COMMITTEE MEMBERS:
Sherry Hu, Mayor
Jean Josey, Vice Mayor

DUBLIN
CALIFORNIA

Regular Meeting of the

DUBLIN ECONOMIC DEVELOPMENT COMMITTEE

Tuesday, April 21, 2026

Location: Dublin Civic Cener
City Manager's Conference Room
100 Civic Plaza
Dublin, CA 94568

5:30 PM

1. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

2. PUBLIC COMMENT

3. ACTION ITEMS

3.1 Approval of the February 17, 2026 Regular Economic Development Committee Meeting Minutes

The Committee will consider approval of the minutes of the February 17, 2026 Regular Economic Development Committee Meeting.

STAFF RECOMMENDATION:

Approve the minutes of the February 17, 2026 Regular Economic Development Committee Meeting.

February 17, 2026 Regular Economic Development Committee Meeting Minutes

3.2 Small Business Assistance Program Guidelines Update

The Committee will consider proposed updates to the Small Business Assistance Program, including the addition of relocation assistance, enhanced technical assistance offerings, updated funding structure aligned with the annual budget process, and clearer guidelines to improve administration and flexibility.

STAFF RECOMMENDATION:

Receive the report, provide feedback on the proposed updates to the Small Business Assistance Program, and recommend that the updated guidelines be brought forward to the City Council for approval.

Staff Report - Small Business Assistance Program Guidelines
Attachment 1 - Small Business Assistance Program Guidelines - Clean Version
Attachment 2 - Small Business Assistance Program Guidelines (with redlines)

4. REPORTS

4.1 Economic Development Activity Update

The Committee will receive an update on various economic development activities including the Economic Development Strategy implementation, new resources and materials, and upcoming events.

STAFF RECOMMENDATION:

Receive the report.

Staff Report - Economic Development Activity Update
Attachment 1 - Economic Development Activity Snapshot

4.2 Dublin's 2025 Labor Market and Employment Overview

The Committee will receive a report on Dublin's 2025 labor market conditions, including unemployment trends, employment levels, and comparisons with neighboring cities. Key findings show Dublin's labor market remains strong, with employment at record highs, low employment rates consistent with neighboring cities, and a balanced jobs-to-housing ratio of 1.38.

STAFF RECOMMENDATION:

Receive the report.

Staff Report - Dublin Citywide Employment Data
Attachment 1 - Five-Year History of Dublin Employment Data from January 2020 â€“ December 2025
Attachment 2 - 2025 Industry Characteristics of Jobs in Dublin

4.3 Commercial Business Activity in Dublin

The Committee will receive an update on commercial business activity in Dublin.

STAFF RECOMMENDATION:

Receive the report.

Staff Report - Commercial Business Activity in Dublin
Attachment 1 - Commercial Business Activity List

5. REQUEST FOR FUTURE MEETING AGENDA ITEMS

The Committee and/or City Staff will present items to be discussed at future meetings.

6. ADJOURNMENT

This AGENDA is posted in accordance with Government Code Section 54954.2(a)
If requested, pursuant to Government Code Section 54953.2, this agenda shall be made available in appropriate alternative formats to persons with a disability, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 U.S.C. Section 12132) (ADA), and the federal rules and regulations adopted in implementation thereof. To make a request for disability-related modification or accommodation, please contact the City Clerk's Office (925) 833-6650 at least 72 hours in advance of the meeting. Upon receiving a request, the City will swiftly resolve requests for reasonable accommodation for individuals with disabilities, consistent with the federal ADA, and resolve any doubt in favor of accessibility.

Agenda materials that become available within 72 hours in advance of the meeting, and after publishing of the agenda, will be available at Civic Center, 100 Civic Plaza, and will be posted on the City's website at www.dublin.ca.gov/ccmeetings.

Mission

The City of Dublin promotes and supports a high quality of life, ensures a safe, secure, and sustainable environment, fosters new opportunities, and champions a culture of equity, diversity, and inclusion.

COMMITTEE MEMBERS
Sherry Hu, Mayor
Jean Josey, Vice Mayor

DUBLIN
CALIFORNIA

MINUTES OF THE ECONOMIC DEVELOPMENT COMMITTEE REGULAR MEETING Tuesday, February 17, 2026 – 5:30 p.m.

A regular meeting of the Economic Development Committee was held on Tuesday, February 17, 2026 at the Dublin Civic Center located at 100 Civic Plaza, Dublin, CA 94568. The meeting was called to order at 5:31 p.m.

1. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

PRESENT: Mayor Sherry Hu and Vice Mayor Jean Josey
ABSENT: None

2. PUBLIC COMMENT

None.

3. ACTION ITEMS

3.1 Approval of the December 16, 2025 Regular Economic Development Committee Meeting Minutes

ACTION: By consensus, the Committee approved the minutes of the Regular Meeting of December 16, 2025.

4. REPORTS

4.1 Resident Real Estate Market Presentation

Bay East Association of Realtors Chief Public Affairs and Communications Officer David Stark provided a report on local residential real estate trends, including home sales, pricing, inventory, and the national, state, and regional factors shaping today's housing market.

4.2 Economic Development Activity in Dublin

Economic Development Manager Felicia Escover provided an update on various economic development activities including the Economic Development Strategy implementation, new resources and materials, and upcoming events.

4.3 Commercial Business Activity in Dublin

Management Analyst II Rhonda Franklin provided an update on commercial business activity in Dublin.

5. REQUEST FOR FUTURE MEETING AGENDA ITEMS

The Committee requested the following item be discussed at a future meeting:

- Types of business sectors in the Sierra Court/Trinity Court Business Park area.

6. ADJOURNMENT

The meeting adjourned at 6:18 p.m.

Minutes prepared by Rhonda Franklin, Management Analyst II.

_____
Mayor

ATTEST: _____
Economic Development Manager

DUBLIN
CALIFORNIA

STAFF REPORT
ECONOMIC DEVELOPMENT COMMITTEE

DATE: **April 21, 2026**

TO: Economic Development Committee

FROM: Hazel Wetherford, Deputy City Manager

SUBJECT: Small Business Assistance Program Guidelines Update
Prepared by: Felicia Escover, Economic Development Manager

EXECUTIVE SUMMARY:

The Committee will consider proposed updates to the Small Business Assistance Program, including the addition of relocation assistance, enhanced technical assistance offerings, updated funding structure aligned with the annual budget process, and clearer guidelines to improve administration and flexibility.

STAFF RECOMMENDATION:

Receive the report, provide feedback on the proposed updates to the Small Business Assistance Program, and recommend that the updated guidelines be brought forward to the City Council for approval.

FINANCIAL IMPACT:

None.

DESCRIPTION:

The Small Business Assistance Program (SBA Program) was established by the City Council in 2013 through Resolution No. 131-13. As part of the City's agreement with Amador Valley Industries (AVI) to bring construction and demolition collection services under an exclusive agreement, AVI agreed to provide an annual economic benefit payment in the amount of $100,000 annually to be used to establish the SBA Program. The SBA Program includes two primary components: (1) a reimbursable grant to support businesses with regulatory compliance and (2) small business support to provide funding for one-on-one business advising, technical assistance, and special events that support the local business community.

Reimbursable Grants

Small Business Regulatory Compliance Grant

The compliance grant is designed to help Dublin-based businesses offset the costs of complying with federal, state, and local requirements. These requirements may include disability access, trash and recycling enclosures, wastewater connections, and other mandates that can create financial challenges for small businesses.

The grant is available to commercial, industrial, and retail businesses located within the City of Dublin, as well as property owners of eligible sites. The grant provides reimbursement for costs associated with regulatory compliance after the applicant has completed the improvements.

Application process. The Economic Development Committee reviews applications and recommends funding allocations to the City Council for consideration. Following City Council approval and execution of a grant agreement, funds are disbursed on a reimbursement basis after Staff verifies project completion and receives appropriate documentation. Grant funds are awarded on a first-come, first-served basis.

Guidelines and proposed updates. The SBA Program documents and related materials were last updated in June 2019 to improve clarity and usability. While the core intent of the grant is to support small business attraction, investment, and retention, and has remained consistent, Staff recommends updating and formalizing the guidelines to enhance transparency and better align with the City's current economic development priorities.

Relocation Assistance Grant

In addition to the compliance grant, Staff is proposing the addition of a new reimbursable grant to provide assistance with the costs associated with relocation due to code compliance issues, site redevelopment, or other circumstances that impact continued operation at a business's current location. Relocation assistance is intended to support business continuity within Dublin. The addition of this grant will not increase funding of the SBA Program; both grants will draw from the existing $75,000 annual grant allocation on a first-come, first-served basis.

Small Business Support

The Small Business Support Services component is being enhanced to include the expansion and formalization of the technical assistance element, which provides an opportunity to codify the City's Small Business Navigator Program (Navigator Program) within the SBA Program. The Navigator Program was established in April 2023 using American Rescue Plan Act (ARPA) funding and has demonstrated value in supporting local businesses. To date, the Navigator Program has assisted 30 unique businesses across 92 distinct projects, resulting in more than $125,000 in direct technical assistance support.

As ARPA funding is anticipated to be fully expended by the end of 2026, incorporating technical assistance into the Small Business Support component ensures continuity of these services and allows the City to maintain a structured, sustainable approach to providing hands-on business support within available funding.

The proposed updates reflect a comprehensive modernization of both the grant and small

business support components and include:

- Expanded eligibility to clearly include both businesses and commercial / industrial property owners, while clarifying that the grant is intended to support brick-and-mortar businesses.
- Introduction of a relocation assistance grant to support business continuity in cases of displacement or redevelopment.
- Enhanced Small Business Support Services, with clearer definition of technical assistance (e.g., business planning, marketing, design, and project-based consulting).
- Flexibility to use carryover funds accumulated from prior fiscal years beyond the $100,000 annual allocation.
- Non-substantive edits to improve overall clarity and organization of the guidelines.

Staff believes these proposed updates will strengthen the SBA Program's ability to serve Dublin's small business community.

ATTACHMENTS:

1) Small Business Assistance Program Guidelines – Clean Version
2) Small Business Assistance Program Guidelines (with redlines)

Small Business Assistance Program Guidelines

I. PROGRAM OVERVIEW

The Small Business Assistance Program ("Program") is an endeavor of the City of Dublin to assist Dublin-based brick-and-mortar businesses as well as owners of commercial or industrial property located in Dublin. The Program includes two primary components: (1) a reimbursable grant to support businesses with regulatory compliance and (2) small business support to provide funding for one-on-one business advising, technical assistance, and special events that support the local business community.

II. ELIGIBILITY

The Program is available to:

- Dublin-based brick-and-mortar businesses operating from a physical location within the city, including retail, restaurant, office, industrial, and service businesses; and
- Owners of commercial or industrial property located in Dublin.

Applicants must demonstrate a need for assistance and meet all applicable program requirements as determined by the City.

III. PROGRAM COMPONENTS

A. Grants

Grants are offered per fiscal year (July 1- June 30) with a combined funding allocation of $75,000 annually. Eligible applicants may apply for one grant type per fiscal year, with reimbursement of up to $75,000. Please refer to Section IV. Funding for more information.

i. Small Business Regulatory Compliance Grant

The Small Business Regulatory Compliance Grant is available to eligible applicants for reimbursement of costs associated with bringing a property or business into compliance with applicable federal, state, and local requirements.

Eligible improvements may include, but are not limited to:

- Disability access improvements (ADA compliance)
- Trash enclosure construction or upgrades
- Wastewater connections and related infrastructure
- Upgrades pursuant to the California Building Standards Code (Cal. Code Regs., Title 24)
- Other required code or regulatory improvements

ii. Relocation Assistance Grant

The Relocation Assistance Grant is available to eligible applicants for reimbursement of costs associated with relocation due to code compliance issues, site redevelopment, or other circumstances that impact continued

operation at their current location. Relocation assistance is intended to support business continuity within Dublin.

Eligible relocation-related expenses may include, but are not limited to:

- Moving and equipment relocation costs
- Tenant improvements required at a new location to meet code requirements
- Utility connections and infrastructure upgrades
- Permitting and plan check fees associated with relocation

All relocation-related expenses must be directly tied to regulatory compliance or operational necessity and are subject to review and approval by the City.

Additional improvements and requests that are deemed to be consistent with the intent of the program will be reviewed and approved or denied by the City.

Awarded grant funds must be used within one year of approval or funds will be forfeited. Disbursement of grant proceeds to approved applicants will be in a reimbursement payment issued after City deems the project complete, and upon the submission of invoices and proof of payment and subject to approval of those invoices and proofs of payment by Staff.

B. Small Business Support Services

Small Business Support Services shall be utilized for one-on-one business advising and technical assistance targeted at Dublin-based businesses with a demonstrated need as well as for special events designed to support and assist small business.

Technical assistance may include project-based assistance from subject matter experts, in areas including, but not limited to:

- Business planning and development
- Marketing and advertising
- Architecture and space design

The assistance available through the Support Services component is limited to project-based items with a narrow, defined scope and timeframe and may not cover hardware, software, or ongoing costs.

IV. FUNDING

One hundred thousand dollars ($100,000) is available annually to fund the Program. Funding is appropriated through the City's annual budget process and may vary from year to year based on available resources. Of the $100,000 annual allocation, $75,000 is reserved for grants and $25,000 for Support Services.

While $75,000 is the maximum grant award per fiscal year, additional funds may be considered on a case-by-case basis, subject to the availability of funds and a

demonstrated need as determined by the City. Unused funds shall carry over from year to year.

Funds are distributed on a first-come, first-served basis. If funds are exhausted at the time of application submittal, Staff will retain the application. If additional funds become available, Staff will contact applicants in the order applications were received.

V. APPLICATION AND REVIEW PROCESS

Applicants seeking grant assistance must submit an application. Applications will be reviewed by Staff for completeness and eligibility. Eligible applications may be forwarded to the Economic Development Committee for recommendation and, where required, to the City Council for final approval.

The City reserves the right to approve, conditionally approve, or deny grant applications based on program requirements, funding availability, and alignment with program goals.

VI. GENERAL PROVISIONS

Grant Applicants

A. Staff will administer the Program and may establish administrative procedures, application materials, and program priorities consistent with these guidelines.
B. All improvements completed through the grants component are considered to be "public works" as that term is used in Section 1720 of the California Labor Code. In accordance with Labor Code section 1720 et seq., prevailing wages shall be paid for all improvements. All estimates and payments for construction and installation of improvements shall include prevailing wages, and shall otherwise comply with the provisions of the California Labor Code and all other applicable laws and regulations with respect to prevailing wages. All contractors awarded a work contract under this program will be required to provide certified payroll documents to Staff.
C. Participation in the Program does not guarantee funding.
D. Applicants are responsible for complying with all applicable laws, codes, and permitting requirements.
E. The City may modify, suspend, or terminate the Program at any time.
F. The City retains discretion in the interpretation and administration of these guidelines.
G. Applicants receiving funding through the Program may be required to acknowledge the City of Dublin's support in project materials or participate in program-related outreach efforts, as determined by the City.
H. These guidelines shall become effective upon approval by the City Council and may be amended from time to time.
I. Eligible Dublin-based property owners and/or business owners can apply for the grants component. Disbursement of grant proceeds to approved applicants will be in a reimbursement payment issued after City deems the project complete. All reimbursement requests must include proof of payment and other supporting documentation, as deemed necessary by the City (i.e. invoices, cancelled checks, etc.), sufficient to demonstrate to the City's satisfaction that all improvement costs have been paid. Grant funds must be used within one year of approval or funds will be forfeited.

By initialing below, the applicant acknowledges that they have read and agree to the General Provisions outlined above for grant awards.

_____ Initial

VII. IMPLEMENTATION WORK

All improvements shall conform to the City of Dublin Building Codes, Zoning Ordinance, and applicable Design Guidelines. Improvements initiated prior to formal approval may not be eligible for reimbursement.

Staff will be available to work with approved applicants to assist in the coordination of the project and will conduct periodic inspections.

I, _____ have read and received a copy of these guidelines.
(Printed Name)

Date: _____

Signature: _____

Small Business Assistance Program Guidelines

I. PROGRAM OVERVIEW

The Small Business Assistance Program ("Program") is an endeavor of the City of Dublin to assist Dublin-based brick-and-mortar businesses as well as owners of commercial or industrial property located in Dublin. The Program includes two primary components: (1) a reimbursable grant to support businesses with regulatory compliance and (2) small business support to provide funding for one-on-one business advising, technical assistance, and special events that support the local business community.

~~The Program is intended to help offset costs with the costassociated with of complying with federal, state and local laws requirements relatingincluding to disability access requirementaccessibility improvementss, trash enclosures, wastewatersewer connections, and similar obligations imposed on small businesses. and other such obligations imposed on small businesses.It also provides additional support on a demonstrated-need basis.~~

~~One hundred thousand dollars ($100,000) is available annually to fund the Program.~~

II. ELIGIBILITY

The Program is available to:

- Dublin-based brick-and-mortar businesses operating from a physical location within the city, including retail, restaurant, office, industrial, and service businesses; and
- Owners of commercial or industrial property located in Dublin.

Applicants must demonstrate a need for assistance and meet all applicable program requirements as determined by the City.

~~II. GRANT AND SUPPORT PROGRAMS~~
III. PROGRAM COMPONENTS

A. Grants

Grants are offered per fiscal year (July 1- June 30) with a combined funding allocation of $75,000 annually. Eligible applicants may apply for one grant type per fiscal year, with reimbursement of up to $75,000. Please refer to Section IV. Funding for more information.

~~A.~~i. ~~Program for~~ Small Business Regulatory Compliance Grant

The ~~Grant Program for~~ Small Business Regulatory Compliance Grant ~~("Grant Program") shall be utilized to support Dublin-based commercial? businesses seeking to comply with various requirements including, but not limited to the~~

~~Solid Waste and Recycling Enclosure Standards contained in Chapter 7.98 of the City's Municipal Code. This grant provides for reimbursement of up to Se~~provides reimbursement of up to ~~Seventy Five Thousand dollars ($75,000) per~~is available ~~fiscal year (July 1 – June 30)~~ to eligible applicants for reimbursement of costs associated with bringing a property or business into compliance with applicable federal, state, and local requirements. ~~While $75,000 is the standard maximum award, additional funds may be awarded as available.~~

Eligible improvements may include, but are not limited to:

- Disability access improvements (ADA compliance)
- Trash enclosure construction or upgrades
- Wastewater connections and related infrastructure
- Upgrades pursuant to the California Building Standards Code (Cal. Code Regs., Title 24~~.~~)
- Other required code or regulatory improvements

~~. Grant funds must be used within one year of approval or funds will be forfeited.~~

~~Disbursement of grant proceeds to approved applicants will be in a reimbursement payment issued after City deems the project complete, and upon the submission of invoices and proof of payment and subject to approval of those invoices and proofs of payment by City staff.~~

ii. Relocation Assistance Grant

The Relocation Assistance Grant is available to ~~funds may also be used to assist~~ eligible applicants for reimbursement of costs associated with relocation~~businesses that are required to relocate~~ due to code compliance issues, site redevelopment, or other circumstances that impact continued operation at their current location. Relocation assistance is intended to support business continuity within Dublin.

Eligible relocation-related expenses may include, but are not limited to:

- Moving and equipment relocation costs
- Tenant improvements required at a new location to meet code requirements
- Utility connections and infrastructure upgrades
- Permitting and plan check fees associated with relocation

All relocation-related expenses must be directly tied to regulatory compliance or operational necessity and are subject to review and approval by the City.

Additional improvements and requests that are deemed to be consistent with the intent of ~~———~~the program will ~~—~~be reviewed and approved or denied~~/disapproved on a case-by-case basis~~ by the City~~———Office———of Economic Development~~.

Awarded grant funds must be used within one year of approval or funds willmay be forfeited. Disbursement of grant proceeds to approved applicants will be in a reimbursement payment issued after City deems the project complete, and upon the submission of invoices and proof of payment and subject to approval of those invoices and proofs of payment by Staff.

B. Small Business Support Services Program

The Small Business Support ServicesProgram ("Support Program") shall be utilized for oOne-on-oOne Bbusiness aAdvising and technical assistance targeted at Dublin-based businesses with a demonstrated need as well as for special events designed to support and assist small business.

Technical assistance may include project-based assistance from subject matter experts, in areas including, but not limited to:

- Business planning and development
- Marketing and advertising
- Architecture and space design

The assistance available through the the Support Services componentProgram is limited to project-based items with a narrow, defined scope and timeframe and may not cover hardware, software, or ongoing costs. The Support Program guidelines shall be developed and administered by the Office of Economic Development.

III. ELIGIBILITY

A. Eligible Applicants

The Grant Program and Support Program are available to commercial, industrial and retail businesses located in the City of Dublin, as well as owners of property located in Dublin.

B. Eligible Types of Improvements

Eligible improvements include, but are not limited to:

- Solid Waste and Recycling Enclosure Standards contained in Chapter 7.98 of the City's Municipal Code (including Trash Enclosures)
- Federal, state and local laws relating to disability access requirements
- Title 24 upgrades
- Sewer Connections

~~Additional improvements that are deemed to be consistent with the intent of the program will be reviewed and approved/disapproved on a case-by-case basis by the Economic Development Division.~~

~~C. Prevailing Wage Requirements~~

~~All improvements completed through the Grant Program are considered to be "public works" as that term is used in Section 1720 of the California Labor Code. In accordance with Labor Code section 1720 et seq., prevailing wages shall be paid for all improvements. All estimates and payments for construction and installation of improvements shall include prevailing wages, and shall otherwise comply with the provisions of the California Labor Code and all other applicable laws and regulations with respect to prevailing wages. All contractors awarded a work contract under this program will be required to provide certified payroll documents to City staff.~~

~~D. Review Process~~

~~All applications for the Grant Program and/or the Support Program will be reviewed by City staff and the Economic Development Committee prior to being considered for approval by the City Council.~~

IV. FUNDING

One hundred thousand dollars ($100,000) is available annually to fund the Program. ~~Funding for this Program.~~ Funding ~~is provided through an annual payment appropriated by an annual payment from Amador Valley Industries~~ and is appropriated through the City's annual budget process and may vary from year to year based on available resources.~~.~~ Of the $100,000 annual allocation, $75,000 is reserved for grants and $25,000 for Support Services ~~Typically, $75,000 shall be reserved for the Grant Program and $25,000 for the Support Program~~.

While $75,000 is the maximum grant award per fiscal year, additional funds may be considered on a case-by-case basis, subject to the availability of funds and a demonstrated need as determined by the City. Unused funds shall carry over from year to year.~~Additional funds may be awarded as available.~~

F~~There is no guarantee of the amount of funds that will be appropriated each year. Funds for the Program f~~unds are ~~available~~distributed on a first-come, first-served basis. If funds are exhausted at the time of application submittal, Sstaff will retain the application. If additional funds become available, Sstaff will contact applicants in the order applications were received.

~~The City of Dublin reserves the right to cancel or modify this Program at any time prior to grant approval, without notice. Continuation of the Program is subject to sufficient funding as appropriated.~~

V. APPLICATION AND REVIEW PROCESS

Applicants seeking grant assistance ~~through the Grant Program~~ must submit an application ~~in a form approved by Staff~~.
Applications will be reviewed by Staff for completeness and eligibility. Eligible applications may be forwarded to the Economic Development Committee for recommendation and, where required, to the City Council for final approval.

The City reserves the right to approve, conditionally approve, or deny grant applications based on program requirements, funding availability, and alignment with program goals.

VI. GENERAL PROVISIONS

~~A.~~ Grant Applicants~~mounts~~

A. Staff will administer the Program and may establish administrative procedures, application materials, and program priorities consistent with these guidelines.
B. All improvements completed through the grants component~~Grant Program~~ are considered to be "public works" as that term is used in Section 1720 of the California Labor Code. In accordance with Labor Code section 1720 et seq., prevailing wages shall be paid for all improvements. All estimates and payments for construction and installation of improvements shall include prevailing wages, and shall otherwise comply with the provisions of the California Labor Code and all other applicable laws and regulations with respect to prevailing wages. All contractors awarded a work contract under this program will be required to provide certified payroll documents to Staff.
C. Participation in the Program does not guarantee funding.
D. Applicants are responsible for complying with all applicable laws, codes, and permitting requirements.
E. The City may modify, suspend, or terminate the Program at any time.
F. The City retains discretion in the interpretation and administration of these guidelines.
G. Applicants receiving funding through the Program may be required to acknowledge the City of Dublin's support in project materials or participate in program-related outreach efforts, as determined by the City.
~~E.~~ These guidelines shall become effective upon approval by the City Council and may be amended from time to time.
H.
I. Eligible Dublin-based property owners and/or business owners can apply for the grants component ~~Grant Program~~. Disbursement of grant proceeds to approved applicants will be in a reimbursement payment issued after City deems the project complete. All reimbursement requests must include proof of payment and other supporting documentation, as deemed necessary by the City (i.e. invoices, cancelled checks, etc.), sufficient to demonstrate to the City's satisfaction that all improvement costs have been paid. Grant funds must be used within one year of approval or funds will be forfeited.

By initialing below, the applicant acknowledges that they have read and agree to the General Provisions outlined above for grant awards.

_____ Initial

~~V.~~VII. IMPLEMENTATION WORK

All improvements shall conform to the City of Dublin Building Codes, Zoning Ordinance, and applicable Design Guidelines. ~~Proposed projects are required to comply with Chapter 8.104~~

~~of the Site Development Review Chapter of the Zoning Ordinance. Project~~ improvements ~~initiated commenced~~ prior to formal approval may ~~the City's issuance of a Notice to Proceed are~~ not be eligible for ~~this Program~~reimbursement.

~~City staff~~Staff will be available to work with approved applicants to assist in the coordination of the project and will conduct~~. City staff will carry out~~ periodic inspections.

~~Revised 3~~6/19~~/2026~~

Printed Name

I, _____ have read and received a copy of these guidelines.

(Printed Name)

Date: _____

~~Date~~ Signature: _____ ~~e~~

DUBLIN
CALIFORNIA

STAFF REPORT
ECONOMIC DEVELOPMENT COMMITTEE

DATE: **April 21, 2026**

TO: Economic Development Committee

FROM: Hazel Wetherford, Deputy City Manager

SUBJECT: Economic Development Activity Update
Prepared by: Felicia Escover, Economic Development Manager

EXECUTIVE SUMMARY:

The Committee will receive an update on various economic development activities including the Economic Development Strategy implementation, new resources and materials, and upcoming events.

STAFF RECOMMENDATION:

Receive the report.

FINANCIAL IMPACT:

None.

DESCRIPTION:

The Office of Economic Development remains dedicated to advancing and supporting the local business community. Attachment 1 provides a high-level overview of recently completed initiatives as well as upcoming efforts led by Staff.

ATTACHMENTS:

1) Economic Development Activity Snapshot

Economic Development Activity Snapshot

February 2026 – April 2026

1 INNOVATION GROWTH

Grow businesses and employment in innovation-oriented and professional services industries matching Dublin's strengths and opportunities—especially computer technology, professional services, biomedical devices, and other R&D/advanced manufacturing — through business attraction and marketing programs.

- Participated in the Innovation Tri-Valley/Startup-Tri-Valley Energy Unleashed event on March 31.
- Conducted a Business Visitation with Stanford Health Care.
- Attended the East Bay Innovation Awards event which included recognition of Dublin Businesses AmberSemi and Snowflake.
- Participated in the Innovation Tri-Valley BART Adhoc Committee.

2 PROMOTE INFILL INVESTMENT

Promote infill development and reinvestment in older retail, office, and industrial areas — including establishing Downtown Dublin as a vibrant community gathering space with a mix of modern employment, retail, dining, and entertainment uses serving residents and workers.

- Working with Hacienda Crossings on center upgrades and multiple incoming tenants.

3 GREENFIELD DEVELOPMENT

Ensure development of major greenfield opportunity sites with modern commercial and light industrial employment uses by supporting infrastructure needs and reducing cost barriers.

- Continuing to meet with parties interested in the IKEA site.

4 RETAIL VITALITY

Sustain and strengthen the health of Dublin's shopping, dining, and entertainment businesses through strategic planning and promotional efforts.

- Continuing to work through the Economic Development Marketing and Branding Strategy.
- Attended grand opening events for Sheng Kee Bakery, Marufuku Ramen, and H Mart.

5 HOSPITALITY EXPANSION

Work with regional agencies to expand and highlight Dublin's potential as a regional hotel and hospitality destination through hotel attraction efforts and advocacy for attracting a multiuse venue to Dublin.

- Attended Visit Tri-Valley Board meetings.
- Began coordinating a hotel feature with TV30.

6 SMALL BUSINESS SUPPORT

Strengthen startup and growth opportunities for small businesses by pursuing improvements to City processes and maintaining and marketing supportive services and programs.

- Published the Business Entitlement Process Guide and OutSmart Disaster Workbook.
- Posted a Small Business Spotlight featuring Johnny's Donuts and Dough Boy's.
- Issued the March - April 2026 Dublin Business Brief which included information on Small Business Night at the Farmers' Market, grant opportunities, information on new City resources, and more.
- Assisted with more than 75 business concierge requests for assistance with building permits, starting/growing a business, business licenses, etc.

- Attended several meetings including the Chamber Economic Development Committee Meeting, Tri-Valley Economic Development Meeting, and East Bay EDA Economic Development Directors' Council Meeting.



DUBLIN
CALIFORNIA

STAFF REPORT
ECONOMIC DEVELOPMENT COMMITTEE

DATE: **April 21, 2026**

TO: Economic Development Committee

FROM: Hazel Wetherford, Deputy City Manager

SUBJECT: Dublin's 2025 Labor Market and Employment Overview
Prepared by: Rhonda Franklin, Management Analyst II

EXECUTIVE SUMMARY:

The Committee will receive a report on Dublin's 2025 labor market conditions, including unemployment trends, employment levels, and comparisons with neighboring cities. Key findings show Dublin's labor market remains strong, with employment at record highs, low employment rates consistent with neighboring cities, and a balanced jobs-to-housing ratio of 1.38.

STAFF RECOMMENDATION:

Receive the report.

FINANCIAL IMPACT:

None.

DESCRIPTION:

At the December 16, 2025 Economic Development Committee meeting, the Committee requested a report on the unemployment rate. This report provides an overview of the city's labor market, including unemployment trends, employment levels, neighboring city comparisons, and broader economic factors including the jobs-to-housing ratio.

Dublin's labor market has demonstrated continued recovery and growth over the past five years following the economic disruption caused by COVID-19. Employment levels have rebounded to record highs and unemployment has returned to pre-pandemic lows, consistent with trends seen in neighboring cities.

Employment data is reported by the California Employment Development Department's Labor

Market Information Division (CA EDD). Data is typically released monthly, though timing may vary based on CA EDD's publishing schedule.

Labor Market Definitions
Key components of employment data include labor force, number of persons employed, and the number of persons unemployed.

- Labor Force
  The labor force consists of civilian persons residing in Dublin (not including members of the Armed Services, nor persons in institutions such as prisons, mental hospitals, or nursing homes) aged 16 and older who are either employed or actively seeking work. During the past five years, Dublin's labor force has ranged between a low of 29,900 in April 2020 to a high of 36,400 in March 2025. For context, the city's population during those periods per the California Department of Finance (DOF) was 65,716 and 74,691, respectively.

- Employment
  Employment consists of the number of civilian persons residing in Dublin employed both inside and outside of Dublin who worked at least one hour for a wage or salary, were self-employed, or were working at least 15 unpaid hours in a family business or on a family farm. Dublin's employment number has ranged from a low of 26,600 in April 2020 to a high of 34,800 in March 2025.

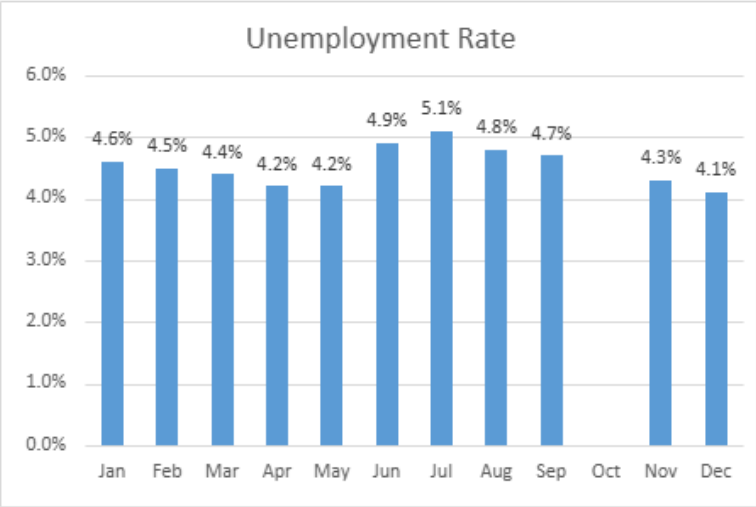
- Unemployment
  Unemployment consists of the number of civilian persons residing in Dublin who were not working but were able, available, and actively looking for work. This number has ranged from a low of 800 for multiple months in 2020 and a high of 3,400 in June 2020. For context, in December 2025 the number of unemployed persons was 1,500.

- Unemployment Rate
  The unemployment rate is the number of unemployed civilian persons residing in Dublin as a percentage of the labor force. The unemployment rate has ranged from a low of 2.2 percent in July 2022 to a high of 11 percent in April 2020. In December 2025 the unemployment rate was 4.1 percent.

Five-Year Trends
Attachment 1 provides a monthly, five-year history of Dublin employment data from January 2020 through December 2025. This data reflects a strong post-pandemic recovery, with employment levels surpassing pre-COVID-19 highs and unemployment continuing to rebound.

2025 Trends and Comparisons
Looking specifically at Table 1, unemployment peaked twice during the year followed by steady downward trends. Rates increased to 4.6 percent in January, declined through the spring, rose again slightly during early summer (June–July), and trended downward through the end of the year. (Note that data for October 2025 was not available due to the Federal government shutdown.)

Table 1. Dublin Unemployment Rate, 2025



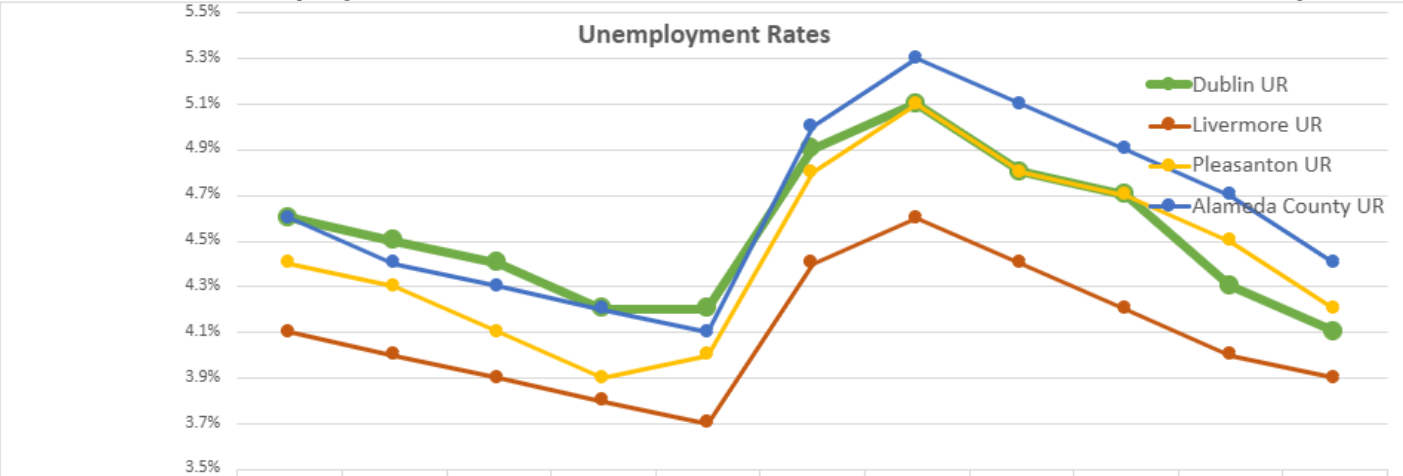
In comparing data across the neighboring cities of Livermore and Pleasanton, Dublin's employment trends are consistent with both cities when accounting for differences in population and labor force size, as shown in Table 2. Livermore provides the most meaningful contrast, as its population is approximately 15 percent larger than Dublin's, yet its labor force is approximately 25 percent larger, reflecting a proportionally higher share of workforce-participating residents. Despite this, Livermore's average unemployment figure is only approximately 12 percent higher than Dublin's, suggesting comparable labor market conditions. Pleasanton is the most similar to Dublin across all metrics, with a population approximately 3 percent larger and a labor force approximately 5 percent larger, and similarly low unemployment figures, further reinforcing that Dublin's labor market performance is consistent with its neighbors.

Table 2. Labor Market Comparison by City, 2025

City	Population	Average Labor Force	Average Employment	Average Unemployment Number
Dublin	74,691	36,118	34,473	1,636
Livermore	85,899	44,945	39,582	1,836
Pleasanton	77,232	37,918	36,245	1,673

Looking at unemployment rates helps show how Dublin compares to nearby cities and the broader county. As shown in Table 3, Dublin's 2025 unemployment rates are very similar to Pleasanton's throughout the year, while Livermore consistently shows the lowest rates of the three cities. All three cities have lower unemployment rates than Alameda County as a whole. Notably, all four areas follow the same pattern, with unemployment dropping to its lowest point in May and rising to its highest in July, suggesting these shifts are driven by broader regional trends rather than anything unique to Dublin.

Table 3. 2025 Unemployment rates for Dublin, Livermore, Pleasanton, Alameda County



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Nov	Dec
Dublin UR	4.6%	4.5%	4.4%	4.2%	4.2%	4.9%	5.1%	4.8%	4.7%	4.3%	4.1%
Livermore UR	4.1%	4.0%	3.9%	3.8%	3.7%	4.4%	4.6%	4.4%	4.2%	4.0%	3.9%
Pleasanton UR	4.4%	4.3%	4.1%	3.9%	4.0%	4.8%	5.1%	4.8%	4.7%	4.5%	4.2%
Alameda County UR	4.6%	4.4%	4.3%	4.2%	4.1%	5.0%	5.3%	5.1%	4.9%	4.7%	4.4%

Industry Factors

Industry factors also play a role in employment trends and can shift from month to month. While industry-specific employment data is not available at the city level, Alameda County data collected monthly by the CA EDD provides useful insight into broader economic forces likely influencing Dublin's labor market.

Key industry trends observed at the county level in 2025 include:

- Employment was highly seasonal, with job gains in trade, transportation, utilities, and leisure and hospitality during summer and holiday periods, and declines in construction and government, particularly education, during off-peak seasons.
- Professional and business services and manufacturing showed recurring volatility, frequently contributing to job losses across multiple months.
- Healthcare and social assistance remained a consistent area of growth, driving much of the gains within the private education and health services sector.
- Government employment experienced significant fluctuations, with losses and rebounds largely tied to local educational services and seasonal staffing patterns.

According to the East Bay Economic Development Alliance (East Bay EDA), a public-private partnership supporting economic development across Alameda and Contra Costa Counties, Dublin had a total of 36,103 jobs in 2025. A breakdown of the industries that make up Dublin's local job base is provided in Attachment 2.

Jobs-to-Housing Ratio
Rounding out the labor market analysis, the jobs-to-housing ratio offers a useful snapshot of how well Dublin's employment base aligns with its housing stock.

The jobs-to-housing ratio measures the number of jobs available in a community against the number of housing units in that community. Using the 2025 data from East Bay EDA and the DOF, Dublin's jobs-to-housing ratio is 1.38.

While there is no single benchmark or definitive standard, a ratio between 1.2 to 1.5 is typically considered balanced, based on planning research and regional guidance from agencies such as Plan Bay Area, Metropolitan Transportation Commission, the Association of Bay Area Governments, and others. A balanced ratio generally indicates there are enough jobs to support residents and enough housing to accommodate a portion of the local workforce, while also accounting for the fact that not all residents participate in the workforce. A ratio below 1.2 suggests more housing than jobs, while a ratio above 1.5 suggests more jobs than housing.

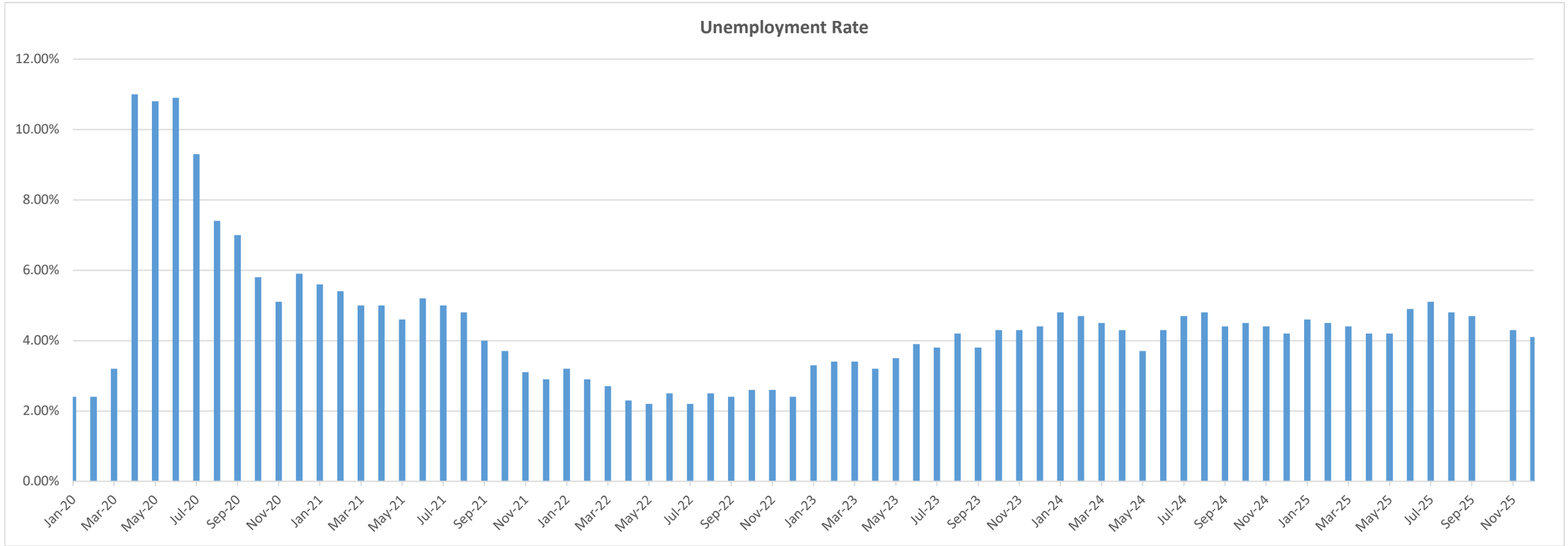
Dublin's ratio of 1.38 falls within the balanced range, reflecting a community that functions as both a job center and a residential base. Taken together, Dublin's labor market indicators reflect a healthy and stable local economy, with continued job growth, relatively low unemployment, and a balanced jobs-to-housing ratio that is well-positioned within the broader regional context.

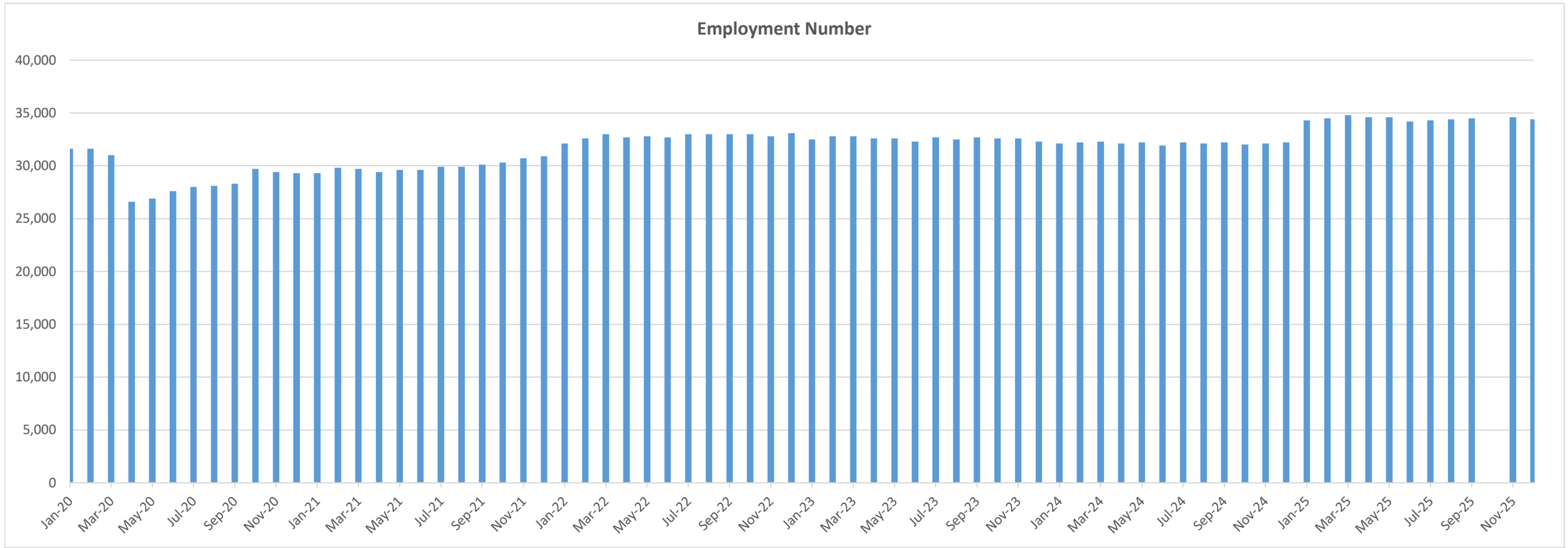
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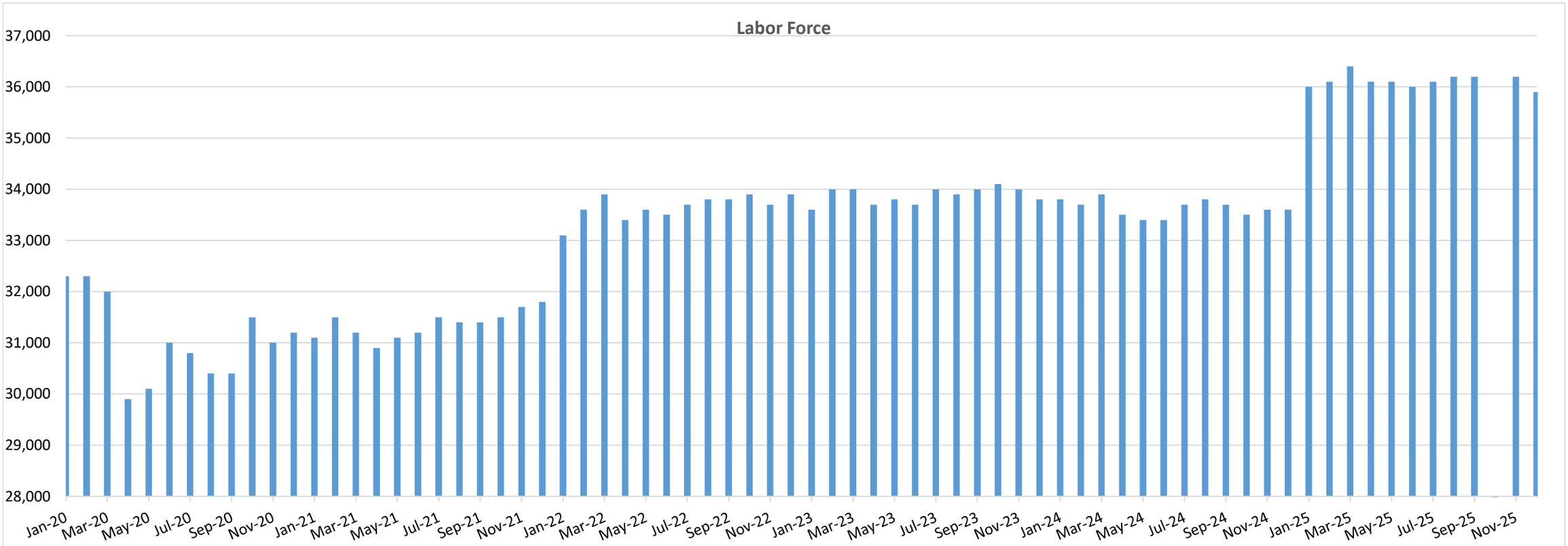
1) Five-Year History of Dublin Employment Data from January 2020 – December 2025
2) 2025 Industry Characteristics of Jobs in Dublin

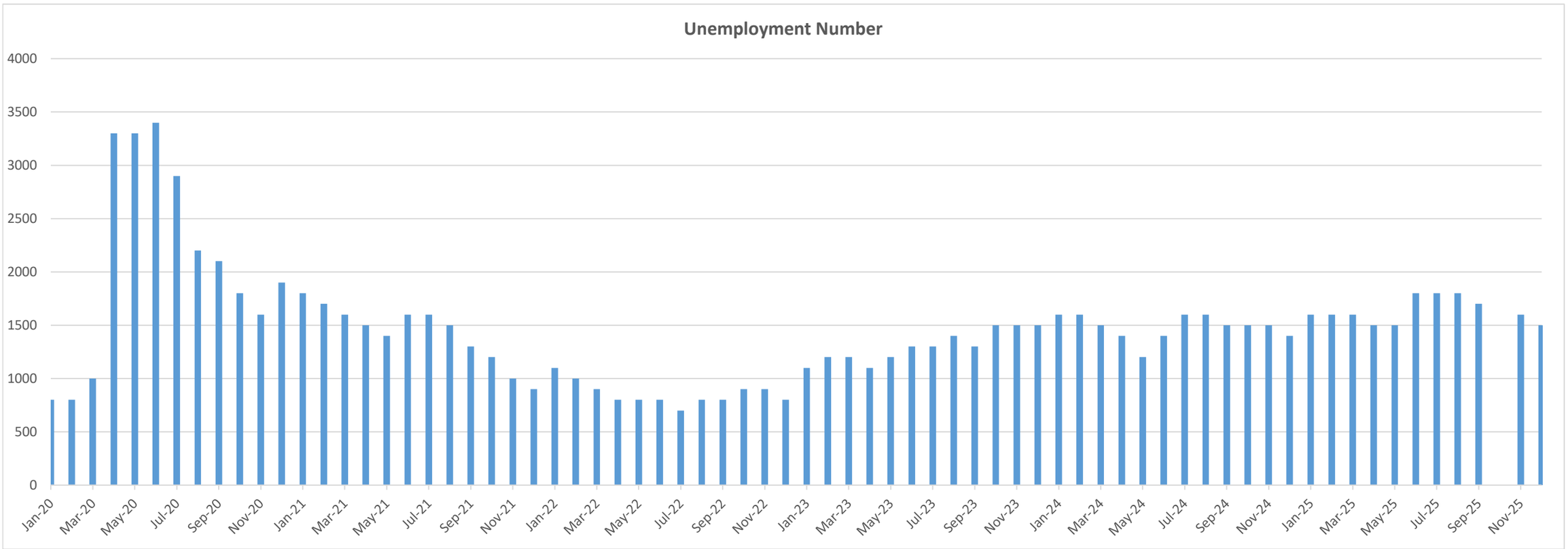
Five-Year History of Dublin Employment Data from January 2020 - December 2025

Attachment 1






Labor Force
37,000
36,000
35,000
34,000
33,000
32,000
31,000
30,000
29,000
28,000
Jan-20
Mar-20
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Unemployment Number
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Industry Characteristics

LQ quantifies the concentration of employed workers in a region relative to the national average. It can reveal what makes a particular region "unique" in comparison to the national average.

Industry	2025 Jobs	2025 Average Earnings Per Worker	2025 LQ (Industry Concentration)	2020-2025 % Change in Jobs
Health Care and Social Assistance	5,883	$52,095	1.2	17.75%
Government	5,796	$129,824	1.1	-13.93%
Accommodation and Food Services	3,927	$40,476	1.31	6.44%
Retail Trade	3,835	$85,122	1.15	-2.65%
Construction	3,250	$95,720	1.55	16.84%
Other Services (except Public Administration)	2,273	$45,950	1.26	-0.4%
Professional, Scientific, and Technical Services	2,063	$156,213	0.82	2.04%
Manufacturing	1,684	$156,447	0.63	11.87%
Administrative and Support and Waste Management and Remediation Services	1,452	$81,520	0.69	-12.13%
Management of Companies and Enterprises	1,152	$219,650	2.14	-42.48%
Information	1,027	$328,052	1.62	1.28%
Educational Services	763	$48,817	0.81	17.33%
Finance and Insurance	689	$153,375	0.48	-30.35%
Arts, Entertainment, and Recreation	660	$45,452	1	135.8%
Wholesale Trade	620	$141,714	0.48	23.58%
Real Estate and Rental and Leasing	604	$90,422	0.96	-2.05%
Transportation and Warehousing	392	$63,969	0.25	9.75%
Utilities	24	$228,933	0.19	-46.39%
Agriculture, Forestry, Fishing and Hunting	9	$85,140	0.02	-57.59%
Mining, Quarrying, and Oil and Gas Extraction	0	$124,496	0	14,689.77%

Data Source: Lightcast Proprietary Dataset

DUBLIN
CALIFORNIA

STAFF REPORT
ECONOMIC DEVELOPMENT COMMITTEE

DATE: **April 21, 2026**

TO: Economic Development Committee

FROM: Hazel Wetherford, Deputy City Manager

SUBJECT: Commercial Business Activity in Dublin
Prepared by: Rhonda Franklin, Management Analyst II

EXECUTIVE SUMMARY:

The Committee will receive an update on commercial business activity in Dublin.

STAFF RECOMMENDATION:

Receive the report.

FINANCIAL IMPACT:

None.

DESCRIPTION:

The commercial business activity in Dublin remains active. Attachment 1 provides a list of new commercial businesses that are coming soon or have opened in Dublin since the last Committee meeting.

ATTACHMENTS:

1) Commercial Business Activity List

COMMERCIAL BUSINESS ACTIVITY IN DUBLIN

Total Businesses: 17

Arts & Recreation: 1 | Food & Beverage: 6 | Fulfillment Center: 1 | Health & Beauty: 4 | MEP Services: 1 | Professional Services: 3 | Retail: 1

Dublin Blvd./Sierra Ct.		
Capital Caulking & Waterproofing Corp	6800 Sierra Ct., Ste K	Commercial caulking, waterproofing, and joint sealant systems.
Kleinfelder	6693 Sierra Ct., Ste F	Engineering firm relocating from Hayward.
Hacienda Crossings		
Sanaa Cafe	4930 Dublin Blvd., Ste 500	Yemeni coffee house with traditional pastries (formerly Starbucks Coffee).
World Market	4906 Dublin Blvd.	Retail chain featuring imported and artisanal items (formerly Any Mountain).
Ulferts Center		
Marufuku Ramen	4288 Dublin Blvd., Ste 101-102	Restaurant serving authentic Hakata-style Tonkotsu ramen (formerly Ten Seconds Yunnan Rice Noodles).
Sheng Kee Bakery	4288 Dublin Blvd., Ste 107	Bakery specializing in traditional and modern Chinese/Taiwanese breads, pastries, and cakes (formerly Kee Wah Bakery).
Tivoli Plaza		
Phin & Sando	3994 Summit Rd.	Restaurant featuring a fusion of Vietnamese and Japanese coffee and sandwiches (formerly Myungrang Hotdog).
Downtown Dublin		
Body Acupressure Therapy Shop	6942 Village Pkwy.	Acupressure massage services (formerly Gliedt & Stone Insurance).
Flight Nails	7284 San Ramon Rd.	Luxury nail salon (formerly Silk Nail Design).
H Mart	7884 Dublin Blvd.	Grocery store specializing in Korean and Asian products featuring an in-store food hall (formerly Orchard Supply Hardware).
Mahal Energy, Sound and Wellness Boutique Studio, LLC	7079 Village Pkwy.	Boutique studio focused on holistic wellness (formerly Holy Hemp).
Rasraaj Vegetarian Indian Cafe	7375 Amador Valley Blvd., Ste 100	Restaurant serving vegetarian Indian cuisine (formerly Bangkok 101 Thai Cuisine).
Slick City	6705 Amador Plaza Rd.	Indoor recreation center featuring waterless slides and air-cushioned sports courts (formerly Guns, Fishing & Other Stuff).
T3 Beauty Care	6766 Amador Plaza Rd.	Beauty salon offering scalp treatments, facials, and nail care (formerly Debut Salon).
Dublin Corporate Office Areas		
Amazon	5160 Hacienda Dr.	Rapid fulfillment center.
Atkinson Andelson Loya Ruud and Romo	4160 Dublin Blvd., Ste 450	Law firm relocating from Pleasanton.
Xerox	4120 Dublin Blvd., Ste 110	Administrative offices.

Green font denotes recently opened.

Black font denotes coming soon.