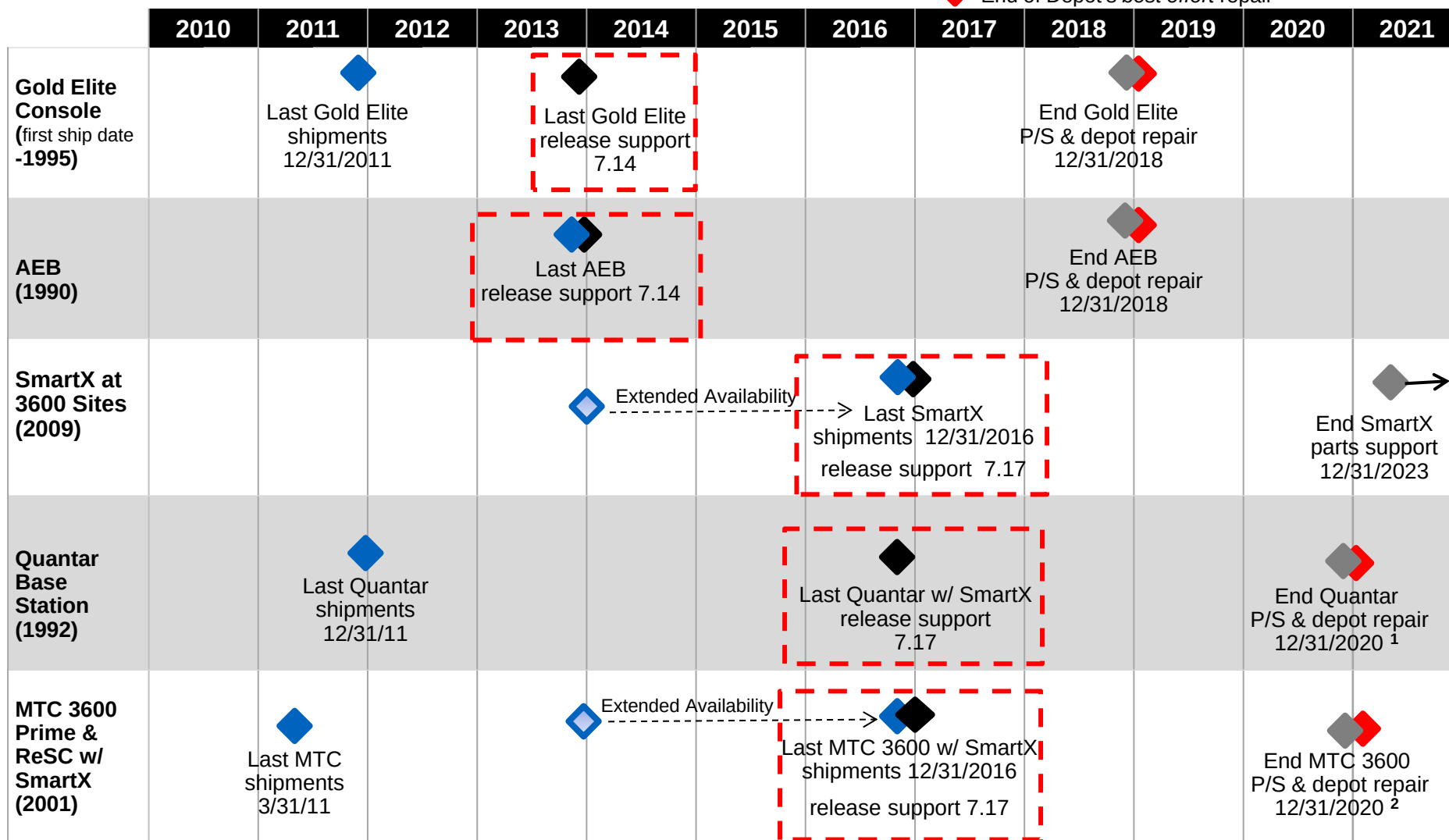


DISCUSSION/COMMENTS/ CLOSING



OBSOLESCENCE TIMELINE

-  Product Last Ship Date
-  End of Product Release Support
-  End of Product Parts Support
-  End of Depot's best effort repair



• This information is intended for planning & budgeting purposes only

• ¹ ASTRO 25 Quantars must be replaced with G-series stations beyond 7.17 release.

• ² Depot repair commercially reasonable support provided through 2020 – from 2018 through 2020 repairs will be charged a flat rate and off contract



**City of Roseville
800MHz System Committee
Strategic Plan**

November 6, 2014

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Revision History

Date Revised	Updated By	Description of Change
2/19/2013	Karl Grover	Initial Creation
11/6/2014	Karl Grover	Updates: system cutover, subscriber and site analyses, EOL date. Addition: system alternative costs and graph

Executive Summary

The City of Roseville requires a new primary voice communication system to be in service no later than December 2018. The frequency of system-related incidents has increased year-by-year since 2006. In addition, the current system will no longer be supported by the manufacturer as of 12/31/18. This means problems that arise will be difficult, if not impossible, to resolve and the City's ability to communicate will be at risk. In addition, the new system will apply nationwide standards which will improve public safety interoperability as well as incorporate features to enhance radio users' daily operation.

A Citywide committee has been established to guide the process through the "One City" vision. The 800MHz System Committee consists of each City department and/or division that operates radios on the 800MHz voice communications system. The committee developed a charter which established its vision, mission statement, member roles and ground rules in order to lay the framework for a successful project.

Committee Vision: Provide, operate and maintain a primary 800MHz voice communication system of high quality and reliability at a competitive price that is scalable for future technologies.

Committee Mission Statement: Provide exceptional 800MHz infrastructure and subscribers that our staff desires in a fiscally responsible manner.

The SWOT analysis, user focus group sessions and further Committee discussion identified operational goals and correlating technical objectives. The following are the Committee's operational goals:

1. Clear Communications
2. Reliable Communications
3. User Safety
4. User Friendly
5. Interoperability

The Committee developed a Strategic Plan which explains how it plans to approach this process including:

- The defined Operational Goals and Technical Objectives are linked together. This helps to ensure a goal such as "reliable communications" has specific objectives that contribute towards success.
- The Technical Objective Action Plan defines how each objective will be measured for success, what individuals or groups will be involved to complete the objectives, and various risks, dependencies and assumptions associated with each objective.
- The System Cutover component addresses three potential methods for system replacement with advantages and disadvantages listed for each method. The '800 System Committee' recommends its preferred method after taking into account the advantages, disadvantages, and long-term costs of each alternative.
- The Operational Transition Plan will be developed during the project to:
 1. Define the impact of the transition to the new system;
 2. Define a strategy for communicating operational (why, when) and functional (new features, new methods) changes;
 3. Define a training methodology including workshops, user guides and train-the-trainer sessions.
- The Subscriber Breakdown assessment identifies costs necessary to upgrade each department's radio fleet for the next system. This will help guide the decision process for each department to upgrade its current radios or purchase new radios.

The Committee released a System RFQ in 2013 to evaluate which manufacturers best meet the City's objectives and their corresponding budgetary estimates. In 2014 the Committee released a Consultant RFP to help guide the City through the system replacement process. The ultimate goal remains to implement a new system before the current system has reached its end of life in 2018.

I. SITUATION

A. Committee Vision and Mission Statement

The 800MHz System Committee consists of each City department and/or division that operates radios on the 800MHz voice communications system. The committee developed a charter to establish its vision, mission, roles and ground rules to lay the framework for a successful project.

Committee Vision: Provide, operate and maintain a primary 800MHz voice communication system of high quality and reliability at a competitive price that is scalable for future technologies.

Committee Mission Statement: Provide exceptional 800MHz infrastructure and subscribers that our staff desires in a fiscally responsible manner.

See Appendix A “800MHz Committee Charter” for additional details.

B. City Description

The City of Roseville lies in the western foothills of the Sierra Nevada Range, about 16 miles northeast of downtown Sacramento. It is the largest city in Placer County and has experienced considerable residential and commercial growth over the past two decades. Roseville is one of the fastest growing cities in California and continues to increase both its boundaries and sphere of influence year after year. Roseville is 42 square miles and has a population of 125,000 citizens and a daytime population of approximately 155,000 people. By 2030 Roseville is expected to be 49 square miles have a population over 200,000 citizens.

Roseville provides the following full range of services for its citizens and visitors:

1. Police services;
2. Fire/Paramedic services;
3. Two hospitals including a regional trauma center;
4. Electric services including two energy parks;
5. Water, wastewater and solid waste services including three water treatment plants;
6. Parks, recreation, and library services;
7. Housing services;
8. Public transportation services.

In 2013 Roseville PD responded to nearly 105,000 calls for service while Roseville Fire responded to approximately 15,000 calls for service in 2013. In addition, Roseville Police/Fire Dispatch received over 40,000 9-1-1 calls.

Roseville public safety personnel interoperate with regional partners on a daily basis and during large mutual aid incidents. Roseville participates in regular training events to enhance communication capabilities with the region and is also part of the Folsom Dam Security Team consisting of Federal, State, and Local agencies. Folsom Dam’s risk of flooding makes the community one of the most at risk in the United States according to the Bureau of Reclamation. In addition, the City houses a major artery of the Union Pacific Railroad (largest switching station west of the Mississippi) and has two freeways that run through the City’s boundaries.

C. System Description and Need for Change

The City’s primary voice communication system operates on 800MHz spectrum and is designed and supported by Motorola. Motorola’s “SmartNet” simulcast system is composed of three sites and nine channels that provide the coverage and capacity required to fulfill radio user needs. In addition, the Police/Fire Dispatch Communications Center consists of nine radio consoles with interfaces to many resources such as the 800MHz system, conventional

radio systems and interagency communication links while providing the ability to transfer E911 trunk lines between affiliated agencies.

There were 2.3 million transmissions on the City's radio system in 2013. Roseville provides communications for over 1,200 primary radios and grants access to thousands of others for public safety interoperability purposes.

The City needs to transition to a new voice communications system as Motorola is scheduled to stop providing support for the current system on 12/31/18. Below are some risks associated with operating on an unsupported critical system with no method of repairing broken equipment:

1. One channel is out of service reducing channel capacity by 11% thereby increasing the chance of system busy signals.
2. One site is out of service reducing coverage levels to that particular site's coverage area in West, East, or Central Roseville thereby increasing the chance of field units being unable to communicate with each other and Dispatch personnel.
3. The entire system is out of service leaving no way to effectively communicate on 800MHz equipment.

The City will also need to update and/or replace its subscriber radios to function on the new system.

In a parallel effort, during this process the City will seek to acquire and implement new features on the infrastructure and subscribers to enhance communications.

D. SWOT Analysis

The committee performed a SWOT analysis to assess the current system's strengths, weaknesses, opportunities and threats. The committee discussed potential opportunities with a new system, too. Appendix B "SWOT Analysis" contains the results.

E. Regional and Regulatory Analysis

The City is consistently communicating with Placer and Sacramento Counties to understand their efforts as both agencies are also in the process of replacing their systems. This is an opportunity to increase communication capabilities between multiple agencies and potentially leverage regional purchasing power.

The City is also monitoring FCC policies, rules, and regulations pertaining to the 800MHz spectrum to ensure compliance and protect this valuable resource.

II. TARGET

Defined operational goals are achieved as corresponding objectives are fulfilled through a planned transition at a competitive price.

Support and maintenance for infrastructure and subscribers is available and efficient at a competitive price.

III. PATH

A. Operational Goals and Technical Objectives

The SWOT analysis, focus group interviews and further committee discussion identified operational goals and correlating technical objectives. The committee categorized these objectives as required or optional components of the next system. The committee's operational goals are listed below:

1. Clear Communications
2. Reliable Communications
3. User Safety
4. User Friendly
5. Interoperability
6. Funding

These goals and objectives are linked together in Appendix C "*Operational Goals and Technical Objectives.*" Note the items highlighted in green indicate the objective exists in the current system.

B. Technical Objective Action Plan

An action plan was developed for each technical objective to document tasks, timelines, risks and resources necessary to fulfill each objective. Appendix D "*Technical Objective Action Plan*" contains details.

C. Funding

The City needs funding to maintain and improve current service levels while leveraging new capabilities offered with a new system. The committee will discuss various funding aspects throughout the project and will keep City management updated.

The committee, in partnership with management, will facilitate the need for and examination of internal and external funding sources for both infrastructure and subscribers. The funding methodology and mechanism(s) will be determined at the Department Head level and provided to the committee to plan for accordingly.

D. Procurement

There are three major procurement components – infrastructure, consoles and subscribers. The committee will use the strategic plan's components to create a RFQ with multiple system components to invite vendor competition and compare the defined objectives with vendors' capabilities.

The RFQ responses will help to build a RFP which will ultimately be used to select a new system and any new subscribers. The committee will use several weighted factors to ensure a vendor is not selected based solely on price. Also, the committee will request equipment, software and services to be priced by line item so the function-cost relationship is understood. Understanding functions and the corresponding costs will enable the committee to make well-informed decisions.

E. Site Assessment

A preliminary site assessment has been performed to consider what existing infrastructure can be reused as well as define current space, power, and radio frequency capacities if the new and old systems are temporarily required to run in parallel. Once a vendor is selected a detailed site assessment will begin to further understand requirements and options at each site. See Appendix E "*Site Assessment*" for details on each site.

It is noteworthy to focus on the limitations currently imposed at the East site including:

1. Limits coverage in East Roseville (including Kaiser and Sutter hospitals) due to lack of natural elevation and owner-imposed tower height;
2. Limits total system capacity due to lack of physical space;
3. Limits battery backup power due to lack of physical space;
4. Non-compliance with NFPA 1221 as there is no physical space for emergency power;
5. No room for expansion for future voice and/or data systems.

In addition, Police and Fire Dispatch have (9) console positions that interface with the 800MHz system. A tenth position is completely outfitted except for a radio console. This tenth position could be leveraged to begin the transition to a new console environment. The consoles are connected to the PD's computer room which has available rack space for new infrastructure to run in parallel. Once a vendor is selected a detailed site assessment will begin to further understand requirements and options in Dispatch.

Note the space and power requirements for the new system are expected to be significantly smaller than current infrastructure for Dispatch and the three sites.

F. Project Management

A project schedule will be created with vendor input to help make certain the project's technical and operational objectives are achieved in an efficient manner. This schedule will be released to the Committee for review and feedback to ensure each department's goals are realized.

There will be regularly scheduled status meetings with the vendor to review the schedule, scope of work, and Issue Log. This will clarify vendor and City expectations while providing a platform to actively review objectives and issues throughout the project.

The City will assign a City-staffed project manager to help facilitate a successful project.

G. System Cutover

The committee assessed RFQ responses (forklift), Motorola input (migration), and neighboring agency input (consolidation or sharing resources) to understand various alternatives and recommend the City's optimal approach to transition to a new system.

There are three potential methods to replace the current system including:

1. Forklift: the new system is installed next to the old system. At a predetermined time the old system is pulled from service and the new system is turned on.
2. Migration: transitional Motorola equipment is purchased to enable new system components to gradually replace old equipment.
3. Consolidation: share resources with regional partner.

To fully understand the Forklift and Migration methods, the Committee released a Request for Qualifications (RFQ) to understand which vendors' capabilities best align with the Committee's defined technical and operational objectives. Four vendors responded including EF Johnson, Harris, Motorola and Tait. The Committee utilized a detailed and thorough RFQ Evaluation methodology to score each vendor's capabilities on infrastructure, consoles and subscribers:

Vendor	EF Johnson	Harris	Motorola	Tait
Infrastructure	161	200	200	198
Consoles	163	199	230	198
Subscribers	185	195	197	187

The Committee determined each of the responding vendors could meet the City's basic communication needs. However, the difference in scores reflects the Committee's interpretation of each vendor's ability to provide the highest level of service, quality and reliability.

The Forklift and Migration methods offer the following advantages and disadvantages that need to be weighed during the system selection process.

Forklift: the new system is installed in parallel to the old system. At a predetermined time the old system is pulled from service and the new system is turned on.

1. Advantages
 - a. Increased vendor competition can result in a lower cost.
2. Disadvantages
 - a. Potential for lower service levels during transition to the new system.

Migration: transitional Motorola equipment is purchased to enable new system components to gradually replace old equipment. This method is required to be purchased by 2016 per Motorola's equipment availability timeline.

1. Advantages
 - a. Lessen potential for user impact during transition.
 - b. Gradual approach to replacing components:
 - i. Technical – strategically replace infrastructure and migrate users.
 - ii. Financial – replace infrastructure according to available funding.
2. Disadvantages
 - a. Old system components still need to be replaced by 2018;
 - b. No choice on infrastructure vendor as migration will be to new Motorola equipment.

To address the Consolidation method, the Committee met with Sacramento and Placer Counties who both proposed sharing resources with Roseville. After listening to presentations and having thoughtful discussions with both Counties, the Committee defines the following advantages and disadvantages with Consolidation.

Consolidation: sharing infrastructure resources with other agencies.

1. Advantages
 - a. Same advantages inherent to migration approach:
 - i. Lessen potential for user impact during transition.
 - ii. Gradual approach to replacing components:
 1. Technical – strategically replace infrastructure and migrate users.
 2. Financial – replace infrastructure according to available funding.
 - b. Increase chance to obtain federal grants due to increased regional efforts.
 - c. Increase chance to leverage regional purchasing power.
 - d. Potential for increased interoperability although same capabilities can be delivered through ISSI link between agencies.
 - e. Initial funding requirements are lower in the short-term, but will cost the City more money in the long-term. The long-term cost impact will be discussed in the "disadvantages" list.
2. Disadvantages
 - a. Same disadvantages inherent to migration approach:
 - i. Old system components still need to be replaced by 2018.
 - ii. No choice on infrastructure vendor as migration will be to new Motorola equipment.
 - b. Less control of system decisions. This may lead to significant financial impact even if the City does not desire to make the change.
 - c. Less control of system functionality.
 - d. Changes can be slow due to layers of bureaucracy.
 - e. Desired changes can be denied due to differing priorities or perspectives.
 - f. Dependent on interagency connectivity for reliable communications.
 - g. Increased cost for interagency connectivity.
 - h. Recurring fees for system access and potentially no control over decisions that may create annual fee increases.

- i. System capacity could become an issue as regional partner subscribers would be in contention with Roseville subscribers for the same amount of resources. In other words, the chance of system busy signals increases.
- j. The new system is expected to be in service for (15) years. The total cost of ownership is higher for a shared system as detailed in Appendix G “*System Alternative Costs.*” The City would pay approximately \$300K extra to be a “primary” user (offered by Sacramento) and \$400K extra to share a core-only connection (offered by Placer and Sacramento). However, this does not take into account potential future requirements by a different agency that the City may not desire but has no choice but to pay for.
- k. The Consolidation method offers a low cost/benefit ratio while significantly increasing technical, operational and financial risk to the City.

Conclusion: No matter which method is selected the City will continue to work with Sacramento and Placer Counties to enhance regional interoperability and reliability. However, after taking into account the advantages and disadvantages of each method as well as the corresponding costs, the Committee unanimously recommends it is in the City’s best interests to provide its own core infrastructure. If the City provides its own infrastructure, then it will make certain the City’s technical and operational goals are efficiently achieved in the most cost effective manner.

In addition, the committee will also assess RFP responses and determine the optimal approach to transition subscribers to the new system. There are a few decision points to account for in regards to subscribers:

1. The first decision is upgrading existing radios versus purchasing new radios or a combination thereof. To help make a well-rounded decision, a subscriber cost breakdown has been performed so each department understands the approximate costs to upgrade or replace existing subscribers. See Appendix F “*Estimated Subscriber Cost Analysis by Department*” for details.
2. A subscriber programming strategy will need to be developed to make the transition as seamless as possible to radio users. A strategy will be developed with each Department based on its specific subscriber upgrade/replace plan.
3. Two other subscriber factors pertain to a consistent user experience and consistent support. Subscriber consistency needs to be a weighted factor when selecting a radio manufacturer(s) and a mobile radio installer(s).
The more consistent the device and the radio installer:
 - i. The more effectively a radio operator is able to use the radio;
 - ii. The more support staff is able to maintain higher service levels.

Finally, the committee will define an operational transition plan to:

1. Define the impact of transition to the new system;
2. Define a strategy for communicating operational (why, when) and functional (new features, new methods) changes;
3. Define a training methodology including workshops, user guides and train-the-trainer sessions.

H. Resource Management

The City will manage various resource components throughout the project lifecycle. First, the City will ensure the 800MHz frequency license is in compliance so spectrum availability is not a concern before, during or after the transition. Also, the City will be cognizant of Federal, State and Local regulations as well as current events to manage any potential threats to its licensed spectrum.

Next, the City will manage personnel resources including City staff and Vendor contracts. City staff from multiple departments will need dedicated time to spend the required hours to meet project objectives.

A detailed project plan will be developed to ensure each task is defined and corresponding responsible parties are held accountable.

The old infrastructure, new infrastructure and subscribers will be managed to maintain accurate inventory, make physical space for new infrastructure and properly dispose of old equipment.

The City will manage the various training material so it is consistent, accurate and available for short-term and long-term reference.

Finally, the City will create an operations and maintenance manual to ensure long-term reliable communications. The infrastructure warranty and support plan will be contained in this manual.

IV. EVALUATION

The City will evaluate the strategic plan at scheduled intervals to make sure the plan is being followed. The committee will plan to evaluate progress of the plan during the 2nd and 4th quarterly meetings each year. Should questions or concerns arise this plan will be referenced for guidance to help make well-informed decisions.

APPENDIX LIST

Appendix A.	800MHz Committee Charter
Appendix B.	SWOT Analysis
Appendix C.	Operational Goals and Technical Objectives
Appendix D.	Technical Objective Action Plan
Appendix E.	Site Assessment
Appendix F.	Estimated Subscriber Cost Analysis by Department
Appendix G.	System Alternative Costs
Appendix H.	Glossary of Terms

Appendix A

800MHz Committee Charter

City of Roseville Vision: Fiscal health, a well-planned community, a strong community identity, complete and well-managed infrastructure, outstanding recreational opportunities, a healthy and safe community, an information-rich environment, highest quality community services, an active and involved citizenry, and environmental quality.		City of Roseville Mission: Create and maintain a vibrant community environment and enhance the quality of life for our residents, businesses, customers and partners. We accomplish this by providing exceptional facilities, programs and services that our citizens desire in a fiscally responsible manner.
Team Vision: Provide, operate and maintain a primary 800MHz voice communication system of high quality and reliability at a competitive price that is scalable for future technologies.		Team Mission: Provide exceptional 800MHz infrastructure and subscribers that our staff desires in a fiscally responsible manner.
Team Sponsors: City of Roseville Department Heads		
Team Members	Roles	Responsibilities
800 Committee	Communicator	a. Distribute information to your department as deemed necessary. b. Solicit input from your department as deemed necessary and provide feedback to PM and committee.
800 Committee	Facilitator	a. Coordinate departmental logistics for system cutover and subscriber programming and/or replacement. b. Incorporate train-the-trainer program to ensure smooth transition for users. c. Monitor potential grant funding.
800 Committee	Analyst	a. Understand current environment and how your department can benefit with a new environment. b. Help develop RF I&P and grade responses to select optimal solution/vendor.
Karl Grover	Project Manager	a. Facilitate system lifecycle development from requirements to design to procurement to implementation. b. Communicate with vendor and 800 Committee to ensure deliverables are met and received on time / on budget. c. Monitor funding sources and other risks while recognizing potential impact on project success and schedule. d. Coordinate subscriber configuration and system cutover w/ vendor and users.
Karl Grover	IT Analyst	a. Write RFI and RFP including Acceptance Test Plans. b. Work with vendor to install/configure new equipment with minimal impact to existing environment. c. Assess optimal subscriber strategy and recommend based on each department's existing equipment. d. Assess optimal cutover strategy and recommend to committee for operational and logistical input. e. Solicit user input and program existing or new subscribers accordingly. f. Develop and provide training material. Train-the-trainer as necessary. g. Acquire knowledge and materials to program/maintain new infrastructure

Team Values and Ground Rules: We value – Respect, Creativity, Efficiency, - Respect each person’s right to their values, beliefs, and perspectives. - Listen to each other with a spirit of learning, curiosity, and openness. - Keep Department/Division primary and secondary contacts informed.	Meeting Schedule and Guidelines: - Every meeting will have an Agenda. - Start and end meetings on time. - Minimal cross-talking and side conversations. - Set quarterly meetings mid-week and schedule on calendars.
Decision Making: How will we make result-focused decisions while considering input from multiple sources? - Present idea to the team. - Committee grades the idea as: - Totally agree; - Can live with it; - Have legitimate concerns with possible consequences that might adversely affect the department or City, or that are in conflict with the purpose and values of the team. - A quorum is necessary to reach decisions. - If the group fails to reach consensus, then concerns are listed and tabled for future discussion to maintain overall progress.	Conflict Prevention and Resolution: <i>Resolution</i> - Readdress tabled concerns after main agenda items are completed. - List and discuss pros and cons of each side. - Understand if a consensus is reachable after the focused discussion. - If there is still no consensus, meet with Team Sponsors to address and resolve the topic. <i>Prevention</i> - Share my opinion of someone else only if it is constructive. - Review my own behavior and be sure to own my part of the problem so I can be part of the solution, and then try again. - Use a third neutral party to help me understand how I can better approach the issue. - Continue to apply suggestions and work together with the attitude that everyone wants the project to be successful.
Accountability Measurements: - Quarterly updates are provided by Project Manager to ensure Committee is aware of assignment, schedule, and progress of tasks. - Review Action Items at each Committee meeting. - If goals are SMART (Specific, Measurable, Action-oriented, Realistic and Timed), then project will be feasible and assigned personnel can be held accountable. - Milestone payments to vendor based on tasks completed. - If a department/division misses 3 meetings in a row, alternate members must be sought out.	Team Communication: - Email to Committee for status updates, administrative items, and miscellaneous topics. - Committee meetings when ideas need to be generated and discussed and/or decisions need to be made. Quarterly meeting to be cancelled if unnecessary. - Focus group meetings when department/division-specific objectives need to be generated and discussed. - Review period of 2 weeks prior to meeting. - Use shared folder to archive documentation.

Appendix B

SWOT Analysis

Strengths

- System paid for
- Call clarity
- Support: subscribers and infrastructure
- Reliability: subscribers and infrastructure
- Subscribers are rugged
- Call setup time (increases safety)
- Capacity (busy signals are rare)
- User confidence
- Operational simplicity
- Coverage
- Intra-operability with other City departments
- Remotely disable lost or stolen radios
- Multiple talkgroups
- Priority scanning
- Fire/Police Dispatch ability to record, patch talkgroups/channels, alias display
- Redundancy with multiple controllers and Failsoft

Weaknesses

- Subscriber battery life
- Lack of encryption option
- Subscriber mobiles unable to power off
- Too many subscriber types (training, support)
- Lack of subject matter experts across levels to leverage system/subscriber potential
- Proprietary site and console equipment
- No remote consoles
- No over the air programming (OTAP)
- Subscribers have 16-channel/talkgroup limitation within each Zone
- Site space limitation
- East site limitations: capacity, coverage, and power
- Interoperability
- Mobile installations – overheat issue
- Site-to-site redundancy

Opportunities

- Encryption
- Electric Dispatch feedback (resolved Feb. 2012)
- Training: leverage system and subscriber capabilities
- Standardize subscribers where possible
- Portable docking station in vehicles to minimize number of radios
- Remote cousins
- Regional approach to increase interoperability and increase purchasing power
- Mobiles: smaller footprint for easier installation
- Microcells to extend in-building coverage
- Increased Dispatch functionality
- Cost savings with open standard
- Leverage City-owned fiber
- Radio Frequency Interference: recovering costs
- GPS capabilities including ability to secure and segment views

Threats

- Cost including radio accessories and uniform equipment
- Funding
- Voice and data information available to public
- Record retention
- End of support while being mindful dates may change
- FCC regulations and policies
- Regional Planning Committee decisions including channel allocation language
- Future expansion affecting capacity and coverage

Appendix C

Operational Goals and Technical Objectives

* Note: **Green highlights** indicate the objective exists with the current system. *

Operational Goal	Technical Objective	Component	Required?
<i>Clear Communications</i>	Noise cancelling microphone to combat noisy environments	Subscriber	Optional - All
	Ability to communicate through SCBA device	Subscriber	Required - Fire
	Coverage in every major intersection of entire City (DAQ= 4?)	Infrastructure	Required - All
	Coverage in every building of entire City (DAQ= 3.4?)	Infrastructure	Required - PS
	Ability to use mobile repeaters or microcells with new system (i.e. replace BDAs)	Infrastructure	Required - PS
	System is scalable for future coverage expansion to maintain call clarity (# sites)	Infrastructure	Required - All
	Ability to shield, detect and locate system interference	Infrastructure	Optional - All
	All agencies (including VHF-based) able to communicate on system in all situations	Infrastructure	Required - PS
	Relocate East site to increase signal toward N. Roseville and Kaiser & SRMC	Infrastructure	Required - All
<i>Reliable Communications</i>	Communicate on common talkgroups (i.e. P/F Dispatch <-> Fleet on RTAC3)	Infra/Sub	Required - All
	Fast call setup time	Infrastructure	Required - All
	Ability to implement redundant controllers and other critical infrastructure	Infrastructure	Required - All
	Ability to incorporate site-to-site using mult. media (i.e. T1, City fiber, microwave)	Infrastructure	Required - All
	Infrastructure has planned and slow degradation of service during eqpt failure	Infrastructure	Required - All
	Ability to alarm, log, and email issues on all infrastructure components	Infrastructure	Required - All
	Local support available 24/7 for infrastructure problems	Infrastructure	Required - All
	Radio automatically turns on with external power (i.e. ignition sense)	Subscriber	Required - All
	Qualified and common installer - challenge w/ mult. Manufacturers	Subscriber	Required - All
	External waterproof speaker	Subscriber	Required - All
	Subscribers are rugged (military spec equivalent)	Subscriber	Required - All
	Infrastructure and subs all rated for military spec temperatures	Infra/Sub	Required - All
	Portable charger in vehicle	Subscriber	Required - All
	System is scalable for future expansion to maintain reliability (# channels)	Infrastructure	Required - All
	Ability for City to provide & support system (independence from carriers)	Infrastructure	Required - All
	Independent backup system in place in case of catastrophic failure	Infrastructure	Required - PS
	Migration to new system as seamless as possible to users	Infra/Sub	Required - All
	Ability to disable specific radio IDs (lost, stolen subscribers)	Infrastructure	Required - All
	Full remote digital console capability (Admins, EOC, Mobile Command Post)	Infrastructure	Required - All
	Relocate East site to increase ch's & incorporate UPS to comply with NFPA standards	Infrastructure	Required - All
	Ability to communicate directly (radio to radio)	Subscriber	Required - All
	Determine replacement method that best fits the City's needs	Infra/Sub	Required - All
	Implement system that meets NFPA 1221 requirements	Infrastructure	Required - All
	System is P25 Phase 1 and 2 capable	Infrastructure	Required - All

Operational Goal	Technical Objective	Component	Required?
<i>User safety</i>	Emergency function	Infra/Sub	Required - PS
	Man-down function	Infra/Sub	Required - PW, Jail
	GPS functionality including ability to secure and segment viewability	Infra/Sub	Optional - All
	Encryption	Infra/Sub	Required - Police
	Over the air rekeying (OTAR)	Infra/Sub	Required - Police
	PS Dispatch on-demand encryption	Infrastructure	Req'd- PD, Opt- Fire
	Ability to dim backlight manually	Subscriber	Required - Police
	PS Dispatch radio activity log	Infra/Console	Required - PS
	Console alias display	Infra/Console	Required - All
	Dynamic alias updates	Infra/Console	Required - All
	PS Dispatch channel marker	Infra/Console	Required - PS
	Ability to activate priority scanning	Infra/Sub	Required - All
	Ability to record transmissions	Infra/Sub/Cnsl	Required - All
	Extended battery life (minimum 12-hour shift)	Subscriber	Required - All
	Intrinsically safe	Subscriber	Required - Fire
<i>User friendly</i>	Smaller form factor = more room in vehicle, on belt	Subscriber	Optional - All
	Portable docking station turns portable into mobile w/ mic and speaker	Subscriber	Optional - All
	Bluetooth connection to car's existing speaker system	Subscriber	Optional - All
	Bluetooth connection to portable or mobile radio	Subscriber	Optional - All
	Ability to communicate via private calls, list contacts like an address book	Subscriber	Optional - All
	Subscribers are easy to use - operational simplicity	Subscriber	Required - All
	On/off switch is easy to locate and use	Subscriber	Required - All
	Voice activated to change talkgroups or setup call	Subscriber	Optional - All
	Menu touchscreen to navigate through radio	Subscriber	Optional - All
	Ability to record and playback transmissions from subscriber (up to 1 min)	Subscriber	Optional - All
	Ability to use radio for data purposes including web and video	Infra/Sub	Optional - All
	Subscriber dual control head option	Subscriber	Required - All
	Ability to simultaneously listen to channels from diff. systems on one radio	Subscriber	Optional - Police
	Dedicated training time	Subscriber	Required - All
	Increase font size on display	Subscriber	Optional - All
	Increase zone/mode character limitation	Subscriber	Optional - All
	Ability to select standard subscribers for all disciplines (training, support)	Subscriber	Required - All
	Over the air programming (OTAP)	Subscriber	Optional - All
	Ability to increase 16-mode limit per zone (no limit = personality like Kenwood)	Subscriber	Optional - All
<i>Interoperability</i>	PS Dispatch ability to integrate with Positron phone system	Console	Required - PS
	PS Dispatch ability to transmit alert tones	Infra/Console	Required - PS
	PS Dispatch ability to manually transmit Fire tones	Infra/Console	Required - PS
	PS Dispatch ability to access multiple system types	Console	Required - PS
	PS Dispatch ability to create patches between talkgroups & channels	Console	Required - PS
	Ability to integrate with NewWorld CAD system	Infra/Console	Required - PS
	PS Dispatch ability to integrate with Comtech Fire Station Alerting system	Infra/Console	Required - PS
<i>Funding</i>	Non-proprietary to invite competition and enhance interagency interoperability	Infra/Sub	Required - All
	Determine procurement that best fits City's financial capability	Infrastructure	Required - All
	Decrease cost of subscriber units	Subscriber	Required - All
	Decrease cost of subscriber accessories and uniform equipment	Subscriber	Required - PS
	System total cost of ownership	Infrastructure	Required - All

Appendix D

Technical Objective Action Plan

Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
Clear Communications	System is scalable for future coverage expansion to maintain call clarity (# sites)	RFI contains request for vendor to specify maximum number of sites available on proposed system.	Karl	RFI review process	What is the maximum number of sites of proposed system?	Greater number of possible sites = more funding required.	Vendor, IT-radio, Committee members.
Clear Communications	Noise cancelling microphone to combat noisy environments	RFI seeks subscribers that have the option to use a noise cancelling microphones to help produce clear transmissions in noisy environments.	Karl	RFI review process	Is transmission loud and clear on a busy street?		Vendor, IT-radio. Funding to purchase mics as desired.
Clear Communications	Ability to communicate through SCBA device	RFI seeks subscribers that have the ability to clearly transmit through a SCBA device.	Karl	RFI review process	Is transmission loud and clear when produced in a SCBA device?		Vendor, IT-radio, Fire committee members. Funding to purchase mics as desired.
Clear Communications	Coverage in every major intersection of entire City from portable radio (DAQ= 3.4)	RFI seeks proposed system that provides a DAQ of at least 3.4 at every major intersection within City boundaries.	Karl	RFI review process	Test Tx/Rx at selected intersection and record DAQ and RSSI levels	Assume that current system levels are measured for baseline. Assume that current # of sites produces similar coverage.	IT-radio to record DAQ and RSSI before & after system implementation. Funding sufficient to allow for multiple sites.
Clear Communications	Coverage in major buildings throughout City from portable radio (DAQ= 3)	RFI seeks proposed system that provides a DAQ of at least 3 in every major building within City boundaries.	Karl	RFI review process	Test Tx/Rx at selected buildings and record DAQ and RSSI levels	Assume that current system levels are measured for baseline. Assume that current # of sites produces similar coverage.	IT-radio to record DAQ and RSSI before & after system implementation. Funding sufficient to allow for multiple sites.
Clear Communications	Ability to use mobile repeaters or microcells with new system (i.e. replace BDAs)	RFI seeks system that is capable of using mobile repeaters and/or microcells to enhance indoor coverage.	Chris	RFI review process	Can mobile repeater and/or microcell replace BDA without affecting communications?	Depend on building owners to cooperate with removal of BDAs. Risks are poor installation or misuse leading to system interference.	Fire staff to approve replacement devices, decommission old BDAs, and modify Fire ordinance. IT-radio to help deploy new devices.
Clear Communications	Ability to shield, detect and locate system interference	RFI seeks option for new system to help combat interference.	Karl	RFI review process	Is proposed system capable of reducing or mitigating interference?		Vendor, IT-radio
Clear Communications	All agencies (including VHF-based) able to communicate on system in all situations	RFI seeks system that is capable of communicating with different subscriber types, models and spectrum bands.	Karl	RFI review process	Is proposed system capable of communicating with PCSO, Rocklin, Lincoln, and Sacramento-based units?	Depend on other agencies to upgrade their subscribers to work on new system.	Roseville, Rocklin, Lincoln, Placer, SRRCS staff.
Clear Communications	Relocate East site to increase signal toward North Roseville, Kaiser & SRMC	Locate and acquire new site. Prepare new site with tower, shelter and power.	Karl	Complete prior to new system implementation.	Is new site capable of providing optimal coverage, capacity, and emergency power?	Difficult to acquire land in optimal area.	Funding to acquire land, build new site, and provide for new site-to-site connectivity method.
Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
Reliable Communications	Communicate on common talkgroups (i.e. P/F Dispatch <-> Fleet on RTAC3)	RFI seeks system that is capable of providing common talkgroups accessible from multiple departments.	Karl	RFI review process	Test communications on "common" talkgroups from multiple departments' radios.		IT-radio
Reliable Communications	Fast call setup time	RFI seeks system that is capable of providing a call setup time of less than 500ms between PTT button depress and ability to begin speaking.	Karl	RFI review process	Time between PTT depress and ability to speak is less than 500ms.	Assume there are no channel busies during testing.	IT-radio
Reliable Communications	Ability to implement redundant controllers and other critical infrastructure	RFI seeks list of equipment/functions that are capable of providing seamless redundancy.	Karl	RFI review process	Compare RFI responses of seamless redundancy.	Assume these lists reflect equipment that provides true seamless redundancy.	Funding to provide redundant equipment.

Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
Reliable Communications	Ability to incorporate site-to-site using multiple transport methods (i.e. T1, City fiber, microwave)	RFI seeks list of transport methods that proposed system is able to incorporate for site-to-site connectivity.	Karl	RFI review process	Compare RFI responses of usable transport methods.	Assume current methods are usable in next system. New system site-to-site testing is dependent on disconnecting site from old system.	Potential funding to run (2) parallel methods for parallel testing until cutover to new system.
Reliable Communications	Infrastructure has planned and slow degradation of service during equipment failure	RFI seeks proposed system's service levels during various equipment failures.	Karl	RFI review process	Compare RFI responses of service levels during equipment failures.		Vendor, IT-radio, Committee members.
Reliable Communications	Ability to alarm, log, and email issues on all infrastructure components	RFI seeks system that is capable of providing SNMP traps for diagnostic messages and alarms while creating a running log.	Karl	RFI review process	Is proposed system capable of sending messages and alarms?		Vendor, IT-radio and IT-network to design, implement and test solution.
Reliable Communications	Local support available 24/7 for infrastructure problems	RFI seeks system that is supported by local support 24/7 for infrastructure problems.	Karl	RFI review process	Will tech be on-site in less than (4) hours during a critical problem 24/7?	Risk is the City eliminates vendors due to no local support. Assumes (4) hour response time is acceptable.	
Reliable Communications	Radio automatically turns on with external power (i.e. ignition sense)	RFI seeks subscribers that have ignition sense capabilities.	Karl	RFI review process	Does radio turn on/off with ignition when wired and programmed properly?	Dependent on ignition sense wire properly installed and template properly set up.	Vendor, IT-radio, and Fleet staff to implement and test solution.
Reliable Communications	Qualified and common mobile radio installer - challenge with multiple manufacturers	RFI seeks list of approved local service shops to install and repair vendors' type of mobile radio.	Karl	RFI review process	Is IT and Fleet staff comfortable with list of vendors? Is committee comfortable with different repair procedures given different radio manufacturer?	Assume listed service shop follows common installation standards & techniques. Dependent on service shop(s) to respond efficiently & accurately to requests. Assumes Committee is OK with contacting different shops for different radio types.	Vendor(s), service shop(s), IT-radio and Fleet staff to meet and agree to common installation standards and techniques. IT staff to develop radio repair procedure detailing which Service Shop to contact for given radio type.
Reliable Communications	External waterproof speaker	RFI seeks subscribers that have the ability to connect to a waterproof speaker.	Karl	RFI review process	Does speaker still function normally when submersed in water?		Additional funding required for upgraded speaker.
Reliable Communications	Subscribers are rugged and rated for extreme temperatures (military spec equivalent)	RFI seeks subscribers that meet military standards of 810C, 810D, 810E and 810F.	Karl	RFI review process	Does radio meet MIL-STD 810C, D, E and F?		
Reliable Communications	Portable charger in vehicle	RFI seeks portable subscribers that are capable of connecting to a charger installed in the vehicle.	Karl	RFI review process	Are selected portable radio type(s) able to charge inside vehicle?	Assumes plugging into CLA is acceptable.	Vendor(s), service shop(s), IT-radio and Fleet staff to meet and agree to common installation standards for
Reliable Communications	System is scalable for future expansion to maintain reliability (# channels)	RFI seeks system that is capable of incorporating (10) channels now and (5) additional channels in the future.	Karl	RFI review process	Is proposed system capable of using up to 15 channels?	Assumes 15 channels is more than adequate for the next 20 years. Assumes FCC would grant authority for more than 10 channels.	Vendor, IT-radio, Committee members.
Reliable Communications	Ability for City to provide & support system (independence from carriers)	RFI seeks system that is capable of being supported through a combination of manufacturer, local service shop, and City support.	Karl	RFI review process	Does proposal contain a general support plan?	Assumes details would be finalized in a formal contract.	
Reliable Communications	Independent backup system in place in case of catastrophic failure	RFI seeks proposal for an independent backup system to provide basic functionality in case of catastrophic primary system failure.	Karl	RFI review process	Does proposal contain an option for a backup system or some method to mitigate prime site failure?	Assumes prime site failure takes down entire system.	Funding to provide for a secondary system.
Reliable Communications	Migration to new system as seamless as possible to users	RFI seeks proposal that will allow for a seamless migration to new system.	Karl	RFI review process	How noticeable will cutover be to radio users? What is proposed plan for such a cutover?	Assume the cutover will go as planned with subscribers, consoles and system prepared accordingly.	Vendor, IT-radio, IT-network, Committee members to coordinate communication and training for end users to help with transition.

Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
Reliable Communications	Ability to disable specific radio IDs (lost, stolen subscribers)	RFI seeks system that is capable of disabling specific radio IDs in cases of lost, stolen or rogue radios.	Karl	RFI review process	Is proposed system capable of preventing a specific radio from system access?	Assumes each radio will have a specific ID to allow it to be singled out and deactivated.	Vendor, IT-radio
Reliable Communications	Full remote digital console capability (Admins, EOC, Mobile Command Post)	RFI seeks system that is capable of allowing full remote consoles from anywhere in the City.	Karl	RFI review process	Is proposed system capable of full remote consoles?	Assumes subscribers are available for full remote functionality.	Vendor, IT-radio
Reliable Communications	Relocate East site to increase channels and incorporate UPS to comply with NFPA standards	Locate and acquire new site. Prepare new site with tower and shelter.	Karl	Complete prior to new system implementation.	Is new site capable of housing and running new system's "East" site?	Difficult to acquire land in optimal area.	Funding to acquire land, build new site, and provide for new site-to-site connectivity method.
Reliable Communications	Ability to interface with Whalen siren system (UPRR)	RFI seeks subscribers that can interface to the Whalen siren system.	Chris	RFI review process	Are proposed subscribers able to interface to Whalen?	Assumes Whalen has a standard interface that most radio manufacturers can connect to.	Fire staff to help define scope and determine if need is fulfilled.
Reliable Communications	Ability to communicate directly (radio to radio)	RFI seeks subscribers that have the ability to communicate in direct mode.	Karl	RFI review process	Are proposed subscribers able to communicate in Direct mode?	This is not dependent on the system. This is a subscriber-specific feature.	Vendor, IT-radio
Reliable Communications	Determine replacement method that best fits the City's operational, technical and financial needs	Discuss three replacement options and decide on optimal "cutover" strategy. Discuss migration budget further with Motorola as they have showed interest in decreasing the migration-specific equipment costs.	Karl	After RFI process	Weigh advantages and disadvantages of each option to determine best approach for City.	Assume that rough numbers can be associated with system to help understand financial requirements for various options.	IT-radio, Committee members
Reliable Communications	Implement system that meets NFPA 1221 requirements	Ensure that infrastructure installation, performance and operation meet NFPA 1221 requirements.	Karl	RFI review process	Does new system meet NFPA 1221 requirements?	NFPA 1221 covers installation, performance, and operation of public emergency services system and facilities.	IT-radio, Fire Committee members
Reliable Communications	P25 system Phase 1 and 2 compatibility	RFI seeks system that is capable of Phase 1 and Phase 2 functionality.	Karl	RFI review process	Is proposed system capable of Phase 1 and Phase 2?	Majority of City's existing subscribers are not capable of upgrading to Phase 2 capability.	IT-radio, Committee members
Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
User Safety	Emergency function	RFI seeks system, subscribers & Dispatch consoles that are capable of transmitting, receiving and displaying an Emergency signal initiated by a subscriber.	Karl	RFI review process	Does proposed system, subscribers & consoles have the ability to Tx/Rx/display Emergency signals?	Assumes system is capable of showing radio ID's alias.	Vendor, IT-radio
User Safety	Man-down function	RFI seeks system, subscribers & Dispatch consoles that are capable of transmitting, receiving and displaying a man-down signal.	Karl	RFI review process	Does proposed system, subscribers & consoles have the ability to Tx/Rx/display man-down signals?	Assumes system is capable of showing radio ID's alias.	Vendor, IT-radio
User Safety	GPS functionality including ability to secure and segment viewability	RFI seeks system, subscribers & remote consoles to transmit, receive and display GPS data to show radio location. Remote consoles would have the option to securely view GPS data segmented by department or division.	Karl	RFI review process	Does proposed system, subscribers & consoles have the ability to Tx/Rx/display GPS data? Do consoles have the ability to segment GPS data by department in a secure manner?	Assumes system is capable of showing radio ID's alias. Risk is GPS can cause system busies especially if GPS coords are sent on a regular interval.	Vendor, IT-radio, IT-network, Committee members interested in GPS capabilities

Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
User Safety	Encryption	RFI seeks system, consoles & Police subscribers that are capable of transmitting and receiving encrypted communications.	Karl	RFI review process	Does proposed system, PD subscribers & consoles have the ability to communicate with encryption? If so, what are the encryption options?	Assumes Police is only department with need for encrypted traffic. Associated costs will depend on encryption level chosen.	Vendor, IT-radio, Police Committee members. Additional infrastructure and subscriber funds required for encryption.
User Safety	Over the air rekeying (OTAR)	RFI seeks proposed system and Police subscribers that are capable of OTAR to enhance secure communications.	Karl	RFI review process	Does proposed system, PD subscribers & consoles have the ability to change encryption keys over the air?	Dependency for system to have encryption. Risk is radios may be unable to communicate on encrypted talkgroup until new key is properly loaded.	Vendor, IT-radio, Police Committee members. Additional funds required for OTAR.
User Safety	PS Dispatch on-demand encryption	RFI Dispatch consoles that have the option to toggle encryption on and off.	Karl	RFI review process	Does proposed system have the option to turn encryption on/off on the same talkgroup without impacting communications?	Dependency for system to have encryption. Risk is radios may be unable to communicate on encrypted talkgroup if the switch is not recognized.	Vendor, IT-radio, Police Committee members. Additional funds may be required if this is an option.
User Safety	Ability to dim backlight manually	RFI seeks Police subscribers that have the capability to manually dim the backlight.	Karl	RFI review process	Do proposed Police subscribers have the ability to dim the backlight?	Assumes the radio is properly programmed.	Vendor, IT-radio, Police committee members.
User Safety	PS Dispatch radio activity log	RFI seeks Dispatch consoles that have the ability to display recent transmissions based on time, talkgroup, and alias.	Karl	RFI review process	Do proposed Dispatch consoles have the ability to display recent radio activity?		Vendor, IT-radio, Police committee members.
User Safety	Console alias display	RFI seeks system, subscribers & Dispatch consoles that are capable of transmitting, receiving and displaying the transmitting radio's alias.	Karl	RFI review process	Does proposed system, subscribers & consoles have the ability to Tx/Rx/display the radio's alias?	Dependent on radio ID - alias relationship being defined.	Vendor, IT-radio
User Safety	Dynamic alias updates	RFI seeks alias application that is able to update aliases without restarting each Dispatch console.	Karl	RFI review process	Does proposed console system dynamically update aliases?	Depends on the proposed system having an alias application.	Vendor, IT-radio
User Safety	PS Dispatch channel marker	RFI seeks Dispatch consoles that are capable of transmitting a tone every ten seconds on a manually selected talkgroup.	Karl	RFI review process	Does proposed console have the ability to transmit a tone every 10 seconds with a start/stop defined by the Dispatcher?	Current channel marker is aftermarket product supplied and supported by Comtech. New consoles may have to work with Comtech to continue this ability.	Vendor, potentially Comtech, IT-radio, Police Committee members.
User Safety	Ability to activate priority scanning	RFI seeks system and subscribers that are capable of activating priority scanning.	Karl	RFI review process	Does proposed system and subscribers have the ability to activate priority scanning?	Dependent on the system and subscribers to be properly programmed.	Vendor, IT-radio
User Safety	Ability to record transmissions	RFI seeks system that has the ability to interface to a 3rd party system to record transmissions by talkgroup.	Karl	RFI review process	Does proposed system have the ability to interface to a recording system?	Dependent on a 3rd party to collaborate, organize and record transmissions based on talkgroup.	Vendor, recording system vendor, IT-radio
User Safety	Extended battery life (minimum 12-hour shift)	RFI seeks subscribers that have the ability to stay powered on for 12 hours given an average duty cycle.	Karl	RFI review process	Do proposed subscribers have the option of purchasing a battery that will last for 12 hours?		Vendor, IT-radio May require additional funds to purchase an upgraded battery.
User Safety	Intrinsically safe	RFI seeks subscribers that have the ability to be intrinsically safe.	Karl	RFI review process	Do proposed subscribers have the option of purchasing an intrinsically safe radio & battery?		Vendor, IT-radio, Fire Committee members. Will require additional funds to purchase an intrinsically safe radio and battery.

Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
User Friendly	Smaller form factor = more room in vehicle, on belt	RFI seeks subscribers that have a small form factor.	Karl	RFI review process	Are proposed subscribers smaller than user's current sizes?	Assuming that smaller radios have no negative impact on durability and battery life.	Vendor, IT-radio, Committee members
User Friendly	Portable docking station turns portable into mobile w/ mic and speaker	RFI seeks subscribers that have the ability to be used like a mobile radio inside a vehicle with a microphone and external speaker	Karl	RFI review process	Are proposed subscribers capable of using a microphone and external speaker inside a vehicle?		Vendor, IT-radio
User Friendly	Bluetooth connection to car's existing speaker system	RFI seeks subscribers that can connect to and receive/transmit through a car's existing Bluetooth system.	Karl	RFI review process	Can proposed subscribers connect to a car's existing BT system to transmit and receive?	Dependent on a car to have a Bluetooth system.	Vendor, IT-radio, Committee members
User Friendly	Bluetooth connection to portable or mobile radio	RFI seeks subscribers that can connect to a Bluetooth earpiece.	Karl	RFI review process	Can proposed subscribers connect to a BT earpiece?	Dependent on user to have a Bluetooth earpiece. Risk is Tx/Rx path is dependent on BT technology and reliability.	Vendor, IT-radio, Committee members
User Friendly	Ability to communicate via private calls, list contacts like an address book	RFI seeks system and subscribers that allow for one-to-one communications where individuals are identified in an address book.	Karl	RFI review process	Does proposed system and subscribers allow for private one-to-one communications where users can be accessed from an address book?		May require additional funds for both system and subscribers to provide this capability.
User Friendly	Subscribers are easy to use - operational simplicity	RFI seeks subscribers that are intuitive and easy to learn.	Karl	RFI review process	Will there be a long learning curve with proposed subscribers?	Assumes some level of training is provided but the radio functions are somewhat intuitive.	Committee members
User Friendly	On/off switch is easy to locate and use	RFI seeks subscribers that have an on/off switch that is easy to locate and use.	Karl	RFI review process	Will there be a long learning curve with proposed subscribers?		Committee members
User Friendly	Voice activated to change talkgroups or setup call	RFI seeks subscribers that are voice activated to change channels and setup a call.	Karl	RFI review process	Do proposed subscribers have the ability to change channels and setup calls without pressing buttons?	Risk is user confusion and/or delayed response.	Vendor, IT-radio, Committee members
User Friendly	Menu touchscreen to navigate through radio	RFI seeks subscribers that can be manipulated via a touch screen.	Karl	RFI review process	Do proposed subscribers have the ability to be manipulated via a touch screen?		Vendor, IT-radio, Committee members
User Friendly	Ability to record and playback transmissions from subscriber (up to 1 min)	RFI seeks subscribers that have the ability to individually record and playback previous transmissions in the previous minute?	Karl	RFI review process	Do proposed subscribers have the ability to record and playback previous transmissions?	Risk is user confusion and/or delayed response.	Vendor, IT-radio
User Friendly	Subscriber dual control head option	RFI seeks mobile (vehicle) subscribers that have the ability to use two control heads for channel change and Tx/Rx purposes.	Karl	RFI review process	Do proposed mobile subscribers have the ability to incorporate two control heads?	Dependent on proper programming to use more than one control head.	Vendor, IT-radio
User Friendly	Ability to simultaneously listen to channels from different systems on one radio	RFI seeks subscribers that have the ability to simultaneously receive traffic from different systems similar to a Dispatch console.	Karl	RFI review process	Do proposed subscribers have the ability to simultaneously receive traffic from different systems?	Assumes this is physically possible for a radio to perform this action.	Vendor, IT-radio
User Friendly	Dedicated training time	Develop a training plan to identify target audience, method(s) of instruction, and create useful & accurate documentation.	Karl	Deploy training plan prior to new subscriber type release AND prior to system cutover.	Did users receive appropriate training before changes were made?	Dependence on vendor(s) to provide accurate data. Dependence on Committee to relay best method of instruction.	Vendor, IT-radio, Committee members, radio users

Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
User Friendly	Increase font size on display	RFI seeks subscribers that have the ability to modify font size either through user manipulation or programming.	Karl	RFI review process	Do proposed subscribers have the ability to modify font size?	Risk is radio's form factor is bigger to allow for bigger screen/font.	Vendor, IT-radio, Committee members
User Friendly	Increase zone/mode character limitation	RFI seeks subscribers that have the ability to display up to 6 characters in Zone and 12 characters in Mode.	Karl	RFI review process	Do proposed subscribers have the ability to display (6) Zone and (12) Mode characters?	Risk is radio's form factor is bigger to allow for bigger screen/font.	Vendor, IT-radio, Committee members
User Friendly	Ability to select standard subscribers for all disciplines (training, support)	Assess the RFP results and determine if advantages of consistent training and support are outweighed by other factors prior to purchasing different manufacturer's radios.	Karl	Review RFP response to subscribers before selecting subscriber type(s).	Use weighted scale to help measure what is most important (i.e. 30% for standardization, 40% capabilities, 30% cost).	Risks of selecting different radio manufacturers across the City include a decrease in service levels and increase in training & complexity.	IT-radio, Committee members
User Friendly	Over the air programming (OTAP)	RFI seeks system and subscribers that allow for OTAP.	Karl	RFI review process	Does proposed system and subscribers allow for OTAP?	Assume different types of subscribers can receive OTAP from one manufacturer's system.	Vendor, IT-radio. Additional infrastructure and subscriber funds may be required for OTAP.
User Friendly	Ability to increase 16-mode limit per zone (no limit = personality like Kenwood)	RFI seeks subscribers that are not limited to 16 modes per Zone.	Karl	RFI review process	Are proposed subscribers limited to 16 modes per Zone?		Vendor, IT-radio
Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
Interoperability	PS Dispatch ability to integrate with Positron phone system	RFI seeks system that has the ability to integrate with Positron phone system (identify Positron box currently used). Dispatchers need to seamlessly switch between radio and phone communications.	Karl	RFI review process	Are proposed consoles capable of integrating with Positron phone system?	Dependent on Positron's equipment and Support to ensure integration is possible and cutover is feasible.	Vendor, Positron, IT-radio, Police Committee members
Interoperability	Ability to integrate with NewWorld CAD system	RFI seeks consoles that have the ability to integrate with NewWorld CAD system (identify NewWorld CAD system/options currently used).	Karl	RFI review process	Are proposed consoles capable of integrating with the NewWorld CAD system?	Dependent on NewWorld's software and Support to ensure integration is possible.	Vendor, NewWorld, IT-radio, Police Committee members
Interoperability	PS Dispatch ability to transmit alert tones	RFI seeks consoles that have the ability to manually transmit at least 3 types of alert tones.	Karl	RFI review process	Are proposed consoles capable of transmitting at least 3 types of alert tones?		Vendor, IT-radio, Police Committee members
Interoperability	PS Dispatch ability to manually transmit Fire tones	RFI seeks consoles that have the ability to manually transmit pre-defined QuickCall II tones for Fire dispatching.	Karl	RFI review process	Are proposed consoles capable of transmitting QuickCall II tones?	Assumes console system has the ability to create a relationship between each Fire Station and QCII code.	Vendor, IT-radio, Police and Fire Committee members
Interoperability	PS Dispatch ability to access multiple system types	RFI seeks consoles that have the ability to use digital and conventional radio systems, interagency communication links, and transfer E911 trunk lines between affiliated agencies.	Karl	RFI review process	Do proposed consoles have the ability to use digital & conventional radio systems, interagency communication links, and transfer E911 trunk lines?		Vendor, IT-radio, Police Committee members
Interoperability	PS Dispatch ability to create patches between talkgroups & channels	RFI seeks consoles that have the ability to create at least 3 simultaneous patches between digital talkgroups and conventional channels.	Karl	RFI review process	Do proposed consoles have the ability to simultaneously patch up to 3 talkgroups and channels?	Assumes that consoles have the ability to access various radio resources in order to create a patch.	Vendor, IT-radio
Interoperability	PS Dispatch ability to integrate with Comtech Fire Station Alerting system.	RFI seeks consoles that have the ability to integrate with Comtech Fire Station Alerting system.	Karl	RFI review process	Are proposed consoles capable of integrating with Comtech FSA systems?		Vendor, Comtech, IT-radio, IT-network, Police and Fire committee members

Operational Goal	Technical Objective	Tasks	Lead	Timeline	Measurement	Risks / Dependencies / Assumptions	Required Resources
Funding	Non-proprietary to invite competition and enhance interagency interoperability	Move to a P25 standards-based system that is no longer proprietary.	Karl	RFP process	Is new system based on nationwide standards?		Vendors, IT-radio, Committee members
Funding	Determine procurement that best fits City's financial capability	Create and release RFP. State in RFP that system components and options be itemized with correlating price.	Karl	RFP process	Is RFP response within City's budget?	Risk is the optimal vendor is over the City's budget. A weighted scale will be formed and used to find balance.	Vendors, IT-radio, Committee members
Funding	Decrease cost of subscribers	Move to a P25 standards-based system that is no longer proprietary.	Karl	RFP process	Is new system based on nationwide standards that allow multiple vendors access?	Assumes that P25 system will promote subscriber competition.	Vendors, IT-radio, Committee members
Funding	Decrease cost of subscriber accessories and uniform equipment	Move to a P25 standards-based system that is no longer proprietary.	Karl	RFP process	Is new system based on nationwide standards that allow multiple vendors access?	Assumes that P25 system will promote subscriber competition.	Vendors, IT-radio, Committee members
Funding	Total cost of system ownership	Understand cost of initial system, upgrade system to Phase 2, system maintenance, and annual maintenance agreements.	Karl	RFP process	How much will it cost to update and maintain the system as necessary for 20 years?	Phase 2 need is dependent on need for additional capacity without additional FCC-licensed frequencies.	Vendors, IT-radio, Committee members

Appendix E
Site Assessment

Site	Shelter Space Capacity	Tower Space Capacity	Primary Power Capacity	Emergency Power Capacity	Site-to-site Connectivity Method	Transmit Combiner Capacity	Receive Multicoupler Capacity
Prime 1051 Junction Blvd	(4.5) racks open Some room to get creative with selected vendor pending space requirements	Plenty of space but recommend a tower loading analysis after design review with vendor	(17) available non-UPS receptacles (10) available UPS receptacles UPS: (2) Liebert NPower power systems	UPS system current load is 14% Current UPS runtime is 115 minutes Connected to PD's 287.5kVA generator fed by 300-gallon diesel fuel tank	Surewest T1 lines to East 4.9GHz microwave to West	#1: (0) ports available #2: (3) ports available #3: (3) ports available	#1: (5) ports available #2: (6) ports available
East 2999 Douglas Blvd	No space available as there are repeaters installed on walls as is	No space available as the building owner's allotment is at maximum capacity	(2) available non-UPS receptacles (4) available UPS receptacles UPS: (2) PowerWare 9125s with (4) batteries each	UPS system current load is 24% Current UPS runtime is 15 minutes No other backup power available due to space limitations	Surewest T1 lines to Prime	#1: (1) port available	#1: (7) ports available
West 5100 Philipp Road	(9) racks open	Plenty of space but recommend a tower loading analysis after design review with vendor	(8) available non-UPS receptacles (51) available UPS receptacles UPS: (2) Liebert Nfinity power systems	UPS system current load is 4% in each UPS Current UPS runtime is 210 minutes Connected to 70kVA generator fed by 1000-gallon propane fuel tank	4.9GHz microwave to Prime	#1: (1) port available #2: (1) port available	#1: (10) ports available #2: (11) ports available

Appendix F
Estimated Subscriber Cost Analysis by Department

Legend	No upgrade required.	Upgrade required.	Need to be replaced @ \$2.5K per & mobile install of \$500 non-PS / \$1000 PS.	Encryption options. System costs not included.
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Department	Description	Type	Qty	Total
<i>Fire</i>	Fire XTL2500	Mobile	16	\$13,040
	Fire XTS5000	Portable	74	\$60,310
	Fire XTS5000 "d"	Portable	25	\$0
	Fire XTL5000 Consolelette	Fixed	10	\$12,150
	Fire Spectra Consolelette	Fixed	1	\$3,500
	Fire APX 7000	Mobile	5	\$0
	Fire MCS2000	Mobile	27	\$94,500
	Fire MTS2000	Portable	8	\$20,000
	Fire EFJ 5100	Portable	20	\$9,500
	Fire EFJ 5100ES	Portable	2	\$950
	Fire EFJ 5300	Mobile	4	\$0
	Fire EFJ 5300 EOC	Fixed	8	\$3,800
	AMR XTS2500	Portable	19	\$15,485
	CalFire MTS2000	Portable	8	\$20,000
	Rocklin Fire MTS2000	Portable	2	\$5,000
	Rocklin Fire XTS5000	Portable	3	\$2,100
	Rocklin Fire XTS5000 "d"	Portable	6	\$0
	Rocklin Fire XTL2500	Mobile	11	\$8,965
	So. Placer Fire XTS5000	Portable	12	\$3,600
	So. Placer Fire XTS5000 "d"	Portable	9	\$0
	So. Placer Fire XTL2500	Mobile	9	\$7,335
	Fire	Total	279	\$280,235
<i>Central Services</i>	XTS2500	Portable	27	\$13,905
	XTL2500	Mobile	4	\$3,260
	XTL5000 Consolelette	Fixed	1	\$1,215
	MCS2000	Mobile	1	\$3,000
	Central Services	Total	33	\$18,380
<i>Electric</i>	XTS2500 "a"	Portable	60	\$30,900
	XTL 2500	Mobile	5	\$4,075
	XTL5000 Consolelette	Fixed	2	\$2,430
	Electric	Total	67	\$37,405
<i>Building</i>	XTS2500	Portable	2	\$1,030
	Building	Total	2	\$1,030

Legend	No upgrade required.	Upgrade required.	Need to be replaced @ \$2.5K per & mobile install of \$500 non-PS / \$1000 PS.	Encryption options. System costs not included.
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Department	Description	Type	Qty	Total	AES-single	AES-multi	OTAR
<i>Police</i>	PD APX7000	Portable	134	\$0	\$97,150	\$141,370	\$99,160
	PD APX7500	Mobile	4	\$0	\$2,900	\$4,220	\$2,960
	PD APX6500 (800MHz only)	Mobile	54	\$0	\$39,150	\$56,970	\$39,960
	PD Spectra	Mobile	0	\$0	\$0	\$0	\$0
	PD MTS2000 *	Portable	0	\$0	\$0	\$0	\$0
	PD MCS2000	Mobile	0	\$0	\$0	\$0	\$0
	PD XTL2500	Mobile	10	\$8,150	\$7,250	\$10,550	\$7,400
	PD XTL5000	Mobile	84	\$102,060	\$60,900	\$88,620	\$62,160
	PD XTS2500	Portable	30	\$15,450	\$21,750	\$31,650	\$22,200
	PD XTS5000	Portable	44	\$53,460	\$31,900	\$46,420	\$32,560
	PD XTS5000 "c"	Portable	1	\$0	\$725	\$1,055	\$740
	Dispatch XTS2500	Portable	9	\$7,335	\$6,525	\$9,495	\$6,660
	Dispatch XTL5000 Consolelette	Fixed	1	\$300	\$725	\$1,055	\$740
	Auburn Parole XTS2500	Portable	6	\$1,800	\$4,350	\$6,330	\$4,440
	Auburn PD CP XTL5000	Mobile	1	\$1,215	\$725	\$1,055	\$740
	Lincoln PD Consolelette	Fixed	1	\$700	\$725	\$1,055	\$740
	Lincoln PD CP XTL 2500	Mobile	1	\$815	\$725	\$1,055	\$740
	PCSO XTL5000	Mobile	4	\$1,200	\$2,900	\$4,220	\$2,960
	PCSO Consolelette	Fixed	2	\$2,430	\$1,450	\$2,110	\$1,480
	PCSO XTS2500	Portable	8	\$4,120	\$5,800	\$8,440	\$5,920
	PCSO Falcon 30 TDFM7000	Mobile	4	\$0	\$2,900	\$4,220	\$2,960
	PCSO APX7500	Mobile	25	\$0	\$18,125	\$26,375	\$18,500
	PCSO APX7000	Portable	43	\$0	\$31,175	\$45,365	\$31,820
	Rocklin PD APX7000	Portable	29	\$0	\$21,025	\$30,595	\$21,460
	Rocklin PD APX7500	Mobile	2	\$0	\$1,450	\$2,110	\$1,480
	Rocklin PD XTS2500	Portable	10	\$8,150	\$7,250	\$10,550	\$7,400
	Rocklin PD XTL2500	Mobile	2	\$1,630	\$1,450	\$2,110	\$1,480
	Union Pacific RR MTS2000	Portable	5	\$12,500	\$3,625	\$5,275	\$3,700
	Police Total		514	\$221,315	\$372,650	\$542,270	\$380,360
<i>Parks</i>	XTS2500 "a"	Portable	20	\$10,300			
	XTS2500	Portable	13	\$10,595			
	XTL1500	Mobile	8	\$6,520			
	XTL2500	Mobile	36	\$29,340			
	XTL5000 Consolelette	Fixed	1	\$1,215			
	Parks Total		78	\$57,970			
<i>Water</i>	XTS2500	Portable	11	\$5,665			
	XTL1500	Mobile	3	\$2,445			
	XTL2500	Mobile	24	\$19,560			
	XTL5000 Consolelette	Fixed	1	\$1,215			
	Water Total		39	\$28,885			

Legend	No upgrade required.	Upgrade required.	Need to be replaced @ \$2.5K per & mobile install of \$500 non-PS / \$1000 PS.	Encryption options. System costs not included.
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Department	Description	Type	Qty	Total
<i>Wastewater</i>	XTS2500	Portable	10	\$5,150
	XTL1500	Mobile	2	\$1,630
	XTL2500	Mobile	7	\$5,705
	XTL5000 Consolette	Fixed	1	\$1,215
	MTS2000	Portable	3	\$7,500
	Wastewater	Total	23	\$13,700
<i>Solid Waste</i>	XTS2500 "a"	Portable	9	\$4,635
	XTS2500	Portable	1	\$815
	XTL1500	Mobile	9	\$7,335
	XTL2500	Mobile	43	\$35,045
	XTL5000 Consolette	Fixed	1	\$1,215
	Solid Waste	Total	63	\$49,045
<i>Engineering</i>	XTS2500 "a"	Portable	7	\$3,605
	XTS2500	Portable	2	\$1,630
	XTL1500	Mobile	1	\$815
	XTL2500	Mobile	1	\$815
	XTL5000 Consolette	Fixed	1	\$1,215
	Engineering	Total	12	\$8,080
<i>Development Services</i>	XTS2500 "a"	Portable	5	\$2,575
	XTS2500	Portable	2	\$1,630
	XTL1500	Mobile	3	\$2,445
	XTL2500	Mobile	3	\$2,445
	Development Services	Total	13	\$9,095
<i>Streets</i>	XTS2500 "a"	Portable	16	\$8,240
	XTS2500	Portable	2	\$1,630
	XTL1500	Mobile	4	\$3,260
	XTL2500	Mobile	32	\$26,080
	XTL5000 Consolette	Fixed	1	\$1,215
	Streets	Total	55	\$40,425
<i>Transit</i>	XTS2500	Portable	7	\$3,605
	XTL1500	Mobile	15	\$12,225
	XTL2500	Mobile	43	\$35,045
	XTL5000 Consolette	Fixed	1	\$1,215
	Transit	Total	66	\$52,090

Legend	No upgrade required.	Upgrade required.	Need to be replaced @ \$2.5K per & mobile install of \$500 non-PS / \$1000 PS.	Encryption options. System costs not included.
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<i>IT</i>	XTS5000	Portable	3	\$3,645
	APX 7000	Portable	1	\$0
	MT1500	Portable	3	\$2,445
	XTS2500	Portable	15	\$7,725
	XTL1500	Mobile	4	\$3,260
	XTL2500	Mobile	3	\$2,445
	XTL5000 Consolette	Fixed	2	\$2,430
	IT Total		31	\$21,950
	City Total		1275	\$839,605

Appendix G

System Alternative Costs

In order to make a well-rounded decision when looking at the Migration, Forklift and Consolidation alternatives, the Committee needed to understand the estimated total cost of ownership for each. The first step is defining how long the new system is expected to be in service. The average radio system lifespan is 15 years so the following alternatives were researched and calculated based on a 15-year lifecycle:

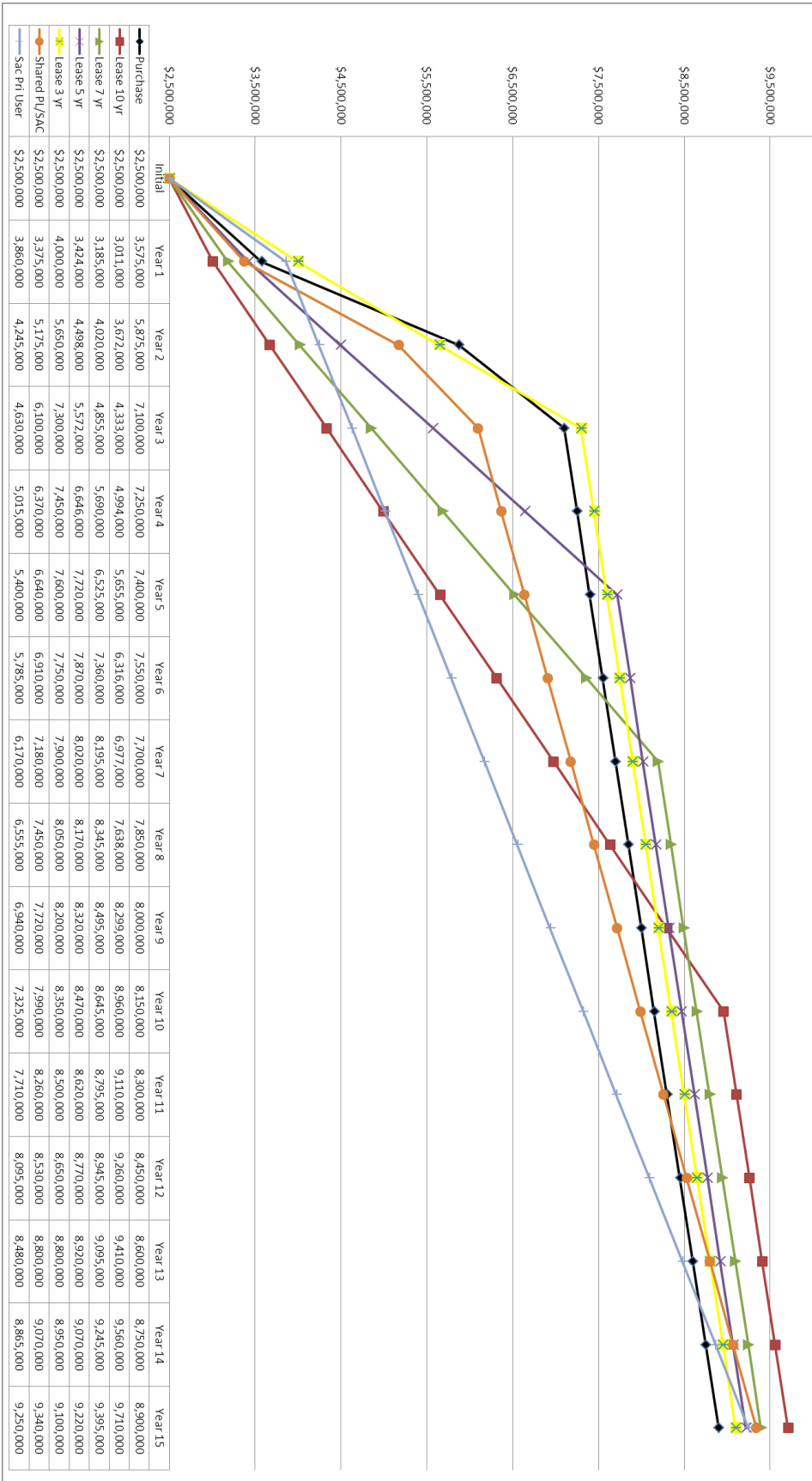
- **Purchase:** City purchases the system
- **Lease 10 yr:** City leases the system over a 10-year period
- **Lease 7 yr:** City leases the system over a 7-year period
- **Lease 5 yr:** City leases the system over a 5-year period
- **Lease 3 yr:** City leases the system over a 3-year period
- **Shared PL/SAC:** City shares core infrastructure with Sacramento or Placer County
- **Sac Pri User:** City becomes a primary user on Sacramento County's system

In addition, the following assumptions were made to calculate each alternative's cost including:

- Initial costs independent of selected strategy:
 - Upgrade and align subscribers
 - Enhance site-to-site connectivity
 - Provide additional power circuits
 - ISSI for interoperability with Placer and Sacramento Counties
 - Dispatch backup control stations
 - Upgrade monitoring, logging and recording systems
 - Consultant analysis
- System lifespan: 15 years with some component changes at 10 years
- Annual maintenance & support: starts 2nd year at \$150,000 per year
- RFQ-based costs (extracted from September 2013 System RFQ) are similar to those realized during the RFP process
- Lease costs based on market rates as of April 2014
- Shared core with Placer or Sacramento: \$100 per subscriber for 1,200 subscribers
- Sacramento primary user: \$300 per subscriber for 1,200 subscribers

A graph representing the various alternatives' 15-year cost of ownership is shown on the following page. This graph helps to illustrate the short and long-term costs of each alternative.

800MHz Radio System Replacement Options



Appendix H

Glossary of Terms

- *800MHz* – Portion of the radio spectrum the City is licensed to operate the system on per FCC regulations.
- *Alias* – a defined and recognizable function is displayed when a corresponding radio transmits. For example, rather than display the 7-digit radio ID, an alias is displayed such as “7P42” or “F E8”.
- *CEB* – Central Electronics Bank. This Motorola component interfaces the Police and Fire Dispatch positions with the 800MHz trunked system as well as various VHF channels for interoperability with surrounding agencies.
- *Channel* – a specific frequency used by the system, but transparent to trunked radio users.
- *Controller* – the “brains” of the infrastructure manages all radio traffic.
- *DAQ* – Delivered Audio Quality which is a measurement of a transmission’s audio quality. The defined DAQ levels are as follows:
 - 1: unusable
 - 2: understandable with effort and repetition
 - 3: understandable with slight effort and minimal repetition
 - 3.4: understandable without repetition and some background noise is present
 - 4: easily understandable with little to no noise
 - 5: perfect
- *Dispatch console alias display* – enables radio IDs to be “aliased” so instead of a random number the officer, firefighter, or vehicle number is identified. This increases efficiency and safety as the Dispatcher can immediately identify who is transmitting and/or sent an Emergency signal.
- *Emergency signal* – allows the radio user to press a single button to notify Dispatch of an emergency situation. Dispatch sees and hears the emergency signal.
- *Encryption* – a layer of security that prevents those without a ‘key’ from listening to transmissions.
 - Key – information that determines the transformation of ‘plain text’ into ‘cipher text’ and vice versa during decryption
 - Plain text – the original message (i.e. “... suspect is at the corner of Sunrise and Cirby...”)
 - Cipher text – the result of encryption on the message (i.e. unreadable audio for those without a key)
 - Types of Encryption
 - ADP – Advanced Digital Privacy; least secure option (key length = 40 bits). ADP is Motorola proprietary so it is not compatible with non-Motorola infrastructure or subscribers.
 - DES – Data Encryption Standard; more secure than ADP but less than AES (key length = 64 bits).
 - AES – Advanced Encryption Standard; most secure option (key length = 256 bits) and only option that meets the P25 encryption security standard for interoperable communications.
 - AES Single key – one key loaded into one device.
 - AES Multi key – multiple keys loaded into one device which allows a radio to use one key for one group of users and a different key for another group of users.
 - OTAR – Over The Air Re-keying; increases security by efficiently changing keys without the need to locate and reprogram each radio. OTAR is only possible with DES or AES.
- *FCC* – Federal Communications Commission.
- *Interference* – internal or external noise that decreases the audio quality of transmissions.
- *Intrinsically safe* – allows for safe operation of radio equipment in potentially explosive environments.

- *OTAP* – Over The Air Programming; allows radios to be programmed without the logistical hurdles of locating and manually reprogramming radios. OTAP uses more bandwidth than OTAR.
- *Priority scanning* – enables a radio to scan talkgroups while ensuring no traffic is missed on selected talkgroup.
- *Remotely disable radio* – without touching a radio the City can prevent system access in case of lost/stolen radios.
- *RFI* – Request for Information.
- *RFP* – Request for Proposal.
- *Simulcast* – connects multiple sites together so users can send or receive high quality transmissions from any location throughout the City without regard for user location.
- *Site* – FCC-licensed location where infrastructure equipment is installed.
- *Subscriber* – portable (handheld) radio, mobile (vehicle) radio, Dispatch console.
- *Talkgroup* – defines who the user communicates with as opposed to which specific frequency is used. For example, RF DSP and ELC DSP are talkgroups to allow for communication between users tuned to those talkgroups.
- *Trunked system* – radio sites and channels are shared resources for all City users. Talkgroups are used to increase efficiency of limited resources.



COUNCIL COMMUNICATION

CC #: 7415

File #: 0201

Title: FY2016-17 Budget Update

Contact: Monty Hanks 774-5313 mhanks@roseville.ca.us

Meeting Date: 2/3/2016

Item #: 8.2.

RECOMMENDATION TO COUNCIL

This is an informational item. No action is required.

BACKGROUND

The FY2016-17 budget preparation is underway and staff wants to keep the City Council informed with various budget related information and estimates as they become available. The updates are intended to solicit input and feedback from the council to ensure staff prepares their budgets that are inline and support the council goals and priorities outlined during the budget workshop.

FISCAL IMPACT

There is no fiscal impact for this report.

ECONOMIC DEVELOPMENT / JOBS CREATED

No jobs will be created by this informational report.

ENVIRONMENTAL REVIEW

The staff report is statutorily exempt from the California Environmental Quality Act (CEQA) based on Section 15273 of the CEQA Guidelines. No other CEQA action is required.

Respectfully Submitted,

Monty Hanks, Finance Director



Rob Jensen, City Manager

ATTACHMENTS:

Description

Budget Report

Budget Staff Report

Monty Hanks

Finance Director

City Council Meeting

February 3, 2016

Upcoming Key Dates

- January 20th: Start of FY17 budget input by staff
- February–May: Various budget updates
- Week of March 21st: City Manager budget reviews
- May 18th: Proposed budget available to City Council
- 2nd week of June: Budget Hearings
- June 20th: Budget Adoption

Proposed Topics

- Revenue estimates
 - Sales and property taxes, development activity
- Expense estimates
 - PERS, Workers Comp, General Liability, OPEB, Salaries, etc.
- CIP Rehab
- Roadway resurfacing plans
- Utility estimates
- Other topics?

