

COUNCILMEMBERS
Dr. Sherry Hu, Mayor
Jean Josey, Vice Mayor
Michael McCorriston, Councilmember
Kashef Qaadri, Councilmember
John Morada, Councilmember

Peter W. Snyder Council Chamber
Dublin Civic Center
100 Civic Plaza
Dublin, CA 94568
www.dublin.ca.gov



Regular Meeting of the **DUBLIN CITY COUNCIL**

Tuesday, January 13, 2026

**Location: Peter W. Snyder
Council Chamber
100 Civic Plaza
Dublin, CA 94568**

Pursuant to Government Code §54953(b), this meeting will include the following teleconference location:

- *Councilmember Morada will be attending the Regular Meeting via teleconference from Residence Inn, Lobby, 455 Zang Street, Broomfield, CO, 80021*

The public shall have the opportunity to address the City Council at this teleconference location pursuant to Government Code Section §54954.3. All votes during the teleconference session will be conducted by roll call vote. The teleconference location is accessible to the public and the agenda will be posted at the teleconference location 72 hours before the meeting.

CLOSED SESSION 6:00 PM
REGULAR MEETING 7:00 PM

Additional Meeting Procedures

This City Council meeting will be broadcast live on Comcast T.V. channel 28 beginning at 7:00 p.m. This meeting will also be livestreamed at tv28live.org and on the City's website at: <https://dublin.ca.gov/watchmeetings>

For the convenience of the City and as a courtesy to the public, members of the public who wish to offer comments electronically have the option of giving public comment via Zoom, subject to the following procedures:

- Fill out an online speaker slip available at www.dublin.ca.gov. The speaker slip will be made available at 10:00 a.m. on Tuesday, January 13, 2026. Upon submission, you will receive Zoom link information from the City Clerk. Speakers slips will be accepted until the staff presentation ends, or until the public comment period on non-agenda items is closed.
- Once connected to the Zoom platform using the Zoom link information from the City Clerk, the public speaker will be added to the Zoom webinar as an

attendee and muted. The speaker will be able to observe the meeting from the Zoom platform.

- When the agenda item upon which the individual would like to comment is addressed, the City Clerk will announce the speaker in the meeting when it is their time to give public comment. The speaker will then be unmuted to give public comment via Zoom.
- Technical difficulties may occur that make the option unavailable, and, in such event, the meeting will continue despite the inability to provide the option.

CLOSED SESSION

I. CONFERENCE WITH LEGAL COUNSEL—EXISTING LITIGATION

(Paragraph (1) of subdivision (d) of Section 54956.9)

Name of case: Save Mount Diablo, et al. v. City of Dublin, Alameda County Superior Court
Case No. 24CF086734

REGULAR MEETING

1. CALL TO ORDER AND PLEDGE OF ALLEGIANCE

2. REPORT ON CLOSED SESSION

3. PRESENTATIONS AND PROCLAMATIONS

3.1 Recognition of the Altamont Cruisers Car Club for Their Donation to Dublin Police Services

The City Council will recognize the Altamont Cruisers Car Club for their recent donation of \$3,500 to Dublin Police Services. The donation will be used for operating supplies for the Crime Prevention Unit.

STAFF RECOMMENDATION:

Formally accept the donation and present a Certificate of Recognition to the donor.

[Staff Report](#)

[Attachment 1 - Altamont Cruisers Car Club Certificate of Recognition](#)

3.2 2025 Sponsor Recognition

The City Council will recognize sponsors who contributed to City events, programs, and facilities in 2025.

STAFF RECOMMENDATION:

Recognize the 2025 sponsors.

[Staff Report](#)

[Attachment 1 - 2025 City of Dublin Sponsor List](#)

[Item 3.2 - PowerPoint Presentation](#)

3.3 Recognition of the 2025 “Deck the Homes” Holiday Home Decorating Contest Winners

The City Council will receive a presentation on the 2025 “Deck the Homes” Holiday Home Decorating Contest and present Certificates of Recognition to the winners.

STAFF RECOMMENDATION:

Present the Certificates of Recognition.

[Staff Report](#)

[Attachment 1 - 2025 Holiday Home Decorating Contest Winners](#)

[Item 3.3 - PowerPoint Presentation](#)

4. PUBLIC COMMENT

At this time, the public is permitted to address the City Council on non-agendized items. Please step to the podium and clearly state your name for the record. COMMENTS SHOULD NOT EXCEED THREE (3) MINUTES. In accordance with State Law, no action or discussion may take place on any item not appearing on the posted agenda. The Council may respond to statements made or questions asked, or may request Staff to report back at a future meeting concerning the matter. Any member of the public may contact the City Clerk’s Office related to the proper procedure to place an item on a future City Council agenda. The exceptions under which the City Council MAY discuss and/or take action on items not appearing on the agenda are contained in Government Code Section 54954.2(b)(1)(2)(3).

5. CONSENT CALENDAR

Consent Calendar items are typically non-controversial in nature and are considered for approval by the City Council with one single action. Members of the audience, Staff or the City Council who would like an item removed from the Consent Calendar for purposes of public input may request the Mayor to remove the item.

5.1 Approval of December 16, 2025 Regular City Council Meeting Minutes

The City Council will consider approving the minutes of the December 16, 2025 Regular City Council Meeting.

STAFF RECOMMENDATION:

Approve the minutes of the December 16, 2025 Regular City Council Meeting.

[Staff Report](#)

[Attachment 1 - December 16, 2025 Regular City Council Meeting Minutes](#)

5.2 Annual Proclamation

The City Council will review the Official List of Proclamations and consider approval of the Annual Proclamation.

STAFF RECOMMENDATION:

Accept the Official List of Proclamations and approve the Annual Proclamation for 2026.

[Staff Report](#)

[Attachment 1 - Official Proclamation List 2026](#)

[Attachment 2 - Annual Proclamation 2026](#)

5.3 First Amendment to the Contractor Services Agreement With Slide Guys Restoration, Inc. for Waterslide Maintenance Services at The Wave Aquatic Facility

The City Council will consider approving the First Amendment to the Contractor Services Agreement with Slide Guys Restoration, Inc for waterslide maintenance services at The Wave.

STAFF RECOMMENDATION:

Adopt the **Resolution** Approving the First Amendment to the Contractor Services Agreement With Slide Guys Restoration, Inc. for Waterslide Maintenance Services at The Wave.

[Staff Report](#)

[Attachment 1 - Resolution Approving the First Amendment to the Contractor Services Agreement with Slide Guys Restoration, Inc for Waterslide Maintenance Services at the Wave](#)

[Attachment 2 - Exhibit A to the Resolution - First Amendment to Contractor Services Agreement](#)

[Attachment 3 - Original Contractor Services Agreement with Slide Guys Restoration, Inc.](#)

[Attachment 4 - 2026 Spring Maintenance Proposal from Slide Guys Restoration, Inc.](#)

5.4 City Council Participation in the 2026 St. Patrick’s Day Parade

The City Council will consider participating in the 2026 St. Patrick’s Day Parade by walking as a group.

STAFF RECOMMENDATION:

Approve the City Council walking in the parade or provide other direction.

[Staff Report](#)

5.5 Mayor’s Appointment to Parks and Community Services Commission Unscheduled Alternate Vacancy

The City Council will consider the Mayor’s appointment to fill an alternate unscheduled vacancy on the Parks and Community Services Commission.

STAFF RECOMMENDATION:

Confirm the Mayor’s appointment of Amarissa Koelling to the unscheduled alternate vacancy on the Parks and Community Services Commission with a term ending December 2026.

[Staff Report](#)

[Attachment 1 - Parks and Community Services Commission Applications](#)

5.6 Revisions to the Personnel System

The City Council will consider proposed updates to the City’s Personnel System, including revisions to the Classification Plan and Salary Plan related to part-time job classifications.

STAFF RECOMMENDATION:

Adopt the following: 1) **Resolution** Amending the Classification Plan; and 2) **Resolution** Amending the Salary Plan for Part-Time Personnel.

[Staff Report](#)

[Attachment 1 - Resolution Amending the Classification Plan](#)

[Attachment 2 - Exhibit A to the Resolution - Recreation Leader I Job Description](#)

[Attachment 3 - Exhibit B to the Resolution - Recreation Leader II Job Description](#)

[Attachment 4 - Exhibit C to the Resolution - Recreation Leader III Job Description](#)

[Attachment 5 - Exhibit D to the Resolution - Slide Attendant Job Description](#)

[Attachment 6 - Exhibit E to the Resolution - Lifeguard Swim Instructor Job Description](#)

[Attachment 7 - Exhibit F to the Resolution - Head Lifeguard Job Description](#)

[Attachment 8 - Exhibit G to the Resolution - Pool Manager Job Description](#)

[Attachment 9 - Exhibit H to the Resolution - Program Specialist Job Description](#)

[Attachment 10 - Resolution Amending the Salary Plan for Part-Time Personnel](#)

[Attachment 11 - Recreation Leader I Job Description - Redline Version](#)

[Attachment 12 - Recreation Leader II Job Description - Redline Version](#)

[Attachment 13 - Recreation Leader III Job Description - Redline Version](#)

[Attachment 14 - Slide Attendant Job Description - Redline Version](#)

[Attachment 15 - Lifeguard Swim Instructor Job Description - Redline Version](#)

[Attachment 16 - Head Lifeguard Job Description - Redline Version](#)

[Attachment 17 - Pool Manager Job Description - Redline Version](#)

[Attachment 18 - Program Specialist Job Description - Redline Version](#)

5.7 Dublin Fallon 580 Statement of Overriding Considerations

In accordance with the Alameda County Superior Court’s July 30, 2025 order in the matter of Kingswood Owners Association v. City of Dublin (Case No. 24CV087642) and the Court’s further November 19, 2025 decision issuing a writ in this matter, the City Council will ratify, reaffirm, and readopt the Council’s prior statements of overriding considerations for the Eastern Dublin Specific Plan as applied specifically to the specific Dublin Fallon 580 Project.

STAFF RECOMMENDATION:

Adopt the Statement of Overriding Considerations for the Dublin Fallon 580 Project.

[Staff Report](#)

[Attachment 1 - Statement of Overriding Considerations](#)

6. PUBLIC HEARING – None.

7. UNFINISHED BUSINESS – None.

8. NEW BUSINESS

8.1 Report on Dublin’s Safe and Sane Fireworks Program

The City Council will receive a report on the City’s Safe and Sane Fireworks program, including historical context, current practices, financial analysis, and enforcement. The report also contains research on comparable cities, fire safety, and environmental and community impacts.

STAFF RECOMMENDATION:

Receive the report.

[Staff Report](#)

[Attachment 1 - Dublin Municipal Code Chapter 5.24 Fireworks](#)

[Attachment 2 - Fire Safety, Environmental and Community Impacts Related to Fireworks in Dublin](#)

[Item 8.1 - PowerPoint Presentation](#)

8.2 Dublin Library/Civic Center Public Art Mural Project Artwork Selection

The City Council will consider approving the conceptual design of a public art proposal as part of the Outdoor Murals Project, CIP No. PA0125, included in the 2024-2029 Capital Improvement Program. The proposed artwork by Rough Edge Collective is a permanent outdoor mural that will be located on a utility enclosure adjacent to the Dublin Library.

STAFF RECOMMENDATION:

Approve the conceptual design of the artwork proposal by Rough Edge Collective for the Outdoor Murals Project.

[Staff Report](#)

[Attachment 1 - Request for Qualified Artists](#)

[Attachment 2 - Dublin Library/Civic Center Mural Project Information Sheet](#)

[Attachment 3 - Design Proposal and RFQ Response from Rough Edge Collective](#)

[Item 8.2 - PowerPoint Presentation](#)

8.3 Presentation on Police Activity and Ongoing Public Safety Efforts

The City Council will receive a presentation on police activity in the City of Dublin over the last three years and certain efforts by Dublin Police Services to proactively address crime, enhance public safety, and maintain community trust on an ongoing basis.

STAFF RECOMMENDATION:

Receive the presentation.

[Staff Report](#)

[Item 8.3 - PowerPoint Presentation](#)

9. CITY MANAGER AND CITY COUNCIL REPORTS

Brief information only reports from City Council and/or Staff, including committee reports and reports by City Council related to meetings attended at City expense (AB1234).

10. 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.



STAFF REPORT

CITY COUNCIL

DATE: January 13, 2026

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: Recognition of the Altamont Cruisers Car Club for Their Donation to Dublin Police Services
Prepared by: Miguel Campos, Captain

EXECUTIVE SUMMARY:

The City Council will recognize the Altamont Cruisers Car Club for their recent donation of \$3,500 to Dublin Police Services. The donation will be used for operating supplies for the Crime Prevention Unit.

STAFF RECOMMENDATION:

Formally accept the donation and present a Certificate of Recognition to the donor.

FINANCIAL IMPACT:

Upon acceptance of the donation, Staff will reflect the \$3,500 in both revenue and expenditures in the Fiscal Year 2025-26 Police Services Budget.

DESCRIPTION:

In December of 2025, the Altamont Cruisers Car Club donated \$3,500 to Dublin Police Services to assist with ongoing youth programs managed by the Crime Prevention Unit, such as the Bicycle Safety Program, the Youth Academy, and the Explorer Program. The City Council will accept the donation and present a Certificate of Recognition to the Altamont Cruisers Car Club.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

- 1) Altamont Cruisers Car Club Certificate of Recognition

CERTIFICATE OF RECOGNITION

Presented to the

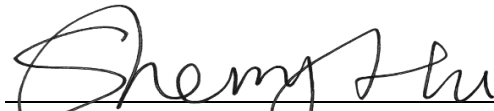
ALTAMONT CRUISERS CAR CLUB

In Special Recognition and Appreciation for Your Generous Donation of
\$3,500 Supporting the Dublin Police Services Crime Prevention Unit.


Presented by the

City Council of the City of Dublin


January 13, 2026



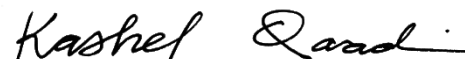
Mayor Sherry Hu




Vice Mayor Jean Josey



Councilmember Michael McCorrison



Councilmember Kashef Qaadri



Councilmember John Morada



STAFF REPORT

CITY COUNCIL

DATE: January 13, 2026

TO Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: 2025 Sponsor Recognition
Prepared by: Shelby Perry, Recreation Coordinator

EXECUTIVE SUMMARY:

The City Council will recognize sponsors who contributed to City events, programs, and facilities in 2025.

STAFF RECOMMENDATION:

Recognize the 2025 sponsors.

FINANCIAL IMPACT:

The City received \$100,980 in cash sponsorships and \$18,700 in in-kind sponsorships in 2025. Sponsorships help offset the cost of producing special events and operating City programs and facilities, reducing the overall impact on the General Fund.

DESCRIPTION:

The City invites and encourages local businesses and corporations to partner as sponsors of the City, providing cash or in-kind contributions to support City events, programs, and facilities in exchange for exposure and recognition in the community.

Sponsors who contributed in 2025 are listed in Attachment 1.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted, and sponsors were notified.

ATTACHMENTS:

- 1) 2025 City of Dublin Sponsor List

2025 Donations & Sponsorships			
EVENT OR DEPARTMENT	CASH	IN-KIND	ITEM
St. Patrick's Day Celebration			
Empower Martial Arts	\$2,000.00		
Culture Pop Soda	\$2,000.00		
Joya	\$2,000.00		
Xfinity	\$2,000.00		
CA Car Group	\$6,000.00		
Heavenly Greens	\$2,000.00		
Guinness	\$3,000.00		
SAGE Veterinary Centers-Dublin	\$2,000.00		
Pacific Service Credit Union	\$2,000.00		
Renewal by Anderson	\$5,000.00		
Patelco Credit Union	\$3,000.00		
Stanford Health Care Tri-Valley	\$4,000.00		
BODYBAR Pilates	\$2,000.00		
Back Pain, Neck Pain, Headache Relief Center of Pleasanton	\$2,000.00		
Stanford Blood Center	\$4,000.00		
Sutter Health	\$2,000.00		
Ava Community Energy	\$2,000.00		
Little Scissors	\$500.00		
Jazz Heating, Cooling, Plumbing, and Electrical	\$2,000.00		
Hope Hospice	\$500.00		
iSmile Orthodontics	\$2,000.00		
Pacific Homecare Services	\$2,000.00		
Aloft		\$500.00	Hotel Rooms
BART	\$500.00		
Related California	\$4,000.00		
Shamrock 5K Fun Run and Walk			
Empower Martial Arts	\$750.00		
Vitality Bowl	\$300.00		
KeyPoint Credit Union	\$2,000.00		

Sports Basement	\$530.00		
Picnic Flix			
Empower Martial Arts	\$250.00		
Splatter			
ACE Transportation	\$3,000.00		
Bay Area Dentist	\$1,000.00		
Provident Credit Union	\$3,000.00		
Stanford Blood Center	\$3,000.00		
AT&T	\$1,500.00		
BASIS Independent Dublin	\$1,500.00		
Eye Level Learning Center	\$1,500.00		
iSmile Orthodontics	\$1,500.00		
Uncle Credit Union	\$1,500.00		
Patelco Credit Union	\$1,000.00		
Renewal by Anderson	\$1,000.00		
BART	\$500.00		
Tree Lighting			
Standford Blood Center	\$350.00		
New York Life	\$350.00		
Renewal by Andersen	\$350.00		
iSmile Orthodontics	\$350.00		
Eggstravaganza			
Patelco Credit Union	\$250.00		
Jazz Heating, Cooling, Plumbing, and Electrical	\$500.00		
Stanford Blood Center	\$500.00		
Related California	\$500.00		
Harvest Fair			
Patelco Credit Union	\$250.00		
Jazz Heating and Air	\$500.00		
Key Point Credit Union	\$500.00		
Fastrak	\$500.00		
Renewal by Anderson	\$500.00		
Building Kidz Dublin	\$100.00		

AT&T	\$100.00		
Stratford School	\$500.00		
Jazzercise	\$100.00		
Hively	\$25.00		
Floating Pumpkin Patch			
Waterford Dentist	\$125.00		
AiCRE Partners	\$300.00		
Sprouts Farmers Market	\$700.00		
Farmers Market / Summer Concert Series			
Keypoint Credit Union	\$1,650.00		
Related California	\$300.00		
AuPair Care	\$300.00		
Beem Sauna	\$300.00		
Empower Martial Arts	\$1,200.00		
Waterford Dentist	\$1,750.00		
SAGE Veterinary Center-Dublin	\$700.00		
BODYBAR Pilates	\$1,200.00		
Aloft		\$500.00	Hotel Rooms
Primrose	\$900.00		
BASIS Independent Dublin	\$300.00		
Fastrak	\$300.00		
Building Kidz	\$300.00		
Grace Family Church	\$300.00		
Breakfast with Santa			
iSmile Orthodontics	\$350.00		
New York Life	\$350.00		
Stanford Blood Center	\$350.00		
Trail Challenge			
Empower Martial Arts	\$250.00		
The Well Studio	\$250.00		
Keypoint Credit Union	\$250.00		
Senior Center			
Costco		\$700.00	Bakery Goods

Senior Center Foundation		\$15,000.00	Shed and Tables
Celebrating the Army's 250th			
WellNest		\$2,000.00	Bottled Water
TOTAL	\$100,980.00	\$18,700.00	

2025 Sponsor Recognition

City Council Meeting – Item 3.2

January 13, 2026



2025 Sponsorship Overview

- \$100,980 received in cash sponsorships.
- \$18,700 received in in-kind sponsorships.
- Funds and donated goods are used to offset the costs of producing special events and running programs, facilities and services.



St. Patrick's Day Celebration



Spring Eggstravaganza



Farmers' Market & Summer Concert Series



Picnic Flix



Splatter



Harvest Fair & Ghosts of Dublin



Holiday Tree Lighting & Breakfast with Santa



Senior Center Events





SPONSORS ARE OUR SHINING STARS

Thank you to each of our sponsors who helped make all of our 2025 City of Dublin festivals, events, and programs happen:

- | | | | | |
|--|---------------------------|---|----------------------------------|---------------------------------|
| ACE Transportation | Beem Sauna | Heavenly Greens | Pacific Service Credit Union | Stanford Blood Center |
| AiCRE Partners | Bodybar Pilates | Hively | Patelco Credit Union | Stanford Health Care Tri-Valley |
| Aloft | Building Kidz | Hope Hospice | Primrose | Stratford School |
| AT&T | Building Kidz Dublin | iSmile Orthodontics | Provident Credit Union | Sutter Health |
| AuPair Care | CA Car Group | Jazz Heating, Cooling, Plumbing, and Electrical | Related California | The Well Studio |
| Ava Community Energy | Costco | Jazzercise | Renewal by Andersen | Uncle Credit Union |
| Back Pain, Neck Pain, Headache Relief Center of Pleasanton | Culture Pop Soda | Joya | SAGE Veterinary Centers – Dublin | Vitality Bowl |
| BART | Empower Martial Arts | KeyPoint Credit Union | Senior Center Foundation | Waterford Dentist |
| BASIS Independent Dublin | Eye Level Learning Center | Little Scissors | Sports Basement | WellNest |
| Bay Area Dentist | Fastrak | New York Life | Sprouts Farmers Market | Xfinity |
| | Grace Family Church | Pacific Homecare Services | | IBEW Local 595 |
| | Guinness | | | |

Thank You!





STAFF REPORT

CITY COUNCIL

DATE: January 13, 2026

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: Recognition of the 2025 “Deck the Homes” Holiday Home Decorating Contest Winners
Prepared by: Jennifer Li Marzi, Recreation Technician

EXECUTIVE SUMMARY:

The City Council will receive a presentation on the 2025 “Deck the Homes” Holiday Home Decorating Contest and present Certificates of Recognition to the winners.

STAFF RECOMMENDATION:

Present the Certificates of Recognition.

FINANCIAL IMPACT:

Expenses for the program are included in the annual operating budget.

DESCRIPTION:

Introduced in 2018, the “Deck the Homes” Holiday Home Decorating Contest was created to celebrate residents who spread holiday cheer by decorating their homes and yards during the holiday season. The program is organized annually by the Parks and Community Services Department, with judging conducted by the Parks and Community Services Commissioners. Individual homes are judged across multiple categories, and winners receive a yard sign, a \$50 gift card to a local business, and a Certificate of Recognition from the City Council.

The 2025 contest represents the eighth year of the “Deck the Homes” program. This year, the Parks and Community Services Commission suggested a new category entitled, the GOAT (Greatest of All Time) Award, honoring an outstanding home that exemplified excellence, creativity, and holiday spirit throughout the history of the contest.

To promote the Holiday Home Decorating Contest, Staff utilized the City’s website and social media platforms. A total of 15 contest applications were received by December 5, 2025 deadline. Parks and Community Services Commissioners individually judged participating homes by visiting locations between December 8 and December 11, 2025.

On December 15, 2025, the Parks and Community Services Commission voted on the categories listed below. The People’s Choice Award allowed the public to participate in the voting process, which drew over 6,000 votes. Contest winners were notified via email on December 17, 2025. Photographs of the 2025 contest winners are included with this Staff Report (Attachment 1).

Homes were judged based on the following award categories and criteria:

- People’s Choice Award – Public voting
- Winter Wonderland Award – Best use of music, movement, and technology
- Spotlight Award – Judge’s choice
- Over Inflated Award – Best use of inflatables
- Deck the Halls Award – Best condo/apartment
- Dashing Debut Award – First-year contest entries
- GOAT Award (Greatest of All Time) – Honoring the best of the best throughout the history of the contest

Table 1: Contest Winners

Award Categories	Winning Home Address
People’s Choice	7951 Peppertree Rd.
Winter Wonderland	8645 Ardmore Pl.
Spotlight	7964 Gunshot Ct.
Over Inflated	6815 Lone Way
Deck the Halls	10868 Glengarry Ln.
Dashing Debut	7984 Canford Ln.
G.O.A.T. Award	7574 Sutton Ln.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

- 1) 2025 Holiday Home Decorating Contest Winners

Contest Winners

2025 “Deck the Homes” Holiday Home Decorating Contest



People's Choice Award Glimcher Family – 7951 Peppertree Road



Public Voting



Winter Wonderland Award

Grymonprez Family – 8645 Ardmore Place



Best Use of Music, Movement & Technology



Spotlight Award

Harris Family – 7964 Gunshot Court



Judge's Choice



Over Inflated Award McCormack Family – 6815 Lone Way



Deck the Halls Award

Ross Family – 10868 Glengarry Lane



Best Condo/Apartment



Dashing Debut Award Eade Family – 7984 Canford Lane



G.O.A.T. Award

Bonato Family – 7574 Sutton Lane



2025 “Deck the Homes” Holiday Home Decorating Contest

City Council Meeting – Item 3.3

January 13, 2026



Deck the Homes

- Judges - Commissioners from the Parks & Community Services Commission and the public.
- Winners selected at the December 15, 2025 Parks & Community Services Commission meeting.
- Award winners received yard signs, Certificates of Recognition, and a gift card to a local business.



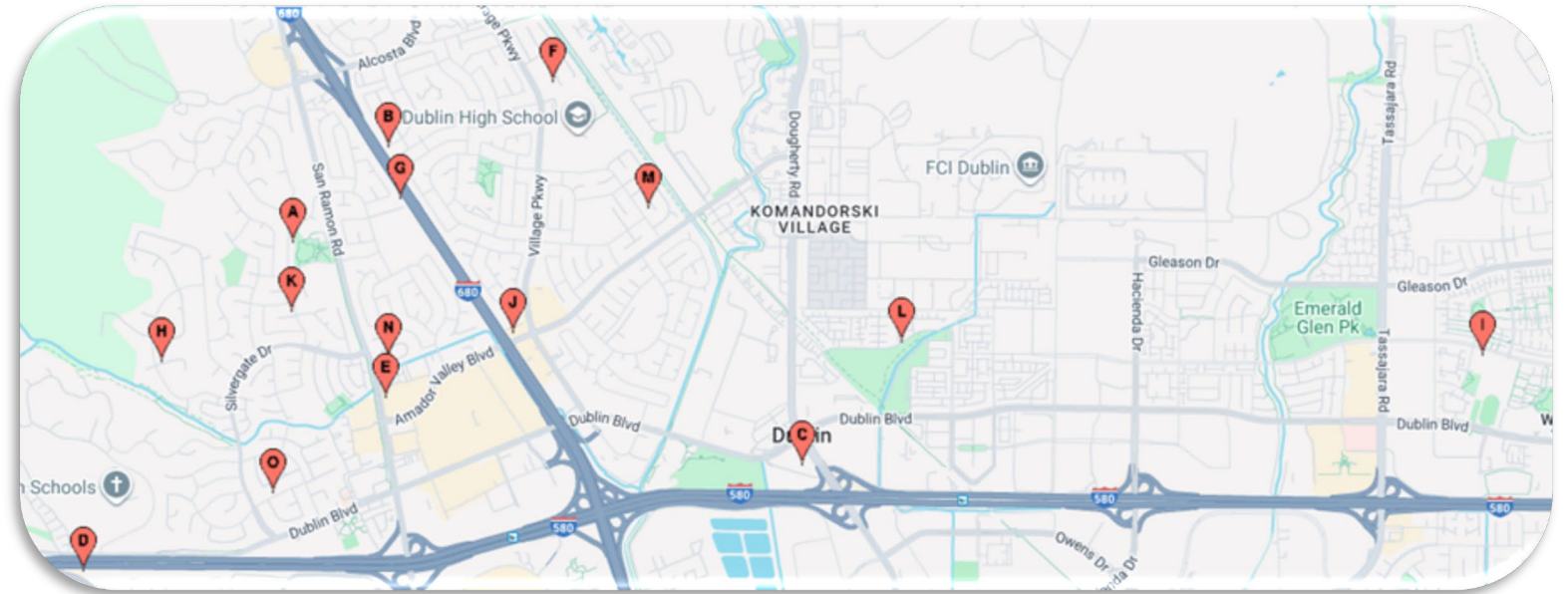
Deck the Homes

- 15 individual homes
- 7 categories:
 - **People's Choice Award** – Public Voting
 - **Winter Wonderland Award** - Best use of Music, Movement, & Technology
 - **Spotlight Award** - Judges' Choice
 - **Over-Inflated Award** - Best use of Inflatables
 - **Deck the Halls Award** - Best Decorated Apartment/Condo/Balcony/Door
 - **Dashing Debut Award** - First Year Contest Participant
 - **G.O.A.T Award** – Honoring the Best of the Best



Deck the Homes Map

- Map of the Contest Participants
- Social Media
- CityWebsite



Contest Winners



People's Choice Award

Glimcher Family – 7951 Peppertree Road



Voted on by Community Members



Winter Wonderland Award

Grymonprez Family – 8645 Ardmore Place



Best Use of Music, Movement & Technology

Spotlight Award

Harris Family – 7964 Gunshot Court



Judge's Choice



Over Inflated Award

McCormack Family - 6815 Lone Way



Best Use of Inflatables



Deck the Halls Award

Ross Family – 10868 Glengarry Lane



Best Condo/Apartment



Dashing Debut Award

Eade Family – 7984 Canford Lane



First Year Contest Entry



G.O.A.T Award

Bonato Family – 7574 Sutton Lane



Honoring the Best of the Best



Thank You!





STAFF REPORT

CITY COUNCIL

DATE: January 13, 2026

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: Approval of December 16, 2025 Regular City Council Meeting Minutes
Prepared by: Vanessa Rosales, CMC, Deputy City Clerk

EXECUTIVE SUMMARY:

The City Council will consider approving the minutes of the December 16, 2025 Regular City Council Meeting.

STAFF RECOMMENDATION:

Approve the minutes of the December 16, 2025 Regular City Council Meeting.

FINANCIAL IMPACT:

None.

DESCRIPTION:

The City Council will consider approving the minutes of the December 16, 2025 Regular City Council Meeting.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

- 1) December 16, 2025 Regular City Council Meeting Minutes



MINUTES OF THE CITY COUNCIL OF THE CITY OF DUBLIN

Regular Meeting: December 16, 2025

The following are minutes of the actions taken by the City of Dublin City Council. A full video recording of the meeting with the agenda items indexed and time stamped is available on the City’s website at: <https://dublin.ca.gov/ccmeetings>

REGULAR MEETING 7:00 PM

A Regular Meeting of the Dublin City Council was held on **Tuesday, December 16, 2025**, in the Peter W. Snyder Council Chamber, located at 100 Civic Plaza, Dublin, CA 94568. The meeting was called to order at 7:00 PM, by Mayor Hu.

1) CALL TO ORDER

Attendee Name	Status
Dr. Sherry Hu, Mayor	Present
Jean Josey, Vice Mayor	Present
Michael McCorriston, Councilmember	Present
Kashef Qaadri, Councilmember	Present
John Morada, Councilmember	Present

2) PLEDGE OF ALLEGIANCE

3) PRESENTATIONS AND PROCLAMATIONS – None.

4) PUBLIC COMMENT

Mike Grant provided public comment.

Jasleen Khanya provided public comment.

Jaya Tewari provided public comment.

Brent Songey provided public comment.

5) CONSENT CALENDAR

5.1) Approved the minutes of the December 2, 2025 Regular City Council Meeting.

5.2) Approved the 2026 City Council Meeting Calendar.

- 5.3) Received the report of payments issued from November 1, 2025 – November 30, 2025 totaling \$9,368,832.07.
- 5.4) Received the Annual Comprehensive Financial Report (ACFR) for the Fiscal Year (FY) ending June 30, 2025 and the following supplemental reports: 1) a compliance audit of Alameda County Transportation Commission Measure B Funds; 2) a compliance audit of Alameda County Transportation Commission Measure BB Funds; 3) a compliance audit of Alameda County Transportation Commission Measure F Fund Vehicle Registration Fee Program; 4) a compliance examination of the American Rescue Plan Act (ARPA) Fund; and 5) a review of the City's Annual Appropriations Limit Calculation.
- 5.6) Adopted Resolution No. 105-25 titled, "Accepting the Dougherty Hills Open Space Slide and Trail Repair Project, CIP No. GI0221, FEMA Project No. 716372," and Resolution No. 106-25 titled, "Accepting the Dublin Boulevard Slide Repair Between Inspiration Drive and Silvergate Drive Project, CIP No. GI0221, FEMA Project No. 733034."
- 5.7) Adopted Resolution No. 107-25 titled, "Accepting the Citywide Trash Capture Devices Project, CIP No. ST0121."
- 5.9) Waived the second reading and adopted Ordinance No. 11-25 titled, "Approving Amendments to the Dublin Municipal Code Chapter 8.08 (Definitions), Chapter 8.12 (Zoning Districts and Permitted Uses of Land), Chapter 8.116 (Zoning Clearance), and the Addition of Chapter 8.41 (Outdoor Live Entertainment) to Add Outdoor Live Entertainment as an Allowed Use and Establish Development Standards (PLPA-004212-2025)."
- 5.10) Adopted Resolution No. 108-25 titled, "Amending the Classification Plan," and Resolution No. 109-25 titled, "Resolution Amending the Salary Plan for Management Positions Exempt from Competitive Service and for Full-Time Personnel."

On a motion by Vice Mayor Josey, seconded by Councilmember McCorriston, and by unanimous vote, the City Council adopted the Consent Calendar, except for items 5.5 and 5.8.

RESULT:	ADOPTED [UNANIMOUS]
MOVED BY:	Jean Josey, Vice Mayor
SECOND:	Michael McCorriston, Councilmember
AYES:	Hu, Josey, McCorriston, Qaadri, Morada

- 5.5) *Confirmed Poppy Meadow Park as the name of the northern park and Wild Wind Park as the name of the southern park in the Francis Ranch Development.*

This item was pulled from the Consent Calendar by Councilmember Qaadri for further discussion.

On a motion by Councilmember Qaadri and seconded by Vice Mayor Josey, and by unanimous vote, the City Council confirmed Consent Calendar item 5.5.

RESULT:	ADOPTED [UNANIMOUS]
MOVED BY:	Kashef Qaadri, Councilmember
SECOND:	Jean Josey, Vice Mayor
AYES:	Hu, Josey, McCorriston, Qaadri, Morada

5.8) *Waived the second reading and adopted Ordinance No. 10-25 titled, “Approving Amendments to Dublin Municipal Code Chapter 8.84 (Sign Regulations) (PLPA-04290-2025).*

This item was pulled from the Consent Calendar by Mayor Hu for roll-call vote.

On a motion by Councilmember Qaadri and seconded by Councilmember McCorriston, and by 3-2 roll-call vote, the City Council adopted Consent Calendar item 5.8.

RESULT:	ADOPTED [3-2]
MOVED BY:	Kashef Qaadri, Councilmember
SECOND:	Michael McCorriston, Councilmember
AYES:	Josey, McCorriston, Qaadri
NOES:	Hu and Morada

6) **PUBLIC HEARING** – None.

7) **UNFINISHED BUSINESS** – None.

8) **NEW BUSINESS**

8.1) **Presentation of the Outdoor Flag Display Policy**

The City Council received a presentation on the City of Dublin’s Outdoor Flag Display Policy.

Mayor Hu opened the public comment period.

Brent Songey provided public comment.

Mayor Hu closed the public comment period.

By consensus, the City Council directed Staff to bring back a policy for lowering of the

City flag.

8.2) Dublin Centre Neighborhood Park – Conceptual Design

The City Council received a presentation on the conceptual design for the 2.01-acre Dublin Centre neighborhood park.

Mayor Hu opened the public comment period. Upon receiving no public comments, Mayor Hu closed the public comment period.

On a motion by Vice Mayor Josey, seconded by Councilmember McCorriston, and by unanimous vote, the City Council approved the Conceptual Design for the 2.01-acre Dublin Centre Neighborhood Park.

RESULT:	ADOPTED [UNANIMOUS]
MOVED BY:	Jean Josey, Vice Mayor
SECOND:	Michael McCorriston, Councilmember
AYES:	Hu, Josey, McCorriston, Qaadri, Morada

Mayor Hu called for a recess at 8:29 PM.

Mayor Hu reconvened the meeting at 8:38 PM.

8.3) Resolution Formally Opposing the Reopening of the Federal Correctional Institution Dublin for Any Future Detention or Correctional Operations

The City Council received a presentation regarding formally opposing the reopening or repurposing of the former Federal Correctional Institution Dublin.

Mayor Hu opened the public comment period.

Ruilin Chen provided public comment.

Gabrielle Marshall provided public comment.

Richard Li provided public comment.

Liz Schmitt provided public comment.

Emily Lowell provided public comment.

Manav Patel provided public comment.

Kimberly Woo provided public comment.

Stephanie Ericson provided public comment.

Stacy Suh provided public comment.

Sarah Lee provided public comment.

Mike Grant provided public comment.

Maricela Alay provided public comment.

Michael Utsumi provided public comment.

Toni Rodolfo-Benson provided public comment.

Shari Spain provided public comment.

John Cameron provided public comment.

Keith Jackson provided public comment.

Todd Benson provided public comment.

Kelly Miller-Sanchez provided public comment.

Jennet Herdman provided public comment.

Michelle Gonzales provided public comment.

Franklin Liu provided public comment.

Akhil Baskaran provided public comment.

Brian Lara provided public comment.

Kelsey Shiell provided public comment.

Isaac Harris provided public comment.

Alfredo provided public comment.

Clove Kanazawa provided public comment.

Nicole Navarro provided public comment.

Monique Binde provided public comment.

Janessa Oriol provided public comment.

Linda Knapp provided public comment.

Maya Para provided public comment.

Carey Para provided public comment.

Kisha provided public comment.

Casey Watts provided public comment.

Nafija Weston provided public comment.

Mayor Hu closed the public comment period.

Vice Mayor Josey made a motion, seconded by Councilmember Qaadri, to adopt the resolution as amended to add, “Whereas, the City of Dublin prioritizes the safety and wellbeing of all of its residents regardless of immigration status”; and add “U.S. General Services Administration” to the Be It Further Resolved.

Mayor Hu made a substitute motion, seconded by Councilmember McCorriston, to adopt the resolution with the previously mentioned amendments, except the words “regardless of immigration status.”

Councilmember Qaadri made a substitute motion, seconded by Vice Mayor Josey, to adopt the resolution as amended to add “Whereas, the City prioritizes the safety and welfare of all residents notwithstanding of immigration status”; and add “U.S. General Services Administration” to the Be It Further Resolved.

Councilmember Qaadri withdrew his substitute motion.

Mayor Hu withdrew her substitute motion.

On a substitute motion by Vice Mayor Josey, seconded by Councilmember Qaadri, and by unanimous vote, the City Council adopted Resolution No. 110-25 titled, “Opposing the Reopening or Repurposing of the Former Federal Correctional Institution Dublin for Any Future Detention or Correctional Operations,” as amended to add, “Whereas, the City prioritizes the safety and welfare of all its residents”; and add “U.S. General Services Administration” to the Be It Further Resolved.

RESULT:	ADOPTED [UNANIMOUS]
MOVED BY:	Jean Josey, Vice Mayor
SECOND:	Kashef Qaadri, Councilmember
AYES:	Hu, Josey, McCorriston, Qaadri, Morada

9) **CITY MANAGER AND CITY COUNCIL REPORTS**

The City Council and Staff provided brief information-only reports, including committee reports and reports related to meetings attended at City expense (AB1234).

By consensus, the City Council directed Staff to add World Meditation Day to the Annual Proclamation.

10) ADJOURNMENT

Mayor Hu adjourned the meeting at 11:10 PM.

Mayor

ATTEST:

City Clerk



STAFF REPORT

CITY COUNCIL

DATE: January 13, 2026

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: Annual Proclamation
Prepared by: Vanessa Rosales, Deputy City Clerk

EXECUTIVE SUMMARY:

The City Council will review the Official List of Proclamations and consider approval of the Annual Proclamation.

STAFF RECOMMENDATION:

Accept the Official List of Proclamations and approve the Annual Proclamation for 2026.

FINANCIAL IMPACT:

None.

DESCRIPTION:

The City maintains an Official List of Proclamations that contains proclamations that have previously been presented or requested by the City Council on an annual basis, as well as proclamations recognized nationally through the Federal Register.

According to the process approved by the City Council in September 2022, Staff brings the Official List to the City Council for review and approval each January. The City Council approves a single, comprehensive proclamation recognizing each of the individual proclamations from the Official List. Staff then publishes the Official List on the City website and recognizes the proclamations through social media throughout the year. Community members who wish to receive a proclamation in person at the City Council meeting can request via the City’s website to have it prepared and presented.

Attached is the Official List for 2026, updated with six new proclamations:

1. Records & Information Management Month – Staff is requesting to add this for the month of April. Staff has recognized this month each year through an annual citywide records clean-up day. It is also recognized by the Association of Records Managers and

Administrators (ARMA).

2. Parkinson's Awareness Month – In 2025 a community member requested the City Council add this for the month of April to bring awareness about Parkinson's disease.
3. Frontline Workers Appreciation Month – By consensus, the City Council added this proclamation in 2025 for the month of May to honor the Frontline Workers who tirelessly serve our community.
4. Parks Make Life Better Month – Staff is requesting to add this for the month of July. Staff recognizes this month each year with activities in the community.
5. Filipino American History Month – Staff is requesting to add this for the month of October to honor the contributions and history of Filipino Americans.
6. World Meditation Day – The City Council received a request to recognize World Meditation Day on December 21 of each year. By consensus, the City Council added this proclamation at the City Council Meeting on December 16, 2025.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

- 1) Official Proclamation List 2026
- 2) Annual Proclamation 2026

**City of Dublin
Official List of Proclamations (2026)**

JANUARY

Mentoring Month
Stalking Awareness Month
Slavery and Human Trafficking Prevention Month

FEBRUARY

Teen Dating Violence Awareness and Prevention Month
African American History Month/Black History Month
American Heart Month
Career and Technical Education Month
Ramadan
Lunar New Year

MARCH

Women's History Month
Irish American Heritage Month
Colorectal Cancer Awareness Month
American Red Cross Month
March for Meals
Disabilities Awareness Month
Prescription Drug Abuse Awareness Month

APRIL

Arbor Day
Sexual Assault Awareness and Prevention Month
Donate Life Month
Cancer Control Month
Financial Capability Month
Child Abuse Prevention Month
Second Chance Month
Fair Housing Month
Crime Victims' Rights Week
Month of the Military Child
Arab American Heritage Month
Library Week
Arts, Culture, and Creativity Month
Pet Care for All Day
Care Workers Recognition Month
American Muslim Appreciation and Awareness Month
Records & Information Management Month
Parkinson's Awareness Month

MAY

Bike Month and Bike to Work Day

Small Business Week
Public Works Week
Affordable Housing Month
Lupus Awareness Month
Mental Health Awareness Month
Physical Fitness and Sports Month
Building Safety Month
Foster Care Month
Older Americans Month
Jewish American Heritage Month
Asian American and Pacific Islander Heritage Month
Correctional Workers Week
Job's Daughters International Day
Municipal Clerk's Week
Frontline Workers Appreciation Month

JUNE

LGBTQ+ Pride Month and Flag Raising
Flag Day and National Flag Week
Ocean Month
Caribbean American Heritage Month
Homeownership Month
Great Outdoors Month
African American Music Appreciation Month
Juneteenth
Gun Violence Awareness Day and Month
World Elder Abuse Day and Month
Immigrant Heritage Month

JULY

Pledge to America's Workers Month
Parks Make Life Better Month

AUGUST

National Night Out

SEPTEMBER

Suicide Prevention Awareness Month
Hispanic Heritage Month
Childhood Cancer Awareness Month
Wilderness Month
Prostate Cancer Awareness Month
Preparedness Month
Ovarian Cancer Awareness Month
Childhood Obesity Awareness Month
Recovery Month
United Against Hate Week
Constitution Week

Sickle Cell Awareness Month
Mid-Autumn Festival / Moon Festival

OCTOBER

Walk and Roll to School Day
Fire Prevention Week
Red Ribbon Week
Bullying Prevention Month & Unity Day
Breast Cancer Awareness Month
Domestic Violence Awareness Month
Youth Justice Action Month
Disability Employment Awareness Month
Cybersecurity Awareness Month
Arts and Humanities Month
Global Diversity Awareness Month
Manufacturing Day
Children's Environmental Health Month
Hindu American Awareness and Appreciation Month
Clean Energy Action Month
Substance Abuse Awareness Month
Italian American Heritage Month
German American Heritage Month
World Polio Day
Filipino American History Month

NOVEMBER

Native American Heritage Month
Family Caregivers Month
Diabetes Month
Entrepreneurship Month
Critical Infrastructure Security and Resilience Month
College Application Month
Alzheimer's Disease Awareness Month
Adoption Month
Veterans and Military Families Month
American History and Founders Month
Lung Cancer Awareness Month
Pancreatic Cancer Awareness Month
Small Business Saturday
Diwali

DECEMBER

Impaired Driving Prevention Month
World Meditation Day

**A PROCLAMATION OF THE
CITY OF DUBLIN, CALIFORNIA**

“Annual Proclamation 2026”

WHEREAS, the City of Dublin wishes to recognize organizations within the City by publicly and formally declaring notable occasions by the issuance of proclamations; and

WHEREAS, at its January 13, 2026 meeting, the City Council adopted an updated Official List of Proclamations for the City of Dublin; and

WHEREAS, the City of Dublin invites organizations to ceremonially receive proclamations throughout the year; and

WHEREAS, 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.

NOW, THEREFORE, BE IT RESOLVED in support of the City of Dublin mission, the City Council of the City of Dublin does hereby proclaim the following in 2026 throughout the City of Dublin:

January

Mentoring Month
Stalking Awareness Month
Slavery and Human Trafficking Prevention Month

April

Arbor Day
Sexual Assault Awareness and Prevention Month
Donate Life Month
Cancer Control Month
Financial Capability Month
Child Abuse Prevention Month
Second Chance Month
Fair Housing Month
Crime Victims' Rights Week
Month of the Military Child
Arab American Heritage Month
Library Week
Arts, Culture, and Creativity Month
Pet Care for All Day
Care Workers Recognition Month
American Muslim Appreciation and Awareness Month
Records & Information Management Month
Parkinson's Awareness Month

February

Teen Dating Violence Awareness and Prevention Month
African American History Month/Black History Month
American Heart Month
Career and Technical Education Month
Ramadan
Lunar New Year

May

Bike Month and Bike to Work Day
Small Business Week
Public Works Week
Affordable Housing Month
Lupus Awareness Month
Mental Health Awareness Month
Physical Fitness and Sports Month
Building Safety Month
Foster Care Month
Older Americans Month
Jewish American Heritage Month
Asian American and Pacific Islander Heritage Month
Correctional Workers Week
Job's Daughters International Day
Municipal Clerk's Week
Frontline Workers Appreciation Month

March

Women's History Month
Irish American Heritage Month
Colorectal Cancer Awareness Month
American Red Cross Month
March for Meals
Disabilities Awareness Month
Prescription Drug Abuse Awareness Month

June

LGBTQ+ Pride Month and Flag Raising
Flag Day and National Flag Week
Ocean Month
Caribbean American Heritage Month
Homeownership Month
Great Outdoors Month
African American Music Appreciation Month
Juneteenth
Gun Violence Awareness Day and Month
World Elder Abuse Day and Month
Immigrant Heritage Month

July

Pledge to America's Workers Month
Parks Make Life Better Month

October

Walk and Roll to School Day
Fire Prevention Week
Red Ribbon Week
Bullying Prevention Month & Unity Day
Breast Cancer Awareness Month
Domestic Violence Awareness Month
Youth Justice Action Month
Disability Employment Awareness Month
Cybersecurity Awareness Month
Arts and Humanities Month
Global Diversity Awareness Month
Manufacturing Day
Children's Environmental Health Month
Hindu American Awareness and Appreciation Month
Clean Energy Action Month
Substance Abuse Awareness Month
Italian American Heritage Month
German American Heritage Month
World Polio Day
Filipino American History Month

August

National Night Out

November

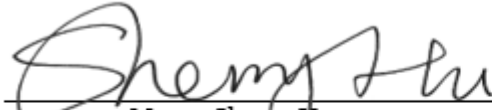
Native American Heritage Month
Family Caregivers Month
Diabetes Month
Entrepreneurship Month
Critical Infrastructure Security and Resilience Month
College Application Month
Alzheimer's Disease Awareness Month
Adoption Month
Veterans and Military Families Month
American History and Founders Month
Lung Cancer Awareness Month
Pancreatic Cancer Awareness Month
Small Business Saturday
Diwali

September

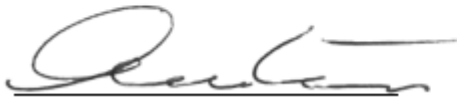
Suicide Prevention Awareness Month
Hispanic Heritage Month
Childhood Cancer Awareness Month
Wilderness Month
Prostate Cancer Awareness Month
Preparedness Month
Ovarian Cancer Awareness Month
Childhood Obesity Awareness Month
Recovery Month
United Against Hate Week
Constitution Week
Sickle Cell Awareness Month
Mid-Autumn Festival/Moon Festival

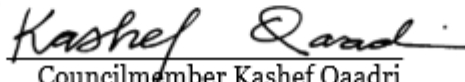
December

Impaired Driving Prevention Month
World Meditation Day


Mayor Sherry Hu


Vice Mayor Jean Josey


Councilmember Michael McCorrison


Councilmember Kashef Qaadri


Councilmember John Morada



STAFF REPORT

CITY COUNCIL

DATE: January 13, 2026

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: First Amendment to the Contractor Services Agreement With Slide Guys Restoration, Inc. for Waterslide Maintenance Services at The Wave Aquatic Facility
Prepared by: Dustin Stene, Recreation Supervisor

EXECUTIVE SUMMARY:

The City Council will consider approving the First Amendment to the Contractor Services Agreement with Slide Guys Restoration, Inc for waterslide maintenance services at The Wave.

STAFF RECOMMENDATION:

Adopt the **Resolution** Approving the First Amendment to the Contractor Services Agreement With Slide Guys Restoration, Inc. for Waterslide Maintenance Services at The Wave.

FINANCIAL IMPACT:

Approval of the Amendment will increase the total not-to-exceed amount of the agreement by \$84,000, from \$454,860 to \$538,860. Sufficient funds are available within the Fiscal Year 2025–26 Parks and Community Services operating budget.

DESCRIPTION:

Background

The Wave aquatic facility includes multiple large-scale waterslides and aquatic play features that require regular, specialized maintenance to ensure patron safety, operational reliability, and compliance with manufacturer standards and State of California regulatory requirements.

On January 10, 2023, the City entered into an agreement with Slide Guys Restoration, Inc. for biannual waterslide inspection, maintenance, and repair services. The scope of services includes preseason and postseason maintenance, waxing and polishing of slide interiors, inspection of joints and seams, gel coat repairs, and documentation required for operational readiness.

Contractor Performance

Since the execution of the agreement, Slide Guys Restoration, Inc. has demonstrated familiarity with The Wave’s specific slide infrastructure and maintenance requirements and has consistently met the City’s needs and expectations as outlined in the Scope of Services.

Specifically, the contractor has:

- Completed required preseason and postseason maintenance within specified timelines;
- Minimized operational disruptions;
- Performed work in accordance with manufacturer standards and industry best practices;
- Provided thorough inspection documentation and repair records;
- Coordinated effectively with Staff; and
- Supported the department goal of maintaining a safe, high-quality aquatic experience for the community.

Proposed Amendment

Staff proposes extending the agreement with Slide Guys Restoration, Inc. to align the term with the City’s fiscal year. No changes are proposed to the scope of services provided in the agreement. The extended term will enable Staff to schedule maintenance in late winter/early spring 2026 and ensure the facility is fully prepared for the upcoming waterpark season. In the meantime, Staff will also conduct a competitive procurement process for a new maintenance agreement that aligns with the upcoming fiscal year beginning on July 1, 2026.

The proposed amendment to the Agreement includes the following:

- Extends the term of the Agreement to June 30, 2026; and
- Increases the not-to-exceed amount to \$538,860, including a 20% contingency.

The First Amendment is included as Attachment 2 to this Staff Report. The Contractor’s 2026 Spring Maintenance proposal is included as Attachment 4.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

- 1) Resolution Approving the First Amendment to the Contractor Services Agreement With Slide Guys Restoration, Inc. for Waterslide Maintenance Services at the Wave
- 2) Exhibit A to the Resolution – First Amendment to Contractor Services Agreement
- 3) Original Contractor Services Agreement with Slide Guys Restoration, Inc.
- 4) 2026 Spring Maintenance Proposal from Slide Guys Restoration, Inc.

RESOLUTION NO. XX – 26**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF DUBLIN****APPROVING THE FIRST AMENDMENT TO THE CONTRACTOR SERVICES AGREEMENT WITH
SLIDE GUYS RESTORATION, INC. FOR WATERSLIDE MAINTENANCE SERVICES AT THE
WAVE**

WHEREAS, on January 10, 2023, the City of Dublin (“City”) entered into a Contractor Services Agreement (“Agreement”) with Slide Guys Restoration, Inc. (“Contractor”) to provide waterslide maintenance services at The Wave Aquatic Facility; and

WHEREAS, the Agreement provides for biannual preventative maintenance services necessary to ensure the safe operation, longevity, and regulatory compliance of the City’s waterslides; and

WHEREAS, the Contractor has consistently met the City’s needs and performance expectations as outlined in the Scope of Services under the Agreement; and

WHEREAS, the Agreement is scheduled to expire on December 31, 2025, and the City desires to extend the term of the Agreement through June 30, 2026, to allow for continued maintenance services during Fiscal Year 2025–26; and

WHEREAS, the Contractor has submitted a 2026 Spring Maintenance Proposal dated December 16, 2025, and the City desires to authorize services consistent with that proposal, including a contingency for unforeseen maintenance needs; and

WHEREAS, sufficient funds are available in the Fiscal Year 2025–26 Parks and Community Services operating budget to support the proposed amendment.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Dublin does hereby approve the First Amendment to the Contractor Services Agreement with Slide Guys Restoration, Inc., extending the term of the Agreement through June 30, 2026, and increasing the total not-to-exceed compensation to \$538,860.

BE IT FURTHER RESOLVED that the City Manager is authorized to execute the First Amendment to the Contractor Services Agreement, attached hereto as **Exhibit A**, and to make any necessary, non-substantive changes to carry out the intent of this Resolution.

{Signatures on the following page}

PASSED, APPROVED AND ADOPTED BY the City Council of the City of Dublin, on this 13th day of January, 2026 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Mayor

ATTEST:

City Clerk

**FIRST AMENDMENT TO CONTRACTOR SERVICES AGREEMENT
BETWEEN THE CITY OF DUBLIN AND
SLIDE GUYS RESTORATION, INC.**

WHEREAS, on the 10th day of January, 2023, the City of Dublin (“CITY”) and Slide Guys Restoration, Inc. (“CONTRACTOR”) entered into a Consulting/Contractor Services Agreement for waterslide maintenance services (“AGREEMENT”); and

WHEREAS, the AGREEMENT provides for an initial term ending December 31, 2025, and allows for extensions upon written amendment by the parties; and

WHEREAS, the CITY desires to extend the term of the AGREEMENT to allow for continued waterslide maintenance services at The Wave Aquatic Facility through the end of the 2025–26 fiscal year; and

WHEREAS, the CONTRACTOR has submitted a 2026 Spring Maintenance Proposal dated December 16, 2025, and the CITY desires to authorize services consistent with that proposal; and

WHEREAS, the CITY and CONTRACTOR now wish to amend the AGREEMENT to extend the term and authorize compensation for services during the extension period;

NOW, THEREFORE, THE PARTIES HERETO AGREE AS FOLLOWS:

1. Section 1.1 - Extension of Term
The end of the term, set forth in Section 1.1 of the AGREEMENT, shall be extended until June 30, 2026.
2. Section 2 - Compensation
Section 2 of the Agreement is hereby amended to revise the not-to-exceed amount to Five Hundred Thirty-Eight Thousand Eight Hundred Sixty Dollars (\$538,860.00), in accordance with the Contractor’s 2026 Spring Maintenance Proposal dated December 16, 2025. This amendment represents an increase of Eighty-Four Thousand Dollars (\$84,000.00) to the original contract amount.
3. Revised Exhibit B: Exhibit B of the Agreement is replaced in its entirety with Revised Exhibit B, attached hereto, to update the Compensation Schedule.
4. Except as expressly modified by this Amendment, all the terms and conditions of the Agreement, are and remain in full force and effect.

SIGNATURES ON THE FOLLOWING PAGE

IN WITNESS WHEREOF, the parties hereto have caused this First Amendment to be executed as of the date of the City Manager's signature below.

CITY OF DUBLIN

SLIDE GUYS RESTORATION, INC.

By: _____
Colleen Tribby, City Manager

DocuSigned by:
Jordan Bakeman
By: _____
0129BA8EBB9140E...
Jordan Bakeman, Owner

Dated: _____

ATTEST:

By: _____
Marsha Moore, City Clerk

APPROVED AS TO FORM:

By: _____
City Attorney

EXHIBIT B

COMPENSATION SCHEDULE

Biannual Slide Maintenance	Cost
Spring 2026 Maintenance Service	\$70,000.00
20 % Contingency	\$14,000.00
Total	\$84,000.00

**CONTRACTOR SERVICES AGREEMENT BETWEEN
THE CITY OF DUBLIN AND
SLIDE GUYS RESTORATION, INC.**

THIS AGREEMENT for Waterslide Maintenance Services is made by and between the City of Dublin (“City”) and Slide Guys Restoration, Inc. (“Contractor”) (together sometimes referred to as the “Parties”) as of January 10, 2023 (the “Effective Date”).

Section 1. SERVICES. Subject to the terms and conditions set forth in this Agreement, Contractor shall provide to City the services described in the Scope of Work attached as Exhibit A 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 December 31, 2025, and Contractor shall complete the work described in Exhibit A on or before that date, unless the term of the Agreement is otherwise terminated or extended, as provided for in Section 8. The time provided to Contractor to complete the services required by this Agreement shall not affect the City’s right to terminate the Agreement, as referenced in Section 8. Notwithstanding the foregoing this Agreement may be extended for up to two (2) additional one (1) year terms, upon the written consent of the Contractor and the City Manager, provided that: a) sufficient funds have been appropriated for such purchase, b) the price charged by the Contractor for the provision of the services described in Exhibit A does not increase. None of the foregoing shall affect the City’s right to terminate the Agreement as provided for in Section 8.
- 1.2 Standard of Performance.** Contractor shall perform all services required pursuant to this Agreement in the manner and according to the standards observed by a competent practitioner of the profession in which Contractor is engaged.
- 1.3 Assignment of Personnel.** Contractor 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, Contractor shall, immediately upon receiving notice from City of such desire of City, reassign such person or persons.
- 1.4 Time.** Contractor shall devote such time to the performance of services pursuant to this Agreement as may be reasonably necessary to meet the standard of performance provided in Subsection 1.2 above and to satisfy Contractor’s obligations hereunder.
- 1.5 Public Works Contractor Registration.** Because the services described in Exhibit A constitute a public works within the definition of Section 1720(a)(1) and 1771 of the California Labor Code, Contractor is required to comply with the provisions of the California Labor Code applicable to public works, to the extent set forth in Exhibit C.
- 1.6 Public Works Contractor Registration.** Contractor agrees, in accordance with Section 1771.1 of the California Labor Code, that Contractor or any subcontractor shall not be qualified to bid on, be listed in a bid proposal, subject to the requirements of Section 4104

of the Public Contract Code, or engage in the performance of any contract for public work, as defined in Chapter 1 of Part 7 of Division 2 of the California Labor Code, unless currently registered and qualified to perform public work pursuant to California Labor Code section 1725.5. It is not a violation of this section for an unregistered contractor to submit a bid that is authorized by Section 7029.1 of the Business and Professions Code or by Section 10164 or 20103.5 of the Public Contract Code, provided the contractor is registered to perform public work pursuant to Section 1725.5 at the time the contract is awarded. No contractor or subcontractor may be awarded a contract for public work on a public works project unless registered with the Department of Industrial Relations pursuant to California Labor Code section 1725.5. Contractor agrees, in accordance with Section 1771.4 of the California Labor Code, that if the work under this Agreement qualifies as public work, it is subject to compliance monitoring and enforcement by the Department of Industrial Relations.

Section 2. COMPENSATION. City hereby agrees to pay Contractor, pursuant to the Compensation Schedule attached as Exhibit B, a sum not to exceed \$454,860 notwithstanding any contrary indications that may be contained in Contractor's proposal, for services to be performed under this Agreement. In the event of a conflict between this Agreement and Contractor's proposal regarding the amount of compensation, the Agreement shall prevail. City shall pay Contractor 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 Contractor for services rendered pursuant to this Agreement. Contractor shall submit all invoices to City in the manner specified herein. Except as specifically authorized by City in writing, Contractor shall not bill City for duplicate services performed by more than one person.

Contractor and City acknowledge and agree that compensation paid by City to Contractor under this Agreement is based upon Contractor's estimated costs of providing the services required hereunder, including salaries and benefits of employees and subcontractors of Contractor. Consequently, the Parties further agree that compensation hereunder is intended to include the costs of contributions to any pensions and/or annuities to which Contractor 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. Contractor shall submit invoices, not more often than once a month during the term of this Agreement, based on the cost for services performed prior to the invoice date. No individual performing work under this Agreement shall bill more than 2,000 hours in a fiscal year unless approved, in writing, by the City Manager or his/her designee. Invoices shall contain the following information:

- Serial identifications of progress bills; i.e., Progress Bill No. 1 for the first invoice, etc.;
- 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;
- A copy of the applicable time entries or time sheets shall be submitted showing the following:

- Daily logs of total hours worked by each individual performing work under this Agreement
 - Hours must be logged in increments of tenths of an hour or quarter hour
 - If this Agreement covers multiple projects, all hours must also be logged by project assignment
 - A brief description of the work
- The total number of hours of work performed under the Agreement by Contractor and each employee, agent, and subcontractor of Contractor performing services hereunder;
 - The Contractor's signature;
 - Contractor shall give separate notice to the City when the total number of hours worked by Contractor and any individual employee, agent, or subcontractor of Contractor reaches or exceeds 800 hours within a 12-month period under this Agreement and any other agreement between Contractor and City. Such notice shall include an estimate of the time necessary to complete work described in Exhibit A and the estimate of time necessary to complete work under any other agreement between Contractor and City, if applicable.
- 2.2 Monthly Payment.** City shall make monthly payments, based on invoices received, for services satisfactorily performed. City shall have 30 days from the receipt of an invoice that complies with all of the requirements above to pay Contractor.
- 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 Contractor pursuant to this Agreement. City shall not pay any additional sum for any expense or cost whatsoever incurred by Contractor 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 Contractor 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 Fees.** Fees for work performed by Contractor on an hourly basis shall not exceed the amounts shown on the compensation schedule attached hereto as Exhibit B.
- 2.6 [Intentionally Deleted].**
- 2.7 Payment of Taxes.** Contractor 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 Contractor terminates this Agreement pursuant to Section 8, the City shall compensate the Contractor for all outstanding costs incurred for work satisfactorily completed as of the date of written notice of termination. Contractor shall maintain adequate logs and timesheets to verify costs incurred to that date.
- 2.9 Authorization to Perform Services.** The Contractor 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 [Intentionally Deleted].**

Section 3. FACILITIES AND EQUIPMENT. Except as set forth herein, Contractor shall, at its sole cost and expense, provide all facilities and equipment that may be necessary to perform the services required by this Agreement. City shall make available to Contractor only the facilities and equipment listed in this section, and only under the terms and conditions set forth herein. Contractor shall make a written request to City to use facilities or equipment not otherwise listed herein.

The Wave Aquatic Facility

- 3.1 Safety Requirements.** In accordance with generally accepted construction practices and state law, Contractor shall be solely and completely responsible for conditions on the jobsite, including safety of all persons and property during performance of the work. This requirement shall apply continuously and not be limited to normal working hours.

Contractor shall take all necessary precautions and provide all necessary safeguards to prevent personal injury and property damage. Contractor shall provide protection for all persons including, but not limited to, its employees and employees of its subcontractors; members of the public; and employees, agents, and representatives of the City and regulatory agencies that may be on or about the work.

The services of the City in conducting review and inspection of Contractor's performance is not intended to include review of the adequacy of Contractor's work methods, equipment, bracing or scaffolding, or safety measures, in, on, or near any Contractor jobsite.

All work and materials shall be in strict accordance with all applicable state, city, county, and federal rules, regulations and codes, with specific attention to the United States Department of Labor Occupational Health and Safety Administration (OSHA) requirements. Contractor shall be solely responsible for compliance with all city, county, and state explosive transport, storage, and blasting requirements and for any damages caused by such operations.

Contractor is hereby informed that work on City property could be hazardous. Contractor shall carefully instruct all personnel working on City property that all conditions of the property are potentially hazardous work areas as to potential dangers and shall provide such necessary safety equipment and instructions as are necessary to prevent injury to

personnel and damage to property. Special care shall be exercised relative to work underground.

In addition to complying with all other safety regulations, Contractor shall abide by any and all other City requirements contained in any specifications, special conditions or manuals, which shall be made available by City upon request.

Contractor shall provide and maintain all necessary safety equipment such as fences, barriers, signs, lights, walkways, guards, and fire prevention and fire-fighting equipment and shall take such other action as is required to fulfill its obligations under this section. It is the intent of the City to provide a safe working environment under normal conditions. CONTRACTOR IS ADVISED THAT CITY'S OPERATIONS AND PROPERTY ARE INHERENTLY HAZARDOUS BECAUSE OF CONDITIONS SUCH AS CONFINED SPACES, POTENTIALLY EXPLOSIVE ATMOSPHERES, AND POSSIBLE EXPOSURE TO PATHOGENS.

Contractor shall maintain all portions of the jobsite in a neat, clean, and sanitary condition at all times. If required by the City, toilets shall be furnished by Contractor where needed for use of its employees and their use shall be strictly enforced. Contractor shall not use the City's existing sanitary facilities, unless previously authorized by the City.

Contractor shall keep adequate first aid facilities and supplies available and instruction in first aid for its employees shall be given.

City reserves the right to require that Contractor bring onto the project or engage the services of a licensed safety engineer at any time during the term of this Agreement. If Contractor does not have a licensed safety engineer on staff, then City may require that Contractor engage a subcontractor or subconsultant as the project's safety engineer. Contractor shall bear all costs in connection with meeting the requirements of this section.

Section 4. INSURANCE REQUIREMENTS. Before fully executing this Agreement, Contractor, 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 Contractor and its agents, representatives, employees, and subcontractors. Consistent with the following provisions, Contractor 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. Contractor 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 Contractor's bid. Contractor shall not allow any subcontractor to commence work on any subcontract until Contractor has obtained all insurance required herein for the subcontractor(s) and provided evidence to City that such insurance is in effect. VERIFICATION OF THE REQUIRED INSURANCE SHALL BE SUBMITTED AND MADE PART OF THIS AGREEMENT PRIOR TO EXECUTION. Contractor shall maintain all required insurance listed herein for the duration of this Agreement.

4.1 Workers' Compensation.

4.1.1 General Requirements. Contractor shall, at its sole cost and expense, maintain Statutory Workers' Compensation Insurance and Employer's Liability Insurance for any and all persons employed directly or indirectly by Contractor. The Statutory Workers' Compensation Insurance and Employer's Liability Insurance shall be provided with limits of not less than \$1,000,000 per accident. In the alternative, Contractor may rely on a self-insurance program to meet these requirements, but only if the program of self-insurance complies fully with the provisions of the California Labor Code. Determination of whether a self-insurance program meets the standards of the California Labor Code shall be solely in the discretion of the Contract Administrator.

The Workers' Compensation policy shall be endorsed with a waiver of subrogation in favor of the City for all work performed by the Contractor, its employees, agents, and subcontractors.

4.1.2 Submittal Requirements. To comply with Subsection 4.1, Contractor shall submit the following:

- a. Certificate of Workers' Compensation Insurance in the amounts specified in the section; and
- b. Waiver of Subrogation Endorsement as required by the section.

4.2 Commercial General and Automobile Liability Insurance.

4.2.1 General Requirements. Contractor, at its own cost and expense, shall maintain commercial general liability insurance for the term of this Agreement in an amount not less than \$2,000,000 and automobile liability insurance for the term of this Agreement in an amount not less than \$2,000,000 per occurrence, combined single limit coverage for risks associated with the work contemplated by this Agreement. If a Commercial General Liability Insurance or an Automobile Liability form or other form with a general aggregate limit is used, either the general aggregate limit shall apply separately to the work to be performed under this Agreement or the general aggregate limit shall be at least twice the required occurrence limit. Such coverage shall include but shall not be limited to, protection against claims arising from bodily and personal injury, including death resulting therefrom, and damage to property resulting from activities contemplated under this Agreement, including without limitation, blanket contractual liability and the use of owned and non-owned automobiles.

4.2.2 Minimum Scope of Coverage. 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. Automobile coverage shall be at least as broad as Insurance Services Office Automobile Liability form CA 0001, Code 1 (any auto). No endorsement shall be attached limiting the coverage.

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

- a. The Insurance shall cover on an occurrence or an accident basis, and not on a claims-made basis.
- b. City, its officers, officials, employees, and volunteers are to be covered as additional insureds as respects: liability arising out of work or operations performed by or on behalf of the Contractor; or automobiles owned, leased, hired, or borrowed by the Contractor.
- c. Contractor hereby agrees to waive subrogation which any insurer or contractor may require from vendor by virtue of the payment of any loss. Contractor agrees to obtain any endorsements that may be necessary to affect this waiver of subrogation.
- d. For any claims related to this Agreement or the work hereunder, the Contractor's insurance coverage 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 Contractor's insurance and shall not contribute with it.

4.2.4 Submittal Requirements. To comply with Subsection 4.2, Contractor shall submit the following:

- a. Certificate of Liability Insurance in the amounts specified in the section;
- b. Additional Insured Endorsement as required by the section;
- c. Waiver of Subrogation Endorsement as required by the section; and
- d. Primary Insurance Endorsement as required by the section.

4.3 All Policies Requirements.

4.3.1 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.

4.3.2 Verification of Coverage. Prior to beginning any work under this Agreement, Contractor shall furnish City with complete copies of all Certificates of Liability Insurance delivered to Contractor by the insurer, including complete copies of all endorsements attached to the policies. All copies of Certificates of Liability Insurance and certified endorsements shall show the signature of a person authorized by that insurer to bind coverage on its behalf. If the City does not receive the required insurance documents prior to the Contractor beginning work, it shall not waive the Contractor's obligation to provide them. The City reserves the right to require complete copies of all required insurance policies at any time.

- 4.3.3 Deductibles and Self-Insured Retentions.** Contractor 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 Contractor shall provide a financial guarantee satisfactory to the City guaranteeing payment of losses and related investigations, claim administration and defense expenses.
- 4.3.4 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).
- 4.3.5 Endorsement Requirements.** Each insurance policy required by Section 4 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.
- 4.3.6 Subcontractors.** Contractor shall include all subcontractors as insureds under its policies or shall furnish separate certificates and certified endorsements for each subcontractor. All coverages for subcontractors shall be subject to all of the requirements stated herein.

4.4 Remedies. In addition to any other remedies City may have if Contractor 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 Contractor’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 Contractor to stop work under this Agreement or withhold any payment that becomes due to Contractor hereunder, or both stop work and withhold any payment, until Contractor demonstrates compliance with the requirements hereof; and/or
- Terminate this Agreement.

Section 5. INDEMNIFICATION AND CONTRACTOR’S RESPONSIBILITIES. Contractor 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 Contractor’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 Contractor’s obligation to defend and indemnify shall not be excused because of the Contractor’s inability to evaluate Liability or because the Contractor evaluates Liability and determines that the Contractor is not liable to the claimant. The Contractor 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 Contractor 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 Contractor 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 Contractor accepts or rejects the tender of defense, whichever occurs first.

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 Contractor to indemnify shall not apply when to do so would be prohibited by California Civil Code Section 2782.

In the event that Contractor or any employee, agent, or subcontractor of Contractor 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, Contractor shall indemnify, defend, and hold harmless City for the payment of any employee and/or employer contributions for PERS benefits on behalf of Contractor 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 CONTRACTOR.

- 6.1 Independent Contractor.** At all times during the term of this Agreement, Contractor shall be an independent contractor and shall not be an employee of City. This Agreement shall not be construed as an agreement for employment. City shall have the right to control Contractor only insofar as the results of Contractor's services rendered pursuant to this Agreement and assignment of personnel pursuant to Subsection 1.3; however, otherwise City shall not have the right to control the means by which Contractor accomplishes services rendered pursuant to this Agreement. Contractor further acknowledges that Contractor performs Services outside the usual course of the City's business; and is customarily engaged in an independently established trade, occupation, or business of the same nature as the Contractor performs for the City, and has the option to perform such work for other entities. Notwithstanding any other City, state, or federal policy, rule, regulation, law, or ordinance to the contrary, Contractor 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 Contractor Not an Agent.** Except as City may specify in writing, Contractor shall have no authority, express or implied, to act on behalf of City in any capacity whatsoever as an agent. Contractor 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.** Contractor 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, Contractor 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.** Contractor represents and warrants to City that Contractor 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. Contractor represents and warrants to City that Contractor 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, Contractor and any subcontractors shall obtain and maintain during the term of this Agreement valid Business Licenses from City.
- 7.5 **Nondiscrimination and Equal Opportunity.** Contractor shall not discriminate, on the basis of a person's race, sex, gender, religion (including religious dress and grooming practices), national origin, ancestry, physical or mental disability, medical condition (including cancer and genetic characteristics), marital status, age, sexual orientation, color, creed, pregnancy, genetic information, gender identity or expression, political affiliation or belief, military/veteran status, or any other classification protected by applicable local, state, or federal laws (each a "Protected Characteristic"), 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 Contractor under this Agreement.

Contractor 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 Contractor.

Contractor may cancel this Agreement upon 30 days' written notice to City and shall include in such notice the reasons for cancellation.

In the event of termination, Contractor shall be entitled to compensation for services performed to the effective date of termination; City, however, may condition payment of such compensation upon Contractor delivering to City any or all documents, photographs, computer software, video and audio tapes, and other materials provided to Contractor or prepared by or for Contractor 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. Contractor understands and agrees that, if City grants such an extension, City shall have no obligation to provide Contractor with compensation beyond the maximum amount provided for in this Agreement. Similarly, unless authorized by the Contract Administrator, City shall have no obligation to reimburse Contractor for any otherwise expenses incurred during the extension period.
- 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 Contractor recognize and agree that this Agreement contemplates personal performance by Contractor and is based upon a determination of Contractor'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 Contractor. Contractor may not assign this Agreement or any interest therein without the prior written approval of the Contract Administrator. Contractor 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 Contractor shall survive the termination of this Agreement.
- 8.6 Options upon Breach by Contractor.** If Contractor 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 Contractor pursuant to this Agreement;
 - 8.6.3** Retain a different contractor to complete the work described in Exhibit A not finished by Contractor; or
 - 8.6.4** Charge Contractor 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 Contractor pursuant to Section 2 if Contractor had completed the work.

Section 9. KEEPING AND STATUS OF RECORDS.

- 9.1 Records Created as Part of Contractor'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 Contractor prepares or obtains pursuant to this Agreement and that relate to the matters

covered hereunder shall be the property of the City. Contractor 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 Contractor 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 Contractor's Books and Records.** Contractor 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 Contractor to this Agreement.
- 9.3 Inspection and Audit of Records.** Any records or documents that Subsection 9.2 of this Agreement requires Contractor 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 Conflict of Interest. Contractor may serve other clients, but none whose activities within the corporate limits of City or whose business, regardless of location, would place Contractor in a "conflict of interest," as that term is defined in the Political Reform Act, codified at California Government Code Section 81000 *et seq.*

Contractor 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 Section 1090 *et seq.*

Contractor 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 Contractor was an employee, agent, appointee, or official of the City in the previous 12 months, Contractor warrants that it did not participate in any manner in the forming of this Agreement. Contractor understands that, if this Agreement is made in violation of California Government Code Section 1090 *et seq.*, the entire Agreement is void and Contractor will not be entitled to any compensation for services performed pursuant to this Agreement, including reimbursement of expenses, and Contractor will be required to reimburse the City for any sums paid to the Contractor. Contractor understands that, in addition to the foregoing, it may be subject to criminal prosecution for a violation of California Government Code Section 1090 *et seq.*, and, if applicable, will be disqualified from holding public office in the State of California.

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

10.8 Contract Administration. This Agreement shall be administered by the City Manager ("Contract Administrator"). All correspondence shall be directed to or through the Contract Administrator or his or her designee.

10.9 Notices. Any written notice to Contractor shall be sent to:
Jordan Bakeman
4342 Old M51
Croswell, MI 48422

Any written notice to City shall be sent to:

City of Dublin
Attn: Dustin Stene
100 Civic Plaza
Dublin, CA 94568

10.10 Integration. This Agreement, including the scope of work attached hereto and incorporated herein as Exhibits A, B, and C represents the entire and integrated agreement between City and Contractor and supersedes all prior negotiations, representations, or agreements, either written or oral.

<u>Exhibit A</u>	Scope of Services
<u>Exhibit B</u>	Compensation Schedule
<u>Exhibit C</u>	California Labor Code Section 1720 Information

10.11 Counterparts and Electronic Signatures. This Agreement may be executed in multiple counterparts, each of which shall be an original and all of which together shall constitute one agreement. Counterparts delivered and/or signatures executed by City-approved electronic or digital means shall have the same force and effect as the use of a manual signature. Both Parties desire this Agreement to be electronically signed in accordance with applicable federal and California law. Either Party may revoke its agreement to use electronic signatures at any time by giving notice to the other Party.

10.12 Certification per Iran Contracting Act of 2010. In the event that this contract is for one million dollars (\$1,000,000.00) or more, by Contractor's signature below Contractor certifies that Contractor, and any parent entities, subsidiaries, successors or subunits of Contractor are not identified on a list created pursuant to subdivision (b) of Section 2203 of the California Public Contract Code as a person engaging in investment activities in Iran as described in subdivision (a) of Section 2202.5, or as a person described in subdivision (b) of Section 2202.5 of the California Public Contract Code, as applicable.

SIGNATURES ON FOLLOWING PAGE

The Parties have executed this Agreement as of the Effective Date. The persons whose signatures appear below certify that they are authorized to sign on behalf of the respective Party.

CITY OF DUBLIN

DocuSigned by:

E33836CFFC044E0...
Linda Smith, City Manager

Slide Guys Restoration Inc.

DocuSigned by:

0129BA8EBB9140F...
Jordan Bakeman, Owner

Attest:

DocuSigned by:

9BB70815D22F40A...
Marsha Moore, City Clerk

Contractor's DIR Registration Number
(if applicable)

Approved as to Form:

DocuSigned by:

5ED7F38973DC484...
John Bakker, City Attorney

EXHIBIT A

SCOPE OF SERVICES

WATERSLIDE TOWER

This biannual service requires inspection and preparation/repair of all waterslides prior to the California Occupational and Health Administration (OSHA) inspection that occurs annually each April and again after the conclusion of the water park season each of October. Contractors should be prepared to inspect the slides and structures for any damages or wear, and prepare slides for both the waterpark season opening and winter closure.

1. Preseason inspection and service must be completed by April 1 of each year.
2. Post season inspection and service must be completed by October 31 of each year.

To properly inspect, maintain and repair (if necessary) the two speed slides. Repelling will be required. To complete the repelling requirement, contractors must be emergency rope access certified and provide the certification to the City prior to performance of the project. Documentation for all repairs, including who made the repairs and the date, along with the scope of work should be submitted within five business days of repair.

3. Description
 - a. Four Waterslides
 - i. Slide A (Riptide Rider) – 251 ft
 - ii. Slide B (Golden Wave) – 199 ft
 - iii. Slide C (Mt. Diablu) – 245 ft
 - iv. Slide D (Shamrock Swirl) – 71 ft
 - b. Two Speed Slides (repelling work required)
 - i. Slide E (Dublin Screamer Speed Slide) – 176 ft
 - ii. Slide F (Emerald Plunge Speed Slide) – 154 ft
 - c. Six Slide Runouts
4. Waterslide Maintenance Services
 - a. Wax and inspect waterslides two times annually using “Stay Sealed” high gloss water slide protectant/sealant/wax to the complete surface of slide interior.
 - i. Pre-season wax to be completed by April 1 of each year
 - ii. End of season wax to be completed by October 31 of each year
 - iii. Hand polish all slides as needed
 - iv. High-pressure water wash (up to 4,000 p.s.i.) using biodegradable degreasing
 1. Agent and steam/hot water blast where necessary, to remove any grease, oil, loose paint, dirt and oxidation.

- b. Repair any joint caulking
- c. Repair chip or cracking in gel coat
- d. Repair any separating seams or seams with “rise” or “run”
 - i. Perform Semi-Annual and Annual Inspections according to WhiteWater Manual.
 - 1. Semi-Annual Inspection to be completed by October 31 after waterpark operation concludes and an Annual Inspection including completed repairs to be finished by April 1, before waterpark operation begins.
 - 2. The inspection checklist must be submitted within five business days after the inspection. This should include the date and names of inspectors, as well as their signatures signing off on the completed inspection.
 - 3. Submit repair estimates for anything that needs to be repaired and returned to manufacturer standards.
 - 4. Check all joint and provide an estimate for repairs of joints with partial, missing, or cracked caulking.
 - 5. Check operation of interior nozzles for Slide D (Shamrock Swirl).
 - 6. Other preventative maintenance including inspection of fiberglass for cracking, joint separation, or other concerns as related
 - 7. Replace annual parts as indicated by WhiteWater on the Dublin Screamer drop slide (Slide E)
 - 8. Send roller bar out for DPT testing per ASTM E147/E1417M
 - 9. Replace filter cartridge (part 380188)
 - 10. Replace 4 solenoid valves (part 342044)
 - 11. Replace both bumpers (part 334849)
 - 12. Replace rollers 2 (part 379987) and set screws 4 (part 379833)
 - 13. Inspect drop slide air compressor and provide an estimate for repairs if needed

Aquatic Play Structure (Splash Zone)

Includes a WhiteWater Aqua Play structure and a variety of interactive play features. To properly inspect, maintain and repair the two children’s waterslides with independent runouts. Documentation for all repairs that includes who made the repairs and the date, along with the scope of work should be submitted within five business days of repair.

- 1. Preseason service must be completed by the following dates April 1 of each year
- 2. Post season service must be completed by the following dates October 31 of each year
- 3. Description
 - a. Two Aqua Play Slides

- i. Slide G Tandem Slide – 14 ft
 - ii. Slide H Child’s Tub Slide – 36 ft
 - b. Two independent runouts
- 4. Services
 - a. Wax waterslides two times annually using high gloss water slide protectant/sealant/wax to the complete surface of slide interior.
 - i. Pre-season wax to be completed by April 1, each year
 - ii. End of season wax to be completed by October 31, each year
 - iii. Hand polish both slides as needed
 - iv. High-pressure water wash (up to 4,000 p.s.i.) using biodegradable degreasing
 - 1. Agent and steam/hot water blast where necessary, in order to remove any grease, oil, loose paint, dirt and oxidation.
 - v. Perform Semi-Annual and Annual Inspections according to WhiteWater Manual.
 - 1. Semi-Annual Inspection to be completed by October 31 after waterpark operation concludes and the Annual Inspection to be completed by April 1, before waterpark operation begins.
 - 2. The inspection checklist must be submitted within five business days after the inspection. This should include the date and names of inspectors, as well as their signatures signing off on the completed inspection.
 - 3. Submit repair estimates for anything that needs to be repaired and returned to manufacturer standards.
 - 4. Check all joint caulking and provide an estimate for repairs of joints with partial, missing, or cracked caulking.
 - 5. Other preventative maintenance including inspection of fiberglass for cracking, joint separation, or other concerns as related
 - b. Repair any joint caulking
 - c. Repair chip or cracking in gel coat
 - d. Repair any separating seams or seams with “rise” or “run”

EXHIBIT B
COMPENSATION SCHEDULE

Biannual Slide Maintenance	Cost
Fall Maintenance Service	\$63,175.00
Spring Maintenance Service	\$63,175.00
Contingency	\$25,270.00
	\$151,620 per year

EXHIBIT C

PROVISIONS REQUIRED FOR PUBLIC WORKS CONTRACTS PURSUANT TO CALIFORNIA LABOR CODE SECTION 1720 *ET SEQ.*

HOURS OF WORK:

- A. In accordance with California Labor Code Section 1810, 8 hours of labor in performance of the services described in Exhibit A shall constitute a legal day's work under this contract.
- B. In accordance with California Labor Code Section 1811, the time of service of any worker employed in performance of the services described in Exhibit A is limited to 8 hours during any one calendar day, and 40 hours during any one calendar week, except in accordance with California Labor Code Section 1815, which provides that work in excess of 8 hours during any one calendar day and 40 hours during any one calendar week is permitted upon compensation for all hours worked in excess of 8 hours during any one calendar day and 40 hours during any one calendar week at not less than one-and-one-half times the basic rate of pay.
- C. The Contractor and its subcontractors shall forfeit as a penalty to the City \$25 for each worker employed in the performance of the services described in Exhibit A for each calendar day during which the worker is required or permitted to work more than 8 hours in any one calendar day, or more than 40 hours in any one calendar week, in violation of the provisions of California Labor Code Section 1810 and following.

WAGES:

- A. In accordance with California Labor Code Section 1773.2, the City has determined the general prevailing wages in the locality in which the services described in Exhibit A are to be performed for each craft or type of work needed to be as published by the State of California Department of Industrial Relations, Division of Labor Statistics and Research, a copy of which is on file in the City Public Works Office and shall be made available on request. The Contractor and subcontractors engaged in the performance of the services described in Exhibit A shall pay no less than these rates to all persons engaged in performance of the services or work.
- B. In accordance with California Labor Code Section 1775, the Contractor and any subcontractors engaged in performance of the services described in Exhibit A shall comply with California Labor Code Section 1775, which establishes penalties per day for each worker engaged in the performance of the services described in Exhibit A that the Contractor or any subcontractor pays less than the specified prevailing wage. The amount of such penalty shall be determined by the Labor Commissioner and shall be based on consideration of the mistake, inadvertence, or neglect of the Contractor or subcontractor in failing to pay the correct rate of prevailing wages, or the previous record of the Contractor or subcontractor in meeting applicable prevailing wage obligations, or the willful failure by the Contractor or subcontractor to pay the correct rates of prevailing wages. A mistake, inadvertence, or neglect in failing to pay the correct rate of prevailing wages is not excusable if the Contractor or subcontractor had knowledge of their obligations under the California Labor Code. The Contractor or subcontractor shall pay the

difference between the prevailing wage rates and the amount paid to each worker for each calendar day or portion thereof for which each worker was paid less than the prevailing wage rate. If a subcontractor worker engaged in performance of the services described in Exhibit A is not paid the general prevailing per diem wages by the subcontractor, the Contractor is not liable for any penalties therefore unless the Contractor had knowledge of that failure or unless the Contractor fails to comply with all of the following requirements:

1. The contract executed between the Contractor and the subcontractor for the performance of part of the services described in Exhibit A shall include a copy of the provisions of California Labor Code Sections 1771, 1775, 1776, 1777.5, 1813, and 1815.
 2. The Contractor shall monitor payment of the specified general prevailing rate of per diem wages by the subcontractor by periodic review of the subcontractor's certified payroll records.
 3. Upon becoming aware of a subcontractor's failure to pay the specified prevailing rate of wages, the Contractor shall diligently take corrective action to halt or rectify the failure, including, but not limited to, retaining sufficient funds due the subcontractor for performance of the services described in Exhibit A.
 4. Prior to making final payment to the subcontractor, the Contractor shall obtain an affidavit signed under penalty of perjury from the subcontractor that the subcontractor has paid the specified general prevailing rate of per diem wages for employees engaged in the performance of the services described in Exhibit A and any amounts due pursuant to California Labor Code Section 1813.
- C. In accordance with California Labor Code Section 1776, the Contractor and each subcontractor engaged in performance of the services described in Exhibit A shall keep accurate payroll records showing the name, address, social security number, work, straight time and overtime hours worked each day and week, and the actual per diem wages paid to each journeyman, apprentice, worker, or other employee employed in performance of the services described in Exhibit A. Each payroll record shall contain or be verified by a written declaration that it is made under penalty of perjury, stating both of the following:
1. The information contained in the payroll record is true and correct.
 2. The employer has complied with the requirements of California Labor Code Sections 1771, 1811, and 1815 for any work performed by the employer's employees on the public works project.

The payroll records required pursuant to California Labor Code Section 1776 shall be certified and sent directly to the Labor Commissioner, and available for inspection by the Owner and its authorized representatives, the Division of Labor Standards Enforcement, the Division of Apprenticeship Standards of the Department of Industrial Relations and shall otherwise be available for inspection in accordance with California Labor Code Section 1776.

- D. In accordance with California Labor Code Section 1777.5, the Contractor, on behalf of the Contractor and any subcontractors engaged in performance of the services described in Exhibit A, shall be responsible for ensuring compliance with California Labor Code Section 1777.5 governing employment and payment of apprentices on public works contracts.

- E. In case it becomes necessary for the Contractor or any subcontractor engaged in performance of the services described in Exhibit A to employ for the services described in Exhibit A any person in a trade or occupation (except executive, supervisory, administrative, clerical, or other non manual workers as such) for which no minimum wage rate has been determined by the Director of the Department of Industrial Relations, the Contractor or subcontractor shall pay the minimum rate of wages specified therein for the classification which most nearly corresponds to services described in Exhibit A to be performed by that person. The minimum rate thus furnished shall be applicable as a minimum for such trade or occupation from the time of the initial employment of the person affected and during the continuance of such employment.



2026 SPRING MAINTENANCE PROPOSAL

December 16, 2025

City of Dublin – Waterslide Maintenance

Dustin Stene, Recreation Supervisor

Dustin.stene@dublin

SUBJECT: 2026 Spring Maintenance

Please find below the recommended maintenance program for the Wave Waterpark



Please note: All ENCLOSED SECTIONS on all slides will be waxed (Enclosed sections will not receive a 4-phase polish & Buff). All open sections will be polished, buffed, & waxed.

ITEM: Slide A (Riptide Rider)

Notes: RAL – 251'

Work Description: 4 Phase Polish and wax – Entire open sections

- Remove oxidation and scale build up (High-pressure wash 4,000 psi with biodegradable degreasing agent and hot water blast as per SSPCSP1 Standard)
- Polish & Wax slide (Hand wax if necessary)
- Refurbish any minor chips
- Fully inspect exterior hardware
- Caulk seams with 3M-4000 as needed

Work Description: Enclosed section of slides ride path waxed only

Slide Guys Restoration, Inc. , 4342 Old M51, Croswell, MI 48422, 833.234.9255, www.slideguysrestoration.com

ITEM: Slide B (Golden Wave)

Notes: RAL - 199'

Work Description: 4 Phase Polish and wax – Entire open sections

- Remove oxidation and scale build up (High-pressure wash 4,000 psi with biodegradable degreasing agent and hot water blast as per SSPCSP1 Standard)
- Polish & Wax slide (Hand wax if necessary)
- Refurbish any minor chips
- Fully inspect exterior hardware
- Caulk seams with 3M-4000 as needed

Work Description: Enclosed section of slides ride path waxed only

ITEM: Slide C (Mt Diablue)

Notes: RAL – 245'

Work Description: 4 Phase Polish and wax – Entire open sections – EXCLUDING Bowl

- Remove oxidation and scale build up (High-pressure wash 4,000 psi with biodegradable degreasing agent and hot water blast as per SSPCSP1 Standard)
- Polish & Wax slide (Hand wax if necessary)
- Refurbish any minor chips
- Fully inspect exterior hardware
- Caulk seams with 3M-4000 as needed

Work Description: Enclosed section of slides ride path waxed only

ITEM: Slide D (Shamrock Swirl)

Notes: RAL – 71'

Work Description: 4 Phase Polish and wax – Entire open sections

- Remove oxidation and scale build up (High-pressure wash 4,000 psi with biodegradable degreasing agent and hot water blast as per SSPCSP1 Standard)
- Polish & Wax slide (Hand wax if necessary)
- Refurbish any minor chips
- Fully inspect exterior hardware
- Caulk seams with 3M-4000 as needed

Work Description: Enclosed section of slides ride path waxed only

ITEM: Slide E (Dublin Screamer Speed Slide)

Notes: RAL 176' (Repelling work required) Enclosed w/runout

Work Description: 4 Phase Polish and wax – Entire open sections – EXCLUDING BOWL (Bowl will get waxed not buffed)

- Remove oxidation and scale build up (High-pressure wash 4,000 psi with biodegradable degreasing agent and hot water blast as per SSPCSP1 Standard)
- Polish & Wax slide (Hand wax if necessary)
- Refurbish any minor chips
- Fully inspect exterior hardware
- Caulk seams with 3M-4000 as needed

Work Description: Enclosed section of slides ride path waxed only

ITEM: Slide F (Emerald Plunge Speed Slide)

Notes: RAL – 154' (Repelling work required)

Work Description: 4 Phase Polish and wax – Entire open sections

- Remove oxidation and scale build up (High-pressure wash 4,000 psi with biodegradable degreasing agent and hot water blast as per SSPCSP1 Standard)
- Polish & Wax slide (Hand wax if necessary)
- Refurbish any minor chips
- Fully inspect exterior hardware
- Caulk seams with 3M-4000 as needed

Work Description: Enclosed section of slides ride path waxed only

Aquatic Play Structure (Splash Zone)

ITEM: Slide G (Tandem Slide)

Notes: RAL – 14'

Work Description: 4 Phase Polish and wax – Entire open sections

- Remove oxidation and scale build up (High-pressure wash 4,000 psi with biodegradable degreasing agent and hot water blast as per SSPCSP1 Standard)
- Polish & Wax slide (Hand wax if necessary)
- Refurbish any minor chips
- Fully inspect exterior hardware
- Caulk seams with 3M-4000 as needed

Work Description: Enclosed section of slides ride path waxed only

ITEM: Slide H (Children's Tub Slide)

Notes: RAL – 36'

Work Description: 4 Phase Polish and wax – Entire open sections

- Remove oxidation and scale build up (High-pressure wash 4,000 psi with biodegradable degreasing agent and hot water blast as per SSPCSP1 Standard)
- Polish & Wax slide (Hand wax if necessary)
- Refurbish any minor chips
- Fully inspect exterior hardware
- Caulk seams with 3M-4000 as needed

Work Description: Enclosed section of slides ride path waxed only

ITEM: 2 Independent Runouts

Notes: RAL –

Work Description: 4 Phase Polish and wax- Entire open sections

- Remove oxidation and scale build up (High-pressure wash 4,000 psi with biodegradable degreasing agent and hot water blast as per SSPCSP1 Standard)
- Polish & Wax slide (Hand wax if necessary)
- Refurbish any minor chips

- Fully inspect exterior hardware
- Caulk seams with 3M-4000 as needed

Work Description: Enclosed section of slides ride path waxed only

Repelling required.

Repair any separated seams or seam with “rise” or “run”.

We do NOT repair ropes on metal.

** This bid includes repair of any separating seams or seams with “rise” or “run”.

***Documentation for all repairs, that includes who made the repairs and the date, along with the scope of work, will be submitted within five business days of repair

TOTAL PROJECT COST – \$70,000.00
(\$10,000.00 is allotted for prevailing wage)
ESTIMATED TIME VALUE OF PROJECT – 7 to 10 DAYS
– WEATHER PERMITTING –

PREMIUM PRODUCTS WE USE

Ashland Gel-Kote /Premium grade Vinyl Ester blend grade filler / 3M-4000 marine grade caulk / Epoxy Vinyl Ester Resin / Amerlock Clear Primer / PSX-700 Polysiloxane paint (marine grade) / Fiberglass – 1.5 oz. chop Mat & Biaxial 1088 /Acetone / 3M Super Duty Compound

Gel coat refers to the interior coating on fiberglass slides and is the only coating to be used to protect the underlying fiberglass, per the manufacturer. White gel is recommended for more maintenance free, because white gel looks cleaner even when light oxidation is present.

Paint is only applied to the exterior of slides. A commercial marine grade paint is the only coating suitable for slides exterior coating per manufacturer's recommendations.

Oxidation should be removed annually with a professional maintenance plan. Oxidation build up results in drag for riders and acts like sandpaper, scuffing mills of gel off slide when riders go down the slide.

Thinning gel is when mills are removed slowly over time with regular usage of slide, chemicals, weather, oxidation, and annual polish & buff. A slide that has the proper mills of gel coat applied (18-24mls) should last 8 to 10 years, if maintained properly.

Failed coatings Gel or paint– The coating lift, bubbles, peels. This may result from Incorrect product use, not mixed/applied properly, unsuitable weather conditions during application, or coating was not applied according to industry standards. Solution: Re-gel or repaint with Amerlock primer. Failed coatings compromise the fiberglass.

Only use Vinyl Ester Blend Grade Filler will be used for repairs.

Polish & Wax is a cosmetic refurbish. Structural refurbishment is defined as an obvious threat to the guests. Unless otherwise specified, in the work description above, structural refurbishment is not included in the proposal nor price. If Structural refurbishment is required and is not noted on the proposal to repair/refurbish, a change order will be required to include the refurbishment / repair.

Please note that large amounts of dust will be created from the project that we have no control over. We do a thorough power wash afterwards, removing any dust caused by sanding, to restore cleanliness to the facility.

**Caulked seams are not a guarantee to stop them from leaking and are not under warranty.*

Slides that require an additional coat of paint will be charged an additional 50% of first cote price due to time/materials/extra process to ensure premium quality outcome.

Slide Guys Restoration reserves the right to have adequate access to the project area to complete the project as efficiently as Slide Guys Restoration deems necessary. This may require, but is not limited, to working 8 hours per day/5 days a week. The park is responsible for providing an adequate water source, electrical power (multiple circuits will be needed), restroom facilities.

Payment due upon completion of project, Wire transfer or via mail to 4342 Old M51, Croswell, MI 48422. Accounts 30 days past due are subject to a 5% late fee.

Warranty: If for any reason your paint, Gel coat, or structural refurbishment does peels, lifts, bubbles, flakes off or come apart (de-laminating) and you are within your warranty period, we will come out within 30 days to correct the issue.

- **5-year warranty** on paint for adhesion on waterslides
- **1-year warranty** on paint for adhesion on columns and kiddy structures
- **5-year warranty** on the structural fiberglass refurbish not to delaminate
- **2-year warranty** on the Gel Kote. Extend warranty to **5-year** with yearly maintenance plan

We, at Slide Guys Restoration, are committed to quality and customer satisfaction. We have serviced some of the largest water parks in North America and are looking forward to putting our experience to work for you. Please feel free to call our office at 833-234-9255 or my cell at 586.909.2001 if you have any questions. Thank you for your time and consideration.

Confidentiality Agreement

The information in this document is confidential to whom it is addressed and should not be disclosed to another person. It may not be reproduced as whole, in part, nor may any of the information contained therein be disclosed without the prior written consent of the directors of Slide Guys Restoration.

City of Dublin – The Wave Waterpark / Dustin Stene
Authorized Signatory

Date

Slide Guys Restoration / Jordan Bakeman

Date



STAFF REPORT

CITY COUNCIL

DATE: January 13, 2026

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: City Council Participation in the 2026 St. Patrick’s Day Parade
Prepared by: Jordan Foss, Senior Management Analyst

EXECUTIVE SUMMARY:

The City Council will consider participating in the 2026 St. Patrick’s Day Parade by walking as a group.

STAFF RECOMMENDATION:

Approve the City Council walking in the parade or provide other direction.

FINANCIAL IMPACT:

None.

DESCRIPTION:

Each year, the City Council participates in the annual St. Patrick’s Day Parade. The City Council has typically walked along the parade route, but it has also used a fire truck, cable car, or float in the past. In 2024, the City Council decided to walk to engage and interact with spectators.

Staff is recommending the walking option again this year. If this option is selected, Staff will likely utilize a truck to lead the procession and carry the City Council banner.

To move forward with preparations for the parade, Staff is seeking City Council approval of this concept.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

None.



STAFF REPORT

CITY COUNCIL

DATE: January 13, 2026

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: Mayor’s Appointment to Parks and Community Services Commission
Unscheduled Alternate Vacancy
Prepared by: Marsha Moore, MMC, City Clerk

EXECUTIVE SUMMARY:

The City Council will consider the Mayor’s appointment to fill an alternate unscheduled vacancy on the Parks and Community Services Commission.

STAFF RECOMMENDATION:

Confirm the Mayor’s appointment of Amarissa Koelling to the unscheduled alternate vacancy on the Parks and Community Services Commission with a term ending December 2026.

FINANCIAL IMPACT:

None.

DESCRIPTION:

An unscheduled vacancy occurred on the Parks and Community Services Commission on August 19, 2025. A notice seeking applications was posted on August 21, 2025, with a deadline of September 12, 2025. That position was filled on October 21, 2025, leaving an unscheduled vacancy in the alternate position. Applicants were provided an opportunity to be considered for the alternate position.

After reviewing applications from Daniel Hor, Shubha Kandukoori, Amarissa Koelling, Horatio Ulescu, Debbie Wagner, and Wilfredo Yee, Mayor Hu selected Amarissa Koelling to fill the unscheduled vacancy.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted and applicants were notified.

ATTACHMENTS:

- 1) Parks and Community Services Commission Applications



Parks and Community Services Commission Application

The Parks and Community Services Commission is an advisory body to the City Council and City Staff. This Commission is made up of five members of the community who serve four-year staggered terms and one student representative who serves a one-year term. This Commission acts in an advisory capacity to the City Council regarding the City facilities, parks, and recreational activities and programs.

The Parks and Community Services Commission is part of the City's Conflict of Interest Code, and if appointed, you will be required to fill out a disclosure statement which identifies certain financial interest beginning with the immediate twelve-month period prior to your appointment ([FPPC Form 700](#)) and attend Ethics Training.

The [Parks and Community Services Commission Bylaws and Rules of Procedure](#) govern the meetings and activities of the Commission.

To browse past Agendas and Minutes for the Commission, visit the [City's Online Records Portal](#).

Date Time *

9/3/2025

First Name *

Amarissa

Last Name *

Koelling

Address *

Street Address

[REDACTED]

Address Line 2

City

Dublin

State/Province/Region

Ca

Postal/Zip Code

94568

Country

USA

Phone (Primary) *

[REDACTED]

Phone (Secondary)

E-mail *

[REDACTED]

How long have you been a resident of Dublin? *

11

Have you participated in Inside Dublin? *

Yes

No

If yes, what year?

Are you a Lobbyist? *

Measure JJ, the Government Accountability Act, approved by the voters in November 2024 prohibits commissioners from being lobbyists.

Yes

No

Application Questions

What knowledge do you have of the programs offered through the Parks and Community Services Department? Have you or a family member participated in a program sponsored by the Department?

I'm very familiar with the programs offered through the Parks and Community Services Department. Both of my children have participated in a variety of classes over the years, including recreational and swim classes. One of my children also attended the city's preschool program, which was a wonderful experience. I've also taken a few classes myself and appreciated the opportunity to stay active and connected with the community. In addition to classes, my family regularly visits the city parks. We enjoy exploring the different playgrounds and open spaces.

How do you feel about user fees for recreation programs and park/facility reservations?

I believe user fees are both reasonable and necessary. These fees help cover the costs of maintaining high-quality programs, facilities, and staff, and they contribute to the long-term sustainability of the services offered. In my experience, the fees are generally quite reasonable and offer good value for what's provided. Of course, it's also important that the fee structure considers affordability and accessibility for all members of the community.

How do you feel about making a decision for the overall good of the community but unpopular with neighbors, residents, or organizations?

I understand that leadership sometimes requires making difficult decisions. In my previous role as a manager of Quality Control at a Pharmaceutical company, I often had to weigh competing priorities and make choices that were fair, responsible, and aligned with broader goals. I also had to deal with employees' disappointment as it arose.

It's important to recognize that not everyone has access to the full context or information behind a decision, which can lead to misunderstandings or frustration. That's why I believe in clear communication and transparency whenever possible. I also encourage community involvement; when people participate in the process, they're more likely to understand and support the outcome, even if they don't fully agree with it.

What is the most important contribution you can make as a member of the Parks and Community Services Commission?

As a new member of the Parks and Community Services Commission, I believe one of the most important contributions I can make is bringing a fresh perspective and a strong commitment to representing the needs and interests of the community. This would be my first time serving in an official city role, which means I'm coming in with open eyes, a willingness to ask thoughtful questions and the ability to share my ideas.

Why are you interested in serving on the Parks and Community Services Commission?

I'm interested in serving because I care deeply about the role parks and recreational programs play in creating a healthy, connected, and vibrant community. My family and I regularly use the city's parks and participate in a variety of programs, so I've seen firsthand how valuable these resources are to residents of all ages.

I also have a strong interest in gardening and sustainability, which leads me to wonder about how we can make our parks even more beneficial for both people and the environment. In particular, I am interested in the opportunity to increase the use of native plants and fruit trees in our parks. Native plants require less water and maintenance, support local biodiversity, and are better adapted to our climate. Fruit trees can provide beauty, shade, and even food, helping to create more engaging and educational spaces for the community.

In what organizations are you currently a member? Please list.

I am currently on the board of the Parent Faculty Club for Murray Elementary School (Co Secretary).

I am a member of the United States Bowling Congress and a regular bowler at Earl Anthony's Dublin Bowl.

I am working part time at Dublin High School as the STEM Mentor Program Coordinator.

What knowledge do you have of the City-owned community facilities in Dublin, such as the Dublin Senior Center, Shannon Community Center, or The Wave? Have you or a family member rented facilities with the City of Dublin?

I took a Zumba class at the Dublin Senior Center a few years ago. One of my children attended preschool at the Shannon Community Center, and both of my children have taken swim classes at The Wave, and had a blast at the water park this summer. Personally, I think I have only reserved park space, but I have looked at the other venues before when I was part of the Fun Squad at my last job. We were looking for a

location for a summer picnic, but we ended up in Pleasanton instead of Dublin. I learned that Dublin has a variety of spaces and venues available to rent/reserve with different amenities and capacities.

How can the City provide better equity and inclusion to all persons that use our parks, trails, and facilities, and access our programs?

I think the city has made great progress in recent years, especially by installing more inclusive and accessible playgrounds that allow children of all abilities to play and interact together. To continue building on that, I believe equity and inclusion can be strengthened by looking at economic accessibility as well. I'm not sure what types of financial assistance or sliding scale options are available for recreation programs, but ensuring that all families regardless of income can access classes, camps, and facility rentals would make a meaningful difference.

In addition, ongoing community outreach, multilingual communication, and opportunities for public input can help ensure the city is meeting the needs of all residents. I'm eager to learn more about what's already being done and contribute to ideas that expand access and inclusion even further.



Parks and Community Services Commission Application

The Parks and Community Services Commission is an advisory body to the City Council and City Staff. This Commission is made up of five members of the community who serve four-year staggered terms and one student representative who serves a one-year term. This Commission acts in an advisory capacity to the City Council regarding the City facilities, parks, and recreational activities and programs.

The Parks and Community Services Commission is part of the City's Conflict of Interest Code, and if appointed, you will be required to fill out a disclosure statement which identifies certain financial interest beginning with the immediate twelve-month period prior to your appointment ([FPPC Form 700](#)) and attend Ethics Training.

[The Parks and Community Services Commission Bylaws and Rules of Procedure](#) govern the meetings and activities of the Commission.

To browse past Agendas and Minutes for the Commission, visit the [City's Online Records Portal](#).

Date Time *

9/11/2025

First Name *

Daniel

Last Name *

Hor

Address *

Street Address

[Redacted]

Address Line 2

City

Dublin

Postal/Zip Code

94568

State/Province/Region

CA

Country

United States

Phone (Primary) *

[Redacted]

Phone (Secondary)

E-mail *

[Redacted]

How long have you been a resident of Dublin? *

4+

Have you participated in Inside Dublin? *

Yes

No

If yes, what year?

Are you a Lobbyist? *

Measure JJ, the Government Accountability Act, approved by the voters in November 2024 prohibits commissioners from being lobbyists.

Yes

No

Application Questions

What knowledge do you have of the programs offered through the Parks and Community Services Department? Have you or a family member participated in a program sponsored by the Department?

The department offers a wide range of recreational, educational, and community-oriented programs and services. These include things like coordinating the offerings within in the seasonal activity guides; planning various festivals and events (e.g. St Patrick's Day, Splatter, the new night market); managing our various parks, trails, and facilities (e.g. The Wave); and art & community programs (e.g. public art murals & displays, People of the Parks).

Yes, my family and I have enjoyed many of these programs and facilities since moving to Dublin 4+ years ago. For instance, we march in the St Patrick's Day parade every year as part of our daughter's school contingent (fun fact: I've been the school mascot for 2 years), and we greatly enjoy the food and vendor market after the parade. We also participated in the Shamrock 5K Fun Run this year and hope to make it an annual tradition.

I've also signed up my daughter for many of the youth sports and arts classes through the activity guide; and we've also participated as a family in many holiday events listed there, like the Ghosts of Dublin graveyard tour, and Breakfast with Santa. We've also been to The Wave many times – almost every summer!

How do you feel about user fees for recreation programs and park/facility reservations?

In an ideal world, I'd prefer for our core facilities and programs to be offered free, or at minimal charge, especially for Dublin residents. While I understand that we need money to pay for upkeep and other needs, I'd point out that we do pay for them through our taxes. There is also a philosophical consideration where we can decide as a community what things we value enough to offer as public goods at low to no cost for the benefit of all, especially to those who are less able to afford them. Not everything should be seen through just cost perspectives.

That said, I also understand the need for some balance in offering free services and charging for things, especially value-added options. For example, while I would lean more towards having free-to-low charges for entry to The Wave, I'd be more open to charging for facility rentals, like reserving cabanas at The Wave or picnic areas at our various parks.

How do you feel about making a decision for the overall good of the community but unpopular with neighbors, residents, or organizations?

Making "unpopular decisions", if justifiable and is truly in the best interests of the community, isn't something I'd shy away from.

Leaders should strive to make the best decisions for all, especially if they have additional information and insight that outsiders do not.

Leadership shouldn't be seen as a popularity contest where the aim is to please people without regard to the actual impact of the decisions that are made. On the other hand, leading is also not about making decisions without regard for other people's views. Leaders should be transparent and seek to understand different perspectives, especially for contentious issues.

What is the most important contribution you can make as a member of the Parks and Community Services Commission?

I am a user experience researcher by profession. In my job, I use data and user research to inform decision-making for systems and services. In a nutshell, I know how to make things easier and better for people.

But leading and making decisions on issues that impact people isn't just about reading numbers and facts in a cold, calculated way. My background, including a previous career in communications, has given me great people-centric perspectives, empathy, and soft skills to work collaboratively with others, as well as understanding the value of hearing from the people whom we serve.

Why are you interested in serving on the Parks and Community Services Commission?

My family and I have enjoyed living here, in part due to the many facilities, services, and events that the Parks and Community Services Department manages. Dublin is our home and I want to do my part to help serve our community and give back to our city.

And what better way to do that than to step up to answer a call to fill an unexpected vacancy on commission and work to further improve the same facilities, services, and events that my family and I have grown to love?

In what organizations are you currently a member? Please list.

I am an active participant in the Parent-Faculty Club of Murray Elementary (where our daughter attends), and have volunteered in many of the PFC's and the school's community and fundraising activities.

I am also a member of the Dublin USD's Citizens Bond Oversight Committee, an independent citizen body that oversees the spending of bond funds for major school projects in our city.

Additionally, I was recently on the Parks and Community Services Department's Art Selection Committee for the new mural art by our library – an engagement that I enjoyed contributing towards.

What knowledge do you have of the City-owned community facilities in Dublin, such as the Dublin Senior Center, Shannon Community Center, or The Wave? Have you or a family member rented facilities with the City of Dublin?

I am familiar with all 3 of those facilities, having attended events at all of them and, with The Wave, enjoyed family outings there during the summer.

We have not had the opportunity to rent facilities with the city, but only because we didn't need to. However, I'm certainly familiar with the concept and have attended events where others have rented facilities, whether a hall at the Senior Center to host a school event, or picnic facilities for a birthday party at a local park, or something else.

How can the City provide better equity and inclusion to all persons that use our parks, trails, and facilities, and access our programs?

As I had implied in my earlier response, public goods and facilities would be more inclusive and open for all if they were free (like our public parks) or more affordable (especially to residents). Cost is always a major consideration and barrier.

Other ways we can prioritize equity and inclusion can be things like ensuring facilities are more easily accessible and welcoming to people of different cultures and national origins, as Dublin has a significant and diverse immigrant population.

This might mean ensuring that language isn't a major barrier, or that we provide a welcoming and safe environment for people who might have different beliefs or backgrounds.

Similarly, we should also consider aspects like accessibility, age, and sexual orientation, to ensure that no one in our community feels left out. That said, I am happy to see as an ordinary resident that the city already implements many of these considerations in what it does.



Parks and Community Services Commission Application

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Date Time *

9/3/2025

First Name *

Shubha

Last Name *

Kandukoori

Address *

Street Address

[REDACTED]

Address Line 2

City

Dublin

State/Province/Region

CA

Postal/Zip Code

94568

Country

US

Phone (Primary) *

[REDACTED]

Phone (Secondary)

[REDACTED]

E-mail *

[REDACTED]

How long have you been a resident of Dublin? *

8

Have you participated in Inside Dublin? *

Yes

No

If yes, what year?

2024

Are you a Lobbyist? *

Measure JJ, the Government Accountability Act, approved by the voters in November 2024 prohibits commissioners from being lobbyists.

Yes

No

Application Questions

What knowledge do you have of the programs offered through the Parks and Community Services Department? Have you or a family member participated in a program sponsored by the Department?

Yes, I and my family participated many times in splatter farmers market at Emerald Glen park, st.patrick's festival, Picnic flix at Emerald Glen Park, The Wave water park summer splash and Spring Eggstravaganza.

How do you feel about user fees for recreation programs and park/facility reservations?

I think it's fair to have reasonable fees, especially for programs that require extra staffing or facility upkeep. At the same time, I feel the fees should remain affordable so that families of all income levels can participate. Offering resident discounts, scholarships, or fee waivers for low-income households would ensure that everyone has access.

How do you feel about making a decision for the overall good of the community but unpopular with neighbors, residents, or organizations?

I believe it's important to make decisions that benefit the overall community, even if they are not always popular. At the same time, it's important to communicate openly with residents, listen to concerns, and explain why the decision is in the long term best interest of Dublin.

What is the most important contribution you can make as a member of the Parks and Community Services Commission?

The most important contribution I can make is to represent the diverse voices of Dublin residents and ensure decisions reflect the needs of the whole community, not just a few groups.

My most important contribution would be helping the Commission balance fiscal responsibility with community access, making sure programs remain high quality and affordable.

I can contribute by bringing thoughtful ideas, asking the right questions, and helping find practical solutions that improve the parks and recreation experience for current and future residents.

Why are you interested in serving on the Parks and Community Services Commission?

I'm interested in serving because I want to give back to the community and help ensure Dublin continues to offer high quality parks, recreation programs, and facilities that benefit residents of all ages.

Parks and recreation programs have played an important role in my life and my family's life. Serving on the Commission would allow me to help shape those same opportunities for others in our community.

I want to be part of planning Dublin's future by supporting recreation programs and parks that promote health, inclusion, and community connection for years to come.

In what organizations are you currently a member? Please list.

N/A

What knowledge do you have of the City-owned community facilities in Dublin, such as the Dublin Senior Center, Shannon Community Center, or The Wave? Have you or a family member rented facilities with the City of Dublin?

I'm familiar with several of the community facilities, including the Dublin Senior Center, Shannon Community Center, and The Wave. My family has participated in programs and events there, and we've also rented facilities for community gatherings. These experiences have shown me how valuable these spaces are for bringing people together.

How can the City provide better equity and inclusion to all persons that use our parks, trails, and facilities, and access our programs?

The City can improve equity by ensuring parks, trails, and programs are affordable, physically accessible for people with disabilities, and located in all neighborhoods so everyone has nearby access.

Equity and inclusion can be strengthened by offering culturally diverse programs, multilingual outreach, and events that celebrate Dublin's

diversity so all residents feel represented.

The City can expand outreach to underserved communities, provide scholarships or fee waivers, and make sure information about programs is easy to find and shared widely.



Parks and Community Services Commission Application

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Date Time *

9/6/2025

First Name *

HORATIO

Last Name *

ULESCU

Address *

Street Address

[REDACTED]

Address Line 2

City

Dublin

State/Province/Region

CA

Postal/Zip Code

94568

Country

US

Phone (Primary) *

[REDACTED]

Phone (Secondary)

[REDACTED]

E-mail *

[REDACTED]

How long have you been a resident of Dublin? *

13

Have you participated in Inside Dublin? *

Yes

No

If yes, what year?

2025, starting in October

Are you a Lobbyist? *

Measure JJ, the Government Accountability Act, approved by the voters in November 2024 prohibits commissioners from being lobbyists.

Yes

No

Application Questions

What knowledge do you have of the programs offered through the Parks and Community Services Department? Have you or a family member participated in a program sponsored by the Department?

Dublin's Parks and Community Services Department offers an impressive breadth of programs to our community. They are developed by the several divisions of the Department: the Family Services division handles preschool and after-school programs, youth and adult fitness classes, and summer day camps; the Sports Division manages youth and adult sports leagues, sports fields and courts, and the popular Jr. Warriors Basketball Program; The Wave at Emerald Glen Park offers year-round swim lessons, fitness swimming, seasonal waterpark with six waterslides, and is home to the Green Gators Swim Team champions; the Heritage and Cultural Arts Division oversees Dublin Heritage Park & Museums, the Dublin Camp Parks Military History Center, and a robust public art program; and the Seniors and Special Events division (including the St. Patrick's Day Celebration and Splatter multi-cultural arts event).

My family and I are active participants in many of these programs and events. We attend Splatter regularly and are repeat attendees of Dublin's St. Patrick's Day celebration. During the summer months, the Dublin Farmers' Market has become a weekly tradition for us. We appreciate the atmosphere, how the event creates a vibrant community gathering space while supporting local farmers and businesses and encouraging artists by hosting them as part of summer concerts.

In addition to participating at these events, as a Rotarian, I've also actively organized the Club's participation at the Farmer's Market Summer Concert Series and the St. Patrick's Day event, in the spirit of the continued successful partnership between the City and the Dublin Rotary Club. This experience made me aware of the Department's commendable contribution and incredible potential to serve Dubliners to develop an ever-stronger community, continuing a tradition of bringing people together around interests they share and aspirations they nurture. Most recently, I attended the grand opening of the Wallis Ranch Community Park, which highlighted Dublin's commitment to expand recreational opportunities as our community grows.

These experiences have given me firsthand insight into the quality programming, community partnerships, and thoughtful expansion that characterize Dublin's Parks and Community Services approach.

How do you feel about user fees for recreation programs and park/facility reservations?

I believe user fees serve an important role in maintaining high-quality recreation programs and facilities while ensuring fiscal responsibility. Fees help offset operational costs, allow for program improvements, and create a sustainable funding model that doesn't overly burden general taxpayers.

However, I strongly believe fees should be structured to ensure equitable access for all Dublin residents. This means implementing sliding scale fee structures and scholarship programs for low-income families, so that financial constraints don't become barriers to participation. My experience with Rotary's community partnerships has shown me how effective targeted assistance can be in making programs accessible to everyone.

I support the principle that basic park access should remain free - our parks are community assets that everyone should be able to enjoy. As for specialized programs, facility rentals, and premium services like The Wave's waterpark features, reasonable user fees are appropriate and help maintain these amenities at a high standard.

From my involvement in organizing the Dublin Rotary Club's participation at events like Splatter, St. Patrick's Day and the Summer Concert Series, I understand that even seemingly 'free' community events require significant resources. User fees for programs and rentals help ensure we can continue offering diverse, quality programming while being good stewards of taxpayer dollars.

I would also consider involving the community more in volunteer work to maintain parks and recreation areas. This approach not only educates people to be more respectful of the parks but may also help lower maintenance costs while building stronger community ownership.

In my opinion the key is finding the right balance - fees should be reasonable, transparent, and structured to maximize community participation rather than create exclusivity. I would support regular review of our fee structure to ensure it aligns with our community values of accessibility and fiscal responsibility.

How do you feel about making a decision for the overall good of the community but unpopular with neighbors, residents, or organizations?

Before making a decision, I feel it is crucial to understand the factors that shape public response, whether positive or negative, with particular care given to the causes of unpopularity, since unaddressed concerns can create significant obstacles to carrying out otherwise beneficial initiatives.

My approach would begin with thorough research, stakeholder input, and thoughtful consideration of perspectives. I would work to uncover the root causes of opposition, often unpopularity arises from insufficient communication or rushed implementation rather than the decision itself. From my professional experience in high-tech management and volunteer service with an HOA Board and Rotary, I have learned that the most vocal voices do not always represent the majority opinion or reflect the community's long-term interests. At the same time, unpopularity can signal that engagement has been lacking or that valid concerns remain unresolved. The key is distinguishing between

measures that are inherently challenging but necessary (such as budget prioritization) and those that are unpopular because they have not been adequately vetted or explained.

In such situations, transparency and engagement are particularly critical. I would share the reasoning and data behind a proposed decision, highlight the long-term benefits for Dublin, and acknowledge the trade-offs involved. People may not always agree, but they deserve to understand the rationale and to know their concerns were heard.

For example, decisions about park improvements, facility upgrades, or program changes might displease some residents in the short term but ultimately strengthen the community's recreational resources. Likewise, budget constraints may require prioritizing certain programs over others, inevitably disappointing some groups.

I recognize that criticism comes with community service. My commitment would be to make decisions grounded in what best serves Dublin as a whole, while treating dissenting voices with respect and ensuring residents know their perspectives were considered. My goal is to build trust through consistency, fairness, and transparency, even when choices are difficult.

What is the most important contribution you can make as a member of the Parks and Community Services Commission?

My most important contribution would be to bring proven experience in building effective partnerships between community organizations and city government, combined with strategic leadership skills from my high tech management roles. Through my work with Rotary, I've successfully collaborated with Dublin's Parks and Community Services Department on multiple events, giving me unique insight into both sides of these partnerships - the community organization perspective and the city operational requirements.

My professional background in high tech management brings valuable strategic planning, resource allocation, and analytical skills to the commission. I'm experienced in evaluating complex systems, managing budgets, leading diverse teams, and thinking about long-term scalability - skills that translate well to assessing park master plans, facility utilization data, and program effectiveness metrics. As technology continues to evolve, I can help the commission explore innovative solutions for registration systems, facility management, and community engagement.

Additionally, having pioneered the automation of Oracle's customer services with early introduction of AI technologies, I'm exceptionally positioned in this age of AI to collaborate with contractors the City might hire for automation purposes, bringing cutting-edge technological insight to modernize our recreational services.

As an Ambassador for the Dublin Chamber of Commerce, I understand the important connection between quality recreation amenities and economic development. Businesses choose Dublin partly because of our excellent parks, facilities, and community programming. I can help the commission think strategically about how our recreational infrastructure supports Dublin's continued growth and attracts both residents and businesses to our community.

Additionally, my HOA Board experience has taught me how to navigate complex community dynamics and make data-driven decisions about shared resources. These skills directly translate to commission work when evaluating park improvements or program expansions that affect different neighborhoods and user groups.

Perhaps most importantly, my diverse community involvement - from Rotary to the Chamber to neighborhood leadership - gives me connections across Dublin's business community, families, and various demographic groups. This helps ensure that commission decisions reflect the needs and interests of our entire community, not just the most vocal stakeholders.

Why are you interested in serving on the Parks and Community Services Commission?

My interest in serving on the Parks and Community Services Commission stems from a deep appreciation for how Dublin's exceptional recreational amenities shape our community's character and quality of life. Having lived in Dublin for more than 13 years, I've experienced firsthand how our parks, programs, and facilities bring neighbors together and create the connections that make Dublin special. Parks provide that much needed space for relaxation of mind and body - they are our way of giving back to nature for how much nature gives to us.

Through my involvement with Rotary, the Chamber of Commerce, and community events, I've seen the vital role that parks and recreation play in Dublin's identity. From families enjoying Splatter or the St. Patrick's Festival to youth developing skills in sports programs and the intergenerational connections fostered at the Summer Concert Series, these amenities weave the fabric of our community.

Dublin is at an exciting inflection point—growing rapidly while striving to preserve its tightly knit community character. I want to help ensure that our parks and recreation infrastructure not only keeps pace with this growth but continues to strengthen what makes Dublin a desirable place to live and work, applying the strategic planning and growth management skills I developed in high-tech management to support that balance.

As someone who has partnered with the department through Rotary, the Chamber of Commerce, and witnessed the dedication of city staff, I am eager to contribute to policy discussions that reflect the diverse needs of our community - young families, seniors, long time residents, and newcomers alike from diverse professional and cultural backgrounds. Serving on this commission is an opportunity to preserve and enhance what makes Dublin special while preparing for its continued success.

In what organizations are you currently a member? Please list.

Dublin Rotary Club - Active member

Dublin Chamber of Commerce - Ambassador

Silvera Ranch HOA - Board Member

Cal State East Bay (CSUEB) - Alumni Association Member

Association for the Advancement of Artificial Intelligence - Member

What knowledge do you have of the City-owned community facilities in Dublin, such as the Dublin Senior Center, Shannon Community Center, or The Wave? Have you or a family member rented facilities with the City of Dublin?

I have extensive knowledge of Dublin's city-owned community facilities through both personal use and community involvement. I'm familiar with the Shannon Community Center, which serves as the primary hub for program registration and administrative functions, and I've visited it multiple times for Rotary event planning and other community activities.

I also have significant experience with The Wave at Emerald Glen Park, where I've used the facility for swimming and fitness. In addition, I have served for many years as an election volunteer, including captain roles at The Wave during State and Federal elections, which gave me unique insight into how Dublin facilities serve multiple functions beyond recreation. This multiple-use approach demonstrates the City's efficient and thoughtful utilization of public assets.

I have visited the Dublin Senior Center and seen its vital role in serving our aging population with specialized programs and services. Beyond these core facilities, I've attended events at Dublin Heritage Park & Museums, including Weekend Wonders, and was present for the opening of Wallis Ranch Community Park.

My family and I have been regular users of these spaces for programs, events, and civic activities, and our experiences have been consistently positive—the facilities are well-maintained, staffed effectively, and welcoming to all. At the same time, I recognize that Dublin is a dynamic community with changing demographics and needs. As our population diversifies and ages, we must ensure our facilities retain the flexibility to adapt. This firsthand knowledge of how our facilities operate would allow me to contribute meaningfully to commission discussions on facility improvements, programming adaptations, and long-term development planning.

How can the City provide better equity and inclusion to all persons that use our parks, trails, and facilities, and access our programs?

Creating equitable and inclusive parks and recreation services means addressing barriers that prevent full participation. Cost should never be one of them, which is why expanding scholarship programs and sliding-scale fees is so important. From my Rotary experience, I have seen how targeted assistance can open opportunities for families who might otherwise be left out.

Physical inclusion also requires more than ADA compliance. We need adaptive programming for people with disabilities, modifications for different learning styles, and staff training to support diverse needs. Facilities should also be designed with conversion potential so they can evolve alongside Dublin's changing demographics.

Cultural representation is equally vital. Our programming should reflect Dublin's diversity through multilingual communication, culturally relevant activities, and celebrations of varied traditions. The challenge, and the opportunity, is to bring these groups together in shared experiences rather than serving them in isolation.

Reaching underserved residents means being proactive. We should partner with schools, community organizations, and faith groups, and ensure registration systems are accessible online, by phone, and in person so technology is never a barrier. Geographic equity and transportation are equally important considerations. Programs must be distributed fairly across neighborhoods, with bike-friendly connections, safe storage, and trail linkages that encourage active access to parks.

At the same time, we should complement Dublin's larger community parks with smaller neighborhood-scale spaces that foster quiet reflection, casual encounters, and intergenerational connections—amenities especially important for our aging yet active population.

Regional collaboration with nearby cities can further expand options and make resources go farther.

Finally, my high-tech management background has taught me the value of data-driven decision-making. Building on the City's survey and Parks Master Plan, regular demographic analysis can help identify gaps and measure progress toward true inclusivity. The ultimate goal is that every Dublin resident feels welcome, represented, and able to participate in the recreational opportunities that make our city "The New American Backyard."



Parks and Community Services Commission Application

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Date Time *

9/11/2025

First Name *

Debbie

Last Name *

Wagner

Address *

Street Address

[REDACTED]

Address Line 2

City

Dublin

Postal/Zip Code

94568

State/Province/Region

CA

Country

United States

Phone (Primary) *

[REDACTED]

Phone (Secondary)

[REDACTED]

E-mail *

[REDACTED]

How long have you been a resident of Dublin? *

15 years

Have you participated in Inside Dublin? *

Yes

No

If yes, what year?

I would have to pull out the certificate, but I believe it was between 2011 and 2015

Are you a Lobbyist? *

Measure JJ, the Government Accountability Act, approved by the voters in November 2024 prohibits commissioners from being lobbyists.

Yes

No

Application Questions

What knowledge do you have of the programs offered through the Parks and Community Services Department? Have you or a family member participated in a program sponsored by the Department?

I am very familiar with several of the ongoing and yearly events and programs offered in "The guide". I have attended the St. Patrick's festivals, Splatter, farmers market (and concerts), water aerobics at the Wave and a few activities at the senior center. I have enjoyed the emails from the City showcasing the public art around Dublin and the painted utility boxes, several which I have seen in person and enjoyed.

I love all the parks in Dublin, and I am so proud that Dublin has invested so much in our parks. During Covid, my goal was to go to each part listed in The Guide and walk 1 mile in the park, enjoying the unique features of each. Once things started opening up, I slacked on that goal so I do have a few more parks to visit.

How do you feel about user fees for recreation programs and park/facility reservations?

I believe in both a fee and a reservation (for certain features like community rooms, BBQ areas, courts, etc). With so many people, a fee helps weed out the people who if free would make a reservation and not show up. But we do pay for the facilities/parks through our taxes so I feel the fee should be reasonable so everyone who wants to use the facility has the opportunity.

I feel allowing residence to make a reservation is very important. Families need to be assured they have use of the facility when making arrangement for their event.

How do you feel about making a decision for the overall good of the community but unpopular with neighbors, residents, or organizations?

As a retired, senior project manager (retired young after taking a retirement buyout), being in a leadership role means you listen to the team/community feedback and then make what you feel is the best decision based on the information at hand. You are never going to please everyone, so you just have to make what you feel is the best decision and move forward.

In my personal experience, (example building a new high density housing project), people might complain and protest at first (yup,, I've done this) and then once the project is completed, you realize it didn't make the impact you thought it would and life goes on. People don't like change, but it's part of life and you need to make decisions and move forward.

What is the most important contribution you can make as a member of the Parks and Community Services Commission?

I love parks, as an adult I still want to play on the playground equipment! Playground equipment today is so much more exciting than when I was a kid. I would hope to use my skills to be able to be part of creating/updating and maintaining our parks and trails. I would like to ensure that Dublin has nice variety of facilities so that no matter who you are or what your disabilities are, you can go outside and enjoy what Dublin has offer.

Why are you interested in serving on the Parks and Community Services Commission?

I love living in Dublin. I was raised in Pleasanton, moved to San Ramon when I was a sophomore in high school and my parents are still in that same house. I moved out of area for several years before moving back to the tri valley and purchasing my home in Dublin.

I just love Dublin, it has everything I need from stores, restaurants, medical facilities, public transportation, car dealerships for service and repairs and proximity to airports and professional sports teams. I'm at a point in life where I have more time and I would like to help my community. Everyone today is glued to their phone. I'm sure we have all heard time and time again how important it is for our mental health to go outside and be in nature. Unplug. I love parks and would like to be a part of the process to help create the best parks, facilities and events for Dublin.

In what organizations are you currently a member? Please list.

I recently joined the Friends of the Dublin library (FoDL) as one of the treasurers. I was a member of the FoDL pre-Covid and helped with the used book sales. I have recently rejoined when the treasurer position became available.

What knowledge do you have of the City-owned community facilities in Dublin, such as the Dublin Senior Center, Shannon Community Center, or The Wave? Have you or a family member rented facilities with the City of Dublin?

I have attended several events at the Shanon Community Center, Dublin Senior Center, the Wave, and Emerald Glen Park.

I volunteered at Kolb Park as a docent and helped at the fall festival.

I have attended a few events at the senior center

I took water aerobics at the Wave during Covid. I was so thankful to have an outdoor pool available to me during these times.

My mom was a member of the Mount Diablo Rose Society. The rose society had an agreement with the City that if they maintained the rose garden at Emerald Glen park they could use the community library room for their monthly meetings at no charge. My mom was one of the weekly volunteers who deadheaded the roses and did the fall pruning. I was never an official member of the rose society because I did not go to the monthly meetings, but I started joining my mom and the other women who went every Tuesday to Emerald Glen Park and helped prune the roses. I did this for close to two years along with the annual fall pruning. After I became a regular participant the lead person in charge of the trimming started recording my volunteer hours under my maiden name Debbie Barclay.

I was also a member of the landscape committee in my community for several years

How can the City provide better equity and inclusion to all persons that use our parks, trails, and facilities, and access our programs?

One way Dublin can accomplish better equity and inclusion is to select committee members who have a diverse background so we can learn from each other. Dublin has a very diverse population with different interests. People who have friends/neighbors from different ethnic groups, or who have traveled and been exposed to different cultures, tend to have a better understanding and acceptance of cultural differences. It's important that we understand these differences and create a city that has something for everyone. Example examples would be cricket fields, not just baseball fields. Pickleball (a popular, senior activity), not just tennis courts.

Anyone that has been around people with disabilities or seniors with mobility issues realize the importance of creating parks and facilities that also meet the needs of people that might need a little extra help. I'm very proud to say that Dublin was the first Tri Valley city to create in all abilities park.



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Date Time *

9/5/2025

First Name *

Wilfredo

Last Name *

Yee

Address *

Street Address

[REDACTED]

Address Line 2

City

Dublin

Postal/Zip Code

94568

State/Province/Region

Ca

Country

United States

Phone (Primary) *

[REDACTED]

Phone (Secondary)

[REDACTED]

E-mail *

[REDACTED]

How long have you been a resident of Dublin? *

21 years

Have you participated in Inside Dublin? *

Yes

No

If yes, what year?

Are you a Lobbyist? *

Measure JJ, the Government Accountability Act, approved by the voters in November 2024 prohibits commissioners from being lobbyists.

Yes

No

Application Questions

What knowledge do you have of the programs offered through the Parks and Community Services Department? Have you or a family member participated in a program sponsored by the Department?

I am a retired Law Enforcement Officer and a veteran of the United States Air Force. I have never participated in any programs by the Parks and Community Services Department.

How do you feel about user fees for recreation programs and park/facility reservations?

User fees are necessary for maintenance of programs and services.

How do you feel about making a decision for the overall good of the community but unpopular with neighbors, residents, or organizations?

Decision making requires common sense and rationale of purpose. If it's for the overall good of the whole community, then I go with that decision.

What is the most important contribution you can make as a member of the Parks and Community Services Commission?

My valuable time and voluntary services, with my knowledge and work experiences.

Why are you interested in serving on the Parks and Community Services Commission?

I am retired and is looking to keep myself active and busy. To get involved in the Dublin community.

In what organizations are you currently a member? Please list.

AARP, American Legion, Veterans of Foreign Wars, Federal Law Enforcement Organization Association, Knights of Columbus at St. Raymond's Parish.

What knowledge do you have of the City-owned community facilities in Dublin, such as the Dublin Senior Center, Shannon Community Center, or The Wave? Have you or a family member rented facilities with the City of Dublin?

My daughter was a Dublin High School alumnus and I used to bring her at the Dublin Senior Center to play the piano for them. As a Knight, I get involved in the various charitable programs for the Dublin community. The KOC may have rented facilities with the City of Dublin.

How can the City provide better equity and inclusion to all persons that use our parks, trails, and facilities, and access our programs?

By making accessibility more user friendly to the public. Technology and language barriers are the key components that hinders participation by the general public.



STAFF REPORT

CITY COUNCIL

DATE: January 13, 2026

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: Revisions to the Personnel System
Prepared by: Sarah Monnastes, Human Resources Director

EXECUTIVE SUMMARY:

The City Council will consider proposed updates to the City’s Personnel System, including revisions to the Classification Plan and Salary Plan related to part-time job classifications.

STAFF RECOMMENDATION:

Adopt the following: 1) **Resolution** Amending the Classification Plan; and 2) **Resolution** Amending the Salary Plan for Part-Time Personnel.

FINANCIAL IMPACT:

The proposed salary adjustments will result in an estimated annual increase of approximately \$31,000 in total personnel costs. The impact to the current fiscal year is approximately \$15,000, which can be absorbed within the adopted Fiscal Year 2025-26 budget. No additional appropriations are required as a result of this action.

DESCRIPTION:

Background

Pursuant to the City’s Personnel System Rules, a job description must be adopted for each classification within the organization. These job descriptions define the essential duties, responsibilities, qualifications, and requirements associated with each position and serve as the foundation of the City’s Classification Plan. The Personnel System Rules also require City Council approval of the Salary Plan, which is periodically updated to ensure continued alignment with operational and regulatory requirements.

The proposed action includes updates to both the Classification Plan and Salary Plan to reflect current operational needs, industry standards, and applicable regulatory requirements.

Analysis

Part-Time Classifications

A resolution amending the Classification Plan is included as Attachment 1 to this Staff Report. The proposed action adopts updated job descriptions for the City's Recreation and Aquatics classifications, including Recreation Leader I, Recreation Leader II, Recreation Leader III, Slide Attendant, Lifeguard, Head Lifeguard, Pool Manager, and Program Specialist (Attachments 2 through 9). The updated classifications reflect a comprehensive review of job duties, responsibilities, and qualification requirements to ensure consistency with current operational practices and service delivery needs.

The revisions clarify levels of responsibility, supervisory expectations, and role distinctions across classifications and standardize language related to safety requirements, emergency response, and program operations. These updates promote consistency across classifications, enhance organizational clarity, and support effective recruitment, training, and performance management. Redline versions of the updated job descriptions are included as Attachments 11 through 18 for reference.

Salary Plan Amendment

Included in the City's Personnel System are resolutions that address salary ranges for City personnel. A resolution amending the Salary Plan is included as Attachment 10. This resolution would amend the salary ranges for part-time classifications in response to the State of California's minimum wage increases effective January 1, 2026. Under state law, the minimum wage is adjusted annually based on changes in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). For 2026, the Department of Finance calculated an increase resulting in a statewide minimum wage of \$16.90 per hour, representing an approximate 2.49 percent adjustment, equal to \$.40 cents an hour.

In response, the proposed salary updates adjust both the minimum and maximum ranges for all part-time classifications, with the exception of the intern classification. Adjusting both ends of the salary range for the part time classifications ensures continued compliance with state law while also maintaining internal equity across classifications and preserving established pay relationships. These adjustments also support employees' ability to progress appropriately within their salary ranges as experience and responsibility increase.

The proposed changes do not alter staffing levels or organizational structure. However, nearly all part-time employees will receive an hourly increase of \$.40. These adjustments ensure the City's compensation framework remains compliant with state wage requirements, competitive within the labor market, and aligned with established internal classification relationships.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

- 1) Resolution Amending the Classification Plan
- 2) Exhibit A to the Resolution – Recreation Leader I Job Description
- 3) Exhibit B to the Resolution – Recreation Leader II Job Description
- 4) Exhibit C to the Resolution – Recreation Leader III Job Description
- 5) Exhibit D to the Resolution – Slide Attendant Job Description
- 6) Exhibit E to the Resolution – Lifeguard Swim Instructor Job Description
- 7) Exhibit F to the Resolution – Head Lifeguard Job Description
- 8) Exhibit G to the Resolution – Pool Manager Job Description
- 9) Exhibit H to the Resolution – Program Specialist Job Description
- 10) Resolution Amending the Salary Plan for Part-Time Personnel
- 11) Recreation Leader I Job Description – Redline Version
- 12) Recreation Leader II Job Description – Redline Version
- 13) Recreation Leader III Job Description – Redline Version
- 14) Slide Attendant Job Description – Redline Version
- 15) Lifeguard Swim Instructor Job Description – Redline Version
- 16) Head Lifeguard Job Description – Redline Version
- 17) Pool Manager Job Description – Redline Version
- 18) Program Specialist Job Description – Redline Version

RESOLUTION NO. XX – 26

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF DUBLIN**

AMENDING THE CLASSIFICATION PLAN

WHEREAS, in accordance with the City’s Personnel System Rules, the City Council adopted Resolution No. 30-84 and subsequent resolutions which comprise the Classification Plan; and

WHEREAS, it is necessary to periodically amend job descriptions to the Classification Plan.

NOW, THEREFORE, BE IT RESOLVED that Resolution No. 30-84 and subsequent Resolutions shall be amended to update the following job description:

- Recreation Leader I (Exhibit A)
- Recreation Leader II (Exhibit B)
- Recreation Leader III (Exhibit C)
- Slide Attendant (Exhibit D)
- Lifeguard Swim Instructor (Exhibit E)
- Head Lifeguard (Exhibit F)
- Pool Manager (Exhibit G)
- Program Specialist (Exhibit H)

BE IT FURTHER RESOLVED that this document shall become a part of the official Classification Plan for the City of Dublin; and that the changes contained herein shall be effective January 14, 2026.

PASSED, APPROVED AND ADOPTED by the City Council of the City of Dublin this 13th day of January 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Mayor

ATTEST:

City Clerk



RECREATION LEADER I

Date Adopted: February 18, 2020

Date Revised: January 14, 2025; January 13, 2026

FLSA: Non-Exempt; Part-Time/Temporary/Seasonal; At-Will

General Purpose

Under general supervision, assists in the coordination and delivery of a variety of recreational programs and services, including activities for preschoolers, youth, teens, adults and seniors, across multiple recreation settings.

Distinguishing Characteristics

This is an entry-level classification in the Recreation Leader series. Incumbents in this class perform routine and assigned duties under close supervision while learning departmental programs, policies, and procedures. This classification provides program, facility, and customer service support and ensures that recreation activities are conducted safely, efficiently, and in accordance with established guidelines.

Supervision Received and Exercised

Receives general supervision from a Recreation Coordinator and may receive technical or functional guidance from higher-level Recreation staff.

This classification does not exercise direct supervisory responsibility.

Essential Duties and Responsibilities

The following duties are typical for this classification. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment.

- Assist in the delivery of recreation programs at parks, playgrounds, community centers, school sites, pools, and special event locations.
- Assist in leading age-appropriate activities, including arts and crafts, games, sports, enrichment programs, and special events.
- Inspect recreation facilities, equipment, and program areas prior to use to ensure safety, cleanliness, and readiness.
- Monitor participant behavior and facility use to ensure compliance with established rules, policies, and safety guidelines.

- Set up, take down, and store equipment, supplies, and furnishings used for recreation programs and events.
- Assist with opening, closing, securing, and maintaining recreation facilities as assigned.
- Provide customer service by responding to inquiries from participants, parents, and members of the public in person and by telephone.
- Collect fees, process registrations, issue passes, and complete basic cash-handling and point-of-sale transactions.
- Complete attendance records, reports, and other routine documentation related to program operations.
- Provide basic first aid and respond appropriately to emergencies in accordance with established Emergency Action Plans (EAPs).
- Build and maintain positive working relationships with participants, coworkers, volunteers, and the public through courteous, professional interactions.
- Perform related duties as assigned.

Minimum Qualifications

Any combination of education and experience that would likely provide the required knowledge and abilities in qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

There is no educational requirement for this class; completion of two (2) years of high school or equivalent is desirable.

Experience:

No prior work experience is required; however, desirable qualifications include experience in cash handling, cashiering, or working with school-age children in a structured or supervised program.

Licenses, Certificates, and Special Requirements:

- Must be at least 15 years of age at the time of hire.
- Applicants who are 18 years of age or older and have direct contact with minors must successfully complete fingerprint-based background check as a condition of employment.
- Certifications in First Aid and CPR is required within 30 days of employment and must be maintained throughout employment.
- This classification is designated as a Mandated Reporter. Completion of Mandated Reporter training is required within 30 days of employment.

Knowledge of:

- Basic knowledge of recreation programming and operations.
- Techniques for assisting with recreation programs for preschool, youth, teens, adults, seniors, and special events.
- Customer service principles and techniques.
- Basic cash handling and transaction procedures.
- Basic arithmetic, including addition, subtraction, multiplication and division.
- English language skills, including punctuation and spelling.

Ability to:

- Learn and perform basic recreation program activities and facility support duties.
- Follow written and oral instructions.
- Communicate clearly and professionally with participants, coworkers and the public.
- Work effectively with children, teens, adults, and senior participants.
- Remain calm and professional in challenging or stressful situations.
- Establish and maintain cooperative working relationships.
- Explain and enforce rules, regulations, procedures, and program procedures.
- Understand and follow established Emergency Action Plans (EAPs)
- Administer basic First Aid/CPR.
- Work evenings, weekends, and holidays as required.

Work Environment

Work is performed primarily at parks, playgrounds, community centers, school sites, pools, and special event locations. Work may involve exposure to varying weather conditions, noise, crowds, uneven surfaces and other outdoor elements. Duties may include lifting, setting up equipment, and monitoring recreational activities and spaces during use.

This position involves frequent interaction with children, teens, adults, seniors, parents or guardians, volunteers, vendors, and members of the public, including individuals who may be upset or frustrated while participating in or inquiring about recreation programs or events.

Employees in this classification may be required to work evenings, weekends, holidays, and extended hours to meet program and operational needs, including special events. Employees in this classification may be assigned to work programs or events at which alcohol is served, including the Dublin St. Patrick's Day Festival, Splatter, and other community or private events.

Physical Requirements

The physical standards described are representative of those that must be met to perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Sit, stand, and walk for extended periods while performing duties in indoor and outdoor recreation environments.
- Communicate effectively, both verbally and in writing, with participants, staff, volunteers, vendors and members of the public, including in person and by telephone.
- Use hands and fingers to operate computers, point-of-sale systems, and other office or program-related equipment.
- Bend, twist, stoop, kneel, crouch or reach as needed when setting up activities, handling equipment, or monitoring program areas.
- Lift, carry, push, or pull program materials, supplies, or equipment weighing up to 50 pounds, or push or pull equipment up to 100 pounds, on an occasional basis.
- Observe, identify, and assess operational, safety, and program-related conditions, and accurately report incidents, or concerns.
- Maintain sufficient vision, hearing, and communication abilities to safely perform assigned duties, respond to emergencies, and interact effectively with participants and the public.

Equal Opportunity Statement

The City of Dublin is an Equal Opportunity Employer committed to building a diverse and inclusive workforce. We encourage applications from all qualified individuals regardless of race, ethnicity, gender identity, sexual orientation, disability, age, religion or veteran status. Accommodations are available upon request during the selection process.



RECREATION LEADER II

Date Adopted: February 18, 2020

Date Revised: January 14, 2025; January 13, 2026

FLSA: Non-Exempt; Part-Time/Temporary/Seasonal; At-Will

General Purpose

Under general supervision, coordinates and delivers a variety of recreational programs and services, including but not limited to activities for preschoolers, after-school programs, parks, teens, sports, senior citizens, and special events. Provides support with day-to-day program operations to ensure activities are conducted safely, efficiently, and in accordance with established guidelines, policies, and procedures.

Distinguishing Characteristics

This is the journey-level classification within the Recreation Leader series. Incumbents in this class perform a broader range of duties with increasing independence and responsibility compared to the Recreation Leader I classification. Work is performed with limited supervision and requires the exercise of judgement within established policies, procedures, and guidelines.

Supervision Received and Exercised

Receive general supervision from a Recreation Coordinator and may receive technical and functional supervision from a Recreation Leader III or Program Specialist.

Exercise technical and functional supervision over Recreation Leader I staff, including providing work direction, training, and guidance.

Essential Duties and Responsibilities

The following duties are typical for this classification. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment.

- Conduct recreational activities in program areas such as preschool, playground, parks, after school programming, teens, sports, museum, special events, and senior activities.
- Independently conduct age-appropriate activities including arts and crafts, games, sports, music, camps, enrichment programs, and special events.
- Assist with day-to-day program operations, including preparing materials and ensuring programs operate efficiently and safely.

- Inspect recreation facilities, fields, and equipment prior to use to ensure safety, readiness, and compliance with established guidelines.
- Monitor participant behavior and facility use to ensure compliance with rules, policies, and safety standards; address routine behavior concerns as appropriate.
- Provide customer service by responding to inquiries from the public in person and by telephone; explain program information, schedules, and policies.
- Collect fees, process registrations, issue passes, and perform cash-handling and point-of-sale transactions in accordance with established procedures.
- Complete attendance records, incident reports, and other routine documentation accurately and in a timely manner.
- Provide First Aid and CPR and respond to emergencies in accordance with established Emergency Action Plans (EAPs).
- Assist with opening, closing, securing, and cleaning recreation facilities as assigned.
- Set up, take down, inventory, and properly store equipment, furniture, and supplies for programs and events.
- Maintain accurate records and assist with basic program planning and coordination of activities.
- Perform related duties as assigned.

Minimum Qualifications

Any combination of education and experience that would likely provide the required knowledge and abilities in qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

There is no educational requirement for this class; completion of two (2) years of high school or equivalent is desirable.

Experience

One (1) year of experience assisting with or leading recreation programs, camps, sports, events, or related activities involving children, teens, adults, or seniors.

Licenses, Certificates, and Special Requirements

- Must be at least 16 years of age, but 18 years or older, depending on assignment.
- Applicants who are 18 years of age or older and have direct contact with minors must successfully complete fingerprint-based background check as a condition of employment.
- Certifications in First Aid and CPR is required within 30 days of employment and must be maintained throughout employment.

- This classification is designated as a Mandated Reporter. Completion of Mandated Reporter training is required within 30 days of employment.

Knowledge of:

- Recreation program principles, practices and operations.
- Techniques for coordinating recreation programs for preschool, youth, teens, adults, seniors, and special events.
- Cash handling procedures and transaction management practices.
- Principles and practices of facility maintenance and operational practices.
- Basic arithmetic, including addition, subtraction, multiplication and division.
- Customer service principles and conflict resolution.

Ability to:

- Coordinate recreation activities and program operations.
- Follow and enforce rules, regulations, policies, and procedures.
- Communicate clearly and concisely, both orally and in writing.
- Work effectively with children, teens, adults, and senior participants.
- Deal with difficult or stressful situations in a calm and professional manner.
- Establish and maintain cooperative working relationships with those contacted in the course of work.
- Explain and enforce rules, regulations, procedures and program objectives.
- Understand and follow established EAPs.
- Administer basic First Aid/CPR.
- Work nights, weekends, and holidays.

Work Environment

Work is performed primarily at parks, playgrounds, community centers, school sites, pools, and special event locations. Work may involve exposure to varying weather conditions, noise, crowds, uneven surfaces and other outdoor elements. Activities may include lifting, setting up equipment, and monitoring recreational spaces during active use.

This position involves frequent interaction with children, teens, adults, seniors, parents or guardians, volunteers, vendors, and members of the public, including individuals who may be upset or frustrated while participating in or inquiring about recreation programs or events.

Employees in this classification may be required to work evenings, weekends, holidays, and extended hours to meet program and operational needs, including special events. Employees in this classification may be assigned to work programs or events at which alcohol is served, including the Dublin St. Patrick's Day Festival, Splatter, and other community or private events.

Physical Requirements

The physical standards described are representative of those that must be met to perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Sit, stand, and walk for extended periods while performing duties in indoor and outdoor recreation environments.
- Communicate effectively, both verbally and in writing, with participants, staff, volunteers, vendors and members of the public, including in person and by telephone.
- Use hands and fingers to operate computers, point-of-sale systems, and other office or program-related equipment.
- Bend, twist, stoop, kneel, crouch or reach as needed when setting up activities, handling equipment, or monitoring program areas.
- Lift, carry, push, or pull program materials, supplies, or equipment weighing up to 50 pounds, or push or pull equipment up to 100 pounds, on an occasional basis.
- Observe, identify, and assess operational, safety, and program-related conditions, and accurately report incidents, or concerns.
- Maintain sufficient vision, hearing, and communication abilities to safely perform assigned duties, respond to emergencies, and interact effectively with participants and the public.

Equal Opportunity Statement

The City of Dublin is an Equal Opportunity Employer committed to building a diverse and inclusive workforce. We encourage applications from all qualified individuals regardless of race, ethnicity, gender identity, sexual orientation, disability, age, religion or veteran status. Accommodations are available upon request during the selection process.



RECREATION LEADER III

Date Adopted: January 14, 2025

Date Revised: January 13, 2026

FLSA: Non-Exempt; Part-Time/Temporary/Seasonal; At-Will

General Purpose

Under general supervision, plans, coordinates, and delivers a wide variety of recreation programs and services, including activities for preschoolers, after-school programs, parks, teens, sports, senior citizens, and special events. Provides lead-level program support, oversees day-to-day program operations, and ensures activities are conducted safely, efficiently, and in accordance with established guidelines, policies, and procedures.

Distinguishing Characteristics

This is the advanced-journey, lead-level classification in the Recreation Leader series. Incumbents in this class perform the full range of program duties with increased independence and responsibility and exercise sound judgement in the coordination and delivery of recreation services. Employees in this classification serve as lead staff, providing direction, technical guidance, and oversight to lower-level staff.

Supervision Received and Exercised

Receives general supervision from a Recreation Coordinator and may receive technical or functional supervision from a Program Specialist.

Provides technical and functional supervision, guidance, and work direction to Recreation Leader I and Recreation Leader II staff.

Essential Duties and Responsibilities

The following duties are typical for this classification. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment.

- Plan, coordinate, and oversee recreation programs in areas such as preschool, playgrounds, parks, after-school programs, teens, sports, museum programs, special events, and senior activities.
- Independently lead and coordinate age-appropriate activities, including scheduling, preparing materials, and ensuring programs operate efficiently and safely.

- Provide technical guidance and direction to Recreation Leader I and II staff, including assigning tasks, training, and providing feedback during program operations.
- Inspect recreation facilities, fields, and equipment to ensure safety, cleanliness, and compliance with established standards.
- Serve as a primary point of contact for participants, parents, and the public; respond to inquiries, concerns, and service requests using sound judgment and customer service principles.
- Oversee registration processes, fee collection, and point-of-sale transactions, ensuring accuracy and compliance with established procedures.
- Complete and review attendance records, incident reports, and other required documentation in a timely and accurate manner.
- Provide First Aid and CPR and respond to emergencies in accordance with established Emergency Action Plans (EAPs).
- Exercise appropriate precautions to ensure the safety of participants, staff, and the public during programs and special events.
- Perform other duties as assigned.

Minimum Qualifications

Any combination of education and experience that would likely provide the required knowledge and abilities in qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

Equivalent to completion of a high school diploma or GED. College-level coursework in recreation, leisure services, education, kinesiology, child development, or a related field is desirable.

Experience:

Two (2) years of progressively responsible experience assisting leading or coordinating recreation programs, camps, sports, events, or related activities involving children, teens, adults, or seniors.

Licenses, Certificates, and Special Requirements:

- Must be at least 18 years of age or older at time of hire.
- Applicants who have direct contact with minors must successfully complete a fingerprint-based background check as a condition of employment.
- Certification in First Aid and CPR is required within 30 days of employment and must be maintained throughout employment.
- This classification is designated as a Mandated Reporter. Completion of Mandated Reporter training is required within 30 days of employment.

Knowledge of:

- Principles and practices of recreation program planning, coordination and delivery.
- Techniques for organizing and supervising programs for preschool, youth, teens, adults, seniors, and special events.
- Principles of staff coordination, training and work assignment.
- Safety practices, emergency response procedures and risk management principles.
- Basic arithmetic, including addition, subtraction, multiplication and division.
- Cash handling procedures and transaction management practices.
- Customer service, conflict resolution, problem-solving and effective communication techniques.

Ability to:

- Plan, coordinate, and oversee recreation programs and activities.
- Provide leadership, guidance and direction to staff and volunteers.
- Interpret and enforce rules, regulations, policies, and procedures consistently.
- Communicate clearly, both orally and in writing, with diverse populations.
- Resolve conflicts and respond to challenging situations with professionalism and sound judgment.
- Prepare accurate records, reports, and documentation.
- Establish and maintain cooperative working relationships with those contacted in the course of work.
- Understand, follow, and lead staff through emergency situations in accordance with established EAPs.
- Administer basic First Aid/CPR.
- Work nights, weekends, and holidays.
- Perform assigned duties in a safe, efficient, and responsible manner.

Work Environment

Work is performed primarily at parks, playgrounds, community centers, school sites, pools, and special event locations. Work may involve exposure to varying weather conditions, noise, crowds, uneven surfaces and other outdoor elements. Activities may include lifting, setting up equipment, and monitoring recreational spaces during active use.

This position involves frequent interaction with children, teens, adults, seniors, parents or guardians, volunteers, vendors, and members of the public, including individuals who may be upset or frustrated while participating in or inquiring about recreation programs or events.

Employees in this classification may be required to work evenings, weekends, holidays, and extended hours to meet program and operational needs, including special events. Employees in this classification may be assigned to work programs or events at which alcohol is served, including the Dublin St. Patrick's Day Festival, Splatter, and other community or private events.

Physical Requirements

The physical standards described are representative of those that must be met to perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Sit, stand, and walk for extended periods while performing duties in indoor and outdoor recreation environments.
- Communicate effectively in person, during meetings, and by telephone, both verbally and in writing, with participants, staff, volunteers, vendors, and members of the public.
- Use hands and fingers to operate computers, point-of-sale systems, and other office or program-related equipment.
- Bend, twist, stoop, kneel, crouch or reach as needed when setting up activities, handling equipment, or monitoring program areas.
- Lift, carry, push, or pull program materials, supplies, or equipment weighing up to 50 pounds, or push or pull equipment up to 100 pounds, on an occasional basis.
- Observe, identify, and assess operational, safety, and program-related conditions, and accurately report incidents, or concerns.
- Maintain sufficient vision, hearing, and communication abilities to safely perform assigned duties, respond to emergencies, and interact effectively with participants and the public.

Equal Opportunity Statement

The City of Dublin is an Equal Opportunity Employer committed to building a diverse and inclusive workforce. We encourage applications from all qualified individuals regardless of race, ethnicity, gender identity, sexual orientation, disability, age, religion or veteran status. Accommodations are available upon request during the selection process.



SLIDE ATTENDANT

Date Adopted: June 7, 2016

Date Revised: March 21, 2017; January 13, 2026

FLSA: Non-Exempt, Part-Time/Temporary-Seasonal/At-Will

General Purpose

Under general supervision, performs waterslide dispatch and monitoring duties at City swimming pool facilities, enforcing waterslide operational procedures and City pool rules while monitoring patron conduct to ensure safe and orderly use of facilities and responding to emergency situations as needed. Assists with first aid and lifesaving efforts, supports the proper use, cleanliness, and upkeep of aquatic facilities, and provides customer service to patrons and staff in accordance with established policies and procedures.

Distinguishing Characteristics

This is an entry-level classification within the City's aquatic recreation program. Incumbents in this class perform assigned waterslide monitoring and safety duties under general supervision while learning departmental policies, procedures, and aquatic safety standards. This classification provides operational, facility, and customer service support and ensures that waterslide and pool activities are conducted safely, efficiently, and in accordance with established rules and guidelines.

Supervision Received and Exercised

Receives general supervision from a Recreation Coordinator, Pool Manager, Head Lifeguard, or other designated supervisory staff.

This classification does not exercise direct supervisory responsibility.

Essential Duties and Responsibilities

The following duties are normal for this classification. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to this class.

- Perform waterslide dispatch duties, including controlling rider flow, enforcing proper rider position, and ensuring compliance with waterslide operational procedures.
- Enforce City swimming pool rules, regulations, and safety guidelines to ensure orderly conduct and safe facility use by patrons.

- Perform safety checks of waterslides and surrounding areas prior to and during operation to ensure safe and clean conditions.
- Respond to emergency situations and assist patrons in distress by performing appropriate rescue, first aid, and lifesaving techniques in accordance with established Emergency Action Plans (EAPs).
- Assist with maintaining waterslide and pool areas in a clean, safe, and orderly condition, including basic custodial tasks as assigned.
- Provide customer service by assisting patrons, answering questions, and explaining facility rules and procedures in a courteous and professional manner.
- Build and maintain positive working relationships with co-workers, other City employees and the public using principles of good customer service.
- Assist staff and patrons with the proper use of City aquatic facilities and equipment.
- Perform other duties as assigned.

Minimum Qualifications

Any combination of education and experience that would likely provide the required knowledge and abilities in qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

There is no educational requirement for this class; completion of two (2) years of high school or equivalent is desirable.

Experience:

No prior work experience is required; however, desirable qualifications include experience in aquatic activities, swimming, or participation in structured aquatic programs.

Licenses, Certificates, and Special Requirements:

- Must be at least 16 years of age at the time of hire.
- Applicants who are 18 years of age or older and will have direct contact with minors must successfully complete a fingerprint-based background check as a condition of employment.
- Must possess and maintain American Red Cross CPR/AED for the Professional Rescuer and First Aid certifications. Pre-employment job offers for individuals currently enrolled in these training courses are conditional upon successful completion of all required certifications.
- This classification is designated as a Mandatory Reporter. Completion of Mandatory Reporter training is required within thirty days of employment.

Knowledge of:

- Use and care of lifesaving techniques and equipment used at public swimming pool facilities.
- Basic waterslide operational procedures and aquatic safety practices.
- City swimming pool rules, regulations, and safety policies.
- Basic customer service principles and techniques for interacting with pool patrons and the public.
- Standard safety practices and emergency response procedures related to aquatic facilities and waterslide operations.

Ability to:

- Learn, understand, and enforce waterslide operational procedures, City swimming pool rules, regulations, and policies.
- Perform lifesaving, rescue, and emergency first aid techniques and engage in physical activity.
- Understand and follow established EAPs.
- Deal with difficult or stressful situations in a calm and professional manner.
- Establish and maintain cooperative working relationships with those contacted in the course of work.
- Explain and enforce rules, regulations, procedures, and program objectives.
- Administer CPR and basic first aid in accordance with established EAPs and certification standards.

Work Environment

Work is performed primarily at City swimming pool and aquatic facilities, including waterslide areas, pool decks, and surrounding recreational spaces. Work may involve exposure to varying weather conditions, water, humidity, sunlight, noise, crowds, and other outdoor elements. Duties may include standing for extended periods, monitoring active aquatic areas, assisting patrons, and responding to emergency situations.

This position involves frequent interaction with children, teens, adults, seniors, parents or guardians, lifeguards, supervisors, and members of the public, including individuals who may be upset or noncompliant with facility rules or safety requirements.

Employees in this classification may be required to work variable schedules, including evenings, weekends, holidays, and extended hours to meet program and operational needs, including special events. Employees in this classification may be assigned to work programs or events at which alcohol is served, including the Dublin St. Patrick's Day Festival, Splatter, and other community or private events.

Physical Requirements

The physical standards described are representative of those that must be met to perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Sit, stand, and walk for extended periods while monitoring aquatic and waterslide areas.
- Observe, identify, and respond quickly to safety concerns, patron behavior, and emergency situations.
- Perform swimming, rescue, and first aid techniques as required.
- Bend, stoop, kneel, squat, climb, and twist intermittently when monitoring facilities or responding to emergencies.
- Lift or carry patrons or equipment weighing up to 100 pounds with or without assistance during emergency situations.
- Communicate clearly and effectively in person and by radio or verbal commands.

Equal Opportunity Statement

The City of Dublin is an equal opportunity employer committed to building a diverse and inclusive workforce. We encourage applications from all qualified individuals regardless of race, ethnicity, gender identity, sexual orientation, disability, age, religion or veteran status. Accommodations are available upon request during the selection process.



LIFEGUARD/SWIM INSTRUCTOR

Date Adopted: February 18, 2020

Date Revised: January 13, 2026

FLSA: Non-Exempt; Part-Time/Temporary/Seasonal; At-Will

General Purpose

Under general supervision, provides aquatic safety and supervision for aquatic facility patrons; monitors activities in the water, pool decks, and ancillary areas of aquatic complexes to ensure the safety and well-being of patrons; learns, explains, and enforces safe aquatic programs and pool policies, regulations, and rules; performs rescues and administers first aid, CPR, and AED as necessary; and provides instruction in all levels of swimming and other aquatics programs.

Distinguishing Characteristics

This is an entry-level classification within a two-level Lifeguard structure. Incumbents in this class perform aquatic safety, surveillance, and emergency response duties under general supervision while learning departmental policies, procedures, and Emergency Action Plans (EAPs). This classification provides program, facility, and customer service support while ensuring aquatic activities are conducted safely, efficiently, and in accordance with established rules, regulations, and certification standards

Supervision Received and Exercised

Received general supervision from a Recreation Coordinator, Pool Manager, Head Lifeguard, or other designated supervisory staff.

This classification does not exercise direct supervisory responsibility.

Essential Duties and Responsibilities

The following duties are typical for this classification. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment.

- Monitor pool, waterslide, and surrounding aquatic areas to ensure patron safety and compliance with City swimming pool rules and regulations.
- Enforce pool rules, regulations, and safety guidelines to ensure orderly conduct and safe facility use by patrons.
- Recognize emergency situations and respond promptly by performing water rescues, first aid, CPR, AED, and other lifesaving techniques in accordance with established EAPs.

- Conduct safety checks of pools, waterslides, and surrounding areas prior to and during operation to ensure safe and clean conditions.
- Provide customer service by assisting patrons, answering questions, and explaining facility rules, schedules, and procedures in a courteous and professional manner.
- Build and maintain positive working relationships with co-workers, supervisors, and the public using principles of good customer service.
- Assist staff and patrons with the proper use of City aquatic facilities and equipment.
- Enforce swimming pool rules and regulations, including ensuring orderly conduct of swim team and pool patrons.
- Assist in providing instruction and coaching for a variety of swimming classes and activities for all ages and ability levels.
- Assist swimmers who are in distress and provide emergency assistance as appropriate.
- Assist with maintaining pool and aquatic facility areas in a clean, safe, and orderly condition, including basic custodial tasks as assigned.
- Build and maintain positive working relationships with co-workers, other City employees and the public using principles of good customer service.
- Perform other duties as assigned.

Minimum Qualifications

Any combination of education and experience that would likely provide the required knowledge and abilities in qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

There is no educational requirement for this class; completion of two (2) years of high school or equivalent is desirable.

Experience:

No prior work experience is required; however, desirable qualifications include experience in aquatic activities, swimming, or participation in structured aquatic programs.

Licenses, Certificates, and Special Requirements:

- Must be at least 15 years of age at the time of hire.
- Applicants who are 18 years of age or older and have direct contact with minors must successfully complete a fingerprint-based background check as a condition of employment.
- Most possess and maintain American Red Cross CPR/AED for Professional Rescuer, First Aid, and Lifeguard Training including Administering Emergency Oxygen certifications. Pre-

employment job offers for individuals currently enrolled in these training courses are conditional upon successful completion of all required certifications.

- First Aid for Public Safety Personnel (California Title 22) must be obtained within one year of employment.
- This classification is designated as a Mandatory Reporter. Completion of Mandatory Reporter training is required within 30 days of employment.
- Certification as an American Red Cross Water Safety Instructor (WSI) is desirable.

Knowledge of:

- Use and care of lifesaving techniques and equipment used at public swimming pool facilities.
- Aquatic safety practices, emergency response procedures, and EAPs.
- City swimming pool rules, regulations, and safety policies.
- Basic principles of swimmer surveillance and hazard recognition.
- Customer service principles and techniques for interacting with pool patrons and the public.
- Standard safety practices and emergency response procedures related to aquatic facilities.

Ability to:

- Monitor aquatic activities and recognize hazardous conditions or emergency situations.
- Perform water rescues, lifesaving strokes, and emergency first aid techniques in accordance with certification standards.
- Administer CPR, First Aid, AED, and emergency oxygen as required.
- Learn, understand, explain, and enforce City swimming pool rules, regulations, and policies.
- Follow written and oral instructions accurately.
- Communicate effectively with patrons, staff, and supervisors.
- Exercise courtesy and tact when interacting with pool patrons and the public.
- Recognize emergency situations and follow established EAPs to ensure public and staff safety.
- Remain calm and professional in difficult or stressful situations.
- Establish and maintain cooperative working relationships with those contacted in the course of work.

Work Environment

Work is performed primarily at City swimming pool and aquatic facilities, including water attractions, deck areas, and surrounding recreational spaces. Work may involve exposure to

varying weather conditions, water, humidity, sunlight, noise, crowds, and other outdoor elements. Duties may include standing or sitting for extended periods, remaining alert while monitoring active aquatic areas, performing water rescues, administering first aid, and responding to emergency situations.

This position involves frequent interaction with children, teens, adults, seniors, parents or guardians, fellow lifeguards, supervisors, and members of the public, including individuals who may be distressed, upset, or noncompliant with facility rules or safety requirements.

Employees in this classification may be required to work variable schedules, including evenings, weekends, holidays, and extended hours to meet program and operational needs, including special events. Employees in this classification may be assigned to work programs or events at which alcohol is served, including the Dublin St. Patrick's Day Festival, Splatter, and other community or private events.

Physical Requirements

The physical standards described are representative of those that must be met to perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Sit, stand, and walk for extended periods while monitoring aquatic areas.
- Observe, identify, and respond quickly to safety concerns, patron behavior, and emergency situations.
- Perform swimming, rescue, and first aid techniques as required.
- Bend, stoop, kneel, squat, climb, and twist intermittently when monitoring facilities or responding to emergencies.
- Lift or carry patrons or equipment weighing up to 100 pounds with or without assistance during emergency situations.
- Communicate clearly and effectively in person and by radio or verbal commands.

Equal Opportunity Statement

The City of Dublin is an Equal Opportunity Employer committed to building a diverse and inclusive workforce. We encourage applications from all qualified individuals regardless of race, ethnicity, gender identity, sexual orientation, disability, age, religion or veteran status. Accommodations are available upon request during the selection process.



HEAD LIFEGUARD

Date Adopted: June 7, 2016

Date Revised: January 14, 2025; January 13, 2026

FLSA: Non-Exempt; Part-Time/Temporary/Seasonal; At-Will

General Purpose

Under general supervision, provides lead-level aquatic safety and supervision at City swimming pool and aquatic facilities while overseeing and supporting lifeguard staff during daily operations. Ensures patron safety by monitoring aquatic areas, enforcing pool rules and policies, providing customer service, and leading emergency response efforts, including rescues and first aid, CPR, and AED. Assists with staff training, scheduling support, and overall operational oversight.

Distinguishing Characteristics

This is the advanced, lead-level classification within a two-level Lifeguard structure. Incumbents perform the full range of lifeguard duties while providing technical and functional leadership to lifeguard staff. This classification is distinguished from the Lifeguard by increased responsibility for staff oversight, training support, operational coordination, and leadership during routine and emergency situations.

Employees at this level are required to be proficient in all tasks associated with the delivery of recreation programs within the assigned area of responsibility.

Supervision Received and Exercised

Receives general supervision from the Recreation Coordinator, Pool Manager, Program Specialist, or other designated supervisory staff.

May provide technical and functional supervision over Lifeguards or part-time staff, as appropriate.

Essential Duties and Responsibilities

The following duties are typical for this classification. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment.

- Monitor pools, water attractions, and surrounding aquatic areas to ensure patron safety and compliance with City rules and regulations.
- Serve as lead lifeguard on assigned shifts and oversee lifeguard staff during daily operations.

- Enforce pool rules, regulations, and safety policies to maintain orderly conduct and safe facility use.
- Recognize, respond to, and lead emergency situations in accordance with established Emergency Action Plans (EAPs).
- Perform water rescues and administer first aid, CPR, AED, and emergency oxygen as required.
- Provide guidance, training support, and on-the-job coaching to lifeguard staff.
- Conduct safety inspections and ensure pools and aquatic facilities are clean, safe, and operational.
- Provide courteous and professional customer service by assisting patrons, answering questions, and addressing concerns professionally.
- Assist with operational tasks including documentation, reporting, and scheduling support as assigned.
- Build and maintain positive working relationships with co-workers, other City employees and the public using principles of good customer service.
- Perform other duties as assigned.

Minimum Qualifications

Any combination of education and experience that would likely provide the required knowledge and abilities in qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

There is no educational requirement for this class; completion of three (3) years of high school or equivalent is desirable.

Experience:

Two (2) seasons of progressively responsible experience as a Lifeguard.

Licenses, Certificates, and Special Requirements:

- Must be at least 16 years of age at the time of hire.
- Applicants who are 18 years of age or older and will have direct contact with minors must successfully complete a fingerprint-based background check as a condition of employment.
- Must possess and maintain American Red Cross CPR/AED for the Professional Rescuer, First Aid, Administering Emergency Oxygen, Lifeguard Training, Bloodborne Pathogens, and First Aid for Public Safety Personnel (Title 22) certifications.
- This classification is designated as a Mandated Reporter. Completion of Mandated Reporter training is required within 30 days of employment.

- American Red Cross Water Safety Instructor (WSI) and Lifeguard Instructor (LFI) certifications are desirable but not required.

Knowledge of:

- Basic leadership, training, and mentoring techniques.
- Use and care of lifesaving techniques and equipment used at public swimming pool facilities.
- Aquatic safety practices, emergency response procedures, and EAPs.
- City swimming pool rules, regulations, and safety policies.
- Basic principles of swimmer surveillance and hazard recognition.
- Customer service principles and techniques for interacting with pool patrons and the public.
- Standard safety practices and emergency response procedures related to aquatic facilities.

Ability to:

- Assist in the management and operation of a public swimming pool.
- Perform water rescues, lifesaving strokes, and emergency first aid techniques in accordance with certification standards.
- Administer CPR, First Aid, AED, and emergency oxygen as required.
- Learn, understand, explain, and consistently enforce City swimming pool rules, regulations, and policies.
- Recognize emergency situations and follow established EAPs to ensure public and staff safety.
- Lead staff through emergency situations in accordance with established EAPs.
- Prepare reports related to pool management and operations, as assigned.
- Establish and maintain cooperative working relationships with those contacted in the course of work.

Work Environment

Work is performed primarily at City swimming pool and aquatic facilities, including water attractions, deck areas, and surrounding recreational spaces. Work may involve exposure to varying weather conditions, water, humidity, sunlight, noise, crowds, and other outdoor elements. Duties may include standing or sitting for extended periods, remaining alert while monitoring active aquatic areas, performing water rescues, administering first aid, and responding to emergency situations.

This position involves frequent interaction with children, teens, adults, seniors, parents or guardians, fellow lifeguards, supervisors, and members of the public, including individuals who may be distressed, upset, or noncompliant with facility rules or safety requirements.

Employees in this classification may be required to work variable schedules, including evenings, weekends, holidays, and extended hours to meet program and operational needs, including special events. Employees in this classification may be assigned to work programs or events at which alcohol is served, including the Dublin St. Patrick's Day Festival, Splatter, and other community or private events.

Physical Requirements

The physical standards described are representative of those that must be met to perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Sit, stand, and walk for extended periods while monitoring aquatic areas.
- Observe, identify, and respond quickly to safety concerns, patron behavior, and emergency situations.
- Perform swimming, rescue, and first aid techniques as required.
- Bend, stoop, kneel, squat, climb, and twist intermittently when monitoring facilities or responding to emergencies.
- Lift or carry patrons or equipment weighing up to 100 pounds with or without assistance during emergency situations.
- Communicate clearly and effectively in person and by radio or verbal commands.

Equal Opportunity Statement

The City of Dublin is an Equal Opportunity Employer committed to building a diverse and inclusive workforce. We encourage applications from all qualified individuals regardless of race, ethnicity, gender identity, sexual orientation, disability, age, religion or veteran status. Accommodations are available upon request during the selection process.



POOL MANAGER

Date Adopted: January 14, 2025

Date Revised: January 13, 2026

FLSA: Non-Exempt; Part-Time/Temporary/Seasonal; At-Will

General Purpose

Under general supervision, plans, organizes, and oversees aquatics programs and assists in the management and operation of a public aquatic facility. This is a lead-level classification, responsible for coordinating staff, resources, and program delivery within assigned function area to ensure safe, efficient, and high-quality aquatic services.

Distinguishing Characteristics

The classification of Pool Manager is the advanced, full supervisory level within the aquatics staffing structure. Incumbents are responsible for the overall coordination, supervision, and administration of aquatic facilities and programs and exercise independent judgment in daily operations.

Employees at this level are required to be proficient in all tasks associated with aquatic facility operations and recreation program delivery.

Supervision Received and Exercised

Receives general supervision from a Recreation Coordinator, Program Specialist, or other designated supervisory staff.

Exercise technical and functional supervision over part-time staff, including assigning work, monitoring performance, and providing guidance and training.

Essential Duties and Responsibilities

The following duties are typical for this classification. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment.

- Plan, organize, and oversee daily operations of City swimming pool, swimming activities, and aquatic facilities.
- Supervise, schedule, train, and evaluate Head Lifeguards, Lifeguards, Swim Instructors, and other aquatic staff.
- Ensure patron safety by enforcing pool rules, regulations, and safety policies and maintaining orderly facility use.

- Lead and respond to emergency situations in accordance with established Emergency Action Plans (EAPs).
- Perform lifeguard duties as needed, including water rescues and administration of first aid, CPR, AED, and emergency oxygen.
- Conduct and oversee staff meetings, in-service training, and certification-related instruction as assigned.
- Assist with staff recruitment, onboarding, and retention efforts.
- Maintain accurate operational records, including safety inspections, chemical testing, incident reports, and staffing documentation.
- Oversee facility cleanliness, maintenance coordination, inventory, and equipment readiness.
- Perform administrative duties including reporting, customer service support, and cash-handling oversight as assigned.
- Build and maintain positive working relationships with co-workers, other City employees, and the public using principles of good customer service.
- Perform other duties as assigned.

Minimum Qualifications

Any combination of education and experience that would likely provide the required knowledge and abilities in qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

Equivalent to completion of a high school diploma or GED. College-level coursework in recreation administration, sports management, education, or a related field is desirable.

Experience:

Three (3) seasons of progressively responsible experience managing aquatic facilities or programs, including at least two (2) seasons serving in a supervisory or lead role overseeing staff and program operations.

Licenses, Certificates, and Special Requirements:

- Must be 18 years of age or older at time of hire.
- Any offer of employment to an adult applicant who will have direct contact with minors is contingent upon the successful completion of a fingerprint-based background check.

- Must possess and maintain certification in American Red Cross CPR/AED for the Professional Rescuer, First Aid, Administering Emergency Oxygen, Lifeguard Training, Blood Bourn Pathogen, and First Aid for Public Safety Personnel (Title 22).
- This classification is designated as a Mandated Reporter. Completion of Mandated Reporter training is required within 30 days of employment.
- Completion of Rope Access and Fall Protection certification offered by the City of Dublin within one year of employment.
- American Red Cross Water Safety Instructor and Lifeguard Instructor certification is desirable.

Knowledge of:

- Principles and practices of leadership, supervision, staff training, and performance evaluation.
- Use, care, and oversight of lifesaving equipment and emergency response tools used at public aquatic facilities.
- Advanced aquatic safety practices, emergency response procedures, and implementation of EAPs.
- City swimming pool rules, regulations, operational policies, and applicable safety standards.
- Principles of swimmer surveillance, hazard recognition, risk management, and incident prevention.
- Customer service principles, conflict resolution techniques, and effective communication with patrons and staff.
- Standard safety practices, regulatory requirements, and operational procedures related to public aquatic facilities.

Ability to:

- Plan, organize, and oversee daily operations of a public aquatic facility while ensuring safe, efficient, and compliant program delivery.
- Supervise, train, mentor, and evaluate aquatic staff to maintain high performance, safety standards, and customer service excellence.
- Interpret, explain, and consistently enforce City swimming pool rules, regulations, facility policies, and safety procedures.
- Recognize, respond to, and lead staff and patrons through emergency situations in accordance with EAPs.

- Perform and demonstrate lifesaving techniques, first aid, CPR, and AED procedures as required, and ensure staff readiness.
- Communicate effectively, build cooperative working relationships, resolve conflicts professionally, and maintain accurate operational records.

Work Environment

Work is performed primarily at City swimming pool and aquatic facilities, including water attractions, deck areas, and surrounding recreational spaces. Work may involve exposure to varying weather conditions, water, humidity, sunlight, noise, crowds, and other outdoor elements. Duties may include standing or sitting for extended periods, remaining alert while monitoring active aquatic areas, performing water rescues, administering first aid, and responding to emergency situations.

This position involves frequent interaction with children, teens, adults, seniors, parents or guardians, fellow lifeguards, supervisors, and members of the public, including individuals who may be distressed, upset, or noncompliant with facility rules or safety requirements.

Employees in this classification may be required to work variable schedules, including evenings, weekends, holidays, and extended hours to meet program and operational needs, including special events. Employees in this classification may be assigned to work programs or events at which alcohol is served, including the Dublin St. Patrick's Day Festival, Splatter, and other community or private events.

Physical Requirements

The physical standards described are representative of those that must be met to perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Sit, stand, and walk for extended periods while monitoring aquatic areas.
- Observe, identify, and respond quickly to safety concerns, patron behavior, and emergency situations.
- Perform swimming, rescue, and first aid techniques as required.
- Bend, stoop, kneel, squat, climb, and twist intermittently when monitoring facilities or responding to emergencies.
- Lift or carry patrons or equipment weighing up to 100 pounds or less during emergency situations.
- Communicate clearly and effectively in person and by radio or verbal commands.

Equal Opportunity Statement

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PROGRAM SPECIALIST

Date Adopted: December 16, 2014

Date Revised: February 18, 2020; January 14, 2025; January 13, 2026

FLSA: Non-Exempt; Part-Time/Temporary/Seasonal; At-Will

General Purpose

Under general supervision, plans, coordinates, and oversees recreation programs and services within the Parks and Community Services Department. The Program Specialist provides leadership in the delivery of high-quality recreational programs, supports day-to-day operations, and ensures programs are conducted safely, efficiently, and in accordance with established policies and procedures. This is a lead classification, responsible for coordinating staff, resources, and program delivery within assigned function area.

Distinguishing Characteristics

This is a lead-level classification distinguished from advanced-journey level classification by the complexity of assigned duties, a higher level of independent judgement, leadership responsibilities, and direct involvement in program planning, coordination and oversight.

Supervision Received/Exercised

Receives general supervision from a Recreation Coordinator and may receive technical or functional direction from higher-level management staff, as appropriate.

Exercises technical and functional supervision over part-time staff and volunteers, including assigning work, providing training and guidance, monitoring performance, and assisting with day-to-day operational issues. The Program Specialist may also provide input related to staff performance, scheduling, and program planning, and serve as a lead for assigned program areas, activities, or facilities.

Essential Duties and Responsibilities

The following duties are typical for this classification. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment.

- Plan, organize, implement, and oversee recreation programs and projects within assigned areas.
- Schedule, train, coach, and provide work direction to part-time staff and volunteers.
- Monitor program activities to ensure safety, compliance with department policies and procedures, and quality participant experiences.

- Assist in developing new programs or modify existing programs to meet departmental goals and participant needs.
- Conduct surveys, collect data, and prepare reports to evaluate program effectiveness and support continuous improvement.
- Maintain accurate program records, files, documentation, and administrative reports, including registration and supply tracking.
- Provide customer service by responding to inquiries, resolving issues, and communicating program rules, procedures, and objectives clearly.
- Build and maintain positive working relationships with co-workers, other City employees and the public using principles of good customer service.
- Perform other duties as assigned.

Minimum Qualifications

Any combination of education and experience that would likely provide the required knowledge and abilities in qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

Equivalent to completion of a high school diploma or GED, with some college coursework in a field relevant to the assigned program area. Completion of an Associate of Arts or Associate (A.A.) or Associate of Science (A.S.) degree is desirable.

If assigned to a Preschool Program, required college coursework must include specialization in early childhood education.

Experience:

Two (2) years of progressively responsible experience assisting with, leading, supervising, or coordinating recreation programs, events, camps, classes, or related activities, including at least one (1) year of experience overseeing program operations and providing work direction to staff or volunteers serving children, teens, adults, or seniors.

Licenses, Certificates, and Special Requirements:

- Must be 18 years of age or older at time of hire.
- Any offer of employment to an adult applicant who will have direct contact with minors is contingent upon the successful completion of a fingerprint-based background check.
- Certification in First Aid and CPR is required within 30 days of employment and must be maintained throughout employment.

- This classification is designated as a Mandated Reporter. Completion of Mandated Reporter training is required within 30 days of employment.

Knowledge of:

- Techniques and practices for planning, coordinating, and evaluating recreation programs.
- Principles of staff leadership, training, and work coordination.
- Program budgeting, recordkeeping, and administrative procedures.
- Standard safety practices, emergency procedures, and department policies.
- Customer service principles, conflict resolution strategies and problem-solving techniques.
- Applicable local, state, and federal laws, regulations, and ordinances.
- Use, care, and safe operation of recreation equipment and materials.
- Operational characteristics of the assigned Parks and Community Services program or project.

Ability to:

- Plan, coordinate, and implement recreation programs and projects.
- Lead, train, and provide work direction to part-time staff and volunteers.
- Communicate clearly and professionally, both orally and in writing.
- Analyze, interpret, and apply policies, procedure, and operational standards.
- Maintain accurate records and prepare reports, publications, and promotional materials.
- Establish and maintain cooperative working relationships with staff, participants, and the public.
- Exercise sound judgement and professionalism when responding to challenging or sensitive situations.

Work Environment

Work is performed primarily at parks, playgrounds, community centers, school sites, recreation facilities, and special event locations. Work may involve exposure to varying weather conditions, noise, crowds, uneven surfaces and other outdoor elements. Activities may include setting up and breaking down equipment, monitoring program activities, and supporting events during periods of active public use.

This position involves frequent interaction with children, teens, adults, seniors, parents or guardians, volunteers, vendors, staff, and members of the public, including individuals who may be

upset, confused, or frustrated while participating in or inquiring about recreation programs or events.

Employees in this classification may be required to work evenings, weekends, holidays, and extended hours to meet program and operational needs, including special events. Employees may be assigned to work programs or events at which alcohol is served, including the Dublin St. Patrick's Day Festival, Splatter, and other community or private events.

Physical Requirements

The physical standards described are representative of those that must be met to perform the essential functions of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Sit, stand, and walk for extended periods while performing duties in indoor and outdoor recreation environments.
- Communicate effectively in person, during meetings, and by telephone, both verbally and in writing, with participants, staff, volunteers, vendors, and members of the public.
- Use hands and fingers to operate computers, point-of-sale systems, and other office or program-related equipment.
- Bend, twist, stoop, kneel, crouch or reach as needed when setting up activities, handling equipment, or monitoring program areas.
- Lift, carry, push, or pull program materials, supplies, or equipment weighing up to 50 pounds, or push or pull equipment up to 100 pounds, on an occasional basis.
- Observe, identify, and assess operational, safety, and program-related conditions, and accurately report incidents, or concerns.
- Maintain sufficient vision, hearing, and communication abilities to safely perform assigned duties, respond to emergencies, and interact effectively with participants and the public.

Equal Opportunity Statement

The City of Dublin is an Equal Opportunity Employer committed to building a diverse and inclusive workforce. We encourage applications from all qualified individuals regardless of race, ethnicity, gender identity, sexual orientation, disability, age, religion or veteran status. Accommodations are available upon request during the selection process.

RESOLUTION NO. XX – 26**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF DUBLIN****AMENDING THE SALARY PLAN FOR PART-TIME PERSONNEL**

WHEREAS, in accordance with the City's Personnel System Rules, the City Council adopted Resolution No. 05-25 and subsequent resolutions which comprise the Salary Plan for part-time personnel; and

WHEREAS, competitive salary provisions which will attract and retain quality employees are important to the organization; and

WHEREAS, it is necessary to periodically update salary provisions for part-time employees in the City's personnel system.

NOW, THEREFORE, BE IT RESOLVED that the following salary ranges are adopted in accordance with the Personnel Rules:

<u>Part-Time Classification</u>	<u>Minimum</u>	<u>Maximum</u>
Administrative Intern	\$25.00	\$30.00
Head Lifeguard	\$20.40	\$22.90
Lifeguard/Swim Instructor	\$18.40	\$20.90
Pool Manager	\$22.40	\$28.90
Program Specialist	\$23.40	\$33.40
Recreation Leader I	Minimum Wage	\$19.90
Recreation Leader II	\$18.90	\$21.90
Recreation Leader III	\$21.40	\$27.90
Slide Attendant	Minimum Wage	\$19.90

BE IT FURTHER RESOLVED that this document shall become a part of the official Salary Plan for the City of Dublin; and that the changes contained herein shall be effective January 13, 2026.

{Signatures on the following page}

PASSED, APPROVED AND ADOPTED by the City Council of the City of Dublin this 13th day of January 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

Mayor

City Clerk



RECREATION LEADER I

Date Adopted: February 18, 2020

Date Revised: January 14, 2025

; January 13, 2026

Title: Recreation Leader I

FLSA: Non-Exempt; Part-Time/Temporary-/Seasonal; At-Will

Description

General Purpose

Under general supervision, ~~assist~~assist in the ~~proper use~~coordination and delivery of a ~~community~~variety of recreational ~~facility and assist in providing a variety of recreation programs related to preschool, playground, after-school programs, parks, teens, sports, special events, and senior citizens services, including activities;~~assist for preschoolers, youth, teens, adults and seniors, across multiple recreation settings.

Distinguishing Characteristics

This is an entry-level classification in the ~~oversight of the proper use of a community recreational facility;~~Recreation Leader series. Incumbents in this class perform a variety of custodial tasks; assist the ~~public and staff~~routine and assigned duties under close supervision while learning departmental programs, policies, and procedures. This classification provides program, facility, and customer service support and ensures that recreation activities are conducted safely, efficiently, and in the use of City facilities.

-
accordance with established guidelines.

Supervision Received and Exercised

Receive

Receives general supervision from a Recreation Coordinator and may receive technical and/or functional ~~supervision~~guidance from a ~~higher-level~~ Recreation Leader II, Recreation Leader III or Program Specialist.

staff.

This classification does not exercise direct supervisory responsibility.

Essential Duties and Responsibilities

The following duties are ~~normal~~typical for this classification. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment ~~to this class.~~

~~Inspect playing field area and equipment prior to play to ensure preparation and safety for play to begin, ensuring safety of players and spectators.~~

- ~~Notify~~ Assist in the delivery of recreation programs at parks, playgrounds, community centers, school sites, pools, and special event locations.
- ~~Assist in leading age-~~appropriate City staff regarding necessary repair and/or replacement of play areas/related activities, including arts and crafts, games, sports, enrichment programs, and special events.
- ~~Inspect recreation facilities, equipment-~~, and program areas prior to use to ensure safety, cleanliness, and readiness.
- ~~Monitor participant behavior and facility use to ensure compliance with established rules, policies, and safety guidelines.~~
- ~~Set up furniture or, take down, and store~~ equipment, supplies, and furnishings used for activities scheduled and see that it is in proper condition and is replaced after use recreation programs and events.
- ~~Assist in setting up, taking down with opening, closing, securing, and cleaning up recreational~~ maintaining recreation facilities; as assigned, ~~open and close facilities as scheduled for use, and secure the facility upon leaving.~~
- ~~Assist in carrying out recreational activities appropriate to a variety of locations such as playgrounds, parks, community centers, preschool classrooms, school sites, and sports facilities.~~
- ~~Assist in leading activities in areas such as arts and crafts, games, sports, music, drama, and nature study.~~
- ~~Monitor activities of facility users for appropriate and safe conduct.~~
- ~~Exercise precautions necessary to ensure the safety of recreation program~~ Provide customer service by responding to inquiries from participants, parents, and spectators.
- ~~Answer members of the public in person and by telephone, provide information to callers and write messages, as needed.~~
- ~~Assist customers at the front counter.~~
- ~~Collect fees from public swimming pool patrons and aquatics class registrants, and, process~~ registrations, issue pool passes.
- ~~Perform general clerical work such as issuing receipts, photocopying, and filing; and complete and submit required forms and reports.~~ basic cash-handling and point-of-sale transactions.
- ~~Complete daily attendance and cash receipt report forms.~~
- ~~Assist in interpreting and applying Parks and Community Services Department policies and procedures in various~~ records, reports, and other routine documentation related to program areas-operations.

- ~~Clean up after facility users and set up for subsequent activities; sweep and mop floors as required, empty trash receptacles throughout the facility, as necessary; keep restrooms and kitchen clean and well stocked with paper towels, tissues, etc.~~
- ~~Clean and sanitize workstation and equipment.~~
- Provide ~~minor~~basic first aid and respond appropriately to recreation program participants and/or perform related first aid/emergency techniques.emergencies in accordance with established Emergency Action Plans (EAPs).
- Build and maintain positive working relationships with ~~co-workers, other City employees~~participants, coworkers, volunteers, and the public using principles of good customer service~~through courteous, professional interactions.~~
- Perform ~~other~~related duties as assigned.

Minimum Qualifications

Any combination of education and experience that would likely provide the required knowledge and abilities in qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

There is no educational requirement for this class; completion of two (2) years of high school or equivalent is desirable.

Experience:

No prior work experience is required; however, desirable qualifications include experience in cash handling, cashiering, or working with school-age children in a structured or supervised program.

Licenses, Certificates, and Special Requirements:

- Must be at least 15 years of age at the time of hire.
- Applicants who are 18 years of age or older and have direct contact with minors must successfully complete fingerprint-based background check as a condition of employment.
- Certifications in First Aid and CPR is required within 30 days of employment and must be maintained throughout employment.
- This classification is designated as a Mandated Reporter. Completion of Mandated Reporter training is required within 30 days of employment.

Knowledge of:

- ~~English language skills, including punctuation and spelling.~~
- Basic knowledge of ~~a variety of~~ recreation ~~activities, programming and operations.~~
- Techniques ~~of instruction~~ for ~~conducting~~ ~~assisting with~~ recreation programs ~~in for~~ preschool, ~~playground, parks, after-school programming~~ youth, teens, ~~sports, museum, adults, seniors, and~~ special events, ~~and senior citizen activities.~~
- ~~Customer service principles and techniques.~~
- ~~Basic cash handling and transaction procedures.~~
- Basic arithmetic, including addition, subtraction, multiplication and division.
- ~~English language skills, including punctuation and spelling.~~
- ~~Point of sale or cash registers.~~
- ~~Customer services techniques.~~

Ability to:

- Learn ~~skills needed to conduct and perform~~ basic recreation ~~program~~ activities ~~and facility support duties.~~
- Follow written and oral instructions.
- ~~Communicate clearly and concisely, both orally~~ professionally with participants, coworkers and the public.
- ~~Work effectively with children, teens, adults, and senior participants.~~
- ~~Remain calm and professional in writing.~~
- ~~Deal with difficult~~ challenging or stressful situations ~~in a calm and professional manner.~~
- Establish and maintain cooperative working relationships ~~with those contacted in the course of work.~~
- ~~Use of a personal computer is desirable.~~
- ~~Exercise courtesy and tact in dealing with recreation program participants and spectators.~~
- ~~Work effectively with preschool, elementary and teenage children and parents.~~
- Explain and enforce rules, regulations, procedures, and program ~~objectives~~ procedures.
- ~~Understand and follow established Emergency Action Plans (EAPs)~~
- Administer basic First Aid/CPR.
- ~~Must be available to work nights~~ Work evenings, weekends, and holidays ~~as required.~~

Training and Experience

Any combination equivalent to ~~education and experience likely to provide the required knowledge and abilities are~~ qualifying. ~~Work Environment~~

Work is performed primarily at parks, playgrounds, community centers, school sites, pools, and special event locations. Work may involve exposure to varying weather conditions, noise, crowds, uneven surfaces and other outdoor elements. Duties may include lifting, setting up equipment, and monitoring recreational activities and spaces during use.

This position involves frequent interaction with children, teens, adults, seniors, parents or guardians, volunteers, vendors, and members of the public, including individuals who may be upset or frustrated while participating in or inquiring about recreation programs or events.

Employees in this classification may be required to work evenings, weekends, holidays, and extended hours to meet program and operational needs, including special events. Employees in this classification may be assigned to work programs or events at which alcohol is served, including the Dublin St. Patrick's Day Festival, Splatter, and other community or private events.

Physical ~~A typical way to obtain the knowledge and abilities would be:~~

-

~~Education~~

~~There is no educational requirement for this class.~~

-

~~Experience~~

~~Work experience is not required; experience in handling money and cashiering is desirable. Demonstrated experience (paid or volunteer) working with school age children in a structured or supervised social/recreational program is desirable.~~

-

~~Licenses; Certificates; Special Requirements~~

- ~~1. At time of hire, must be 15 years of age or older.~~
- ~~2. Any offer of employment to an adult who will have direct contact with minors is conditional upon submission of completed fingerprint screening and a satisfactory background check.~~
- ~~3. Current certification in First Aid and CPR is required within one month of employment.~~
- ~~4. Possession of a valid California Class C driver's license is not required for this class; however, if an employee possesses a valid license, he/she may be required to provide a Certificate of Automotive Insurance for Personal Liability.~~
- ~~5. This classification is designated as a Mandated Reporter; Completion of Mandated Reporter training is required within one month of employment.~~

~~Other Necessary Requirements~~

~~Physical Standards~~

- ~~• The physical standards described are representative of those that must be met by employees to successfully perform the essential functions of this classposition. Reasonable accommodations may be~~

made to enable individuals with disabilities to perform the essential functions.

- ~~On a continuous basis, know and understand all aspects of the job; intermittently analyze work papers, reports and special projects; identify and interpret technical and numerical information; observe and report operational and technical policy and procedures.~~
- ~~Employees must be able to~~ Sit, stand, and/or sit walk for extended periods; ~~communicate while performing duties in indoor and outdoor recreation environments.~~
- ~~Communicate effectively, both verbally and in writing, with participants, staff, volunteers, vendors and members of the public, including in person, during meetings, and by phone; and use telephone.~~
- ~~Use hands and fingers to operate computers, point-of-sale systems, and other office or program-related equipment. Physical tasks include bending, twisting, standing, walking, and lifting~~
- ~~Bend, twist, stoop, kneel, crouch or reach as needed when setting up activities, handling equipment, or monitoring program areas.~~
- ~~Lift, carry, push, or pull program materials, supplies, or equipment weighing up to 50 pounds, or pushing/pulling push or pull equipment up to 100 pounds. Duties require written and verbal communication, interpreting information and layouts, and interacting with staff, volunteers, vendors, and the public, on an occasional basis.~~
- _____

Observe, identify, and assess operational, safety, and program-related conditions, and accurately report incidents, or concerns.

- Maintain sufficient vision, hearing, and communication abilities to safely perform assigned duties, respond to emergencies, and interact effectively with participants and the public.

Equal Opportunity Statement

The City of Dublin is an Equal Opportunity Employer committed to building a diverse and inclusive workforce. We encourage applications from all qualified individuals regardless of race, ethnicity, gender identity, sexual orientation, disability, age, religion or veteran status. Accommodations are available upon request during the selection process.



RECREATION LEADER II

Date Adopted: — February 18, 2020

Date Revised: — January 14, 2025; [January 13, 2026](#)

Title: ~~Recreation Leader II~~

FLSA: Non-Exempt~~;~~ Part-Time/Temporary~~;/~~ Seasonal~~;/~~ At-Will

Description

General Purpose

Under general supervision, ~~lead~~[coordinates](#) and ~~conduct~~[delivers a variety of recreational programs and services, including but not limited to](#) activities ~~in the delivery of recreation program areas including preschool, playground for preschoolers, after-school programs, parks, teens, sports, senior citizens, and special events,~~ and. [Provides support with day-to-day program operations to ensure activities are conducted safely, efficiently, and in accordance with established guidelines, policies, and procedures.](#)

~~senior citizen; oversee the proper use of a community recreational facility; perform a variety of custodial tasks; assist the public and staff in use of City facilities.~~

Distinguishing Characteristics

~~The~~[This is the journey-level classification within the Recreation Leader II classification is distinguished from series. Incumbents in this class perform a broader range of duties with increasing independence and responsibility compared to the Recreation Leader I classification in the complexity of duties assigned, independence of action taken, the amount of time spent performing. Work is performed with limited supervision and requires](#) ~~the duties, the nature of the public contact made, and its training responsibilities of new staff. Positions at this level are required to be fully trained in all~~[exercise of judgement within established policies, procedures related to assigned area of responsibility, and guidelines.](#)

Supervision Received and Exercised

- Receive general supervision from a Recreation Coordinator and may receive technical and ~~or~~ functional supervision from a Recreation Leader III or Program Specialist.

- Exercise technical and functional supervision over Recreation Leader I staff, including providing work direction, training, and guidance.

Essential Duties and Responsibilities

The following duties are typical for this classification. The omission of specific statements of duties does not exclude them from the position if the work is a similar, related, or a logical assignment to this class.

- ~~Perform all duties and responsibilities as Recreation Leader I.~~
- ~~Lead and conduct~~Conduct recreational activities in program areas such as preschool, playground, parks, after school programming, teens, sports, museum, special events, and senior ~~citizen~~ activities.
- ~~Lead and~~Independently conduct age-appropriate activities ~~in areas such as including~~ arts and crafts, games, sports, music, ~~drama, and nature study.~~
- ~~Lead and instruct participants in the rules and methods of playing indoor and outdoor games.~~
- ~~Inspect activity areas and related equipment, make written reports of damage to equipment or facility and recommend maintenance and repair, as appropriate.~~
- ~~Enforce safety rules and regulations; maintain orderly participant conduct.~~
- ~~Provide minor first aid to recreation program participants/spectators and/or perform related first aid/emergency techniques.~~
- ~~Exercise precautions necessary to ensure the safety of program participants, spectators, and renters.~~
- ~~Build and maintain positive working relationships with co-workers, other City employees and the public using principles of good customer service.~~
- ~~Open and close facilities as scheduled for use; clean up after facility users and set up for subsequent activities; secure the facility upon leaving.~~
- ~~Set up furniture or equipment for activities scheduled and see that it is in proper condition and is replaced after use.~~
- ~~Sweep and mop floors as required; keep restrooms and kitchen clean and well-stocked with paper towels, tissues, etc.; empty trash receptacles throughout the facility as necessary.~~
- ~~Responsible for monitoring adherence to building rules and party limitations.~~
- ~~Maintain records and complete written program plans and reports.~~
- ~~When work assignments are in public area of assigned facility, greet visitors, collect fees, have visitors sign guest book.~~
- ~~Provide facility and exhibit orientations and/or tours including appropriate tour materials.~~
- ~~Lead and conduct lessons, games, crafts and songs for after-school, camps, and preschool~~enrichment programs, and special events.
- ~~Function as supervising attendant for facility rentals, as necessary.~~
- ~~Monitor patrons, patrol parks and enforce rules to ensure that permit areas are safe, clean, and functional; notify Dublin Police Services as deemed necessary.~~
- ~~Observe park conditions to ensure that permit areas~~Assist with day-to-day program operations, including picnic areas and fields are within appropriate standards.

- ~~Post City information as required and remove outdated and or unauthorized notices.~~
- ~~Confirm reservations for specific permitted areas; resolve conflicts when appropriate.~~
- ~~Provide advice and information on park and recreation regulations to the public when requested and/or as needed; prepare incident reports and related documentation as needed.~~
- ~~Ensure that activities preparing materials and ensuring programs operate in accordance with general department philosophy, objectives and guidelines efficiently and safely.~~
- Inspect recreation facilities, fields, and equipment prior to use to ensure safety, readiness, and compliance with established guidelines.
- Monitor participant behavior and facility use to ensure compliance with rules, policies, and safety standards; address routine behavior concerns as appropriate.
- Provide customer service by responding to inquiries from the public in person and by telephone; explain program information, schedules, and policies.
- Collect fees, process registrations, issue passes, and perform cash-handling and point-of-sale transactions in accordance with established procedures.
- Complete attendance records, incident reports, and other routine documentation accurately and in a timely manner time.
- Provide First Aid and CPR and respond to emergencies in accordance with established Emergency Action Plans (EAPs).
- Assist with opening, closing, securing, and cleaning recreation facilities as assigned.
- Set up, take down, inventory, and properly store equipment, furniture, and supplies for programs and events.
- Maintain accurate records and assist with basic program planning and coordination of activities.
- Perform related duties as assigned.

Minimum Qualifications

Knowledge of

- ~~English language skills, including punctuation and spelling.~~

~~Operational characteristics~~ Any combination of education and experience that would likely provide the required knowledge and abilities in qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

There is no educational requirement for this class; completion of two (2) years of high school or equivalent is desirable.

Experience

- ~~assigned~~ One (1) year of experience assisting with or leading recreation programs, camps, sports, events, or related activities involving children, teens, adults, or seniors.

Licenses, Certificates, and Special Requirements

- Must be at least 16 years of age, but 18 years or older, depending on assignment.
- Applicants who are 18 years of age or older and have direct contact with minors must successfully complete fingerprint-based background check as a condition of employment.
- Certifications in First Aid and CPR is required within 30 days of employment and must be maintained throughout employment.
- This classification is designated as a Mandated Reporter. Completion of Mandated Reporter training is required within 30 days of employment.

Knowledge of:

- Recreation program principles, practices and operations.
- Techniques for coordinating recreation programs for preschool, youth, teens, adults, seniors, and special events.
- Cash handling procedures and transaction management practices.
- Principles and practices of facility maintenance and operational practices.
- ~~Principles and practices of standard safety precautions.~~
- ~~Techniques of instruction, and use of equipment and supplies, for conducting recreation programs in preschool, playground, parks, after-school programming, teens, sports, museum, special events, and senior citizen activities.~~
- Basic arithmetic, including addition, subtraction, multiplication and division.
- ~~Point of sale or cash registers.~~
- Customer service principles and conflict resolution.

Ability to:

- ~~Lead and conduct~~ Coordinate recreation programs and activities.
- ~~Lead and conduct effective program curriculum/content and assist in planning and scheduling activities.~~ operations.
- ~~Organize people, supplies, equipment and facilities.~~
- Follow ~~written~~ and enforce rules, regulations, policies, and oral instructions. procedures.
- ~~Express ideas~~ Communicate clearly and ~~communicate effectively~~ concisely, both ~~verbally~~ orally and in writing.

- ~~Exercise courtesy and tact in dealing with program~~ Work effectively with program children, teens, adults, and senior participants, ~~spectators, and renters.~~
- Deal with difficult or stressful situations in a calm and professional manner.
- ~~Problem solve conflicts and disputes as applicable.~~
- ~~Establish and maintain cooperative working relationships with those contacted in the course of~~ work.
- ~~Work effectively with preschool, elementary, and teenage children and parents.~~
- ~~Learn tour and exhibit content; provide tours to diverse audiences.~~
- ~~Analyze and interpret facility policies and procedures.~~
- Explain and enforce rules, regulations, procedures and program objectives.
- Understand and follow established EAPs.
- Administer basic First Aid/CPR.
- ~~Must be available to work~~ Work nights, weekends, and holidays.

Training and Work Environment

Work is performed primarily at parks, playgrounds, community centers, school sites, pools, and special event locations. Work may involve exposure to varying weather conditions, noise, crowds, uneven surfaces and other outdoor elements. Activities may include lifting, setting up equipment, and monitoring recreational spaces during active use.

This position involves frequent interaction with children, teens, adults, seniors, parents or guardians, volunteers, vendors, and members of the public, including individuals who may be upset or frustrated while participating in or inquiring about recreation programs or events.

Employees in this classification may be required to work evenings, weekends, holidays, and extended hours to meet program and operational needs, including special events. Employees in this classification may be assigned to work programs or events at which alcohol is served, including the Dublin St. Patrick's Day Festival, Splatter, and other community or private events.

Physical Experience

Any combination equivalent to education and experience likely to provide the required knowledge and abilities are qualifying. A typical way to obtain the knowledge and abilities would be:

Education

There is no educational requirement for this class.

Experience

A minimum of one year experience performing duties similar to that of a Recreation Leader I.

Licenses; Certificates; Special Requirements

- ~~1. At time of hire, must be 16 years of age (18 years of age or older depending on assignment).~~
- ~~2. Any offer of employment to an adult who will have direct contact with minors is conditional upon submission of completed fingerprint screening and a satisfactory background check.~~
- ~~3. Current certification in First Aid and CPR is required.~~
- ~~4. Possession of a valid California Class C Driver's License and certificate of automobile insurance for personal liability may be required, depending on assignment.~~
- ~~5. This classification is designated as a Mandated Reporter; Completion of Mandated Reporter training is required within one month of employment.~~

Physical Standards

- ~~The physical standards described are representative of those that must be met by employees to successfully perform the essential functions of this class/position. Reasonable accommodations may be~~

~~made to enable individuals with disabilities to perform the essential functions.~~

- ~~• On a continuous basis, know and understand all aspects of the job; intermittently analyze work papers, reports and special projects; identify and interpret technical and numerical information; observe and report operational and technical policy and procedures.~~
- Employees must sit and/or Sit, stand, and walk for extended periods; communicate while performing duties in indoor and outdoor recreation environments.
- Communicate effectively, both verbally and in writing, with participants, staff, volunteers, vendors and members of the public, including in person, during meetings, and by phone; and use telephone.
- Use hands and fingers to operate computers, point-of-sale systems, and other office equipment. Physical tasks include bending, twisting, standing, walking, and lifting or program-related equipment.
- Bend, twist, stoop, kneel, crouch or reach as needed when setting up activities, handling equipment, or monitoring program areas.
- Lift, carry, push, or pull program materials, supplies, or equipment weighing up to 50 pounds, or pushing/pulling push or pull equipment up to 100 pounds. Duties require written, on an occasional basis.
- Observe, identify, and verbal-assess operational, safety, and program-related conditions, and accurately report incidents, or concerns.
- Maintain sufficient vision, hearing, and communication, interpreting information and layouts, and interacting abilities to safely perform assigned duties, respond to emergencies, and interact effectively with staff, volunteers, vendors, participants and the public.

Equal Opportunity Statement

- [The City of Dublin is an Equal Opportunity Employer committed to building a diverse and inclusive workforce. We encourage applications from all qualified individuals regardless of race, ethnicity, gender identity, sexual orientation, disability, age, religion or veteran status. Accommodations are available upon request during the selection process.](#)



RECREATION LEADER III

Date Adopted: January 14, 2025

Date Revised: [January 13, 2026](#)

Title: Recreation Leader III

FLSA: Non-Exempt; Part-Time/Temporary-/Seasonal; At-Will

Description

General Purpose

Under general supervision, ~~assist in planning plans, coordinates,~~ and ~~oversee the delivery~~ delivers a wide variety of recreation ~~program areas~~ programs and services, including ~~preschool, playground~~ activities for ~~preschoolers,~~ after-school programs, parks, teens, sports, ~~senior citizens, and~~ special events, ~~and senior citizen;~~ oversee the proper use of a community recreation facilities; perform a variety of custodial tasks; assist the public and staff in use of City facilities. Provides lead-level program support, oversees day-to-day program operations, and ensures activities are conducted safely, efficiently, and in accordance with established guidelines, policies, and procedures.

Distinguishing Characteristics

~~The~~ This is the advanced-journey, lead-level classification in the Recreation Leader III classification is distinguished from the Recreation Leader I/II in the

~~complexity~~ series. Incumbents in this class perform the full range of program duties assigned, with increased independence of action taken, the amount of time spent performing the duties, the nature of the public contact made, and its training responsibilities of new staff. Positions at this level are required to be proficient in all tasks associated with the responsibility and exercise sound judgement in the coordination and delivery of recreation ~~programs in assigned area of responsibility.~~ services. Employees in this classification serve as lead staff, providing direction, technical guidance, and oversight to lower-level staff.

Supervision Received and Exercised

- Receives general supervision from a Recreation Coordinator. ~~May and may~~ receive technical ~~and/or~~ functional supervision from a Program Specialist.
- ~~Exercise~~ Provides technical and functional supervision ~~over, guidance, and work direction to~~ Recreation ~~Leader I/ and Recreation Leader II~~ staff.

Essential Duties and Responsibilities

The following duties are ~~normal~~ typical for this classification. The omission of specific statements of duties does not exclude them from the position if the work is ~~a~~ similar, related or a logical assignment ~~to this class.~~

- ~~Perform all duties~~ Plan, coordinate, and ~~responsibilities as Recreation Leader I/II.~~
- ~~Assist in planning and oversight of various~~ oversee recreation ~~activities~~ programs in ~~program~~ areas such as preschool, ~~playground~~ playgrounds, parks, after-school ~~programming~~ programs, teens, sports, museum programs, special events, and senior ~~citizen~~ activities.
- ~~Independently lead and coordinate age-appropriate~~ activities.
- ~~Serve as the site or program lead for assigned program area,~~ including ~~but not limited to~~ after-school programs, summer camps scheduling, preparing materials, and ~~preschool~~ ensuring programs.
- ~~Ensure facilities are safe, clean,~~ operate efficiently and ~~prepared for programs or events~~ safely.
- ~~Develop and implement engaging program activities while addressing participant behavior.~~
- Provide ~~regular updates~~ technical guidance and direction to ~~parents/guardians~~ Recreation Leader I and ~~communicate effectively with~~ II staff, ~~participants~~ including assigning tasks, training, and the public. ~~providing feedback during program operations.~~
- ~~Provide minor first aid to~~ inspect recreation ~~program participants/spectators~~ facilities, fields, and/or ~~perform related first aid/emergency techniques.~~
- ~~Exercise precautions necessary~~ equipment to ensure ~~the safety of recreation program participants,~~ cleanliness, and ~~spectators~~ compliance with established standards.
- ~~Build and maintain positive working relationships with co-workers, other City employees~~ Serve as a primary point of contact for participants, parents, and the public; respond to inquiries, concerns, and service requests using ~~principles of good sound judgment and~~ customer service principles.
- ~~Provide program reports as necessary and assist Recreation Coordinators and Program Specialists.~~
- Oversee registration processes, fee collection, and point-of-sale transactions, ensuring accuracy and compliance with established procedures.
- Complete and review attendance records, incident reports, and other required documentation in a timely and accurate manner.
- Provide First Aid and CPR and respond to emergencies in accordance with established Emergency Action Plans (EAPs).
- Exercise appropriate precautions to ensure the safety of participants, staff, and the public during programs and special events.
- Perform other duties as assigned.

Minimum Qualifications

Any combination of education and experience that would likely provide the required knowledge and abilities in qualifying. A typical way to obtain the knowledge and abilities would be:

Education

Knowledge of

- English language skills, including punctuation and spelling.
- Operational characteristics of assigned recreation programs.

;

Equivalent to completion of a high school diploma or GED. College-level coursework in recreation, leisure services, education, kinesiology, child development, or a related field is desirable.

Experience:

Two (2) years of progressively responsible experience assisting leading or coordinating recreation programs, camps, sports, events, or related activities involving children, teens, adults, or seniors.

Licenses, Certificates, and Special Requirements:

- Must be at least 18 years of age or older at time of hire.
- Applicants who have direct contact with minors must successfully complete a fingerprint-based background check as a condition of employment.
- Certification in First Aid and CPR is required within 30 days of employment and must be maintained throughout employment.
- This classification is designated as a Mandated Reporter. Completion of Mandated Reporter training is required within 30 days of employment.

Knowledge of:

- Principles and practices of ~~facility maintenance and operational practices~~ recreation program planning, coordination and delivery.
- Techniques for organizing and supervising programs for preschool, youth, teens, adults, seniors, and special events.
- Principles of staff coordination, training and work assignment.
- Safety practices of ~~standard safety precautions~~, emergency response procedures and risk management principles.
- Basic arithmetic, including addition, subtraction, multiplication and division.

- ~~Point of sale or cash registers.~~
- ~~Techniques of instruction, Cash handling procedures and use of equipment transaction management practices.~~
- ~~Customer service, conflict resolution, problem-solving and supplies, for conducting effective communication techniques.~~

Ability to:

- ~~Plan, coordinate, and oversee recreation programs in preschool, playground, parks, afterschool programming, teens, sports, museum, special events, and senior citizen and activities.~~
- ~~Principles and techniques of effective Provide leadership, guidance and supervision.~~
- ~~Customer service principles direction to staff and conflict resolution volunteers.~~

Ability to

- ~~Assist in planning and overseeing the delivery of recreation programs and activities.~~
- ~~Provide functional supervision of Staff in Recreation Leader I/II classifications.~~
- ~~Organize people, supplies, equipment and facilities.~~
- ~~Follow written and oral instructions.~~
- ~~Express ideas and communicate effectively Interpret and enforce rules, regulations, policies, and procedures consistently.~~
- ~~Communicate clearly, both verbally orally and in writing.~~
- ~~Exercise courtesy and tact in dealing, with program participants, spectators, and renters. diverse populations.~~
- ~~Deal with difficult or stressful situations in a calm and professional manner.~~
- ~~Problem solve Resolve conflicts and disputes as applicable. respond to challenging situations with professionalism and sound judgment.~~
- ~~Prepare accurate records, reports, and documentation.~~
- Establish and maintain cooperative working relationships with those contacted in the course of work.
- ~~Work effectively with preschool, elementary, and teenage children and parents.~~
- ~~Learn tour and exhibit content; provide tours to diverse audiences.~~
- ~~Analyze and interpret facility policies and procedures.~~
- ~~Explain and enforce rules, regulations, procedures, and program objectives.~~
- ~~Understand, follow, and lead staff through emergency situations in accordance with established EAPs.~~
- Administer basic First Aid/CPR.
- ~~Must be available to work Work~~ nights, weekends, and holidays.

Training and Experience

- ~~Any combination equivalent to education and experience likely to provide the required knowledge and abilities are qualifying. Perform assigned duties in a safe, efficient, and responsible manner.~~

Work Environment

~~Work is performed primarily at parks, playgrounds, community centers, school sites, pools, and special event locations. Work may involve exposure to varying weather conditions, noise, crowds, uneven surfaces and other outdoor elements. Activities may include lifting, setting up equipment, and monitoring recreational spaces during active use.~~

~~This position involves frequent interaction with children, teens, adults, seniors, parents or guardians, volunteers, vendors, and members of the public, including individuals who may be upset or frustrated while participating in or inquiring about recreation programs or events.~~

~~Employees in this classification may be required to work evenings, weekends, holidays, and extended hours to meet program and operational needs, including special events. Employees in this classification may be assigned to work programs or events at which alcohol is served, including the Dublin St. Patrick's Day Festival, Splatter, and other community or private events.~~

~~Physical A typical way to obtain the knowledge and abilities would be:~~

Education

~~Equivalent to the completion of the twelfth grade; college level course work in recreation, leisure services, or a related field is desirable.~~

Experience

~~A minimum of two years' experience performing duties similar to that of Recreation Leader II with the City of Dublin.~~

Licenses; Certificates; Special Requirements

- ~~1. At time of hire, must be 18 years of age or older.~~
- ~~2. Any offer of employment to an adult who will have direct contact with minors is conditional upon submission of completed fingerprint screening and a satisfactory background check.~~
- ~~3. Current certification in First Aid and CPR is required.~~
- ~~4. Possession of a valid California Class C Driver's License and certificate of automobile insurance for personal liability may be required, depending on assignment.~~
- ~~5. This classification is designated as a Mandated Reporter; completion of Mandated Reporter training is required within one month of employment.~~

Other Necessary Requirements

Physical Standards

- The physical standards described are representative of those that must be met by employees to successfully to perform the essential functions of this classposition. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
 - ~~On a continuous basis, know and understand all aspects of the job; intermittently analyze work papers, reports and special projects; identify and interpret technical and numerical information; observe and report operational and technical policy and procedures.~~
 - Employees must Sit, stand, and/or sit walk for extended periods; communicate while performing duties in indoor and outdoor recreation environments.
 - Communicate effectively in person, during meetings, and by phone; ~~and use hands to operate office equipment. Physical tasks include bending, twisting, standing, walking, and lifting up to 50 pounds or pushing/pulling equipment up to 100 pounds. Duties require written and verbal communication, interpreting information and layouts, and interacting telephone, both verbally and in writing, with participants, staff, volunteers, vendors, and members of the public.~~
 - Use hands and fingers to operate computers, point-of-sale systems, and other office or program-related equipment.
 - Bend, twist, stoop, kneel, crouch or reach as needed when setting up activities, handling equipment, or monitoring program areas.
 - Lift, carry, push, or pull program materials, supplies, or equipment weighing up to 50 pounds, or push or pull equipment up to 100 pounds, on an occasional basis.
 - Observe, identify, and assess operational, safety, and program-related conditions, and accurately report incidents, or concerns.
 - Maintain sufficient vision, hearing, and communication abilities to safely perform assigned duties, respond to emergencies, and interact effectively with participants and the public.

Equal Opportunity Statement

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SLIDE ATTENDANT

Date Adopted: ~~June 7, 2016~~

Date Revised: ~~March 21, 2017~~; January 13, 2026

Title: ~~Slide Attendant~~

FLSA: ~~Non-Exempt, Part-Time/Temporary~~ Seasonal/At-Will

General Purpose:

~~To perform slide~~ Under general supervision, performs waterslide dispatch and monitoring duties in at City swimming pool facilities, enforcing water slide waterslide operational procedures and City public swimming pool rules and while monitoring patron conduct; perform to ensure safe and orderly use of facilities and responding to emergency rescue situations as needed. Assists with first aid and lifesaving techniques efforts, supports the proper use, cleanliness, and upkeep of aquatic facilities, and provides customer service to patrons and staff in accordance with established policies and procedures.

Distinguishing Characteristics

This is an entry-level classification within the City's aquatic recreation program. Incumbents in this class perform assigned waterslide monitoring and safety duties under general supervision while learning departmental policies, procedures, and aquatic safety standards. This classification provides operational, facility, and customer service support and ensures that waterslide and pool activities are conducted safely, efficiently, and in accordance with established rules and guidelines

Supervision Received and Exercised:

Receives general supervision from ~~the~~ Recreation Coordinator, Pool Manager ~~or~~, Head Lifeguard, or other designated supervisory staff.

This classification does not exercise direct supervisory responsibility.

Essential Duties and Responsibilities:

The following duties are normal for this classification. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to this class.

- Enforce-Perform waterslide ~~rules and~~ dispatch duties, including controlling rider flow, enforcing proper rider position, and ensuring compliance with waterslide operational procedures.
- Enforce City swimming pool ~~rules and~~, regulations, ~~including ensuring and~~ safety guidelines to ensure orderly ~~conduct and~~ safe facility use by ~~pool~~ patrons.
- Assist-Perform safety checks of waterslides and surrounding areas prior to and during operation to ensure safe and clean conditions.
- Respond to emergency situations and assist patrons ~~who are in distress and administer a variety of~~ by performing appropriate rescue, first aid, ~~and/or life saving~~ lifesaving techniques, ~~as appropriate;~~ in accordance with established Emergency Action Plans (EAPs).
- Assist ~~in~~with maintaining ~~waterslides are~~ waterslide and pool areas in a ~~safe and~~ clean, safe, and orderly condition; including basic custodial tasks as assigned.

Perform safety checks of the waterslides;

- Provide customer service by assisting patrons, answering questions, and explaining facility rules and procedures in a courteous and professional manner.
- Build and maintain positive working relationships with co-workers, other City employees and the public using principles of good customer service;
- Assist staff and patrons with the proper use of City aquatic facilities and equipment.

- Perform other duties as assigned.

Minimum Qualifications:

Any combination of education and experience that would likely provide the required knowledge and abilities in qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

There is no educational requirement for this class; completion of two (2) years of high school or equivalent is desirable.

Experience:

No prior work experience is required; however, desirable qualifications include experience in aquatic activities, swimming, or participation in structured aquatic programs.

Licenses, Certificates, and Special Requirements:

- Must be at least 16 years of age at the time of hire.
- Applicants who are 18 years of age or older and will have direct contact with minors must successfully complete a fingerprint-based background check as a condition of employment.
- Must possess and maintain American Red Cross CPR/AED for the Professional Rescuer and First Aid certifications. Pre-employment job offers for individuals currently enrolled in these training courses are conditional upon successful completion of all required certifications.
- This classification is designated as a Mandatory Reporter. Completion of Mandatory Reporter training is required within thirty days of employment.

Knowledge of:

- Use and care of lifesaving techniques and equipment used at public swimming ~~pool~~pool facilities.
- Basic waterslide operational procedures and aquatic safety practices.
- City swimming pool rules, regulations, and safety policies.

- Basic customer service principles and techniques for interacting with pool patrons and the public.
- Standard safety practices and emergency response procedures related to aquatic facilities and waterslide operations.

Ability to:

- Learn, understand, and enforce waterslide operational procedures, City swimming pool rules, regulations, and policies;
- Perform lifesaving, rescue, and emergency first aid techniques and practices; engage in physical activity;

~~Follow written and oral instructions. Communicate in an effective manner;
Exercise courtesy and tact in dealing with pool patrons;~~

- Understand and follow established EAPs.
- Deal with difficult or stressful situations in a calm and professional manner;
- Establish and maintain cooperative working relationships with those contacted in the course of work.
- Explain and enforce rules, regulations, procedures, and program objectives.
- Administer CPR and basic first aid in accordance with established EAPs and certification standards.

Work Environment

Work is performed primarily at City swimming pool and aquatic facilities, including waterslide areas, pool decks, and surrounding recreational spaces. Work may involve exposure to varying weather conditions, water, humidity, sunlight, noise, crowds, and other outdoor elements. Duties may include standing for extended periods, monitoring active aquatic areas, assisting patrons, and responding to emergency situations.

This position involves frequent interaction with children, teens, adults, seniors, parents or guardians, lifeguards, supervisors, and members of the public, including individuals who may be upset or noncompliant with facility rules or safety requirements.

Employees in this classification may be required to work variable schedules, including evenings, weekends, holidays, and extended hours to meet program and operational needs, including special events. Employees in this classification may be assigned to work programs or events at which alcohol is served, including the Dublin St. Patrick's Day Festival, Splatter, and other community or private events.

Physical ~~Standards:~~Requirements

The physical standards described are representative of those that must be met ~~by employees to successfully~~ to perform the essential functions of this ~~class-~~position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

~~On a continuous basis, know and understand all aspects of the job; intermittently analyze work papers, reports and instructions, observe, identify, and report operational problems.~~

- ~~On an intermittent basis, sit in lifeguard station for long periods of time; Sit, stand, and walk, and bend for extended periods while monitoring various aquatic and waterslide areas.~~
- ~~Observe, identify, and respond quickly to safety concerns, patron behavior, and emergency situations.~~
- ~~Perform swimming activities; squat, climb, kneel, rescue, and first aid techniques as required.~~
- ~~Bend, stoop, kneel, squat, climb, and twist intermittently when setting up various programs; perform various swimming techniques; perform simple grasping and fine manipulation; and lift monitoring facilities or responding to emergencies.~~
- ~~Lift or carry weight of patrons or equipment weighing up to 100 pounds or less with or without assistance during emergency situations.~~
- ~~**Training and** Communicate clearly and effectively in person and by radio or verbal commands.~~

Equal Opportunity Statement

The City of Dublin is an equal opportunity employer committed to building a diverse and inclusive workforce. We encourage applications from all qualified individuals regardless of race, ethnicity, gender identity, sexual orientation, disability, age, religion or veteran status. Accommodations are available upon request during the selection process.

Experience:

~~Any combination equivalent to education and experience likely to provide the required knowledge and abilities are qualifying. A typical way to obtain the knowledge and abilities would be:~~

Education: ~~There is no educational requirement for this class; equivalent to completion of two years of high school is desirable.~~

Experience: ~~Demonstrated experience in skilled aquatic activities is desirable.~~

Licenses; Certificates; Special Requirements:

~~At time of hire, must be 16 years of age or older.~~

~~Any offer of employment to an adult who will have direct contact with minors is conditional upon submission of a completed fingerprint screening and a satisfactory background check.~~

~~Current certification in American Red Cross CPR for the Professional Rescuer with AED; Administering Emergency Oxygen.~~

~~This classification is designated as a Mandatory Reporter; Completion of Mandatory Reporter training is required within one month of employment.~~



LIFEGUARD/SWIM INSTRUCTOR

Date Adopted: February 18, 2020

Date Revised: ~~January 13, 2026~~

Title: ~~_____~~ Lifeguard/Swim Instructor

FLSA: ~~-Non-Exempt;~~ Part-Time/Temporary ~~-/Seasonal;~~ At-Will

General Purpose:

~~To perform lifeguard duties in enforcing City public swimming pool rules and monitoring pool patron conduct; perform emergency rescue and lifesaving techniques. To provide instruction in all levels of American Red Cross swimming certification and other aquatics programs.~~

~~Under general supervision, provides aquatic safety and supervision for aquatic facility patrons; monitors activities in the water, pool decks, and ancillary areas of aquatic complexes to ensure the safety and well-being of patrons; learns, explains, and enforces safe aquatic programs and pool policies, regulations, and rules; performs rescues and administers first aid, CPR, and AED as necessary; and provides instruction in all levels of swimming and other aquatics programs.~~

Distinguishing Characteristics

~~This is an entry-level classification within a two-level Lifeguard structure. Incumbents in this class perform aquatic safety, surveillance, and emergency response duties under general supervision while learning departmental policies, procedures, and Emergency Action Plans (EAPs). This classification provides program, facility, and customer service support while ensuring aquatic activities are conducted safely, efficiently, and in accordance with established rules, regulations, and certification standards~~

Supervision Received and Exercised:

~~Receives immediate~~Received general supervision from ~~assigned supervisor and functional and/or technical supervision from higher level technical personnel including a~~ Recreation Coordinator-, Pool Manager, Head Lifeguard, or other designated supervisory staff.

This classification does not exercise direct supervisory responsibility.

Essential Duties and Responsibilities:

The following duties are ~~normal~~typical for this classification.- The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment ~~to~~this class.

- Monitor pool, waterslide, and surrounding aquatic areas to ensure patron safety and compliance with City swimming pool rules and regulations.
- Enforce pool rules, regulations, and safety guidelines to ensure orderly conduct and safe facility use by patrons.
- Recognize emergency situations and respond promptly by performing water rescues, first aid, CPR, AED, and other lifesaving techniques in accordance with established EAPs.
- Conduct safety checks of pools, waterslides, and surrounding areas prior to and during operation to ensure safe and clean conditions.
- Provide customer service by assisting patrons, answering questions, and explaining facility rules, schedules, and procedures in a courteous and professional manner.
- Build and maintain positive working relationships with co-workers, supervisors, and the public using principles of good customer service.
- Assist staff and patrons with the proper use of City aquatic facilities and equipment.
- Enforce swimming pool rules and regulations, including ensuring orderly conduct of swim team and pool patrons.

- Assist in providing instruction and coaching for a variety of swimming classes and activities for all ages and ability levels.

- Assist swimmers who are in distress and ~~administer a variety of first aid and/or life saving techniques,~~provide emergency assistance as appropriate.

- Assist ~~in~~with maintaining pool and aquatic facility areas in a clean, safe, and ~~clean~~orderly condition, including basic custodial tasks as assigned.
- Build and maintain positive working relationships with co-workers, other City employees and the public using principles of good customer service.

~~Develop and implement lesson plans for swimming classes.~~

~~Maintain accurate records related to swimming classes.~~

- Perform other duties as assigned.

Minimum Qualifications:

Any combination of education and experience that would likely provide the required knowledge and abilities in qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

There is no educational requirement for this class; completion of two (2) years of high school or equivalent is desirable.

Experience:

No prior work experience is required; however, desirable qualifications include experience in aquatic activities, swimming, or participation in structured aquatic programs.

Licenses, Certificates, and Special Requirements:

- Must be at least 15 years of age at the time of hire.
- Applicants who are 18 years of age or older and have direct contact with minors must successfully complete a fingerprint-based background check as a condition of employment.
- Most possess and maintain American Red Cross CPR/AED for Professional Rescuer, First Aid, and Lifeguard Training including Administering Emergency Oxygen certifications. Pre-

employment job offers for individuals currently enrolled in these training courses are conditional upon successful completion of all required certifications.

- First Aid for Public Safety Personnel (California Title 22) must be obtained within one year of employment.
- This classification is designated as a Mandatory Reporter. Completion of Mandatory Reporter training is required within 30 days of employment.
- Certification as an American Red Cross Water Safety Instructor (WSI) is desirable.

Knowledge of:

Basic instruction/training techniques.

- Use and care of lifesaving techniques and equipment used at public swimming ~~pool~~pool facilities.
- Aquatic safety practices, emergency response procedures, and EAPs.
- City swimming pool rules, regulations, and safety policies.
- Basic principles of swimmer surveillance and hazard recognition.
- Customer service principles and techniques for interacting with pool patrons and the public.
- Standard safety practices and emergency response procedures related to aquatic facilities.

Ability to:

- Develop ~~Monitor aquatic activities and implement lesson plans for swimming instruction and recognize hazardous conditions or emergency situations.~~
- Perform water rescues, lifesaving strokes, and emergency first aid techniques in accordance with certification ~~activities~~standards.

Instruct and train patrons in a variety of swimming skills and techniques.

- Administer CPR, First Aid, AED, and emergency oxygen as required.
- Learn, understand, explain, and enforce City swimming pool rules, regulations, and policies.

~~Perform lifesaving strokes according to American Red Cross standards, perform lifesaving and emergency first aid techniques and practices; engage in physical activity.~~

- ~~• Follow written and oral instructions accurately.~~
- ~~• Communicate in an effective manner; effectively with patrons, staff, and supervisors.~~

~~Communicate in an effective manner.~~

- ~~• Exercise courtesy and tact in dealing when interacting with pool patrons and the public.~~
- ~~• Deal with~~ Recognize emergency situations and follow established EAPs to ensure public and staff safety.
- ~~• Remain calm and professional in~~ difficult or stressful situations ~~in a calm and professional manner.~~
- Establish and maintain cooperative working relationships with those contacted in the course of work.

Work Environment

Work is performed primarily at City swimming pool and aquatic facilities, including water attractions, deck areas, and surrounding recreational spaces. Work may involve exposure to varying weather conditions, water, humidity, sunlight, noise, crowds, and other outdoor elements. Duties may include standing or sitting for extended periods, remaining alert while monitoring active aquatic areas, performing water rescues, administering first aid, and responding to emergency situations.

This position involves frequent interaction with children, teens, adults, seniors, parents or guardians, fellow lifeguards, supervisors, and members of the public, including individuals who may be distressed, upset, or noncompliant with facility rules or safety requirements.

Employees in this classification may be required to work variable schedules, including evenings, weekends, holidays, and extended hours to meet program and operational needs, including special events. Employees in this classification may be assigned to work programs or events at which alcohol is served, including the Dublin St. Patrick's Day Festival, Splatter, and other community or private events.

Physical Standards: Requirements

The physical standards described are representative of those that must be met ~~by employees to successfully to~~ perform the essential functions of this ~~class. position.~~ Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

~~On a continuous basis, know Sit, stand, and understand all aspects of the job; intermittently analyze work papers, reports and instructions, observe, identify, and report operational problems.~~

- ~~On an intermittent basis, sit in lifeguard station walk for long extended periods of time; stand, walk, and bend while monitoring various aquatic areas.~~
- ~~Observe, identify, and respond quickly to safety concerns, patron behavior, and emergency situations.~~
- ~~Perform swimming activities; rescue, and first aid techniques as required.~~
- ~~Bend, stoop, kneel, squat, climb, kneel and twist intermittently when setting up various programs; perform various swimming techniques; perform simple grasping and fine manipulation; and lift monitoring facilities or responding to emergencies.~~
- ~~Lift or carry weight of patrons or equipment weighing up to 100 pounds or less with or without assistance during emergency situations.~~
- ~~Training and Communicate clearly and effectively in person and by radio or verbal commands.~~

Equal Opportunity Statement

The City of Dublin is an Equal Opportunity Employer committed to building a diverse and inclusive workforce. ~~We encourage applications from all qualified individuals regardless of race, ethnicity, gender identity, sexual orientation, disability, age, religion or veteran status. Accommodations are available upon request during the selection process.~~ ~~Experience:~~

~~Any combination equivalent to education and experience likely to provide the required knowledge and abilities are qualifying. A typical way to obtain the knowledge and abilities would be:~~

~~**Education:** There is no educational requirement for this class; equivalent to completion of two years of high school is desirable.~~

~~**Experience:** Demonstrated experience in skilled aquatic activities is desirable.~~

Licenses; Certificates; Special Requirements:

~~At time of hire, must be 15 years of age or older.~~

~~Work permit, as applicable.~~

~~Any offer of employment to an adult who will have direct contact with minors is conditional upon submission of a completed fingerprint screening and a satisfactory background check.~~

~~Current certification in American Red Cross CPR or the Professional Rescuer with AED; Lifeguard Training with Administering Emergency Oxygen; First Aid for Public Safety Personnel (California Title 22) within one year of employment; Water Safety Instructor (WSI) is desirable.~~

~~Possession of a valid California Class C driver's license is not required for this class; however, if an employee possesses a valid license, he/she may be required to provide a Certificate of Automotive Insurance for Personal Liability.~~

~~This classification is designated as a Mandatory Reporter; Completion of Mandated Reporter training is required within one month of employment.~~



HEAD LIFEGUARD

Date Adopted: June 7, 2016

Date Revised: January 14, 2025

; January 13, 2026

Title: Head Lifeguard

FLSA: Non-Exempt; Part-Time/Temporary-/Seasonal/; At-Will

Description

General Purpose

~~To assist in planning, organizing,~~

~~Under general supervision, provides lead-level aquatic safety and supervising aquatics programs related to the management and operation of a public supervision at City swimming pool and aquatic facilities while overseeing and supporting lifeguard staff during daily operations. Ensures patron safety by monitoring aquatic areas, enforcing pool rules and policies, providing customer service, and leading emergency response efforts, including rescues and first aid, CPR, and AED. Assists with staff training, scheduling support, and overall operational oversight.~~

Distinguishing Characteristics

~~The Head~~This is the advanced, lead-level classification within a two-level Lifeguard structure. Incumbents perform the full range of lifeguard duties while providing technical and functional leadership to lifeguard staff. This classification is distinguished from the Lifeguard classification in the complexity of duties assigned, independence of action taken, the amount of time spent performing the duties, the nature of the public contact made, and its by increased responsibility for staff oversight, training responsibilities of staff. Position support, operational coordination, and leadership during routine and emergency situations.

~~Employees~~ at this level are required to be proficient in all tasks associated with the delivery of recreation programs ~~within the~~ assigned area of responsibility.

Supervision Received and Exercised

- Receives general supervision from the Recreation Coordinator, Pool Manager, ~~or~~ Program Specialist, or other designated supervisory staff.
- May ~~exercise~~ provide technical and functional supervision over Lifeguards or part-time staff, as appropriate.

Essential Duties and Responsibilities

The following duties are ~~normal~~ typical for this classification. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to this class.

- ~~Enforce pool~~ Monitor pools, water attractions, and surrounding aquatic areas to ensure patron safety and compliance with City rules and regulations;
- Serve as lead lifeguard on assigned shifts and oversee lifeguard staff during daily operations.
- Enforce pool rules, regulations, and safety policies to maintain orderly ~~patron~~ conduct and safe facility use.
- ~~Oversee lifeguard team; serve as lifeguard as needed.~~
- ~~Maintain up-to-date records and prepare related reports~~ Recognize, respond to, and lead emergency situations in accordance with established Emergency Action Plans (EAPs).
- Perform water rescues and administer first aid, CPR, AED, and emergency oxygen as required.
- Provide guidance, training support, and on-the-job coaching to lifeguard staff.
- Conduct safety inspections and ensure pools and aquatic facilities are clean, safe, and operational.
- Provide courteous and professional customer service by assisting patrons, answering questions, and addressing concerns professionally.
- Assist with operational tasks including documentation, reporting, and scheduling support as assigned.
- Build and maintain positive working relationships with co-workers, other City employees and the public using principles of good customer service.
- Perform other duties as assigned.

Minimum Qualifications

Any combination of education and experience that would likely provide the required knowledge and abilities in qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

There is no educational requirement for this class; completion of three (3) years of high school or equivalent is desirable.

Experience:

Two (2) seasons of progressively responsible experience as a Lifeguard.

Licenses, Certificates, and Special Requirements:

- Must be at least 16 years of age at the time of hire.
- Applicants who are 18 years of age or older and will have direct contact with minors must successfully complete a fingerprint-based background check as a condition of employment.
- Must possess and maintain American Red Cross CPR/AED for the Professional Rescuer, First Aid, Administering Emergency Oxygen, Lifeguard Training, Bloodborne Pathogens, and First Aid for Public Safety Personnel (Title 22) certifications.
- This classification is designated as a Mandated Reporter. Completion of Mandated Reporter training is required within 30 days of employment.
- American Red Cross Water Safety Instructor (WSI) and Lifeguard Instructor (LFI) certifications are desirable but not required.

Knowledge of:

- ~~City swimming pool rules, regulations, and policies.~~
- ~~Basic techniques of motivation and leadership, training, and mentoring techniques.~~
- ~~Use and care of lifesaving techniques and equipment used at public swimming pools, pool facilities.~~
- ~~English usage, spelling, punctuation, and grammar.~~
- ~~-~~
Aquatic safety practices, emergency response procedures, and EAPs.
- City swimming pool rules, regulations, and safety policies.
- Basic principles of swimmer surveillance and hazard recognition.
- Customer service principles and techniques for interacting with pool patrons and the public.
- Standard safety practices and emergency response procedures related to aquatic facilities.

Ability to:

- Assist in the management and operation of a public swimming pool.
- ~~Oversee part-time staff activities, as assigned.~~
- ~~Perform all water rescues, lifesaving strokes according to American Red Cross standards, engage in physical activity.~~
- ~~Perform and demonstrate lifesaving, and emergency first aid techniques and practices in accordance with certification standards.~~
- ~~Deal with difficult or stressful~~ Administer CPR, First Aid, AED, and emergency oxygen as required.
- ~~Learn, understand, explain, and consistently enforce City swimming pool rules, regulations, and policies.~~
- ~~Recognize emergency situations in a calm and professional manner and follow established EAPs to ensure public and staff safety.~~
- ~~Lead staff through emergency situations in accordance with established EAPs.~~
- Prepare reports related to pool management and operations, as assigned.
- ~~Communicate clearly and concisely, both orally and in writing.~~
- Establish and maintain cooperative working relationships with those contacted in the course of work.
- ~~Use of computer applications is desirable.~~
- ~~Explain and enforce rules, regulations, procedures, and program objectives.~~
- ~~Must be available to work nights, weekends, and holidays~~

Training and Experience

~~Any combination equivalent to education and experience likely to provide the required knowledge and abilities are qualifying.~~ Work Environment

Work is performed primarily at City swimming pool and aquatic facilities, including water attractions, deck areas, and surrounding recreational spaces. Work may involve exposure to varying weather conditions, water, humidity, sunlight, noise, crowds, and other outdoor elements. Duties may include standing or sitting for extended periods, remaining alert while monitoring active aquatic areas, performing water rescues, administering first aid, and responding to emergency situations.

This position involves frequent interaction with children, teens, adults, seniors, parents or guardians, fellow lifeguards, supervisors, and members of the public, including individuals who may be distressed, upset, or noncompliant with facility rules or safety requirements.

Employees in this classification may be required to work variable schedules, including evenings, weekends, holidays, and extended hours to meet program and operational needs, including special events. Employees in this classification may be assigned to work programs or events at which alcohol is served, including the Dublin St. Patrick's Day Festival, Splatter, and other community or private events.

~~A typical way to obtain the knowledge and abilities would be:~~

-

~~Education~~

~~There is no educational requirement for this class.~~

-

~~Experience~~

~~Three years' experience or equivalent to completion of three seasonal assignments as Lifeguard with the City of Dublin.~~

-

~~Licenses; Certificates; Special Requirements~~

- ~~1. At time of hire, must be 16 years of age or older.~~
- ~~2. American Red Cross Water Safety Instructor and Lifeguard Instructor certification is desirable.~~
- ~~3. Any offer of employment to an adult who will have direct contact with minors is conditional upon submission of a completed fingerprint screening and a satisfactory background check.~~
- ~~4. Current certification in American Red Cross CPR/AED for the Professional Rescuer, First Aid, Administering Emergency Oxygen, Lifeguard Training, Blood Bourn Pathogen, And First Aid for Public Safety Personnel (Title 22).~~
- ~~5. This classification is designated as a Mandated Reporter; Completion of Mandated Reporter training is required within one month of employment.~~

~~Other Necessary Requirements~~

~~Physical Standards Requirements~~

- ~~• The physical standards described are representative of those that must be met by employees to successfully perform the essential functions of this class/position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.~~
- ~~• On a continuous basis, know and understand all aspects of the job; intermittently analyze work~~
- ~~• papers, reports and special projects; Sit, stand, and walk for extended periods while monitoring aquatic areas.~~
- ~~• Observe, identify, and respond quickly to safety concerns, patron behavior, and emergency situations.~~
- ~~• Perform swimming, rescue, and interpret technical first aid techniques as required.~~
- ~~• Bend, stoop, kneel, squat, climb, and numerical information; twist intermittently when monitoring facilities or responding to emergencies.~~
- ~~observe and report operational and technical policy and procedures.~~
- ~~• Employees must stand and/or sit for extended periods; communicate in person, during meetings, and by phone; and use hands to operate office equipment. Physical tasks include bending, twisting, standing, walking, and lifting up to 50 pounds or pushing/pulling equipment up to 100 pounds. Duties require written and verbal communication, interpreting information and layouts, and interacting with staff, volunteers, vendors, and the public.~~

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Lift or carry patrons or equipment weighing up to 100 pounds with or without assistance during emergency situations.

- Communicate clearly and effectively in person and by radio or verbal commands.

Equal Opportunity Statement

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POOL MANAGER

Date Adopted: January 14, 2025

Date Revised: [January 13, 2026](#)

Title: Pool Manager

FLSA: Non-Exempt; Part-Time/Temporary-/Seasonal; At-Will

Description

General Purpose

~~To plan, organize and assists in~~ Under general supervision, plans, organizes, and supervises/oversees aquatics programs related to and assists in the management and operation of a public swimming pool/aquatic facility. This is a lead-level classification, responsible for coordinating staff, resources, and program delivery within assigned function area to ensure safe, efficient, and high-quality aquatic services.

Distinguishing Characteristics

The ~~Pool Manager~~ classification of Pool Manager is distinguished from the Head Lifeguard classification in advanced, full supervisory level within the complexity of duties assigned, independence of action taken, aquatics staffing structure. Incumbents are responsible for the amount of time spent performing the duties, the nature of the public contact made/overall coordination, supervision, and its training responsibilities of staff. Positions administration of aquatic facilities and programs and exercise independent judgment in daily operations.

Employees at this level are required to be proficient in all tasks associated with the delivery of aquatic facility operations and recreation programs in assigned area of responsibility/program delivery.

Supervision Received and Exercised

- Receives general supervision from a Recreation Coordinator. ~~May receive technical and/or functional supervision from a~~ Program Specialist, or other designated supervisory staff.
- Exercise technical and functional supervision over part-time staff, including assigning work, monitoring performance, and providing guidance and training.

Essential Duties and Responsibilities

The following duties are ~~normal~~typical for this classification. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment ~~to this class.~~

- Plan, organize, and ~~supervise~~oversee daily operations of City swimming pool, swimming activities ~~at a public swimming facility., and aquatic facilities.~~
- ~~Schedule, supervise~~Supervise, schedule, train, and evaluate part-time staff; plan and conduct ~~Head Lifeguards, Lifeguards, Swim Instructors, and other aquatic staff.~~
- Ensure patron safety by enforcing pool rules, regulations, and safety policies and maintaining orderly facility use.
- Lead and respond to emergency situations in accordance with established Emergency Action Plans (EAPs).
- Perform lifeguard duties as needed, including water rescues and administration of first aid, CPR, AED, and emergency oxygen.
- Conduct and oversee staff meetings, in-service training, and certification-related instruction as assigned.
- ~~Schedule and maintain staff rotation and breaks; determine appropriate duties for lifeguards during periods when not assigned to lifeguard chair.~~
- Assist with staff recruitment, onboarding, and ~~hiring~~retention efforts.
- ~~Teach certification classes adhering to all third-party standards, and/or serve as swim instructor or lifeguard, as needed.~~
- Maintain ~~up-to-date safety inspection~~accurate operational records, including safety inspections, chemical testing ~~records, employee audit records, related swim lesson records, and prepare required, incident~~ reports ~~promptly, and staffing documentation.~~
- ~~Assist in the supervision of pool and building~~Oversee facility cleanliness, maintenance; conduct necessary coordination, inventory and notify Recreation Coordinator when supplies are needed, or, and equipment needs repairreadiness.
- ~~Performs routine~~Perform administrative duties including ~~answering phone calls, counter reception, reporting, customer service support, and cash-handling, and participant registration.~~ oversight as assigned.
- Build and maintain positive working relationships with co-workers, other City employees, and the public using principles of good customer service.
- Perform other duties as assigned.

Minimum Qualifications

Knowledge of

- English language skills, including punctuation and spelling.
- Operational characteristics of assigned aquatic facilities.
- Principles and practices of facility maintenance and operational practices.
- Principles and practices of standard safety precautions.
- Basic arithmetic, including addition, subtraction, multiplication, and division.
- Point of sale or cash registers and cash handling procedures.
- Public aquatic facility rules, regulations, and policies.
- Principles and techniques of effective leadership and supervision.
- Customer service principles and conflict resolution.
- Use and care of lifesaving techniques and equipment used at public aquatic facilities.
- Basic pool chemistry and maintenance.
- Basic computer and professional communication skills.

Ability to

- Plan, organize, and supervise programs related to the management and operation of a public aquatic facility.
- Supervise, train, and evaluate part-time staff.
- Demonstrate competency in all swimming strokes and adhere to physical standards.
- Exercise courtesy and tact in dealing with program participants, spectators, and renters.
- Deal with difficult or stressful situations in a calm and professional manner.
- Problem-solve conflicts and disputes as applicable.
- Establish and maintain cooperative working relationships with those contacted during work.
- Analyze, interpret, and enforce facility and city policies and procedures.
- Organize people, supplies, equipment, and facilities.
- Explain and enforce guidelines, procedures, and program objectives to staff and customers.
- Maintain order and safety in a crowded and noisy environment.
- Perform and demonstrate lifesaving and emergency first aid techniques and practices.
- Prepare, oversee, and/or review reports related to pool management and operations.
- Express ideas and communicate effectively both verbally and in writing.
- Independently organize work, set priorities, meet deadlines, and follow up on assignments.
- Use modern office practices, methods, and computer equipment and applications.
- Be available to work nights, weekends, and holidays.

Training and Experience

Any combination ~~equivalent to of~~ education and experience ~~that would~~ likely ~~to~~ provide the required knowledge and abilities ~~are in~~ qualifying. A typical way to obtain the knowledge and abilities would be:

Education —:

Equivalent to ~~the~~ completion of ~~the twelfth grade. Some college~~ high school diploma or GED. College-level coursework in _____ recreation administration, sports management, education, or a related field is desirable.

Experience:

~~Two years~~ Three (3) seasons of progressively responsible experience managing ~~aquatics~~ aquatic facilities and/or programs ~~like those of the City of Dublin, or experience equivalent to completion of, including at least two seasonal assignments as Head Lifeguard with the City of Dublin.~~ (2) seasons serving in a supervisory or lead role overseeing staff and program operations.

Licenses, Certificates, and Special Requirements:

- ~~1. At time of hire, must~~ Must be 18 years of age or older at time of hire.
 - ~~2. American Red Cross Water Safety Instructor and Lifeguard Instructor certification is desirable.~~
 - ~~3. Completion of Rope Access and Fall Protection certification offered by the City of Dublin within one year of employment.~~
 4. Any offer of employment to an adult applicant who will have direct contact with minors is conditional/contingent upon submission/the successful completion of a completed-fingerprint screening and a satisfactory-based background check.
 5. Current/ Must possess and maintain certification in American Red Cross CPR/AED for the Professional Rescuer, First Aid, Administering Emergency Oxygen, Lifeguard Training, Blood Bourn Pathogen, and First Aid for Public Safety Personnel (Title 22).
 6. This classification is designated as a Mandated Reporter. Completion of Mandated Reporter training is required within one month/30 days of employment.
- ~~• Completion of Rope Access and Fall Protection certification offered by the City of Dublin within one year of employment.~~
 - ~~• American Red Cross Water Safety Instructor and Lifeguard Instructor certification is desirable.~~

Knowledge of:

- Principles and practices of leadership, supervision, staff training, and performance evaluation.
- Use, care, and oversight of lifesaving equipment and emergency response tools used at public aquatic facilities.
- Advanced aquatic safety practices, emergency response procedures, and implementation of EAPs.
- City swimming pool rules, regulations, operational policies, and applicable safety standards.
- Principles of swimmer surveillance, hazard recognition, risk management, and incident prevention.

- Customer service principles, conflict resolution techniques, and effective communication with patrons and staff.
- Standard safety practices, regulatory requirements, and operational procedures related to public aquatic facilities.

Ability to:

- Plan, organize, and oversee daily operations of a public aquatic facility while ensuring safe, efficient, and compliant program delivery.
- Supervise, train, mentor, and evaluate aquatic staff to maintain high performance, safety standards, and customer service excellence.
- Interpret, explain, and consistently enforce City swimming pool rules, regulations, facility policies, and safety procedures.
- Recognize, respond to, and lead staff and patrons through emergency situations in accordance with EAPs.
- Perform and demonstrate lifesaving techniques, first aid, CPR, and AED procedures as required, and ensure staff readiness.
- Communicate effectively, build cooperative working relationships, resolve conflicts professionally, and maintain accurate operational records.

Work Environment

Work is performed primarily at City swimming pool and aquatic facilities, including water attractions, deck areas, and surrounding recreational spaces. Work may involve exposure to varying weather conditions, water, humidity, sunlight, noise, crowds, and other outdoor elements. Duties may include standing or sitting for extended periods, remaining alert while monitoring active aquatic areas, performing water rescues, administering first aid, and responding to emergency situations.

This position involves frequent interaction with children, teens, adults, seniors, parents or guardians, fellow lifeguards, supervisors, and members of the public, including individuals who may be distressed, upset, or noncompliant with facility rules or safety requirements.

Employees in this classification may be required to work variable schedules, including evenings, weekends, holidays, and extended hours to meet program and operational needs, including special events. Employees in this classification may be assigned to work programs or events at which alcohol is served, including the Dublin St. Patrick's Day Festival, Splatter, and other community or private events.

Physical ~~Standards~~ Requirements

- The physical standards described are representative of those that must be met ~~by employees to successfully~~ perform the essential functions of this ~~class~~ position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
 - ~~On a continuous basis, know and understand all aspects of the job; intermittently analyze work papers, reports and special projects; identify and interpret technical and numerical information; observe and report operational and technical policy and procedures.~~
 - ~~Employees must Sit, stand, and/or sit walk for extended periods; communicate in person, during meetings, and by phone; and use hands while monitoring aquatic areas.~~
 - ~~Observe, identify, and respond quickly to operate officesafety concerns, patron behavior, and emergency situations.~~
 - ~~Perform swimming, rescue, and first aid techniques as required.~~
 - ~~Bend, stoop, kneel, squat, climb, and twist intermittently when monitoring facilities or responding to emergencies.~~
 - ~~Lift or carry patrons or equipment. Physical tasks include bending, twisting, standing, walking, and lifting up to 50 pounds or pushing/pulling equipment weighing up to 100 pounds. Duties require written and or less during emergency situations.~~
 - ~~Communicate clearly and effectively in person and by radio or verbal communication, interpreting information and layouts, and interacting with staff, volunteers, vendors, and the publiccommands.~~
 - ~~The employee is required to adhere to physical standards set by third-party certification requirements during employment and engage in ongoing conditioning during specified employee training.~~

Equal Opportunity Statement

The City of Dublin is an Equal Opportunity Employer committed to building a diverse and inclusive workforce. We encourage applications from all qualified individuals regardless of race, ethnicity, gender identity, sexual orientation, disability, age, religion or veteran status. Accommodations are available upon request during the selection process.



PROGRAM SPECIALIST

Date Adopted: _____ December 16, 2014

Date Revised: _____ February 18, 2020

_____ ; January 14, 2025; January 13, 2026

Title: _____ Program Specialist

FLSA: _____ Non-Exempt; ~~Part-Time/Temporary-/Seasonal/~~; At-Will

Description

General Purpose

~~The purpose of the Program Specialist classification is to assist in the development, organization~~

Under general supervision, plans, coordinates, and operations of oversees recreation programs and projects services within the City Parks and Community Services Department. The Program Specialist provides leadership in the delivery of high-quality recreational programs, supports day-to-day operations, and ensures programs are conducted safely, efficiently, and in accordance with established policies and procedures. This is a lead classification, responsible for coordinating staff, resources, and program delivery within assigned function area.

Distinguishing Characteristics:

~~Employees assigned to this classification are responsible for performing a broad range of tasks that support planning, coordinating and implementing programs within an assigned area. The individual is expected to perform routine and difficult staff work and take specific responsibility for the assigned programs.~~

This is a lead-level classification distinguished from advanced-journey level classification by the complexity of assigned duties, a higher level of independent judgement, leadership responsibilities, and direct involvement in program planning, coordination and oversight.

Supervision Received/Exercised

~~Receive~~ Receives general supervision from a Recreation Coordinator and may receive technical or functional direction from ~~full-time personnel.~~ A higher-level management staff, as appropriate, may exercise.

Exercises technical and functional supervision over part-time ~~recreation~~ staff and volunteers, including assigning work, providing training and guidance, monitoring performance, and assisting with day-to-

day operational issues. The Program Specialist may also provide input related to staff performance, scheduling, and program planning, and serve as a lead for assigned program areas, activities, or facilities.

Essential Duties and Responsibilities

The following duties are ~~normal~~typical for this classification. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment ~~to this class.~~

- ~~Under supervision, assist with planning, coordinating~~Plan, organize, implement, and implementing ~~oversee recreation~~ programs and projects within ~~an assigned area~~assigned areas.
- ~~Aid in the analysis, implementation and monitoring of City programs.~~
- Schedule, train, coach, and provide work direction to part-time staff and volunteers.
- Monitor program activities to ensure safety, compliance with department policies and procedures, and quality participant experiences.
- Assist in the development of new program elements and program modifications as necessary to developing new programs or modify existing programs to meet stated departmental goals and objectives~~participant needs.~~
- ~~Conduct surveys and perform routine research and statistical analyses as requested, collect data, and prepare related reports.~~
- Compile materials and assist in the preparation of reports, manuals, publications to evaluate program effectiveness and miscellaneous public information literature~~support continuous improvement.~~
- ~~Oversee part time recreation staff as assigned~~Maintain accurate program records, files, documentation, and review the activities of volunteers.
- Assist with administrative tasks~~reports, including the maintenance of records, files and other data.~~ registration and supply tracking.
- ~~Participate in assessing supplies needed for programs and requisition additional supplies as needed.~~
- ~~Assist in the assurance that City activities start and finish in the prescribed manner and time frames.~~
- Provide customer service by responding to inquiries, resolving issues, and communicating program rules, procedures, and objectives clearly.
- Build and maintain positive working relationships with co-workers, other City employees and the public using principles of good customer service.
- Perform other duties as assigned.

Minimum Qualifications

Any combination of education and experience that would likely provide the required knowledge and abilities in qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

Equivalent to completion of a high school diploma or GED, with some college coursework in a field relevant to the assigned program area. Completion of an Associate of Arts or Associate (A.A.) or Associate of Science (A.S.) degree is desirable.

If assigned to a Preschool Program, required college coursework must include specialization in early childhood education.

Experience:

Two (2) years of progressively responsible experience assisting with, leading, supervising, or coordinating recreation programs, events, camps, classes, or related activities, including at least one (1) year of experience overseeing program operations and providing work direction to staff or volunteers serving children, teens, adults, or seniors.

Licenses, Certificates, and Special Requirements:

- Must be 18 years of age or older at time of hire.
- Any offer of employment to an adult applicant who will have direct contact with minors is contingent upon the successful completion of a fingerprint-based background check.
- Certification in First Aid and CPR is required within 30 days of employment and must be maintained throughout employment.
- This classification is designated as a Mandated Reporter. Completion of Mandated Reporter training is required within 30 days of employment.

Knowledge of:

- Techniques and ~~methods related to the practices for~~ planning, coordinating, and evaluating recreation programs.
- Principles of staff leadership, training, and work ~~coordination of the assigned program or project.~~
- ~~Basic~~Program budgeting, recordkeeping, and administrative procedures.
- Standard safety practices, emergency procedures, and department policies.
- Customer service principles, conflict resolution strategies and problem-solving techniques.
- ~~Pertinent~~Applicable local, ~~State~~state, and ~~Federal~~federal laws, regulations, and ordinances ~~and rules.~~

- ~~English language usage, spelling, punctuation~~ Use, care, and grammar.
- ~~Principles safe operation of recreation equipment and practices of record-keeping.~~
- ~~Principles and practices of standard safety precautions.~~
- ~~Methods of program planning and evaluation~~ materials.
- Operational characteristics of the assigned Parks and Community Services program or project.
- ~~Principles and techniques of effective leadership and supervision.~~
- ~~Customer service principles and conflict resolution.~~

Ability to:

- ~~Assist with planning, coordinating and implementing~~ Plan, coordinate, and implement recreation programs and projects.
- ~~Lead, train, and provide work direction to part-time staff and volunteers.~~
- Communicate ~~in an effective manner~~ clearly and professionally, both orally and in writing.
- ~~Use a personal computer, including word processing, spreadsheet, database, and desktop publishing applications.~~
- ~~Analyze, interpret, and apply policies, procedure, and operational standards.~~
- ~~Maintain accurate records and prepare reports, publications, and promotional materials.~~
- Establish and maintain cooperative working relationships with ~~those contacted in~~ staff, participants, and the ~~course of work~~ public.
- ~~Attend day, evening,~~ Exercise sound judgement and ~~weekend meetings~~ professionalism when responding to challenging or sensitive situations.

Work Environment

• ~~Work is performed primarily at parks, playgrounds, community centers, school sites, recreation facilities, and special event locations. Work may involve exposure to varying weather conditions, noise, crowds, uneven surfaces and other outdoor elements. Activities may include setting up and breaking down equipment, monitoring program activities, and supporting events during periods of active public use.~~

- ~~Problem-solve conflicts and disputes.~~
- ~~Supervise, train, and evaluate part-time staff.~~
- ~~Analyze, interpret and explain program policies and procedures.~~
- ~~Prepare written reports, newsletters, flyers and other written materials.~~
- ~~Exercise good judgment, tact and courtesy.~~

Training and Experience

~~Any combination equivalent to education and experience is likely to provide the required knowledge and abilities are qualifying. This position involves frequent interaction with children, teens, adults, seniors, parents or guardians, volunteers, vendors, staff, and members of the public, including individuals who may be upset, confused, or frustrated while participating in or inquiring about recreation programs or events.~~

~~Employees in this classification may be required to work evenings, weekends, holidays, and extended hours to meet program and operational needs, including special events. Employees may be assigned to work programs or events at which alcohol is served, including the Dublin St. Patrick's Day Festival, Splatter, and other community or private events.~~

~~Physical A typical way to obtain the knowledge and abilities would be:~~

Education

- ~~• Completion of twelfth grade and some college course work in the area relevant to the assigned program area.~~
- ~~• Completion of Associates Arts or Science degree (A.A./A.S.) is desirable.~~
- ~~• If assigned to Preschool Program, college course work must include specialization in early childhood education.~~

Experience

~~Two years of progressively responsible paid experience in programming and project areas representative of the assigned program area, with at least one year of experience supervising Staff.~~

Licenses; Certificates; Special Requirements

- ~~1. At time of hire, must be 18 years of age or older~~
- ~~2. Possession of valid Red Cross CPR and First Aid Certification.~~
- ~~3. Any offer of employment to an adult who will have direct contact with minors is conditional upon submission of a completed fingerprint screening and a satisfactory background check.~~
- ~~4. Possession of a valid California Class C Driver's License and a Certificate of Automotive Insurance for Personal Liability may be required, depending on assignment.~~
- ~~5. This classification is designated as a Mandated Reporter; Completion of Mandated Reporter training is required within one month of employment.~~

Physical Standards

- ~~• The physical standards described are representative of those that must be met by employees to successfully perform the essential functions of this class position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.~~
- ~~• On a continuous basis, know and understand all aspects of the job; intermittently analyze work papers, reports and special projects; identify and interpret technical and numerical information; observe and report operational and technical policy and procedures.~~
- ~~• Employees must sit and/or Sit, stand, and walk for extended periods; communicate while performing duties in indoor and outdoor recreation environments.~~

- Communicate effectively in person, during meetings, and by phone; and use telephone, both verbally and in writing, with participants, staff, volunteers, vendors, and members of the public.
- Use hands and fingers to operate computers, point-of-sale systems, and other office equipment. Physical tasks include bending, twisting, standing, walking, and lifting or program-related equipment.
- Bend, twist, stoop, kneel, crouch or reach as needed when setting up activities, handling equipment, or monitoring program areas.
- Lift, carry, push, or pull program materials, supplies, or equipment weighing up to 50 pounds, or pushing/pulling push or pull equipment up to 100 pounds. Duties require written and verbal, on an occasional basis.
- Observe, identify, and assess operational, safety, and program-related conditions, and accurately report incidents, or concerns.
- Maintain sufficient vision, hearing, and communication, interpreting information abilities to safely perform assigned duties, respond to emergencies, and layouts, and interacting interact effectively with staff, volunteers, vendors, participants and the public.

Equal Opportunity Statement

- The City of Dublin is an Equal Opportunity Employer committed to building a diverse and inclusive workforce. We encourage applications from all qualified individuals regardless of race, ethnicity, gender identity, sexual orientation, disability, age, religion or veteran status. Accommodations are available upon request during the selection process.



STAFF REPORT

CITY COUNCIL

DATE: January 13, 2026

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: Dublin Fallon 580 Statement of Overriding Considerations
Prepared by: Amy Million, Community Development Director

EXECUTIVE SUMMARY:

In accordance with the Alameda County Superior Court’s July 30, 2025 order in the matter of Kingswood Owners Association v. City of Dublin (Case No. 24CV087642) and the Court’s further November 19, 2025 decision issuing a writ in this matter, the City Council will ratify, reaffirm, and readopt the Council’s prior statements of overriding considerations for the Eastern Dublin Specific Plan as applied specifically to the specific Dublin Fallon 580 Project.

STAFF RECOMMENDATION:

Adopt the Statement of Overriding Considerations for the Dublin Fallon 580 Project.

FINANCIAL IMPACT:

All costs associated with the processing of the Planning Applications are borne by the Applicant.

DESCRIPTION:

Background

On July 16, 2024, the City Council held a public hearing to consider the Dublin Fallon 580 Project , which included eliminating the Public/Semi-Public land use designation, converting 42.6 acres designated Open Space to Parks/Public-Recreation, establishing development standards for the future development of 238 residential units, up to 3,299,670 square feet of commercial/campus office use, and subdividing the 192-acre site into 11 parcels. The City Council’s action included adopting Resolution No. 84-24 approving the California Environmental Quality Act (CEQA) addendum and General Plan and Eastern Dublin Specific Plan Amendment and adopting Resolution No. 85-24 approving the Vesting Tentative Tract Maps. The City Council also introduced Ordinances to allow a Zoning Map amendment, Planned Development Zoning Stage 1 and 2 Development Plan amendments, and a

Development Agreement.

On August 20, 2024, the City Council adopted Ordinance No. 05-24 and Ordinance No. 06-24 for the Zoning Map amendment, Planned Development Zoning Stage 1 and 2 amendments and the Development Agreement. These actions are collectively referred to herein as the Project approvals.

The Kingswood Owners Association sued the City alleging that the Project approvals violated CEQA on numerous grounds. After trial, the Alameda County Superior Court found that the City's analysis of environmental impacts of the Project complied with CEQA. However, the Court also concluded that because the Project would contribute to significant and unavoidable environmental impacts the City previously identified in prior CEQA documents (including the 1993 Eastern Dublin Specific Plan Environmental Impact Report (EIR), the 2002 East Dublin Properties Stage 1 Development Plan and Annexation Supplemental EIR, and the 2005 Fallon Village Supplemental EIR), the City was required to adopt a new statement of overriding considerations for the Project in order to fully comply with CEQA.

In accordance with the Alameda County Superior Court's July 30, 2025 order in the matter of Kingswood Owners Association v. City of Dublin (Case No. 24CV087642) and the Court's further November 19, 2025 decision issuing a writ in this matter, Staff requests that the City Council adopt the attached statement of overriding considerations specific to the Dublin Fallon 580 Project that ratifies, readopts, and supplements the City's prior statements of overriding considerations for the Eastern Dublin Specific Plan and related approvals.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

- 1) Statement of Overriding Considerations

**DUBLIN-FALLON 580 PROJECT
STATEMENT OF OVERRIDING CONSIDERATIONS**

The City Council has prepared the following statement of overriding considerations specific to the Dublin Fallon 580 Project (the “Project”) based on, and incorporating by reference, the City’s statements of overriding considerations for the Eastern Dublin Specific Plan and related approvals as further discussed below.

1. Eastern Dublin Specific Plan Overview

In 1988, the City responded to several proposals for development of the largely agricultural, ranching, and rural properties in the eastern portion of the City and unincorporated Alameda County by preparing a draft General Plan Amendment (“GPA”) for an approximately 6,920-acre area known as Eastern Dublin. The GPA amended existing land use categories of the Dublin General Plan to include residential, commercial/industrial, and parks and open space. At full buildout, the area encompassing the GPA planned for development of approximately 17,970 new housing units and 10.6 million square feet of new commercial space. The City also prepared the Eastern Dublin Specific Plan (EDSP), which concurrently analyzed future development within a 3,228-acre portion of the GPA. The EDSP projected approximately 12,448 new housing units and 10.9 million square feet of commercial space, amounting to 70% and 94% of the GPA’s anticipated development scope.

2. Overview of Dublin-Fallon 580 Project

The EDSP project includes the residential and commercial mixed-use development of the approximately 192-acre Dublin Fallon 580 property located in the eastern portion of Dublin (Assessor’s Parcel Numbers [APN]: 905-0001-006-03; 985-0027-002; 985-0027-005; 985-0027-004) (the “Project site”). The Project site is located east of Fallon Road and north of Interstate 580 (I-580). Croak Road divides the Project site from north to south and the future Dublin Boulevard Extension Project bisects the property from west to east. The Project site is located within the Fallon Village area within the EDSP.¹

The Project site is one of the last remaining areas in the existing urban, mixed use, residential and commercial development planned for Eastern Dublin pursuant to the EDSP. The Project consists of a total of 238 medium high density residential units on “Parcel 7” and “Parcel 8,” which together comprise approximately 14 acres, and up to 3,299,670 square feet of commercial/office uses on approximately 126.3 acres. The Project includes conversion of approximately 42 acres from Open Space zoning to Parks/Public Recreation zoning.

The City Council considered the Dublin Fallon 580 Project, PLPA-2023-00033 (Project) on July 16, 2024. The Project includes the following planning actions and entitlements: 1) a General Plan and Eastern Dublin Specific Plan (EDSP) amendments to change land use designations, 2) a Planned Development (PD) Zoning Stage 1 Development Plan amendment, 3) a Stage 2

¹ The Property was identified as the Anderson and Chen properties in the EDSP.

Development Plan for the residential portion of the project, 4) Vesting Tentative Tract Maps Nos. 8663, 8666, and 8667, 5) a Development Agreement, and 6) an Addendum to the EDSP Environmental Impact Reports (EIR). These actions are collectively referred to herein as the “Project” approvals.

3. EDSP Statement of Overriding Considerations

Pursuant to CEQA Guidelines section 15093, the City Council of the City of Dublin adopted findings and a Statement of Overriding Considerations for those impacts identified in the Eastern Dublin Specific Plan Environmental Impact Reports (EIR) that were significant and unavoidable (Resolution No. 53-93, May 10, 1993). The City Council carefully considered each impact in its decision to approve urbanization of Eastern Dublin through approval of the Eastern Dublin General Plan Amendment and Specific Plan (EDSP) project.

The City Council’s 1993 EDSP Statement of Overriding Considerations included the impacts resulting from the development of the EDSP area including the Project site. The City Council also adopted Statements of Overriding Considerations for the East Dublin Properties Stage 1 Development Plan and Annexation Supplemental EIR (2002) (the “EDPO Supplemental EIR”) and the Fallon Village Supplemental EIR (2005), which likewise included the Project site. Pursuant to a 2002 court decision as reaffirmed by the Alameda County Superior Court’s July 30, 2025, Order Granting Writ of Mandate in *Kingswood Owners Association v. City of Dublin* (Case No. 24CV087642), the City Council readopts and ratifies the statements of overriding considerations for the previously identified unavoidable impacts that apply to the Dublin Fallon 580 Project.²

The City Council believes that many of the unavoidable environmental effects identified in the Eastern Dublin EIR and two Supplemental EIRs will be substantially lessened by mitigation measures adopted with the previous approvals and by the environmental protection measures included in the Project design or adopted through the Project approvals, to be implemented with the development of the Project. Even with mitigation required by the EDSP EIR, the City Council recognizes that the implementation of the Project in a manner consistent with the EDSP carries with it unavoidable adverse environmental effects as identified in the Eastern Dublin EIR and the Supplemental EIRs. The City Council specifically finds that to the extent the Addendum summarized the identified adverse or potentially adverse impacts for the Project that were previously identified in the prior Eastern Dublin EIR and two Supplemental EIRs and have not been mitigated to acceptable levels, there are specific economic, social, environmental, land use, or other considerations that support approval of the Project.

4. Unavoidable Significant Adverse Impacts from the Eastern Dublin EIR

The following unavoidable significant environmental impacts identified in the Eastern Dublin EIR for future development of Eastern Dublin apply to the Project as stated in the Project’s Addendum (see pages 1 through 4) and evaluated in the Dublin Fallon 580 Environmental Checklist/Initial

² “[P]ublic officials must still go on the record and explain specifically why they are approving the later project despite its significant unavoidable impacts.” *Communities for a Better Environment v. California Resources Agency* (2002) 103 Cal.App.4th 98, 102.

Study dated April 8, 2024 (PLPA-2023-00000). The City Council adopted Resolution No. 53-93 adopting a statement of overriding considerations for the following significant and unavoidable impacts as summarized on pages 3 and 4 of the Initial Study:

- Cumulative loss of agriculture and open space land
- Cumulative traffic
- Extension of certain community facilities (natural gas, electric and telephone service)
- Consumption of non-renewable natural resources
- Increases in energy uses through increased water treatment and disposal and through operation of the water distribution system
- Inducement of substantial growth and concentration of population
- Earthquake ground shaking
- Loss or degradation of botanically sensitive habitat
- Regional air quality
- Noise
- Alteration of visual character

The Initial Study and Addendum evaluated the Project's effects with respect to each of the significant impacts and significant unavoidable impacts identified in the Eastern Dublin EIR. The Addendum, however, concluded that the Project impacts were determined to be less than significant with implementation of mitigation measures identified in the Eastern Dublin EIR as summarized in the Addendum and evaluated in the Initial Study.

With respect to the Project impacts due to the cumulative loss of agricultural and open space lands and the alteration of rural/open space visual character, the Addendum found that although the FAR limit has been increased, the Project applicant has proposed a mix of limited light manufacturing, hotel, retail, and office uses for the GC/CO parcels that is compatible with the surrounding area and falls within the anticipated development intensity (e.g., traffic, air emissions) anticipated in the EDSP EIRs." (Initial Study, page 9.) The Initial Study and Addendum also analyzed the proposed Project grading (Initial Study, page 9) and the associated alteration of the site's visual character. (Initial Study pages 18 through 23.) Comparing the proposed Project uses to the development analyzed in the EDSP EIR, the Initial Study concludes: As described in the Initial Study, the Eastern Dublin EIR determined that development associated with implementation of the EDSP would alter the character of existing scenic vistas and obscure important sightlines which the EDSP EIR identified as a significant unavoidable impact. The Addendum, however, concluded that the Project impacts were determined to be less than significant with implementation of mitigation measures identified in the Eastern Dublin EIR as summarized in the Addendum and evaluated in the Initial Study pages 18 through 23.

5. Unavoidable Significant Adverse Impacts from the EDPO Supplemental EIR

The Addendum (page 3) stated that in certifying the 2002 Supplemental EIR, the City adopted a Mitigation Measures and Monitoring Program and a Statement of Overriding Considerations (Resolution No. 40-02) for the following impacts. These impacts continue to apply to development in Eastern Dublin, including the project site as summarized in the Project's Addendum (see pages 1 through 4) and evaluated in the Dublin Fallon 580 Environmental Checklist/Initial Study dated

April 8, 2024 (PLPA-2023-00000). The City adopted a Statement of Overriding Considerations for the following significant and unavoidable impacts that apply to the Project:

- Exceedance of Bay Area Air Quality Management District air quality standards
- Cumulative loss/degradation of sensitive habitats
- Cumulative traffic operations at several intersections, including Dougherty Road/Dublin Boulevard, Hacienda Drive/Dublin Boulevard, and Fallon Road/Dublin Boulevard
- Freeway operations on Interstate 580 (I-580) and I-680. In the year 2025 cumulative buildout with project scenario, freeway segments on I-580 and I-680 in the project area would operate at unacceptable levels of service during the AM and PM peak hours. (EDPO DSEIR, p. ST-26.)

The Initial Study and Addendum evaluated the Project's effects with respect to each of the significant impacts and significant unavoidable impacts identified in the EDPO Supplemental EIR. The Addendum, however, concluded that the Project impacts were determined to be less than significant with implementation of mitigation measures identified in the EDPO Supplemental EIR as summarized in the Addendum and evaluated in the Initial Study.

6. Unavoidable Significant Adverse Impacts from the Fallon Village Supplemental EIR

The Addendum stated that in 2005, the City of Dublin considered additional approvals for the 1,132-acre Fallon Village area. These requested approvals included: 1. Amendments to the General Plan and EDSP to include the entire 1,132-acre Fallon Village area and to reflect changes to the land use designations on the site; 2. Revisions to the 2002 approval of the Planned Development Rezone with a Stage I Development Plan to increase the number of dwellings units by 582 to a total of 3,108 units and increase non-residential uses from 1,081,725 square feet to 2,503,175 square feet of commercial and office uses; and 3. A Stage 2 Development Plan, Vesting Tentative Map, Development Agreement, and Lot Line Adjustment for the development of the northerly 488 acres of the Fallon Village area to allow 1,078 dwelling units, a school, parks, and associated use. The City approved all three components of the Fallon Village project.

On December 6, 2005, the City certified the Final Supplemental Fallon Village Project Environmental Impact Report (2005 Supplemental EIR) that analyzed the new uses and revisions to the previous approvals for the Fallon Village project. The 2005 Supplemental EIR identified potentially significant environmental impacts and related mitigation measures. The City adopted a Mitigation Measures and Monitoring Program for this approval that continues to apply to development in the Fallon Village area, including the Project site. In addition, as part of Resolution No. 222-05, the City adopted a Statement of Overriding Considerations for the following significant and unavoidable impacts that apply to the Project:

- traffic impact to Dublin Boulevard/Dougherty Road intersection,
- cumulative impacts to local roadways, consistent with the Alameda County Congestion Management Plan, (Fallon Village DSEIR p. II-3.),

- demolition of the Fallon Ranch House, and
- an increase in regional emissions beyond Bay Area Air Quality Management District (BAAQMD) thresholds. (Fallon Village DSEIR pp. II-31–II-32.)

The Initial Study and Addendum evaluated the Project's effects with respect to each of the significant impacts and significant unavoidable impacts identified in the Fallon Village SEIR. The Addendum, however, concluded that the Project impacts were determined to be less than significant with implementation of mitigation measures identified in the EDPO Supplemental EIR as summarized in the Addendum and evaluated in the Initial Study.

With respect to impacts to visual resources, the Addendum, as supported by the analysis in the Initial Study, determined that consistent with the findings in the Fallon Village SEIR, due to the elevation and existing topography of the project site, proposed development would continue to limit views of the primary ridgeline and affect scenic vistas from I-580 and other public vantage points. (Initial Study at pages 18-23.) The Addendum also found that although the density of the proposed general commercial/campus office uses would be greater than previously analyzed in the EDSP EIRs, the general type and massing of buildings would not be significantly different than analyzed in the EDSP EIRs. However, consistent with the findings of the Fallon Village SEIR, proposed development would continue to limit views of the primary ridgeline, designated as scenic resource in the Eastern Dublin EIR (Initial Study at page 22).

Based on the information in the EDSP EIRs and the Initial Study analysis, the Initial Study concluded that the Project would not substantially increase the severity of the previously identified aesthetic/visual impacts, nor result in new significant impacts. The Initial Study stated that because the Project would be required to adhere to applicable regulatory requirements and EDSP EIR mitigation measures, there would be no new or substantially more severe significant impacts to aesthetic resources beyond what those which were analyzed in the prior EIRs, and no further environmental review was required (Initial Study at pages 22 through 24.)

7. Overriding Considerations

The City Council previously balanced the benefits of the Eastern Dublin Specific Plan project approvals against the significant and potentially significant adverse impacts identified in the Eastern Dublin EIR and the Supplemental EIRs. As evaluated in the Project Addendum and the Initial Study, the City did not identify any new or substantially more severe environmental impacts from the Project than were previously disclosed, mitigated, and for which the City previously prepared and adopted a Statement of Overriding Considerations. Consequently, the City Council ratifies and reaffirms and readopts the Council's prior statements of overriding considerations for the EDSP as applied specifically to the specific Dublin Fallon 580 Project.

The City Council balances those unavoidable impacts that still apply to future development on the Project site against its benefits, and hereby determines that such unavoidable impacts

are outweighed by the benefits of the Project as further set forth below. The City declares that each one of the benefits included below, independent of any other benefits, would be sufficient to justify approval of the Project and override the Project's significant and unavoidable impacts. The substantial evidence demonstrating the benefits of the Project are found in these findings, and in the documents found in the administrative record for the Project, including the City's prior statements of overriding considerations for the EDSP and related project approvals, and the specific Project approvals including the Project Development Agreement.

The Project will further the urbanization of Eastern Dublin as planned through the comprehensive framework established in the original Eastern Dublin approvals and implemented through the City's approval of the Project approvals and Developer's obligations specified in the Dublin Fallon 580 Project Development Agreement. The Project's 238 medium high density residential units on "Parcel 7" and "Parcel 8" will establish residential development that is compatible with the residential development in the vicinity of the Project. The Project will help the City toward its RHNA goal for new housing units and will help implement policies contained in the Housing Element of the General Plan. The development of up to 3,299,670 square feet of commercial/office uses on approximately 126.3-acres will complete the development of the GC/CO uses in one of the last remaining undeveloped portions of the EDSP area along I-580. The Project includes conversion of approximately 42 acres from Open Space zoning to Parks/Public Recreation zoning and will provide extensive parks and open space including 7.2-acres for a Community Park, 2.3-acres of Open Space, and 42.6-acres for a Natural Community Park, as well as wetlands mitigation on the project site.

The Project will provide local roadway improvements contributing to an efficient public roadway system, including the dedication of land for the City's construction of the Dublin Boulevard Extension through the Project site. The Project will provide streetscape improvements such as curb, gutter, sidewalk, and landscaping that will be an amenity to the larger community and provide safer pedestrian and bicycle access between existing neighborhoods. The Project will generate new revenue for the City, County, and State through the transfer and reassessment of property due to the improvement of the property and the corresponding increase in value. The Project will contribute funds to construct schools, parks, and other community facilities that are a benefit to the surrounding community and City-wide. Development of the project site will provide construction employment opportunities for Dublin residents.



STAFF REPORT

CITY COUNCIL

DATE: January 13, 2026

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: Report on Dublin’s Safe and Sane Fireworks Program
Prepared by: Jordan Foss, Senior Management Analyst

EXECUTIVE SUMMARY:

The City Council will receive a report on the City’s Safe and Sane Fireworks program, including historical context, current practices, financial analysis, and enforcement. The report also contains research on comparable cities, fire safety, and environmental and community impacts.

STAFF RECOMMENDATION:

Receive the report.

FINANCIAL IMPACT:

The City’s net cost to support the sale of Safe and Sane Fireworks in 2025 was \$74,172 after accounting for revenue and expenses associated with the program (Table 1). This includes direct personnel expenses and operation support across multiple departments that provide public safety, maintenance, permitting and inspection services, and general administration.

Table 1. City Expenditures and Revenues

Expenditures	Amount
Dublin Police Services	\$40,636
Fire Services	\$17,312
MCE Services	\$13,995
Other Costs (street sweeper, garbage bins, lost rental revenue)	\$5,220
Staff Time (City Clerk, Community Engagement, Community Development, Finance, Parks & Community Services, and Public Works)	\$2,544
Total Expenditures	\$79,707
Revenues	
Application & Inspection Fees	\$4,935
Forfeited Deposits	\$600
Total Revenues	\$5,535
Net City Cost	\$74,172

DESCRIPTION:

During Item 9 of the June 17, 2025 meeting, the City Council requested an informational report on the City’s Safe and Sane Fireworks program, including the financial impact to the City on the sale of fireworks. As part of this request, Staff researched past reports, current practices, other factors such as fire safety and environmental and community impacts, and practices of other neighboring cities.

Background

Since Dublin’s incorporation in 1982, the regulation of fireworks has been a recurring policy issue shaped by public safety concerns, voter input, and evolving community expectations. The sale and use of fireworks has been addressed through ordinances adopted by the City Council, voter approved ballot measures, and operational policies intended to balance community celebration with safety and regulatory compliance.

At the City Council Meeting on February 1, 1982, former Alameda County Fire Chief Philip Phillips provided written recommendations regarding the regulation of fireworks within the newly incorporated City of Dublin. Chief Phillips advised that fireworks be controlled locally to reduce fire risk and ensure public safety. These recommendations laid the foundation for subsequent City Council actions related to fireworks regulation, the most notable documented in Table 2.

Table 2. Historical Timeline of Notable Actions

Date	Action
February 1, 1982	The City Council received a report from Alameda County Fire Chief Philip Phillips recommending that fireworks be controlled in Dublin.
April 5, 1982	The City Council unanimously adopted an Ordinance Regulating the Sale and Use of Fireworks. (Ord. No. 10-82)
April 26, 1982	The ordinance was amended to prohibit the sale of fireworks to people under the age of 18. (Ord. No. 12-82)

July 29, 1982	The City Council approved a special election (Measure X) to consider prohibiting the sale of Safe and Sane fireworks within the City Limits. Note: Safe and Sane fireworks are fireworks approved by the Office of the State Fire Marshal for sales and use within the State of California, and as legally authorized by municipalities. (Reso. No. 33-82)
November 2, 1982	Voters defeated Measure X (56% opposed), allowing the continued sale of Safe and Sane fireworks in Dublin.
1987	Dublin Municipal Code Chapter 5.24 was published, incorporating various amendments to ordinances regulating the sale of Safe and Sane fireworks.
July 21, 1987	The City Council directed Staff to prepare a special advisory election on prohibiting the manufacture, sale and use of Safe and Sane fireworks. (Reso. No. 14-88)
June 7, 1988	The advisory ballot measure to ban the sale of Safe and Sane fireworks was narrowly defeated by 114 votes (3% margin).
September 18, 2001	The City Council received a report on firework activity and established a committee to develop a plan to address fireworks-related issues the following year. The committee comprised City staff and representatives from non-profit organizations and fireworks manufacturers.
April 16, 2002	Upon recommendation by the Fireworks Committee, the City Council approved the designation of four parks (Shannon Park, Dublin Sports Grounds, Alamo Creek Park and Emerald Glen Park) for Safe and Sane fireworks use from 10 AM to 10 PM on July 4 only.

Collectively, these actions established the framework for Dublin’s current Safe and Sane fireworks program, which permits the sale of State-approved Safe and Sane fireworks while restricting their use to specific locations, dates, and times. The policies adopted over time reflect the City’s ongoing effort to manage fire risk, ensure public safety, and respond to community input regarding fireworks use. The Dublin Municipal Code (DMC) Section 5.24 provides regulations for the sale of fireworks (Attachment 1).

Illegal fireworks are fireworks not classified as Safe and Sane and are banned by State law. Typically, these fireworks are explosive and/or aerial in nature. It is a misdemeanor or felony to possess or discharge these fireworks anywhere in the State of California unless permitted and discharged by a State Licensed Pyrotechnician.

Program Overview

Current Policies and Practices

The sale of Safe and Sane fireworks is allowed with a permit in commercial areas of the City. The total number of available permits is regulated by the DMC which allows one permit per 3,000 residents (less group quarters population). Up to 23 booths would be permitted based on the current population. The DMC allows the use of a lottery system when the number of applications exceeds the allowed number of permits. Fireworks sales are allowed with an approved permit between the hours of 8 AM and 10 PM from noon on June 28 through noon on July 5 annually.

An organization can apply for a permit to operate a fireworks booth provided it meets the following criteria:

- Is a nonprofit with an active 501(c)(3) status or have a tax-exempt status;
- Is based in Dublin continually for at least one year and has at least 20 Dublin resident members;
- Serves, in whole or in part, the Dublin community and its residents and pledges to reinvest a portion of the proceeds from its sale of fireworks for the benefit of the Dublin community and its residents; and
- Has an active business license with the City at the time of application.

The Safe and Sane Fireworks Booth Permit application procedure is further described in Dublin Municipal Code (DMC) Chapter 5.24 (Attachment 1).

The use of Safe and Sane fireworks is permitted at four parks within the City including Alamo Creek Park, Dublin Sports Grounds, Emerald Glen Park, and Shannon Park from 10:00 AM to 10:00 PM on July 4 only. In addition to the designated areas, the City's practice has been to allow Safe and Sane Fireworks in residential neighborhoods with single family homes, as well as commercial areas, with consent of the property owner, during the sales period only.

Dublin Police Services (DPS) Fireworks Activity

To provide for fireworks response and suppression police activity, DPS maintains a long-standing fireworks suppression detail to augment regular patrol operations, which alone cannot manage the volume of fireworks-related activity on the holiday.

The fireworks suppression detail is primarily staffed on overtime and supported by personnel from the Alameda County Sheriff's Office. Assigned staff respond to fireworks complaints, provide security at the four designated Dublin parks where Safe and Sane fireworks are permitted, and proactively seek to identify individuals involved in illegal fireworks activity. In 2025, the suppression detail was staffed with 21 sworn personnel, in addition to standard patrol staffing. Each year, DPS receives approximately 55 calls for service relating to fireworks on July 4. These calls for service are related to illegal fireworks, public safety, noise issues, and improper use of Safe and Sane fireworks.

In addition, since 2020, these suppression details have confiscated more than 1,600 pounds of illegal fireworks. In 2020 alone, approximately 1,000 pounds of illegal fireworks were confiscated, and most recently in 2025, 100 pounds were confiscated. Individuals selling illegal fireworks are arrested, and individuals utilizing illegal fireworks can be issued citations. DPS also responds to incidents and calls regarding fireworks.

Alameda County Fire Department (ACFD) Fireworks Activity

ACFD's role in managing fireworks activity in Dublin includes inspection and regulation of the fireworks sales booths, monitoring activity on July 4, and providing emergency response services. The primary challenges ACFD experiences each year relate to code administration and staffing, as the holiday takes place during fire season and coincides with the Alameda County Fair. Additionally, two other cities in the County sell Safe and Sane fireworks and thus require code administration services.

To address this, ACFD calls in additional resources on overtime to the extent possible. This becomes more challenging when there are multiple, large, mutual-aid fires in the State. There are also new enforcement challenges affecting fire code administration staff. This is the result of groups not disclosing in advance other nonprofit groups they are partnering with, allowing minors to work at or near the booths, unknown persons approaching booths offering to work, and the need for referrals to code enforcement related to illegal signs.

Since 2020, there have been four fire incidents on July 4 in non-designated areas that required ACFD intervention. In 2020, there were two vegetation fires, and one trash can fire as the result of illegal or improper use and/or disposal of fireworks. In 2023, there was one tree fire that was the result of illegal fireworks usage. There was no structural damage and no injuries reported from these fires. In addition to these four fires in non-designated areas, there are fireworks-related dumpster fires each year that ACFD extinguishes in the designated park areas.

Nonprofit Organizations

The City does not collect information on how much each non-profit receives from the sale of fireworks, nor is that information readily accessible. However, some of the organizations shared with Staff that their net revenue has been declining in recent years. This is due in part to higher costs to operate the booths, including rental space, generators, equipment, and firework products. The revenue generated by the sale of fireworks appears to vary by location. Anecdotal information from the nonprofits indicates that booths operating in high traffic areas earn higher profits.

Some of the nonprofit organizations have reported difficulty finding enough volunteers to run their booths. As a result, these organizations have partnered together on a booth to ensure adequate volunteer support to run the booth. The City has not had to utilize the lottery system to award booth permits in the last 10 years because the number of applications has not exceeded the allowed number of permits. For example, over the past six years, the City has approved an average of 15 applications.

Some nonprofits also are finding it more difficult to find locations for fireworks booths. This is likely due to several reasons including the development of previously vacant sites and increased rent prices. Moreover, some property owners that currently allow booths have shared with Staff that they are considering removing access in the coming years, further reducing the number of locations available in the City.

Fire Safety Environmental and Community Impacts

Fire risks remain the most significant concern on and around the July 4 holiday, particularly due to Dublin’s geographic proximity to wildland areas and summer weather conditions such as heat, low relative humidity, and wind, which heightens the risk of fast-moving vegetation or structure fires in the city. Fireworks also create secondary impacts that affect community well-being and the environment, including noise-related disruptions for veterans and other sensitive populations, stress and harm to pets and wildlife, and light pollution. Attachment 2 summarizes the primary fire safety, environmental, and impacts on our community associated with fireworks in Dublin.

Comparative Cities Analysis

There are 10 cities in the Bay Area that allow for the sale of Safe and Sane Fireworks as displayed in Table 3.

Table 3. Bay Area Cities Allowing the Sale of Safe and Sane Fireworks

City	County
1. Dublin	Alameda
2. Newark	Alameda
3. Union City	Alameda
4. Pacifica	San Mateo
5. San Bruno	San Mateo
6. Gilroy	Santa Clara
7. Dixon	Solano
8. Rio Vista	Solano
9. Suisun City	Solano
10. Cloverdale	Sonoma

In Alameda County, Newark and Union City also allow the sale of Safe and Sane fireworks at booths throughout their communities and have special fireworks suppression details through their respective police departments to supplement patrol. The suppression details are responsible for responding to fireworks related calls and to police illegal fireworks. Additionally, both Newark and Union City contract with ACFD for additional fire suppression support during the July 4 holiday. A comparative analysis between Dublin, Newark, and Union City can be found in Table 4.

Table 4. 2025 Comparison of Alameda County Safe and Sane Fireworks Operations

City	Population	Police Suppression Detail (2025)	Service Calls (2025)	Citations / Arrests (2025)	Fires Reported (2025)	Current Booth Permit Fees	Special Ordinances / Notes
Dublin	70,544	+21 personnel	55	1 arrest; officers confiscated 100 pounds of illegal fireworks.	0	\$168 application fee; \$167 inspection fee	Fireworks permitted in designated areas and single-family residential areas.

Newark	46,254	+18 personnel	90	2 arrests (illegal fireworks); 34 social host citations.	Not specified.	Not found.	Social host ordinance program; fireworks prohibited in parks/streets.
Union City	66,196	+28 personnel	105	77 citations (improper use/illegal fireworks).	4 fireworks-related fires (ACFD intervention).	Permit fee is based on percentage of gross revenues.	Fireworks prohibited in parks/streets - must be on private property.

While Dublin’s fireworks management practices are similar to those of Newark and Union City, there are several notable differences. In Newark, the City Council established a process where the total number of firework booth permits would decrease through attrition, specifically when an organization chooses not to renew their permit or no longer meets the city’s requirements. Newark also includes illegal fireworks in its social host ordinance, essentially allowing for police to cite the owner of the property where illegal fireworks are used. By contrast, Dublin’s social host ordinance addresses only underage drinking.

In Union City, organizations selling fireworks are charged a permit fee based on a percentage of the permittee’s (or its predecessor’s) gross revenues from the sale of fireworks. The percentage is calculated using the City’s estimated reasonable cost of public services for administering the permits (including staff time administering permits and related material, staff time related to the regulation of the sales, use, and cleanup of fireworks in the City, etc.) divided by the gross revenues derived from sale of fireworks in that year. Union City provides this example: “The City’s costs for staff time related to the permits is \$51,500. Gross revenues derived from fireworks sales in the City is calculated at \$1,000,000. The permit fee would be 5.15% of each permittee’s gross revenues.” In contrast, Dublin’s total fees are \$335 per booth (application fee and inspection fee together).

Potential Future Considerations

While this report is informational only, intended to keep the City Council apprised of current practices, costs, and safety considerations that accompany Dublin’s continued allowance of Safe and Sane fireworks, it raises some potential areas that the City might consider in the future that will enhance safety and help recover the City’s expenses related to fireworks management. These include:

- Implement a new fee structure – a fee for fireworks booths could be structured to align with the City’s costs, similar to what Union City has done.
- Expand the City’s social host ordinance – Dublin’s current social host ordinance could be expanded to be able to assign responsibility to property owners and assess fines accordingly.
- Cap the number of booths available – this would allow for current nonprofits to maintain their sales booths while controlling the expansion of fireworks use in the community.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

- 1) Dublin Municipal Code Chapter 5.24: Fireworks
- 2) Fire Safety, Environmental and Community Impacts Related to Fireworks in Dublin

Chapter 5.24 FIREWORKS*

Sections:

- 5.24.010 Definitions.**
- 5.24.020 Prohibitions.**
- 5.24.030 Exceptions.**
- 5.24.040 Public display—Permit required.**
- 5.24.050 Number of permits limited.**
- 5.24.060 Permit—Prerequisites for issuance.**
- 5.24.070 Safe and sane fireworks—Permit procedure.**
- 5.24.080 Operation of stand—Permittee only.**
- 5.24.090 Fireworks stands—Requirements.**
- 5.24.100 General requirements for permittees.**
- 5.24.110 Temporary sales tax permit required.**
- 5.24.120 Permit display required.**
- 5.24.130 Seizure of fireworks.**
- 5.24.140 Supplement to state statutes.**
- 5.24.150 Violation—Penalty.**

* Prior ordinance history: Alameda County Ord. 76-34.

5.24.010 Definitions.

For the purpose of this chapter, the words and phrases “fireworks” and “safe and sane fireworks” shall have the respective meanings ascribed to them in Sections [12500](#) et seq. of the Health and Safety Code of the state of California. (Ord. 18-12 § 1 (part); Ord. 1-12 § 1 (part); Ord. 10 § 1, 1982)

5.24.020 Prohibitions.

- A. The manufacture of fireworks is prohibited within the jurisdiction.
- B. No person shall possess, sell, deliver, deal in, use, explode or fire, or cause to be used, exploded or fired, any form of fireworks designated as “dangerous fireworks” by Section [12505](#) of the Health and Safety Code of the state of California.

C. The possession, sale, delivery, dealing in, use, exploding or firing of any form of fireworks designated as “safe and sane fireworks” by Section [12529](#) of the Health and Safety Code of the state of California is expressly permitted, except as limited by this chapter. (Ord. 18-12 § 1 (part); Ord. 1-12 § 1 (part); Ord. 10 § 2, 1982)

5.24.030 Exceptions.

Nothing in this chapter shall be construed as prohibiting the use of torpedoes, flares, or fuses by railroads or other transportation agencies for signal purposes of illumination; or the sale or use of blank cartridges for ceremonial purposes, athletic, or sports events or military ceremonies or demonstrations; or the sale, discharge or display of fireworks by permittees having a permit as hereinafter provided; or the use and display of fireworks of whatever nature by any person engaged in the production of motion pictures, theatricals, or operas when such use and display is a necessary part of such production; or the transportation of fireworks through the city in regular course, and in original packages or containers from any point outside the city to any other point outside the city. (Ord. 18-12 § 1 (part); Ord. 1-12 § 1 (part); Ord. 10 § 3, 1982)

5.24.040 Public display—Permit required.

A. Any person desiring to hold a public display of fireworks within the city shall submit an application for permit to the office of the city’s Fire Chief at least two (2) months prior to the event. In the event a permit is granted, sale, possession, use and distribution of fireworks for such display shall be lawful for that purpose only. No permit granted hereunder shall be transferable.

B. The Fire Chief shall have power to adopt reasonable rules and regulations for granting of permits for supervised public displays of fireworks by a jurisdiction, fair association, amusement park or other organization for the use of fireworks by artisans in pursuit of their trade. Every such use or display shall be handled by a competent operator approved by the Fire Chief and shall be of such character and so located, discharged or fired as in the opinion of the Fire Chief shall not be hazardous to persons or property.

C. The permittee shall furnish a bond or certificate of insurance in an amount deemed adequate by the Fire Chief for the payment of all damages which may be caused to a person or persons or to any property by reason of the permitted display and arising from any acts of the permittee, his agents, employees or subcontractors. By accepting a permit, permittee agrees to indemnify and hold the city harmless from any such damages.

D. All fireworks that remain unfired after the display is concluded shall be immediately disposed of in an approved manner for the particular type of fireworks remaining. (Ord. 18-12 § 1 (part); Ord. 1-12 § 1 (part); Ord. 2-99 §§ 3A, 3B; Ord. 2-89 § 1(a); Ord. 10 § 4, 1982)

5.24.050 Number of permits limited.

The maximum number of permits to sell safe and sane fireworks which may be issued pursuant to this chapter during any one calendar year shall not exceed one (1) permit per each three thousand (3,000) residents of the city of Dublin. The number of residents shall be based on population estimate data available from the California Department of Finance at the time of the random drawing. The most recent estimate of total city population will be adjusted by subtracting the most recent estimate of the group quarters population to equal the estimated household population. If the number of applications received up to and including the last day for making applications pursuant to this chapter exceeds the number of permits to be issued for the city, the Fire Chief shall immediately thereafter supervise an impartial drawing to determine an order of priority for each application. (Ord. 18-12 § 1 (part); Ord. 1-12 § 1 (part); Ord. 5-96 § 1 (part); Ord. 10 § 5, 1982)

5.24.060 Permit—Prerequisites for issuance.

- A. No permit to sell safe and sane fireworks shall be issued to any person except nonprofit organizations with an active 501(c)(3) status or corporations which have obtained tax exempt status from the State Franchise Tax Board under Section [23701](#)(b), (d), (f), (g), or (l) of the Revenue and Taxation Code. Only one (1) organization per ID number shall apply. Proof shall be provided at application.
- B. Each such organization must have its principal and permanent meeting place in the city limits and must maintain a bona fide membership of at least twenty (20) Dublin resident members, and must have been organized and established within the city for a minimum of one (1) year continually preceding the filing of the application for the permit.
- C. Each such organization must have an active business license within the city of Dublin at the time of application.
- D. Each such organization must serve, in whole or in part, the Dublin community and its residents and must pledge to reinvest a portion of the proceeds from its sale of fireworks for the benefit of the Dublin community and its residents. (Ord. 18-12 § 1 (part): Ord. 1-12 § 1 (part): Ord. 10 § 6, 1982)

5.24.070 Safe and sane fireworks—Permit procedure.

- A. Any nonprofit organization desiring to sell or to offer for sale safe and sane fireworks shall first make a written application to the Fire Chief for a permit to sell fireworks at a fireworks stand.
- B. Every application for a permit shall be accompanied by a fee in an amount as fixed by the City Council by resolution to cover reasonable costs of investigation and administration. If the application is denied for any reason, one-half (1/2) of said fee shall be refunded.
- C. The application shall state the name of the applicant, the address of the organization, and its principal or permanent meeting place.
- D. The application shall state the date and time on which it is proposed that fireworks be sold, which in no event shall be for a period of time not within twelve p.m. (12:00 p.m.) on June 28th to twelve p.m. (12:00 p.m.) on July 5th of each year; however, no fireworks shall be sold after ten p.m. (10:00 p.m.) or before eight a.m. (8:00 a.m.) during these periods.
- E. The application shall set forth the proposed location of the fireworks stand, including a map or plot plan of the lot or premises on which the stand is to be located depicting the stand and other structures on the premises. Any such stand must be located on private property located within commercially zoned districts, and must otherwise conform to zoning and other applicable laws and regulations. The written permission of the owner of record or lessees must also accompany the application.
- F. Fireworks stands shall be located only in an area bearing a commercial zoning designation.
- G. Each applicant shall post a deposit in the amount of two hundred dollars (\$200) for the purposes set forth herein. If the requirements of Section [5.24.100](#)(E) are met by the dates and times set forth therein, the deposit shall be returned on or before July 15th. If the requirements of Section [5.24.100](#)(E) are not met by the times and dates set forth therein, the Fire Chief shall order the cleanup and/or removal of the stand and the deposit will be forfeited in full. Each applicant shall pay the required amount for the purposes of inspection services as outlined in the city's current fee schedule.
- H. Two (2) or more nonprofit organizations meeting the requirements of Section [5.24.060](#) may jointly apply for a permit to sell fireworks at a fireworks stand. The application shall conform to all of the provisions of this section. (Ord. 2-18 § 1(E);

Ord. 18-12 § 1 (part); Ord. 1-12 § 1 (part); Ord. 21-99 §§ 1, 3; Ord. 2-99 §§ 1, 3C; Ord. 4-97 § 1; Ord. 2-89 § 1 (b); Ord. 2-88 § 1; Ord. 10 § 7, 1982)

5.24.080 Operation of stand—Permittee only.

- A. No person other than the permittee shall operate the stand for which the permit is issued or share or otherwise participate in the profits of the operation of such stand.
- B. No person other than the individuals who are members of the permittee organization, or the parents, wives or husbands or adult children of such members, shall sell or otherwise participate in the sale of fireworks at such stand.
- C. Notwithstanding the foregoing, a permittee may receive assistance in operating the stand from, and share the profits of the operation of the stand with, any nonprofit organization which meets the requirements of Section [5.24.060](#); provided, that advance written notice is given to the Fire Chief no later than June 27th. (Ord. 18-12 § 1 (part); Ord. 1-12 § 1 (part); Ord. 4-97 § 2; Ord. 10 § 8, 1982)

5.24.090 Fireworks stands—Requirements.

All retail sales of safe and sane fireworks shall be permitted only from within a temporary fireworks stand and sales from any other building or structure is prohibited. Temporary stands shall be subject to the following provisions:

- A. No fireworks stand shall be located within twenty-five (25) feet of any other building nor within one hundred (100) feet of a gasoline pump;
- B. Each stand in excess of twenty-four (24) feet in length must have at least two (2) exits; and each stand in excess of forty (40) feet in length must have at least three (3) exits spaced approximately equidistant apart; providing, however, that in no case shall the distance between exits exceed twenty-four (24) feet;
- C. Permittee shall provide each stand with one (1) two-and-one-half (2 1/2) gallon water fire extinguisher suitable for class A fires. The extinguishers shall be serviced and tagged by a licensed State Fire Marshal's authorized technician within the past year and be easily accessible for use in case of fire and approved as to type by the Fire Chief and conforming to the provisions of this code. (Ord. 18-12 § 1 (part); Ord. 1-12 § 1 (part); Ord. 10 § 9, 1982)

5.24.100 General requirements for permittees.

- A. All weeds and combustible material shall be cleared from the location of the stand including a distance of at least twenty (20) feet surrounding the stand.
- B. "No smoking" signs shall be prominently displayed on the fireworks stand.
- C. The sale of fireworks shall not (1) be made to any person under the age of eighteen (18), (2) begin before twelve p.m. (12:00 p.m.) on the twenty-eighth day of June of each year nor continue after twelve p.m. (12:00 p.m.) on the 5th of July each year.
- D. An information brochure concerning instructions as to the use of safe and sane fireworks and the hazards attendant with their use by minors shall be furnished each purchaser by the permittee. No fireworks, or other explosives of any nature, shall be discharged upon the premises or lot upon which a fireworks stand is located.
- E. For any stands permitted to sell fireworks during any period from June 28th through July 5th, all unsold stock and accompanying litter shall be removed from the location of the stand by five p.m. (5:00 p.m.) on the fifth day of July, and the

fireworks stand shall be removed from the location no later than five p.m. (5:00 p.m.) on the eighth day of July. (Ord. 18-12 § 1 (part): Ord. 1-12 § 1 (part): Ord. 21-99 §§ 2, 3; Ord. 2-99 § 2; Ord. 2-89 § 1 (c); Ord. 12 § 1, 1982; Ord. 10 § 10, 1982)

5.24.110 Temporary sales tax permit required.

Organizations licensed for the selling of fireworks are required to obtain a temporary sales tax permit from the Regional Office of the State Board of Equalization. (Ord. 18-12 § 1 (part): Ord. 1-12 § 1 (part): Ord. 10 § 11, 1982)

5.24.120 Permit display required.

The permit to sell fireworks and temporary sales tax permit shall be displayed in a prominent place in the fireworks stand. (Ord. 18-12 § 1 (part): Ord. 1-12 § 1 (part): Ord. 10 § 12, 1982)

5.24.130 Seizure of fireworks.

The Fire Chief shall have the authority to seize, take, remove, or cause to be removed at the expense of the owner all stocks of fireworks offered or exposed for sale, stored, or held in violation of this chapter. (Ord. 18-12 § 1 (part): Ord. 1-12 § 1 (part): Ord. 10 § 14, 1982)

5.24.140 Supplement to state statutes.

The provisions of this chapter shall supplement and be construed in harmony with the State Fireworks Law (Part 2, Division 11 of the Health and Safety Code of the state of California) and other applicable provisions of the laws of the state of California. (Ord. 18-12 § 1 (part): Ord. 1-12 § 1 (part): Ord. 10 § 13, 1982)

5.24.150 Violation—Penalty.

Persons violating this chapter shall be deemed guilty of an infraction, and, upon conviction, shall be punished as provided in Section [36900](#)(b) of the Government Code, or its successor statute. (Ord. 18-12 § 1 (part): Ord. 1-12 § 1 (part): Ord. 6-02 § 1: Ord. 10 § 15, 1982)

The Dublin Municipal Code is current through Ordinance 5-25, passed July 15, 2025.

Disclaimer: The City Clerk's office has the official version of the Dublin Municipal Code. Users should contact the City Clerk's office for ordinances passed subsequent to the ordinance cited above.

City Website: <https://dublin.ca.gov/>

City Telephone: (925) 833-6600

Codification services provided by [General Code](#)

Fire, Environmental and Community Concerns Related to Fireworks in Dublin

Category	Key Concerns	Local/Regional Context	Potential Impacts
Fire Safety Risks	Even Safe and Sane fireworks can ignite fires in dry vegetation; illegal fireworks increase risks due to aerial/explosive nature.	~1,230 fires statewide caused by illegal fireworks (July 2024–June 2025), with ~\$35M in property damage.	Vegetation and structure fires; property loss; increased fire suppression needs; risks amplified by wind and night use.
Geographic Vulnerability	Dublin’s proximity to wildland areas, dry slopes, and grasslands make it especially susceptible during summer months.	Bay Area experiences recurring vegetation and structure fires caused by fireworks.	Potential for fast-moving fires; heightened strain on local fire/police resources; safety challenges in crowded settings.
Noise Impacts	Loud and sudden explosions disrupt residents; can trigger PTSD in veterans and others sensitive to noise.	Calls for service each year often cite noise complaints alongside illegal fireworks reports.	Anxiety, stress, and health impacts for vulnerable populations; reduced quality of life during holiday period.
Impacts on Pets & Wildlife	Loud sounds and bright flashes stress pets, causing escape or injury; wildlife can be disoriented or displaced.	Animal control consistently reports increases in lost/injured pets during July 4th period.	Increased shelter intake, harm to animals, and disruption to local ecosystems.
Light Pollution	Bright flashes contribute to stress, disrupt sleep, and affect young children and elderly residents.	Impacts observed in residential areas near firework use zones.	Reduced rest, stress for residents, diminished community well-being.
Environmental Impacts	Fireworks generate smoke and debris, affecting local air quality and contributing to long-term environmental degradation.	Environmental concerns raised consistently in statewide and Bay Area reports.	Air pollution, litter, and higher cleanup demands for City services.

Dublin Safe & Sane Fireworks Program

January 13, 2026



Historical Context

- Fireworks regulation since incorporation in 1982.
- Multiple ordinances and updates on fireworks through the years.
- Advisory Measures
 - 1982 – voters defeated Measure X (56% opposed), allowing continued sale of Safe and Sane fireworks.
 - 1988 – voters defeated advisory ballot measure to ban the sale of Safe and Sane Fireworks by a 3% margin.
- 1987 – Dublin Municipal Code Chapter 5.24 was published, regulating the sale of Safe and Sane Fireworks.
- 2002 – Park designation for Safe and Sane Fireworks use on July 4 only.



Program Overview

- Sale permitted with a City permit.
- Up to 23 booths permitted at current population.
- Organizations must be:
 - Nonprofit with active 501(c)(3) status.
 - Based in Dublin with 20 resident members.
 - Serve, in whole or in part, the Dublin community.
 - Have an active business license.
- Sales period: June 28 – July 5



Fireworks Use Rules

- Four designated parks for use of Safe and Sane Fireworks only on July 4 from 10:00 am to 10:00 pm:
 - Alamo Creek Park
 - Dublin Sports Grounds
 - Emerald Glen Park
 - Shannon Park
- City's practice allows use of Safe and Sane Fireworks during sales period in:
 - Residential neighborhoods with single family homes.
 - Commercial areas with consent of property owner.
- Illegal fireworks prohibited.



Dublin Police Services Activity

- Dublin Police Services (DPS) provides fireworks suppression detail.
 - Staffed by personnel from Alameda County Sheriff's Office.
 - 21 sworn personnel (2025) in addition to standard patrol.
 - On average, ~55 calls for service annually.
- Since 2020, more than 1,600 pounds of illegal fireworks confiscated.
 - 100 pounds confiscated (2025).



Alameda County Fire Department Activity

- Alameda County Fire Department (ACFD) role is:
 - Booth inspections and compliance
 - Code administration and enforcement
 - Inspection and regulation of fireworks booths
 - Manage booth applications
 - Emergency response
- Since 2020, there have been four fire incidents in non-designated areas.
 - 2 vegetation fires
 - 1 illegal/improper use and/or disposal
 - 1 tree fire resulting from illegal fireworks



Financial Analysis

2025 Safe and Sane Fireworks City Expenditures and Revenues

Expenditures	Amount
Dublin Police Services	\$40,636
Fire Services	\$17,312
MCE Services	\$13,995
Other Costs (street sweeper, garbage bins, lost rental revenue)	\$5,220
Staff Time (City Clerk, Community Engagement, Community Development, Finance, Parks & Community Services, and Public Works)	\$2,544
Total Expenditures	\$79,707
Revenues	
Application & Inspection Fees	\$4,935
Forfeited Deposits	\$600
Total Revenues	\$5,535
Net City Cost	\$74,172



Nonprofit Organizations



- Average approving 15 booths annually.
- Challenges for nonprofits:
 - Declining net revenues due to higher operation costs.
 - Profits vary based on booth location.
 - Finding adequate volunteer support.
 - Location challenges.



Environmental and Community Impacts

- Wildfire risk concerns around July 4 holiday.
- Secondary impacts from fireworks:
 - Noise impacts.
 - Stress and harm to pets and wildlife.
 - Light pollution.



Comparative Cities Analysis

- 10 cities in the Bay Area allow the sale of Safe and Sane Fireworks.
- Newark and Union City most comparable:
 - Allow sale at booths throughout their communities.
 - Have special fireworks suppression details.
 - Both contract with ACFD.

City	County
1. Dublin	Alameda
2. Newark	Alameda
3. Union City	Alameda
4. Pacifica	San Mateo
5. San Bruno	San Mateo
6. Gilroy	Santa Clara
7. Dixon	Solano
8. Rio Vista	Solano
9. Suisun City	Solano
10. Cloverdale	Sonoma



Notable Differences

- Newark
 - Firework booth permits attrition.
 - Fireworks included in Social Host Ordinance.
- Union City
 - Fireworks booth permit fees based on percentage of gross revenue from sale of fireworks.
 - Calculated rate = estimated reasonable cost to administer permits / gross revenues from sale of fireworks (previous year).



Potential Future Considerations

- Potential areas the City may consider in the future:
 - New fee structure aligned with City's costs.
 - Expansion of social host ordinance to assign responsibility to property owners.
 - Cap the number of allowable booths.



Staff Recommendation

- Receive the report.
- Questions?





STAFF REPORT

CITY COUNCIL

DATE: January 13, 2026

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: Dublin Library/Civic Center Public Art Mural Project Artwork Selection
Prepared by: Shaun Chilkotowsky, Parks & Community Services Manager

EXECUTIVE SUMMARY:

The City Council will consider approving the conceptual design of a public art proposal as part of the Outdoor Murals Project, CIP No. PA0125, included in the 2024-2029 Capital Improvement Program. The proposed artwork by Rough Edge Collective is a permanent outdoor mural that will be located on a utility enclosure adjacent to the Dublin Library.

STAFF RECOMMENDATION:

Approve the conceptual design of the artwork proposal by Rough Edge Collective for the Outdoor Murals Project.

FINANCIAL IMPACT:

The Outdoor Murals Project has a budget of \$200,000 funded by the Public Art Fund. This will cover the \$40,000 artist commission for the mural at the Dublin Library, leaving a balance of \$160,000 for additional murals at other City facilities.

DESCRIPTION:

Background

The 2024-2029 Capital Improvement Program (CIP) includes the Outdoor Murals Project (CIP No. PA0125) to provide painted murals on certain structures, such as backup generators and other utility enclosures, at various City facilities. The project allocates \$200,000 from the Public Art Fund for this purpose.

The first of such artwork will be a permanent, outdoor mural on the generator enclosure located adjacent to the Dublin Library in the parking lot between the Dublin Library and the Civic Center. Once complete, this mural will be added to the City’s permanent Public Art Collection and will be preserved and maintained by the City.

Artist & Artwork Selection Process

Artist Pool

On February 12, 2025, Staff issued a Request for Qualifications (RFQ) seeking qualified muralists (Attachment 1). Respondents submitted a portfolio and resume to be considered for an invitation to develop site-specific design proposals for future projects. The City received 31 responses from qualified muralists by the deadline of March 26, 2025.

Development of Project Goals

On May 8, 2025, the Heritage and Cultural Arts Commission reviewed the mural project planned for the generator enclosure adjacent to the Dublin Library. The purpose of this review was to identify criteria and goals specific to this mural project, as the initial RFQ was broad in scope. The Commission provided feedback on objectives, themes, and other relevant information related to the mural project. The theme developed for this project was “Our Story Begins with Imagination”. Proposal instructions were developed using feedback from the Commission (Attachment 2).

Ad Hoc Selection Committee

An Ad Hoc Selection Committee, consisting of nine community members with varying levels of artistic background and the Committee Vice Chair, was formed to review the artists’ proposals. On June 18, 2025, the Selection Committee reviewed portfolios from the initial RFQ. Based on project goals developed for the project and other factors, including artists’ past projects, the Selection Committee identified five artists that were asked to develop site-specific design proposals using the proposal instructions. The Selection Committee reconvened on August 20, 2025 to review the site-specific design proposals, and after deliberations, selected three proposals for consideration.

Community Outreach

To enhance the artwork selection process, a public survey was conducted to increase community engagement and to gather community feedback on the three finalist proposals. The survey was available from September 3, 2025 through September 14, 2025. The survey was shared via traditional communication channels, including the City’s website, news flash, and posting at City facilities and at the Dublin Library. Over 700 responses were received, and the feedback was shared with the artists.

Heritage & Cultural Arts Commission Review

On November 13, 2025, the Commission reviewed the three proposals from the finalists chosen by the Selection Committee. Following artist presentations, review of community feedback, and deliberations, the Commission selected the proposal by Rough Edge Collective by a 4-2 vote for recommendation to the City Council. The two Commissioners that voted no were primarily in favor of the proposals that had more of a nature and/or landscape focus. The majority of the Commission was in favor of the proposal by Rough Edge Collective as they felt it best achieved project goals and was different than any of the artworks in the City’s Public Art Collection.

Rough Edge Collective Design Proposal

The proposed “*Of Stories Told*” mural would be painted on all four sides of the utility enclosure, totaling about 950 square feet once complete.

The mural centers on four figures, each existing in a different world yet connected through the timeless power of storytelling and in the shared language of humanity. The design begins with a child immersed in a book, followed by three figures from diverse backgrounds that organically transition around the utility enclosure. The mural is intended to celebrate not only what unites a community, but also the vibrant spectrum of what sets individuals apart. The full proposal is included as Attachment 3.

Feedback received during the community outreach period was overwhelmingly positive. Respondents praised its vibrant, bold colors and modern style, as well as its inclusive representation of Dublin’s diverse community. The child reading was highlighted as a perfect tie to the library’s purpose. Suggested refinements included ensuring an accurate reflection of Dublin’s growing cultural and geographic diversity, in addition to its history.

Proposal Refinement

Based on feedback received during the community outreach period as well as feedback from the Commission, adjustments were made to the proposal including the addition of a fourth figure and the incorporation of native finches which add a sense of movement throughout the piece. Additionally, a red ribbon weaves throughout the design, subtly and symbolically connecting the figures across the story. If selected, Rough Edge Collective will be asked to further refine the conceptual proposal to ensure accurate historical and cultural representation of the figures depicted on the mural.

Next Steps

If the City Council approves the conceptual design, Staff will work with Rough Edge to refine the proposal to ensure accurate historical and cultural representation. Staff will then return to the City Council at a future meeting for approval of a Public Art Agreement, which will include a final design, detailed scope of work, and schedule for completion.

STRATEGIC PLAN INITIATIVE:

None.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted, and a copy of the Staff Report was provided to the artist.

ATTACHMENTS:

- 1) Request for Qualified Artists
- 2) Dublin Library/Civic Center Mural Project Information Sheet
- 3) Design Proposal and RFQ Response from Rough Edge Collective



REQUEST FOR QUALIFICATIONS

Public Art – Murals Pre-Qualified List of Muralists for Future Projects

RFQ ISSUE DATE: February 12, 2025
RFQ DEADLINE: March 26, 2025, 4:00 p.m. PST

The City of Dublin invites artists with experience creating murals to submit qualifications to become pre-qualified for upcoming public art projects to be installed on City property during the next three years. From this list of pre-qualified artists, the City will invite artists to submit proposals for specific projects.

BACKGROUND

The City of Dublin, incorporated in 1982, is one of the fastest growing communities in California. Dublin is located in the Tri-Valley region, about 30 miles east of San Francisco, bordered by the cities of Pleasanton, Livermore, and San Ramon. Dublin has a robust public art program, with a municipal collection of more than 35 works, primarily outdoor sculptures, murals, and tile works acquired or commissioned in the last 20 years.

In 2020, the City updated its [Public Art Master Plan](#). The Public Art Master Plan emphasizes highly visible artwork along major thoroughfares and prioritizes artworks within Downtown Dublin. All expected mural projects are anticipated to be in highly visible areas and experience high volumes of vehicle and/or pedestrian traffic.

MURAL OPPORTUNITIES

Anticipated Mural Opportunities

The City of Dublin anticipates the completion of mural(s) throughout the City of Dublin in the next three years. Exact locations are yet to be confirmed, but may include above ground utility enclosures, building facades, and other locations in the public right-of-way or on City owned property.

Budgets will vary by specific project but are anticipated to range from \$15,000 to \$50,000 and are intended to include all costs, including site and surface preparation, materials, painting, and finish coats. Detailed specifications and project scope will be shared with artists selected to develop site specific proposals.

Artwork selection timelines will vary depending on the specific project scope. It is anticipated that the City will begin its first mural project in Summer 2025 on a backup generator enclosure at the Dublin Public Library (200 Civic Plaza, Dublin, CA 94568).

ART SELECTION PROCESS

Staff Review

City Staff, including the Heritage and Cultural Arts Division, Public Works Department, and contract public art conservator, reviews all applicants. Staff Review evaluates artistic qualifications and merit; demonstrated ability to create works that are unique, appropriate to the location, and meaningful to the community; and experience working successfully with government agencies, engineers, architects, and landscape architects, and project managers. The Staff Review also identifies up to 20 artists to be presented to the Project Selection Committee.

Project Selection Committee Review of Artists

The Project Selection Committee, made up of five to seven people, including stakeholders and members of the public, reviews the qualifications of up to 20 pre-qualified artists. The Project Selection Committee narrows the list to no more than five artists invited to present a proposal for the project. Artists are invited to a site visit and meet with Staff to ensure an understanding of the project's scope and timeline.

Project Selection Committee Review of Designs

The Project Selection Committee is reconvened to review the submitted designs. Artists are required to attend this review and present their concepts in detail, as well as material samples, renderings, and maquettes. The Project Selection Committee will rank design proposals for the Heritage and Cultural Arts Commission. The Project Selection Committee may reject any or all designs and may return to the pre-qualified list if necessary.

Heritage and Cultural Arts Commission Meeting

The Heritage and Cultural Arts Commission reviews the Project Selection Committee's ranked recommendations. The Heritage and Cultural Arts Commission reviews projects based on whether they meet the goals and criteria identified in the Public Art Master Plan. Artists are required to attend the Heritage and Cultural Arts Commission Meeting and are expected to briefly present their concept, materials samples, renderings, and maquette. The Heritage and Cultural Arts Commission will make a final recommendation to the City Council for approval.

City Council Review

City Council will review the proposed design recommended by the Heritage and Cultural Arts Commission. The Artist is required to attend the City Council meeting. The Artist will be notified in advance if the City Council requests a presentation. In many cases, the Artist is present only to answer any questions from the City Council regarding their proposal. The City Council approves design proposals and artist contracts.

RFQ SPECIFICATIONS

Artist qualifications shall be submitted in **electronic form**. Electronic copy may be submitted via email, file sharing, or thumb drive. Please also provide a separate electronic version (jpeg preferred) for any photographs. The packet should include:

- a. **Completed Coversheet:** Use the form provided at the end of this application.
- b. **Professional Resume/Biography:** Attach up to four pages detailing artistic accomplishments, including awards, commissions, exhibitions, related academic appointments, etc.
- c. **Images of Past Work:** Attach up to 12 color photographs of your work and jpeg versions of each (300 dpi, 5 MB or smaller). All images must be numbered 1-12. Please label each photo with the artist's name and image number, i.e., Smith-01, Smith-02. You may submit multiple views of the same artwork, for example, a detail shot, but each image counts as one of the 12.
- d. **Image List:** Attach a list of images, including image number, title of the artwork, year of completion, location, dimension, medium, and budget. If the piece was commissioned, indicate the commissioning organization and a brief project description.
- e. **References:** Contact information for three individuals who have worked with you recently on large-scale pieces. These could include clients commissioning work, project managers, architects, landscape architects, or engineers.

DIRECTIONS FOR SUBMITTAL: Packages containing the proposal and any related material shall be plainly marked on the outside in the following manner: "Dublin CA Public Art – Murals." Package deliveries are accepted Monday-Friday, 8:00 AM to 5:00 PM

COSTS INCURRED IN RESPONDING TO THE RFQ: The City of Dublin shall not be liable for any costs incurred by an artist in responding to this request for qualifications.

SUBMISSION DEADLINE: All materials must be received by Shaun Chilkotowsky, Parks & Community Services Manager, by March 26, 2025, 4:00 PM. It is the responsibility of the applicant to verify the receipt of materials by the scheduled deadline. Electronic versions may be delivered via email, file sharing website, or a thumb drive. Thumb drives will not be returned.

**RETURN YOUR QUALIFICATIONS AND SIGNED QUALIFICATION
COVERSHEET TO:**

Mail: Shaun Chilkotowsky, Parks & Community Services Manager
City of Dublin
Parks and Community Services
100 Civic Plaza
Dublin, CA 94568

Phone: (925) 556-4565

Email: shaun.chilkotowsky@dublin.ca.gov

QUALIFICATIONS COVERSHEET

Pre-Qualified List of Muralists for Future Projects Qualifications will not be accepted after March 26, 2025, 4:00 PM.

Artist: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Social Handles: _____

E-mail Address: _____ Website: _____

Signature of Artist: _____ Date: _____

A sample of the City's Standard Public Art Agreement (Agreement), including insurance requirements, is provided as Attachment A.

If the interested firm desires to take exception to the Agreement and/or insurance requirements, the interested firm shall clearly identify proposed changes to the Agreement and furnish the reason for these changes, which shall be included in the qualification. Exceptions will be taken into consideration in evaluating responses. Otherwise, the interested firm shall confirm below that the Agreement and insurance requirements are acceptable. Exceptions will not be considered if not included in the submitted response.

Please initial confirming you have read the City's Standard Agreement:

- I have read the City's Standard Agreement template and confirm my ability to meet requirements therein. Initials: _____ Date: _____
- I have read the City's Standard Agreement template and would like to request changes for consideration. Initials _____ Date: _____
(requested changes for consideration must be included with submittal materials)

Special Note for Artist Teams:

If multiple artists are applying as a team, please provide this coversheet and resume for each member of the team, and clearly designate one artist as the primary contact. Teams that do not have 12 images of past work done together may round out the images with the work of individual team members.



Public Art – Proposal Instructions

Dublin Library/Civic Center - Mural Project

You have been selected as one of five finalists invited to submit a site-specific design proposal for a **Permanent Public Art Mural** to be commissioned in Dublin, California.

The City anticipates commissioning a permanent mural on a generator enclosure adjacent to the Dublin Public Library at Dublin Civic Center (200 Civic Plaza, Dublin, CA 94568). Alameda County operates the Dublin Public Library, which is consistently one of the busiest libraries in its network. Additionally, the location is situated in a shared parking lot adjacent to Dublin City Hall and provides overflow parking for the Dublin Sports Grounds. It is located adjacent to a regional trail access point, and a number of City events take place at the site.

Following a project review with City Staff, Library Staff, Artwork Selection Committee, and the City’s Heritage and Cultural Arts Commission, the following project information was developed. This is not intended to be prescriptive, but rather as a broad outline of project goals and considerations. It is recommended that artists carefully consider the site and surroundings, Dublin’s existing public art collection, and Dublin’s highly diverse demographics. Additionally, the design theme “Our Story Begins with Imagination” was developed for this project.

Community Representation:

- Emphasize the intersection of growth and community while ensuring representation of cultural diversity and generational change as well as the community’s unique character.
- Design elements that convey the idea of growth, imagination, and a collective journey honoring past and future generations.
- A welcoming, family-friendly space for diverse groups, particularly teens and young adults that encourages learning, reflection, and inclusiveness.
- Recognize and honor Dublin’s historic, cultural, and natural resources, including trails and wildlife, making connections to the community’s identity.

Visual Style, Symbolism, Iconography:

- Aesthetic Balance. Utilize colorful elements but with a controlled vibrancy to create a balanced, dynamic visual effect.
- Avoid reliance on literal imagery of bookshelves and traffic control symbols.
- Be cautious with symbols, using them sparingly and meaningfully to avoid confusion or unintended associations.
- Include elements that engage viewers in multiple ways, encouraging them to interpret the artwork from different perspectives.
- Inspire imagination, wisdom, and knowledge through a design that connects with the local library and government offices.
- Use visual elements that provoke thought and stimulate conversation about community identity and history.
- Utilize a thematic approach that is both bold and refined.

The Art Selection Committee, which chooses finalists, will review and rank proposals based on information outlined above and in the City of Dublin Public Art Master Plan. The Art Selection Committee includes representatives from the City’s Heritage and Cultural Arts Commission, local arts organizations, local artists and art professionals, and community members.

The following materials may be helpful:

- [City of Dublin Public Art Master Plan](#)
- [City of Dublin Public Art Website and Collection](#)

The total mural size is estimated at approximately 950 square feet. The CMU wall enclosure has been prepped with a block filler and primer. It is anticipated that the mural will cover the entire generator enclosure, except for the entrance door. There will be not be any lighting/electrical associated with this specific project.

To continue to be considered, you are being asked to develop a site-specific design proposal for the project. Artists who submit a complete proposal and make a presentation to the Artwork Selection Committee will be paid a \$1,000 stipend. Site-specific design proposals should include:

WRITTEN MATERIALS:

1. Proposal Narrative

Please provide the following:

- Artist’s Statement describing the inspiration, meanings, symbolism, and/or historical context for the piece. (1 page max)
- Proposed materials
- Proposed muralist(s)
- Recommended installation procedure, including any special equipment required
- Recommended annual and sporadic maintenance
- How/if the public is encouraged to interact with the artwork
- How/if the public is prohibited from interacting with the artwork, including safety measures
- How/if the public will be able to participate in the development/creation of the artwork

2. Timeline

Please provide a timeline for installation. It is anticipated that a contract will be executed in January 2026. The desired installation is Spring/Summer 2026.

3. Budget

Please provide an itemized budget. The project budget is estimated to be \$25,000-\$40,000. Artist budgets must cover everything you will need to design, fabricate, and install the work. Your itemized list could include:

- Artist fee and any studio assistants
- Field coordination
- Additional renderings, CAD drawings, and models
- Materials and supplies, including prep materials
- Hardware and fabrication
- Transportation of artwork and artwork installation
- Equipment rental
- Interpretive or identification plaque, directional signage

- Administrative expenses directly related to this project: insurance, permits or certifications, additional studio space
- Artist travel to Dublin. Indicate the number of visits proposed, purpose, and duration
- Supplies for community outreach activities and project contingency

Portions of this project could be subject to requirements set forth by the Department of Industrial Relations, State Licensing Board, OSHA, or other regulatory agencies. Artists are expected to maintain compliance with any and all regulatory requirements required. In addition, the selected artists will be required to obtain a City of Dublin business license and provide insurance as originally outlined in the project RFQ.

VISUALS:

1. Rendering and/or Model

Please provide any combination of the following:

- Illustrations showing both day and nighttime views
- Computer Model (3-D)
- Traditional Model/Maquette
- Material Samples

PROJECT CONTACT:

Shaun Chilkotowsky

Parks and Community Services Manager – City of Dublin

100 Civic Plaza

Dublin, CA 94568

Office: (925) 556-4565 Email: Shaun.Chilkotowsky@Dublin.CA.Gov

TIMELINE/IMPORTANT DATES:

Wednesday, August 13, 2025 PROPOSAL DEADLINE – All proposal materials must be submitted by 4:00 p.m. Proposals must be submitted electronically to shaun.chilkotowsky@dublin.ca.gov. Links to shared drives and drop boxes are acceptable. Any physical materials that are part of the proposal must be delivered to 100 Civic Plaza, Dublin, CA 94568.

Wednesday, August 20, 2025 ARTWORK SELECTION COMMITTEE PRESENTATION – Selection Committee Review, 6:00-9:00 p.m. All artists will make a 10-minute presentation in person or via Zoom and be prepared to answer questions.

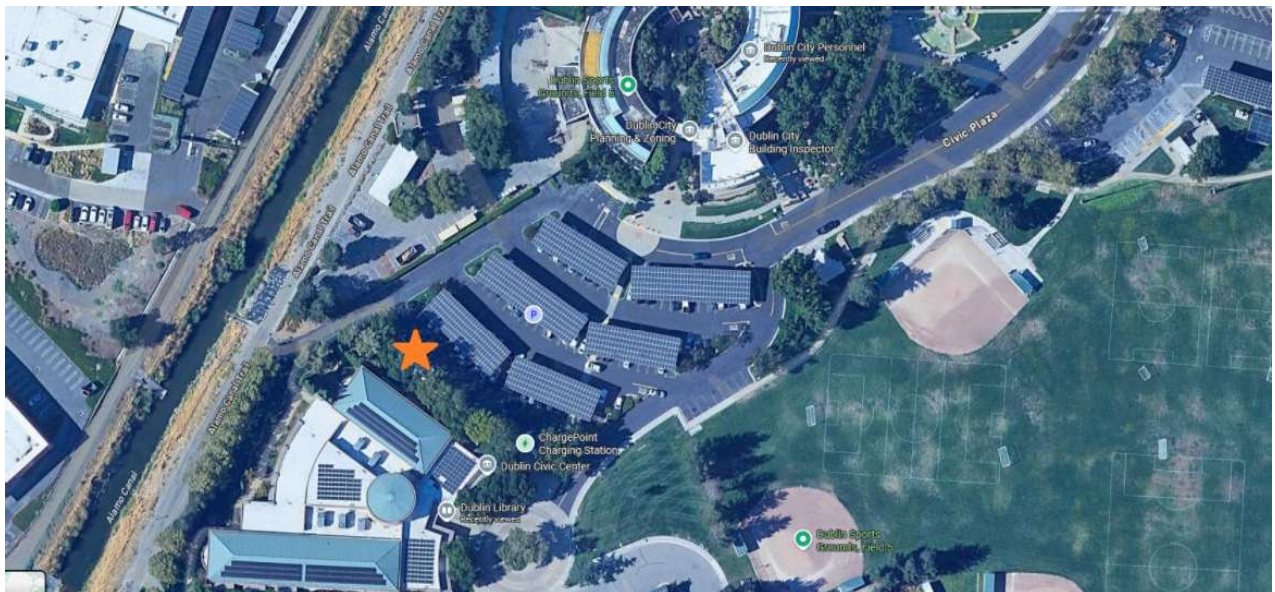
DATE – TBD (Fall 2025) PUBLIC COMMENT PERIOD – It is anticipated that proposals from 2-3 finalists selected by the Artwork Selection Committee will be shared publicly for a defined public comment period.

DATE – TBD (Fall 2025) SAVE THE DATE – Meeting of Heritage and Cultural Arts Commission, 7:00p.m. Invited finalists will make a 10-minute presentation in person. Travel costs will be paid by the City of Dublin as needed.

DATE – TBD (Winer 2025) SAVE THE DATE – City Council Meeting to review final proposal recommended by the Commissions, 7 p.m. Attendance is TBD, and more information will be provided to finalists at this stage in the process.

ATTACHMENT 1

Site Location & Dimensions



DUBLIN

Library & Civic Center



"Of Stories Told"
A Rough Edge Collective proposal
by Joshua Lawyer and
MJ Lindo-Lawyer
Wednesday, August 20, 2025

Rough Edge Collective

INTRODUCTION



We are Rough Edge Collective, Maria-Jose (MJ) Lindo-Lawyer and Joshua Lawyer.

As children of immigrant families, we each became obsessed with creating the world we wanted to see. We were inspired to study and learn everything we could about art from a young age.

This passion has given us opportunities beyond our wildest dreams, allowing us the fortune to pursue our passion and become full-time muralists since 2019. We have had the honor to create for our own communities and the privilege to travel the world, installing murals in countries across the globe.





Rough Edge Collective Design titled
'Of Stories Told'



Our story begins with a child, completely immersed in a book—transported beyond the page into new worlds, new ideas, and the lives of people from different cultures, beliefs, and experiences.

This design seeks to honor the quiet, extraordinary power of stories—the way they reach across borders and differences to touch something deeply human in all of us. Books become more than pages; they become portals, weaving connection through curiosity, empathy, and wonder. Here, we celebrate not only what unites us, but also the vibrant spectrum of what sets us apart. In our shared stories and our singular voices, we find the true beauty of being human.



The second figure, 'The Oracle', is submitted for approval.

The design has been revised in response to feedback from the Arts Council to more accurately represent the diversity of Dublin's population and the city's historical and cultural heritage.

We anticipate potential changing of some of the figures as well as further developing some visuals such as the birds.

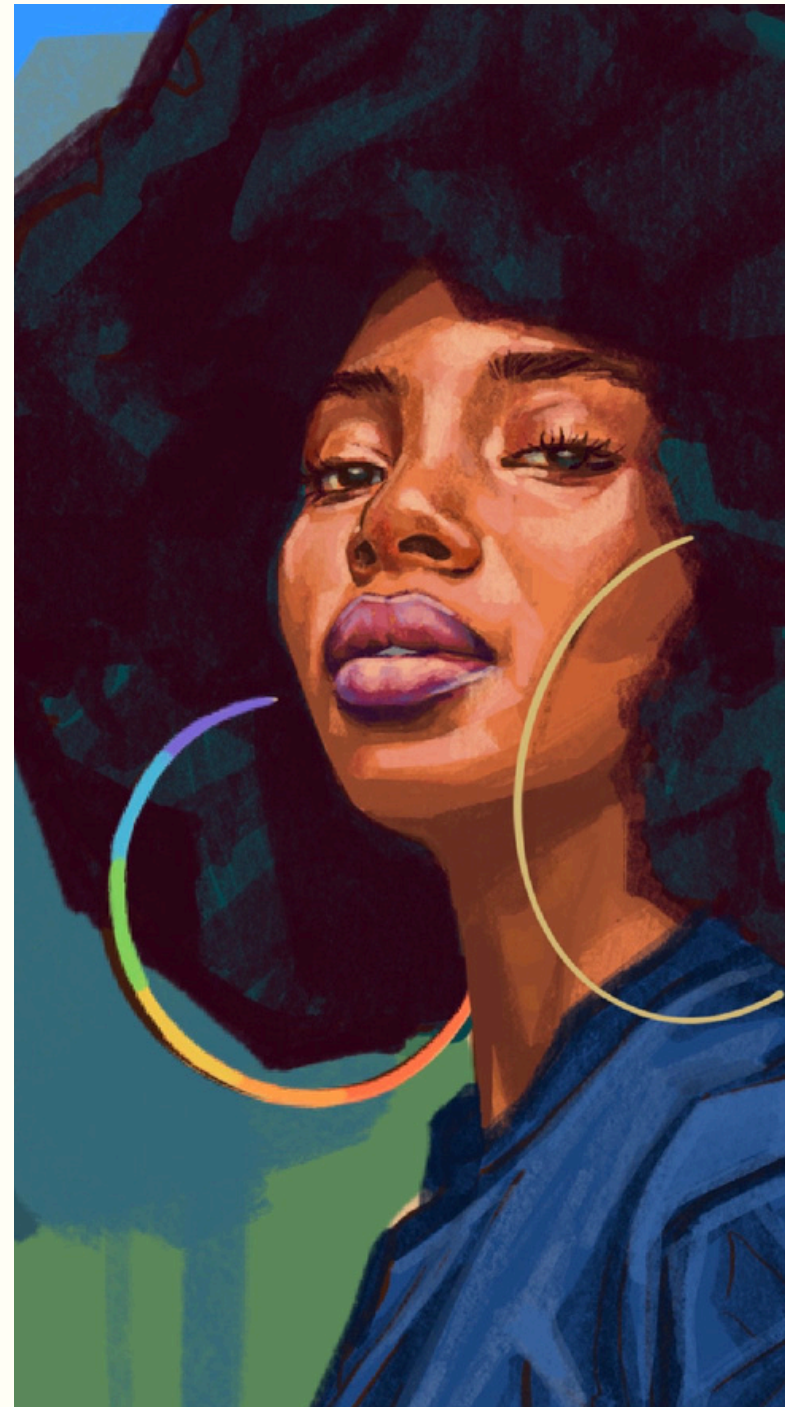
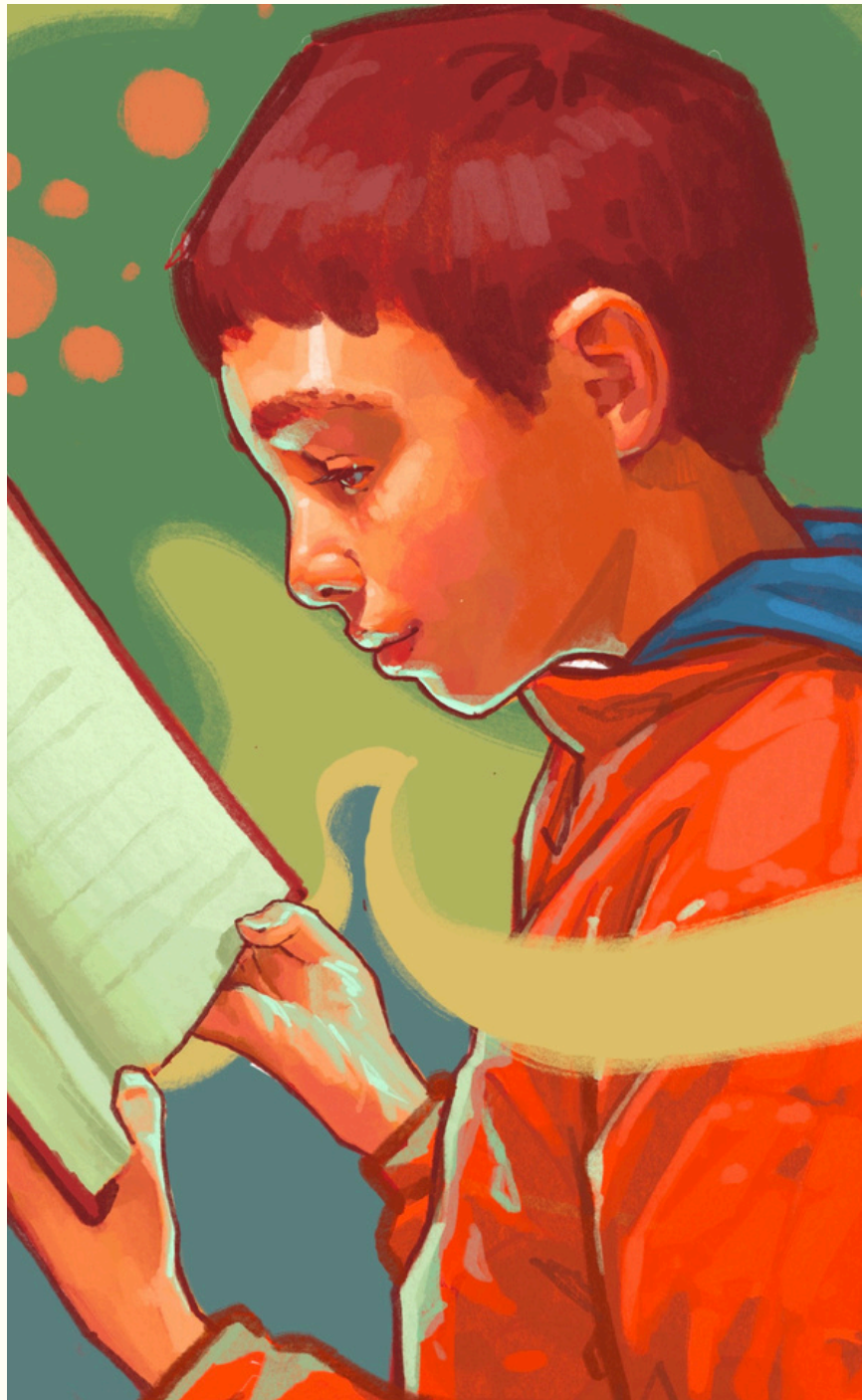


The third figure comes from a distant place, wrapped in the stories of her ancestors—myths and legends passed down through generations, blending memory with magic, history with imagination. Her stories immortalized through poems, through traditions, through songs, epic tales, and short stories. She is the mystery that is honest and true.



The fourth figure is a woman defined by strength and unwavering purpose. She moves through the world like a force of nature—part superhero, part visionary—unafraid to stand for what's right and shape what's possible. She's the one you root for in every story, the kind of cool that doesn't chase attention but commands it. Her confidence lingers, like a spark you hope might catch, so you too can step forward with a strength you never knew was yours.

Each of these figures lives in a different world, yet through the timeless power of storytelling, they are connected—finding common ground in the shared language of humanity. Our goal was to depict figures that felt historic and magical. Stories that captured myths that felt familiar, as if someone we grew up with. But most importantly, to highlight the importance of storytelling, and how this human trait allows us to truly find freedom, adventure, and understanding.





We introduced local birds to add a sense of movement throughout the piece, while a red ribbon weaves through the narrative, subtly and symbolically connecting the figures across our story.



The following slides are the super imposed images around the structure. This is meant to show how the design will turn the corners and transition from one part of the narrative to the next.



The following slides are the super imposed images around the structure. This is meant to show how the design will turn the corners and transition from one part of the narrative to the next.



We wanted it to feel organic and transition from a cool tone to a warm tone. We also wanted the door to be easily visible based on the chemical placard and the understanding that if any issues were to happen, that the fire department or any emergency agencies could easily identify the doors.



LET'S *Together* WORK

We thank you so much for this special opportunity and happily welcome any questions or comments about our proposal. We look forward to continuing to collaborate on this project and hope to hear from you soon.



www.mjindoart.com
www.joshualawyer.com



QUALIFICATIONS COVERSHEET

Pre-Qualified List of Muralists for Future Projects Qualifications will not be accepted after March 26, 2025, 4:00 PM.

Artist: Joshua Lawyer of Rough Edge Collective

Address: [REDACTED]

City: Santa Rosa State: CA Zip: 95407

Phone: [REDACTED] Social _____

E-mail Address: [REDACTED] Handles: @joshuathelawyer

Signature of Artist: [REDACTED] Website: https://www.roughedgecollective.com/

Date: 03/25/25

A sample of the City's Standard Public Art Agreement (Agreement), including insurance requirements, is provided as Attachment A.

If the interested firm desires to take exception to the Agreement and/or insurance requirements, the interested firm shall clearly identify proposed changes to the Agreement and furnish the reason for these changes, which shall be included in the qualification. Exceptions will be taken into consideration in evaluating responses. Otherwise, the interested firm shall confirm below that the Agreement and insurance requirements are acceptable. Exceptions will not be considered if not included in the submitted response.

Please initial confirming you have read the City's Standard Agreement:

- I have read the City's Standard Agreement template and confirm my ability to meet requirements therein. Initials: JL Date: 03/25/25
- I have read the City's Standard Agreement template and would like to request changes for consideration. Initials JL Date: 03/25/25
(requested changes for consideration must be included with submittal materials)

Special Note for Artist Teams:

If multiple artists are applying as a team, please provide this coversheet and resume for each member of the team, and clearly designate one artist as the primary contact. Teams that do not have 12 images of past work done together may round out the images with the work of individual team members.

QUALIFICATIONS COVERSHEET

Pre-Qualified List of Muralists for Future Projects Qualifications will not be accepted after March 26, 2025, 4:00 PM.

Artist: Maria-Jose Lindo-Lawyer of Rough Edge Collective (PRIMARY CONTACT)

Address: [REDACTED]

City: Santa Rosa State: CA Zip: 95407

Phone: [REDACTED] Social [REDACTED]

E-mail Address: [REDACTED] Handles: @mjindo

Signature of Artist: [REDACTED] Website: https://www.roughedgecollective.com/

Date: 03/25/25

A sample of the City's Standard Public Art Agreement (Agreement), including insurance requirements, is provided as Attachment A.

If the interested firm desires to take exception to the Agreement and/or insurance requirements, the interested firm shall clearly identify proposed changes to the Agreement and furnish the reason for these changes, which shall be included in the qualification. Exceptions will be taken into consideration in evaluating responses. Otherwise, the interested firm shall confirm below that the Agreement and insurance requirements are acceptable. Exceptions will not be considered if not included in the submitted response.

Please initial confirming you have read the City's Standard Agreement:

- I have read the City's Standard Agreement template and confirm my ability to meet requirements therein. Initials: MJL Date: 03/25/25
- I have read the City's Standard Agreement template and would like to request changes for consideration. Initials MJL Date: 03/25/25
(requested changes for consideration must be included with submittal materials)

Special Note for Artist Teams:

If multiple artists are applying as a team, please provide this coversheet and resume for each member of the team, and clearly designate one artist as the primary contact. Teams that do not have 12 images of past work done together may round out the images with the work of individual team members.



Rough Edge Collective

MJ Lindo & Joshua Lawyer

Contact

✉ [Redacted]

☎ [Redacted]

📍 [Redacted] ve, Santa Rosa,

🌐 roughedgecollective.com

Social Media

📷 [MJLindo](#)

📷 [JoshuaTheLawyer](#)

📷 [RoughEdgeCollective](#)

Skills

- Project management
- Conceptual artist
- Mural painter
- Graphic designer
- Budget coordination
- Nonprofit leadership

Skills

- Mobile Element Working Platform (MEWP)
- Trainer Certification MEWP
- Aerial Lift Certification
- Boom Lift Type 3 Group A&B

Team Profile

MJ Lindo and Joshua Lawyer are the creative minds behind Rough Edge Collective, a Bay Area-based artist duo dedicated to transforming spaces through bold, large-scale murals and public art. With decades of combined experience, the two specialize in crafting impactful, site-specific works that tell compelling stories and foster community connection.

Public Art

- 2024**
- *PALMDALE*
 - *"Night Light"*, Commissioned by BNA Wall; Tokyo, Japan
 - *"Warming Up"*, Commissioned by VOLZ Company and Napa Valley College; Napa, CA
 - *"Rise"*, Commissioned by the City of Memphis; Memphis, TN
 - *"Legacy Weavers"*, Commissioned by the City of Memphis; Memphis, TN
 - *"Unified Vision"*, Commissioned by WOM Collective; London, United Kingdom
 - *"Pensive"*, Commissioned by London Calling Blog; London, United Kingdom
 - *"Midnight Embrace"*, London, United Kingdom
 - *"They Made Monsters Out of Us"*, Commissioned by Cooperage Brewing Company; Santa Rosa, CA
 - *"Leaving the Nest I and II"*, Commissioned by the City of Norwalk; Norwalk, CT
 - *"Awakening Potential I, II, and III"*, Commissioned by the Juvenile Justice Center; Santa Rosa, CA
 - *"Fiteca"*, Comas, Lima, Peru
- 2023**
- *"Out Let"*, Commissioned by the City of Seattle in collaboration with 206 Zulu, SCIDpda; Seattle, WA
 - *"Chapter One"*, Commissioned by Santa Rosa Junior College; Santa Rosa, CA
 - *"Stillness"*, Santa Rosa, CA
 - *"Medusa"*, Munich, Germany
 - *"Building Upon"* and *"Working Towards"*, Commissioned by Caltrans and the Monterey Arts Council; Salinas, CA
 - *"When a Tree Falls"*, Commissioned by the Sonoma County Museum; Santa Rosa, CA
- 2022**
- *"Color-Fall"*, Commissioned by Caltrans and the City of Eureka; Eureka, CA
 - *"Safe Space"*, Sacramento, CA
 - *"Making Progress"*, Commissioned by the City of Petaluma; Petaluma, CA
 - *"Help Each Other Grow"*, Commissioned by the City of Santa Rosa; Santa Rosa, CA
 - *"Our House"*, Commissioned by the Santa Rosa Junior College Intercultural Center; Petaluma, CA



Rough Edge Collective

MJ Lindo & Joshua Lawyer

Contact

- ✉ [Redacted]
- ☎ [Redacted]
- 📍 [Redacted] Santa Rosa, CA 95407
- 🌐 roughedgecollective.com

Social Media

- 📷 [MJLindo](#)
- 📷 [JoshuaTheLawyer](#)
- 📷 [RoughEdgeCollective](#)

Skills

- Project management
- Conceptual artist
- Mural painter
- Graphic designer
- Budget coordination
- Nonprofit leadership

Skills

- Mobile Element Working Platform (MEWP)
- Trainer Certification MEWP
- Aerial Lift Certification
- Boom Lift Type 3 Group A&B

Mural Projects

- 2021**
 - “Amanaki”, Commissioned by the City of Sacramento, in collaboration with Wide Open Walls; Sacramento, CA
 - “Wouj”, Commissioned by the City of Boulder, in collaboration with Street Wise Arts; Boulder, CO
 - “After a While”, Commission by the City of Clearwater; Clearwater, FL
 - “Shady Oak”, Santa Rosa, CA
- 2020**
 - “Walking Contradiction”, Commissioned by the City of Lancaster, in collaboration with POW WOW and MOAH Museum; Lancaster, CA
 - “Pandamonium”, Commissioned by the City of Sacramento, in collaboration with Wide Open Walls; Sacramento, CA
 - “Blue Guardian”, Commissioned by the City of Tigard; Tigard, OR
 - “Safe Travels”, Commissioned by the City of Tigard; Tigard, OR

Nonprofit Leadership

In 2021, we founded The Mural Project, a 501(c)3 organization dedicated to bringing more public art to our local community. MJ Lindo serves as Chief Executive Officer and Joshua Lawyer as Vice President. Since its inception, we have held two mural festivals (2022 & 2023) and hosted and facilitated the installation of more than 20 murals throughout the city of Santa Rosa.

Additional Features

- 2023**
 - Joint Solo Exhibition | FAIR FIGHT / CRAVE | Stone Sparrow | New York, NY
 - “Homebody” - Work by Joshua Lawyer featured at *The DeYoung Open*, The DeYoung Museum; San Francisco, CA
- 2022**
 - Partnership with Lexus for the Lexus Culinary Classic, August 2022.
- 2021**
 - John O’Hern. “Pure Form.” American Art Collector, no. 182, November 2021.
- 2020**
 - John O’Hern. “Captured Moments.” American Art Collector, no. 182, December 2020.
 - Artist Couples Exhibition | PARALLEL UNIVERSE | Stone Sparrow | New York, NY



Rough Edge Collective

www.themural-project.org

Joshua Lawyer

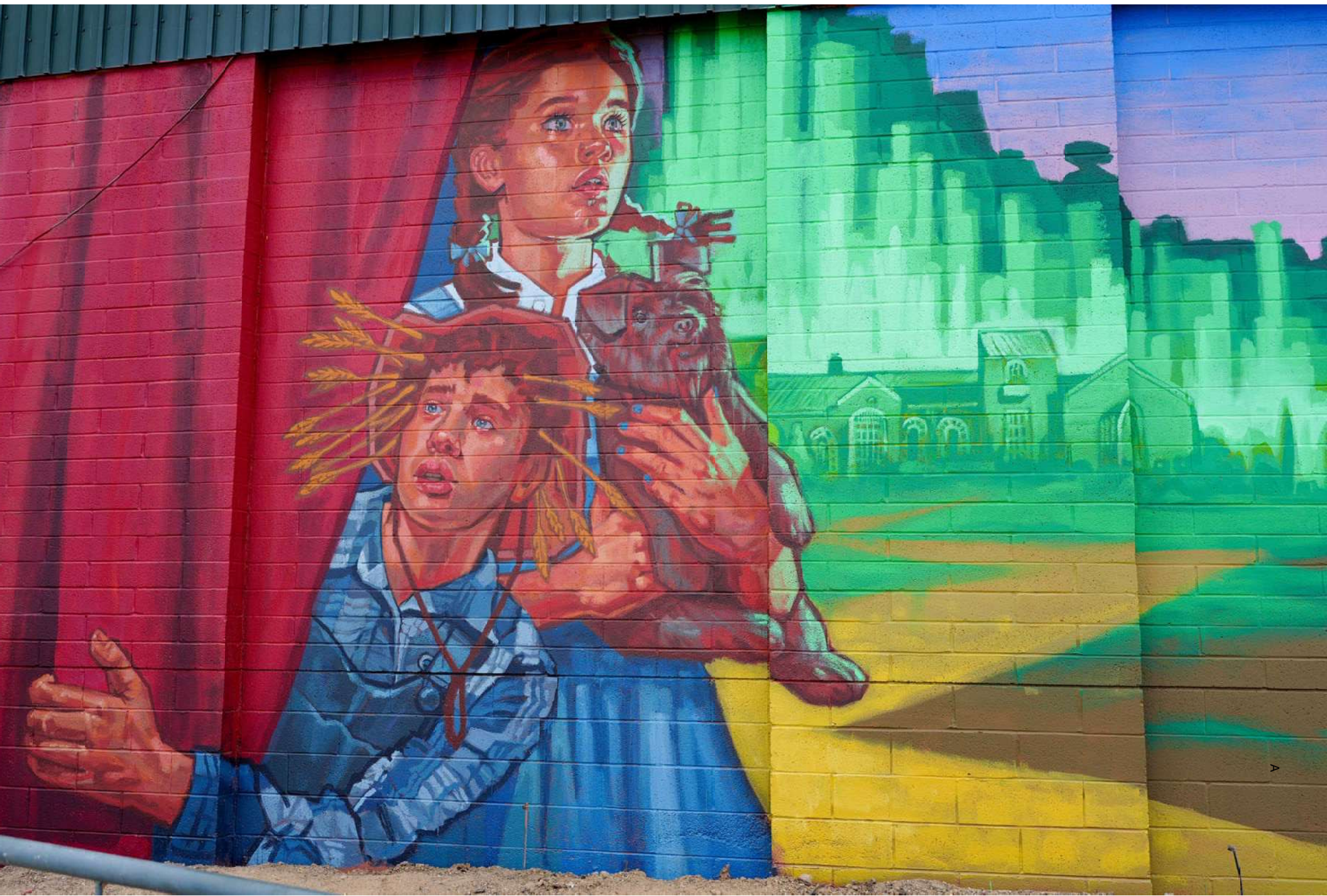
MJ Lindo-Lawyer

Annotated Image List

1. Chapter One – Commissioned by the Santa Rosa Junior College , September 2023 - located in Santa Rosa , 30'x60' \$35,000
2. Warming Up – Commissioned by Napa Valley College and VOLZ company 2024 – located in Napa, California \$20,000
3. A Curtain Calls – 2024 – Commissioned by the city of Palmdale in partnership with Palmdale Playhouse - \$75,000 installed December 2024 15 ' x 200
4. A Curtain Calls – 2024 – Commissioned by the city of Palmdale in partnership with Palmdale Playhouse - \$75,000 installed December 2024 15 ' x 200 '
5. Blue Guardian – Commissioned by the city of Tigard, Oregon in honor of the Kalapuyan Tualatin natives - \$35,000 installed in May 2020 30' x 70'
6. Out Let – Commissioned by the City of Seattle in collaboration with 206 Zulu, SCIDpda – Oct 2023 \$45,000 – 20' x 60'
7. Building Upon - Commissioned by Caltrans and the Monterey Arts Council, 6200 sqft (6 walls total) June 2023
8. Building Upon - Commissioned by Caltrans and the Monterey Arts Council, 6200 sqft (6 walls total) June 2023
9. Working Towards- Commissioned by Caltrans and the Monterey Arts Council, 6200 sqft (6 walls total) June 2023
10. Working Towards- Commissioned by Caltrans and the Monterey Arts Council, 6200 sqft (6 walls total) June 2023
11. After a While - 2022 – Commissioned by the City of Clearwater, Florida, \$45,000 – 20'x 200'
12. Our House – 2022 – Commission by the Santa Rosa Junior College Intercultural Center “Our House” – Santa Rosa, California 30'x 70' - \$ 90,000 April 2022





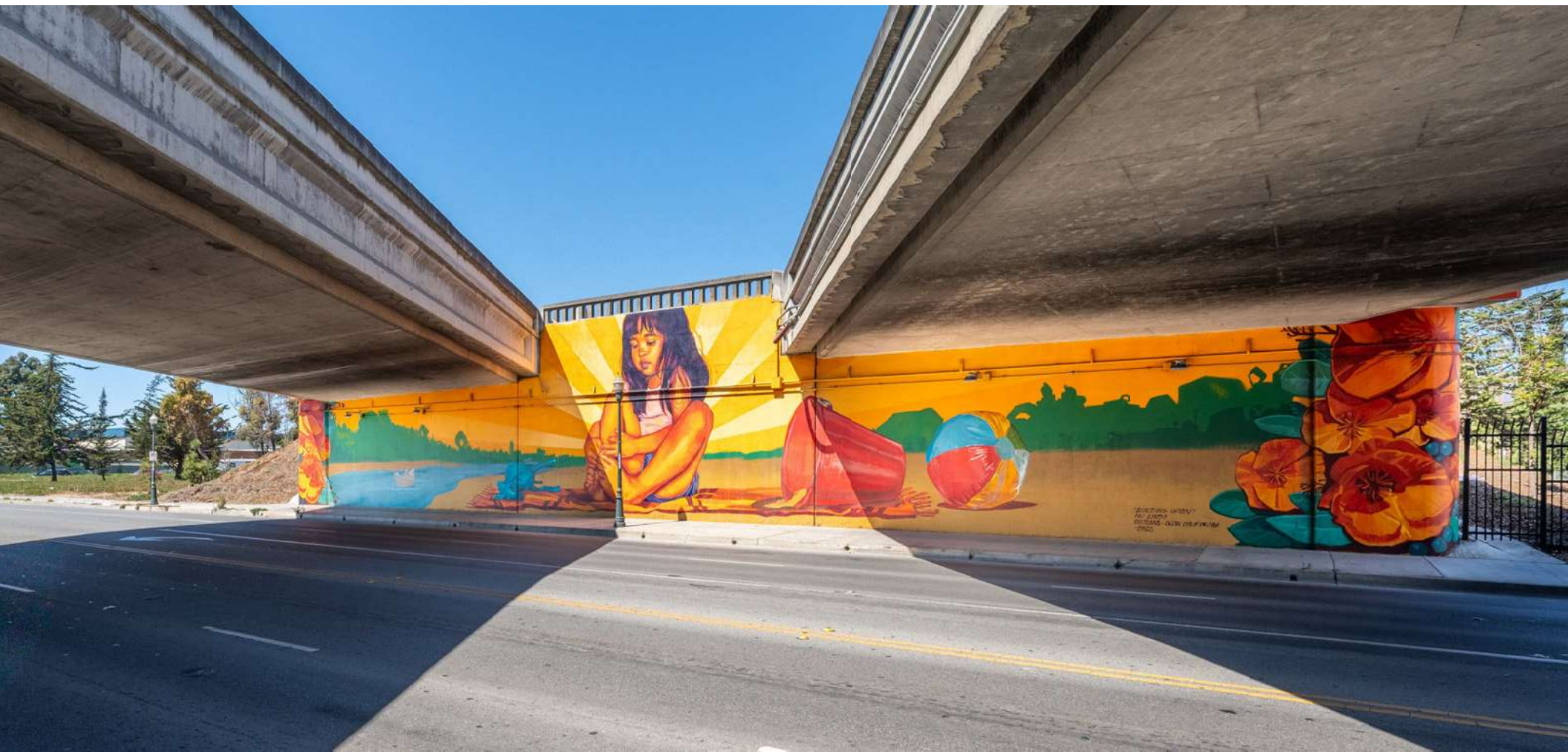




















SRJC 1918
PETALUMA
CAMPUS



Rough Edge Collective

www.themural-project.org

Joshua Lawyer
MJ Lindo-Lawyer

Mural : noun – defined as any piece of graphic artwork that is painted or applied directly to a wall, ceiling, or other permanent substrate.

To us, it is so much more. It is inspiration, empowering, an anchor to the community, wonder in the eyes of a young creative. It is meaningful discussion, your favorite part of walking your dog, the last step in the direction to your location, the art we all can share, the backdrop to a memorable photo, it is a tradition that dates back to the cave walls. It is where art innovates.

We are Rough Edge Collective : Maria-Jose (MJ) Lindo-Lawyer and Joshua Lawyer. Both of us being the art kid in school, we were obsessed with creating. We know first hand how impactful public art can be, I ([MJ](#)) was forced to move frequently due to the civil war in Nicaragua, my family relocated to Toronto Canada and it was there that I was captivated by the mural work while riding the subway as a child. Meanwhile 2600 miles away, in East Palo Alto, [Joshua](#) was growing up in a strong Tongan culture, beautiful and rich in tradition. Although the Tongan culture had so much art intertwined in the traditions passed on from generation to generation, the concept of being an artist as a profession was an idea that was hard to grasp for his family. Through the 90's bay area street art scene and seeing artists transform the public space is where he would find his life's passion. We met in 2010 in a small art gallery in the Mission district of San Francisco, fell in love and the rest is history. For the next 10 years we would be showing in galleries across the country and have work featured in publications like Juxtapoz, American Art Collector, and exhibited work at the De Young Museum.

Rough Edge Collective specializes in outdoor, and indoor murals with a focus on traditional techniques while using materials that allows for longevity, weather and uv resistance, and pigment retention. We achieve this by using [high quality acrylic](#) latex paint that is guaranteed for long term exposure in an outdoor environment ([Nova Paint](#) & [Sherwin willaims](#)) , and using a hand brushed mural style. We've have proven our artistic merit through our aesthetic quality, including content, craftsmanship, uniqueness and relevance to its environment.

Throughout our career we have adapted to each job we were given, such as working with Caltrans to paint a 7000 square foot mural, and all the stipulations that come with working alongside a California state agency like Caltrans. We have also worked alongside several city municipalities, collegiate bodies, community organizations, local businesses, and private clients. Throughout these jobs, no matter the size, we work tirelessly to create a unique design that not only meets the vision of our client but exceeds them. We have never gone over budget and we have always hit our deadlines for installation. In addition to hitting our marks, we also highly prioritize safety. Our team has over 14 years of OSHA safety training, fall protection training, license to operate machinery such as scissor lifts and boom lifts. Our team has also been on emergency response teams, and understand the risks that come with installing murals and public art.

At Rough Edge Collective, we bring extensive experience in fostering meaningful connections between communities, schools, and youth through collaborative art initiatives. Our recent projects have involved working closely with several college communities to create dynamic works that resonate deeply with their unique lived experiences. Our process is deeply rooted in hand-crafted design; each of our murals begins with original concepts, which are developed either on paper, canvas, or tablet. We take a collaborative approach to design, working closely with our models to create

1

www.joshualawyer.com

www.mjindoart.com



Rough Edge Collective

Joshua Lawyer

compositions that speak to the heart of the project. Our team prides itself on its work ethic and integrity, approaching each project with a commitment to excellence. We strive to create murals that are not only visually engaging but also meaningful to the communities in which they are placed.

- MJ & Joshua

Dublin Library Public Art Mural Project

January 13, 2026



Background, Process, Timeline

- June 2024 – City Council Approval of PA0125
 - Planned & Future Projects
- February/March 2025 - RFQ
 - Thirty-One Submissions
- *May 2025 - Heritage & Cultural Arts Commission – Project Review
- Selection Committee
 - Meeting #1 – June 2025, Five Finalists Selected
 - Meeting #2 – August 2025, Three Artists Recommended
- *September 2025 - Public Outreach/Comment Period
- November 2025 - Heritage & Cultural Arts Commission Review & Recommendation
- City Council - Final Review and Approval



“Our Story Begins with Imagination”

Community Representation:

- Emphasize the intersection of growth and community while ensuring representation of cultural diversity and generational change as well as the community’s unique character.
- Design elements that convey the idea of growth, imagination, and a collective journey honoring past and future generations.
- A welcoming, family-friendly space for diverse groups, particularly teens and young adults, that encourages learning, reflection, and inclusiveness.
- Recognize and honor Dublin’s historic, cultural, and natural resources, including trails and wildlife, making connections to the community’s identity.

Visual Style, Symbolism, Iconography:

- **Aesthetic Balance.** Utilize colorful elements but with a controlled vibrancy to create a balanced, dynamic visual effect.
- Avoid reliance on literal imagery of bookshelves and traffic control symbols.
- Be cautious with symbols, using them sparingly and meaningfully to avoid confusion or unintended associations.
- Include elements that engage viewers in multiple ways, encouraging them to interpret the artwork from different perspectives.
- Inspire imagination, wisdom, and knowledge through a design that connects with the local library and government offices.
- Use visual elements that provoke thought and stimulate conversation about community identity and history.
- Utilize a thematic approach that is both bold and refined.



Dublin Library Mural Project



Dublin's Public Art/Artist Selection Criteria

- **Qualified Professional Artist**
- **Works of High Quality**
- **Works Appropriate to Site**
- **Works that Enhance Public Spaces**
- **Work has Permanence**
- **Work is Consistent with City and Community Values**
- **Work is Safe for Public Display**



Thank You



DUBLIN

Library & Civic Center



"Of Stories Told"
A Rough Edge Collective proposal
by Joshua Lawyer and
MJ Lindo-Lawyer

Rough Edge Collective

INTRODUCTION



We are Rough Edge Collective, Maria-Jose (MJ) Lindo-Lawyer and Joshua Lawyer.

As children of immigrant families, we each became obsessed with creating the world we wanted to see. We were inspired to study and learn everything we could about art from a young age.

This passion has given us opportunities beyond our wildest dreams, allowing us the fortune to pursue our passion and become full-time muralists since 2019. We have had the honor to create for our own communities and the privilege to travel the world, installing murals in countries across the globe.





Rough Edge Collective Design titled
'Of Stories Told'



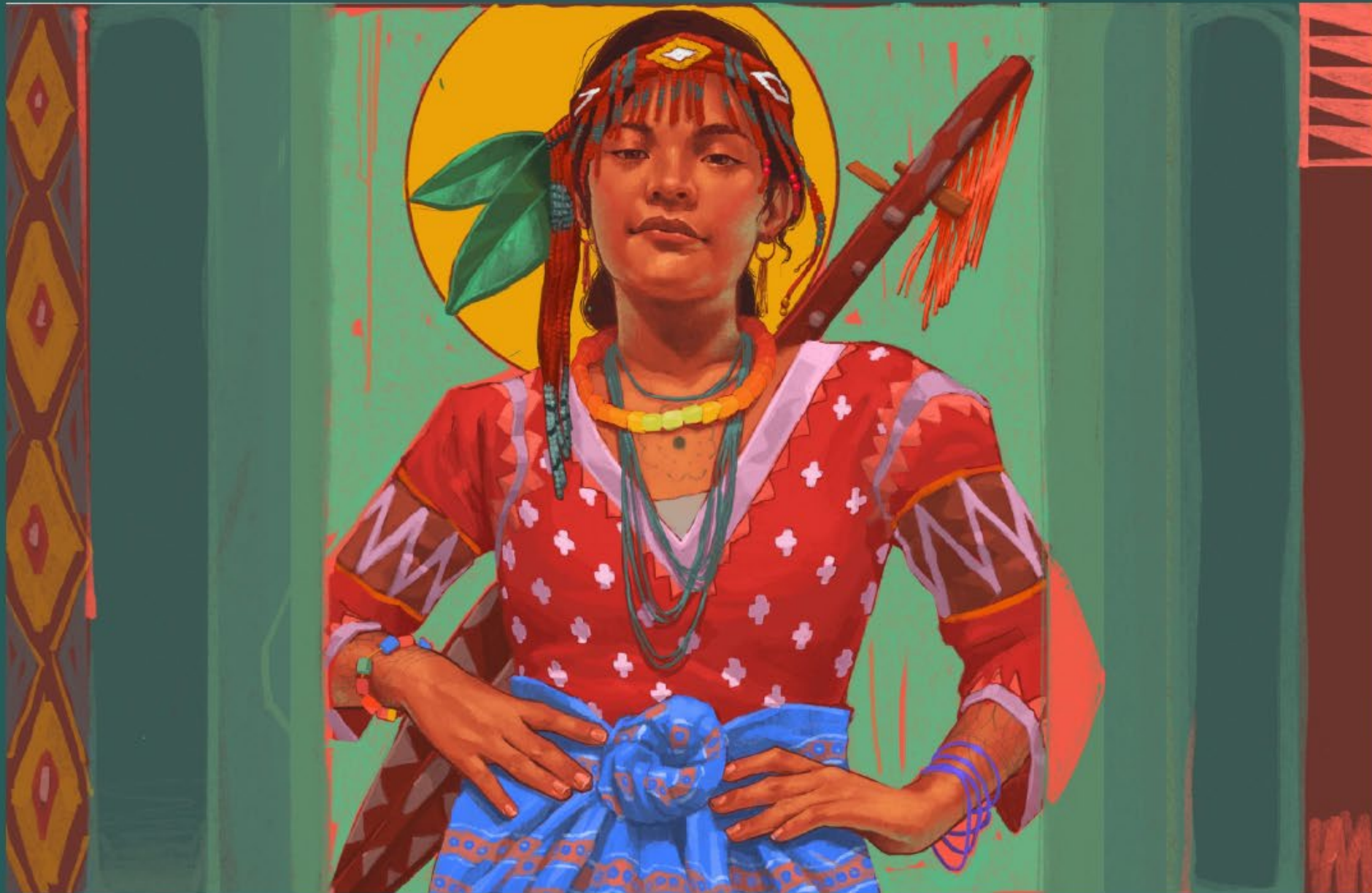
Our story begins with a child, completely immersed in a book—transported beyond the page into new worlds, new ideas, and the lives of people from different cultures, beliefs, and experiences. This design seeks to honor the quiet, extraordinary power of stories—the way they reach across borders and differences to touch something deeply human in all of us. Books become more than pages; they become portals, weaving connection through curiosity, empathy, and wonder. Here, we celebrate not only what unites us, but also the vibrant spectrum of what sets us apart. In our shared stories and our singular voices, we find the true beauty of being human.



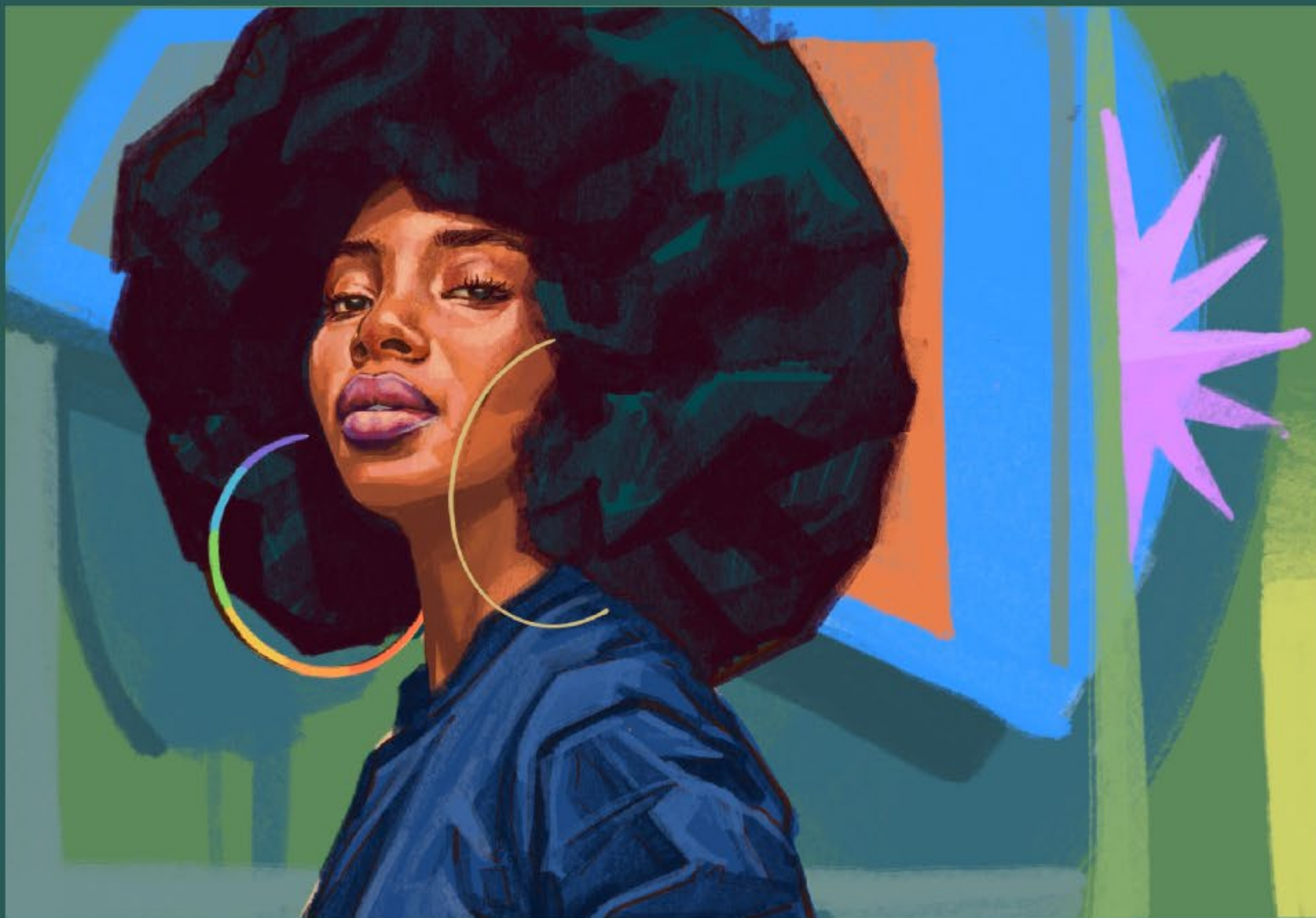
The second figure, 'The Oracle', is submitted for approval.

The design has been revised in response to feedback from the Arts Council to more accurately represent the diversity of Dublin's population and the city's historical and cultural heritage.

We anticipate potential changing of some of the figures as well as further developing some visuals such as the birds.



The third figure comes from a distant place, wrapped in the stories of her ancestors—myths and legends passed down through generations, blending memory with magic, history with imagination. Her stories immortalized through poems, through traditions, through songs, epic tales, and short stories. She is the mystery that is honest and true.



The fourth figure is a woman defined by strength and unwavering purpose. She moves through the world like a force of nature—part superhero, part visionary—unafraid to stand for what's right and shape what's possible. She's the one you root for in every story, the kind of cool that doesn't chase attention but commands it. Her confidence lingers, like a spark you hope might catch, so you too can step forward with a strength you never knew was yours.

Each of these figures lives in a different world, yet through the timeless power of storytelling, they are connected—finding common ground in the shared language of humanity. Our goal was to depict figures that felt historic and magical. Stories that captured myths that felt familiar, as if someone we grew up with. But most importantly, to highlight the importance of storytelling, and how this human trait allows us to truly find freedom, adventure, and understanding.





We introduced local birds to add a sense of movement throughout the piece, while a red ribbon weaves through the narrative, subtly and symbolically connecting the figures across our story.



The following slides are the super imposed images around the structure. This is meant to show how the design will turn the corners and transition from one part of the narrative to the next.



The following slides are the super imposed images around the structure. This is meant to show how the design will turn the corners and transition from one part of the narrative to the next.



We wanted it to feel organic and transition from a cool tone to a warm tone. We also wanted the door to be easily visible based on the chemical placard and the understanding that if any issues were to happen, that the fire department or any emergency agencies could easily identify the doors.



LET'S *Together* WORK

We thank you so much for this special opportunity and happily welcome any questions or comments about our proposal. We look forward to continuing to collaborate on this project and hope to hear from you soon.



mjlindoart@gmail.com



www.mjlindoart.com
www.joshualawyer.com



(707) 508-8254



STAFF REPORT

CITY COUNCIL

DATE: January 13, 2026

TO: Honorable Mayor and City Councilmembers

FROM: Colleen Tribby, City Manager

SUBJECT: Presentation on Police Activity and Ongoing Public Safety Efforts
Prepared by: Miguel Campos, Captain

EXECUTIVE SUMMARY:

The City Council will receive a presentation on police activity in the City of Dublin over the last three years and certain efforts by Dublin Police Services to proactively address crime, enhance public safety, and maintain community trust on an ongoing basis.

STAFF RECOMMENDATION:

Receive the presentation.

FINANCIAL IMPACT:

None.

DESCRIPTION:

Background

Dublin Police Services (DPS) regularly tracks and analyzes operational crime data to evaluate service demands, allocate resources, and inform strategic planning. This information is shared with the City Council to provide transparency, highlight trends, and demonstrate how DPS is responding to community safety needs.

This Staff Report presents crime statistics over the last three calendar years broken down in various ways and discusses DPS' proactive strategies in reducing crime and building trust in the community. DPS is also in the process of collecting data from neighboring cities for comparison purposes. This information will be discussed during the City Council presentation.

Crime Statistics

Total Police Activities

Police activity is defined as any operation to enforce laws, maintain order, and protect the community. It includes emergency response, investigations, enforcing laws, and community policing. The total number of police activities the Alameda County Sheriff’s Office (ACSO) dispatch entered into the Computer Aided Dispatch system related to DPS is shown in Table 1 below. “Community-Initiated” activities are calls for service the ACSO dispatch received from individuals reporting an incident in the City of Dublin. “Officer-Initiated” activities are activities a DPS Officer initiated on their own.

Table 1: Police Activities

Type of Activity	2023	2024	Change	2025	Change
Community-Initiated	16,202	16,257	0.34%	15,268	-6.08%
Officer-Initiated	21,419	15,138	-29.32%	12,766	-15.67%
TOTAL	37,621	31,395	-16.55%	28,034	-10.71%

Police Activities – By Priority Level

All Police Activities are automatically assigned a Priority level by the dispatch program, ranging from zero (0) to nine (9). Almost all activities are prioritized as one (1) through five (5). Table 2 breaks down all DPS activities by priority level, followed by a description and example of each priority level. For simplicity, all activities prioritized as 3 and above were combined.

Table 2: Call Priority Level

Priority Level	2023	2024	Change	2025	Change
1	2,808	2,510	-10.61%	2,499	-0.44%
2	15,542	15,089	-2.91%	13,523	-10.38%
3+	19,239	13,796	-28.29%	12,012	-12.93%

- **Priority 0** activities are used for unit emergencies, which are self-reported emergencies by an ACSO staff member and do not come from the community. In 2025, there were seven Priority 0 activities, all which were either accidental activations of the staff member’s emergency button on their radio or misassigned detail types by the dispatch program.
- **Priority 1** activities are used for calls that are in progress, require immediate response due to imminent public or officer safety, and/or involve injury. Examples of Priority 1 activities include, but are not limited to: robbery, assault with a deadly weapon, domestic violence, 911 calls, silent commercial alarms (such as those originating from a bank), and medical emergencies.
- **Priority 2** activities are activities that are in progress, or just occurred, but do not pose an imminent threat. Examples of Priority 2 activities include, but are not limited to: petty thefts, disturbances, suspicious persons/vehicles, audible alarms, batteries, traffic

collisions with no reported injuries, and traffic stops.

- **Priority 3 through 5** activities are used for reports. These are incidents that have already occurred and there is no threat to the public and no reported evidence of a suspect being present. The time frame between the incident and report is such that the likelihood of continued threat, harm, or immediate apprehension is zero. Examples include cold crime reports (auto burglary, vehicle theft, battery, etc.), patrol checks, illegally parked vehicles, etc.
- **Priorities 6 through 8** are discretionary and used only when no other activity code exists for the incident being reported. In 2025, there were no details with Priorities 6 through 8.
- **Priority 9** is used as a “Test” code.

Police Activities – Response Times

The “Dispatched – Arrival” response times for all Priority 1 and Priority 2 calls for service are summarized in Table 3. The response time is defined as the length of time from when the DPS Officer was dispatched to the call, to the time they arrived at the location of the call. For these response times, Officer-Initiated activities were not included as their response times are always zero.

Table 3: Response Times

Priority Level	2023	2024	Change	2025	Change
1	7:20	6:42	-8.64%	7:08	6.47%
2	7:22	7:24	0.45%	7:54	6.76%

Reports Taken – CIBRS/NIBRS

The California Incident-Based Reporting System (CIBRS) is the California Department of Justice’s crime-reporting system. It is aligned with the federal equivalent, the FBI’s National Incident-Based Reporting System (NIBRS). CIBRS captures detailed information about every criminal incident, including victims, offenders, and the nature of harm. CIBRS classifies crimes into three broad categories based on who or what is primarily harmed:

- **Crimes Against Persons** are offenses in which the victim is an individual and the crime involves actual or threatened physical harm (e.g., homicide, robbery, assaults, etc.).
- **Crimes Against Property** involve the taking of, damage to, or destruction of property rather than direct physical harm to a person (e.g., burglary, theft, vandalism, motor vehicle theft, fraud, etc).
- **Crimes Against Society** primarily affect public order and community safety rather than targeting a specific individual or property (e.g., drug-related offenses, DUI, and weapons violations).

The reports taken by DPS are organized into the three CIBRS categories and summarized in

Table 4.

Table 4: Reports Taken by Dublin Police Services, by CIBRS Classification

CIBRS Classification	2023	2024	Change	2025 Estimated*	Change Estimated*
Crimes Against Persons	257	254	-1.17%	245	-3.54%
Crimes Against Property	1,685	1,809	7.36%	1,433	-20.78%
Crimes Against Society	798	729	-8.65%	521	-28.53%
Total Reports Taken	4,712	4,724	+0.25%	3,815	-19.24%

*Based on actual data through November 2025 and estimated data for December 2025.

Reports Taken – By Type

Table 5 breaks further breaks down the type of reports taken by DPS. These are not *all* the reports taken by DPS; they were chosen as the most relevant to the community and are the report types that are included in the DPS Annual Report. Data from December 2025 was not available at the time of this Staff Report. It should be noted that the information presented in Tables 5 – 7 below is based on actual data through November 2025 and estimated data for December 2025.

Table 5: Selected Reports taken by Dublin Police Services, by Type

Report Type	2023	2024	Change	2025 Estimated	Change Estimated
Aggravated Assault	66	62	-6.06%	70	12.90%
Arson	8	6	-25.00%	7	16.67%
Burglary – Building	99	117	18.18%	77	-34.19%
Residential	38	39	2.63%	43	10.26%
Domestic Violence	122	121	-0.82%	129	6.61%
Homicide	1	1	0.00%	1	0.00%
Rape	8	9	12.5%	12	33.33%
Robbery	43	41	-4.65%	40	-2.44%
Estes*	10	18	80.00%	21	16.67%
Sex Offenses	21	20	-4.76%	26	30.00%
Shoplifting	621	837	34.78%	577	-31.06%
Stolen Vehicle	137	159	16.06%	118	-25.79%
Theft from Motor Vehicle	179	130	-27.37%	128	-1.54%

*Per California Penal Code 211, “Robbery is the felonious taking of personal property in the possession of another, from [their] person or immediate presence, and against [their] will, accomplished by means of force or fear.” An “Estes” robbery is a type of robbery recognized by California law where a simple theft has already occurred and then escalates into a robbery when force or fear is used to retain the stolen property or to escape. This occurs most often at retail stores when the store’s loss prevention witnesses a theft and then confronts the suspect outside the store in an attempt to detain them.

Arrests

Table 6 breaks down the arrests made by DPS staff by type of crime committed. It does not include all arrests, but only those arrests that are reported in the DPS Annual Report.

Table 6: Arrests by Dublin Police Services, by Type

Arrest Type	2023	2024	Change	2025 Estimated	Change Estimated
Aggravated Assault	37	35	-5.41%	55	57.14%
Domestic Violence	84	84	0.0%	82	-2.38%
DUI	120	128	6.67%	84	-34.38%
Firearm Possession	46	29	-36.96%	33	13.79%
Narcotics	193	112	-41.97%	144	28.57%
Shoplifting	413	544	31.72%	472	-13.24%
Warrants	369	395	7.05%	281	-28.86%
Total Arrests	1,651	1,654	0.18%	1,354	-18.14%

Firearms Related Data

Table 7 depicts how many arrests DPS made for firearm possession as well as the total quantity of firearms recovered.

Table 7: Firearms Related Data

Data Type	2023	2024	Change	2025 Estimated	Change Estimated
Firearm Possession Arrest	46	29	-36.96%	33	13.79%
Firearms Recovered	185*	56	-69.73%	116	107.14%

* 2023 includes one incident in which 130 firearms were recovered.

Dublin Police Services Proactive Strategies

The following is an overview of the proactive and collaborative efforts DPS is undertaking to address crime, enhance public safety, and maintain community trust on an ongoing basis.

Public Safety Cameras and Flock Technology

For over eight years, DPS has utilized strategically placed Automated License Plate Reader (ALPR) and Situational Awareness Cameras (SitCams) to help DPS prevent crime, respond faster to emergencies, and solve investigations. ALPR technology assists DPS by quickly identifying stolen vehicles, wanted suspects, missing persons cases, and vehicles associated with serious crimes. SitCams enhance situational awareness in real time. During critical incidents, SitCams provide officers with immediate information about what is happening, allowing for faster, safer, and more informed responses. This not only protects the public but also improves officer safety and decision-making.

In 2025, DPS began replacing its camera inventory with Flock equipment, which provides,

among other things, state-of-the-art technology for high-definition optics, increased accuracy of plate reading, multi-lane surveillance with fewer cameras, and instant data access through a cloud-based platform.

These kinds of advanced camera technologies support crime prevention by deterring criminal activity and helping identify patterns and trends. When crimes do occur, ALPR data and SitCam footage often provide critical evidence that leads to quicker resolutions and higher solvability rates.

Mobile Security Trailers (MST)

DPS is also currently working on securing MSTs, which are self-contained, towable security units that typically contain multiple high-resolution cameras powered by solar panels. These units can be rapidly deployed to areas experiencing temporary crime trends, construction zones, special events, parks, school areas, or locations identified through community concerns. Their visible presence alone serves as a strong deterrent, often preventing crime before it occurs. In addition, because they are portable and solar-powered, they can be moved as needs shift, providing targeted coverage without the expense of permanent infrastructure.

Real Time Crime Center (RTCC)

A RTCC is a high-tech hub for law enforcement that integrates data from a variety of sources, such as SitCam and ALPRS information, calls for service, and crime analytics, to give police instant, actionable intelligence for faster response times, better situational awareness, increased suspect identifications, and safer outcomes for residents, visitors, and DPS Officers.

Dublin's RTCC also strengthens crime prevention. Analysts identify crime patterns and emerging trends, helping the department deploy resources proactively, deter criminal activity, and reduce repeat offenses. This data-driven approach ensures policing is focused, fair, and effective.

Overall, a Real-Time Crime Center is a force multiplier, helping DPS do more with existing resources, improving public safety, and delivering measurable value to the Dublin community.

Peregrine Technologies

DPS recently implemented Peregrine Technologies, a centralized, real-time intelligence and analytics platform that integrates data from multiple sources, such as the DPS report writing system, dispatch, automated license plate readers, cameras, and other public safety systems, into a single operational view. This technology has significantly enhanced DPS' ability to collect, analyze, and act on data in support of crime reduction, officer efficiency, and investigations. This allows DPS staff to quickly identify crime trends, repeat offenders, and emerging public safety concerns, enabling more proactive and intelligence-led policing. The Peregrine system also searches other agency databases who also use Peregrine.

In addition, Peregrine reduces the time DPS staff spend manually compiling reports, allowing more time to be dedicated to field operations and community engagement. The platform improves situational awareness for patrol and investigative units, supports timely decision-making during critical incidents, and enhances accountability through consistent data tracking

and reporting. The data compiled in this Staff Report was primarily compiled using Peregrine Technologies.

Neighborhood Watch

The DPS Neighborhood Watch Program is a community-based crime prevention initiative designed to strengthen partnerships between residents and DPS in support of public safety and neighborhood livability. The program encourages residents to work collaboratively with one another and with DPS to help deter crime, increase awareness, and promptly report suspicious activity.

Through the Neighborhood Watch Program, DPS provides residents with crime prevention education, safety resources, and guidance on recognizing and reporting suspicious behavior. The program emphasizes observation, communication, and prevention, reinforcing that residents serve as the eyes and ears of their neighborhoods while sworn personnel remain responsible for investigation and enforcement.

Neighborhood Watch groups help reduce opportunities for crime by improving communication among neighbors, increasing informal neighborhood surveillance, and fostering a strong sense of community ownership. In addition to its crime prevention benefits, the program builds trust between residents and DPS, enhances problem-solving partnerships, and supports DPS' commitment to proactive, community-oriented policing.

Business Watch

The DPS Business Watch Program is a crime prevention partnership between local businesses and DPS focused on reducing crime and enhancing safety in commercial areas. The program encourages business owners, managers, and employees to remain alert, share information, and promptly report suspicious activity.

DPS provides participating businesses with crime prevention education, safety guidance, and Crime Prevention Through Environmental Design (CPTED) principles to help reduce opportunities for crime. By promoting effective lighting, visibility, vegetation management, access control, and natural surveillance, along with strong communication and collaboration, the Business Watch Program helps deter criminal activity and supports proactive, community-oriented policing.

As part of this program, Crime Prevention Unit (CPU) also encourages businesses to file Open-Ended Complaints, which serve as trespassing orders that authorize DPS personnel to arrest unauthorized individuals found on the business premises after business hours.

The DPS Business Watch Program also allows participating businesses to voluntarily register their security cameras with DPS for investigative information sharing.

Drug Abuse Resistance Education (D.A.R.E.)

The DPS D.A.R.E. Program is a school-based prevention and education initiative designed to help youth develop the skills needed to make safe, responsible decisions. Delivered by trained DPS D.A.R.E. Officers, the program focuses on preventing substance abuse, reducing

violence, and promoting positive life choices.

Through age-appropriate instruction, interactive lessons, and relationship-building, the D.A.R.E. Program fosters trust between students and law enforcement while reinforcing healthy behaviors, personal responsibility, and resilience. The program supports early intervention, community engagement, and the City's commitment to youth safety and long-term crime prevention.

Ongoing Prevention Measures

The DPS CPU regularly conducts collaborative retail theft enforcement operations in partnership with local businesses. These operations frequently result in the identification and arrest of suspects. CPU also conducts tobacco retail compliance enforcement using minor decoys and has recently received an Office of Traffic Safety (OTS) – Alcoholic Beverage Control (ABC) grant to support initiatives focused on community health, education, and welfare.

In addition, CPU works closely with DPS detectives on suspect apprehension and the service of search warrants, while also supplementing patrol operations as part of their regular duties to enhance overall operational effectiveness.

STRATEGIC PLAN INITIATIVE:

Strategy 2: Public Safety

Objective 2B. Continue to invest in public safety technology and programs that advance proactive, community policing and protect citizens and law enforcement.

Strategy 4: Inclusive and Effective Government

Objective 4E. Evaluate ways to increase transparency in finance, policing, and development and infrastructure projects.

NOTICING REQUIREMENTS/PUBLIC OUTREACH:

The City Council Agenda was posted.

ATTACHMENTS:

None.

Police Activity and Ongoing Public Safety Efforts

January 13, 2026



Background

Dublin Police Services regularly tracks and analyzes operational crime data to evaluate service demands, allocate resources, and inform strategic planning.

This information is shared with the City Council to provide transparency, highlight trends, and demonstrate how Dublin Police Services is responding to community safety needs.



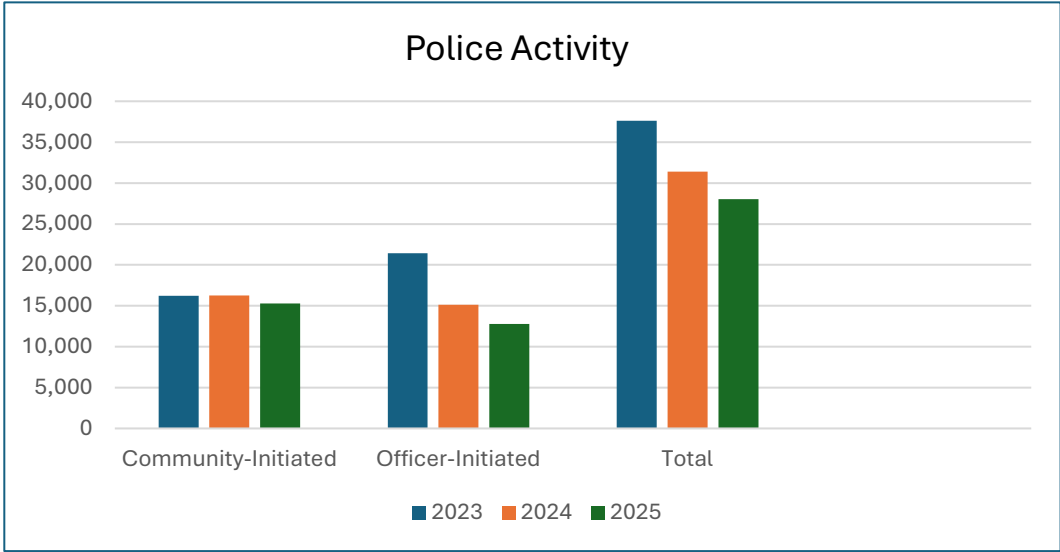
Police Activities

Table 1 is a summary of the police activities ACSO dispatch entered into the Computer Aided Dispatch system, related to DPS activities.

“Community-Initiated” activities are calls for service the ACSO dispatch received from individuals reporting an incident in the City of Dublin. “Officer-Initiated” activities are activities a DPS Officer initiated on their own.

Table 1: Police Activities

Type of Activity	2023	2024	Change	2025	Change
Community-Initiated	16,202	16,257	0.34%	15,268	-6.08%
Officer-Initiated	21,419	15,138	-29.32%	12,766	-15.67%
TOTAL	37,621	31,395	-16.55%	28,034	-10.71%



Call Priority Levels

- Ranging from 0 to 9.
- Prioritized as 1 through 5.

Priority 0: Unit Emergencies.

Priority 1: Calls in progress – needs immediate response due to imminent public or officer safety, or involve injury

Priority 2: Calls in progress/just occurred, but don't pose imminent threat.

Priority 3-5: Used for reports.

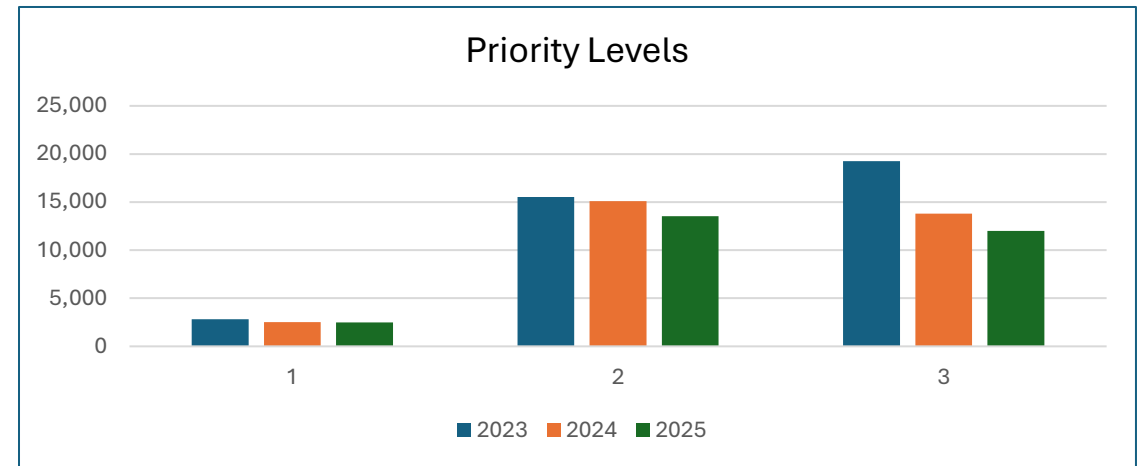
Priority 6-8: Discretionary/used only when no other activity code exist

Priority 9: Used as a “Test” code.

Table 2 breaks down all DPS activities by priority level. For simplicity purposes, all activities prioritized as 3 and above were combined.

Table 2: Call Priority Levels

Priority Level	2023	2024	Change	2025	Change
1	2,808	2,510	-10.61%	2,499	-0.44%
2	15,542	15,089	-2.91%	13,523	-10.38%
3+	19,239	13,796	-28.29%	12,012	-12.93%

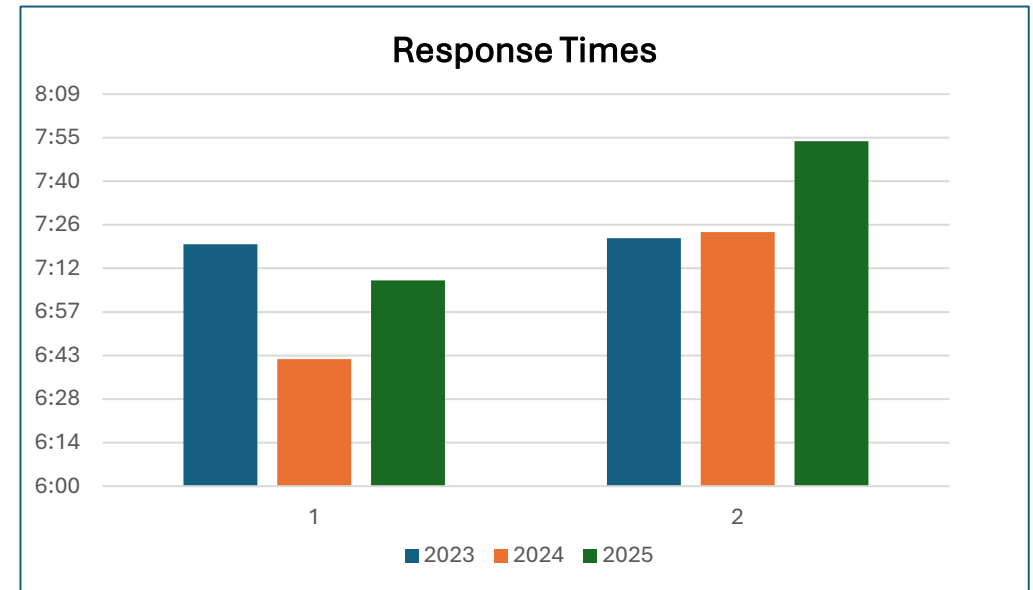


Response Times

Table 3 is a breakdown of the “Dispatched – Arrival” response times for all Priority 1 and Priority 2 calls for service. The response time is defined as the length of time from when the DPS Officer was dispatched to the call, to the time they arrived at the location of the call. For these response times, Officer-Initiated activities were not included as their response times are always zero.

Table 3: Response Times

Priority Level	2023	2024	Change	2025	Change
1	7:20	6:42	-8.64%	7:08	6.47%
2	7:22	7:24	0.45%	7:54	6.76%



Reports

The California Incident-Based Reporting System (CIBRS) is the California Department of Justice's crime-reporting system. It is aligned with the FBI's equivalent - National Incident-Based Reporting System (NIBRS).

CIBRS captures detailed information about every criminal incident, including victims, offenders, and the nature of harm. CIBRS classifies crimes into 3 broad categories based on who or what is primarily harmed.

Crimes Against Persons – These are offenses in which the victim is an individual and the crime involves actual or threatened physical harm, i.e. homicide, robbery, sex offenses, assaults, etc.

Crimes Against Property – These offenses involve the taking of, damage to, or destruction of property, rather than direct physical harm to a person, i.e. burglary, theft, vandalism, motor vehicle theft, fraud, etc.

Crimes Against Society – These offenses primarily affect public order and community safety rather than targeting a specific individual or property, such as drug-related offenses, DUI, and weapons violations.

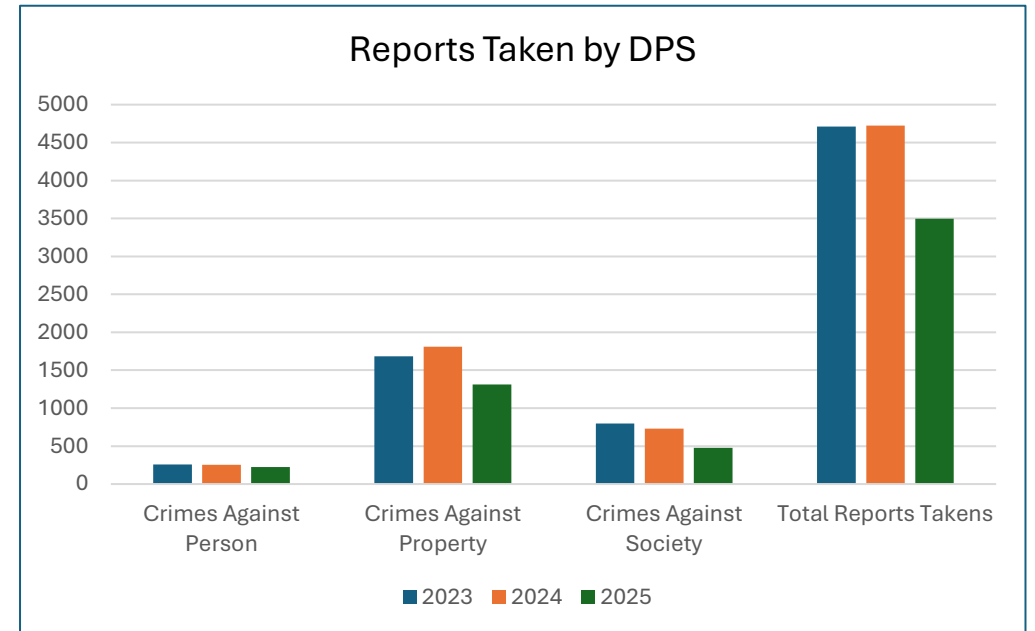


Reports Taken– By CIBRS Classification

Table 4 breaks down and compares the reports taken by DPS and categorizes them into the three CIBRS categories. 2025 actual data is captured through November 2025. An estimated 2025 total was calculated for comparison purposes.

Table 4: Reports taken by Dublin Police Services, by CIBRS Classification

CIBRS Classification	2023	2024	Change	2025 Estimated*	Change Estimated*
Crimes Against Persons	257	254	-1.17%	245	-3.54%
Crimes Against Property	1,685	1,809	7.36%	1,433	-20.78%
Crimes Against Society	798	729	-8.65%	521	-28.53%
Total Reports Taken	4,712	4,724	+0.25%	3,815	-19.24%



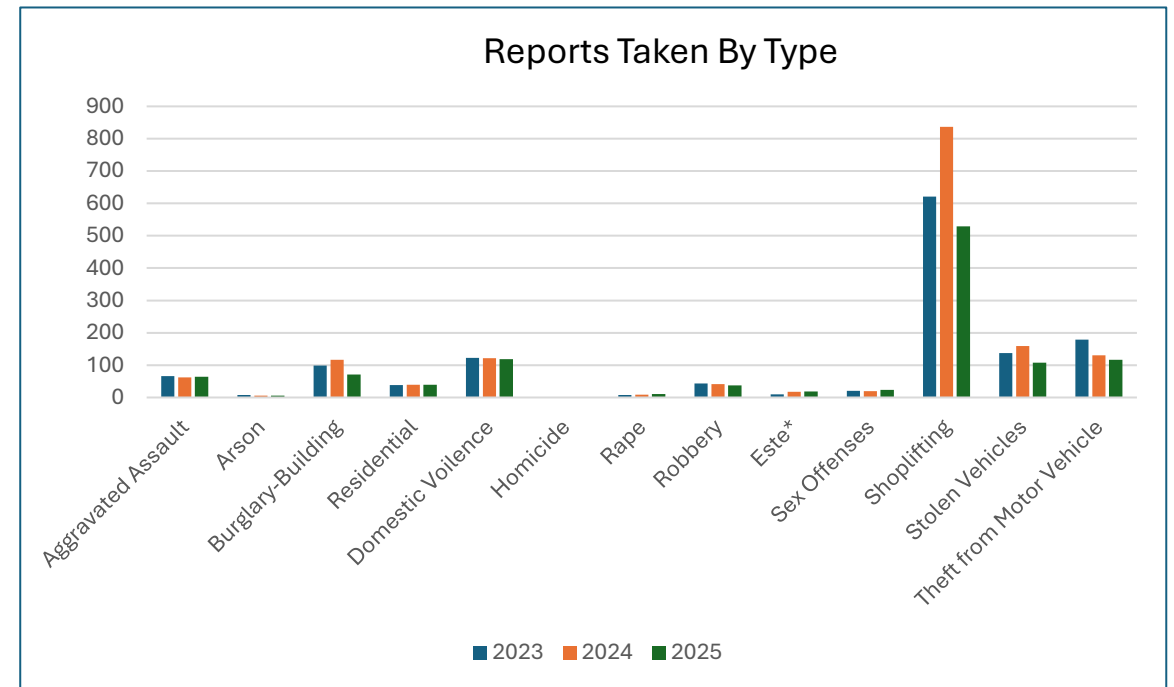
*Based on actual data through November 2025 and estimated data for December 2025.

Reports Taken By Type

Table 5 breaks down the type of reports taken by DPS. These are only report types that will be reported in the DPS Annual Report. 2025 reports taken are through the month of November 2025.

Table 5: Reports taken by Dublin Police Services, by Type

Report Type	2023	2024	Change	2025 Estimated	Change Estimated
Aggravated Assault	66	62	-6.06%	70	12.90%
Arson	8	6	-25.00%	7	16.67%
Burglary – Building Residential	99	117	18.18%	77	-34.19%
Domestic Violence	122	121	-0.82%	129	6.61%
Homicide	1	1	0.00%	1	0.00%
Rape	8	9	12.5%	12	33.33%
Robbery	43	41	-4.65%	40	-2.44%
Estes*	10	18	80.00%	21	16.67%
Sex Offenses	21	20	-4.76%	26	30.00%
Shoplifting	621	837	34.78%	577	-31.06%
Stolen Vehicle	137	159	16.06%	118	-25.79%
Theft from Motor Vehicle	179	130	-27.37%	128	-1.54%



*An “Estes” robbery is a type of robbery recognized by California law where a simple theft has already occurred (not by use of force or fear) and then escalates into a robbery when force or fear is used to retain the stolen property or to escape.

Crime Statistics

The table below compares historical crime statistics (2023 – November 2025) in Dublin and the surrounding cities of Livermore, Pleasanton, and San Ramon.

Comparison - Estimated (Dublin, Livermore, Pleasanton, San Ramon)			
Crime	2023	2024	2025 (Estimated)
Aggravated Assault - Dublin	66	62	70
Aggravated Assault - Livermore	83	120	88
Aggravated Assault - Pleasanton	36	42	44
Aggravated Assault - San Ramon	78	39	53
Arson - Dublin	8	6	7
Arson - Livermore	7	18	14
Arson - Pleasanton	6	4	7
Arson - San Ramon	5	4	7
Burglary (All) - Dublin	99	117	77
Burglary (All) - Livermore	151	238	125
Burglary (All) - Pleasanton	206	155	142
Burglary (All) - San Ramon	83	92	99
Residential Burglary - Dublin	38	39	43
Residential Burglary - Livermore	53	51	52
Residential Burglary - Pleasanton	87	78	94
Residential Burglary - San Ramon	33	46	50



Crime Statistics, 2

Crime	2023	2024	2025 (Estimated)
Homicide - Dublin	1	1	1
Homicide - Livermore	1	3	0
Homicide - Pleasanton	3	1	2
Homicide - San Ramon	1	0	1
Robbery - Dublin	43	41	40
Robbery - Livermore	52	40	25
Robbery - Pleasanton	33	35	34
Robbery - San Ramon	27	20	17
Sex Offenses - Dublin	21	20	26
Sex Offenses - Livermore	67	61	38
Sex Offenses - Pleasanton	20	6	15
Sex Offenses - San Ramon	10	15	20
Stolen Vehicles - Dublin	137	159	118
Stolen Vehicles - Livermore	192	335	227
Stolen Vehicles - Pleasanton	188	171	112
Stolen Vehicles - San Ramon	99	134	62
Theft from Vehicle - Dublin	179	130	128
Theft from Vehicle - Livermore	223	381	274
Theft from Vehicle - Pleasanton	192	214	185
Theft from Vehicle - San Ramon	191	156	122

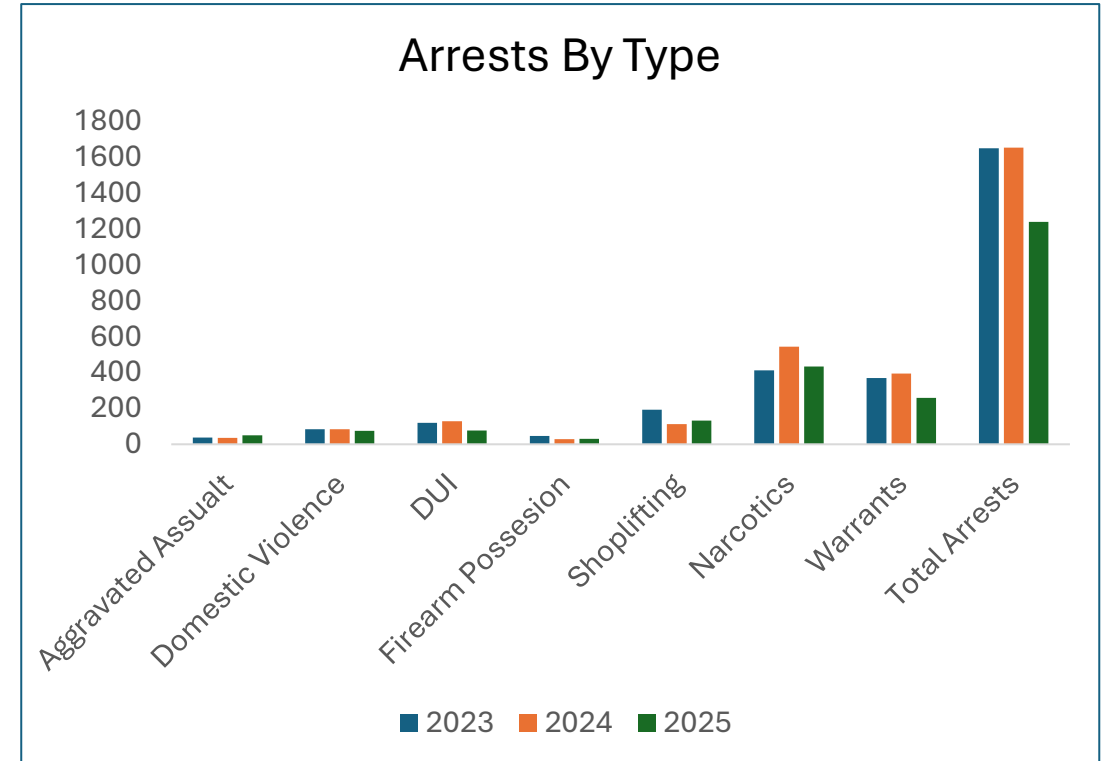


Arrests

Table 6 breaks down the arrests made by DPS staff by type of crime committed. It does not include all arrests, only specified crimes that are reported in the DPS Annual Report.

Table 6: Arrests by Dublin Police Services, by Type

Arrest Type	2023	2024	Change	2025 Estimated	Change Estimated
Aggravated Assault	37	35	-5.41%	55	57.14%
Domestic Violence	84	84	0.0%	82	-2.38%
DUI	120	128	6.67%	84	-34.38%
Firearm Possession	46	29	-36.96%	33	13.79%
Narcotics	193	112	-41.97%	144	28.57%
Shoplifting	413	544	31.72%	472	-13.24%
Warrants	369	395	7.05%	281	-28.86%
Total Arrests	1,651	1,654	0.18%	1,354	-18.14%



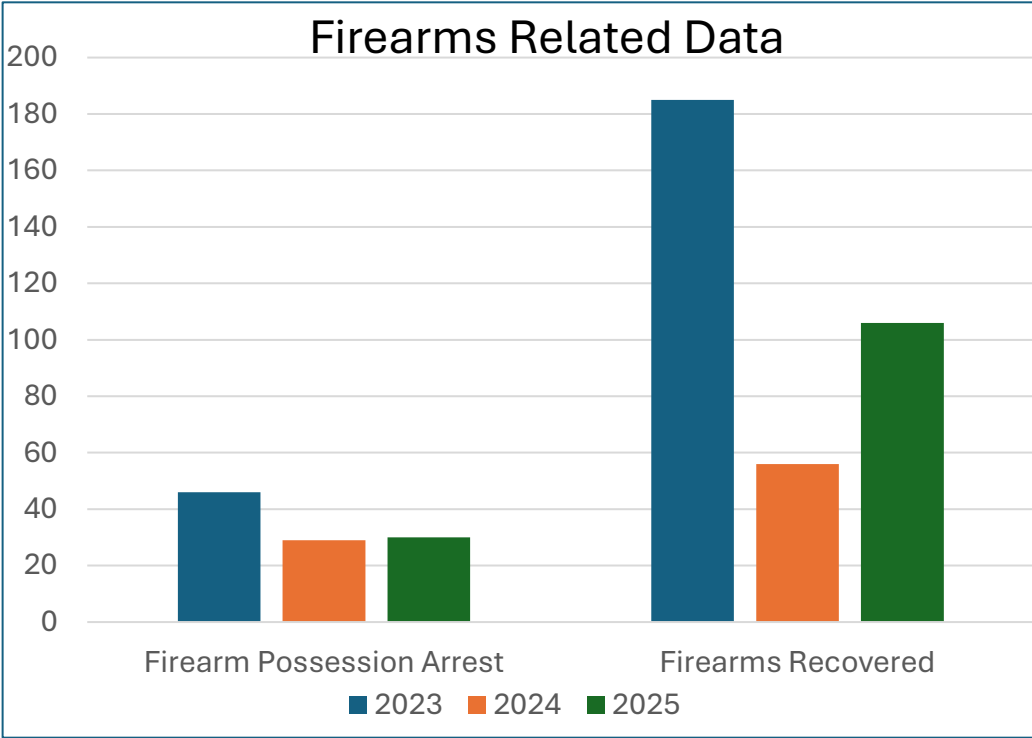
Firearms Data

Table 7 depicts how many arrests DPS made for firearm possession as well as the total quantity of firearms recovered.

Table 7: Firearms Related Data

Data Type	2023	2024	Change	2025 Estimated	Change Estimated
Firearm Possession Arrest	46	29	-36.96%	33	13.79%
Firearms Recovered	185*	56	-69.73%	116	107.14%

* 2023 includes one incident in which 130 firearms were recovered.



Dublin Police Services Proactive Strategies

- Neighborhood Watch
- Business Watch
- Drug Abuse Resistance Education (D.A.R.E.)
- Public Safety Cameras
- Real Time Crime Center (RTCC)
- Peregrine Technologies
- Ongoing Prevention Measures



Questions?

