

CITY OF NEWARK CITY COUNCIL

37101 Newark Boulevard, Newark, CA 94560-3796 • 510-578-4266 • E-mail: city.clerk@Newark.org

City Administration Building
7:30 p.m.
City Council Chambers

AGENDA

Thursday, March 8, 2018

CITY COUNCIL:

Alan L. Nagy, Mayor
Michael K. Hannon, Vice Mayor
Luis L. Freitas
Sucy Collazo
Mike Bucci

CITY STAFF:

John Becker
City Manager

Terrence Grindall
Assistant City Manager

Susie Woodstock
Administrative Services Director

Sandy Abe
Human Resources Director

Soren Fajeau
Public Works Director

Michael Carroll
Police Chief

David Zehnder
Recreation and Community
Services Director

David J. Benoun
City Attorney

Sheila Harrington
City Clerk

Welcome to the Newark City Council meeting. The following information will help you understand the City Council Agenda and what occurs during a City Council meeting. Your participation in your City government is encouraged, and we hope this information will enable you to become more involved. The Order of Business for Council meetings is as follows:

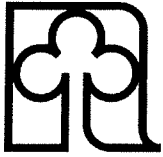
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|-------------------------------------|-------------------------|
| A. ROLL CALL | I. COUNCIL MATTERS |
| B. MINUTES | J. SUCCESSOR AGENCY |
| C. PRESENTATIONS AND PROCLAMATIONS | TO REDEVELOPMENT AGENCY |
| D. WRITTEN COMMUNICATIONS | K. ORAL COMMUNICATIONS |
| E. PUBLIC HEARINGS | L. APPROPRIATIONS |
| F. CITY MANAGER REPORTS | M. CLOSED SESSION |
| G. CITY ATTORNEY REPORTS | N. ADJOURNMENT |
| H. ECONOMIC DEVELOPMENT CORPORATION | |

Items listed on the agenda may be approved, disapproved, or continued to a future meeting. Many items require an action by motion or the adoption of a resolution or an ordinance. When this is required, the words *MOTION*, *RESOLUTION*, or *ORDINANCE* appear in parenthesis at the end of the item. If one of these words does not appear, the item is an informational item.

The attached *Agenda* gives the *Background/Discussion* of agenda items. Following this section is the word *Attachment*. Unless "none" follows *Attachment*, there is more documentation which is available for public review at the Newark Library, the City Clerk's office or at www.newark.org. Those items on the Agenda which are coming from the Planning Commission will also include a section entitled *Update*, which will state what the Planning Commission's action was on that particular item. *Action* indicates what staff's recommendation is and what action(s) the Council may take.

Addressing the City Council: You may speak once and submit written materials on any listed item at the appropriate time. You may speak once and submit written materials on any item not on the agenda during *Oral Communications*. To address the Council, please seek the recognition of the Mayor by raising your hand. Once recognized, come forward to the lectern and you may, but you are not required to, state your name and address for the record. Public comments are limited to five (5) minutes per speaker, subject to adjustment by the Mayor. Matters brought before the Council which require an action may be either referred to staff or placed on a future Council agenda.

No question shall be asked of a council member, city staff, or an audience member except through the presiding officer. No person shall use vulgar, profane, loud or boisterous language that interrupts a meeting. Any person who refuses to carry out instructions given by the presiding officer for the purpose of maintaining order may be guilty of an infraction and may result in removal from the meeting.



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Thursday, March 8, 2018

A. ROLL CALL

B. MINUTES

B.1 Approval of Minutes of the City Council meeting of February 22, 2018.
(MOTION)

C. PRESENTATIONS AND PROCLAMATIONS

D. WRITTEN COMMUNICATIONS

E. PUBLIC HEARINGS

F. CITY MANAGER REPORTS

(It is recommended that Items F.1 through F.2 be acted on simultaneously unless separate discussion and/or action is requested by a Council Member or a member of the audience.)

CONSENT

F.1 Approval to re-designate the classifications of Finance Technician I and Finance Technician II to the City Officials, Management, Supervisory, and Professional Employee Group by amending the Employee Classification Plan, the Compensation and Benefit Plan for City Officials, Management, Supervisory, and Professional Employees, and the Memorandum of Understanding Between the City of Newark and the Newark Association of Miscellaneous Employees – from Human Resources Director Abe.

(RESOLUTIONS – 3)

Background/Discussion – The Administrative Services Department has two management level classifications assigned to Finance, an Accounting Manager and a Senior Accountant. The Senior Accountant position is currently being under-filled by a Finance Technician I.

To appropriately reflect the supervisory duties performed by the position and its management role and responsibilities, the Administrative Services Department has requested the re-designation of Finance Technician I and II to an exempt Finance Technician classification in the Management, Supervisory and Professional Employees Group.

As proposed, the recommended salary range for Finance Technician is Range 10, \$6,783 to \$9,836 per month (upper range set between the top steps of Finance Technician I and II). The current salary of the incumbent remains unchanged as a re-designation is not considered a promotion.

Action - It is recommended that the City Council approve by resolutions: (1) amending Resolution No. 2505, Employee Classification Plan, to add the Finance Technician classification and delete the Finance Technician I and Finance Technician II classifications (2) amending Resolution No. 10678, the Compensation and Benefit Plan for City Officials, Management, Supervisory and Professional Employees to add the classification, entitled Finance Technician, and (3) amending Resolution No. 10675, the Memorandum of Understanding Between the City of Newark and the Newark Association of Miscellaneous Employees by deleting the classifications of Finance Technician I and II.

F.2 Approval of Police Recruiting Incentive Program – from Police Chief Carroll. (RESOLUTION)

Background/Discussion – The Newark Police Department has been hiring officers continuously for the past several years and anticipates that these efforts will continue for the next few years. The competition amongst agencies for high quality police officer recruits and lateral officers has increased tremendously over the past few years.

The Newark Police Department has three options for hiring potential officers. The first is to hire recruits with no police officer experience and sponsor them fully through the police academy. This takes over a year from job announcement to the end of training. The second option is to hire an officer during or upon completion of the police academy. Most academies are filled with sponsored cadets (already committed to another agency), leaving a very limited field of qualified candidates. The third option is hiring a lateral candidate who currently works for another agency. This is the fastest option from hire to having an officer on the street.

The Newark Police Department has experienced success with all three options. However, the department is still not fully staffed and must continue to look at new methods to recruit officers. Implementing a formal “Police Recruiting Incentive Program” would allow the department to be more competitive with other police departments in attracting police officer recruits by having the ability of offer incentives to recruits who may have multiple agencies competing for their services. The program would also make the Newark Police Department more attractive to lateral officers who are considering changing agencies.

This program will include a number of hiring incentives. These include:

1. Reimbursement for moving expenses which includes actual moving and initial rent expenses up to \$2,500 in cases where employee lives further than 75 miles from the City of Newark and relocates within 30 miles of the city, or the employee lives further than 50 miles away from the City of Newark and moves into the city.
2. Reimbursement for police academy costs. Newly hired police officers who have completed the academy within one year of hire and who have not yet been employed by another agency as a police officer will be eligible to be reimbursed for all out of pocket academy tuition and related costs. The academy graduate must provide evidence of his/her expenses and the reimbursement is limited to \$2,500.
3. A \$500 referral fee to Newark Police Department employees who refer a candidate to the City. Payment of the referral fee is contingent upon the recommended candidate completing probation.

Staff estimates this Program to cost approximately \$10,000 per year and will request that this funding be included in the 2018-2020 Biennial Budget.

Attachment

Action - It is recommended that the City Council, by resolution, approve the Police Recruiting Incentive Program.

NONCONSENT

F.3 Presentation of Draft Long-Range Recycling Plan – from Administrative Services Director Woodstock. (INFORMATIONAL)

Background/Discussion – In December 2016, the Alameda County Waste Management Authority (Stopwaste.org) and the City of Newark agreed upon an Expenditure Plan for the Measure D (recycling) money that the City receives. The Expenditure Plan included hiring a consultant to prepare a long-range recycling plan, assist the City with implementing a commercial organics collection program and audit the material stream reporting. In February 2017, Abbe & Associates was hired for these tasks. The material stream reporting was audited in the spring of 2017 and found the reporting methodology used by Republic Services is in compliance with industry standards. The commercial organics collection program was approved by the City Council on November 9, 2017 and the commercial organics collection started January 1, 2018.

The Long-Range Recycling Plan is currently in draft form. The purpose of this document is to provide an understanding of state and local requirements related to waste diversion. The plan also provides information on methods to increase waste diversion in the City. The Plan divides the methods into short-term, medium-term, and long-term policies and programs. The Plan is being presented to the City Council in draft form for feedback on policies and programs. The final Plan will be brought back at a future City Council meeting for approval.

Attachment

Action – Informational Item

F.4 Presentation on Police and Fire Department service levels – Police Chief Carroll and Fire Chief Rocha. (INFORMATIONAL)

Background/Discussion – The City Council will receive a presentation on Police and Fire Department service levels.

Action – Informational item

G. CITY ATTORNEY REPORTS

H. ECONOMIC DEVELOPMENT CORPORATION

I. CITY COUNCIL MATTERS

J. CITY COUNCIL ACTING AS THE SUCCESSOR AGENCY TO THE REDEVELOPMENT AGENCY

K. ORAL COMMUNICATIONS

L. APPROPRIATIONS

Approval of Audited Demands for the City Council meeting of March, 8, 2018. (MOTION)

M. CLOSED SESSION

M.1 Closed session for conference with Legal Counsel on existing litigation pursuant to Government Code Section 54956.9(d)(1): Timothy Jones v. City of Newark, Workers Compensation Appeals Board, Claim # 160300120 – from City Attorney Benoun and Human Resources Director Abe.

Background/Discussion – The City Attorney has requested that the City Council convene in closed session pursuant to Government Code Section 54956.9(d)(1).

N. ADJOURNMENT

Pursuant to Government Code 54957.5: Supplemental materials distributed less than 72 hours before this meeting, to a majority of the City Council, will be made available for public inspection at this meeting and at the City Clerk's Office located at 37101 Newark Boulevard, 5th Floor, during normal business hours. Materials prepared by City staff and distributed during the meeting are available for public inspection at the meeting or after the meeting if prepared by some other person. Documents related to closed session items or are exempt from disclosure will not be made available for public inspection.

For those persons requiring hearing assistance, please make your request to the City Clerk two days prior to the meeting.