AGENDA

CITY OF UNION CITY/
SUCCESSOR AGENCY TO THE REDEVELOPMENT AGENCY MEETING

GARY SINGH, Mayor
SCOTT SAKAKIHARA, Vice Mayor (District 4)
LANCE NISHIHIRA, Councilmember (District 1)
JAIME PATIÑO Councilmember (District 2)
JEFF WANG, Councilmember (District 3)

Tuesday, July 22, 2025
7:00 PM
City Hall - Council Chamber
34009 Alvarado-Niles Road Union City, CA 94587

NOTICE OF PARTICIPATION: Councilmember Jaime Patiño will participate in the meeting via teleconference from a location where the agenda will be posted and the site will be accessible to the public with an opportunity to address the Council, at Westin Peachtree Plaza (Lobby), 210 Peachtree St NW, Atlanta, GA 30303.

1. CALL TO ORDER

1.1. Pledge of Allegiance

1.2. Roll Call

2. UNFINISHED BUSINESS - None

3. PROCLAMATIONS AND PRESENTATIONS

3.1. Hate Crimes Presentation from the Union City Police Department

4. ORAL COMMUNICATIONS

An individual speaker shall have three minutes to address the Council on non-agenda items under the Oral Communications section of the agenda. The Chair may, in their discretion, lower the time limit to less than three minutes based on the number of speakers and/or business to be conducted by the City Council. Members of the public who wish to speak to the Council under the first Oral Communications section are requested to complete a speaker card, giving their name and city of residence. If a speaker wants further notification from the City, the speaker may include a mailing address. Neither a speaker card or identification of name, city of residence or mailing address are required to provide public comment but are requested for record keeping purposes.

5. CONSENT CALENDAR

All matters listed on the Consent Calendar are considered routine in nature and will be enacted by one motion. If discussion is required on a specific item, it will be removed from the Consent Calendar and considered separately.

5.1. Approve the July 8, 2025 City Council Regular Meeting Action Minutes

5.2. Adopt a Resolution Authorizing the City Manager to Enter Into a Professional

Services Agreement With TeamCivX for $90,000 and Godbe Research for $41,475 to Assist the City in Community Surveying and Communications, and Authorize Additional Funds for Communications Collateral, Including up to Three Mailers at $18,250 per Mailing, and a Digital Communications Budget of $10,000 That Will Also Be Coordinated Through TeamCivX

5.3. Adopt a Resolution Approving a Consulting Services Agreement with R3 Consulting Group, Inc., in a Not-to-Exceed Amount of $300,000, Through August 1, 2026, for Staffing Augmentation and Consulting Services, and Authorizing the City Manager to Execute the Agreement in a Form Approved by the City Attorney

5.4. Adopt a Resolution Authorizing the City Manager to Approve a Purchase Order Change Order, in the Amount of $31,000, to Purchase Order No. 1054701 With Robert Half International, for a Total Purchase Order Amount of $105,000, for Temporary Staffing Services for the Finance Department

5.5. Adopt a Resolution Authorizing the City Manager to Allow the Police Department to Over Hire up to Four Sworn Police Officer Positions Based Upon Forecasted Vacancies

5.6. Adopt a Resolution Authorizing the City Manager to Execute the Fifth Amendment to the Consulting Service Agreement with Cumming Group, in the amount of $203,932, for a total contract amount of $660,830, for Construction Project Management Services for Various City-Owned Building Repairs and Renovations

6. PUBLIC HEARINGS

6.1. Conduct a Public Hearing and Adopt Two Resolutions of the City Council of the City of Union City: 1) Approving and Authorizing the Submittal of the 2025–2029 Community Development Block Grant (CDBG) Consolidated Plan and the FY 2025–2026 CDBG Annual Action Plan, and Authorizing the City Manager, or Their Designee, to Submit the 2025–2029 CDBG Consolidated Plan and the FY 2025–2026 CDBG Annual Action Plan to the U.S. Department of Housing and Urban Development (HUD) and to Execute All Documents and Certifications Necessary to Secure Funding for the City, and 2) Awarding $245,000 Annually From the General Fund to Various Public Services Providers as Part of the City's Public Services Grants Process for FY 2025–2026 and FY 2026–2027, and Authorizing the City Manager, or Their Designee, to Execute All Documents Necessary to Secure Funding and Award the Public Services Grants

6.2. Conduct A Public Hearing And Adopt A Resolution Approving The Adjusted Stormwater Fee And Ordering The Collection Of The Fee On The Tax Roll

7. CITY MANAGER REPORTS

7.1. Adopt a Resolution Supporting Federal Recognition of the Muwekma Ohlone Tribe

8. SUCCESSOR AGENCY TO REDEVELOPMENT AGENCY - None

9. AUTHORITIES AND AGENCIES - None

10. CITY COMMISSION / COMMITTEE REPORTS - None

11. ITEMS REFERRED BY COUNCIL

12. GOOD OF THE ORDER

13. CLOSED SESSION - None

14. ADJOURNMENT

MEETING INFORMATION

Regular City Council meetings are held in person on the second and fourth Tuesday of each month at 7:00 p.m. in the Council Chambers, City Hall, 34009 Alvarado-Niles Road, Union City, CA 94587.

Meetings can also be observed via Zoom: http://citycouncil-live.unioncity.org

Meetings are broadcast live on UCTV Channel 15 and live-streamed on the City's website: https://www.unioncity.org/199/City-Meetings-Video.

Public Comment: Members of the public cannot provide comments via Zoom unless specifically permitted, as detailed below. Remote access is subject to technical availability. If the Zoom platform or other technology fails, the City Council will proceed with the meeting in person unless prohibited by law.

Public Records: Documents related to agenda items are available for review on the City's website (https://www.unioncity.org) or during business hours at the City Clerk's Office, 34009 Alvarado-Niles Road, Union City, CA 94587.

Accessibility: If you require special assistance to participate in the meeting, please contact the City Clerk's Office at (510) 675-5448 at least 72 hours before the meeting. Closed captioning is available for all regular City Council meetings.

ADDRESSING THE CITY COUNCIL

In-Person Public Comment:
Members of the public may address the Council on any agenda item or during the Public Input portion of the meeting. To speak, please fill out a speaker card with your name and city of residence. If you would like a follow-up from the City, you may also provide your mailing address. Completing a speaker card and providing your name, city, or mailing address are not required to make a public comment but are requested for record-keeping purposes.

Written Comment:
To submit written comments on an agenda item or during Public Comment, please email: publiccomment@unioncity.org. Include "public comment" in the subject line and reference the agenda item number. Written comments will be forwarded to the City Council and made publicly available.

Public Comment via Zoom:
As noted above, the public may not address the Council via Zoom unless required by AB 2449. If the City is required to provide this opportunity, the Mayor will announce it at the beginning of the meeting. If allowed, raise your virtual hand on Zoom to indicate that you would like to speak on a specific agenda item.

CITY COUNCIL NORMS AND GUIDELINES

(Resolution No. 6129-23; Adopted May 23, 2023)

The Union City Council abides by the following norms:

1. We conduct ourselves in a professional manner, treat everyone with respect, and act with high integrity, always putting the interests of the City of Union City ahead of self-interests in accordance with our code of ethics.

2. We respect the Council-Manager form of government, and do not interfere with the City Manager's role or any professional duties of City staff.

3. We recognize that matters of confidential nature are to be kept private and undisclosed.

4. We respect each other's opinions and are supportive of each other's work advocating for the City, and we ensure that all voices are heard. We do not criticize others for having a different point of view, and we agree to disagree respectfully.

5. We understand that the City Council acts as a body, all members are equal, and policy direction is only given by a majority vote of the City Council. Once a decision is made, all members of the City Council must respect the City Council's direction.

6. We will be prepared for City Council meetings and ask our questions of the City Manager in advance so we can avoid surprising City staff at meetings.

7. We do not criticize City staff publicly or to others and will refrain from directing them. Instead, we will take our concerns and questions privately to the City Manager.

8. We will govern on an at-large basis, although elected by districts. We will maintain a citywide perspective and consider the needs and interests of the entire community.

9. We will continue to allocate resources based on long-term strategic priorities and efforts, with consideration of citywide service levels and financial capacity.

10. We understand customer service is the priority and each member of the City Council will help constituents regardless of the district in which they reside or from which a Councilmember themselves is elected.

11. We recognize the significant importance of attendance and participation at City Council meetings in proceeding with City business. All members of the City Council should endeavor to miss no more than two regular meetings per calendar year absent extraordinary circumstances. Members of the City Council should, absent unforeseen circumstances, provide a minimum of sixty days' notice to the City Council of planned absences during the Good of the Order or Items Referred by Council portion of the City Council agenda, as appropriate.

May these Council Norms be administered and enforced in the following manner:

1. Councilmembers have the primary responsibility to assure that ethical standards are understood and met by the Council, and that the public can continue to have full confidence in the integrity of government.

2. The Mayor and the Council have the responsibility to intervene when action of its members are in violation of Council Norms.

3. The City Council can review and revise the Council Norms as needed.

4. During City Council discussions, deliberations, and proceedings, the Mayor is designated with the primary responsibility to ensure that Councilmembers adhere to the Council Norms.

CERTIFICATION OF MEETING NOTICE AND AGENDA POSTING

This notice and agenda were posted on the City's website and the City Hall bulletin board at least 72 hours prior to the meeting date, in compliance with the Ralph M. Brown Act.

/s/Thai Nam Pham, MMC, CPMC
City Clerk/Secretary to the City of Union City Successor Agency

UNION CITY
california

Agenda Item

Agenda Item

ATTACHMENTS:

	Description	Type
🗋	UCPD Hate Crimes Presentation	Resolution

UNION CITY POLICE DEPARTMENT

HATE CRIMES REPORT

Presented By: Captain Brian Baumgartner

HATE CRIME or HATE INCIDENT?

ALTHOUGH UCPD CONDEMNS BOTH,
ONLY HATE CRIMES ARE LEGALLY ACTIONABLE FOR LAW ENFORCEMENT AND CAN BE PROSECUTED AS EITHER MISDEMEANORS OR FELONIES, DEPENDING ON THE ACTS COMMITTED

HATE CRIME

EXISTING LAW DEFINES A HATE CRIME AS:

A criminal act committed, in whole or in part, because of actual or perceived characteristics of the victim, including, but not limited to, race, religion, disability, and sexual orientation.

HATE INCIDENT

PER THE DEPARTMENT OF JUSTICE, A HATE INCIDENT IS:

An action or behavior motivated by hate but legally protected by the First Amendment right to freedom of expression. If a hate incident starts to threaten a person or property, it may become a hate crime.

UCPD POLICY

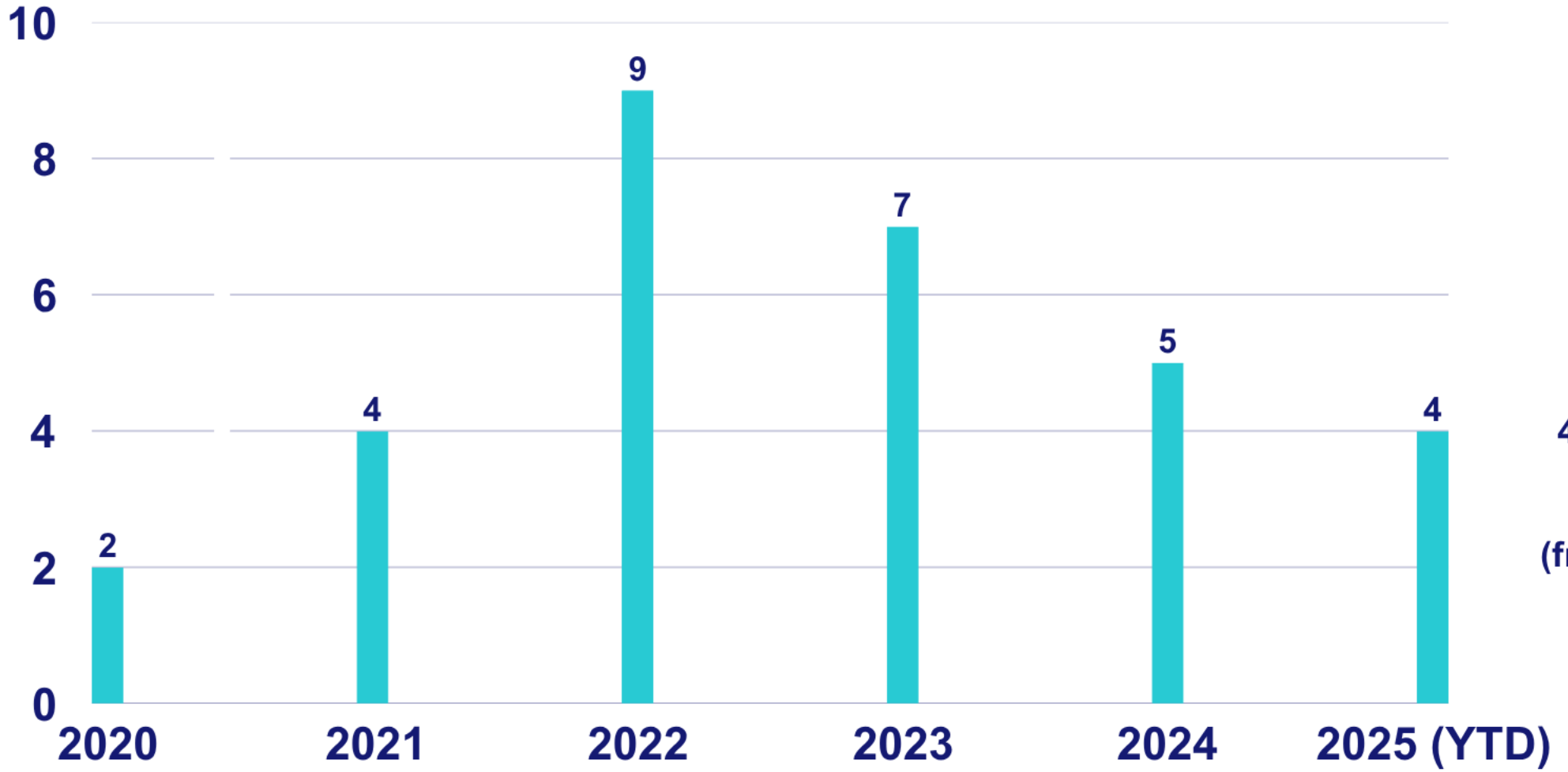
- Safeguard the rights of all individuals irrespective of their disability, gender, nationality, race or ethnicity, religion, sexual orientation, and/or association with a person or group with one or more of these actual or perceived characteristics

- Any acts or threats of violence, property damage, harassment, intimidation, or other crimes motivated by hate or bias should be viewed very seriously and given high priority

- Employ reasonably available resources and vigorous law enforcement action to identify, and arrest hate crime perpetrators

ALL OFFICERS ARE REQUIRED TO BE FAMILIAR WITH THIS POLICY AND USE REASONABLE DILIGENCE TO CARRY OUT THE POLICY

HATE CRIMES: NUMBER OF INCIDENTS
5-YEAR COMPARISON



44% Decrease in Hate Crime Incidents (from 2022 to 2024)

Some incidents have more than one victim.

UCPD CLEARANCE RATE AND STATE TRENDS

WE THOROUGHLY INVESTIGATE ALL HATE INCIDENTS TO DETERMINE IF A CRIME OCCURRED

UCPD CLEARANCE RATE

- 67% Involving a Violent Assault
- 6 Violent Assaults
- 4 Arrests
- Most Involve:
  - Intimidation
  - Simple Assault
  - Vandalism/Damage

STATE TRENDS

1 Race Biased (Majority)

-The Black/African American Community is 25% in California

-Anti-Asian has dropped for the third straight year (highest after COVID)

2 Religion

-The Jewish Community (International Conflict) is largest bias

3 Anti-Gay & Anti LGBTQ+

2024 HATE CRIME EVENTS IN CALIFORNIA INCREASED 3% FROM 2023

RACE OF VICTIM AND SUSPECT

RACE OF VICTIMS

YEAR	2020	2021	2022	2023	2024	2025 YTD
Black/African American	1	1	4	5	3	1
Hispanic	1	0	1	0	0	1
Asian	0	6	1	1	2	0
White	0	0	2	0	1	0
Other	0	0	0	0	0	2
Unknown	0	0	0	0	0	0

RACE OF SUSPECT

YEAR	2020	2021	2022	2023	2024	2025 YTD
Black/African American	0	3	0	0	0	1
Hispanic	0	1	3	2	0	0
Asian	0	0	1	0	1	2
White	1	1	0	1	1	1
Other	0	2	1	0	0	0
Unknown	1	0	2	0	0	0

AGE OF VICTIM AND SUSPECT

AGE OF VICTIM

YEAR	2020	2021	2022	2023	2024	2025 YTD
0-20	0	0	1	2	0	1
21-30	0	1	0	0	3	0
31-40	1	1	2	1	2	1
41-50	1	2	0	0	1	0
51-60	0	1	3	1	0	0
61-70	0	0	0	1	0	2

AGE OF SUSPECT

YEAR	2020	2021	2022	2023	2024	2025 YTD
0-20	0	0	0	0	0	1
21-30	0	0	2	0	0	1
31-40	0	0	1	0	0	3
41-50	1	0	1	2	1	1
51-60	0	1	1	1	0	1
61-70	0	0	2	0	1	1

UCPD POLICY / TRAINING / NOTIFICATION

UCPD Policy 338

- Identifies handling of crimes motivated by hate or other bias toward individuals & groups with legally defined protected characteristics
- Provides a guide to conducting related investigations
- Outlines framework for accessing victim assistance, follow-up, & reporting

Training Penal Code § 13519.6

- Mandated hate crime training in the Police Academy
- Procedural & policy review included in officer briefings, with 2 hours of required training every 6 years
- POST training videos on identifying and investigating hate crimes, including updates on new laws

Notification

- Officers are to notify appropriate personnel to include the nature & seriousness of the offense & its potential inflammatory & related impact on the community
- Supervisors ensure preliminary actions have been taken & request any appropriate personnel needed for the investigation & PD response
- Notification through the chain of command, including the Chief of Police & elected officials

Checklist

UCPD OFFICERS UTILIZE A POST/DOJ ENDORSED INVESTIGATION CHECKLIST TO ASSIST WITH THEIR INVESTIGATION

HATE CRIME CHECKLIST (Front)

Page ____ of ____

VICTIM

Victim Type:

☐ **Individual**
Legal name (Last, First): _____
Other Names used (AKA): _____

☐ **School, business or organization**
Name: _____
Type: _____
(e.g., non-profit, private, public school)
Address: _____

☐ **Faith-based organization**
Name: _____
Faith: _____
Address: _____

Target of Crime (Check all that apply):

☐ Person ☐ Private property ☐ Public property

☐ Other _____

Nature of Crime (Check all that apply):

☐ Bodily injury ☐ Threat of violence

☐ Property damage

☐ Other crime: _____

Property damage - estimated value _____

BIAS

Type of Bias (Check all characteristics that apply):

☐ Disability
☐ Gender
☐ Gender identity/expression
☐ Sexual orientation
☐ Race
☐ Ethnicity
☐ Nationality
☐ Religion
☐ Significant day of offense *(e.g., 9/11, holy days)*
☐ Other: _____

Specify disability (be specific):
_____
_____

Actual or Perceived Bias – Victim's Statement:

☐ Actual bias [Victim actually has the indicated characteristic(s)].
☐ Perceived bias [Suspect believed victim had the indicated characteristic(s)].
If perceived, explain the circumstances in narrative portion of Report.

Reason for Bias:

Do you feel you were targeted based on one of these characteristics?
☐ Yes ☐ No *Explain in narrative portion of Report.*

Do you know what motivated the suspect to commit this crime?
☐ Yes ☐ No *Explain in narrative portion of Report.*

Do you feel you were targeted because you associated yourself with an individual or a group?
☐ Yes ☐ No *Explain in narrative portion of Report.*

Are there indicators the suspect is affiliated with a Hate Group (i.e., literature/tattoos)?
☐ Yes ☐ No *Describe in narrative portion of Report.*

Are there Indicators the suspect is affiliated with a criminal street gang?
☐ Yes ☐ No *Describe in narrative portion of Report.*

Bias Indicators (Check all that apply):

☐ Hate speech ☐ Acts/gestures ☐ Property damage ☐ Symbol used
☐ Written/electronic communication ☐ Graffiti/spray paint ☐ Other: _____
Describe with exact detail in narrative portion of Report.

HISTORY

Relationship Between Suspect & Victim:

Suspect known to victim? ☐ Yes ☐ No
Nature of relationship: _____
Length of relationship: _____
If Yes, describe in narrative portion of Report

☐ Prior reported incidents with suspect? Total # _____
☐ Prior unreported incidents with suspect? Total # _____
Restraining orders? ☐ Yes ☐ No
If Yes, describe in narrative portion of Report
Type of order: _____ Order/Case# _____

WEAPONS

Weapon(s) used during incident? ☐ Yes ☐ No Type: _____
Weapon(s) booked as evidence? ☐ Yes ☐ No
Automated Firearms System (AFS) Inquiry attached to Report? ☐ Yes ☐ No

POST 05/19 (Based on LAPD's Hate Crime Supplemental Report, used with permission)

HATE CRIME CHECKLIST (Back)

Page ____ of ____

EVIDENCE

Witnesses present during incident? ☐ Yes ☐ No Statements taken? ☐ Yes ☐ No
Evidence collected? ☐ Yes ☐ No
Photos taken? ☐ Yes ☐ No
Total # of photos: _____ D#: _____
Taken by: _____ Serial #: _____
Recordings: ☐ Video ☐ Audio ☐ Booked
Suspect identified: ☐ Field ID ☐ By photo ☐ Known to victim

OBSERVATIONS

VICTIM	SUSPECT
☐ Tattoos	☐ Tattoos
☐ Shaking	☐ Shaking
☐ Unresponsive	☐ Unresponsive
☐ Crying	☐ Crying
☐ Scared	☐ Scared
☐ Angry	☐ Angry
☐ Fearful	☐ Fearful
☐ Calm	☐ Calm
☐ Agitated	☐ Agitated
☐ Nervous	☐ Nervous
☐ Threatening	☐ Threatening
☐ Apologetic	☐ Apologetic
☐ Other observations: _____	☐ Other observations: _____

ADDITIONAL QUESTIONS (Explain all boxes marked "Yes" in narrative portion of report):

Has suspect ever threatened you? ☐ Yes ☐ No
Has suspect ever harmed you? ☐ Yes ☐ No
Does suspect possess or have access to a firearm? ☐ Yes ☐ No
Are you afraid for your safety? ☐ Yes ☐ No
Do you have any other information that may be helpful? ☐ Yes ☐ No

Resources offered at scene: ☐ Yes ☐ No Type: _____

MEDICAL

Victim	Suspect	
☐	☐	Declined medical treatment
☐	☐	Will seek own medical treatment
☐	☐	Received medical treatment

Authorization to Release Medical Information, Form 05.03.00, signed? ☐ Yes ☐ No

Paramedics at scene? ☐ Yes ☐ No Unit # _____
Name(s)/ID #: _____
Hospital: _____
Jail Dispensary: _____
Physician/Doctor: _____
Patient #: _____

Officer (Name/Rank)	Date
Officer (Name/Rank)	Date
Supervisor Approving (Name/Rank)	Date

POST 05/19

DOJ ROLE IN HATE CRIMES

1. **UNDERLYING CRIMINAL ACT**

   Incident must involve a crime (battery, vandalism, threats etc). There is no hate crime without a crime being committed.

2. **MOTIVATED BY BIAS AGAINST A PROTECTED CHARACTERISTIC**

   Race, age, sex, disability, etc.

3. **EVIDENCE OF BIAS MOTIVATION**

   The victim was chosen due to their protected characteristic.

THIS FRAMEWORK IS BACKED BY STATE STATUTES (422.6 PC) AND DOJ ENFORCEMENT AND GUIDANCE

SERVICES PROVIDED TO HATE CRIME VICTIMS

UCPD
Police Services

- Response, investigation, community communication/alerts, and meet with targeted communities
- Provide safety, security, and crime prevention information
- Obtain protective orders, provide criminal case updates
- Meet with victims, and provide direct and referral assistance to the victim and the victim's family (brochure/resources)

ALAMEDA COUNTY
Victim Services Unit

- Emergency assistance, counseling, and psychiatric services
- Medical treatment
- Case status and disposition alerts
- Financial aid
- Legal assistance

DOJ
Department of Justice

- Case status alerts through the Attorney General's Office Victim Services Unit
- Investigation follow-up, arrest, prosecution, and conviction of perpetrators
- Financial aid
- Legal assistance

POLICE TRANSPARENCY PORTAL

Police Transparency Portal

The Union City Police Department is committed to working with our community through partnerships built on trust and transparency. We created this Police Transparency Portal as a resource for anyone seeking information about our department. This site can be used to learn about police department policy and procedure, current police department action items, and to see where we stand on important community topics.

- Military Equipment Use Policy
- Policies
- Procedures
- Action Items
- Annual Reports
- Critical Incidents
- Crime Blotter
- 2022 - 2026 Strategic Plan
- Senate Bill 978 - Training
- Assembly Bill 485 - Hate Crimes
- ALPR Camera Information

Questions?

Agenda Item

ATTACHMENTS:

	Description	Type
🗋	Action Minutes	Attachment

MINUTES

CITY OF UNION CITY / SUCCESSOR AGENCY TO THE REDEVELOPMENT AGENCY
REGULAR MEETING

GARY SINGH, Mayor
SCOTT SAKAKIHARA, Vice Mayor (District 4)
LANCE NISHIHIRA, Councilmember (District 1)
JAMIE PATIÑO, Councilmember (District 2)
JEFF WANG, Councilmember (District 3)

Tuesday, July 8, 2025 | 7:00 PM

City Hall - Tom Kitayama City Council Chambers
34009 Alvarado-Niles Road, Union City, CA 94587

1. CALL TO ORDER

Mayor Singh called the meeting to order at 7:01 PM.

1.1. Pledge of Allegiance

Mayor Singh led the Pledge of Allegiance.

1.2. Roll Call

Attendee Name	Present
Councilmember Nishihira	Yes
Councilmember Patiño	Yes
Councilmember Wang	Yes
Vice Mayor Sakakihara	Yes
Mayor Singh	Yes

2. UNFINISHED BUSINESS

There were none.

3. PROCLAMATIONS AND PRESENTATIONS

3.1. Proclamation Recognizing July 2025 as Park and Recreation Month

Mayor Singh read aloud the proclamation and presented it to Community and Recreation Services Director Buzo, Community and Recreation Services Manager Valuckas, Recreation Supervisor Heuer, CRS Program Specialist Gonzalez, Park and Recreation Commissioners Nichols and Ortiz. Director Buzo later provided brief remarks.

3.2. Proclamation Recognizing July 17, 2025, as Port Chicago Remembrance Day

Mayor Singh read aloud the proclamation and presented it to Port Chicago Alliance Board Member Lewis Thrower, who later provided brief remarks.

4. ORAL COMMUNICATIONS

Mayor Singh opened Oral Communications. Since there were no speakers, Mayor Singh closed Oral Communications.

5. CONSENT CALENDAR

Mayor Singh requested that Items 5.6 and 5.7 be pulled from the Consent Calendar, stating that he would recuse himself from both items due to an economic conflict of interest. He disclosed that MV Transportation, Inc., which operates Union City Transit, is a source of income for him as it leases real property from him. Because Items 5.6 and 5.7 involve funding or contractual actions related to MV Transportation, Inc., they could impact his financial interests. He also noted a remote financial interest in Item 5.7 pursuant to Government Code Section 1091 due to the existing lease agreement.

Mayor Singh left the Chambers.

Motion: Approve the Consent Calendar Items 5.1 – 5.5.	
RESULT:	**Pass**
MOVER:	Councilmember Patiño
SECONDER:	Councilmember Wang
AYES:	Councilmembers Nishihira, Patiño, Wang, Vice Mayor Sakakihara, and Mayor Singh
NOES:	None
ABSENT:	None

5.1. Approve the June 24, 2025 City Council Regular Meeting Action Minutes

A motion was made to approve the minutes.

5.2. Adopt a Resolution Authorizing the City Manager to Execute a Consulting Services Agreement with The Pun Group, LLP, for a Three-Year Term, with Two Optional One-Year Extensions, for a Three-Year Not-to-Exceed Contract Amount of $321,555, to Provide Professional Auditing Services Beginning with Fiscal Year 2024-2025

Enactment No.: Resolution No. 2025-089

5.3. Adopt a Resolution Amending the Five-Year Capital Improvement Plan for FY 2025- 2026 Through FY 2029-2030 to Add City Project No. 26-10 – The

Mark Green Sports Center Air Conditioning Units Replacement Project and Amending the FY 2025-2026 General Fund Budget by Appropriating $175,000 to Account Number 11092610-54111 (General Fund – MGSC Air Conditioning Units Replacement Project – Contractual Services)

Enactment No.: Resolution No. 2025-090

5.4. Adopt a Resolution Authorizing the City Manager to Execute the First Amendment to the Consulting Services Agreement with Cal-West Lighting and Signal Maintenance, Inc., in the Amount of $200,000, for a Total Not-To-Exceed Contract Amount of $600,000, for Traffic Signal Maintenance, On-Call Support and Emergency Repair Services

Enactment No.: Resolution No. 2025-091

5.5. Adopt a Resolution Rejecting All Bids for the At-Grade Pedestrian Crossing at BART, City Project No. 14-14

A motion was made to adopt the resolution.

Enactment No.: Resolution No. 2025-092

5.6. Adopt a Resolution Authorizing the City Manager, or Their Designee, to Submit the Required Project List Authorizing Resolution, To Execute the Certifications and Assurances, and to Submit Authorized Agent Forms for the State Transit Assistance (STA) State of Good Repair (SGR) Program for Union City Transit

The item was pulled.

5.7. Adopt a Resolution Approving Union City Transit Fall 2025 Service Changes, Effective Saturday, August 9, 2025

The item was pulled.

Motion: Motion to approve Consent Calendar Items 5.6 and 5.7.	
RESULT:	**Pass**
MOVER:	Vice Mayor Sakakihara
SECONDER:	Councilmember Wang
AYES:	Councilmembers Nishihira, Patiño, Wang, and Vice Mayor Sakakihara
NOES:	None
RECUSED:	Mayor Singh
ABSENT:	None

5.6. Adopt a Resolution Authorizing the City Manager, or Their Designee, to Submit the Required Project List Authorizing Resolution, To Execute the Certifications and Assurances, and to Submit Authorized Agent Forms for the State Transit Assistance (STA) State of Good Repair (SGR) Program for Union City Transit

A motion was made to adopt the resolution.

Enactment No.: Resolution No. 2025-093

5.7. Adopt a Resolution Approving Union City Transit Fall 2025 Service Changes, Effective Saturday, August 9, 2025

A motion was made to adopt the resolution.

Enactment No.: Resolution No. 2025-094

6. PUBLIC HEARINGS

6.1. Conduct a Public Hearing and Adopt a Resolution Declaring Results of an Assessment Ballot Proceeding for the Union Landing Property and Business Improvement District; and Adopt a Resolution Renewing the Union Landing Property and Business Improvement District for a Period of Five Years and Levy and Collect Assessments for Fiscal Year 2025-2026 within Such District Pursuant to the Property and Business Improvement District Law Of 1994, Part 7 of Division 18 of the California Streets And Highways Code

Economic Development Manager Ortega provided staff presentation to the Council and responded to questions from council members.

Mayor Singh opened the Public Hearing at 7:38 PM. Seeing no speakers, Mayor Singh recessed the meeting until 7:43 PM to allow remaining ballots to be submitted. Mayor Singh closed the Public Hearing at 7:43 PM.

Council recessed to allow City Clerk Pham to tabulate the ballots. Following the tabulation, City Clerk Pham reported that 88.21% of the weighted assessments were in favor of renewing the district, and 11.79% were opposed.

Motion: Adopt a resolution declaring results of assessment ballot proceeding for the Union Landing Property and Business Improvement District, and adopt a resolution renewing the Union Landing Property and Business Improvement District for a Period of five years and levy and collect assessment for Fiscal Year 2025-2026 within such district pursuant to the Property and Business Improvement District Law of 1994, Part 7 of Division 18 of the California Streets and Highways Code.	
RESULT:	**Pass**
MOVER:	Mayor Singh
SECONDER:	Councilmember Patiño
AYES:	Councilmembers Nishihira, Patiño, Wang, Vice Mayor Sakakihara, and Mayor Singh
NOES:	None
ABSENT:	None

Enactment No.: Resolution Nos. 2025-095 and 2025-096

7. CITY MANAGER REPORTS

7.1. Adopt a Resolution Authorizing the City Manager to Submit an Allocation Request to the Metropolitan Transportation Commission (MTC) from the Regional Measure 3 Dumbarton Corridor Improvements Program and Accepting Alameda County Transportation Commission's Designation of

the City of Union City as Implementing Agency for Quarry Lakes Parkway, City Project No. 18-04

Public Works Director Ayupan provided staff presentation and responded to questions from Council members.

Mayor Singh opened Public Comment. Liz Ames spoke on the item. Seeing no other speakers, Mayor Singh closed Public Comment.

Motion: Adopt a resolution authorizing the City Manager to submit an allocation request to the Metropolitan Transportation Commission (MTC) from the Regional Measure 3 Dumbarton Corridor Improvements Program and accepting Alameda County Transportation Commission's Designation of the City of Union City as Implementing Agency for Quarry Lakes Parkway, City Project No. 18-04.	
RESULT:	**Pass**
MOVER:	Councilmember Patiño
SECONDER:	Vice Mayor Sakakihara
AYES:	Councilmember Patiño, Vice Mayor Sakakihara, and Mayor Singh
NOES:	Councilmembers Nishihira
ABSENT:	None

Enactment No.: Resolution No. 2025-097

8. SUCCESSOR AGENCY TO REDEVELOPMENT AGENCY

There were none.

9. AUTHORITIES AND AGENCIES

There were none.

10. CITY COMMISSION / COMMITTEE REPORTS

There were none.

11. ITEMS REFERRED BY COUNCIL

Councilmember Patiño reported attending the League of California Cities Board Finance Committee meeting on June 25 and noted that he would participate in the League's Board of Directors Nominating Committee meeting on July 9 and the League's Board meeting in San Jose the following week.

Vice Mayor Sakakihara reported attending the Ava Community Energy Ad Hoc Committee meeting on July 2 and announced upcoming meetings of the Ava Finance Subcommittee and Parks and Recreation Commission scheduled for July 9.

Councilmember Wang reported he would be attending the StopWaste (Alameda County Waste Management Authority) meeting for July 11.

Councilmember Nishihira reported attending the Human Relations Commission meeting on June 25 and the Chamber of Commerce meeting on June 26. He also noted that he will be

attending the Legislation and Policy Committee on July 21 and was not able to make the Alameda County Library Commission due to personal commitment.

Mayor Singh reported attending the Alameda County Transportation Commission meeting.

12. GOOD OF THE ORDER

Councilmember Patiño reported attending a National Association of Latino Elected and Appointed Officials (NALEO) webinar on June 25 regarding disaster recovery protocols for ransomware, flooding, and power outages. He shared that he would forward the presentation materials to the City Manager. He also attended a Chamber of Commerce mixer at TL Auto and later visited Brick House Boxing Gym to support local youth athletes. He noted that a youth boxer from Union City who recently graduated will be participating in his first professional fight. He shared that he would moderate a breakout session at the upcoming NALEO Annual Conference and attended a briefing for that event. He also participated in the National League of Cities Board Finance Committee meeting on June 30, where the FY 25–26 budget was approved for full board review. He joined Mayor Singh and Councilmember Nishihira for a Fourth of July ride-along with the Police Department. He attended the July 5 retirement celebration for Joe Angeles of the New Haven Unified School District. He noted he would attend the National League of Cities Summer Leadership Meeting in Columbus, Ohio, and a Cal Cities Board Meeting on July 17.

Vice Mayor Sakakihara had no items to report.

Councilmember Wang stated he had nothing to report.

Councilmember Nishihira had no report.

Mayor Singh thanked the Police and Fire Departments for their coordinated response on July 4, noting a marked reduction in illegal fireworks activity and fewer complaints. He commended the departments for their preparedness and professionalism.

13. CLOSED SESSION

There were none.

14. ADJOURNMENT

Mayor Singh adjourned the meeting at 8:52 PM.

I HEREBY CERTIFY that the foregoing minutes were duly and regularly adopted at a regular meeting of the City Council of the City of Union City on July 22, 2025.

/s/Thai Nam Pham, MMC, CPMC
City Clerk

Agenda Item

DATE: 7/22/2025

TO: HONORABLE MAYOR AND CITY COUNCIL

FROM: JOAN MALLOY, CITY MANAGER

SUBJECT: ADOPT A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO A PROFESSIONAL SERVICES AGREEMENT WITH TEAMCIVX FOR $90,000 AND GODBE RESEARCH FOR $41,475 TO ASSIST THE CITY IN COMMUNITY SURVEYING AND COMMUNICATIONS, AND AUTHORIZE ADDITIONAL FUNDS FOR COMMUNICATIONS COLLATERAL, INCLUDING UP TO THREE MAILERS AT $18,250 PER MAILING, AND A DIGITAL COMMUNICATIONS BUDGET OF $10,000 THAT WILL ALSO BE COORDINATED THROUGH TEAMCIVX

EXECUTIVE SUMMARY

Staff recommends that the City Council adopt a resolution authorizing the City Manager to enter into a professional services agreement with TeamCivX for $90,000 and Godbe Research for $41,475 to prepare and conduct a community survey and provide related communications and consulting services for up to twelve months; and authorize additional funds for communications collateral, including up to three mailers at $18,250 per mailing which covers design, printing, mailing data, delivery and postage, and a digital communications budget of $10,000 that will also be coordinated through TeamCivX.

STRATEGIC PLAN ALIGNMENT

Goal A. Financial Stability and Sustainability, states, “Foster fiscal health through long-term planning, cost control, heightened efficiency, increased revenue and cost recovery.”

Goal A, Strategy 1 states, “Develop a comprehensive fiscal sustainability model to address the General Fund’s long-term structural deficit.”

Goal C, Economic, Community Development and Public Safety, states, “Institute forward-thinking business, land use development, housing, social services, and public safety strategies that promote community growth and innovation.”

Goal C, Strategy 13 states that the City should, “Align public safety services with community needs based on a data driven decision-making approach (i.e., emergency medical services, restoration of terminated police programs, etc.).”

BACKGROUND

The City Council has prioritized the City’s fiscal stability and sustainability through regular reviews of funding sources that support City services. In addition, the City Council continues to express an interest in bolstering City services, including maintenance of the City’s infrastructure and public safety services.

This was highlighted most recently during the public hearing for the renewal of the Landscape and Lighting Maintenance District No. 3 (LLAD) on June 24, 2025. At that meeting and through previous budget study sessions, the City Council agreed that it was time to reevaluate the LLAD since the assessment had not increased since FY 1996-1997. Due to inflation, the General Fund has supplemented the LLAD for the maintenance of streets, parks, streetlights, traffic signals, landscaped areas, bio-treatment areas, staff costs, and materials costs. With the most recent budget adoption in June 2025, the shortfall for the LLAD was approximately $1,170,770.

In addition, through the recent budgeting process and the review of the General Fund, the City Council identified and discussed the December 2028 sunset of the Utility Users' Tax (UUT) and indicated an interest in considering the renewal of the measure in the 2026 election cycle. The UUT is a significant revenue source for the General Fund, expecting to contribute $7.2 million in 2026 and $7.6 million in 2027.

While the City currently maintains a healthy General Fund reserve, the rising costs of supplies, equipment, contracts, and employee salaries and retirement obligations have continued to place downward pressure on the General Fund. In fact, the Biennial Budget for FY 2026-2027 and 2027-2028 was balanced by the City reducing its contribution to the Workers Compensation Fund by $2 million. While this reduction in the payment to the Workers Compensation Fund is manageable for this budget cycle, it cannot be a long-term fiscal strategy. Further, the City Council has expressed interest in expanding services in public safety (police and fire) and improving the maintenance of streets, parks and other infrastructure.

The City Council has prudently adopted Financial Principles to maintain a minimum of twenty percent in its General Fund reserve. In addition, the City Council has adopted fiscal stability and sustainability as its primary goal in the Strategic Plan.

To further the discussion on fiscal stability and sustainability and evaluate the feasibility of updating the LLAD and/or renewing the UUT, staff recommends additional analysis of the possible options, executing a community survey to assess the feasibility, and engaging a communications consultant to provide insight on how best to educate the community. Based on additional analysis, survey results and recommendations, the Council could consider proceeding with a community education and outreach program to address the LLAD, and/or placing a revenue measure or measures on the 2026 election ballot for voter consideration.

DISCUSSION

Staff recommends that the City engage TeamCivX, a communications consulting firm led by Charles Heath. As part of the scope of services, TeamCivX has partnered with Godbe Research, a public opinion research agency led by Bryan Godbe. See Exhibit A for a scope of services. Mr. Heath and Mr. Godbe have worked with the City on the preparation and analysis of voter-approved ballot measures in 2020 (the Utility Users' Tax), in 2022 (the extension of the One-Half Cent Sales Tax), and in 2024 (the Business License Tax).

The consultants would work with the City Council to identify possible options that would meet the Council's goals to update the LLAD and/or renew the UUT. Other options could also be discussed to replace the loss of revenue from the outdated LLAD or the expiration of the UUT. When the time is appropriate, the City Council should also consider an Ad Hoc Subcommittee to prepare a community survey, explore possible options for revenue measures, and evaluate the timing of any proposed revenue measure.

The Ad Hoc Subcommittee would then make recommendations to the City Council, who would then provide direction regarding the preferred path forward. Outreach and education to the community would likely be needed regardless of the City Council's direction.

FISCAL IMPACT

TeamCivX's monthly consulting fee is $7,500 for a not to exceed cost of $90,000 for a twelve-month period. Godbe Research proposes a not to exceed cost of $41,475 for a community survey. Funds for the professional services agreement were included in the FY 2025-2026 Operating Budget in account number 110-11041-54110 (General Fund – City Manager's Office – Community Relations – Professional/Consulting).

There may be additional costs independent of the professional services agreement to assist in the preparation of the mailers and digital communication. Each mailer is budgeted at $18,250; digital communication is budgeted at $10,000. Account numbers 110-11041-54214 (Printing & Reproduction), 110-11041-54210 (Postage & Freight), and 110-11041-54110 (Professional/Consulting) include adequate funds to cover the cost of the mailers and digital communications, which may be coordinated through TeamCivX. These costs will only be incurred if the City proceeds with a communications plan.

RECOMMENDATION

Staff recommends that the City Council adopt a resolution authorizing the City Manager to enter into professional services agreements with TeamCivX for $90,000 and Godbe Research for $41,475 to prepare and conduct a community survey and provide related communications and consulting services for twelve months; and authorize additional funds for communications collateral, including up to three mailers at $18,250 per mailing which covers design, printing, mailing data, delivery and postage, and a digital communications budget of $10,000 that will also be coordinated through TeamCivX.

Prepared by:

Joan Malloy, City Manager

Submitted by:

Joan Malloy, City Manager

ATTACHMENTS:

	Description	Type
🗋	Draft Resolution	Resolution
🗋	Exhibit A - Scope of Services	Exhibit

RESOLUTION NO. 2025-XXX

ADOPT A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO A PROFESSIONAL SERVICES AGREEMENT WITH TEAMCIVX FOR $90,000 AND GODBE RESEARCH FOR $41,475 TO ASSIST THE CITY IN COMMUNITY SURVEYING AND COMMUNICATIONS, AND AUTHORIZE ADDITIONAL FUNDS FOR COMMUNICATIONS COLLATERAL, INCLUDING UP TO THREE MAILERS AT $18,250 PER MAILING, AND A DIGITAL COMMUNICATIONS BUDGET OF $10,000 THAT WILL ALSO BE COORDINATED THROUGH TEAMCIVX

WHEREAS, the City Council adopted a strategic plan in September 2019 that was updated in 2021, and again in 2023, that established as Goal A, Financial Stability and Sustainability, and included a policy to "foster fiscal health through long-term planning, cost control, heightened efficiency, increased revenue and cost recovery;" and

WHEREAS, Goal A, Strategy 1, states: "Develop a comprehensive fiscal sustainability model to address the General Fund's long-term structural deficit;" and

WHEREAS, Goal C of the Strategic Plan states that the City should: "Institute forward-thinking business, land use development, housing, social services, and public safety strategies that promote community growth and innovation;" and

WHEREAS, the Strategic Plan Goal C, Strategy 13, states the City should: "Align public safety services with community needs based on a data-driven decision-making approach (i.e., emergency medical services, restoration of terminated police programs, etc.);" and

WHEREAS, Goal D of the Strategic Plan states that the City should "Create a healthy, sustainable community and maintain and improve the City's infrastructure;" and

WHEREAS, the Strategic Plan Goal D, Strategies 10 and 11, state that the City should "Create and implement a plan to maintain and upgrade the City's buildings," and to "Develop a ten-year parks operations, maintenance, and capital improvement plan;" and

WHEREAS, the City has taken several steps to improve its fiscal health over the past several years, including legalizing and taxing cannabis sales, reducing contract costs with the Alameda County Fire Department in 2020, passing the Utility Users' Tax (UUT) in 2020, extending the existing one-half cent sales tax in 2022, and updating the Business License Tax in 2024; and

WHEREAS, rising costs of supplies, equipment, contracts, and employee salaries and retirement obligations are projected to continue to place downward pressure on the General Fund; and

WHEREAS, the City Council has prudently adopted Financial Principles to maintain a minimum of twenty percent in its General Fund reserve; and

WHEREAS, the City Council agreed that the Landscape and Lighting Maintenance District No. 3 (LLAD) should be reevaluated because the assessment has not increased since FY 1996-1997, and now expenses exceed revenues by approximately $1.17 million annually and the fund is subsidized by the General Fund at approximately $750,000 in the current FY 2025-2026 budget; and

WHEREAS, the UUT expires on December 31, 2028, which will reduce General Fund revenues by approximately $7.6 million and require a reduction in services if it is not renewed; and

WHEREAS, addressing the UUT expiration during the 2026 election cycle is critical in order to properly plan for the FY 2027-2028 and FY 2028-2029 budget cycles without significant cuts to services; and

WHEREAS, the City Council desires to engage a consultant and research agency to assist the City with evaluating and analyzing community support for potential revenue measure updates and/or amendments through analysis and a formal survey, and to assist in the preparation of a recommendation to the City Council to consider potential community education and outreach and potential placement of a revenue measure or measures on the 2026 election ballots for voter consideration, and

WHEREAS, TeamCivX has prepared a comprehensive proposal that includes community surveying by Godbe Research, and an analysis and feasibility assessment for potential recommendation to the City Council (attached as **Exhibit A**); and

WHEREAS, TeamCivX's proposal is a not-to-exceed amount of $90,000 for a twelve-month period, and Godbe Research's proposal is a not-to-exceed amount of $41,475 for a community survey. There may be additional costs of up to three mailers at a budget of $18,250 per mailer, and digital communications budgeted at $10,000; and

WHEREAS, funds for the professional services agreement were included in the FY 2025-2026 Operating Budget in account number 110-11041-54110 (General Fund – City Manager’s Office – Community Relations – Professional/Consulting); and account numbers 110-11041-54214 (Printing & Reproduction), 110-11041-54210 (Postage & Freight), and 110-11041-54110 (Professional/Consulting) include adequate funds to cover the cost of the mailers and digital communications; and

NOW, THEREFORE, BE IT RESOLVED that the City Council authorizes the City Manager to enter into professional services agreements with TeamCivX for $90,000 and Godbe Research for $41,475 to prepare and conduct a community survey and provide related communications and consulting services; and authorizes additional funds for communications collateral, including up to three mailers at $18,250 per mailing which covers design, printing, mailing data, delivery and postage, and a digital communications budget of $10,000 that will also be coordinated through TeamCivX.; and

BE IT FURTHER RESOLVED that the City Manager is authorized to take all actions consistent with the intent of this resolution and execute all agreements necessary, in a form approved by the City Attorney.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Union City at a regular meeting held on this 22nd day of July 2025 by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

APPROVED:

GARY SINGH
Mayor

ATTESTED:

THAI NAM N. PHAM
City Clerk

APPROVED AS TO FORM:

KRISTOPHER J. KOKOTAYLO
City Attorney

Attachments:

1. Exhibit A – Scope of Services - Proposal for Revenue Measure Polling and Communication Consulting Services

PROPOSAL FOR REVENUE MEASURE POLLING AND COMMUNICATION CONSULTING SERVICES

May 2025

Prepared by:

TeamCivX

In partnership with:

GODBE RESEARCH
Gain Insight

UNION CITY

Joan Malloy
City Manager
City of Union City
34009 Alvarado-Niles Road
Union City, CA 94587

Dear Ms. Malloy:

On behalf of TeamCivX, we appreciate the opportunity to submit this proposal to help the City of Union City evaluate a potential revenue measure for the 2026 ballot. We are proud of our contributions to the successful tax measures for Union City in 2020, 2022 and 2024. We are eager to continue our successful collaboration with Union City and believe we are uniquely positioned to help with the renewal and increase of your UUT measure given that we helped create and establish it in 2020.

While TeamCivX is a new venture formed in early 2023 by the former partners at TBWBH Props & Measures, we are a team of seasoned professionals with decades of experience helping public agencies navigate the ballot measure process to achieve locally controlled funding. We are strategy and communications consultants with unmatched experience evaluating the feasibility of local funding measures, designing measures for the ballot that align with community priorities and implementing informational communication efforts to raise awareness of funding needs and a potential ballot measure.

TeamCivX is uniquely positioned to support Union City in your revenue measure planning efforts for the following reasons:

- **Experience in Union City.** In 2008, I helped develop and pass Measure UU, a renewal of the City's public safety parcel tax. In 2020, I helped develop and pass Measure WW to establish a 5% utility users tax (UUT) for the City that was approved by 57% of local voters. In 2022 I helped develop and pass Measure Z, a 9-year extension of the City's half-cent sales tax, which was approved by 74% of local voters. In 2024, I helped develop and pass Measure QQ, a modernization of Union City's business license tax, which was approved by 82% of local voters. In addition, we have experience passing bonds and taxes for other public agencies in Alameda County including Hayward, Newark, Dublin, Pleasanton, Livermore, Alameda, Albany and others.

- **Unmatched City Tax Measure Experience.** For over two decades, the partners at TeamCivX have been the go-to consultants for public agencies seeking to pass a revenue measure. We have passed over 100 city tax measures in a diverse set of cities throughout our home state of California. We maintain a success rate of over 90%, and our experience includes sales taxes, utility taxes (UUTs), hotel taxes (TOTs), property transfer taxes, parcel taxes, general obligation bonds, vacancy taxes, assessments and fees.

- **Experience Navigating Challenging Environments.** A revenue measure proposal is impacted by many factors far beyond our control, including the state of the economy, political division, the public's trust in government and other factors. We've helped our clients navigate economic downturns, partisan division, controversy and other challenges to achieve success. We believe in the civic process and work hard to bring people together to build stronger communities.

- **Multimedia Communications Expertise.** Part of our job is to help you get your message to the right people so that we build public awareness of your funding needs and tax proposal. People receive their information in many different ways these days. We are experts in traditional communication methods, including direct mail and earned media. We are also experts in digital media, including utilizing social media, digital advertising and video.

- **Capacity to Serve You.** TeamCivX's seasoned partners and well-trained staff have both the knowledge and the capacity to serve your needs throughout the revenue measure process. I will personally lead your project and be your primary point of contact. I will be supported by one of our experienced Consultants who will help manage project logistics to ensure the plans we develop are executed on time, on budget and with precision.

The remainder of this proposal describes our scope of services, fees and resumes. Given the importance of obtaining a statistically reliable measurement of public opinion, we have included information about Godbe Research in this proposal. We collaborated with Bryan Godbe on all of our successful tax measures in Union City. If you have questions or need additional information, please don't hesitate to contact me at 415-810-8053 or email me at cheath@teamcivx.com.

Thank you,

Charles Heath
Partner

FIRM PROFILES

ABOUT TEAMCIVX

TeamCivX is a Limited Liability Company managed by its five founding partners: Charles Heath, Jared Boigon, Barry Barnes, Joy Kummer and Jeremy Hauser. While TeamCivX is a new venture formed in early 2023 by the former partners and staff at TBWBH Props & Measures, we are a team of seasoned professionals who collectively bring over a century of experience developing and passing bond and tax measures in California. Individually, we each bring between 10 and 25 years of experience, and all of us have worked together for over a decade.

We are proud to be California's leading strategy and communications consultants, with unmatched experience evaluating the feasibility of local funding measures, designing measures for the ballot that align with community priorities and implementing informational communication efforts to raise awareness of your needs and a potential ballot measure.

The partners at TeamCivX are frequent presenters and expert panelists for the League of Cities and other, similar organizations representing California municipalities and public agencies.

Each of our projects is led by one of the firm's partners with decades of experience on local revenue measures. Each project is also supported by one of our experienced and well-trained staff Consultants. The staff role on our projects is limited to logistical coordination to ensure that the strategies, plans and messaging developed by the lead partner are executed on time, on budget and with precision.

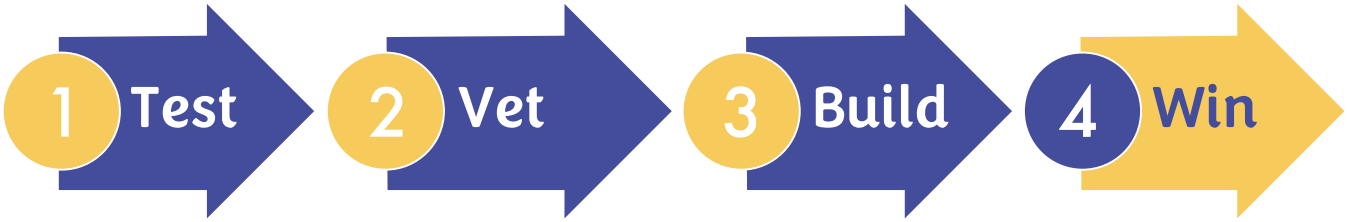
In addition to partners and staff, TeamCivX has a well-developed network of contract polling firms, graphic designers, videographers, photographers, printers, mail houses, ad buyers and other professional resources that will be utilized as needed to execute planned strategies.

ABOUT GODBE RESEARCH

Godbe Research is a full-service market and public opinion research agency offering comprehensive research services for public sector clients. Our customized research studies apply both quantitative and qualitative research techniques to aid with community needs assessments, public education and outreach strategies, strategic and general planning efforts, community and departmental satisfaction, ballot measure feasibility, and public sector marketing efforts.

Godbe Research has the expertise, versatility, and depth necessary to deliver the knowledge you need to succeed. Our capabilities allow us to collect, compile, and analyze data in order to provide actionable recommendations. From designing superior sampling frames and instruments to ensuring accurate data collection and processing, our staff of highly trained professionals is committed to producing high-quality, actionable, and easy-to-understand research that meets your objectives — on time and on budget.

SCOPE OF SERVICES



Phase 1: Test It with a Feasibility Assessment

To get your revenue measure started on the right path, we'll help ensure you are asking the right strategic questions:

- Does a revenue measure stand a reasonable chance of achieving the 50% passage threshold?
- What potential tax rates and durations fit within the tolerances of your community?
- What programs and funding needs are the top priorities for your voters?
- Does sufficient awareness of your funding needs exist, or is additional informational outreach needed?
- When is the right time to go to the ballot? The next election? A future election?
- How does projected voter turnout in upcoming elections impact a tax proposal?
- What other competing measures or issues are on the horizon that could impact your measure?
- What accountability protections or exemptions might be helpful to include in a proposed measure?
- How do the economy and political environment impact your measure?

To help answer these questions, TeamCivX will conduct a thorough assessment of the local political landscape, analyze recent election results and work with Godbe Research to design a statistically reliable opinion survey of your local voters.

Research Objectives

Before beginning any research project, Godbe Research spends considerable time reviewing each client's specific and unique research objectives to choose the most appropriate research design. Based on preliminary information supplied by the City of Union City and our experience on past measures, Godbe Research understands that there are several key research objectives, the most important of which is to evaluate the opinions and attitudes of Union City registered voters on a variety of issues facing the City, including the potential for a measure to extend and/or increase the current UUT.

Formal research objectives will be developed and refined among Godbe Research, the City of Union City, and TeamCivX at the project kickoff meeting and as the project unfolds. For the revenue voter polling process, Godbe Research envisions a baseline voter survey to be conducted in the summer/fall of 2025. A tracking survey of likely November 2026 registered voters is also recommended just before the Union City Council would vote to place a measure on the ballot for the summer of 2026, subject to the discretion of the City.

Methodology and Sample Discussion

For this specific revenue polling project of City of Union City registered voters, it is our recommendation to conduct a hybrid Internet and telephone survey process to help increase response rates in general and have better representation among certain demographic subgroups when compared to traditional telephone-only surveys, even those that include cell phones. Godbe Research pioneered this process in the mid-2013 time frame for our clients to address and counteract declining response rates for telephone-only surveys, as well as to leverage a variety of recruitment and response technologies to reach the broadest base possible in almost every California community we serve.

Accordingly, we are recommending a similar hybrid quantitative approach for the baseline survey and any tracking survey using an Internet survey as our primary data collection method, and an email-and-text-to-Internet recruitment strategy. We will supplement the Internet survey with a telephone survey methodology after a review of Internet survey respondent demographics in which we can identify and account for potential demographic subgroups that might not respond adequately to the Internet version of the survey. The sample for all interviews will come directly from the State Voter File and Alameda County Registrar of Voters, where we have self-reported phone numbers as well as email addresses and can be sure that a given registered voter in our sampling frame lives specifically in the City of Union City. Our hybrid methodological approach then will cost effectively allow us to collect data from Union City voters based on how potential respondents prefer to interact with various survey response technologies in order to maximize the survey's sample size and statistical validity, not to mention demographic and geographic representation.

In addition, for the telephone modality portion of the overall survey(s), we will also make sure to include cell phone-only voter households, given that we can identify cell phone exchanges within the voter sample. Finally, similar to recent surveys conducted for the City of Union City by Godbe Research, we can also match City-provided lists (if any) of parents, the community at large, etc., to help increase the number of email addresses and cell phone numbers we have in our sampling frame. Thus, by using our hybrid approach and a proper stratification of the sample, we will have the most inclusive survey process possible, while still allowing only Union City registered voters to participate in this revenue polling process.

To accomplish the research objectives of the City of Union City for this revenue measure feasibility survey process, Godbe Research, in conjunction with TeamCivX, has developed the following project scope of work for the survey. Accordingly, specific tasks for the revenue polling project of Union City registered voters are envisioned to include:

- Conducting an electronic format (e.g., Zoom, Microsoft Teams, Google Meet, etc.) project kickoff meeting, as well as holding additional meetings and corresponding, as needed to discuss the research objectives and other aspects of the revenue polling project (baseline and any tracking survey) in detail.

- Reviewing Union City resident, registered voter, and property owner demographics; any past related public opinion research; results of previous revenue and ballot measure attempts in the City; and other information that will help to inform and support the current revenue polling process (baseline and any tracking survey).

- Designing and refining a baseline revenue polling instrument of between 15 and 20 minutes in length so that it addresses the research objectives of the City of Union City for a hybrid Internet and telephone baseline survey of Union City registered voters related to revenue measure feasibility. The survey is

designed through an iterative process between Godbe Research and the City, with multiple points for input, review, and approval prior to considering the survey final and ready for programming, testing, and fielding.

  - The survey will be designed to be formatted for both Internet and telephone survey modalities as a hybrid survey, and both versions of the survey will be identical, save for instructions specific to each modality.

  - Finally, should the City of Union City wish to conduct a tracking survey in advance of November 2026 or any future election cycle of interest, the process for developing the tracking survey will follow a similar process, and any tracking survey is anticipated to be in the 12 to 18 minute range, based on the length of the baseline survey and City needs.

- Programming, refining, and testing the Internet version of the baseline and any future tracking survey instrument using our Internet survey software package. This will be done by our team of IT and programming experts.

- CATI programming the telephone version of the baseline and any future tracking survey instrument for efficient and accurate data collection, and training telephone interviewing personnel on the questionnaire and interviewing protocol.

  - For our telephone interviewing projects, Godbe Research uses only live interviewers who have been intensively trained on the survey questionnaire and who are located in the western United States.

- Pre-testing the baseline and any future tracking survey instrument in both modalities (Internet and telephone) to ensure that the questions and response codes are understandable to respondents, and to ensure that the survey length coincides with the budgeted survey length for the project.

- Developing a recruitment email and recruitment text for the Internet version of the baseline and any future tracking survey, and working with the City so that Godbe Research can send recruitment emails and texts to City of Union City registered voters in our sampling frame with known email addresses and cell phone numbers.

  - Based on past voter surveys conducted for the City by Godbe Research, we also plan to match the City's interlay email lists (e.g., park and recreation lists) to the voter file, so that we can include additional voters who do not have email addresses or cell phones in the State Voter File and/or through the Alameda County Registrar of Voters.

  - Finally, to convey the importance of the survey(s) to Union City registered voters in our sampling frame and ensure that the recruitment email and text are not viewed as spam or malware, they will be signed by the City Manager or Chief Financial Officer, and the email will come from the City's recognizable city email domain to further demonstrate that this is a legitimate City-sponsored survey process.

- Development of a stratified and clustered listed sample of City of Union City registered voters likely to vote in the election cycle(s) of interest to the City, which will include a November 2026 general election environment at the least. The sample will then be primarily constructed using email addresses and cell phone numbers from the voter file, as the Internet modality will be conducted first in the hybrid survey

process. Once we have developed the Internet sample, the rest of the sample will be de-duplicated by matching names, addresses, and phone numbers from Internet survey respondents to those in the voter file. We will then remove any registered voter from the telephone survey sample who previously completed the survey via the Internet. Finally, we will ask all survey respondents in the telephone version if they have already completed the survey via the Internet and will remove those voters from the survey process through a screening question.

- Optionally translating the Internet version, recruitment email, and recruitment text of the Community Priorities Survey into Spanish and providing Spanish-language interviewing based on respondent preference.

    - For reference and based on research objectives, we have translated previous surveys for the City into Spanish and provided Spanish-language interviewing.

- Conducting 15 to 20 minute Internet and telephone interviews with 500 (n=500) total City of Union City registered voters likely to vote in the election cycle(s) of interest to the City, including at least November 2026, according to a strict interviewing protocol and our approved sampling design. A sample size of 500 would provide for a margin of error of no greater than +/-4.0% at the 95% confidence level when looking at all City voters, including voters likely to participate in the November 2026 election cycle.

- Processing the data from the revenue polling process according to a strict protocol and weighting the data as necessary to ensure that the results reflect opinions that are truly representative of registered voters in the City of Union City likely to vote in the November 2026 election. We would do this for the baseline and any future tracking survey.

- Developing a top-line report of aggregate findings for the City of Union City as the first reporting deliverable provided as part of the revenue process for the baseline and any future tracking survey.

    - Godbe Research and TeamCivX will also meet with the City in an electronic format to review and discuss the top-line report, which will guide our more detailed analysis and reporting to be of maximum value to the City in making an informed decision on whether or not to pursue any revenue measure.

- Analyzing the data from the revenue polling process and producing a report of findings, conclusions, and recommendations for the City of Union City for the baseline and any future tracking survey, which will include reporting in draft and final formats (based on City comments and any potential changes).

    - Our revenue measure feasibility survey reports include an executive summary of high-level results, discussion of the survey methodology and sampling design, statistical analysis of questions in graphic format, comparisons to previous surveys on associated topics, the top-line report, the survey questionnaire, and a complete set of cross tabulations.

    - Finally, Godbe Research will provide several value-added modules, including modules for electoral feasibility analysis, an election timing recommendation looking specifically at the November 2026 election cycle of interest to the City, a tax threshold amount analysis, a geographic segmentation analysis, and a profile of registered voters by support, each of which are designed to help the City of Union City in making an informed decision on whether to proceed with a UUT measure for November 2026.

- Presenting the results and recommendations from the revenue polling to the City of Union City for up to five (5) online presentations as necessary (AB 361 authorized; to prevent the transmission of COVID-19 variants; and, of course, reduce unnecessary carbon emissions). The presentation would follow a similar process for the baseline and any future tracking survey.

    - The presentation(s) will be based on the project report, and the length and content of the presentation will be based on City of Union City, Godbe Research, and TeamCivX discussions. measure for November 2026.

- Post-survey consulting on the results and recommendations from the revenue polling survey process (baseline survey and any tracking survey) with the City of Union City, as needed (no additional fee) as the City makes a decision whether to move forward with a potential UUT measure for November 2026.

Preliminary Revenue Polling Timeline Discussion

Because of our experience in conducting revenue voter polling and other community survey projects, Godbe Research generally prefers to conduct a baseline revenue measure feasibility survey over an approximate six to eight week timeline, which we recommend starting in the summer/early fall of 2025. Any tracking survey process authorized by the City would take approximately four to five weeks and is recommended for the summer of 2026 shortly before the City Council would vote to place any measure on the ballot.

With key strategic questions answered, we will provide you with specific recommendations on how to structure a measure, when to go to the ballot and what communication strategies are needed to support your efforts. If a revenue measure does not appear to be viable at the current time, we will tell you that.

Phase 2: Vet It with Community Outreach, Feedback and Awareness Building

If the feasibility assessment shows a viable path forward for one or more ballot measures, our next step will be to develop and implement an informational communications plan to raise awareness of your funding needs, while also introducing your proposed measure and providing opportunities for community input. While public agencies are legally prohibited from advocating for the passage of a ballot measure, you can educate and inform your community about your needs and plans.

To build community awareness, TeamCivX will work with you to implement an informational communications effort that will include the following components:

- Developing informational messaging and fact sheets to be distributed in the community
- Providing talking points, frequently asked questions, and a message training to city leaders who will be interfacing with the public on this issue
- Providing content related to your funding needs and proposed measure to be added to your website, used in social media, and included in email updates and newsletters
- Preparing PowerPoint presentations for public and community meetings
- Writing, designing and producing mailings and advertising to inform local residents
- Developing strategies and plans to inform external groups, including elected leaders, business leaders, faith community leaders, taxpayer groups and others

We will write all copy, handle the graphic design, coordinate printing and mailing, and handle any ad buys as needed. We will just need for you to review content and designs and make sure the information is accurate and has the right feel for your community.

Phase 3: Build It by Developing a Measure for the Ballot

Based on the results of the feasibility assessment and community input received during the awareness-building efforts, we will help you develop your measure for the ballot so that it is closely aligned with the community's priorities and sensitivities. We will work with your financial advisors, legal counsel and other experts to accomplish this work, including:

- Recommending a final tax rate, duration and other specifics
- Refining the final funding plans to reflect community priorities, and ensuring programs eligible for funding are described in clear language the general public will understand
- Working with legal counsel to develop the 75-word ballot question
- Working with legal counsel to develop and refine all language that will appear in the ballot pamphlet mailed to all voters
- Working with local elections officials to ensure your measure qualifies for the ballot

With these steps complete, your measure will be on the ballot. Since public agencies cannot advocate for ballot measures, an independent campaign committee will need to be formed to run an advocacy campaign in support of the measure. TeamCivX provides campaign consulting services to independent campaign committees, but those services are not part of this proposal, since the campaign must be led by an independent group.

STAFF QUALIFICATIONS & EXPERIENCE

CHARLES HEATH, Founding Partner at TeamCivX

Over 25 years as a strategy and communications consultant, Charles has guided more than 100 ballot measures to victory. With a background in various political projects, Charles has spent over a decade with a strict focus on working with public agencies to design revenue measures for the ballot and execute strategic public information efforts to position his clients for success. Once a measure is on the ballot, Charles works with advocacy campaign committees to run efficient and effective campaigns to achieve voter approval for ballot measures.

Charles has led campaigns in all parts of California — from large urban environments like Oakland, San Jose and Los Angeles to suburban environments like Marin, Riverside and Orange County to rural and agricultural communities like Plumas County, Truckee and Stanislaus County.

Before his career in public finance campaigns, Charles worked as a policy analyst for a public policy think tank, as an aide in the California Legislature and as a reporter for a local newspaper. Prior to co-founding TeamCivX, Charles was a partner and vice president at two leading consulting firms.

Charles is a graduate of the University of California at Davis with degrees in Political Science and English, and he earned a Master's Degree from the London School of Economics. Charles grew up in Orange County and now lives in the Bay Area with his wife Eva, his son Alexander and his daughter Lillian.

JORDAN VISOLA, Director of Creative Operations

As the Director of Creative Operations for TeamCivX, Jordan is the thread that ties together the design team and the political consultants. She brings 20+ years of experience both as a project manager and graphic designer. This versatile and unique set of skills is driven by her passion for both organization and creativity. With a keen eye for detail and a strategic mindset, she manages our robust team of designers and creative operations.

Jordan is a San José State University design graduate living in the greater San Francisco Bay Area with her husband and twin sons. She enjoys the California coast, mid-century modern design and gardening.

JOEY KLASCUIS, Staff Consultant

Born and raised in Southern California, Joey moved to snowy Upstate NY for college and graduated from Syracuse University with a bachelor's degree in political science before returning to his hometown. Over the next six years, he worked for candidates running at the local, state, and federal levels, and took on roles in environmental advocacy, data management, and consulting.

Joey's experience informs his belief that a data-driven approach, combined with relationship-building and actively listening to the needs of the community, is essential for creating effective and sustainable solutions.

Joey lives in Palmdale and enjoys all that Los Angeles County has to offer, from its beaches, deserts, and mountains to its cuisine, concerts, and cafes. In his free time, you'll find him going on a hike, riding his motorcycle, or catching up on the endless array of political podcasts.

BRYAN GODBE, M.A., President and Principal Researcher

President and Founder of Godbe Research, Mr. Godbe has almost 40 years of experience in public opinion research, public relations and government affairs. In this capacity, he has conducted public opinion and market research projects at the national, state and local levels including projects for the Cities of Portland (Oregon), Tacoma (Washington), Henderson (Nevada), San Francisco, San Diego, Los Angeles, Sacramento, and San Jose (California).

Mr. Godbe received a Silver Anvil Award from the Public Relations Society of America for the development and implementation of an outstanding government affairs program on behalf of the Contra Costa Water District for a larger water storage infrastructure ballot measure project. This program was based on Mr. Godbe's extensive research including baseline research, focus groups and three tracking polls.

Prior to founding the firm, Mr. Godbe was Vice President of Research at a California based public relations firm. Mr. Godbe also previously served as the Senior Research Consultant at the Center for the Study of Los Angeles, at Loyola-Marymount University. He has a Master's Degree from the University of Michigan where he studied survey research methodology at the Institute for Social Research; and a B.A. degree from the University of California, Berkeley.

FEES

As is the standard in our industry, TeamCivX contracts on a monthly fee basis during the period of our engagement. For a jurisdiction the size of the City of Union City, our monthly consulting fee is $7,500. Standard reimbursable business expenses for travel to meetings will be billed along with fees, and partial months of service will be prorated.

For polling, the pricing below accounts for all costs necessary for Godbe Research to conduct a start-to-finish research project, including research design; questionnaire drafting; sample acquisition; data collection; data processing; analysis of results; and preparation of reports, memos or presentations as needed. In addition to all aspects of conducting the survey, the proposed costs include reasonable consulting and presentation of results. One-half of the project fee would be billed upon commencement and the other half upon delivery of results.

Hybrid (Internet & Telephone) Survey of up to 500 (n=500) Registered Voters

Project Task	18-min.	20-min.	22-min.	25-min.
Listed Voter Telephone Sample	$1,200.00	$1,200.00	$1,200.00	$1,200.00
Email Sample Purchase	$1,200.00	$1,200.00	$1,200.00	$1,200.00
Third-Party Email/Cell Phone Matching	$1,000.00	$1,000.00	$1,000.00	$1,000.00
CATI Programming Telephone Version	$1,350.00	$1,500.00	$1,650.00	$1,875.00
Internet Version Programming/Testing	$5,750.00	$6,000.00	$6,250.00	$6,500.00
Internet Version Recruitment/Hosting	$2,500.00	$2,500.00	$2,500.00	$2,500.00
Telephone Interviewing	$8,750.00	$9,750.00	$10,750.00	$11,750.00
Data Processing	$950.00	$950.00	$950.00	$950.00
Research Fee	$8,250.00	$8,250.00	$8,250.00	$8,250.00
Project Management	$3,250.00	$3,250.00	$3,250.00	$3,250.00
Miscellaneous Expenses	$500.00	$500.00	$500.00	$500.00
English Only Survey Total	$34,700.00	$36,100.00	$37,500.00	$38,975.00
Spanish Translation and Programming	$800.00	$1,000.00	$1,200.00	$1,400.00
Spanish Recruitment and Hosting	$500.00	$700.00	$900.00	$1,100.00
English and Spanish Survey Total	$36,000.00	$37,800.00	$39,600.00	$41,475.00

If the feasibility study shows a measure is viable, our monthly consulting fee will continue for the subsequent phases of work until a measure qualifies for the ballot. We will also need a budget for printing and production of informational materials. The cost to print and mail an informational brochure to the approximately 22,250 residential households in Union City is $18,250 per mailing, assuming bulk postage rates. For budgeting purposes, most public agencies send two to three mailings during the ballot measure planning process. We also recommend establishing a budget of approximately $10,000 for digital media.

LIST OF CLIENTS

TeamCivX

The unmatched experience of TeamCivX's five partners

Unified School Districts

Alameda USD
Albany USD
Amador County USD
Arcadia USD
Azusa USD
Baldwin Park USD
Bassett USD
Beaumont USD
Berkeley USD
Brea Olinda USD
Bonsall USD
Cabrillo USD
Capistrano USD
Carlsbad USD
Castro Valley USD
Ceres USD
Charter Oak USD
Claremont USD
Colton Joint USD
Colusa USD
Conejo Valley USD
Corona-Norco USD
Cotati-Rohnert Park USD
Culver City USD
Davis Joint USD
Denair USD
Desert Sands USD
Downey USD
Dublin USD
El Rancho USD
Fairfield-Suisun USD
Folsom Cordova USD
Fowler USD
Fremont USD
Garden Grove USD
Glendale USD
Hayward USD
Hughson USD
Irvine USD
Jurupa USD
Kerman USD
La Cañada USD
Lake Elsinore USD
Lake Tahoe USD
Lakeside Joint SD
Lammersville USD
Las Virgenes USD
Lompoc USD
Long Beach USD
Los Alamitos USD
Los Angeles USD
Madera USD
Manhattan Beach USD
Manteca USD
Martinez USD
Milpitas USD
Monterey Peninsula USD
Moorpark USD
Moreno Valley USD
Morgan Hill USD
Morongo USD
Mount Diablo USD
Mountain Empire USD
Napa Valley USD
Newark USD
New Haven USD
Novato USD
Oak Park USD
Orange USD
Pajaro Valley USD
Palo Alto USD
Palos Verdes Peninsula USD
Paradise USD
Patterson Joint USD
Pittsburg USD
Pleasanton USD
Poway USD
Redondo Beach USD
Rim of the World USD
Ripon USD
Riverside USD
Sacramento City USD
Saddleback Valley USD
San Jacinto USD
San José USD
San Lorenzo Valley USD
San Marcos USD
San Marino USD
San Ramon Valley USD
Santa Ana USD
Santa Monica-Malibu USD
Simi Valley USD
Snowline Joint USD
Sonoma Valley USD
South Pasadena USD
South San Francisco USD
Southern Kern USD
Tahoe Truckee USD
Tracy USD
Travis USD
Tustin USD
Ukiah USD
Val Verde USD
Vallejo City USD
Vista USD
Walnut Valley USD
Washington USD
West Contra Costa USD
Woodland Joint USD

Elementary School Districts

Alisal Union SD
Alpine Union SD
Alta Loma SD
Alum Rock Union Elementary SD
Anaheim Elementary SD
Auburn Union SD
Beardsley SD
Belmont-Redwood Shores SD
Berryessa Union SD
Buena Park SD
Burlingame SD
Byron Union SD
Cambrian SD
Campbell Union SD
Castaic Union SD
Central SD
Centralia Elementary SD
Cupertino Union SD
Del Mar Union SD
East Whittier SD
Fountain Valley SD
Franklin-McKinley SD
Fruitvale SD
Fullerton SD
Galt Elementary SD
Huntington Beach City SD
Jefferson Elementary SD
Kentfield SD
La Mesa-Spring Valley Union SD
Lakeside Union SD
Larkspur-Corte Madera SD
Live Oak SD
Loma Prieta Joint Union SD
Loomis SD
Los Altos SD
Los Gatos Union SD
Los Nietos SD
Lowell Joint SD
Menifee Union SD
Millbrae SD
Miller Creek SD
Modesto City Elementary SD
Moraga SD
Moreland SD
Mountain View SD
Mountain View Whisman SD
Norris SD
North Sacramento SD
Nuview Elementary SD
Oakley Union Elementary SD
Ocean View SD
Orinda Union SD
Pacifica SD
Palmdale SD
Perris Elementary SD
Petaluma City Elementary SD
Portola Valley SD
Ravenswood City SD
Red Bluff SD
Redwood City SD
Reed Union SD
Romoland SD
Rosemead SD
Roseville City SD
San Bruno SD
San Carlos SD
San Mateo-Foster City SD
San Rafael Elementary SD
Santa Cruz City Elementary SD
Santa Rita Union SD
Santa Rosa Elementary SD
Saratoga Union SD
Saugus Union SD
Savanna SD
Soquel Union Elementary SD
Sulphur Springs Union SD
Union SD
Victor Elementary SD
Westminster SD

High School Districts

Acalanes Union HSD
Antelope Valley Union HSD
Campbell Union HSD
Chaffey Joint Union HSD
Delano Joint Union HSD
East Side Union HSD
El Dorado Union HSD
Fullerton Joint Union HSD
Galt Joint Union HSD
Jefferson Union HSD
Los Gatos-Saratoga Union HSD
Mountain View-Los Altos HSD
Nevada Joint Union HSD
Oxnard Union HSD
Perris Union HSD
Petaluma Joint Union HSD
Placer Union HSD
Roseville Joint Union HSD
San Benito HSD
San Dieguito Union HSD
San Mateo Union HSD
San Rafael HSD
Santa Cruz City HSD
Santa Maria Joint Union HSD
Santa Rosa HSD
Sequoia Union HSD
Tamalpais Union HSD
William S. Hart Union HSD

Community College Districts

Allan Hancock College
Antelope Valley College
Cabrillo College
Chabot-Las Positas CCD
Chaffey College
College of the Canyons
College of Marin
College of the Redwoods
College of the Siskiyous
Contra Costa CCD
Foothill-De Anza CCD
Gavilan College
Glendale College
Hartnell College
Lane Community College
Mendocino College
Merced CCD
MiraCosta College
Mt. San Jacinto CCD
Monterey Peninsula College
Napa Valley College
Pasadena City College
Peralta CCD
Rancho Santiago CCD
Riverside CCD
San Bernardino CCD
San Joaquin Delta CCD
Santa Barbara City College
Santa Monica College
Santa Rosa Junior College
Yuba College

Hospitals and Healthcare

Pajaro Valley Health Care District
San Benito Health Care District
Salinas Valley Memorial Healthcare System
Seton Medical Center
Valley Health System*

**private-side campaign only*

Cities and Counties

Butte County
LA County Homeless
Marin County
Napa County
Placer County
San Bernadino County
San Mateo County
Santa Clara County
Santa Cruz County
Solano County
Sonoma County
City of Adelanto
City of Alameda
City of Barstow
City of Benicia
City of Beverly Hills
City of Burlingame
City of Campbell
City of Chula Vista
Town of Corte Madera
City of Crescent City
City of Davis
City of Del Mar
City of Diamond Bar
City of Downey
City of Emeryville
City of Fairfield
City of Fontana
City of Foster City
City of Fullerton
City of Glendale
City of Gustine
City of Hollister
City of Kerman
City of La Cañada
City of La Mesa
City of Lancaster
City of Lafayette
City of Laguna Beach
City of La Verne
City of Lemon Grove
City of Lomita
City of Los Altos
City of Madera
Town of Mammoth Lakes
City of Manhattan Beach
City of Marina
City of Merced
City of Montebello
City of Morgan Hill
City of Murrieta
City of Napa
City of Novato
City of Oceanside
City of Ontario
Town of Orinda
City of Pacifica
City of Palm Springs
City of Palmdale
City of Palo Alto
City of Paramount
City of Pleasant Hill
City of Pomona
City of Redlands
City of Redwood City
City of Salinas
Town of San Anselmo
City of San Bernardino
City of San Bruno
City of San Marcos
City of San Mateo
City of San Jose
City of San Rafael
City of San Ramon
City of Santa Clara
City of Santa Cruz
City of Santa Fe Springs
City of Santa Monica
City of Santa Rosa
City of South Lake Tahoe
City of South Pasadena
City of Suisun City
City of Sutter Creek
City of Torrance
Town of Truckee
City of Union City
City of Vacaville
City of Ventura
City of Watsonville
City of Whittier
Town of Windsor
City of Woodland

TeamCivX

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Transportation

BART (Santa Clara County)*
Caltrain*
Contra Costa County Transportation Authority*
Fresno County Transportation Authority*
Merced County Association of Governments Metropolitan Transportation Commission*
Monterey-Salinas Transit
Napa County Transportation Agency
Placer County
Riverside County Transportation Commission
San Mateo County Transit District
Santa Cruz County Regional Transportation Commission
Sonoma County Transportation Authority
Stanislaus County Transportation*
Transportation Agency of Monterey County*
Transportation Authority of Marin*
Truckee/North Tahoe Transportation Agency

**private-side campaign only*

Parks, Open Space and Water Districts

Alameda County Clean Water Program
Desert Recreation District
East Bay Regional Parks District
Greater Vallejo Recreation District
Hayward Area Recreation District
Los Angeles County Flood Control District
Los Angeles County Regional Park and Open Space District
Marin County Parks/MALT*
Midpeninsula Regional Open Space District
Monterey Peninsula Regional Park District
Napa County Regional Park and Open Space District/Napa Land Trust*
Peninsula Open Space Trust
Puente Hills Habitat Preservation Authority
Santa Clara Valley Open Space Authority
Santa Clara County Parks
Santa Clara Valley Water District
Santa Cruz County Open Space*
San Francisco Bay Restoration Authority*
Sonoma County Agricultural Preservation and Open Space District

**private-side campaign only*

Fire Districts

Central Fire District of Santa Cruz County
Crescent Fire Protection District
East Contra Costa Fire Protection District
Fresno County Fire Protection District
Los Angeles County Fire
Marin County Fire Department
Northstar Fire
North Tahoe Fire Protection District
Sacramento Metropolitan Fire District
Santa Cruz County Fire District CSA48
Sonoma County Fire District
Stinson Beach Fire Protection District
Truckee Fire Protection District

Libraries

Garfield County Public Libraries
Los Altos Library
Marin County Free Library
Pacifica Library
San Rafael Public Library
Santa Cruz County Library
South Pasadena Library
Whittier Library

Affordable Housing and Land Use

Housing Leadership Council of San Mateo County
BioMed
Summerhill Homes
Pacific Union College
San Francisco Giants
Oakland A's
Netflix
Beverly Hilton Hotel
Blackhawk/Nunn Partners
Carmel Partners
Cisco Systems
Federal Realty Investment Trust
Grosvenor Americas
Keenan Land Company
The Irvine Company
Lowe Enterprises
Macerich Company
SandHill Property Company
Morley Brothers
Ponderosa Homes
Pulte Homes

Elected Officials

Dave Pine, Chair, San Mateo County Board of Supervisors
Belia Ramos, Chair, Napa County Board of Supervisors
Anne Cottrell, Napa County Board of Supervisors
Diane Dillon, Napa County Board of Supervisors (retired)
Brad Wagenknecht, Napa County Board of Supervisors (retired)
Lani Faulkner, Santa Cruz County Board of Supervisors
John Laird, CA State Senator
Tom Bates, Mayor of Berkeley (retired)
Judy Chirco, San Jose City Council (retired)
Linda LeZotte, San Jose City Council (retired)
Domingo Candelas, San Jose City Council
Pamela Campos, San Jose City Council
Pam Foley, San Jose City Council
Peter Ortiz, San Jose City Council
Mary Luros, Napa City Council
Beth Painter, Napa City Council
David Oro, American Canyon City Council
Jessica Speiser, Santa Clara County Board of Education
Jeff Dodd, Napa Valley CCD Board of Trustees

Statewide Measures

Proposition 1 - Veterans and Affordable Housing Act
Proposition 2 - Homeless Mental Health Housing Act

Agenda Item

DATE: 7/22/2025

TO: HONORABLE MAYOR AND CITY COUNCIL

FROM: JOAN MALLOY, CITY MANAGER

SUBJECT: ADOPT A RESOLUTION APPROVING A CONSULTING SERVICES AGREEMENT WITH R3 CONSULTING GROUP, INC., IN A NOT-TO-EXCEED AMOUNT OF $300,000, THROUGH AUGUST 1, 2026, FOR STAFFING AUGMENTATION AND CONSULTING SERVICES, AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE AGREEMENT IN A FORM APPROVED BY THE CITY ATTORNEY

EXECUTIVE SUMMARY

Staff recommends that the City Council adopt a resolution (Attachment 1) approving a Consulting Services Agreement (CSA) with R3 Consulting Group, Inc., in a not-to-exceed amount of $300,000, through August 1, 2026, for staffing augmentation and related consulting services for the City Manager's Office to fill the pending vacancy in the Recycling and Solid Waste Program Manager position. The CSA is through August 1, 2026, but the staffing augmentation component is anticipated to end soon after the vacant position is filled.

STRATEGIC PLAN ALIGNMENT

This report is in alignment with the following City Council priority:

Goal D: Environmental Sustainability and Infrastructure

Strategy 12: Coordinate with City departments, commercial and residential customers to implement the requirements of state organics and food recovery legislation.

BACKGROUND

The City Manager's Office is responsible for managing the City's three Franchise Agreements which encompass the infrastructure and service delivery for the City's solid waste, compost and recycle collection services and materials processing, transfer and disposal, and all aspects of the associated local and State regulatory compliance. The current Recycling and Solid Waste Program Manager provided the City notice of his intention to resign from this position effective July 25, 2025. The City Manager's Office does not have the staffing bandwidth nor expertise to effectively accommodate this vacancy and ensure a seamless transition of critical staffing until the vacancy is filled. For these reasons, the City Manager's Office is seeking the outside assistance of R3 Consulting Group, Inc. to provide staffing augmentation and other consulting services until the soon to be vacant position is filled.

DISCUSSION

Staff is requesting authorization from the City Council to execute an agreement with R3 Consulting Group, Inc. to provide staffing augmentation and other necessary consulting services while the Recycling and Solid Waste Program Manager position is vacant. The last day of the current Recycling and Solid Waste Program Manager's tenure is July 25, 2025, and the Human Resources Department's process to fill this position is already underway and anticipated to take between four and six months. The duration of the staffing augmentation component of the agreement with R3 Consulting Group, Inc. will dovetail with the duration of the vacancy and include any necessary transition period assistance for the newly hired Recycling and Solid Waste Program Manager.

The agreement with R3 Consulting Group, Inc. draws on the firms extensive related resources for solid waste and recycling regulatory compliance, contract administration, public education and outreach, and includes a specific project to conduct a comprehensive audit of the new residential billing performed by Republic Services commencing FY 2025-2026. The audit will be conducted during the spring of 2026 irrespective of when the vacant Recycling and Solid Waste Program Manager position is filled. This will allow the City to audit the first nine months of billing, revenue collection and remittance of City fees associated with the new residential billing performed by Republic Services. In addition, the results of this audit will be available to inform the City of any observed irregularities that could then be reconciled during the annual contractor compensation and rate adjustment process for FY 2026-2027 that will occur in April through June 2026.

FISCAL IMPACT

The City Manager's Office has funds included in the FY 2025-2026 Adopted Budget for the salary and benefits for the Recycling and Solid Waste Program Manager position in the Solid Waste Assessment Fund (60%) and the General Fund (40%) and the savings accrued while this position is vacant will be used to fund the CSA with R3 Consulting Group, Inc. In addition, these salary and benefits savings will be supplemented as necessary with additional funds included in the FY 2025-2026 Adopted Budget in the Solid Waste Assessment Fund under Professional/Consulting (Account No. 20312301-54110).

RECOMMENDATION

Staff recommends that the City Council adopt the attached Resolution approving a Consulting Services Agreement with R3 Consulting Group, Inc., in a not-to-exceed amount of $300,000, through August 1, 2026, for Staffing Augmentation and Consulting Services, and authorizing the City Manager to execute the Agreement in a form approved by the City Attorney.

Prepared by:

Cliff Feldman, Recycling and Solid Waste Program Manager

Submitted by:

Jennifer Phan, Deputy City Manager

ATTACHMENTS:

	Description	Type
🗋	Draft Resolution	Resolution
🗋	Exhibit A - Consulting Services Agreement with R3 Consulting Group, Inc. for Staffing Augmentation and Consulting Services	Exhibit

RESOLUTION NO. 2025-XXX

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF UNION CITY APPROVING A CONSULTING SERVICES AGREEMENT WITH R3 CONSULTING GROUP, INC., IN A NOT-TO-EXCEED AMOUNT OF $300,000, THROUGH AUGUST 1, 2026, FOR STAFFING AUGMENTATION AND CONSULTING SERVICES, AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE AGREEMENT IN A FORM APPROVED BY THE CITY MANAGER

WHEREAS, the City Manager's Office Recycling Program is responsible for managing the City's three Franchise Agreements, which encompass the infrastructure and service delivery for the City's solid waste, compost, and recycling collection services and materials processing, transfer, and disposal, and all aspects of the associated local and State regulatory compliance; and

WHEREAS, the City Manager's Office Recycling Program staff consists of two positions, which include the Sustainability Analyst I/II and the Recycling and Solid Waste Program Manager; and

WHEREAS, the City Manager's Office Recycling Program staff will experience a vacancy in the Recycling and Solid Waste Program Manager position, and the City Manager's Office does not have the staff resources nor expertise to effectively compensate for this vacancy without seeking a third-party resource such as R3 Consulting Group, Inc. to perform the role and responsibilities of this critical managerial position; and

WHEREAS, the Consulting Services Agreement with R3 Consulting Group, Inc. for Staffing Augmentation and Consulting Services will facilitate filling the vacant Recycling and Solid Waste Program Manager position until this vacancy is filled; and

WHEREAS, the Consulting Services Agreement with R3 Consulting Group, Inc. for Staffing Augmentation and Consulting Services includes conducting a comprehensive audit of the residential billing services performed by Republic Services commencing in FY 2025-2026; and

WHEREAS, the City Manager's Office has funds included in the FY 2025-2026 Adopted Budget for the salary and benefits for the Recycling and Solid Waste Program Manager position in the Solid Waste Assessment Fund (60%) and the General Fund (40%) and the savings accrued while this position is vacant will be used to fund the CSA with R3 Consulting Group, Inc.; and

WHEREAS, the aforementioned salary and benefits savings will be supplemented as necessary to fund the CSA with R3 Consulting Group, Inc., with additional funds included in the FY 2025-2026 Adopted Budget in the Solid Waste Assessment Fund under Professional/Consulting (Account No. 20312301-54110).

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Union City hereby approves the Consulting Services Agreement with R3 Consulting Group, Inc. in a not-to-exceed amount of $300,000, through August 1, 2026, and authorizes the City Manager to execute the Agreement in a form approved by the City Attorney.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Union City at a regular meeting held on the 22nd day of July 2025 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

GARY SINGH
Mayor

ATTESTED:

THAI NAM N. PHAM
City Clerk

APPROVED AS TO FORM:

KRISTOPHER J. KOKOTAYLO
City Attorney

ATTACHMENTS:

1. Exhibit A – Consulting Services Agreement

CONSULTING SERVICES AGREEMENT BETWEEN
THE CITY OF UNION CITY
AND
R3 CONSULTING GROUP, INC.
FOR STAFFING AUGMENTATION AND CONSULTING SERVICES

This Agreement for consulting services is made by and between the City of Union City, a municipal corporation, ("City") and R3 Consulting Group, Inc., a corporation, with offices located at 1512 Eureka Road, Suite 220, Roseville, CA 95661, ("Consultant"), (together referred to as the "Parties") as of July 23, 2025 (the "Effective Date").

Section 1. Services. Subject to the terms and conditions set forth in this Agreement, Consultant shall provide to City the services described in the Scope of Work attached as Exhibit A and incorporated herein, at the time and place and in the manner specified therein. In the event of a conflict in or inconsistency between the terms of this Agreement and Exhibit A, the Agreement shall prevail.

1.1 Term of Services. The term of this Agreement shall begin on the Effective Date and shall end on August 1, 2026, and Consultant shall complete the work described in Exhibit A on or before that date(s) agreed to in Exhibit A, unless the term of the Agreement is otherwise terminated or extended, as provided for in Section 8. The time provided to Consultant to complete the services required by this Agreement shall not affect the City's right to terminate the Agreement, as referenced in Section 8.

1.2 Standard of Performance. Consultant shall perform all services required pursuant to this Agreement according to the standards observed by a competent practitioner of the profession in which Consultant is engaged.

1.3 Assignment of Personnel. Consultant shall assign only competent personnel to perform services pursuant to this Agreement. In the event that City, in its sole discretion, at any time during the term of this Agreement, desires the reassignment of any such persons, Consultant shall, immediately upon receiving notice from City of such desire of City, reassign such person or persons.

1.4 Time is of the Essence. Time is of the essence. Consultant shall devote such time to the performance of services pursuant to this Agreement as may be reasonably necessary to timely finish the Scope of Work, to meet the standard of performance provided in Section 1.1 above and to satisfy Consultant's obligations hereunder.

Section 2. COMPENSATION. City hereby agrees to pay Consultant a sum not to exceed three-hundred thousand dollars, ($300,000) notwithstanding any contrary indications that may be contained in Consultant's proposal for services to be performed and reimbursable costs incurred under this Agreement. In the event of a conflict between this Agreement and Consultant's proposal, attached as Exhibit A, regarding the amount of compensation, the Agreement shall prevail. City shall pay Consultant for services rendered pursuant to this Agreement at the time and in the manner set forth herein. The payments specified below shall be the only payments from City to Consultant for services rendered pursuant to this Agreement. Consultant shall submit all invoices to City in the manner

specified herein. Except as specifically authorized by City in writing, Consultant shall not bill City for duplicate services performed by more than one person.

Consultant and City acknowledge and agree that compensation paid by City to Consultant under this Agreement is based upon Consultant's estimated costs of providing the services required hereunder, including salaries and benefits of employees and subcontractors of Consultant. Consequently, the parties further agree that compensation hereunder is intended to include the costs of contributions to any pensions and/or annuities to which Consultant and its employees, agents, and subcontractors may be eligible. City therefore has no responsibility for such contributions beyond compensation required under this Agreement.

2.1 Invoices. Consultant shall submit invoices, not more often than once a month during the term of this Agreement, based on the cost for services performed and reimbursable costs incurred prior to the invoice date. Invoices shall contain the following information:

- Serial identifications of progress bills; i.e., Progress Bill No. 1 for the first invoice, etc.;
- Project name & number if applicable;
- Purchase Order number to expedite payment;
- The beginning and ending dates of the billing period;
- A task summary containing the original contract amount, the amount of prior billings, the total due this period, the balance available under the Agreement, and the percentage of completion;
- At City's option, for each work item in each task, a copy of the applicable time entries or time sheets shall be submitted showing the name of the person doing the work, the hours spent by each person, a brief description of the work, and each reimbursable expense;
- The total number of hours of work performed under the Agreement by Consultant and each employee, agent, and subcontractor of Consultant performing services hereunder;
- The Consultant's signature;

2.2 Monthly Payment. City shall make monthly payments, based on invoices received, for services satisfactorily performed, and for authorized reimbursable costs incurred. City shall have 30 days from the receipt of an invoice that complies with all of the requirements above to pay Consultant.

2.3 Final Payment. City shall pay the last 10% of the total sum due pursuant to this Agreement within 60 days after completion of the services and submittal to City of a final invoice, if all services required have been satisfactorily performed.

2.4 Total Payment. City shall pay for the services to be rendered by Consultant pursuant to this Agreement. City shall not pay any additional sum for any expense or cost whatsoever incurred by Consultant in rendering services pursuant to this Agreement. City shall make no payment for any extra, further, or additional service pursuant to this Agreement.

In no event shall Consultant submit any invoice for an amount in excess of the maximum amount of compensation provided above either for a task or for the entire Agreement, unless the Agreement is modified prior to the submission of such an invoice by a properly executed change order or amendment.

2.5 Hourly Rate/Fees. Unless the services provided are for a lump sum or flat fee, fees for work performed by Consultant on an hourly basis shall not exceed the amounts shown on the compensation cost proposal included in Exhibit A. In the event of a conflict in or inconsistency between the terms of this Agreement and Exhibit A, the Agreement shall prevail.

2.6 Reimbursable Expenses. Reimbursable expenses are specified in Exhibit A, attached hereto and incorporated herein. Reimbursable expenses not listed in Exhibit A are not chargeable to City. Reimbursable expenses shall not include a mark-up and are billed as a direct costs. In no event shall expenses be advanced by the City to the Consultant. Reimbursable expenses are included in the total amount of compensation provided under this Agreement that shall not be exceeded.

2.7 Payment of Taxes. Consultant is solely responsible for the payment of employment taxes incurred under this Agreement and any similar federal or state taxes.

2.8 Payment upon Termination. In the event that the City or Consultant terminates this Agreement pursuant to Section 8, the City shall compensate the Consultant for all outstanding costs and reimbursable expenses incurred for work satisfactorily completed as of the date of written notice of termination. Consultant shall maintain adequate logs and timesheets to verify costs incurred to that date.

2.9 Authorization to Perform Services. The Consultant is not authorized to perform any services or incur any costs whatsoever under the terms of this Agreement until receipt of authorization from the Contract Administrator.

2.10. Business License. The Consultant is not authorized to perform services or incur costs whatsoever under the terms of this Agreement until Consultant applies for and has been issued a business license from the City pursuant to Title 5 of the Union City Municipal Code.

Section 3. FACILITIES AND EQUIPMENT. Except as set forth herein, Consultant shall, at its sole cost and expense, provide all facilities and equipment that may be necessary to perform the services required by this Agreement.

Section 4. INSURANCE REQUIREMENTS. Before beginning any work under this Agreement, Consultant, at its own cost and expense, unless otherwise specified below, shall procure the types and amounts of insurance listed below against claims for injuries to persons or damages to property that may arise from or in connection with the performance of the work hereunder by the Consultant and its agents, representatives, employees, and subcontractors. Consistent with the

following provisions, Consultant shall provide proof satisfactory to City of such insurance that meets the requirements of this section and under forms of insurance satisfactory in all respects, and that such insurance is in effect prior to beginning work to the City. Consultant shall maintain the insurance policies required by this section throughout the term of this Agreement. The cost of such insurance shall be included in the Consultant's bid. Consultant shall not allow any subcontractor to commence work on any subcontract until Consultant has obtained all insurance required herein for the subcontractor(s) and provided evidence that such insurance is in effect to City. Verification of the required insurance shall be submitted and made part of this Agreement prior to execution.

4.1 Required Coverage. Consultant shall maintain all required insurance listed herein for the duration of this Agreement.

COVERAGE	TYPE OF INSURANCE	MINIMUM LIMITS
A	**Commercial General Liability** Premises Liability; Products and Completed Operations; Contractual Liability; Personal Injury and Advertising Liability	$1,000,000 per occurrence; Bodily Injury and Property Damage $2,000,00 in the aggregate; Commercial general coverage shall be at least as broad as Insurance Services Office Commercial General Liability occurrence form CG 0001 (most recent edition) covering comprehensive General Liability on an "occurrence" basis
B	**Commercial or Business Automobile Liability** All owned vehicles, hired or leased vehicles, non-owned, borrowed and permissive uses. Personal Automobile Liability is acceptable for individual contractors with no transportation or hauling related activities	$1,000,000 per occurrence; Any Auto; Bodily Injury and Property Damage. Automobile coverage shall be at least as broad as Insurance Services Office Automobile Liability form CA 0001 (most recent edition), Code 1 (any auto). No endorsement shall be attached limiting the coverage.
C	**Workers' Compensation (WC) and Employers Liability (EL)** Required for all contractors with employees	WC: Statutory Limits EL: $100,000 per accident for bodily injury or disease. Consultant may rely on a self-insurance program to meet those requirements, but only if the program of self-insurance complies fully with the

		provisions of the California Labor Code. The insurer shall waive all rights of subrogation against the City and its officers, officials, employees, and volunteers for loss arising from work performed under this Agreement
D	**Professional Liability/Errors & Omissions** Includes endorsements of contractual liability	$1,000,000 per occurrence $2,000,000 policy aggregate; Any deductible or self-insured retention shall not exceed $150,000 per claim

4.2 Additional requirements. Each of the following shall be included in the insurance coverage or added as a certified endorsement to the policy:

a. All required insurance shall be maintained during the entire term of the Agreement with the following exception: Insurance policies and coverage(s) written on a claims-made basis shall be maintained during the entire term of the Agreement and until three (3) years following termination and acceptance of all work provided under the Agreement, with the retroactive date of said insurance (as may be applicable) concurrent with the commencement of activities pursuant to this Agreement

b. All insurance required above with the exception of Professional Liability, Personal Automobile Liability, Workers' Compensation and Employers Liability, shall be endorsed to name as additional insured: City of Union City, its City Council, and all City officers, agents, employees, volunteers and representatives.

c. For any claims related to this Agreement or the work hereunder, the Consultant's insurance covered shall be primary insurance as respects the City, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the City, its officers, officials, employees, or volunteers shall be excess of the Consultant's insurance and shall not contribute with it.

d. Each insurance policy required by this clause shall be endorsed to state that coverage shall not be canceled by either party, except after 30 days' prior written notice has been provided to the City.

e. Certificates of Insurance**:** Before commencing operations under this Agreement, Consultant shall provide Certificate(s) of Insurance and applicable insurance endorsements, in form and satisfactory to City, evidencing that all required insurance coverage is in effect. The City reserves the rights to require the Consultant to provide complete, certified copies of all required insurance policies.

f. Subcontractors**:** Consultant shall include all subcontractors as an insured (covered party) under its policies or shall furnish separate certificates and endorsements for each subcontractor. All coverages for subcontractors shall be subject to all of the requirements stated herein.

g. Claims-made limitations. The following provisions shall apply if the professional liability coverage is written on a claims-made form:

i. The retroactive date of the policy must be shown and must be before the date of the Agreement.

ii. Insurance must be maintained and evidence of insurance must be provided for at least five years after completion of the Agreement or the work, so long as commercially available at reasonable rates.

iii. If coverage is canceled or not renewed and it is not replaced with another claims-made policy form with a retroactive date that precedes the date of this Agreement, Consultant must purchase an extended period coverage for a minimum of three (3) years after completion of work under this Agreement.

iv. A copy of the claim reporting requirements must be submitted to the City for review prior to the commencement of any work under this Agreement.

4.3 All Policies Requirements.

a. Acceptability of insurers. All insurance required by this section is to be placed with insurers with a Bests' rating of no less than A:VII. Insurance shall be maintained through an insurer with a minimum A.M. Best Rating of A- or better, with deductible amounts acceptable to the City. Acceptance of Consultant's insurance by City shall not relieve or decrease the liability of Consultant hereunder. Any deductible or self-insured retention amount or other similar obligation under the policies shall be the sole responsibility of the Consultant.

b. Deductibles and Self-Insured Retentions. Consultant shall disclose to and obtain the written approval of City for the self-insured retentions and deductibles before beginning any of the services or work called for by any term of this Agreement. At the option of the City, either: the insurer shall reduce or eliminate such deductibles or self-insured retentions as respects the City, its officers, employees, and volunteers; or the Consultant shall provide a financial guarantee satisfactory to the City guaranteeing payment of losses and related investigations, claim administration and defense expenses.

c. Wasting Policies. No policy required by this Section 4 shall include a "wasting" policy limit (i.e. limit that is eroded by the cost of defense).

d. Waiver of Subrogation. Consultant hereby agrees to waive subrogation which any insurer or contractor may require from vendor by virtue of the payment of any loss. Consultant agrees to obtain any endorsements that may be necessary to affect this waiver of subrogation. The Workers' Compensation policy shall be endorsed with a waiver of subrogation in favor of the entity for all work performed by the consultant, its employees, agents, and subcontractors.

4.4 Remedies. In addition to any other remedies City may have if Consultant fails to provide or maintain any insurance policies or policy endorsements to the extent and within the time herein required, City may, at its sole option exercise any of the following remedies, which are alternatives to other remedies City may have and are not the exclusive remedy for Consultant's breach:

- Obtain such insurance and deduct and retain the amount of the premiums for such insurance from any sums due under the Agreement;

- Order Consultant to stop work under this Agreement or withhold any payment that becomes due to Consultant hereunder, or both stop work and withhold any payment, until Consultant demonstrates compliance with the requirements hereof; and/or

- Terminate this Agreement.

Section 5. INDEMNIFICATION AND CONSULTANT'S RESPONSIBILITIES.

Consultant shall indemnify, defend with counsel acceptable to City, and hold harmless City and its officers, officials, employees, agents and volunteers from and against any and all liability, loss, damage, claims, expenses, and costs (including without limitation, attorney's fees and costs and fees of litigation) (collectively, "Liability") of every nature arising out of or in connection with Consultant's performance of the Services or its failure to comply with any of its obligations contained in this Agreement, except such Liability caused by the sole negligence or willful misconduct of City.

The Consultant's obligation to defend and indemnify shall not be excused because of the Consultant's inability to evaluate Liability or because the Consultant evaluates Liability and determines that the Consultant is not liable to the claimant. The Consultant must respond within 30 days, to the tender of any claim for defense and indemnity by the City, unless this time has been extended by the City. If the Consultant fails to accept or reject a tender of defense and indemnity within 30 days, in addition to any other remedy authorized by law, so much of the money due the Consultant under and by virtue of this Agreement as shall reasonably be considered necessary by the City, may be retained by the City until disposition has been made of the claim or suit for damages, or until the Consultant accepts or rejects the tender of defense, whichever occurs first.

With respect to third party claims against the Consultant, the Consultant waives any and all rights of any type to express or implied indemnity against the Indemnitees.

Notwithstanding the forgoing, to the extent this Agreement is a "construction contract" as defined by California Civil Code Section 2782, as may be amended from time to time, such duties of consultant to indemnify shall not apply when to do so would be prohibited by California Civil Code Section 2782.

In the event that Consultant or any employee, agent, or subcontractor of Consultant providing services under this Agreement is determined by a court of competent jurisdiction or the California Public Employees Retirement System (PERS) to be eligible for enrollment in PERS as an employee of City, Consultant shall indemnify, defend, and hold harmless City for the payment of any employee and/or employer contributions for PERS benefits on behalf of Consultant or its employees, agents, or

subcontractors, as well as for the payment of any penalties and interest on such contributions, which would otherwise be the responsibility of City.

Section 6. STATUS OF CONSULTANT.

6.1 Independent Contractor. At all times during the term of this Agreement, Consultant shall be an independent contractor and shall not be an employee of City. City shall have the right to control Consultant only insofar as the results of Consultant's services rendered pursuant to this Agreement and assignment of personnel pursuant to Subparagraph 1.3; however, otherwise City shall not have the right to control the means by which Consultant accomplishes services rendered pursuant to this Agreement. Notwithstanding any other City, state, or federal policy, rule, regulation, law, or ordinance to the contrary, Consultant and any of its employees, agents, and subcontractors providing services under this Agreement shall not qualify for or become entitled to, and hereby agree to waive any and all claims to, any compensation, benefit, or any incident of employment by City, including but not limited to eligibility to enroll in the California Public Employees Retirement System (PERS) as an employee of City and entitlement to any contribution to be paid by City for employer contributions and/or employee contributions for PERS benefits.

6.2 Consultant Not an Agent. Except as City may specify in writing, Consultant shall have no authority, express or implied, to act on behalf of City in any capacity whatsoever as an agent. Consultant shall have no authority, express or implied, pursuant to this Agreement to bind City to any obligation whatsoever.

Section 7. LEGAL REQUIREMENTS.

7.1 Governing Law. The laws of the State of California shall govern this Agreement.

7.2 Compliance with Applicable Laws. Consultant and any subcontractors shall comply with all laws applicable to the performance of the work hereunder.

7.3 Other Governmental Regulations. To the extent that this Agreement may be funded by fiscal assistance from another governmental entity, Consultant and any subcontractors shall comply with all applicable rules and regulations to which City is bound by the terms of such fiscal assistance program.

7.4 Licenses and Permits. Consultant represents and warrants to City that Consultant and its employees, agents, and any subcontractors have all licenses, permits, qualifications, and approvals of whatsoever nature that are legally required to practice their respective professions. Consultant represents and warrants to City that Consultant and its employees, agents, any subcontractors shall, at their sole cost and expense, keep in effect at all times during the term of this Agreement any licenses, permits, and approvals that are legally required to practice their respective professions. In addition to the foregoing, Consultant and any subcontractors shall obtain and maintain during the term of this Agreement valid Business Licenses from City.

7.5 Nondiscrimination and Equal Opportunity. Consultant shall not discriminate, on the basis of a person's race, religion, color, national origin, age, physical or mental handicap or disability, medical condition, marital status, sex, or sexual orientation, against any employee, applicant

for employment, subcontractor, bidder for a subcontract, or participant in, recipient of, or applicant for any services or programs provided by Consultant under this Agreement. Consultant shall comply with all applicable federal, state, and local laws, policies, rules, and requirements related to equal opportunity and nondiscrimination in employment, contracting, and the provision of any services that are the subject of this Agreement, including but not limited to the satisfaction of any positive obligations required of Consultant thereby.

Consultant shall include the provisions of this Subsection in any subcontract approved by the Contract Administrator or this Agreement.

Section 8. TERMINATION AND MODIFICATION.

8.1 Termination. City may cancel this Agreement at any time and without cause upon written notification to Consultant. Consultant may cancel this Agreement upon thirty (30) days' written notice to City and shall include in such notice the reasons for cancellation.

In the event of termination, Consultant shall be entitled to compensation for services performed to the effective date of termination; City, however, may condition payment of such compensation upon Consultant delivering to City any or all work product, including, but not limited to documents, photographs, computer software, video and audio tapes, and other materials provided to Consultant or prepared by or for Consultant or the City in connection with this Agreement.

8.2 Extension. City may, in its sole and exclusive discretion, extend the end date of this Agreement beyond that provided for in Subsection 1.1. Any such extension shall require a written amendment to this Agreement, as provided for herein.

8.3 Amendments. The parties may amend this Agreement only by a writing signed by all the parties.

8.4 Assignment and Subcontracting. City and Consultant recognize and agree that this Agreement contemplates personal performance by Consultant and is based upon a determination of Consultant's unique personal competence, experience, and specialized personal knowledge. Moreover, a substantial inducement to City for entering into this Agreement was and is the professional reputation and competence of Consultant. Consultant may not assign this Agreement or any interest therein without the prior written approval of the Contract Administrator. Consultant shall not subcontract any portion of the performance contemplated and provided for herein, other than to the subcontractors noted in the proposal, without prior written approval of the Contract Administrator.

8.5 Survival. All obligations arising prior to the termination of this Agreement and all provisions of this Agreement allocating liability between City and Consultant shall survive the termination of this Agreement.

8.6 Options upon Breach by Consultant. If Consultant materially breaches any of the terms of this Agreement, City's remedies shall include, but not be limited to, the following:

8.6.1 Immediately terminate the Agreement;

8.6.2 Retain the plans, specifications, drawings, reports, design documents, and any other work product prepared by Consultant pursuant to this Agreement;

8.6.3 Retain a different consultant to complete the work described in Exhibit A not finished by Consultant; or

8.6.4 Charge Consultant the difference between the cost to complete the work described in Exhibit A that is unfinished at the time of breach and the amount that City would have paid Consultant pursuant to Section 2 if Consultant had completed the work.

Section 9. KEEPING AND STATUS OF RECORDS.

9.1 Records Created as Part of Consultant's Performance. All reports, data, maps, models, charts, studies, surveys, photographs, memoranda, plans, studies, specifications, records, files, or any other documents or materials, in electronic or any other form, that Consultant prepares or obtains pursuant to this Agreement and that relate to the matters covered hereunder shall be the property of the City. Consultant hereby agrees to deliver those documents to the City upon termination of the Agreement. It is understood and agreed that the documents and other materials, including but not limited to those described above, prepared pursuant to this Agreement are prepared specifically for the City and are not necessarily suitable for any future or other use. City and Consultant agree that, until final approval by City, all data, plans, specifications, reports and other documents are confidential and will not be released to third parties without prior written consent of both parties.

9.2 Consultant's Books and Records. Consultant shall maintain any and all ledgers, books of account, invoices, vouchers, canceled checks, and other records or documents evidencing or relating to charges for services or expenditures and disbursements charged to the City under this Agreement for a minimum of 3 years, or for any longer period required by law, from the date of final payment to the Consultant to this Agreement.

9.3 Inspection and Audit of Records. Any records or documents that Section 9.2 of this Agreement requires Consultant to maintain shall be made available for inspection, audit, and/or copying at any time during regular business hours, upon oral or written request of the City. Under California Government Code Section 8546.7, if the amount of public funds expended under this Agreement exceeds $10,000.00, the Agreement shall be subject to the examination and audit of the State Auditor, at the request of City or as part of any audit of the City, for a period of 3 years after final payment under the Agreement.

Section 10 MISCELLANEOUS PROVISIONS.

10.1 Attorneys' Fees. If a party to this Agreement brings any action, including an action for declaratory relief, to enforce or interpret the provision of this Agreement, the prevailing party shall be entitled to reasonable attorneys' fees in addition to any other relief to which that party may be entitled. The court may set such fees in the same action or in a separate action brought for that purpose.

10.2 Venue. In the event that either party brings any action against the other under this Agreement, the parties agree that trial of such action shall be vested exclusively in the state courts of

California in the County of Alameda or in the United States District Court for the Northern District of California.

10.3 Severability. If a court of competent jurisdiction finds or rules that any provision of this Agreement is invalid, void, or unenforceable, the provisions of this Agreement not so adjudged shall remain in full force and effect. The invalidity in whole or in part of any provision of this Agreement shall not void or affect the validity of any other provision of this Agreement.

10.4 No Implied Waiver of Breach. The waiver of any breach of a specific provision of this Agreement does not constitute a waiver of any other breach of that term or any other term of this Agreement.

10.5 Successors and Assigns. The provisions of this Agreement shall inure to the benefit of and shall apply to and bind the successors and assigns of the parties.

10.6 Use of Recycled Products. Consultant shall prepare and submit all reports, written studies and other printed material on recycled paper to the extent it is available at equal or less cost than virgin paper.

10.7 Conflict of Interest. Consultant may serve other clients, but none whose activities within the corporate limits of City or whose business, regardless of location, would place Consultant in a "conflict of interest," as that term is defined in the Political Reform Act, codified at California Government Code Section 81000 *et seq.*

Consultant shall not employ any City official in the work performed pursuant to this Agreement. No officer or employee of City shall have any financial interest in this Agreement that would violate California Government Code Sections 1090 *et seq.* Consultant hereby warrants that it is not now, nor has it been in the previous 12 months, an employee, agent, appointee, or official of the City. If Consultant was an employee, agent, appointee, or official of the City in the previous twelve months, Consultant warrants that it did not participate in any manner in the forming of this Agreement. Consultant understands that, if this Agreement is made in violation of Government Code § 1090 *et seq.*, the entire Agreement is void and Consultant will not be entitled to any compensation for services performed pursuant to this Agreement, including reimbursement of expenses, and Consultant will be required to reimburse the City for any sums paid to the Consultant. Consultant understands that, in addition to the foregoing, it may be subject to criminal prosecution for a violation of Government Code § 1090 and, if applicable, will be disqualified from holding public office in the State of California.

10.8 Solicitation. Consultant agrees not to solicit business at any meeting, focus group, or interview related to this Agreement, either orally or through any written materials.

10.9 Contract Administration. This Agreement shall be administered by the City Manager, or his designee, identified as Cliff Feldman, Recycling and Solid Waste Programs Manager ("Contract Administrator"). All correspondence, meeting documation, invoices and project deliverables shall be directed to or through the Contract Administrator.

10.10 Notices. Any written notice to Consultant shall be sent to:

Garth Schultz
Principal
R3 Consultanting Group, Inc.
1512 Eureka Road, Suite 220
Roseville, CA 95661

All other written notices to City shall be sent to:

Joan M. Malloy City Manager City of Union City 34009 Alvarado Niles Rd. Union City, CA 94587	with a copy to	Kristopher J. Kokotaylo, City Attorney City of Union City 34009 Alvarado Niles Rd. Union City, CA 94587

10.12 Professional Seal. Where applicable in the determination of the contract administrator, the first page of a technical report, first page of design specifications, and each page of construction drawings shall be stamped/sealed and signed by the licensed professional responsible for the report/design preparation. The stamp/seal shall be in a block entitled "Seal and Signature of Registered Professional with report/design responsibility," as in the following example.

_____ Seal and Signature of Registered Professional with report/design responsibility.

10.13 Integration. This Agreement, including the scope of work attached hereto and incorporated herein as **Exhibit A** represents the entire and integrated agreement between City and Consultant and supersedes all prior negotiations, representations, or agreements, either written or oral.

Exhibit A Scope of Services and Cost Proposal

10.14 Counterparts. This Agreement may be executed in multiple counterparts, each of which shall be an original and all of which together shall constitute one agreement.

SIGNATURES ON FOLLOWING PAGE

The Parties have executed this Agreement as of the Effective Date.

CITY OF UNION CITY	**R3 Consulting Group, Inc.**
_____	_____
JOAN MALLOY, CITY MANAGER	Garth Schultz, President

ATTEST:

_____
THAI NAM PHAN, CITY CLERK

APPROVED AS TO FORM:

_____
KRISTOPHER J. KOKOTAYLO
CITY ATTORNEY

EXHIBIT A

SCOPE OF SERVICES

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R3 CONSULTING GROUP, INC.
RESOURCES · RESPECT · RESPONSIBILITY

EXHIBIT A

July 14, 2025

Ms. Joan Malloy
City Manager
City of Union City
34009 Alvarado-Niles Road
Union City, CA 94587
submitted via email: joanm@unioncity.org

SUBJECT: FY 2025-26 Staff Augmentation, Billing Audit, & Consulting Services – R3 Proposal

Dear Ms. Malloy,

R3 Consulting Group, Inc. (R3) is pleased to submit this proposal to provide the City of Union City (City) with consulting services to augment staffing associated with the departure of the Solid Waste Manager and other tasks associated with the management and oversight of the solid waste franchise agreements with Tri-Ced and Republic.

Introduction

The City's interim solid waste staffing needs cover a range of tasks that support contract administration and compliance for both exclusive collection franchises and regulatory compliance. As such, R3 will provide expert knowledge and technical assistance to support program management in all areas of the City's solid waste management program.

Our goal for this engagement is to provide a turn-key solution to the City's interim solid waste management program, in collaboration with the City Manager's Office. We will verify that the City's franchised haulers operate safely and effectively, that they comply with their contractual obligations, and that the City complies with all relevant laws and regulations.

As the City's consultant, R3 will determine if the franchised haulers are contractually compliant through monthly and quarterly contract assessments and recommend any necessary corrective actions. R3 will also assist in maintaining the City's compliance with the state by preparing required reports, communicating with StopWaste and CalRecycle as needed, training City staff on processes and procedures, and performing all obligations as set by the governing entities.

Project Team

Scott Hanin, Principal, will serve as Project Lead and primary point of contact for this engagement. He has assisted the City with recent negotiations with both Tri-Ced and Republic and managed the previous two cost-based rate reviews. Prior to joining R3, he served as the long-time City Manager of El Cerrito.

Scott will be assisted in managing all aspects of this engagement by **Claire Wilson**, Sr. Managing Consultant. She has previously worked on-site with the City of Menlo Park as a solid waste analyst for program management. The billing audit will be performed by R3 staff that have previously assisted the City in the periodic rate reviews and are familiar with the finances of both franchisees.

The team will be rounded out with other support staff from our Oakland office who are experts in all aspects of solid waste management and diversion programs. The City will also have access to our full team as needed, as shown in the organizational chart, below.

* * * * *

Thank you for this opportunity to be of service to the City. If you have any questions regarding our proposal or need additional information, please contact us.

Sincerely,

Scott Hanin, *Principal*
R3 Consulting Group, Inc.
510.812.7144 | shanin@r3cgi.com

Claire Wilson | *Sr. Managing Consultant*
R3 Consulting Group, Inc.
707.480.0753 | cwilson@r3cgi.com

For billing purposes, please note our new Corporate Headquarters address:
1504 Eureka Road, Suite 220
Roseville, CA 95661

1. SCOPE OF WORK

Task 1 Agreement Administration

R3 will act as City staff and assume responsibility for the tracking and on-time submittal of all reports and required deliverables, per the Franchise residential Agreements. Our team will assist the City in monitoring Republic's and Tri-Ced's programs and contractual obligations and aid staff in responding to customer service issues or to provide guidance on disposal, recycling, and proper solid waste management, public education and outreach, financial management and other aspects of the Agreements. We will attend monthly meetings and schedule periodic meetings with Republic and Tri-CED as necessary, and prepare agenda items to review contract compliance components, tonnage and diversion reports, and any current and upcoming solid waste activities. As needed at each meeting, R3 will track the hauler's compliance with the requirements set forth in the Agreement through a Contract Compliance Monitoring Schedule and ensure follow-up to action items from the monthly meeting with the contractors are managed.

Task 2 Payment and Report Monitoring

R3 will review monthly franchise fee payments and reports submitted to the City by the franchisees monthly and perform monitoring and tracking services for future financial review as part of the Billing Audit task. R3 will ensure new monthly Republic revenue submittal to the City is accurate (they are now billing residential, and the payment will be variable each month, whereas the legacy bill collection from multi-family and commercial remains unchanged and those City revenues are paid in 1/12th increments monthly), and review the Tri-CED component regarding revenue received from Republic. This is different from past practice because the first month of each quarter reconciles the prior quarter's payments to Tri-CED, thus their compensation payment is fixed every 2 of 3 months and variable the third (after the 1st quarter of FY 2025/26). We will identify any issues that exist in a timely manner to City staff and the franchisees. We will also review all monthly, quarterly and annual reporting for completeness, compliance with the franchise agreement and identify any inconsistent or concerning trends.

Task 3 Prepare, Monitor, and Manage Grants & Programs

R3 will assist the City by managing and administering current solid waste-related grant programs and submitting reports to the applicable grant agencies. R3 will stay up to date on all current and upcoming grant cycles, maintain knowledge of all new and existing grants, and provide necessary recommendations to the City. We will monitor the contract with Agromin and ensure the City receives the 400 tons per year of compost as required in the new franchise agreement. We will work with Public Works to help ensure product is available at the Compost Hub. R3 will help maintain the City's implementation record and communication with CalRecycle.

Task 4 Construction and Demolition (C&D) Debris Program

R3 will assist in monitoring and compliance with the City's C&D Debris Reduction, Reuse, and Recycling Ordinance, commercial Agreement diversion requirements, and those portions of the California Green Building Standards Code (CalGreen) related to the disposal and diversion of C&D from covered projects. R3 will assume responsibility for monitoring and tracking disposal of C&D and collaborate with applicable staff departments, assist in administering penalties, and provide support for education and outreach. R3 is aware of that the City's C&D Recycling Program is administered through GreenHalo Systems. R3 can provide assistance with review of C&D recycling plans and reports and have direct experience with doing so with the Cities of Oakland and Garden Grove, Specifically, R3 can provide support to the City in reviewing and approving contractor plans and reports. This support may include, but is not limited to, confirming project information and contact information is correctly entered, review of haulers used, review of materials hauled, review of weight tickets (material, tons, date, jurisdiction of origin, facility, hauler), review of facilities used, and diversion rates.

We are ready and able to use our staff to fully support the needs of the City's program administration including communicating with building permit applicants and contractors and educating them about the

City's C&D requirements and processes through GreenHalo's messaging interface, direct email, and/or phone if clarifications or corrections are needed. We have found with contractors working in the City, phone calls are helpful to provide instructions on how to submit reports to those that may not be able or willing to use the software. We will work to educate contractors of the City's processes, common mistakes, including incorrect weight ticket submission, and ways to improve diversion (i.e., source separation of materials). We will also describe any penalties that may result from not meeting diversion requirements, incorrect weight ticket information, etc., when "approving the project".

Task 5 AB 939 Annual Report Preparation and CalRecycle Coordination

R3 will complete and file all reports required by CalRecycle to support the City's compliance with the state's diversion goals. We assume the City will prepare the Electronic Annual Report (EAR) for CY 2024 due August 1, 2025. We will also prepare any additional reports required to meet SB 1383 requirements. R3 will participate in meetings with CalRecycle including site visits, as well as assume responsibility for all ongoing communication with the City's local assistance and market development (LAMD) representatives. R3 will coordinate necessary activities with StopWaste (a current R3 client). Additional support may be necessary if the City receives a CalRecycle Jurisdiction and Agency Compliance and Enforcement (JACE) notice to review its implementation records. If the City requests R3 to support it through the JACE process, we will do so at our standard billing rates.

Task 6 Administrative Support

R3 will assist with all aspects of the solid waste program management including assisting with the recruitment of a new Solid Waste Manager, meetings with the franchisees, regular reporting to City staff, oversee staff work in collaboration with senior staff, and other stakeholders and meetings as appropriate. Our proposal assumes that most meetings will be conducted virtually to spend less of our available time travelling, however, we have assumed periodic in person meetings with City staff and the companies as well as other stakeholders. R3 will review all public education material prepared by the franchisees, prior to distribution. We will also review the topics (focus will be on billing, contamination, bulky pick up, senior/low-income discount) for appropriateness and compliance with the franchise agreement. We will assist the City with the Measure D Audit as needed. As requested, we will oversee the work of the Sustainability Analyst and compliance with their workplan through regular meetings and emails. Progress will be shared regularly with the Deputy City Manager. R3 will also aid Planning and Building divisions with Plan review as requested and attend Design Review meetings as required. We will have the franchisees review proposed plans to ensure operational needs are considered. We will assist in the transition of the new Solid Waste Manager. We will also attend monthly StopWaste TAC meeting as appropriate.

Task 7 Billing Audit

For Fiscal Year 2025-26, Republic Services will begin billing most of the Union City residential customers for the first time. Historically, customer billing has been done by the City with payments received through property tax collections. R3 will review the scope with City staff and make any necessary changes to the scope and budget as desired.

To ensure accurate account collections and payments of fees to the City R3 will perform the following tasks for this fiscal year:

- Meet with Republic & Tri-Ced (as necessary) Financial Staff to review approaches and request billing information.
- Determine if current rates have been properly and accurately posted to the appropriate service code in those billing/customer service systems and charged appropriately. Perform periodic revenue reconciliation based on billing frequency.

- Review the detail customer service census data in the billing/customer service systems maintained by the franchisees for the first three quarters of the fiscal year.
- Review billing schedules in relation to cash collections and delinquent payments to ensure proper cash management.
- Perform an independent calculation of fees owed and compare fees remitted by Republic Services to supporting documentation including Tri-Ced revenues and payments due are accurate.
- Review the invoices to the City and determine that the collection of franchise and other fees are done accurately and remitted to the City in a timely manner.
- Work with Finance in real time to make changes as soon as they are discovered. Provide regular reports outlining our findings and recommendations for any improvements to the billing process.

2. PROJECT BUDGET

This eight-month interim staffing and support arrangement will be billed monthly at a fixed base of **$20,000** and not more than **$30,000** per month depending on the necessary resources (e.g., hours, seniority, etc.). For fees exceeding $20,000, R3 shall provide a detailed description of the additional tasks and deliverables with its monthly invoice. Our monthly fee assumes an average of 80 -110 hours of staff support at all billing levels.

The total fee for the fiscal year shall not exceed **$300,000**. Please see **Table 1**, below, for our current hourly billing rates. Unless otherwise agreed in writing, interim staffing fees for work completed will be billed monthly at the first of each month for the preceding month and will be payable within 30 days of the invoice date. The billing audit will be performed in addition to the staffing responsibilities for a fixed fee of **$60,000**. The Billing Audit will be billed in four separate payments of **$15,000** each.

Any additional consulting services beyond those proposed will be charged at the standard rates shown in **Table 1**, below. Fees for the additional work will be billed monthly at the first of each month, for the preceding month, and are due within 30 days of the invoice date.

Table 1: Standard Rates Fiscal Year 2025-26

CLASSIFICATION	RATE
Principal / Sr. Director	$ 340 per hour
Director	$ 305 per hour
Sr. Managing Consultant	$ 265 per hour
Managing Consultant	$ 240 per hour
Sr. Consultant	$ 220 per hour
Consultant	$ 200 per hour
Associate Consultant	$ 185 per hour
Expert Witness	1.5x Rates Listed Above
REIMBURSABLE COSTS	
Consultants/Subcontractors	Cost plus 10%
Lodging and meals	Direct cost
Travel - *Private or company car*	At Current Federal Rate
Travel - *Other*	Direct cost
Delivery and other expenses	Direct cost

Agenda Item

DATE: 7/22/2025

TO: HONORABLE MAYOR AND CITY COUNCIL

FROM: JOAN MALLOY, CITY MANAGER

SUBJECT: ADOPT A RESOLUTION AUTHORIZING THE CITY MANAGER TO APPROVE A PURCHASE ORDER CHANGE ORDER, IN THE AMOUNT OF $31,000, TO PURCHASE ORDER NO. 1054701 WITH ROBERT HALF INTERNATIONAL, FOR A TOTAL PURCHASE ORDER AMOUNT OF $105,000, FOR TEMPORARY STAFFING SERVICES FOR THE FINANCE DEPARTMENT

EXECUTIVE SUMMARY

Staff recommends that the City Council adopt a resolution authorizing the City Manager to approve a Purchase Order change order, in the amount of $31,000, to Purchase Order No. 1054701 with Robert Half International, for a total Purchase Order amount of $105,000, for temporary staffing services for the Finance Department.

STRATEGIC PLAN ALIGNMENT

This agenda item does not have alignment with the Strategic Plan.

BACKGROUND

On September 18, 2024, the City issued Purchase Order No. 1054701 to Robert Half International, in the amount of $50,000, for temporary staffing services for the Finance Department. On March 15, 2025, a Purchase Order change order was approved for $24,000, bringing the total amount of the Purchase Order to $74,000. As the Finance Department is still in need of the temporary staffing services, which will cause the Purchase Order to exceed the City Manager's authority of $75,000, staff is requesting that the City Council adopt a resolution authorizing the City Manager to approve a Purchase Order change order in the amount of $31,000, bringing the total amount of the Purchase Order with Robert Half International to $105,000.

DISCUSSION

The Finance Department has spent several years getting caught up and back on track since the cyberattack in 2019. Additionally, there have been retirements and staff turnover in the Finance Department. Because of these things, staff has relied upon extra help from temporary staff and retired annuitants. The temporary help has been secured through Robert Half International, a well-known temporary staffing agency. The current Purchase Order has reached its limits under the City Manager's authority and thus staff is seeking the adoption of a resolution by the City Council authorizing the City Manager to approve a Purchase Order change order in the amount of $31,000, bringing the total Purchase Order amount to $105,000.

FISCAL IMPACT

The Purchase Order change order, in the amount of $31,000, will be funded with available unspent budgeted funds within the Finance Department budget.

RECOMMENDATION

Staff recommends that the City Council adopt a resolution authorizing the City Manager to approve a Purchase Order change order, in the amount of $31,000, to Purchase Order No. 1054701 with Robert Half International, for a total Purchase Order amount of $105,000, for temporary staffing services for the Finance Department.

Prepared by:

Jackie Acosta, Finance Director

Submitted by:

Jackie Acosta, Finance Director

ATTACHMENTS:

	Description	Type
🗋	Draft Resolution	Resolution

RESOLUTION NO. 2025-XXX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF UNION CITY AUTHORIZING THE CITY MANAGER TO APPROVE A PURCHASE ORDER CHANGE ORDER, IN THE AMOUNT OF $31,000, TO PURCHASE ORDER NO. 1054701 WITH ROBERT HALF INTERNATIONAL, FOR A TOTAL PURCHASE ORDER AMOUNT OF $105,000, FOR TEMPORARY STAFFING SERVICES FOR THE FINANCE DEPARTMENT

WHEREAS, on September 18, 2024, the City issued Purchase Order No. 1054701 to Robert Half International, in the amount of $50,000, for temporary staffing services for the Finance Department; and

WHEREAS, on March 15, 2025, a Purchase Order change order was approved for $24,000, bringing the total amount of the Purchase Order to $74,000; and

WHEREAS, the Finance Department has spent several years getting caught up and back on track since the cyberattack in 2019; and

WHEREAS, there have been retirements and staff turnover in the Finance Department; and

WHEREAS, because of these things, staff have relied upon extra help from temporary staff and retired annuitants; and

WHEREAS, the temporary help has been secured through Robert Half International, a well-known temporary staffing agency; and

WHEREAS, the Finance Department is still in need of the temporary staffing services, which will cause the Purchase Order to exceed the City Manager's authority of $75,000; and

WHEREAS, staff is seeking the adoption of a resolution by the City Council authorizing the City Manager to approve a change order to the Purchase Order in the amount of $31,000, bringing the total Purchase Order amount to $105,000.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Union City hereby authorizes the City Manager to approve a Purchase Order change order, in the amount of $31,000, to Purchase Order No. 1054701 with Robert Half International, for a total Purchase Order amount to $105,000, for temporary staffing services for the Finance Department.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Union City at a regular meeting held on the 22nd day of July 2025 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

GARY SINGH
Mayor

ATTESTED:

THAI NAM N. PHAM
City Clerk

APPROVED AS TO FORM:

KRISTOPHER J. KOKOTAYLO
City Attorney

Agenda Item

DATE: 7/22/2025

TO: HONORABLE MAYOR AND CITY COUNCIL

FROM: JOAN MALLOY, CITY MANAGER

SUBJECT: **Adopt a Resolution Authorizing the City Manager to Allow the Police Department to Over Hire up to Four Sworn Police Officer Positions Based Upon Forecasted Vacancies**

EXECUTIVE SUMMARY

Based on forecasted retirements, staff recommends that the City Council adopt a resolution authorizing the City Manager to allow the Police Department to over hire up to four sworn Police Officer positions.

STRATEGIC PLAN ALIGNMENT

Union City Strategic Plan

Goal B: Governance and Organization Effectiveness

BACKGROUND

The City Council previously authorized the Union City Police Department to hire 82 sworn positions. Sworn positions include Police Officers, Sergeants, Lieutenants, Captains, and the Police Chief. Current budgetary issues have required the Department to freeze two Police Officer positions which reduces the workforce from 82 to 80 sworn positions.

As of July 22, 2025, the Union City Police Department is approaching 80 filled sworn positions with current recruits and applicants in the process. Maintaining staff in the sworn ranks can be challenging for many reasons including: long-term injuries, retirements, salaries compared to neighboring agencies, competition among law enforcement agencies for qualified applicants, sworn employees transferring to out-of-state police departments, and general challenges in the policing profession.

To prepare for forecasted vacancies of sworn staff, the department is seeking authorization to over hire up to four sworn Police Officers upon approval of the City Manager.

DISCUSSION

The Union City Police Department is currently authorized for 82 sworn positions. For this current budget cycle, the Police Department has two Police Officer positions frozen, the 81st and the 82nd sworn positions.

Forecasting Police Officer vacancies is often possible with long term injuries, industrial disability retirements, and service retirements. In these situations, the Police Department is typically aware of future vacancies 18 months, or more, in advance. For this reason, in 2021, the City Council approved the Police Department to over hire in anticipation of vacancies. Since City Council approval of over hires in 2021, our Police Department has not been in a position to over hire until now.

Currently, the Police Department is estimating 8 to 10 retirements in the next 18 to 24 months.

Filling a vacancy in a sworn classification is a long and demanding process. The recruiting, hiring, and training process can take up to 18 months, and the success rate (after initial screening and testing) is about 50%.

In addition, an effective process should be relatively swift because applicants are often testing with multiple agencies. The idea of recruiting and establishing an eligibility list in hopes that a qualified candidate will wait for a vacancy is neither effective nor cost efficient. The reality is that desirable candidates tend to receive multiple job offers and will not wait for weeks or months for a Police Department to have a vacancy.

Staff seeks approval to hire up to four more sworn Police Officer positions than authorized in the current operating budget to prepare for forecasted retirements. With two frozen Police Officer positions, this could temporarily bring the Police Department up to 84 sworn positions. If and when the two frozen Police Officer positions are unfrozen, this could temporarily bring the Police Department up to 86 sworn positions.

The goal in temporarily exceeding authorized positions is to have a replacement employee recruited, hired, and trained by the time an employee retires versus waiting several months, or longer, to have that vacancy filled. By forecasting retirements and hiring replacement employees in advance, the Police Department will maintain consistent resources for core services, will reduce overtime on patrol, and will avoid specialty units like COPPS and Traffic being disbanded to support patrol vacancies.

The filling of the additional four sworn Police Officer positions will only be requested based on forecasted future vacancies. If no retirements or vacancies are forecasted, then the Police Department would not over hire sworn staff. In addition, prior to over hiring sworn staff, the Police Chief would present the forecasted vacancies to the City Manager for consideration and approval.

The Police Department will also be able to staff our two vacant COPPS Unit Police Officer positions and one Investigations Unit Police Officer position. A benefit to note with the approval of over hiring is consistent staffing in our Community Oriented Policing and Problem Solving (COPPS) Unit and possibly using the over hires to augment the COPPS Unit. Currently, there are two Police Officer vacancies in the COPPS Unit because these specialty officers are the first to return to patrol when staffing is limited.

FISCAL IMPACT

Estimating the cost related to temporarily over hiring sworn Police Officers is difficult to calculate. The primary reasons are the unknown duration that an over-hire would exceed authorized staffing (1 month, 6 months, etc.), if the over-hire is a trainee or lateral (significant cost difference in salary and benefits), and the cost savings related to the reduced cost of overtime because there will be more staffing to maintain emergency services.

RECOMMENDATION

Staff recommends that the City Council adopt a resolution authorizing the City Manager to allow the Police Department to over hire up to four sworn Police Officer positions based on forecasted vacancies.

Prepared by:

Brian Baumgartner, Police Captain

Submitted by:

Jared Rinetti, Police Chief

ATTACHMENTS:

	Description	Type
🗋	Draft Resolution	Resolution

RESOLUTION NO. 2025-XXX

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF UNION CITY AUTHORIZING THE CITY MANAGER TO ALLOW THE POLICE DEPARTMENT TO OVER HIRE UP TO FOUR SWORN POLICE OFFICER POSITIONS BASED UPON FORECASTED VACANCIES

WHEREAS, the City Council previously authorized the Union City Police Department to hire 82 sworn positions. Sworn positions include Police Officers, Sergeants, Lieutenants, Captains, and the Police Chief; and

WHEREAS, current budgetary issues have required the Department to freeze two Police Officer positions which reduces the workforce from 82 to 80 sworn positions; and

WHEREAS, the Union City Police Department can forecast vacant Police Officer positions due to retirements, and the Police Department anticipates 8 to 10 retirements in the next 18 to 24 months, and as of July 22, 2025, the Union City Police Department is approaching 80 filled sworn positions with current recruits and applicants in the process; and

WHEREAS, the filling of vacancies in a sworn classification is a long and demanding process. The recruiting, hiring, and training process can take up to 18 months, and applicants are often testing with multiple agencies; and

WHEREAS, desirable candidates will not wait for weeks or months for a Police Department to have a vacancy, and many recruits do not pass the screening or training process; and

WHEREAS, the Union City Police Department's goal is to have a replacement employee recruited, hired, and trained by the time an employee retires; and

WHEREAS, the Union City Police Department seeks to staff two vacant COPPS Police Officer positions and one vacant Investigations Police Officer position; and

WHEREAS, currently, there are two Police Officer vacancies in the COPPS Unit because these specialty officers are the first to return to patrol when staffing is limited; and

WHEREAS, by forecasting retirements and over hiring to replace employees in advance, the Union City Police Department will maintain consistent resources for core services, reduce overtime on patrol, and avoid the need to disband specialty units, such as COPPS and Traffic, to support patrol vacancies; and

WHEREAS, staff recommends that the City Council authorize the City Manager to allow the Police Department to over hire up to four sworn Police Officer positions based upon forecasted vacancies.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Union City does hereby authorize the City Manager to allow the Police Department to over hire up to four sworn Police Officer positions based upon forecasted vacancies.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Union City at a regular meeting held on the 22nd day of July 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

GARY SINGH
Mayor

ATTESTED:

THAI NAM N. PHAM
City Clerk

APPROVED AS TO FORM:

KRISTOPHER J. KOKOTAYLO
City Attorney

Agenda Item

DATE: 7/22/2025

TO: HONORABLE MAYOR AND CITY COUNCIL

FROM: JOAN MALLOY, CITY MANAGER

SUBJECT: ADOPT A RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE THE FIFTH AMENDMENT TO THE CONSULTING SERVICES AGREEMENT WITH CUMMING GROUP, IN THE AMOUNT OF $203,932, FOR A TOTAL CONTRACT AMOUNT OF $660,830, FOR CONSTRUCTION PROJECT MANAGEMENT SERVICES FOR VARIOUS CITY-OWNED BUILDING REPAIRS AND RENOVATIONS

EXECUTIVE SUMMARY

Staff recommends that the City Council authorize the City Manager to execute the Fifth Amendment to the Consulting Services Agreement ("Fifth Amendment") with Cumming Group, in the amount of $203,932, for a total contract amount of $660,830, for construction project management services for various City-Owned Building Repairs and Renovations.

STRATEGIC PLAN ALIGNMENT

This agenda item is aligned with the following:

Goal D, Strategy 2: Environmental Sustainability and Infrastructure – Implement the City's capital improvement plan.

BACKGROUND

On April 12, 2022, the City Council adopted Resolution No. 5922-22a, which directed that part of the unanticipated budget savings in the General Fund be programmed for reinvestment in unfunded, one-time, capital projects. Work on several previously deferred high-priority projects was initiated immediately; however, due to the volume of work, staff brought in a consulting firm to help manage the projects.

Nova Partners, Incorporated (Nova), was engaged in February 2023 to handle both the pre-construction and construction management tasks on a three-month trial period ending on May 31, 2023, for a total contract amount of $74,573.

On June 27, 2023, the City Council adopted Resolution No. 6153-23, approving the First Amendment to the Consulting Services Agreement with Nova, in the amount of $175,000, for a total contract amount of $249,573.
On November 29, 2023, the City entered into a Second Amendment to the Consulting Services Agreement with Nova to amend the scope of services and extend the term.

On May 14, 2024, the City Council adopted Resolution No. 6295-24, approving the Third Amendment to the Consulting Services Agreement with Cumming Group (formerly Nova Partners, Incorporated), in the amount of $88,427, for a total contract amount of $338,000.

On March 11, 2025, the City Council adopted Resolution No. 2025-032, approving the Fourth Amendment to the Consulting Services Agreement with Cumming Group, in the amount of $118,898, for a total contract amount of $456,898.

Cumming Group has proven to be a competent and reliable partner and staff wishes to continue the pre-construction and construction project management services that Cumming Group provides.

DISCUSSION

Cumming Group continues to provide pre-construction project management services that include preparation of bid documents and procurement of contractors for the repairs to City facilities, as well as providing project management of the construction activity. With the addition of Cumming Group assistance, staff have been enabled to undertake and complete numerous deferred maintenance and emergency projects. Cumming Group has also contributed to the creation of several projects for the recently adopted Five-Year CIP for FY 2025-2026 to FY 2029-2030.

Cumming Group has been instrumental in managing several repair and renovation projects for City-owned facilities including: 1) the completed bidding, permitting, procurement and installation of the exhaust removal systems at Fire Station 31 and Fire Station 32; 2) the exterior repair, interior demolition and bidding for the interior reconstruction of the Union City Historical Museum; 3) the design, permitting, and construction of the City Hall Atrium Garden; 4) the procurement of services for the City Hall/Police Department generator, to include maintenance and fuel cleaning; and, 5) the bidding and contracting of design services for the future City Hall/Police Department mobile generator tapbox; 6) the completed bidding for design services for City Space planning needed for the upcoming Workstation Modernization project phase II; and, 7) the completed estimates and budgets for future CIP projects to be included 5 Year Plan. Public Works continues to depend on Cumming Group to oversee these and numerous future projects outlined in the recently adopted the Five-Year CIP for FY 2025-2026 to FY 2029-2030, to include the second phase of the City Hall workstation modernization project and the installation of new carpet at City Hall.

FISCAL IMPACT

The Fifth Amendment increases Cumming Group's compensation by $203,932 and will be funded with monies available as follows:

PROJECT	Account	Amount
City Hall / Mobile Generator Tapbox	11092229-57115	$ 25,000.00
City Hall Data Center Battery and AC Repairs	11092316-57115	$ 27,500.00
Corp Yard Concrete Pad	52191506-57115	$ 7,500.00
Wkst Modernization Phase II	11092340-57115	$ 20,000.00
City Hall Carpet Replacement	11092432-57115	$ 35,000.00
Historical Museum Phase II	41192553-57115	$ 25,000.00
Wkst Modernization Phase III	41192557-57115	$ 8,932.00
Corp Yard Gen Replacement	41192530-57115	$ 25,000.00
Holly Center Modernization	41191521-57115	$ 30,000.00
Total		**$ 203,932.00**

RECOMMENDATION

Staff recommends that the City Council authorize the City Manager to execute the Fifth Amendment to the Consulting Services Agreement ("Fifth Amendment") with Cumming Group, in the amount of $203,932, for a total contract amount of $660,830, for construction project management services for various City-Owned Building Repairs and Renovations.

Prepared by:

Jose Gutierrez, Supervising Construction Inspector

Submitted by:

Marilou Ayupan, Public Works Director

ATTACHMENTS:

	Description	Type
🗋	Draft Resolution	Resolution

RESOLUTION NO. 2025-XXX

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF UNION CITY AUTHORIZING THE CITY MANAGER TO EXECUTE THE FIFTH AMENDMENT TO THE CONSULTING SERVICES AGREEMENT WITH CUMMING GROUP, IN THE AMOUNT OF $203,932, FOR A TOTAL CONTRACT AMOUNT OF $660,830, FOR CONSTRUCTION PROJECT MANAGEMENT SERVICES FOR VARIOUS CITY-OWNED BUILDING REPAIRS AND RENOVATION PROJECTS

WHEREAS, on April 12, 2022, the City Council adopted Resolution No. 5922-22a, directing that part of the unanticipated budget savings in the General Fund be programmed for reinvestment in unfunded, one-time, capital projects; and

WHEREAS, work on several previously deferred high-priority projects was initiated immediately; however, due to the volume of work, staff brought in a consulting firm to help manage the projects; and

WHEREAS, Nova Partners, Incorporated ("Nova"), was contracted on February 27, 2023, to replace Swinerton for both the pre-construction project management and construction project management tasks, on a three-month trial period ending on May 31, 2023, for a total contract amount of $74,573; and

WHEREAS, on June 27, 2023, the City Council adopted Resolution No. 6153-23, approving the First Amendment to the Consulting Services Agreement with Nova, in the amount of $175,000, for a total contract amount of $249,573; and

WHEREAS, on November 29, 2023, the City entered into the Second Amendment to the Consulting Services Agreement with Nova to amend the scope of services and extend the term; and

WHEREAS, on May 14, 2024, the City Council adopted Resolution No. 6295-24, approving the Third Amendment to the Consulting Services Agreement with Cumming Group (formerly Nova Partners, Incorporated), in the amount of $88,427, for a total contract amount of $338,000; and

WHEREAS, on March 11, 2025, the City Council adopted Resolution No. 2025-032, approving the Fourth Amendment to the Consulting Services Agreement with Cumming Group, in the amount of $118,898, for a total contract amount of $456,898; and

WHEREAS, Cumming Group continues to provide pre-construction project management services that include preparation of bid documents and procurement of contractors for the repairs to City facilities, as well as providing project management of the construction activity. Cumming Group has also contributed to the creation of several projects for the recently adopted Five-Year CIP for FY 2025-2026 to FY 2029-2030; and

WHEREAS, Cumming Group has been instrumental in managing several repair and renovation projects for City-owned facilities including: 1) the completed bidding, permitting, procurement and installation of the exhaust removal systems at Fire Station 31 and Fire Station 32; 2) the exterior repair, interior demolition and bidding for the interior reconstruction of the Union City Historical Museum; 3) the design, permitting, and

construction of the City Hall Atrium Garden; 4) the procurement of services for the City Hall/Police Department generator, to include maintenance and fuel cleaning; and, 5) the bidding and contracting of design services for the future City Hall/Police Department mobile generator tapbox; and

WHEREAS, Public Works continues to depend on Cumming Group to oversee these and numerous future projects outlined in the recently adopted Five-Year CIP for FY 2025-2026 to FY 2029-2030, to include the second phase of the City Hall workstation modernization project and the installation of new carpet at City Hall; and

WHEREAS, the Fifth Amendment to the Consulting Services Agreement with Cumming Group will increase Cumming Group's compensation by $203,932 and will be funded with monies budgeted in the General Fund, the Capital Facilities Improvement Fund, and the Corporation Yard Fuel Facility & Maintenance Fund.

NOW, THEREFORE BE IT RESOLVED, that the City Council of the City of Union City does hereby authorize the City Manager to execute the Fifth Amendment to the Consulting Services Agreement with Cumming Group, in the amount of $203,932, for a total contract amount of $660,830, for construction project management services for various City-Owned Building Repairs and Renovations projects.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Union City at a regular meeting held on the 22nd day of July 2025 by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

APPROVED:

GARY SINGH
Mayor

ATTESTED:

THAI NAM N. PHAM
City Clerk

APPROVED AS TO FORM:

KRISTOPHER J. KOKOTAYLO
City Attorney

Agenda Item

DATE: 7/22/2025

TO: HONORABLE MAYOR AND CITY COUNCIL

FROM: JOAN MALLOY, CITY MANAGER

SUBJECT: **CONDUCT A PUBLIC HEARING AND ADOPT TWO RESOLUTIONS OF THE CITY COUNCIL OF THE CITY OF UNION CITY: 1) APPROVING AND AUTHORIZING THE SUBMITTAL OF THE 2025-2029 COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) CONSOLIDATED PLAN AND THE FY 2025-2026 CDBG ANNUAL ACTION PLAN, AND AUTHORIZING THE CITY MANAGER, OR THEIR DESIGNEE, TO SUBMIT THE 2025-2029 CDBG CONSOLIDATED PLAN AND THE FY 2025-2026 CDBG ANNUAL ACTION PLAN TO THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT (HUD) AND TO EXECUTE ALL DOCUMENTS AND CERTIFICATIONS NECESSARY TO SECURE FUNDING FOR THE CITY, AND 2) AWARDING $245,000 ANNUALLY FROM THE GENERAL FUND TO VARIOUS PUBLIC SERVICES PROVIDERS AS PART OF THE CITY'S PUBLIC SERVICES GRANTS PROCESS FOR FY 2025-2026 AND FY 2026-2027, AND AUTHORIZING THE CITY MANAGER, OR THEIR DESIGNEE, TO EXECUTE ALL DOCUMENTS NECESSARY TO SECURE FUNDING AND AWARD THE PUBLIC SERVICES GRANTS**

EXECUTIVE SUMMARY

Staff recommends that the City Council conduct a public hearing and adopt two resolutions. The first resolution (Attachment 1) is to approve and authorize the submittal of the 2025-2029 Consolidated Plan ("ConPlan") and the FY 2025-2026 Community Development Block Grant ("CDBG") Annual Action Plan ("AAP") and to authorize the City Manager, or their designee, to submit the 2025-2029 ConPlan and the FY 2025-2026 CDBG AAP to the U.S. Department of Housing and Urban Development ("HUD") and to execute all documents and certifications necessary to secure and award funding. The ConPlan provides guidance on how the City will program its future CDBG allocations over the next five years and is based on an assessment of community needs. The AAP provides specific details regarding the programming of CDBG funds for the upcoming program year. The ConPlan, which includes the AAP, is labeled Exhibit A and is part of Attachment 1. Any additional City Council feedback will be incorporated into the final ConPlan that will be submitted to HUD. It is also recommended that the City Council adopt a second Resolution (Attachment 2) awarding $245,000 annually from the General Fund to various public services providers as part of the City's Public Services Grants process for FY 2025-2026 and FY 2026-2027 and authorize the City Manager, or their designee, to execute all documents necessary to secure funding and award the Public Services Grants.

STRATEGIC PLAN ALIGNMENT

This agenda item does not have alignment with a specific goal or strategy but is required to receive Federal Block Grant funds as well as allocate public service grants, which both support the City's overall mission to create and provide effective, quality services that foster a high quality of life and economic vitality.

BACKGROUND

The City of Union City receives CDBG funding on an annual basis from HUD. As part of the requirements to receive this funding, the City must prepare and submit a ConPlan every five years and an AAP every year to HUD. The ConPlan and AAP assess the City's housing, community, and economic development needs, identify available resources, and outline a strategy on how the City plans to address those needs. The five-year ConPlan is designed to help the City assess the priority needs within the community regarding affordable housing and community development needs and identifying housing and community development priorities that align with eligible activities for CDBG funding.

Additionally, each year the City is required to complete an AAP that describes how the City will use the CDBG funds for the coming program year. The AAP also identifies specific programs/non-profits that will be funded in the upcoming year. FY 2025-2026, which covers the period of July 1, 2025 through June 30, 2026, will be the first year of the City's new ConPlan. The process is also utilized to identify specific programs/non-profits that will be funded through the City's General Fund for the next two-year grant cycle.

Typically, the City is required to submit its AAP forty-five (45) days prior to the start of the program year, which begins on July 1 (i.e., May 15th submission deadline). However, HUD had not announced the City's CDBG allocation until May 14, 2025, because of the delayed 2025 Federal budget appropriation. Due to this delay, HUD has allowed for the submission of the ConPlan and AAP after the start of the program year. This has extended the deadline for submission of the AAP to August 4, 2025, and HUD's final review deadline for the AAP to August 16, 2025.

Due to this delay, the City will be into the program year before executing its funding agreement with HUD. To address this issue, HUD has indicated that the City can move forward with implementing its ConPlan and AAP, prior to executing a funding agreement with HUD, to ensure there are no gaps in services for Union City residents.

DISCUSSION

Funding Overview

The estimated total amount of CDBG and HOME funds the City will receive over the next five years is $2,992,410. This estimate is calculated by taking the FY 2025-2026 CDBG and HOME awards listed below and multiplying them by five. It should also be noted that the calculation includes Administrative fees for both awards that the City receives as part of the allocation that can only be utilized to cover staff time and other administrative needs to run the program and cannot be utilized for other housing and community development activities. The City will receive approximately $474,879 in CDBG funds and $123,603 in HOME funds in FY 2025-2026. Due to the delay in receiving the allocation, the program budget has been updated to reflect the allocation received from HUD as an estimate was utilized in a prior draft to develop the budget. These totals reflect the formal allocation as noticed by HUD.

The City's CDBG grant allocation for FY 2025-2026 is $474,879, which is a decrease of 3.83% (i.e., $18,892) from the previous year. In addition, the City has $16,816 available in unexpended CDBG funds from prior years plus a projected $80 in program income from CDBG-funded loan repayments and loan interest. These funds are to be carried over into the FY 2025-2026 budget for a total of $491,775 available in CDBG funding.

Additionally, the City receives an annual allocation of HOME funding from Alameda County as part of its membership in the Alameda County HOME Consortium. HOME funds have four main eligible activities: homeowner (owner-occupied) rehabilitation; rental housing acquisition, new construction, or rehabilitation; homebuyer housing acquisition, new construction, or rehabilitation, including direct assistance to eligible homebuyers to purchase housing; and tenant-based rental assistance. The HOME allocation is $123,603, which is a 4.89% increase (i.e., $5,764) in funding from the previous year.

The City allocates public services grant funding in two-year cycles through its Public Services Grants process. This is to coincide with the City's two-year budget cycle. The current two-year allocation cycle is FY 2025-2026 & FY 2026-2027. As part of the two-year budget cycle, the City included $245,000 per fiscal year in the General Fund for public services grants in the adopted budget, which is consistent with what the City has allocated in prior years, although an extra $6,000 of General Fund monies was allocated in the last biennial budget cycle (FY 2023-2024 & FY 2024-2025).

Pursuant to the CDBG regulations, the City can only allocate 15% of its CDBG award plus 15% of any program income earned in the prior year towards public services activities. This spending cap limits how many public services organizations the City can support with CDBG funding. The General Fund allocation is essential to providing a broad range of public services to Union City residents.

2025-2029 Consolidated Plan

The ConPlan and AAP are attached (Attachment 1- Exhibit A). Please note that the information is entered on-line and the document is then downloaded so it can be attached to the staff report, which causes some formatting issues such as extra pages.

The process of developing the ConPlan involved a significant amount of community outreach and public involvement. Outreach included the distribution and collection of a community needs survey, updated Public Services Needs Assessment, Regional Analysis of Impediments to Fair Housing Choice report, stakeholder consultation, two public meetings, and a 30-day public comment review period for the draft ConPlan and AAP that was completed in June. The survey, draft review period, and Council public hearing were advertised through the City and Alameda County outreach channels.

The information that was gathered through the outreach process was combined with a review of demographic and economic data sets that were

analyzed and assessed and then developed into a Needs Assessment and Housing Market Analysis which are included in the ConPlan (Pages 24-43). These two sections are used to inform the Strategic Plan section of the ConPlan which details goals for addressing priority needs over the next five years.

Both the updated Needs Assessment completed in 2023 and the Regional Analysis of Impediments to Fair Housing Choice report completed in 2025 also included a robust outreach process that identified additional priorities that will work in tandem with the priority needs that were identified as part of the ConPlan. The additional priorities that were identified were as follows:

- Need for Homeless Services
- Need for Senior Support Services
- Need for Youth Support Services
- Need for programs prioritizing services to expand housing opportunities for people with special needs
- Need for programs prioritizing services that address challenges of displacement among residents in high cost and gentrifying areas
- Needs for program prioritizing services that promote fair housing enforcement and education through interagency collaboration

Based on the community outreach data, data collection, and analysis of housing, socioeconomic, and infrastructure characteristics, the City proposes four priority needs for the ConPlan cycle:

- Affordable Housing Needs
- Homeless Needs
- Supportive Housing Needs
- Community Development Needs

Feedback that was received from residents, community stakeholders, community-based organizations, and Alameda County housing staff and City housing staff informed the development of seven goals that would be utilized to best address the identified priority needs over the next five years. The goals are listed below along with the need that is being addressed, 5-year estimated funding amount dedicated to the goal, and a metric to measure the outcomes.

	Goal	Category	Need Addressed	Total 5-year estimated funding	Goal Outcome Indicator
1.	Promote Production, Rehabilitation, and Preservation	Affordable Housing	Housing Needs	CDBG: $200,000	Homeowner Housing Rehabilitated: 50 Household Housing Units
2.	Reduce Housing Discrimination	Affordable Housing	Housing Needs	CDBG: $50,000	Public Service activities for Low/Moderate income Housing Benefit: 50 Households Assisted
3.	Reduce Homelessness	Homeless	Homeless Needs	CDBG: $50,000	Homeless Prevention: 50 Persons Assisted
4.	Increase Availability of Supportive Housing	Affordable Housing	Supportive Housing Needs	CDBG: $50,000 HOME Consortium: $494,000	Public Service activities for Low/Moderate Income Housing Benefit: 35 Households Assisted; Supportive Housing Services for Homeless: 15 persons assisted Tenant Based Rental Assistance / Rapid Rehousing: 50 Households Assisted
5.	Improve Public	Non-Housing	Community	CDBG:	Public Facility or

	Facilities	Community Development	Development Needs	$1,150,000	Infrastructure Activities other than Low/Moderate Income Housing Benefit: 50 persons Assisted
6.	Support Public Service Programs	Non-Housing Community Development	Community Development Needs	CDBG: $300,000	Public services Activities other than Low/Moderate Income Housing Benefit: 875 Persons Assisted
7.	Fund Economic Development	Non-Housing Community Development	Community Development Needs	CDBG: $100,000	Jobs created/retained: 20 Jobs

FY 2025-2026 Annual Action Plan

The City is required to prepare and submit an AAP to HUD which serves to identify the programs and projects to be funded in the upcoming year by CDBG and HOME funding and identifies how the City will meet the priorities established in its ConPlan.

The following is an overview of the different programs that are being recommended for funding utilizing CDBG and HOME funds for the 2025 program year (i.e., FY 2025-2026). See Exhibit A to Attachment 2 for a one-page summary of the draft CDBG and HOME budget for FY 2025-2026, broken down by activity. The draft budget also contains recommendations for the allocation of public services grants funded by the General Fund.

CDBG funds can be used for an array of activities including public/social services, housing rehabilitation, capital projects, microenterprise programs, and administration. HOME funds can only be used for affordable housing-related activities such as new construction or rehabilitation. See below for an overview of the proposed activities being funded by CDBG and HOME Funds. This section will also summarize the funding recommendations related to the City's Public Services Grants process, which is funded by a combination of CDBG and General Fund monies.

- ***Administration (Staffing)*** – The City is allowed to use up to 20% of its CDBG allocation plus 20% of prior year program income to pay for general administrative expenses, which includes staff costs. The City will allocate $94,976 (maximum allowable amount) in CDBG funds for administration expenses. The City will also allocate $6,505 of its HOME allocation, as allowed by the HOME Consortium, for HOME administration expenses. Both of these funds support Housing Division staffing, who work on administration of CDBG and HOME programs, and necessary supplies.

- ***Public Facilities Improvement Projects*** – In consultation with Public Works staff, $256,800 of FY 2025-2026 CDBG funds (including $80 of estimated program income and $16,816 of roll over funds from the prior year), are proposed to be used for the Charles F. Kennedy Park Improvement Project - Phase 3 ("Project") Prior year CDBG funds have been used for earlier phases of the project as well as improvements to Old Alvarado and Contempo Parks.

  There are several factors staff takes into consideration when choosing a project to be funded by CDBG funds. In order to utilize CDBG funding for a public facility improvement project, the project site must be located in or adjacent to an area where at least 51 percent of the residents are considered low-income or the facility has income-eligibility requirements that serves individuals who meet the low-income requirements. The only exception to this is if the project addresses accessibility issues. The Project is eligible to utilize CDBG funds since it is adjacent to the census tract encompassing the Decoto neighborhood, a Low/Moderate Area Benefit (LMA) eligible area. In addition, in order to meet CDBG timely expenditure requirements, it was important to select a project that could be completed within a year or less or be phased in order to ensure the City is able to meet its timely expenditure requirements.

  CDBG funds will be used for the design and construction activities of park and parking lot improvements. The project will consist of rehabilitating the park with new landscaping and irrigation, repair and modification to pedestrian pathways to rehabilitate damaged asphalt and resolve non-ADA compliant grades, rehabilitate and modify existing picnic area, incorporate ADA compliant benches, picnic tables and drinking fountains, upgrades to Amphitheatre area including replacement and expansion of the amphitheater awning/shade structure, and general improvements to the Kennedy Center outdoor Café amenities. Also, the funds would cover any rehabilitation work proposed on the interior of the Teen Center, which is located within the park. The project will also include the rehabilitation of the parking lot including asphalt resurfacing, modifying pedestrian access points, and resolving non-ADA compliant grades.

  The park also has approximately 0.5 miles of pathways which are in various states of disrepair. A survey will be performed to ensure that all pathway grades meet ADA standards and sections out of compliance will be rebuilt. The City plans to hire a landscape architect to prepare plans and perform an accessibility review of the park in order to identify any other ADA shortcomings for potential inclusion in the Project.

- ***Housing Rehabilitation Program*** – The Housing Rehabilitation Program provides home repair grants to extremely-low, very-low, and low-income homeowners to ensure they can remain living safely in their homes. Staff plans to continue to contract with the Alameda County Healthy Homes Department to administer this program. An allocation of $50,000 is proposed in CDBG funding for minor home repair and accessibility grants.

- ***Microenterprise Assistance Programs*** – A set aside of $20,000 is proposed to support microenterprise assistance programs (i.e. programs that provide assistance to small businesses). Microenterprise assistance programs are not subject to the public service funding cap, which is why they are listed separately. Similar to the last grant cycle, staff is recommending that the microenterprise assistance program that helps low-income residents start or maintain in-home childcare programs, operated by Community Child Care Council (4Cs) of Alameda County, receive $20,000 in funding. 4Cs has consistently met its program goals and submits its reporting and invoices in a timely manner.

- ***Public Services Grants*** – A portion of the City's CDBG allocation goes towards public services, which are distributed through a process managed by the Housing Division. The amount of CDBG funds which can be allocated towards public services is limited to 15 percent of the program year allocation and any program income funds, which is estimated to be $71,232 rounded down to $70,000). The City also allocates $245,000 of General Fund monies to support public services, which are also distributed through the grants process. See table below for an overview of the public services providers recommended for funding.

  The City received fifteen (15) applications totaling over $701,156 in requests. More specifically, the City received $155,000 in CDBG requests and $546,156 in General Fund requests. A Subcommittee of the Human Relations Committee (HRC) met multiple times in March 2025 to score the applications and formulate funding recommendations. City staff were tasked with scoring applications on objective scoring criteria and then the Subcommittee reviewed the applications for the subjective portion of the application review process. The Subcommittee took into consideration the applicant's score; their ability to meet the City's contracting requirements, especially if a request was made for CDBG funding; and their demonstrated track record serving Union City (if applicable). They also were asked to take into account the City priorities when reviewing these applications, like prioritizing applicants who served homeless residents, senior residents, youth services, services expanding opportunities for people with special needs, services addressing issues of displacement of residents in high cost and gentrifying areas, and services promoting fair housing enforcement and education through interagency collaboration which were consistent with the recommendations included in the Needs Assessment and Regional Analysis of Impediments.

  The Subcommittee's recommendations were presented to the HRC at their meeting on June 25, 2025. The HRC voted in favor of the Subcommittee's recommendations with the ability for staff to make adjustments in order to ensure the City meets its CDBG guidelines and requirements and better leverage those funds in an effort to maximize General Fund dollars. The HRC's recommendation includes funding eleven (11) programs that currently receive funding, and one new program. Attached to this staff report, there is more detailed information regarding the HRC's funding recommendations, and a summary of the applications received (Attachments 3 and 4).

  See below for a summary of the recommended Public Services recipients and grants amounts.

Table 1. Public Services Grants Recommendations - CDBG and General Fund

Activity	CDBG	General Fund	Total
Abode Services – Emergency Shelter Services	*10,000*	*5,000*	***15,000***
Centro de Servicios – Decoto Center – Safety Net Services/Food Services	*-*	*155,000*	***155,000***
City of Fremont - Senior Support	*10,000*	*-*	***10,000***
Community Resources for Independent Living (CRIL)	*-*	*15,000*	***15,000***
ECHO Housing – Fair Housing & Tenant /Landlord Counseling	*10,000*	*-*	***10,000***
Immigration Institute of the Bay Area-Immigrant Legal Services	*-*	*15,000*	***15,000***
Legal Assistance for Seniors	*-*	*10,000*	***10,000***
Safe Alternatives to Violent Environments (SAVE)-Crisis Response & Youth Services/Mental Health Services	*10,000*	*-*	***10,000***
Safe Alternatives to Violent Environments (SAVE)-Youth Services Program	*-*	*10,000*	***10,000***
Service Opportunity for Seniors – Meals on Wheels	*-*	*15,000*	***15,000***
Spectrum Community Services – Senior Meals	*10,000*	*5,000*	***15,000***
Union City Family Center-Safety Net Services/Food Services	*20,000*	*15,000*	***35,000***

70,000 245,000 315,000

One of the City's priorities for funding was for homeless services in order to address the large need in the community. The City is proposing to award Abode Services a total of $15,000 ($10,000 in CDBG funds and $5,000 in General Fund monies) to provide homeless support services. These funds will be utilized to support the City's Homeless team's outreach coordination, including outreach to CAREavan participants, in order to get more direct services for Union City residents experiencing homelessness and more efficiency in referrals to Abode's Sunrise Emergency Shelter in Fremont.

The City has historically funded Centro de Servicios Decoto Resource Center. It is located in a designated LMI census tract and is uniquely situated as a critical service provider in the Decoto neighborhood. An allocation of $155,000 of General Fund monies is proposed. Centro's application received a high score during the application review process. The proposed allocation will ensure that the organization can continue to provide important services for low-income families/individuals experiencing food insecurity, case management services with referrals to emergency shelter, health care access, immigration and citizenship services, emergency cash assistance for low-income families/individuals, interpretation and navigation services, and CAREavan service coordination for clients experiencing homelessness.

Staff received some questions at the June 25, 2025, HRC meeting regarding the grant allocation process. There was a question whether staff follows up with applicants on their responses to the questions included in the application for the purpose of obtaining additional information to include in the scoring process. To ensure a fair and transparent process, staff does not follow up with applicants on the responses included in their applications. Staff does provide support to applicants in a few different ways outside of the application scoring phase, including hosting a mandatory technical assistance workshop that all applicants must attend prior to the application submittal date and providing technical assistance for the Zoomgrants portal, which is the on-line platform used to submit applications. The purpose of the workshop is to provide an overview of the application process and application and to respond to questions. For organizations who did not receive an award or had a low score, staff also offers a debrief to provide feedback on the submitted application that an applicant can take into consideration when applying for a future funding cycle.

There was also a question regarding City outreach after an application is submitted. The applications are submitted through Zoomgrants, an on-line portal, that provides confirmation that an application has been received by the application deadline. As discussed above, staff does not reach out to applicants to provide them with additional support on how they should be answering questions during the application window or after their application has been submitted to avoid any perception of bias when reviewing the applications. Staff and subcommittee members only review what is included in the application. In addition, subcommittee members are asked to notify staff of any conflicts of interest before the review process starts to ensure that the review is fair and equitable for all applicants.

- ***HOME Programs*** – An allocation of $84,310 in HOME funds are proposed to support housing rehabilitation and operating expenses as part of the City's multi-jurisdictional State Homekey project with the City of Hayward, and non-profit partner Bay Area Community Services (BACS). The funds will be used for housing rehabilitation and operating expenses supporting homeless clients, which are eligible HOME expenses. The project is a scattered site project that is aimed at providing supportive housing for homeless residents that includes additional supportive services and is currently in the process of being leased up by BACS. The City will also partner with the City of Fremont. or another public service provider, to provide tenant-based rental assistance services for Union City residents. In the past, the City has partnered with the City of Fremont to provide services to Union City residents as part of their Stay Housed-Tenant Based Rental Assistance Program. An allocation of $32,787 is proposed to provide this service for a total allocation of $117,097 in HOME funds.

FISCAL IMPACT

The City is estimated to receive $474,879 in CDBG funds and $123,603 in HOME funds in FY 2025-2026 to cover the activities discussed above. In addition, the City's recently adopted FY 2025-2026 & FY 2026-2027 biennial budget allocates $245,000 in General Fund monies annually to support the City's Public Services Grants process.

RECOMMENDATION

Staff recommends that the City Council hold a public hearing and adopt two resolutions: 1) approving and authorizing the submittal of the 2025-2029 Community Development Block Grant (CDBG) Consolidated Plan and the FY 2025-2026 CDBG Annual Action Plan, and authorizing the City Manager, or their designee, to submit the 2025-2029 CDBG Consolidated Plan and the FY 2025-2026 CDBG Annual Action Plan to the U.S. Department of Housing and Urban Development (HUD) and to execute all documents and certifications necessary to secure funding for the City, and 2) awarding $245,000 annually from the General Fund to various public services providers as part of the City's Public Services Grants process for FY 2025-2026 and FY 2026-2027, and authorizing the City Manager, or their designee, to execute all documents necessary to secure funding and award the Public Services Grants.

Prepared by:

Prepared by:

FRANCISCO GOMEZ JR., HOUSING & COMMUNITY DEVELOPMENT MANAGER

Submitted by:

CARMELA CAMPBELL, ECONOMIC AND COMMUNITY DEVELOPMENT DIRECTOR

ATTACHMENTS:

	Description	Type
🗋	Attachment 1 - Draft Resolution Approving 2025-2029 ConPlan and FY 2025-2026 CDBG AAP	Resolution
🗋	Attachment 1 - Exhibit A - 2025-2029 ConPlan and FY 2025-2026 CDBG AAP	Exhibit
🗋	Attachment 2 - Draft Resolution Awarding the General Fund Allocations for FY 2025-2026 and FY 2026-2027	Resolution
🗋	Attachment 2 - Exhibit A - CDBG/HOME/General Fund Budget for FY 2025-2026	Exhibit
🗋	Attachment 3 - Public Service Grants - HRC Subcommittee Recommendations 2025-2026	Attachment
🗋	Attachement 4 - Application Summary	Attachment
🗋	PowerPoint Presentation	Attachment

RESOLUTION NO. 2025-XXX

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF UNION CITY APPROVING AND AUTHORIZING THE SUBMITTAL OF THE 2025-2029 COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) CONSOLIDATED PLAN AND THE FY 2025-2026 CDBG ANNUAL ACTION PLAN, AND AUTHORIZING THE CITY MANAGER, OR THEIR DESIGNEE, TO SUBMIT THE 2025-2029 CDBG CONSOLIDATED PLAN AND THE FY 2025-2026 CDBG ANNUAL ACTION PLAN TO THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT (HUD) AND TO EXECUTE ALL DOCUMENTS AND CERTIFICATIONS NECESSARY TO SECURE FUNDING FOR THE CITY

WHEREAS, the City of Union City receives Community Development Block Grant ("CDBG") funding on an annual basis from the U.S. Department of Housing and Urban Development ("HUD") and as part of the requirements to receive this funding, the City must prepare and submit an Annual Action Plan ("Action Plan") and Consolidated Plan ("ConPlan") to HUD; and

WHEREAS, the ConPlan is updated every five years and provides the City guidance on how the City will program its future CDBG allocations over the next five years regarding affordable housing and community development needs and identifying housing and community development priorities that align with eligible activities for CDBG funding, and is based on an assessment of community needs which provided adequate opportunity to Union City residents to provide input through community outreach via a Needs Assessment update in 2023, Regional Analysis of Impediments report, and multiple Community Outreach surveys that were completed in 2025; and

WHEREAS, the Action Plan assesses the City's housing, community, and economic development needs, identifies available resources, and outlines a strategy for addressing those needs. The Action Plan identifies specific programs and non-profits that will be funded in the upcoming year; and

WHEREAS, Union City residents have been afforded an adequate opportunity to provide public comment on the 2025-2029 Con Plan and 2025-2026 Action Plan, as required by the U.S. Department of Housing and Urban Development, as City staff published a public notice on May 23, 2025, requesting comments; and

WHEREAS, CDBG-funded capital projects will undergo the appropriate review under the California Environmental Quality Act ("CEQA") and National Environmental Policy Act ("NEPA"), and funding will not be distributed for a project until appropriate environmental review and clearance is completed; and

WHEREAS, the CDBG grant allocation for FY 2025-2026 is estimated to be $474,879, plus $80 of estimated program income and $16,816 available in unexpended CDBG funds from prior years; and

WHEREAS, the City receives an annual allocation of HOME funding from Alameda County as part of its membership in the Alameda County HOME Consortium, and the HOME allocation for FY 2025-2026 is estimated to be $123,603; and

WHEREAS, staff recommends approval of the 2025-2029 ConPlan and the FY 2025-2026 Annual Action Plan labeled **Exhibit A**, attached hereto and made a part hereof, which is incorporated herein by reference.

NOW THEREFORE, BE IT RESOLVED that the City Council of the City of Union City does hereby approve the FY 2025-2029 Con Plan, and FY 2025-2026 Annual Action Plan; and

BE IT FURTHER RESOLVED that the City Council of the City of Union City does hereby authorize the City Manager, or his or her designee, to submit the FY 2025-2029 Con Plan, and FY 2025-2026 Annual Action Plan to HUD and to execute all documents and certifications necessary to secure and award CDBG and HOME funding for the City.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Union City at a regular meeting held on this 22nd day of July 2025 by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

APPROVED:

GARY SINGH
Mayor

ATTESTED:

THAI NAM N. PHAM
City Clerk

APPROVED AS TO FORM:

KRISTOPHER J. KOKOTAYLO
City Attorney

Attachment:

1) Exhibit A – CDBG 2025-2029 Consolidated Plan and FY 2025-2026 CDBG Annual Action Plan

2025-2029 Consolidated Plan and Annual Action Plan

COMMUNITY DEVELOPMENT BLOCK GRANT

City of Union City I Alameda County HOME Consortium

CITY OF UNION CITY
34009 Alvarado-Niles Rd • Union City · CA · 94087 unioncity.org

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Executive Summary

ES-05 Executive Summary – 24 CFR 91.200(c), 91.220(b)

1. Introduction

The City of Union City (City) is an entitlement City that receives federal funding from the US Department of Housing and Urban and Development (HUD). The City receives funds through the Community Development Block Grant (CDBG) program.

The **CDBG entitlement program** provides formula funding to cities and counties to address community needs. Seventy percent of gross funding must be used to serve low- to moderate-income households. Eligible activities must meet one of the following national objectives for the program:

- Benefit low- and moderate-income persons;
- Prevent or eliminate slums or blight; or
- Address an urgent community need, such as when existing conditions pose a serious and immediate threat to the health or welfare of the community for which other funding is not available.

The **Consolidated Plan** (ConPlan) is a five-year planning document. This plan covers the period from Program Year (PY) 2025–26 through PY 2029–30. The purpose of the ConPlan is to guide jurisdictions to:

- Assess its affordable housing and community development needs and market conditions;
- Make data-driven, place-based investment decisions; and
- Conduct community-wide discussions to identify housing and community development priorities that align and focus on eligible activities for CDBG funding.

Recipients of CDBG funding must also prepare and submit to HUD an **Annual Action Plan** (AAP) that describes in detail, each year, how the ConPlan will be carried out. The AAP must provide a concise summary of the actions, activities, and specific federal and non-federal resources that will be used each year to address the priority needs and specific goals identified by the ConPlan. Additionally, at the end of each program year, jurisdictions must complete and submit to HUD a Consolidated Annual Performance and Evaluation Report (CAPER) to report on the accomplishments and progress toward the ConPlan's goals.

The City was originally going to utilize the prior year allocation $493,771 in CDBG funds for Fiscal Year (FY) 2025–26 due to the delay in the release of the City's allocation from HUD. HUD subsequently released the City's 2025-2026 allocation amount of $474,879 on May 14, 2025. Staff originally planned to use the original estimate for its proposed allocation amounts and then would proportionally increase or decrease the estimated funding levels based on the allocation that was received by the City. Since the release of the City's allocation, staff have adjusted the funding levels based on the allocation that was received. Based on the current allocation, the City anticipates approximately $2,300,000 in CDBG funds over the entirety of the 2025–29 ConPlan period.

2. Summary of the objectives and outcomes identified in the Plan Needs Assessment Overview

The objective of the Needs Assessment is to gather information from the community and all partners, such as demographic and economic data regarding the City's homeless, need for affordable housing, special needs populations, and community development needs. This information is used to make data-driven decisions to establish priority community needs and strategies based on current conditions, expected funds, and local capacity. Through data collection, outreach, and analysis presented in this plan, a clear outline of the City's priority needs is formed, along with the projects and facilities that are most likely to aid in the City's development.

A summary of needs identified in the City of Union City include:

- Housing needs
- Homeless needs
- Senior needs
- Youth needs
- Supportive housing needs for people with special needs

3. Evaluation of past performance

The City's CDBG funds successfully contributed to several projects over the last five years. Those projects have contributed to the provision of housing rehabilitation, fair housing, public services, and public facilities improvements.

Housing Rehabilitation

CDBG funds were used to rehabilitate existing owner-occupied housing over the last four program years. During the four-year period, 46 housing units were rehabilitated for households earning between 0 to 80 percent AMI.

Fair Housing

CDBG funds were used to contract with ECHO Fair Housing to provide fair housing services, including mediation and counseling services, fair housing testing, and education/outreach for Union City residents. ECHO Fair Housing served 112 Union City households in PY 2020–21, 141 in PY 2021–22, 111 in PY 2022–23, and 116 in PY 2023–24.

Public Services

CDBG funds were used to fund social service providers that assist homeless individuals, low-income seniors, low-income households, and persons with special needs. Funded service providers include:

- City of Fremont – Provides case management and adult services for low-income seniors.
- Union City Family Center – Provides emergency food, clothing, household supplies, public benefits signup assistance, financial coaching, and case management to low-income families with children.
- Spectrum Community Services – Provides meals and health/mental health services to low and extremely low-income seniors.
- Safe Alternatives to Violent Environments (SAVEs) – Works with families, referred by Police Department staff, to provide safety and well-being through crisis counseling and links to support services as well as temporary restraining order assistance. SAVEs also conducts hour-long classroom presentations to Union City students addressing teen dating violence.
- Community Child Care Council (4Cs) of Alameda County – Provides business support, education, technical assistance, and incentives to help Union City residents launch and operate in-home family childcare business.

From PY 2020–21 to PY 2023–24, City-funded social service providers assisted 44,753 persons.

Public Facilities Improvements

In FY 2018–19, the City completed repayment of its Section 108 loan, freeing up funds for other eligible projects. For PY 2019–20, the City committed some of these funds for Americans with Disabilities Act (ADA) compliant improvements at Contempo Park. This included rehabilitation of an existing picnic area and replacement of existing park furniture with ADA-compliant furniture. CDBG Funds also supported the City's renovation of the Old Alvarado/Cesar Chavez Park improvement project, which included rehabilitating two connected parks and renovating the grounds with new landscaping throughout the park, rehabilitating asphalt pedestrian pathways throughout the park, providing renewed park equipment, renovating picnic areas, resolving non-ADA compliant issues throughout the picnic areas and park for greater access, and creating shade structures for residents. The project was finished in PY 2023-2024

4. Summary of citizen participation process and consultation process

Robust community engagement was achieved through engaging a diverse group of stakeholders to identify priorities, concerns, and values. The feedback provided through the community engagement process supported the development of this ConPlan, including the development of housing and community development needs, priorities, goals, and strategies for funding allocations.

For the purposes of this plan, the community outreach included residents, business owners, and interest groups. Leveraging existing stakeholder contacts, recognizing underrepresented stakeholders, and identifying new stakeholders was integral to the process of reaching the Union City community and ensuring a broad depth of participation.

The City announced the various community engagement opportunities through its social media and email blasts.

Members of the public had the following opportunities for participation and comment, all of which were offered virtually or in Union City during the ConPlan process:

- Stakeholder Consultation Meetings: Representatives from various local organizations met to give feedback on the most pressing priorities and needs of target populations. In-person and Virtual options to attend were provided to the public. Stakeholders unable to attend either meeting were asked to provide written comments.
- Community Outreach Survey: To broadly access and efficiently obtain information from a large number of geographically distributed citizens, an online survey was prepared. The survey was announced through City media outlets and disseminated through key community liaisons or stakeholders with access to resident and community groups, business owners, and interest groups.
- Public Meetings: The City held a Council meeting where the draft ConPlan and AAP were discussed, and members of the public had the opportunity to comment. As well as, working with Alameda County who also held a public meeting through the Board of Supervisors to discuss the draft ConPlan and AAP, to allow members of the public the opportunity to comment.
- 30-Day Review Period: HUD reinstated the 30-day public review period and members of the public were able to submit comments on the draft ConPlan during this time.

A detailed summary of community engagement, including participation, methods, and feedback, can be found in Sections PR-10 (Consultation) and PR-15 (Citizen Participation) of this ConPlan.

5. Summary of public comments

Stakeholders provided feedback on the priority needs of the City. Priority needs related to housing, services, and public facilities were summarized into several overarching themes including:

- Homeless services
- Senior Services
- Youth services

Community members provided feedback via the community outreach survey. The highest areas of need included (in no particular order):

- Homeless emergency shelters
- Expansion of housing opportunities for people with special needs
- Fair housing enforcement and education
- Housing challenges of displacement in high-cost areas

6. **Summary of comments or views not accepted and the reasons for not accepting**

The City will incorporate all comments and feedback received through outreach efforts into the plan.

7. Summary

This 2025-29 Consolidated Plan combines resident feedback, demographic data and analysis, community stakeholder input, and consideration of City resources, goals, other relevant plans, and policies. The result of this combined effort and analysis is the City's five-year Strategic Plan for the allocation of CDBG funds and activities. These funds will focus on housing rehabilitation, public services, fair housing, and public facilities improvements.

The Process

PR-05 Lead & Responsible Agencies - 91.200(b)

1. Describe agency/entity responsible for preparing the Consolidated Plan and those responsible for administration of each grant program and funding source

The following are the agencies/entities responsible for preparing the Consolidated Plan and those responsible for administration of each grant program and funding source.

Agency Role	Name	Department/Agency
Lead Agency	UNION CITY	
CDBG Administrator	UNION CITY	HCD/ECD
HOPWA Administrator		N/A
HOME Administrator	Alameda County Home Consortium	Alameda County HCD
HOPWA-C Administrator		N/A

Table 1– Responsible Agencies

Narrative

Lead and Responsible Agency

The City of Union City (City) is the lead and responsible agency for the US Department of Housing and Urban Development's (HUD) entitlement programs in Union City. The City's Economic and Community Development (ECD) Department is responsible for administering the City's CDBG grants and the County's Housing and Community Development (HDC) Department is responsible for administering the County's HOME Consortium.

Entitlement jurisdictions receive entitlement funding (i.e., non-competitive, formula funds) from HUD. By federal law, the City is required to submit a five-year Consolidated Plan and Annual Action Plan to HUD listing priorities and strategies for the use of its federal funds. The ConPlan helps local jurisdictions to assess their affordable housing and community development needs and market conditions to meet the housing and community development needs of its populations.

Consolidated Plan Public Contact Information

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PR-10 Consultation - 91.100, 91.110, 91.200(b), 91.300(b), 91.215(l) and 91.315(l)

1. Introduction

The City has begun to implement the adopted Hazard Mitigation Plan. This will help to address the needs of residents who are vulnerable to both the effect of disasters and housing issues. The City did not consult resilience specific stakeholders in this round of planning because they were consulted during the process to update the Hazard Mitigation Plan. The City completed a Multi-Jurisdictional Hazard Mitigation Plan with the City of Newark, City of Fremont, Alameda County Water District, and Union Sanitary District for the Tri-City Planning Area. The City completed this process in 2024. The City will be implementing the Plan over the next several years.

The City has identified the need to establish an Information Technology (IT) committee to prioritize technology investments within the City and implement the citywide IT plan. This committee will conduct further broadband outreach in order to identify and remediate the issues that are contributing to the digital divide.

Provide a concise summary of the jurisdiction's activities to enhance coordination between public and assisted housing providers and private and governmental health, mental health and service agencies (91.215(l)).

The City hired Michael Baker International to assist in community engagement efforts. Community engagement is key for helping the City to identify needs, priorities, goals, strategies, and activities for future housing and community development activities over the five-year ConPlan period. Engagement activities included a community survey and stakeholder meetings.

As a part of the stakeholder consultation process, the City consulted with a variety of stakeholders, including City service providers, legal service providers, fair housing providers, and housing service organizations. The City also completed a robust Public Services Needs Assessment in 2023 to ensure that the community's needs are being met in terms of the public services that are being prioritized. Two stakeholder meetings were held and a community survey was created and distributed to residents via flyer and via email and hosted on the City's website. The City received over 614 survey responses via online and print.

The City also partnered with Alameda County and other jurisdictions to complete the Regional Analysis of Impediments to Fair Housing. As part of that large outreach process, a survey titled *Alameda County Regional Fair Housing Survey (2024)* was provided to residents via promotional flyer and a dedicated link on the City's website was provided for residents. The flyer was provided in multiple languages to ensure the most accessibility to residents. Outreach also included six community meetings, with one of those meetings being held in Union City. The goal of the meeting was to facilitate discussions around the draft

report findings, proposed actions to address them, and other fair housing considerations. The City also provided a list of stakeholders with expertise in various topic areas and who serve large populations that were contacted to engage in targeted and specific interviews.

Describe coordination with the Continuum of Care and efforts to address the needs of homeless persons (particularly chronically homeless individuals and families, families with children, veterans, and unaccompanied youth) and persons at risk of homelessness

During the development of its ConPlan and Annual Plans, and as a general practice, the City attempts to coordinate with a variety of housing/shelter organizations, public and mental health agencies, and service providers to discuss community needs. Their collective feedback is especially valuable in gathering information and shaping priorities as they relate to special needs populations, general health, and mental health services in the City. The City used its participation in the "County of Alameda Regional Analysis of Impediments to Fair Housing" ("Analysis of Impediments") development process to connect with a large amount of housing/shelter organizations, public and mental health agencies, and service providers to discuss community needs. The feedback received during the planning and execution of the Analysis of Impediments helped to ensure the City's priorities being aligned to help better serve residents.

The City has also been in coordination with the Alameda County Health Department of Housing and Homeless Services to ensure that the City's CAREavan program, which provides safe overnight parking for individuals experiencing homelessness and living in their vehicle, is able to effectively coordinate with the County to continue to offer homeless services to program participants.

Describe consultation with the Continuum(s) of Care that serves the jurisdiction's area in determining how to allocate ESG funds, develop performance standards and evaluate outcomes, and develop funding, policies and procedures for the administration of HMIS

Not applicable. The City of Union City does not receive ESG funds.

2. Describe Agencies, groups, organizations and others who participated in the process and describe the jurisdictions consultations with housing, social service agencies and other entities

Table 2– Agencies, groups, organizations who participated

1	**Agency/Group/Organization**	Union City Family Center
	Agency/Group/Organization Type	Services-Children
	What section of the Plan was addressed by Consultation?	Needs Assessment

	How was the Agency/Group/Organization consulted and what are the anticipated outcomes of the consultation or areas for improved coordination?	Representative(s) contributed data and analysis for the Needs Assessment on the topic of youth. The City will continue to coordinate with them in the future.
2	**Agency/Group/Organization**	Union City
	Agency/Group/Organization Type	Other government - Local
	What section of the Plan was addressed by Consultation?	Needs Assessment
	How was the Agency/Group/Organization consulted and what are the anticipated outcomes of the consultation or areas for improved coordination?	Representative(s) contributed data and analysis for the Needs Assessment on the topics of parks and recreation, capital improvements, and public services via a stakeholder meeting. Future internal coordination will continue to occur.
3	**Agency/Group/Organization**	Centro Legal De La Raza
	Agency/Group/Organization Type	Legal Services
	What section of the Plan was addressed by Consultation?	Needs Assessment
	How was the Agency/Group/Organization consulted and what are the anticipated outcomes of the consultation or areas for improved coordination?	Representative(s) contributed data and analysis for the Needs Assessment on the topic of legal needs. The City will continue to coordinate with them in the future.
4	**Agency/Group/Organization**	Union City Library
	Agency/Group/Organization Type	Other government - Local
	What section of the Plan was addressed by Consultation?	Needs Assessment
	How was the Agency/Group/Organization consulted and what are the anticipated outcomes of the consultation or areas for improved coordination?	Representative(s) contributed data and analysis for the Needs Assessment on the topic of public services. The City will continue to coordinate with them in the future.
5	**Agency/Group/Organization**	ECHO Housing
	Agency/Group/Organization Type	Service-Fair Housing
	What section of the Plan was addressed by Consultation?	Needs Assessment

	How was the Agency/Group/Organization consulted and what are the anticipated outcomes of the consultation or areas for improved coordination?	Representative(s) contributed data and analysis for the Needs Assessment on the topic of fair housing. The City will continue to coordinate with them in the future.
6	**Agency/Group/Organization**	Community Resources for Independent Living
	Agency/Group/Organization Type	Services-Persons with Disabilities
	What section of the Plan was addressed by Consultation?	Needs Assessment
	How was the Agency/Group/Organization consulted and what are the anticipated outcomes of the consultation or areas for improved coordination?	Representative(s) contributed data and analysis for the Needs Assessment on the topic of disability services. The City will continue to coordinate with them in the future.
7	**Agency/Group/Organization**	EXP Realty
	Agency/Group/Organization Type	Business and Civic Leaders
	What section of the Plan was addressed by Consultation?	Needs Assessment
	How was the Agency/Group/Organization consulted and what are the anticipated outcomes of the consultation or areas for improved coordination?	Representative(s) contributed data and analysis for the Needs Assessment on the topic of housing. The City will continue to coordinate with them in the future.

Table 3– Agencies, groups, organizations who participated

Identify any Agency Types not consulted and provide rationale for not consulting

No agency types were excluded from engagement.

Other local/regional/state/federal planning efforts considered when preparing the Plan

Name of Plan	Lead Organization	How do the goals of your Strategic Plan overlap with the goals of each plan?
Continuum of Care	EveryOneHome	The EveryOne Home Plan to End Homelessness identifies solutions to the homeless crisis in Alameda County.
Union City Housing Element, 2023-2031	City of Union City	The Union City Housing Element identifies affordable housing constraints within the City and identified barriers to address those constraints.
Union City Strategic Plan 2020-2025	City of Union City	The Union City Strategic Plan is a non-CDBG plan that includes goals for economic development, community development, and public safety as well as goals for environmental sustainability and infrastructure.
Home Together 2026 Community Plan: 2026 5 yr plan	EveryOne Home (Alameda County Continuum of Care)	The EveryOne Home Plan to End Homelessness identifies solutions to the homeless crisis in Alameda County.
Alameda County 2025-2030 Regional Analysis of Impediments	County of Alameda	The Regional Analysis of Impediments to Fair Housing Choice identified barriers to fair housing as well as goals to reduce those barriers.

Table 4– Other local / regional / federal planning efforts

Describe cooperation and coordination with other public entities, including the State and any adjacent units of general local government, in the implementation of the Consolidated Plan (91.215(l))

The collaborative implementation of this ConPlan over the course of the next five years begins with the coordinated efforts of multiple public agencies working together to gather feedback and information for regional and local community needs and priorities. Once needs and priorities are identified, they are then incorporated into the City's ConPlan, forming both regional and local strategies for addressing those needs and priorities.

Furthermore, community outreach to local leaders, stakeholders, and residents is a critical first step in implementing this plan's desired community changes. By successfully establishing relationships and trust between the government, those providing services or community improvements, and the beneficiaries of these services or improvements, the City and community can move toward a joint vision for what and how to make community improvements. The agencies, groups, and organizations who participated are listed in Table 2. Other local/regional/federal planning efforts can be found in Table 3.

In particular, the City coordinated with the County of Alameda for the Regional Analysis of Impediments to Fair Housing Choice. The City contributed data, coordinated public meetings, and established goals to remove barriers to fair housing choice within the region. Data from the AI has been incorporated into this ConPlan.

Narrative

- Abode Services
- Housing and Economic Rights Advocates (HERA)
- Spectrum Community Services
- Bay Area Community Services
- Bay Area Legal Aid
- Centro De Servicios
- East Bay Community Law Center
- Open Heart Kitchen
- Safe Alternatives to Violent Environments

- Timelist Group
- Eden I & R
- Legal Assistance for Seniors
- Deaf Counseling Advocacy and Referral Agency (DCARA)
- The Arc of Alameda County
- TIBURCIO VASQUEZ HEALTH CENTER
- Tri-City Health Center
- SOS Meals on Wheels
- Alameda County Small Business Development Center
- Alameda County Workforce Development Board
- City of Union City Chamber of Commerce
- East Bay Economic Development Alliance
- Ohlone College TriCities Career Center
- Urban Manufacturing Alliance
- EveryOne Home
- Kidango
- The Village Method
- Fremont Family Resource Center
- International Institute of the Bay Area

PR-15 Citizen Participation - 91.105, 91.115, 91.200(c) and 91.300(c)

1. Summary of citizen participation process/Efforts made to broaden citizen participation
Summarize citizen participation process and how it impacted goal-setting

Outreach is essential to the City's ability to create an accurate and effective plan, and to allocate resources appropriately. The City attempted to reach as many residents as possible. Receiving feedback from residents, especially those who may receive assistance from grant funds, is critical to the success of the CDBG program. The City reached out to practitioners, agencies, leaders, organizations, and companies who may have the specialized knowledge, experience, resources, and capacity to discuss needs, opportunities, solutions, investments, and how community improvements can be made. All City residents were encouraged to provide input on community needs through citizen participation opportunities.

The City organized various methods for participation and public comment throughout the development of the ConPlan. The following is a summary of the efforts made to broaden citizen participation through the ConPlan process. Table 4, Citizen Participation Outreach, provides additional detail on the types of outreach conducted and, where applicable, a summary of the comments received.

The City was still following COVID-19 pandemic meeting protocols so we offered both virtual and in person for the community engagement events and a stakeholder meeting. Since many residents were being cautious and to ensure maximum engagement, we continued to provide email blasts sent to stakeholders and other community groups for distribution to their client base, and stakeholders were sent online surveys.

Community Outreach Survey

This community outreach survey was noticed through the City's website, social media, and distribution of flyers to key contacts. The survey was made available to the public between August 29, 2024, and September 19, 2024. The survey was provided in English and other languages and was available on paper by request. Data gathered from the survey provided community feedback needs for housing, public facilities, infrastructure, homelessness, economic development, and community services.

The City also completed an extensive and robust outreach process for the Public Services Needs Assessment Study in 2023. The survey for the Needs Assessment was made available from January 3, 2023 and February 7, 2023. The survey was provided in English and other languages and was available on paper by request. The data gathered from the survey provided community feedback that to help establish current and future public service needs, housing, infrastructure, public facilities, homelessness, economic development and other community services in Union City.

A copy of the survey, along with the final results, can be found at the end of the document under **Appendix Community Engagement Summary.**

Stakeholder Consultations

One stakeholder consultation meeting was held with various service providers to obtain feedback. An in-person and virtual stakeholder meeting was held on September 12, 2024. The feedback was useful in identifying gaps in services, trends in the local community, and needs relating to specific services and populations.

There were also two stakeholder consultation meetings that were part of the Public Services Needs Assessment Study in 2023. In-person and virtual stakeholder meetings were held on February 8, 2023 and February 9, 2023. The feedback was especially helpful in identifying gaps in services, trends in the local community, and needs relating to specific services and populations.

The agencies that provided feedback are listed in **Table 2**. The list of questions that were asked during the stakeholder consultation meetings can be found in **Appendix Community Engagement Summary.**

Public Meetings

- June 25, 2025 – HRC Committee meeting to review the ConPlan needs and goals
- July 22, 2025 – City Council meeting to approve the ConPlan to be sent to the County

Citizen Participation Process Impact on Goal Setting

Comments from stakeholders provided feedback for the Needs Assessment and Market Analysis in the ConPlan, especially concerning special needs populations and non-housing community development. The results from the survey also helped identify areas of concern for housing, public services, and community development needs as related to local data. The feedback was especially useful in assessing the priority needs

and goal setting for the Strategic Plan section of the Consolidated Plan. Additionally, input obtained from community engagement offered more insight into priority needs and areas needing the most neighborhood revitalization.

Citizen Participation Outreach

Sort Order	Mode of Outreach	Target of Outreach	Summary of response/attendance	Summary of comments received	Summary of comments not accepted and reasons	URL (If applicable)
1	Community Outreach Survey	Non-targeted /broad community	1,621 survey responses	Survey results provided input regarding needs for public services, facilities, infrastructure, and housing needs.	All comments were accepted.	
2	Community Outreach Survey	Non-targeted/broad community	614 survey responses	Survey results provided input on prioritizing homeless services, senior services, and youth services.	All comments were accepted.	
3	Public Meeting	Service Providers	Public Meetings were held with service providers to see what priorities their clients needed and how they could be incorporated into the Analysis of Impediments.	Comments received identified prioritizing services that expanded housing opportunities for people with special needs, address challenges of displacement among residents in high cost and gentrifying areas, and promotion of fair housing enforcement and education.	All comments were accepted	

Sort Order	Mode of Outreach	Target of Outreach	Summary of response/attendance	Summary of comments received	Summary of comments not accepted and reasons	URL (If applicable)
4	Public Meeting	Non-targeted/broad community	Public meetings held on (HOME Technical Advisory Committee (HTAC) meeting) and 6/24/25 for Council review and approval of ConPlan. Meetings were held in-person and virtually.	None received	N/A	
5	Newspaper Ad	Non-targeted/broad community	Newspaper ad to provide public notice and ability to provide comments	None received	N/A	

Table 5– Citizen Participation Outreach

Needs Assessment

NA-05 Overview

Needs Assessment Overview

The Needs Assessment collects and analyzes data to demonstrate the needs of Union City residents. As identified in the NA-50 below, the City has various non-housing needs for public services, facilities, and improvements with a focus on homelessness and youth.

Additionally, according to the community outreach survey, the City's housing-related needs include:

- Senior Housing
- Affordable Rental Housing
- Supportive Housing for persons with disabilities
- Homeless Housing
- Housing code enforcement
- Energy efficiency in housing
- Lead-based paint test/abatement

Stakeholders also identified the needs for rental assistance as well as wraparound services for homeless, elderly households, persons with disabilities, and youth.

In April 2025, Alameda County adopted the 2025-2029 Regional Analysis of Impediments to Fair Housing Choice (AI), which utilizes local, regional, and state data as well as community engagement feedback to identify fair housing issues in Alameda County, including in the City of Union City, and creates goals to address those issues.

The AI analyzed housing market trends, including rent and home sale prices, vacancy rates, homeless counts, fair housing, and mortgage denials. In some categories, city-level data was unavailable, in which case County data was used. The following is a summary of data on housing-related issues within Alameda County and the City, as identified in the 2025-2029 AI:

- Alameda County median monthly rental prices have risen by 48.9 percent or approximately $756 since 2017.
- Almeda County median home sales prices have risen by 64.5 percent or approximately $418,700 since 2017.

- Alameda County median home values have increased by 64.5 percent with median rents increasing by 49% from 2017 to 2023, with housing costs outpacing income growth and intensifying affordability challenges for lower-income residents.
- A household in Alameda County would need to earn $107,280 annually to afford a two-bedroom apartment without being cost-burdened.
- 191 homeless individuals reside in the City; none are sheltered.
- Low-income groups and people of color face higher rates of cost burden, overcrowding, and inadequate housing, underscoring systemic barriers in housing access.
- Renters and Seniors face affordability challenges; nearly 52 percent of renter households experience at least on housing issue.
- Households with fixed incomes are the most vulnerable to areas with affordability challenges, this includes households with people with disabilities and seniors.
- Renters make of 34.05 percent of the housing market in the City while Owners make up 65.95 percent of the households in the City.
- Current average household size in the City is 3.28.
- 28 percent of residents surveyed for AI indicated that they experienced housing discrimination.
- The City was included in a fair housing audit and of the 10 listings that were audited, only 1 listing experienced differential/discriminatory treatment.

If the PJ will establish a preference for a HOME TBRA activity for persons with a specific category of disabilities (e.g., persons with HIV/AIDS or chronic mental illness), describe their unmet need for housing and services needed to narrow the gap in benefits and services received by such persons. (See 24 CFR 92.209(c)(2) (ii))

N/A

NA-50 Non-Housing Community Development Needs - 91.415, 91.215 (f)

Describe the jurisdiction's need for Public Facilities:

According to the community outreach survey, the top five highest public facilities needs are:

- Youth and Teen centers
- Parks and recreational facilities
- Senior Centers
- Health facilities for support services
- Homeless shelters

Stakeholders identified that public facilities needs include:

- Public transportation access and Bus stop updates
- Age friendly parks and public spaces
- Crosswalk accessibility
- Emergency Homeless shelters

Additionally, Union City Public works identified the continued need for staffing for park maintenance as a top need for public facilities.

How were these needs determined?

For Public facilities, need was determined through the community engagement process, which included survey and stakeholder engagement. The survey solicited feedback from City residents and stakeholder engagement focused on service providers and different agencies and experts. The survey was made available both online and physical copies were available by request at City Hall. The City was able to get very high engagement with close to 2,000 responses and 12 stakeholder organizations participated in the process.

Describe the jurisdiction's need for Public Improvements:

Based on the survey information, some of the highest public improvement needs are:

1. Updated public transportation infrastructure
2. Crosswalk improvements and accessibility
3. Street improvements
4. ADA compliance in parks and public spaces

Union City Public Works also identified ADA-compliant upgrades for parks and public spaces as a high priority public improvement need.

The Union City Strategic Plan 2020-2025, adopted in September 2019, also utilized community input to identify goals. The plan process started with a community survey of residents and community leaders

that received over 800 responses. The Strategic Plan was subsequently updated in 2021 and 2023. The Strategic Plan includes goals for economic development, community development, and public safety as well as goals for environmental sustainability and infrastructure. Below are some highlighted goals from the strategic plan:

- Assess the feasibility of using a private provider to add high-speed internet with the goal of enhancing business and resident attraction.
- Develop a space needs assessment to evaluate facility needs for police and other City departments.
- Continue the buildout of the City's bicycle and pedestrian network, with an emphasis on closing gaps, addressing safety concerns, and increasing connectivity to the Station District.
- Implement the City's capital improvement plan.
- Conduct a tree inventory to determine a yearly maintenance plan for City-owned trees.
- Update Climate Action Plan and include regional goals in plan.
- Convert the UC Transit fleet to electric.
- Create and implement a plan to maintain and upgrade the City's buildings.
- Develop a ten-year parks operations, maintenance, and capital improvement plan.

How were these needs determined?

For Public improvements, the need was determined through the community outreach surveys and stakeholder engagement as described above as well as through review of the Union City Strategic Plan.

Describe the jurisdiction's need for Public Services:

According to the community outreach surveys, the highest public service needs are:

- Homeless services
- Senior services
- Youth services
- Family services
- Mental Health services

Based on feedback from stakeholders, the following public service needs were identified:

<u>General</u>

- Mental Health Services
- Homeless services
- Senior support services
- Youth support services

Youth

- After-school activities
- Health education
- Addiction support
- Violence prevention
- School-based counseling activities

Homelessness

- Case management services
- Mental health services
- Behavioral health services
- Disability services
- Emergency shelter services
- Access to additional County support services
- Addiction support services

Seniors

- Fall prevention services
- Technology services
- At home support services
- Food assistance services

How were these needs determined?
Public service needs were determined through the community outreach surveys and stakeholder engagement as described above.

Based on the needs analysis above, describe the State's needs in Colonias

N/A

Housing Market Analysis

MA-05 Overview

Housing Market Analysis Overview:

This overview summarizes the key points of each section of the Market Analysis and sets a basis for some of the funding priorities listed in the Strategic Plan. The Market Analysis identifies the City's non-housing community development assets, concentrations of housing problems, broadband access, and hazard mitigation. The following is a summary of each section:

MA-45 Non-housing Community Development Assets

- Education and Health Care Services; Professional, Scientific, Management Services; and Manufacturing are the largest employment sectors in the City (18, 15, and 13 percent, respectively)
- City has more workers than there are jobs located in the City, indicating that a significant portion of workers community out for work.
- Education and Health Care Services and Manufacturing sectors are predicted to grow by 30 percent over the next 20 years.
- Approximately 43 percent of the City's workforce has obtained a bachelor's degree or higher, correlating with the City's largest workforce sectors.

MA-50 Needs and Market Analysis Discussion

- Census tracts 4401, 4402, 4403.08, 4403.31, and 4403.33 have concentrations of housing problems, where 50 percent or more of households experience at least one housing problem. Figure 1 in MA-50 displays these Census Tracts.
- There are no Racially or Ethnically Concentrated Areas of Poverty (R/ECAPs) located within the City; however, the census tracts identified above tend to have higher concentrations of Asian or Pacific Islander and Hispanic residents.
- Areas of housing problem concentrations, where residents face severe challenges in accessing and maintaining affordable and stable housing, contain single-family and multifamily housing, schools, retail, industrial uses, commercial buildings, and public services.

MA-60 Broadband Needs of Housing occupied by Low-and Moderate-Income Households

- Most of the City is served by fixed-service broadband.
- Xfinity and AT&T are the primary internet providers in the City, with newer internet service providers like Sonic internet coming into to the City to provide some affordable options. Xfinity and AT&T currently offer internet to residents between $55 to $250 per month with a range of speeds.
- Households are able to participate in different social assistance programs for reduced cost internet access from the three companies, offering internet discounts and plan offerings from $14.95 to $29.95 per month.

MA-65 Hazard Mitigation

- The average temperature of the San Francisco Bay Area is projected to rise between 1 and 2.3 degrees by 2100 due to climate change and throughout the State between 3 and 5.5 degrees.
- The increase in temperature will manifest as heat waves and sustained high heat days directly harm human health through heat-related illnesses (mild heat stress to fatal heat stroke) and the exacerbation of pre-existing conditions in the medically fragile, chronically ill, and vulnerable.
- Climate change may also cause increased occurrences of extreme weather in Alameda County and throughout the State and may result in ruined housing and permanent displacement.

Low-moderate income households and those with special needs are more vulnerable to natural disasters caused by climate change.

TMA-45 Non-Housing Community Development Assets - 91.410, 91.210(f)

Introduction

The City of Union City is located in the Bay Area, which is a populous area in Northern California. Top employers in the City include New Haven Unified School District, Southern Glazer's Wine and Spirits of California, Walmart, and Masonic Home for Adults. There are 35,557 jobs in the City with a labor force of approximately 33,460. Approximately 45 percent of residents 25 years or older have a bachelor's degree or higher.

Economic Development Market Analysis

Business Activity

Business by Sector	Number of Workers	Number of Jobs	Share of Workers %	Share of Jobs %	Jobs less workers %
Agriculture, Mining, Oil & Gas Extraction	25	25	1	0	-1
Arts, Entertainment, Accommodations	2017	2017	6	8	1
Construction	1315	1315	4	4	1
Education and Health Care Services	7603	6223	21	13	1
Finance, Insurance, and Real Estate	1530	1530	4	2	-1
Information	1469	1469	4	1	-1
Manufacturing	5546	4269	16	16	-1
Other Services	1232	1232	4	3	1
Professional, Scientific, Management Services	6855	6875	19	3	-1
Public Administration	1279	1279	4	0	0
Retail Trade	3205	3205	9	9	-1
Transportation & Warehousing	2743	2743	8	3	-1
Wholesale Trade	738	738	2	10	4
Grand Total	35,557	35,557	--	--	--

Table 6 - Business Activity

Data Source: 2023: ACS 5-Year estimates data profile (Workers), Longitudinal Employer-Household Dynamics (Jobs)

Labor Force

Total Population in the Civilian Labor Force	35,000
Civilian Employed Population 16 years and over	33460
Unemployment Rate	5.00
Unemployment Rate for Ages 16-24	44%
Unemployment Rate for Ages 25-65	21%

Table 7 - Labor Force

Data Source: 2023: ACS 5-year estimates subject table

Occupations by Sector	Number of People
Management, business and financial	5944
Farming, fisheries and forestry occupations	31
Service	3027
Sales and office	4132
Construction, extraction, maintenance and repair	1413
Production, transportation and material moving	4021

Table 8 – Occupations by Sector

Data Source: 2023 ACS 5 year estimates

Travel Time

Travel Time	Number	Percentage
< 30 Minutes	14429	43
30-59 Minutes	14763	44
60 or More Minutes	4362	13
Total	33554	100

Table 9 - Travel Time

Data Source: 2023 ACS 5 year estimates

Education:

Educational Attainment by Employment Status (Population 16 and Older)

Educational Attainment	In Labor Force		
	Civilian Employed	Unemployed	Not in Labor Force
Less than high school graduate	2,030	125	1,660
High school graduate (includes equivalency)	7,010	560	2,515
Some college or Associate's degree	8,250	965	1,948
Bachelor's degree or higher	13,065	494	1,940

Table 10 - Educational Attainment by Employment Status

Data Source: 2023 ACS 5 year estimates

Educational Attainment by Age

	Age				
	18–24 yrs	25–34 yrs	35–44 yrs	45–65 yrs	65+ yrs
Less than 9th grade	90	235	350	1,305	1,520
9th to 12th grade, no diploma	644	363	370	1,185	845
High school graduate, GED, or alternative	1,760	2,355	2,620	5,110	3,293
Some college, no degree	2,794	2,430	1,880	4,095	1,575
Associate's degree	180	750	835	1,208	465
Bachelor's degree	740	3,820	2,610	4,110	1,925
Graduate or professional degree	90	1,545	1,640	1,795	525

Table 11 - Educational Attainment by Age

Data Source: 2023 ACS 5 year estimate

Educational Attainment – Median Earnings in the Past 12 Months

Educational Attainment	Median Earnings in the Past 12 Months
Less than high school graduate	37022
High school graduate (includes equivalency)	47801
Some college or Associate's degree	59169
Bachelor's degree	87648
Graduate or professional degree	126940

Table 12 – Median Earnings in the Past 12 Months

Data Source: 2016-2020 ACS

Based on the Business Activity table above, what are the major employment sectors within your jurisdiction?

Education and Health Care Services represents the largest employment sector for the City, employing 21 percent of local workers within the sector. 2023 ACS 5 year estimate data reports that 7,603 workers are in the Education and Health Services sector, exceeding the number of jobs in this sector (6,223 reported jobs). This reflects an oversupply of labor for the Education and Health Care Services sector in Union City. As shown in Table 11, Education and Health Services has the second-greatest disparity between number of workers and available jobs. Workers are likely commuting outside of the City for work.

Professional, Scientific, Management Services represents the second largest local employment sector, with 19 percent of local workers in this sector. There are 6,855 workers in the Professional, Scientific, Management Services sector based on 2023 5 year ACS data, which is slightly below the number of jobs (6,875 jobs). This sector is close to the number of laborers for the number of jobs in the sector.

Manufacturing represents the largest share of jobs in the City, with 16 percent of jobs in the City. Based on 2023 ACS 5 year data, 13 percent of local workers are in the Manufacturing sector, making it the third largest employment sector. Unlike the Education and Health Care Services and Professional, Scientific, Management Services sectors, the number of jobs exceeds the Manufacturing workforce, resulting in an undersupply of labor for the Manufacturing sector.

Describe the workforce and infrastructure needs of the business community:

Based on data collected by the Association of Bay Area Governments (ABAG), the job sectors with the highest predicted growth in Union City are Education and Health Care Services and Manufacturing (36 percent growth over 20 years) and Professional and Business Services and trade, Transportation, and Utilities (11 percent growth over 20 years). Given that these job sectors have an oversupply of workers, positions in the City are most likely filled by local residents. Other workers would travel outside of the City for work and would potentially increase traffic levels.

To support a growing workforce and available jobs, the City will need to consider how to provide housing for all incomes. Union City's 2040 General Plan estimates that over the next 20 years, approximately 4,330 new housing units will be added to the housing stock. The residential growth is anticipated to consist of up to 444 new single-family dwelling units and 3,886 new multifamily dwelling units. This is roughly equivalent to an average annual growth rate of approximately 0.9 percent through 2040.

Describe any major changes that may have an economic impact, such as planned local or regional public or private sector investments or initiatives that have affected or may affect job and business growth opportunities during the planning period. Describe any needs for workforce development, business support or infrastructure these changes may create.

The City's Station District is a 293-acre area that encompasses existing and planned retail, job centers, housing, and public amenities centered around the Union City Intermodal Station. The Intermodal Station accommodates a Bay Area Regional Transit (BART) station and connections to local and regional bus lines including Dumbarton Express which provides service to the Peninsula.

The vision for the Station District includes providing jobs and housing within proximity to the Intermodal Station, which connects the City with San Francisco, the greater East Bay, the Peninsula, and the Silicon Valley. The City, in partnership with BART, updated the BART Station to prioritize pedestrian, bicycle and transit access and expand capacity on the southbound platform. In addition, the City has continued to work on a pedestrian connection to provide a more direct link from the core Station District area to the Intermodal Station. The Station East Employment area, located within the Station District, is identified for employment uses within the sectors of advanced manufacturing, life science, and technology sectors.

As shown in Table 15 (Educational attainment by employment status), the majority (43 percent) of the City's employed workforce have a bachelor's degree or higher. A large proportion of the unemployed labor workforce has a high school degree (45 percent) or less (20 percent), which indicates this segment of the population may need workforce development to obtain future jobs created within the Station District. There are jobs within the City's other industrial areas, which includes jobs that only require a high school diploma.

How do the skills and education of the current workforce correspond to employment opportunities in the jurisdiction?

The majority of Union City's employed workforce (45 percent) have obtained a bachelor's degree or higher, which correlates with the City's largest workforce sectors: Education and Health Care Services and Professional, Scientific, Management Services. As discussed above, both of these sectors have an oversupply of labor compared to the jobs, indicating that workers are travelling outside the City for work.

The large proportion of Union City's unemployed workforce (31 percent) have obtained some college or an Associate degree.

Describe any current workforce training initiatives, including those supported by Workforce Investment Boards, community colleges and other organizations. Describe how these efforts will support the jurisdiction's Consolidated Plan.

The Alameda County Workforce Employment Board, the local Workforce Investment Board that serves Union City, provides services to job seekers, youth and young adults, and employers under the Workforce Innovation and Opportunity Act. In March 2023, the Alameda County Workforce Employment Board adopted a modified two-year plan to address barriers to employment. Specifically, the board partnered with the Alameda County Social Services Agency so that the agencies could work together to build awareness of each other's programs. They propose to achieve this through providing CalFresh and Supplemental Nutrition Assistance Program (SNAP) employment and training workshops and co-enrolling SNAP participant in the Workforce Employment programs.

The Alameda County Workforce Employment Board will continue with the programs set forth in the 2021-2024 Strategic Four-Year Local Plan, which center around three core objectives: Partnerships to Increase Physical and Programmatic Access, Employer Engagement through Marketing to Expand Knowledge of Services, and Technology and Data Sharing Practices. In addition, the Workforce Employment Board's partnership with the America's Job Center of California (AJCC) supports programs to service populations in Alameda County with unique barriers to employment and low job retention rates. With the support of the Workforce Employment Board, the AJCC runs the Comprehensive One-Stop Career Center for Alameda County's American Indian population, which provides employment support services, and La Familia, a youth support center serving, among others, the children of migrant seasonal workers.

The goals of the City's ConPlan are supported by the Alameda County Workforce Employment Board and its partners because the goals provide targeted programs that address the barriers to employment that Union City's low- and extremely low-income populations face.

Does your jurisdiction participate in a Comprehensive Economic Development Strategy (CEDS)?

No

If so, what economic development initiatives are you undertaking that may be coordinated with the Consolidated Plan? If not, describe other local/regional plans or initiatives that impact economic growth.

Not applicable.

Discussion

Technology jobs will continue to expand from Silicon Valley and available jobs in the Professional, Scientific, Management Services sector are expected to grow in the City, which would provide jobs to the current oversupply of workers in this sector. However, as the number of jobs in the City are predicted to grow over the next 20 years, especially in the Manufacturing and Education and Health Care Services sectors, housing supply for all income levels will need to meet the needs of a growing workforce.

MA-50 Needs and Market Analysis Discussion

Are there areas where households with multiple housing problems are concentrated? (include a definition of "concentration")

A concentration of housing problems is defined as a census tract with 50 percent or more of households having at least one of four housing problems: 1) housing unit lacks complete kitchen facilities; 2) housing unit lacks complete plumbing facilities; 3) household is overcrowded; or 4) household is cost burdened.

The City has seven census tracts that experience a concentration of housing problems. These tracts contain approximately 23,325 residents within approximately 7,285 households or approximately 30 percent of all Union City households. **Figure 1** below displays the concentration of housing problems within the City by census tract. Census tracts identified as having a concentration of housing problems (lightly shaded tracts with blue dots) include:

- Census Tracts 4402.001, 4402.003, 4402.004, 4403.011, 4403.014, 4403.041, 4403.071

Are there any areas in the jurisdiction where racial or ethnic minorities or low-income families are concentrated? (include a definition of "concentration")

Figure 2 also shows the concentration of racial and ethnic minorities in the City by census tract. While there are no Racial/Ethnic Concentrated Area of Poverty (R/ECAPS) in Union City (a census tract that has a poverty rate of 40 percent or more and a racial or ethnic concentration where 50 percent or more of the tract is composed of minority residents), there is a correlation between concentrations of housing problems and concentrations of minority residents. Census tracts where at least 50 percent of households experience housing problems have a majority of households in these census tract areas (shown in blue dots in **Figure 2** below).

What are the characteristics of the market in these areas/neighborhoods?

As discussed above, five census tracts within the City have a concentration of housing problems. The following provides the median household income for each census tract, which provides some insight's on the market conditions of the corresponding neighborhoods:

- Census Tract 4401 – Median household income: $104,271
- Census Tract 4402.001 – Median household income: $129,975
- Census Tract 4402.002 – Median household income: $121,719
- Census Tract 4402.003 – Median household income: $77,150
- Census Tract 4402.004 – Median household income: $120,650
- Census Tract 4403.011 – Median household income: $95,625
- Census Tract 4403.014 – Median household income: $96,250
- Census Tract 4403.041 – Median household income: $93,438
- Census Tract 4403.062 – Median household income: $89,976
- Census Tract 4403.071 – Median household income: $66,383
- Census Tract 4403.081 – Median household income: $84,688
- Census Tract 4403.084 – Median household income: $74,861
- Census Tract 4403.31 – Median household income: $137,500
- Census Tract 4403.33 – Median household income: $92,250

Census tracts 4401, 4402.003, 4402.004, 4403.011, 4403.014, 4403.014, 4403.041, 4403.062, 4403.071, 4403.081, 4403.084, and 4403.33 are below 80 percent ($120,800) of the San Francisco-Oakland-Fremont metropolitan statistical area median income.

Source: American Community Services Survey 2018-2022 5-Year Estimates

Are there any community assets in these areas/neighborhoods?

The following is a description of each census tract's community assets:

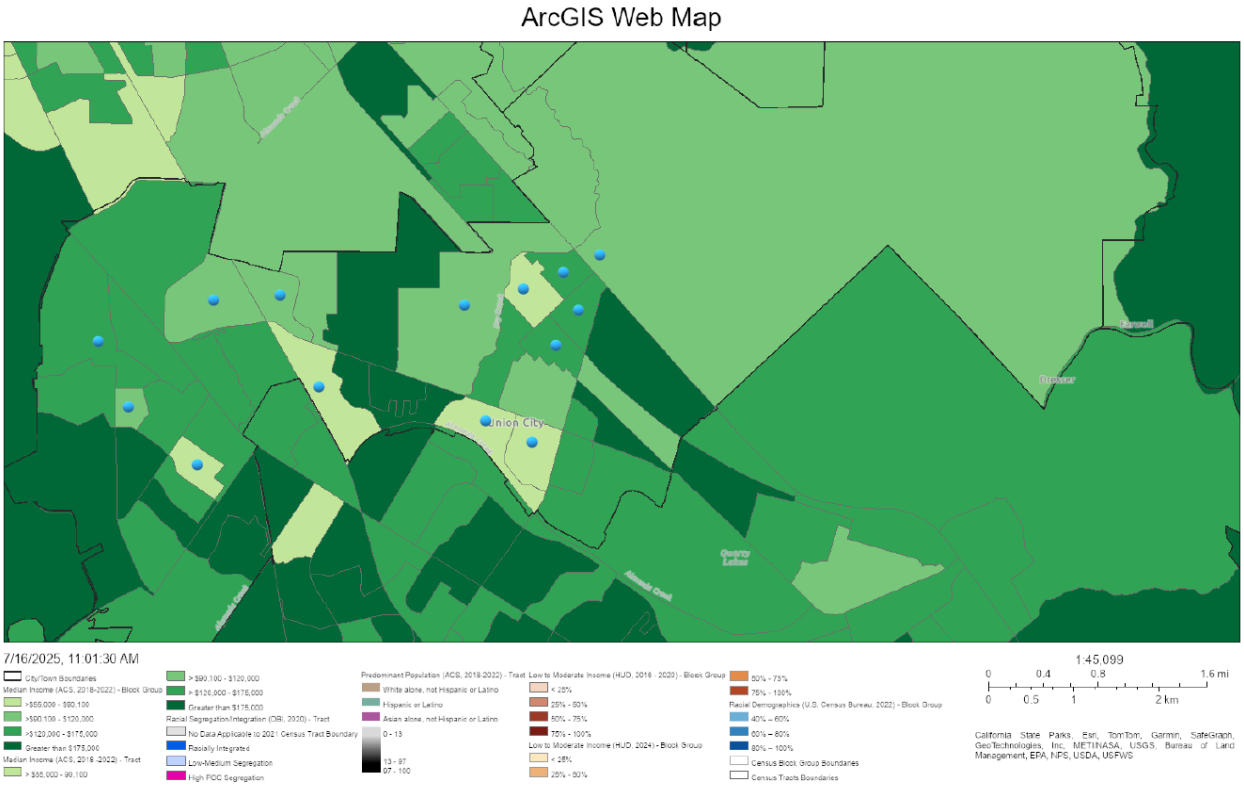
- Census Tract 4401 – Contains single-family homes. Most of the tracts are in the City's Hillside area, which is currently vacant.
- Census Tract 4402.003-4402.004 – Contains single-family and smaller multi-family units, institutional uses, public facilities, and some retail. Community assets include New Haven Adult School, Union City Teen Workshop, Centro De Servicios, and Tiburcio Vasquez Health Center. It is also home to many churches and religious organizations.
- Census Tract 4403.011-4403.084 – Contains single-family and multifamily units as well several public facilities. These include: Kennedy Youth Center, James Logan High School, Union City Library, Searles Elementary School, and City Hall/Police Department, as well as Public Parks throughout the census tract.

- Census Tract 4403.31 – Contains single-family homes, some light industrial uses and institutional uses. Community assets include: Kaiser Permanente medical offices, Union City Farmers Market, Alvarado Middle and Elementary Schools, and Itliong-Vera Cruz Middle School.
- Census Tract 4403.33 – Contains a portion of Union Landing, Industrial uses, and single-family/multi-family homes.

Are there other strategic opportunities in any of these areas?

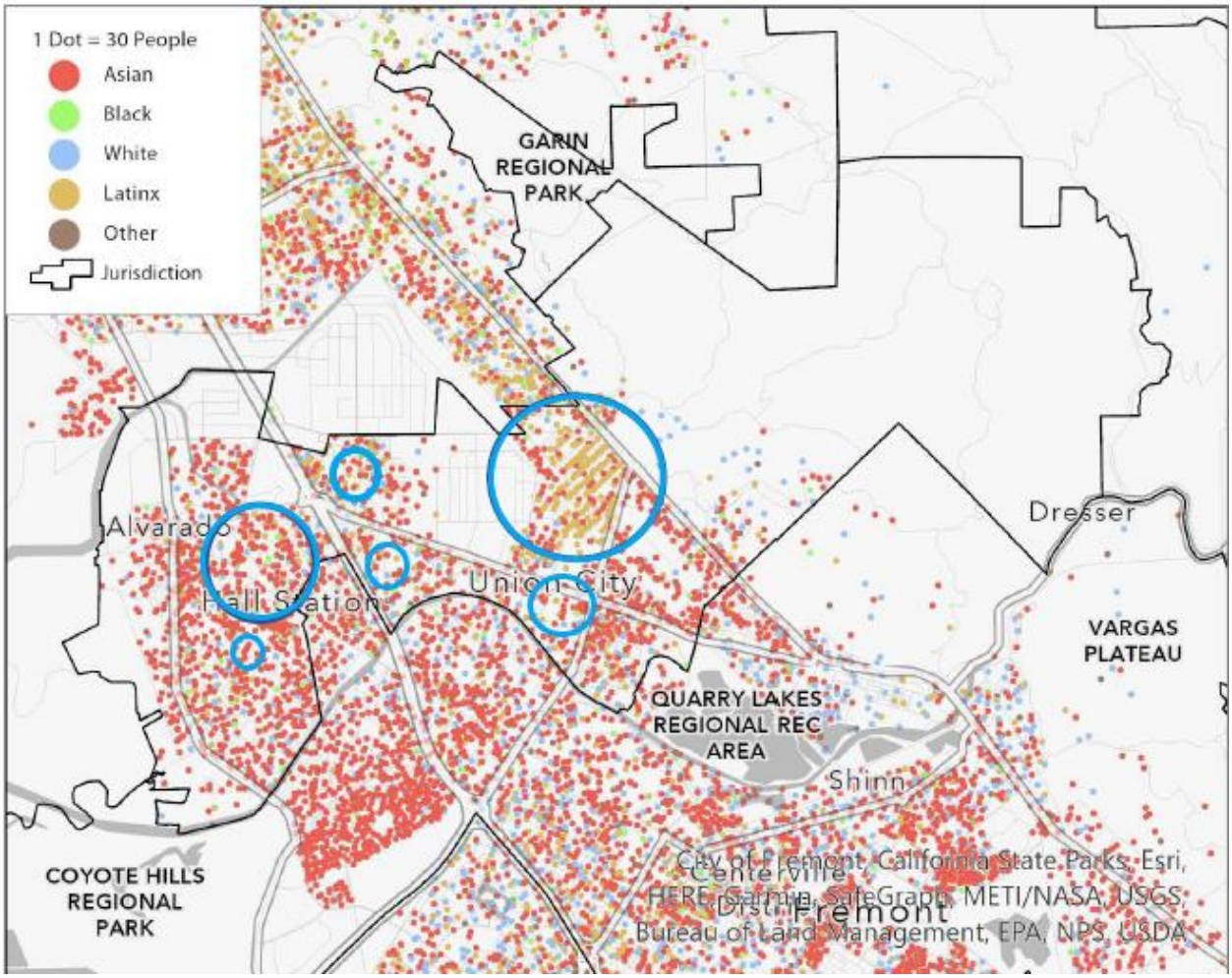
Not applicable. The City has not set geographic priority areas.

Figure 1 of Mapping Data Tool for Households with Housing Problems



Source: Affirmatively Furthering Fair Hosing Data Viewer, Racially or Ethnically Concentrated Areas of Poverty RECAP (HUD 2024), Median Income (ACS 2018-2022)-Block Group & Tract, Low to Moderate Income (HUD, 2024)-Block Group, Racial Demographics (U.S. Census Bureau, 2022)-Block Group, Census Block Group Boundaries, ArcGIS Web Map.

Figure 2 of Mapping Data Tool of Racial and Ethnic Minorities in City by Census Tract



Source: UC Merced AFFH Segregation Report, 2022. U.S. Census Bureau, 2020 Census State Redistricting Data (Public Law 94-171) Summary File, 2020 Census of Population and Housing, Table P002.

MA-60 Broadband Needs of Housing occupied by Low- and Moderate-Income Households - 91.210(a)(4), 91.310(a)(2)

Describe the need for broadband wiring and connections for households, including low- and moderate-income households and neighborhoods.

According to the California Interactive Broadband Map, most of the City is served by fixed-service broadband and most unserved areas are nonresidential. However, the City has established an Information Technology (IT) Governance committee to prioritize technology investments within the City and implement the citywide IT plan. The City has created a 5-year Technology Roadmap (FY22-23 to FY26-27) and adopted it in September 2022. As part of the City's Technology Roadmap plan, the City will assess the feasibility of providing free Wi-Fi in public places via City facilities and continue to evaluate the deployment of fiber optic cables within City streets to add high-speed internet to City facilities and Wi-Fi access for the public.

Describe the need for increased competition by having more than one broadband Internet service provider serve the jurisdiction.

There has been increased competition with new broadband internet service providers coming to the City to provide more affordable broadband internet options to residents. The competition is helping with affordability and ensuring that more residents have access to these new internet options as the new service providers build out their broadband infrastructure throughout the City including within the City's low-income neighborhoods. The competition also helps to close the digital divide being experienced by the City's lower-income residents who need access to broadband internet services to aid with school, business, and access to different communities.

MA-65 Hazard Mitigation - 91.210(a)(5), 91.310(a)(3)

Describe the jurisdiction's increased natural hazard risks associated with climate change.

Climate change is a phenomenon where greenhouse gases (GHGs) produced by natural and man-made sources trap heat in the atmosphere, causing an increase in the global average air and ocean temperatures and the melting of snow and ice, which consequently causes sea level rise.

Depending on the level of emissions, by 2100, the average temperature of the San Francisco Bay Area is projected to rise between 1 and 2.3 degrees due to climate change and throughout the state between 3 and 5.5 degrees. Increased temperatures could manifest as heat waves, which would lead to increased incidents of heat stress and heat stroke and exacerbate existing health conditions. Furthermore, the lack of moisture in the air, when compounded by long-term drought, may also increase the risk of wildfires, resulting in more deaths, destroyed property, and increased air pollution.

Climate change may also cause increased occurrences of extreme weather events, such as storms and flooding. This would increase fatal and nonfatal injuries and damage housing and may result in permanent displacement.

Describe the vulnerability to these risks of housing occupied by low- and moderate-income households based on an analysis of data, findings, and methods.

Low-and Moderate Income (LMI) households and those with special needs without the means to evacuate would be more vulnerable during natural disasters caused by climate change. It would be difficult for households to acquire transportation and housing accommodations during an emergency. Additionally, housing destroyed by natural disasters would be difficult to replace at the same affordability level in an already constrained housing market.

Furthermore, households without adequate air conditioning systems are at increased risk of heat stress and heat stroke.

Strategic Plan

SP-05 Overview

Strategic Plan Overview

The Strategic Plan section within the 2025-2029 Consolidated Plan identifies the five-year goals that the City expects to achieve during the 2025–29 ConPlan period. These goals are aligned with HUD's objectives and outcomes and are achieved through the Annual Action Plan, which divides the five-year goals into annual targets. The City has collaborated with the County of Alameda to determine the HOME Consortium needs and goals that align with the overall ConPlan needs. The Strategic Plan includes goals to address housing needs, homeless needs, supportive housing needs, and community development needs.

SP-10 Geographic Priorities - 91.415, 91.215(a)(1)

Geographic Area

Area Name: City-wide

Area Type: Local Target area

General Allocation Priorities

Describe the basis for allocating investments geographically within the state

The City allocates CDBG funds to benefit low- to moderate-income households and does not have target areas. Instead, the City focuses its services across the City as a whole.

SP-25 Priority Needs - 91.415, 91.215(a)(2)

Priority Needs

Priority Need Name	Priority Level	Population	Geographic Areas Affected	Associated Goals	Description	Basis for Relative Priority

Housing Needs	High	Extremely Low; Low; Moderate	City-wide	Promote Production, Rehabilitation, and Preservation; Reduce Housing Discrimination	Preserve and increase the amount of and affordable housing. Reduce hosing discrimination	Community engagement efforts identified the need for additional affordable rental housing, housing for seniors, and rental assistance. Additionally, seven census tracts in the City have a concentration of housing problems (where 50 percent or more of households have at least one of the four housing problems): 1) housing unit lacks complete kitchen facilities; 2) housing unit lacks complete plumbing facilities; 3) household is overcrowded; and 4) household is cost burdened. Additionally, these areas seem to have a higher proportion of minority residents than

						areas of the City without concentrations of housing problems.
						Additionally, according to the Alameda County 2025-2029 Regional Analysis of Impediments, disability is the basis for 43 percent of housing discrimination complaints brought to ECHO Fair Housing, the City's fair housing service provider. In total, ECHO Fair Housing reported 4 fair housing discrimination cases in Union City between 2020 and 2024.

Homeless Needs	High	Chronic Homelessness	City-wide	Reduce Homelessness	Prevent homelessness and provide homeless support services	As identified in NA-50, community engagement efforts, including stakeholder feedback, identified homeless services, including mental health resources, rental assistance, essential needs assistance, financial coaching, deposit assistance, and case management, as priority needs for the homeless population. Additionally, as identified by community engagement efforts, childcare, utility assistance, and employment assistance were identified as priority needs for homelessness prevention.

Supportive Housing Needs	High	Extremely Low Low Families with Children Elderly/Seniors Public Housing Residents Chronic Homelessness Chronic Substance Abuse veterans Victims of Domestic Violence Unaccompanied Youth Frail Elderly Persons with Mental Disabilities Persons with Physical Disabilities Persons with Developmental Disabilities Persons with Alcohol or Other Addictions Persons with HIV/AIDS and their Families	City-wide	Increase availability of Supportive Housing	Increase the amount of housing with supportive services	Community engagement efforts identified a need for housing with supportive services for families, the elderly, and persons with disabilities. Stakeholders also identified the need for mental health services, essential needs services, legal services, transportation assistance, and other wrap around services.

Community Development Needs	Low	Extremely Low Low Moderate Families with Children Public Housing Residents Chronic Homelessness Chronic Substance Abuse veterans Victims of Domestic Violence Unaccompanied Youth Elderly/Seniors Frail Elderly Persons with Mental Disabilities Persons with Physical Disabilities Persons with Developmental Disabilities Persons with Alcohol or Other Addictions Persons with HIV/AIDS and their Families		Improve Public Facilities Support Public Service Programs Fund Economic Development	Improve public facilities and provide public services.	Community stakeholders identified the need for public services for low-income and special needs populations, including mental health services, essential needs assistance, legal assistance, domestic violence services, youth programs, and violence prevention. Additionally, survey results identified that energy efficiency in housing was also a top priority. Additionally, community engagement efforts identified the need for street, streetlighting, sidewalk, crosswalk, and sewer/storm drain improvements in the City. Furthermore, the Union City 2020-2025 Strategic Plan (a non-CDBG citywide plan approved in September 2019) identifies the public improvements and facilities needs of the City, including parks maintenance, upgrades to City facilities, buildout of the

						bicycle/pedestrian network, and improvement of internet speeds. The plan also identified the need for economic development.

Table 13 – Priority Needs Summary

Narrative (Optional)

The City of Union City, the County of Alameda, as well as neighboring cities work together as part of the HOME Consortium and as such are taking a regional approach to the ConPlan needs and goals. More information, such as regional data and analysis, can be found in the County and City's Strategic Plan.

SP-35 Anticipated Resources - 91.420(b), 91.215(a)(4), 91.220(c)(1,2)

Introduction

The City will allocate CDBG and HOME funds to support activities for the current fiscal year as described below.

Anticipated Resources

Program	Source of Funds	Uses of Funds	Expected Amount Available Year 1				Expected Amount Available Remainder of ConPlan	Narrative Description
			Annual Allocation: $	Program Income: $	Prior Year Resources: $	Total: $		
CDBG	Public-federal	Acquisition Admin and Planning Economic Development Housing Public Improvements Public Services	474,879	80	16,816	491,775	1,882,620	CDBG funds will be used for public services and capital improvements within the City.
Other	Public-federal	Housing	130,108	0	0	130,108	520,432	HOME Consortium funds will be used for Tenant-Based Rental Assistance and Homeless services.

Table 14 - Anticipated Resources

Explain how federal funds will leverage those additional resources (private, state and local funds), including a description of how matching requirements will be satisfied

Entitlement Funds

Leverage means to combine funding sources, such as local, state, private, or other federal financial resources, with HUD funding in order to increase project efficiencies and benefit from economies of scale. The City will indirectly utilize the following federal programs:

- Section 8 Housing Choice Voucher Program
- Section 108
- Section 202
- Section 811
- Affordable Housing Program through the Federal Home Loan Bank

The above programs, except for Section 108, are provided by the Housing Authority of the County of Alameda and affordable housing developers.

In 2017, the governor signed the Building Homes and Jobs Act (Senate Bill [SB] 2), which established a $75 recording fee on real estate documents to increase the supply of affordable housing in California. Funding is used to help cities and counties accelerate housing production, streamline approval of housing development, facilitate housing affordability, promote development, and ensure geographic equity in the distribution of funds. The City has utilized these funds to update Zoning requirements to facilitate the development of affordable housing. The City was awarded an SB 2 grant in the sum of $310,000. The City has utilized these funds to prepare objective standards for its multi-family zoning districts and a CEQA checklist that tiers from the City's adopted 2040 General Plan EIR to better clarify development expectations, streamline CEQA processes, and reduce application processing timelines for both affordable and market-rate housing projects. The City also utilized SB 2 funds to bring on a consultant to update its Housing Element, which was certified in 2023.

If appropriate, describe publicly owned land or property located within the state that may be used to address the needs identified in the plan

CDBG funds will be used to make ADA accessibility upgrades and other improvements to the City's community parks and facilities throughout the ConPlan period.

Additionally, the City has received Low Income Housing tax Credits and other State funded awards to fund the construction of an 81-unit affordable housing project on City-owned property. The City plans to enter into a long-term lease with the developer. In addition, the City has

taken possession of property from Caltrans and is in negotiations with a developer, that was selected as part of the Surplus Lands Act Notice of Availability (NOA) process, to create an affordable housing development along with market rate housing development.

Further, Governor Newsom continues to explore the use of state and federal surplus property to provide housing for homeless individuals.

Discussion

HUD allocations are critical to meeting these needs; however, they are not sufficient to address all the needs of LMI households. Therefore, the City will continue to leverage other funding sources to provide services to populations in need.

SP-40 Institutional Delivery Structure - 91.415, 91.215(k)

Explain the institutional structure through which the jurisdiction will carry out its consolidated plan including private industry, non-profit organizations, and public institutions.

Responsible Entity	Responsible Entity Type	Role	Geographic Area Served
Union City	Government	Homelessness Non-homeless special needs Ownership Rental Neighborhood Improvements Public Facilities Public Services	Jurisdiction
County of Alameda HCD	Government	Ownership Rental	Region
Housing Authority of Alameda County	PHA	Public Housing	Other
Alameda County Everyone Home	Continuum of Care	Homelessness Planning	Other
ECHO Housing	Other	Ownership Public Housing Rental	Region
Eden I&R	Non-Profit Organizations	Homelessness Public Housing Rental	Region

Table 15 - Institutional Delivery Structure

Assess of Strengths and Gaps in the Institutional Delivery System

The biggest strength of Alameda County's institutional delivery structure is the level of interjurisdictional coordination of services as well as the coordination between service providers themselves. The Alameda County HOME Technical Advisory Committee (HTAC), comprising staff from the individual jurisdictions in the County, meets regularly to discuss programmatic and policy matters relating to federal housing and community development funding sources available to these jurisdictions.

The largest gap in the institutional delivery structure is a lack of financial resources to fund supportive services, which can also limit community development efforts. Additionally, coordination, although strong, could be stronger to support these efforts.

Availability of services targeted to homeless persons and persons with HIV and mainstream services

Homelessness Prevention Services	Available in the Community	Targeted to Homeless	Targeted to People with HIV
Homelessness Prevention Services			
Counseling/Advocacy	x	x	x
Legal Assistance	x	x	x
Mortgage Assistance	x		
Rental Assistance	x	x	x
Utilities Assistance	x	x	x
Street Outreach Services			
Law Enforcement	X	X	x
Mobile Clinics	X	X	x
Other Street Outreach Services	X	X	X
Supportive Services			
Alcohol & Drug Abuse	X	X	
Child Care	X	X	
Education	X		
Employment and Employment Training	X	X	
Healthcare	X	X	x
HIV/AIDS	X	X	x
Life Skills	X	X	
Mental Health Counseling	X	X	
Transportation	x		
Other			
Other			

Table 16 - Homeless Prevention Services Summary

Describe how the service delivery system including, but not limited to, the services listed above meet the needs of homeless persons (particularly chronically homeless individuals and families, families with children, veterans and their families, and unaccompanied youth)

Institutional structures—such as the health care system, corrections and probation, and social services—ensure that individuals are not discharged into homelessness. Rapid re-housing programs are available in Alameda County to assist homeless participants in finding stable housing. Additionally, Temporary Assistance for Needy Families and Supplemental Security Income are available to provide income to low-income families. Furthermore, the Alameda County Health Care Services Agency ensures that eligible participants enroll in Medi-Cal or Medicare to receive no or low-cost health care.

Persons are not routinely discharged from health care facilities into homelessness; a variety of health care institutions work to reduce discharges into homelessness. The County has established two medical respite programs for homeless individuals being discharged from local hospitals. Care transition initiatives with two of the area's major hospitals have resulted in improved discharge planning efforts for people experiencing homelesssness.

Describe the strengths and gaps of the service delivery system for special needs population and persons experiencing homelessness, including, but not limited to, the services listed above

The institutional delivery system is strong in delivering mainstream services to homeless individuals. These include the provision of money, medical services, nutritional services, and housing assistance programs. Additionally, Alameda County has two employment programs targeted directly to homeless individuals.

One of the gaps in the service delivery system is the general lack of funding to maintain the level of supportive services that are needed. Due to the ever-increasing costs in the California Bay Area, this continues to be an issue that the City must overcome in order to assist special-needs populations and persons experiencing homelessness.

Provide a summary of the strategy for overcoming gaps in the institutional structure and service delivery system for carrying out a strategy to address priority needs

The City works closely with other jurisdictions to coordinate services, but there is not enough funding to provide the amount of supportive services needed. The City recognizes these gaps as a high priority and will continue to work with other cities, Alameda County, and service providers to coordinate and expand supportive services.

The City will also continue to work to pursue funding opportunities as they become available in order to overcome the gaps in the institutional structure.

SP-45 Goals - 91.415, 91.215(a)(4)

Goals Summary Information

Sort Order	Goal Name	Start Year	End Year	Category	Geographic Area	Needs Addressed	Funding	Goal Outcome Indicator
1	Promote Production, Rehabilitation, and Preservation	2025	2030	Affordable Housing		Housing Needs	CDBG: $200,000	Homeowner Housing Rehabilitated: 50 Household Housing Unit
2	Reduce Housing Discrimination	2025	2030	Affordable Housing		Housing Needs	CDBG: $50,000	Public service activities for Low/Moderate Income Housing Benefit: 50 Households Assisted
3	Reduce Homelessness	2025	2030	Homeless		Homeless Needs	CDBG: $50,000	Homelessness Prevention: 50 Persons Assisted
4	Increase Availability of Supportive Housing	2025	2030	Affordable Housing		Supportive Housing Needs	CDBG: $50,000 HOME Consortium: $494,000	Public service activities for Low/Moderate Income Housing Benefit: 35 Households Assisted Supportive Housing Services for Homeless: 15 persons assisted Tenant-based rental assistance / Rapid Rehousing: 50 Households Assisted
5	Improve Public Facilities	2025	2030	Non-Housing Community Development		Community Development Needs	CDBG: $1,150,000	Public Facility or Infrastructure Activities other than Low/Moderate Income Housing Benefit: 50 Persons Assisted
6	Support Public Service Programs	2025	2030	Non-Housing Community Development		Community Development Needs	CDBG: $300,000	Public service activities other than Low/Moderate Income Housing Benefit: 875 Persons Assisted

7	Fund Economic Development	2025	2030	Non-Housing Community Development		Community Development Needs	CDBG: $100,000	Jobs created/retained: 20 Jobs

Table 17 – Goals Summary

Goal Descriptions

Goal Name	Goal Description
1	
Promote Production, Rehabilitation, and Preservation	• Promote the production of affordable rental housing by supporting the acquisition, rehabilitation, and new construction of units. • Provide assistance to low- and moderate-income homeowners in order to maintain and preserve housing stock at that affordability level. • Use all resources available to promote the preservation of existing rental housing stock occupied by low- and moderate-income households and promote its affordability. • Provide assistance for, and increase affordability of, homeownership for first time low/moderate-income homebuyers.
2	
Reduce Housing Discrimination	• Reduce housing discrimination through provision of fair housing and landlord/tenant services.
3	
Reduce Homelessness	• Use resources to rapidly re-house households. • Reduce the number of people being homeless. • Increase the rate at which people exit homelessness to permanent housing.
4	

Increase Availability of Supportive Housing	• Promote the production of affordable housing, especially permanent housing with supportive services by supporting the acquisition and rehabilitation and new construction of units by developers. • Provide Tenant-Based Rental Assistance (TBRA) subsidies with supportive services. • Provide supportive services for homeless individuals in permanent supportive housing.
5	
Improve Public Facilities	• Support the expansion of existing and/or new development of park and recreation facilities to the extent feasible. • Support the expansion and/or upgrade of existing or new development of neighborhood facilities to the extent feasible. • Support the expansion of existing or new development of childcare facilities and/or services to the extent feasible. • Support the provision of accessibility improvements to the extent feasible. • Support provision of infrastructure improvements to the extent feasible. • Support expansion or improvement of public facilities to the extent feasible.
6	
Support Public Service Programs	• Support critical public service activities to the extent feasible.
7	

Fund Economic Development	• Support expansion and creation of economic development opportunities to the extent feasible.

Estimate the number of extremely low-income, low-income, and moderate-income families to whom the jurisdiction will provide affordable housing as defined by HOME 91.315(b)(2)

The City of Union City is a member of the Alameda County HOME Consortium. The City receives annual allocations from the Consortium, which are used to provide Tenant-Based Rental Assistance (TBRA) to households in crisis. The City has contracted with the City of Fremont to operate the TBRA program. The program benefits 15 Union City households. The City will also be utilizing HOME funds to help provide an operating subsidy to the City's Homekey program which helps provide housing for homeless individuals. The program will benefit 6 Union City households.

SP-65 Lead-based Paint Hazards - 91.415, 91.215(i)

Actions to address LBP hazards and increase access to housing without LBP hazards

The City does not have a lead-based paint (LBP) reduction program but does coordinate with Alameda County. The Alameda County Community Development Agency's Healthy Homes Department (ACHHD) will continue to address LBP hazards and increase access to housing without LBP hazards by conducting outreach and training, providing technical assistance, and completing lead-safe repairs that will also include healthy housing repairs and other rehabilitation services to residents and property owners of Alameda County.

The ACHHD also keeps a Lead-Safe Housing Listing that informs the renting community of housing units that have been made safe from LBP hazards. Only units completed through the program are eligible for this registry. These units were determined to be lead-safe following their participation in the Alameda County Affordable Lead-Safe Housing Program funded by HUD's Office of Healthy Homes and Lead Hazard Control.

The City will continue to provide lead-based paint testing as a component of its minor home repair program as required by HUD regulations.

How are the actions listed above integrated into housing policies and procedures?

The ACHHD has been and will continue to follow the Advancing Healthy Housing Strategy for Action, which was developed by the County to reduce the number of American homes with residential health and safety hazards. The department has developed a consensus of the basic concept of a healthy home; encourages the adoption of the federally recognized criteria for healthy homes with each partner agency; creates, conducts, and supports training and workforce development to address health hazards in housing; educates the public about healthy homes; and supports research that informs and advances healthy housing in a cost-effective manner. The ACHHD developed an action plan to advance healthy homes by identifying LBP hazards and other housing-related health and safety deficiencies and working with partners to bring needed resources and cost-effectively create safe and healthy homes for vulnerable populations in Alameda County. The ACHHD continues to provide trainings and presentations (e.g., Essentials of Healthy Housing, Integrated Pest Management, and EPA Renovate Repair and Painting), to property owners, property managers, health professionals, and contractors in Alameda County in addition to other agencies and organizations in the jurisdiction. The ACHHD also provides education to parents, medical providers, realtors, building officials, social service agencies and others to incorporate healthy housing principles into day-to-day activities.

SP-70 Anti-Poverty Strategy - 91.415, 91.215(j)

Jurisdiction Goals, Programs and Policies for reducing the number of Poverty-Level Families

According to the ACS 2019-2023 5-Year Estimates, 7 percent of households (1,484) in Union City are below the poverty level. It is difficult for low-income families to secure housing without a form of housing assistance, as many families do have enough income to pay for other essential needs, such as food, childcare, health care, and transportation. This results in many families becoming housing unstable or homeless.

Low-income families living in poverty are in critical need of income support in order to stabilize housing and provide other essential needs. Income support include local, state, and federally funded programs. Temporary Assistance to Needy Families is a federal program that provides income to low-income families; however, the income provided is not adequate for a family to move out of poverty. Supplemental Security Income, another federal program, provides income to people with disabilities that are unable to work. Other programs include CalFresh (the California nutritional assistance program) and Medi-Cal, which cover some of the costs of food and medical care, respectively.

To complement these programs, the City funds multiple public services through the CDBG program and other sources of funding, such as the General Fund, that are intended to support the service needs of extremely low- and very low-income families and individuals. For example, the City used CDBG funds for the Union City Family Center, which provides emergency food, clothing, health insurance enrollment assistance, and on-site social services to students and families within the New Haven Unified School District and surrounding communities. Providing families with food and clothing allows them to save their own money to spend on other important things such as rent, therefore improving their financial situation. In addition, the on-site social services to students and families within the New Haven Unified School District help them by removing barriers and creating opportunities to enable all students to reach their highest aspirations and allow them to succeed in escaping poverty.

How are the Jurisdiction poverty reducing goals, programs, and policies coordinated with this affordable housing plan

The City works closely with its service providers, the HOME Consortium Technical Advisory Committee, the Alameda County Housing and Community Development Advisory Committee, Alameda County Office of Homelessness and Care Coordination, and EveryOne Home to ensure that projects complement each other and are not duplicative.

SP-80 Monitoring - 91.230

Describe the standards and procedures that the jurisdiction will use to monitor activities carried out in furtherance of the plan and will use to ensure long-term compliance with requirements of the programs involved, including minority business outreach and the comprehensive planning requirements

The City will monitor progress on activities undertaken with HUD funds as part of its ongoing performance monitoring procedures. This includes bimonthly meetings of the HOME Consortium Technical Advisory Committee where project progress is updated and biweekly meetings of the Economic and Community Development Department staff to discuss program and project implementation progress. The City is committed to ensuring that the funds it administers are used for the intended beneficiaries as specified by local, state and federal regulations. The City has adopted and implemented procedures to monitor its program operations. These procedures include public and City Council monitoring through public hearings and periodic reports to City Council; regular progress review meetings; staff evaluation; annual evaluation of priorities; submission of progress reports; periodic site visits and program evaluations; financial monitoring, record keeping, and reporting requirements; review of periodic project reports and invoicing and payment requests from outside agencies; and notification of noncompliance.

The City will comply with statutory requirements required by the CDBG Program, the HOME Program, and other federal funding programs (as applicable). These include but are not limited to the National Environmental Policy Act, Fair Housing and Equal Opportunity, Affirmative Marketing, Accessibility, Section 3 of the Housing and Urban Development Act of 1968, Minority/Women's Business Enterprise outreach, labor requirements, contracting and procurement practices, the Lead-Based Paint Poisoning Prevention Act, and the Uniform Relocation Act.

Expected Resources

AP-15 Expected Resources - 91.420(b), 91.220(c)(1,2)

Introduction

The City will allocate the following CDBG funds to activities under the current fiscal year. Other funding sources will be taken back to the City Council for approval.

Anticipated Resources

Program	Source of Funds	Uses of Funds	Expected Amount Available Year 1				Expected Amount Available Remainder of ConPlan $	Narrative Description
			Annual Allocation: $	Program Income: $	Prior Year Resources: $	Total: $		
CDBG	**Public-federal**	Acquisition Admin and Planning Economic Development Housing Public Improvements Public Services	**474,879**	**80**	**16,816**	**491,775**	**1,882,620**	CDBG funds will be used for public services and capital improvements within the City.
HOME	**Public-federal**	Housing	**130,108**	**0**	**0**	**130,108**	**520,432**	HOME Consortium funds will be used for Tenant-Based Rental Assistance and Homeless services.

Table 18 - Expected Resources – Priority Table

Explain how federal funds will leverage those additional resources (private, state and local funds), including a description of how matching requirements will be satisfied

Entitlement Funds

Leverage means to combine funding sources, such as local, state, private, or other federal financial resources, with HUD funding in order to increase project efficiencies and benefit from economies of scale. The City will indirectly utilize the following federal programs:

- Section 8 Housing Choice Voucher Program

- Section 108
- Section 202
- Section 811
- Affordable Housing Program through the Federal Home Loan Bank

The above programs, except for Section 108, are provided by the Housing Authority of the County of Alameda and affordable housing developers.

Additionally, in 2017, the governor signed the Building Homes and Jobs Act (Senate Bill [SB] 2), which established a $75 recording fee on real estate documents to increase the supply of affordable housing in California. Funding is used to help cities and counties accelerate housing production, streamline approval of housing development, facilitate housing affordability, promote development, and ensure geographic equity in the distribution of funds.

The City was awarded an SB 2 grant in the sum of $310,000. The City has utilized these funds to prepare objective standards for its multi-family zoning districts and a CEQA checklist that tiers off of the City's recently adopted 2040 General Plan EIR to better clarify development expectations, streamline CEQA processes, and reduce application processing timelines for both affordable and market-rate housing projects.

If appropriate, describe publically owned land or property located within the jurisdiction that may be used to address the needs identified in the plan

The City owns and operates community parks and facilities that will be provided ADA accessibility upgrades and other improvements throughout the ConPlan period.

Additionally, the City has received Low Income Housing tax Credits and other State funded awards to fund and start construction development for an 81-unit affordable housing project on City-owned property. The City plans to enter into a long-term lease with the developer. The City has taken possession of property from Caltrans and is in negotiations with a developer, that was selected as part of the Surplus Lands Act Notice of Availability (NOA) process for the land, to create an affordable housing development along with market rate housing development.

Further, the governor of California continues to explore the use of state and federal surplus property to provide housing for homeless individuals.

Discussion

HUD allocations are critical to meeting these needs; however, they are not sufficient to address all the needs of LMI households. Therefore, the City will continue to leverage other funding sources to provide services to populations in need.

Annual Goals and Objectives

AP-20 Annual Goals and Objectives - 91.420, 91.220(c)(3)&(e)

Goals Summary Information

Sort Order	Goal Name	Start Year	End Year	Category	Geographic Area	Needs Addressed	Funding	Goal Outcome Indicator
1	Promote Production, Rehabilitation, and Preservation	**2025**	**2026**	Affordable Housing	**Consortium Wide**	Housing Needs	**CDBG: $50,000**	**Homeowner Housing Rehabilitated: 10 Household Housing Unit**
2	Reduce Housing Discrimination	**2025**	**2026**	Affordable Housing	**Consortium Wide**	Housing Needs	**CDBG: $10,000**	Public service activities for Low/Moderate Income Housing Benefit: 100 Households Assisted
3	Reduce Homelessness	**2025**	**2026**	Homeless	**Consortium Wide**	Homeless Needs	**CDBG: $10,000**	Homelessness Prevention: 5 Persons Assisted
4	Increase Availability of Supportive Housing	**2025**	**2026**	Affordable Housing	**Consortium Wide**	Supportive Housing Needs	**CDBG: $0 HOME: $117,097**	Other: 6 Other Tenant-based rental assistance / Rapid Rehousing: 5 Households Assisted
5	Improve Public Facilities	**2025**	**2026**	Non-Housing Community Development	**Consortium Wide**	Community Development Needs	**CDBG: $256,800**	Public Facility or Infrastructure Activities other than Low/Moderate Income Housing Benefit: 1680 Persons Assisted
6	Support Public Service Programs	**2025**	**2026**	Non-Housing Community Development	**Consortium Wide**	Community Development Needs	**CDBG: $60,000**	Public service activities other than Low/Moderate Income Housing Benefit: 895 Persons Assisted
7	Fund Economic Development	**2025**	**2026**	Non-Housing Community Development	**Consortium Wide**	Community Development Needs	**CDBG: $20,000**	Jobs created/retained: 8 Jobs

Table 19 – Goals Summary

Goal Descriptions

Goal Name	Goal Description
1	
Promote Production, Rehabilitation, and Preservation	• Promote the production of affordable rental housing by supporting the acquisition, rehabilitation, and new construction of units. • Provide assistance to low- and moderate-income homeowners in order to maintain and preserve housing stock at that affordability level. • Use all resources available to promote the preservation of existing rental housing stock occupied by low- and moderate-income households and promote its affordability. • Provide assistance for, and increase affordability of, homeownership for first time low/moderate-income homebuyers.
2	
Reduce Housing Discrimination	Reduce housing discrimination through provision of fair housing and landlord/tenant services.
3	
Reduce Homelessness	• Use resources to rapidly re-house households. • Reduce the number of people being homeless. • Increase the rate at which people exit homelessness to permanent housing.

4	
Increase Availability of Supportive Housing	• Promote the production of affordable housing, especially permanent housing with supportive services by supporting the acquisition and rehabilitation and new construction of units by developers. • Provide Tenant-Based Rental Assistance (TBRA)/Rapid Rehousing subsidies with supportive services.
5	
Improve Public Facilities	• Support the expansion of existing and/or new development of park and recreation facilities to the extent feasible. • Support the expansion and/or upgrade of existing or new development of neighborhood facilities to the extent feasible. • Support the expansion of existing or new development of childcare facilities and/or services to the extent feasible. • Support the provision of accessibility improvements to the extent feasible. • Support provision of infrastructure improvements to the extent feasible. • Support expansion or improvement of public facilities to the extent feasible.
6	
Support Public Service Programs	Support critical public service activities to the extent feasible.
7	

Fund Economic Development	Support expansion and creation of economic development opportunities to the extent feasible.

AP-35 Projects - 91.420, 91.220(d)

Introduction

#	Project Name
1	Minor Home Repair Rehabilitation Program
2	Spectrum Community Services
3	Union City Family Center
4	Safe Alternatives to Violent Environments-Crisis Response
5	Community Child Care Council (4Cs) of Alameda County
6	Fair Housing-ECHO Housing
7	CDBG Program Administration
8	Abode Services-Sunrise Village Shelter
9	City of Fremont-Senior Support
10	Charles F. Kennedy Park Improvements Phase III

Table 20 – Project Information

Describe the reasons for allocation priorities and any obstacles to addressing underserved needs

The City's ConPlan update coincides with the development of the first year Action Plan. The City awards CDBG funding to nonprofit agencies to provide public services and housing for low-income and special needs households. The City operates on a two-year grant funding cycle for CDBG grants.

HUD requires that 70 percent of all CDBG funds be spent on activities that would benefit low- to moderate income (LMI) households, which are those making 0-80 percent of AMI. The City allocates its CDBG funds to projects and programs that will primarily benefit 0-80 percent AMI households and special needs populations. The allocation of funds is made based on the needs identified in the ConPlan.

AP-38 Project Summary

Project Summary Information

1	**Project Name**	Minor Home Repair Rehabilitation Grant Program
	Target Area	City-wide
	Goals Supported	Promote Production, Rehabilitation, and Preservation
	Needs Addressed	Housing Needs
	Funding	CDBG:$50,000
	Description	The Minor Home Repair Rehabilitation Grant Program provides home repair grants for owner-occupied, extremely-low, very-low, and low-income households. Matrix Code: 14A;14H
	Target Date	6/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	The City anticipates that 20 households will be served in FY 2025-2026 using CDBG funding.
	Location Description	The Minor Home Repair Rehabilitation Grant Program is available citywide.
	Planned Activities	Provide rehabilitation, minor home repair, and accessibility improvement grants to low-income homeowners.
2	**Project Name**	Spectrum Community Services
	Target Area	City-wide
	Goals Supported	Support Public Service Programs
	Needs Addressed	Community Development Needs
	Funding	CDBG: $10,000
	Description	Provide meals and health/mental health services to low and extremely low-income seniors. Matrix Code: 05M;05O
	Target Date	6/30/2026

	Estimate the number and type of families that will benefit from the proposed activities	The City anticipates that 100 Union City residents will be served in FY 2025-2026 using CDBG funding.
	Location Description	Spectrum Community Services Senior Health Initiative 2621 Barrington Court, Hayward, CA
	Planned Activities	Provide meals, injury prevention exercise/education programs, wellness coaching sessions for seniors.
3	**Project Name**	Union City Family Center
	Target Area	City-wide
	Goals Supported	Support Public Service Programs
	Needs Addressed	Community Development Needs
	Funding	CDBG: $20,000
	Description	Union City Family Center provides emergency food, clothing, health insurance enrollment, on-site social services, referrals, information, referrals for families to the City's CAREavan program to provide safe overnight parking for families and individuals experiencing homelessness and living in their vehicle. The program also has family liaisons at every school site in the New Haven Unified School District. Matrix Code:05D;05L;05M;05O
	Target Date	6/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	The City anticipates that UC Family Center will serve 675 Union City residents in FY 25-26.
	Location Description	The Union City Family Center is located at 725 Whipple Road, Union City CA. However, the program also has family liaisons located at schools throughout the New Haven Unified School District.

	Planned Activities	The Union City Family Center (UCFC) provides a service hub for struggling families. UCFC operates a thriving Family Resource Center located in the Decoto community that functions as a hub of services. Families can get emergency food, clothing, and household supplies; as well as sign up for many public benefits, get financial coaching, enroll children in pre-school, sign-up for the CAREavan program for families experiencing homelessness and living out of their vehicle, meet with case managers or Counselors, and get referrals and linkages to other needed services.
4	**Project Name**	Safe Alternatives to Violent Environments (SAVE)-Crisis Response
	Target Area	City-wide
	Goals Supported	Support Public Service Programs
	Needs Addressed	Community Development Needs
	Funding	CDBG: $10,000
	Description	Provide services for low-income survivors of intimate partner violence and their children facing domestic violence and in need of crisis intervention services. Matrix Code: 05G;05N
	Target Date	6/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	The City anticipates that SAVE will serve 85 Union City residents in FY 25-26.
	Location Description	SAVE's main office is located at 1900 Mowry Ave. #201., Fremont, CA 94538. However, most services provided by SAVE can be conducted via their 24/7 crisis line that also offers 24/7 translation services for residents throughout Union City.
	Planned Activities	The program will provide services for survivors of domestic violence. SAVE advocates will provide crisis intervention services, domestic violence education, referrals to the SAVE Housing program for victims of domestic violence, peer counseling, and legal assistance services.
	Project Name	Community Child Care Council (4Cs) of Alameda County

5	**Target Area**	City-wide
	Goals Supported	Fund Economic Development
	Needs Addressed	Community Development Needs
	Funding	CDBG: $20,000
	Description	Microenterprise assistance program that provides business support, education, technical assistance, and incentives to help Union City residents launch and operate in-home, family child care businesses. Matrix Code: 18C
	Target Date	6/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	The City anticipates that 4Cs will serve 8 Union City businesses in FY 25-26.
	Location Description	**Community Child Care Council (4Cs) of Alameda County** 22351 City Center Dr, Suite 100, Hayward, CA 94541 39155 Liberty Street, Room D410, Fremont, CA 94538
	Planned Activities	Microenterprise assistance program that provides business support, education, technical assistance, and incentives to help Union City residents launch and operate in-home, family child care businesses. 1) Recruiting and assisting 4 Union City residents in applying for child care licenses and starting up family child care businesses and 2) Provide training, resources, and consultation to 8 new and existing family child care providers in Union City.
6	**Project Name**	Fair Housing-ECHO Housing
	Target Area	City-wide
	Goals Supported	Reduce Housing Discrimination
	Needs Addressed	Housing Needs

	Funding	CDBG: $10,000
	Description	The City has contracted with Eden Council for Hope & Opportunity (ECHO) to provide fair housing services for tenants and landlords including mediation and counseling services, fair housing testing, and education/outreach. Matrix Code: 05J; 05K
	Target Date	6/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	The City anticipates that ECHO will serve 130 Union City residents in FY 25-26.
	Location Description	Eden Council for Hope & Opportunity (ECHO) Housing 770 A St #310 Hayward, CA 94541
	Planned Activities	Fair housing services for tenants and landlords including mediation and counseling services, homeless prevention services, fair housing testing, education/outreach, and a Fair housing audit.
7	**Project Name**	CDBG Program Administration
	Target Area	City-wide
	Goals Supported	Promote Production, Rehabilitation, and Preservati Reduce Housing Discrimination Reduce Homelessness Increase Availability of Supportive Housing Improve Public Facilities Support Public Service Programs Fund Economic Development

	Needs Addressed	Housing Needs Homeless Needs Supportive Housing Needs Community Development Needs
	Funding	CDBG: $94,976
	Description	General CDBG Program Administration. Matrix Code: 21A
	Target Date	6/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	Not Applicable
	Location Description	City-wide
	Planned Activities	The City will use 20% of its entitlement and 20% of the current year program income to administer the CDBG program.
8	**Project Name**	Charles F. Kennedy Park Improvements Phase III
	Target Area	City-Wide
	Goals Supported	Improve Public Facilities
	Needs Addressed	Community Development Needs
	Funding	CDBG: $256,800
	Description	The City will conduct park improvements to Charles F. Kennedy Park. The park is located adjacent to the Decoto neighborhood a LMA qualified area. Matrix Code: 03F; 03K
	Target Date	6/30/2026

	Estimate the number and type of families that will benefit from the proposed activities	1,680 persons
	Location Description	CDBG LMA eligible area adjacent to the park located at: Charles F. Kennedy Park 1333 Decoto Rd., Union City, CA 94587 Low Mod percentage of Low-Income Persons: 70.93%; Census Tract 440200, Group 2;
	Planned Activities	The City plans to use CDBG funds to undertake design and construction/rehabilitation services within the park for park improvements and parking lot improvements. The City has identified the Charles F. Kennedy Park for Park improvements. The project will consist of rehabilitating the grounds with new landscaping and irrigation, placement of grass in dirt areas and shrubs and trees in planting pockets, repair and modification to pedestrian pathways to rehabilitate damaged asphalt and resolve non-ADA compliant grades, rehabilitate and modify the existing picnic area and furniture which will be replaced with new barbeques, trash cans, ADA compliant benches, picnic tables and drinking fountains, as well as addressing the amphitheater area in the park and updating it with new shade structure. The work will involve removing existing trees and replanting new trees. Also work will include rehabilitation to the Teen Center which exists on a portion of the park adjacent to the parking lot. The project will also include the rehabilitation of the parking lot with asphalt resurfacing, modifying pedestrian access points and resolving non-ADA compliant grades. The parks also have approximately 0.5 miles of pathways which are in various states of disrepair. A survey will be performed to ensure that all pathway grades meet ADA standards and sections out of compliance will be rebuilt. The City plans to hire a landscape architect to prepare plans and perform an accessibility review of the park in order to identify any other ADA shortcomings for potential inclusion in the project.
	Project Name	Abode Services – Sunrise Shelter Village

9	**Target Area**	Citywide
	Goals Supported	Reduce Homelessness
	Needs Addressed	Homeless Needs
	Funding	CDBG: $10,000
	Description	Provide homeless shelter and services for individuals and families experiencing homelessness. Matrix Code: 03T, 05U, 05W;
	Target Date	6/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	The City anticipates that 10 Union City residents will be served in FY 2025-2026 using CDBG funding.
	Location Description	Sunrise Village Emergency Shelter Services 588 Brown Road, Fremont, CA 94539
	Planned Activities	Provide shelter, meals, and case management and housing search services to homeless adults and children.
10	**Project Name**	City of Fremont-Senior Support
	Target Area	City-wide
	Goals Supported	Support Public Service Programs
	Needs Addressed	Community Development Needs
	Funding	CDBG: $10,000

	Description	Provide comprehensive senior adult services for Union City seniors and their families in the form of comprehensive in-person and video conference assessment, Care planning for direct senior client needs, service coordination to identify home care coordination, financial planning, legal assistance, transportation assistance, entitlement program access, nutrition program, personal care, and protective services. Matrix Code: 05A;
	Target Date	6/30/2026
	Estimate the number and type of families that will benefit from the proposed activities	The City anticipates that 25 Union City residents will be served in FY 2025-2026 using CDBG funding.
	Location Description	Citywide 3300 Capitol Avenue PO Box 5006 Fremont, CA 94537
	Planned Activities	Provide comprehensive assessment, care planning, service coordination, and care monitoring services for seniors.

AP-50 Geographic Distribution - 91.420, 91.220(f)

Description of the geographic areas of the entitlement (including areas of low-income and minority concentration) where assistance will be directed

The City allocates CDBG funds to benefit LMI households and does not have target areas. Instead, the City focuses its services and capital improvements across the City as a whole. While the City does not have target areas, it recognizes that five census tracts are experiencing concentrations of housing problems and will prioritize grant resources to those areas when feasible.

Geographic Distribution

Target Area	Percentage of Funds
City-wide	**100**

Table 21 - Geographic Distribution

Rationale for the priorities for allocating investments geographically

N/A

Discussion

Please see discussion above.

AP-85 Other Actions - 91.420, 91.220(k)

Introduction

The following section describes the actions that the City will take to address the needs of Union City residents as identified in the ConPlan.

Actions planned to address obstacles to meeting underserved needs

The largest barrier that the City experiences in meeting the needs of residents is a lack of funding. Therefore, the City strives to use its existing funding in efficient and effective ways. In 2023, Union City conducted a Public Services Needs and Assessment Study which determined the types of public services that were needed to needs of residents, identified any gaps in services, and strategized how to fill in the gaps.

The 2023 Needs Assessment incorporated evaluation criteria from the prior Needs Assessment Study completed in 2016, which was used to evaluate service providers for the current FY 2025-26/FY 2026-27 public service allocation process]. The evaluation criteria prioritized programs that could address some of the Study's findings, such as locating services within Union City, providing equal opportunity outreach and marketing, creating more partnerships/collaborations to reduce duplication of services, and improving the collection and reporting of metrics and achievements. The public service projects included in this Annual Action Plan utilized both the evaluation criteria for providers and updated priorities from the 2023 Needs Assessment Study in order to identify the public service projects included as part of this Annual Action Plan.

Additionally, the Alameda County Regional Analysis of Impediments to Fair Housing Choice outlines actions to be taken to increase available funding and increase fair housing choice. These include pursuing federal, state, and local funding and strategizing for the production of additional affordable housing.

Actions planned to foster and maintain affordable housing

The City continues to face many of the same barriers as the rest of the San Francisco Bay Area, including high housing costs, insufficient funding, and a lack of developable land. The City will continue to utilize local, state, and federal grant funding to create and preserve affordable housing. Additionally, the City will continue to do the following:

- Monitor the City's existing affordable housing to ensure it remains affordable
- Explore the use of other grant funding from various sources
- Work with housing developers to support the creation of new affordable housing
- Provide technical assistance to housing developers to acquire public and private sources of

financing
- Update City policies that present a barrier to affordable housing production
- Coordinate with the HOME Consortium Technical Advisory Committee

Additionally, the 2025-2029 ConPlan sets out goals to foster and maintain affordable housing including:

- Promoting production, rehabilitation, and preservation of affordable housing
- Increase the availability of supportive housing

Furthermore, the Alameda County Regional Analysis of Impediments to Fair Housing Choice also includes actions to be taken by cities within the County, including Union City, that would increase the production of affordable housing and preserve existing affordable housing.

Actions planned to reduce lead-based paint hazards

The City does not have a lead-based paint (LBP) reduction program but does coordinate with Alameda County. The Alameda County Community Development Agency's Healthy Homes Department (ACHHD) will continue to address LBP hazards and increase access to housing without LBP hazards by conducting outreach and training, providing technical assistance, and completing lead-safe repairs, which will include healthy housing repairs and other rehabilitation services to residents and property owners of Alameda County.

The ACHHD keeps a Lead-Safe Housing Listing that informs the renting community of housing units that have been made safe from LBP hazards. Only units completed through the program are eligible for this registry. These units were determined to be lead-safe following their participation in the Alameda County Affordable Lead-Safe Housing Program funded by HUD's Office of Healthy Homes and Lead Hazard Control.

The City will continue to provide lead-based paint testing as a component of its minor home repair program as required by HUD regulations.

Actions planned to reduce the number of poverty-level families

According to the ACS 2019-2023 5-Year Estimates, 7 percent of households (1,484) in Union City are below the poverty level. It is difficult for low-income families to secure housing without a form of housing assistance, as many families do have enough income to pay for other essential needs, such as food, childcare, health care, and transportation. This results in many families becoming housing unstable or homeless.

Low-income families living in poverty are in critical need of income support to stabilize housing and provide other essential needs. Income support includes local, state, and federally funded programs. Temporary Assistance to Needy Families is a federal program that provides income to low-income

families; however, the income provided is not adequate for a family to move out of poverty. Supplemental Security Income is another federal program that provides income to people with disabilities that are unable to work. Other programs include CalFresh (the California nutritional assistance program) and Medi-Cal, which cover some of the costs of food and medical care, respectively.

To complement these programs, the City funds multiple public services through the CDBG program and other sources of funding that are intended to support the service needs of extremely low- and very low-income families and individuals. For example, the City created and funds a program called CAREavan to give homeless families a safe place to park their cars and sleep for the night and also offers access to facilities, laundry, showers, and meals. The program was started 2016 in partnership with Union City, the Union City Family Center and several nonprofits and churches in 2016. The City also funds the Union City Family Center, which provides emergency food, clothing, health insurance enrollment assistance, and on-site social services, as well as the Youth and Family Services program, which provides youth violence prevention and intervention services to those in need in the community.

Actions planned to develop institutional structure

Institutional structures—such as the health care system, corrections and probation, and social services—ensure that individuals are not discharged into homelessness. Rapid re-housing programs are available in Alameda County to assist participants in exiting homelessness and maintaining stable housing. Additionally, Temporary Assistance for Needy Families and Supplemental Security Income are available to provide income to low-income families. Furthermore, the Alameda County Health Care Services Agency ensures that eligible participants enroll in Medi-Cal or Medicare to receive no or low-cost health care.

Persons are not routinely discharged from health care facilities into homelessness; a variety of health care institutions work to reduce discharges into homelessness. The County has established two medical respite programs for individuals being discharged from local hospitals. Care transition initiatives with two of the area's major hospitals have resulted in improved discharge planning efforts.

The institutional delivery system is strong in delivering mainstream services to homeless individuals. These include cash, medical, nutritional, and housing assistance programs. Additionally, Alameda County has two employment programs targeted directly to homeless individuals.

The City works closely with other jurisdictions to coordinate services, but there is not enough funding to provide the amount of supportive services needed. The City recognizes these gaps as a high priority and will continue to work with other cities, Alameda County, and service providers to coordinate and expand supportive services.

Actions planned to enhance coordination between public and private housing and social

service agencies

Union City's Economic and Community Development Department implements the City's housing initiatives and coordinates with the County and other jurisdictions as well as private organizations. The City will continue to take action to enhance coordination, including working with the other local jurisdictions as part of the HOME Technical Advisory Committee; engaging the City's Human Relations Commission to obtain input on housing and community needs; coordinating with EveryOne Home; collaborating with Alameda County, private housing developers, lenders, and nonprofit housing developers in order to create more affordable housing, fund nonprofit agencies serving low income resident, and encourage collaboration and cooperation among local service providers.

Discussion

The City of Union City continues to implement policies and programs that alleviate poverty, address affordable housing needs, reduce LBP hazards, and improve institutional delivery structure and coordination between jurisdictions and service providers.

Program Specific Requirements

AP-90 Program Specific Requirements - 91.420, 91.220(l)(1,2,4)

Introduction

Community Development Block Grant Program (CDBG)
Reference 24 CFR 91.220(l)(1)

Projects planned with all CDBG funds expected to be available during the year are identified in the Projects Table. The following identifies program income that is available for use that is included in projects to be carried out.

1. The total amount of program income that will have been received before the start of the next program year and that has not yet been reprogrammed	80
2. The amount of proceeds from section 108 loan guarantees that will be used during the year to address the priority needs and specific objectives identified in the grantee's strategic plan	0
3. The amount of surplus funds from urban renewal settlements	0
4. The amount of any grant funds returned to the line of credit for which the planned use has not been included in a prior statement or plan.	0
5. The amount of income from float-funded activities	0
Total Program Income	80

Other CDBG Requirements

1. The amount of urgent need activities	0

Discussion

The City plans to use 70% of the estimated percentage of CDBG funds to be used to benefit persons of low and moderate income for a consecutive period of one, two, or three years to apply the overall benefit to persons of low and moderate income. Overall, the City calculate its benefit to low-and moderate-income persons on an annual, one-year, basis.

RESOLUTION NO. 2025-XXX

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF UNION CITY AWARDING $245,000 ANNUALLY FROM THE GENERAL FUND TO VARIOUS PUBLIC SERVICES PROVIDERS AS PART OF THE CITY'S PUBLIC SERVICES GRANTS PROCESS FOR FY 2025-2026 AND FY 2026-2027, AND AUTHORIZING THE CITY MANAGER, OR THEIR DESIGNEE, TO EXECUTE ALL DOCUMENTS NECESSARY TO SECURE FUNDING AND AWARD THE PUBLIC SERVICES GRANTS

WHEREAS, the City allocates Community Development Block Grant ("CDBG") funds and General Fund monies towards its Public Services Grants process, which allocates funding to social service providers who provide support services to Union City residents; and

WHEREAS, the City is completing both its CDBG 2025-2029 Consolidated Plan and FY 2025-2026 Annual Action Plan that it will be submitting to the U.S. Department of Housing and Urban Development ("HUD") and is utilizing this process to also allocate General Fund monies as part of its Public Services Grants process; and

WHEREAS, the City completed an updated Public Services Needs Assessment ("Assessment") in 2023 to help with identifying the social service needs of the community; and

WHEREAS, the Assessment identified a need for a variety of homeless services, senior support services, and youth support services in the community; and

WHEREAS, the City participated in a Regional Analysis of Impediments ("AI") in coordination with Alameda County and other jurisdictions that identified additional priorities such as services prioritizing expanding housing opportunities for people with special needs, services addressing challenges of displacement among residents in high cost and gentrifying areas, and services prioritizing fair housing enforcement and education through interagency collaboration; and

WHEREAS, the Assessment and AI informed the City's Public Services Grants process for FY 2025-2026 and FY 2026-2027, and will inform future Public Services Grants opportunities; and

WHEREAS, as part of the City's Public Services Grants process, staff prioritized the identified needs from the Assessment and AI when reviewing grant applications; and

WHEREAS, the City received fifteen (15) grant applications totaling over $701,156 in requests; and

WHEREAS, a subcommittee of the Human Relations Committee (HRC) met multiple times in March 2025 to review the initial application scores and formulate funding recommendations. The Subcommittee took into consideration the applicant's score; their ability to meet the City's contracting requirements, especially if a request was made for CDBG funding; their demonstrated track record serving Union City (if applicable), and whether the social service provider served homeless residents, seniors, youth services

and other priorities consistent with the recommendations included in the Assessment and AI; and

WHEREAS, the Subcommittee's recommendations were then presented to the HRC at their June 25, 2025 meeting and the HRC voted in favor of the Subcommittee's recommendations with the ability for staff to make adjustments in order to ensure the City met its CDBG guidelines and requirements and better leverage those funds in an effort to maximize General Fund dollars; and

WHEREAS, the list of grant awardees who will receive a portion of the $245,000 General Fund allocation are included in Exhibit A, attached hereto and made a part hereof; and

WHEREAS, the $245,000 allocation of General Fund dollars was previously appropriated as part of the City's Adopted FY 2025-2026 & FY 2026-2027 General Fund Budget.

NOW THEREFORE, BE IT RESOLVED that the City Council of the City of Union City does hereby award $245,000 annually from the General Fund to various public service providers as part of the City's Public Services Grants process for FY 2025-2026 and FY 2026-2027; and

BE IT FURTHER RESOLVED that the City Council of the City of Union City does hereby authorize the City Manager, or their designee, to execute all documents necessary to secure funding and award the public services grants identified in **Exhibit A**.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Union City at a regular meeting held on the 22nd day of July 2025, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

APPROVED:

GARY SINGH
Mayor

ATTESTED:

THAI NAM N. PHAM
City Clerk

APPROVED AS TO FORM:

KRISTOPHER J. KOKOTAYLO
City Attorney

Attachment:

1) Exhibit A – CDBG/HOME/General Fund Budget for FY 2025-2026

Attachment 2: 2025-2026 Budget

Available Funding

CDBG Funding	
Estimated FY 25-26 CDBG Allocation	474,879
Estimated Program Income*	80
Prior Year Unexpended Funds	16,816
Total CDBG Funding Available	**491,775**
Estimated 25-26 HOME Funds**	123,603
General Fund - Public Service Contracts	245,000
Total Funds Available	**860,378**

CDBG Spending Limits

CDBG Public Services	
15% of CDBG Allocation	71,232
15% of Prior Year (24-25) Program Income*	-
Public Services Spending Limit	**71,232**

CDBG Administration	
20% of CDBG Allocation	94,976
20% of Current Year (24-25) Program Income	-
CDBG Administration Spending Limit	**94,976**

2025-2026 Budget

Activity	CDBG	HOME	General Fund	Total
Administration				
CDBG Administration	94,976	-	-	94,976
HOME Administration	-	6,505	-	6,505
Administration Subtotal	***94,976***	***6,505***		***101,481***
Public Facility Improvement Projects				
	-	-	-	-
Kennedy Park Improvement Project-Phase 3	256,800	-	-	256,800
Public Facilities Subtotal	**256,800**	-	-	***256,800***
				-
Housing Programs				
Minor Home Repair Program	50,000			50,000
TBRA - City of Fremont		32,787		32,787
BACS Project Reclamation project	-	84,310	-	84,310
	-	-	-	-
Housing Programs Subtotal	***50,000***	***117,097***	-	***167,097***
Public Services				
	-	-	-	-
Abode Services-Sunrise Village Shelter	10,000	-	5,000	15,000
Centro de Servicios – Decoto Center	-	-	155,000	155,000
City of Fremont - Senior Support	10,000	-	-	10,000
Community Resources for Independent Living (CRIL)	-	-	15,000	15,000
ECHO Housing-Fair Housing	10,000	-	-	10,000
Immigration Institute of the Bay Area	-	-	15,000	15,000
Legal Assistance for Seniors	-	-	10,000	10,000
Safe Alternatives to Violent Environments (SAVE)-Crisis Response	10,000	-	-	10,000
Safe Alternatives to Violent Environments (SAVE)-Youth Program	-	-	10,000	10,000
Service Opportunity for Seniors-Meals on Wheels	-	-	15,000	15,000
Spectrum Community Services-Senior Meals	10,000	-	5,000	15,000
Union City Family Center	20,000	-	15,000	35,000
Public Services Subtotal	***70,000***		***245,000***	***315,000***
Microenterprise				
4Cs of Alameda County - Microenterprise	20,000	-	-	20,000
Microenterprise Subtotal	***20,000***			***20,000***
Total	**491,776**	**123,602**	**245,000**	**860,378**

**Estimated FY 25-26 Program Income(PI) = $180 and all going towards Public Facilities. None added to admin or public services.*

***Portion of Admin for HOME goes to ALCO as HOME Consortium Lead = $6,505; $1 rounding based off allocation provided by ALCO will go towards their administrative portion;*

Attachment 3

#	Organization Name	Service Type	Funding Requested			FY24-25 Funding		FY23-24 Funding		Score			HRC Subcommittee Recommendations			%
			CDBG	General Fund	Total	Amount	Source	Amount	Source	Staff Score	HRC Score	Total Score	CDBG	General Fund	Total	
1	Union City Family Center – New Haven Unified School District	Safety Net Services, Food	$ 35,000	$ 5,000	**$ 40,000**	$ 35,000	CDBG/GF	$ 35,000.00	CDBG	47	39	**86**	**$ 20,000**	**$ 15,000**	**$ 35,000**	11.1%
2	Centro de Servicios - Decoto	Safety Net Services, Food	$ -	$ 197,706	**$ 197,706**	$ 145,000	GF	$ 145,000.00	GF	40	43	**83**	**$ -**	**$ 155,000**	**$ 155,000**	49.2%
3	Abode Services-Sunrise Village Shelter	Emergency Homeless Shelter Services	$ 20,000	$ 40,000	**$ 60,000**	$ -	N/A	$ -	N/A	39	43	**82**	**$ 10,000**	**$ 5,000**	**$ 15,000**	4.8%
4	Community Resources for Independent Living (CRIL)	Disabled Services	$ -	$ 15,000	**$ 15,000**	$ 10,000	GF	$ 10,000.00	GF	32	43	**75**	**$ -**	**$ 15,000**	**$ 15,000**	4.8%
5	Spectrum Community Services - Senior Meals	Food/Meals, Seniors	$ 30,000	$ -	**$ 30,000**	$ 15,000	CDBG/GF	$ 15,000	CDBG	31	42	**73**	**$ 10,000**	**$ 5,000**	**$ 15,000**	4.8%
6	Safe Alternatives to Violent Environments (SAVE)-Crisis Response	Youth Services/Mental Health Services	$ 10,000	$ -	**$ 10,000**	$ 10,000	CDBG	$ 10,000	CDBG	32	40	**72**	**$ 10,000**	**$ -**	**$ 10,000**	3.2%
7	Safe Alternatives to Violent Environments (SAVE)-Youth Services Program	Youth Services/Mental Health Services	$ -	$ 15,000	**$ 15,000**	$ 5,000	GF	$ 5,000	GF	25	45	**70**	**$ -**	**$ 10,000**	**$ 10,000**	3.2%
8	Immigration Institute of the Bay Area	Legal Services for Immigrants	$ -	$ 30,000	**$ 30,000**	$ 10,000	GF	$ 10,000	GF	30	38	**68**	**$ -**	**$ 15,000**	**$ 15,000**	4.8%
9	Service Opportunity for Seniors-Meals that Matter	Meals on Wheels for Seniors	$ -	$ 50,000	**$ 50,000**	$ 15,000	GF	$ 15,000	GF	24	36	**60**		**$ 15,000**	**$ 15,000**	4.8%
10	City of Fremont	Senior Services	$ 50,000	$ -	**$ 50,000**	$ 10,000	CDBG	$ 10,000	CDBG	20	39	**59**	**$ 10,000**	**$ -**	**$ 10,000**	3.2%
11	Eden Council for Hope and Opportunity	Fair Housing & Tenant/Landlord Services	$ 10,000	$ 25,000	**$ 35,000**	$ 30,000	CDBG/GF	$ 30,000	CDBG/GF	29	29	**58**	**$ 10,000**	**$ -**	**$ 10,000**	3.2%
12	Legal Assistance for Seniors	Legal, Seniors	$ -	$ 15,000	**$ 15,000**	$ 10,000	GF	$ 10,000	GF	25	32	**57**	**$ -**	**$ 10,000**	**$ 10,000**	3.2%
13	Afghan Care *	Nutrition & Health Program Services	$ -	$ 15,000	**$ 15,000**	$ -	N/A	$ -	N/A	22	27	**49**	**$ -**	**$ -**	**$ -**	0.0%
14	Charitable Adults Rides & Services Inc *	Senior Ride Services	$ -	$ 63,450	**$ 63,450**	$ -	N/A	$ -	N/A	17	32	**49**	**$ -**	**$ -**	**$ -**	0.0%
15	Daily Bowl *	Meal Services	$ -	$ 75,000	**$ 75,000**	$ -	N/A	$ -	N/A	22	20	**42**	**$ -**	**$ -**	**$ -**	0.0%
		Total Requested	**$ 155,000**	**$ 546,156**	**$ 701,156**											

Total Recommended	**$ 70,000**	**$ 245,000**	**$ 315,000**
General Public Services	$ 60,000	**$ 240,000**	$ 300,000
Homeless	$ 10,000	**$ 5,000**	$ 15,000
Total Available	**$ 70,000**	**$ 245,000**	**$ 315,000**

*Applications that did not meet a 50 point threshold, were unable to be awarded.

Eden I&R receives a non-competitive grant of $10,000 annually from the City for access to its 211 service. Currently covered through the City Managers Office.

Public Service Grants - Application Summary

Organization Name	Service Type	Amount Requested		Total Amount Requested	Proposed # of UC Residents to be Served		Cost Per Client (FY 25-26)	FY 24-25 Funding		FY 23-24 Funding	
		CDBG	General Fund		FY 25-26	FY 26-27		Amount	Source	Amount	Source
Afghan Care	Nutrition & Health Program Services	$ -	$ 15,000	$ 15,000	200	300	$ 75	$ -	N/A	$ -	N/A
Abode Services	Emergency Homeless Shelter Services	$ 20,000	$ 40,000	$ 60,000	10	10	$ 6,000	$ -	N/A	$ -	N/A
Centro de Servicios	Safety Net/Food Services	$ -	$ 197,706	$ 197,706	9,000	9,000	$ 22	$ 145,000	CDBG	$ 145,000	CDBG
Charitable Adults Rides & Services Inc.	Senior Ride Services	$ -	$ 63,450	$ 63,450	30	-	$ 2,115	$ -	N/A	$ -	N/A
City of Fremont	Senior Services	$ 50,000	$ -	$ 50,000	25	25	$ 2,000	$ 10,000	CDBG	$ 10,000	CDBG
Community Resources for Independent Living	Disbabled Services/Housing and Independent Living Skills	$ -	$ 15,000	$ 15,000	75	80	$ 200	$ 10,000	GF	$ 10,000	GF
Daily Bowl	Food/Meal Services	$ -	$ 75,000	$ 75,000	-	-	$ -	$ -	N/A	$ -	N/A
Eden Council for Hope and Opportunity	Fair Housing and Tenant/Landlord Services	$ 10,000	$ 25,000	$ 35,000	130	130	$ 269	$ 30,000	CDBG/GF	$ 30,000	CDBG/GF
Immigration Institute of the Bay Area	Legal Services for Immigrants	$ -	$ 30,000	$ 30,000	150	150	$ 200	$ 10,000	GF	$ 10,000	GF
Legal Assistance for Seniors	Legal Services, HICAP and Community Education for Union City Seniors	$ -	$ 15,000	$ 15,000	170	170	$ 88	$ 10,000	GF	$ 10,000	GF
New Haven Unified School District - Union City Family Center	Union City Family Center	$ 35,000	$ 5,000	$ 40,000	675	725	$ 59	$ 35,000	CDBG/GF	$ 35,000	CDBG
Safe Alternatives to Violent Environments	Crisis Response Services	$ 10,000	$ -	$ 10,000	85	85	$ 118	$ 10,000	CDBG	$ 10,000	CDBG
Safe Alternatives to Violent Environments	Youth Services Program	$ -	$ 15,000	$ 15,000	750	750	$ 20	$ 5,000	GF	$ 5,000	GF
Service Opportunity for Seniors -Meals that Matter	Meals on Wheels for Seniors	$ -	$ 50,000	$ 50,000	120	120	$ 417	$ 15,000	GF	$ 15,000	GF
Spectrum Community Services	Senior Meals	$ 30,000	$ -	$ 30,000	100	100	$ 300	$ 15,000	CDBG/GF	$ 15,000	CDBG
	TOTAL REQUESTED	**$ 155,000**	**$ 546,156**	**$ 701,156**				**$ 295,000**		**$ 295,000**	

AVAILABLE FUNDS			TOTAL
General Public Services	$ 70,000	$ 245,000	**$ 315,000**
TOTAL AVAILABLE	**$ 70,000**	**$ 245,000**	**$ 315,000**

Eden I&R receives a non-competitive grant of $10,000 for its 211 service and is currently supported through the City Manager's Office.

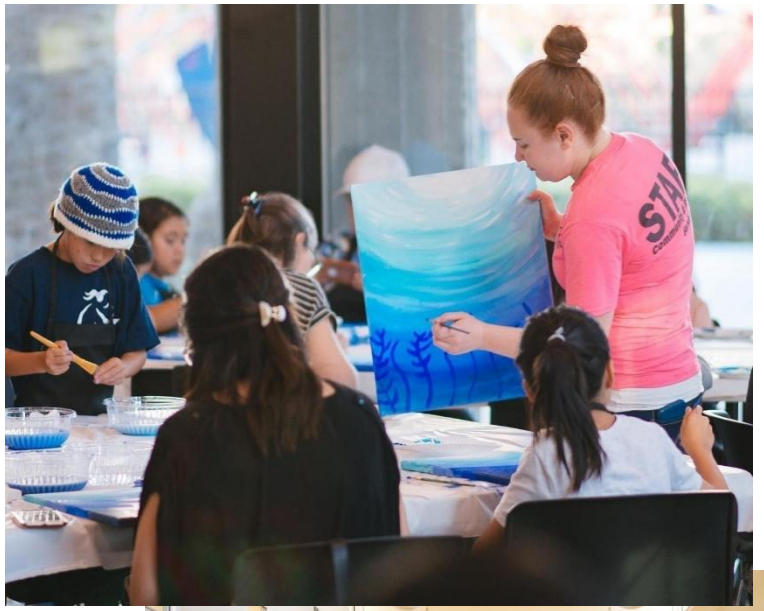
Item 6.1

Public Hearing on the 2025-2029 Consolidated Plan and FY 2025-2026 Community Development Block Grant (CDBG) Annual Action Plan Submission to the U.S. Department of Housing and Urban Development (HUD)/ General Fund Annual Allocation to Public Service Providers for FY 2025-2026 and FY 2026-2027

Background

- City receives annual allocation of CDBG and HOME funding
- Required to prepare a 5-year Consolidated Plan (ConPlan) and Annual Action Plan(AAP) for CDBG
- Submission deadline for Consolidated Plan and Annual Action Plan

Background



- City allocates two-year grants to social service providers
- Grants range from $10,000 to over $100,000
- Funding sources
  - General Fund
  - Community Development Block Grant (CDBG)
- NOFA process is utilized to evaluate applicants, and staff coordinates with a subcommittee of the Human Resources Committee to review and score applications

Background

- Service Priorities: Prioritize programs or services prioritizing homeless services, senior services, and youth services, services expanding opportunities for people with special needs, addressing issues of displacement of residents in high cost and gentrifying areas, and services promoting fair housing enforcement and education through interagency collaboration

- The City also continued to use recommended strategies from previous studies to inform the process:
  - Services within Union City
  - Equal opportunity outreach and marketing
  - More partnerships/collaborations to improve efficiency and reduce duplication
  - Improved reporting of metrics and achievements

2025-2029 Consolidated Plan

- Every 5 years, City must prepare and submit a Consolidated Plan
  - Once established, the plan is utilized, on a yearly basis, to assess the City's Housing, Community, and Economic Development needs
  - Identify available resources
  - Outline strategy to address those needs

- 5 Year Consolidated Plan designed to assess priority needs in City / how they align with eligible activities for CDBG funding

- City must also complete an Annual Action Plan, as part of this process, to identify specific programs/ service providers that will help meet these priorities

| 2025-2029 Consolidated Plan Outreach

The City completed a significant amount of community outreach and public involvement:

- Utilized Public Services Needs Assessment and Regional Analysis of Impediments in coordination with Alameda County

- Robust outreach process of surveys, community meetings, and community stakeholder meetings were utilized to identify goals that could be included in the Consolidated Plan

2025-2029 Consolidated Plan

Consolidated Plan identified seven goals to address City Priorities:

1. Promote Production Rehabilitation and Preservation
2. Reduce Housing Discrimination
3. Recue Homelessness
4. Increase Availability of Supportive Housing
5. Improve Public facilities
6. Support Public Service Programs
7. Fund Economic Development

FY 2025-2026 CDBG Annual Action Plan

Available Funding

CDBG	
FY 25-26 CDBG Allocation	$474,879
Estimated Program Income	$ 80
Prior Year Unexpended Funds	$ 16,816
CDBG Subtotal	**$491,775**
FY 25-26 HOME Funds	$123,603
General Fund – Public Service Grants	$245,000
Total Funds	**$860,378**

**Only 15% of CDBG grant can be spent on public services*

Proposed Activities

ACTIVITY	CDBG	HOME*	General Fund	Total
Administration	$94,976	$6,505	-	**$101,481**
Kennedy Park Improvement Project- Phase III	$256,800	-	-	**$256,800**
Minor Home Repair Program	$50,000	-	-	**$50,000**
Microenterprise Assistance	$20,000	-	-	**$20,000**
Public Services	$70,000	-	$245,000	**$315,000**
BACS Reclamation Project – Homekey Scattered Site project	-	$84,310	-	**$84,310**
TBRA – City of Fremont	-	$32,787	-	**$32,787**
Total	**$ 491,776**	**$ 123,602**	**$245,000**	**$860,378**

Charles F. Kennedy Park Improvement Project - $256,800

- Proposed Project
  - Renovation of park & parking lot improvements
  - Rehabilitate the grounds with new landscaping & irrigation
  - Repair & Rehabilitate damaged asphalt & resolve non-ADA compliant grading due to existing trees throughout park.
  - Repair/Replace picnic areas, create ADA pathways for picnic areas & parking lot, incorporate ADA compliant benches, replace & expand amphitheater, rehabilitation around Teen Center

Charles F. Kennedy Park Improvement Project-Phase III - $256,800

- Evaluated potential projects for CDBG eligibility & timely expenditure requirements
- Project is eligible to utilize CDBG funds since it is adjacent to a low-income census tract encompassing the Decoto neighborhood
- Project was also identified as it could be phased in parts to handle the different components on updating the park

Minor Home Repair Program - $50,000 (CDBG)

- City's Housing Rehabilitation Program – Minor Home Repair
  - Minor home repair & accessibility to low-income individuals
  - Utilizing Alameda County Healthy Homes Program - Long-term partner
  - Essential service that keeps many low-income seniors in their homes

Micro Enterprise Assistance Program - $20,000 (CDBG)

Community Child Care Council (4Cs)

- Helps low-income residents start or maintain in-home childcare programs
- Creates new businesses for City and encourages entrepreneurship
- Strong partner who consistently meets program goals
- Program is not subject to the 15% CDBG Public Service funding cap

HOME Funds

BACS – Reclamation Project

- Funds to be utilized to support housing rehabilitation and operating expenses to support homeless residents

- Project provides supportive services to homeless residents which are provide through our partner BACS

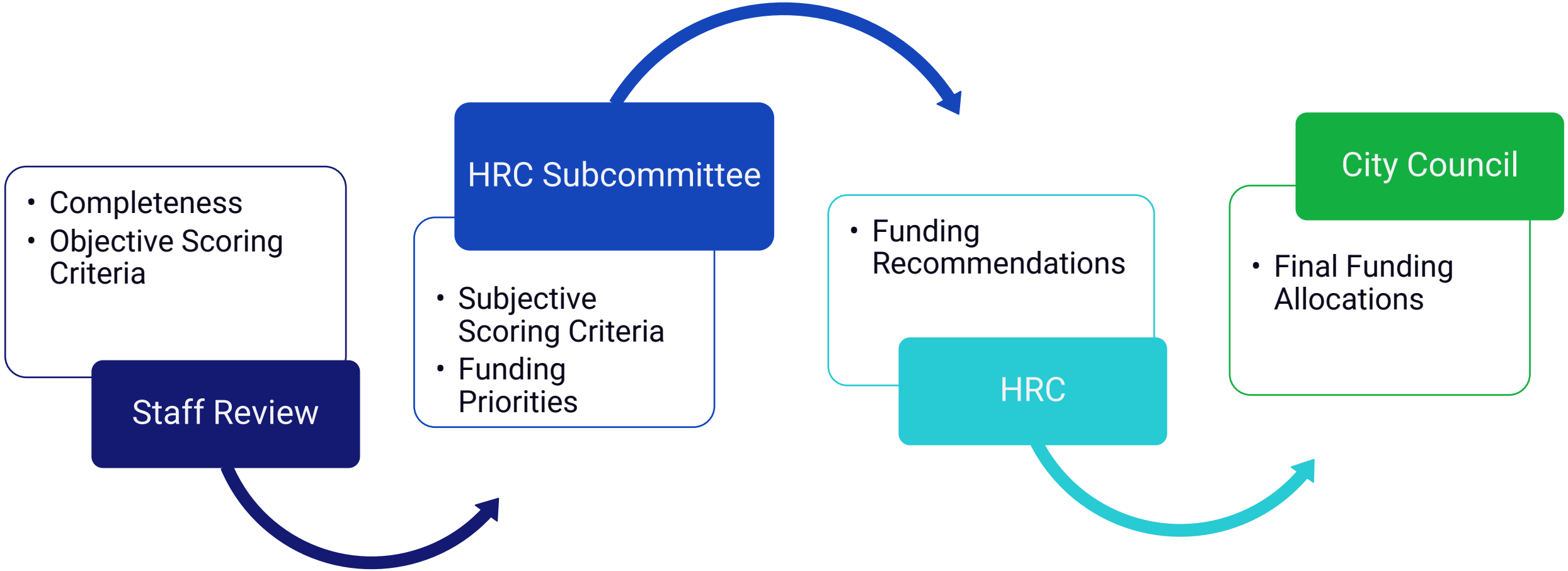
City of Fremont – TBRA program

- Provides Tenant Based Rental Assistance for Union City residents

- Part of Fremont's Stay Housed – Tenant Based rental Assistance Program

Public Service Grants Allocation Process

Application Review Process



Application Review Process

Table 1: Partnerships	12			
Please list up to 3 partners your program will be directly and actively working with to assist clients. If you do not have any partners, please mark each cell in the table as not applicable. Please indicate in the table below whether these partnerships will include: 1) Shared Services (e.g. sharing an office space, staff person, consultant services, etc.); 2) Reciprocal Referral Services (i.e. your program refers/shares clients with your partner and they in turn refer/share clients with your program); 3) Formal Partnership (i.e. Formal = MOU or other agreement)				
Partnership #1	**4**			
Shared Services (up to **2 Points**)	2		N/A	
Reciprocal Referral Services ***(1 point if yes)***	1		N/A	
Formal Partnership ***(1 point if yes)***	1		N/A	
Partnership #2	**4**			
Shared Services (up to **2 Points**)	2		N/A	
Reciprocal Referral Services ***(1 point if yes)***	1		N/A	
Formal Partnership ***(1 point if yes)***	1		N/A	
Partnership #3	**4**			
Shared Services (up to **2 Points**)	2		N/A	
Reciprocal Referral Services ***(1 point if yes)***	1		N/A	
Formal Partnership ***(1 point if yes)***	1		N/A	
Table 2: Metrics	**9**			
Please identify up to *three* (3) measurable program metrics that can be used to indicate the success of your program beyond the number of people served. Please make these metrics are as specific as possible. If you are unable to track and report on additional metrics, please mark this table as not applicable. ***(Up to 9 points possible, 3 points per metric)***				
Metric 1 – Clear and measurable ***(up to 3 points)***	3	N/A		
Metric 2 – Clear and measurable ***(up to 3 points)***	3	N/A		
Metric 3 – Clear and measurable ***(up to 3 points)***	3	N/A		

- Each application was scored by Staff and HRC subcommittee members
- Recommendations based on the following:
  - Applicant's score
  - Funding source
  - Ability to meet the CDBG requirements (if applicable)
  - Demonstrated track record of serving Union City
  - Service Priorities for City

Application Review Process

- Mandatory Technical Assistance Workshop is provided to applicants
  - Workshop takes place 10 days after release of NOFA
  - Application and Scoring Criteria are reviewed with attendees
  - Template of Application Evaluation & Scoring Criteria is also posted on the City's website for applicants to review
  - Staff provides support on questions during the workshop so that all applicants receive same information

- Application and Support
  - Staff Provides Technical Assistance for the Zoomgrants Portal
  - Zoomgrants portal provides confirmation of application submission via timestamp and through their account as an application tab that shows any submitted applications

Application Review Process

Updating Application Review Process

- Staff is in the process of updating the Application Review process to integrate more City Council participation
- A subcommittee will be formed from the Council to help with reviewing the NOFA process and application scoring process
- Staff report with the updates will be brought before Council for approval prior to the release of the Public Services NOFA to integrate any updates
- Process will be integrated into our current Public Services Application Review process

Applications Received

- 15 Applications Received
  - 11 - current grantees
  - 3 - new applicants
  - 1- applicant failed to submit application

- $701,156 Requested
  - $155,000 – CDBG
  - $546,156 – General Fund

#	Organization Name	Service Type	Funding Requested			23-24/24-25 Funding		Recommended	Score		
			CDBG	GF	Total	Amount	Source	Amount	HRC	Staff	Total
1	Union City Family Center – New Haven Unified School District	Safety Net Services, Food	$35,000	$5,000	**$40,000**	$35,000	CDBG	$35,000	39	47	**86**
2	Centro de Servicios - Decoto	Safety Net Services, Food	-	$197,706	**$197,706**	$145,000	GF	$155,000	43	40	**83**
3	Abode Services-Sunrise Village Shelter	Emergency Homeless Shelter Services	$20,000	$40,000	**$60,000**	0	N/A	$15,000	43	39	**82**
4	Community Resources for Independent Living (CRIL)	Disabled Services	-	$15,000	**$ 15,000**	$10,000	GF	$15,000	43	32	**75**
5	Spectrum Community Services - Senior Meals	Food/Meals, Seniors	$30,000	-	**$30,000**	$15,000	CDBG	$15,000	42	31	**73**
6	Safe Alternatives to Violent Environments (SAVE)-Crisis Response	Youth Services/Mental Health Services	$10,000	-	**$10,000**	$10,000	CDBG	$10,000	40	32	**72**
7	Safe Alternatives to Violent Environments (SAVE)-Youth Services Program	Youth Services/Mental Health Services	-	$15,000	**$15,000**	$5,000	GF	$10,000	45	25	**70**
8	Immigration Institute of the Bay Area	Legal Services for Immigrants	-	$30,000	**$30,000**	$10,000	GF	$15,000	38	30	**68**

#	Organization Name	Service Type	Funding Requested			23-24/24-25 Funding		Recommended	Score		
			CDBG	GF	Total	Amount	Source	Amount	HRC	Staff	Total
9	Service Opportunity for Seniors-Meals that Matter	Meals on Wheels for Seniors	-	$50,000	**$50,000**	$15,000	GF	$15,000	36	24	**60**
10	City of Fremont	Senior Services	$50,000	-	**$50,000**	$10,000	CDBG	$10,000	39	20	**59**
11	Eden Council for Hope and Opportunity	Fair Housing & Tenant/Landlord Services	$10,000	$25,000	**$35,000**	$30,000	CDBG/GF	$10,000	29	29	**58**
12	Legal Assistance for Seniors	Legal, Seniors	-	$15,000	**$15,000**	$10,000	GF	$10,000	32	25	**57**
13	Afghan Care *	Nutrition & Health Program Services	-	$15,000	**$15,000**	-	N/A	-	27	22	**49**
14	Charitable Adults Rides & Services Inc *	Senior Ride Services	-	$15,000	**$15,000**	-	N/A	-	32	17	**49**
15	Daily Bowl *	Meal Services	-	$75,000	**$75,000**	-	N/A	-	20	22	**42**

* Minimum point application threshold of 50 points was not met

CDBG - Funding Recommendations

Public Services/Homeless Services		Recommended Funding	Score
New Haven Unified School District	Union City Family Center	$20,000	86
Abode Services	Emergency Shelter Services	$10,000	82
Spectrum Community Services	Senior Meals Program	$10,000	73
Safe Alternatives to Violent Environments (SAVE)	Crisis Response and Youth Services/Mental Health Services	$10,000	72
City of Fremont	Senior Services	$10,000	59
Eden Council for Hope and Opportunity (ECHO)	Fair Housing & Tenant/Landlord Counseling	$10,000	58
	TOTAL	***$70,000***	

General Fund - Funding Recommendations

Public Services		Recommended Funding	Score
Union City Family Center	Safety Net Services/ Food services	$15,000	86
Centro de Servicios	Safety Net Services / Food services	$155,000	83
Abode Services	Emergency Shelter Services	$5,000	82
Immigration Institute of the Bay Area	Legal Services for Immigrants	$15,000	78
Community Resources for Independent Living (CRIL)	Housing/Independent Living Skills for Persons with Disabilities	$15,000	75

General Fund - Funding Recommendations

Public Services		Recommended Funding	Score
Spectrum Community Services	Senior Meals Program	$5,000	73
Safe Alternatives to Violent Environments (SAVE)-Youth Services Program	Youth Services/Mental Health Services	$10,000	70
Service Opportunity for Seniors	Meals on Wheels	$15,000	60
Legal Assistance for Seniors	Legal Services for Seniors	$10,000	57
	TOTAL	**$245,000**	

Recommended Funding Priorities If Funding is Reduced

If funding is reduced staff will prioritize the following:

- Reduce/Cut Grants of lowest scoring applicant(s) first rather than reducing all grants
- Utilize identified Service Priorities and Goals to ensure that cuts don’t impact these City priorities

Recommendation and Next Steps

- Conduct Public Hearing on the 2025-2029 Consolidated Plan and FY 2025-2026 CDBG Annual Action Plan; and

- Adopt a resolution approving the 2025-2029 Consolidated Plan and the FY 2025-2026 CDBG Annual Action Plan and authorizing the City Manager, or their designee, to submit the Consolidated Plan and CDBG Annual Action Plan to HUD and execute documents and certifications necessary to secure and award funding; and

- Adopt a resolution awarding $245,000 annually from the General Fund to various public service providers as part of the City's Public Services Grant process for FY 2025-2026 and FY 2026-2027 and authorizing the City Manager, or their designee, to execute all documents necessary to secure funding and award the Public Service Grants

Agenda Item

DATE: 7/22/2025

TO: HONORABLE MAYOR AND CITY COUNCIL

FROM: KRISTOPHER J. KOKOTAYLO, CITY ATTORNEY

SUBJECT: CONDUCT A PUBLIC HEARING AND ADOPT A RESOLUTION APPROVING THE ADJUSTED STORMWATER FEE AND ORDERING THE COLLECTION OF THE FEE ON THE TAX ROLL

EXECUTIVE SUMMARY

Staff recommends that the City Council conduct a public hearing and adopt a Resolution approving the proposed Stormwater Fee and order the collection of the fee on the tax roll.

STRATEGIC PLAN ALIGNMENT

This report is in alignment with the following City Council priority:

Goal D: Environmental Sustainability and Infrastructure

BACKGROUND

The City of Union City ("City") recently approved new franchise agreements with its solid waste, compost and recycling collection service providers and transitioned the collection of solid waste rates (which includes City fees) for residential customers from the property tax roll to direct billing. The City has historically collected the stormwater fee (the "Stormwater Fee") with the solid waste rates on the property tax roll. With the transition of the solid waste rates from the property tax roll to direct billing performed by Republic Services, the City must now determine how it will collect the Stormwater Fee.

The City has collected its Stormwater Fee since 1994 or earlier. The City has consistently collected the Stormwater Fee and increased it pursuant to a schedule of adjustments, as further outlined below, since at least 1994. In some years the City has elected to not increase the Stormwater Fee even though it could have pursuant to the established schedule of adjustments.

DISCUSSION

The City established a schedule of adjustments for the Stormwater Fee aligned with the annual index based adjustment to the solid waste and recycling rates and compensation paid to the franchised contractors that is prescribed in the franchise agreements (the "CPI"). In some years, the City has elected to not adjust the fee. Staff is recommending an adjustment to the fee for FY 2025-2026 in alignment with the adjustment to the solid waste and recycling rates and compensation which is consistent with the schedule of adjustments previously approved. The CPI increase for FY 2025-2026 is 4.92%. This results in an increase to the Stormwater Fee from $80.31 per parcel to $84.26 per parcel.

Health & Safety Code Sections 5470, *et seq*. authorize the City Council to collect stormwater fees on the property tax roll with a two-thirds vote. This would require 4/5 of the City Council to vote for collection on the property tax roll. The City Council can simultaneously set the fee, based on the established schedule of adjustments, and vote to place the fee on the property tax roll.

FISCAL IMPACT

The FY 2024-2025 stormwater fee generates $1,278,206 in revenue and the proposed increase according to the established schedule of adjustments for FY 2025-2026 will generate an additional $62,888 for a total of $1,341,094.

RECOMMENDATION

Staff recommends that the City Council adopt a Resolution approving the proposed adjusted fees for the Stormwater Fee and order the collection on the tax roll.

Prepared by:

Kristopher J. Kokotaylo, City Attorney

Submitted by:

Kristopher J. Kokotaylo, City Attorney

ATTACHMENTS:

	Description	Type
🗋	Draft Resolution	Resolution
🗋	PowerPoint Presentation	Attachment

RESOLUTION NO. 2025-XXX

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF UNION CITY APPROVING THE ADJUSTED STORMWATER FEE AND ORDERING THE COLLECTION OF THE FEE ON THE TAX ROLL

WHEREAS, Proposition 218 requires voter approval of taxes, fees, and assessments, except when the charge was in effect prior to November 6, 1996, the effective date of Proposition 218; and

WHEREAS, the City of Union City ("City") adopted a Stormwater Fee prior to the enactment of Proposition 218 and has collected the fee since 1994 or earlier; and

WHEREAS, the Stormwater fee is subject to annual adjustments based on a schedule of adjustments in place since at least 1994; and

WHEREAS, the schedule of adjustments is aligned with the annual index-based adjustment to the solid waste and recycling rates and compensation paid to the franchised contractors that is prescribed in the franchise agreements; and

WHEREAS, the City desires to adjust the amount of the annual stormwater fee pursuant to the established schedule of adjustment and collect the Stormwater Fee on the tax roll; and

WHEREAS, the Stormwater Fee may be collected on the tax roll of Alameda County in accordance with the provisions of Section 5473.1 of the Health and Safety Code; and

WHEREAS, pursuant to Health and Safety Code Sections 5473 and 6520.10, charges, including delinquent charges, may also be collected on the tax roll of Alameda County; and

WHEREAS, the City has caused a written report to be prepared and filed with the City Clerk containing a description of each parcel of real property subject to the Stormwater Fee, together with the amount of the charge for each parcel for the fiscal year 2025-2026 computed in accordance with the schedule identified above; and

WHEREAS, the City Council held a public hearing in conformance with Health and Safety Code Sections 5473.1 and 5473.2, heard and considered all objections or protests, and finds that protests were not made by the owners of a majority of separate parcels of property described in the report; and

WHEREAS, California Health and Safety Code Section 5470 et seq. allows a legislative body, by a two-thirds vote, to establish the collection of fees or other charges on the tax roll.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Union City as follows:

1. The recitals set forth above are found to be true and correct and are incorporated herein by reference;
2. The City Council approves the Stormwater Fees for fiscal year 2025-2026 at the rates specified in the Stormwater Fiscal Year 2025-2026 Report on file with the City Clerk; and
3. The collection of the Stormwater Fee on the tax roll is hereby ordered pursuant to California Health and Safety Code Section 5471, and the City Clerk is authorized and directed to file a copy of the stormwater fiscal year 2025-2026 report with the Auditor of Alameda County.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Union City at a regular meeting held on the 22nd day of July 2025, by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

APPROVED:

GARY SINGH
Mayor

ATTESTED:

THAI NAM N. PHAM
City Clerk

APPROVED AS TO FORM:

KRISTOPHER J. KOKOTAYLO
City Attorney

Item 6.2: Conduct A Public Hearing And Adopt A Resolution Approving The Adjusted Stormwater Fee And Ordering The Collection Of The Fee On The Tax Roll

Background

- The City recently approved new franchise agreements with its solid waste, compost and recycling collection service providers
  - City transitioned the collection of solid waste rates from the property tax roll to direct billing
  - The City has historically collected the stormwater fee with the solid waste rates on the property tax roll
- The City has collected its Stormwater Fee since 1994 or earlier

Background

- The City has consistently collected the Stormwater Fee and increased it pursuant to a schedule of adjustments
- In some years the City has elected to not increase the Stormwater Fee

Approval of Rates and Collection

- The CPI increase for FY 2025-2026 is 4.92%. This results in an increase to the Stormwater Fee from $80.31 per parcel to $84.26 per parcel.
- State law authorizes the City Council to collect stormwater fees on the property tax roll with a public hearing and two-thirds vote.

Staff Recommendation

1. **Conduct Public Hearing**
2. **Adopt a Resolution approving the proposed adjusted fees for the Stormwater Fee and order the collection on the tax roll.**

Agenda Item

DATE: 7/22/2025

TO: HONORABLE MAYOR AND CITY COUNCIL

FROM: JOAN MALLOY, CITY MANAGER

SUBJECT: ADOPTION OF A RESOLUTION SUPPORTING FEDERAL RECOGNITION OF THE MUWEKMA OHLONE TRIBE

EXECUTIVE SUMMARY

This item presents a request from the Indigenous Justice Coalition and student representatives acting on behalf of the Muwekma Ohlone Tribe for the City Council to consider adopting a resolution supporting the Tribe's federal recognition. The draft resolution highlights the Tribe's historical and cultural presence in the Bay Area and its prior recognition as the Verona Band.

The item is being brought forward as part of the City Manager's Report at the request of Mayor Singh. If the Council supports the resolution, staff will transmit it to federal agencies and the Bay Area congressional delegation to advocate for the Tribe's inclusion on the federal list of recognized tribes.

STRATEGIC PLAN ALIGNMENT

This item aligns with the City's Strategic Plan Goal **E. Communication and Outreach** by strengthening relationships with historically underrepresented communities and promoting cultural awareness and inclusivity. It also supports **Goal C. Economic, Community Development, and Public Safety** by recognizing the historical presence and contributions of Indigenous communities in the region.

BACKGROUND

On June 29, 2025, a representative from the Indigenous Justice Coalition, on behalf of the Muwekma Ohlone Tribe, submitted a request for the City Council to consider a resolution in support of the Tribe's federal recognition. The Muwekma Ohlone Tribe has ancestral ties to the San Francisco Bay Area and has sought federal recognition for decades.

The request was forwarded to the Mayor and City staff for consideration. Mayor Singh confirmed that the item could be presented during the City Manager's Report at the July 22, 2025, Council meeting to allow for public discussion.

DISCUSSION

A draft resolution was submitted by the delegation, outlining the historical presence of the Muwekma Ohlone Tribe, their recognized status as the Verona Band between 1906 and 1927, and their continued efforts to regain federal recognition. The resolution also highlights the Tribe's longstanding cultural, military, and civic contributions.

If adopted, the resolution calls on the U.S. Congress and Department of the Interior to officially recognize the Muwekma Ohlone Tribe and directs the City Manager to transmit the adopted resolution to the Bay Area congressional delegation and relevant federal agencies.

FISCAL IMPACT

There is no fiscal impact associated with adoption of the resolution. If approved, staff time related to preparation and transmittal of the resolution will be absorbed within existing departmental budgets.

RECOMMENDATION

Staff recommends that the City Council receive the presentation from the student delegation in support of the Muwekma Ohlone Tribe and consider whether to adopt a resolution urging the United States Congress, the White House, the Department of the Interior, and the Bureau of Indian Affairs to formally acknowledge the Tribe's federal recognition.

Prepared by:

Thai Nam Pham, City Clerk

Submitted by:

Thai Nam Pham, City Clerk

ATTACHMENTS:

	Description	Type
🗋	Draft Resolution	Resolution
🗋	Public Comment	Attachment

RESOLUTION NO. 2025-XXX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF UNION CITY URGING THE UNITED STATES CONGRESS, THE WHITE HOUSE, THE DEPARTMENT OF THE INTERIOR, AND THE BUREAU OF INDIAN AFFAIRS TO ACKNOWLEDGE THE MUWEKMA OHLONE TRIBE OF THE SAN FRANCISCO BAY AREA'S FEDERAL RECOGNITION

WHEREAS, the Muwekma Ohlone people are the only Bureau of Indian Affairs-documented and historic Ohlone Tribe from the San Francisco Bay Area who have maintained a distinct culture, social, and political identity for over 230 years despite genocide and political erasure; and

WHEREAS, the Muwekma Ohlone Tribe has had an ancestral presence in the San Francisco Bay Area since time immemorial; and

WHEREAS, the direct ancestors of the Muwekma Ohlone Tribe were missionized into the three Bay Area Missions—Santa Clara, San Jose, and San Francisco—during the expansion of the Spanish Empire into Alta California from 1769 until secularization in 1836; and

WHEREAS, the United States Government maintained a "trust" relationship with the Muwekma Ohlone Tribe, historically identified as the Verona Band, from 1906 to 1927, as recognized by Bureau of Indian Affairs agents and superintendents; and

WHEREAS, the Muwekma Ohlone Tribe has never been terminated by an act of Congress but was bureaucratically and politically removed from the list of landless tribes eligible for land or homesite purchases under the Congressional Appropriation Acts of 1906, 1908, and subsequent years, without due process, despite its trust relationship and prior federal recognition; and

WHEREAS, members of the Muwekma Ohlone Tribe have been enrolled under the 1928 California Jurisdictional Act and subsequent acts, as approved by the Bureau of Indian Affairs, the Secretary of the Interior, and federal courts, and have consistently organized under the 1934 Indian Reorganization Act and attended Indian Boarding Schools in the 1930s and 1940s; and

WHEREAS, there are over 614 BIA-documented enrolled members of the Verona Band/Muwekma Ohlone Tribe currently residing in the San Francisco Bay Area; and
WHEREAS, Muwekma Ohlone men and women have honorably served in all branches of the United States Armed Forces in every major military conflict since World War I and continue to serve today; and

WHEREAS, justice and equal treatment under the law demand that the Department of the Interior and the federal government officially recognize the Muwekma Ohlone Tribe's historical, social, military, and political contributions through reaffirmation of its federal status.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF UNION CITY AS FOLLOWS:

1. The City of Union City urges the United States Congress, the Department of the Interior, and the Bureau of Indian Affairs to formally acknowledge the Muwekma Ohlone Tribe of the San Francisco Bay Area as a federally recognized, sovereign tribe, as defined under 25 C.F.R. §1.2, and to take all necessary steps to reinstate the Tribe on the list of federally recognized tribes.
2. The City Council hereby directs the City Manager to prepare and transmit a copy of this resolution to the Bay Area congressional delegation and the Secretary of the Department of the Interior, urging federal action to recognize the Muwekma Ohlone Tribe and include it on the federal register of recognized tribes; and

BE IT FURTHER RESOLVED that this resolution shall become effective immediately upon its adoption.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Union City at a regular meeting held on the 22nd day of July 2025 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

GARY SINGH
Mayor

ATTESTED:

THAI NAM N. PHAM
City Clerk

APPROVED AS TO FORM:

KRISTOPHER J. KOKOTAYLO
City Attorney

First Draft

Preliminary Report on the Archaeological Data Recovery Program of a Portion of Prehistoric Site: Ca-Ala-479, Union City, Ca.

Prepared for:
Union City Industrial Partners
Union City, Ca.

Preliminary Report on the Archaeological Data Recovery Program of a Portion of Prehistoric Site: Ca-Ala-479, Union City, Ca.

Prepared for:
Union City Industrial Partners
Union City, Ca.

Prepared by:
Alan Leventhal
Department of Anthropology
San Jose State University
and
Rosemary Cambra and Norma Sanchez
Ohlone Family Consultant Services
San Jose, Ca.

With Contributions by:
Scott Dano, Kevin Dattolico, Beverly Domenech, Laura M. Ford-Lemos, Jeff Hall, Mark Hylkema, Robert Jurmain, Elizabeth Karren, and Glen Wilson

December 1986

ACKNOWLEDGEMENTS

Many agencies and people have contributed much time, energy, patience and expertise to this project and the preparation of this report. Considering the circumstances, Ohlone Family Consulting Services would like to express its appreciation for everyone's effort and support during the field and lab phase of this project.

Foremost in our acknowledgements goes to the representatives of Union City Industrial Partners; Mr. Howard Alphson, Mr. David Boras and their associates who generously funded the Human Burial and Archaeological Data Recovery Program at this site. Additionally we want to extend our thanks to Mr. Ernest A. Davis, Mr. Charles Worley and Mr. Tom Gonzales of K. O. Swanson and Co., along with the rest of the construction crews for their help and support on this project.

Additionally, we want to recognize the support from the Union City City Administration; Ms. Karen Smith, City Manager; Mr. Mark A. Leonard, Community Development Director; Ms. Sharon Fierro, City Planner as well as the rest of the staff of the Union City Planning Department.

Special thanks to Mr. Gary Paul Beck, Executive Secretary of the Native American Heritage Commision and his staff.

Thanks to our field crew who included: George Rogers (Rogers and Associates), Ben Ananian (M.A. Hayward State), Mark Hylkema (Graduate Student, SJSU), Alan Leventhal (Anthropology Lab Director, SJSU), William Pink (Former Executive Secretary of the Native American Heritage Commision), Scott Dano (East Bay Regional Park), Mrs. Dolores S. Franco (Age 78, Chochenyo Ohlone Elder, OFCS), Rosemary Cambra (Ohlone, OFCS), Norma Sanchez (OFCS), Keith Oshins, Carolyn Andrews, Jason Florey, and Abraham Torres (Apache).

Although no formal funds were allocated for any systematic lab analysis of the human remains and archaeological materials recovered from Ca-Ala-479, we want to recognize the following individuals for their contributions to this preliminary report: Beverly Domenech, Elizabeth Karren, Kevin Dattolico and Glen Wilson who processed, cleaned and prepared the human remains and archaeological materials for general analysis. Kevin Dattolico and Beverly Domenech sorted the shell fish remains and generated the metric data as well as sorted and prepared the faunal remains for analysis. Dr. William Hildebrandt (FWARG) and Jeff Hall (SJSU), both faunal analysts, offered a cursory review and identification of some of the faunal remains. It should be noted that this was done only to get a "feel" about the diverse representation of the animal species within the recovered faunal assemblage. Glen Wilson drafted and prepared the final site map by plotting all of the archaeological and burial loci. Jeff Hall generously provided the information from his research on prehistoric site Ca-Ala-343 and wrote the section on the

Environmental Setting and Resource Distibution. Mark Hylkema wrote the Ethnographic Background section addressing late Eighteenth century contact between the Spanish and the Ohlones. Scott Dano reviewed historical documents pertaining to the history of the locality. Dr. Robert Jurmain (Human Osteologist, SJSU), Laura M. Ford-Lemos (SJSU) and Alan Leventhal analyzed the human skeletal remains for age, sex, osteometrics and pathologies. Dr. Thomas Jackson (SJSU/Berkeley) visually sourced the obsidian. Alan Leventhal analyzed the flaked and groundstone materials and along with Rosemary Cambra and Norma Sanchez oversaw the entire field and lab operations.

Finally a special thanks and recognition has to go to the those members of all the Ohlone families, the Elders of yesterday and the children of tomorrow. It is your history and rich heritage that is buried in this ground. This is the land that we, the Ohlone, have never left. It is our responsibility to take our history and what little knowledge we have left of today and preserve them for our next generation of children to come. The truth and the dynamics of our long history have yet to be fully written. Only through the spirit of cooperation between scholars, developers, public agencies and the Native American communities can we truly try to preserve the past and yet hopefully rediscover aspects of our indigenous culture and history that has only recently been identified as spanning a period of over 9000 years in the greater Bay area. It is with this spirit in mind that we want to acknowledge the living Elders of the Muwekma Ohlone Tribe who are the descendants of the Mission San Jose/ Pleasanton/Niles Rancherias: Mrs. Dolores S. Franco, Mrs. Margret S. Martinez, Mr. Robert Sanchez, Mr. Enos Sanchez, Mrs. Ruth Orta and Mr. Felipe Galvan as well as all of their children and relations. It is to your people we write this document.

Finally a special dedication to Mrs. Trinidad Rauno, the last surviving granddaughter of Ohlone Captain Jose Antonio and Jacoba, who died this year at age 84. We will all miss this loving Ohlone Elder, she was the last of her generation.

Preliminary Report on
the Archaeological Data Recovery Program
of a Portion of Prehistoric Site:
Ca-Ala-479, Union City, Ca.

Introduction

This document is a preliminary report which summarizes the results from the Archaeological Data Recovery Program performed at site Ca-Ala-479. This Archaeological project was conducted by Ohlone Family Consultant Services (O.F.C.S.) at the request of Union City Industrial Partners who are in the process of constructing a large warehouse facility on a parcel of land located on Dowe Avenue in Union City.

Prior to the construction of this development, Union City Industrial Partners received a negative declaration by the Union City Planning Department. However it was during the earthmoving phase of construction that evidence of prehistoric Native American human remains came to light on November 19, 1986. (see Argus Newpaper Article: Appendix I). Construction was halted and the County Coroner as well as representative from the Native American Heritage Commission were contacted. Mrs. Rosemary Cambra, a descendant of the Mission San Jose/ Pleasanton Rancheria Ohlone Indians was then contacted by Mr. Gary Paul Beck, Executive Secretary of the Native American Heritage Commission, to serve in the capacity as "one of the most likely descendants" as prescribed in SB297. Essentially, Mrs. Cambra was called in to evaluate the impacts to the ancestral burials as well as make recommendations over the disposition of the impacted human remains and associated artifacts. When it became apparant that continued earthmoving operations would potentially create further negative impacts on in situ burials, an agreement was established between Union City Industrial Partners and Ohlone Family Consulting Services to impliment an Archaeological Data Recovery Program.

This recovery program was essentially divided into three phases:

Phase I: Survey and Mapping.

This phase recommended that a complete on site survey immediately take place in order to identify and plot sensitive areas containing evidience of human remains. Each of these impacted areas were then assigned an individual locus letter in order to establish control over the site as part of the recovery process. Phase I was completed on November 23 and a preliminary report was submitted to Mr. David Boras Site Developer. (see appendix II).

Phase II: Data Recovery - Mapping, Screening and Excavation

After completion of Phase I, a systematic recovery process was

implimented. Both Archaeologists and Native Americans served as field crews during the excavation and screening process. The goals established for Phase II Data Recovery were to include: the careful excavation and removal of at least two impacted burials left in situ; the maximum recovery of human remains previously impacted by earthmoving equipment by screening backdirt piles and disturbed areas with 1/4" and 1/8" screens; and the maximum recovery of artifactual and ecofactual materials (e.g., lithics, groundstone, shellfish, fauna and etc.) within each respective locus.

Phase III: Monitoring

After completion of the Phase II field operations, one to several field crew served as on site observers monitoring the remaining areas subjected to earthmoving operations. Upon the discovery of any human burials, artifacts or features excavations would cease until the archaeological crew could carefully inspect and/or remove the prehistoric materials.

Environmental Setting and Resource Distribution

This section describes the distribution of important resources in relation to Ca-Ala-479. This discussion is based on the research by Kuchler (1977), Barbour and Major (1977), Atwater, Hedel, and Helley (1977), Deagrandchamp (1976) and Hornbeck (1983). Data was also supplied by areal photography and USGS topographic maps. (See Figure 1 for Habitat Distribution Map).

Approximately 4km northeast of Ala-479, the Diablo Range climbs sharply to elevations of over 1000 feet. The site is located on alluvium which gently slopes south and west towards the bay. Ala-479 is near the convergence of Alameda and Dry Creeks. The Coyote Hill are 6km southwest of the site.

The shores of the San Francisco Bay possibly extended within 4km west of the site prior to historic period development. Alameda Creek is located immediately south of the site. Futhermore, there were numerous small ponds and other riparian habitats that occured along the small creeks and springs.

The dominant vegetation communities of the paleoenvironment were salt water marsh, fresh water marsh, grasslands, and mixed hardwood forest.

Salt water marsh was widely distributed in the vicinity of Ala-479. It covered a vast area encircling the San Francisco Bay. As shown by the map (Figure 1), a large salt water marsh was well within reach of the site. Some examples of resources found within this community are waterfowl, fish, shellfish, and sea mammals.

Freshwater marshes probably occured along creeks and springs that drained the Diablo Range. Although this community wasn't distributed as widely as the

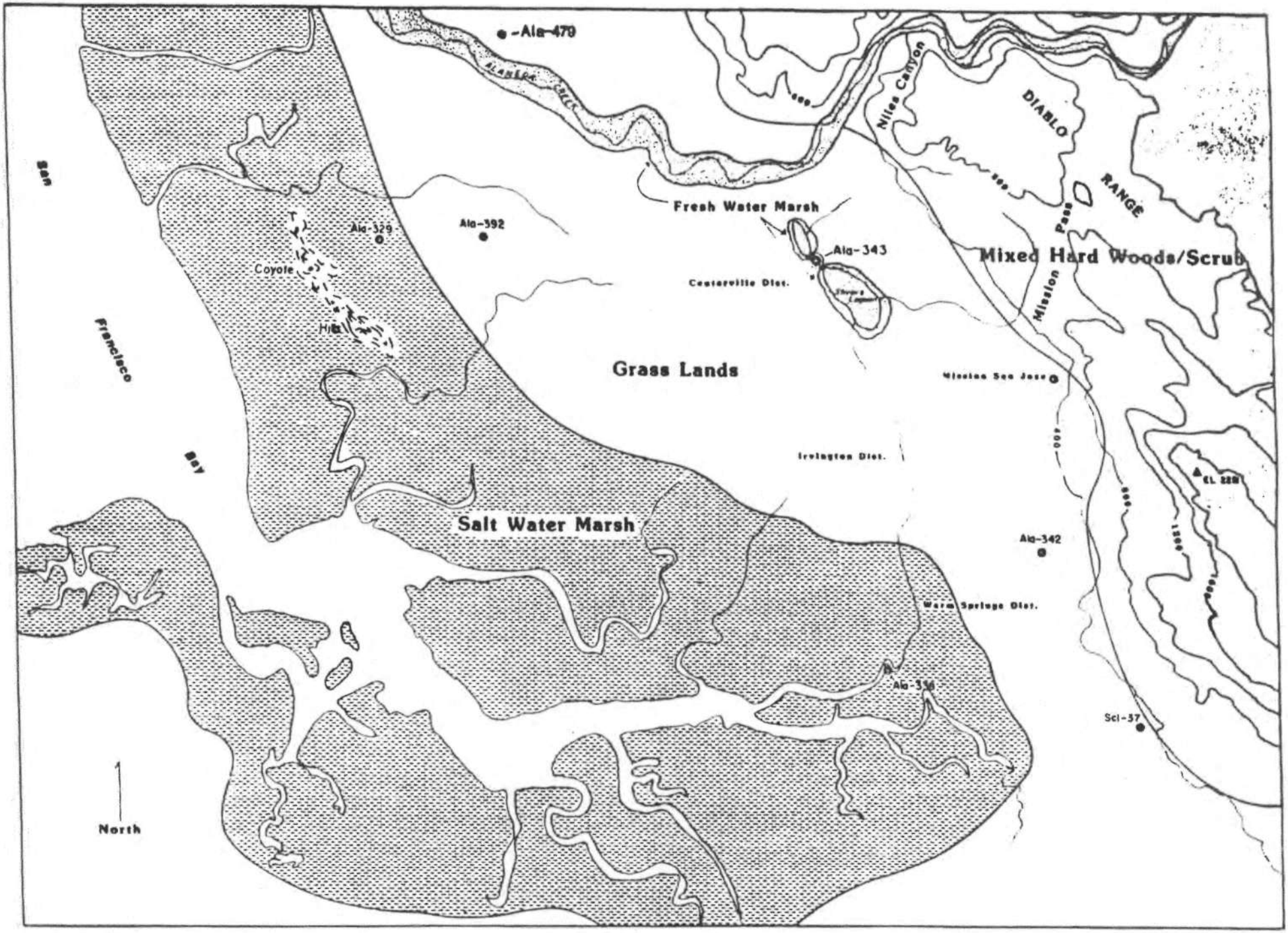


FIGURE 1

(After J. Hall, 1985)

salt water marsh, it was important because a fresh water habitat was located next to the site. A fresh water habitat hosts migratory waterfowl, terrestrial mammals, and willows. Ala-479 is located in coastal prairie-scrub which exists along the Diablo Range foothills and into the Santa Clara Valley. Like the salt water marsh, it covered a wide area. In relation to the site, it extended north and south, and a eastward towards the mountains. The perennial forbes and bunch grasses of this community supported small and large terrestrial mammals and produced grass seed.

Mixed hardwood forest occured in the Diablo Range east of Ala-479. This community is found on the shaded side of gullies and mountains and at higher elevations. Open grasslands and chapparral probably grew in drier, sunnier areas. This habitat is located in rugged terrain, and as a whole is less accessable from the site. Resources in this habitat include oaks, pine, and scatterd terrestrial mammals.

A major lithic resource (quarried stone) was Franciscan Chert. The source of this chert is the Franciscan Formation, which is distributed in the Diablo Range and Coyote Hills. Obsidian and Monterey chert which are also present at the site, are not considered local available because the nearest sources of these stone materials are, respectively, Napa Glass Mountain and Punta del Ano Nuevo on the Pacific coast.

To summarize, the nearest habitat to Ala-479 is the fresh water marsh which was found on either side of Alameda Creek. However, this community was limited in extent. Grassland communities were also adjacent to the site. The salt water marsh and the bay were within approximately 2km. of the site and represent extensive and rich habitats. Mixed hardwood forest was the least accessable, being most dominant in the Diablo Range. Finally Franciscan Chert was readily available due to the site's proximately to the Diablo Range and Coyote Hills. (Hall, 1985).

Ethnographic Background

Large populations of Native Californians occupied the San Francisco Bay region. Historical accounts of early European travelers and their descriptions of the local native populations are relevant in examining prehistoric socio-political organization around the East Bay.

The first documented encounter between the Indians and Spanish explorers occured on November 27, 1770. An expedition led by Lt. Pedro Fages traveling through present day Fremont states that...

> "Turning north, we had to cross a water-course thickly grown with alders...but without water (Canada de Alviso). Near it was a very good fresh water lagoon...where there was an abundance of geese...we saw close to the lagoon many pleasant and affable heathen to whom we presented strings of glass beads." (Fages, 1911:151).

Other expeditions of importance include a second journey by Fages in 1772 and one in 1776 under Juan Bautista de Anza (Bolton, 1927, 1930). In 1776 the Anza expedition encountered six villages from Milpitas to San Lorenzo Creek and noted that the inhabitants had fled prior to their arrival. The party did, however, succeed in meeting some forty individuals along the way and mentions that, "...the heathens eat grass and herbs and some roots like medium sized onions, which they call amole, and in which these plains greatly abound." (Cook, 1960:132). Father Font notes in his diary of the journey that the Indians were somewhat bearded, gentle, and very poor (Bolton, 1930:357).

Shortly after these expeditions, missions were established at Santa Clara (1776) and San Jose (1797). The goal of the mission system was to induce tribal groups into servitude and create agricultural centers. Ultimately they were to be granted Spanish citizenship. Unfortunately, large numbers of Indians died through exposure to European diseases and malnutrition (Cook, 1976).

Mission register research indicates that at least two large tribelets occupied the Alameda area. These were the Tuibun and Yrgin (Milliken, 1981: 4-37).

Tribelets have been defined by Kroeber as being multi-family political and land holding groups. These groups contained several settlements of similar size, frequently with one central village which was permanently occupied, and the other villages being utilized only temporarily (Kroeber, 1962:33). The principal villages were places where caches of food and materials were stored and ceremonial activities took place.

The native population of the east bay subsisted on the seasonal gathering of plant foods, supplimented by hunting, fishing and collection of shellfish.

Grass seeds were gathered on the plains during late summer and were ground into flour. Acorns were available in the foothills during fall, and were processed by pounding in a mortar with a pestle, and then leaching the flour. Acorns were stored for winter use as well. Soaproot bulbs were gathered in the spring through early fall and were roasted in earth ovens (Harrington, 1942).

Waterfowl were most abundant during winter and were either netted or shot with bow and arrow. Quail and doves were gathered throughout the year. Deer, elk, and antelope were hunted with bow and arrow throughout the year as well. Rabbits, squirrels, and other small game were snared, netted or clubbed. Sea mammals were hunted in the bay and its estuaries. Fish and shellfish were available throughout the year, except for salmon and steelhead which migrate seasonally. Sturgeon and other fish were frequently hooked, speared, or netted from tule reed canoes.(Hylkema, 1985a).

Historic Review of the Ca-Ala-479 Vicinity

Early in this century, short items of interest published in the Alvarado Pioneer and other Washington Township newspapers have refered to the shell mounds located in that area of land where the two major water courses of Alameda Creek and Dry Creek converge. The Secunda Creek (now Dry Creek) near the Chapel of the Chimes property, emptied into Alameda Creek near Alvarado. Along its upper banks were located small Indian villages among the willows with inhabitants numbering from 15 to 25. Archaeologists who surveyed the area in the 1910-1930 period were not readily available to catalog these findings. However, the authors of the "History of Washington Township" published at the Stanford press in 1904 relate: "Evidences of residence by the Indians have been found on the farms (around the Bell Ranch) by J.C. Whipple and on the I.B. Haines estate. Mortars and human bones have been exhumed in several places on these lands". Interestingly, the Whipple and Haines properties are directly in this study area. Prior to recent development of this area, site Ala-479 may have been one of those Indian residences described in the History of the Washington Township. This is further supported by the Thompson and West map of 1878. (see Figure 2).

Previous Archaeological Investigations

No previous investigation or site designations are known for this site. However, adjacent as well as nearby parcels of land were surveyed by Mr. Stephen Dietz (ACRS) in 1985 (Dietz, personal communication). Approximately one fifth mile to the southeast of Ala-479 is the "Post Office Site" Ala-453 that was excavated by Dietz in 1985. Ala-453 yielded a rich mortuary complex with extended burials. Ca-Ala-479, although disturbed by earth moving construction activities, has also generated important archaeological information that contributes to our understanding of the prehistoric lifeways of the Indian inhabitants of the East Bay approximately 2000 years ago.

Field/Lab Results

A total of 26 separate loci were identified and plotted on a master map provided by Union City Industrial Partners. Most of the loci were assigned to sensitive areas containing evidence of disturbed human remains and/or in situ burials. However, several loci were given for unique isolated finds as well as areas suspected to contain human remains.(See Figure 3 - Site Map Loci Distribution). After removal and/or collection all materials were taken to the Center for Anthropological Research Lab Facility at San Jose State University for processing and limited analysis. Although adequate funding for detailed analysis was not provided by the contract, an attempt to generate some meaningful data as well as limited interpretations of these data has been made by researchers on the team. The results of these analyses generated by the Archaeological Data Recovery Program are as follows:

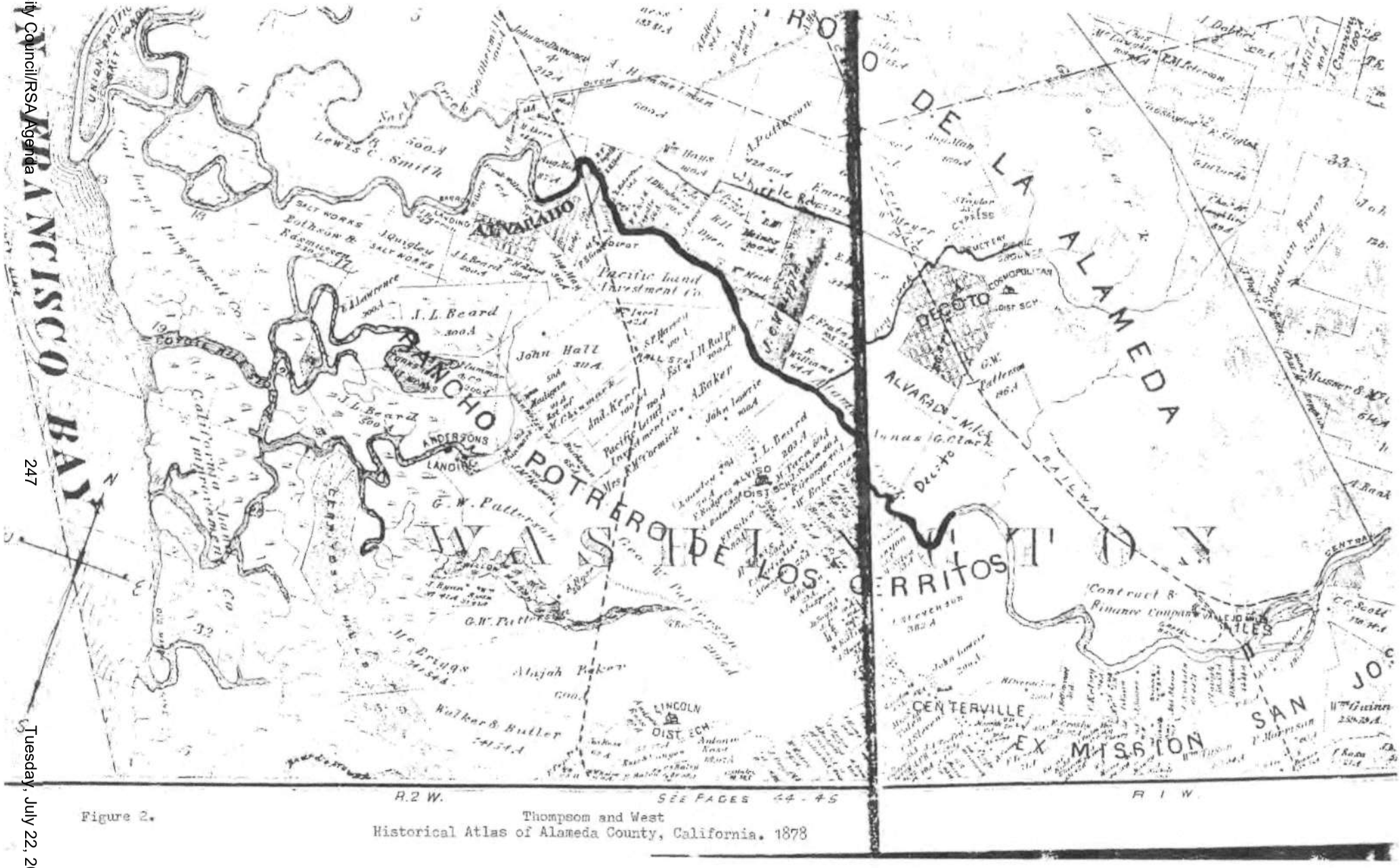


Figure 2. Thompsom and West
Historical Atlas of Alameda County, California. 1878

Human Remains

All of the human skeletal elements were separated from the rest of the materials recovered from within each respective locus. Afterwards, all of the bones were carefully cleaned with water and a soft toothbrush. Care was taken not to saturate the bone in order to protect the already fragile state of preservation.

A total of 32 maximum number of individuals were identified (21 adults and 11 sub adults) based upon the presence of recovered human skeletal elements within each locus. Each individual identified was recorded on a standard San Jose State University Human Skeletal Inventory sheet (see appendix III). The following is a summary of each individual burial along with pertinent observations on their repective age, sex and associated pathologies:

Locus A: originally designated as Burial 1. This locus produced evidence of three incomplete individuals as well as two remnant in situ burial pits.

> Burial 1 is a fairly complete skeleton of a robust adult individual. We believe that this person is a male based upon the large femoral heads, long bone fragments, heavy zygomatic arch and a fairly wide sciatic notch (Ubelaker, 1978). Age: 30+ years. Pathologies include: Thoracic 1(?) vertebra resorptive lesion; fractured mid rib. Other observations: the in situ recovery of the 1st right pollucial metatarsal from pit 2 in this locus identifies the burial origin of this individual; Red ochre staining on the temporal fragments (right side).
>
> Burial 2 is an isolated 1st pollucial metatarsal. This bone is more gracile than known adult male samples. This one pollex is smaller than the two associated with burial 1 and therefore thought to perhaps be from a female(?) individual.
>
> Burial 3 is from a cremation of an infant. This cremation is represented by three isolated elements. A femur head with epiphysis has been fire blackened from the cremation process.

Locus B: In situ burial encountered while excavating a footing for the building.

> Burial 4 is a flexed burial of an adult male probably age 30+ at time of death. This burial was severely damaged by the heavy equipment, however, we were able to save some of the diagnostic skeletal elements. Pathologies include: a muscle tear on the medial inferior surface of the clavicle; and a large growth on a tibial bone fragment whicha looks like a tumor.

OHLONE FAMILY MEMBERS SCREENING LOCUS B: BURIAL # 4

Laura M. Ford-Lemos Analyzing Human Remains From Ala-479

Locus C: represents the remnant of an impacted in situ flexed burial.

Burial 5 is a remnant flexed burial which was impacted by heavy scraping equipment. Only part of the upper and lower limb long bones were found in situ. This individual is an adult, however age and sex are indeterminate.

Locus D: represents human remains recovered from a backdirt pile.

Burial 6 is a collection of elements from one individual. This person may be an adult male(?) due to the presence of a very robust pollex and long bones. The overall condition of the skeleton is fragmentary. The sutures of the cranium are almost completely absorbed. Pathologies include: slight osteophytosis on the glenoid rim of a scapula. Overall this is an extremely large and robust person.

Locus E: represents a isolated element from a backhoe trench.

Burial 7 is an isolated parietal (skull) fragment of an adult.

Locus F: represents human bones recovered from a large backdirt pile.

Burial 8 is represented by fragments of an adult individual. There are five cranial and several long bone fragments present.

Locus G: represent an isolate element recovered as a surface find.

Burial 9 is a fragmented acetabulum of an adult(?) innominate (pelvis).

Locus H: is a non-burial locus - mortar fragments (see below).

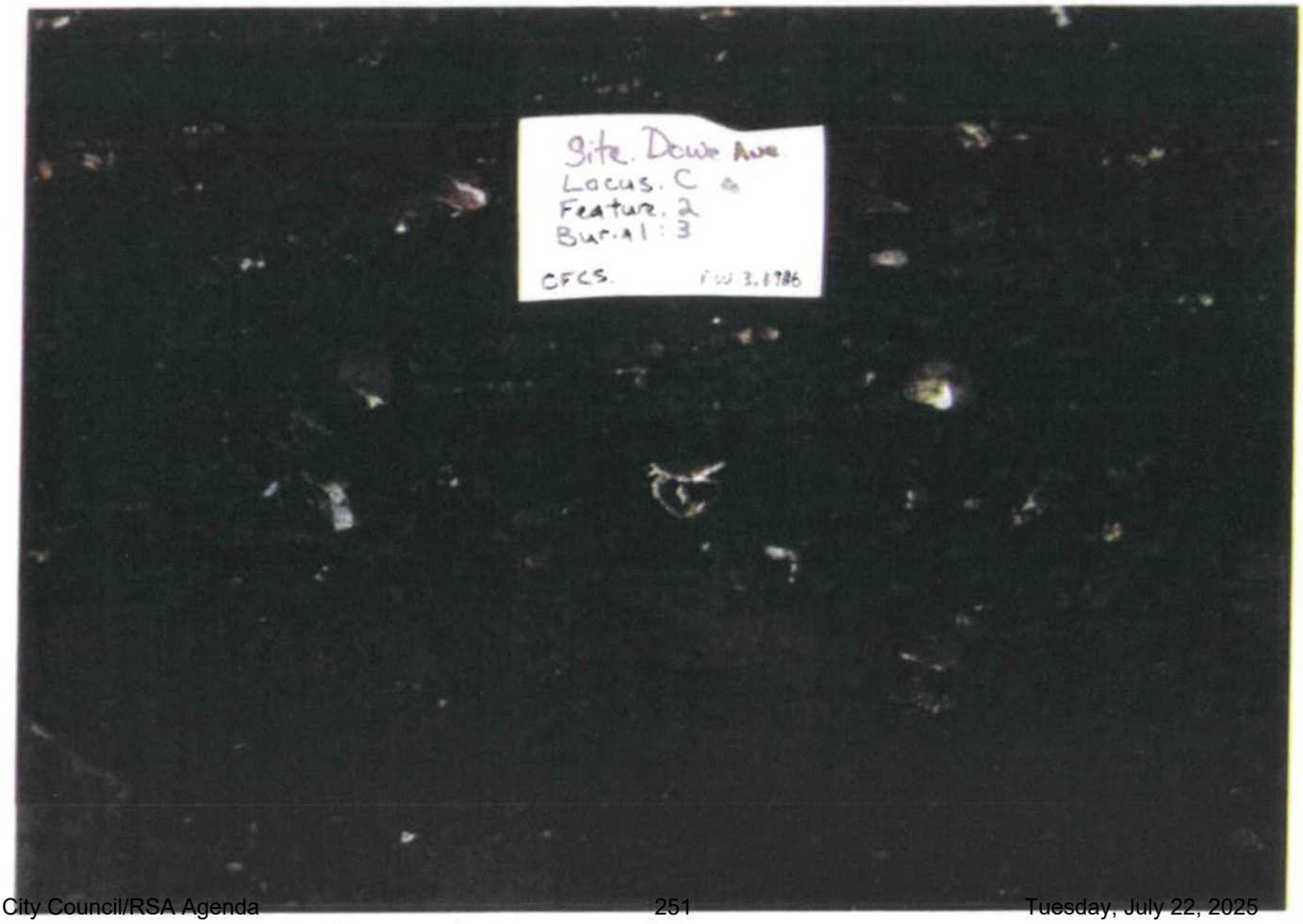
Locus I: represents two fragmented individuals that were recovered from two backdirt piles.

Burial 10 is represented by fragmentary skeletal remains of an adult. This individual may be a female(?). Pathologies include: marked osteoporosis throughout the skeleton, which includes fairly thin cortical bone and an marked increase in cancelleous on all elements.

Burial 11 this individual is a sub-adult (infant) who died at the age of 1 - 1 1/2 years old. This age assessment is based upon the teeth present in the mandible and partial maxilla (lower and upper jaw). (Ubelaker, 1978).

Burial 12 is represented by approximately 10 skeletal elements which include: a distal end of a left humerus, diaphysial fragment of a tibia, left parietal cranial fragments, right lower maxillary fragment (including orbit) as well as assorted other fragments.

Ca-Ala-479 LOCUS B: BURIAL # 4



Ca-Ala-479 LOCUS C: BURIAL # 5

Locus J: represents two individuals that was recovered from a marginally in situ provenience.

Burial 13 is the remains of a very large male adult. This person had a robust mastoid process and humeral head. The skeleton is fairly complete. Pathologies include: a left eburnated scapula glenoid and corresponding head of left humerus. (This eburnated condition has been hypothesized to be the result of intensive activities that involve this portion of the body. Two activities are herein suggested: use of atlatl (spear thrower) as well as rowing of tule boats in the bay.) Additionally there is marked arthritis observable on vertebral bodies as well as all joint surfaces present.

Burial 14 is represented by an isolated element which is a complete scapula body from a human fetus.

Locus K: represents the recovery of two individuals from a possibly in situ provenience.

Burial 15 is a burial of a sub-adult (child) perhaps 7-9 years old based upon the presence of a lower 1st permanemt premolar (unerupted) and lateral permanent incisors in the mandible. However, the right humerus associated with this person, measuring only 175mm., suggests a slightly younger age of 5 years. (Ubelaker, 1978).

Burial 16 is a very fragmentary adult individual represented by a one cranial fragment and a long bone fragment (humerus?).

Locus L: is a collection of skeletal remains of one individual that someone had collected and piled under a tree north of the site near where equipment scraping activities occured.

Burial 17 is the remains if a adult male approximately 30 + years old at time of death. There is a remnant portion of a narrow sciatic notch on the innominate indicating this person was a male. The saggital sutures are resorped indicating age.

Locus M: is an isolated human tooth recovered during backhoe operations in the southwest portion of the site.

Burial 18 is a very slightly worn lower molar of a young adult.

Locus N: is represented by the recovery of two individuals scattered within the central area of construction.

Burial 19 has only several cranial fragments of an neonate (infant).

Burial 20 is an adult represented by a long bone (femur) diaphyses.

MRS. DOLORES S. FRANCO, OHLONE ELDER EXCAVATING BURIAL # 13 LOCUS J

Locus O: represents two individuals recovered from the western exterior of the construction site.

Burial 21 is only a few fragments of an adult.

Burial 22 is a cranial fragment of a infant.

Locus P: represents the remains of four individuals from an in situ burial context.

Burial 23 is represented by a fairly complete skeleton of a sub-adult (infant). The estimated age of this person is between 1 1/2 to 2 1/2 years old. Additionally, two charmstones and a spire-lopped Olivella bead were in associatation.

Burial 24 represents a small collection of cranial and post-cranial bones of a young sub-adult. The estimated age of this infant is between 1/2 to 1 1/2 years old.

Burial 25 is a fairly complete adult female(?) skeleton. The estimated age of this person is 45 + years old. This estimate is based upon the presence of a pubic symphysis that was compared to the Suchey-Brooks aging model (corresponds to S-B number V or VI; maximum age range 26 to 87 years.). Pathologies include: hypertrophic bone reaction and a cystic lesion (inflamatory) on the 1st left metacarpal, and corresponding osteophytosis on joint surfaces.

Burial 26 consists of a fragmentary individual. Key skeletal elements include: partial mandible and teeth, and associated long bone fragments. Pathologies include: involvement of the sacro-iliac joint (non-degenerative joint disease).

Locus Q: is a non-human isolated find (see below).

Locus R: are two isolated elements presumably from the same individual.

Burial 27 is represented by an adult rib fragment and incomplete right humerus.

Locus S: is an isolated human element and charmstone

Burial 28 is represented by a sub-adult distal phalange.

Locus T: is an in situ burial of an infant.

Burial 29 is a fairly complete skeleton of a sub-adult (infant). The estimated age of this person is between 3 1/2 to 5 years old. Pathologies include: hypertrophic dentin(?) growth. The crown of right lower 1st pre-molar is deformed and there is no enamel on the crown surface.

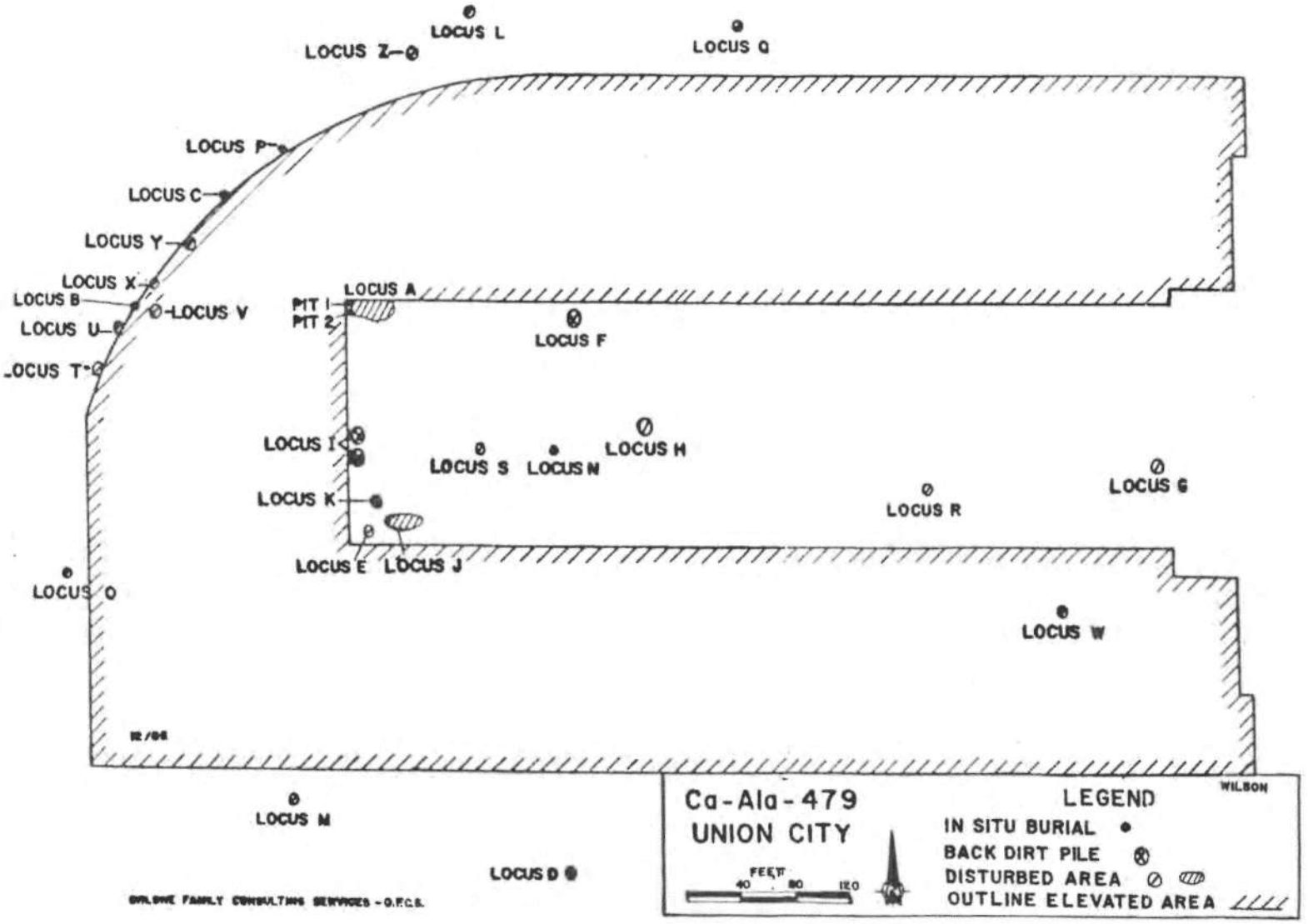


Figure 3.

DOWE AVENUE

Locus U: after analysis proved to be a non-human long bone fragment isolate.

Locus V: is an isolated human cranial fragments found near Locus B.

Burial 30 are two cranial (occipital) fragments of an adult.

Locus W: is an isolated non-human bone.

Locus X: is an non-human mandible fragment.

Locus Y: is an isolated charmstone.

Locus Z: represents two individuals recovered from an impacted area on the northern exterior of the construction site.

Burial 31 is represented by several skeletal fragments of an infant including: six rib fragments and a scapula body with an unfused glenoid. The estimated age of this sub-adult is between 3-7 years old.

Burial 32 is represented by several bone fragments of an adult. These include: one robust occipital cranium fragment; one spinous process fragment and two thoracic(?) centrums (with some osteophytosis); a fragment from either a femur or tibia; and a long bone fragment from possibly an ulna(?)

Artifact/Ecofact Inventory: Marco-constituents

Locus A: Burials # 1 - 3.

Ref. #	Description	Material	Remarks
1-1	Core	Red Franciscan chert	In situ, pit 2
1-2	Pestle fragment	sandstone	distal end
1-3	Projectile point	obsidian (Napa)	basal/medial frag.
1-4	Charmstone	graywacke sandstone	ends broken.
1-5	~~Charmstone frag~~.	achist?	spall
1-6	Olivella bead	shell	~~large saddle~~
1-7	Manuport	cinnebar ~~breccia~~?	unmodified
1-8	Burnt clay		2 pieces, impressions
1-9	Cortical flake	brown Fran. chert	
1-10	Primary flake	Red Franciscan chert	
1-11	Primary flake	Quartz	
1-12	Chunk	brown banded chert	not Monterey chert
1-13	Mortar rim frag.	sandstone	see Locus H

	Shell Fish Remains	Common Name	# of pieces	Weight
1-14	Cerithidea californica	(Marsh Snail)	52	22.9 gr.
1-15	Ostrea lurida	(Bay oyster)	289	135.0 gr.
1-16	Fossilized Pecten/Scallop		1	2.5 gr.
1-17	Mytilus edulis	(Muasel)	5	1.1 gr.
1-18	Haliotis rufescens	(Abalone)	3	19.7 gr.
1-19	Macoma nasuta	(Clam)	3	1.2 gr.
1-20	~~Penitella gabbi?~~ Barnea subtruncata	(Boring clam)	22	4.1 gr.
1-21	Cancer sp.	(Crab)	4	.8 gr.

Fauna Remains

1-22 Deer, canis sp., rabbit, gopher, large fish, marsh birds (ducks and geese), others.

Locus B: In situ Burial # 4.

2-1	Mano	sandstone	bifacial, unshaped
2-2	~~Mortar rim frag.?~~ Cobble frag.	sandstone	~~groundstone~~

	Shell Fish Remains	Common Name	# of pieces	Weight
2-3	Cerithidea californica	(Marsh snail)	4	1.3 gr.
2-4	Ostrea lurida	(Oyster)	46	14.0 gr.

Fauna Remains

2-5 deer, rodent, marsh birds

Locus C: In situ Burial # 5.

3-1	Cobble tool	sandstone	end battered
3-2	Cortical flake	andesite	unmodified
3-3	2 cobbles	sandstone	unmodified
3-4	Cooking stone	sandstone	burnt
3-5	Rotted redwood?	from insitu burial	
3-6	Artiodactyl (deer?)	long bone frag.	burnt
	No shell		

Locus D: Burial # 6.

4-1	Charmstone	sandstone	large, unfinished
4-2	2 cobble frags.	sandstone	unmodified
4-3	Pecked stone	sandstone	surface pecking
4-4	Rodent, rabbit? and marsh birds		
	No shell		

Locus E: Burial # 7.

5-1	Human Crania Frags. No other associations		

Locus F: Burial # 8.

6-1	Charmstone	sandstone	Incipient manufacture
6-2	Ostrea lurida	(oyster)	2 pieces wt. 1.4 gr.
6-3	Artiodactyl (deer?)	mandible.	

Locus G Burial # 9.

7-1	Human innominate (acetabulum) No other associations		

Locus H: Non-burial locus.

8-1	Mortar fragments	sandstone	may be associated with frag. from locus A.
	No other associations.		

Locus I: Burials # 10 - 12.

9-1	Net weight	sandstone	grooved
9-2	Pestle fragment	sandstone	distal end, large
9-3	Charmstone	sandstone	not fully shaped
9-4	Charmstone frag.	sandstone	distal end, crude
9-5	Groundstone spall	sandstone	body of charmstone?
9-6	Utilized flake	green Fran. chert	nibbling
9-7	Primary flake	quartz	
9-8	Primary flake	brown Fran. chert.	
9-9	Drill/borer	grey Fran. chert	use wear on bit
9-10	Cortical flake	white Fran. chert	
9-11	Assayed pebble	grey Fran. chert	
9-12	Primary flake frag.	Monterey chert	
9-13	~~Worked~~ Striated pebble	~~red Fran. chert~~?	striations Hematite/Limonite
9-14	4 cobbles	sandstone	unmodified
9-15	Nodule	grey chert	low grade
9-16	Split cobble	rhyolite	

	Shell Fish Remains	Common Name	# of pieces	Weight
9-17	Cerithidea californica	(Marsh snail)	83	43.6 gr.
9-18	Ostrea lurida	(Oyster)	354	276.5 gr.
9-19	Mytilus edulis	(Mussel)	5	1.5 gr.
9-20	Haliotis rufescens	(Abalone)	1	.1 gr.
9-21	Macoma nasuta	(Clam)	13	6.0 gr.
9-22	~~Penitella gabbi?~~ Barnea Subtruncata	(~~Boring clam~~)	11	2.8 gr.

9-23	?	(Ridged clam)	2	.7 gr.
9-24	Balanus sp?	(Barnacle)	2	1.6 gr.
9-25	Cancer sp?	(Crab)	14	2.4 gr.

Fauna Remains

9-26 deer, elk, rodent, rabbit, marsh birds (ducks and geese), bat ray, fish and others.

Locus J: Burials # 13 - 14.

10-1	Awl tip	bone	polished
10-2	Antler tine tip	bone	pressure flaker
10-3	Split cobble tool	sandstone	wear on high facet
10-4	Groundstone spall	sandstone	pestle or charmstone
10-5	Utilized flake	chalcedony	unifacial nibbling
10-6	Cortical flake	quartz	
10-7	3 primary flakes	white Fran. chert	fragments
10-8	2 primary flakes	red Fran. chert	
10-9	2 primary flakes	grey/brown Fran. chert	
10-10	Pebble	banded chert	unmodified
10-11	2 cortical flakes	green Fran. chert	
10-12	5 pieces	serpentine	
10-13	45 cobbles & frags.	sandstone	
10-14	Resharpening flake?	obsidian	Napa

	Shell Fish Remains	Common Name	# of pieces	Weight
10-15	Cerithidea californica	(Marsh snail)	62	40.0 gr.
10-16	Ostrea lurida	(Oyster)	173	128.3 gr.
10-17	Mytilus edulis	(Mussel)	2	.8 gr.
10-18	Macoma nasuta	(Clam)	2	1.1 gr.
10-19	~~Penitella gabbi~~?	(Boring clam)	2	.4 gr.
10-20	Cancer sp?	(Crab)	4	1.0 gr.

Fauna Remains

10-21 deer, rodent, marsh birds

Locus K: Burials # 15 - 16.

11-1	~~Charmstone~~ Pestle fgt	sandstone	proximal end, pecked	
11-2	Charmstone	sandstone	prox. end and body	
11-3	4 Cobble fragments	sandstone		
11-4	Cerithidea californica	(Marsh snail)	4 pieces	2.3 gr.
11-5	Ostrea lurida	(Oyster)	24 pieces	14.4 gr.
11-6	Cancer sp?	(Crab)	1 piece	.4 gr.
11-7	Bird bones			

Locus L:	Burial # 17.				
12-1	Modified flake	red Fran. chert	pressure flakes		
12-2	2 cobble frags.	sandstone			
12-3	Cerithidea californica	(Marsh snail)	3 pieces	3.1 gr.	
12-4	Ostrea lurida	(Oyster)	3 pieces	4.2 gr.	
12-5	Bird bones				
Locus M:	Burial # 18.				
13-1	Human Molar				
	No other associations				
Locus N:	Burials # 19 - 20.				
14-1	Ostrea lurida	(Oyster)	2 pieces	2.5 gr.	
14-2	Bird and deer bones				
Locus O:	Burials # 21 - 22.				
15-1	Cerithidea californica	(Marsh snail)	5 pieces	2.5 gr.	
15-2	Ostrea lurida	(Oyster)	9 pieces	3.2 gr.	
15-3	Bird and deer bones				
Locus P:	In situ multiple burials: # 23 - 26.				
16-1	Charmstone	sandstone	Finished, asphaltum end		
16-2	Charmstone frag.	sandstone	proximal end		
16-3	Burnt clay	clay			
16-4	11 pebbles	sandstone			
16-5	Olivella bead	shell	spire lopped 16		
16-6	Cerithidea californica	(Marsh snail)	1 piece	.5 gr.	
16-7	Rodent, bird and deer bones				
Locus Q:	Non-burial locus.				
17-1	Sharks tooth				
Locus R:	Burial # 27.				
18-1	3 cobble frags.	sandstone			
18-2	Bird bones				
Locus S:	Burial # 28.				
19-1	Charmstone	sandstone	distal/prox. ends gone		
19-2	Core	brown Fran. chert			
19-3	Modified flake	Franciscan chert?	low grade		
19-4	~~Nodule~~ Striated pebble	Red ochre Hematite/ Limonite	striations		

19-5	Primary flake	green Fran. chert	
19-6	Primary flake	black chert	
19-7	Chunk	Quartz in serpentine matrix	
19-8	Cobble	indurated sandstone	
19-9	4 cobble fragg.	sandstone	
19-10	Ostrea lurida	(Oyster)	1 piece Wt. 2.7 gr.
19-11	Bird and deer bones		

Locus T: In situ Burial # 29.

20-1	Pestle	sandstone	Intact, shaped, pecked
20-2	Chunk	serpentine	Worked, striations
20-3	8 cobble fragg.	sandstone	
20-4	4 pieces of tar?	asphaltum	Historic?
20-5	Cerithidea californica	(Marsh snail)	1 piece Wt. .55 gr.
20-6	Ostrea lurida	(Oyster)	4 pieces Wt. 1.65 gr.
20-7	Deer, bird bones and bat ray tooth.		

Locus U: Non-burial locus.

21-1 faunal bone.

Locus V: Burial # 30.

22-1 Human bone.

Locus W: Non-burial locus.

23-1 Bird bone (isolate)

Locus X: Non-burial locus.

24-1 Deer bone

Locus Y: Non-burial locus.

25-1	Charmstone	sandstone	prox. end broken

Locus Z: Burials # 31 -32.

26-1

Isolates

27-1	Projectile point	obsidian	Napa, base.

Locus AA - 28
Locus BB - 29
Locus CC - 30
Locus DD - 31
Locus EE - 32.

Prehistoric Implications

Although most of the burials and artifacts were recovered from within a disturbed contex, burials from loci B,C,P and T were carefully excavated from their in situ provenience. These aforementioned burials were flexed and in random orientation, whereas the orientation of the burials from the remaining loci are completely unknown. However, regardless of the impacted state of these archaeological loci, several observations and inferences can be offered about the prehistoric lifeways represented at Ala-479.

Prehistoric Lifeways

We will start with the evidence of subsistence and economic patterns. Hunting activities are infered by the presence of two basal portions of leaf shaped obsidian dart points (specimens 1-3 and 27-1). These dart projectile points presumably date to pre bow and arrow (circa 700 A.D.). The two specimens are spent, displaying impact fracture due to use. The obsidian has been visually identified as being from the Napa Glass Mountain source by Dr. Thomas Jackson. Obsidian has long been viewed as a major trade item throughout California. The three specimens of obsidian recovered from this site has been sent off for hydration studies at Sonoma State Archaeology lab. Several large utilized flakes made of local Franciscan cherts display characteristic use wear that may be associated with animal butchering activities. Additionally, a split cobble (specimen 10-3) with distinctive wear on the high facets may have been used for processing hides.

A diverse faunal assemblage (although not to date formally analyzed) offers additional information on the prehistoric lifeways at the site. The most predominant taxa of animals represented within the assemblage are avifauna (marsh/waterfowl, presumably ducks and geese). These waterfowl may serve as a seasonal indicator suggesting a winter hunting activity. A cursory review of the faunal remains reveal that deer, elk, sea otter?, canis sp?, other large canivores, gopher, ground squirrel, shark, bat ray, fish and shell fish are also present. Much of the faunal remains are burnt indicating that cooking and other domestic activites were carried on. Furthermore, the distal end of a highly polished bone awl (specimen 10-1) as well as an antler tine tool (specimen 10-2) were recovered from Locus J. Bone awls are usually associated with the manufacture of baskets and nets. Baskets were employed for almost all domestic and gathering activities including storage and cooking. These central Californian ancestral Ohlones made no pottery. Nets of the otherhand were also used for diverse purposes. Nets are usually thought to be associated with fishing activities, however, they were also used widely for efficiently snaring waterfowl in the marshlands as well. Netting of water fowl may be further supported by the recovery of a finely grooved sandstone netweight (specimen 9-1) found at Locus I. This net weight is very different from the pecked varieties found on ocean coastal sites (e.g. weights recovered from Ca-Sma-118; Hylkema, 1985b).

The antler tine tool displays wear patterns that may have resulted from pressure flaking. Pressure flaking is usually the final technique employed to finish flaked stone tools that require a specialized edge (e.g. projectile points, drills, scrapers and etc.).

Shell fish also contributed to the diet at Ala-479. A total of ten different genus of shell fish were identified. At least two or possibly a third are ocean derived. Inorder of prominence they are as folows: Ostrea lurida (Bay oyster), Cerithidea califonica (marsh snail), Penitella gabbi? (Boring clam; this still has to be verified), Cancer sp? (Crab), Macoma Nasuta (Clam), Mytilus edulis (mussel), Haliotis rufenscens (Red abalone; ocean derived, probably traded), Olivella biplicata (Purple olive shell; two specimens - Locus A, specimen 1-6, saddle bead and from Locus P, insitu burials, specimen 16-6, spire-lopped bead), Balanus sp? (Barnacle), and Ridged clam. A fossilized scallop or pecten was also recovered as well. (see appendix IV for shellfish data).

Other artifacts that reflect subsistence activities include groundstone tools. Three types of groundtone tools have been identified: mortars, pestles and a mano.

Mortars are used in conjunction with pesltles to process an assortment of foods by pounding and grinding. Several mortar fragments were recovered probably represent three or four separate vessels. A mortar fragment was collected from Locus A (specimen 1-13). This large rim fragment may be associated with the many fragments from Locus H (specimen 8-1). Locus H mortar fragments represent a very large boulder mortar of greenish sandstone. Locus B (specimen 2-2) also yielded a small mortar rim fragment of brown sandstone.

Pestles are used in conjunction with mortars. They are usually made from naturally occuring oblong cobbles of suitable size and shape. Pestles are generally used to pulp and mash various kinds of foods especially acorns. This is accomplished by using an up and down as well as a rotating motion. A total of four specimens were recovered. Locus A (specimen 1-2) is a distal end of a sandstone pestle, Locus I (specimen 9-2) is also a distal end of a large pestle, Locus K (specimen 11-1) is a proximal end of a shaped pestle and Locus T (specimen 20-1) is an intact shaped sandstone specimen.

Manos are usually used to process hard seeds on a flat stone grinding slab sometimes called a metate. Only one mano (specimen 2-1) was recovered from Locus B. It is bifacially ground and made on a sandstone cobble.

Another class of ground/pecked stone are charmstones. Although there is still much speculation concerning these enigmatic objects they are generally thought to be asociated with hunting magic, luck, fishing, control over the elements and etc..

A total of eleven charmstones were recovered and based upon the degree of crudeness and finish we believe that they were manufactured on site. The following represents their distribution. Locus A (specimen 1-4), graywacke

sandstone, ends are broken and specimen (1-5), spall; Locus D (specimen 4-1), very large, ends broken; Locus F (specimen 6-1), incipient charmstone, abandoned; Locus I (specimen 9-3), very large, ends broken and (specimen 9-4), distal end, crude; Locus K (specimen 11-2), proximal end and body; Locus P (specimen 16-1), finished, highly ground with asphaltum on proximal end and (specimen 16-2) proximal end with asphaltum residue. Both specimens associated with infant burial; Locus S (19-1) large pecked charmstone, ends broken; and Locus Y (specimen 25-1) partially finished, proximal end broken.

Several additional artifacts of interest include: an red ochre clump with striations (specimen 19-4) from Locus S. Red ochre was also noted of the right side of the adult cranium recovered Locus A; a large serpentine chunk (specimen 20-2) which appear to have been partially modified was found at Locus T; and finally a small surfacially pecked sandstone cobble fragment (specimen 4-3) from Locus D and an end battered sandstone cobble fragment (specimen 3-1) from in situ burial at Locus C.

In conclusion a great deal has been potentially learned from these investigations. Although there are no formal dates for this site perhaps sufficient funds can be acquired to run at least two C-14 radiocarbon dates. Results of the obsidian hydration measurements will be forthcoming and attached to this report. An estimated date when this site was occupied is from about A.D. 0 to A.D. 700. This is partially based upon the presence of the projectile point types and well as other intuitive indicators. A detailed faunal analysis may also be forthcoming as part of a volunteer effort to analyze the data generated from this recovery process.

Future Management Recommendations

Because site Ca-Ala-479 is now known to be a fairly extensive prehistoric occupation village. However, due to the considerable amount of earthmoving construction that took place prior to knowledge that this site was present, the boundaries are impossible to define. Union City Industrial Partners are currently considering to develop the adjacent parcel of land immediately to the south of the present warehouse facility. It is the recommendation by Ohlone Family Consultant Services that the following proceedures be considered prior to any construction activities:

A) A complete EIR should be conducted on this parcel of land. This parcel should be considered as highly sensitive and therefore appropriate mitigation proceedures should be defined by the Union City Planning Department.

B) The Archaeological aspect of the EIR should include the following three phases:

1. On site survey and inspection for surface manifestations.

2. A effective monitoring agreement be worked out prior to any subsurface excavation by heavy equipment.

3. Upon the discovery of any human remains or subsurface features, an archaeological crew be allowed to carefully hand excavate and remove the remains.

4. A provision be made for sufficient funding for complete analysis and scientific study of all materials and human remains recovered.

5. An area be designated for reburial of the human remains and associated grave goods.

6. Optional provision: funds be made available to create a public display in Union City from the archaeological materials not reburied.

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ARGUS

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Thursday, November 20, 1

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— back of section

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— page 12

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Nick Lammers — staff photo

Dr. Thomas Rogers views the bone fragments as Deputy Coroner Jimmy Smith looks on.

Bones found at building site

Expert says remains are from Ohlone Indians

By Ken Leiser
Staff writer

UNION CITY — Construction workers have unearthed human bone fragments believed to be Ohlone Indian remains, forcing city officials to temporarily halt work Wednesday on a $10 million Dowe Street warehouse.

"It's an Indian site, no doubt about it," said Robert Cartier, a San Jose archaeologist called to the site Wednesday morning.

Cartier was joined at the construction site by a pathologist from the Alameda County Coroner's office and a representative from the Native American Heritage Society, who inspected the two piles of fragments.

"I think that's a human bone," said pathologist Thomas Rogers, plucking a 6-inch segment of bone from one of the piles. "It looks like a humerus (arm bone) to me."

Rogers later confirmed the bones were human.

Cartier said the site may have once been inhabited by an Ohlone community of 25 to 60 Indians. Cartier found some scattered "fire crack rock," a type of sandstone commonly found at Indian sites, and a few discarded animal bones.

The bone fragments were found by a construction worker Monday afternoon at 33201 Dowe St., where a 300,000-square-foot, U-shaped industrial warehouse is being built. The property is being developed by Union City Industrial Partners.

See Tuesday, back of section

Saul Bromberger — staff photo

merican government teacher at Amador Valley High School, watch Reagan's press conference.

Reagan remarks contradict his aides, Democrats say

From staff and wire reports

WASHINGTON — Democratic leaders charged Wednesday that President Reagan contradicted his aides in his latest explanation of U.S. arms shipments to Iran, and called for a revamping of U.S. foreign policy.

Reagan appeared Wednesday night at a nationally televised news conference that was dominated by one issue — the arms deals with Iran.

Sen. Sam Nunn, the ranking Democrat on the Armed Services Committee and one of the Senate's most respected defense experts, said, "The president contradicted all the information put out by his aides in the past week."

Nunn told NBC, "I counted at least seven contradictions from what I have been told by his top aides."

"We have a foreign policy that's in serious disarray and it's time to take some strong steps," Nunn said. He called for the appointment of a group of "wise men and women" to "take a look at what has been happening."

Rep. Don Edwards, D-San Jose, blasted Reagan for consulting only "inexperienced and incompetent" staff members for advice on whether to send arms to Iran.

Further, said the congressman whose district includes Fremont, Reagan's secret arms deal is a message to terrorists that "we will trade arms for hostages."

He said the deal could promote the taking of American hostages.

"Perhaps the president has learned a lesson, though," Edwards said. "That he shouldn't use an inexperienced and incompetent person like (National Security Adviser) Adm. John Poindexter to run foreign affairs"

Sen. Richard Lugar, R-Ind., chairman of the Foreign Relations Committee and one of the strongest White House supporters in the Senate, said of the administration's failure to inform Congress about the arms sales, "I suspect that the president does not understand the law with regard to informing Congress on these things." He welcomed Reagan's promise Wednesday night to give Congress those details.

Lugar also called for a reorganization of the administration's structure for deciding foreign policy.

Lugar told NBC that the National Security Council "ought to know its place" and that the secretary of state "has to be the chief person in foreign policy."

Sen. Robert Byrd, D-W.Va., in line to become majority leader when the new Congress convenes in January, said, "The American people don't want any more excuses. The fastest way for President Reagan to become a lame duck is for the president to keep making excuses."

"I think it was a terrible mistake," Sen. John Glenn, D-Ohio, said during an interview on the Cable News Network. "A series of one blunder after another. You can't continue to deceive the American people and expect us to trust him."

"My belief is that a mistake was made," said Simon, "procedurally because there's a real question of the conduct of foreign policy in the administration ... I think we have to take a look at who's in charge of foreign policy in the White House."

Sen. Larry Pressler, R-S.D., during another CNN interview, defended Reagan, saying, "I'm not saying everything he did was perfect, but he was trying to do the best he could."

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OK Pleasanton teachers' pacts

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ban rift blocks counties' funds

nitiative that would have forced the state to assume welfare, jail and the courts was put on the back burner rift between urban and rural counties developed over roposal, which was backed by Stanislaus and other hit hard by the fiscal drain of those state-mandated he urging of representatives from the large urban y committee of the County Supervisors Association of ed a provision supporting the initiative idea from a

Bones

Continued from page 1

About 60 workers were sent home Wednesday morning because of a stop-work order issued by City Engineer Marvin Rose late Tuesday afternoon. Six pieces of heavy construction equipment sat idle on the construction site Wednesday.

The target date for the building's completion is April 1, said project manager David Boras.

Some of the bones were found in a narrow 7-foot trench that was carved to make room for electrical wiring, Boras said. Other bones were scattered within the excavated construction site.

"Needless to say, some of the workers overlooked the fact that they were exposed," said Rosemary Cambra, an Ohlone Indian descen-

"As you can see, they were not properly treated or respected.

"To see them scattered like this ... there is no reason for it."

Cambra said she will sit down with the developer and devise a plan to remove the Indian remains and re-bury them.

"He is being very cooperative, very sensitive," Cambra said. "And he is following the law."

The city did not require the developer to conduct an archaeological study when the warehouse project was approved more than a year ago, said Mark Leonard, community development director. It is not known if a study was conducted before construction began.

APPENDIX II

Ohlone Families Consulting Service

ELDERS:

Trinidad Rauno

Joe Rauno

Enos Sanchez

Robert Sanchez

Dolores S. Franco

Margret S. Martinez

Ruth Orta

November 23. 1968

Mr. David G. Boras
Project Manager
528 Arizona Ave. Suite 206
Santa Monica, CA 90401

Re: National Distribution Agency, Dowe Ave., Union City. Ohlone Family Consulting Services (OFCS) Preliminary Survey Report- Phase I.

INTRODUCTION

The following section describes the results of the preliminary archaeological field reconnaisance. Because human remains have been identified on the parcel there is a high probability that further remains may be encountered during the course of subsurface construction. The goal of this phase is to locate areas of potential sensitivity and present recommendations for monitoring and excavation.

METHODS

A pedestrian survey of the parcel was conducted on Nov.21, and Nov. 22, during which stratigraphic soil profiles were examined and areas with prehistoric cultural material were plotted on a site map. This field map designates areas where monitoring should be required and where human bone has been found.

Monitoring requires that a monitor examine subsurface construction while in progress and halt further activity when remains are found. At that point a decision must be made as to the need for mitigation or avoidance.

RESULTS

The Northwestern section of the parcel appears to be highly sensitive. Remains were encountered during trenching operations and the soil profile in the area reveals thermally affected rock, shell fragments, and bone. This area is sketched on the parcel field map and monitoring is required

here. (Refer to Exhibit A). Borrowed soil from a ten foot deep area in the Southwestern section of the parcel by rail line was used in the construction of the pad. Evidently, cultural materials derived from this process are spread throughout the pad.

RECOMMENDATION

The following recommendations are that trenching in the pad be monitored as well as the intact native soils were indicated on the field map. A retaining wall scheduled to be constructed along the Northern perimiter of the parcel (Locus C on the map) may impact cultural remains and therefore, it is recommended for excavation and monitoring. Monitor(s) shall be provided with trenching schedule and any week to week schedule changes. Further evidence of cultural remains are located on Locus B and Locus A on map and are also recommended for excavation and monitoring.

APPENDIX III

HUMAN SKELETAL INVENTORIES

SAN JOSE STATE UNIVERSITY
ANTHROPOLOGY LAB

HUMAN SKELETAL INVENTORY

Site ALA-479 Feature Date 12/21/86

Burial No. 1 Provenience Locus A (Pit 2) Recorder Laura M. Ford-Lemos

Sex (criteria used) male (?) - large femoral heads (Ubelaker)
*[sciatic notch wide-ish - may not belong to same individual]
robust femoral and long bone fragments, heavy zygomatic arch.

Age (criteria used) adult 30+

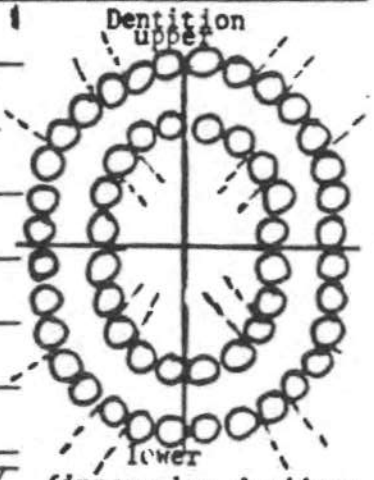
Condition of Skeleton fragmentary, but elements identifiable - many smaller elements complete. Bone cortex good.

Cranium fragmentary - *temporal; mastoid; porous, squamous; zygomatic arches (left attached) occipital frags, *temporal frags are ochre-stained

Mandible —

Hyoid — Loose Teeth 3 · canine? molar 3rd molar

* extreme wear on both occlusal surfaces & roots make identification difficult.



(inner ring deciduous teeth; outer ring permanent)

Vertebrae

Cervical

Thoracic T-1(?), resorptive lesion.

Lumbar frags.

Sacrum fragmentary

KEY C= complete (2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than 1/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

SAN JOSE STATE UNIVERSITY
ANTHROPOLOGY LAB

HUMAN SKELETAL INVENTORY

Site ALA-479 Feature Date 12/21/86

Burial No. 2 Provenience Locus A Recorder Laura M. Ford-Lemos

Sex (criteria used) indeterminate. possibly (??) female - bone for more gracile than adult male samples.

Age (criteria used) adult

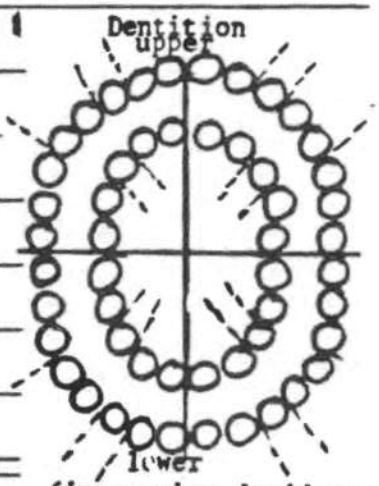
Condition of Skeleton - isolated element - cortex great.

Cranium —

Mandible —

Hyoid — Loose Teeth —

1 Dentition



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Vertebrae

Cervical —

Thoracic —

Lumbar —

Sacrum —

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than 1/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

SAN JOSE STATE UNIVERSITY
ANTHROPOLOGY LAB

HUMAN SKELETAL INVENTORY

Site A/a-479 Feature Date 12/21/86

Burial No. 3 Provenience Locus A Recorder Laura M. Ford-Lemos

Sex (criteria used) indeterminate

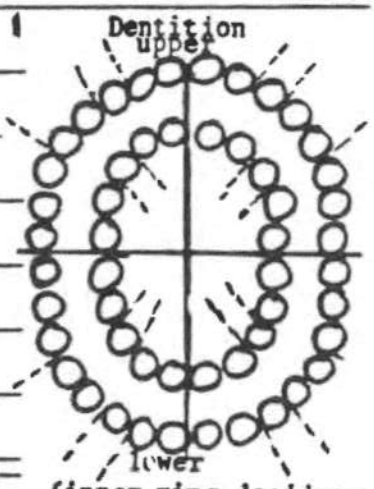
Age (criteria used) infant - cremated

Condition of Skeleton skeleton was cremated - 3 isolated elements present.* Cremation process has considerably altered bone density and interior bone surface

Cranium —

Mandible —

Hyoid — Loose Teeth —



(inner ring deciduous teeth; outer ring permanent)

Vertebrae

Cervical —

Thoracic —

Lumbar —

Sacrum —

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than]/3 of bone with 1 art. surface)
Fr= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

SAN JOSE STATE UNIVERSITY
ANTHROPOLOGY LAB

HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/17/86

Burial No. 4 Provenience Locus B Recorder Laura M. Ford-Lemos

Sex (criteria used) male (?) see below

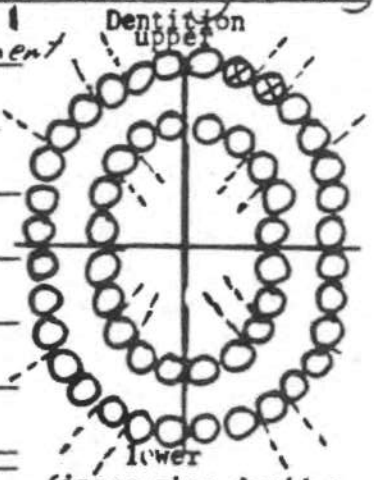
Age (criteria used) adult 30+

Condition of Skeleton highly fragmentary, but large, intact, identifiable pieces remain. The bulk of this skeleton is "bone meal" - lots of exposed cancellous bone. Better part of damage to skeleton is due to its being run over by heavy equipment.

Cranium massive mastoid processes, frontal - prominent brow ridges, right maxillary tray - 2 teeth present

Mandible

Hyoid Loose Teeth 7.



(inner ring deciduous teeth; outer ring permanent)

Vertebrae

Cervical

Thoracic

Lumbar

Sacrum

1 coccyx vertebra

KEY C= complete (2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than 1/3 of bone with 1 art. surface)
F= fragment (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

SAN JOSE STATE UNIVERSITY
ANTHROPOLOGY LAB

HUMAN SKELETAL INVENTORY

Site ALa-479 Feature Date 12/21/86

Burial No. 5 Provenience Locus C Recorder Laura M. Ford-Lemos

Sex (criteria used) indeterminate.

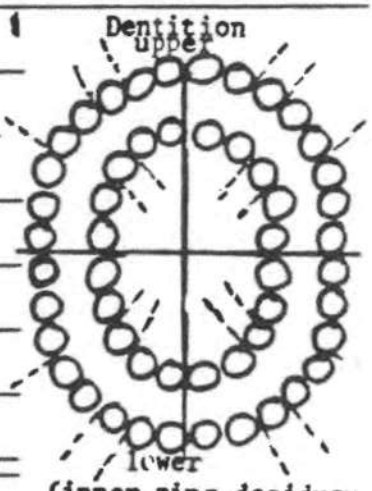
Age (criteria used) adult.

Condition of Skeleton highly eroded; heavy rodent impaction.

Cranium —

Mandible —

Hyoid — Loose Teeth —



(inner ring deciduou teeth; outer ring permanent)

Vertebrae

Cervical —

Thoracic —

Lumbar —

Sacrum —

1 frag. possibly from coccyx.

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than]/3 of bone with 1 art. surface)
Fr= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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ANTHROPOLOGY LAB

HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/86

Burial No. 6 Provenience Locus D Recorder Laura M. Ford-Lemos

Sex (criteria used) male(?) very robust pollux, long bones.

Age (criteria used) adult

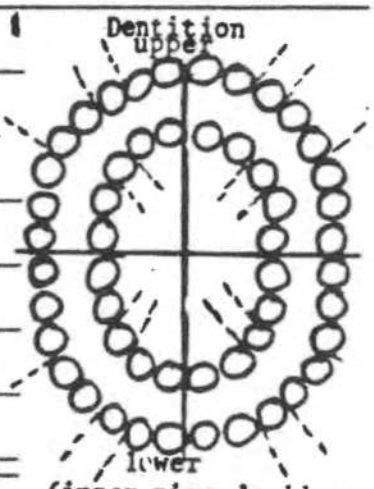
Condition of Skeleton fragmentary

Cranium fragments, occipital, parietal.* sutures (sagittal) almost completely resorbed

Mandible —

Hyoid — Loose Teeth —

Dentition



(inner ring deciduous teeth; outer ring permanent)

Vertebrae

Cervical —

Thoracic —

Lumbar —

Sacrum —

KEY C= complete (2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than]/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/86

Burial No. 7 Provenience Locus E Recorder Laura M. Ford-Lemos

Sex (criteria used) indet.

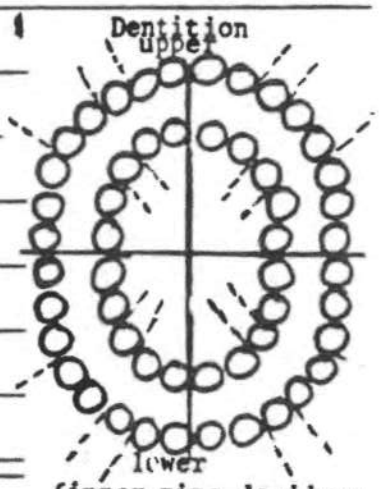
Age (criteria used) adult

Condition of Skeleton isolated element - bone in good shape.- no cortical loss etc.

Cranium fragment of right parietal

Mandible –

Hyoid – Loose Teeth –



(inner ring deciduou teeth; outer ring permanent)

Vertebrae

Cervical –

Thoracic –

Lumbar –

Sacrum –

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than]/3 of bone with 1 art. surface)
Fr= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/86

Burial No. 8 Provenience Locus F Recorder Laura M. Ford-Lemos

Sex (criteria used) indeterminate

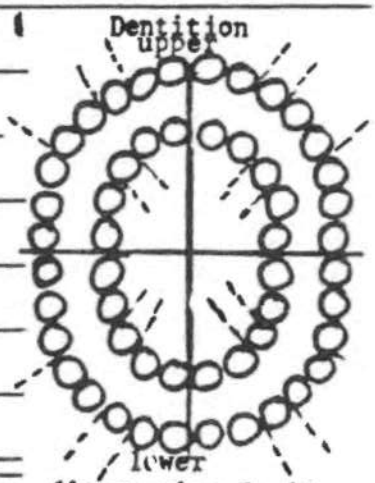
Age (criteria used) adult

Condition of Skeleton Isolated fragments.

Cranium 5 cranial frags - small

Mandible —

Hyoid — Loose Teeth —



(inner ring deciduous teeth; outer ring permanent)

Vertebrae

Cervical —

Thoracic —

Lumbar —

Sacrum —

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than]/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site A/a-479 Feature Date 12/21/86

Burial No. 9 Provenience Locus G Recorder Laura M. Ford-Lemos

Sex (criteria used) indeterminate

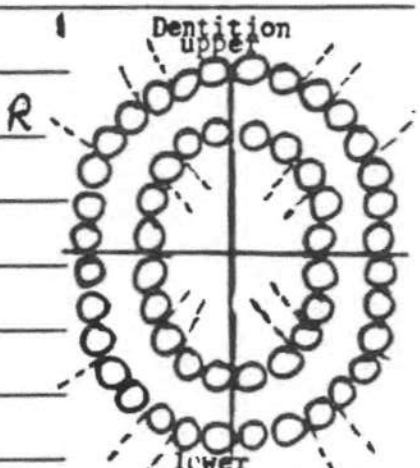
Age (criteria used) adult

Condition of Skeleton 1 isolated element cortex Poor.

Cranium —

Mandible —

Hyoid — Loose Teeth —



(inner ring deciduou teeth; outer ring permanent)

Vertebrae

Cervical —

Thoracic —

Lumbar —

Sacrum —

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than]/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/86

Burial No. 10 Provenience Locus I Recorder Laura M. Ford-Lemos

Sex (criteria used) female(?) bones fairly gracile

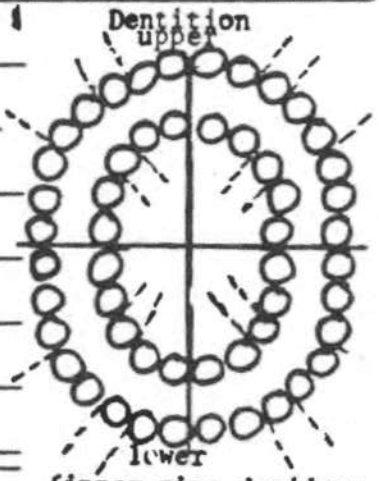
Age (criteria used) adult

Condition of Skeleton fragmentary - when elements are complete, they're in good shape, but most bone is just 'meal'.

Cranium frags - parietal.

Mandible

Hyoid Loose Teeth



(inner ring deciduous teeth; outer ring permanent)

Vertebrae

Cervical 2 → C 3-6 "rimming" on body of one, 2nd body is depressed

Thoracic —

Lumbar —

Sacrum —

vertebral frags - indeterminate as to C, T or L.

KEY C= complete (2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than 1/3 of bone with 1 art. surface)
F= fragment (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/86

Burial No. 11 Provenience Locus I Recorder Laura M. Ford-Lemos

Sex (criteria used) indet.

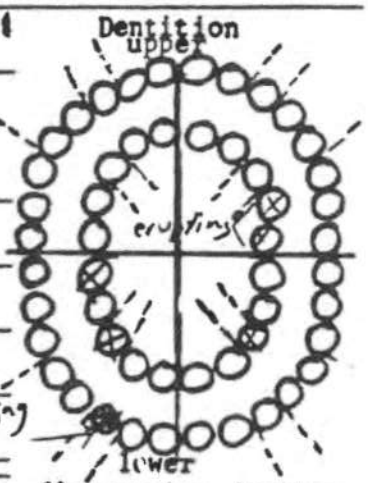
Age (criteria used) sub-adult 1–1½ yrs (Ubelaker)
upper 1st deciduous molars erupting (lower not)

Condition of Skeleton fragmentary

Cranium lateral condyles unfused - vault frags.

Mandible C - missing condyles & some teeth

Hyoid — Loose Teeth 1 canine unerupted - roots not fully formed



(inner ring deciduous teeth; outer ring permanent)

Vertebrae
Cervical
Thoracic } centrum - indet.
Lumbar
Sacrum

KEY C= complete (2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than 1/3 of bone with 1 art. surface)
F= fragment (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/86

Burial No. 12 Provenience Locus I Recorder Laura M. Ford-Lemos

Sex (criteria used) indet.

Age (criteria used) adult

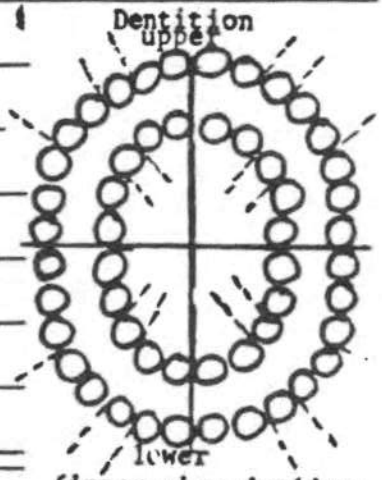
Condition of Skeleton fragmentary

Cranium frags - orbit (frag) left parietal

Mandible —

Hyoid — Loose Teeth —

Dentition



(inner ring deciduou teeth; outer ring permanent)

Vertebrae

Cervical —

Thoracic —

Lumbar —

Sacrum —

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than 1/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/86

Burial No. 13 Provenience Locus J Recorder Laura M. Ford-Lemos

Sex (criteria used) male - robust, big mastoid, large humeral head

Age (criteria used) adult.

Condition of Skeleton fragmentary

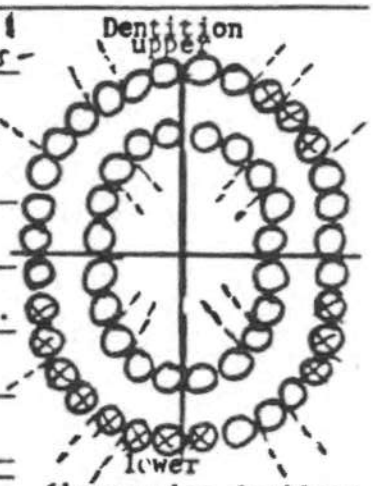
Cranium maxilla frag w/3 teeth present, heavy mastoid process, frags of temporal, frontal & R parietal.

Mandible complete except for missing teeth & condyles.

Hyoid —

Loose Teeth (both missing roots) → 2 molars → 1 an upper (doesn't fit into any socket on lower jaw; lingual) & 1 canine? frag - is either a juvenile or supernumerary tooth.

Dentition



(inner ring deciduous teeth; outer ring permanent)

Vertebrae

Cervical, Thoracic, Lumbar, Sacrum: centrums & some frags; none positively identifiable as to #. one T (?) vertebra has fused (heavily damaged by equipment) to next lower vertebrae

KEY C= complete(2/3 of bone with articulating surfaces)
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F= fragment (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site A/a-479 Feature Date 12/21/86

Burial No. 14 Provenience Locus J Recorder Laura M. Ford-Lemos

Sex (criteria used) indet.

Age (criteria used) pre-natal (fetal)

Condition of Skeleton isolated element. given how fragile this bone usually is, preservation is remarkable.

Cranium —

Mandible —

Hyoid — Loose Teeth —

Vertebrae

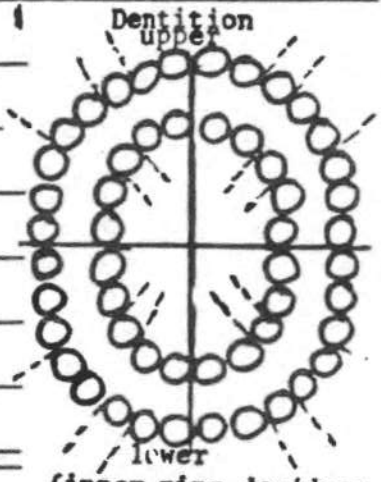
Cervical —

Thoracic —

Lumbar —

Sacrum —

1 Dentition



(inner ring deciduou teeth; outer ring permanent)

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than]/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/86

Burial No. 15 Provenience Locus K Recorder Laura M. Ford-Lemas

Sex (criteria used) indet.

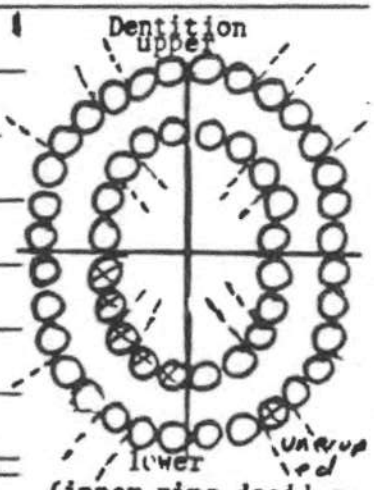
Age (criteria used) 7-9 yrs. → permanent uneruptad 1st lower premolar- lateral permanent incisors. humerus 175 mm - doesnt correlate w/ dental patterns - puts age @ about 5

Condition of Skeleton

Cranium

Mandible left condyle + acending ramus

Hyoid Loose Teeth upper rt. central incisor.



(inner ring deciduou teeth; outer ring permanent)

Vertebrae

Cervical

Thoracic 2 spinous + transverse processes (fused)

Lumbar no Centrum.

Sacrum

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than]/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/01/84

Burial No. 16 Provenience Locus K Recorder Laura M. Ford-Lemos

Sex (criteria used) indet.

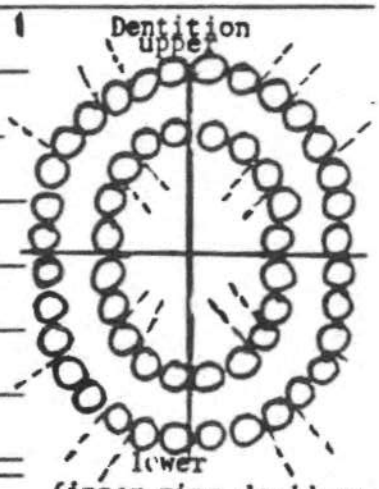
Age (criteria used) adult

Condition of Skeleton fragmentary - several isolated elements.

Cranium —

Mandible —

Hyoid — Loose Teeth —



(inner ring deciduou teeth; outer ring permanent)

Vertebrae

Cervical —

Thoracic —

Lumbar —

Sacrum —

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than 1/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/86

Burial No. 17 Provenience Locus L Recorder Laura M. Ford-Lemos

Sex (criteria used) male - narrow sciatic notch.

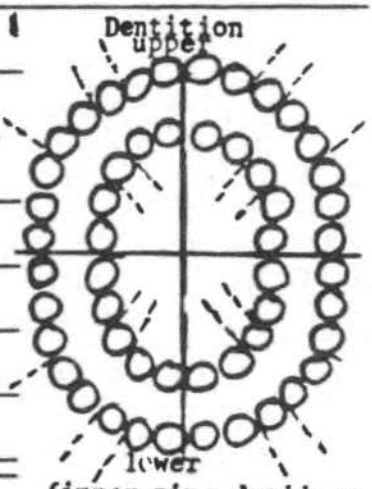
Age (criteria used) adult 30+

Condition of Skeleton isolated elements

Cranium sagittal sutures resorbed
vault inc.

Mandible —

Hyoid — Loose Teeth —



(inner ring deciduous teeth; outer ring permanent)

Vertebrae

Cervical —

Thoracic —

Lumbar —

Sacrum —

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than 1/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate this: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/86

Burial No. 18 Provenience Locus M Recorder Laura M. Ford-Lemos

Sex (criteria used) indet.

Age (criteria used) indet - not a small infant

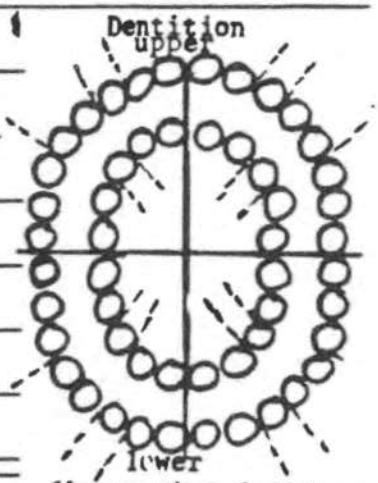
Condition of Skeleton isolated element

Cranium —

Mandible —

Hyoid —

Loose Teeth 1 - 1st upper molar.



(inner ring deciduou teeth; outer ring permanent)

Vertebrae

Cervical —

Thoracic —

Lumbar —

Sacrum —

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than]/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/86

Burial No. 19 Provenience Locus N Recorder Laura M. Ford-Lema

Sex (criteria used) indet.

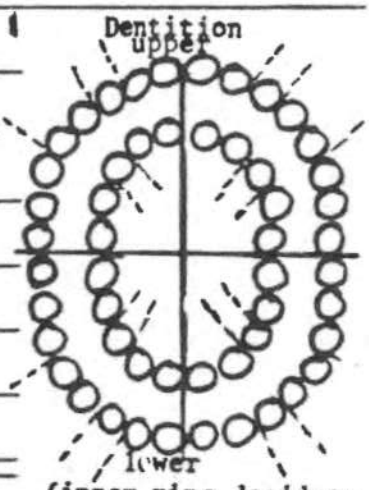
Age (criteria used) infant

Condition of Skeleton 5 elements. - all cranial

Cranium frags 1 right orbit (frag)
occiput - ins.

Mandible —

Hyoid — Loose Teeth —



(inner ring deciduou teeth; outer ring permanent)

Vertebrae

Cervical —

Thoracic —

Lumbar —

Sacrum —

KEY C= complete (2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than 1/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site A/a-479 Feature Date 12/21/86

Burial No. 20 Provenience Locus N Recorder Laura M. Ford-Lemos

Sex (criteria used) adult

Age (criteria used) indet

Condition of Skeleton fragmentary

Cranium —

Mandible —

Hyoid — Loose Teeth —

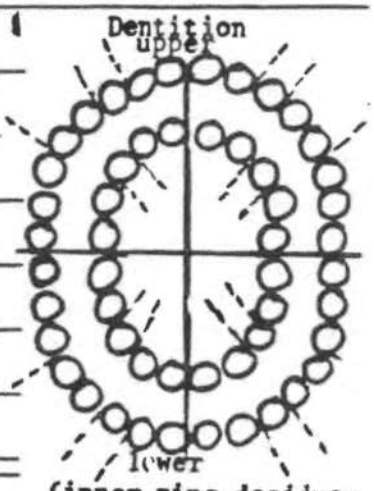
Vertebrae —

Cervical

Thoracic —

Lumbar

Sacrum —



(inner ring deciduou teeth; outer ring permanent)

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than]/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site A/a-479 Feature Date 12/21/86

Burial No. 21 Provenience Locus O Recorder Laura M. Ford-Lemos

Sex (criteria used) indet.

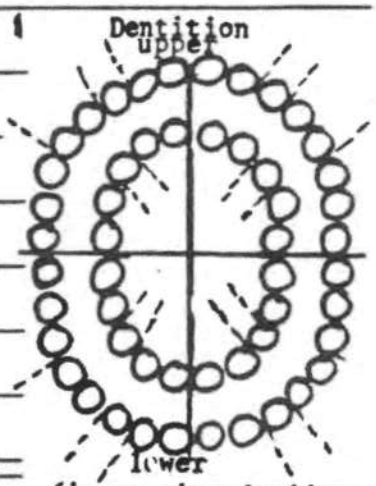
Age (criteria used) adult

Condition of Skeleton rib fragment.

Cranium —

Mandible —

Hyoid — Loose Teeth —



(inner ring deciduou teeth; outer ring permanent)

Vertebrae

Cervical —

Thoracic —

Lumbar —

Sacrum —

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than 1/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site A/a-479 Feature Date 12/21/86

Burial No. 22 Provenience Locus O Recorder Laura M. Ford-Lemos

Sex (criteria used) indet.

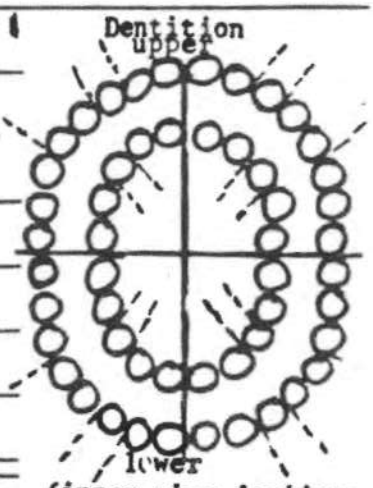
Age (criteria used) infant

Condition of Skeleton 1 fragment.

Cranium cranial frag. occipital.

Mandible —

Hyoid — Loose Teeth —



(inner ring deciduous teeth; outer ring permanent)

Vertebrae

Cervical —

Thoracic —

Lumbar —

Sacrum

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than 1/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/86

Burial No. 23 Provenience Locus P Recorder Laura M. Ford-Lemos

Sex (criteria used) indet

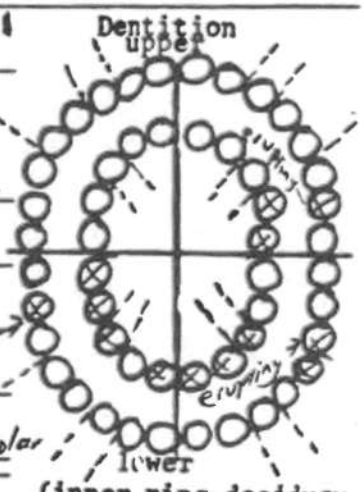
Age (criteria used) 1½ - 2½ based on length of long bones (Ubelaker) tooth eruption puts this slightly older

Condition of Skeleton fairly complete - cortex good

Cranium vault almost complete, but in pieces some torsion (groundpressure) of base, left R maxilla (3 teeth intact) right maxilla, 3 sockets.

Mandible complete except for broken condyles & missing teeth.

Hyoid Loose Teeth 2 - 1 rt. upper central incisor, 1 unerupted molar



(inner ring deciduous teeth; outer ring permanent)

Vertebrae

Cervical — spinous & transverse processes

Thoracic — fused - no centrums

Lumbar

Sacrum

KEY C= complete (2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than 1/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site A/a-479 Feature Date 12/21/86

Burial No. 24 Provenience Locus P Recorder Laura M. Ford-Lemos

Sex (criteria used) indet.

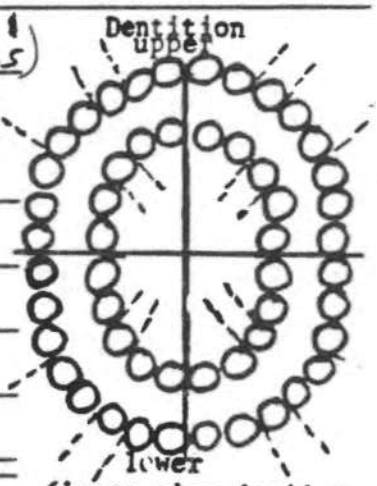
Age (criteria used) 1/2 to 1 1/2 yrs. (length of long bones [Ubelaker])

Condition of Skeleton fragmentary, but bones that are present are in good to excellent condition

Cranium occipital, left temporal, orbits (frags)

Mandible —

Hyoid — Loose Teeth —



(inner ring deciduou teeth; outer ring permanent)

Vertebrae

Cervical —

Thoracic —

Lumbar —

Sacrum —

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than 1/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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ANTHROPOLOGY LAB

HUMAN SKELETAL INVENTORY

Site A/a-479 Feature Date 12/21/86

Burial No. 25 Provenience Locus P Recorder Laura M. Ford-Lemos

Sex (criteria used) female - pubic symphsis

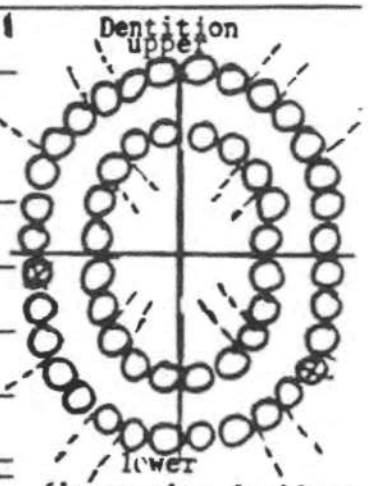
Age (criteria used) adult 45+, probably 50+ - Suchey-Brooks models (is a IV or V - range 26yrs to 87yrs) rest of skeleton also suggests advanced age

Condition of Skeleton broken, but fairly complete.

Cranium frags. frontal right - orbit, parietal

Mandible C except for left condyle. many tooth sockets have been resorbed

Hyoid — Loose Teeth 4 - 'pegs'



(inner ring deciduous teeth; outer ring permanent)

Vertebrae

Cervical
Thoracic
Lumbar } frags
Sacrum

osteophytosis - some degenerative joint changes

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than 1/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/86

Burial No. 26 Provenience Locus Recorder Laura M. Ford-Lemos

Sex (criteria used) female(?) gracile

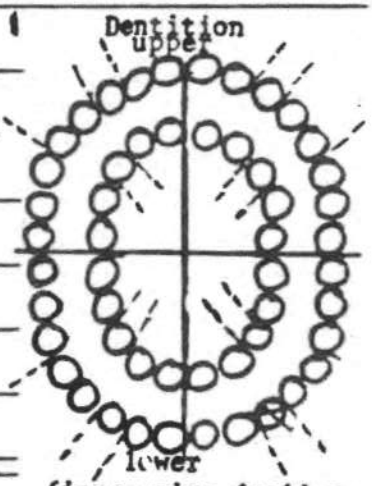
Age (criteria used) older adult 30+

Condition of Skeleton fragments

Cranium —

Mandible left half and acending rami heavy

Hyoid — Loose Teeth 4 "pegs"



(inner ring deciduou teeth; outer ring permanent)

Vertebrae

Cervical

Thoracic

Lumbar osteophytosis - #s unidentifiable-frags

Sacrum

KEY C= complete(2/3 of bone with articulating surfaces)
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F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/80

Burial No. 27 Provenience Locus R Recorder Laura M. Ford-Lemos.

Sex (criteria used) indet.

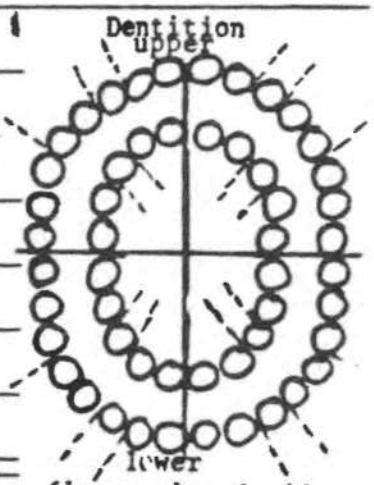
Age (criteria used) indet. adult

Condition of Skeleton isolated elements - right humerus missing proximal end, and one rib fragment

Cranium —

Mandible —

Hyoid — Loose Teeth —



(inner ring deciduous teeth; outer ring permanent)

Vertebrae

Cervical —

Thoracic —

Lumbar —

Sacrum —

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than]/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/86

Burial No. 28 Provenience Locus S Recorder Laura M. Ford-Lemos

Sex (criteria used) indet.

Age (criteria used) subadult

Condition of Skeleton 1 isolated element

Cranium —

Mandible —

Hyoid — Loose Teeth —

Vertebrae

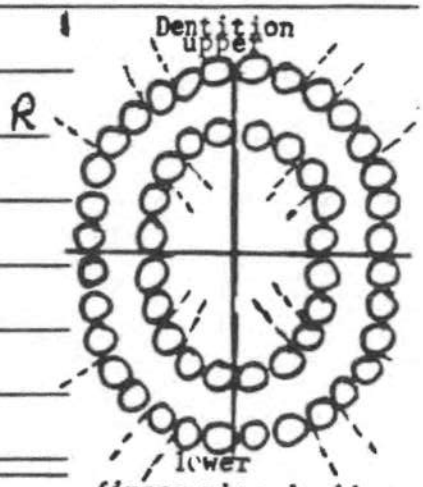
Cervical —

Thoracic —

Lumbar —

Sacrum —

1 Dentition



(inner ring deciduou teeth; outer ring permanent)

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than]/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site A/a-479 Feature Date 12/21/84

Burial No. 29 Provenience Locus T Recorder Laura M. Ford-Lemos

Sex (criteria used) indeterminate

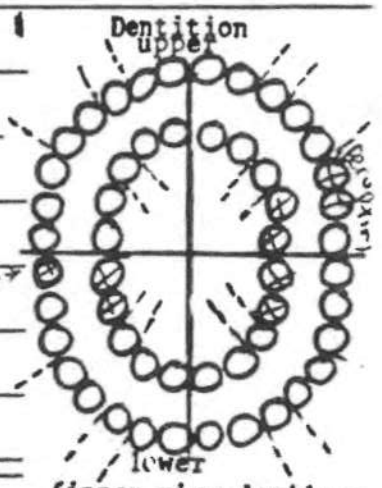
Age (criteria used) 4-5 yr. based on tooth eruption
3½-4½ based on long bones.

Condition of Skeleton in fragments cortex good.

Cranium lateral occipitals unfused
fairly complete vault, but in pieces
left maxilla-inc.

Mandible left half. - 1st pre-molar erupting
* see notes under pathologies.

Hyoid – Loose Teeth miscel. deciduous teeth.



(inner ring deciduous teeth; outer ring permanent)

Vertebrae

Cervical –
Thoracic – } 8 centrums.
Lumbar –

Sacrum –

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than 1/3 of bone with 1 art. surface)
Fr= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/86

Burial No. 30 Provenience Locus V Recorder Laura M. Ford-Lemos

Sex (criteria used) indet.

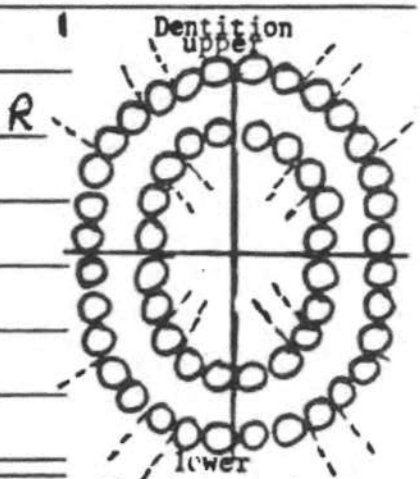
Age (criteria used) late subadult or adult.

Condition of Skeleton isolated element

Cranium occipital(?) frag.

Mandible —

Hyoid — Loose Teeth —



(inner ring deciduou teeth; outer ring permanent)

Vertebrae

Cervical —

Thoracic —

Lumbar —

Sacrum —

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than]/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/86

Burial No. 31 Provenience Locus Z Recorder Laura M. Ford-Lemos

Sex (criteria used) indeterminate

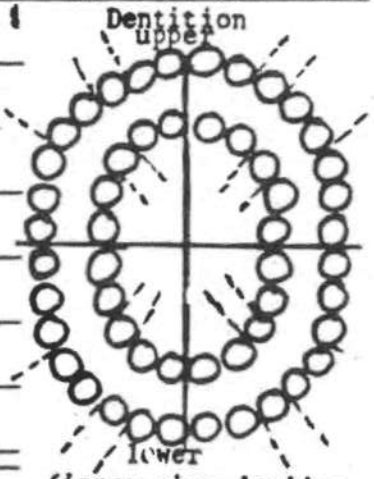
Age (criteria used) sub adult (3–7ish) not a neonate size of bones

Condition of Skeleton fragments- cortex of elements present is excellent.

Cranium —

Mandible —

Hyoid — Loose Teeth —



(inner ring deciduou teeth; outer ring permanent)

Vertebrae

Cervical —

Thoracic —

Lumbar —

Sacrum —

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than]/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

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HUMAN SKELETAL INVENTORY

Site Ala-479 Feature Date 12/21/86

Burial No. 32 Provenience Locus Z Recorder Laura M. Ford-Lemes

Sex (criteria used) indeterminate

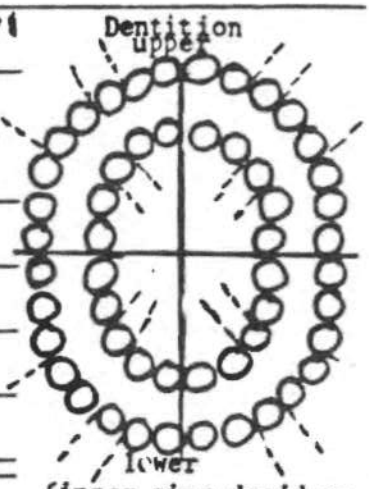
Age (criteria used) adult

Condition of Skeleton isolated elements.

Cranium 1 cranial fragment - robust occipital

Mandible —

Hyoid — Loose Teeth —



(inner ring deciduou teeth; outer ring permanent)

Vertebrae

Cervical

Thoracic 1 frag spinous process, probably thoracic

Lumbar 2 bodys, possibly thoracic.

Sacrum * slight osteophytosis.

KEY C= complete(2/3 of bone with articulating surfaces)
I= incomplete (less than 2/3 of bone but more than 1/3 of bone with 1 art. surface)
F= fragmentary (less than 1/3 of bone)
If bone is complete but in pieces, indicate thus: C(3) for the no. of pieces

APPENDIX IV

SHELLFISH DATA FROM Ca-Ala-479

Scientific Name	Common Name	# of Pieces	Total Weight
Ostrea lurida	Bay oyster	912	590.55 gr.
Cerithidea californica	Marsh snail	219	119.45 gr.
Penitella gabbi?	Boring clam	35	7.30 gr.
Cancer sp?	Crab	24	4.70 gr.
Macoma nasuta	Clam	18	6.30 gr.
Mytilus edulis	Mussel	12	3.40 gr.
Haliotis refenscens	Red abalone	4	19.80 gr.
?	Ridge clam	2	.70 gr.
Balanus sp?	Barnacle	2	1.60 gr.
Olivella biplicata	Purple olive	2 (beads)	1.85 gr.
?	Fossilized pecten/scallop	1	2.50 gr.

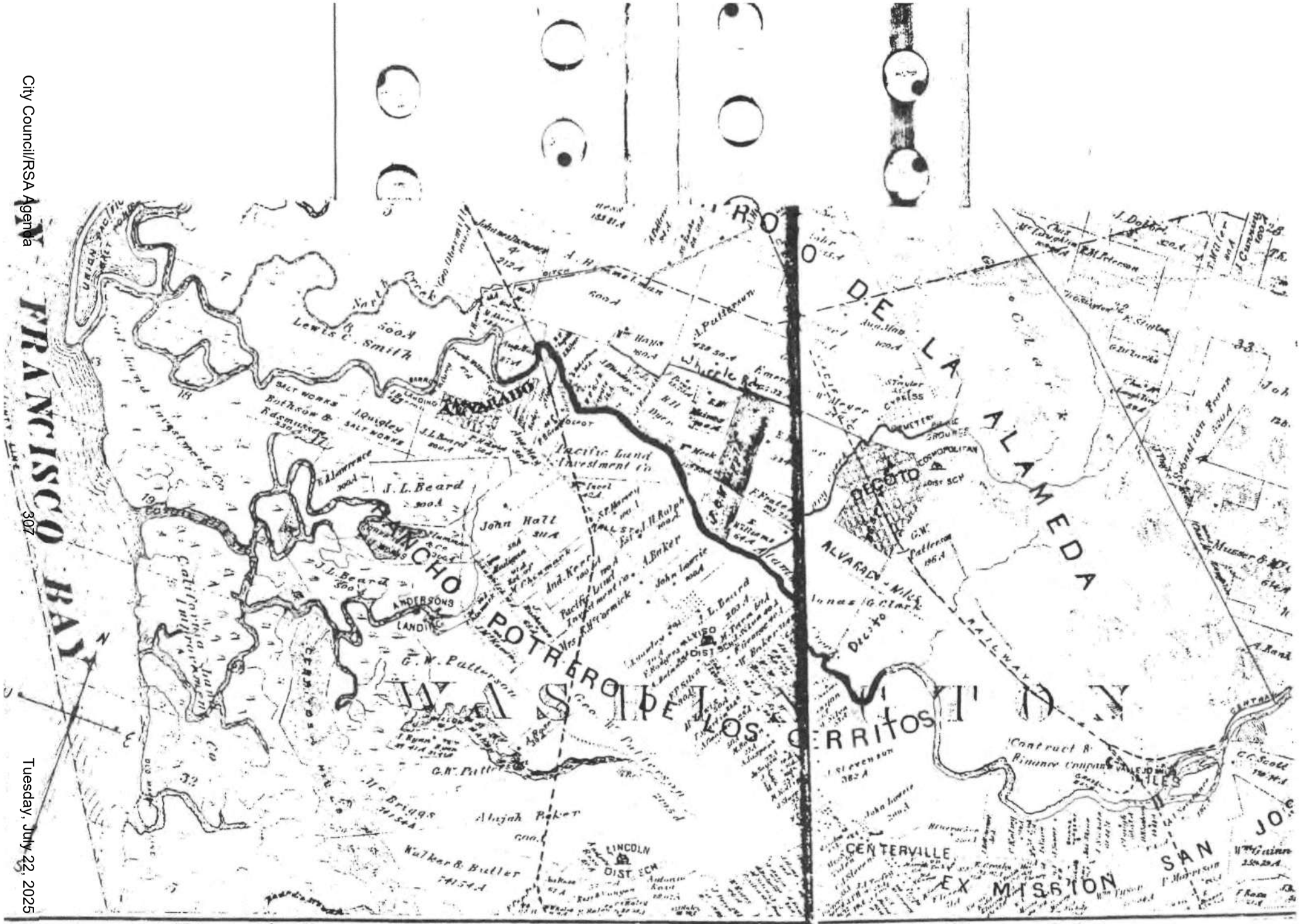


Figure 2.

Thompsom and West
Historical Atlas of Alameda County, California. 1878

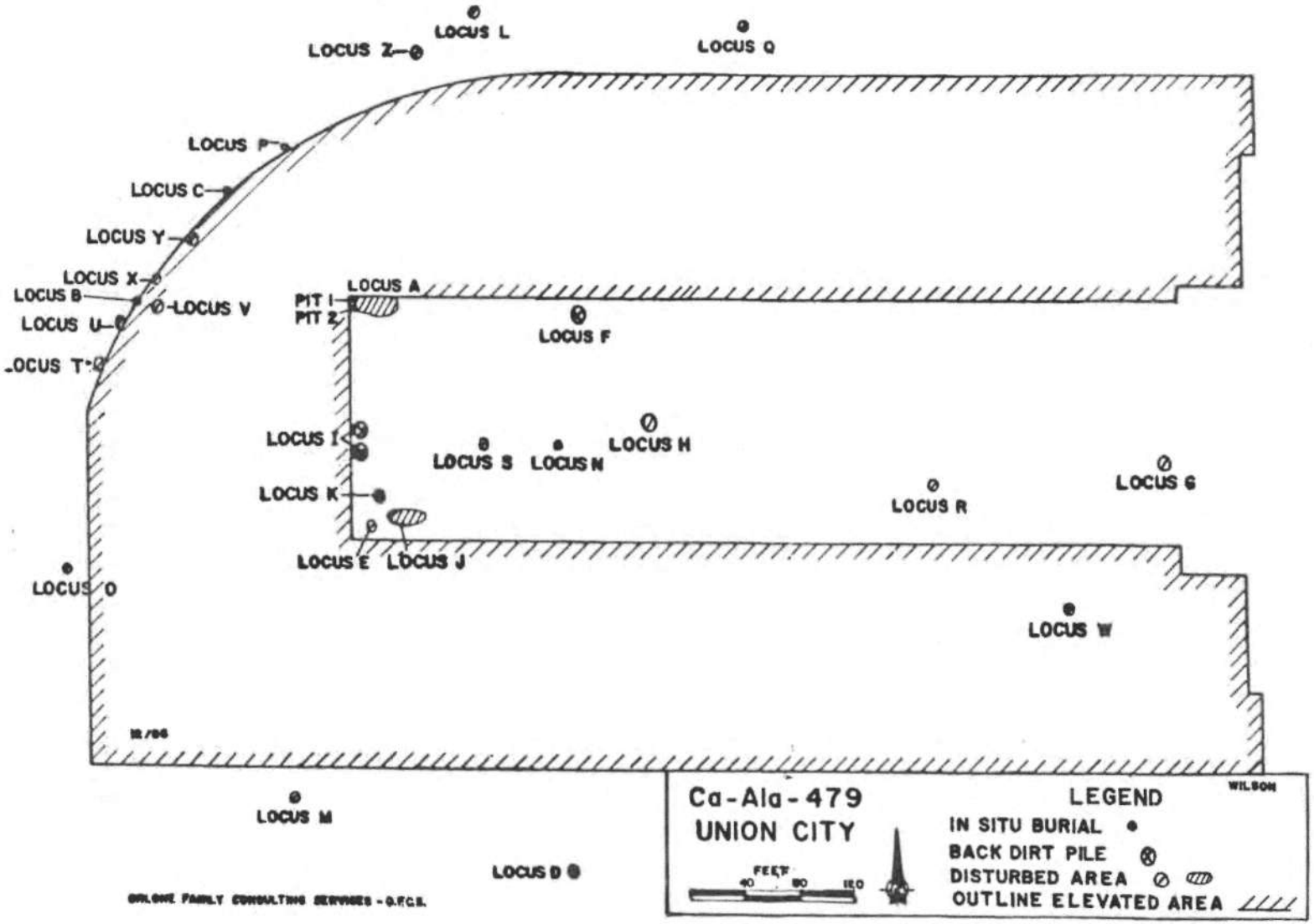

LOCUS L
LOCUS Z
LOCUS Q
LOCUS P
LOCUS C
LOCUS Y
LOCUS X
LOCUS B
LOCUS V
LOCUS U
LOCUS T
LOCUS A
PIT 1
PIT 2
LOCUS F
LOCUS I
LOCUS S
LOCUS N
LOCUS H
LOCUS K
LOCUS R
LOCUS G
LOCUS E
LOCUS J
LOCUS O
LOCUS W
LOCUS M
LOCUS D
Ca-Ala-479
UNION CITY
LEGEND
IN SITU BURIAL
BACK DIRT PILE
DISTURBED AREA
OUTLINE ELEVATED AREA
FEET
40
80
120
WILSON

Figure 3.