



CITY COUNCIL AGENDA

A Regular Meeting of the La Mesa City Council

Tuesday, September 13, 2016

4:00 p.m.

**City Council Chambers
La Mesa City Hall
8130 Allison Avenue
La Mesa, California**

**Mark Arapostathis, Mayor
Guy McWhirter, Vice Mayor
Ruth Sterling, Councilmember
Kristine Alessio, Councilmember
Bill Baber, Councilmember**

Materials related to an item on this agenda submitted to the Council after distribution of the agenda packet are available for public inspection in the City Clerk's Office, 8130 Allison Avenue, during normal business hours.

The City of La Mesa encourages the participation of disabled individuals in the services, activities and programs provided by the City. Individuals with disabilities, who require reasonable accommodation in order to participate in the City Council meetings, should contact the City's Americans with Disabilities Act (ADA) Coordinator, Rida Freeman, Human Resources Manager, 48 hours prior to the meeting at 619.667.1175, fax 619.667.1163, or rfreeman@ci.la-mesa.ca.us.

Hearing assisted devices are available for the hearing impaired. A City staff member is available to provide these devices upon entry to City Council meetings, commission meetings or public hearings held in the City Council Chambers. A photo i.d. or signature will be required to secure a device for the meeting.

4:00 P.M.

ROLL CALL

INVOCATION - COUNCILMEMBER STERLING

PLEDGE OF ALLEGIANCE

CITY MANAGER COMMENTS

COMMUNITY BULLETIN REPORTS

PRESENTATIONS

COMMENDING LA MESA RESIDENT HELEN GIVENS FOR HER MANY

YEARS OF SERVICE TO THE COMMUNITY

PROCLAIMING SEPTEMBER AS NATIONAL PREPAREDNESS MONTH

PRESENTATION REGARDING A BOYS TO MEN MENTORING PROGRAM

ADDITIONS AND/OR DELETIONS TO THE AGENDA

PUBLIC COMMENTS - (TOTAL TIME - 15 MINUTES)

NOTE: In accordance with state law, an item not scheduled on the agenda may be brought forward by the general public for comment; however, the City Council will not be able to discuss or take any action on the item at this meeting. If appropriate, the item will be referred to Staff or placed on a future agenda.

CONSENT CALENDAR

(Items 1 through 6)

The Consent Calendar includes items previously considered by the Council. Unless discussion is requested by members of the Council or audience, all Consent Calendar items may be approved by one motion.

1. APPROVAL OF MOTION TO WAIVE THE READING OF THE TEXT OF ALL ORDINANCES AND RESOLUTIONS AT THIS MEETING

2. RATIFICATION OF DESIGN REVIEW DRB 16-01 (5900 SEVERIN LLC) – A NEW 18 UNIT APARTMENT BUILDING INCLUDING TWO LIVE-WORK UNITS ON A VACANT SITE ADDRESSED AS 5900 SEVERIN DRIVE IN THE CN-G-D (NEIGHBORHOOD COMMERCIAL / GROSSMONT SPECIFIC PLAN OVERLAY / URBAN DESIGN OVERLAY) ZONE

Staff Reference: Ms. Dick

Documents:

[ITEM 2.PDF](#)

3. APPROVAL OF THE PLANS AND CONDITIONS FOR THE 2016 OKTOBERFEST SPECIAL EVENT PERMIT, AND ADOPTION OF A RESOLUTION TEMPORARILY CLOSING PORTIONS OF LA MESA CITY STREETS FOR THE 2016 LA MESA OKTOBERFEST EVENT ON SEPTEMBER 30, 2016 THROUGH OCTOBER 2, 2016

Staff Reference: Chief Vasquez

Documents:

[ITEM 3.PDF](#)

4. RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE AMENDMENT NO. 1 TO THE INSTALLMENT SALE AGREEMENT FOR ALVARADO TRUNK SEWER IMPROVEMENTS PROJECT, STATE REVOLVING FUND AGREEMENT NO. D15 01014 WITH THE STATE OF CALIFORNIA WATER RESOURCES CONTROL BOARD

Staff Reference: Mr. Humora

Documents:

[ITEM 4.PDF](#)

5. RESOLUTION ACCEPTING BID AND AWARDING CONTRACT FOR TRAFFIC SIGNAL MAINTENANCE, EMERGENCY REPAIRS, AND RELATED CONSTRUCTION SERVICES TO BEAR ELECTRICAL SOLUTIONS, INC.

Staff Reference: Mr. Humora

Documents:

[ITEM 5.PDF](#)

6. RESOLUTION TO AWARD THE PURCHASE OF MOTOROLA RADIOS TO DAY WIRELESS SYSTEMS

Staff Reference: Interim Fire Chief McAlpine

Documents:

[ITEM 6.PDF](#)

STAFF REPORT

7. CONSIDERATION OF ADOPTING RESOLUTIONS APPROVING 1) THE 2016-2018 MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE CITY OF LA MESA AND THE HEARTLAND FIREFIGHTERS OF LA MESA LOCAL #4759, AND THE BUDGET ADJUSTMENT RELATED TO THE SAME; AND 2) THE AMENDED CITY OF LA MESA COMPENSATION PLANS FOR FY 2016-2017 AND 2017-2018, AND THE BUDGET ADJUSTMENTS RELATED TO THE SAME

Staff recommends the Council adopt the resolution to implement the negotiated changes to the two-year MOU for the Heartland Firefighters of La Mesa Local #4759 and the budget adjustment related to the same, and the resolution approving the amended City of La Mesa Compensation Plans for FY 2016-2017 and FY 2017-2018 and related budget adjustments.

Staff Reference: Ms. Garrett

Documents:

[ITEM 7.PDF](#)

BOARD AND COMMISSION INTERVIEWS

8. INTERVIEW OF APPLICANTS FOR THE PLANNING COMMISSION

Staff Reference: Ms. Kennedy

Documents:

[ITEM 8 - NO APPS.PDF](#)

COUNCIL COMMITTEE REPORTS (3 MINUTE LIMIT)

AB 1234 REPORTS (GC 53232.3(D))

CITY ATTORNEY REMARKS

ADJOURNMENT



REPORT to the MAYOR and MEMBERS of the CITY COUNCIL
From the CITY MANAGER

DATE: September 13, 2016

SUBJECT: Ratification of Design Review DRB 16-01 (5900 Severin LLC) – A new 18-unit apartment building including two live-work units on a vacant site addressed as 5900 Severin Drive in the CN-G-D (Neighborhood Commercial/ Grossmont Specific Plan Overlay / Urban Design Overlay) zone. Assessor’s Parcel Number 486-750-02.

ISSUING DEPARTMENT: Community Development

SUMMARY:

Issues:

1. Does the proposal meet the intent of the Urban Design Program?
2. Is the project consistent with the policies and objectives of the General Plan?

Recommendation:

Staff recommends that the City Council ratify the Design Review Board’s approval of DRB 16-01 as set forth in the Certification of Action (**Attachment C**).

Fiscal Impact:

There would be no impact to the General Fund related to this project. City of La Mesa policy is to recover 100% of the cost of staff time through discretionary application and building permit fees. The City would collect increased property tax revenue from the project upon completion.

Environmental Review:

This request is categorically exempt from environmental review under the California Environmental Quality Act, Class 32.

BACKGROUND:

The project proposed by 5900 Severin LLC consists of the construction of a new three-story, 18-unit mixed use building with surface parking and a basement level. The current breakdown of units is anticipated to be 9 two-bedroom residential units, 7 one bedroom residential units, and 2 one-bedroom units considered as live or work space. The live-work spaces are located in the basement and first floor. Also included in the project

development are private outdoor use areas (balconies) for residents.

The project site is located at 5900 Severin Drive (**Attachment A**). The site is immediately adjacent to Severin Drive to the east and Amaya Drive to the south. The San Diego Orange and Green Trolley lines are located to the south of the project, across Amaya Drive. The subject 0.41 acre parcel is vacant, but was for many years developed as a service station, with service station permits on file dating from the mid 1950's to late 1990's. The former Fletcher Parkway Redevelopment Area extended to the western property line, to include the apartment complex below slope to the west. To the north and east are multi-tenant retail centers and to the south are residential and transportation-related land uses.

Topographically, the site is fairly level, with existing contours shown on the preliminary grading plan (**Attachment D**). The site slopes from 580 feet above mean sea level along the Amaya Drive frontage to 586 feet in the northern portion of the site. Slopes separate the subject property from the adjacent northern and western parcels. Commercial and multi-family residential development occupies these adjacent sites respectively. Existing conditions are shown on the site photographs, **Attachment B**, and are depicted on the submitted plans shown on **Attachment D**.

Site Development Plan application DAB 16-06 is required by the La Mesa Municipal Code to ensure compliance with the City's development requirements. The City issued a Certificate of Action by the Development Advisory Board (DAB) on July 11, 2016. This certification recommended to the Planning Commission standard improvements required to be completed for the development of the site including but not limited to right-of-way (street) improvements, drainage, parking and landscape improvements.

Pursuant to the Grossmont Specific Plan Overlay Zone, Planning Commission approval of the site plan is required for the new construction. The Planning Commission approved the Site Development Plan on August 3, 2016. The submittal of construction documents after project entitlement must be found to be in substantial conformance to the plans approved by the Planning Commission and Design Review Board as Exhibit A.

Design Review application DRB 16-01 is required to ensure that the objectives of the City's Urban Design Program and Urban Design Review are met. On July 11, 2016, Design Review application DRB 16-01 was recommended for approval to the City Council by the Design Review Board (**Attachment C**).

DISCUSSION:

COMMUNITY IMAGE

The Urban Design Program identifies the Grossmont Specific Plan as a special design district and visually sensitive area. Additionally, the Urban Design Program contains the following community image vocabulary to consider for this project:

Paths: Paths are the channels along which people move; they are the walkways and streets within and adjoining the site. The proposed project will be sited adjacent to the public sidewalks and streets of Amaya Drive to the south and Severin Drive to the east.

Edges: Edges are the linear elements not used or considered as paths. Such edges are the linear walls and boundary barriers associated with the project. A minor slope with crib wall in the area of the northern property line separates the site from a multi-tenant retail site upslope and a larger hillside to the west separates the site from a large downslope apartment complex.

Nodes: Nodes are the strategic points, junctures, and concentration areas where people will converge; as such, they should be well defined and recognized by a cohesive design theme. The Amaya Trolley Station will be a node where residents, trolley patrons, shoppers, and workers will converge, located to the southwest across Amaya Drive. Shopping sites, a school and a public park are located to the north and east.

Districts: Districts are the medium to large sections of the City having some common, identifying character. The former Fletcher Parkway Redevelopment Area terminated just west of the subject site, and may be consisted a District providing users of this development with access to state of the art medical treatment and regional shopping, accessed by the trolley lines.

LA MESA GENERAL PLAN POLICIES AND ZONING

The La Mesa General Plan land use designation of the subject property is "Local Serving Commercial". This designation is assigned to a range of retail commercial activities, including shopping centers that offer potential for redevelopment as mixed use, including residential use. The General Plan also promotes parking reductions near transit.

In terms of the applicable zoning classification of the site, the Neighborhood Commercial (CN) zone is intended for light retail convenience enterprises, and allows residential multiple unit development on any floor of a principal building except a basement or first floor "when the first floor is devoted to an unrelated principal use". Per the Grossmont Specific Plan Overlay Zone, Section 24.16.020, all uses of the underlying zone are permitted.

GROSSMONT SPECIFIC PLAN

Redevelopment policies of the Grossmont Specific Plan promote the continued development of properties to their highest and best use. The Specific Plan also encourages the development of transit-oriented uses on and near the Trolley stations. Where the opportunity exists, mixed use developments are encouraged, especially adjacent to the trolley corridor.

The mixed-use project is consistent with the Grossmont Specific Plan because the project provides infill development and a transitional use between the commercial and residential uses to the north, east, and west. The project fits within the context of the area as called for in the General Plan. The project is located near the Amaya Drive Trolley Station, which provides over 230 parking spaces and serves the eastern portion of the City including the adjacent large apartment complexes.

DESIGN ANALYSIS:

The Design Review Board reviewed the submitted drawings (**Attachment D**) in consideration of the following:

Site Plan:

Vehicular access to the site is proposed from two curb cuts along Severin Drive; existing curb cuts along Amaya Drive will be closed. Street trees are proposed at the back of the sidewalk in in-ground planters along Severin Drive and in tree grates along Amaya Drive. Surface parking area is provided on the northerly portion of the site and under the building. Unit entrances would be internally oriented, accessed by corridors, stairs and an elevator.

The proposed building as viewed on the site plan appears as two structures, but is connected by a bridge element which constitutes one building in accordance with the California Building Code (CBC). The pedestrian bridge connects the second level of the southern portion of the building to the second level of the northern portion of the building, five feet below the grade of the parking area.

The southern half of the building, which faces Amaya Drive, has the "basement" (at-grade) ground floor commercial "work" portion of the two live-work units. A platform lift is located to provide access from the basement, to parking at that level's finish grade (1/2 floor up) and to the first floor for access to the live portion of the unit.

Architectural Concept:

The submittal provides details relating to the color and material scheme for the contemporary building and provides renderings showing how the building and landscaping appear on the site. Proposed exterior building materials illustrated and listed on the elevations include grey, green and white stucco, with rust color on elements of the live-work units, black metal guardrails for balconies and walkways, and anodized aluminum windows. Building elevations also show a signage concept and address locations. The accessory trash enclosure structure will include a metal gate and trellis with CMU block retaining walls. Details and sections are included in the plans to provide clear identification of the improvements, including the mechanical equipment layout on the roof.

City policies and ordinances provide for parking reductions and modifications to encourage transit-oriented development. Planning Commission review of the parking modification was required in accordance with La Mesa Municipal Code Section 24.04.020.G.

The Planning Commission found that the requested reduction in the parking requirement for this project is supported by the policies of the 2013 General Plan promote parking reductions near transit, The Grossmont Specific Plan states that:

“...from a regional perspective, the higher use of the Trolley and other transit services will reduce traffic congestion and improve air quality. Encouraging more intense development along the trolley corridor will increase support for mass transit services. “...while there is no regional model for parking reductions associated with transit facility developments at this time, such reductions should be included as part of any project approval.”

The Municipal Code also states that a project may include shared parking if the Planning Commission determines that the project has

“.....demonstrated that all uses can be sufficiently served because of the varying hours of operation and for varying peak parking demand times.”

The applicant requested and received Planning Commission approval of a modification to the parking requirement of two spaces per unit to 1.3 spaces per unit and authorization to share parking between resident guests and commercial users for a total of 28 parking spaces on site.

Grading concept:

Proposed grading consists of 450 cubic yards of cut, 250 cubic yards of fill and 200 cubic yards of export associated with creating the finish building pad elevation, parking, hardscape, drainage, landscaping, site walls, and other site improvements. The maximum height of fill slopes is 3.5 feet; the maximum height of cut slopes is 6 feet.

The northerly property line is located mid-slope, and the adjacent neighboring site is developed with two geo-grid walls. The proposed building site would be graded to a finished grade varying from about 585 feet at the northwest parking lot area to 583 feet at the southeast parking lot area, with basement elevations at about 578 feet above mean sea level. Bio-filtration basins are proposed along the westerly property boundary and at the southeast corner of the site.

Landscape Concept:

The landscape concept plan depicts landscape area along all sides of the site perimeter, and 23% of the site is proposed as landscape area (4,268 square feet). Proposed street tree species are Gold Medallion Tree and Mexican Fan Palm, with Little Gem Magnolia

perimeter trees and Orchid accent trees. Proposed tree species within the Severin Street right of way were limited because of the existing utilities under the sidewalk. Numerous shrub species are proposed, as well as two plant species for the filtration basins. There are no existing trees or shrubs on site.

Landscaped planters are proposed in front of parking stalls along the north, east and west edges of the parking area. Exterior lighting is proposed in the parking area, on exterior building walls and along entries and walkways.

Walls, fences and trash enclosure:

An existing 5-foot tubular steel fence is sited along the western property line, which is proposed to remain as noted on the landscape concept plan. Retaining walls are proposed along the northerly and westerly portions of the property to provide the parking and trash enclosure areas. The maximum height of the proposed 200 foot long retaining wall is 6.1 feet at the northwest corner. An existing crib wall is sited on the adjacent property to the north.

On the subject property, a 10-foot setback applies along the west property line due to adjacent residential zoning. A zone boundary wall is typically required to separate commercially zoned sites from adjacent residential development in accordance with La Mesa Municipal Code in accordance with Municipal Code Section 24.06.030.G. The applicant submitted a request to waive the requirement for a zone boundary wall between the subject property and the R3 zoned property to the west. Fencing rather than a solid masonry wall is a typical accessory structure to demarcate property lines between similar uses. Further, distance between uses on each parcel, topographic differences, and the location of landscape area and parking areas on each parcel are factors in support of the waiver request. Due to the similar (residential) land use of both sites, the requirement for the zone boundary wall was determined unnecessary by the Planning Commission on August 3, 2016.

A new trash / recycle enclosure is proposed in the parking lot with access from the complex and from the Severin Drive driveway opening at the northern portion of the site.

CONCLUSION:

Staff recommends that the City Council ratify the Design Review Board's approval of DRB 16-01, as shown on the attached Certification of Action (**Attachment C**).

Reviewed by:



Yvonne Garrett
City Manager

Respectfully submitted by:



Carol Dick
Director of Community Development

Attachments: A – Location map/aerial photograph
 B – Site photographs
 C – Design Review Board Certification of Action
 D – Project plans

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**CITY OF
LA MESA**
JEWEL of the HILLS

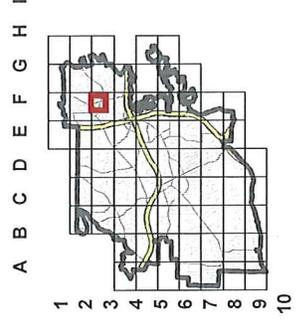
Site Plan Review
Design Review
DAB/ DRB 16-01

PROPERTY INFORMATION

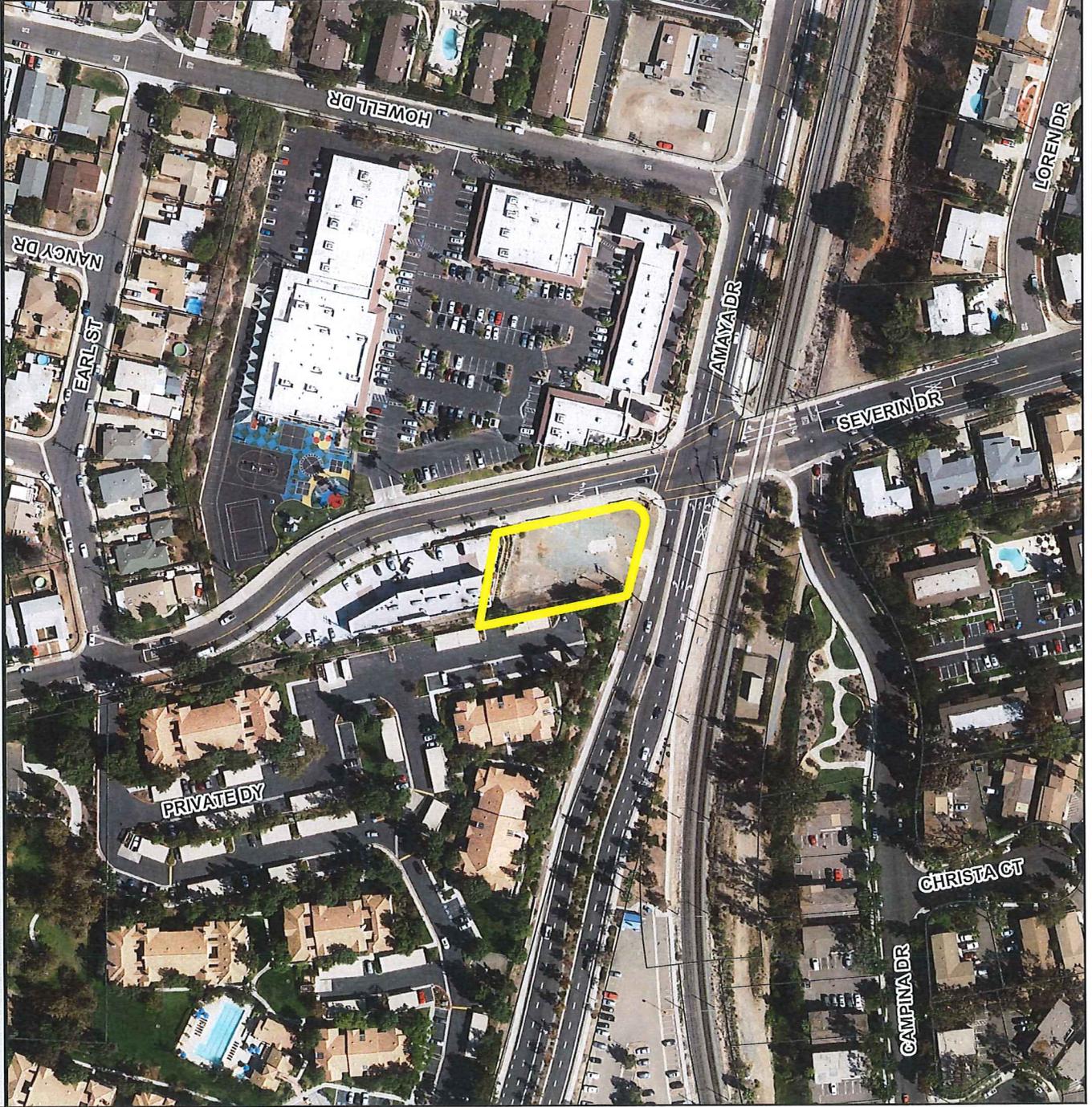
Applicant	5900 Severin LLC
Site Address	5900 Severin Drive La Mesa, CA 91942
APN	486-750-02-00
Lot Size	.41 acres
General Plan	Local Serving Commercial
Zoning	CN-G-D Commercial Neighborhood; Grossmont Specific Plan, Urban Design Overlay Zone



DATA SOURCES:
City boundary, SanGIS, 2011
Roads, SanGIS, 2011



Aerial Map





**CITY OF
LAMESA**
JEWEL of the HILLS

Site Plan Review
Design Review
DAB/ DRB 16-01

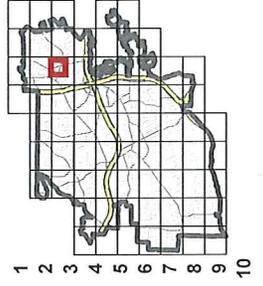
PROPERTY INFORMATION

Applicant	5900 Severin LLC
Site Address	5900 Severin Drive La Mesa, CA 91942
APN	486-750-02-00
Lot Size	.41 acres
General Plan	Local Serving Commercial
Zoning	CN-G-D Commercial Neighborhood; Grossmont Specific Plan, Urban Design Overlay Zone



DATA SOURCES:
City boundary, SanGIS, 2011
Roads, SanGIS, 2011

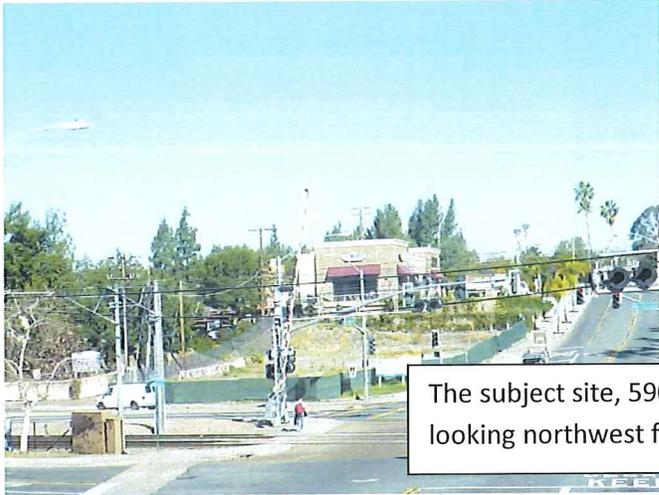
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Vicinity Map



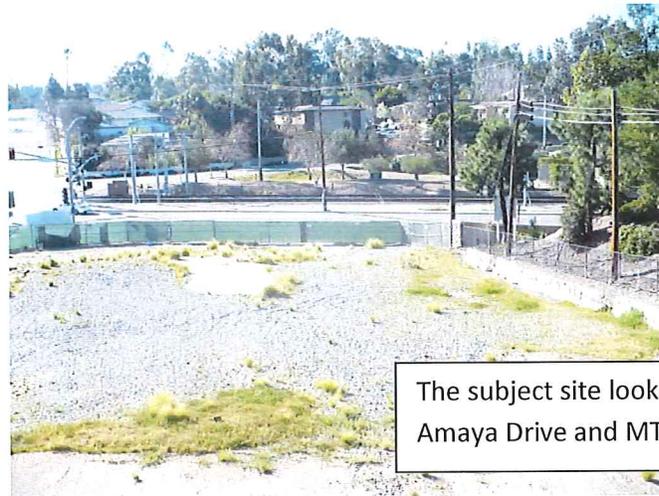
Site Photos at 5900 Severin Drive



The subject site, 5900 Severin Drive looking northwest from Amaya Drive.

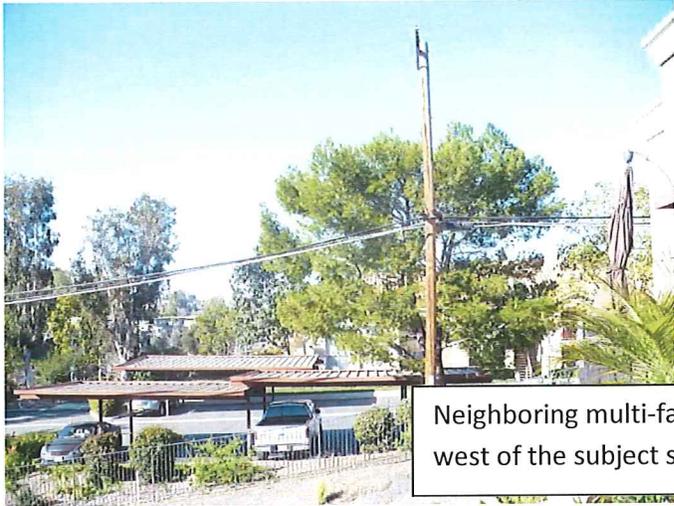


5900 Severin Drive looking south along Severin Drive toward Amaya Drive.



The subject site looking south toward Amaya Drive and MTS trolley tracks.

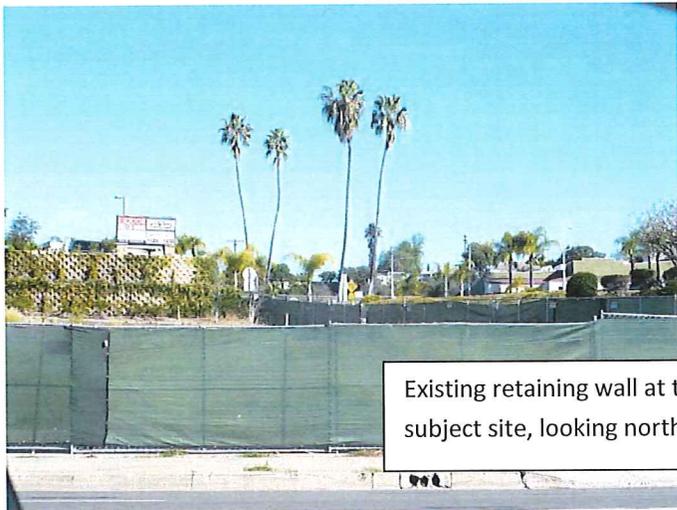
Site Photos at 5900 Severin Drive



Neighboring multi-family residential west of the subject site.



Neighboring commercial strip center to the north of the subject site.

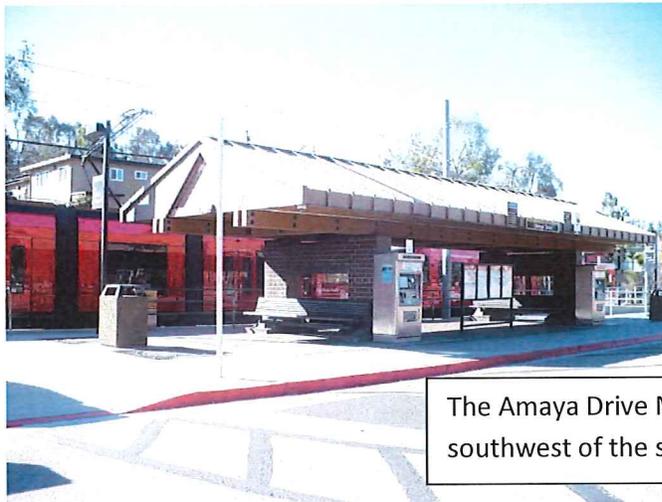


Existing retaining wall at the northerly edge of the subject site, looking north from Amaya Drive.

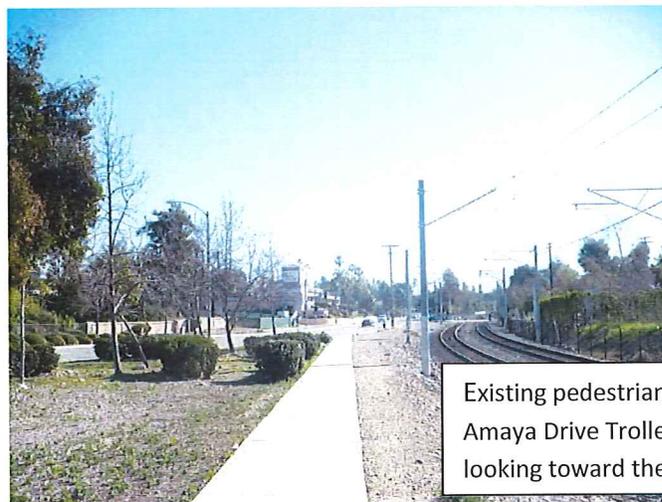
Site Photos at 5900 Severin Drive



The Village Station Shopping Center at the northeast corner of Severin Drive and Amaya Drive.



The Amaya Drive MTS Trolley Station southwest of the subject site.



Existing pedestrian walkway from the Amaya Drive Trolley Station northeast looking toward the subject site.



**CERTIFICATION OF
DESIGN REVIEW BOARD ACTION**

FILE: DRB 16-01 (5900 Severin LLC)

MEETING DATE: July 11, 2016

SUBJECT: Review and recommendation to the City Council of a new 18-unit apartment building including two live-work units on a vacant site addressed as 5900 Severin Drive in the CN-G-D (Neighborhood Commercial / Grossmont Specific Plan Overlay / Urban Design Overlay) zone. Assessor's Parcel Number: 486-750-02.

DETERMINATION: After reviewing the proposal the Board made a motion to recommend approval of DRB 16-01 based on plans dated July 5, 2016 and a finding that the project is consistent with the City's Urban Design Program and with the design objectives of the Grossmont Specific Plan.

The vote on the motion was as follows:

AYES: Dick, Lee, McCullough, and Podeswik.
NOES: None.
ABSENT: Hulitt.
ABSTAIN: None.

ATTEST:

Chris Jacobs
Senior Planner

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ATTACHMENT C



SHEET INDEX

- TS - TITLE SHEET
- SP - ARCHITECTURAL SITE PLAN
- C1 - GRADING PLAN NOTES AND LEGEND
- C2 - PRELIMINARY GRADING PLAN
- EX - EXISTING SITE CONDITIONS
- L1 - LANDSCAPE CONCEPT PLAN
- L2 - LANDSCAPE PLAN NOTES AND LEGEND
- WF - LANDSCAPE WALL AND FENCE PLAN
- A1 - CONCEPTUAL UNIT PLANS
- A2 - BASEMENT AND FIRST FLOOR COMPOSITE
- A3 - SECOND AND THIRD FLOOR COMPOSITE
- A4 - CONCEPTUAL ROOF PLAN
- A5 - CONCEPTUAL ELEVATIONS
- A6 - CONCEPTUAL PERSPECTIVES
- A7 - ZONING BUILDING HEIGHT / SECTIONS
- A7.1 - CBC BUILDING HEIGHT / SECTIONS
- A7.2 - CBC BUILDING HEIGHT / SECTIONS
- A8 - TRASH ENCLOSURE
- A9 - SIGNAGE PLAN



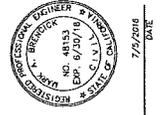
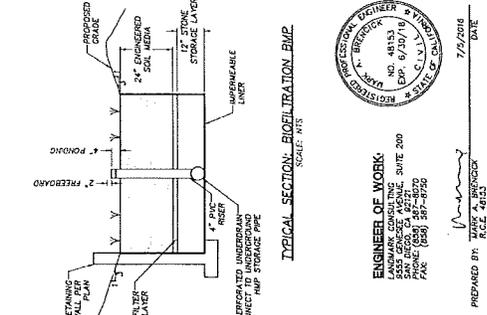
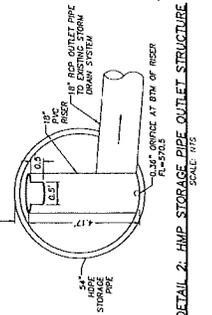
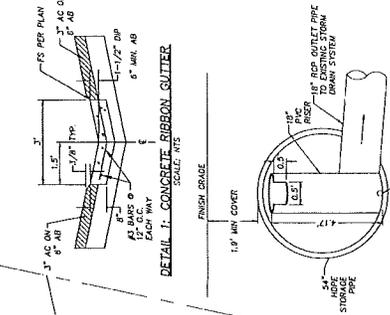
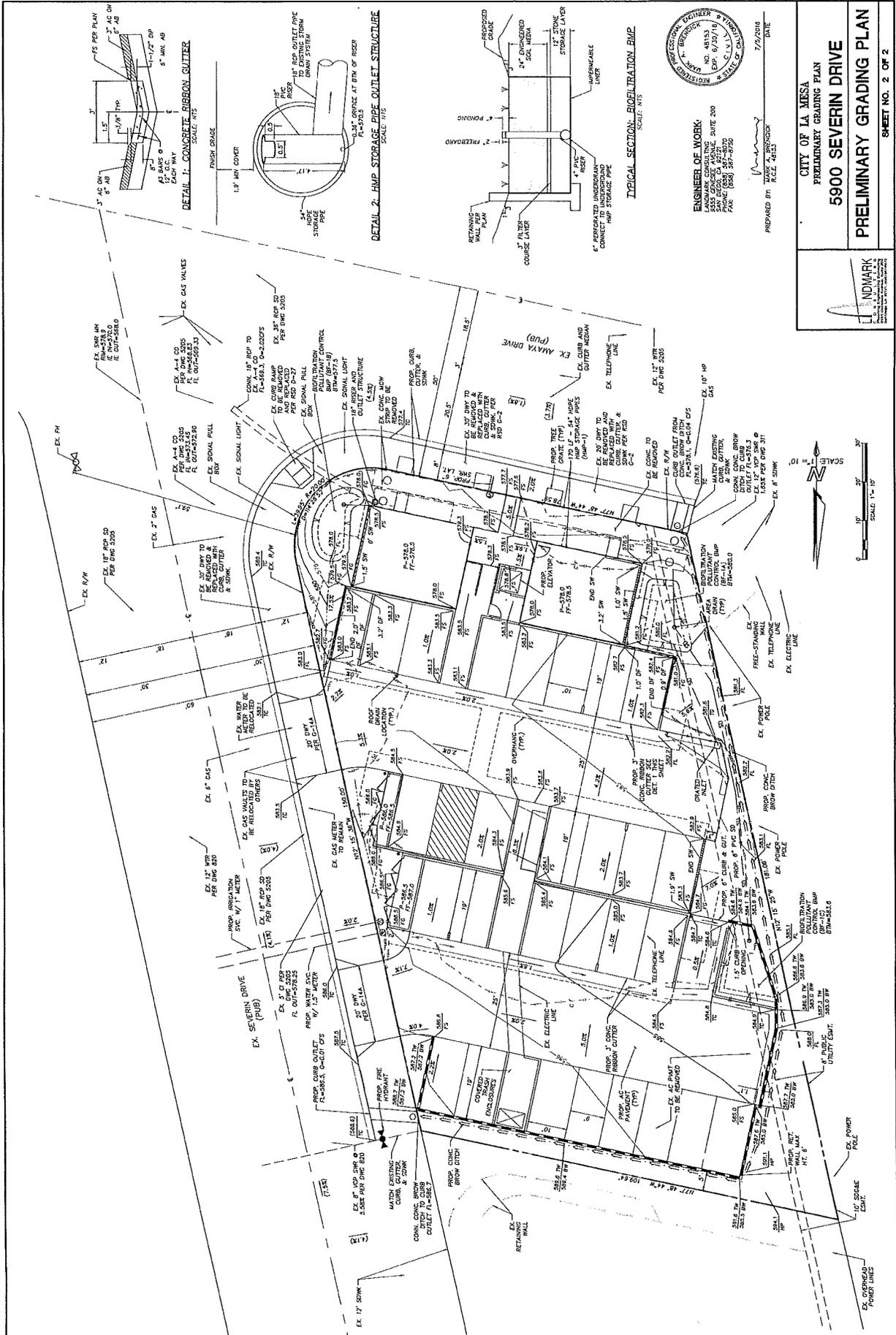
5900 SEVERIN LA MESA, CA

5900 Severin, LLC
 2040 Harbor Island Drive, Suite 250
 San Diego, California 92101
 O 619.243.7012 M 619.846.9505

JULY 5, 2016



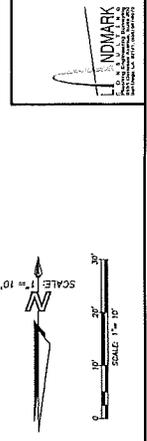
TITLE SHEET - T1



ENGINEER OF WORK:
LANDMARK CONSULTING
1000 S. GARDEN AVENUE, SUITE 200
SANTA ANA, CA 92705
PHONE: (949) 261-9750
FAX: (949) 261-9750

PREPARED BY: MARK A. BRADDOCK
DATE: 7/9/2016

CITY OF LA MESA
PRELIMINARY GRADING PLAN
5900 SEVERIN DRIVE
PRELIMINARY GRADING PLAN
SHEET NO. 2 OF 2





THIS PLAN WAS PREPARED BY ME OR UNDER MY CLOSE PERSONAL SUPERVISION AND I AM A LICENSED PROFESSIONAL ENGINEER IN THE STATE OF CALIFORNIA. I AM NOT PROVIDING CONTRACT ADMINISTRATION SERVICES. DATE OF PREPARATION: SEPTEMBER 1, 2019.

MARK A. BRODZICK, L.S. 15728
 LICENSE EXPIRES 12/31/2016

SURVEY LOCATION:

5900 SEVERIN DRIVE
 CITY OF MESA, CA 91042

ABBREVIATIONS:

- CONC CONCRETE
- ASPH ASPHALT
- D/W DRIVEWAY
- S/W SIDEWALK
- € CENTERLINE

BENCH MARK:

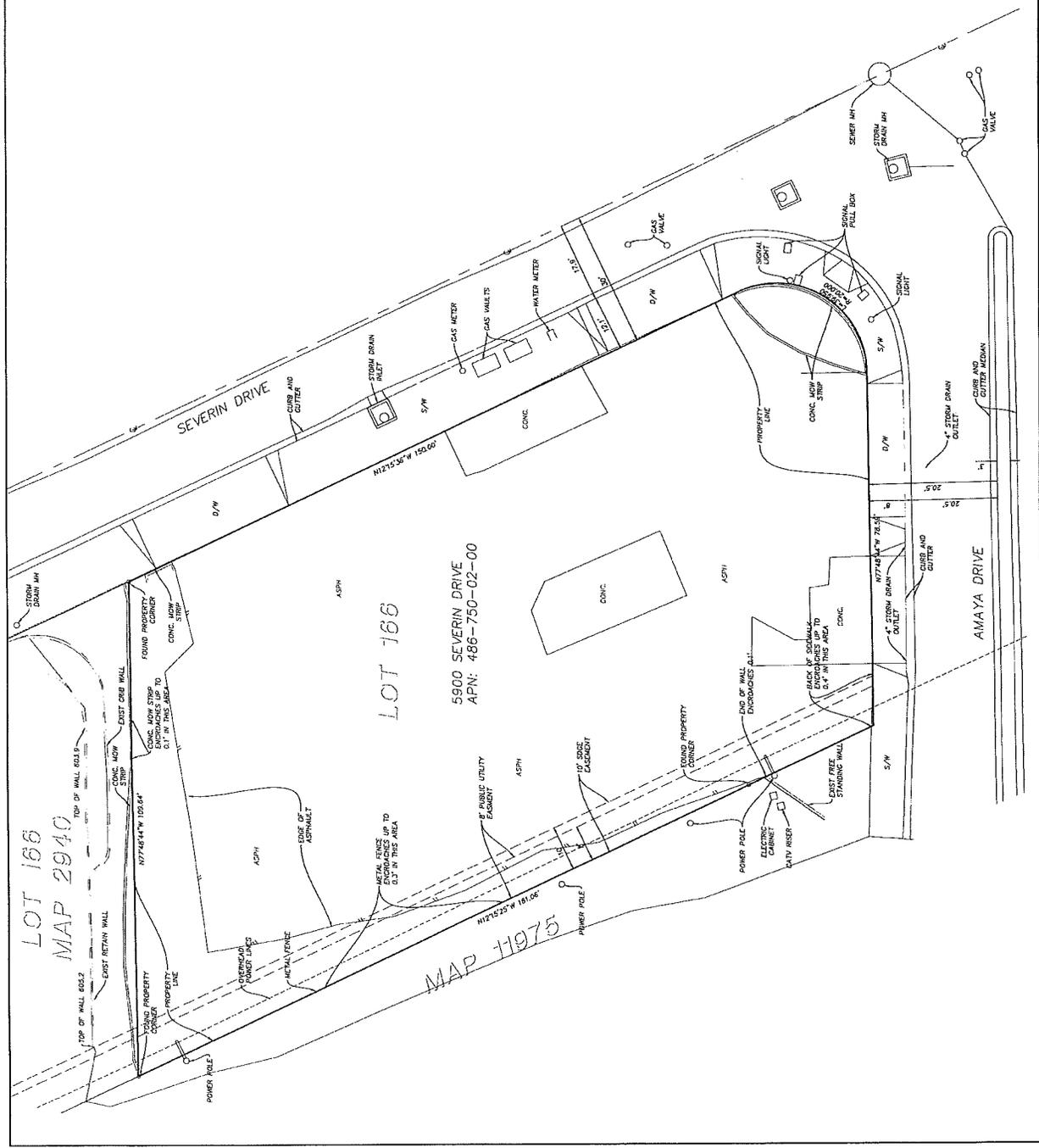
CITY OF MESA VERTICAL CONTROL INDEX
 1.5' BRASS DISC AT INTERSECTION OF SEVERIN DR. AND AMAYA DR. ON NE CORNER. ELEVATION = 579.160

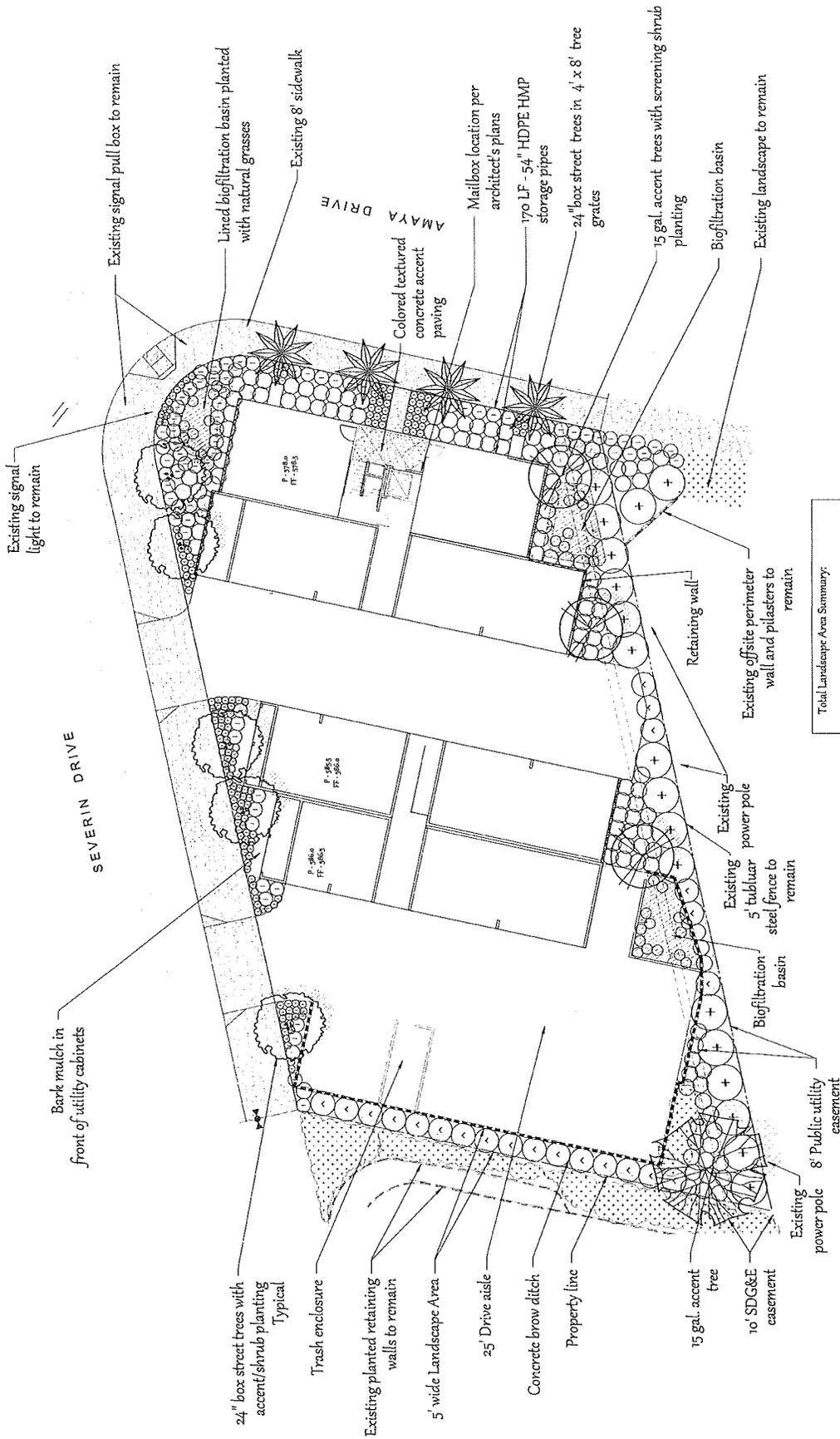
LEGEND:

SYMBOL	DESCRIPTION
(Dashed line)	BOUNDARY DATA
(Solid line)	SURVEY / BOUNDARY
(Dotted line)	EXISTING LOT LINE
(Line with dots)	RIGHT OF WAY
(Line with dashes)	METAL FENCE
(Line with triangles)	AC BERM / EDGE OF PAVEMENT
(Line with circles)	CONTOUR
(Line with crosses)	EXISTING EASEMENT
(Line with stars)	OVERHEAD POWER LINE



CITY OF LA MESA
 EXISTING CONDITIONS
5900 SEVERIN DRIVE
 EXISTING CONDITIONS
 SHEET NO. 1 OF 1





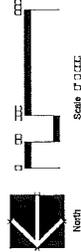
Total Landscape Area Summary:
 Total Site Area: 17,897
 Landscaped Area: 4,268
 Landscape Percentage: 23.9%
 One tree per 500 square feet of landscaping
 20% of trees shall be 24\"/>

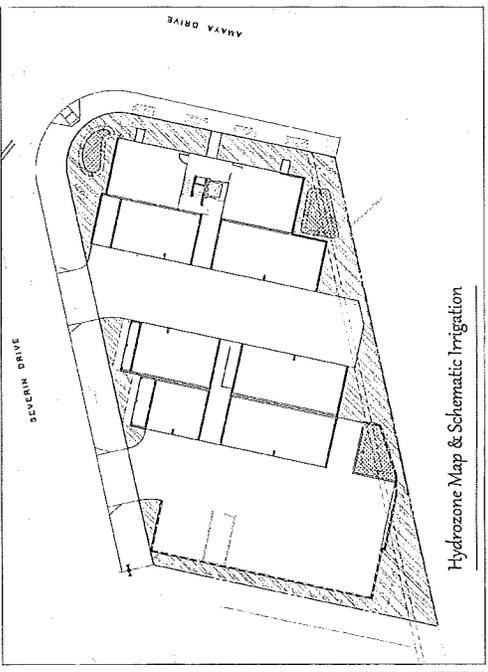
Landscape Concept Plan

5900 Severin Drive

July 5, 2016

LA 2681
HOWARD
 ASSOCIATES
 2432 SECOND AVENUE
 SAN DIEGO CA 92101 619 718 9060





Hydrozone Map & Schematic Irrigation

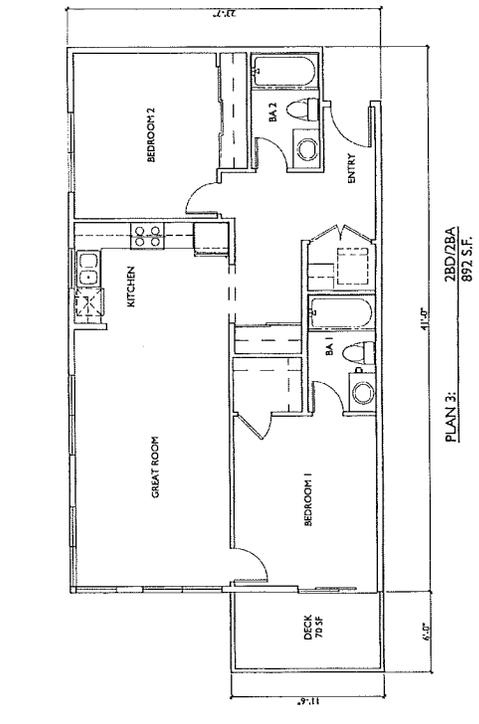
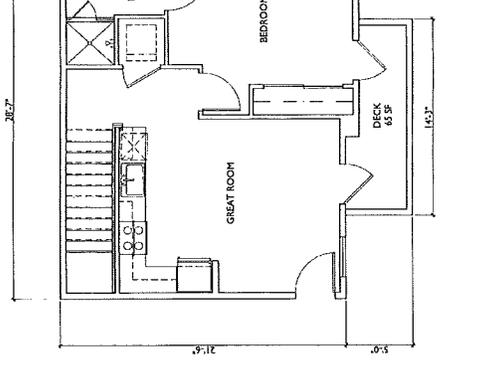
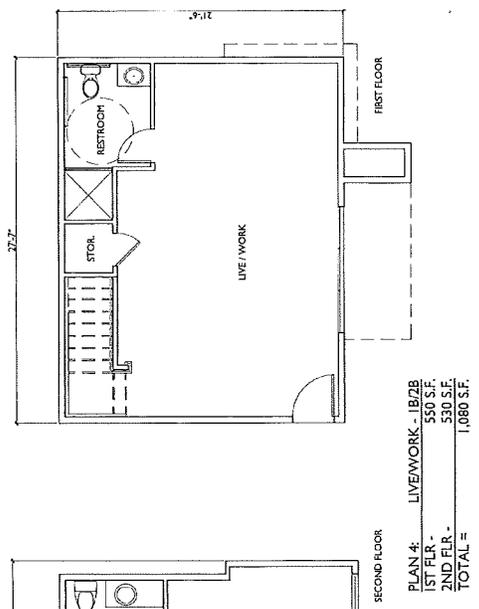
- Legend**
- Low Water Use - subsurface drip irrigation
 - Moderate Water Use - low precipitation rate rotator irrigation heads
 - Low Water Use - subsurface bubbler irrigation

Water Use Summary
 Maximum Water Allowance 59,469
 Estimated Total Water Use 52,862

PLANT LEGEND

- Trees**
- Botanical Name - Common Name - YUCOLS Data
 - Street Trees -

- Installation and Maintenance Notes:**
1. All trees, shrubs and groundcovers should be free of insect pests, fungal diseases, or the effects of previous infestations. They should be inspected for signs of infestation and treated with a systemic and broad-spectrum insecticide to rot root or pest board.
 2. Trees shall be staked or guyed until they are self-supporting.
 3. All trees, shrubs and groundcovers which have been planted and which due to accident, disease or other cause fail to show a healthy growth within one year should be replaced.
 4. Landscaping should be maintained to ensure water efficiency. A regular maintenance schedule should be followed for all plants. This includes:
 - a. Pruning trees and shrubs to maintain proper structure and canopy control.
 - b. Pruning shrubs to maintain proper structure and canopy control.
 - c. Pruning trees and shrubs to maintain proper structure and canopy control.
 - d. Pruning trees and shrubs to maintain proper structure and canopy control.
 5. Watering should be scheduled between the hours of 6:00 am and 6:00 pm to avoid irrigating during times of high wind or high temperature. Deep watering practices shall be utilized to promote deep rooting of trees and shrubs.
 6. Trees and shrubs should be trimmed or pruned to prevent blocking or interference with the following:
 - a. Sight distance where applicable.
 - b. Pedestrian and vehicle access.
 - c. Pedestrian and vehicle access.
 - d. Pedestrian and vehicle access.
 - e. Pedestrian and vehicle access.
 - f. Pedestrian and vehicle access.
 - g. Pedestrian and vehicle access.
 - h. Pedestrian and vehicle access.
 - i. Pedestrian and vehicle access.
 - j. Pedestrian and vehicle access.
 - k. Pedestrian and vehicle access.
 - l. Pedestrian and vehicle access.
 - m. Pedestrian and vehicle access.
 - n. Pedestrian and vehicle access.
 - o. Pedestrian and vehicle access.
 - p. Pedestrian and vehicle access.
 - q. Pedestrian and vehicle access.
 - r. Pedestrian and vehicle access.
 - s. Pedestrian and vehicle access.
 - t. Pedestrian and vehicle access.
 - u. Pedestrian and vehicle access.
 - v. Pedestrian and vehicle access.
 - w. Pedestrian and vehicle access.
 - x. Pedestrian and vehicle access.
 - y. Pedestrian and vehicle access.
 - z. Pedestrian and vehicle access.
 7. All landscaped areas shall be regularly watered during the wet season and otherwise kept in good condition.
 8. All planted areas shall receive a 1" layer of bark mulch to retain soil moisture and shade roots and reduce weed growth.
- Irrigation Notes:**
1. Separate



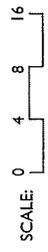
POLICE DEPARTMENT NOTES

- a. Use deadbolts with one inch throw on the front door.
- b. Install secondary locks on sliding glass doors and windows.
- c. Front doors should have a wide angled peep hole.
- d. Allow unit porch lights to be controlled by the property owner. Dawn to Dusk.
- e. Lighting
 - i) The property should be well-lit at night to prevent loitering and eliminate hiding places. Lighting should be consistent to reduce contrast between shadows and illuminated areas. Floodlights installed under eaves can illuminate these areas.
 - ii) Install wire cages or industrial strength shatter resistant lenses over lights within reach of pedestrians.
- f. Trash enclosures and dumpsters : Dumpsters should have locked lids with an open space through which material can be put in but not taken out. This is to prevent scavenging.

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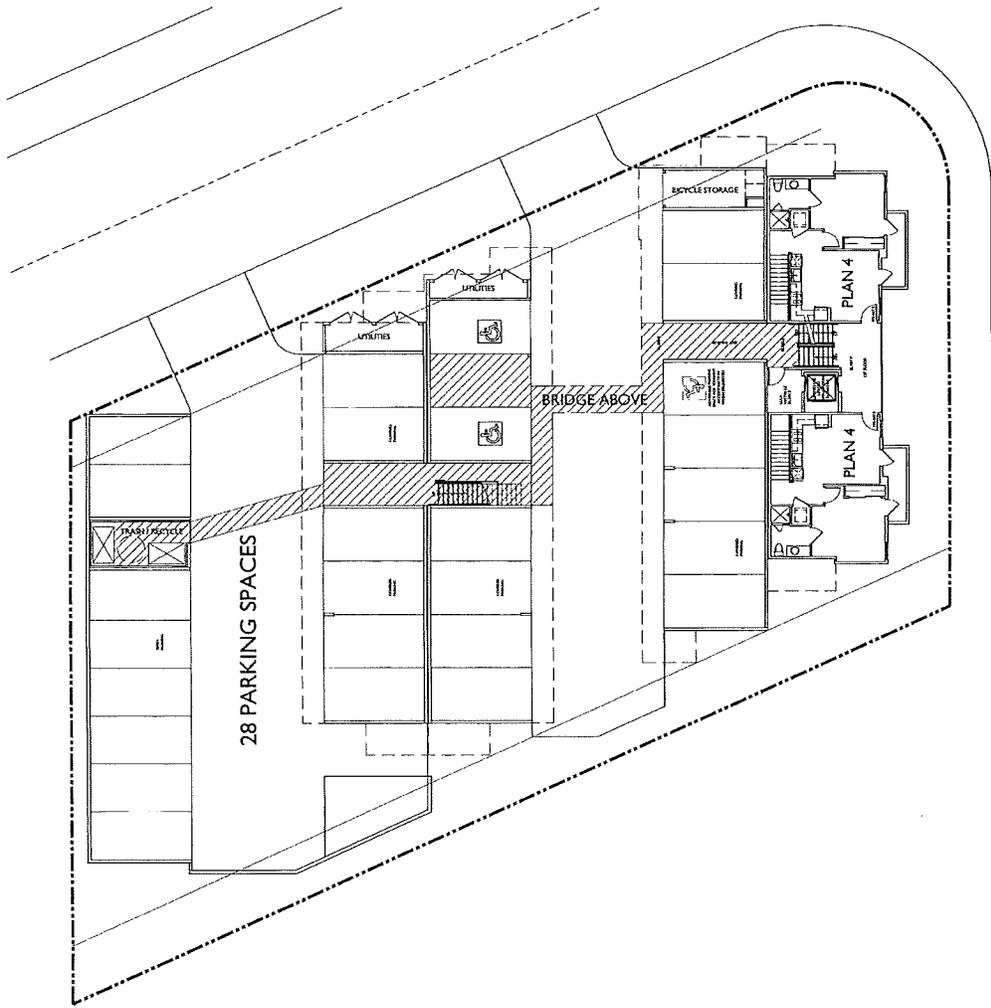
5900 Severin, LLC
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 San Diego, California 92101
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JULY 5, 2016

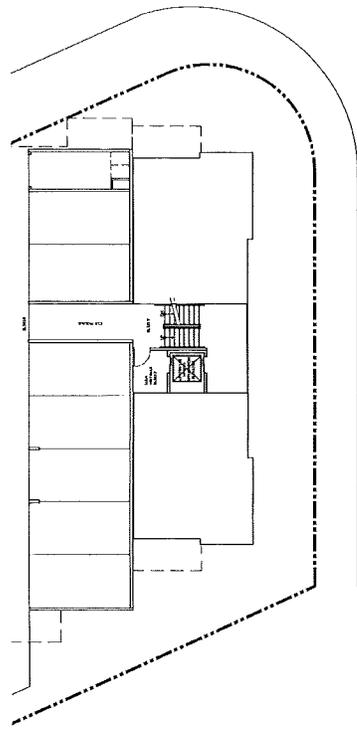


CONCEPTUAL UNIT PLANS - A1

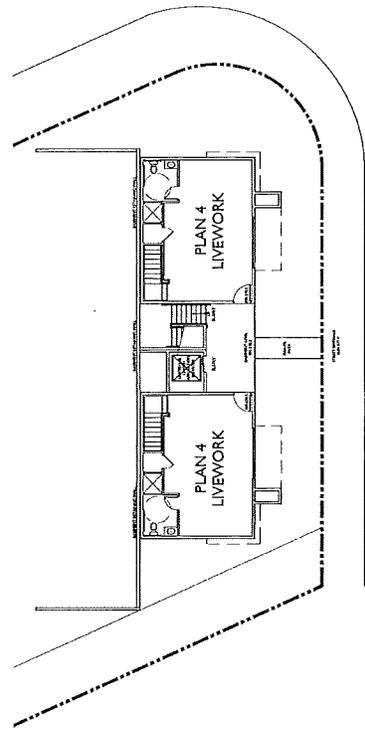
SUMMA
 ARCHITECTURE
 5256 S. Mission Road, Ste 404
 Bonsall, CA 92003
 760.724.1198 summaarch.com



FIRST FLOOR (ELEV. 587.5')



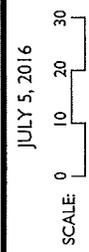
COVERED PARKING ACCESS LEVEL (ELEV. 583.5')



BASEMENT (ELEV. 578.5')

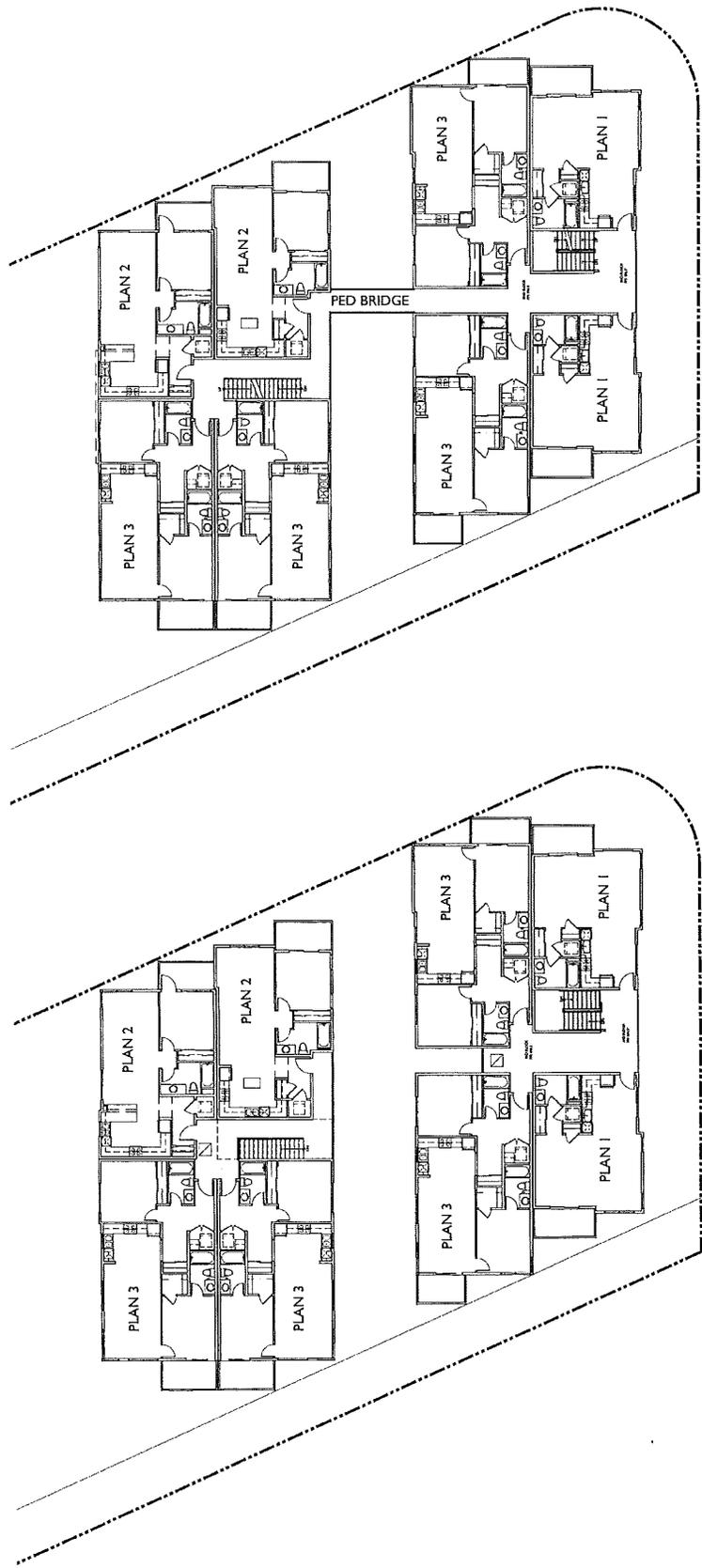
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CONCEPTUAL BUILDING COMPOSITE - A2

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SECOND FLOOR

THIRD FLOOR

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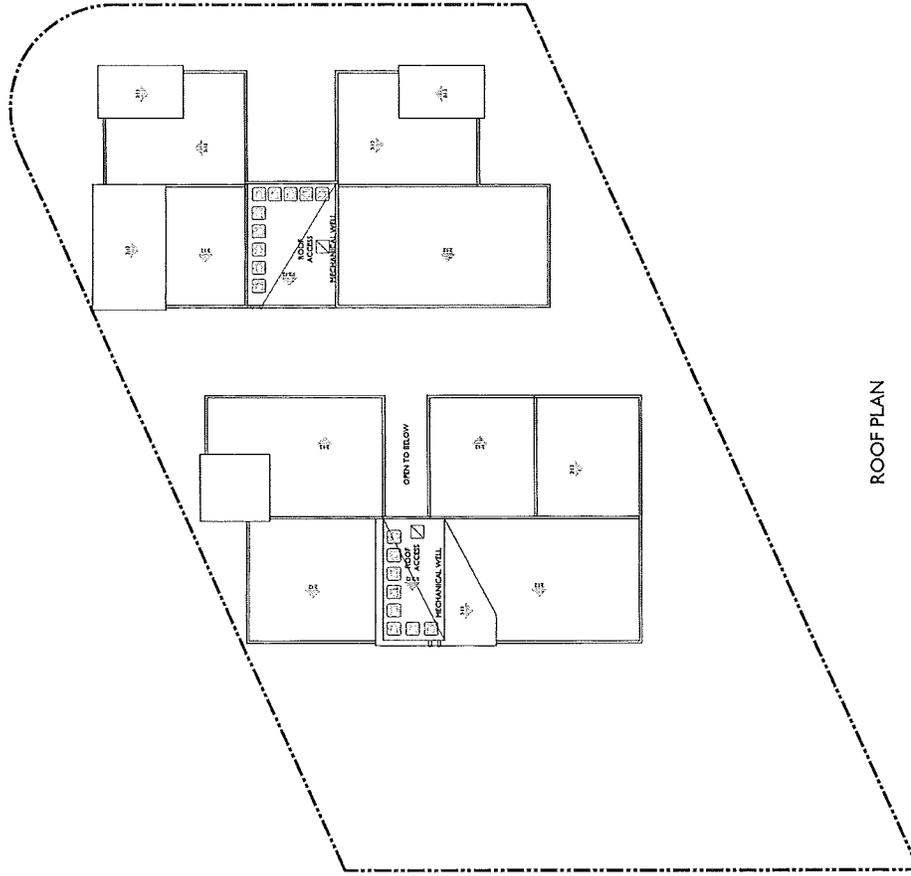
CONCEPTUAL BUILDING COMPOSITE - A3

JULY 5, 2016

SCALE: 0 10 20 30



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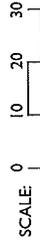


ROOF PLAN

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CONCEPTUAL ROOF PLAN - A4



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EAST ELEVATION



NORTH ELEVATION



WEST ELEVATION



SOUTH ELEVATION

FIRE DEPT NOTES
 Permanent commercial/industrial three-dimensional street numbers, a minimum 12 inches in height with a 1/2 inch stroke, shall be provided on the address side of the building at the highest point and furthest projection of the structure. The address shall be visible from the street and shall not be obstructed in any manner.

Permanent multi-family three-dimensional street numbers, a minimum 8 inches in height, shall be provided on the address side of the building at the highest point and furthest projection of the structure. The address shall be visible from the street and shall not be obstructed in any manner.

SIGNAGE NOTES:
 ALL SIGNS SHALL BE CONSISTENT WITH THE CITY OF LA MESA SIGN ORDINANCE, CHAPTER 15.10
 2 SIGNS PROPOSED FOR COMMERCIAL SPACES (24'X96" MAXIMUM EACH)

- MATERIAL NOTES:**
- 1 STUCCO - WHITE (SW 7004)
 - 2 STUCCO - GREY (SW 6236)
 - 3 STUCCO - GREY (SW 7067)
 - 4 STUCCO - BROWN (SW 2837)
 - 5 METAL GUARDRAIL - BLACK (SW 6258)
 - 6 ALUMINUM WINDOWS - ANODIZED BRONZE
 - 7 METAL GATE - BLACK (SW 6258)
 - 8 METAL TRELLIS - BLACK (SW 6258)
 - 9 CHU BLOCK RETAINING WALL - PRECISION GREY
 - 10 COMPOSITION ROOF SHINGLE - CHARCOAL
 - 11 SIGNAGE AND ADDRESS LOCATION

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SCALE: 0 8 16 24

CONCEPTUAL ELEVATIONS - A5

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SEVERIN SOUTH PERSPECTIVE



AMAYA PERSPECTIVE

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JULY 5, 2016

CONCEPTUAL PERSPECTIVES - A6

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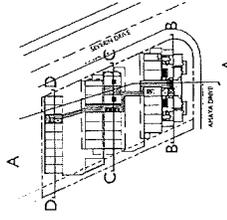
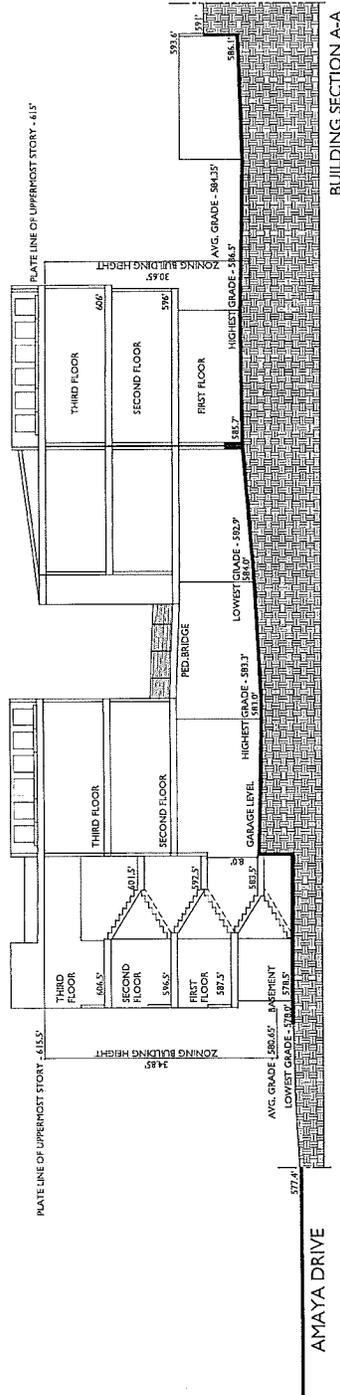
CITY OF LA MESA ZONING - BUILDING HEIGHT:
 "HEIGHT" IS THE VERTICAL DISTANCE FROM THE AVERAGE LEVEL OF THE HIGHEST AND LOWEST POINT OF THE FOUNDATION
 TO THE PLATE LINE OF THE UPPERMOST STORY.

SOUTHERN BUILDING PORTION

GRADE AT HIGHEST POINT OF BUILDING: 583.3'
 GRADE AT LOWEST POINT OF BUILDING: 578.0'
 AVERAGE LEVEL BETWEEN HIGHEST & LOWEST: 580.65'
 PLATE LINE OF UPPERMOST STORY: 615.5'
 ZONING BUILDING HEIGHT: = 615.5' - 580.65' = 34.85'

NORTHER BUILDING PORTION

GRADE AT HIGHEST POINT OF BUILDING: 586.5'
 GRADE AT LOWEST POINT OF BUILDING: 582.9'
 AVERAGE LEVEL BETWEEN HIGHEST & LOWEST: 584.35'
 PLATE LINE OF UPPERMOST STORY: 615.0'
 ZONING BUILDING HEIGHT: = 615.0' - 584.35' = 30.65'



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ZONING HEIGHT MEASUREMENT - A7

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JULY 5, 2016



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GRADE PLANE: A REFERENCE PLANE REPRESENTING THE AVERAGE OF FINISHED GROUND LEVEL ADJOINING THE BUILDING AT EXTERIOR WALLS. WHERE THE FINISHED GROUND LEVEL SLOPES AWAY FROM THE EXTERIOR WALLS, THE REFERENCE PLANE SHALL BE ESTABLISHED BY THE LOWEST POINTS WITHIN THE AREA BETWEEN THE BUILDINGS AND THE LOT LINE OR, WHERE THE LOT LINE IS MORE THAN 6 FEET FROM THE BUILDING, BETWEEN THE BUILDING AND A POINT 6 FEET FROM THE BUILDING.

AVERAGE OF FINISH GROUND LEVEL - 48 FEET

419 L.F. TOTAL BLD'G PERIMETER	72 L.F. @ 577.75' ELEVATION	17 L.F. @ 583.3' ELEVATION
	22 L.F. @ 579.1' ELEVATION	20.5 L.F. @ 583.45' ELEVATION
	13.5 L.F. @ 579.5' ELEVATION	39 L.F. @ 583.75' ELEVATION
	1.5 L.F. @ 580.95' ELEVATION	44.5 L.F. @ 584.4' ELEVATION
	19.5 L.F. @ 581' ELEVATION	75.5 L.F. @ 584.95' ELEVATION
	44.5 L.F. @ 581.95' ELEVATION	8 L.F. @ 585.15' ELEVATION
		19.5 L.F. @ 585.5' ELEVATION

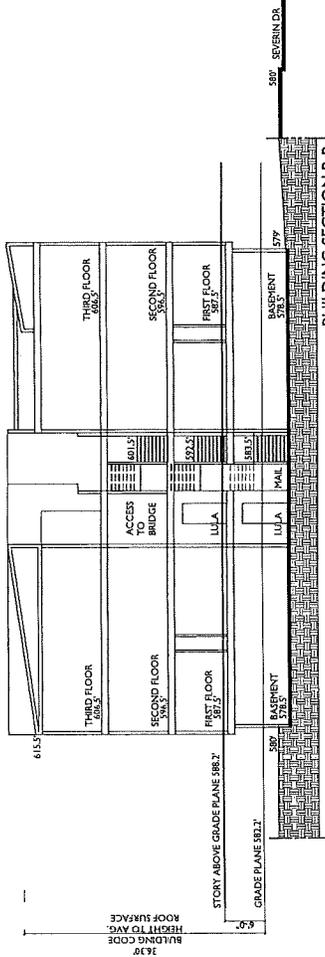
$$(72 \times 577.75) + (22 \times 579.1) + (13.5 \times 579.5) + (1.5 \times 580.95) + (19.5 \times 581) + (44.5 \times 581.95) + (8 \times 582.15) + (19.5 \times 583.3) + (20.5 \times 583.45) + (39 \times 583.75) + (44.5 \times 584.4) + (75.5 \times 584.95) + (75.5 \times 584.95) + (8 \times 585.15) + (19.5 \times 585.5) = 243,966.26$$

$$243,966.26 / 419' = 582.2 \text{ FEET} = \text{GRADE PLANE}$$

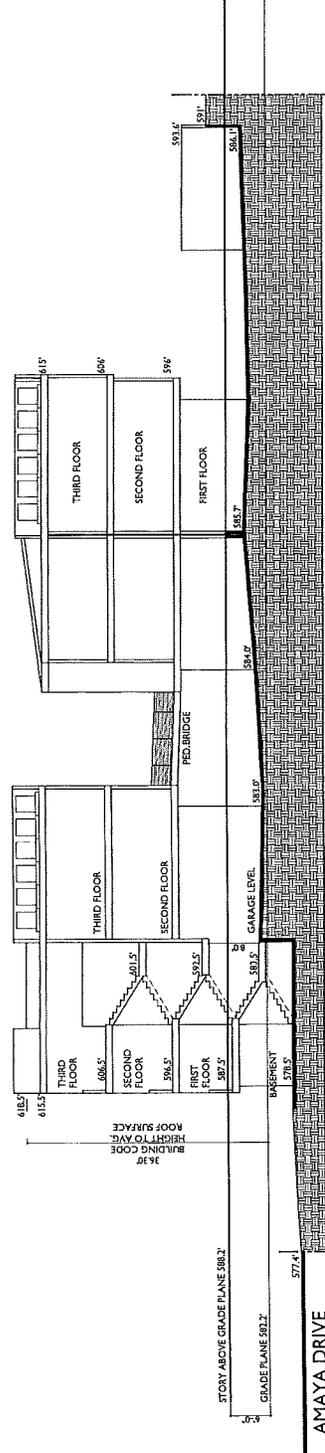
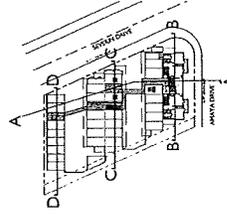
BASEMENT: A STORY THAT IS NOT A STORY ABOVE GRADE PLANE.

STORY ABOVE GRADE PLANE: ANY STORY HAVING ITS FINISHED FLOOR SURFACE ENTIRELY ABOVE GRADE PLANE, OR IN WHICH THE FINISHED SURFACE OF THE FLOOR NEXT ABOVE IS:

1. MORE THAN 6 FEET ABOVE GRADE PLANE; OR
2. MORE THAN 12 FEET ABOVE THE FINISHED GROUND LEVEL AT ANY POINT.



BUILDING SECTION B-B



BUILDING SECTION A-A

CBC BUILDING HEIGHT/ BUILDING SECTIONS - A7.1

5900 SEVERIN LA MESA, CA

JULY 5, 2016

SCALE 0 8 16 24

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GRADE PLANE: A REFERENCE PLANE REPRESENTING THE AVERAGE OF FINISHED GROUND LEVEL ADJOINING THE BUILDING AT EXTERIOR WALLS, WHERE THE FINISHED GROUND LEVEL SLOPES AWAY FROM THE EXTERIOR WALLS, THE REFERENCE PLANE SHALL BE ESTABLISHED BY THE LOWEST POINTS WITHIN THE AREA BETWEEN THE BUILDINGS AND THE LOT LINE OR, WHERE THE LOT LINE IS MORE THAN 6 FEET FROM THE BUILDING, BETWEEN THE BUILDING AND A POINT 6 FEET FROM THE BUILDING.

AVERAGE OF FINISH GROUND LEVEL - 4.8 FEET

419 LF. TOTAL BLD'G PERIMETER	72 LF. @ 577.75' ELEVATION	17 LF. @ 583.3' ELEVATION
	22 LF. @ 579.1' ELEVATION	20.5 LF. @ 583.45' ELEVATION
	13.5 LF. @ 580.95' ELEVATION	39 LF. @ 583.75' ELEVATION
	1.5 LF. @ 581' ELEVATION	44.5 LF. @ 584.4' ELEVATION
	19.5 LF. @ 581.95' ELEVATION	8 LF. @ 584.95' ELEVATION
	44.5 LF. @ 582.15' ELEVATION	19.5 LF. @ 585.15' ELEVATION
		19.5 LF. @ 585.5' ELEVATION

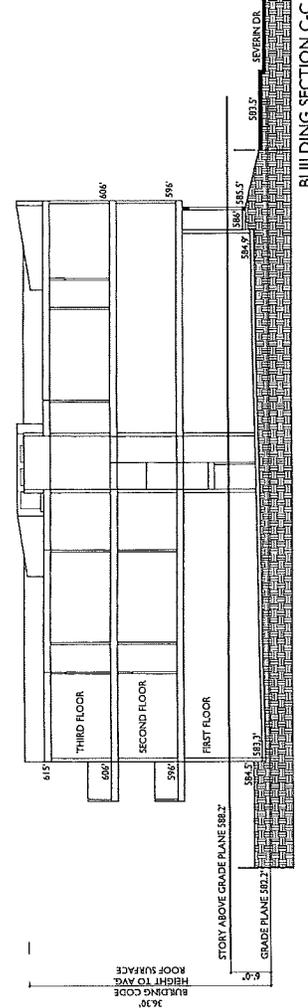
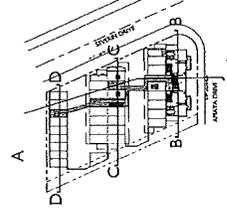
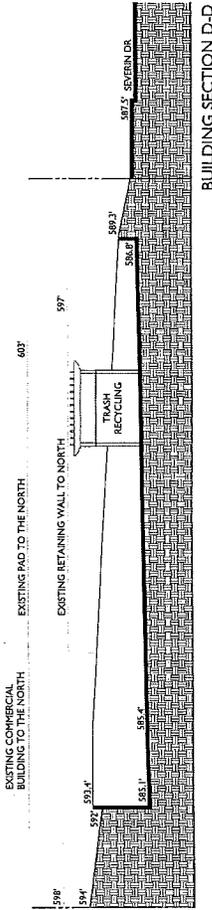
$$(72' \times 577.75') + (22' \times 579.1') + (13.5' \times 580.95') + (1.5' \times 581') + (19.5' \times 581.95') + (44.5' \times 582.15') + (17' \times 583.3') + (20.5' \times 583.45') + (39' \times 583.75') + (44.5' \times 584.4') + (8' \times 584.95') + (19.5' \times 585.15') + (19.5' \times 585.5') = 243,966.26$$

$$243,966.26 / 419' = 582.2 \text{ FEET} = \text{GRADE PLANE}$$

BASEMENT: A STORY THAT IS NOT A STORY ABOVE GRADE PLANE.

STORY ABOVE GRADE PLANE: ANY STORY HAVING ITS FINISHED FLOOR SURFACE ENTIRELY ABOVE GRADE PLANE, OR IN WHICH THE FINISHED SURFACE OF THE FLOOR NEXT ABOVE IS:

1. MORE THAN 6 FEET ABOVE GRADE PLANE; OR
2. MORE THAN 12 FEET ABOVE THE FINISHED GROUND LEVEL AT ANY POINT.



5900 SEVERIN LA MESA, CA

CBC BUILDING HEIGHT/ BUILDING SECTIONS - A7.2

JULY 5, 2016
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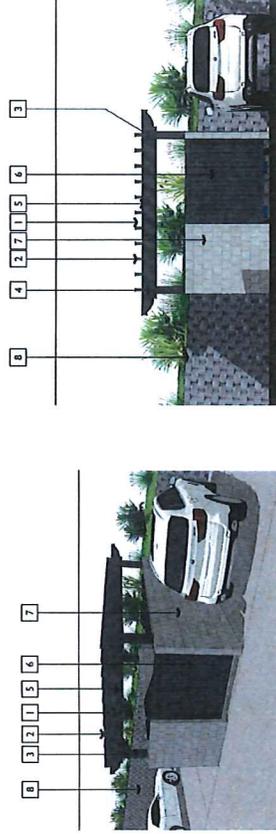
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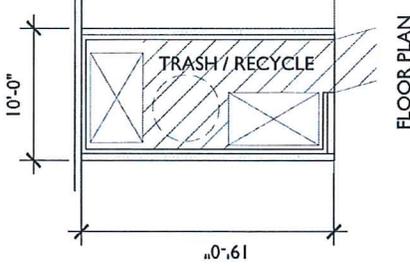
- MATERIAL NOTES:**
- [1] ALUMAYWOOD, TRELLIS
 - [2] 2X6 TRELLIS MEMBERS (ALUMAYWOOD)
 - [3] 6X6 TRELLIS COLUMN (ALUMAYWOOD)
 - [4] 8X12 TRELLIS BEAM (ALUMAYWOOD)
 - [5] 16 GAUGE METAL COVER
 - [6] DECORATIVE METAL GATE
 - [7] PRECISION BLOCK WALL
 - [8] SEGMENTED BLOCK RETAINING WALL

NORTH PERSPECTIVE



SIDE ELEVATION

FRONT ELEVATION



FLOOR PLAN

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JULY 5, 2016

SCALE: 0 4 8 12

TRASH ENCLOSURE - A8



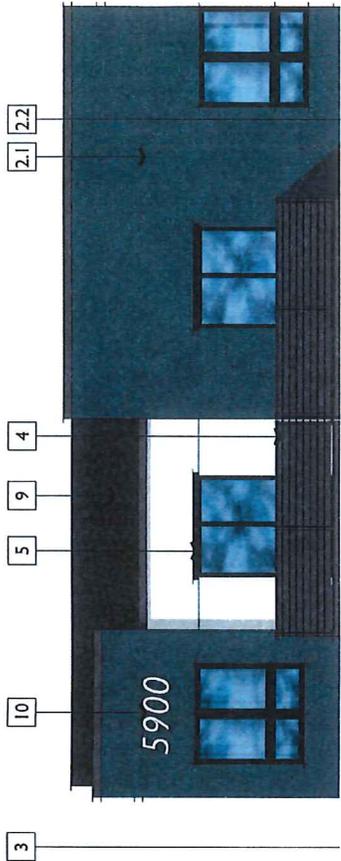
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CORNER PERSPECTIVE OF SEVERIN AND AMAYA

ADDRESS SIGN:
 "5900" IN SIMPLE 18" TEXT IN CONTRASTING COLOR
 LOCATED ABOVE HIGHEST WINDOWS AT THE CORNER
 TOWER FACING SEVERIN DRIVE.

COMMERCIAL SIGNAGE:
 2 POTENTIAL INSTALLATION - 16 SF MAX EACH (32 SF TOTAL)
 RESTRICTED TO 24" X 96" TEXT OR MOUNTED SIGN
 LOCATED ABOVE LIVESTOCK SPACE ON THE FACE OF THE
 2ND LEVEL DECK FACING AMAYA DRIVE.



ADDRESS ON SEVERIN



COMMERCIAL SIGNAGE ON AMAYA

SIGNAGE NOTES:
 ALL SIGNS SHALL BE CONSISTENT WITH THE CITY OF
 LA MESA SIGN ORDINANCE, CHAPTER 15.10

2 SIGNS PROPOSED FOR COMMERCIAL SPACES
 (24"X96" MAXIMUM EACH)

- MATERIAL NOTES:
- 1] STUCCO - WHITE (SW 7004)
 - 2] STUCCO - GREY (SW 6236)
 - 3] STUCCO - GREY (SW 7067)
 - 4] STUCCO - BROWN (SW 2837)
 - 5] METAL GUARDRAIL - BLACK (SW 6258)
 - 6] ALUMINUM WINDOWS - ANODIZED BRONZE
 - 7] METAL GATE - BLACK (SW 6258)
 - 8] METAL TRELLIS - BLACK (SW 6258)
 - 9] CMU BLOCK RETAINING WALL - PRECISION GREY
 - 10] COMPOSITION ROOF SHINGLE - CHARCOAL
 - 11] SIGNAGE AND ADDRESS LOCATION

JULY 5, 2016

SCALE: 0 8 16 24

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SIGNAGE - A9



REPORT to the MAYOR and MEMBERS of the CITY COUNCIL
From the CITY MANAGER

DATE: September 13, 2016
SUBJECT: Consideration of the Special Event Permit application for the 2016 Oktoberfest
ISSUING DEPARTMENT: Police Department / City Manager's Office

SUMMARY:

Issues:

Should the City Council approve Eventwerks' application for a Special Event Permit for the 2016 Oktoberfest event with the conditions as outlined in the Staff Report and Attachments A-D?

Recommendations:

Staff recommends approval of Eventwerks' application for the 2016 Oktoberfest Special Event Permit, subject to the conditions listed in the Staff Report and the Attachments A – D.

Fiscal Impact:

During last year's Oktoberfest, the City incurred \$68,000 in direct cost expenditures. The City incurred these costs for salaries for police services, coordination of traffic control, inspection of electrical requirements, and Fire Department safety personnel. With the City assuming operation and management of the Oktoberfest event in 2016, these direct costs are no longer billable to an applicant and therefore must be recovered from a revenue sharing agreement that was approved at the June 28, 2016 Council meeting with Eventwerks, the event promotion and management company. Should the City not recover all of the costs of the 2016 Oktoberfest Event, funding would come from account 1309-6430 from the 2016-2017 Budget.

BACKGROUND:

At the Strategic Planning Workshop on March 24, 2016 the City Council directed staff to increase its involvement in downtown promotions and marketing until such time as a new partner might emerge. Since this time, the City has assumed responsibilities of managing the annual Oktoberfest event, the La Mesa Classic Car and Bike Show, and has taken a more active role with assisting downtown merchants through the permitting process for non-city sponsored events such as the Boulevard Stroll. An event of the magnitude of Oktoberfest requires a specialized

Report to Mayor and Council Members

Date: September 13, 2016

Page: 2 of 3

expertise, therefore it was decided to seek the services of a professional special event organizer and promoter. Staff developed a Request for Proposals that was sent to nine qualified consultants and on June 28, 2016 Council approved an agreement with Eventwerks for special event promotion and management services for the Oktoberfest event.

DISCUSSION:

The City's goals for the 2016 Oktoberfest are to: 1) Rebrand the event as an authentic German festival; 2) Attract residents and visitors to the Downtown Village for an safe, enjoyable family event; 3) Defray some or all of the City's public safety cost; 4) Partner with a special event professional to showcase the City and the Downtown Village district in a positive light via a professionally managed event; and 5) Share in the risk and the reward of the 2016 event revenue and expenses.

Operating as the event manager for the City, Eventwerks has requested approval of a Special Event Permit for the 2016 Oktoberfest. The event this year will be held on the east side of Spring Street. Eventwerks will be responsible for managing two alcohol serving areas. As with past events, the main beer garden is located in the Allison Avenue Municipal Parking Lot. The beer garden will have live amplified music, dancing, and food vendors. It will be enclosed with chain link fence and staffed effectively with event security. The main entrance/exit will be located on the south end of the venue with three secondary entrances/exits at the southwest, northeast, and northwest ends of the beer garden.

The second alcohol serving area will be a craft beer garden for patrons 21 and older located in the parking lot of the former Don Keating dealership at 8381 La Mesa Boulevard. The craft beer garden will be enclosed with chain link fence and also staffed sufficiently with event security. There will be one main entrance/exit located off La Mesa Boulevard and an emergency exit located in the rear of the property to the alley. The craft beer garden will feature three local microbreweries, two wineries, barbequed food, and a disk jockey playing amplified music. This venue will be under the control of Eventwerks with permission by the property owner.

Beer sales during the event will be restricted to cups only, with a maximum of two cups per purchase. On Friday, September 30 beer service in both venues will begin at 4 p.m. and end at 9:30 p.m. (last call). Both venues will be closed and vacated by 10:00 p.m. On Saturday, October 1, beer service in both venues will begin at 10:00 a.m. and end at 9:30 p.m. (last call). Both venues will be closed and vacated by 10:00 p.m. On Sunday, October 2 beer service in both venues will begin at 10:00 a.m. and end at 5:30 p.m. (last call). Both venues will be closed and vacated by 6:00 p.m.

A "Kids Fun Zone" will be located north of La Mesa Boulevard on Palm Avenue between Allison Avenue and the mid-block alley. The area will include activities such as face painting, balloon artists, and an inflatable jumpy for children age twelve and under that are accompanied by an adult. The area will be staffed and monitored by one event security guard during event hours. No amusement park rides will be located in the Kids Fun Zone nor are they proposed for this year's event.

Eventwerks will also be responsible for approximately 100 vendors on La Mesa Boulevard from Spring Street to 4th Street and approximately 35 food vendors on Palm Avenue, 3rd Street, and at the intersection of 4th Street and La Mesa Boulevard. The main beer garden and craft beer garden may begin setup no earlier than 6:00 a.m. on Thursday, September 29. The Allison Avenue Municipal Parking Lot will be closed to permit holders and the public beginning at this time. Permit holders will be notified in advance of the closure and their parking privileges will be expanded to allow for parking in other permitted parking areas of the downtown on Thursday. Setup for these areas must not go past 10:00 p.m. on Thursday night. Street closures are not necessary for the setup of the two beer garden areas. Setup for the sales vendors on La Mesa Boulevard and food vendors on adjacent side streets may begin no earlier than 10:00 p.m. on Thursday, September 29. Closure of the streets included in Attachment D, Exhibit A will begin at 9:00 p.m. The event must be cleared by midnight on Sunday, October 2 at which time power washing and street cleaning will commence. All clean up, including street sweeping and power washing of the event area shall be complete and the streets shall be open by 7:00 a.m. on Monday, October 3.

RECOMMENDED EVENT CONDITIONS:

Attachment B lists the conditions for the 2016 Oktoberfest. They include the standard event requirements (insurance, litter abatement, toilet facilities), public safety conditions and public works traffic safety.

These conditions represent a reasonable and prudent effort to mitigate the noise, traffic and litter issues that are associated with the Oktoberfest. Staff believes that if the conditions are met, the necessary level of public safety can be provided throughout the Oktoberfest event. Eventwerks has agreed to these conditions.

CONCLUSION:

Staff recommends the approval of the plans and conditions for the 2016 Oktoberfest Special Event Permit, as specified in the Staff Report and the Attachments A-D.

Staff reference: Lieutenant Greg Runge / Lyn Dedmon

Reviewed by:


Yvonne Garrett
City Manager

Respectfully submitted by:


Walt Vasquez
Chief of Police

- Attachment A: Special Event Permit application for the 2016 Oktoberfest Event
- Attachment B: Event conditions
- Attachment C: Event map
- Attachment D: Resolution for the closure of City streets and attached Exhibit A

CITY CLERK USE ONLY

CITY OF LA MESA
 2016 AUG 22 AM 10:52



APPLICATION FOR SPECIAL EVENT

July 1, 2016 – June 30, 2017

Applicant Name: Rich Goodwin and Forrest Melton
 (Please Print)

Address: PO Box 218 **City:** Cedar Glen **State:** CA **Zip:**92321

Cell Rich Goodwin Phone: 949-375-2788 **Cell Forrest Melton Phone:** 949-891-3254

E-Mail Address: and Forrest@EventWerks.net

Organization EventWerks LLC
 (Please Print)

Address: PO Box 218 **City:** Cedar Glen **State:** CA **Zip:**92321

Cell Rich Goodwin Phone: 949-375-2788 **Cell Forrest Melton Phone:** 949-891-3254

E-Mail Address: and Forrest@EventWerks.net

Date(s): September 30 – October 1-2, 2016 **Start Time:** 10 am
End Time: 10 pm **Location:** La Mesa Blvd, Palm Ave, 3rd St., to 4th St. including alley/Addison St. Triangle Parking Lot

Approximate Number of People:	FEES
<input type="checkbox"/> Parade	\$ 323
<input type="checkbox"/> 250-499	\$ 376
<input type="checkbox"/> 500-999	\$ 475 + \$1,000 refundable clean-up fee
<input checked="" type="checkbox"/> 1,000+	\$1,581 + \$1,000 refundable clean-up fee
<input checked="" type="checkbox"/> Street Closure Permit (if applicable) ..	\$ 50

In addition to the above fees, applicant must provide the following:

- A certificate of insurance in an amount specified by the City, and an Additional Insured Endorsement naming the City of La Mesa and verifying that the applicant's insurance shall be primary and any insurance or self-insurance provided by the City shall be non-contributory. (Available through the applicant's insurance carrier.)
- A hold harmless/indemnification agreement. (Available through the City Clerk's Office.)
- Applicant must submit a traffic control plan if city property/streets will be impacted and/or used for the event. **The Engineering Division must approve the traffic control plan prior to the approval of the permit.**

Detailed Description of Event:

La Mesa Oktoberfest - Street Fair 2016 is a Family Orientated Street Fair and German Oktoberfest Celebration. Sponsors, Vendors, German and other Food Vendors, Oktoberfest Décor, Entertainers, Beer Garden in Street Fair Area. In the Triangel Parking lot along side of Addison St. and the Alley there will be a German Stage, German Food, German Products, German Beer, German Okoberfest merchandise and German Entertainers along with German Oktoberfest Décor and Games.

Name of Event LA MESA OKTOBERFEST- STREET FAIR 2016

If a PARADE, provide the following information:

Assembly Location(s):

Dispersal Location(s):

Specific Parade Route:

Plans for Assembly:

Plans for Dispersal:

Number in Parade

People:

Animals:

Vehicles:

Will any costumes, masks or unusual attire be worn?

YES NO **On-Site Contact(s) responsible for special event or parade:**

NAME

CELL/PHONE #

ADDRESS

1) Rich Goodwin (949) 375-2788

2) Forrest Melton (949) 891-3254

3)

Total number of security persons provided by applicant: _____

Describe identification marks, badges or symbols to be worn by such persons:

WHEN THE SPECIAL EVENT IS EXPECTED TO REACH 500 OR MORE PERSONS AT ANY GIVEN TIME, TO BE DETERMINED BY THE CHIEF OF POLICE OR HIS/HER REPRESENTATIVE, THE APPLICANT, IN ADDITION TO THE ABOVE, WILL PROVIDE AND ASSURE THE FOLLOWING SERVICES:

1. The applicant shall distribute handbills that have been approved by the Chief of Police, or his/her representative, to surrounding residences and businesses within 300 feet of the special event's perimeter at least 30 days before the event. Parades and runs may satisfy this requirement by posting notices along the proposed route. The applicant must attest in writing to the City Clerk that this requirement has been met.
2. Adequate potable water supply.
3. One toilet for every 250 persons in attendance.
4. Adequate lighting during nighttime events.

Name of Event LA MESA OKTOBERFEST AND STREET FAIR 2016

5. Adequate number of trash receptacles.
6. Adequate communications equipment for use by the monitors.
7. Clean-up of immediate and surrounding area properties within 24 hours of the special event.
8. Parking control (two hours before the start and two hours after the conclusion of the special event).
9. Method of regulating the number of participants. One security person for every 250 persons in attendance. Special Events utilizing La Mesa police officers, La Mesa reserve officers, and/or officers from other law enforcement agencies may be exempted from this requirement.
10. One copy of white background print of a map drawn to scale showing:
 - a. The location of the property concerned.
 - b. The location of all highways, streets, alleys, lots and parcels of land within 500 feet of the exterior boundaries of the proposed use.
 - c. The location of the vehicle parking area and of all other areas to be used for other uses incidental to the special event.
 - d. All interior access ways.
 - e. Access to the property.
 - f. The location and detailed plans of all buildings and structures on the premises or to be erected, including any bandstand, stage or other facility for performers.
 - g. The location of loud speakers.
 - h. The location of all toilet, medical, drinking and other facilities.
11. A certified check or other funds acceptable to the city in the amount of one thousand dollars shall be paid at the time of application to the City of La Mesa for clean up. If the terms of this chapter are met, the funds will be returned to the applicant within thirty days after the special event upon written request of the applicant.
12. Such other information as the Chief of Police may deem necessary in order to properly provide for traffic control, street and property maintenance, administrative arrangements, police and fire protection, and for the protection of public health, safety and welfare.

I DECLARE UNDER PENALTY OF PERJURY THAT THE STATEMENTS MADE ABOVE ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF. I UNDERSTAND THAT ANY FALSE STATEMENTS OR INFORMATION WILL RESULT IN THE REJECTION OR REVOCATION OF MY PERMIT.


 EVENTWERKS / ^{FM}Forrest Melton – EventWerks ^{FM} June 30, 2016

SIGNATURE OF APPLICANT/ORGANIZATION **PRINT NAME** **DATE OF APPLICATION**

Name of Event LA MESA OKTOBERFEST AND STREET FAIR 2016

CITY OF LA MESA USE ONLY		
COMMUNITY SERVICES DEPT: Facility Availability		
Name of Facility:		
Availability: YES <input type="checkbox"/> NO <input type="checkbox"/>		
POLICE DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
Method of Noticing (for over 500 people):		
PUBLIC WORKS DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
BUILDING DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
PLANNING DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
FIRE DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
ENGINEERING DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
RECEIPT # N/A	FEE AMOUNT: N/A (city-sponsored)	DATE PAID: N/A
PERMIT # 235	DATE ISSUED:	BY: Mary Kennedy, City Clerk

Name of Event LA MESA OKTOBERFEST AND STREET FAIR 2016

CITY OF LA MESA USE ONLY		
COMMUNITY SERVICES DEPT: Facility Availability		
Name of Facility: <i>n/a</i>		
Availability: YES <input type="checkbox"/> NO <input type="checkbox"/>		
<i>Nichole Greenberg-McClung</i>		
POLICE DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
Method of Noticing (for over 500 people):		
PUBLIC WORKS DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
BUILDING DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
PLANNING DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
FIRE DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
ENGINEERING DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
RECEIPT # N/A	FEE AMOUNT: N/A (city-sponsored)	DATE PAID: N/A
PERMIT # 235	DATE ISSUED:	BY: Mary Kennedy, City Clerk

Name of Event LA MESA OKTOBERFEST - STREET FAIR 2016

CITY OF LA MESA USE ONLY

COMMUNITY SERVICES DEPT: Facility Availability

Name of Facility:

Availability: YES NO

POLICE DEPT: Approved Denied Signature: *Walt Vasquez* 09-07-2016

Comments:

Method of Noticing (for over 500 people):

PUBLIC WORKS DEPT: Approved Denied Signature:

Comments:

BUILDING DEPT: Approved Denied Signature:

Comments:

PLANNING DEPT: Approved Denied Signature:

Comments:

FIRE DEPT: Approved Denied Signature:

Comments:

ENGINEERING DEPT: Approved Denied Signature:

Comments:

RECEIPT #

FEE AMOUNT: \$

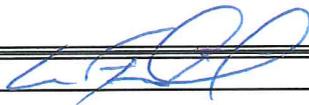
DATE PAID:

PERMIT #

DATE ISSUED:

BY:

Name of Event LA MESA OKTOBERFEST AND STREET FAIR 2016

CITY OF LA MESA USE ONLY		
COMMUNITY SERVICES DEPT: Facility Availability		
Name of Facility:		
Availability: YES <input type="checkbox"/> NO <input type="checkbox"/>		
POLICE DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
Method of Noticing (for over 500 people):		
PUBLIC WORKS DEPT: Approved <input checked="" type="checkbox"/> Denied <input type="checkbox"/> Signature: 		
Comments:		
BUILDING DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
PLANNING DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
FIRE DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
ENGINEERING DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
RECEIPT # N/A	FEE AMOUNT: N/A (city-sponsored)	DATE PAID: N/A
PERMIT # 235	DATE ISSUED:	BY: Mary Kennedy, City Clerk

Name of Event LA MESA OKTOBERFEST AND STREET FAIR 2016

CITY OF LA MESA USE ONLY

COMMUNITY SERVICES DEPT: Facility Availability

Name of Facility:

Availability: YES NO

POLICE DEPT: Approved Denied Signature:

Comments:

Method of Noticing (for over 500 people):

PUBLIC WORKS DEPT: Approved Denied Signature:

Comments:

BUILDING DEPT: Approved Denied Signature:



Comments:

PLANNING DEPT: Approved Denied Signature:

Comments:

FIRE DEPT: Approved Denied Signature:

Comments:

ENGINEERING DEPT: Approved Denied Signature:

Comments:

RECEIPT # N/A

FEE AMOUNT: N/A (city-sponsored)

DATE PAID: N/A

PERMIT # 235

DATE ISSUED:

BY: Mary Kennedy, City Clerk

Name of Event LA MESA OKTOBERFEST AND STREET FAIR 2016

CITY OF LA MESA USE ONLY		
COMMUNITY SERVICES DEPT: Facility Availability		
Name of Facility:		
Availability: YES <input type="checkbox"/> NO <input type="checkbox"/>		
POLICE DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
Method of Noticing (for over 500 people):		
PUBLIC WORKS DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
BUILDING DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
PLANNING DEPT: Approved <input checked="" type="checkbox"/> Denied <input type="checkbox"/> Signature: 		
Comments:		
FIRE DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
ENGINEERING DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
RECEIPT # N/A	FEE AMOUNT: N/A (city-sponsored)	DATE PAID: N/A
PERMIT # 235	DATE ISSUED:	BY: Mary Kennedy, City Clerk

Name of Event LA MESA OKTOBERFEST AND STREET FAIR 2016

CITY OF LA MESA USE ONLY		
COMMUNITY SERVICES DEPT: Facility Availability		
Name of Facility:		
Availability: YES <input type="checkbox"/> NO <input type="checkbox"/>		
POLICE DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
Method of Noticing (for over 500 people):		
PUBLIC WORKS DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
BUILDING DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
PLANNING DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
FIRE DEPT: Approved <input checked="" type="checkbox"/> Denied <input type="checkbox"/> Signature: <i>Clara Jones FIRE MARSHAL</i>		
Comments: <i>PER APPROVED SITE PLAN AND ATTACHED CONDITIONS</i>		
ENGINEERING DEPT: Approved <input type="checkbox"/> Denied <input type="checkbox"/> Signature:		
Comments:		
RECEIPT # N/A	FEE AMOUNT: N/A (city-sponsored)	DATE PAID: N/A
PERMIT # 235	DATE ISSUED:	BY: Mary Kennedy, City Clerk

CITY OF LA MESA USE ONLY

COMMUNITY SERVICES DEPT: Facility Availability

Name of Facility:

Availability: YES NO

POLICE DEPT: Approved Denied Signature:

Comments:

Method of Noticing (for over 500 people):

PUBLIC WORKS DEPT: Approved Denied Signature:

Comments:

BUILDING DEPT: Approved Denied Signature:

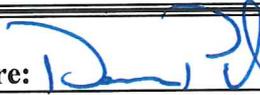
Comments:

PLANNING DEPT: Approved Denied Signature:

Comments:

FIRE DEPT: Approved Denied Signature:

Comments:

ENGINEERING DEPT: Approved Denied Signature:  September 7, 2016

Comments: City of La Mesa Public Works Department will provide and set-up traffic control barricades & signs. Vehicles parked in roadway perpendicular to curbs to secure entry points of assemblage area are required to be provided by the applicant per approved Venue Layout Map. Keys to vehicles are to be readily available in case of emergency.

RECEIPT # N/A	TOTAL FEE AMOUNT: N/A (city sponsored)	DATE PAID: N/A
PERMIT #235	DATE ISSUED:	BY: Mary Kennedy, City Clerk



**SOUND AMPLIFYING EQUIPMENT
REGISTRATION STATEMENT**

A registration statement must be filed with the Chief of Police at least ten (10) days prior to the use of the equipment. Disapproval of this statement may only be appealed to the City Council. The Owner/User must report the general description of the sound amplifying equipment to be used, the maximum sound producing power, wattage of equipment, the volume in decibels of sound which will be produced, the approximate distance for which sound will be audible from the sound amplifying equipment, the license and motor number of the sound truck, if used, and whether the sound amplifying equipment will be used for commercial or non-commercial use.

Registration Fee: A fee in the amount of \$25.00 per year, or any portion thereof, shall be paid to the City of La Mesa, if the sound truck, loudspeaker or sound amplifying equipment is to be used for commercial purposes.

Date Application Submitted to Police Department	8/24/11
Name of Applicant	Rica Gordon Circle: Owner / User
Driver's License / I.D. Card Number	C5962659
Address	PO BOX 218, Escondido, CA 92021
Telephone Number	949-375-2788
E-mail Address	rich@gordonwines.net
Name of Applicant	_____ Circle: Owner / User
Driver's License / I.D. Card Number	_____
Address	_____
Telephone Number	_____
Date and Hours of Use	(2 locations)
Location of Use	① Allison St. Parking lot / La Mesa Blvd. #8381 La Mesa
Reason for Use	OKtoberfest event ② Block
Make/Model of Equipment	TBD
Wattage of Equipment	TBD
Estimated Volume in Decibels	within approved decibels
Sound Distance	150' for beer garden / 100' for 8381 La Mesa Bl.
Sound Truck License and VIN	N/A
Commercial or Non-Commercial Use	Commercial <input type="checkbox"/> Non-Commercial <input type="checkbox"/>

Date Received	
Receipt Number (If Commercial Use)	
Approved	
Denied	

Conditions for the 2016 Oktoberfest:

1. Eventwerks shall furnish a certificate of insurance for minimum liability insurance coverage of \$2,000,000 per occurrence and \$4,000,000 aggregate. In the event Eventwerks purchases an Umbrella or Excess insurance policy(ies) to meet the minimum limits of insurance set forth above, this insurance policy(ies) shall "follow form" and afford no less coverage than the primary insurance policy(ies). Eventwerks shall include an additional insured endorsement naming the City of La Mesa, provide verification that the applicants' insurance shall be the primary insurance, and complete a hold harmless/indemnification agreement with the City of La Mesa. Satisfactory proof of insurance must be submitted to the City Clerk by close of business on September 15, 2016.
2. The hours of operation, set up and tear down, and entertainment for the event are restricted to:

*Hours of Operation*Friday, September 30

Street Fair	4:00 p.m. to 10:00 p.m.
Craft Beer Garden	4:00 p.m. to 10:00 p.m.
Allison Avenue Beer Garden	4:00 p.m. to 10:00 p.m.

Saturday, October 1

Street Fair	10:00 a.m. to 10:00 p.m.
Craft Beer Garden	10:00 a.m. to 10:00 p.m.
Allison Avenue Beer Garden	10:00 a.m. to 10:00 p.m.

Sunday, October 2

Street Fair	10:00 a.m. to 6:00 p.m.
Craft Beer Garden	10:00 a.m. to 6:00 p.m.
Allison Street Beer Garden	10:00 a.m. to 6:00 p.m.

*Set up hours (not to exceed)*Thursday, September 29

Craft Beer Garden	6:00 a.m. to 10:00 p.m.
Allison Avenue Beer Garden	6:00 a.m. to 10:00 p.m.

Thursday, September 29 to Friday, September 30

La Mesa Bl. & Adjacent Streets	10:00 p.m. – 2:00 p.m. (next day)
--------------------------------	-----------------------------------

Tear down hours (not to exceed) Sunday, October 2, 6:00 p.m. – midnight

Eventwerks shall be responsible for ensuring that all alcohol and vendor sales cease at 9:30 p.m. on Friday, September 30, 2016, Saturday, October 1, 2016 and at 5:30 p.m. on Sunday, October 2, 2016.

3. All major Special Event Permits must demonstrate that adequate resources can be provided to manage public safety and logistics for the event per Section 10.50.040 (d) 4 of the LMMC.

4. The Finance Department will issue an overall business license for the Oktoberfest based on a fee of \$16.00 per "for profit vendor."
5. Attendance in the main beer garden and the craft beer tasting area at 8381 La Mesa Boulevard is limited to the safe occupancy limit as set by the Fire Marshal. Eventwerks will be responsible for controlling the capacity of these sites.
6. Eventwerks will provide the following at the Main Beer Garden:
 - One trained professional private security supervisor during all hours of operation and until one-half hour after closing on each day.
 - Six trained professional private security officers at the entry point to the main beer garden during all hours of operation.
 - At least one trained professional private security officer at each exit to the main beer garden during all hours of operation and until one-half hour after closing on each day.
 - No less than two roving professional private security officers during all hours of operation and no less than four roving professional private security guards during the peak hours of 5:00PM until one-half hour after closing on Friday, September 30, 2016 and Saturday, October 1, 2016.
 - Since the Fire Marshal elects to control access into the main beer garden, Eventwerks will have at least two security officers at each exit, comprised of either two trained professional private security officers or one trained private security officer and one volunteer.
 - Eventwerks shall show proof that all security guards are properly licensed.
7. Eventwerks will provide five trained professional private security personnel at the craft beer garden at 8381 La Mesa Boulevard during the hours of operation and for one half hour after closing. One of the professional private security officers will be identified as a trained professional private security supervisor. Applicant shall show proof that security guards are properly licensed.
8. Eventwerks will provide a trained professional private security guard at the "Kid's Fun Zone" area on Palm Avenue during the hours of operation. Applicant shall show proof that the security guard is properly licensed.
9. Eventwerks shall show proof of training for alcohol servers and schedule of workers to ensure adequate coverage. A Beer Garden Coordinator who is in charge of operations shall be designated for each garden.
10. Twenty four hour security in the form of a trained professional private security guard, fencing, and a portable restroom shall be provided for the Police Command Center, located in the Randall-Lamb parking lot at 4757 Palm Avenue. In addition, two trained professional private security guards shall be provided during the hours of operation at the Police Mobile Command Vehicle located at 8100 La Mesa Boulevard.

11. Eventwerks shall coordinate and monitor the use of amplified music throughout the event and submit the appropriate sound amplification registration statements. It will be the responsibility of Eventwerks to respond to citizen complaints of noise from the Oktoberfest entertainment.
12. Eventwerks shall be responsible for ensuring that the event footprint does not contain stored materials that could cause a hazard to event attendees.
13. There shall be a 12 foot wide break in each midblock section of vendor booths in the center of La Mesa Boulevard.
14. A minimum of 15 feet clearance from the street curb at the neck down at intersections of Palm Avenue, 3rd Street and 4th Street shall be maintained.
15. All access roadways must have 16 feet moveable openings. Appropriate traffic safety measures, as determined by staff, to include concrete or water-filled plastic K-rail type barriers, placed end to end with 16 foot access for emergency vehicles, and appropriate manned vehicles, or fence be placed in the following locations during the event as follows:
 - Palm Avenue south of La Mesa Boulevard shall have a portable K-rail and manned vehicle in front of 4717 Palm Avenue.
 - Palm Avenue north of La Mesa Boulevard shall have one manned vehicle and plastic K-rail in front of 4757 Palm Avenue north of the alley and one manned vehicle and plastic K-rail in front of 4753 Palm Avenue south of the alley.
 - The Palm Avenue alley south of La Mesa Boulevard to Third Avenue shall have a portable K-rail on the west end.
 - Third Street north of the alley shall have a manned vehicle and plastic K-rail.
 - Fourth Street north of the alley shall have a manned vehicle and plastic K-rail.
 - Concrete bollards shall be placed on La Mesa Boulevard at the west end of the event area. K-rail shall be placed on La Mea Boulevard on the east end of the event in front of 8411 La Mesa Boulevard.
 - 4th Street north of La Mesa Boulevard shall have K-rail placed from curb line to curb line blocking access to Allison Avenue.
16. The alley between La Mesa Boulevard and Allison Avenue shall remain open for business deliveries and access to rear parking lots for event delivery.
17. Applicant must notify transit services regarding interruptions to transit services. Contact information to be provided by City of La Mesa Community Development Department.
18. Adequate disabled parking is provided.
19. Eventwerks will provide a portable radio and a cellular telephone number to the Police Department to be used for communications during the event. Eventwerks certifies that a representative will be readily available to respond to Police Department requests to

communicate regarding the event.

20. Eventwerks will provide cleanup of litter and confetti in the main beer garden and craft beer garden as well as provide cleanup within a one quarter mile radius of the Oktoberfest event each morning following the event, as well as overall cleanup of the event by 6:00 a.m. Monday, October 3, 2016.
21. Eventwerks will provide adequate trash receptacles from EDCO Disposal in addition to existing street receptacles.
22. Eventwerks will provide adequate portable toilets for expected crowds.
23. Copies of signed and executed contracts shall be provided for fencing, security, electrical, portable toilets, trash service and post event power washing two weeks prior to event.
24. The streets will be closed as outlined in Exhibit A of the attached City of La Mesa Resolution.
25. Animals are prohibited within the event area, as provided for in LMMC 10.50.047. Signage prohibiting animals will be placed at the various event entrances.
26. The City Clerk issues the Special Event Permit following approval by the City Attorney of indemnification agreements and certificates of insurance from the Eventwerks for the 2016 Oktoberfest.
27. All businesses and vendors within the Special Event Permit boundaries which have outdoor sales or activities during the Oktoberfest will comply with all event requirements (including noise, hours of operation, food vendors, alcohol sales or general retail sales and follow all fire regulations). Eventwerks agree that "Stink Bomb" sales will not be permitted within the event.
27. Fire Department requirements:

Assembly

Exits and walkways shall not be blocked or obstructed in any manner.

Staff utilized to maintain accurate counts of assembly areas shall have completed the crowd management training as directed by the Fire Marshal.

Vendor Safety

All electric cords shall be secured to the ground or other fixed device so that trip/fall hazards are kept to a minimum. This may be accomplished with tape, covers or some other device that will reduce trip/fall hazards.

Additional electrical outlets in each booth shall be provided by power taps with over-current protection or surge protectors, (circuit breaker reset). Multi-outlet adapters or small gauge home-style extension cords are prohibited. No two pronged extension cords shall be allowed. Any non-compliant extension cords shall be required to be removed by the Fire Department.

No straw, hay, shavings or similar combustible materials may be used to decorate a booth. Fire Department will require removal.

Open Flames are NOT Allowed, this includes candles.

All Vendors shall post "No Smoking" signs in each vendor booth. Smoking is not allowed in any booth.

Space heaters shall not be used at any time.

Tents, Canopies & Palapas

Any tents, canopies, sidewalls or drops used by food vendors shall have a CA. State Fire Marshal Certificate of Flame Resistance. Any items that do not meet the CA. State Fire Marshal requirements shall be removed.

All vendors using canopies larger than 400 sq. ft. shall obtain a permit from the fire department prior to installation & use.

Pop up tents that are clustered shall not exceed 700 square feet without a twelve (12) foot fire break between them. A 2A10BC fire extinguisher shall be provided every 75 feet of travel.

Cooking

No cooking will be allowed on any public sidewalk. Sidewalks shall be kept clear and accessible for public and emergency personnel use. Business entry/exit doors shall not be blocked by sidewalk activity.

Use of Portable BBQ's prohibited within 20 feet of any permanent structure or on any sidewalk. This includes but is not limited to the following areas; in front of/around businesses; under overhangs; on sidewalks; streets; next to buildings, walls; windows or exit doors.

All canopies used by a food vendor shall be separated from other canopies, tents and other non-cooking vendors by a minimum of 20' or as directed by the Fire Marshal.

There shall be a 2A-10BC rated fire extinguisher located near the cooking appliance (BBQ) at all times during operation. An adult shall be in attendance of the BBQ while it is in operation and shall be knowledgeable in the use of portable fire extinguishers. A Class K fire extinguisher is required for any deep fat frying or cooking of foods that create grease laden vapor.

Food Vendors using cooking appliances such as: deep fat fryers, griddles, stoves, woks, or similar shall provide a Class "K" rated fire extinguisher. This requirement applies to Kettle Corn vendors also.

Extreme caution and adult supervision is required for charcoal BBQs and/or lighter fluid usage.

All Compressed Gas tanks shall be secured with heavy rope or chain and be stored in a safe manner away from open flame.

Fuel Powered Equipment

Fuel powered equipment, such as generators, shall have a 2A-10BC rated fire extinguisher located near the equipment at all times during operation. An adult trained in the use of the fire extinguisher shall be present at all times.

Spare fuel shall not exceed 10 gallons and shall be stored in California State Fire Marshal approved safety cans. Storage of fuel and refueling of fuel-powered equipment shall not be done within 50 feet of rides; booths; canopies or tents.

All refueling and storage shall be done in an area approved by the fire department one-week prior to start of the event.

Emergency Vehicle Access

Fire Department access roadways shall be as directed by the Fire Marshal on the approved site plan for the event.

Vehicles used as positive barriers shall be staffed by an adult at all times and the keys present for quick removal for emergency access.

Fire Hydrants

All fire hydrants shall be kept free from vehicles and other obstructions at all times. There shall be a minimum clearance of 15' in all directions from the fire hydrant.

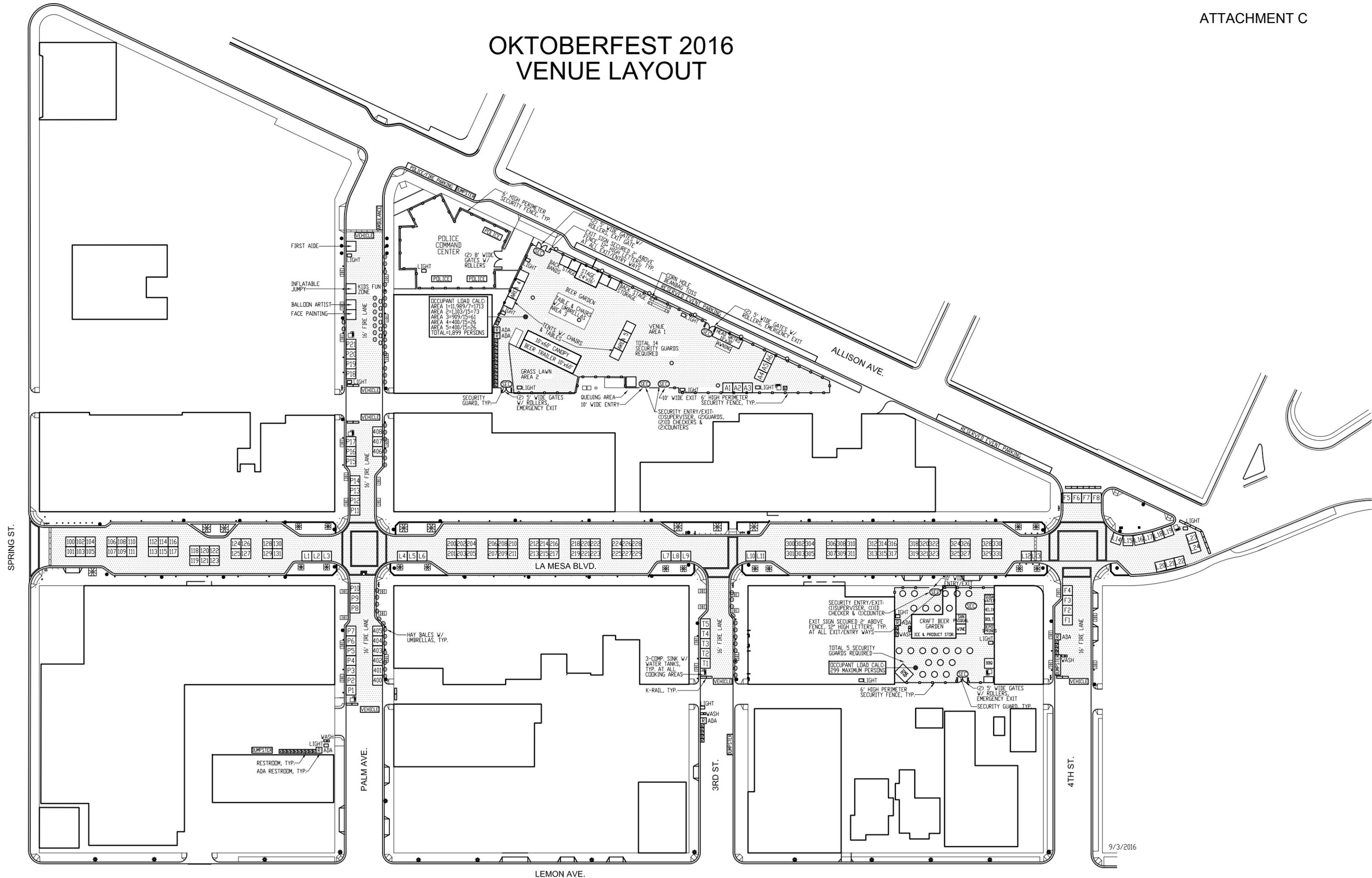
Parking

Parking shall be limited to the available marked, identified spots in a parking lot. All drive lanes/fire lanes shall be kept clear at all times. There shall be no parking in the alley ways.

Medical

Provide a minimum of one Paramedic ambulance, dedicated to the event during event hours.

OKTOBERFEST 2016 VENUE LAYOUT



RESOLUTION NO. 2016-__

RESOLUTION TEMPORARILY CLOSING PORTIONS OF LA MESA CITY STREETS FOR THE 2016 LA MESA OKTOBERFEST EVENT ON SEPTEMBER 30, 2016 THROUGH OCTOBER 2, 2016.

WHEREAS, Vehicle Code Section 21101(e) authorizes the City Council to temporarily close a portion of any street for celebrations, parades, local special events, and other purposes; and

WHEREAS, the City Council must determine such closing is necessary for the safety and protection of persons who are to use that portion of the street during the temporary closing; and

WHEREAS, the City of La Mesa is managing the 2016 Oktoberfest special event involving certain City Streets;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of La Mesa hereby finds that the closing of portions of certain City streets as more specifically set forth in Exhibit "A", attached hereto and made a part hereof, is necessary for the safety and protection of persons who are to use those portions of said streets during the temporary closing.

BE IT FURTHER RESOLVED that said portions of the streets set forth in said Exhibit "A" are hereby temporarily closed from the period of 6:00 a.m. September 30, 2016 to 9:00 a.m. on October 3, 2016.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of La Mesa, California, held the thirteenth day of September 2016, by the following vote, to wit:

AYES:

NOES:

ABSENT:

CERTIFICATE OF CITY CLERK

I, MARY KENNEDY City Clerk of the City of La Mesa, California, do hereby certify the foregoing to be a true and exact copy of Resolution No. _____, duly passed and adopted by the City Council of said City on the date and by the vote therein recited.

MARY KENNEDY, CMC, City Clerk

(SEAL OF CITY)

EXHIBIT "A"**RESOLUTION NO. 2016-**

The following streets will be temporarily closed for the period of 9:00 p.m. on September 29, 2016 to 7:00 a.m. on October 3, 2016 for the 2016 Oktoberfest.

<u>STREET</u>	<u>FROM</u>	<u>TO</u>
La Mesa Boulevard	8411 La Mesa Boulevard	Spring Street
Third Street	La Mesa Boulevard	Alley South of La Mesa Boulevard
Fourth Street	Allison Avenue	Alley South of La Mesa Boulevard
Palm Avenue	Allison Avenue	Alley South of La Mesa Boulevard



REPORT to the MAYOR and MEMBERS of the CITY COUNCIL
From the CITY MANAGER

DATE: September 13, 2016

SUBJECT: Resolution Authorizing the Mayor to Execute Amendment No. 1 to the Installment Sale Agreement for Alvarado Trunk Sewer Improvements Project, State Revolving Fund Agreement No. D15-01014 with the State of California Water Resources Control Board

ISSUING DEPT.: Public Works

SUMMARY:

Issues:

Should the City of La Mesa approve a resolution authorizing the Mayor to execute Amendment No. 1 to the Installment Sale Agreement for Alvarado Trunk Sewer Improvements Project, State Revolving Fund Agreement No. D15-01014 with the State of California Water Resources Control Board?

Recommendation:

Adopt the attached resolution authorizing the Mayor to execute Amendment No. 1 to the Installment Sale Agreement for Alvarado Trunk Sewer Improvements Project, State Revolving Fund Agreement No. D15-01014 with the State of California Water Resources Control Board.

Fiscal Impact:

State Revolving Fund (SRF) loan Agreement D15-01014 authorizes the expenditure of up to \$5M for the Alvarado Trunk Sewer Improvements Project. The SRF loan will be reimbursed from the sewer fund beginning May 31, 2018 and repaid over a 20 year period at an interest rate of 1.8%.

City's Strategic Goals:

- Continue to improve high quality municipal services

BACKGROUND:

The Alvarado Trunk Sewer is the largest trunk sewer in La Mesa. It takes sewer flow from the

Report to Mayor and Council Members

September 13, 2016

Page: 2 of 3

City of El Cajon to the east and then runs parallel to Fletcher Parkway and Alvarado Road and finally connects with the City of San Diego at 6950 Alvarado Road (the City Limit). Much of the trunk sewer has been upgraded through redevelopment along Fletcher Parkway, most recently the segment from Jackson Drive to Bus Court with the Altera and Pravda apartment construction. The Sewer Master Plan has identified two additional portions of the Alvarado Trunk sewer that should be upgraded: from Bus Court to Amaya Court; and from the City Limit to 7407 Alvarado Road (the San Diego RV Resort). This project will complete the segment from Bus Court to Amaya Court. The last segment is currently in the design phase.

Large trunk sewer upgrade projects are typically more expensive to construct than several years of the City's annual wastewater Capital Improvement Budgets. For projects requiring significant levels of the funding, the City normally applies for a State Revolving Fund loan administered by the State Water Resources Control Board. On January 12, 2016, the City Council authorized the Mayor to execute the Installment Sale Agreement (State Revolving Fund loan) with the State for not-to-exceed amount of \$5M. The execution of the agreement allowed the City to advertise and subsequently award a construction contract.

DISCUSSION:

The executed Installment Sale Agreement terms and conditions were based on preliminary available project information, cost estimates and schedules. Upon award of the construction contract, Amendment No. 1 was issued to update certain terms and conditions of the agreement with construction contract costs and information. The State may issue other amendments to the contract during the life of this project and loan to update the terms and conditions of the loan agreement with the available information at the time. The loan amount shall not increase over the \$5M limit set by the City Council.

Amendment No. 1 addresses the following changes:

1. Exhibit A- Scope of Work & Incorporated Documents
The bidding details with name of the contractor is incorporated into the exhibit
2. Exhibit A- Final Budget Approval- 1. Budget
The agreement budget is updated to the actual amounts based on the construction contract.
3. Exhibit A- Final Budget Approval- 2. Project Eligibility Determination
This section confirms that all items of work are eligible for 100% reimbursement.
4. Exhibit A- Final Budget Approval- 3. Project Completion
This section outlines the requirements of reporting and their deadlines to the State.
5. Exhibit B- Project Financing Amount
The stipulation of issuing an amendment upon award of the construction contract is removed as a part and result of this amendment.
6. Exhibit C- Payment Schedule
The loan repayment schedule is updated to July 26, 2016.

Executions of amendments are prerequisite to getting reimbursed for the costs incurred with this

project and furthering the loan process.

CONCLUSION:

Staff recommends that the City Council adopt the attached resolution authorizing the Mayor to execute Amendment No. 1 to the Installment Sale Agreement for Alvarado Trunk Sewer Improvements Project, State Revolving Fund Agreement No. D15-01014 with the State of California Water Resources Control Board.

Reviewed by:


Yvonne Garrett
City Manager

Respectfully Submitted:


Gregory P. Humora
Director of Public Works/City Engineer


Hamed Hashemian
Engineering Project Manager

Attachments:

- A. Resolution
- B. Amendment No. 1
- C. Project Map

RESOLUTION NO. 2016-____

RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE AMENDMENT NO. 1 TO THE INSTALLMENT SALE AGREEMENT FOR ALVARADO TRUNK SEWER IMPROVEMENTS PROJECT, STATE REVOLVING FUND AGREEMENT NO. D15-01014 WITH THE STATE OF CALIFORNIA WATER RESOURCES CONTROL BOARD

WHEREAS, the City of Council approved execution of an Installment Sale Agreement with the State of California Water Resources Control board on January 12, 2016, Resolution No. 2016-005;

WHEREAS, the State of California may amend the contract terms and conditions as more accurate costs and project information become available; and

WHEREAS, it is a prerequisite to execute Amendment No. 1 prior to furthering the loan process and getting reimbursed.

NOW THEREFORE, BE IT AND IT IS HEREBY RESOLVED by the City Council of the City of La Mesa, California, that:

The Mayor is authorized to execute Amendment No. 1 for the Installment Sale Agreement, State Revolving Fund Agreement No. D15-01014 on behalf of the City of La Mesa.

PASSED AND ADOPTED at a regular meeting of the City Council of the City of La Mesa, California, held the 13th day of September, 2016, by the following vote, to wit:

AYES:
NOES:
ABSENT:

CERTIFICATE OF CITY CLERK

I, MARY J. KENNEDY, CMC, City Clerk of the City of La Mesa, California, do hereby certify the foregoing to be a true and exact copy of Resolution No. 2016-____, duly passed and adopted by the City Council of said City on the date and by the vote therein recited.

MARY J. KENNEDY, CMC, City Clerk

(SEAL OF CITY)



CITY OF LA MESA
AND
CALIFORNIA STATE WATER RESOURCES CONTROL BOARD

INSTALLMENT SALE AGREEMENT
PUBLICLY OWNED TREATMENT WORKS (POTW) CONSTRUCTION FINANCING
ALVARADO TRUNK SEWER IMPROVEMENTS PROJECT
CLEAN WATER STATE REVOLVING FUND PROJECT NO. C-06- 7824-110
AGREEMENT NO. D15-01014

AMENDMENT NO. 1
AMOUNT: \$5,000,000.00

ELIGIBLE START DATE: OCTOBER 26, 2015
END DATE: MAY 31, 2037

DATED AS OF NOVEMBER 3, 2015

The parties mutually agree to this amendment as follows. All actions noted below are by this reference made a part of the Agreement, originally executed on January 25, 2016 and incorporated herein:

Changes made in this amendment are shown as follows in the attached Exhibits:

- Exhibit A - Scope of Work & Incorporated Documents (1 page attached)*
- Exhibit A-FBA - Final Budget Approval (4 pages attached)**
- Exhibit B - Project Financing Amount (1 page attached)*
- Exhibit C - CWSRF Payment Schedule (2 pages attached)*

- * Text additions are displayed in bold and underline.
- * Except as otherwise noted, text deletions are displayed as strike through text (i.e., strike out)
- ** Entire Exhibit added

All other terms and conditions shall remain the same.

CITY OF LA MESA:

STATE WATER RESOURCES CONTROL BOARD:

By: _____
Name: Mark Arapostathis
Title: Mayor

By: _____
Name: Darrin Polhemus
Title: Deputy Director, Division of Financial Assistance

Date: _____

Date: _____

EXHIBIT A - SCOPE OF WORK & INCORPORATED DOCUMENTS

1. The Recipient agrees to start construction no later than the estimated date of November 30, 2015.
2. The estimated Completion of Construction date is hereby established as May 31, 2017.
3. The Recipient agrees to ensure that its final Request for Disbursement is received by the Division no later than six months after Completion of Construction, unless prior approval has been granted by the Division. Otherwise, the undisbursed balance of this Agreement will be deobligated.
4. Incorporated by reference into this Agreement are the following documents:
 - (a) the Final Plans & Specifications, **dated March 31, 2016 and Addendums Nos. 1, 2, and 3, issued January 19, 2016, February 9, 2016 and February 16, 2016,** which are the basis for the construction contract to be awarded by the Recipient **to Palm Engineering Construction Company, Inc.** ~~(Agreement will be amended to incorporate such document);~~
 - (b) the Waste Discharge Requirement Order No.R9-2009-0001and National Pollutant Discharge Elimination System Permit No.CA0107409;
 - (c) the Recipient's Reimbursement Resolution No.2011-087 dated September 27, 2011.
5. Scope of Work.
 - (a) Project Objectives

The purpose of the project is to reduce infiltration and inflow of storm water into the existing sewer trunk main. Inflow occurs from runoff entering the sewer system via manholes, and infiltration occurs from water entering cracks and breaks in the existing sewer pipelines. Additionally, the project would upgrade the capacity of the pipelines consistent with the City's Sewer Master Plan, which identifies these pipeline segments as being under capacity and requiring upsizing to handle existing and future flows.
 - (b) Project Description

The Alvarado Trunk Sewer Project will replace and partially realign 2,400 foot segment of the existing sewer truck main located adjacent to the Alvarado Creek channel. The Alvarado Creek is an open flow and natural channel along the western half of the pipeline alignment and is enclosed in a storm drain along the eastern portion of the alignment. The Project will also replace existing manholes that are within the flood channel. Three manholes will be removed due to the alignment change, three will be abandoned, and the remaining three will be replaced due to age. Five new manholes will be installed.

EXHIBIT A – FBA – FINAL BUDGET APPROVAL

Table 1: Approved Construction Bid Amount

CONTRACTOR	AMOUNT BID	APPROVED COSTS
Palm Engineering Construction Company, Inc.	\$3,062,885	\$3,062,885

1 - BUDGET

Table 2: Approved Final Project Budget

PROJECT COST TABLE	
TYPE OF WORK	APPROVED BUDGET
A. Construction	
Palm Engineering Construction Company, Inc.	\$3,062,885
B. Pre-Purchased Material/Equipment	\$0
C. Land Purchase	\$0
D. Change Order Contingency	\$1,391,730
E. Allowances	
Planning	\$70,320
Design	\$245,882
Construction Management	\$229,183
Administration	\$0
Value Engineering	\$0
Subtotal - E	\$545,385
TOTAL (Subtotal A+B+C+D+E)	\$5,000,000

Note: Adjustments may be made between Line Items on the Final Disbursement.

EXHIBIT A – FBA – FINAL BUDGET APPROVAL

2 - PROJECT ELIGIBILITY DETERMINATION

The eligibility determinations and conditions of approval identified below are based on the review of:

- Stamped and Signed Final Plan and Specifications (P&S) for the Project received March 31, 2016; and
- Addendums No 1, 2, and 3, issued January 19, 2016, February 9, 2016, February 16, 2016, respectively.

The eligibility determination for the bid items shown in the schedule of values provided by the Recipient are as follows:

Table 3: Eligibility Determination Agreement:

Bid Item	Description	Percent Eligibility
1	Clearing and Grubbing	100%
2	Traffic Control and Safety Plan	100%
3	Trench Safety, Bracing and Shoring (< 8.0' Deep)	100%
4	Trench Safety, Bracing and Shoring (> 8.0' Deep)	100%
5	Storm Water BMP's	100%
6	Site Restoration	100%
7	Rock Excavation and Disposal	100%
8	Unsuitable Material Disposal	100%
9	Class II or DG Import Material	100%
10	Channel Apron Repair	100%
11	Remove and Replace Rip Rap	100%
12	MTS Permit and Railroad Protection Liability Insurance	100%
13	Furnish Temporary Project Sign	100%
14	Construction Staking and Potholing	100%
15	Abandoned Sewer Main	100%
16	Abandoned Manholes	100%
17	Install 10" HDPE Sewer Main (S-4) Less Than or at 8.0' Deep	100%
18	Install 10" HDPE Sewer Main (S-4) Greater Than 8.0' Deep	100%
19	Install 10" PVC Sewer Main (S-4) Greater Than 8.0' Deep	100%
20	Install 20" HDPE Sewer Main (S-4) Greater Than 8.0' Deep	100%
21	Pipe Burst 20" HDPE Sewer Main, Trenchless Method	100%
22	Jack and Bore 20" HDPE Sewer Main, Trenchless Method	100%
23	Remove and Replace Sewer Manhole (SM-01) Greater Than 8.0' Deep	100%
24	Install Sewer Manhole (SM-01) Less Than or at 8.0' Deep	100%
25	Install Sewer Manhole (SM-01) Greater Than 8.0' Deep	100%
26	Install Drop Sewer Manhole (LMSD S-3) Greater Than 8.0' Deep	100%
27	Raise Manhole	100%
28	Reconnect Sewer Laterals	100%
29	Sewer Bypass	100%
30	Dewatering	100%
31	Install Manhole Lid Locks (LMSD S-6)	100%
32	Install Manhole Protection (LMSD S-5)	100%
33	Install Manhole Beaver Slide (LMSD S-9)	100%
34	Mobilization/Demobilization (6% Max)	100%

EXHIBIT A – FBA – FINAL BUDGET APPROVAL

Bid items as shown in the schedule of values provided by the recipient

Eligibility Determination Conditions of Approval:

1. Necessary insurance directly related to the construction contract and extending throughout the period of the construction contract will be eligible for CWSRF financing. This includes builder risk insurance, public liability insurance, fire, and Project specific insurance.
2. Earthquake insurance and "Act of God" insurance are ineligible for funding.
3. Asphalt pavement, corresponding improvements, and excavation and refill materials due to trenching are limited to replacement of the trench width plus one foot on each side of the trench disturbed due to the construction work of the subject contract only. Full lane width paving or slurry seal is eligible only if required by ordinance or code.
4. The cost of local permits and licenses other than those issued by the Recipient are eligible for CWSRF financing.
5. The approved change order contingency may not be increased above the approved contingency shown in Table 2. Any unclaimed construction or allowance costs may also be used towards construction change orders. The change order approval may not: (1) increase the maximum amount of the financing agreement based on Table 2: Approved Construction Budget, (2) increase the term of the financing agreement, or (3) result in a substantial change in the Project scope.
6. Review of the P&S by the Division is conducted to determine eligibility and administrative compliance with the Policy. Issuance of the FBA does not relieve the Recipient and the design engineer of their legal liability for the adequacy of the design.

EXHIBIT A – FBA – FINAL BUDGET APPROVAL

3 – PROJECT COMPLETION

Project Completion Report:

The project completion report shall contain the following:

1. A description of the final constructed project.
2. A description of the water quality problem the project sought to address.
3. A discussion of the project's likelihood of successfully addressing that water quality problem in the future, and
4. Summarize compliance with environmental conditions, if applicable.

Project Completion Reporting:

1. The recipient must notify the appropriate Regional Water Board and the Division that its project was completed by submitting a Project Completion Report to the Division with a copy to the Regional Water Board. The Project Completion Report must be submitted on or before the due date established per section XIII(B)(2) of the CWSRF Policy.
2. The State Water Board expects the recipient to prepare and send a timely and complete report. The State Water Board may avail itself of any legal means to obtain this report. (See Water Code §13267.)

EXHIBIT B – PROJECT FINANCING AMOUNT

1. Estimated Reasonable Cost. The estimated reasonable cost of the total Project, including associated planning and design costs is five million dollars and no cents (\$5,000,000.00).
2. Project Funding. Subject to the terms of this Agreement, the State Water Board agrees to provide Project Funds in the amount of up to five million dollars and no cents (\$5,000,000.00).
3. Payment, Interest Rate, and Charges. The Recipient agrees to make all Installment Payments according to the schedule in Exhibit C at an interest rate of one and eight tenths percent (1.8%) per annum. The Recipient agrees to pay an Administrative Service Charge in lieu of interest as reflected in Exhibit C. The Recipient agrees to pay a Small Community Grant Fund Charge in lieu of interest as reflected in Exhibit C.
4. The term of this agreement is from October 26, 2015 to May 31, 2037.
7. Budget costs are contained in the Project Cost Table, which is part of Exhibit A-FBA. ~~(This Agreement will be amended to incorporate Exhibit A-FBA.)~~
8. ~~Preliminary budget costs are as follows:~~

~~Planning and design allowances: \$ 500,000.00~~

~~Construction costs and disbursements are not available until after this Agreement has been amended to incorporate Exhibit A-FBA. Construction costs incurred prior to the Eligible Start Date on the cover page of this Agreement are not eligible for reimbursement. Failure to begin construction according to the timelines set forth in Exhibit A may require the Recipient to repay to the State Water Board all disbursed Project Funds, including planning and design allowances.~~

City of La Mesa
Agreement No.: D15-01014
Project No.: C-06-7824-110
Amendment No. 1

EXHIBIT C – PAYMENT SCHEDULE

See the attached preliminary Payment Schedule dated ~~November 13, 2015~~ **July 26, 2016**. The final Payment Schedule will be forwarded to the Recipient after all disbursements have been paid and construction of the Project has been completed.

California Clean Water SRF Payment Schedule

Project No. 7824-110 - La Mesa, City of

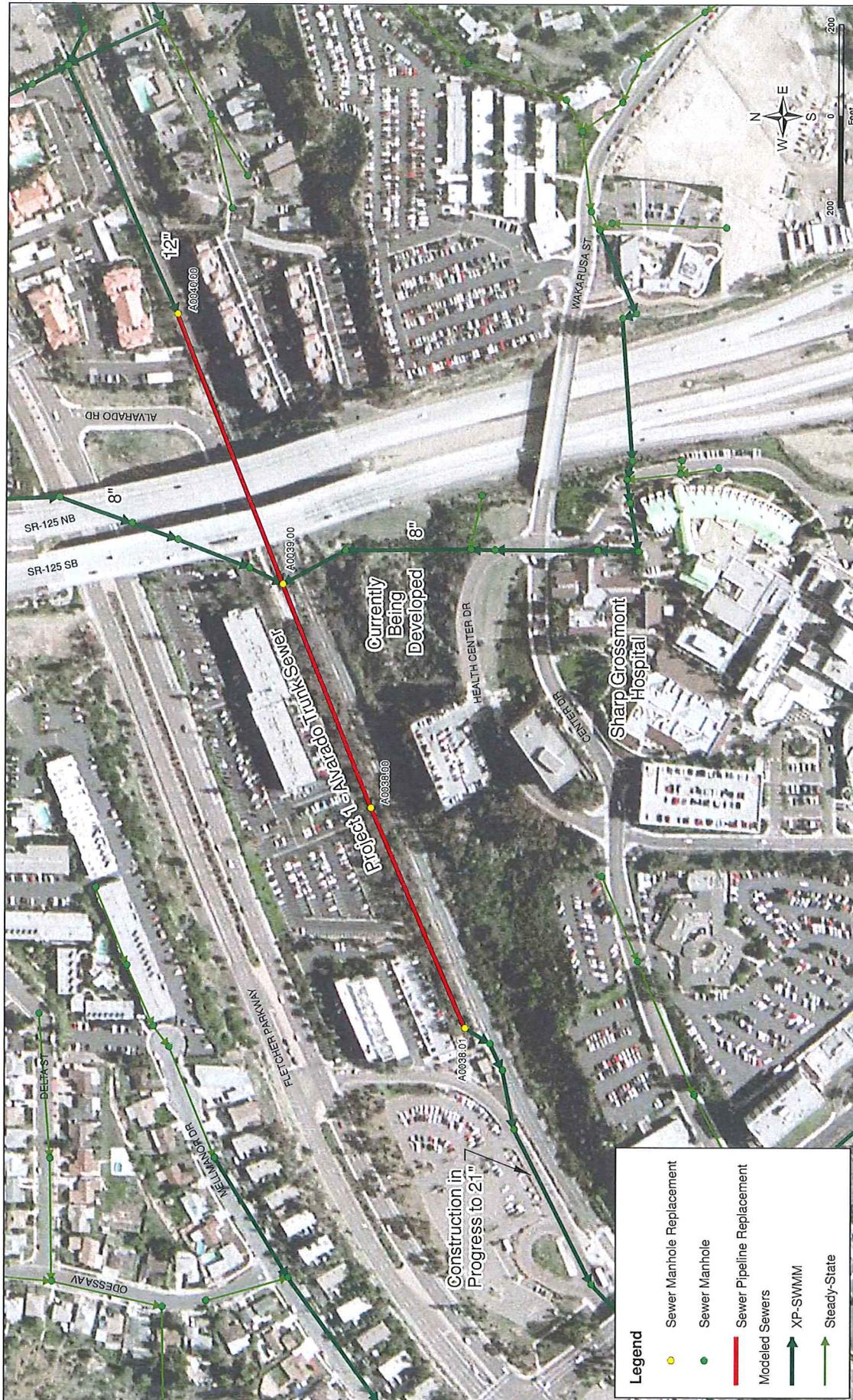
Agreement: D1501014 - based on Actual + Projected Disbursements

Alvarado Trunk Sewer Improvements Project

Principal is paid over: 20 Years

Interest rate: 1.80000%

Ref Num	Due Date	Date Received	Principal Payment	Interest Rate %	Interest Payment	Total P and I Payment	Total Payment	Ending Balance	CPI Interest
1	5/31/2018		205,038.87	1.8	59,699.96	264,738.83	264,738.83	4,228,290.13	0.00
2	5/31/2019		215,002.92	1.8	85,144.28	300,147.20	300,147.20	4,579,958.21	0.00
3	5/31/2020		217,707.95	1.8	82,439.25	300,147.20	300,147.20	4,362,250.26	0.00
4	5/31/2021		221,626.70	1.8	78,520.50	300,147.20	300,147.20	4,140,623.56	0.00
5	5/31/2022		225,615.98	1.8	74,531.22	300,147.20	300,147.20	3,915,007.58	0.00
6	5/31/2023		229,677.06	1.8	70,470.14	300,147.20	300,147.20	3,685,330.52	0.00
7	5/31/2024		233,811.25	1.8	66,335.95	300,147.20	300,147.20	3,451,519.27	0.00
8	5/31/2025		238,019.85	1.8	62,127.35	300,147.20	300,147.20	3,213,499.42	0.00
9	5/31/2026		242,304.21	1.8	57,842.99	300,147.20	300,147.20	2,971,195.21	0.00
10	5/31/2027		246,665.69	1.8	53,481.51	300,147.20	300,147.20	2,724,529.52	0.00
11	5/31/2028		251,105.67	1.8	49,041.53	300,147.20	300,147.20	2,473,423.85	0.00
12	5/31/2029		255,625.57	1.8	44,521.63	300,147.20	300,147.20	2,217,798.28	0.00
13	5/31/2030		260,226.83	1.8	39,920.37	300,147.20	300,147.20	1,957,571.45	0.00
14	5/31/2031		264,910.91	1.8	35,236.29	300,147.20	300,147.20	1,692,660.54	0.00
15	5/31/2032		269,679.31	1.8	30,467.89	300,147.20	300,147.20	1,422,981.23	0.00
16	5/31/2033		274,533.54	1.8	25,613.66	300,147.20	300,147.20	1,148,447.69	0.00
17	5/31/2034		279,475.14	1.8	20,672.06	300,147.20	300,147.20	868,972.55	0.00
18	5/31/2035		284,505.69	1.8	15,641.51	300,147.20	300,147.20	584,466.86	0.00
19	5/31/2036		289,626.80	1.8	10,520.40	300,147.20	300,147.20	294,840.06	0.00
20	5/31/2037		294,840.06	1.8	5,307.12	300,147.18	300,147.18	0.00	0.00
			5,000,000.00		967,535.61	5,967,535.61	5,967,535.61		0.00



Source: SanGIS, 2007

FIGURE 8-2
PROJECT 1 - ALVARADO TRUNK SEWER IMPROVEMENTS



101-1409 (Rev. 04-20) ProjectGIS\LaMesa\Map\Figures\Watermain\Map\Final_Report\Alvarado_SProject.mxd



REPORT to the MAYOR and MEMBERS of the CITY COUNCIL
From the CITY MANAGER

DATE: September 13, 2016

SUBJECT: Resolution Accepting Bid and Awarding Contract for Traffic Signal Maintenance, Emergency Repairs, and Related Construction Services to Bear Electrical Solutions, Inc.

ISSUING DEPT.: Public Works

SUMMARY:

Issues: Should the City Council accept the bid and award a contract to Bear Electrical Solutions, Inc. for traffic signal maintenance, emergency repairs and related construction services, and authorize the Mayor to execute said contract?

Recommendation: It is recommended that the City Council accept the bid and award a contract to Bear Electrical Solutions, Inc. for traffic signal maintenance, emergency repairs and related construction services, and authorize the Mayor to execute said contract.

Fiscal Impact: The City of La Mesa's portion of the work, is \$78,286.50 for the first year of the contract. Funds are available in Traffic Engineering (3106).

City's Strategic Goals:

- Continue to improve high quality municipal services
- Effective and efficient traffic circulation and transportation

BACKGROUND:

Although many large cities maintain traffic signals with their own staff, smaller cities find it more economical to contract that work to a signal maintenance contractor. And, since contractors reduce the price of their services if the quantity of work is increased, the cities of La Mesa, El Cajon, Lemon Grove, and Santee decided to join forces and contract for traffic signal maintenance services together. This joint bidding process has been in effect since before the year 2000. It consists of a five year contract renewable in one year increments.

DISCUSSION:

The scope of work described in the traffic signal maintenance contract includes monthly, quarterly, and bi-annual maintenance items which must be checked off on a maintenance form and kept as a record in the traffic signal cabinet. Some examples of the maintenance items include checking the signal lights, making sure the pedestrian push buttons and signals are working properly, checking vehicle detection and in general ensuring that the signal is operating properly. Extra work items include replacing damaged equipment from vehicle knock downs and upgrading signal equipment.

The current 5-year, 5-city contract for traffic signal maintenance expired on June 30, 2016. The

City of Poway decided to enter into their own agreement for future traffic signal maintenance services, therefore there are currently four cities continuing in the joint maintenance cooperative. A ninety day extension was granted to Clark Telecom & Electric (CTE) while the four cities solicited for a new traffic signal maintenance contractor. The extension expires on September 28, 2016. New solicitations for traffic signal maintenance, emergency repairs, and related construction services were advertised by the City of El Cajon, the lead agency.

Four bids were received, opened and read at 2:00 p.m. on July 12, 2016 by the City of El Cajon's purchasing agent. The following bids are shown as inclusive for all five participating cities:

<u>Bidder</u>	<u>Bid Amount</u>
Bear Electrical Solutions, Inc.	\$286,282.00*
Siemens Industry, Inc.	\$299,616.50
Southwest Traffic Signal Service	\$371,400.00
St. Francis Electric	\$437,396.00

*Recommended Award

Participating Cities' Portions

El Cajon	\$ 91,095.50
La Mesa	\$ 78,286.50
Lemon Grove	\$ 35,849.00
Santee	\$ 81,051.00

Staff has determined that Bear Electrical Solutions, Inc. is the most responsive and responsible low bidder for traffic signal maintenance, emergency repairs, and related construction services. The contract is for the first year of a five-year renewable contract.

CONCLUSION:

It is recommended that the City Council approve the resolution accepting the bid and awarding the contract to Bear Electrical Solutions, Inc. for traffic signal maintenance, emergency repairs, and related construction services, and authorize the Mayor and the City Clerk to execute the contract documents.

Reviewed by:


Yvonne Garrett
City Manager

Respectfully Submitted:


Gregory P. Humora
Director of Public Works/City Engineer


Kathy Feilen
Engineering Project Manager

Attachments: A. Resolution

RESOLUTION NO. 2016-_____

RESOLUTION ACCEPTING BID AND AWARDING CONTRACT FOR TRAFFIC SIGNAL MAINTENANCE, EMERGENCY REPAIRS, AND RELATED CONSTRUCTION SERVICES TO BEAR ELECTRICAL SOLUTIONS, INC.

WHEREAS, the City's current contract for traffic signal maintenance, emergency repairs and related construction services expires on September 28, 2016;

WHEREAS, the 4-city consortium consisting of La Mesa, Lemon Grove, El Cajon, and Santee desire to contract together for future traffic signal maintenance services;

WHEREAS, the City of El Cajon, the lead agency, solicited for and received four bids for Traffic Signal System Maintenance, Emergency Repairs, and related Construction Services;

WHEREAS, all of the bids submitted met the necessary requirements; and

WHEREAS, the City Council believes it to be in the best interests of the City to award the contract to the lowest responsive, responsible bidder.

BE IT AND IT IS HEREBY RESOLVED by the City Council of La Mesa, California, that the lowest, responsive and responsible bid of Bear Electrical Solutions, Inc. in the amount of \$78,286.50 for traffic signal maintenance, emergency repairs, and related construction services is hereby accepted. Said bid is on file in the office of the City Clerk.

BE IT FURTHER RESOLVED that the Mayor should be and is hereby authorized to execute the contract with Bear Electrical Solutions, Inc. to perform the work at the prices set forth in said bid.

PASSED AND ADOPTED at a Regular meeting of the City Council of the City of La Mesa, California, held the 13th day of September, 2016, by the following vote, to wit:

AYES:

NOES:

ABSENT:

CERTIFICATE OF THE CITY CLERK

I, MARY J. KENNEDY, CMC, City Clerk of the City of La Mesa, California, do hereby certify the foregoing to be a true and exact copy of Resolution No. 2016-_____, duly passed and adopted by the City Council of said City on the date and by the vote therein recited.

MARY J. KENNEDY, CMC, City Clerk

(SEAL OF CITY)

ATTACHMENT A



REPORT to the MAYOR and MEMBERS of the CITY COUNCIL
From the CITY MANAGER

DATE: September 13, 2016
SUBJECT: Resolution to Award Purchase of Motorola Radios to Day Wireless Systems
ISSUING DEPARTMENT: Fire

SUMMARY:

Issue:

Should the City Council adopt the resolution to award the purchase of Motorola radios to Day Wireless Systems?

Recommendation:

That the City Council adopt the resolution to award the purchase of Motorola radios to Day Wireless Systems.

Fiscal Impact:

The quoted cost is \$101,926.00. Funds are budgeted and available in Equipment Replacement Fund account 1315-6584, 17EFI.03 in the amount of \$104,970.

City's Strategic Goals:

This project meets the City's strategic goal of providing a safe community.

BACKGROUND:

Much of the current Fire Department Motorola radio inventory is over 15 years old and increasingly difficult to maintain. New Motorola radios are needed to match existing radio equipment and to assure compatibility with Regional Communications System (RCS) requirements. RCS is a regional communications system which allows all public safety agencies in San Diego County to communicate directly with each other for mutual-aid or disaster response.

DISCUSSION:

Day Wireless Systems is the authorized Motorola distributor in San Diego and supplies the RCS agencies in the region with their radio equipment via RCS contract pricing. The Fire Department has previously purchased all of their existing radio equipment through Day Wireless Systems which also performs all repair work and service on the existing radios. The quoted cost for these new radios is \$101,926. Per La Mesa Municipal Code Section 2.40.070(A)(3) the Purchasing Officer may, with the approval of the City Council, waive competitive bidding requirements when the commodity being purchased is required to match or be compatible with other equipment presently on hand, and the purchase is made from the supplier who provided the same equipment.

CONCLUSION:

Staff recommends that the City Council adopt the resolution to award the purchase of Motorola radios to Day Wireless Systems.

Staff Reference: Fire Division Chief Mike Chasin

Reviewed by:


Yvonne Garrett
City Manager

Respectfully submitted by:


Greg McAlpine
Interim Fire Chief


Scott Munzenmaier
Purchasing Officer

Attachments:

- A. Resolution
- B. Day Wireless Systems Quotation
- C. Fiscal Impact Report

RESOLUTION NO. 2016-_____

RESOLUTION TO AWARD THE PURCHASE OF MOTOROLA RADIOS
TO DAY WIRELESS SYSTEMS

WHEREAS, much of the current Fire Department Motorola radio inventory is 15 years old and increasingly difficult to maintain and new Motorola radios are needed to assure compatibility with Regional Communications System (RCS) requirements;

WHEREAS, Day Wireless Systems is the authorized distributor of Motorola radios in the San Diego Region, that all existing Fire Department radios have been purchased from Day Wireless Systems, and that Day Wireless Systems currently performs all maintenance on the radios; and

WHEREAS, Per La Mesa Municipal Code Section 2.40.070(A)(3) the Purchasing Officer may, with the approval of the City Council, waive competitive bidding requirements when the commodity being purchased is required to match or be compatible with other equipment presently on hand, and the purchase is made from the supplier who provided the same equipment.

BE IT AND IT IS HEREBY RESOLVED by the City Council of the City of La Mesa, California, that the City Council intends to award the purchase of Fire Department to Day Wireless Systems, with the purchase not to exceed the budgeted and available funds of \$104,970.

PASSED AND ADOPTED at a Regular meeting of the City Council of the City of La Mesa, California, held the 13th day of September, 2016, by the following vote, to wit:

AYES:

NOES:

ABSENT:

CERTIFICATE OF CITY CLERK

I, MARY J. KENNEDY, City Clerk of the City of La Mesa, California, do hereby certify the foregoing to be a true and exact copy of Resolution No. 2016-_____, duly passed and adopted by the City Council of said City on the date and by the vote therein recited.

MARY J. KENNEDY, CMC, City Clerk

(SEAL OF CITY)

MOTOROLA SOLUTIONS



QUOTE TO: La Mesa Fire Dept - Mike Chasin 619-402-4117
 PREPARED BY: Andy Grimm 858-864-3660 agrimm@daywireless.com
 DATE: 9-Aug-16

Quote # QJ0000370282REV003

Quote Valid through December 31, 2016

*Line #	Qty	Part Number	Item Description	List Price	Unit Discounted Price	Total Extended Discount Price
APX6000 Model 3.5 Portable Radio w. TDMA						
1		H98UCH9PW7BN	APX6000 71800MHz Model 3.5 w/ GPS & Bluetooth	\$3,354.00	\$2,096.25	
1a		QA02006AA	APX6000XE RUGGEDIZED OPTION	\$800.00	\$500.00	
1b		H64BE	YELLOW HOUSING	\$25.00	\$15.63	
1c		C806BM	ASTRO DIGITAL CAI OPERATION SOFTWARE	\$515.00	\$321.88	
1d		Q361AR	PROJECT 25 3600/9600 BAUD SOFTWARE	\$300.00	\$0.00	
1e		H38BT	SMARTZONE SYSTEM SOFTWARE	\$1,200.00	\$750.00	
1f		QA00580AC	TDMA OPERATION (P25 PHASE 2)	\$450.00	\$281.25	
	20	PORTABLE TOTAL	TOTAL APX6000 Model 3.5 Portable w. TDMA	\$6,644.00	\$3,965.00	\$79,300.00
2	2	NNTN7065A	APX 6-UNIT BANK CHARGER	\$867.00	\$650.25	\$1,300.50
3	15	NNTN8575AYLW	APX XE Remote Speaker Mic XT High Temp Cable (Yellow)	\$480.00	\$360.00	\$5,400.00
4	13	NNTN7624B	APX VEHICULAR CHARGER	\$429.00	\$321.75	\$4,182.75
5	6	WPLN7080A	APX SINGLE UNIT DESK CHARGER	\$125.00	\$93.75	\$562.50
				Total Equipment:		\$90,745.75
				8.75 % tax on Equipment		\$7,940.25
				Total Equipment and Tax		\$98,686.00
6	20	Q887	5 Year Warranty Service from the Start	\$162.00	NOT TAXED	\$3,240.00
				Order Total (Equipment, Tax, Warranty):		\$101,926.00

Discounted Pricing from San Diego County RCS Contract # 553982. Shipping is included at No Charge. PO's must be made out to Motorola Solutions, INC (not Day Wireless).



Motorola High Tiered Public Safety Radios for First Responders

Limited Distribution

Motorola Solutions controls who and how their Public Safety radios can be sold. They do this to limit the access of these radios getting in the hands of people who don't have an authorized need. These radios are capable of many advanced features including digital encryption and are mostly used by Police, Fire, Military and other Government Law Enforcement Agencies.

These high Tiered P25 Handheld and Vehicle Radios are the APX Series and the former XTS and XTL Series. The only way to purchase these radios is Directly from Motorola and/or your Motorola assigned Motorola Manufacturer's Representative (MR). Day Wireless Systems is the Motorola assigned MR for San Diego County. This means your MR is representing Motorola and quoting you directly as Motorola using their Discounted Pricing Contracts. All Purchase Orders are to be made out to Motorola Solutions, Inc. You are not purchasing anything from Day Wireless Systems (who is also a Motorola Dealer, Reseller and Service Center).

Motorola Two-Way Radio Dealers & Resellers mostly sell lower tiered commercial, professional and business radios to vertical markets such as education, manufacturing, hospitality, etc... The High Tiered Public Safety radios like the APX6000 and APX6500 are not available for Dealers to purchase and Resell. These APX radios are not listed in their Dealer Price Book from Motorola. If a Motorola Radio Dealer & Reseller wanted to sell an APX Public Safety Radio they would have to submit an Above Price Book (APB) Request to Motorola. The Dealer has to list who the end user of the radio is. Motorola will deny this APB request for any Public Safety Account (City or Agency) that already has an assigned MR and Motorola Direct Sales Rep managing that account. For Example any Motorola Radio Dealer who requested to get APB pricing to buy and sell an APX radio to City of La Mesa would be denied. You are not able to get 3 quotes for these High Tiered, Above Price Book Radios. The pricing is already set via the Discounted RCS Contract.

Above Price Book pricing for a Radio dealer is always 20% off List Price from Motorola. So their cost to buy the APX radio from Motorola is 20% off list price. The dealer would need to mark up this price from their cost and resell to you in order to make any money. The Motorola Direct/MR RCS Contract Price for Public Safety is discounted between 27% and 33% off List Price. Even if Motorola did approve an APB request for a Dealer, they would not be able to compete with the RCS Contract price.

This Controlled Distribution provides the customer with the best pricing and aligns them with a MR that can be their trusted advisor to help them budget and make the best decisions for the long term.

Andy Grimm

Motorola Manufacturer's Representative –Public Safety Markets

CERTIFICATE OF CITY/DIRECTOR OF FINANCE

Certification of Unappropriated Reserves

I HEREBY CERTIFY that the money required for the appropriation of funds for the purpose as docketed is available in the Treasury, or is anticipated to come into the Treasury, and is otherwise unappropriated.

Amount \$ _____ Fund _____

Purpose _____

Director of Finance
City of La Mesa
By _____

Date _____

Unappropriated Reserves Available Balance \$ _____

Certification of Unencumbered Balance

I HEREBY CERTIFY that the indebtedness and obligation as docketed can be incurred; that sufficient monies to meet the obligations are actually in the Treasury, or are anticipated to come into the Treasury to the credit of the appropriation from which the same are to be drawn; and that said monies now actually in the treasury, together with the monies anticipated to come into the Treasury, to the credit of said appropriation are otherwise unencumbered.

Amount Not to Exceed \$101,926.00



Director of Finance
City of La Mesa

Date: 08/19/16

By: Greg McAlpine

Fund: 1315 Dept./Activity: 1315-6584

\$101,926.00 from 1315-6584 (available \$104,970.00)

Purpose: Purchase of 20 800mhz handheld radios as identified and approved in Equipment Replacement Fund.

CERTIFICATE NO. 1513



REPORT to the MAYOR and MEMBERS of the CITY COUNCIL
From the CITY MANAGER

DATE: September 13, 2016

SUBJECT: Resolutions Approving the (1) 2016-2018 Memorandum of Understanding Between the City of La Mesa and the Heartland Firefighters of La Mesa Local #4759, and the Budget Adjustment Related to the Same; and the (2) Amended City of La Mesa Compensation Plans for FY 2016-2017 and FY 2017-2018 and the Budget Adjustments Related to the Same.

ISSUING DEPARTMENT: City Manager

SUMMARY:

Issues:

1. Should the City Council adopt the attached resolution approving the 2016-2018 Memorandum of Understanding between the City of La Mesa and the Heartland Firefighters of La Mesa Local #4759 and the Budget Adjustment Related to the Same?
2. Should the City Council adopt the attached resolution approving the Amended City of La Mesa Compensation Plans (Fire salary increases, Assistant City Manager and Director of Community Services salary bands, and City Manager salary) for FY 2016-2017 and FY 2017-2018 and the Budget Adjustments Related to the Same?

Recommendation:

That the City Council adopt the resolutions (by separate actions) approving:

- A. 2016-2018 Memorandum of Understanding between the City of La Mesa and the Heartland Firefighters of La Mesa Local #4759 and the Budget Adjustment Related to the Same;

- B. Amended City of La Mesa Compensation Plans (Fire salary increases, Assistant City Manager and Director of Community Services salary bands, and City Manager salary) for FY 2016-2017 and FY 2017-2018 and the Budget Adjustments Related to the Same.

Fiscal Impact:

The net effect of the Memorandum of Understanding with the Heartland Firefighters of La Mesa Local #4759 will result in increases over two fiscal years not to exceed \$657,790 (FY 2016-2017 = \$481,610 and FY 2017-2018 = \$176,180) in the General Fund. As part of the Council's action, adjustments will be made to the mid-biennium budget for the current FY 2016-2017, and the year two fiscal impacts will be incorporated into year one of the next two-year budget in FY 2017-2018.

The net effect of the approval of the Assistant City Manager salary band will result in an increase in FY 2016-2017 not to exceed \$122,040 in the General Fund. Not filling a vacant Recreation Supervisor position in the Community Services Department provides a reduced net impact to the General Fund. As part of the Council's action, an adjustment will be made to the mid-biennium budget for the current FY 2016-2017.

DISCUSSION:

1. Fire MOU:

In accordance with the prior two-year labor agreement with the Fire bargaining unit, the City entered into negotiations with the Heartland Firefighters of La Mesa Local #4759 in the Spring of 2016. The City has reached an agreement with the Heartland Firefighters of La Mesa Local #4759 on an MOU for 2016-2018 and the bargaining unit has ratified the MOU. The major fiscal elements of the agreement are summarized with the amendments to the MOU incorporated in the attachment of the associated resolution.

The action by the Council in approving the Heartland Firefighters of La Mesa Local #4759 MOU is for two years. The adjustments to salaries, benefits and terms of the MOUs will be in effect through FY 2016-2017 and FY 2017-2018. In addition, the agreement approved at this time will contain a provision to be retroactive to the beginning of the fiscal year, July 1, 2016.

Summary of the Heartland Firefighters of La Mesa Local #4759 MOU:

The two-year agreement has several key elements, including 3% cost-of-living-adjustments (COLA) in both year one and year two. Additionally in year one of the agreement, various market adjustments per classification (four classifications) within the bargaining unit are being provided in an effort to generally keep each classification competitive within the local market. The MOU includes an adjustment to the healthcare contribution level that has been provided to the other two bargaining groups, as well as the unrepresented, management and confidential employees. The MOU also includes some changes to operational language that have minor or no direct costs to implement.

2. Amended City of La Mesa Compensation Plans for FY 2016-2017 and FY 2017-2018:

On July 12, 2016 the City Council adopted the City of La Mesa Compensation Plans for FY 2016-2017 and FY 2017-2018 listing positions, salary ranges/bands and pay steps. Since then, several salary ranges and bands are in need of updating due to:

- a) The recent ratification of the Heartland Firefighters of La Mesa Local #4759 MOU and the agreed upon salary adjustments.
- b) The separation of the Assistant City Manager/Director of Community Services classification. With this separation comes the need for two separate salary bands. The Director of Community Services position will be aligned with the Director of Finance and the Director of Community Development positions as it had been in prior years. The new salary band for the stand-alone Assistant City Manager position will need to be included in the Compensation Plans.
- c) The salary of the newly appointed City Manager, established by contract on July 26, 2016, will need to be incorporated in the Compensation Plans.

CONCLUSION:

Staff recommends that the City Council adopt the attached resolution to implement the negotiated changes to the two-year MOU for the Heartland Firefighters of La Mesa Local #4759 and the budget adjustment related to the same; and a resolution approving the amended City of La Mesa Compensation Plans for FY 2016-2017 and FY 2017-2018 and related budget adjustments.

Reviewed by:



Yvonne Garrett
City Manager

Respectfully Submitted by:



Rida Freeman
Human Resources/Risk Manager

Attachments:

- a) Resolution approving the 2016-2018 Memorandum of Understanding between the City of La Mesa and the Heartland Firefighters of La Mesa Local #4759 and the Budget Adjustment Related to the Same.
- b) Resolution approving the Amended City of La Mesa Compensation Plans for FY 2016-2017 and FY2017-2018 and the Budget Adjustments Related to the Same.
- c) Fiscal Statement from Finance for FY 2016-2017 for the Salary Increases for the Heartland Firefighters of La Mesa Local #4759.
- d) Fiscal Statement from Finance for FY 2016-2017 for the Salary Band of the Assistant City Manager classification.
- e) MOU Between the City of La Mesa and the Heartland Firefighters of La Mesa Local #4759
- f) Compensation Plans for FY 2016-2017 and FY 2017-2018

RESOLUTION NO.

RESOLUTION APPROVING THE 2016-2018 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF LA MESA AND HEARTLAND FIREFIGHTERS OF LA MESA LOCAL #4759 AND THE BUDGET ADJUSTMENT RELATED TO THE SAME

BE IT AND IT IS HEREBY RESOLVED by the City Council of the City of La Mesa, California, as follows:

1. That the City of La Mesa, through the Municipal Employee Relations Officer and his duly authorized representatives, have met and conferred in accordance with California Government Code Section 3500 et. seq.; and that the Municipal Employee Relations Officer, through his duly authorized representatives, have agreed to the 2016-2018 Memorandum of Understanding. The 2016-2018 Memorandum of Understanding is hereby approved.

2. That the terms and conditions as set forth in the 2016-2018 Memorandum of Understanding shall be in full force and effect.

3. BE IT FURTHER RESOLVED that it is necessary to make related budget adjustments.

PASSED AND ADOPTED at a Regular meeting of the City Council of the City of La Mesa, California, held the 13th day of September 2016, by the following vote, to wit:

AYES:

NOES:

ABSENT:

CERTIFICATE OF CITY CLERK

I, MARY J. KENNEDY, City Clerk of the City of La Mesa, California, do hereby certify the foregoing to be a true and exact copy of Resolution No. _____, duly passed and adopted by the City Council of said City on the date and by the vote therein recited.

MARY J. KENNEDY, CMC, City Clerk

(SEAL OF CITY)

RESOLUTION NO.

RESOLUTION APPROVING THE AMENDED CITY OF LA MESA COMPENSATION PLANS FOR FY 2016-2017 AND FY 2017-2018 LISTING POSITIONS, SALARY RANGES/BANDS AND PAY STEPS AND THE BUDGET ADJUSTMENTS RELATED TO THE SAME

BE IT AND IT IS HEREBY RESOLVED by the City Council of the City of La Mesa, California, as follows:

1. That on July 12, 2016 the City Council adopted the City of La Mesa Compensation Plans for FY 2016-2017 AND FY 2017-2018 listing positions, salary ranges/bands and pay steps.
2. That the City Council desires to amend the City of La Mesa Compensation Plans due to several recent changes in salary for several classifications in the FY 2016-2017 and FY 2017-2018 Compensation Plans.
3. That the compensation of all employees of the City of La Mesa as set forth and prescribed in the amended City of La Mesa Compensation Plans for FY 2016-2017 and FY 2017-2018, listing positions, salary ranges/bands and pay steps is hereby approved and accepted. A copy of said amended compensation plans are attached hereto and made a part of by reference as though the same were set forth in full herein.
4. That the position listings, salary ranges/bands and pay steps as set forth in the amended City of La Mesa Compensation Plans for FY 2016-2017 and FY 2017-2018 shall be in full force and effect.
5. BE IT FURTHER RESOLVED that the City Council hereby approves a budget adjustment in the amount of \$122,040 as a result of the addition of the classifications Assistant City Manager and Director of Community Services, and not filling the vacancies of Assistant City Manager/Director of Community Services and Recreation Supervisor.

PASSED AND ADOPTED at a Regular meeting of the City Council of the City of La Mesa, California, held the 13th day of September 2016, by the following vote, to wit:

AYES:

NOES:

ABSENT:

CERTIFICATE OF CITY CLERK

I, MARY J. KENNEDY, City Clerk of the City of La Mesa, California, do hereby certify the foregoing to be a true and exact copy of Resolution No. _____, duly passed and adopted by the City Council of said City on the date and by the vote therein recited.

MARY J. KENNEDY, CMC, City Clerk

(SEAL OF CITY)

CERTIFICATE OF CITY/DIRECTOR OF FINANCE

Certification of Unappropriated Reserves

I HEREBY CERTIFY that the money required for the appropriation of funds for the purpose as docketed is available in the Treasury, or is anticipated to come into the Treasury, and is otherwise unappropriated.

Amount \$481,610.00 Fund \$481,610.00 from General Fund (101),
Purpose Request appropriation from unappropriated reserves for FY 2016-2017 salary
 increases for the Heartland Firefighters of La Mesa Local #4759.

to Heather Jennings
Director of Finance
City of La Mesa

Date 09/07/16 By Yvonne Garrett

Unappropriated Reserves Available Balance \$ \$25,189,053.00 (Fund 101)

Certification of Unencumbered Balance

I HEREBY CERTIFY that the indebtedness and obligation as docketed can be incurred; that sufficient monies to meet the obligations are actually in the Treasury, or are anticipated to come into the Treasury to the credit of the appropriation from which the same are to be drawn; and that said monies now actually in the treasury, together with the monies anticipated to come into the Treasury, to the credit of said appropriation are otherwise unencumbered.

Amount Not to Exceed \$

Director of Finance
City of La Mesa

Date: By:

Funds: Dept./Activity:

Purpose:

CERTIFICATE NO. 1515

CERTIFICATE OF CITY/DIRECTOR OF FINANCECertification of Unappropriated Reserves

I HEREBY CERTIFY that the money required for the appropriation of funds for the purpose as docketed is available in the Treasury, or is anticipated to come into the Treasury, and is otherwise unappropriated.

Amount \$122,040.00 Fund \$122,040.00 from General Fund (101)

Purpose Request appropriation from unappropriated reserves for salary of the Assistant City Manager position.

for Heather Jennings

 Director of Finance
 City of La Mesa

Date 09/07/16

By Yvonne Garrett

Unappropriated Reserves Available Balance \$ \$24,707,443.00 (Fund 101)

Certification of Unencumbered Balance

I HEREBY CERTIFY that the indebtedness and obligation as docketed can be incurred; that sufficient monies to meet the obligations are actually in the Treasury, or are anticipated to come into the Treasury to the credit of the appropriation from which the same are to be drawn; and that said monies now actually in the treasury, together with the monies anticipated to come into the Treasury, to the credit of said appropriation are otherwise unencumbered.

Amount Not to Exceed \$

 Director of Finance
 City of La Mesa

Date:

By:

Funds:

Dept./Activity:

Purpose:

CERTIFICATE NO. 1516



**MEMORANDUM
OF
UNDERSTANDING
2016- 2018**

**HEARTLAND FIREFIGHTERS OF
LA MESA LOCAL #4759**

**HEARTLAND FIREFIGHTERS OF LA MESA LOCAL #4759 MOU
 FY 2016 – 2018
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Heartland Firefighters of La Mesa Local #4759 MOU

FY 2016 – 2018

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Memorandum of Understanding

Between

CITY OF LA MESA, CALIFORNIA

and

HEARTLAND FIREFIGHTERS OF LA MESA LOCAL #4759

SECTION 1.01 INTENT AND PURPOSE

It is the intent and purpose of this Memorandum of Understanding (hereinafter referred to as "MOU") to set forth the understanding of the parties reached as a result of meeting and conferring in good faith regarding, but not limited to, matters relating to the wages, hours, and terms and conditions of employment between employees (hereinafter referred to as "EMPLOYEES") represented by the La Mesa Firefighters' Local #4759 (hereinafter referred to as "ASSOCIATION") and the City of La Mesa (hereinafter referred to as "CITY").

ASSOCIATION agrees to recommend ratification to its membership, and CITY agrees to recommend to the City Council of the CITY that all terms of this MOU be adopted in full by Resolution of the City Council. Upon such adoption, all terms and conditions of this MOU shall then become effective without further action by either party on July 1, 2016.

SECTION 1.02 RECOGNITION

For the purpose of meeting and conferring in accordance with the Meyers-Milias-Brown Act, the ASSOCIATION is formally recognized as the duly authorized representative of the EMPLOYEES in the job classifications of Firefighter/Paramedic, Fire Engineer, Fire Captain, and Fire Battalion Chief.

SECTION 1.03 SCOPE OF MEETING AND CONFERRING

The scope of representation shall include wages, hours, and other terms and conditions of employment.

SECTION 1.04 MEETING AND CONFERRING PROCESS

A reasonable number, not-to-exceed three (3), of ASSOCIATION representatives will be allowed reasonable time off without loss of compensation or other benefits when formally meeting or meeting and conferring with representatives of the CITY on matters within the scope of representation.

If staffing drops below minimum due to on-duty ASSOCIATION representatives meeting and conferring, overtime will be paid to fill the vacancy created.

An additional, not-to-exceed two (2) ASSOCIATION representatives will be allowed to attend meet and confer sessions in a non-participatory function. These additional members will not be allowed time off or cause overtime to be paid.

In no event shall the total ASSOCIATION negotiating team exceed five (5) members at any one time.

SECTION 1.05 ACCESS TO WORK LOCATIONS

Reasonable access to EMPLOYEE work locations shall be granted officers of the ASSOCIATION and its official representatives, for the purpose of processing grievances or contacting members of the ASSOCIATION concerning business within the scope of representation. Such officers or representatives shall not enter any work location without the consent of the Fire Chief or his/her designee. Access shall be restricted so as not to unreasonably interfere with the normal operations of the Department or with the established safety or security requirements.

SECTION 1.06 USE OF CITY FACILITIES

The ASSOCIATION may, with prior approval of the Fire Chief or his/her designee, use Fire Department facilities between the hours of 1700 and 0700 for meeting of EMPLOYEES.

SECTION 1.07 USE OF BULLETIN BOARDS

The ASSOCIATION may use a portion of CITY bulletin boards under the following conditions:

1. All materials must receive approval of the City Manager or Fire Chief. The City Manager or Fire Chief must initial.
2. All material must be dated and identify the ASSOCIATION.
3. Unless special arrangements are made, materials posted will be removed 31 days after publication date.
4. The CITY reserves the right to determine the location of bulletin boards at each station and the portion to be allocated to the ASSOCIATION.

SECTION 1.08 DUES DEDUCTION

EMPLOYEES may authorize ASSOCIATION dues deduction or cancellation upon forms provided by the Administrative Services Department - Finance Division of the CITY.

Dues withheld by the CITY shall be transmitted to the officer designated in writing by the ASSOCIATION as the person authorized to receive such funds, at the address specified.

ASSOCIATION, upon receipt of the dues deducted, shall indemnify, defend and hold the CITY harmless against any claims made and against any suit instituted against the CITY on account of deduction of ASSOCIATION dues. In addition, ASSOCIATION shall refund to the CITY any amounts paid to it in error upon presentation of supporting evidence. Any refunds owed to the CITY or the ASSOCIATION shall be limited to a maximum period of one year prior to the time of discovery as provided in section 1.10 of this MOU.

SECTION 1.09 GRIEVANCES

A grievance shall be considered as the complaint of an EMPLOYEE, a group of EMPLOYEES, or the ASSOCIATION arising out of the application or interpretation of this MOU or other terms and conditions of employment.

For the purpose of this regulation, two types of grievances shall be considered as in existence - reviewable and non-reviewable.

- A. Reviewable Grievance - To be reviewable under this procedure, a grievance shall be considered as a matter for which an administrative or other appeal process is not elsewhere provided concerning the interpretation or application of the MOU or other terms and conditions of employment.

Elements of a reviewable grievance shall be stated on City of La Mesa Form 223 as follows:

1. Facts surrounding specific incident; and
2. Specific act or omission by management regarding terms and conditions of employment and the MOU over which the CITY or the department head has control; and
3. Specify inequity or damage suffered by the EMPLOYEE as a result of (1) and (2) above; and
4. Specific relief sought by the EMPLOYEE, which relief must be within the power of the CITY or department head to grant.

- B. Non-Reviewable Grievance

A grievance is not reviewable if:

1. The incident is reviewable under any other administrative procedure. Examples of non-reviewable grievances are:
 - a. Applications for changes in job title, job classification or salary increases.
 - b. Appeals of discipline.

- c. Performance evaluations and denial of merit increases.
2. Processing of the grievance would require the modification of a policy as established by the City Council or by law in the form of an ordinance or resolution.

REVIEWABLE GRIEVANCE PROCEDURE

A reviewable grievance procedure must be submitted in writing on PER Form 223 to the appropriate party not later than fifteen (15) calendar days after the specific incident comes to the attention of the grievant. Submission shall activate applicable steps as follows:

- Step 1. After investigation and discussion with the EMPLOYEE but not later than seven (7) calendar days after submission, the immediate supervisor shall give his written decision to the EMPLOYEE using PER Form 223.
- Step 2. If Step 1 fails to achieve settlement, EMPLOYEE must present Form 223 to second line supervisor not later than seven (7) calendar days after submission of first line supervisor's Step 1 decision. After investigation and discussion with the EMPLOYEE but not later than seven (7) calendar days after receiving the Form 223, the second line supervisor shall submit his written decision to the EMPLOYEE.
- Step 3. If Step 2 fails to achieve settlement, EMPLOYEE must present Form 223 to department head not later than seven (7) calendar days after submission of second line supervisor's Step 2 decision. After investigation and discussion with the EMPLOYEE but not later than seven (7) calendar days after receiving the Form 223, the department head shall submit his written decision to the EMPLOYEE.
- Step 4. If Step 3 fails to achieve settlement, EMPLOYEE must present Form 223 to City Manager not later than seven (7) calendar days after submission of the department head's Step 3 decision. After investigation and discussion with the EMPLOYEE but not later than fifteen (15) calendar days after receiving the Form 223, the City Manager shall submit his written decision to the EMPLOYEE.
- Step 5. If Step 4 fails to achieve settlement, EMPLOYEE must appeal in writing to Personnel Appeals Board within fifteen (15) calendar days. This appeal shall be submitted to the City Clerk for transmittal to the Personnel Appeals Board. The Board shall render a decision or recommendation within thirty (30) calendar days which shall be final.

The time limits of each step as outlined may be extended by the mutual written consent of both parties. If said extension is agreed to, the duration of the extension shall be agreed to in writing and the statement signed by both parties involved at the step to be extended. If

any reviewable grievance is not appealed within the stated time limits or extension of any of the above steps, the reviewable grievance shall be considered conclusively settled on the basis of the last disposition by appropriate authority and shall not be eligible for further appeal or review.

EMPLOYEES may have their EMPLOYEES' organization present their grievances for them. EMPLOYEES may be permitted reasonable time off with pay to process grievances.

SECTION 1.10 GENERAL

For those EMPLOYEES in classifications requiring a firefighter endorsement, the CITY shall pay the cost for any required fees or medical examination for the firefighter endorsement.

In order to qualify for benefits listed in this MOU, an EMPLOYEE must be in a regular or probationary status, unless otherwise specified herein or authorized by the City Manager.

The CITY will correct errors in record keeping, and will make retroactive adjustments for salary and leave time purposes. Unless specifically provided by law or elsewhere in this MOU, such adjustments will be limited to a maximum period of one year prior to the time of discovery. For purposes of this Section, discovery is that date on which the CITY notified the EMPLOYEE, or that date on which the EMPLOYEE notified the CITY of such error.

SECTION 1.10.01 DRUG FREE WORKPLACE

The CITY and the ASSOCIATION both agree that the use, and/or being under the influence of alcohol and/or drugs on the job may detrimentally affect the work performance, safety and security of EMPLOYEES and commit to a "drug-free workplace".

SECTION 1.10.02 TOBACCO PRODUCT USE

EMPLOYEES hired as Firefighters after June 23, 1989, in classifications represented by this MOU, shall be non-smokers and shall be required to remain non-smokers throughout their employment as a member of the Fire Department.

EMPLOYEES hired as Firefighters after June 20, 1991, in classifications represented by this MOU shall not smoke or use tobacco products and shall be required to maintain this status throughout their employment as a member of the Fire Department.

Smoking will not be permitted in CITY buildings or CITY vehicles.

SECTION 1.11 HOURS OF WORK AND OVERTIME

The normal hours of work comprising full-time employment for Firefighter/Paramedics, Fire Engineers, and Fire Captains will be based on a 56-hour workweek schedule in a 24-day work cycle. Changes to the Department's current work schedule within the 56-hour workweek described above, may be amended with the approval of the Fire Chief and the ASSOCIATION.

Overtime compensation is payable at 1 ½ times the regular rate of pay for Firefighter/Paramedics, Fire Engineers, Fire Captains and Fire Battalion Chiefs for all time worked beyond the normal 24-hour shift and in excess of 182 hours in a 24-day period. Hours worked for the purpose of calculating FLSA overtime shall include paid work hours and paid leave, including sick leave, vacation, comp time, holidays, Workers' Compensation, paid military leave, and paid maternity leave. A workday shall consist of 24-hours including meals, rest period, and sleep.

Overtime hours worked shall be calculated to the nearest one-quarter hour.

Any therapy or medical appointments resulting from workers' compensation injuries shall be scheduled to occur on days off to the greatest extent possible, and employee shall be in a paid status. In the event that such an appointment must be scheduled during regular working hours, the EMPLOYEE must notify the CITY as soon as possible thereafter. The CITY reserves the right to adjust working hours during that pay period so that overtime does not arise as a result of the therapy or medical appointment.

SECTION 1.11.01 HOLIDAY PAY

EMPLOYEES that are scheduled to work on the holidays of Thanksgiving, Christmas, or Easter shall be paid at a rate two times their regular rate of pay for actual time worked on these days. This pay provision will commence at 0800 on the identified holiday and end at 0800 on the following day.

EMPLOYEES that work overtime or are called back on the above holidays shall be paid at a rate of two and one half (2½) times their regular rate of pay for call-back pay or overtime worked on these days.

SECTION 1.11.02 CONSTANT STAFFING

The CITY and ASSOCIATION have implemented a Constant Staffing program.

The ASSOCIATION shall oversee the callback rules with review and approval of the Fire Chief.

The Fire Department staffing requirement is thirteen (13) personnel per shift. It is the intent to maintain staffing levels at thirteen (13). The CITY may overfill, or underfill, positions based on anticipated vacancies on a short term basis (i.e., typically three months or less)

and will meet with the ASSOCIATION to discuss any impacts. Temporary reassignments of four (4) hours or less will count toward meeting the staffing requirement. When necessary, qualified personnel may be "forced back" to meet the Fire Department's needs. Leave requests will not be approved unless a qualified alternate is available.

The CITY is concerned about the possibility of overtime hours affecting the safety of staff and the community. In lieu of a cap on overtime, the CITY reserves the right to send staff home for a minimum of twelve (12) hours at the discretion of the Fire Chief or designee.

SECTION 1.11.03 ANNUAL SHIFT BID PROCESS

EMPLOYEES in the Fire Department shall annually bid for their shift assignments for the upcoming year pursuant to the guidelines set forth in Annex A.

SECTION 1.12 HOLIDAY LEAVE

A. EMPLOYEES shall accrue paid leave at the rate of 5.307 hours per pay period (138 hours per year) for holidays which shall be added to the EMPLOYEE'S accrued holiday/vacation leave except as provided in section 1.13 (B and C). If a probationary employee wishes to use accrued holiday leave during the first six months of employment, the CITY will calculate the holiday leave that has been earned and this amount will be available for the employee to use.

B. When an EMPLOYEE is being paid under the provisions of California Labor Code 4850 for worker's compensation during the following recognized CITY holidays, 12 hours shall be deducted from his/her holiday/vacation balance.

New Year's Day	Cesar Chavez's Birthday
Martin Luther King's Birthday	Veteran's Day
President's Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Eve (6 hours)
Labor Day	Christmas Day

C. In addition, any other day proclaimed by the La Mesa City Council as a public holiday shall be added to the EMPLOYEES' accumulated holiday/vacation time at the rate of 12 hours per added holiday.

SECTION 1.13 VACATION LEAVE

A. EMPLOYEES shall accrue paid vacation leave as follows:

<u>Vacation</u>	<u>Yearly</u>	<u>Each Pay Period</u>
0-60 months of service	112.0	4.308
61-120 months of service	168.0	6.462
Over 120 months of service	224.0	8.615

This time shall be added to holiday time and shall accrue as holiday/vacation leave except as provided by section 1.13 (B and C).

- B. The CITY encourages the use of holiday/vacation leave on an annual basis. Beginning January 1, 2000, once an EMPLOYEE reaches his/her maximum accumulation of holiday/vacation hours (two (2) times the annual accumulation of vacation leave plus 138 hours) he/she will not accumulate additional vacation and holiday time until the holiday/vacation time is reduced below the maximum allowable.

The following illustrates the maximum amount of holiday/vacation time that an EMPLOYEE may have on the books:

<u>Holiday/Vacation Leave</u>	<u>Maximum Amount (Hours)</u>
0-60 months of service	362.0
61-120 months of service	474.0
Over 120 months of service	586.0

- C. Vacation leave shall not be earned or accrued during the first six months of employment. Upon six months of employment, the equivalent of six months of holiday/vacation accrual shall be posted and available, and holiday/vacation shall accrue thereafter according to the schedule outlined above.

EMPLOYEES, upon separation, shall be paid at their current rate of pay for this accumulated holiday/vacation time.

SECTION 1.13.01 EXCHANGE OF DAYS OFF

An EMPLOYEE shall be allowed to exchange days off or shifts with another EMPLOYEE, at the initiation of the EMPLOYEES involved and with the approval of the immediate supervisor(s) and then the Deputy Fire Chief or a second supervisor in the absence of the Deputy Fire Chief, under the following conditions:

Days Off - Requests for exchanges of days off shall be submitted in writing, signed by both parties, no less than 24 hours before the first day of exchange. The immediate supervisor(s) involved shall receive a copy of the request.

Responsibilities - If approved by the supervisor(s) and Deputy Fire Chief or a second supervisor in the absence of the Deputy Fire Chief, the EMPLOYEE agreeing to the exchange of shift(s) shall be responsible for working the shift(s) as proposed. Furthermore, the EMPLOYEE agreeing to the exchange of shift(s) shall be subject to deductions for sick or other leave in the event that the EMPLOYEE is unable to work the shift just as if the EMPLOYEE had been originally scheduled to work that shift. The Department and the CITY accept no responsibility for the time worked and not repaid, or any default of the exchange agreement between the two EMPLOYEES.

When an exchange has been approved, payroll shall be submitted as if the originally-scheduled employee worked his assigned shift.

Should the exchanged shift occur on Thanksgiving, Easter or Christmas, holiday pay shall be payable only to the originally-scheduled employee in accordance with applicable MOU provisions.

In cases where a scheduled shift results in Out-of-Class Pay per Section 1.24, and the originally-scheduled employee exchanges the shift with another employee, Out-of-Class Pay shall be payable only to the originally-scheduled employee.

SECTION 1.13.02 SCHEDULING OF VACATIONS

The times during a calendar year when an EMPLOYEE may take vacation leave, either one day at a time or in weekly increments, shall be determined as follows:

- A. A vacation schedule specifying available time slots based upon staffing needs of the Department during the ensuing year will be posted no later than November 1st of each year.
- B. In order to ensure an equitable distribution of available vacation times among the ranks in the Department, EMPLOYEES initially may select four (4), eight (8), or twelve (12) consecutive 24-hour shifts on a seniority basis, regardless of rank.
- C. The process shall then be repeated a second time.
- D. The Fire Chief may authorize an EMPLOYEE with a specific pre-planned and pre-approved longer vacation plan to select an initial block of vacation time greater than the twelve (12) consecutive 24-hour shifts' initial limitation.
- E. After all EMPLOYEES have exercised their options, as above, an EMPLOYEE may then request additional time off in 24-hour increments still available on the master vacation schedule.
- F. Once vacations have been selected based on the vacation schedule available allotments, the ASSOCIATION shall provide the LIST to the Department by December 15th, and the approved LIST shall be posted by December 31st of each year. Upon such posting, said vacations are deemed to be approved by the Department and cannot be canceled or changed by the CITY or the EMPLOYEE, except in the case of an emergency situation.
- G. Once an EMPLOYEE'S vacation slots on the master vacation list have been approved by the Department, they shall not be canceled or changed (except to accommodate the difference of work schedules between A/B/C shifts) because of promotion or a departmentally-initiated shift change, regardless of the effect on the

minimum staffing level.

- H. Additional unscheduled vacation time off must be requested 60 minutes prior to the beginning of said unscheduled vacation and a minimum of four (4) hours must be taken at any one time. The Fire Chief or his representative shall respond to the EMPLOYEE'S request for unscheduled vacation within 30 minutes, subject to the capabilities of Telestaff and/or Webstaff software. Beginning January 1, 2005, two annual vacation slots will be provided year-round. The second vacation slot shall not be provided in the event of an extended absence longer than 12 shifts.
- I. Additional vacation, as set out in Section I above, will be approved only when staffing levels allow, in accordance with the current minimum staffing policy of thirteen (13) persons of the rank of Captain and below (on a first-come, first-serve basis).
- J. When a Captain is in a paid acting position of a Division Chief, he/she will not be included in calculating minimum staffing for additional unscheduled vacation time off.

SECTION 1.14 COMPENSATORY TIME OFF

EMPLOYEES may accumulate compensatory time off up to 48 hours. The 80-hour Fire Battalion Chief may accumulate compensatory time off up to 224 hours (one hour of overtime equal to one and one-half hours of comp time). The EMPLOYEE shall have the option of either taking comp time or overtime pay, prior to working the overtime.

Compensatory time off must be taken at the mutual agreement of the EMPLOYEE and Fire Chief. Compensatory time off may be converted to pay at the EMPLOYEE'S discretion. Hours converted shall be paid at the current rate of pay.

EMPLOYEES, upon separation, shall be paid at their current rate of pay for their accumulated compensatory time.

SECTION 1.15 HEALTH INSURANCE

The CITY agrees to contribute on behalf of each EMPLOYEE and each eligible annuitant, the minimum contributions as required by the Public Employees Medical and Hospital Care Act (PEMHCA) toward the payment of premiums for health insurance under the PERS Health Insurance program. The EMPLOYEE agrees that he/she is liable for the difference between the total cost of the health plan he/she chooses, and the CITY'S contribution of the minimum required by the PEMHCA. The CITY'S minimum contribution toward health insurance under this section shall be included in the amount contributed to an employee under the CITY'S cafeteria plan as defined in Section 1.18.01. The minimum contributions specified in this section shall be applicable only to the extent that the CITY maintains participation in the PERS Health Insurance program.

All EMPLOYEES must enroll in one of the PERS health program plans, unless they submit to the CITY both (1) proof of group health coverage at least comparable to the current plans offered by PERS, and (2) sign a PERS health insurance waiver. EMPLOYEES who fail to complete both requirements shall not be allowed to utilize their cafeteria plan contributions for any other eligible plans.

SECTION 1.16 LIFE INSURANCE

The CITY will provide its EMPLOYEES at no cost to them, one (1) times the annual pay in term life insurance and will make available a voluntary supplemental life insurance program for up to an additional two (2) times the basic amount which must be paid for by the EMPLOYEE.

SECTION 1.17 EAP PROGRAM

The CITY will provide an Employee Assistance Program (confidential assessment and referral system) which includes up to six (6) counseling sessions at no cost to the EMPLOYEE. This program is on a voluntary basis. If the EMPLOYEE seeks to use any of the referral agencies in this program, the cost shall be paid for by the EMPLOYEE. The CITY agrees to distribute details of this program to all EMPLOYEES.

In addition, the CITY shall make available a counselor through the current CITY EAP Program or a counselor selected by Fire Department Management, for critical incident debriefing as soon after the incident as possible at no expense to the EMPLOYEE. This counselor shall be contacted by the Fire Chief or his designated representative and will meet with all EMPLOYEES involved in the critical incident.

SECTION 1.18 FLEXIBLE SPENDING ACCOUNT

A flexible benefit spending account, in accordance with Section 125(g) of the Internal Revenue Service Code, will be offered to all employees so that employees may elect to budget for certain health and welfare benefits on a pre-tax basis. If the CITY does not meet IRS regulations for any reason, this benefit will be discontinued.

SECTION 1.18.01 CAFETERIA PLAN

The CITY agrees to provide a cafeteria style benefit plan for all EMPLOYEES. The CITY's current monthly cafeteria contributions are:

Employee Only	Employee + 1	Family
\$564.72	\$1,009.32	\$1,314.58

Effective with the start of the second pay period in December 2016, the following additional monthly contributions shall be added to the currently monthly cafeteria benefit plan amounts:

- Employee Only: Additional \$20/mo. (\$584.72)
- Employee + 1: Additional \$30/mo. (\$1,039.32)

- Family: Additional \$40/mo. (\$1,354.58)

Effective with the start of the second pay period in December 2017, the following additional monthly contributions shall be added to the 2016 monthly cafeteria benefit plan amounts:

- Employee Only: Additional \$20/mo. (\$604.72)
- Employee + 1: Additional \$30/mo. (\$1,069.32)
- Family: Additional \$40/mo. (\$1,394.58)

The allocation shall be used to pay for the benefits in the cafeteria plan selected by the EMPLOYEE, to include health insurance, dental insurance, flexible spending accounts, and other options as the CITY may make available. In the event that the total cost of benefits selected exceeds the allowance, the difference shall be deducted from the EMPLOYEE'S salary as a payroll deduction.

In the event that the total cost of benefits or flexible spending accounts is less than the cafeteria allotment, the EMPLOYEE will receive the balance in the form of cash (less all applicable taxes). An EMPLOYEE who has met the requirements stated in Section 1.15 and elects not to be covered under CITY-provided medical insurance, or ASSOCIATION-sponsored medical insurance that has been approved by the CITY, shall receive an allotment of \$115 per month for other cafeteria benefits.

AFFORDABLE CARE ACT (ACA) REOPENER ON HEALTH INSURANCE

The City may reopen negotiations on the issue of health insurance or the cafeteria plan in order to avoid penalties or taxes under the ACA that may result from an interpretation of the ACA by an agency of the Federal Government (including, but not limited to, a revenue ruling, regulation or other written guidance) or a ruling by a court of competent jurisdiction.

SECTION 1.19 RETIREMENT

A. Sworn Employees Who Are Classic Members (i.e., Employees Who Do Not Qualify As New Members Under The California Public Employees' Pension Reform Act Of 2013 ("PEPRA")).

The CITY shall provide the 3 percent at age 50 retirement for all EMPLOYEES hired on or before September 30, 2011, as provided for under the Public Employees' Retirement System (PERS) including the post-retirement survivor allowance (§21263.1), the third level of the 1959 Survivor Benefit (§21382.4), and sick leave conversion (§20862.8). The EMPLOYEE will pay the EMPLOYEES' nine (9.0) percent retirement contribution to PERS and said contribution shall be vested in the EMPLOYEES' account. Retirement pay shall be computed on the year of highest base pay, including payment earned in the Educational Incentive Program.

The CITY shall amend its contract with PERS to create a two-tier retirement system under Government Code section 20475 effective on October 1, 2011, or as soon thereafter as administratively possible. For all EMPLOYEES hired on or after October 1, 2011, the CITY

shall provide the 3% @ 55 retirement formula, as set forth in Government Code section 21363.1. The EMPLOYEE will pay the EMPLOYEES' nine (9.0) percent retirement contribution to PERS and said contribution shall be vested in the EMPLOYEES' account.

B. Sworn Employees Who Qualify As New Members Under PEPRA.

Employees who are "New Members" under PEPRA (e.g., an employee hired on or after 1/1/2013 who has never been a CalPERS member or member of a reciprocal system or who has had a break in CalPERS service of at least 6 months or more) will be subject to all the applicable PEPRA provisions, which include but are not limited to the following retirement benefits:

- The retirement formula shall be 2.7% @ 57; three year average final compensation. New Members shall pay at least 50% of normal cost as determined by CalPERS and the City may not pay any part of the member contribution. All other CalPERS contract amendments/benefits listed in the tiers above shall apply to New Members unless prohibited by PEPRA.

The CITY has contracted with PERS to include Military Service Credit as Public Service. An EMPLOYEE may elect to purchase up to four years service credit for any continuous active military or merchant marine service prior to employment. The EMPLOYEE is responsible for any costs to purchase such service credit.

SECTION 1.19.01 RETIREE HEALTH SAVINGS PLAN

The CITY and ASSOCIATION have established a Retiree Health Savings Plan (ICMA-RC VantageCare plan). Based on final I.R.S. regulations concerning this plan, elective contributions under this plan ceased on December 31, 2007. Participant contributions shall remain in each EMPLOYEE's and retiree's individual account to be used consistent with plan rules and I.R.S. regulations.

SECTION 1.20 USE OF PAID LEAVE

Paid leave shall be used prior to an employee being eligible for unpaid leave. This provision does not apply if an employee is receiving temporary disability benefits through Workers' Compensation, State Disability Insurance, the Paid Family Leave program, or while the EMPLOYEE is on military leave. Any exceptions to this provision must be approved by the City Manager prior to the unpaid leave.

EMPLOYEES who resign shall not use paid leave to extend their resignation dates. The last day worked shall be considered the date of resignation and compensable accrued paid leave shall be paid off in lump sum. EMPLOYEES who retire may use paid leave to extend their retirement dates with prior approval of the City Manager.

Leave (except catastrophic and compensatory leave) must be earned prior to the pay period in which it is used.

SECTION 1.21 SICK LEAVE ACCUMULATION AND USE

EMPLOYEES will earn 5.538 hours sick leave accrual per pay period.

Sick leave shall accumulate without limit for each EMPLOYEE.

Sick leave with pay is collectible only when an EMPLOYEE reports promptly to his immediate supervisor or Division Chief the reason for his absence, keeps the immediate supervisor or Division Chief informed of his condition if the absence is more than three shifts, the employee permits the CITY to make such medical examinations it deems desirable, and the employee furnishes written reports from a licensed and practicing physician when requested by the CITY.

An EMPLOYEE may use sick leave with pay for absences necessitated by illnesses or injuries unrelated to workers' compensation, required medical or dental care, exposure to contagious diseases, or the death, illness or injury of a member of his/her immediate family. "Immediate Family" shall include the EMPLOYEE'S parents, brothers and sisters, spouse or children, stepchildren, grandparents, and mother-in-law and father-in-law.

When an EMPLOYEE requests to be absent from work because of death of an immediate family member, he/she will be granted up to two (2) shifts sick leave including travel time

Any EMPLOYEE on vacation or holiday who becomes ill or injured will be permitted to use sick leave during such period, provided the EMPLOYEE furnishes a written report from a licensed and practicing physician.

SECTION 1.21.01 CATASTROPHIC LEAVE PROGRAM

Vacation, holiday, or compensatory time credits may be transferred from one or more EMPLOYEES to another EMPLOYEE on a cost-for-cost basis, upon the request of both the receiving EMPLOYEE and the transferring EMPLOYEE and upon approval of the Fire Chief, under the following conditions:

- a. The receiving EMPLOYEE is required to be absent from work due to injury or the prolonged illness of the EMPLOYEE, or the EMPLOYEE'S parent, spouse or child; has exhausted all earned leave credits, including but not limited to sick leave, vacation leave, compensatory time and holiday credits; and is therefore facing financial hardship.
- b. The transfers must be for a minimum of eight hours and in whole hour increments thereafter.

- c. The total credits received by an EMPLOYEE shall normally not exceed 728 hours; however, if approved by the City Manager, the total credits may be increased.
- d. The request for transfers must be made in writing with the signature of the transferring EMPLOYEE, receiving EMPLOYEE, and the department head(s). The Human Resources Division will verify eligibility, determine the cost for transferable hours, and prepare the appropriate transaction.
- e. The transfers are irrevocable, and will be indistinguishable from other vacation, holiday or compensatory credits belonging to the receiving EMPLOYEE. Transfers will be subject to all taxes required by law.
- f. This program is not subject to the Grievance Procedure of this Agreement.

SECTION 1.22 UNUSED SICK LEAVE REIMBURSEMENT

All EMPLOYEES are eligible to convert unused sick leave to additional years of service as provided through the PERS sick leave conversion program as provided in section 1.19 of this MOU.

Upon normal or disability retirement or death, EMPLOYEES who have more than ten (10) years of service may elect to receive from the CITY an amount equal to 40 percent of a maximum of 1200 hours of the current cash value of the unused sick leave credited to his or her account. Nothing in this article shall in any way affect normal accumulation of sick leave for the purpose of sick leave.

For the purpose of defining “normal” retirement, an EMPLOYEE shall be eligible for this benefit as a retiree if he has attained the age of 50 with 10 years of service with the CITY. For “disability” retirees, all that is required is 10 years of service with the CITY.

Any sick leave converted to cash will reduce the available time for conversion to years of service as provided through the PERS sick leave conversion benefit.

SECTION 1.23 UNUSED SICK LEAVE CONVERSION

An EMPLOYEE may convert unused sick leave during the first pay period in November of each year provided said EMPLOYEE has not used more sick leave than is allowed by the following formula in the previous 12 calendar months:

<u>Hours Used</u>	<u>Maximum Convertible Hours</u>
24 or less	56
24.1 to 36	48
36.1 through 60	36
60.1 or more	0

Sick leave may be converted to an equal amount of vacation time or pay based on the current rate of pay. An EMPLOYEE cannot reduce his/her accumulated sick leave balance below the amount he/she would have earned during a two (2) year period. No prorations shall be made for an EMPLOYEE terminating before the first payday in November.

Sick leave conversion benefits will be paid no later than the 15th day of December of each year, and retroactive payments are not available. Any payroll corrections made regarding past sick leave usage will only apply to this benefit if corrections are made by December 31st of the calendar year in which payment is made.

SECTION 1.23.01 LIMITED DUTY

The CITY shall provide limited duty for EMPLOYEES who have physical limitations due to pregnancy, off-duty injuries, or illnesses. Subject to the following conditions:

- A. The availability of limited duty and the ability of the EMPLOYEE to perform the limited duty shall be determined by the Fire Chief, taking into consideration the EMPLOYEE'S job description and the recommendations of the EMPLOYEE'S physician.
- B. An EMPLOYEE who is on limited duty shall immediately notify the department when the EMPLOYEE is available for normal duty and shall give the department a physician's statement indicating that the EMPLOYEE may return to normal duty.
- C. EMPLOYEES placed on limited duty may be assigned to a 9/80 work schedule. For time and payroll purposes, each 9-hour workday will be credited as 12.44 hours of equivalent time. Each 9-hour holiday or vacation day will be debited at the rate of 12.44 hours.

Nothing in this Article is intended to limit or restrict any rights the CITY or EMPLOYEE may have under California Workers' Compensation Law.

SECTION 1.23.02 RETURN TO FULL DUTY

If any EMPLOYEE has an off-duty injury or illness, or is returning to work after a pregnancy, the CITY may require the EMPLOYEE to go to a doctor selected by the CITY for an examination specific to his/her injury or illness to confirm the return to full duty status prior to returning to duty.

If the recommendation of the CITY doctor conflicts with the recommendation of the EMPLOYEE'S doctor, the CITY will request that both doctors discuss the differences, and come to an agreement on when the EMPLOYEE may return to full duty.

If the above procedure is unsuccessful, a Doctor agreed upon by the CITY and EMPLOYEE will perform an examination specific to the EMPLOYEE'S injury or illness and his/her opinion will determine the EMPLOYEE'S return to full duty status. The confirmation

procedure should be completed as soon as possible and not more than seven (7) days after the EMPLOYEE submits a return to duty notice from his/her doctor. The CITY will make an effort to provide limited duty to the EMPLOYEE during this transition period as provided in the MOU.

SECTION 1.24 OUT-OF-CLASS PAY

Where an EMPLOYEE is temporarily assigned to a higher classification for the convenience of the CITY for a period equal to or more than 8 hours, the EMPLOYEE shall be paid at least five (5) percent above his regular rate, or the A step of the class in which he is working, whichever is greater, on an hour for hour basis. Should the 5% calculation result in a salary that is between steps (e.g., if the 5% calculation is between step C and step D) the EMPLOYEE shall be paid Out-of-Class Pay at the computed 5% rate. It shall not be rounded up to the next step.

Out-of-Class Pay shall not be paid to an EMPLOYEE when he/she is out sick or on other scheduled/unscheduled days off.

Prior to commencing negotiations for a successor MOU, the CITY and ASSOCIATION agree to have discussions on an alternative Out-of-Class Pay plan. Should a mutually acceptable plan be developed prior to the commencement of negotiations for a successor MOU, the CITY and ASSOCIATION agree to draft a Side Letter of Agreement to implement the plan.

SECTION 1.25 TUITION REIMBURSEMENT

The CITY shall reimburse each EMPLOYEE, up to a maximum of \$1000 per fiscal year for tuition and textbook costs for an approved college course related to the EMPLOYEE'S job responsibilities. Prior approval of the Fire Chief and the Human Resources Manager is required. In order to qualify for reimbursement, the EMPLOYEE must receive a "C" grade or better.

In addition, the \$1000 may be used for non-college classes that are job related and enhance a job skill and must be approved by the Fire Chief and Human Resources Manager prior to attendance. Proof of attendance will be required for reimbursement. These funds may be used for the cost of certificates for California Fire Marshal State Certifications (i.e., Chief Officer, Fire Officer, Prevention Officer, and Fire Investigator).

SECTION 1.26 UNIFORM ALLOWANCE

The CITY will provide each EMPLOYEE covered by this MOU an annual uniform allowance of \$600, payable the first payday in October, for the purchase and maintenance of uniforms. These uniforms shall include the purchase and wearing of coveralls in accordance with written department policies. The CITY agrees to supply and replace any CAL-OSHA required or departmentally authorized safety equipment.

The uniform allowance for new EMPLOYEES hired after October 1 shall be prorated for the period from date of hire to September 30, and shall be paid to the EMPLOYEE as soon as possible and practical after date of hire.

Upon successful completion of probation, the CITY will provide each new EMPLOYEE one “Class A” dress uniform consisting of the following:

- Jacket
- One Pair of Pants
- Shirt
- Shoes
- Tie
- Hat
- Collar Device
- Badge Holder
- Belt
- Applicable Piping

EMPLOYEES on probation may purchase a “Class A” uniform from the CITY’s supplier. Upon successful completion of probation, the EMPLOYEE will be eligible for “Class A” uniform reimbursement, up to the CITY’s cost for “Class A” uniforms in lieu of being provided a “Class A” uniform. The monetary value of “Class A” uniforms is \$573 as of January 2016. The CITY acknowledges this cost may rise in the future. Reimbursement and the reported amount of reimbursement will be for the actual cost of the “Class A” uniform.

SECTION 1.27 COURT LEAVE (JURY DUTY)

Court leave is paid leave granted by the CITY to enable the EMPLOYEE to fulfill his/her duty as a citizen to serve as a juror, or as a prospective juror, or to serve as a witness in a court action to which the EMPLOYEE is not a party, before a Federal, Superior, or Municipal Court located in the County in which the EMPLOYEE resides. Paid Court Leave shall also be granted by the CITY for EMPLOYEES required by the Court to serve on a Grand Jury.

Upon receipt of a notice to serve as a juror, the EMPLOYEE will notify his/her Division Chief of the notice and scheduled time of service. When in the opinion of the Fire Chief, such duty will adversely affect the operations of the Department, the EMPLOYEE will request deferral or exemption from jury duty. The CITY will submit a letter confirming the need for such deferral or exemption if required by the court.

When service as a juror is required, court leave shall be limited to:

1. Required attendance before Federal, Superior, Municipal, or Justice Courts located in the County in which the EMPLOYEE resides; or required Grand Jury service.

2. Time in attendance at court together with reasonable time between court and work if attendance is for less than a full day and the EMPLOYEE can reasonably be expected to return to work.
3. Court leave shall not be granted when the EMPLOYEE is paid an expert witness fee or when attendance is part of the EMPLOYEE'S official CITY duties.
4. EMPLOYEES shall retain payments received for serving as a juror in accordance with Section 215 of the California Code of Civil Procedure.

EMPLOYEES shall report for jury service as follows:

1. If the EMPLOYEE is at work and required to report for possible jury service the following morning, the EMPLOYEE shall be provided early morning relief, enabling the EMPLOYEE to report for service as required.
2. If not impaneled on a jury, the EMPLOYEE shall return to work, if scheduled, as soon as is practical after determining that they have been released for the day.
3. If the EMPLOYEE is impaneled as one of twelve jurors assigned to a case, the EMPLOYEE shall be relieved of duty Sunday evening at 2000 through Friday upon release for the weekend. The EMPLOYEE shall return to work, if scheduled, Friday upon release. The EMPLOYEE shall be required to work a full shift Saturday, or Sunday, 0800 until 2000, if scheduled.
4. The EMPLOYEE shall provide the CITY with a court timesheet to be considered on paid Court Leave.
5. The EMPLOYEE shall keep his/her Division Chief informed of his/her schedule.

SECTION 1.29 EMT

All EMPLOYEES covered by this MOU shall perform emergency medical duties on a first responder basis. All EMPLOYEES shall achieve and maintain certification at the EMT D level as defined in the San Diego County EMS policy as of July 1, 1997. The CITY will provide training on CITY time at no expense to the EMPLOYEE for Emergency Medical Technician training.

In addition to pay provided elsewhere in this agreement, the CITY will pay an amount equivalent to 2.5% of monthly E-step Firefighter/Paramedic to each EMPLOYEE certified at the EMT-D/C level in accordance with County Emergency Medical protocols. The above compensation in combination with salaries as provided elsewhere in this agreement will

constitute the CITY'S full payment for EMT-D/C skills.

EMT Pay shall not be available to EMPLOYEES receiving compensation for Paramedic duties.

SECTION 1.29.01 BILINGUAL PAY

EMPLOYEES who meet the departmental requirements for recognition as "bilingual" (languages as approved by the Fire Chief, including sign language) and who are in assignments where they may regularly use their bilingual abilities shall receive additional compensation of \$50 per month.

SECTION 1.30 MILEAGE

The CITY will provide transportation to EMPLOYEES as required for the performance of their duties. When such transportation is not available, EMPLOYEES may use their private vehicles for transportation (upon direction and/or approval of the Fire Chief or his designee), and will be paid mileage beginning and ending at Fire Station #11 (main station) at the current rate assigned by the Internal Revenue Service, plus reasonable expenses incurred for parking.

SECTION 1.31 CALL BACK PAY

EMPLOYEES released from work who have departed the work premises when called back to duty or who are subpoenaed in the line of duty or at the direction of the Fire Chief to be present in court shall be paid for a minimum of two (2) hours at the overtime rate.

SECTION 1.32 EDUCATIONAL INCENTIVE PAY

The intent of this program is to encourage EMPLOYEES to pursue their educational goals, while promoting the goals of the CITY. As a participant in the Educational Incentive Program, EMPLOYEES are expected to use their educational experiences as a means of contributing to the CITY. An EMPLOYEE'S field of study should complement and be compatible with the objectives of the CITY.

EMPLOYEES who have completed college course prior to their employment with the CITY must have previous courses approved before they will become eligible for the program. EMPLOYEES must have received a "C" grade or better in order to qualify a course toward this program.

All EMPLOYEES are eligible for educational incentive pay so long as they meet the requirement as set out below:

A specialty pay of 1½ percent of the EMPLOYEE'S base salary shall be paid to an EMPLOYEE who has at least 30 approved college units (21 must be in Fire Science or Paramedicine) or has a Fire Science or Paramedicine Certificate. For EMPLOYEES hired

after September 28, 2001, they must attain the Fire Science or Paramedicine Certificate to receive the additional 1½ percent along with the other provisions noted in this paragraph.

A specialty pay of 2½ percent of the EMPLOYEE'S base salary shall be paid to an EMPLOYEE who has an Associate Degree in Fire Science or Paramedicine or 60 approved college units (30 must be in Fire Science or Paramedicine). EMPLOYEES hired after September 28, 2001, must attain the Associate Degree to receive the additional 2½ percent, along with the other provisions noted in this paragraph.

A specialty pay of 5 percent of the EMPLOYEE'S base salary shall be paid to the EMPLOYEE who has 90 approved college units (30 must be in Fire Science or Paramedicine) or a Bachelors Degree. EMPLOYEES hired after September 28, 2001 are required to attain a Bachelors Degree to receive the additional 5 percent, along with the other provisions noted in this paragraph.

Upon promotion, an EMPLOYEE's current educational incentive pay will be used when determining appointment pay step. After initial promotional salary increase, an EMPLOYEE shall not receive an annual step increase over 5%.

Educational incentive pay is non-cumulative and the maximum is 5 percent.

Educational incentive pay shall be reported to CalPERS as special compensation.

SECTION 1.35 SPECIAL PROGRAMS

A Suggestion Awards Program is available to all EMPLOYEES.

SECTION 1.35.01 PHYSICAL TRAINING

The CITY shall continue its current practice of allowing EMPLOYEES time each day for individual physical fitness training. To the extent possible, this time shall be from 0800 to 1000. If this time is interrupted or unavailable due to Department-approved activities, the Captain may allow physical fitness training at 1600.

The CITY agrees to provide a voluntary physical training assessment program with an average cost of at least \$100.00 per year, per employee, to be paid by the CITY.

SECTION 1.36 MANAGEMENT RIGHTS

It is agreed that except as specifically delegated, abridged, granted, or modified by this MOU, all rights, powers, and authority that the CITY has prior to the signing of this MOU are retained by the CITY and remain the right of management. The exercise of such rights, powers, and authority shall not conflict with this MOU.

SECTION 1.37 EMPLOYEE RIGHTS

It is the intent of the CITY to comply with the provisions of the Firefighters Procedural Bill of Rights Acts.

SECTION 1.37.01 PERSONNEL FILES

EMPLOYEES may review their own personnel and/or administrative file with the exception of pre-employment background examinations results and psychological test results, provided reasonable notice by written request is made to the Human Resources Division of the CITY (personnel file), or the Fire Department (administrative file), whichever applies.

The EMPLOYEE shall make an appointment to review his/her personnel or administrative files at least one working day in advance and the CITY shall honor his/her request under normal conditions.

Material derogatory to an EMPLOYEE'S conduct, service, character, or personality, shall not be entered in an EMPLOYEE'S personnel or administrative file unless and until the EMPLOYEE is notified and given an opportunity to review and comment thereon. The EMPLOYEE shall be given a copy of the material on request. The EMPLOYEE shall acknowledge that he/she has read such material by signing and dating the original record, with the understanding that his/her signature signifies only that the material has been read and does not necessarily indicate agreement with its contents.

Any EMPLOYEE wishing to review his/her file under the provisions of this section shall first notify his/her supervisor and obtain approval for the necessary time. Supervisor shall not unreasonably withhold approval, but may set reasonable time limits and schedules so as not to adversely affect Departmental operations. EMPLOYEE need not notify his/her supervisor if this review is not done while on duty.

SECTION 1.38 EXAMS

Exams for positions shall consist of one or more of a combination of written, performance, oral or simulation exercises to evaluate the applicant's skills, training, experience, and personal qualifications for said positions. All EMPLOYEES who pass the Promotional Exams shall be placed on an eligibility list. Said list shall be valid for twenty-five (25) months from date of posting of the list unless there are fewer than three (3) names, in which case the CITY may retest. Promotions from said list shall be governed by the Rule of Three. (That is, one of the top three names on the list shall be promoted.) Any EMPLOYEE who is not selected for promotion shall at his/her request be given a counseling session with the Human Resources Manager and/or Fire Chief to discuss reasons for non-selection and a program for improvement, if necessary.

SECTION 1.41 SAFETY

The CITY will strive to provide a safe and healthy working environment in accordance with applicable State and Federal laws and regulations. Where safety devices or protective equipment is required, its use shall be mandatory by EMPLOYEES.

It is agreed that careful observation of safe working practices and CITY safety rules is a primary duty of all EMPLOYEES.

SECTION 1.42 LAYOFF PROCEDURE

A. Scope & Order of Layoff

When the working force is decreased, layoffs shall occur on a reverse seniority basis, or order of “last hired, first laid off”, WITHIN EACH CLASSIFICATION.

B. Bumping/Demotion

In the event of a layoff, EMPLOYEES may elect to bump back to a lower classification, providing they previously held that position. EMPLOYEES with the least seniority in the lower classification will then be laid off.

If demotions are necessary in upper classifications, the order of reduction shall be established by reverse seniority, based on the date of promotions, within the classification. If reinstatement is available, reinstatement shall be made in reverse order of demotion within that classification until all EMPLOYEES are reinstated, provided that the EMPLOYEE’S job performance has been satisfactory in regular and acting assignments and EMPLOYEE has remained in a position classification covered by this MOU.

C. Seniority Date

The seniority date of an EMPLOYEE shall be based upon the original date of hire for regular CITY employment for firefighter or date of promotion for other classifications. (If two (2) or more EMPLOYEE’S seniority dates are the same, the highest ranking on the department eligibility list will determine seniority.) Periods of military leave or approved leaves of absence, or if the EMPLOYEE served in good standing for a minimum of two years with a service interruption of not more than one year, shall be credited as continuous service with the CITY. (If interrupted service, time on “non-paid” status will be deducted.)

D. Notice of Layoff to EMPLOYEES

The CITY will strive to provide an EMPLOYEE to be laid-off with a written notification 30 days in advance. In no event, however, will the notification be less than 14 days.

E. Reinstatement Following Layoff

For a period of twenty-four (24) months from the date an EMPLOYEE is laid off due to non-disciplinary reasons, the name of the EMPLOYEE shall be placed on a reinstatement list for the job classification held by the EMPLOYEE at the time of the

layoff or demotion. Placement on the reinstatement list shall be in order of seniority and EMPLOYEES will be reemployed in reverse order of layoff within a classification. Any vacancy occurring in a classification for which such a list has been developed shall be filled by a person on the list, provided that the following conditions are met:

1. The person is still qualified for the classification (must pass medical exam, and physical agility comparable to the last Heartland physical agility exam); and
2. The person is available and accepts the reinstatement offer; and
3. The person keeps all certifications and licenses current (CITY to reimburse expenses); and
4. The CITY is not prohibited by law or court ruling from making the reinstatement on this basis.

For the period from twenty-five (25) to forty-eight (48) months from the date an EMPLOYEE is laid off due to non-disciplinary reasons, the EMPLOYEE shall not be required to take preliminary screening tests and shall be placed in the grouping of candidates selected for final interviews/testing for any vacancy within any classification previously held by the EMPLOYEE. The CITY reserves the right to offer employment to the candidate it considers most highly qualified and may or may not offer re-employment to the laid-off EMPLOYEE. An offer of employment may be at any step in the current salary range for the classification and will be subject to the following conditions:

1. The person is still qualified for the classification (must pass medical exam, and physical agility comparable to the last Heartland physical agility exam); and
2. The person meets all certification and license requirements; and
3. The CITY is not prohibited by law or court ruling from making the offer of employment on this basis.

F. Removal of Names from List

The Human Resources Manager may remove an EMPLOYEE'S name from a reinstatement list if any of the following occur:

1. The individual indicates that he/she will be unable to return to employment with the CITY during the life of the list; or
2. The individual cannot be reached after reasonable efforts have been made to

do so; or

3. The individual refuses two (2) reinstatement offers.

The Human Resources Manager shall make every effort to transfer an EMPLOYEE who is affected by a layoff to a vacant position for which the Human Resources Manager determines the EMPLOYEE is qualified, and the EMPLOYEE accepts the transfer. This effort will not affect the EMPLOYEE'S reinstatement position.

SECTION 1.43 SAVINGS CLAUSE

If any section, subsection, subdivision, sentence, clause or phrase of this MOU is for any reason held to be illegal or unconstitutional, such decision shall not affect the validity of the remaining portions of this MOU.

SECTION 1.43.01 AMERICANS WITH DISABILITIES ACT

Because the Americans with Disabilities Act (ADA) requires accommodations for individuals protected under the Act, and because these accommodations must be determined on an individual case-by-case basis, the CITY and ASSOCIATION agree that accommodations necessary to comply with the American With Disabilities Act shall supersede any conflicting provisions of this MOU.

The ASSOCIATION recognizes that the CITY has the legal obligation to meet with the individual EMPLOYEE to be accommodated before any adjustment is made in working conditions. The CITY will notify and seek the input of the ASSOCIATION of these proposed accommodations prior to implementation. Any accommodation provided to an individual protected by the ADA shall not establish a past practice, nor shall it be cited or used as evidence of a past practice in the grievance procedure.

SECTION 1.43.02 NON-DISCRIMINATION

The CITY and the ASSOCIATION agree that all persons are entitled to equal employment opportunity and the CITY and the ASSOCIATION will not discriminate against qualified persons because of race, color, religion, sex, pregnancy, national origin, ancestry, age, marital status, sexual orientation, veteran status, disability, physical handicap, or medical condition. It is the CITY'S and the ASSOCIATION'S policy to treat all persons on the basis of merit, qualifications, and competence.

SECTION 1.43.03 CHANGES IN STATE OR FEDERAL HEALTH LAWS

If, pursuant to any Federal or State law enacted subsequent to the effective date of this MOU, the CITY or EMPLOYEES are required to pay contributions or taxes for hospital, medical, dental or any other benefits to be provided to EMPLOYEES, the CITY and the ASSOCIATION shall meet-and-confer relating to sections of this MOU affected by such legislation.

SECTION 1.44 CONTINUATION

Except as expressly set forth in this MOU, all existing Ordinances, Resolutions, past practices, and policies of the CITY pertaining to matters within the scope of the representation shall remain in full force and effect.

SECTION 1.44.1 APPLICATION OF LANGUAGE

Unless otherwise specified by Section, all language in this MOU applies to all EMPLOYEES represented by the ASSOCIATION.

SECTION 1.45 NO STRIKE CLAUSE

EMPLOYEES shall not engage in any strike, sit-down, slowdown or work stoppage during the life of the MOU.

SECTION 1.46 SALARIES

Effective with the first full pay period beginning on or after July 1, 2016 the CITY shall provide market adjustments at steps A through E for classifications represented by the ASSOCIATION by the following amounts:

Battalion Chief	9.0%
Fire Captain	5.0%
Engineer	4.0%
Firefighter/Paramedic	2.5%

- 3.0% base salary increase effective with the first full pay period beginning on or after July 1, 2016.
- 3.0% base salary increase effective with the first full pay period beginning on or after July 1, 2017.

FY 2016-2017:

	A	B	C	D	E
Firefighter Paramedic	22.62	23.74	24.93	26.18	27.49
Fire Engineer	22.94	24.08	25.29	26.55	27.88
Fire Captain	26.10	27.40	28.78	30.21	31.73
Fire Battalion Chief (80 hour)	45.10	47.36	49.73	52.21	54.83
Fire Battalion Chief (112 hour)	32.22	33.83	35.52	37.29	39.16

FY 2017-2018:

	A	B	C	D	E
Firefighter Paramedic	23.30	24.46	25.69	26.97	28.32
Fire Engineer	23.63	24.81	26.05	27.35	28.72
Fire Captain	26.88	28.22	29.63	31.12	32.67
Fire Battalion Chief (80 hour)	46.46	48.78	51.23	53.79	56.48
Fire Battalion Chief (112 hour)	33.19	34.85	36.59	38.42	40.34

Advancement from one step to another is based upon merit and is not automatic. With satisfactory performance, however, an EMPLOYEE may advance within the “A” to the “C” steps at six month intervals. Advancement from the “C” to “D” and from the “D” to “E” step may occur at one year intervals with satisfactory performance.

SECTION 1.46.1 PARAMEDIC PROGRAM

This section sets forth the terms and conditions under which the CITY shall maintain a Paramedic Program. This section replaces the Supplemental Memorandum of Understanding between the CITY and the ASSOCIATION, dated May 11, 2004. This section shall remain in effect for so long as funding is available through the AMR agreement or AMR successor.

A. Voluntary Separation From The Paramedic Program

An EMPLOYEE will have the option of leaving the Paramedic Program under the following conditions:

1. An EMPLOYEE may request to leave the Paramedic Program if the EMPLOYEE is promoted to a higher rank.
2. Any request to leave the Paramedic Program shall be at the discretion and approval of the Fire Chief.

B. ASSOCIATION Input

1. The ASSOCIATION, through the Emergency Medical Services Committee, will be allowed to provide input into the development of Quality Assurance and Quality Improvement Programs.
2. The ASSOCIATION, through the Emergency Medical Services Committee, will be allowed to provide input into the development of Standard Operating Procedures for the Paramedic Program.

C. Paramedic Specialty Compensation Plan

1. Individuals receiving Paramedic Specialty Compensation shall not be eligible for either EMT or Combitude compensation provided for in Section 1.29 of the MOU between the CITY and ASSOCIATION.
2. Budgeted Paramedic shall be defined as any Paramedic holding the rank of Firefighter/Paramedic.
3. Primary Paramedic shall be defined as the EMPLOYEE assigned by the Department to be the Paramedic of Record. This person is typically and functionally the Firefighter/Paramedic position.
4. In order to be eligible for Paramedic Specialty Compensation, an EMPLOYEE must maintain and provide the Department with proof of certification and license. EMPLOYEES shall bear full responsibility for receiving required training. The CITY shall not be responsible for providing classes and training required to maintain paramedic certification and licensure.
5. Compensation for EMPLOYEES not filling a Budgeted Paramedic position
Fire Engineers and Fire Captains who are not filling a Budgeted Paramedic position shall:
 - a) Receive 7.5% Paramedic Specialty Compensation and have the title *PM Cert.* i.e., Fire Engineer PM Cert or Fire Captain PM Cert. The Paramedic Specialty Compensation shall be computed as a percentage of E-Step Firefighter/Paramedic.
 - b) Remain available to fill vacancies in the Primary Paramedic position at the Department's discretion.
6. Compensation for EMPLOYEES filling a Budgeted Paramedic position
Fire Engineers and Fire Captains that are temporarily assigned to fill a Paramedic of Record position shall receive an additional 7.5% Paramedic Specialty Compensation, for a total of 15% while so assigned.
 - a) In order to receive the additional 7.5% Paramedic Specialty Compensation, an EMPLOYEE must be assigned as the Primary Paramedic for a minimum of four (4) hours. The additional 7.5% Paramedic Specialty Compensation shall be paid on an hourly basis for those hours assigned as the Primary Paramedic.
 - b) In addition, the CITY currently maintains a list of Fire Engineer Paramedics who were grandfathered to receive the full 15%

Paramedic Specialty Compensation, regardless of whether or not they are serving as the Paramedic of Record. This list is memorialized in a side letter from the City Manager to the labor group dated October 17, 2012.

D. Intern Program

The CITY and ASSOCIATION agree to reopen discussions on the Paramedic Program in the event that a Paramedic Intern Program is proposed by the CITY.

SECTION 1.47 DURATION

The terms of this MOU shall be effective July 1, 2016 and continue in effect until June 30, 2018, and shall not be modified without mutual written consent of the parties except as provided for by the Meyers-Milias-Brown Act.

Negotiations for a succeeding term shall begin no later than May 1, 2018 provided that either the CITY or ASSOCIATION had provided notice of intent to negotiate a new MOU no later than March 1, 2018.

In the event that neither the CITY nor the ASSOCIATION provide written notice of intent to negotiate a new MOU by March 1, 2018, the current MOU shall remain in effect for one additional year with no changes except that the notice period of this section shall be extended for one year.

The above is, hereby, agreed to by the negotiators for the CITY and the ASSOCIATION on September 6, 2016.

CITY OF LA MESA

HEARTLAND FIREFIGHTERS
OF LA MESA LOCAL #4759

BY:



Steven M. Berliner
Chief Negotiator



Brent Baum
President



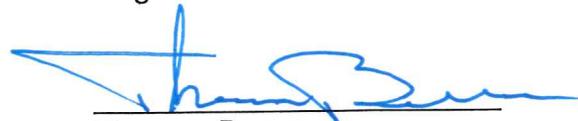
Yvonne Garrett
City Manager



Todd Nelson
Negotiator



Rida Freeman
Human Resources Manager

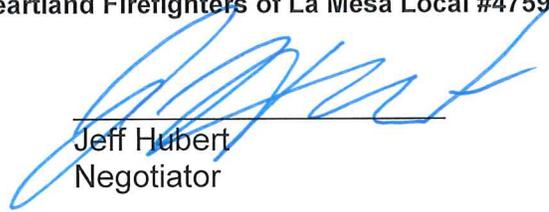


Thomas Brown
Negotiator

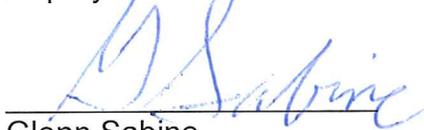
MOU 2016-2018 – Heartland Firefighters of La Mesa Local #4759



Gregory McAlpine
Deputy Fire Chief



Jeff Hubert
Negotiator



Glenn Sabine
City Attorney

Stuart Adams, Esq.
Negotiator for ASSOCIATION

ANNEX A – ANNUAL SHIFT BID PROCESS

To accommodate staffing in the fire department, the department uses a “bid” system process. This system allows employees to bid for a station assignment for the upcoming year.

The following guidelines are used in the annual bid system process:

- A) In years ending in an even number, the bid will be department wide with members allowed to move from shift to shift. In years ending with an odd number, the bid will be shift wide with members allowed to move within their shift only.
- B) The Deputy Fire Chief or his designee will conduct the bid each year.
- C) Captains will be allowed to select first based on seniority within the rank, with the senior Captain selecting first. All Captains will select a station prior to Engineers.
- D) Engineers will be allowed to select next based on seniority within the rank, with the senior Engineer selecting first. All Engineers will select a station prior to Firefighter/Paramedics. To meet the needs of the department, each Engineer should spend at least one four shift cycle per year at Station 11 on the truck company. This will be managed by the Deputy Fire Chief or his designee.
- E) Firefighter/Paramedics will be allowed to select next based on seniority within the rank, with the senior Firefighter selecting first.
- F) New hires or promotions will be placed by management regardless of date, month or year.
- G) The Fire Chief reserves the right to make changes in station assignments, or place personnel to meet the needs of the department at any time.
- H) If a vacancy occurs at any time during the duration of the bid, a request to be moved to the vacant shift may be made in writing to the Deputy Fire Chief or his designee. Seniority shall be considered when dealing with multiple requests.

CITY OF LA MESA / HUMAN RESOURCES DIVISION
 COMPENSATION PLAN FY 2016-2017
 7/1/2016

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Accountant I	4,203	24.25	4,413	25.46	4,634	26.73	4,866	28.07	5,109	29.48					LMCEA	1000	8810	35
Accountant II	4,626	26.69	4,857	28.02	5,100	29.42	5,355	30.89	5,623	32.44					LMCEA	1003	8810	46
Accounting Assistant I	2,686	15.50	2,820	16.27	2,961	17.08	3,109	17.94	3,264	18.83					LMCEA	1006	8810	3
Accounting Assistant II	2,951	17.03	3,099	17.88	3,254	18.77	3,417	19.71	3,588	20.70					LMCEA	1009	8810	6
Accounting Technician	3,986	23.00	4,185	24.14	4,394	25.35	4,614	26.62	4,845	27.95					LMCEA	1012	8810	33
Accounting Technician - Confidential	4,007	23.12	4,207	24.27	4,417	25.48	4,638	26.76	4,870	28.10					Confidential	1013	8810	1
Administrative Aide	3,504	20.22	3,679	21.23	3,863	22.29	4,056	23.40	4,259	24.57					LMCEA	1015	8810	21
Administrative Analyst I	4,203	24.25	4,413	25.46	4,634	26.73	4,866	28.07	5,109	29.48					LMCEA	1018	9410	35
Administrative Analyst II	4,626	26.69	4,857	28.02	5,100	29.42	5,355	30.89	5,623	32.44					LMCEA	1021	9410	46
Administrative Coordinator	3,729	21.51	3,915	22.59	4,111	23.72	4,317	24.91	4,533	26.15					LMCEA	1024	8810	25
Administrative Coordinator - Confidential	3,916	22.59	4,112	23.72	4,318	24.91	4,534	26.16	4,761	27.47					Confidential	1025	8810	
Administrative Office Assistant	2,873	16.58	3,017	17.41	3,168	18.28	3,326	19.19	3,492	20.15					LMCEA	1027	8810	5
Animal Control Officer	3,562	20.55	3,740	21.58	3,927	22.66	4,123	23.79	4,329	24.98					Police N/S	1030	9420	2
Assistant Center Manager	3,258	18.80	3,421	19.74	3,592	20.72	3,772	21.76	3,961	22.85					LMCEA	1033	8810	15
Assistant City Mgr	11,995	69.20							14,580	84.12					Mgmt	1036	9410	
Assistant Director of Public Works	8,906	51.38							10,825	62.45					Mgmt	1145	9410	
Assistant Engineer	5,290	30.52	5,555	32.05	5,833	33.65	6,125	35.34	6,431	37.10					LMCEA	1039	9410	54
Assistant Planner	4,656	26.86	4,889	28.21	5,133	29.61	5,390	31.10	5,660	32.65					LMCEA	1042	9410	48
Associate Engineer	6,097	35.18	6,402	36.93	6,722	38.78	7,058	40.72	7,411	42.76					LMCEA	1045	9410	56
Associate Planner	5,121	29.54	5,377	31.02	5,646	32.57	5,928	34.20	6,224	35.91					LMCEA	1048	9410	53
Building Inspection Supervisor	6,288	36.28							7,643	44.09					Mgmt	1055	9410	
Building Inspector I	4,230	24.40	4,442	25.63	4,664	26.91	4,897	28.25	5,142	29.67					LMCEA	1051	9410	36
Building Inspector II	4,654	26.85	4,887	28.19	5,131	29.60	5,388	31.08	5,657	32.64					LMCEA	1054	9410	49
Building Maintenance Lead Worker	3,932	22.68	4,129	23.82	4,335	25.01	4,552	26.26	4,780	27.58					LMCEA	1057	9420	31

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Building Maintenance Supervisor	4,648	26.82	4,880	28.15	5,124	29.56	5,380	31.04	5,649	32.59					LMCEA	1060	9420	47
Building Maintenance Worker I	3,250	18.75	3,413	19.69	3,584	20.68	3,763	21.71	3,951	22.79					LMCEA	1063	9420	13
Building Maintenance Worker II	3,575	20.63	3,754	21.66	3,942	22.74	4,139	23.88	4,346	25.07					LMCEA	1066	9420	23
Building Official	7,722	44.55							9,386	54.15					Mgmt	1069	9410	
Business License Officer	3,248	18.74	3,410	19.87	3,581	20.66	3,760	21.69	3,948	22.78					LMCEA	1072	9410	14
City Attorney	Salary Established by Contract																	
City Clerk	Salary Established by Ordinance - rev 12/06																	
City Councilmember	Salary Established by Ordinance - rev 12/06																	
City Manager	Salary Established by Contract																	
City Treasurer	Salary Established by Ordinance																	
Clerical Assistant I	2,201	12.70	2,311	13.33	2,427	14.00	2,548	14.70	2,675	15.43					LMCEA	1093	8810	1
Clerical Assistant II	2,556	14.75	2,684	15.48	2,818	16.26	2,959	17.07	3,107	17.93					LMCEA	1096	8810	2
Code Compliance Officer I	3,870	22.33	4,064	23.45	4,267	24.62	4,480	25.85	4,704	27.14					LMCEA	1099	9410	28
Code Compliance Officer II	4,260	24.58	4,473	25.81	4,697	27.10	4,932	28.45	5,179	29.88					LMCEA	1102	9410	39
Comm Develop Program Coordinator	5,319	30.69	5,585	32.22	5,864	33.83	6,157	35.52	6,465	37.30					LMCEA	1105	9410	55
Communications Supervisor	5,246	30.27	5,508	31.78	5,783	33.36	6,072	35.03	6,376	36.78					Police N/S	1104	8810	6
Community Resource Supervisor	5,170	29.83	5,429	31.32	5,700	32.88	5,985	34.53	6,284	36.25					LMCEA	1103	9410	61
Community Services Manager	6,351	36.64							7,719	44.53					Mgmt	1140	9410	
Community Services Officer	3,562	20.55	3,740	21.58	3,927	22.66	4,123	23.79	4,329	24.98					Police N/S	1108	9420	2
Crime Analyst	4,567	26.35	4,795	27.66	5,035	29.05	5,287	30.50	5,551	32.03					LMCEA	1111	8810	45
Crime Prevention Specialist I	3,306	19.07	3,471	20.03	3,645	21.03	3,827	22.08	4,018	23.18					LMCEA	1114	9410	16
Crime Prevention Specialist II	3,870	22.33	4,064	23.45	4,267	24.62	4,480	25.85	4,704	27.14					LMCEA	1117	9410	28
Custodian	2,556	14.75	2,684	15.48	2,818	16.26	2,959	17.07	3,107	17.93					LMCEA	1120	9420	2
Customer Service / Finance Assistant	3,012	17.38	3,163	18.25	3,321	19.16	3,487	20.12	3,661	21.12					LMCEA	1123	8810	7
Customer Service Specialist I	3,163	18.25	3,321	19.16	3,487	20.12	3,661	21.12	3,844	22.18					LMCEA	1126	8810	11
Customer Service Specialist II	3,412	19.68	3,583	20.67	3,762	21.70	3,950	22.79	4,148	23.93					LMCEA	1129	8810	17
Deputy City Clerk	4,080	23.54	4,284	24.72	4,498	25.95	4,723	27.25	4,959	28.61					LMCEA	1132	8810	34

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Deputy Fire Chief	9,185	52.99							11,166	64.42					Mgmt	1178	7706	
Development Coordinator		21.50	22.58		23.71		24.90			26.15					Temporary	2136	9410	33
Director of Administrative Services	9,555	55.13							11,615	67.01					Mgmt	1137	9410	
Director of Community Development	9,555	55.13							11,615	67.01					Mgmt	1138	9410	
Director of Community Services	9,555	55.13							11,615	67.01					Mgmt	1036	9410	
Director of Finance	9,555	55.13							11,615	67.01					Mgmt	1142	9410	
Director of Public Works / City Engineer	10,615	61.24							12,904	74.45					Mgmt	1144	9410	
Downtown Operations Assistant	3,120	18.00	3,276	18.90	3,440	19.85	3,612	20.84	3,793	21.88					LMCEA	1147	9410	9
Emergency Preparedness Coordinator	5,319	30.69	5,585	32.22	5,864	33.83	6,157	35.52	6,465	37.30					LMCEA	1184	9410	62
Engineering Aide	3,439	19.84	3,611	20.83	3,792	21.88	3,982	22.97	4,181	24.12					LMCEA	1150	9410	19
Engineering Project Manager	7,533	43.46							9,157	52.83					Mgmt	1153	9410	
Engineering Technician I	3,881	22.39	4,075	23.51	4,279	24.69	4,493	25.92	4,718	27.22					LMCEA	1156	9410	29
Engineering Technician II	4,264	24.60	4,477	25.83	4,701	27.12	4,936	28.48	5,183	29.90					LMCEA	1159	9410	40
Environmental Specialist	4,668	26.93	4,901	28.28	5,146	29.69	5,403	31.17	5,673	32.73					LMCEA	1355	9420	50
Equipment Operator	3,614	20.85	3,795	21.89	3,985	22.99	4,184	24.14	4,393	25.34					LMCEA	1162	9420	24
Equipment Service Worker	2,834	16.35	2,976	17.17	3,125	18.03	3,281	18.93	3,445	19.88					LMCEA	1165	9420	4
Facilities Manager	4,354	25.12	4,572	26.38	4,801	27.70	5,041	29.08	5,293	30.54					LMCEA	1168	9410	41
Facilities Specialist	3,729	21.51	3,915	22.59	4,111	23.72	4,317	24.91	4,533	26.15					LMCEA	1169	8810	25
Finance Manager	7,453	43.00							9,060	52.27					Mgmt	1172	8810	
Fire Battalion Chief (80 hour)	7,818	45.10	8,209	47.36	8,619	49.73	9,050	52.21	9,503	54.83					Fire	1176	7706	8
Fire Battalion Chief (112 hour)	7,818	32.22	8,209	33.83	8,619	35.52	9,050	37.29	9,503	39.16					Fire	1182	7706	7
Fire Captain	6,333	26.10	6,650	27.40	6,983	28.78	7,332	30.21	7,699	31.73					Fire	1174	7706	5
Fire Captain / Paramedic	7,334	30.22	7,651	31.53	7,984	32.90	8,333	34.34	8,700	35.85					Fire	1175	7706	6
Fire Captain w/ PM Cert	6,833	28.16	7,150	29.46	7,483	30.84	7,832	32.27	8,199	33.79					Fire	1173	7706	10
Fire Division Chief	8,749	50.48							10,634	61.35					Mgmt	1180	7706	
Fire Engineer	5,566	22.94	5,844	24.08	6,136	25.29	6,443	26.55	6,765	27.88					Fire	1186	7706	2
Fire Engineer / Paramedic	6,567	27.06	6,845	28.21	7,137	29.41	7,444	30.68	7,766	32.00					Fire	1187	7706	4

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Fire Engineer w/ PM Cert	6,066	25.00	6,344	26.14	6,636	27.35	6,943	28.61	7,265	29.94					Fire	1188	7706	9
Fire Inspector I	4,230	24.40	4,442	25.63	4,664	26.91	4,897	28.25	5,142	29.67					LMCEA	1052	9410	36
Fire Inspector II	4,654	26.85	4,887	28.19	5,131	29.60	5,388	31.08	5,657	32.64					LMCEA	1053	9410	49
Fire Marshal	8,749	50.48							10,634	61.35					Mgmt	1183	9410	
Firefighter / Paramedic	5,488	22.62	5,762	23.74	6,050	24.93	6,353	26.18	6,671	27.49					Fire	1190	7706	3
Fleet Maintenance Supervisor	4,648	26.82	4,880	28.15	5,124	29.56	5,380	31.04	5,649	32.59					LMCEA	1226	9420	47
General Service Worker		10.25		10.25		10.25		10.25		10.25					Temporary	1192	9410	2
Heavy Equipment Operator	3,793	21.88	3,983	22.98	4,182	24.13	4,391	25.33	4,611	26.60					LMCEA	1195	9420	27
Human Resources Analyst	5,150	29.71	5,408	31.20	5,678	32.76	5,962	34.40	6,260	36.12					Confidential	1203	8810	3
Human Resources Assistant	3,020	17.42	3,171	18.29	3,330	19.21	3,497	20.18	3,672	21.18					Confidential	1205	8810	4
Human Resources Manager	7,453	43.00							9,060	52.27					Mgmt	1201	8810	
Human Resources/Risk Manager	8,202	47.32							9,965	57.49					Mgmt	1200	8810	
Human Resources Technician	4,007	23.12	4,207	24.27	4,417	25.48	4,638	26.76	4,870	28.10					Confidential	1202	8810	1
Human Services Manager	5,319	30.69	5,585	32.22	5,864	33.83	6,157	35.52	6,465	37.30					LMCEA	1204	9410	55
Information Systems Manager	7,453	43.00							9,060	52.27					Mgmt	1207	9410	
Information Systems Specialist I	4,411	25.45	4,632	26.72	4,864	28.06	5,107	29.46	5,362	30.93					LMCEA	1210	9410	44
Information Systems Specialist II	4,853	28.00	5,096	29.40	5,351	30.87	5,619	32.42	5,900	34.04					LMCEA	1213	9410	52
Information Technology Analyst	5,302	30.59							6,445	37.18					Mgmt	1208	9410	
Intern/Student Worker I		10.25		10.25		10.25		10.25		10.25					Temporary	1216	9410	3
Intern/Student Worker II		12.08		12.68		13.31		13.98		14.68					Temporary	1219	9410	7
Irrigation Technician	3,447	19.89	3,619	20.88	3,800	21.92	3,990	23.02	4,190	24.17					LMCEA	1222	9420	20
Juvenile Services Officer		19.08		20.03		21.03		22.08		23.18					Temporary	1118	9410	28
Lead Lifeguard		14.22		14.93		15.68		16.46		17.28					Temporary	1230	9410	25
Lead Mechanic	4,380	25.27	4,599	26.53	4,829	27.86	5,070	29.25	5,324	30.72					LMCEA	1225	9420	43
Lifeguard Aide		10.41		10.93		11.48		12.05		12.65					Temporary	1227	9410	5
Lifeguard/Instructor		12.93		13.58		14.26		14.97		15.72					Temporary	1228	9410	9
Live Scan Operator		10.54		11.07		11.62		12.20		12.81					Temporary	1229	8810	6

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group		Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour					
Management Analyst	5,302	30.59							6,445	37.18						Mgmt	1231	8810	
Mayor	Salary Established by Ordinance - rev 12/06								2,000	11.54						Elected	1234	9410	3
Mechanic I	3,571	20.60	3,750	21.63	3,938	22.72	4,135	23.86	4,342	25.05						LMCEA	1237	9420	22
Mechanic II	3,928	22.66	4,124	23.79	4,330	24.98	4,547	26.23	4,774	27.54						LMCEA	1240	9420	30
Park Maintenance Lead Worker	3,974	22.93	4,173	24.08	4,382	25.28	4,601	26.54	4,831	27.87						LMCEA	1243	9420	32
Park Maintenance Supervisor	4,648	26.82	4,880	28.15	5,124	29.56	5,380	31.04	5,649	32.59						LMCEA	1246	9420	47
Park Maintenance Worker I	2,834	16.35	2,976	17.17	3,125	18.03	3,281	18.93	3,445	19.88						LMCEA	1249	9420	4
Park Maintenance Worker II	3,137	18.10	3,294	19.00	3,459	19.96	3,632	20.95	3,814	22.00						LMCEA	1252	9420	10
Park Maintenance Worker III	3,447	19.89	3,619	20.88	3,800	21.92	3,990	23.02	4,190	24.17						LMCEA	1255	9420	20
Permit Technician	3,073	17.73	3,227	18.62	3,388	19.55	3,557	20.52	3,735	21.55						LMCEA	1258	8810	8
Planning Technician	3,775	21.78	3,964	22.87	4,162	24.01	4,370	25.21	4,589	26.48						LMCEA	1261	9410	57
Police Assistant	3,178	18.33	3,337	19.25	3,504	20.22	3,679	21.23	3,863	22.29						LMCEA	1264	8810	12
Police Captain	10,235	59.05							12,442	71.78						Mgmt	1267	7720	
Police Chief	12,827	74.00							15,593	89.96						Mgmt	1270	7720	
Police Dispatcher	4,209	24.28	4,419	25.49	4,640	26.77	4,872	28.11	5,116	29.52						Police N/S	1276	8810	5
Police Lieutenant	9,023	52.06							10,967	63.27						Mgmt	1279	7720	
Police Officer	5,457	31.48	5,730	33.06	6,017	34.71	6,318	36.45	6,634	38.27	6,966	40.19	7,314	42.20		Police	1282	7720	1
Police Officer Trainee	5,457	31.48	5,730	33.06	6,017	34.71	6,318	36.45	6,634	38.27	6,966	40.19	7,314	42.20		Police	1283	7720	1
Police Property Officer	3,807	21.96	3,997	23.06	4,197	24.21	4,407	25.43	4,627	26.69						Police N/S	1285	9410	3
Police Sergeant	6,704	38.68	7,039	40.61	7,391	42.64	7,761	44.78	8,149	47.01	8,556	49.36	8,984	51.83		Police	1288	7720	2
Police Services Manager	7,342	42.36							8,922	51.47						Mgmt	1290	9410	
Police Services Specialist	3,853	22.23	4,046	23.34	4,248	24.51	4,460	25.73	4,683	27.02						Police N/S	1293	8810	4
Police Services Technician	3,561	20.54	3,739	21.57	3,926	22.65	4,122	23.78	4,328	24.97						Police N/S	1291	8810	1
Public Works Crew Leader	4,380	25.27	4,599	26.53	4,829	27.86	5,070	29.25	5,324	30.72						LMCEA	1301	9420	60
Public Works Inspector I	4,242	24.47	4,454	25.70	4,677	26.98	4,911	28.33	5,157	29.75						LMCEA	1294	9420	37
Public Works Inspector II	4,670	26.94	4,904	28.29	5,149	29.71	5,406	31.19	5,676	32.75						LMCEA	1297	9420	51
Public Works Maint Lead Worker	3,974	22.93	4,173	24.08	4,382	25.28	4,601	26.54	4,831	27.87						LMCEA	1300	9420	32

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Public Works Maintenance Supervisor	4,648	26.82	4,880	28.15	5,124	29.56	5,380	31.04	5,649	32.59					LMCEA	1303	9420	47
Public Works Maintenance Worker I	2,834	16.35	2,976	17.17	3,125	18.03	3,281	18.93	3,445	19.88					LMCEA	1306	9420	4
Public Works Maintenance Worker II	3,137	18.10	3,294	19.00	3,459	19.96	3,632	20.95	3,814	22.00					LMCEA	1309	9420	10
Public Works Maintenance Worker III	3,447	19.89	3,619	20.88	3,800	21.92	3,990	23.02	4,190	24.17					LMCEA	1312	9420	20
Public Works Operations Manager	6,099	35.19							7,413	42.77					Mgmt	1314	9420	
Purchasing Officer	6,099	35.19							7,413	42.77					Mgmt	1315	8810	
Records & Elections Manager	6,609	38.13							8,033	46.34					Mgmt	1318	8810	
Recreation Aide		10.25		10.25		10.25		10.25		10.25					Temporary	1321	9410	1
Recreation Leader		10.30		10.82		11.36		11.93		12.53					Temporary	1324	9410	4
Recreation Specialist		12.60		13.23		13.89		14.58		15.31					Temporary	1327	9410	8
Recreation Supervisor	4,361	25.16	4,579	26.42	4,808	27.74	5,048	29.12	5,300	30.58					LMCEA	1330	9410	42
Risk Manager	7,453	43.00							9,060	52.27					Mgmt	1333	9410	
Safety Volunteer Coordinator	4,249	24.51	4,461	25.74	4,684	27.02	4,918	28.37	5,164	29.79					LMCEA	1336	9410	38
Secretary to the City Manager	4,629	26.71	4,860	28.04	5,103	29.44	5,358	30.91	5,626	32.46					Confidential	1339	8810	2
Senior Accounting Technician	4,385	25.30	4,604	26.56	4,834	27.89	5,076	29.28	5,330	30.75					LMCEA	1014	9420	63
Senior Building Inspector	5,121	29.54	5,377	31.02	5,646	32.57	5,928	34.20	6,224	35.91					LMCEA	1345	9410	53
Senior Management Analyst	6,099	35.19							7,413	42.77					Mgmt	1348	8810	
Senior Planner	7,264	41.91							8,831	50.95					Mgmt	1351	9410	
Senior Tree Trimmer	3,775	21.78	3,964	22.87	4,162	24.01	4,370	25.21	4,589	26.48					LMCEA	1354	9420	26
Stormwater Program Manager	5,894	34.00	6,189	35.71	6,498	37.49	6,823	39.36	7,164	41.33					LMCEA	1356	9420	58
Superintendent of Public Works	6,822	39.36							8,293	47.84					Mgmt	1357	9420	
Transportation Specialist	3,311	19.10	3,477	20.06	3,651	21.06	3,834	22.12	4,026	23.23					LMCEA	1328	8810	59
Tree Trimmer	3,430	19.79	3,602	20.78	3,782	21.82	3,971	22.91	4,170	24.06					LMCEA	1360	9420	18
Wastewater Maintenance Worker I	2,834	16.35	2,976	17.17	3,125	18.03	3,281	18.93	3,445	19.88					LMCEA	1307	9420	4
Wastewater Maintenance Worker II	3,137	18.10	3,294	19.00	3,459	19.96	3,632	20.95	3,814	22.00					LMCEA	1310	9420	10
Wastewater Maintenance Worker III	3,447	19.89	3,619	20.88	3,800	21.92	3,990	23.02	4,190	24.17					LMCEA	1313	9420	20

For additional Temporary employees hired into Regular classifications, use data associated with the Regular classification, but use "2" instead of "1" as the first digit of the Class Code.

CITY OF LA MESA / HUMAN RESOURCES DIVISION
 COMPENSATION PLAN FY 2017-2018
 7/1/2017

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Accountant I	4,308	24.85	4,523	26.09	4,749	27.40	4,986	28.77	5,235	30.20					LMCEA	1000	8810	35
Accountant II	4,742	27.36	4,979	28.73	5,228	30.16	5,489	31.67	5,763	33.25					LMCEA	1003	8810	46
Accounting Assistant I	2,753	15.88	2,891	16.68	3,036	17.52	3,188	18.39	3,347	19.31					LMCEA	1006	8810	3
Accounting Assistant II	3,025	17.45	3,176	18.32	3,335	19.24	3,502	20.20	3,677	21.21					LMCEA	1009	8810	6
Accounting Technician	4,086	23.57	4,290	24.75	4,505	25.99	4,730	27.29	4,967	28.66					LMCEA	1012	8810	33
Accounting Technician - Confidential	4,107	23.69	4,312	24.88	4,528	26.12	4,754	27.43	4,992	28.80					Confidential	1013	8810	1
Administrative Aide	3,592	20.72	3,772	21.76	3,961	22.85	4,159	23.99	4,367	25.19					LMCEA	1015	8810	21
Administrative Analyst I	4,308	24.85	4,523	26.09	4,749	27.40	4,986	28.77	5,235	30.20					LMCEA	1018	9410	35
Administrative Analyst II	4,742	27.36	4,979	28.73	5,228	30.16	5,489	31.67	5,763	33.25					LMCEA	1021	9410	46
Administrative Coordinator	3,822	22.05	4,013	23.15	4,214	24.31	4,425	25.53	4,646	26.80					LMCEA	1024	8810	25
Administrative Coordinator - Confidential	4,014	23.16	4,215	24.32	4,426	25.53	4,647	26.81	4,879	28.15					Confidential	1025	8810	
Administrative Office Assistant	2,945	16.99	3,092	17.84	3,247	18.73	3,409	19.67	3,579	20.65					LMCEA	1027	8810	5
Animal Control Officer	3,669	21.17	3,852	22.22	4,045	23.34	4,247	24.50	4,459	25.73					Police N/S	1030	9420	2
Assistant Center Manager	3,339	19.26	3,506	20.23	3,681	21.24	3,865	22.30	4,058	23.41					LMCEA	1033	8810	15
Assistant City Mgr	12,235	70.59							14,872	85.80					Mgmt	1036	9410	
Assistant Director of Public Works	9,084	52.41							11,042	63.70					Mgmt	1145	9410	
Assistant Engineer	5,422	31.28	5,693	32.84	5,978	34.49	6,277	36.21	6,591	38.03					LMCEA	1039	9410	54
Assistant Planner	4,772	27.53	5,011	28.91	5,262	30.36	5,525	31.88	5,801	33.47					LMCEA	1042	9410	48
Associate Engineer	6,249	36.05	6,561	37.85	6,889	39.74	7,233	41.73	7,595	43.82					LMCEA	1045	9410	56
Associate Planner	5,249	30.28	5,511	31.79	5,787	33.39	6,076	35.05	6,380	36.81					LMCEA	1048	9410	53
Building Inspection Supervisor	6,414	37.00							7,796	44.98					Mgmt	1055	9410	
Building Inspector I	4,336	25.02	4,553	26.27	4,781	27.58	5,020	28.96	5,271	30.41					LMCEA	1051	9410	36
Building Inspector II	4,770	27.52	5,009	28.90	5,259	30.34	5,522	31.86	5,798	33.45					LMCEA	1054	9410	49

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Building Maintenance Lead Worker	4,030	23.25	4,232	24.42	4,444	25.64	4,666	26.92	4,899	28.26					LMCEA	1057	9420	31
Building Maintenance Supervisor	4,764	27.48	5,002	28.86	5,252	30.30	5,515	31.82	5,791	33.41					LMCEA	1060	9420	47
Building Maintenance Worker I	3,331	19.22	3,498	20.18	3,673	21.19	3,857	22.25	4,050	23.37					LMCEA	1063	9420	13
Building Maintenance Worker II	3,664	21.14	3,847	22.19	4,039	23.30	4,241	24.47	4,453	25.69					LMCEA	1066	9420	23
Building Official	7,876	45.44							9,574	55.23					Mgmt	1069	9410	
Business License Officer	3,329	19.21	3,495	20.16	3,670	21.17	3,854	22.23	4,047	23.35					LMCEA	1072	9410	14
City Attorney	Salary Established by Contract								8,610 66.23						Mgmt	1078	8810	
City Clerk	Salary Established by Ordinance - rev 12/06								579 3.34						Elected	1081	8810	1
City Councilmember	Salary Established by Ordinance - rev 12/06								1,000 5.77						Elected	1084	9410	2
City Manager	Salary Established by Contract								16,740 96.58						Mgmt	1087	9410	
City Treasurer	Salary Established by Ordinance								579 3.34						Elected	1090	8810	1
Clerical Assistant I	2,256	13.02	2,369	13.67	2,487	14.35	2,611	15.06	2,742	15.82					LMCEA	1093	8810	1
Clerical Assistant II	2,620	15.12	2,751	15.87	2,889	16.67	3,033	17.50	3,185	18.38					LMCEA	1096	8810	2
Code Compliance Officer I	3,967	22.89	4,165	24.03	4,373	25.23	4,592	26.49	4,822	27.82					LMCEA	1099	9410	28
Code Compliance Officer II	4,367	25.19	4,585	26.45	4,814	27.77	5,055	29.16	5,308	30.62					LMCEA	1102	9410	39
Comm Develop Program Coordinator	5,452	31.45	5,725	33.03	6,011	34.68	6,312	36.42	6,628	38.24					LMCEA	1105	9410	55
Communications Supervisor	5,403	31.17	5,673	32.73	5,957	34.37	6,255	36.09	6,568	37.89					Police N/S	1104	8810	6
Community Resource Supervisor	5,299	30.57	5,564	32.10	5,842	33.70	6,134	35.39	6,441	37.16					LMCEA	1103	9410	61
Community Services Manager	6,478	37.37							7,873	45.42					Mgmt	1140	9410	
Community Services Officer	3,669	21.17	3,852	22.22	4,045	23.34	4,247	24.50	4,459	25.73					Police N/S	1108	9420	2
Crime Analyst	4,681	27.01	4,915	28.36	5,161	29.78	5,419	31.26	5,690	32.83					LMCEA	1111	8810	45
Crime Prevention Specialist I	3,389	19.55	3,558	20.53	3,736	21.55	3,923	22.63	4,119	23.76					LMCEA	1114	9410	16
Crime Prevention Specialist II	3,967	22.89	4,165	24.03	4,373	25.23	4,592	26.49	4,822	27.82					LMCEA	1117	9410	28
Custodian	2,620	15.12	2,751	15.87	2,889	16.67	3,033	17.50	3,185	18.38					LMCEA	1120	9420	2
Customer Service / Finance Assistant	3,087	17.81	3,241	18.70	3,403	19.63	3,573	20.61	3,752	21.65					LMCEA	1123	8810	7

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Customer Service Specialist I	3,242	18.70	3,404	19.64	3,574	20.62	3,753	21.65	3,941	22.74					LMCEA	1126	8810	11
Customer Service Specialist II	3,497	20.18	3,672	21.18	3,856	22.25	4,049	23.36	4,251	24.53					LMCEA	1129	8810	17
Deputy City Clerk	4,182	24.13	4,391	25.33	4,611	26.60	4,842	27.93	5,084	29.33					LMCEA	1132	8810	34
Deputy Fire Chief	9,369	54.05							11,389	65.71					Mgmt	1178	7706	
Development Coordinator		22.04		23.14		24.30		25.52		26.80					Temporary	2136	9410	33
Director of Administrative Services	9,746	56.23							11,847	68.35					Mgmt	1137	9410	
Director of Community Development	9,746	56.23							11,847	68.35					Mgmt	1138	9410	
Director of Community Services	9,746	56.23							11,847	68.35					Mgmt	1036	9410	
Director of Finance	9,746	56.23							11,847	68.35					Mgmt	1142	9410	
Director of Public Works / City Engineer	10,827	62.46							13,162	75.93					Mgmt	1144	9410	
Downtown Operations Assistant	3,198	18.45	3,358	19.37	3,526	20.34	3,702	21.36	3,887	22.43					LMCEA	1147	9410	9
Emergency Preparedness Coordinator	5,452	31.45	5,725	33.03	6,011	34.68	6,312	36.42	6,628	38.24					LMCEA	1184	9410	62
Engineering Aide	3,525	20.34	3,701	21.35	3,886	22.42	4,080	23.54	4,284	24.72					LMCEA	1150	9410	19
Engineering Project Manager	7,684	44.33							9,340	53.88					Mgmt	1153	9410	
Engineering Technician I	3,978	22.95	4,177	24.10	4,386	25.30	4,605	26.57	4,835	27.89					LMCEA	1156	9410	29
Engineering Technician II	4,371	25.22	4,590	26.48	4,820	27.81	5,061	29.20	5,314	30.66					LMCEA	1159	9410	40
Environmental Specialist	4,785	27.61	5,024	28.98	5,275	30.43	5,539	31.96	5,816	33.55					LMCEA	1355	9420	50
Equipment Operator	3,704	21.37	3,889	22.44	4,083	23.56	4,287	24.73	4,501	25.97					LMCEA	1162	9420	24
Equipment Service Worker	2,905	16.76	3,050	17.60	3,203	18.48	3,363	19.40	3,531	20.37					LMCEA	1165	9420	4
Facilities Manager	4,463	25.75	4,686	27.03	4,920	28.38	5,166	29.80	5,424	31.29					LMCEA	1168	9410	41
Facilities Specialist	3,822	22.05	4,013	23.15	4,214	24.31	4,425	25.53	4,646	26.80					LMCEA	1169	8810	25
Finance Manager	7,602	43.86							9,241	53.31					Mgmt	1172	8810	
Fire Battalion Chief (80 hour)	8,053	46.46	8,456	48.78	8,879	51.23	9,323	53.79	9,789	56.48					Fire	1176	7706	8
Fire Battalion Chief (112 hour)	8,053	33.19	8,456	34.65	8,879	36.59	9,323	38.42	9,789	40.34					Fire	1182	7706	7
Fire Captain	6,523	26.88	6,849	28.22	7,191	29.63	7,551	31.12	7,929	32.67					Fire	1174	7706	5

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Fire Captain / Paramedic	7,554	31.13	7,880	32.47	8,222	33.88	8,582	35.37	8,960	36.92					Fire	1175	7706	6
Fire Captain w/ PM Cert	7,038	29.00	7,364	30.35	7,706	31.76	8,066	33.24	8,444	34.80					Fire	1173	7706	10
Fire Division Chief	8,924	51.48							10,847	62.58					Mgmt	1180	7706	
Fire Engineer	5,733	23.63	6,020	24.81	6,321	26.05	6,637	27.35	6,969	28.72					Fire	1186	7706	2
Fire Engineer / Paramedic	6,764	27.87	7,051	29.06	7,352	30.30	7,668	31.60	8,000	32.97					Fire	1187	7706	4
Fire Engineer w/ PM Cert	6,248	25.75	6,535	26.93	6,836	28.17	7,152	29.47	7,484	30.84					Fire	1188	7706	9
Fire Inspector I	4,336	25.02	4,553	26.27	4,781	27.58	5,020	28.96	5,271	30.41					LMCEA	1052	9410	36
Fire Inspector II	4,770	27.52	5,009	28.90	5,259	30.34	5,522	31.86	5,798	33.45					LMCEA	1053	9410	49
Fire Marshal	8,924	51.48							10,847	62.58					Mgmt	1183	9410	
Firefighter / Paramedic	5,653	23.30	5,936	24.46	6,233	25.69	6,545	26.97	6,872	28.32					Fire	1190	7706	3
Fleet Maintenance Supervisor	4,764	27.48	5,002	28.86	5,252	30.30	5,515	31.82	5,791	33.41					LMCEA	1226	9420	47
General Service Worker		10.51		10.51		10.51		10.51		10.51					Temporary	1192	9410	2
Heavy Equipment Operator	3,888	22.43	4,082	23.55	4,286	24.73	4,500	25.96	4,725	27.26					LMCEA	1195	9420	27
Human Resources Analyst	5,279	30.46	5,543	31.98	5,820	33.58	6,111	35.26	6,417	37.02					Confidential	1203	8810	3
Human Resources Assistant	3,096	17.86	3,251	18.76	3,414	19.70	3,585	20.68	3,764	21.72					Confidential	1205	8810	4
Human Resources Manager	7,602	43.86							9,241	53.31					Mgmt	1201	8810	
Human Resources/Risk Manager	8,366	48.27							10,164	58.64					Mgmt	1200	8810	
Human Resources Technician	4,107	23.69	4,312	24.88	4,528	26.12	4,754	27.43	4,992	28.80					Confidential	1202	8810	1
Human Services Manager	5,452	31.45	5,725	33.03	6,011	34.68	6,312	36.42	6,628	38.24					LMCEA	1204	9410	55
Information Systems Manager	7,602	43.86							9,241	53.31					Mgmt	1207	9410	
Information Systems Specialist I	4,521	26.08	4,747	27.39	4,984	28.75	5,233	30.19	5,495	31.70					LMCEA	1210	9410	44
Information Systems Specialist II	4,974	28.70	5,223	30.13	5,484	31.64	5,758	33.22	6,046	34.88					Mgmt	1213	9410	52
Information Technology Analyst	5,408	31.20							6,574	37.93					Mgmt	1208	9410	
Intern/Student Worker I		10.51		10.51		10.51		10.51		10.51					Temporary	1216	9410	3
Intern/Student Worker II		12.38		13.00		13.65		14.33		15.05					Temporary	1219	9410	7

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Irrigation Technician	3,533	20.38	3,710	21.40	3,896	22.48	4,091	23.60	4,296	24.78					LMCEA	1222	9420	20
Juvenile Services Officer		19.56	20.54		21.57		22.65		23.78						Temporary	1118	9410	28
Lead Lifeguard		14.58	15.31		16.08		16.88		17.72						Temporary	1230	9410	25
Lead Mechanic	4,490	25.90	4,715	27.20	4,951	28.56	5,199	29.99	5,459	31.49					LMCEA	1225	9420	43
Lifeguard Aide		10.67	11.20		11.76		12.35		12.97						Temporary	1227	9410	5
Lifeguard/Instructor		13.25	13.91		14.61		15.34		16.11						Temporary	1228	9410	9
Live Scan Operator		10.80	11.34		11.91		12.51		13.14						Temporary	1229	8810	6
Management Analyst	5,408	31.20							6,574	37.93					Mgmt	1231	8810	
Mayor	Salary Established by Ordinance - rev 12/06																	
Mechanic I	3,660	21.12	3,843	22.17	4,035	23.28	4,237	24.44	4,449	25.67					LMCEA	1237	9420	22
Mechanic II	4,026	23.23	4,227	24.39	4,438	25.60	4,660	26.88	4,893	28.23					LMCEA	1240	9420	30
Park Maintenance Lead Worker	4,073	23.50	4,277	24.68	4,491	25.91	4,716	27.21	4,952	28.57					LMCEA	1243	9420	32
Park Maintenance Supervisor	4,764	27.48	5,002	28.86	5,252	30.30	5,515	31.82	5,791	33.41					LMCEA	1246	9420	47
Park Maintenance Worker I	2,905	16.76	3,050	17.60	3,203	18.48	3,363	19.40	3,531	20.37					LMCEA	1249	9420	4
Park Maintenance Worker II	3,215	18.55	3,376	19.48	3,545	20.45	3,722	21.47	3,908	22.55					LMCEA	1252	9420	10
Park Maintenance Worker III	3,533	20.38	3,710	21.40	3,896	22.48	4,091	23.60	4,296	24.78					LMCEA	1255	9420	20
Permit Technician	3,150	18.17	3,308	19.08	3,473	20.04	3,647	21.04	3,829	22.09					LMCEA	1258	8810	8
Planning Technician	3,869	22.32	4,062	23.43	4,265	24.61	4,478	25.83	4,702	27.13					LMCEA	1261	9410	57
Police Assistant	3,257	18.79	3,420	19.73	3,591	20.72	3,771	21.76	3,960	22.85					LMCEA	1264	8810	12
Police Captain	10,440	60.23							12,691	73.22					Mgmt	1267	7720	
Police Chief	13,084	75.48							15,905	91.76					Mgmt	1270	7720	
Police Dispatcher	4,335	25.01	4,552	26.26	4,780	27.58	5,019	28.96	5,270	30.40					Police N/S	1276	8810	5
Police Lieutenant	9,294	53.62							11,296	65.17					Mgmt	1279	7720	
Police Officer	5,621	32.43	5,902	34.05	6,197	35.75	6,507	37.54	6,832	39.42	7,174	41.39	7,533	43.46	Police	1282	7720	1
Police Officer Trainee	5,621	32.43	5,902	34.05	6,197	35.75	6,507	37.54	6,832	39.42	7,174	41.39	7,533	43.46	Police	1283	7720	1

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Police Property Officer	3,921	22.62	4,117	23.75	4,323	24.94	4,539	26.19	4,766	27.50					Police N/S	1285	9410	3
Police Sergeant	6,905	39.84	7,250	41.83	7,613	43.92	7,994	46.12	8,394	48.43	8,814	50.85	9,255	53.39	Police	1288	7720	2
Police Services Manager	7,489	43.21							9,100	52.50					Mgmt	1290	9410	
Police Services Specialist	3,969	22.90	4,167	24.04	4,375	25.24	4,594	26.50	4,824	27.83					Police N/S	1293	8810	4
Police Services Technician	3,668	21.16	3,851	22.22	4,044	23.33	4,246	24.50	4,458	25.72					Police N/S	1291	8810	1
Public Works Crew Leader	4,490	25.90	4,715	27.20	4,951	28.56	5,199	29.99	5,459	31.49					LMCEA	1301	9420	60
Public Works Inspector I	4,348	25.08	4,565	26.34	4,793	27.65	5,033	29.04	5,285	30.49					LMCEA	1294	9420	37
Public Works Inspector II	4,787	27.62	5,026	29.00	5,277	30.44	5,541	31.97	5,818	33.57					LMCEA	1297	9420	51
Public Works Maint Lead Worker	4,073	23.50	4,277	24.68	4,491	25.91	4,716	27.21	4,952	28.57					LMCEA	1300	9420	32
Public Works Maintenance Supervisor	4,764	27.48	5,002	28.86	5,252	30.30	5,515	31.82	5,791	33.41					LMCEA	1303	9420	47
Public Works Maintenance Worker I	2,905	16.76	3,050	17.60	3,203	18.48	3,363	19.40	3,531	20.37					LMCEA	1306	9420	4
Public Works Maintenance Worker II	3,215	18.55	3,376	19.48	3,545	20.45	3,722	21.47	3,908	22.55					LMCEA	1309	9420	10
Public Works Maintenance Worker III	3,533	20.38	3,710	21.40	3,896	22.48	4,091	23.60	4,296	24.78					LMCEA	1312	9420	20
Public Works Operations Manager	6,221	35.89							7,561	43.62					Mgmt	1314	9420	
Purchasing Officer	6,221	35.89							7,561	43.62					Mgmt	1315	8810	
Records & Elections Manager	6,741	38.89							8,194	47.27					Mgmt	1318	8810	
Recreation Aide		10.51		10.51		10.51		10.51		10.51					Temporary	1321	9410	1
Recreation Leader		10.56		11.09		11.64		12.22		12.83					Temporary	1324	9410	4
Recreation Specialist		12.92		13.57		14.25		14.96		15.71					Temporary	1327	9410	8
Recreation Supervisor	4,470	25.79	4,694	27.08	4,929	28.44	5,175	29.86	5,434	31.35					LMCEA	1330	9410	42
Risk Manager	7,602	43.86							9,241	53.31					Mgmt	1333	9410	
Safety Volunteer Coordinator	4,355	25.13	4,573	26.38	4,802	27.70	5,042	29.09	5,294	30.54					LMCEA	1336	9410	38
Secretary to the City Manager	4,745	27.38	4,982	28.74	5,231	30.18	5,493	31.69	5,768	33.28					Confidential	1339	8810	2
Senior Accounting Technician	4,495	25.93	4,720	27.23	4,956	28.59	5,204	30.02	5,464	31.52					LMCEA	1014	9420	63
Senior Building Inspector	5,249	30.28	5,511	31.79	5,787	33.39	6,076	35.05	6,380	36.81					LMCEA	1345	9410	53

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Senior Management Analyst	6,221	35.89							7,561	43.62					Mgmt	1348	8810	
Senior Planner	7,409	42.74							9,008	51.97					Mgmt	1351	9410	
Senior Tree Trimmer	3,869	22.32	4,062	23.43	4,265	24.61	4,478	25.83	4,702	27.13					LMCEA	1354	9420	26
Stormwater Program Manager	6,041	34.85	6,343	36.59	6,660	38.42	6,993	40.34	7,343	42.36					LMCEA	1356	9420	58
Superintendent of Public Works	6,958	40.14							8,459	48.80					Mgmt	1357	9420	
Transportation Specialist	3,394	19.58	3,564	20.56	3,742	21.59	3,929	22.67	4,125	23.80					LMCEA	1328	8810	59
Tree Trimmer	3,516	20.28	3,692	21.30	3,877	22.37	4,071	23.49	4,275	24.66					LMCEA	1360	9420	18
Wastewater Maintenance Worker I	2,905	16.76	3,050	17.60	3,203	18.48	3,363	19.40	3,531	20.37					LMCEA	1307	9420	4
Wastewater Maintenance Worker II	3,215	18.55	3,376	19.48	3,545	20.45	3,722	21.47	3,908	22.55					LMCEA	1310	9420	10
Wastewater Maintenance Worker III	3,533	20.38	3,710	21.40	3,896	22.48	4,091	23.60	4,296	24.78					LMCEA	1313	9420	20

For additional Temporary employees hired into Regular classifications, use data associated with the Regular classification, but use "2" instead of "1" as the first digit of the Class Code.



CITY OF
LA MESA

JEWEL of the HILLS

INTEROFFICE MEMO

DATE: September 13, 2016

TO: Mayor and Members of the City Council

FROM: Mary Kennedy, CMC, City Clerk *cmk*

VIA: Yvonne Garrett, City Manager *YG*

SUBJECT: Interview of Applicants for an Unscheduled Vacancy on the Planning Commission

Attached are applications from citizens who wish to be considered for appointment to fill an unscheduled vacancy on the Planning Commission. The applicants have been invited to attend the meeting and make a brief three-minute presentation describing their qualifications and interest in serving on the Commission.

The applicants will be called forward for their interviews by the City Clerk. After each presentation you may ask questions of the applicants, if you wish.

The appointments will be made at the City Council meeting on September 27th.

Attachments

Planning Commission: 1 position

Appointee will fill the position vacated by George Hawkins whose term expires June 30, 2017.

Members must be resident electors of the City of La Mesa and are subject to the Conflict of Interest Code.

First Appointed Number of Terms

Dimitri Callian
D. Robert Dieringer
Kevin George
Christopher Langdon
Mickey Moreau
Greg Paden
Benjamin Payne
Stosh Podeswik
Erik Verkaaik

APPLICATIONS ARE AVAILABLE FOR REVIEW IN THE CITY CLERK'S OFFICE