



CITY COUNCIL REGULAR MEETING

**JOINT SAND CITY COUNCIL AND
SUCCESSOR AGENCY OF THE
REDEVELOPMENT AGENCY**

TUESDAY, MAY 19, 2026

5:30 PM

**AGENDA
JOINT SAND CITY COUNCIL AND SUCCESSOR AGENCY OF THE REDEVELOPMENT
AGENCY**

City Council Regular Meeting - Tuesday, May 19, 2026
5:30 PM

**THIS MEETING WILL BE HELD VIRTUALLY AND IN PERSON, IS COMPLIANT WITH
ASSEMBLY BILL (“AB”) 2449, SIGNED INTO LAW ON SEPTEMBER 13, 2022, WHICH
AMENDS GOVERNMENT CODE SECTION 54953 TO PROVIDE AUTHORITY FOR PUBLIC
AGENCIES TO CONTINUE TO HOLD VIRTUAL MEETINGS AND REMAIN IN
COMPLIANCE WITH THE BROWN ACT (GOV. CODE §§ 54950 ET SEQ.).
TO PARTICIPATE IN THE ZOOM COUNCIL WEBINAR LIVE:**

<https://us02web.zoom.us/j/88349100938>

Webinar ID: 883 4910 0938

**To participate telephonically by calling the number below:
(669) 900-6833**

Webinar ID: 883 4910 0938#

If prompted to enter a participant ID, press #

**TO PARTICIPATE IN PERSON:
City Hall Council Chamber
1 Pendergrass Way
Sand City, CA**

Public Comments:

If any member of the public would like to provide written comments at the meeting, please do as set forth below.

Written: All comments received before 10:00 am the day of the meeting will be posted on the City’s website as “Correspondence” under the relevant agenda item and provided to the City Council at the meeting. Please email your comments to: cityclerk@sandcityca.org.

Members of the public may participate by calling and speaking live during the designated time(s), subject to time limits that may be imposed pursuant to the Brown Act at the number provided above. Please use the "raise your hand" option on Zoom, and the City Clerk will call on your name.

1. ROLL CALL

2. PLEDGE OF ALLEGIANCE

3. ANNOUNCEMENT BY MAYOR, CITY ATTORNEY, AND CITY MANAGER

4. COMMUNICATIONS

Members of the public may address the City Council/Successor Agency on matters not appearing on the City Council/Successor Agency Agenda at this time for up to three minutes. In order that the City Clerk may later identify the speaker in the minutes of the meeting, it is helpful if speakers state their names. Public comments regarding items on the scheduled agenda will be heard at the time the item is being considered by the City Council/Successor Agency. The City Council Chambers podium is equipped with a portable microphone for anyone unable to come to the podium. If you need assistance, please advise the City Clerk as to which item you would like to comment on and the microphone will be brought to you.

5. CONSENT CALENDAR

The Consent Agenda consists of routine items for which City Council approval can be taken with a single motion and vote. A Council member may request that any item be placed on the Regular Agenda for separate consideration.

5A. Approve the City Council Regular Meeting Minutes for April 7, 2026
[Draft Minutes](#)

5B. Approve a Resolution Authorizing the City Manager to Execute a Professional Service Agreement with California Consulting at a Cost not to Exceed \$55,000 to Perform Grant Related Services
[Staff Report](#)
[Resolution](#)
[Draft Agreement](#)

5C. Receive an Abilities Cafe Art Park Use Update
[Staff Report](#)
[Updated Abilities Cafe Site Plan](#)

5D. Consideration and Approval of a City Council Donation to the Salvation Army in Sand City
[Staff Report](#)
[Donation Request Form - Salvation Army](#)

5E. Acceptance of City Successor Agency Financial Report from March and Receive Quarterly Summary of Cash and Investments
[Staff Report](#)
[Sand City Cash Receipt Report](#)
[Sand City Check Report](#)
[Sand City Successor Agency Revenue Report](#)
[Sand City Successor Agency Check Report](#)
[Quarterly Summary of Cash and Investments](#)

6. CONSIDERATION OF ITEMS PULLED FROM CONSENT CALENDAR

7. PRESENTATION

8. PUBLIC HEARING

- 8A. First Reading of an Ordinance of the City of Sand City Prohibiting Onshore Facilities that Support Offshore Oil and Gas Exploration and Development ***This item was continued from April 7, 2026, and will be continued to a future date.***

9. NEW BUSINESS

- 9A. Approve a Resolution Proclaiming the Week of May 17-23, 2026 as National Public Works Week
[Staff Report](#)
[Resolution](#)
- 9B. Approve a Resolution Approving the Recommendation from ReGen Monterey's Technical Advisory Committee's Subgroup to Initiate a Competitive Request for Proposal (RFP) Process for Solid Waste, Recycling, and Organics Collection Services, and Approve the Process Integrity Policy
[Staff Report](#)
[Resolution](#)
[Residential Community Meetings, Multi-Family Engagement, Commercial Engagement, and Industry Engagement](#)
[Probolsky Research Survey Results](#)
[Process Integrity Policy](#)
- 9C. Approve a Resolution Approving a Special Event Permit for the 2026 Criterium Bicycle Race Event to be held on June 14, 2026
[Staff Report](#)
[Resolution and Conditions of Approval](#)
[Waiver and Release of Liability](#)
[Traffic Control Plan](#)
- 9D. Approve a Resolution Approving the City's Fiscal Year 2026-27 General Employees Salary Schedule and the City's 2024-2027 POA Salary Schedule, Approving an Additional FTE in Public Works, and Authorizing the City Manager to Amend the Public Works Manager Job Description
[Staff Report](#)
[Resolution](#)
[2025-26 General Employees Salary Schedule](#)
[2024-27 POA Salary Schedule](#)

10. COMMENTS BY COUNCILMEMBERS ON ITEMS OF INTEREST TO SAND CITY

11. ADJOURNMENT

The current agenda is available in PDF format on our website at:
www.sandcity.org

If you have a request for a disability-related modification or accommodation, including auxiliary aids or services, which will allow you to participate in a Sand City public meeting, please call the City Clerk at (831) 394-3054 extension 220, or give your written request to the City Clerk at 1 Pendergrass Way, Sand City, CA 93955 at least 48 hours prior to the scheduled meeting to allow the City Clerk time to arrange for the requested modification or accommodation.

**AGENDA ITEM
5A.**

**Approve the City Council Regular Meeting
Minutes for April 7, 2026**

MINUTES
JOINT SAND CITY COUNCIL AND SUCCESSOR AGENCY OF THE REDEVELOPMENT
AGENCY

City Council Regular Meeting - Tuesday, April 7, 2026 5:30 PM

As allowed by Assembly Bill 2449, this meeting was conducted in person and by teleconference.

Mayor Carbone called the meeting to order at 5:30 PM.

1. ROLL CALL

Present: Mayor Carbone
Councilmember Adams
Councilmember Diaz
Councilmember Scudder

Absent: Vice Mayor Blackwelder

Staff: City Manager Vibeke Norgaard
City Attorney Adam Lindgren
City Planner Nick McIlroy
Planning Services Brian Foucht
Engineering Services Leon Gomez
City Clerk Kerry Lindstrom

2. PLEDGE OF ALLEGIANCE

Councilmember Diaz led the Pledge of Allegiance.

3. ANNOUNCEMENT BY MAYOR, CITY ATTORNEY, AND CITY MANAGER

Mayor Carbone announced:

- There would be no Mayor's Report at this meeting; one will be available at the next meeting.
- Former Mayor Pendergrass passed away last Monday. Services will be held locally on April 18, 2026.
- Additionally, Mayor Carbone stated that they will be attending a legislative conference in Washington, D.C., from April 11 through April 14.

City Manager Norgaard announced:

- The City's new electric street sweeper has arrived. The Public Works Department is currently receiving training before the vehicle is placed into service.
- The City Manager's Report was provided to the City Council and made available to the public.
- The City newsletter was distributed last week, and copies are available.
- The City has applied for the Panetta Grant Community Project Funding for Phase 1 of the bike trail project.
- Comcast will be performing citywide fiber service upgrades at 20 locations throughout the City at the end of May. Temporary traffic control will be in place for a two-day period.
- John Kuehl is reducing his role as Building Inspector. Jessica Edwards of 4Leaf will

assume Building Inspector duties, and Matt Maldonado will oversee Code Enforcement. Since 4Leaf assumed responsibility for code enforcement, the number of active cases has decreased from 52 to 38, with 38 currently under investigation.

4. COMMUNICATIONS

Public comment received from Brian Clark.

5. CONSENT CALENDAR

No public comment received.

Upon motion by Councilmember Diaz and seconded by Councilmember Adams, Vice Mayor Blackwelder absent, Council voted 4-0-1 to approve the Consent Calendar.

5A. Approved the City Council Special Meeting and Regular Meeting Minutes for December 16, 2026, Regular Meeting Minutes for February 3, 2026, and Special Meeting Minutes for February 26, 2026.

5B. Approved Resolution SC 26-19 recognizing April 19 - 25, 2026, as Crime Victims' Rights Week.

5C. Approved Resolution SC 26-20 amending Resolution SC 26-03 authorizing the purchase of three (3) City vehicles.

5D. Approved Resolution SC 26-21 authorizing renewal of a Maintenance Service Agreement with Hope Rehabilitation Services for Fiscal Year 2026-2027.

5E. Accepted the City/Successor Agency Financial Report from February 2026.

6. CONSIDERATION OF ITEMS PULLED FROM CONSENT CALENDAR

No items were pulled.

7. PRESENTATION

7A. Receive an Update on Current Efforts and Continued Partnership from Montage Health: Mike McDermott President and CEO of Montage Health

Public comment received from Brian Clark.

No action taken. Council received an update on current efforts and continued partnership from Montage Health President and CEO Mike McDermott.

8. PUBLIC HEARING

8A. Approve a Resolution Approving Conditional Use Permit CUP 26-004 to Allow an Automotive Repair Shop 351 Olympia Avenue (APN 011-254-009) Applicant: William Hensley

Public comment received from William Hensley and Brian Clark.

Upon motion by Councilmember Diaz and seconded by Councilmember Adams, Vice Mayor Blackwelder absent, the Council voted 4-0-1 to approve Resolution No. SC 26-22 approving Conditional Use Permit (CUP 26-004) to allow an automotive repair shop at 351 Olympia Avenue (APN 011-254-009), as amended, to revise Condition No. 21 to allow the applicant 244 days from final occupancy approval by the Building Official to construct a new concrete driveway within the public right-of-way along the site frontage, maintaining existing access along Olympia Avenue.

9. NEW BUSINESS

- 9A. First Reading of an Ordinance of the City of Sand City Prohibiting Onshore Facilities that Support Offshore Oil and Gas Exploration and Development
This item was continued to May 19, 2026.

- 9B. Approve a Resolution Authorizing the City Manager to Apply for and Accept Senate Bill 1 Sea Level Rise Adaptation Grant Program Funding

Public comment received from Brian Clark.

Upon motion by Councilmember Scudder and seconded by Councilmember Adams, Vice Mayor Blackwelder absent, Council voted 4-0-1 to approve Resolution SC 26-23 authorizing the City Manager to apply for and accept Senate Bill 1 Sea Level Rise Adaptation Grant Program funding.

- 9C. Approve a Resolution Authorizing the Name Change from Cesar Chavez Day to Farmworkers Appreciation Day and Authorizing the City Manager to Amend the Personnel Manual and Take any Other Actions to Implement

No public comment received.

Upon motion by Councilmember Diaz and seconded by Councilmember Adams, Vice Mayor Blackwelder absent, Council voted 4-0-1 to approve Resolution SC 26-24 authorizing the name change from Cesar Chavez Day to Farmworkers Appreciation Day and authorizing the City Manager to amend the personnel manual and take any other actions to implement.

- 9D. Approve a Resolution Approving the FY 2025-26 Street Maintenance and Rehabilitation Project, Directing Final Design, and Authorizing the City Manager to Proceed with Implementation, Including Issuance of Bid Documents

Public comment received from Brian Clark.

Upon motion by Councilmember Adams and seconded by Councilmember Diaz, Vice Mayor Blackwelder absent, Council voted 4-0-1 to approve Resolution SC 26-25 approving the FY 2025-26 Street Maintenance and Rehabilitation Project, directing final design, and authorizing the City Manager to proceed with implementation, including issuance of bid documents.

10. COMMENTS BY COUNCILMEMBERS ON ITEMS OF INTEREST TO SAND CITY

Councilmember Scudder announced that a Community Emergency Response Team (CERT) flyer regarding free emergency preparedness training had been placed on the table for the public. CERT training is open to Sand City residents and will be held on May 30, June 6, and June 13, 2026, as well as October 10, 17, and 24, 2026. The Fire Department hopes to have 10 to 15 Sand City residents participate in the CERT training program.

11. CLOSED SESSION

City Council/Successor Agency Board to adjourn to Close Session regarding:

No public comment received.

- 11A. Conference with real property negotiators pursuant to Government Code Section 54956.8. Property address: The former railroad right of way within the City of Seaside between Canyon Del Rey/218 and Contra Costa Avenue in Sand City; APN 011-301-028-000. City Negotiators: City Manager Vibeke Norgaard and City Attorney Adam Lindgren. Negotiating Parties: City of Seaside, City Manager

City Attorney Adam Lindgren reported that the Council supported the City Manager's continued negotiation of an agreement and easement with the City of Seaside regarding the former railroad right-of-way located within the City of Seaside between Canyon Del Rey Boulevard/Highway 218 and Contra Costa Avenue in Sand City (APN 011-301-028-000). He also reported that the Council supported continued work on an agreement with TAMC for the full rail and trail corridor through Sand City and the Seaside portion of the corridor.

- 11B. Conference with Legal Counsel - Anticipated Litigation. Significant exposure to litigation pursuant to Government Code 54956.9(d)(2) (six cases)

City Attorney Adam Lindgren reported that the Council authorized the Mayor to enter into a settlement agreement with several car dealerships adjacent to the City.

12. ADJOURNMENT

The Council adjourned the meeting at 8:25 PM.

Kerry Lindstrom, City Clerk

**AGENDA ITEM
5B.**

**Approve a Resolution Authorizing the City
Manager to Execute a Professional Service
Agreement with California Consulting at a
Cost not to Exceed \$55,000 to Perform
Grant Related Services**



City of Sand City

STAFF REPORT

TO: Mayor and City Council
FROM: Vibeke Norgaard, City Manager
DATE: May 19, 2026
SUBJECT: Professional Services Agreement with California Consulting, Inc for Grant Writing Services

BACKGROUND/DISCUSSION:

In June of 2023, City Council approved an agreement, Resolution SC23-34, with California Consulting, Inc., a California based grant writing firm.

California Consulting conducts grant research, grant writing, grant administration and reporting and post award compliance as well as program evaluation. Over the past couple of years, staff have met with California Consulting staff, identified funding needs, and considered potential local, state, and federal grants.

The grant application process relies heavily on collaboration among City staff, City consultants, and California Consulting due to the extensive information required for each application. Through this collaborative effort, California Consulting has submitted nineteen (19) grant applications on behalf of the City, resulting in total grant awards of \$2,648,000:

- Department of Cannabis Control (DCC) - Cannabis Local Jurisdiction Retail Access Grant for Phase Awarded \$115,000
- California State Coastal Conservancy Grant Awarded \$473,000
- AMBAG: Carbon Reduction Program Awarded \$1,960,000
- MBARD: Clean Air Management Program Awarded \$100,000

There is currently one (1) grant submitted and pending, and five (5) grants in progress.

The City's current agreement with California Consulting is a flat fee arrangement which enables California Consulting to apply for an unlimited number of grant opportunities the City chooses to pursue. The proposal for Fiscal Year 2026-2027 maintains the flat fee arrangement.

The term of the proposed agreement is until June 30, 2027, and would be a flat fee of \$4,500 per month plus expenses. The fee covers California Consulting's work including: meetings to ascertain needs and goals; background research on grants; advice on best grants for City to pursue based on project and grant requirements; the preparation of all grant applications; as well as grant administration.

CEQA:

The approval of a service agreement does not constitute a "project" as defined by the California Environmental Quality Act (CEQA) guidelines section 15378.

FISCAL IMPACT:

The contract would be \$55,000 annually. This item will be included in the Administration budget for FY 26-27 which will come to City Council for approval at the June 2, 2026 City Council Meeting.

RECOMMENDATION:

Staff recommends approval of the attached Resolution authorizing the City Manager to execute a professional services agreement with California Consulting, Inc. in substantially the same form as attached in Attachment 2, pending final review and approval from the City Attorney, in an amount not to exceed \$55,000.

ATTACHMENTS:

1. Resolution
2. Draft Agreement
 - Exhibit A California Consulting Proposal

**CITY OF SAND CITY
RESOLUTION SC 26-__, 2026**

**RESOLUTION OF THE SAND CITY COUNCIL AUTHORIZING THE CITY MANAGER
TO EXECUTE A PROFESSIONAL SERVICE AGREEMENT WITH CALIFORNIA
CONSULTING AT A COST NOT TO EXCEED \$55,000 TO PERFORM GRANT
RELATED SERVICES**

WHEREAS, grant funding through state, federal and private sources provides additional revenue enhancement to cities; and

WHEREAS, California Consulting specializes in the identification and preparation of comprehensive grant applications, and further conducts post award administration; and

WHEREAS, California Consulting serves over 80 clients statewide, is the largest grant writing firm in California and boasts a team of 30 individuals with proven expertise in expertise in representing public agencies and non-profit organizations.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Sand City hereby:

1. Authorizes the City Manager to enter into a professional service agreement with California Consulting, in substantially the same form as shown in attachment, subject to review and approval of the City Attorney.
2. Requires California Consulting maintain a City business license for the duration of the term of the Agreement.

PASSED AND ADOPTED by the City Council of Sand City this ____ of ____ 2026 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Mary Ann Carbone, Mayor

ATTEST:

DATED: _____

Kerry Lindstrom, City Clerk

RESOLUTION ATTACHMENT 1
Resolution SC 26- (2026)

CITY OF SAND CITY
PROFESSIONAL SERVICE AGREEMENT FOR NON-CONSTRUCTION PROJECT

This Agreement made this Nineteenth Day of May, 2026 (the “Effective Date”), by and between the CITY OF SAND CITY, a municipal corporation, hereinafter referred to as “CITY”, and California Consulting, Inc, hereinafter referred to as “CONSULTANT” (together referred to the “Parties”).

In consideration of the mutual covenants and conditions set forth herein, the parties agree as follows:

I. TERM

The term of the Agreement will begin on the July 1st, 2026 and shall end June 30, 2027, or upon completion of the Scope of Services described herein, unless sooner terminated pursuant to the provisions of this Agreement. The Agreement may be reviewed and modified upon concurrence of both parties. No modification to the terms of this Agreement shall be valid unless made in writing and signed by the Parties hereto.

II. SERVICES

Subject to the terms and conditions set forth in this Agreement, CONSULTANT shall provide to the CITY the services described in the Scope of Work in Exhibit A, attached hereto and incorporated herein as though set forth in full (“Services”). To the extent that Exhibit A is a proposal from CONSULTANT, such proposal is incorporated only for the description of the scope of services and no other terms and conditions from any such proposal shall apply to this AGREEMENT unless specifically agreed to in writing. Unless otherwise explicitly stated in Exhibit A, CONSULTANT shall at its sole cost and expense furnish all facilities and equipment which may be required for completing the tasks set forth in Exhibit A. CITY shall furnish to CONSULTANT no facilities or equipment, unless the CITY otherwise agrees in writing to provide the same. In the event of a conflict in or inconsistency between the terms of this Agreement and Exhibit A, this Agreement shall prevail.

III. PERFORMANCE

CONSULTANT shall perform all the Services in a manner consistent with the standards of CONSULTANT’S profession or, if no such professional standard, in a manner consistent with the standards applicable to said CONSULTANT or type of work. All instruments of service of whatsoever nature which CONSULTANT delivers to CITY pursuant to this AGREEMENT, shall be prepared to comply and conform to the standards of CONSULTANT’S type of work. All such instruments of service shall become the sole and exclusive property of CITY upon delivery of the same.

IV. TIME

CONSULTANT 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 section III (Performance) and to satisfy CONSULTANT'S obligations hereunder.

V. ASSIGNMENT OF PERSONNEL

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

VI. PAYMENT

- A. The CITY agrees to pay CONSULTANT monthly for services performed and reimbursable costs, in accordance with the payment rates and terms and the schedule of payment as set forth in Exhibit B, attached hereto and incorporated herein by this reference as though set forth in full, based upon actual time spent on the above tasks. This amount shall not exceed Fifty-Five Thousand Dollars (\$55,000) for the total term of the Agreement unless additional payment is approved as provided in this Agreement. Except as specifically authorized by CITY in writing, CONSULTANT shall not bill CITY for duplicative services performed by more than one person. Fees for work performed by CONSULTANT on an hourly basis shall not exceed the amounts shown on the compensation schedule attached hereto as Exhibit A. Reimbursable expenses are included in the total amount of compensation provided under this Agreement that shall not be exceeded.
- B. CONSULTANT shall not be compensated for any services rendered in connection with its performance of this AGREEMENT which are in addition to those set forth herein, unless such additional services are authorized in advance and in writing by the City Manager. CONSULTANT shall be compensated for any additional services in the amounts and in the manner as agreed to by City Manager and CONSULTANT at the time CITY's written authorization is given to CONSULTANT for the performance of said services. The City Manager may approve additional work not to exceed ten percent (10%) of the amount of the AGREEMENT, but in no event shall such sum exceed Five Thousand Five Hundred dollars (\$5,500) unless otherwise specified in the AGREEMENT. Any additional work in excess of this amount shall be approved by the City Council of Sand City.

- C. CONSULTANT will submit invoices monthly for actual services performed. Invoices shall be submitted on or about the first business day of each month, or as soon thereafter as practical, for services provided in the previous month. Invoices shall include a task summary containing the original contract amount, the amount of prior billings, the total due this period, the balance available under the Agreement. For each work item and task, a copy of the applicable time sheets shall be submitted showing the name of the person doing the work, the hours spent by each person, a brief description of the work, and each reimbursable expense. Payment shall be made within thirty (30) days of receipt of each invoice as to all non-disputed fees. If the CITY disputes any of CONSULTANT's fees it shall give written notice to CONSULTANT within thirty (30) days of receipt of an invoice of any disputed fees set forth on the invoice. Any final payment under this AGREEMENT shall be made within forty-five (45) days of receipt of an invoice. In no event shall CONSULTANT submit an invoice for an amount in excess of the maximum amount of compensation provided above for either a task or the entire Agreement, unless the Agreement is properly modified in writing prior to the submission of such an invoice.

VII. SUSPENSION OR TERMINATION OF AGREEMENT

- A. The CITY may at any time, for any reason, with or without cause, suspend or terminate this AGREEMENT, or any portion hereof, upon written notification to CONSULTANT. Upon receipt of said notice, the CONSULTANT shall immediately cease all work under this AGREEMENT, unless the notice provides otherwise. If the CITY suspends or terminates a portion of this AGREEMENT such suspension or termination shall not make void or invalidate the remainder of this AGREEMENT.
- B. CONSULTANT may cancel this Agreement upon 30 days written notice to CITY and shall include in such notice the reasons for cancellation.
- C. In the event this AGREEMENT is terminated pursuant to this Section, the CITY shall pay to CONSULTANT the actual value of the work performed up to the time of termination; CITY may however condition payment of such compensation upon CONSULTANT delivering to CITY any and all Documents prepared in connection with this Agreement. Upon termination of the AGREEMENT pursuant to this Section, the CONSULTANT will submit an invoice to the CITY pursuant to Section 6.
- D. The parties may amend this Agreement only by a writing signed by all the parties.
- E. All obligations arising prior to the termination of this Agreement and all provision of this agreement allocating liability between the CITY and CONSULTANT shall survive the termination of this Agreement.

- F. If CONSULTANT materially breaches any of the terms of this Agreement, CITY's remedies shall include, but not be limited to, the following:
- a. Immediately terminate the Agreement
 - b. Retain all Documents and other work product prepared by CONSULTANT pursuant to this Agreement
 - c. Retain a different consultant to complete the work described in a given task order not finished by Consultant; and/or

VIII. OWNERSHIP OF DOCUMENTS

- A. CONSULTANT shall maintain complete and accurate records with respect to sales, costs, expenses, receipts, and other such information required by CITY that relate to the performance of services under this AGREEMENT. CONSULTANT shall maintain adequate records of services provided in sufficient detail to permit an evaluation of services. All such records shall be maintained in accordance with generally accepted accounting principles and shall be clearly identified and readily accessible. CONSULTANT shall provide free access to the representatives of CITY or its designees at reasonable times to such books and records; shall give CITY the right to examine and audit said books and records; shall permit CITY to make transcripts or copies therefrom as necessary; and shall allow inspection of all work, data, documents, proceedings, and activities related to this AGREEMENT. Such records, together with supporting documents, shall be maintained for a period of three (3) years after receipt of final payment. CONSULTANT understands that all such records may be subject to the examination and audit of the State Auditor or as part of any audit of the CITY.
- B. Upon completion of, or in the event of termination or suspension of this AGREEMENT, all original documents, designs, drawings, maps, models, computer files, surveys, notes, and other documents, in electronic or other form, prepared in the course of providing the services to be performed pursuant to this AGREEMENT ("Documents") shall become the sole property of the CITY and may be used, reused, or otherwise disposed of by the CITY in connection with the project for which CONSULTANT'S services are provided under this AGREEMENT and without the permission of the CONSULTANT. With respect to computer files, CONSULTANT shall make available to the CITY, at the CONSULTANT's office and upon reasonable written request by the CITY, the necessary computer software and hardware for purposes of accessing, compiling, transferring, copying and/or printing computer files. CONSULTANT hereby grants to CITY all right, title, and interest, including any copyright, in and to the documents, designs, drawings, maps, models, computer files, surveys, notes, and

other documents prepared by CONSULTANT in the course of providing the services under this AGREEMENT.

IX. INDEMNIFICATION AND DEFENSE

A. Indemnity

To the fullest extent permitted by law, CONSULTANT shall indemnify and hold harmless CITY and any and all of its officials, employees, contractors and agents ("Indemnified Parties") from and against any and all claims, losses, liabilities, damages, costs and expenses, including legal counsel's fees and costs, caused in whole or in part by the negligent, reckless or wrongful act, error or omission of CONSULTANT, its officers, agents, employees or subconsultants (or any agency or individual that CONSULTANT shall bear the legal liability thereof) in the performance of services under this AGREEMENT. CONSULTANT's duty to indemnify and hold harmless CITY shall not extend to the CITY's sole or active negligence. This indemnification obligation is not limited by any limitation on the amount or type of damages available under any applicable insurance coverage and shall survive the expiration or termination of this Agreement with respect to any liability arising during the term of the Agreement. With respect to third party claims against the CONSULTANT, CONSULTANT waives any and all rights of any type to express or implied indemnity against the Indemnified Parties.

B. Duty to defend

In the event the CITY, its officers, employees, agents and/or volunteers are made a party to any action, lawsuit, or other adversarial proceeding arising from the performance of the services encompassed by this AGREEMENT, and upon demand by CITY, CONSULTANT shall defend the CITY at CONSULTANT's cost or at CITY's option, to reimburse CITY for its costs of defense, including reasonable attorney's fees and costs incurred in the defense of such matters to the extent the matters arise from, relate to or are caused by CONSULTANT's negligent acts, errors or omissions. Payment by CITY is not a condition precedent to enforcement of this indemnity.

C. California Civil Code Section 2782.8

Notwithstanding the foregoing, to the extent that the CONSULTANT's services are subject to California Civil Code Section 2782.8, the above indemnity, including the cost to defend, shall be limited to the extent required by California Civil Code Section 2782.8.

X. INSURANCE

CONSULTANT shall maintain prior to the beginning of and for the duration of this AGREEMENT insurance coverage as specified in Exhibit C attached to and part of this AGREEMENT.

XI. INDEPENDENT CONSULTANT

- A. CONSULTANT is and shall at all times remain as to the CITY a wholly independent consultant and/or independent contractor and not an employee of CITY. The personnel performing the services under this AGREEMENT on behalf of CONSULTANT shall at all times be under CONSULTANT's exclusive direction and control. Neither CITY nor any of its officers, employees, or agents shall have control over the conduct of CONSULTANT or any of CONSULTANT's officers, employees, subcontractors or agents, except as set forth in this AGREEMENT. CONSULTANT shall not at any time or in any manner represent that it or any of its officers, employees, subcontractors or agents are in any manner officers, employees, or agents of the CITY. CONSULTANT shall not incur or have the power to incur any debt, obligation, or liability whatever against CITY, or bind CITY in any manner.
- B. No employee benefits shall be available to CONSULTANT in connection with the performance of this AGREEMENT. Except for the fees paid to CONSULTANT as provided in the AGREEMENT, CITY shall not pay salaries, wages, or other compensation to CONSULTANT for performing services hereunder for CITY. CITY shall not be liable for compensation or indemnification to CONSULTANT for injury or sickness arising out of performing services hereunder.
- C. CONSULTANT represents that CONSULTANT possesses distinct skills in performing the Services. CITY has relied upon said representation as a material inducement to enter into this Agreement. CONSULTANT shall, therefore, provide properly skilled and technical personnel to perform all Services under this AGREEMENT.

XII. LEGAL RESPONSIBILITIES

The CONSULTANT shall keep itself informed of State and Federal laws and regulations which in any manner affect those employed by it or in any way affect the performance of its service pursuant to this AGREEMENT. The CONSULTANT shall at all times observe and comply with all such laws and regulations. The CITY, and its officers, consultants and employees, shall not be liable at law or in equity occasioned by failure of the CONSULTANT to comply with this Section.

XIII. UNDUE INFLUENCE/CONFLICT OF INTEREST

CONSULTANT declares and warrants that no undue influence or pressure was used against or in concert with any officer or employee of the CITY in connection with the award, terms or implementation of this AGREEMENT, including any method of coercion, confidential financial arrangement, or financial inducement. No officer or employee of the CITY has or will receive compensation, directly or indirectly, from CONSULTANT, or from any officer, employee or agent of CONSULTANT, in connection with the award of this AGREEMENT or any work to be conducted as a result of this AGREEMENT. Violation of this Section shall be a material breach of this AGREEMENT entitling the CITY to any and all remedies at law or in equity. CONSULTANT may not serve other clients whose activities within the corporate limits of CITY or whose business regardless of location would place CONSULTANT in a "conflict of interest" as that term is defined in the Political Reform Act, California Government Code section 81000 et seq.

In accordance with the Levine Act, Government Code Section 84308 et seq., no person who is a director, officer, partner, trustee or employee or consultant of the Developer has not contributed over five hundred dollars (\$500), as that amount may be amended, over the last twelve (12) months, and will not contribute for twelve (12) months following a final decision on this Agreement, to any public official of the City.

XIV. NO BENEFIT TO ARISE TO LOCAL EMPLOYEES

No member, officer, or employee of CITY, or their designees or agents, and no public official who exercises authority over or responsibilities with respect to the Project during his/her tenure or for one year thereafter, shall have any interest, direct or indirect, in any Agreement or sub-Agreement, or the proceeds thereof, for work to be performed in connection with the Project performed under this AGREEMENT.

XV. INSPECTION. CONSULTANT shall provide the CITY every reasonable opportunity to ascertain that the Services are being performed in accordance with the requirements and intentions of this AGREEMENT. All work done and materials furnished, if any, shall be subject to inspection and approval by the CITY. The inspection of such work shall not relieve CONSULTANT of any of its obligations pursuant to this Agreement.

XVI. RELEASE OF INFORMATION/CONFLICTS OF INTEREST

A. All information gained by CONSULTANT in performance of this AGREEMENT shall be considered confidential and shall not be released by CONSULTANT without CITY's prior written authorization. CONSULTANT, its officers, employees, agents, or subconsultants, shall not without written authorization from the City Manager, or unless

requested by the City Attorney, voluntarily provide declarations, letters of support, testimony at depositions, response to interrogatories, or other information concerning the work performed under this AGREEMENT or relating to any project or property located within the CITY. Response to a subpoena or court order shall not be considered "voluntary" provided CONSULTANT gives CITY notice of such court order or subpoena.

- B. CONSULTANT shall promptly notify CITY should CONSULTANT, its officers, employees, agents, or subconsultants be served with any summons, complaint, subpoena, notice of deposition, request for documents, interrogatories, request for admissions, or other discovery request ("Discovery"), court order, or subpoena from any person or party regarding this AGREEMENT and the work performed there under or with respect to any project or property located within the CITY, unless the CITY is a party to any lawsuit, arbitration, or administrative proceeding connected to such Discovery, or unless CONSULTANT is prohibited by law from informing the CITY of such Discovery. CITY retains the right, but has no obligation, to represent CONSULTANT and/or be present at any deposition, hearing, or similar proceeding as allowed by law. Unless CITY is a party to the lawsuit, arbitration, or administrative proceeding and is averse to CONSULTANT in such proceeding, CONSULTANT agrees to cooperate fully with CITY and to provide the opportunity to review any response to discovery requests provided by CONSULTANT. However, CITY's right to review any such response does not imply or mean the right by CITY to control, direct, or rewrite said response.

XVII. CONSULTANT NO AGENT. Except as CITY may specify in writing, CONSULTANT shall have no authority, express or implied, to act on behalf of CITY in any capacity whatsoever as an agent. CONSULTANT shall have no authority, express or implied, pursuant to this AGREEMENT to bind CITY to any obligation whatsoever.

XVIII. NOTICES

Any notices which either party may desire to give to the other party under this AGREEMENT must be in writing and may be given either by (i) personal service, (ii) delivery by a reputable document delivery service, such as but not limited to, Federal Express, which provides a receipt showing date and time of delivery, or (iii) mailing in the United States Mail, certified mail, postage prepaid, return receipt requested, addressed to the address of the party as set forth below or at any other address as that party may later designate by notice:

To CITY:	City of Sand City 1 Pendergrass Way Sand City, CA 93955 Attention: Vibeke Norgaard, City Manager
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To CONSULTANT:

California Consulting, Inc
214 Main St #102
El Segundo, Ca 90245
Attn: Steve Samuelian, CEO

XIX. ASSIGNMENT

The CONSULTANT shall not assign the performance of this AGREEMENT, nor any part thereof, nor any monies due hereunder, without prior written consent of the CITY. Because of the personal nature of the services to be rendered pursuant to this AGREEMENT, only CONSULTANT shall perform the services described in this AGREEMENT. Upon termination of this Agreement, CONSULTANT's sole compensation shall be payment for actual services performed up to, and including, the date of termination or as may be otherwise agreed to in writing between CITY and the CONSULTANT.

Before CONSULTANT retains or contracts with any subcontractor, CONSULTANT shall provide CITY with the identity of the proposed CONSULTANT, a copy of the proposed written contract between CONSULTANT and such subcontractor which shall include an indemnity provision similar to the one provided herein and identifying CITY as an indemnified party, or an incorporation of the indemnity provision provided herein, and proof that such proposed subcontractor carries insurance at least equal to that required by this AGREEMENT or obtain a written waiver from CITY for such insurance.

XX. LICENSES

At all times during the term of this AGREEMENT, CONSULTANT, its employees, agents, and any subcontractors shall have in full force and effect, all licenses, permits, qualifications and approvals required of it by law for the performance of the services described in this AGREEMENT. In addition, CONSULTANT and any subcontractors shall obtain and maintain during the term of this Agreement a valid Sand City business license.

XXI. GOVERNING LAW

The CITY and CONSULTANT understand and agree that the laws of the State of California shall govern the rights, obligations, duties, and liabilities of the parties to this AGREEMENT and also govern the interpretation of this Agreement. Any litigation concerning this AGREEMENT shall be brought and maintained in the Superior Court of the State of California in and for the County of Monterey or in the United States District Court for the Central District of California.

XXII. ENTIRE AGREEMENT

This AGREEMENT contains the entire understanding between the parties relating to the obligations of the parties described in this AGREEMENT. All prior or contemporaneous Agreements, understandings, representations, and statements, oral or written and pertaining to the subject of this AGREEMENT or with respect to the terms and conditions of this AGREEMENT, are merged into this AGREEMENT and shall be of no further force or effect. Each party is entering into this AGREEMENT based solely upon the representations set forth herein and upon each party's own independent investigation of any and all facts such party deems material.

XXIII. SEVERABILITY/NO IMPLIED WAIVER OF BREACH

If a court of competent jurisdiction finds that any provision of this Agreement is invalid, void or unenforceable, the provisions 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.

The waiver of any breach of a specific provision of this Agreement does not constitute a waiver of any breach of that term or any other term of this Agreement.

XXIV. AMENDMENT. This AGREEMENT may be amended only by a written instrument executed by both Parties.

XXV. LITIGATION. If litigation ensues between CITY and a third-party which pertains to the subject matter of CONSULTANT'S services hereunder, CONSULTANT, upon request from CITY, agrees to testify therein at a reasonable and customary fee.

XXVI. CONSTRUCTION. This Agreement is the product of negotiation and compromise on the part of both Parties and that the Parties agree that, notwithstanding Civil Code Section 1654, any uncertainty in the AGREEMENT shall not be construed against the drafter of the AGREEMENT.

XXVII. MEDIATION. The Parties agree to make a good faith attempt to resolve any dispute arising out of this AGREEMENT through mediation prior to commencing litigation. The Parties shall mutually agree upon the mediator and shall divide the costs of mediation equally.

XXVIII. HEADINGS. The headings used in this AGREEMENT are for convenience only and are not intended to affect the interpretation or construction of any provisions herein.

XXIX. SURVIVAL. All obligations arising prior to the termination of this AGREEMENT and all provisions of this AGREEMENT allocating liability between CITY and CONSULTANT shall survive the termination or completion of this AGREEMENT for the fullest period of time allowed by law.

XXX. ATTORNEYS FEES

If a party to this AGREEMENT brings any action to enforce or interpret 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.

XXXI. AUTHORITY TO EXECUTE THIS AGREEMENT

The person or persons executing this AGREEMENT on behalf of CONSULTANT warrants and represents that he/she has the authority to execute this AGREEMENT on behalf of the CONSULTANT and has the authority to bind CONSULTANT to the performance of its obligations hereunder. This Agreement may be executed in multiple counterparts, each of which shall be an original and all of which together shall constitute one agreement.

IN WITNESS WHEREOF, the parties hereto have caused this AGREEMENT to be executed the day and year first above written.

CONSULTANT

By: _____
(Signature)

(Typed Name)

(Title)

CITY OF SAND CITY

Vibeke Norgaard, City Manager

ATTEST:

Kerry Lindstrom, City Clerk

Audrey Cray, Risk Manager

APPROVED AS TO FORM:

By: _____
Adam Lindgren, City Attorney

Attachments:	Exhibit A	Consultant's Proposal
	Exhibit B	Insurance Requirements

EXHIBIT A
CONSULTANT'S PROPOSAL



A Proposal for the City of Sand City

History

Founded in 2004, California Consulting has an excellent reputation for hard work and a commitment to success for our clients. California Consulting is the largest grant writing firm in California. With offices in Southern California, Northern California and Central California, we have over 250 clients statewide. We have 40 members of our team from Chico in the North, to San Diego in the South. California Consulting has developed an expertise in representing public agencies, and non-profit organizations. We have secured over \$1.5 billion for our clients since inception. The California Consulting team boasts over 30 grant writers. Through years of experience our grant writers have a proven track record of success and have mastered their skills of identifying, researching, and obtaining funding for significant projects at every level of government. California Consulting grant writers have written over 1,700 competitive grant applications that have been funded. Our aggressive, hard-working, and results-oriented style has translated into success for our clients. Our professional grant writers are diligent and stay current on every Federal and State grant available on a myriad of different topics and public policy areas. Whether it is transportation, public health, climate, energy, environment, recreation, education, parks, or public safety our grants team knows where to locate grant funds and how to successfully write the applications.

Grant Funding Services

California Consulting is a full service grant writing firm. We are experts in the fields of grant research and identification. We prepare comprehensive and concise grant application packages. We submit grants in a timely fashion and follow through after the grant has been submitted to determine the status of the grant. We also conduct post award compliance and administration. California Consulting has a fundamental business philosophy founded on open communication and tailoring the grants we pursue to fit our client's needs.

1. Needs Assessment (Meetings with Department Heads to review priorities and funding needs):

We learn about the client at the outset of the contract by conducting an in-depth Needs Assessment. Each client is assigned a lead Project Manager. The Project Manager communicates regularly with the client and on an ongoing basis. This relationship building is the key to keeping the grants pursued on target with the client's overall goals.

Sample questions asked during the Needs Assessment:

- a) List and describe any program initiatives or priority projects.
 - b) What needs, projects, or content areas would you like to target for funding? You can list specific projects or general areas in which you have funding needs.
 - c) List any grants for which you are considering applying or have decided to apply. In addition, please list what kind of grant-writing support would be helpful for each grant.
 - d) List past grants that your agency has received.
 - e) List past grant applications you would like to revise and submit again.
- 2. Facilitation of Department Decision Making Processes:** Our Project Managers are experts on grant identification. With years of experience, your Project Manager will be

able to assist your Staff in deciding which grants make the most sense to meet the funding needs identified.

3. **Grant Research and Identification:** Our Project Manager's conduct thorough research on an ongoing basis. We track current and upcoming grants in order to let our client's know what is available and what we recommend would fit their situation. By regularly tracking grant announcements we are able to present these grant opportunities to our clients as soon as they are released. California Consulting will provide you with a Grant Activity Report monthly detailing the grants available, grants in progress and grants submitted. You will also be provided with available grant opportunities on an ongoing basis.
4. **Client Commitment:** When identifying grants that meet your needs and funding priorities, your Project Manager will advise you of the estimated time commitment required from your staff.
5. **Grant Preparation Process:** When your staff and California Consulting agree to pursue a grant, we will develop a checklist and schedule. The checklist and schedule will include what things you will be responsible for and when we will need them submitted. We need your staff involved in the grant preparation process to provide required information we don't have access to. The Project Manager will provide you with grant portions along the way to review for content accuracy. The more engaged you are able to be in this process, the higher quality the application will be. California Consulting retains copies of all grants we've submitted. If the application was successful, we use it as a guide for future grants. Below is a list of general tasks for our grant process:
 - a. Create a task timeline with due dates
 - b. Ensure the proposed project meets the grant agency's requirements
 - c. Review similar successful grant applications and apply where possible
 - d. Collect information on the project
 - e. Meet with staff to create an accurate scope of work, budget, timeline, narratives, and cost analysis
 - f. Obtain letters of support when necessary
 - g. Draft proposals and send to staff for review
 - h. Incorporate staff edits in final drafts
 - i. Submit completed application timely
 - j. Monitor funding agency until grant awards are announced.
6. **Quality Assurance:** California Consulting takes pride in our impeccable grant applications. We are successful in this area due to our thorough quality assurance measures. Our Grant Managers conduct group meetings with all Project Managers regularly. In addition, our Grant Managers meet individually with each Project Manager to review each client. These meetings thoroughly discuss each client's needs, what grants are being worked on and what additional grants may be a good fit. We ensure the best quality product before the grant application is submitted.
7. **Facilitation of Partnership Meetings:** Our Project Managers will arrange and schedule meetings with key personnel to review all grants prior to submission to ensure application accuracy.
8. **Timely Submission:** We create a precise timeline to ensure the grant is submitted on time. This timeline not only captures the submission deadline, but we create other deadlines in order to obtain the information needed for a quality submission. We believe if everyone is on the same page and is aware of what needs to be done, we can limit scrambling at the last minute.
9. **Funding Agency Monitoring:** California Consulting will monitor the Funding Agency until grant awards are announced.

10. **Grant Administration:** Some grants require post award compliance, reporting and administration. California Consulting will prepare required agency reports and submit them by the required due date. We propose that to the extent legally allowed, the Client hire California Consulting as grant administrators when dollars are available from within the grant (at no additional cost to you). When grant dollars from the grant are not available for administration, reporting and evaluation purposes we will provide these services to the Client for a monthly fee, or a one-time fee based on the Client's preference. If the Client chooses the monthly retainer option, grant administration services are included.
11. **Monthly Progress Reporting:** California Consulting will prepare a monthly report reflecting grants in progress, grants submitted and grants awarded. This will provide you and your Board with a clear report on our work.

References

California Consulting references include key leaders from around the State. All of our current clients are references. California Consulting currently has contracts with over 150 cities across California, over 50 School Districts, Non-Profits and others. A full client list can be obtained at www.californiaconsulting.org.

Pricing

California Consulting offers the following pricing options for Grant Writing Services.

Pricing Option 1: Monthly Retainer

California Consulting's monthly retainer services include all grant research, grant identification, grant writing, and post award administration as needed.

Task	Included in Price
Meet with Client Staff to ascertain needs and goals	√
Conduct background research as requested by Client	√
Provide advice on best grants for Client to pursue based on project and grant requirements and guidelines	√
Attend meetings in person or by teleconference as necessary	√
Develop schedule for grants chosen by Client	√
Preparing and writing all grant applications chosen by Client	√
Develop evaluation strategies in accordance with funding agency's instructions	√
Adhere to decisions made by Client relating to grants	√
Write all sections of grant applications and proposals	√
Draft and finalize grant language with direction of Client	√
Ensure timelines for grant submittal are met	√
Monthly reports to include grants in progress, grants submitted, and grants awarded	√
Regular communication via email and/or phone regarding upcoming grant opportunities	√
Grant administration and post award compliance as needed	√

We propose a flat monthly rate of **\$4,500** plus reimbursement of out of pocket expenses for services explained above.

EXHIBIT B

INSURANCE REQUIREMENTS

Without limiting CONSULTANT's indemnification of CITY, and prior to commencement of Work, CONSULTANT shall obtain, provide and maintain at its own expense during the term of this AGREEMENT, policies of insurance of the type and amounts described below and, in a form, satisfactory to CITY.

General liability insurance. CONSULTANT shall maintain commercial general liability insurance with coverage at least as broad as Insurance Services Office form CG 00 01, in an amount not less than \$1,000,000 per occurrence, \$2,000,000 general aggregate, for bodily injury, personal injury, and property damage. The policy must include contractual liability that has not been amended. Any endorsement restricting standard ISO "insured contract" language will not be accepted.

Automobile liability insurance. CONSULTANT shall maintain automobile insurance at least as broad as Insurance Services Office form CA 00 01 covering bodily injury and property damage for all activities of the Consultant arising out of or in connection with Work to be performed under this AGREEMENT, including coverage for any owned, hired, non-owned or rented vehicles, in an amount not less than \$1,000,000 combined single limit for each accident.

Professional liability (errors & omissions) insurance. CONSULTANT shall maintain professional liability insurance that covers the Services to be performed in connection with this AGREEMENT, in the minimum amount of \$1,000,000 per claim and in the aggregate. Any policy inception date, continuity date, or retroactive date must be before the effective date of this AGREEMENT and CONSULTANT agrees to maintain continuous coverage through a period no less than three (3) years after completion of the services required by this AGREEMENT.

Workers' compensation insurance. CONSULTANT shall maintain Workers' Compensation Insurance (Statutory Limits) and Employer's Liability Insurance (with limits of at least \$1,000,000).

CONSULTANT shall submit to CITY, along with the certificate of insurance, a Waiver of Subrogation endorsement in favor of CITY, its officers, agents, employees and volunteers.

Umbrella or excess liability insurance. [Optional depending on limits required]. CONSULTANT shall obtain and maintain an umbrella or excess liability insurance policy with limits that will provide bodily injury, personal injury and property damage liability coverage at least as broad as the primary coverages set forth above, including commercial general liability, automobile liability, and employer's liability. Such policy or policies shall include the following terms and conditions:

- A drop down feature requiring the policy to respond if any primary insurance that would otherwise have applied proves to be uncollectible in whole or in part for any reason;
- Pay on behalf of wording as opposed to reimbursement;
- Concurrency of effective dates with primary policies;
- Policies shall “follow form” to the underlying primary policies; and
- Insureds under primary policies shall also be insureds under the umbrella or excess policies.

Other provisions or requirements

Proof of insurance. CONSULTANT shall provide certificates of insurance to CITY as evidence of the insurance coverage required herein, along with a waiver of subrogation endorsement for workers’ compensation. Insurance certificates and endorsements must be approved by City’s Risk Manager prior to commencement of performance. Current certification of insurance shall be kept on file with CITY at all times during the term of this contract. CITY reserves the right to require complete, certified copies of all required insurance policies, at any time.

Duration of coverage. CONSULTANT shall procure and maintain for the duration of the contract insurance against claims for injuries to persons or damages to property, which may arise from or in connection with the performance of the Work hereunder by CONSULTANT, his agents, representatives, employees or subconsultants.

Primary/noncontributing. Coverage provided by CONSULTANT shall be primary and any insurance or self-insurance procured or maintained by CITY shall not be required to contribute with it. The limits of insurance required herein may be satisfied by a combination of primary and umbrella or excess insurance. Any umbrella or excess insurance shall contain or be endorsed to contain a provision that such coverage shall also apply on a primary and non-contributory basis for the benefit of CITY before the CITY’s own insurance or self-insurance shall be called upon to protect it as a named insured.

City’s rights of enforcement. In the event any policy of insurance required under this AGREEMENT does not comply with these specifications or is canceled and not replaced, CITY has the right but not the duty to obtain the insurance it deems necessary and any premium paid by CITY will be promptly reimbursed by CONSULTANT or CITY will withhold amounts sufficient to pay premium from CONSULTANT payments. In the alternative, CITY may cancel this AGREEMENT.

Acceptable insurers. All insurance policies shall be issued by an insurance company currently authorized by the Insurance Commissioner to transact business of insurance or is on the List of Approved Surplus Line Insurers in the State of California, with an assigned policyholders’ Rating of A- (or higher) and Financial Size Category Class VI (or larger) in accordance with the latest edition of Best’s Key Rating Guide, unless otherwise approved by the City Manager.

Waiver of subrogation. All insurance coverage maintained or procured pursuant to this Agreement shall be endorsed to waive subrogation against CITY, its elected or appointed officers, agents, officials, employees and volunteers or shall specifically allow CONSULTANT or others providing insurance evidence in compliance with these specifications to waive their right of recovery prior to a loss. CONSULTANT hereby waives its own right of recovery against CITY, and shall require similar written express waivers and insurance clauses from each of its subconsultants.

Enforcement of contract provisions (non estoppel). CONSULTANT acknowledges and agrees that any actual or alleged failure on the part of the CITY to inform CONSULTANT of non-compliance with any requirement imposes no additional obligations on the CITY nor does it waive any rights hereunder.

Requirements not limiting. Requirements of specific coverage features or limits contained in this Section are not intended as a limitation on coverage, limits or other requirements, or a waiver of any coverage normally provided by any insurance. Specific reference to a given coverage feature is for purposes of clarification only as it pertains to a given issue and is not intended by any party or insured to be all inclusive, or to the exclusion of other coverage, or a waiver of any type. If the Consultant maintains higher limits than the minimums shown above, the CITY requires and shall be entitled to coverage for the higher limits maintained by the Consultant. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to the CITY.

Notice of cancellation. Consultant agrees to oblige its insurance agent or broker and insurers to provide to CITY with a thirty (30) day notice of cancellation (except for nonpayment for which a ten (10) day notice is required) or nonrenewal of coverage for each required coverage.

Additional insured status. General liability policies shall provide or be endorsed to provide that CITY and its officers, officials, employees, and agents, and volunteers shall be additional insureds under such policies. This provision shall also apply to any excess/umbrella liability policies.

Prohibition of undisclosed coverage limitations. None of the coverages required herein will be in compliance with these requirements if they include any limiting endorsement of any kind that has not been first submitted to CITY and approved of in writing.

Separation of insureds. A severability of interests provision must apply for all additional insureds ensuring that Consultant's insurance shall apply separately to each insured against whom claim is made or suit is brought, except with respect to the insurer's limits of liability. The policy(ies) shall not contain any cross-liability exclusions.

Pass through clause. CONSULTANT agrees to ensure that its subconsultants, subcontractors, and any other party involved with the project who is brought onto or

involved in the project by CONSULTANT, provide the same minimum insurance coverage and endorsements required of CONSULTANT. CONSULTANT agrees to monitor and review all such coverage and assumes all responsibility for ensuring that such coverage is provided in conformity with the requirements of this section. CONSULTANT agrees that upon request, all Agreements with consultants, subcontractors, and others engaged in the project will be submitted to CITY for review.

City's right to revise specifications. The CITY reserves the right at any time during the term of the contract to change the amounts and types of insurance required by giving the CONSULTANT ninety (90) days advance written notice of such change. If such change results in substantial additional cost to the CONSULTANT, the CITY and CONSULTANT may renegotiate CONSULTANT's compensation.

Self-insured retentions. Any self-insured retentions must be declared to and approved by CITY. CITY reserves the right to require that self-insured retentions be eliminated, lowered, or replaced by a deductible. Self-insurance will not be considered to comply with these specifications unless approved by CITY.

Timely notice of claims. CONSULTANT shall give CITY prompt and timely notice of claims made or suits instituted that arise out of or result from CONSULTANT's performance under this AGREEMENT, and that involve or may involve coverage under any of the required liability policies.

Additional insurance. CONSULTANT shall also procure and maintain, at its own cost and expense, any additional kinds of insurance, which in its own judgment may be necessary for its proper protection and prosecution of the work.

**AGENDA ITEM
5C.**

**Receive an Abilities Cafe Art Park Use
Update**



City of Sand City INFORMATIONAL ITEM

DATE: May 19, 2026
TO: Honorable Mayor and Members of the City Council
FROM: City Staff
SUBJECT: Abilities Café Art Park Use Update

PURPOSE

This is an informational item to update the City Council regarding the proposed use of a portion of the Art Park by the non-profit Abilities Community Alliance, Inc. ("Abilities Café"). Since the matter was last presented to the City Council on February 17, 2026, staff has determined that the most appropriate path forward is for Abilities Café to enter into a standard use agreement for the Art Park, consistent with the process followed by other local residents and non-profits using the Art Park. No action is required by the City Council at this time.

BACKGROUND

On February 17, 2026, staff presented the City Council with an overview of a proposal submitted by Abilities Café to lease a portion of the Art Park. The City Council voiced support for activating the Art Park area with Abilities Café's low impact community-oriented use. The Council unanimously affirmed that the non-profit:

1. Aligns with community values by creating an inclusive workforce development program for persons with disabilities.
2. The use is consistent with the Art Park and appropriate to operate there pending future development.
3. The proposed operational hours, Monday through Friday 7 am to 2:30 pm are consistent with the intended use of the Art Park.

UPDATE

Staff has determined that the most appropriate mechanism for accommodating the Abilities Café operation is a standard use agreement. This approach simplifies the process by utilizing existing administrative procedures and avoiding the need for a formal lease, Conditional Use Permit (CUP), or other discretionary entitlements.

Abilities Café will operate consistent with other Art Park operators, using a portion of the site on a temporary basis. The mobile café trailer is a self-contained unit that will be placed and operated independently, without the use of City-owned equipment. The use remains temporary and mobile; the trailer will be moved during events in which it is not

participating and will not be stored at the Art Park permanently. The use agreement will automatically terminate upon commencement of the long-term Art Park Project redevelopment.

FISCAL IMPACT

The proposed project is expected to be fiscally neutral. Abilities Café will pay a portion of the daily Art Park use fee, to offset any potential administrative or operating costs to the City.

CALIFORNIA ENVIRONMENTAL QUALITY ACT (CEQA)

This is an informational report and does not involve any project approval, entitlement, or discretionary action. Therefore, this item does not constitute a "project" as defined by CEQA Guidelines Section 15378, and no environmental review is required.

RECOMMENDATION

Receive and file this informational report. No action is required by the City Council at this time.

Attachment:

- 1) Updated Abilities Café Site Plan

LOT INFO:
APN 011-196-020
Lot Size 0.172 Ac

PROJECT # 22516
5/8/2026 10:16:14 AM
GOLDBECK Architects LLC

4085 El Bosque Dr.
Pebble Beach, CA 93953
(559) 285-2390
robin@goldbeckarchitects.com

All Drawings, Specifications and copies thereof are furnished by the Architect as instruments of service and shall remain his property. They are to be used only with written agreement with the Architect. Distribution to meet official regulatory requirements or for other purposes in connection with the Project is not to be construed as publication in derogation of the Architects common law Copyright or other reserved rights.



REVISIONS
NAME DATE

DRAWN (INITIALS)
CHECKED REG
APPROVALS

PROPOSED COFFEE TRUCK FOR
ABILITIES CAFE
512 Redwood Ave, Sand City, CA 93955

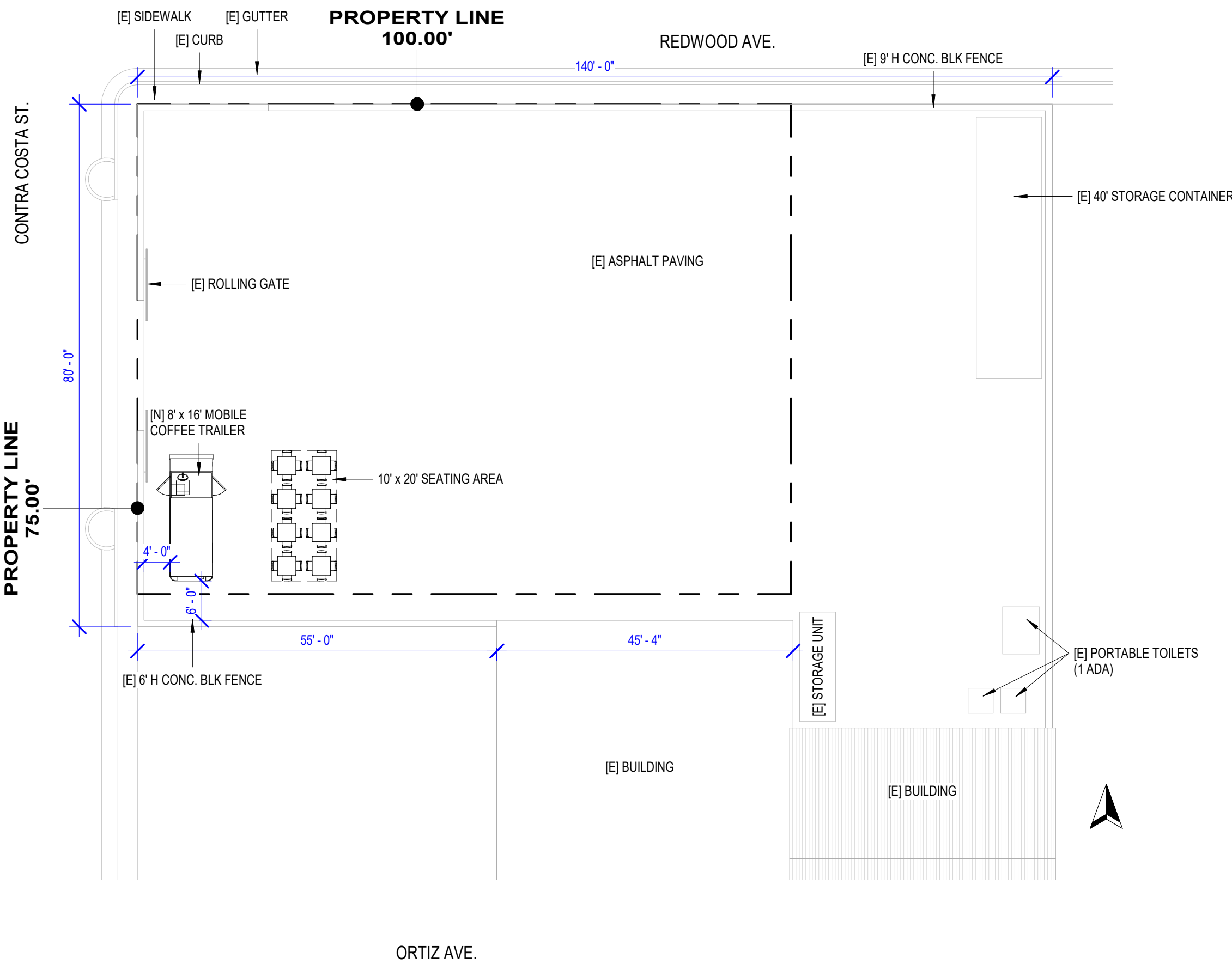
PROPOSED PLAN

A100

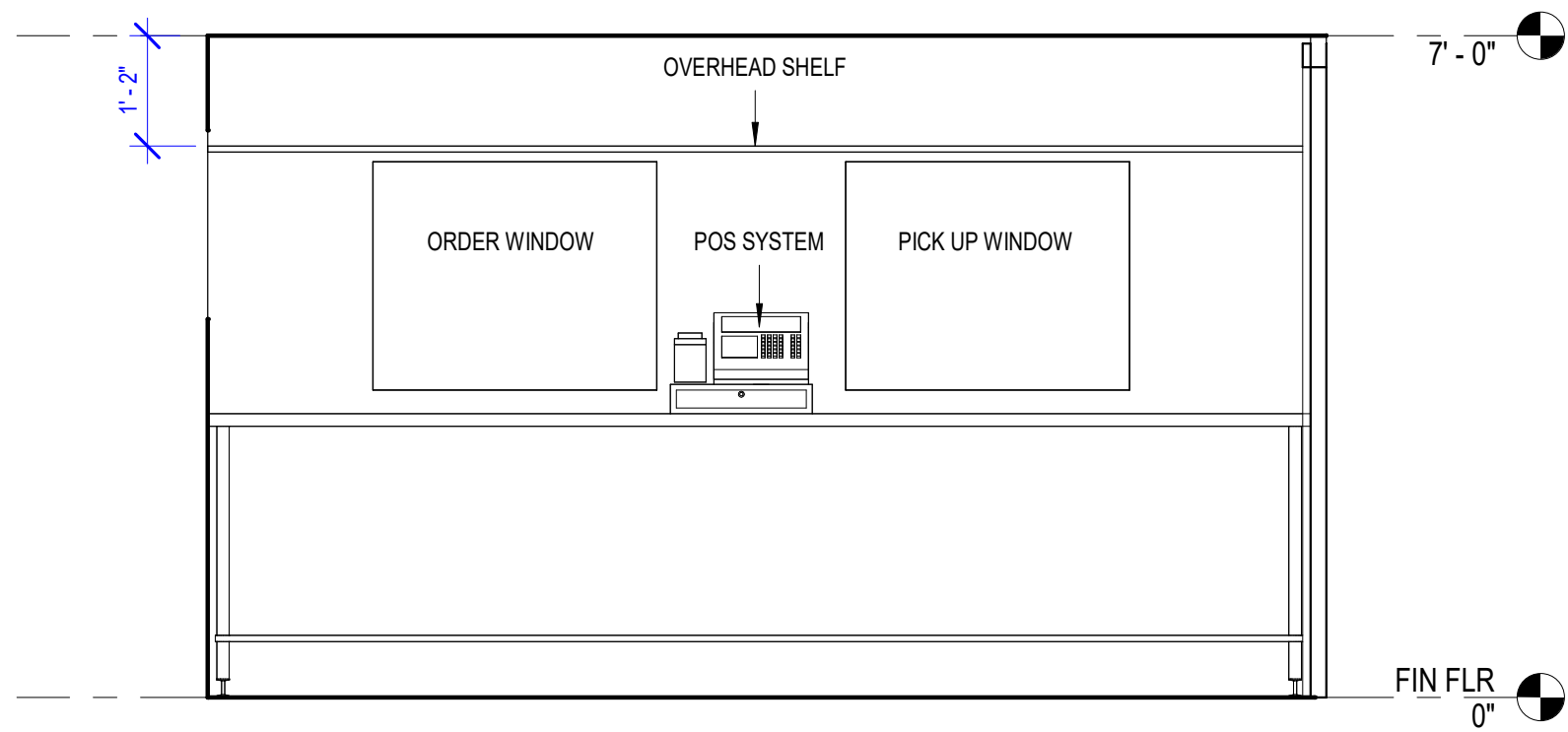


GENERAL NOTES:

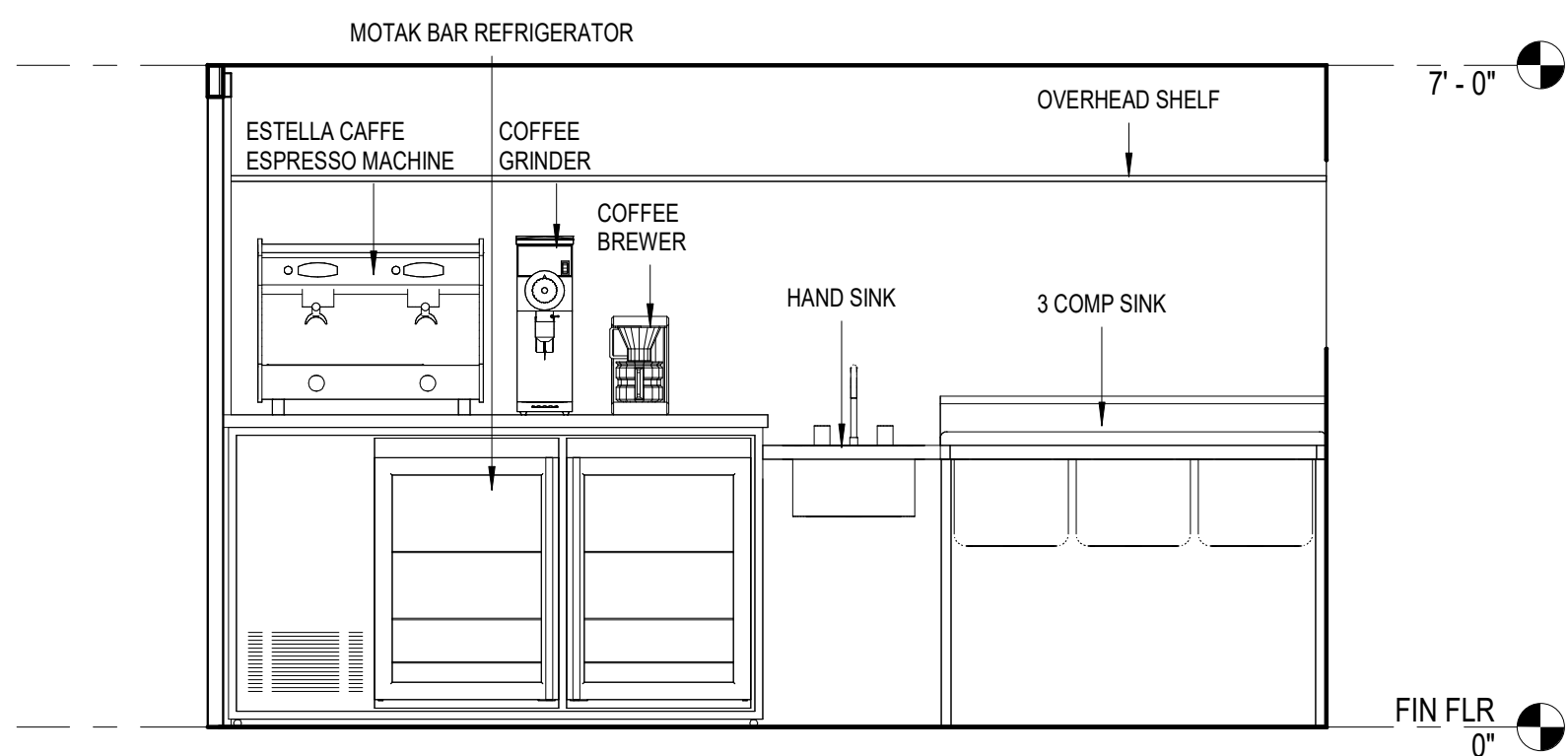
- The proposed layout utilizes a 16' mobile coffee unit. This unit will be self-contained and will be parked on the existing paved parking lot.
- There will be no changes to the existing grading or drainage of the existing paved lot.
- The proposed seating area will consist of portable tables and chairs that will be stored on site during non-operating hours.
- Any additional landscaping will consist of portable potted plants.
- Customers and staff will utilize the (3) existing portable toilets on site, including (1) ADA unit.
- Proposed hours of operation will be Monday through Friday from 6 AM until 6 PM. The unit will also be open during special events at the West End.



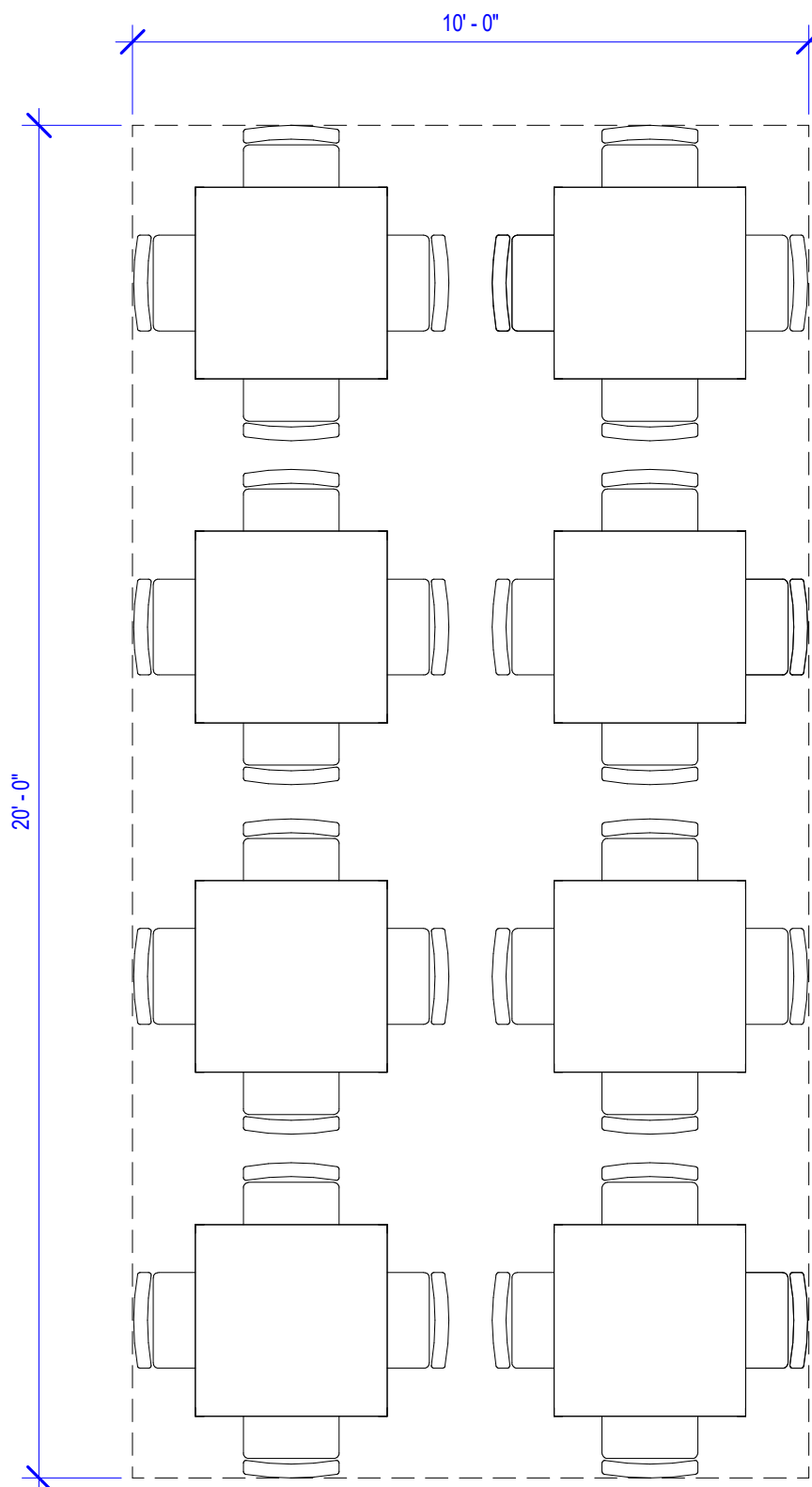
1 SITE PLAN
1/16" = 1'-0"



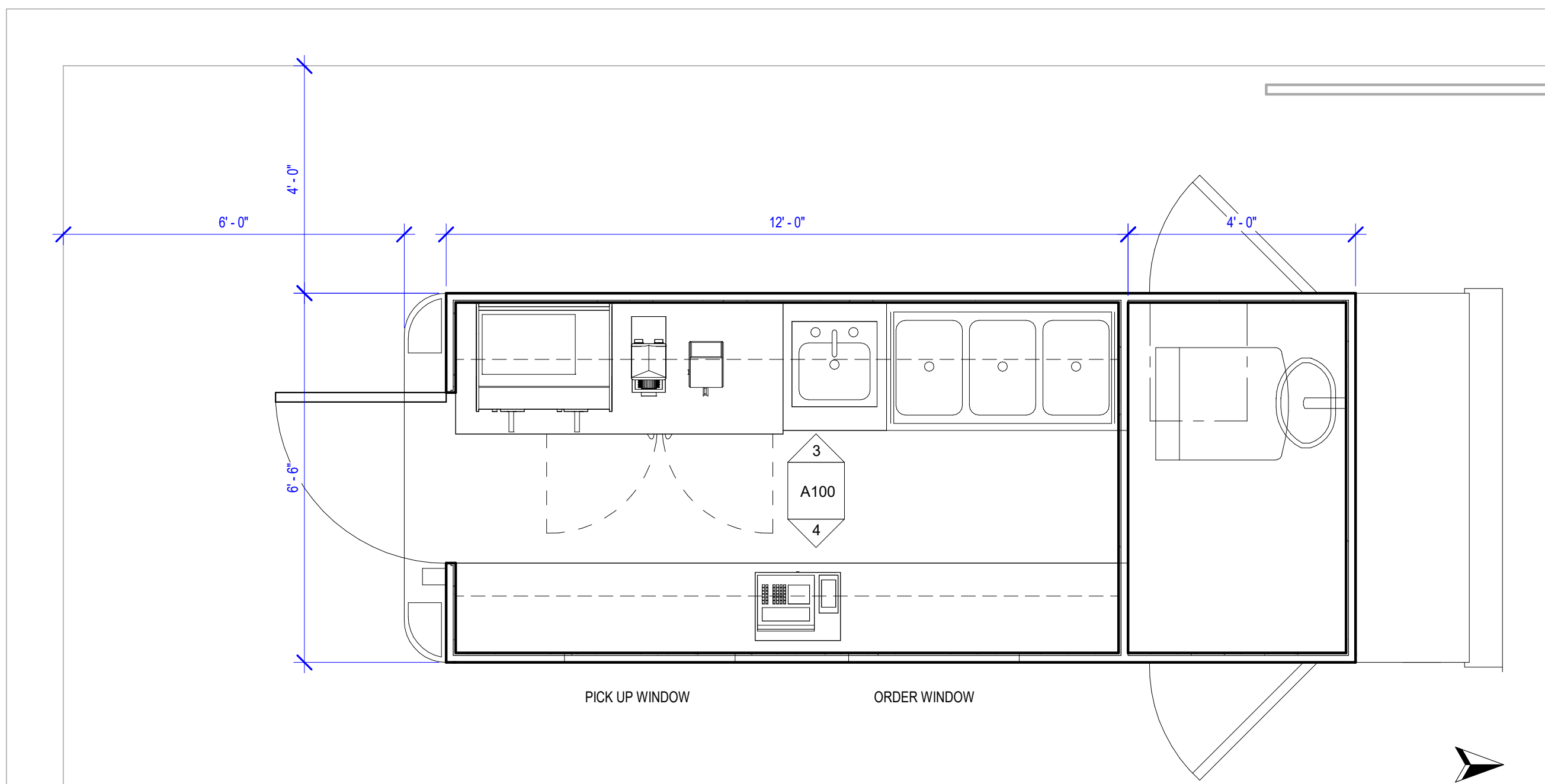
4 ELEVATION
1/2" = 1'-0"



3 ELEVATION
1/2" = 1'-0"



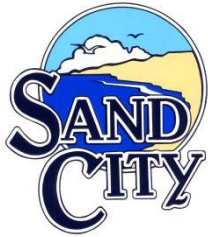
5 SEATING AREA - 200 SQ FT.
3/8" = 1'-0"



2 PROPOSED FLOOR PLAN
1/2" = 1'-0"

**AGENDA ITEM
5D.**

**Consideration and Approval of a City
Council Donation to the Salvation Army in
Sand City**



City of Sand City

STAFF REPORT

TO: Honorable Mayor and City Council Members
FROM: Jennifer Pope, Finance Manager
SUBJECT: City Council Donation
DATE: May 19, 2026

BACKGROUND/DISCUSSION:

On May 7th, 2024, the City Council approved a City Council Donation Policy that allows the City Council to donate to local organizations that help provide community services and programs that benefit the community and enrich the well-being of its residents. Donations that exceed \$500 must be brought to the City Council for approval.

Below is a donation request exceeding \$500 for City Council approval:

- \$1,000 Salvation Army, Sand City – Council Member Jerry Blackwelder

CEQA:

This action does not constitute a "project" as defined by the California Environmental Quality Act (CEQA) guidelines section 15378.

FISCAL IMPACT:

Funds for City Council donations were appropriated in the FY 24-25 budget.

RECOMMENDATION:

Approve a \$1,000 donation to the Salvation Army in Sand City.

ATTACHMENTS:

1. Donation Request Form – Salvation Army



City of Sand City - Donation Request Form

Name of Organization:

Salvation Army

Full Address (same as W9 Form):

800 Scott Street

Street Number and Name

Sand City

City

California

State

93955

Zip Code

Contact Person:

Jenifer Miller

Contact Person Phone Number:

(831) 899-4988

Tax ID of Non Profit Requesting Donation:

94-1156347

Total Amount Requested:

\$1,000

How will the Donations/Sponsorship be used? The donation must primarily serve a public purpose:

The donation will go towards helping with daily operations at the local Salvation Army Good Samartan Center.

What is the benefit to the City of Sand City?

Salvation Army in Sand City provides hot meals, showers, and laundry services for the community.

Requested By:

Date:

Approved By:

**AGENDA ITEM
5E.**

**Acceptance of City Successor Agency
Financial Report from March and Receive
Quarterly Summary of Cash and
Investments**



City of Sand City

STAFF REPORT

TO: Honorable Mayor and City Council/Successor Agency Board Members
FROM: Jennifer Pope, Finance Manager
SUBJECT: March 2026 Financial Report & Quarterly Summary of Cash and Investments
DATE: May 19, 2026

BACKGROUND/DISCUSSION:

Attached are monthly financial reports along with the quarterly cash and investment report for the City of Sand City and the Sand City Successor Agency of the former Redevelopment Agency.

A. City of Sand City Reports

- a. Cash Receipt Report, March 2026 (Attachment 1)
Revenue total - **\$1,196,618**
- b. Check Report, March 2026 (Attachment 2)
Expenditure total - **\$447,317**

B. Sand City Successor Agency for the former Redevelopment Agency Reports

- a. Revenue Report, March 2026 (Attachment 3)
Revenue total - **\$3,530**
- b. Check Report, March 2026 (Attachment 4)
- c. Expenditures total - **\$199,335**

Transfers

Listed below are transfers from one bank account to another and should not be considered as revenue or expenditure.

Date	Source	Amount	Description

There were no transfers in March 2026.

C. Quarterly Summary of Cash & Investments (Attachment 5)

CEQA:

This action does not constitute a "project" as defined by the California Environmental Quality Act (CEQA) guidelines section 15378.

FISCAL IMPACT:

There is no fiscal impact with receiving this report.

RECOMMENDATION:

Receive the report.

ATTACHMENTS:

1. Sand City Cash Receipt Report
2. Sand City Check Report
3. Sand City Successor Agency Revenue Report
4. Sand City Successor Agency Check Report
5. Quarterly Summary of Cash and Investments



City of Sand City

Cash Receipt Report

By Transaction Code

Date Range: 3/1/2026 - 3/31/2026

Transaction Code	Entity Account	Receipt Date	Transaction Description	Applied Amount
TOT01	R00001288	3/6/2026 12:00:00 AM	TOT Tax	95.40
UUT	R00001290	3/6/2026 12:00:00 AM	Utility Users Tax	2,926.69
UUT	R00001292	3/6/2026 12:00:00 AM	Utility Users Tax	138.74
UUT	R00001294	3/6/2026 12:00:00 AM	Utility Users Tax	3,860.69
UUT	R00001296	3/6/2026 12:00:00 AM	Utility Users Tax	13,066.69
UUT	R00001297	3/6/2026 12:00:00 AM	Utility Users Tax	0.34
REN01	R00001299	3/6/2026 12:00:00 AM	Rental Income	3,000.00
TRA01	R00001300	3/6/2026 12:00:00 AM	Traffic Safety Fund	26.41
CRI01	R00001300	3/6/2026 12:00:00 AM	Criminal PC1463/City Fines	65.86
P172	R00001300	3/6/2026 12:00:00 AM	1/2 Tax Police/Prop 172	36.75
REV	R00001300	3/6/2026 12:00:00 AM	County/Rev & Recovery	49.22
RMRA	R00001301	3/6/2026 12:00:00 AM	Road Maintenance & Rehab	887.69
SAN01	R00001302	3/6/2026 12:00:00 AM	Sanitation District Impact Fees	12,718.75
TUT01	R00001303	3/6/2026 12:00:00 AM	Transaction/Use Tax	12.21
TUT01	R00001304	3/6/2026 12:00:00 AM	Transaction/Use Tax	608,000.57
STAX	R00001305	3/6/2026 12:00:00 AM	Sales Tax Received	499,301.79
REN01	R00001306	3/6/2026 12:00:00 AM	Rental Income	1,699.59
OPF	R00001307	3/6/2026 12:00:00 AM	Other Planning Fees	359.00
POL01	R00001308	3/6/2026 12:00:00 AM	Police Report 4560	10.00
PAR02	R00001310	3/6/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001311	3/6/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001312	3/6/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001313	3/6/2026 12:00:00 AM	Sand City Parking	40.00
MISC	R00001314	3/6/2026 12:00:00 AM	Misc revenue	2,086.68
PAR02	R00001316	3/6/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001317	3/6/2026 12:00:00 AM	Sand City Parking	100.00
POL01	R00001318	3/6/2026 12:00:00 AM	Police Report 4560	30.00
BUI01	R00001319	3/6/2026 12:00:00 AM	Building Permit 4115	709.00
CBSC	R00001319	3/6/2026 12:00:00 AM	CBSC	2.00
STR01	R00001319	3/6/2026 12:00:00 AM	Strong Motion Fee	9.24
BUI01	R00001320	3/6/2026 12:00:00 AM	Building Permit 4115	458.00
CBSC	R00001320	3/6/2026 12:00:00 AM	CBSC	1.00
STR01	R00001320	3/6/2026 12:00:00 AM	Strong Motion Fee	1.30
PAR02	R00001322	3/17/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001324	3/17/2026 12:00:00 AM	Sand City Parking	75.00
PAR02	R00001326	3/17/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001328	3/17/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001330	3/17/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001332	3/17/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001334	3/17/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001335	3/17/2026 12:00:00 AM	Sand City Parking	80.00

Transaction Code	Entity Account	Receipt Date	Transaction Description	Applied Amount
PAR02	R00001338	3/17/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001340	3/17/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001342	3/17/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001344	3/17/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001346	3/17/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001348	3/17/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001350	3/17/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001352	3/17/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001354	3/17/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001356	3/17/2026 12:00:00 AM	Sand City Parking	40.00
PAR02	R00001358	3/17/2026 12:00:00 AM	Sand City Parking	40.00
VEHR	R00001359	3/17/2026 12:00:00 AM	Vehicle Release	95.00
SQU01	R00001360	3/17/2026 12:00:00 AM	Square Fees	(1.34)
BUI01	R00001361	3/18/2026 12:00:00 AM	Building Permit 4115	208.50
CBSC	R00001361	3/18/2026 12:00:00 AM	CBSC	4.00
BUI01	R00001362	3/18/2026 12:00:00 AM	Building Permit 4115	3,584.50
CBSC	R00001362	3/18/2026 12:00:00 AM	CBSC	13.00
STR01	R00001362	3/18/2026 12:00:00 AM	Strong Motion Fee	85.34
CUP01	R00001363	3/18/2026 12:00:00 AM	Conditional Use Permit	1,438.00
ENG01	R00001364	3/18/2026 12:00:00 AM	Engineering Fees	1,305.00
ENG01	R00001365	3/18/2026 12:00:00 AM	Engineering Fees	1,740.00
ENG01	R00001366	3/18/2026 12:00:00 AM	Engineering Fees	1,740.00
PAR02	R00001367	3/18/2026 12:00:00 AM	Sand City Parking	40.00
ENG01	R00001369	3/18/2026 12:00:00 AM	Engineering Fees	870.00
BUI01	R00001371	3/18/2026 12:00:00 AM	Building Permit 4115	3,584.50
CBSC	R00001371	3/18/2026 12:00:00 AM	CBSC	7.00
STR01	R00001371	3/18/2026 12:00:00 AM	Strong Motion Fee	42.08
WEST	R00001372	3/18/2026 12:00:00 AM	West End Revenue	150.00
WEST	R00001374	3/18/2026 12:00:00 AM	West End Revenue	150.00
WEST	R00001376	3/18/2026 12:00:00 AM	West End Revenue	150.00
WEST	R00001377	3/18/2026 12:00:00 AM	West End Revenue	150.00
WEST	R00001379	3/18/2026 12:00:00 AM	West End Revenue	150.00
WEST	R00001381	3/18/2026 12:00:00 AM	West End Revenue	150.00
WEST	R00001383	3/18/2026 12:00:00 AM	West End Revenue	150.00
WEST	R00001385	3/18/2026 12:00:00 AM	West End Revenue	150.00
WEST	R00001387	3/18/2026 12:00:00 AM	West End Revenue	150.00
WEST	R00001389	3/18/2026 12:00:00 AM	West End Revenue	150.00
WEST	R00001390	3/18/2026 12:00:00 AM	West End Revenue	150.00
WEST	R00001392	3/18/2026 12:00:00 AM	West End Revenue	150.00
BUI01	R00001393	3/18/2026 12:00:00 AM	Building Permit 4115	458.00
CBSC	R00001393	3/18/2026 12:00:00 AM	CBSC	1.00
STR01	R00001393	3/18/2026 12:00:00 AM	Strong Motion Fee	2.87
SQU01	R00001394	3/18/2026 12:00:00 AM	Square Fees	(20.82)
PMISC	R00001395	3/18/2026 12:00:00 AM	Planning MISC Rev	89.50
TOT01	R00001398	3/19/2026 12:00:00 AM	TOT Tax	1,368.72
TOT01	R00001399	3/19/2026 12:00:00 AM	TOT Tax	807.94
TOT01	R00001400	3/19/2026 12:00:00 AM	TOT Tax	449.17
TOT01	R00001401	3/19/2026 12:00:00 AM	TOT Tax	721.20

Transaction Code	Entity Account	Receipt Date	Transaction Description	Applied Amount
TOT01	R00001402	3/19/2026 12:00:00 AM	TOT Tax	246.88
TOT01	R00001403	3/19/2026 12:00:00 AM	TOT Tax	459.00
TOT01	R00001404	3/19/2026 12:00:00 AM	TOT Tax	216.00
TOT01	R00001405	3/19/2026 12:00:00 AM	TOT Tax	252.00
UUT	R00001408	3/19/2026 12:00:00 AM	Utility Users Tax	3,616.68
UUT	R00001409	3/19/2026 12:00:00 AM	Utility Users Tax	69.79
UUT	R00001412	3/19/2026 12:00:00 AM	Utility Users Tax	23.77
UUT	R00001413	3/19/2026 12:00:00 AM	Utility Users Tax	581.63
UUT	R00001415	3/19/2026 12:00:00 AM	Utility Users Tax	256.26
UUT	R00001417	3/19/2026 12:00:00 AM	Utility Users Tax	1,687.97
UUT	R00001419	3/19/2026 12:00:00 AM	Utility Users Tax	2.02
WEST	R00001420	3/19/2026 12:00:00 AM	West End Revenue	150.00
WEST	R00001421	3/19/2026 12:00:00 AM	West End Revenue	150.00
WEST	R00001422	3/19/2026 12:00:00 AM	West End Revenue	422.00
REN01	R00001423	3/19/2026 12:00:00 AM	Rental Income	2,000.00
COPS	R00001424	3/20/2026 12:00:00 AM	COPS Grant	8,333.33
USB01	R00001425	3/20/2026 12:00:00 AM	US Bank Cal Card Rebate	374.05
2103	R00001426	3/20/2026 12:00:00 AM	Gas Tax 2103	299.05
2105	R00001426	3/20/2026 12:00:00 AM	Gas Tax -2105 31	193.47
2106	R00001426	3/20/2026 12:00:00 AM	Gas Tax 2106 32	487.98
2107	R00001426	3/20/2026 12:00:00 AM	Gax Tax- 2107 33	202.72
WEST	R00001427	3/23/2026 12:00:00 AM	West End Revenue	300.00
CRI01	R00001428	3/23/2026 12:00:00 AM	Criminal PC1463/City Fines	61.00
POC01	R00001428	3/23/2026 12:00:00 AM	County/Proof of Corr	4.51
P172	R00001428	3/23/2026 12:00:00 AM	1/2 Tax Police/Prop 172	51.73
REV	R00001428	3/23/2026 12:00:00 AM	County/Rev & Recovery	27.35
ENG01	R00001429	3/23/2026 12:00:00 AM	Engineering Fees	435.00
PAR02	R00001431	3/23/2026 12:00:00 AM	Sand City Parking	75.00
PAR02	R00001433	3/23/2026 12:00:00 AM	Sand City Parking	75.00
MISC	R00001434	3/23/2026 12:00:00 AM	Misc revenue	150.00
CAS90	R00001435	3/23/2026 12:00:00 AM	CASP Fee	64.80
BL01	R00001435	3/23/2026 12:00:00 AM	Business License	2,742.48
BL02	R00001435	3/23/2026 12:00:00 AM	Business License Late Charge	46.87
CUP01	R00001436	3/30/2026 12:00:00 AM	Conditional Use Permit	1,438.00
				1,196,618.11



City of Sand City

Check Report

By Check Number

Date Range: 03/01/2026 - 03/31/2026

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: Mechanics - General-Mechanics Bank - General Pooled Cash						
AFL01	Aflac	03/03/2026	Regular	0.00	548.98	41317
CLE01	California Law Enforcement Association	03/03/2026	Regular	0.00	288.00	41318
CSD01	California State Disburse Unit	03/03/2026	Regular	0.00	269.00	41319
HUM02	Humana Insurance Company	03/03/2026	Regular	0.00	4,731.49	41320
SAN01	Sand City Police Officers & Dept. Employees Ass	03/03/2026	Regular	0.00	1,420.00	41321
SUN02	Sun Life Financial	03/03/2026	Regular	0.00	1,000.71	41322
A&R01	A & R Plumbing, Inc	03/03/2026	Regular	0.00	850.00	41323
AMA01	Amazon Capital Services, Inc	03/03/2026	Regular	0.00	673.33	41324
ASC01	American Supply CO	03/03/2026	Regular	0.00	1,994.14	41325
ATT03	AT&T	03/03/2026	Regular	0.00	203.89	41326
ATT05	AT&T Mobility	03/03/2026	Regular	0.00	620.06	41327
CAL01	California American Water	03/03/2026	Regular	0.00	335.17	41328
CHA04	California Highway Adoption Co.	03/03/2026	Regular	0.00	350.00	41329
BRO07	Christopher Browning	03/03/2026	Regular	0.00	1,139.23	41330
CLA03	CliftonLarsonAllen, LLP	03/03/2026	Regular	0.00	6,625.00	41331
COM11	Comcast	03/03/2026	Regular	0.00	353.48	41332
MON10	County of Monterey- Department of Emergency	03/03/2026	Regular	0.00	19,084.00	41333
MON08	County of Monterey Sheriff-Marshall-Coroner	03/03/2026	Regular	0.00	9,294.29	41334
EMC02	EMC Planning Group, Inc.	03/03/2026	Regular	0.00	5,500.07	41335
FIR03	First Alarm Security and Patrol, Inc	03/03/2026	Regular	0.00	40.97	41336
SHA03	Flex TG, LLC	03/03/2026	Regular	0.00	285.56	41337
POP03	Jennifer Pope	03/03/2026	Regular	0.00	2,144.05	41338
BAL05	Jerod Balthrop	03/03/2026	Regular	0.00	4,275.00	41339
LCW01	Liebert Cassidy Whitmore	03/03/2026	Regular	0.00	367.00	41340
MAL01	Mallory Safety and Supply, LLC	03/03/2026	Regular	0.00	849.59	41341
MCM01	Monterey County Mayor's Association	03/03/2026	Regular	0.00	1,670.18	41342
MCW01	Monterey County Weekly	03/03/2026	Regular	0.00	1,244.00	41343
M1W01	Monterey One Water	03/03/2026	Regular	0.00	8,131.69	41344
MPC01	Monterey Peninsula Chamber of Commerce	03/03/2026	Regular	0.00	195.00	41345
NDM01	Nadja De Maeseneer	03/03/2026	Regular	0.00	595.00	41346
PAN01	Panetta Institute for Public Policy	03/03/2026	Regular	0.00	500.00	41347
PET01	Petty Cash	03/03/2026	Regular	0.00	134.36	41348
PBC01	Pitney Bowes Global Financial Services LLC	03/03/2026	Regular	0.00	581.43	41349
PRI01	Primo Brands	03/03/2026	Regular	0.00	177.76	41350
PUB01	Public Storage	03/03/2026	Regular	0.00	480.00	41351
SEA09	Seaside Groundwater Basin Watermaster	03/03/2026	Regular	0.00	1,960.00	41352
STU02	Sturdy Oil Company	03/03/2026	Regular	0.00	956.45	41353
USB01	US Bank Corp Payment Systems	03/03/2026	Regular	0.00	7,985.24	41354
VER01	Verizon Wireless	03/03/2026	Regular	0.00	64.27	41355
VES01	Vestis	03/03/2026	Regular	0.00	733.00	41356
HEA001	WageWorks, Inc.	03/03/2026	Regular	0.00	2,609.18	41357
4LE01	4Leaf, Inc.	03/16/2026	Regular	0.00	5,892.25	41358
CAL15	California Consulting, Inc	03/16/2026	Regular	0.00	4,500.00	41359
COM11	Comcast	03/16/2026	Regular	0.00	231.65	41360
COR05	Corodata Records Management	03/16/2026	Regular	0.00	65.20	41361
COU01	County of Santa Clara Office of the Sherrif	03/16/2026	Regular	0.00	876.93	41362
EMC02	EMC Planning Group, Inc.	03/16/2026	Regular	0.00	1,352.03	41363
SHA03	Flex TG, LLC	03/16/2026	Regular	0.00	15.00	41364
GRE01	Green Valley Landscape, Inc.	03/16/2026	Regular	0.00	1,425.35	41365
HDL02	HDL Companies, LLC.	03/16/2026	Regular	0.00	941.87	41366
HOM01	Home Depot Credit Service	03/16/2026	Regular	0.00	758.45	41367
HOP01	Hope Services	03/16/2026	Regular	0.00	5,248.75	41368
LCW01	Liebert Cassidy Whitmore	03/16/2026	Regular	0.00	6,681.00	41369
MCP01	MCPOA	03/16/2026	Regular	0.00	105.00	41370

Check Report

Date Range: 03/01/2026 - 03/31/2026

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
MEY01	Meyers Nave, Corporation	03/16/2026	Regular	0.00	23,228.50	41371
MOB02	Mobile Modular	03/16/2026	Regular	0.00	610.41	41372
MBT01	Monterey Bay Technologies, Inc.	03/16/2026	Regular	0.00	2,700.00	41373
NDM01	Nadja De Maeseneer	03/16/2026	Regular	0.00	7,069.50	41374
PAV01	Pavement Engineering, Inc.	03/16/2026	Regular	0.00	28,735.00	41375
PET01	Petty Cash	03/16/2026	Regular	0.00	24.10	41376
SNO01	Shannon Norton	03/16/2026	Regular	0.00	64.15	41377
STU02	Sturdy Oil Company	03/16/2026	Regular	0.00	1,183.51	41378
TYL02	Tyler Technologies, Inc.	03/16/2026	Regular	0.00	24,201.00	41379
VES01	Vestis	03/16/2026	Regular	0.00	579.20	41380
NOR02	Vibeke Norgaard	03/16/2026	Regular	0.00	211.70	41381
HEA001	WageWorks, Inc.	03/16/2026	Regular	0.00	179.00	41382
WHI01	Whitson Engineers	03/16/2026	Regular	0.00	832.00	41383
A&R01	A & R Plumbing, Inc	03/27/2026	Regular	0.00	425.00	41384
ATT05	AT&T Mobility	03/27/2026	Regular	0.00	1,077.91	41385
CRA04	Audrey Cray	03/27/2026	Regular	0.00	363.39	41386
CAL01	California American Water	03/27/2026	Regular	0.00	492.77	41387
CHA04	California Highway Adoption Co.	03/27/2026	Regular	0.00	350.00	41388
COM11	Comcast	03/27/2026	Regular	0.00	492.10	41389
COR04	Corodata Shredding, Inc	03/27/2026	Regular	0.00	73.57	41390
CYP04	Cypress Coast Ford	03/27/2026	Regular	0.00	208.52	41391
EWI02	Ewing Irrigation Products, Inc	03/27/2026	Regular	0.00	359.03	41392
SHA03	Flex TG, LLC	03/27/2026	Regular	0.00	225.79	41393
HAN02	Hanson Bridgett LLC	03/27/2026	Regular	0.00	25,252.30	41394
POP03	Jennifer Pope	03/27/2026	Regular	0.00	1,833.47	41395
LOC01	League of California Cities	03/27/2026	Regular	0.00	900.00	41396
LEX01	Lexipol LLC	03/27/2026	Regular	0.00	4,895.10	41397
MCP01	MCPOA	03/27/2026	Regular	0.00	630.00	41398
MBP03	Monterey Bay Pest Control	03/27/2026	Regular	0.00	130.00	41399
MBT01	Monterey Bay Technologies, Inc.	03/27/2026	Regular	0.00	3,459.89	41400
MRW02	Monterey Regional Waste Management District	03/27/2026	Regular	0.00	280.92	41401
NAP01	Napa Auto Parts	03/27/2026	Regular	0.00	171.02	41402
PGE01	Pacific Gas & Electric	03/27/2026	Regular	0.00	4,809.48	41403
PET01	Petty Cash	03/27/2026	Regular	0.00	102.33	41404
PBC01	Pitney Bowes Global Financial Services LLC	03/27/2026	Regular	0.00	581.43	41405
PIT01	Pitney Bowes, Inc.	03/27/2026	Regular	0.00	175.90	41406
POR01	PORAC	03/27/2026	Regular	0.00	200.00	41407
PRI01	Primo Brands	03/27/2026	Regular	0.00	165.61	41408
PUB01	Public Storage	03/27/2026	Regular	0.00	546.00	41409
REN01	Rental Depot	03/27/2026	Regular	0.00	66.71	41410
SAF02	Safeguard Business Systems	03/27/2026	Regular	0.00	86.31	41411
STA03	Star Sanitation, LLC	03/27/2026	Regular	0.00	789.70	41412
STU02	Sturdy Oil Company	03/27/2026	Regular	0.00	1,102.70	41413
VER01	Verizon Wireless	03/27/2026	Regular	0.00	64.27	41414
HEA001	WageWorks, Inc.	03/27/2026	Regular	0.00	656.47	41415
PERSRETIREMENT	CalPERS Retirement	03/30/2026	Bank Draft	0.00	1,930.45	DFT0000295
PERSRETIREMENT	CalPERS Retirement	03/30/2026	Bank Draft	0.00	3,688.87	DFT0000296
PERSRETIREMENT	CalPERS Retirement	03/30/2026	Bank Draft	0.00	3,788.83	DFT0000297
PERSRETIREMENT	CalPERS Retirement	03/30/2026	Bank Draft	0.00	7,406.72	DFT0000298
PERSRETIREMENT	CalPERS Retirement	03/30/2026	Bank Draft	0.00	7,536.00	DFT0000299
PERSRETIREMENT	CalPERS Retirement	03/30/2026	Bank Draft	0.00	6,862.60	DFT0000300
PERSRETIREMENT	CalPERS Retirement	03/30/2026	Bank Draft	0.00	888.08	DFT0000301
PERSRETIREMENT	CalPERS Retirement	03/30/2026	Bank Draft	0.00	3,818.62	DFT0000302
PERSRETIREMENT	CalPERS Retirement	03/30/2026	Bank Draft	0.00	11,512.21	DFT0000303
PERSRETIREMENT	CalPERS Retirement	03/30/2026	Bank Draft	0.00	5,733.53	DFT0000304
PERSRETIREMENT	CalPERS Retirement	03/30/2026	Bank Draft	0.00	2,910.50	DFT0000305
PERSRETIREMENT	CalPERS Retirement	03/30/2026	Bank Draft	0.00	10,437.27	DFT0000306
PERSRETIREMENT	CalPERS Retirement	03/30/2026	Bank Draft	0.00	46.00	DFT0000307
PERSHEALTH	CalPERS Health	03/30/2026	Bank Draft	0.00	42,210.70	DFT0000308
CAL16	Calpers 457 Plan	03/30/2026	Bank Draft	0.00	23,927.03	DFT0000309
EDD001	Employment Development Dept	03/30/2026	Bank Draft	0.00	15,360.71	DFT0000310

Check Report**Date Range: 03/01/2026 - 03/31/2026****Vendor Number****Vendor Name****Payment Date****Payment Type****Discount Amount****Payment Amount****Number**

EFTPS

Electronic Federal Tax Payment System

03/30/2026

Bank Draft

0.00

39,319.19

DFT0000311

Bank Code Mechanics - General Summary

Payment Type	Payable	Discount	Payment
	Count		
Regular Checks	146	0.00	259,939.81
Manual Checks	0	0.00	0.00
Voided Checks	0	0.00	0.00
Bank Drafts	17	0.00	187,377.31
EFT's	0	0.00	0.00
	163	0.00	447,317.12



City of Sand City Successor Agency

Revenue Report

By Transaction Code

Date Range: 3/1/2026 - 3/31/2026

Transaction Code	Account	Receipt Date	Transaction Description	Applied Amount
INT01	40-4410-801	2/27/2026	Bank Interest	3,529.97
Total Cash Receipts				<u>3,529.97</u>



City of Sand City

Check Report

By Check Number

Date Range: 03/01/2026 - 03/31/2026

Vendor Number	Vendor Name	Payment Date	Payment Type	Discount Amount	Payment Amount	Number
Bank Code: Mechanics - SA-Mechanics Bank - Successor Agency						
SEA03	City of Seaside	03/17/2026	Regular	0.00	182,261.00	2372
MEY01	Meyers Nave, Corporation	03/17/2026	Regular	0.00	435.00	2373
RSG01	RSG	03/17/2026	Regular	0.00	7,190.00	2374
USB02	US Bank- Corporate Trust Services	03/17/2026	Regular	0.00	9,448.99	2375

Bank Code Mechanics - SA Summary

Payment Type	Payable	Discount	Payment
	Count		
Regular Checks	8	0.00	199,334.99
Manual Checks	0	0.00	0.00
Voided Checks	0	0.00	0.00
Bank Drafts	0	0.00	0.00
EFT's	0	0.00	0.00
	8	0.00	199,334.99

**City of Sand City
Summary of Cash & Investments
As of March 31, 2026**

City of Sand City Accounts

<u>Cash</u>	<u>Balance</u>	<u>Interest</u>	<u>CD Length</u>	
Sand City Checking	\$1,509,609.08	0.01	N/A	
Public Money Market	\$5,232,150.48	3.74	N/A	
N of Playa Edgewater Habitat	\$110,021.84	0.01	N/A	Restricted
Public Money Market - Housing	\$149,386.46	3.74	N/A	Restricted

<u>Investments</u>				
Sand City LAIF	\$13,149,600.14	3.83	N/A	
TVI - California CR	\$243,000.00	3.74	1 Year	
TVI - American Express	\$245,000.00	4.05	2 Year	
TVI - Toyota Fin	\$249,000.00	3.75	1 Year	
TVI - Morgan Stanley	\$245,000.00	4.1	1 Year	
TVI - Synchrony	\$245,000.00	4.05	3 Year	
TVI - Goldmman Sachs	\$245,000.00	3.65	3 Year	

TOTAL CITY OF SAND CITY	<u>\$21,622,768.00</u>
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Successor Agency Accounts

<u>Cash</u>	<u>Balance</u>	<u>Interest</u>	<u>CD Length</u>	
Successor Agency Tax Increment - MM	\$947,928.42	3.74	N/A	
Successor Agency King Ventures	\$1,213,547.88	3.74	N/A	Restricted

TOTAL SUCCESSOR AGENCY	<u>\$2,161,476.30</u>
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TOTAL CASH and INVESTMENTS	<u><u>\$23,784,244.30</u></u>
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**AGENDA ITEM
8A.**

First Reading of an Ordinance of the City of Sand City Prohibiting Onshore Facilities that Support Offshore Oil and Gas Exploration and Development This item was continued from April 7, 2026, and will be continued to a future date.

**AGENDA ITEM
9A.**

**Approve a Resolution Proclaiming the
Week of May 17-23, 2026 as National
Public Works Week**



City of Sand City

STAFF REPORT

TO: Honorable Mayor and City Council
FROM: Vibeke Norgaard, City Manager
SUBJECT: National Public Works Week Proclamation
DATE: May 19, 2026

BACKGROUND/DISCUSSION:

Since 1960, the American Public works Association (APWA) has sponsored National Public works Week to educate the general public about the value and necessity of public works projects throughout North America and to celebrate the thousands of men and women who plan, build, maintain, operate and manage public infrastructure within their communities. This year May 17, 2026 through May 23, 2026, has been designated as National Public Works week, with the theme “Rooted in Service, Powered by Community.” National Public Works Week celebrates the vital role public works plays in connecting us all together and recognizes the efforts of the Public Works Department in building and maintaining the City’s infrastructure to assure a higher quality of life in the community.

This year's theme “Rooted in Service, Powered by Community” acknowledges that the roots of service run deep in public works.. In Sand City the Public Works Department is powered by dedicated people who quietly keep everything running in our City day after day. Our Public Works employees are truly “Rooted” in their service to the community through their commitment to maintaining the streets, parks, stormwater systems, and public spaces that residents rely on every day. Whether repairing a fence in the community garden, setting up for community events, or operating the street sweeper to clean our streets, our Sand City team approaches every task with pride, professionalism, and a deep connection to the community they serve. Our public works team shows up consistently, solves problems before most people even notice them, and cares deeply about this City. Their dedication reflects the heart of public service — steady, dependable work that strengthens the community from the roots up. During National Public Works Week, we request that the Council recognize and thank them for the essential role they play in supporting the quality of life in our City.

CEQA:

This action does not constitute a "project" as defined by the California Environmental Quality Act (CEQA) guidelines section 15378.

FISCAL IMPACT:

None.

RECOMMENDATION:

Adopt and present the National Public Works Week Proclamation 2026.

ATTACHMENTS:

1. Resolution

**CITY OF SAND CITY
RESOLUTION SC 26-____, 2026**

**RESOLUTION OF THE CITY OF SAND CITY PROCLAIMING THE WEEK OF
MAY 17-23, 2026 AS NATIONAL PUBLIC WORKS WEEK**

WHEREAS, public works infrastructure, facilities and services are of vital importance to sustainable communities and to the health, safety and well-being of the people of this community; and

WHEREAS, such facilities and services could not be provided without the dedicated efforts of public works professionals, engineers, managers and employees from State and local units of Government and the private sector, who are responsible for and must plan, design, build, operate, and maintain the transportation and water systems, public buildings, public spaces, and other structures and facilities essential to serve our citizens; and

WHEREAS, the year 2026 marks the 66th annual National Public Works Week sponsored by the American Public Works Association.

NOW THEREFORE, BE IT RESOLVED, that the City Council of Sand City hereby proclaims the week May 17-23, 2026, as National Public Works Week to honor the City of Sand City Public Works Department, Leon Gomez, Mark Parker, Fred Menezes, and Elliot Booker and to recognize the substantial contributions they have made to our national health, safety, welfare and quality of life.

PASSED AND ADOPTED by the City Council of the City of Sand City on this ____ day of ____ 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Mary Ann Carbone, Mayor

ATTEST:

DATED: _____

Kerry Lindstrom, City Clerk

AGENDA ITEM 9B.

Approve a Resolution Approving the Recommendation from ReGen Monterey's Technical Advisory Committee's Subgroup to Initiate a Competitive Request for Proposal (RFP) Process for Solid Waste, Recycling, and Organics Collection Services, and Approve the Process Integrity Policy



City of Sand City

STAFF REPORT

TO: Honorable Mayor and City Council
FROM: Mark Parker, Public Works Manager; Audrey Cray, Admin Services Manager
SUBJECT: Receive a presentation and consider approving the Technical Advisory Committee (TAC) Franchise Agreement Subgroup's recommendation on the 2030 Collection Franchise Planning Process
DATE: May 19, 2026

BACKGROUND/DISCUSSION:

The City of Sand City is one of seven (7) participating agencies under an MOU with ReGen Monterey (ReGen) that hold an exclusive franchise agreement with GreenWaste for solid waste, recycling, and organics collection services, expiring in 2030. The other participating agencies include the Cities of Del Rey Oaks, Marina, Pacific Grove, Carmel-by-the-Sea, and Seaside, as well as Pebble Beach Community Services District.

As the franchise agreement approaches expiration, the participating agencies began evaluating options for future service delivery, including whether to pursue a competitive Request for Proposal (RFP) process or negotiate a sole-source agreement with GreenWaste.

In early 2025, a TAC Subgroup was formed to prepare and plan. In August 2025, the ReGen Board approved a contract with HF&H Consultants, LLC (HF&H) to support the Subgroup and Member Agencies in this effort. Since that time, the Subgroup has been and will continue working on a range of activities to support collection franchise planning, including a public and stakeholder engagement process, RFP process support, negotiations, and solicitation, design, and drafting of a future franchise agreement. Since August 2025, HF&H has worked with ReGen's Communications staff (Staff) and the TAC's Subgroup to conduct phase one, public and stakeholder engagement.

Stakeholder Engagement Process

Community and stakeholder input provides important context for evaluating whether to pursue a competitive RFP or a sole-source negotiation for future solid waste, recycling, and organics collection services. Over the past several months, the TAC Subgroup, supported by HF&H, conducted a comprehensive engagement process across four key sectors:

residential, multi-family, commercial, and industry. This included partnering with Probolsky Research to conduct a statistically valid survey of residential customers designed to assess current service satisfaction, identify community priorities, and gauge interest in additional services that are not currently provided. In addition to the survey, we hosted a number of virtual and in-person events that were intended to allow more nuanced conversations with specific customer types. This included hosting community meetings, direct outreach to multi-family property owners and building managers, discussions with leaders in the business community, and meetings with potential service providers. In parallel with community engagement, several industry stakeholders were engaged to better understand market conditions and to identify opportunities and potential challenges associated with providing services in the region. Industry feedback consistently identified the seven Member Agencies' service area as an ideal market, citing operational efficiencies, established infrastructure, and long-term service viability. Multiple respondents expressed interest in proposing services, indicating that the region is well-positioned to attract competitive proposals should an RFP be issued. Detailed information regarding the engagement methodology, outreach activities, and sector specific results is provided in Attachments A through E. The discussion below summarizes key themes from the engagement process and highlights the primary factors considered by the TAC's Subgroup when recommending a competitive RFP process for future collection services.

Community Input

The TAC Subgroup reviewed results from the stakeholder engagement process and found, across engagement efforts, overall satisfaction with current service was generally high. However, affordability emerged as the highest-rated and most strongly expressed priority across sectors (99.1%), followed closely by service quality (98.9%), convenience (98.2%), and environmental impact (96.0%). Survey results show that perceptions of cost are mixed, with only 47% of residents indicating their garbage and recycling bill is "just about right," while nearly 33% feel rates are too high and a significant share remain unsure, reflecting caution around affordability. When asked to evaluate community values, affordability ranked higher than any other factor, exceeding priorities such as environmental impact, convenience, and quality of service. This underscores the importance of rate impacts in residents' evaluation of future service decisions. Survey responses also indicate limited appetite for new or expanded programs that could increase costs, reinforcing a clear expectation that decision-makers will weigh this evaluation criterion heavily. Multi-family and commercial outreach echoed these findings, with property managers and business representatives identifying rates, cost control, and predictability as primary concerns alongside service reliability. Collectively, feedback from residential, multi-family, and commercial stakeholders demonstrates strong alignment around the need to prioritize affordability and carefully evaluate any approach that could result in rate increases. This

consistent emphasis on cost sensitivity establishes affordability as a central consideration in determining the appropriate procurement path for future collection services.

Key Considerations

Good Governance:

A competitive RFP process provides the Member Agencies with a clear, transparent, and defensible path to securing a contractor that represents the best value for the community by allowing multiple qualified service providers to compete on price, service levels, reliability, environmental protection, and other relevant factors. This approach is widely regarded as the most transparent and publicly accountable method for awarding long-term franchise agreements, supporting public confidence in the decision-making process.

Affordability:

During the engagement process, GreenWaste shared a range of potential future cost increases associated with continuing service under a sole-source approach. The amounts shared by GreenWaste were greater than the typical inflationary amount and included some trade-offs for the Member Agencies and customers. At the level of rate adjustment suggested in this preliminary discussion, the TAC Subgroup expressed that competitive proposals would be important to better understand cost drivers, validate pricing, and ensure that future service decisions are informed by objective, market-based information.

Satisfaction with Service:

The TAC Subgroup notes that there is a very high level of satisfaction with the current service provider throughout the service area. This is a credit to GreenWaste and especially their front-line drivers and customer service employees who interact with customers on a daily basis. The high level of satisfaction was significant to the TAC Subgroup, and the members of the Subgroup expressed their desire for GreenWaste to participate in the competitive process for the next contracts. It was also noted that there was a high level of satisfaction with Waste Management (WM) in the contract prior to GreenWaste taking over in 2015 and that many of the drivers transitioned to GreenWaste from WM in 2015. The RFP would contain a provision requiring that any current employees displaced by a change in contractors would be offered positions at the new company. As a result, many of the front-line employees that are responsible for the high quality of service would likely continue to serve the Member Agencies as they do today.

Assignment Risk:

GreenWaste was acquired by a private investment fund during the term of the current agreements and there was a greater level of turnover in executive and management staff than was expected at the time of the initial acquisition. In addition, at the time of the acquisition, the acquiring company disclosed that it typically divests itself of assets like this

in seven to 10 years. That same investment firm has recently divested itself of other solid waste assets in the United States. An RFP process would allow the Member Agencies to consider changes to the contracts that would provide greater protection for the ratepayers and Member Agencies in the event of a future acquisition.

Infrastructure and Readiness

ReGen has made significant long-term investments over many years to create an operational environment that supports efficient, reliable service delivery for the Member Agencies it represents. ReGen owns the collection Truck Yard and Maintenance Facility currently leased and used by the current service provider, and has established on-site processing of recyclables and organics, as well as control over disposal through its landfill. Together, these assets create a turnkey operational setting that reduces barriers to entry for other service providers and enables any qualified collection operator to efficiently serve the agencies in the future. In this case, the public ownership of the assets ensures cost-effectiveness and competitiveness.

RFP Timeline and Next Steps

To meet the schedule of the expiring franchise agreements in 2030, the Member Agencies would begin the RFP process in late 2026. While a typical RFP process lasts 12 to 18 months and includes drafting and finalizing an RFP, soliciting proposals, responding to prospective operators' questions, interviewing proposers, evaluating proposals, negotiating contract terms, and seeking final approval by Member Agencies' elected bodies, the multi-jurisdictional nature of this effort is expected to extend the overall timeline. This process will require continued coordination between member agencies, regular updates and collaboration with elected officials at key decision points, and follow-up negotiations with each jurisdiction to customize services and rates after group decisions are made. As a result, the RFP process is anticipated to extend through 2027, with the potential award of the new franchise in the first half of 2028, and the intent to maintain current services with the existing service provider through 2030, subject to the direction and outcome of the negotiations. This will allow approximately two years for the selected service provider to address any infrastructure needs, acquire vehicles, establish new programs or services, and conduct community outreach and engagement to ensure the public is aware of any changes.

Process Integrity Policy

To support a fair, transparent, and competitive procurement process, many public agencies adopt a Process Integrity Policy to guide interactions among participating agencies, proposers, advisors, and other stakeholders throughout the solicitation and evaluation

phases. The policy is intended to ensure consistent treatment of all proposers, protect the integrity of the process, and maintain public confidence in the outcome. Key principles include clear communication protocols, defined roles and responsibilities, and safeguards to prevent conflicts of interest or the appearance of preferential treatment. The policy also protects the Member Agencies, their elected officials, and their staff from potential challenges to the process or public claims of impropriety. The Process Integrity Policy establishes expectations for professionalism, confidentiality, and adherence to established procedures during the procurement process. Adoption of this policy provides a clear framework to support objective evaluation, informed decision-making, and compliance with applicable legal and ethical standards. The Process Integrity Policy is included as Attachment F, which has been reviewed by ReGen's legal counsel and is recommended that the Board forward this along to each Member Agency-elected body.

CEQA:

This action does not constitute a "project" as defined by the California Environmental Quality Act (CEQA) guidelines section 15378.

FISCAL IMPACT:

There is no direct financial impact to initiate a competitive RFP for solid waste, recycling, and organics collection services. ReGen is currently incurring consultant costs estimated at \$534,620, which will be reimbursed by participating agencies, including the City of Sand City, through an approved Memorandum of Understanding (MOU).

While the Member Agencies will be responsible for their share of the costs, please note that local government procurement costs are typically reimbursed to Member Agencies by the selected franchise service provider.

RECOMMENDATION:

Staff recommends that City Council:

1. Receive the presentation on the 2030 collection franchise planning process; and
2. Consider approving the Technical Advisory Committee (TAC) Franchise Agreement Subgroup's recommendation to initiate a competitive Request for Proposal (RFP) process for solid waste, recycling, and organics collection services, allowing GreenWaste Recover, LLC (GreenWaste) and other qualified service providers to compete for the new franchise; and
3. Consider approval of the Process Integrity Policy.

ATTACHMENTS:

- A. Resolution
- B. Residential Community Meetings
- C. Multi-Family Engagement
- D. Commercial Engagement

- E. Industry Engagement
- F. Probolsky Research Survey Results
- G. Process Integrity Policy

**CITY OF SAND CITY
RESOLUTION SC 26-____, 2026**

**RESOLUTION OF THE CITY COUNCIL OF SAND CITY APPROVING THE
RECOMMENDATION FROM REGEN MONTEREY'S TECHNICAL ADVISORY
COMMITTEE'S SUBGROUP TO INITIATE A COMPETITIVE REQUEST FOR
PROPOSAL (RFP) PROCESS FOR SOLID WASTE, RECYCLING, AND ORGANICS
COLLECTION SERVICES, AND APPROVE THE PROCESS INTEGRITY POLICY**

WHEREAS, the City manages a franchise agreement for residential and commercial garbage, recycling, and organic collection services with GreenWaste Recovery that is set to expire in 2030; and

WHEREAS, Del Rey Oaks, City of Seaside, City of Carmel by the Sea, City of Marina, City of Pacific Grove, Pebble Beach Community Services District, and the City of Sand City (Member Agencies) desire to participate in a regional Request for Proposal process to collectively solicit proposals for future garbage, recycling, and organic collection service; and

WHEREAS, staff recommends the Board adopt a Process Integrity Policy as best practices and guidance for elected officials and management staff to follow while engaged in forthcoming Request for Proposal process; and

WHEREAS, on this date the City Council has received and reviewed the report from the Public Works Manager and Administrative Services Manager recommending the City initiate a competitive Request for Proposal (RFP) process for future garbage, recycling, and organic collection services and approve related Process Integrity Policy.

NOW, THEREFORE, BE IT RESOLVED that the City Council of Sand City does hereby:

1. Approve the recommendation from ReGen Monterey's Technical Advisory Committee's Subgroup to initiate a competitive Request for Proposal (RFP) process for Solid Waste, Recycling, and Organics collection services.
2. Approve related City of Sand City Process Integrity Policy in substantially the same form after review and approval from the City Attorney.
3. Authorize the City Manager to execute and deliver all necessary requests and other documents in connection with the competitive Request for Proposal (RFP) process for solid waste, recycling, and organics collection services.

PASSED AND ADOPTED by the City Council of the City of Sand City this 19th, day of May, 2026 by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

APPROVED:

Mary Ann Carbone, Mayor

ATTEST:

DATED: _____

Kerry Lindstrom, City Clerk

Attachment B: Residential Community Meetings

METHODOLOGY

HF&H hosted three virtual community meetings to solicit feedback on current service satisfaction, identify community priorities, and gauge interest in additional services not currently provided for Member Agency residents. To support broad participation, HF&H developed bilingual (English/Spanish) outreach materials for distribution by ReGen and the Member Agencies. To accommodate varying schedules and convenience, HF&H hosted the virtual meetings at two different times across three separate days:

- Tuesday, February 24, 2026 from 5:30 p.m. to 6:30 p.m.
- Wednesday, February 25, 2026 from 12:00 p.m. to 1:00 p.m.
- Thursday, February 26, 2026 from 5:30 p.m. to 6:30 p.m.

To support Spanish-speaking residents, Spanish-language interpretation was provided during the February 26 meeting. Each meeting included a brief overview of the agenda, purpose, and background information before moving into an anonymous poll. This poll was followed by an open discussion period where participants could share what is working well—or not—with current solid waste, recycling, and organics collection service programs, identify which services matter most to residents moving forward, and indicate how they would prioritize value for these services.

RESULTS AND ANALYSIS

Seventeen residents participated across all three meetings and, of those, 13 submitted answers to the anonymous poll.

Residents indicated generally high satisfaction levels with their current collection services during the community meetings and in their poll responses, with 69% of participants satisfied with GreenWaste's collection services and 69% satisfied with the helpfulness and professionalism of its customer service team. However, residents also expressed interest in targeted improvements. Although 67% reported receiving educational materials, 62.5% of those recipients found the information could have been clearer, and 25% of residents who provided additional input requested more education and outreach on available programs. Additionally, 17% expressed interest in greater service customization, such as the ability to choose cart sizes or types. During open discussion, several residents also expressed sensitivity to rate increases, noting concerns that recent rate increases were not always accompanied by perceived service improvements and emphasizing the importance of avoiding large, across-the-board increases that could disproportionately affect community members. These results indicate that, while GreenWaste is largely meeting community needs, opportunities remain to enhance education, service customization, and overall customer experience.

Attachment C: Multi-Family Engagement

METHODOLOGY

To support multi-family dwelling (MFD) engagement, a comprehensive information list of all MFDs was requested from GreenWaste, including their addresses and contact information, within the Member Agency service area. Priority MFDs were identified by Member Agency staff to support targeted outreach, while ensuring appropriate representation across participating Member Agencies.

A standardized set of questions was developed for property managers to assess satisfaction with current collection services, identify priorities for a future collection agreement, evaluate outreach effectiveness, and gauge awareness of the bulky item collection program. Outreach was conducted with the objective of engaging at least one property manager within each participating Member Agency. Where available, property managers were surveyed by phone; when unavailable, follow-up outreach was conducted through voicemail, email, or in-person visits, as appropriate.

RESULTS AND ANALYSIS

Forty-six MFDs were engaged and, of those, seven provided responses to the developed questions.

Approximately 85% of the MFDs surveyed are satisfied with GreenWaste's services. GreenWaste had performed outreach at approximately 66% of the surveyed MFDs, but none of them knew about the bulky program. The property managers were interested in a bulky program to collect large items when residents move out. Overall, many MFDs expressed that GreenWaste has reliable and consistent collection services with responsive customer service. However, property managers identified several service-related concerns, including challenges with container lid closure, service conditions classified as "difficult to service," occasional missed pickups, and damaged containers. Issues that could be readily addressed were generally resolved by customer service in a timely manner. Looking ahead, MFD property managers identified quality of service, customer service responsiveness, and low rates as their highest priorities for a future collection agreement.

Attachment D: Commercial Engagement

METHODOLOGY

To support commercial sector engagement, the TAC Subgroup sought to engage business and sustainability associations within the Member Agency service area to gather insight into current and future collection services. A comprehensive list of commercial businesses, including addresses and contact information was compiled. Priority commercial businesses were identified through coordination with GreenWaste and participating Member Agencies to support targeted outreach and ensure appropriate representation across jurisdictions. The outreach list was refined based on these prioritizations and agency representation.

A standardized set of questions was developed for business owners and managers to assess satisfaction with current collection services, identify key priorities for a future collection agreement, evaluate the cost and value of existing services, and assess the effectiveness of outreach efforts. Outreach was conducted with the objective of engaging at least one commercial business within each participating Member Agency. Where available, interviews were conducted by phone. When a business owner or manager was unavailable, follow-up outreach was conducted through voicemail messages or email correspondence, as appropriate.

RESULTS AND ANALYSIS

Thirty-four commercial businesses were engaged and, of those, 15 provided responses to the developed questions.

Approximately 60% of the commercial businesses surveyed are satisfied with GreenWaste's services, but only 40% of them thought GreenWaste's rates are reasonable. GreenWaste had performed outreach at approximately 58% of the commercial businesses surveyed. Overall, many businesses expressed that GreenWaste has reliable and consistent recycling and solid waste services with responsive customer service. However, many businesses also expressed frustration regarding GreenWaste's immediate increases in price after they took over for WM in 2015, coupled with GreenWaste's additional charges for non-curbside service, pushing and/or pulling containers, opening gates, and extra organics carts. In Pacific Grove, downtown businesses are unhappy with GreenWaste's charges for bundles of cardboard and lack of assistance to help maximize space for extra containers. For a future collection agreement, most commercial businesses selected quality of service and low rates as their top priorities. They also expressed interest in additional services such as free cardboard pickup, container cleaning services, and everyday collection.

Attachment E: Industry Engagement

METHODOLOGY

To better understand industry capacity, market interest, and potential considerations associated with future collection services, the TAC Subgroup, with support from HF&H, conducted targeted outreach to private solid waste collection service providers active in California and similar regional markets. A list of firms that had either previously expressed interest in providing collection services within the Member Agency service area or were identified by the Subgroup as relevant potential proposers based on market presence and experience.

Each identified service provider was invited to participate in a formal in-person presentation to the TAC Subgroup. Presentations were structured to allow approximately 20 minutes for each company to present its qualifications, business model, and perspective on operating within the Member Agency service area, followed by a 30-minute question-and-answer session with Subgroup members. This format was intended to support a consistent, transparent exchange of information and allow for direct dialogue regarding operational considerations, infrastructure readiness, and potential partnership models.

Five service providers participated in the industry engagement presentations:

- Mid Valley Disposal
- Recology
- Republic Services
- Waste Connections
- Waste Management

In addition, GreenWaste was invited to present to the Subgroup to provide perspective on its experience serving the region and its interest in future service arrangements.

RESULTS AND ANALYSIS

Across all presentations, industry participants expressed interest in future partnerships within the Member Agency service area. Multiple presenters characterized the region as an attractive and operationally viable market due to its service density, established customer base, and publicly owned infrastructure. All service providers noted that ReGen's ownership of key facilities—including collection yards and processing and disposal infrastructure—creates a turnkey operational environment that reduces barriers to entry and enhances market competitiveness.

GreenWaste Recovery expressed enthusiasm for continuing to provide service to the community and indicated openness to negotiating a future agreement under a sole-source approach. During preliminary discussions, GreenWaste shared an estimated range of potential future rate impacts associated with continuing service under a non-competitive negotiation. GreenWaste also noted that changes in ownership or a future asset sale or acquisition are inherent risks in the solid waste industry, particularly given broader market consolidation trends.

Monterey Peninsula Franchise Collection Service Provider Survey Results Presentation

February 2026



**Opinion Research on
Elections and Public Policy**



PROBOLSKY RESEARCH
23 Corporate Plaza Suite 150 Newport Beach CA 92660

Newport Beach
(949) 855-6400

San Francisco
(415) 870-8150

Washington DC
(202) 559-0270

Monterey Peninsula – Franchise Collection Service Provider Survey

Survey Methodology*

	Survey Details
Mode	Phone (inbound and outbound) Online (mail, email, and text to web)
Language	English and Spanish
Length	10 minutes
Target Respondents	Monterey Peninsula communities
Survey Fielding	February 6 – 23, 2026
Margin of Error	+/-4.7%
Survey Participants	450

Sample

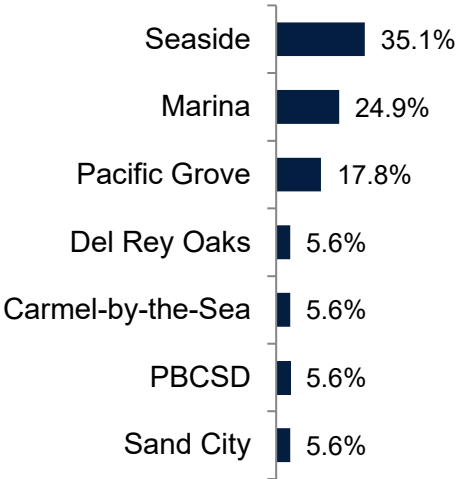
The sample was developed from the consumer data. We mailed, called, emailed, and texted residents. We matched the demographics of ReGen Monterey service area residents.

Data Collection Explained

Interviews were conducted with live interviewers by phone (4%) and online survey methods (96%). Phone participants were interviewed through outbound (68%) and inbound (32%) calls. Online participants were invited by mail (57%), email (31%), and text message (12%) to access the survey by computer, tablet, or smart phone.

Respondents in all modes chose their preferred language, English (99%) and Spanish (1%).

Security measures precluded individuals from completing the survey more than once.



The distribution reflects the geographic composition of respondents within the Monterey Peninsula service area. To ensure adequate representation, a minimum of 25 responses were collected in each jurisdiction, with Del Rey Oaks, Carmel-by-the-Sea, Pebble Beach Community Services District, and Sand City intentionally oversampled..

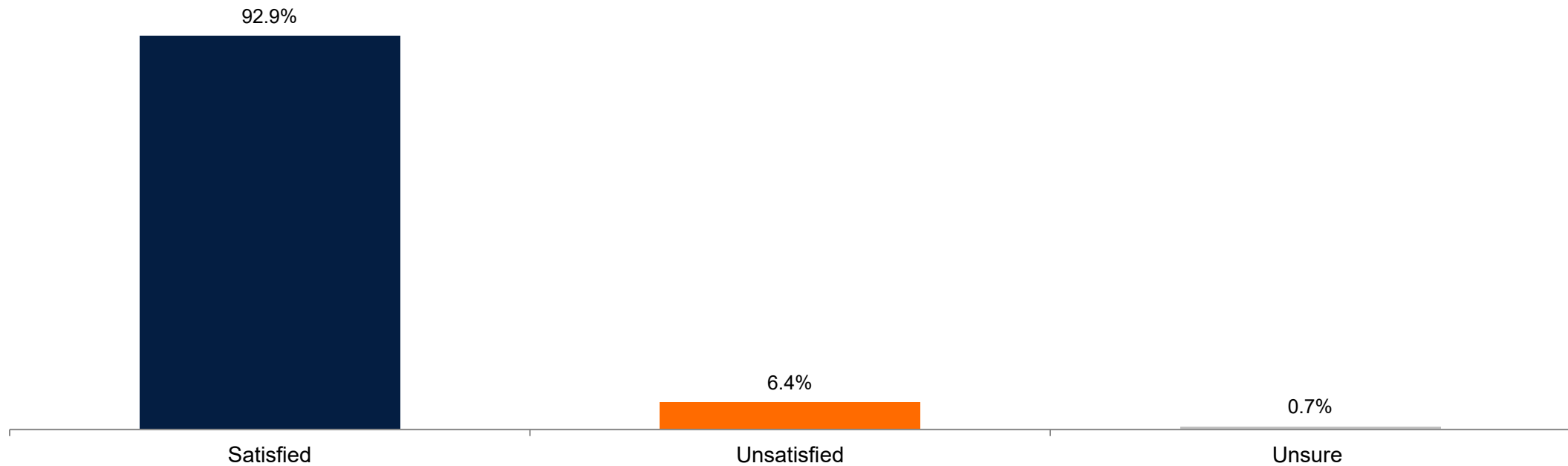


Probolsky Research is a Latina- and woman-owned market and opinion research firm with corporate, election, government, and non-profit clients.

*Due to rounding, totals shown on charts may not add up to 100%

93% are satisfied with the services provided by GreenWaste Recovery

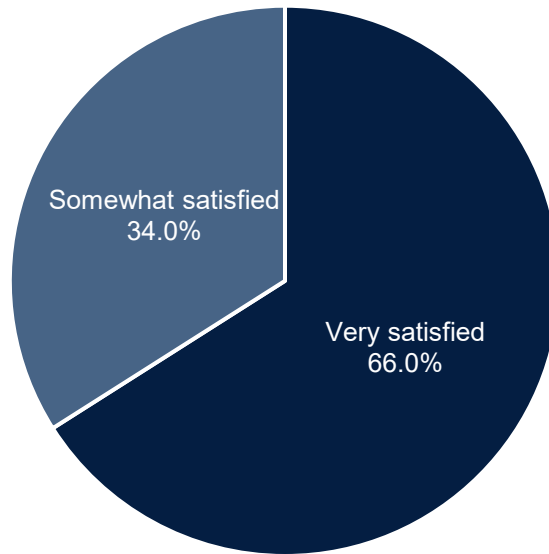
Question 3: In general, how satisfied are you with the services provided by GreenWaste Recovery including collecting and transporting garbage, recyclables, and organic material?



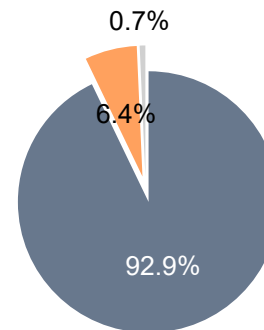
Among those satisfied, 66% are very satisfied

Question 3: In general, how satisfied are you with the services provided by GreenWaste Recovery including collecting and transporting garbage, recyclables, and organic material?

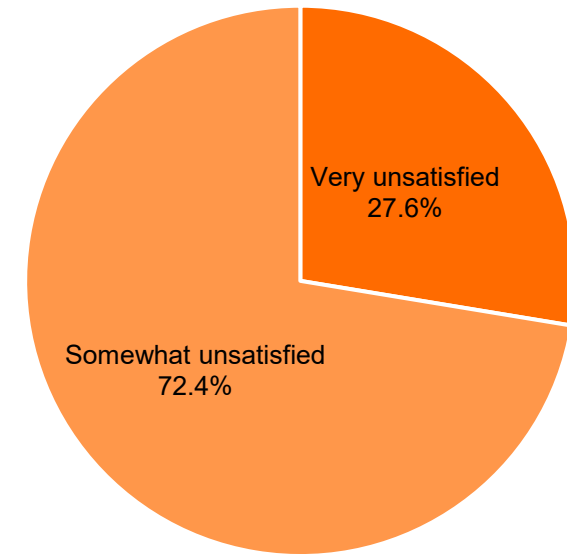
Among those who said satisfied



Total

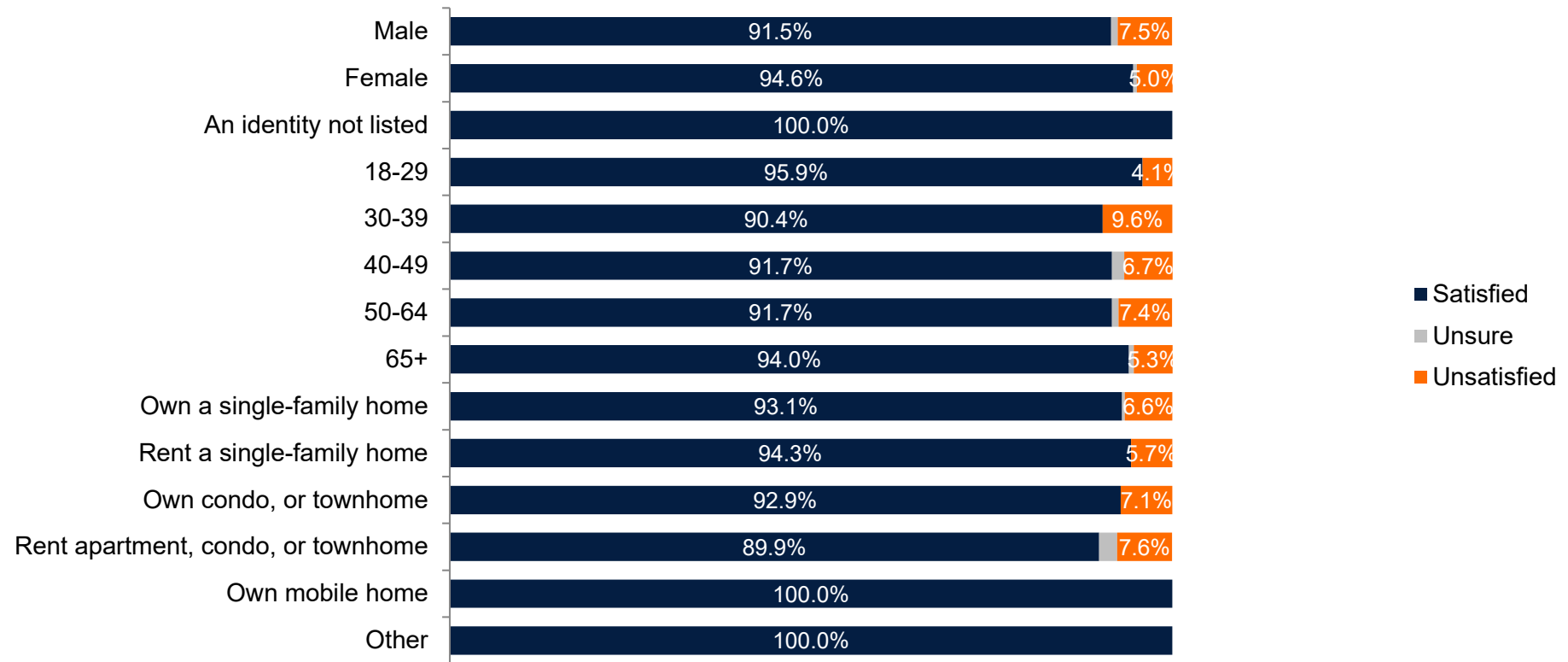


Among those who said unsatisfied



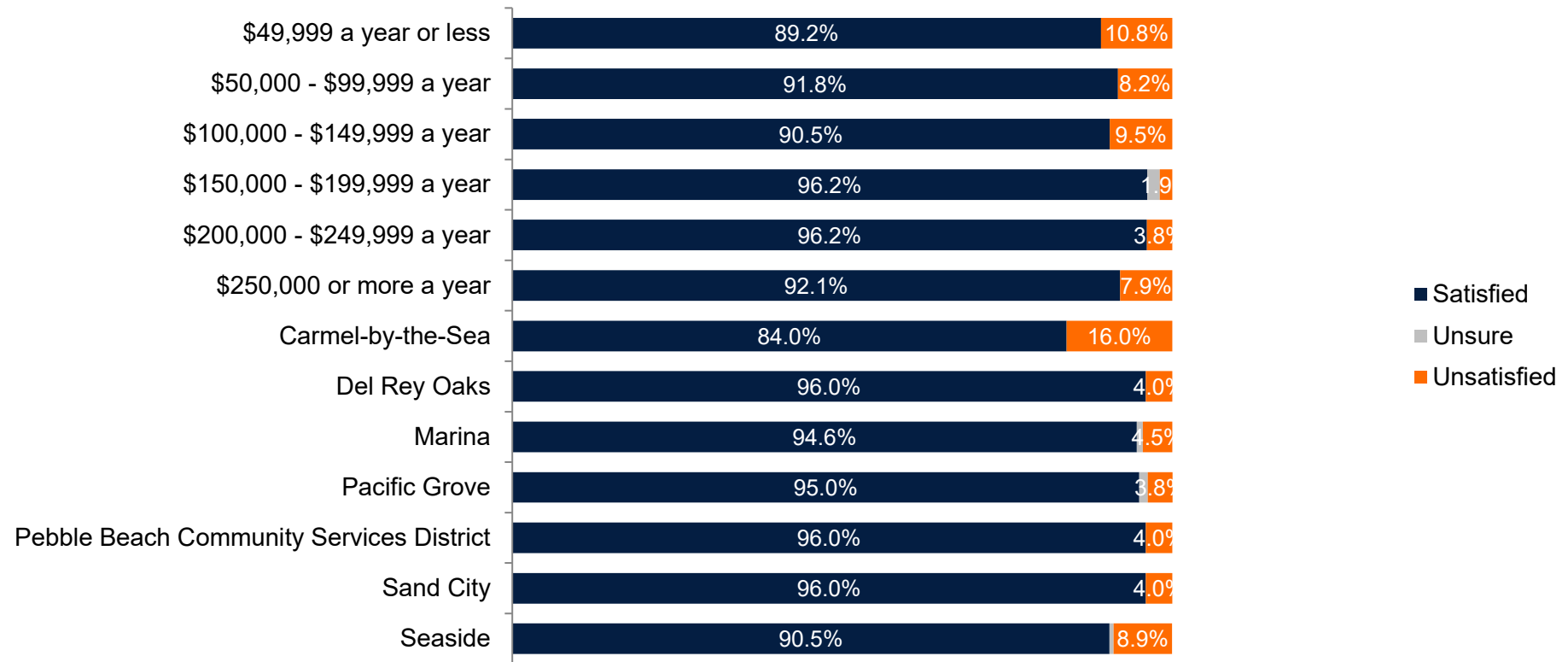
Results by gender, age group, and home type

Question 3: In general, how satisfied are you with the services provided by GreenWaste Recovery including collecting and transporting garbage, recyclables, and organic material?



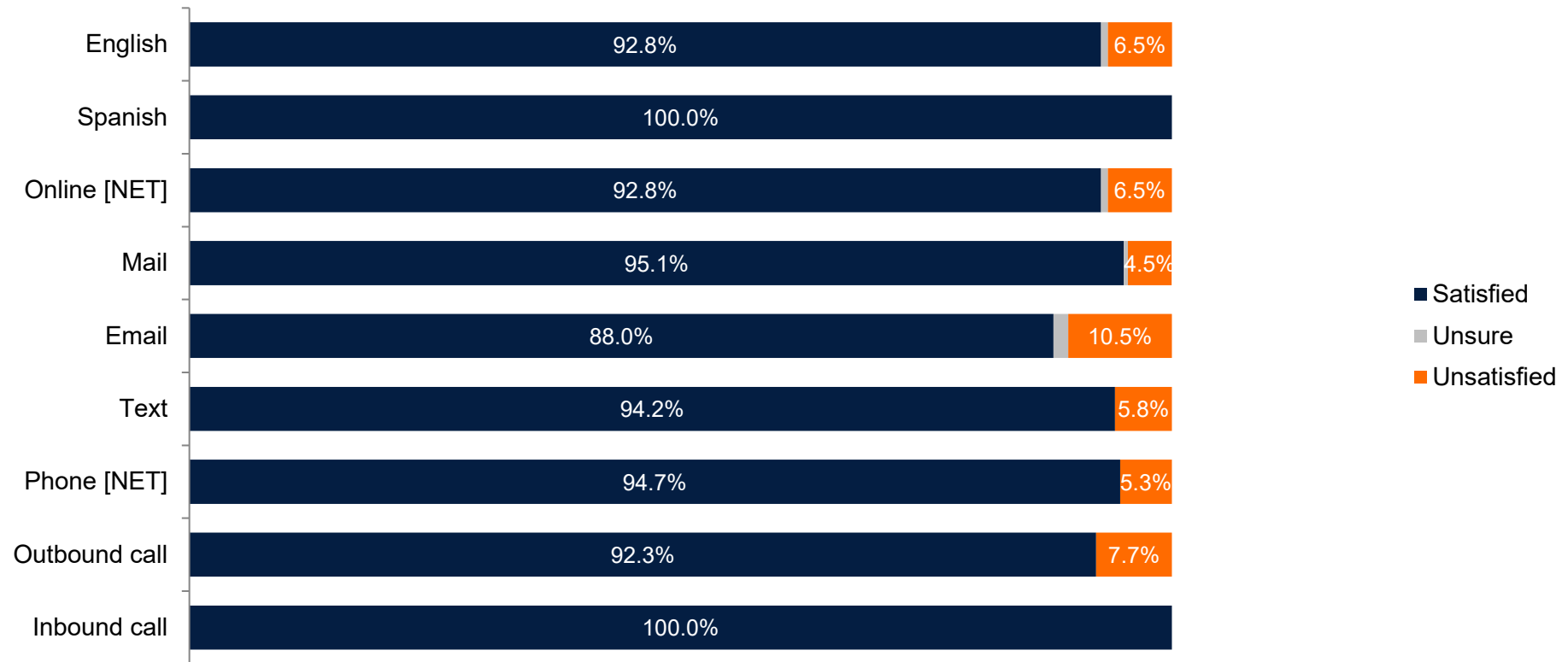
Results by household income and Jurisdiction

Question 3: In general, how satisfied are you with the services provided by GreenWaste Recovery including collecting and transporting garbage, recyclables, and organic material?



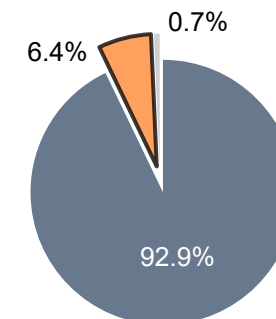
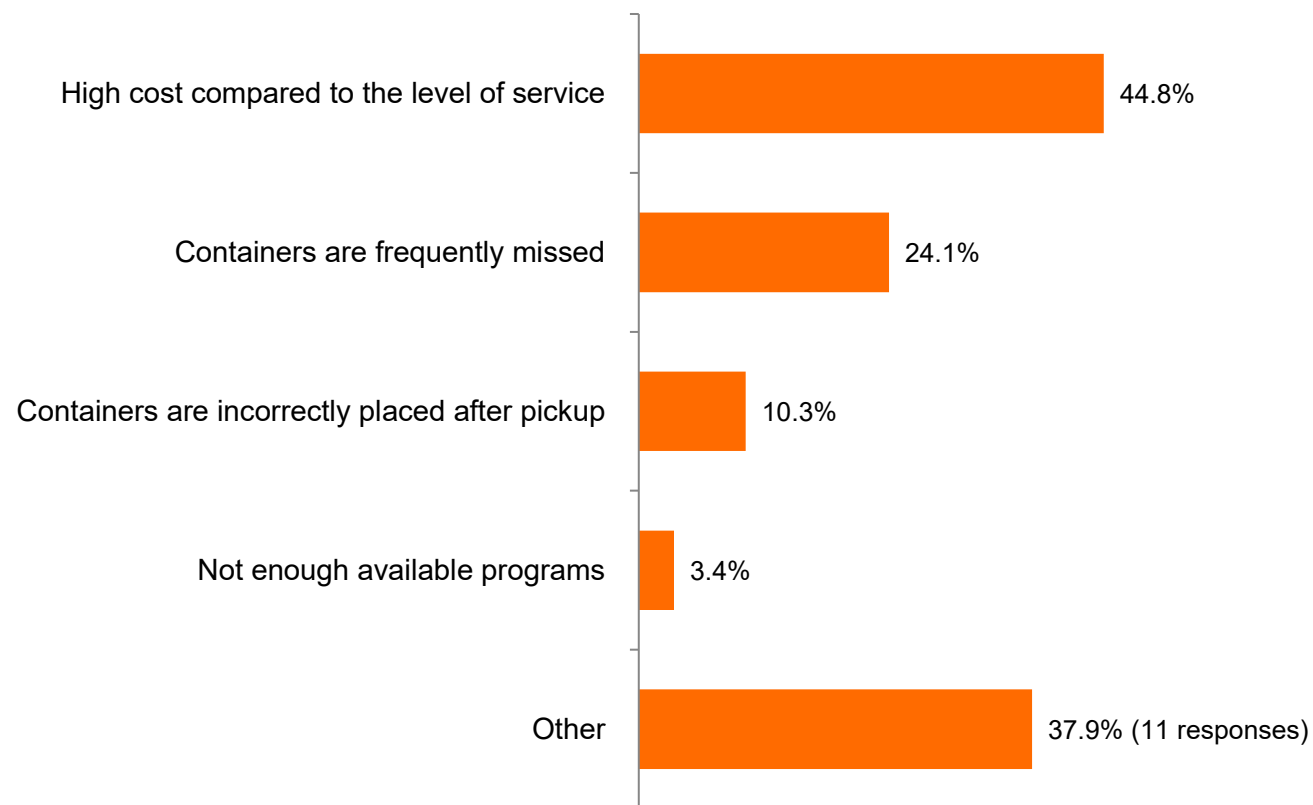
Results by survey language and survey mode

Question 3: In general, how satisfied are you with the services provided by GreenWaste Recovery including collecting and transporting garbage, recyclables, and organic material?



Among the 29 who are unsatisfied, high cost compared to the level of service is the main reason

Question 4: Why aren't you satisfied with the services provided by GreenWaste Recovery? Select all that apply.
[IF ANSWERED UNSATISFIED TO Q3]



Question asked of respondents unsatisfied with GreenWaste Recovery, representing 6% of the total sample or **29 individuals**.

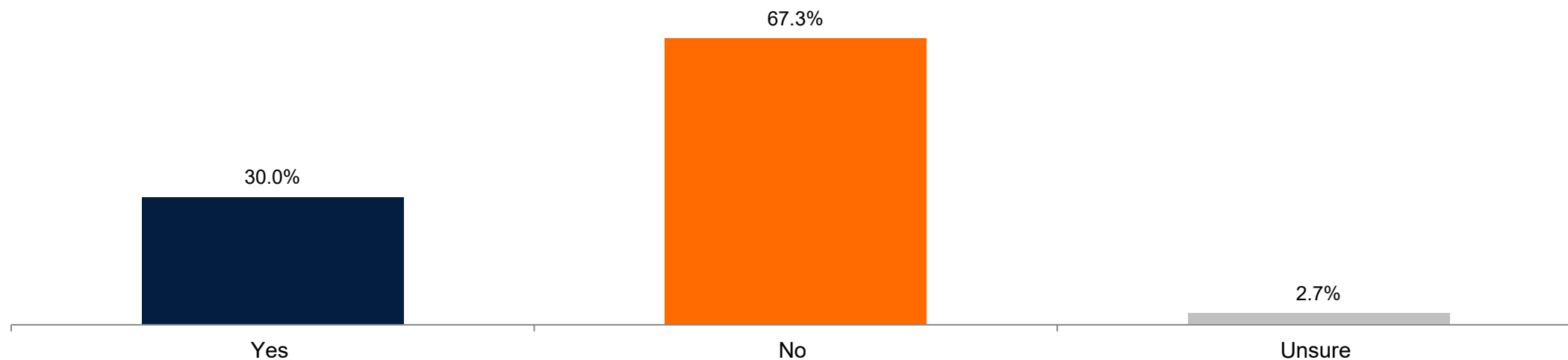
Verbatim responses for other

Question 4: Why aren't you satisfied with the services provided by GreenWaste Recovery? Select all that apply.
[IF ANSWERED UNSATISFIED TO Q3 (11 responses)]

Other
Do not like compost in yard waste
They don't collect everything. I have to bring batteries to Home Depot. They wouldn't take my small Christmas tree. I had to pay someone to haul it away. The green waste bin is always full and is very toxic from food waste. I was told compostables are not compostable and you can't put food waste in compostable bags. There is mold growing in the bin
Containers are often not fully emptied
Would like to separate food waste, but like so many residences in PG, we don't have yards or enough yard waste to mix with food. Seems unsanitary to place in container for a week
Not letting us use compostable bags for indoor compost collection!
Green container would not allow any bags, compostable or otherwise.
There are not enough recycle bins at our apartment complex. Previous to living here we rented a duplex in Seaside. Although there was the occasional issue, whenever we contacted Greenwaste they were helpful and kind. Overall I like greenwaste, so not sure if the issue I have is with my landlord or greenwaste
No containers for batteries and motor oil
Do not like putting organic waste from kitchen in yard waste, make bin stink and creates a fly problem
ive had to call them to pick my garbage up when the other neighbors garbage have been picked up, they also make amess when picking up garbage from our street
t's because of the pick up schedule, they only collect after 5:30 PM.

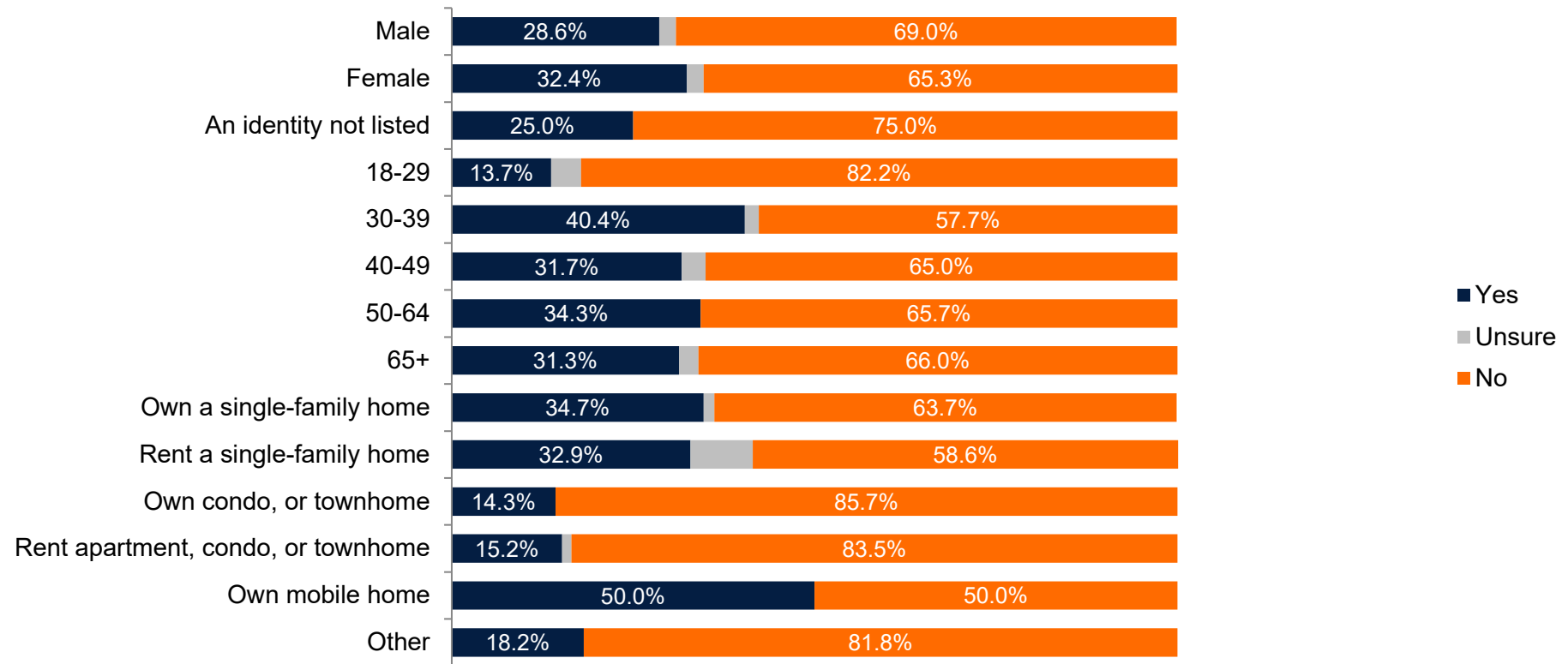
67% have not contacted GreenWaste Recovery within the past 12 months

Question 5: Have you contacted GreenWaste Recovery customer service in the past 12 months?



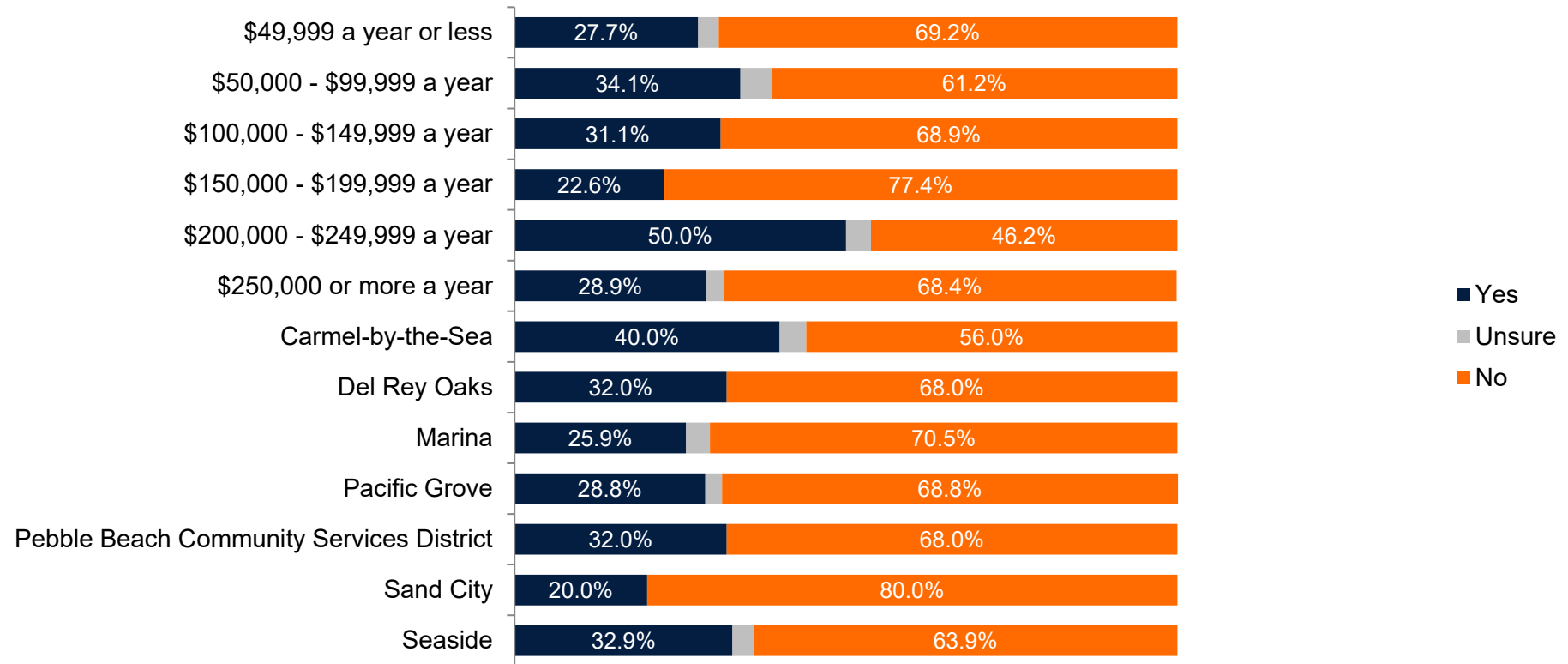
Results by gender, age group, and home type

Question 5: Have you contacted GreenWaste Recovery customer service in the past 12 months?



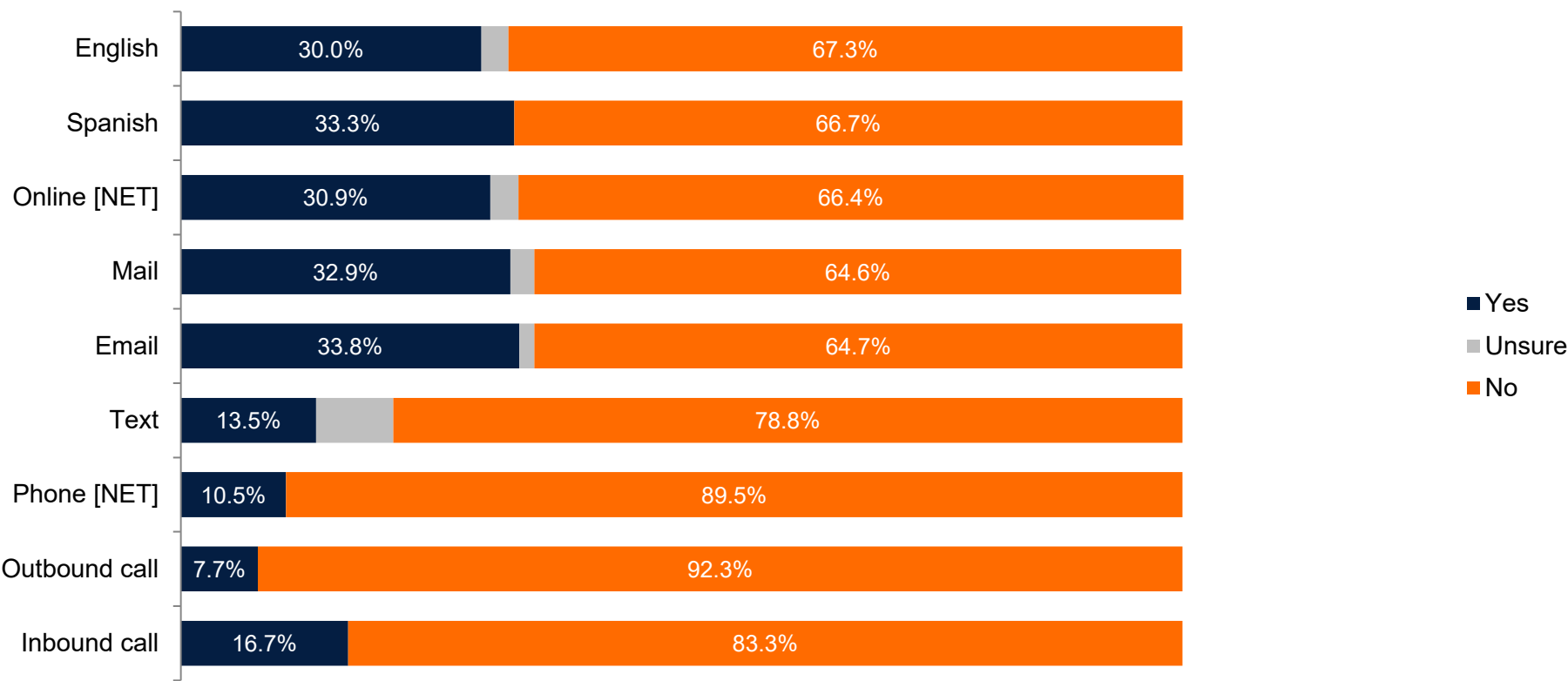
Results by household income and Jurisdiction

Question 5: Have you contacted GreenWaste Recovery customer service in the past 12 months?



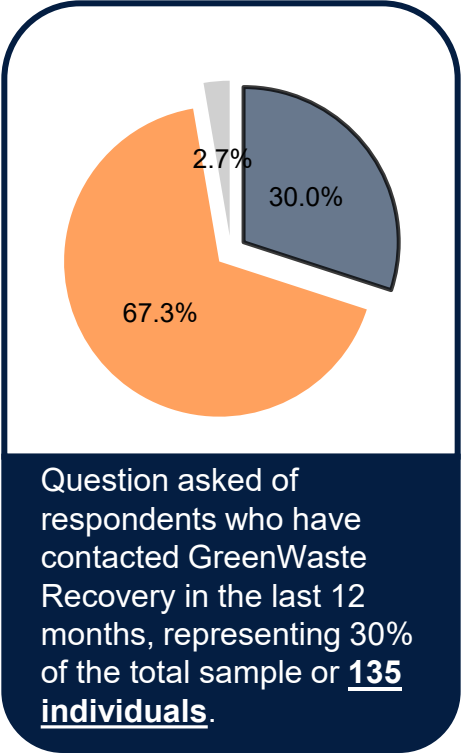
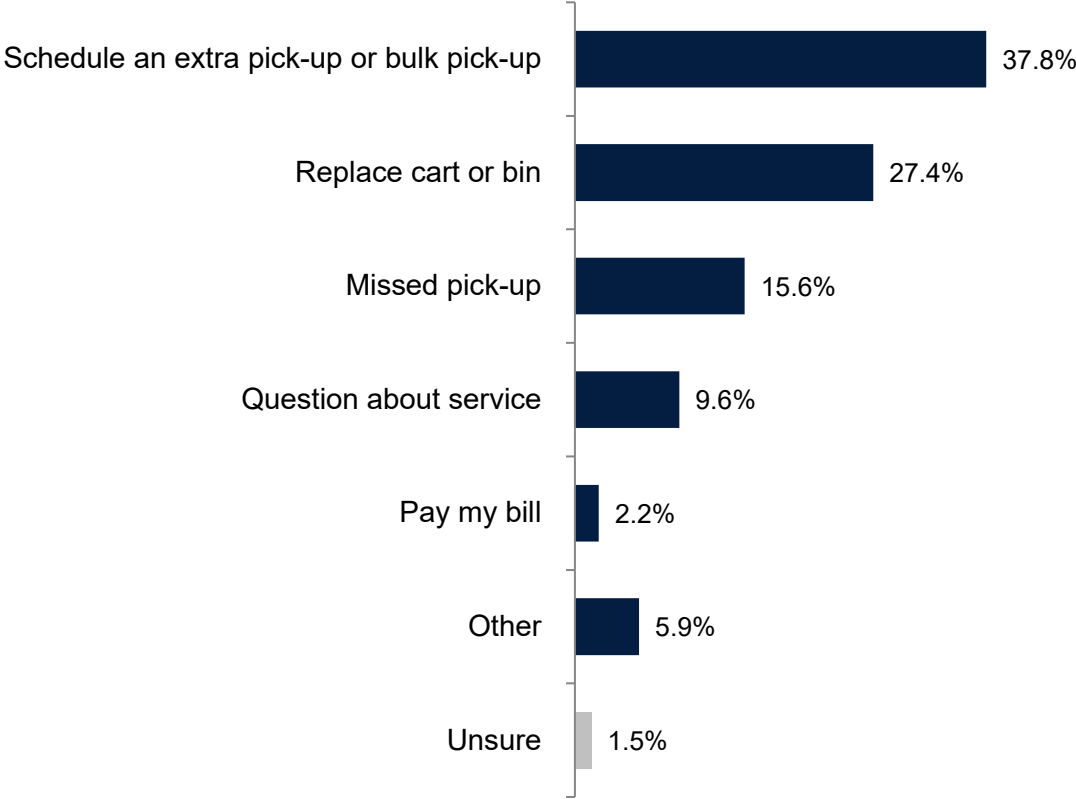
Results by survey language and survey mode

Question 5: Have you contacted GreenWaste Recovery customer service in the past 12 months?



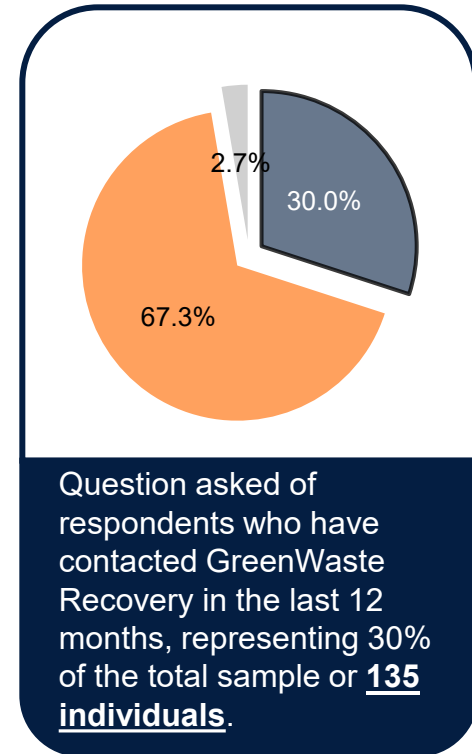
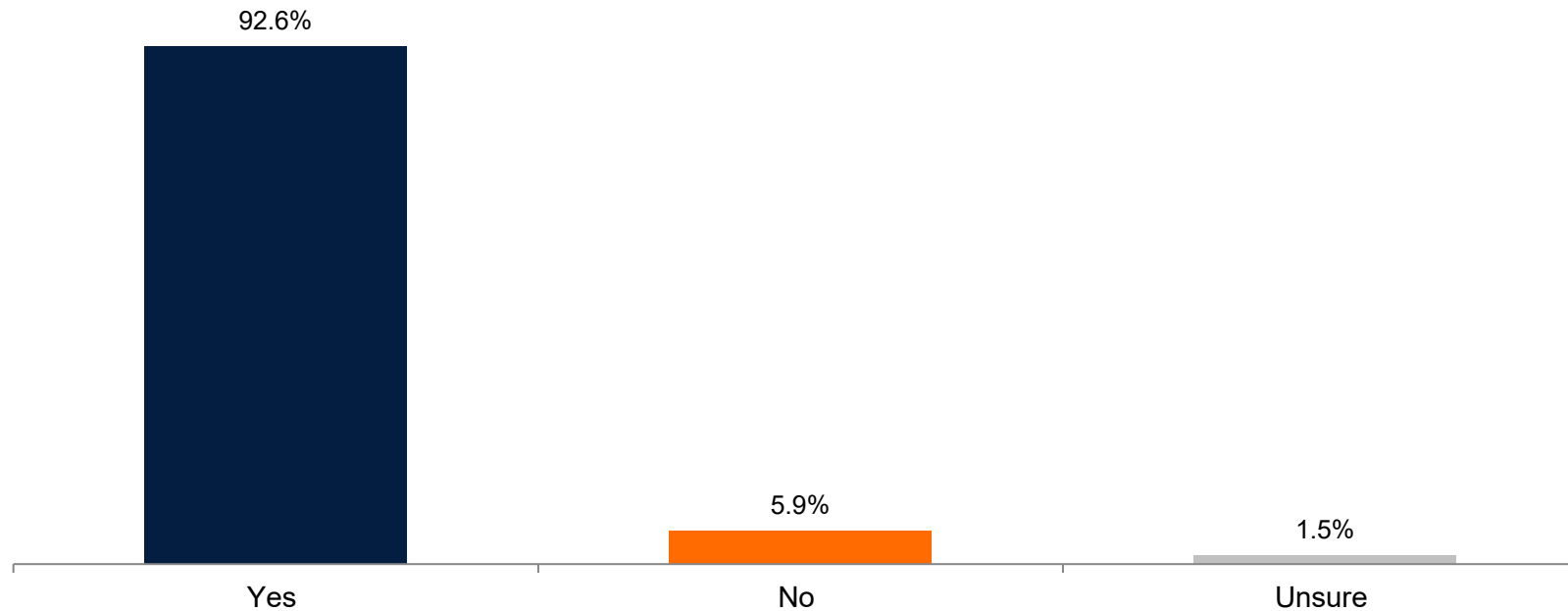
Extra pick-ups and cart replacements are the top reasons residents contact GreenWaste

Question 6: What was the reason for your last call to GreenWaste Recovery customer service?
[IF ANSWERED YES TO Q5]



93% report their issue was resolved during their first contact with GreenWaste

Question 7: Was your concern resolved with the first call or contact to GreenWaste Recovery customer service?
[IF ANSWERED YES TO Q5]

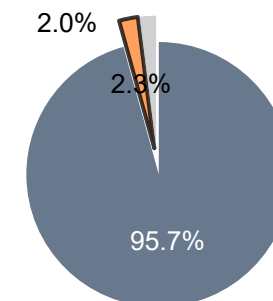
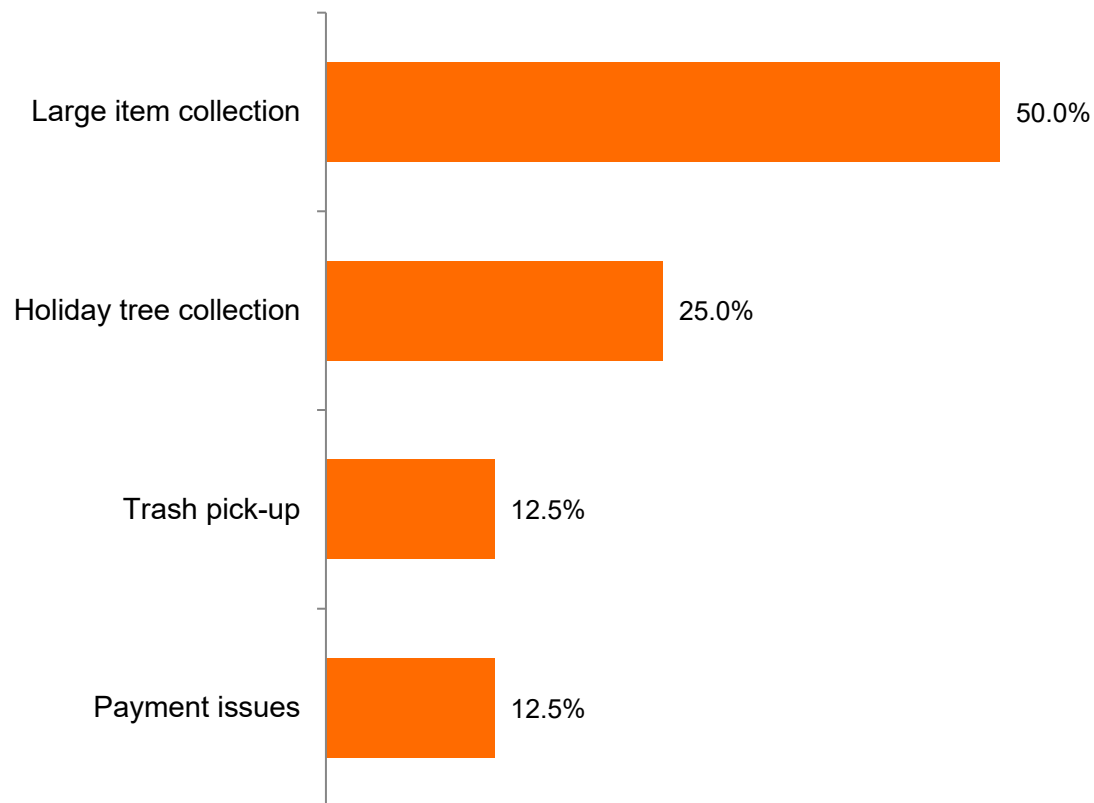


Among unresolved cases (8), large item collection is the most frequently mentioned issue

Question 8: What was not resolved in your first call or contact with GreenWaste Recovery?

[IF ANSWERED NO TO Q7]

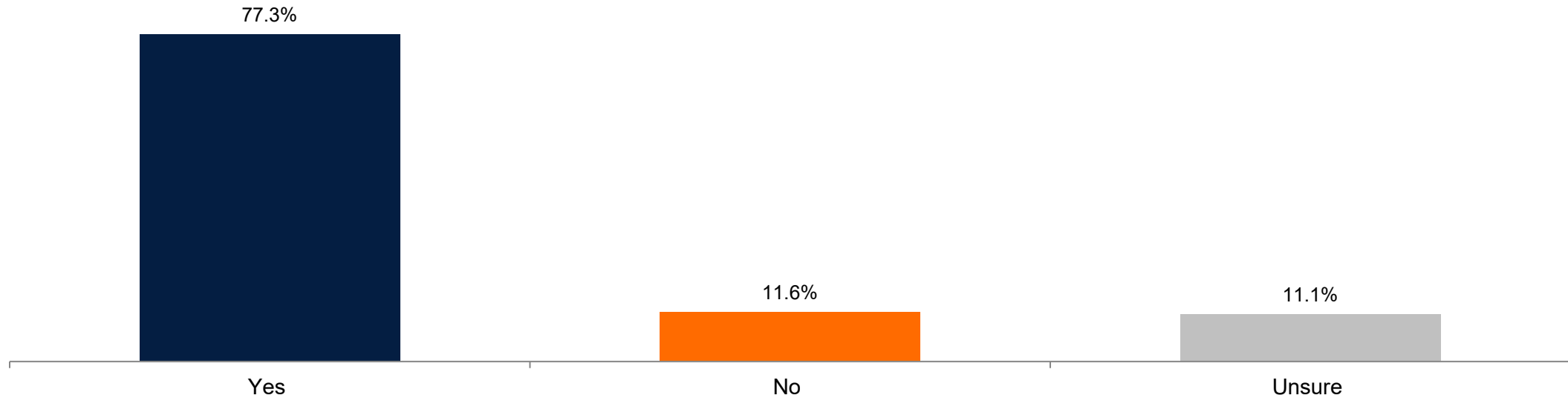
[OPEN-ENDED QUESTION]



Question asked of respondents who didn't have their issue resolved in the first call, representing 2% of the total sample or 8 individuals.

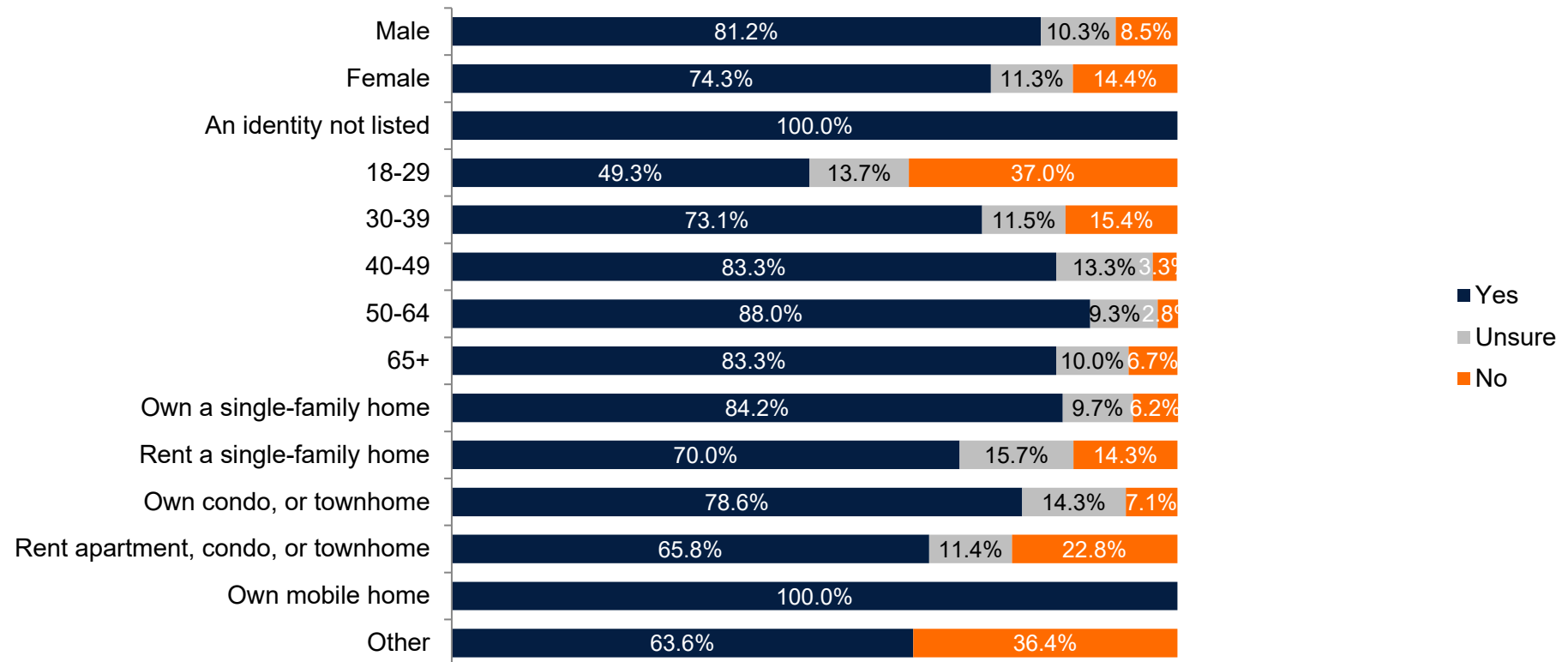
77% remember receiving information or educational material from GreenWaste

Question 9: Have you received any information or educational material about garbage, recycling, or organics from GreenWaste Recovery?



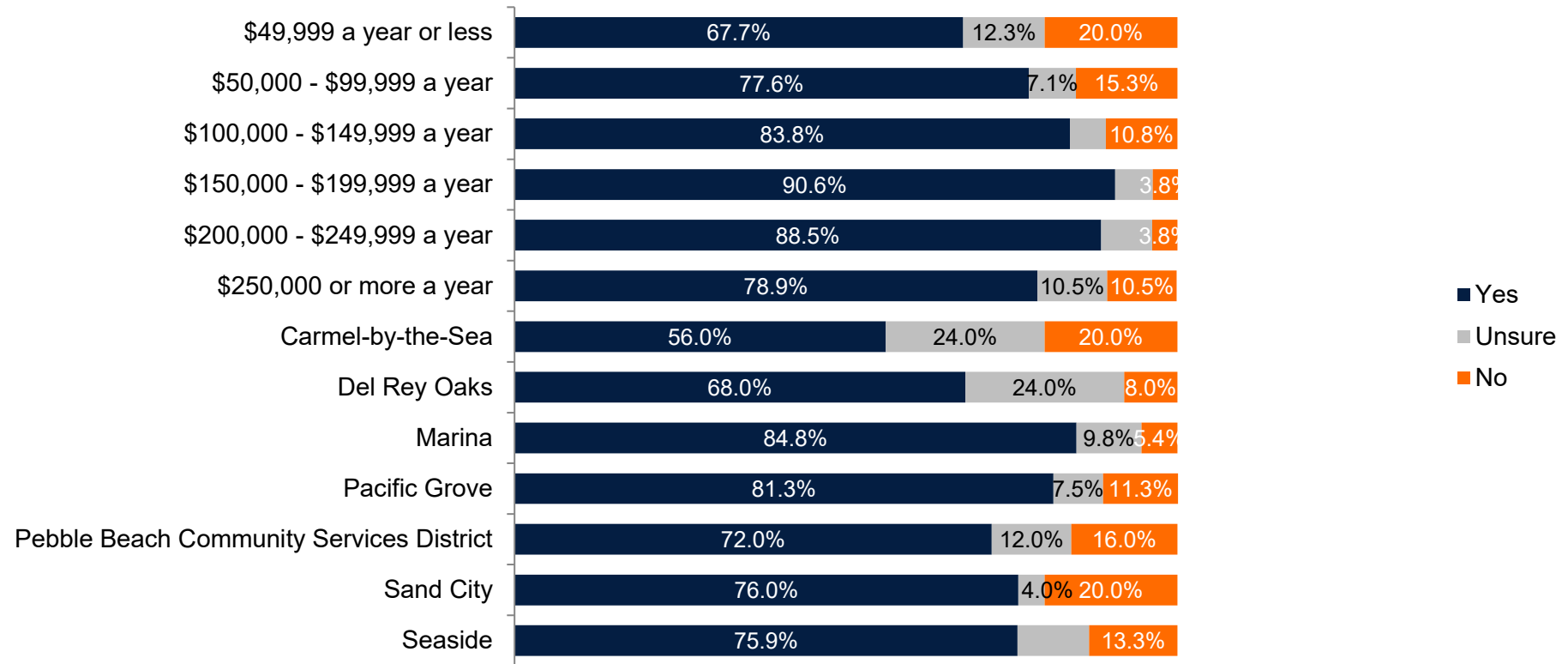
Results by gender, age group, and home type

Question 9: Have you received any information or educational material about garbage, recycling, or organics from GreenWaste Recovery?



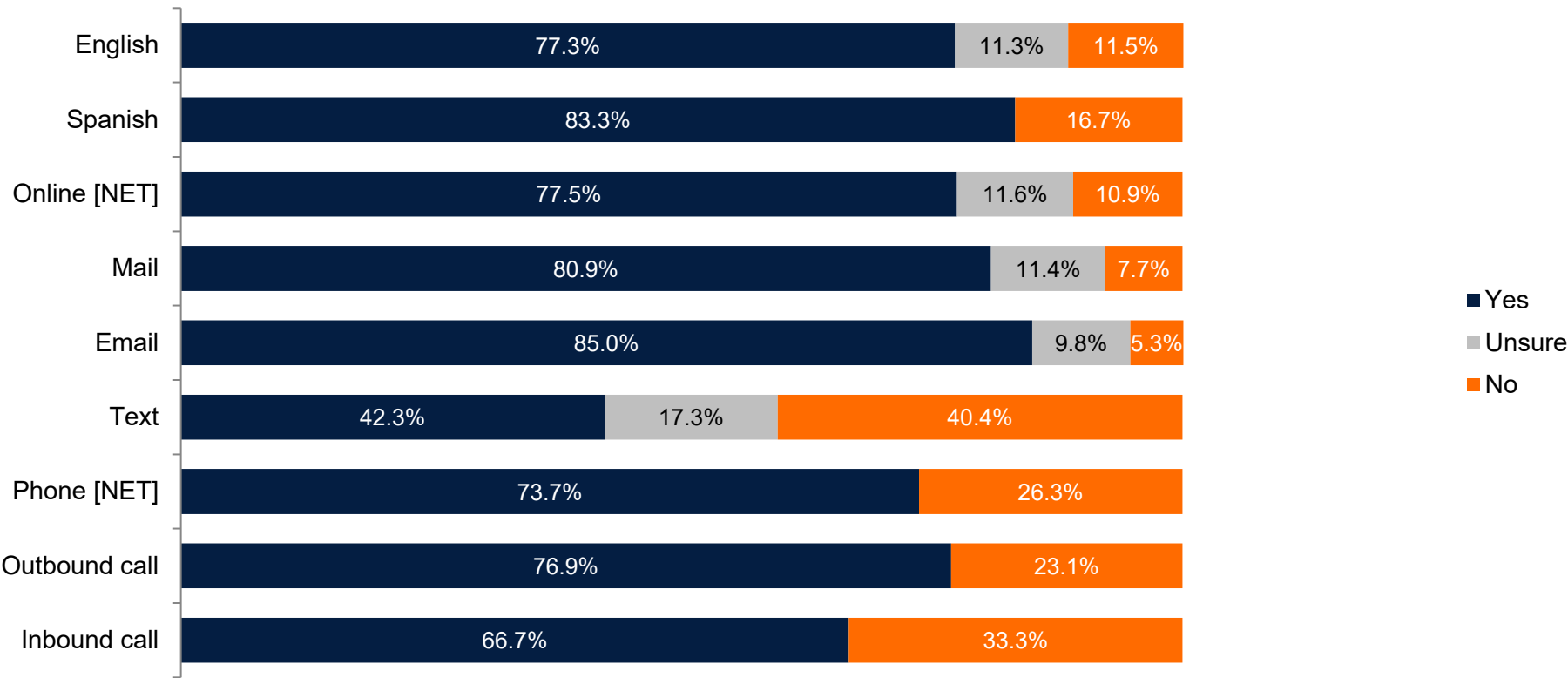
Results by household income and Jurisdiction

Question 9: Have you received any information or educational material about garbage, recycling, or organics from GreenWaste Recovery?



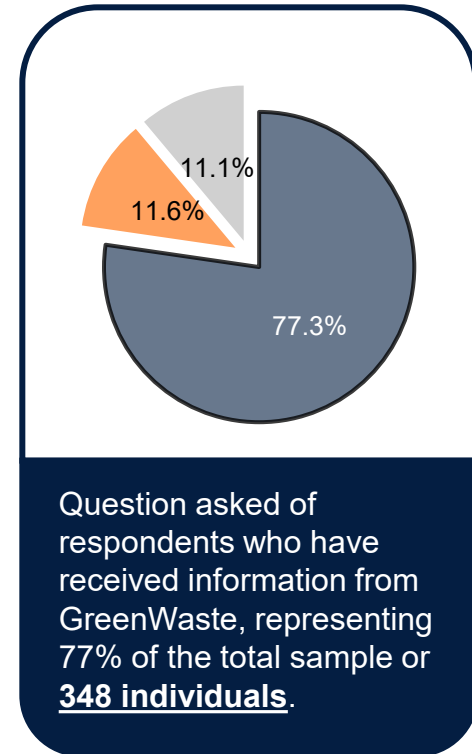
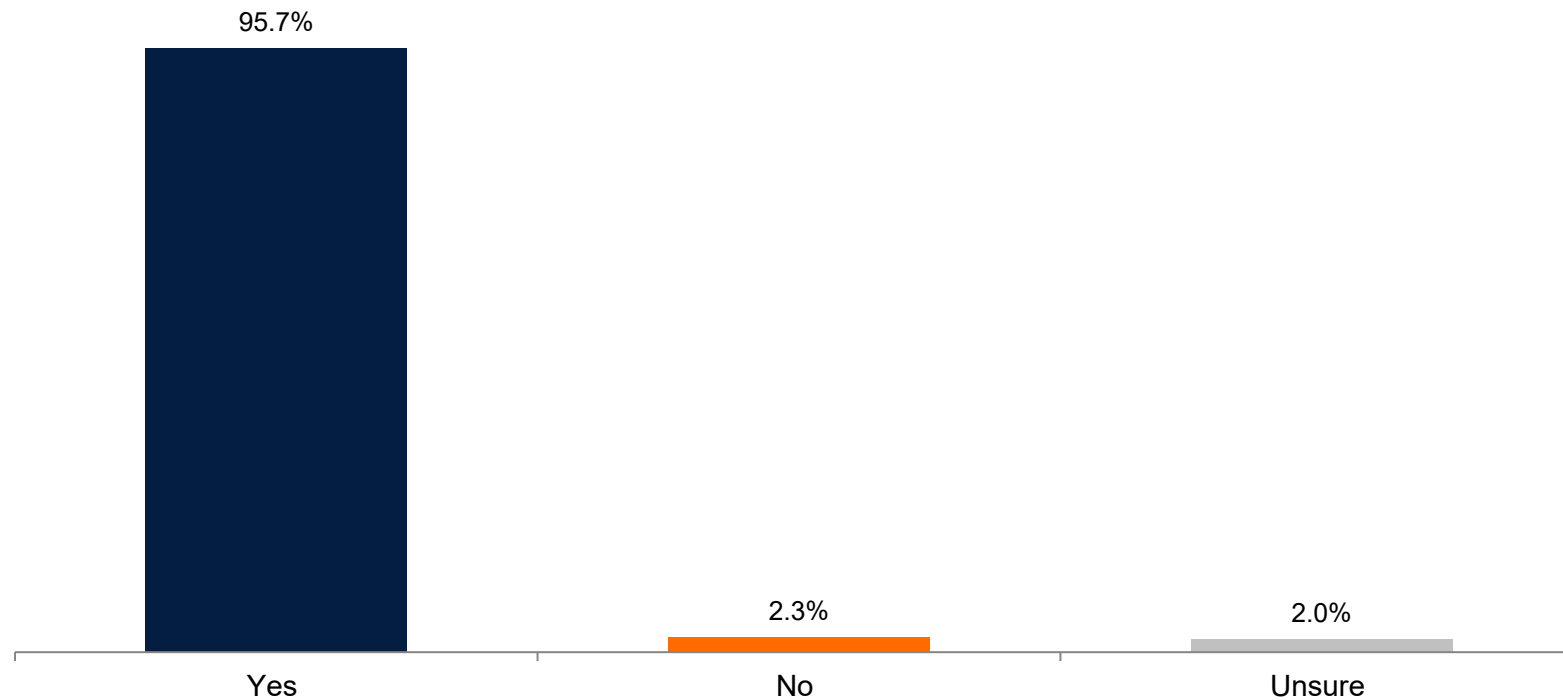
Results by survey language and survey mode

Question 9: Have you received any information or educational material about garbage, recycling, or organics from GreenWaste Recovery?



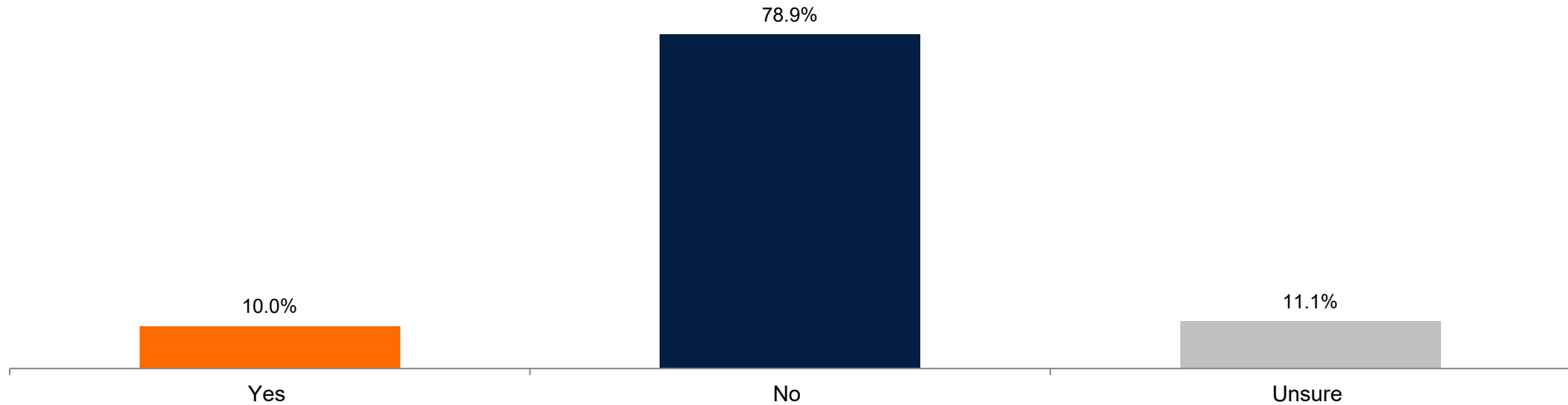
96% say the information was clear, educational, and easy to understand

Question 10: Was the information about garbage, recycling, or organics from GreenWaste Recovery clear, educational, and easy to understand?
[IF ANSWERED YES TO Q9]



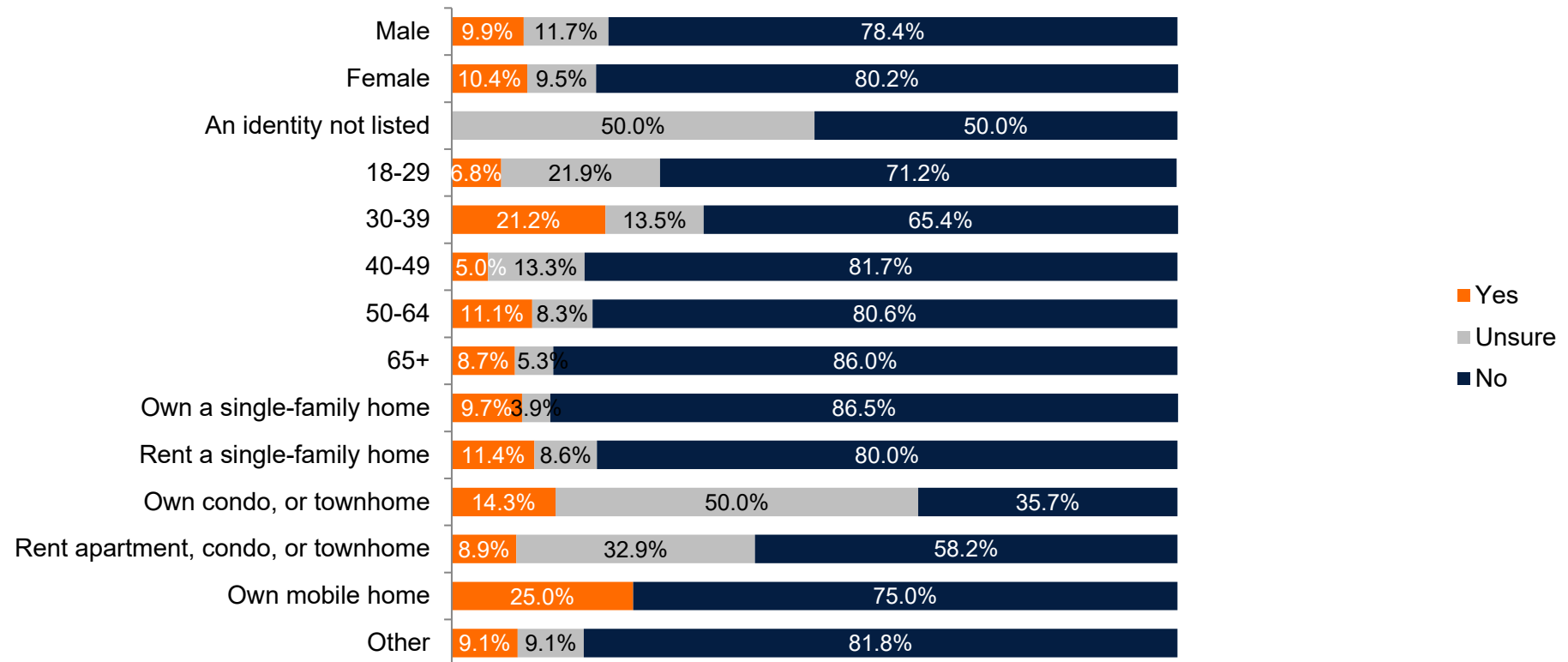
79% have had their carts emptied on their regularly scheduled collection day every time during the past 12 months

Question 11: Excluding holidays where service is delayed by one day, during the past 12 months, was there a time when GreenWaste Recovery did not empty any of your containers on your regularly scheduled collection day?



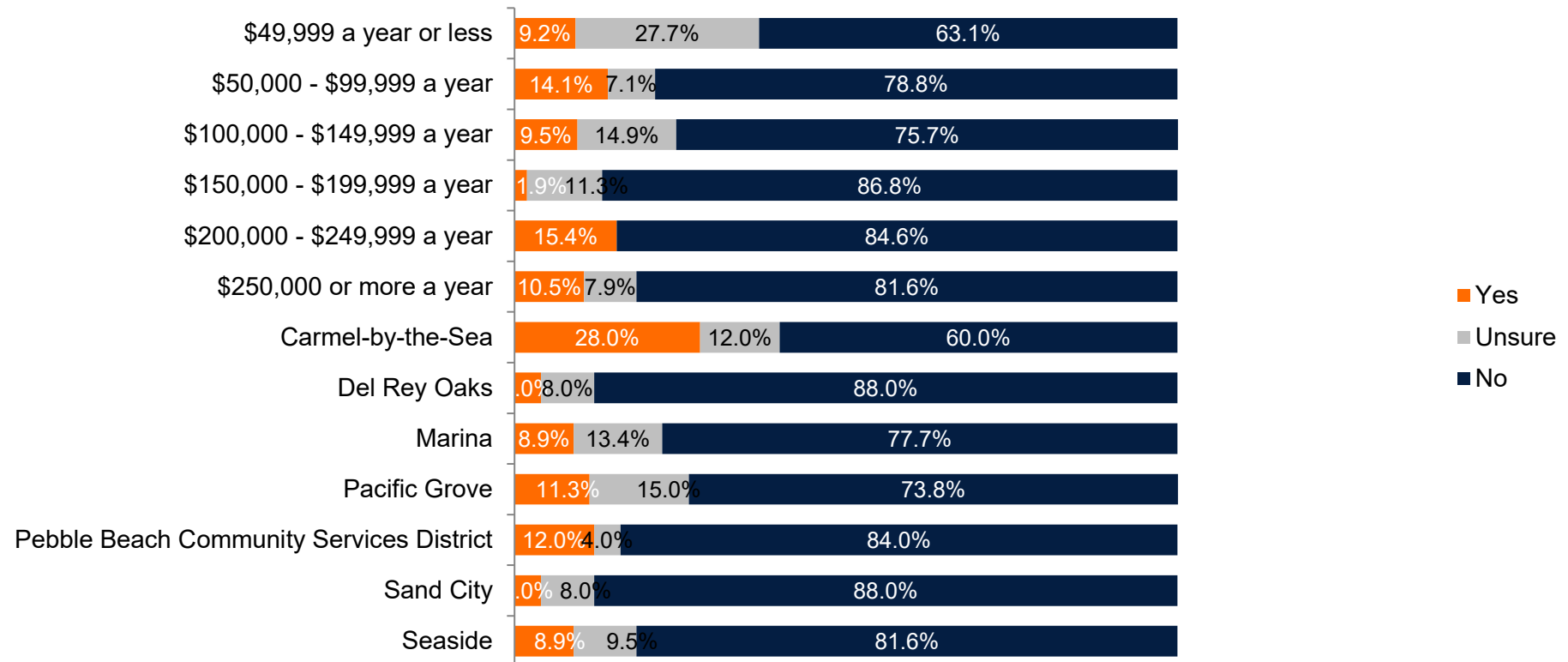
Results by gender, age group, and home type

Question 11: Excluding holidays where service is delayed by one day, during the past 12 months, was there a time when GreenWaste Recovery did not empty any of your containers on your regularly scheduled collection day?



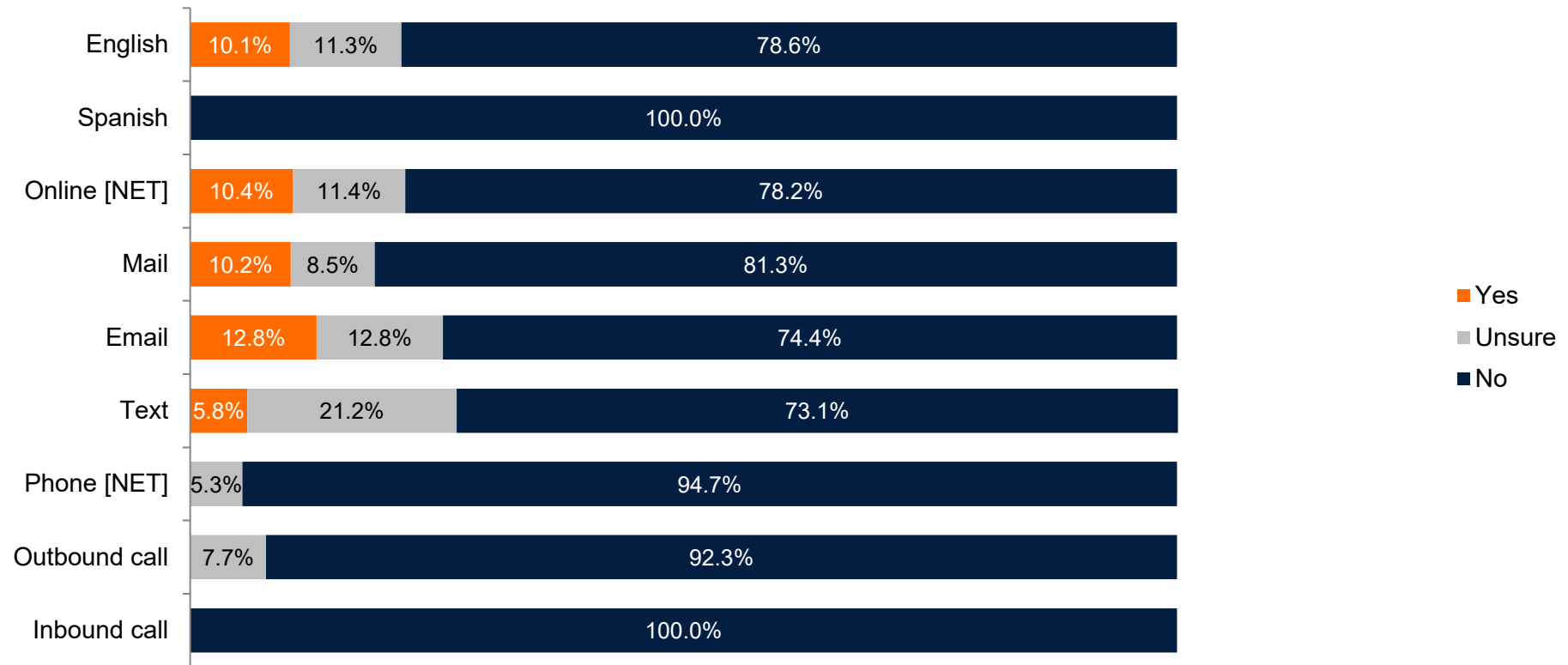
Results by household income and Jurisdiction

Question 11: Excluding holidays where service is delayed by one day, during the past 12 months, was there a time when GreenWaste Recovery did not empty any of your containers on your regularly scheduled collection day?



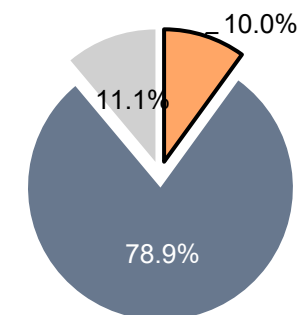
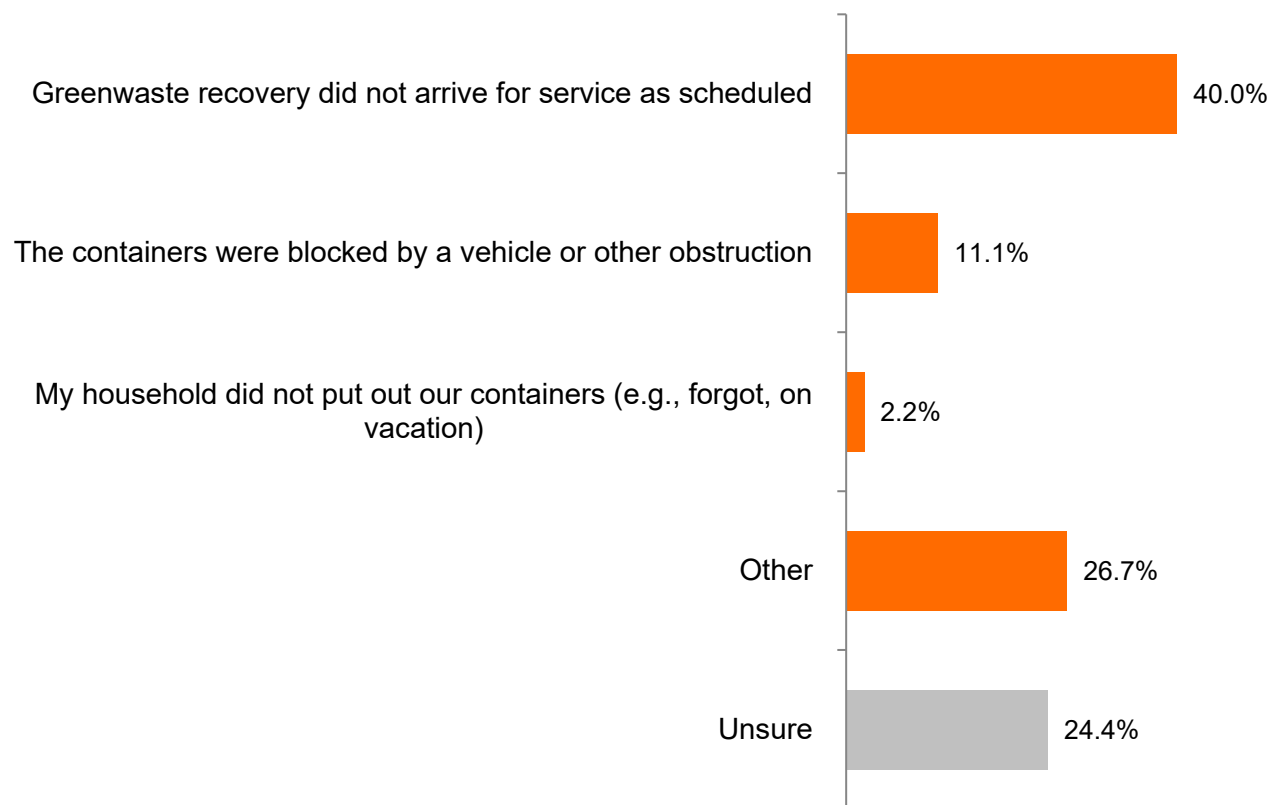
Results by survey language and survey mode

Question 11: Excluding holidays where service is delayed by one day, during the past 12 months, was there a time when GreenWaste Recovery did not empty any of your containers on your regularly scheduled collection day?



Among missed collections, the top reason reported is service not arriving as scheduled

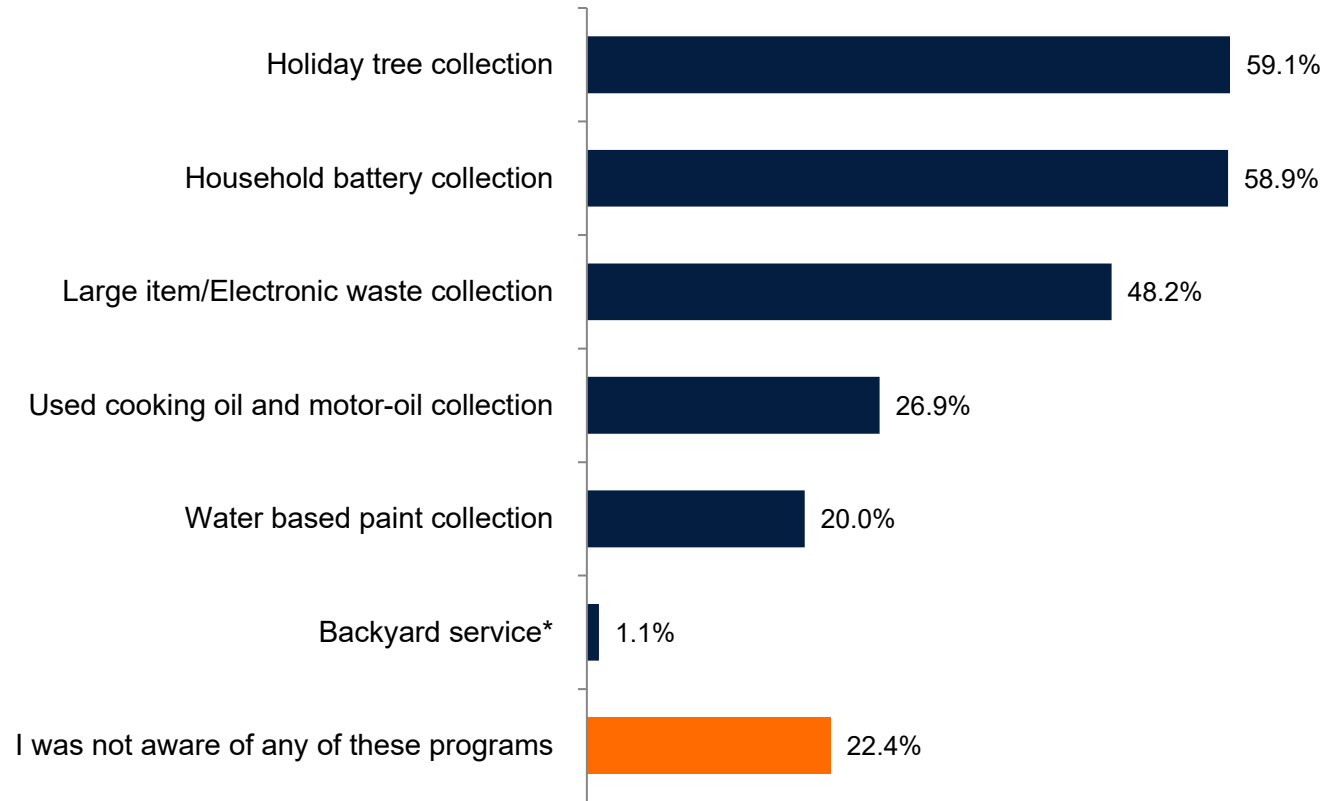
Question 12: What was the reason your containers were not emptied by GreenWaste Recovery on their scheduled collection day? Select all that apply.
[IF ANSWERED YES TO Q11]



Question asked of respondents who reported that their container was not emptied on their scheduled day, representing 10% of the total sample or **45 individuals**.

Holiday tree and battery collection are the most recognized programs

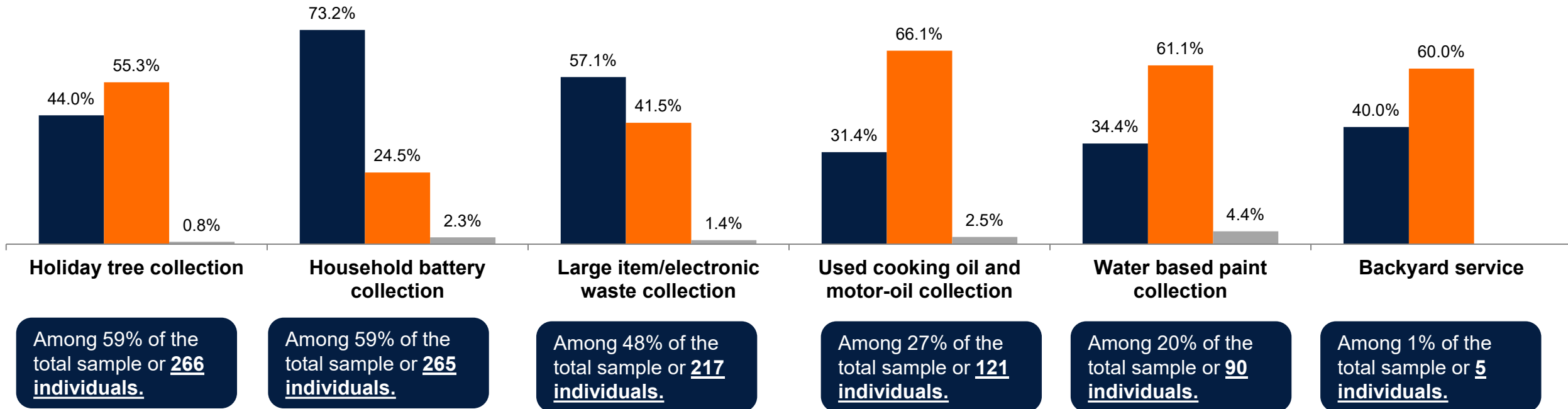
Question 13: GreenWaste Recovery offers a variety of programs to customers. Prior to taking this survey, which services were you aware of? Select all that apply.



Program utilization

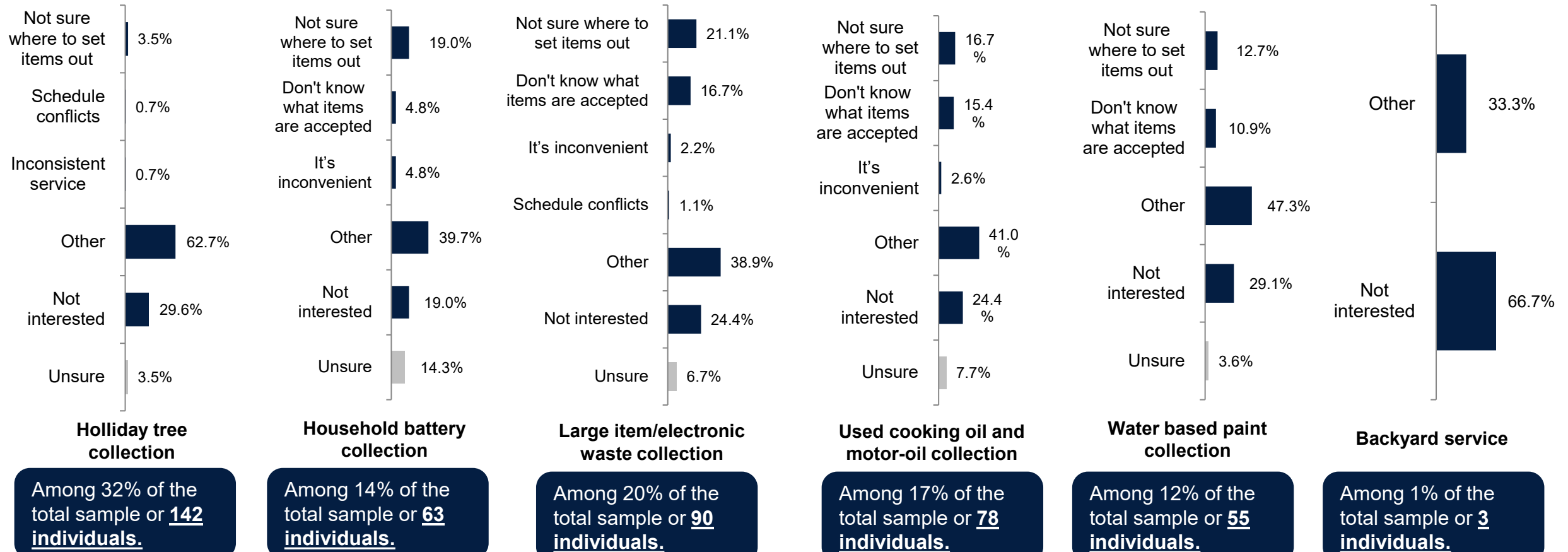
Question 14: Has your household ever utilized _____?
[PROGRAMS SELECTED IN Q13]

■ Yes ■ No ■ Unsure



Program utilization barriers

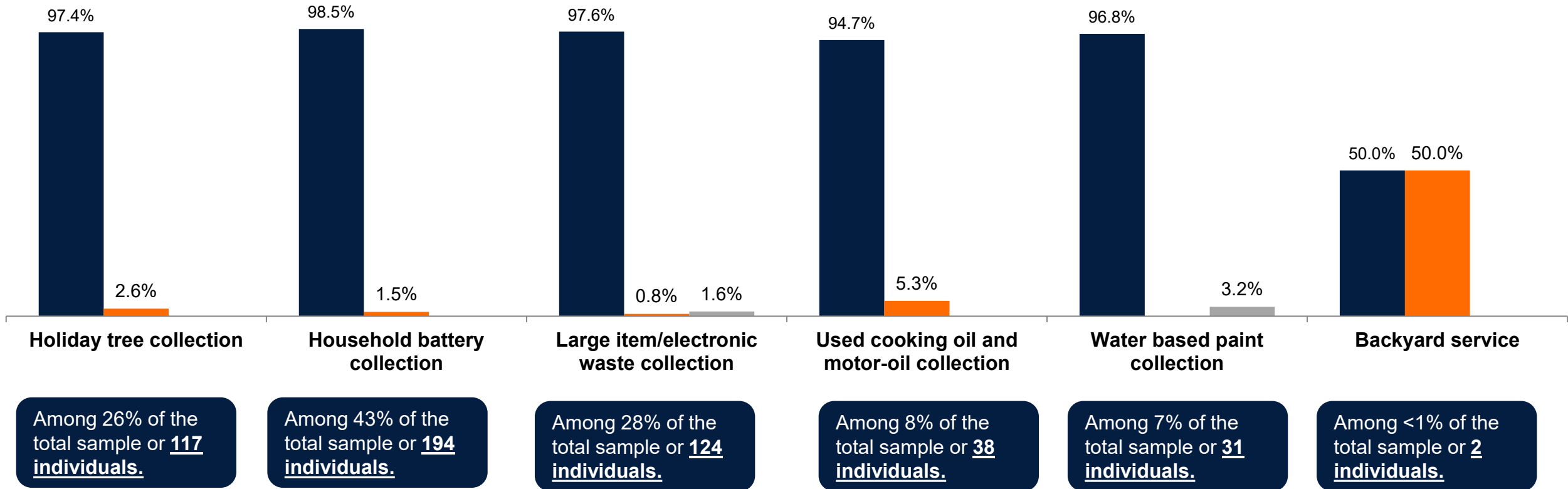
Question 15: What prevents your household from participating in _____?
[PROGRAMS SELECTED IN Q13]
[IF ANSWERED NO TO Q14]



Program satisfaction

Question 16: Were you satisfied or dissatisfied with _____?
[PROGRAMS SELECTED IN Q13]
[IF ANSWERED YES TO Q14]

■ Satisfied ■ Dissatisfied ■ Unsure



Reasons for dissatisfaction

Question 16: Why are you dissatisfied with _____?
[PROGRAMS SELECTED IN Q13]
[IF ANSWERED DISSATISFIED TO Q15]

Holiday tree collection

Too short

The dates that were given to remove the tree was not accurate or they just didnt p/u my tree?

They didn't pick up our tree this year or last year.

Household battery collection

I FOUND THE BAGGED BATTERIES ON THE STREET AFTER THE TRUCK LEFT.

We can't put button-cell batteries with regular alkaline batteries on top of our recycling bin. I've been told that we have to take them to the recycling station.

Don't like having to use a plastic baggie

Large item/electronic waste collection

They didn't pick up the items.

Used cooking oil and motor-oil collection

Do not always receive a replacement oil filter bag for the one I put out.

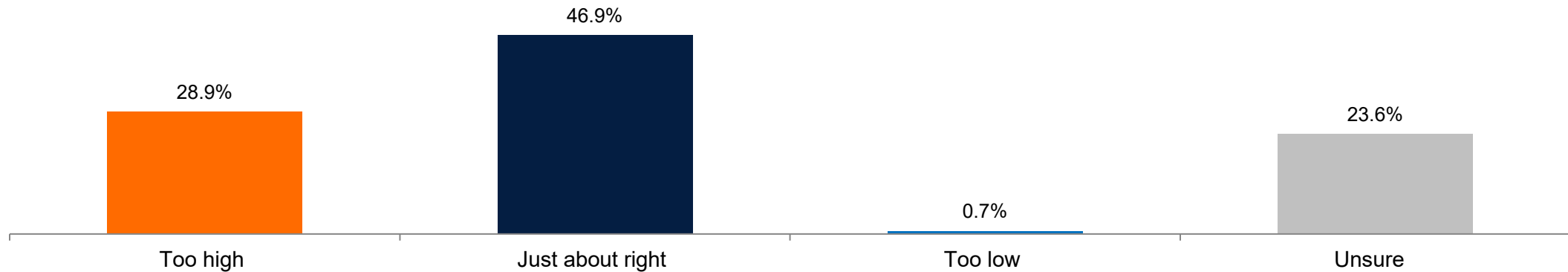
they used to leave a container: SWAP OUT. No, I have to call and container seems to always be oily on the outside

Backyard service

There were many occasions when the truck broke many tree and bush branches on their way up the driveway. They also broke the raised asphalt where we park our car at the top of the driveway. The company did eventually repair it but took almost a year to do so. The truck also did cause erosion of the asphalt driveway although we do realize that this was not the fault of the driver but rather the weight of the truck itself.

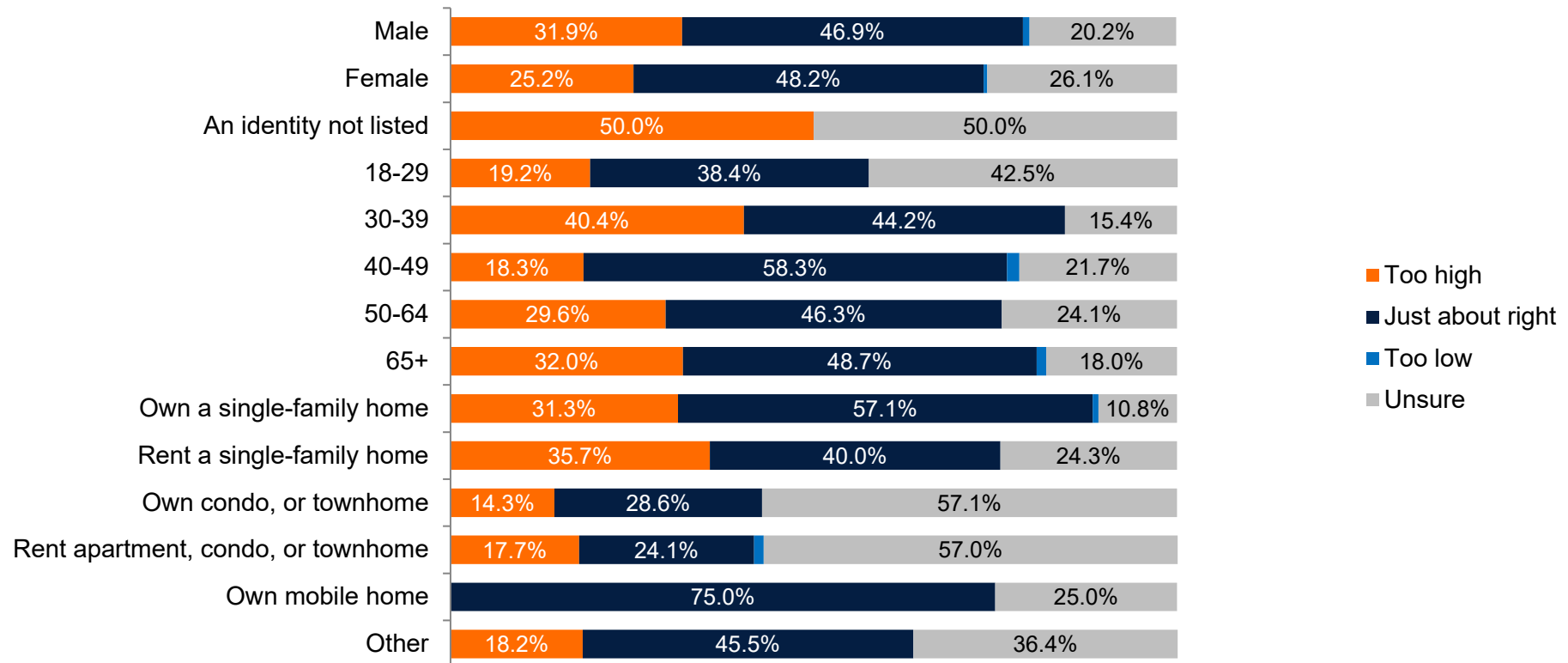
47% think their garbage and recycling bill is just about right

Question 18: Thinking about your quarterly garbage and recycling bill, would you say the amount you pay is:



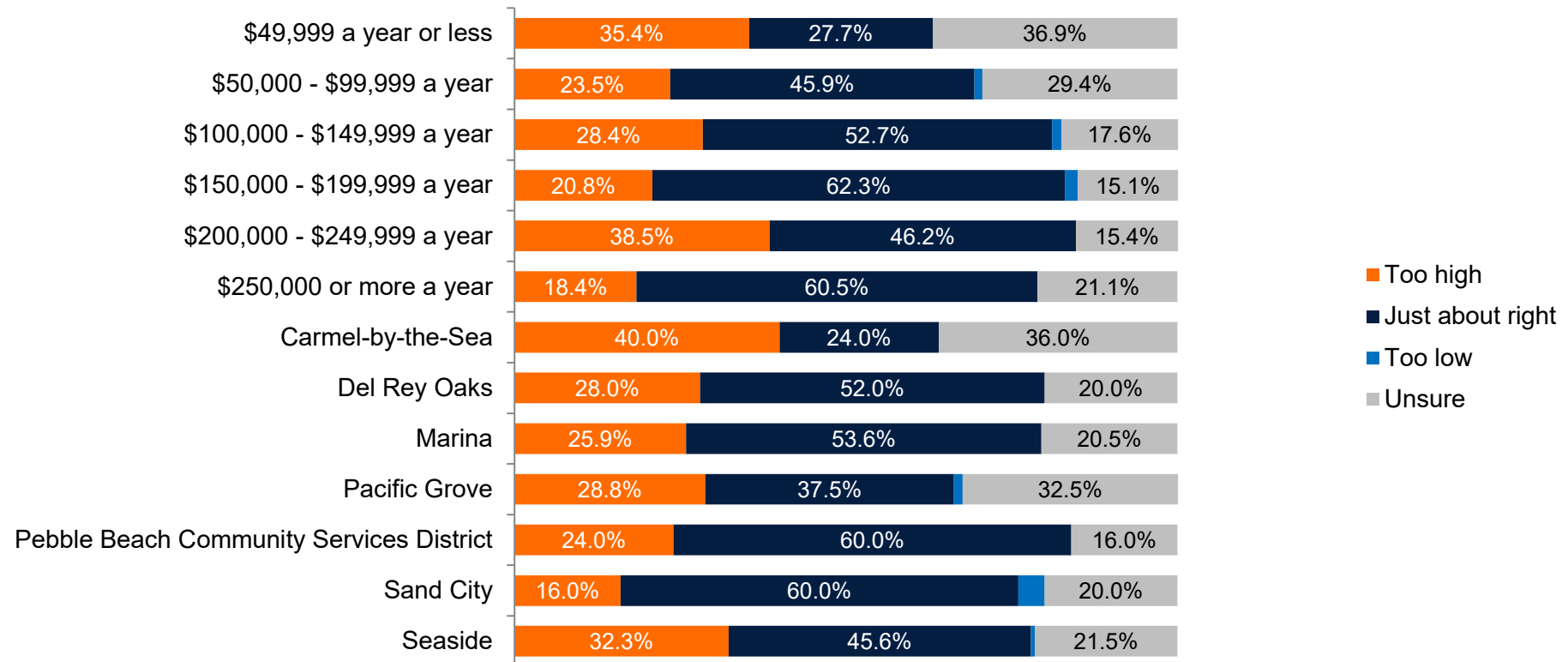
Results by gender, age group, and home type

Question 18: Thinking about your quarterly garbage and recycling bill, would you say the amount you pay is:



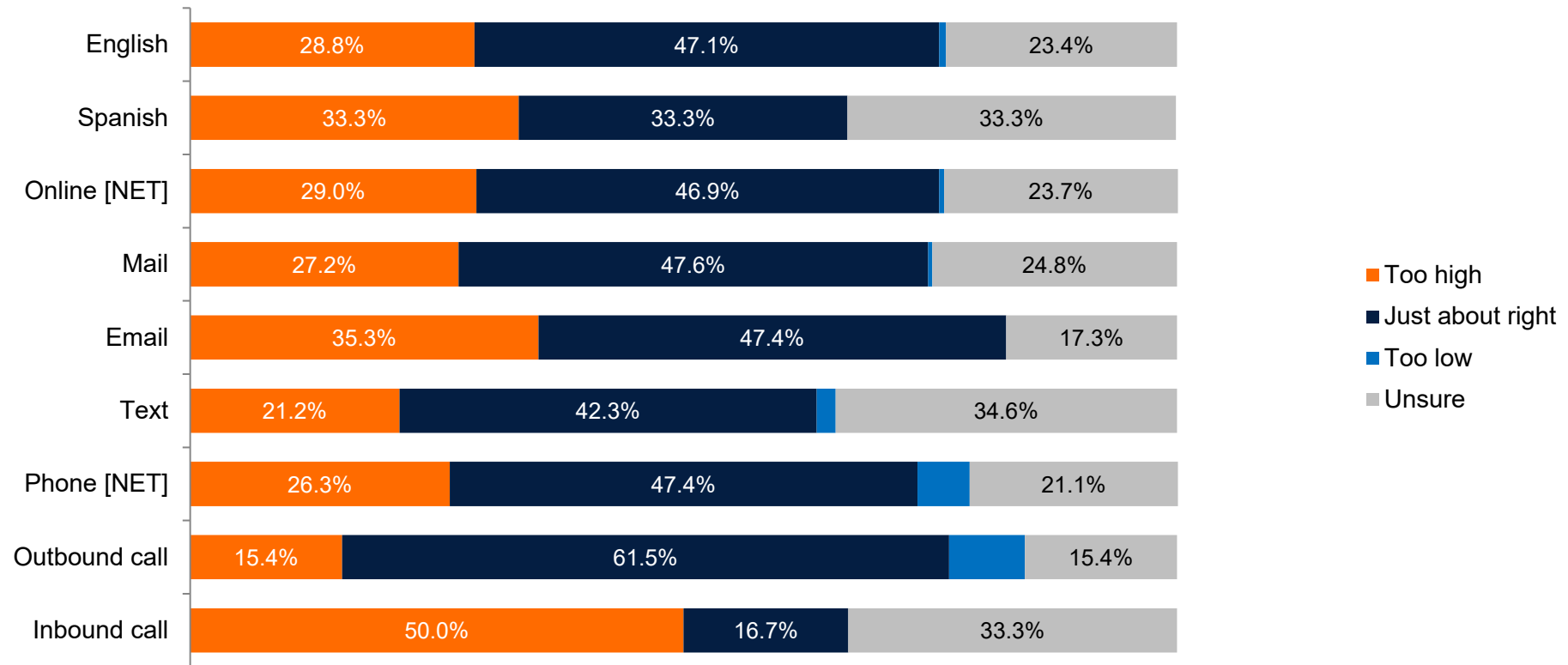
Results by household income and Jurisdiction

Question 18: Thinking about your quarterly garbage and recycling bill, would you say the amount you pay is:



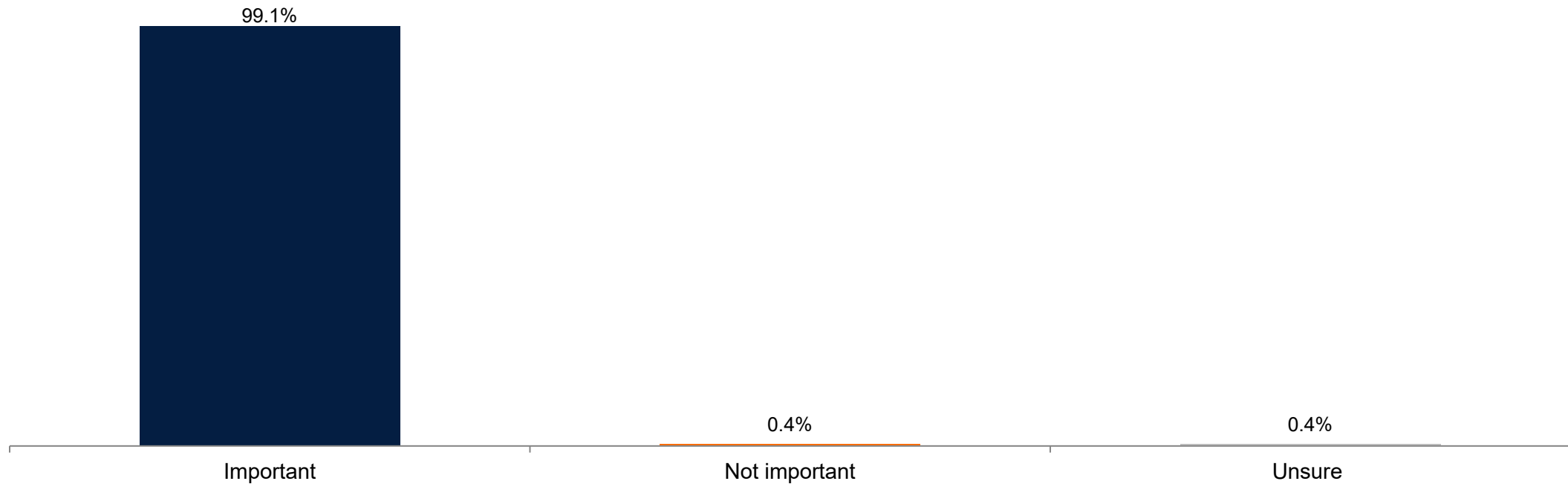
Results by survey language and survey mode

Question 18: Thinking about your quarterly garbage and recycling bill, would you say the amount you pay is:



99% say affordability is important

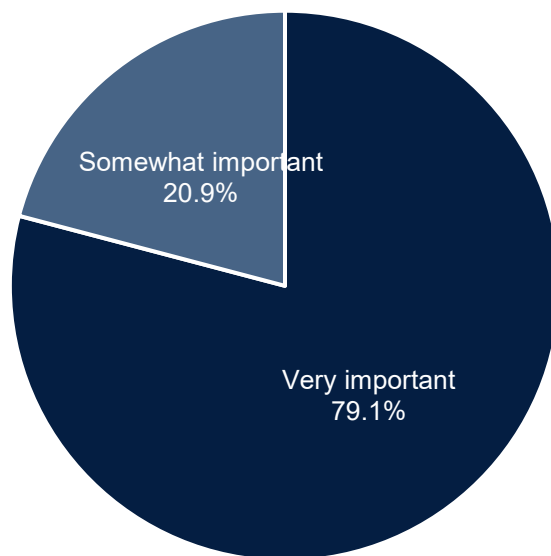
Question 19: How important are each of the following community values when thinking about your garbage and recycling services? **Affordability**



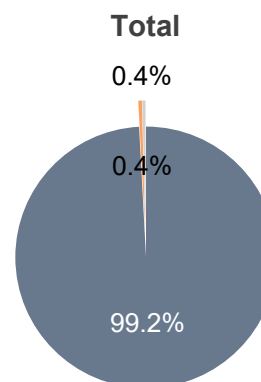
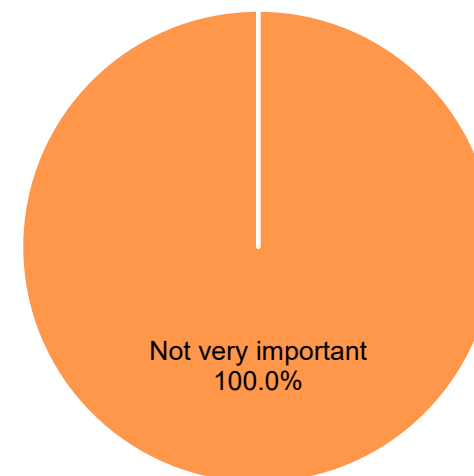
Among those who say important, 79% say very important

Question 19: How important are each of the following community values when thinking about your garbage and recycling services? **Affordability**

Among those who said important

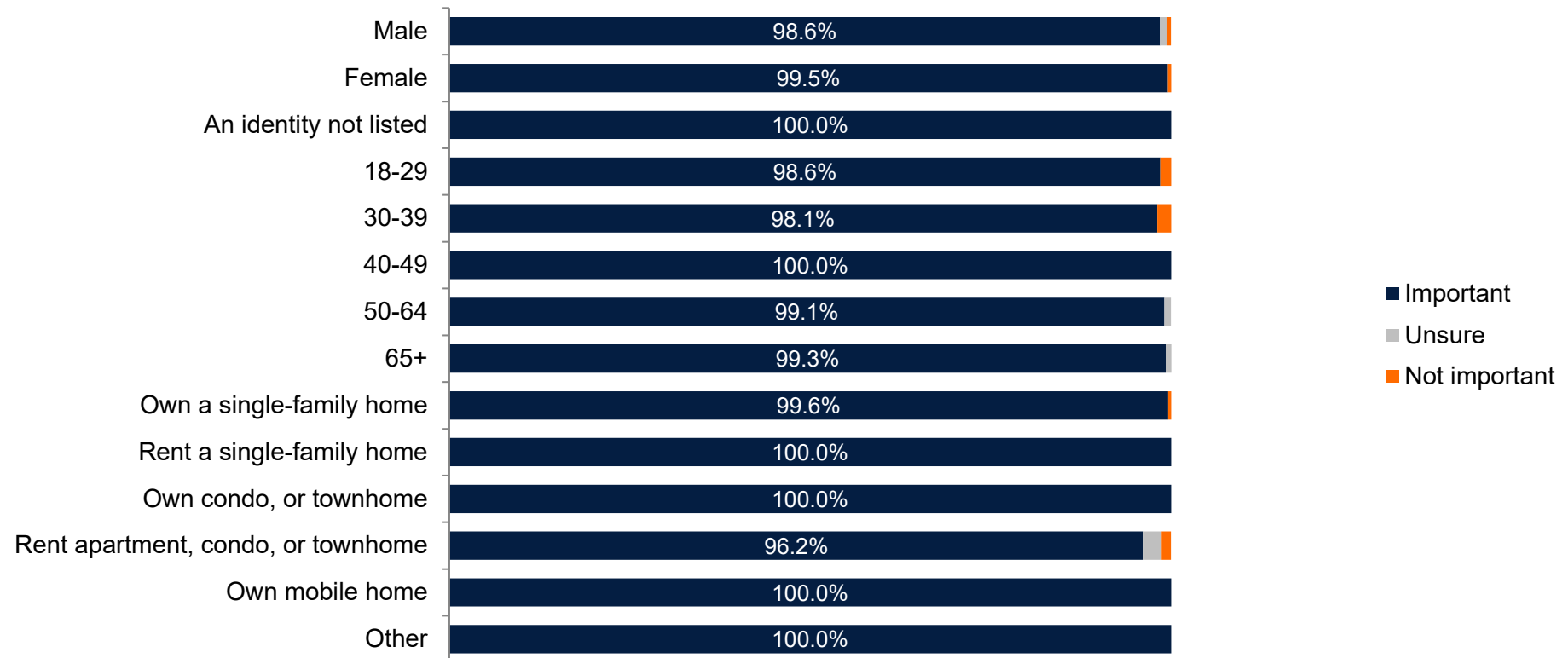


Among those who said not important



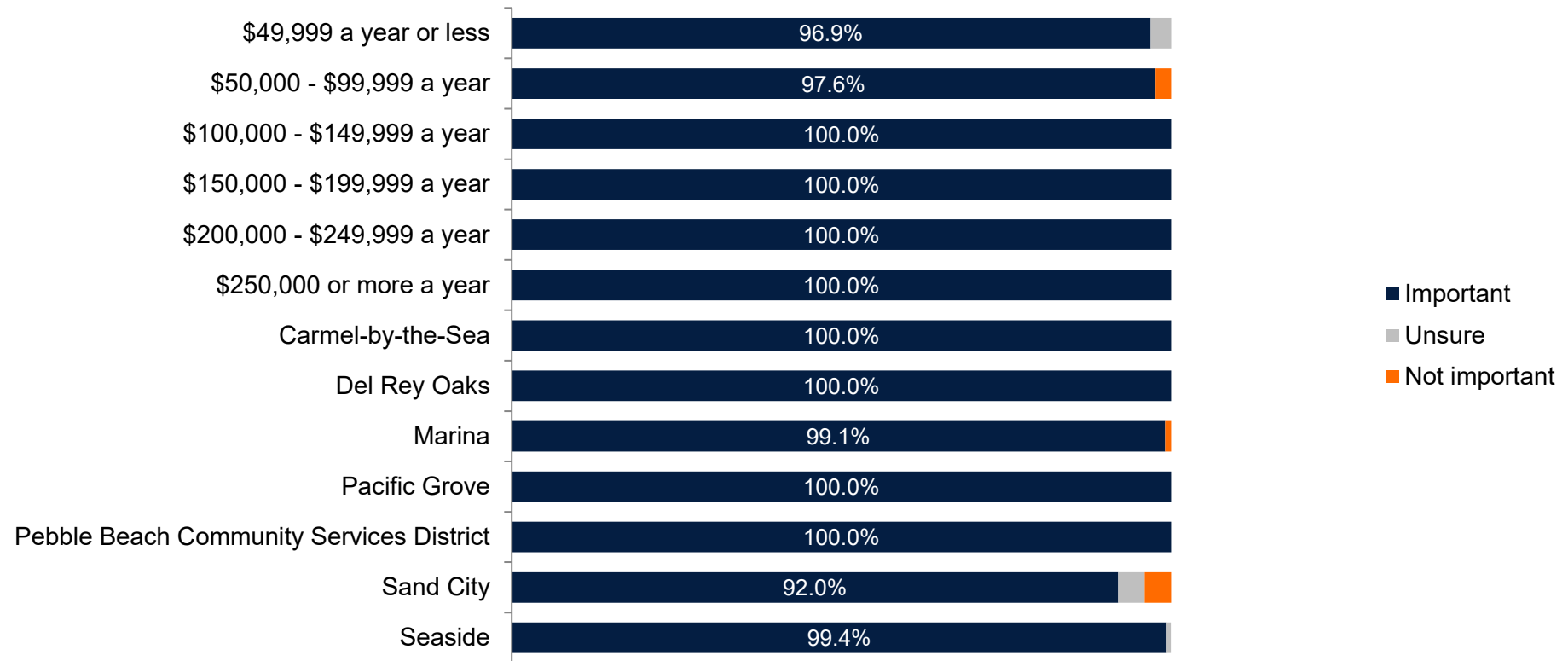
Results by gender, age group, and home type

Question 19: How important are each of the following community values when thinking about your garbage and recycling services? **Affordability**



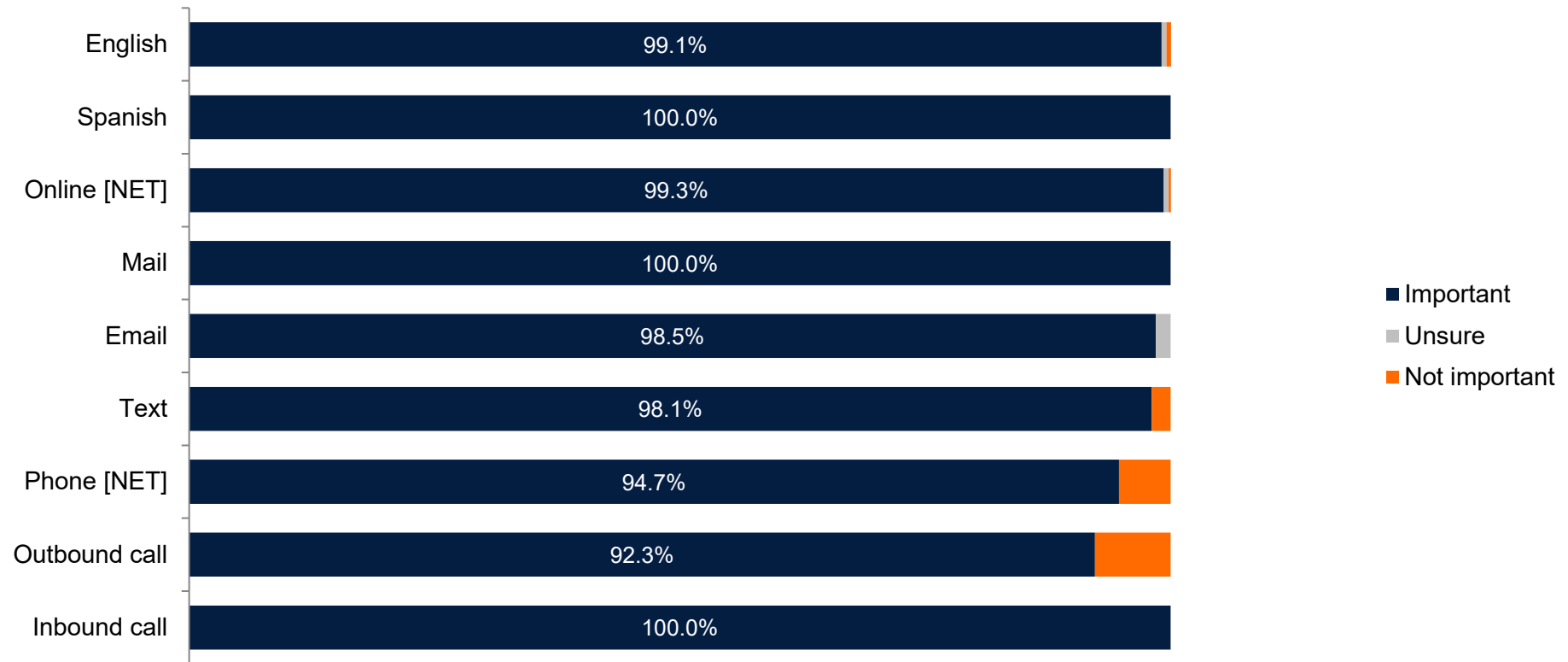
Results by household income and Jurisdiction

Question 19: How important are each of the following community values when thinking about your garbage and recycling services? **Affordability**



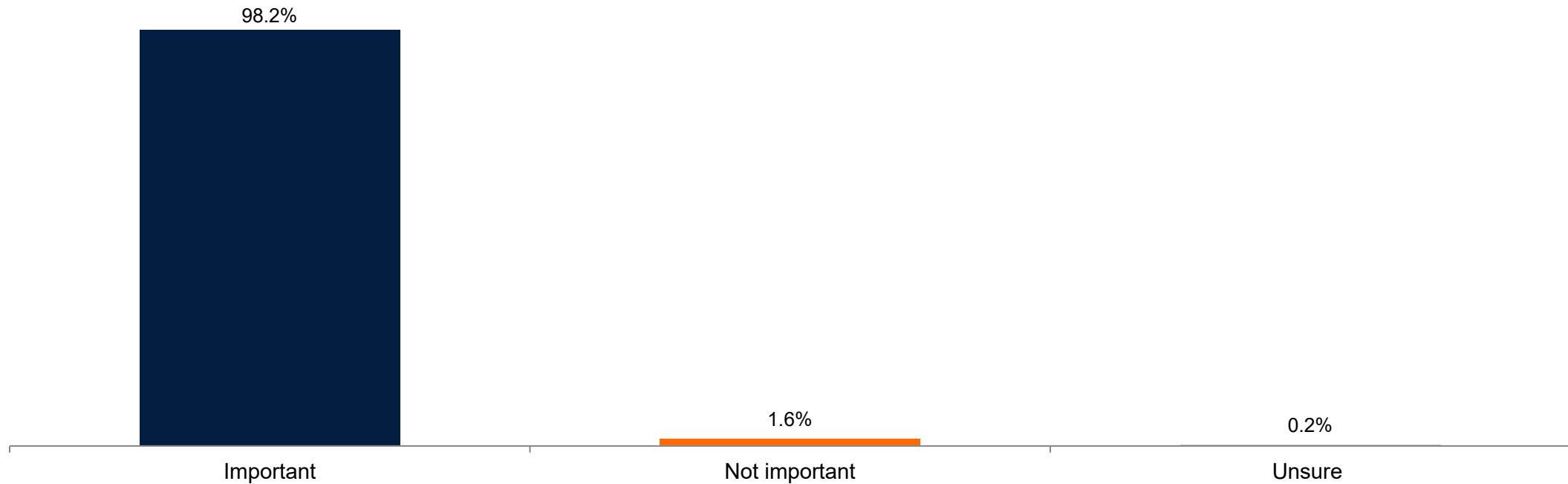
Results by survey language and survey mode

Question 19: How important are each of the following community values when thinking about your garbage and recycling services? **Affordability**



98% say convenience for residents is important

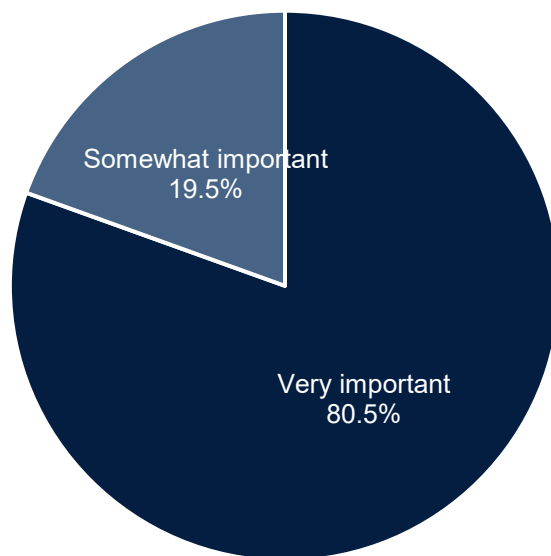
Question 20: How important are each of the following community values when thinking about your garbage and recycling services? **Convenience for residents**



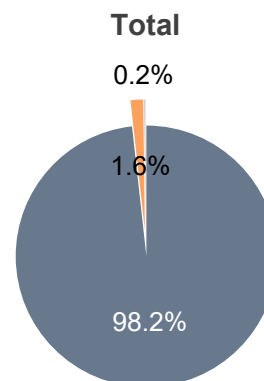
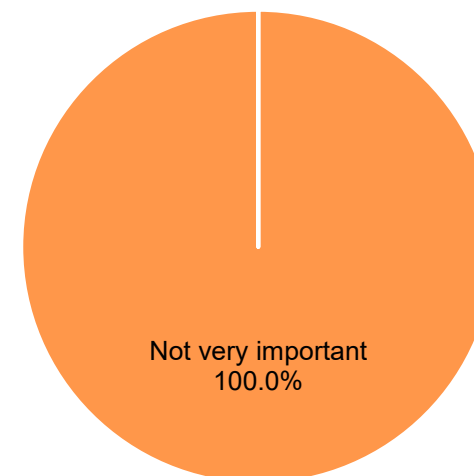
Among those who say important, 81% say very important

Question 20: How important are each of the following community values when thinking about your garbage and recycling services? **Convenience for residents**

Among those who said important

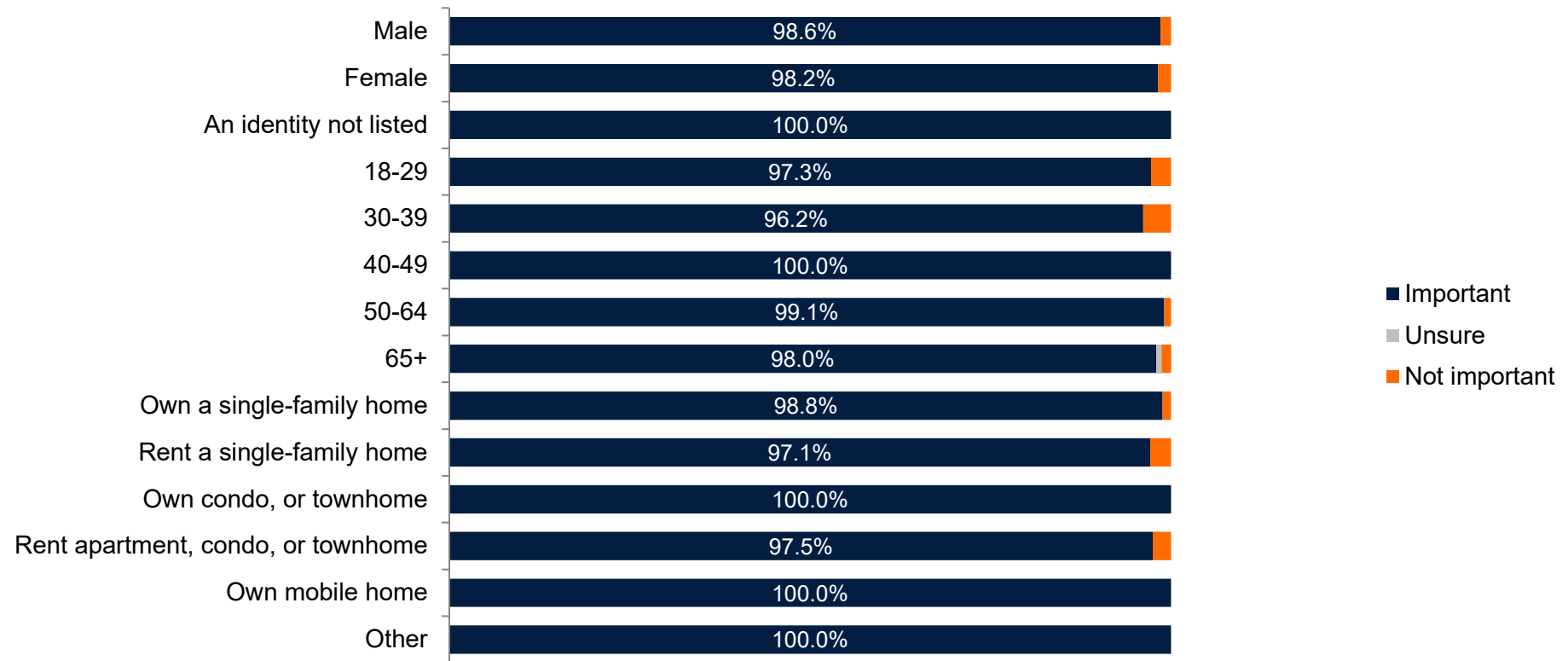


Among those who said not important



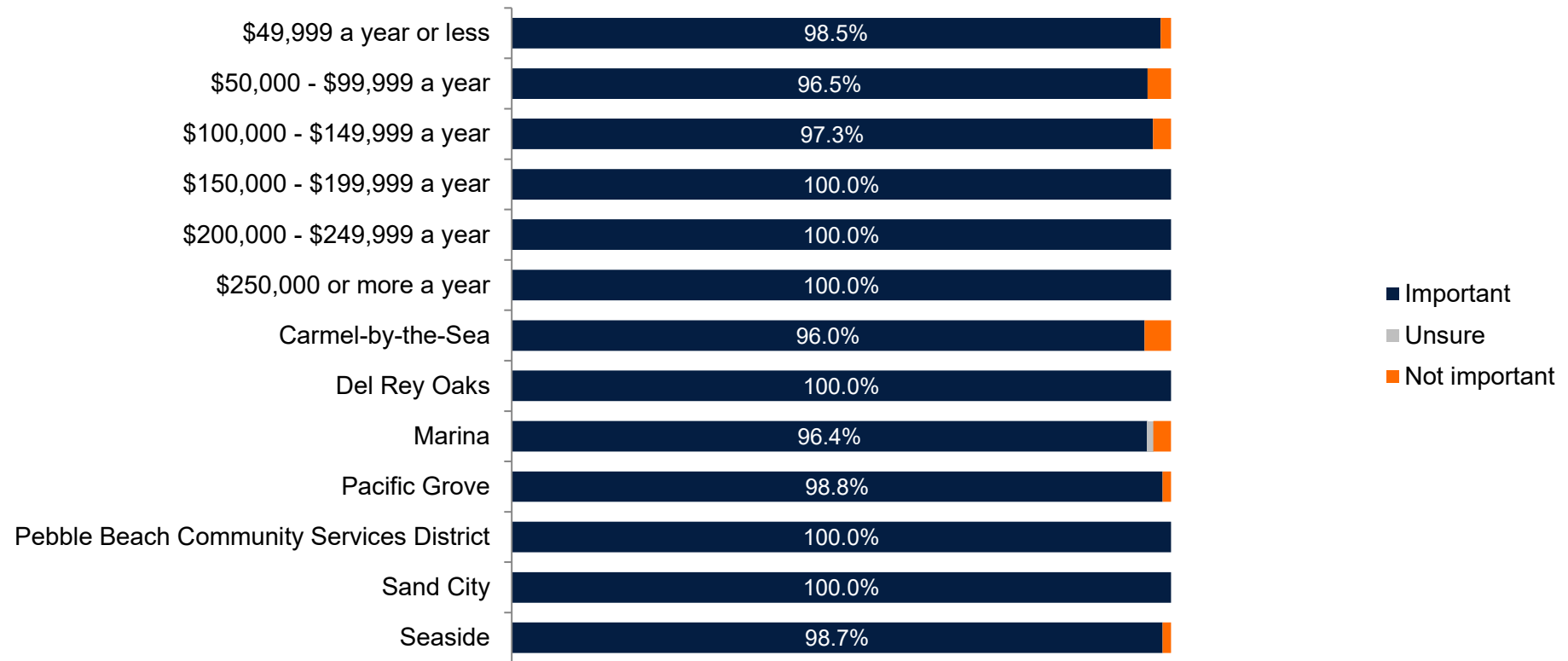
Results by gender, age group, and home type

Question 20: How important are each of the following community values when thinking about your garbage and recycling services? **Convenience for residents**



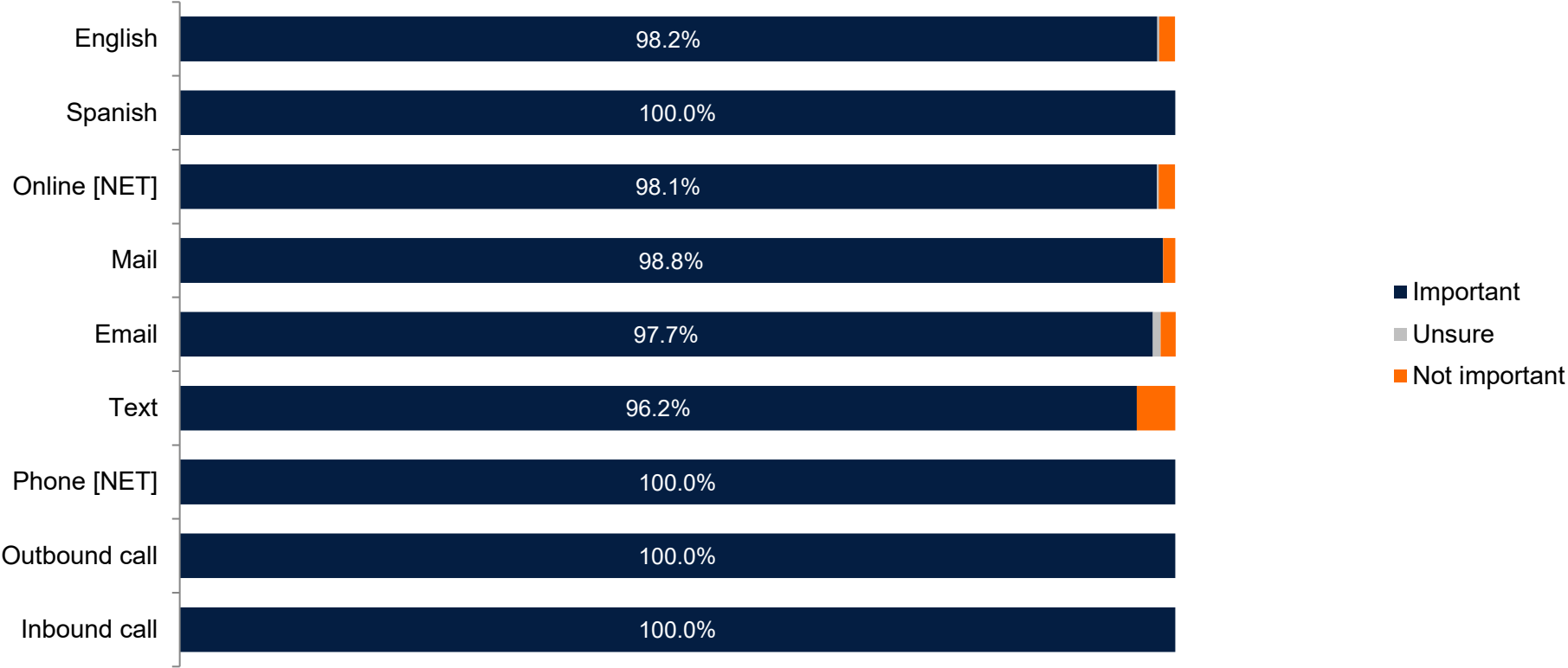
Results by household income and Jurisdiction

Question 20: How important are each of the following community values when thinking about your garbage and recycling services? **Convenience for residents**



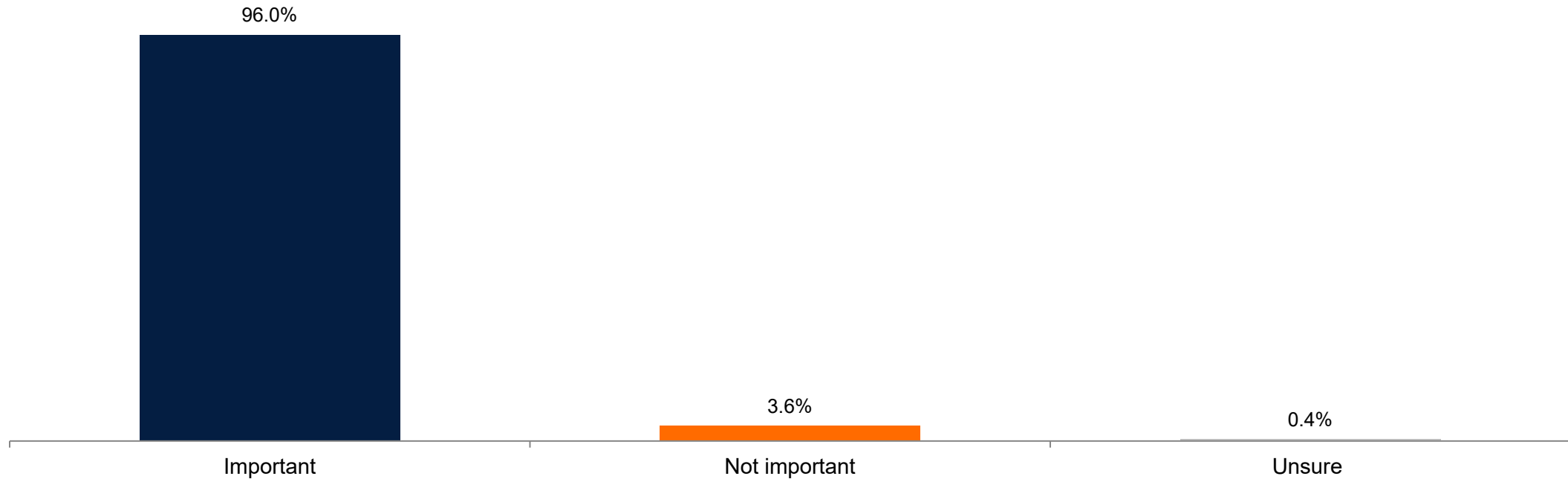
Results by survey language and survey mode

Question 20: How important are each of the following community values when thinking about your garbage and recycling services? **Convenience for residents**



96% say environmental impact is important

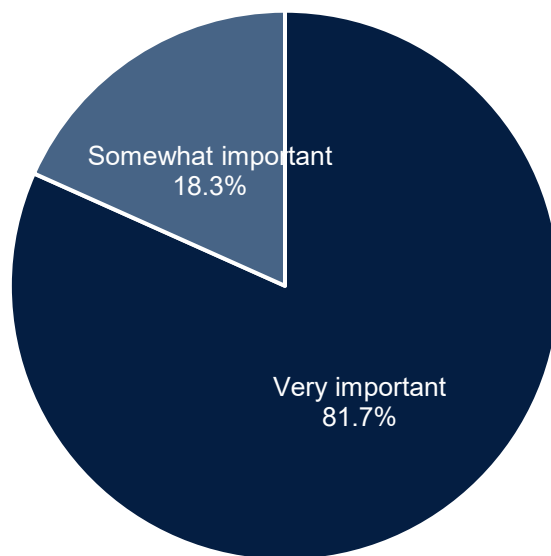
Question 21: How important are each of the following community values when thinking about your garbage and recycling services? **Environmental impact**



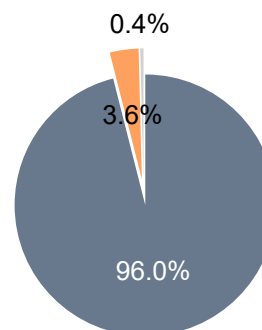
Among those who say important, 82% say very important

Question 21: How important are each of the following community values when thinking about your garbage and recycling services? **Environmental impact**

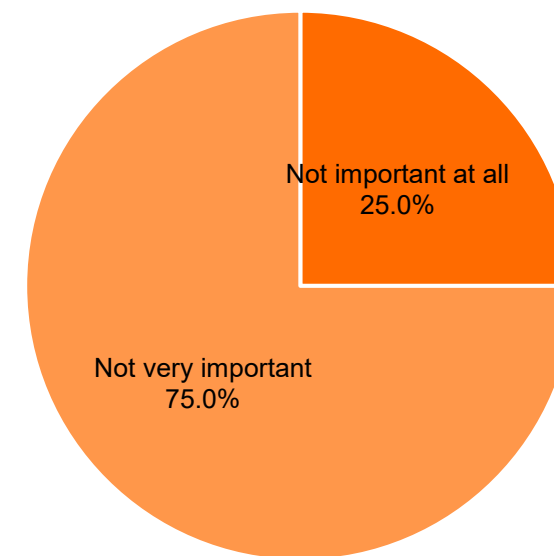
Among those who said important



Total

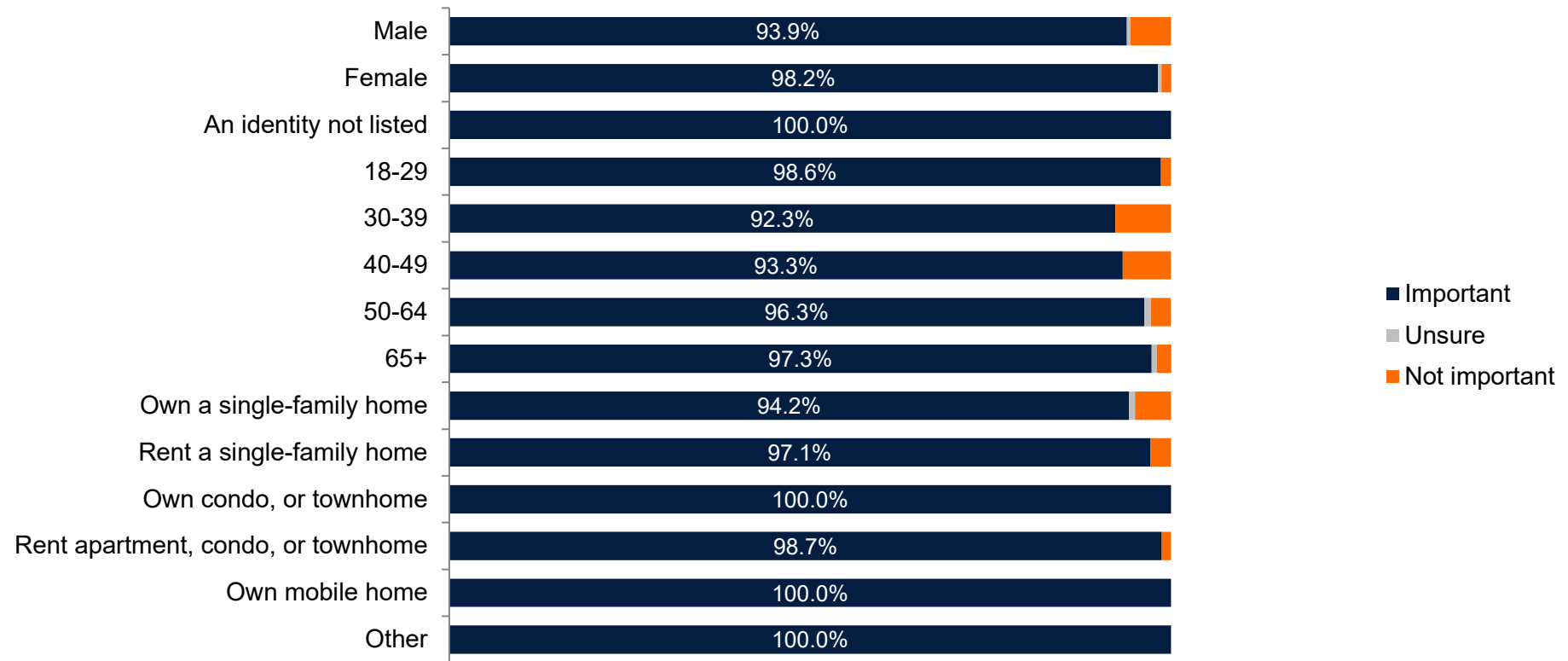


Among those who said not important



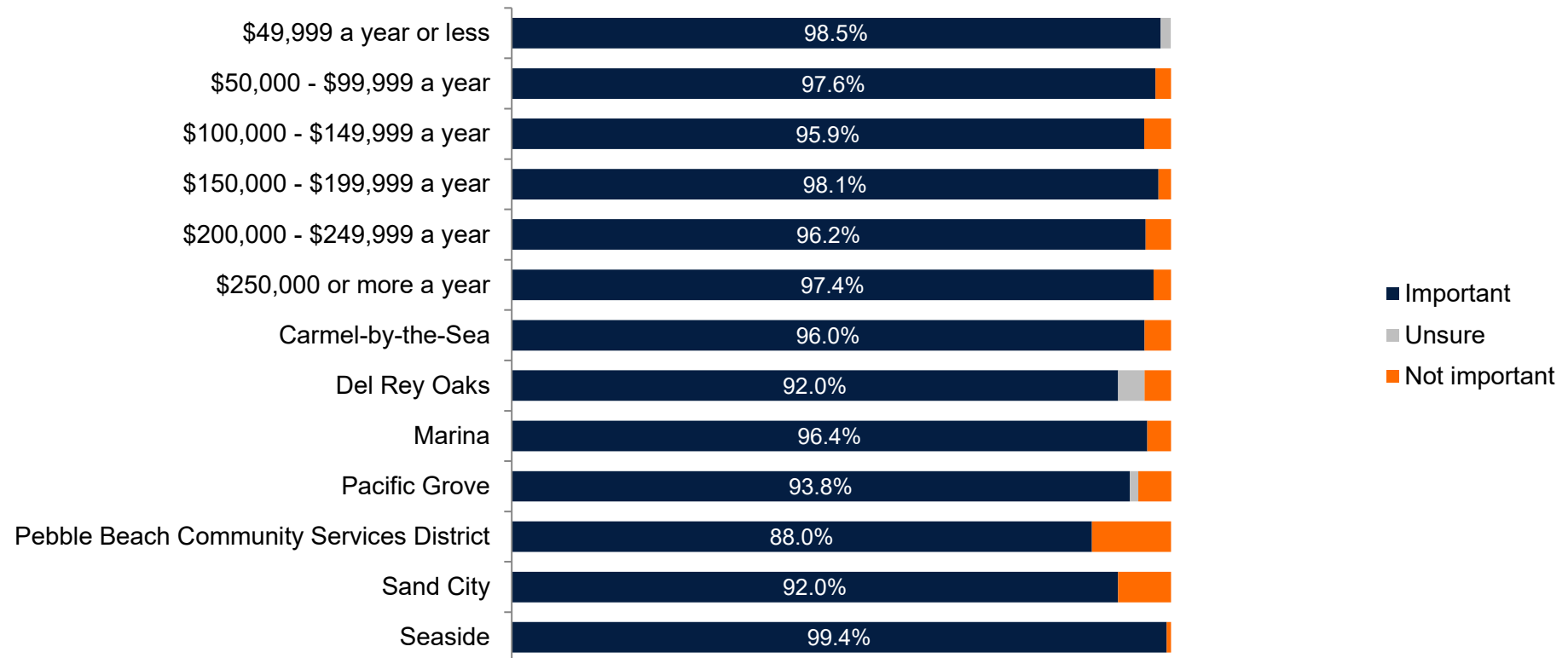
Results by gender, age group, and home type

Question 21: How important are each of the following community values when thinking about your garbage and recycling services? **Environmental impact**



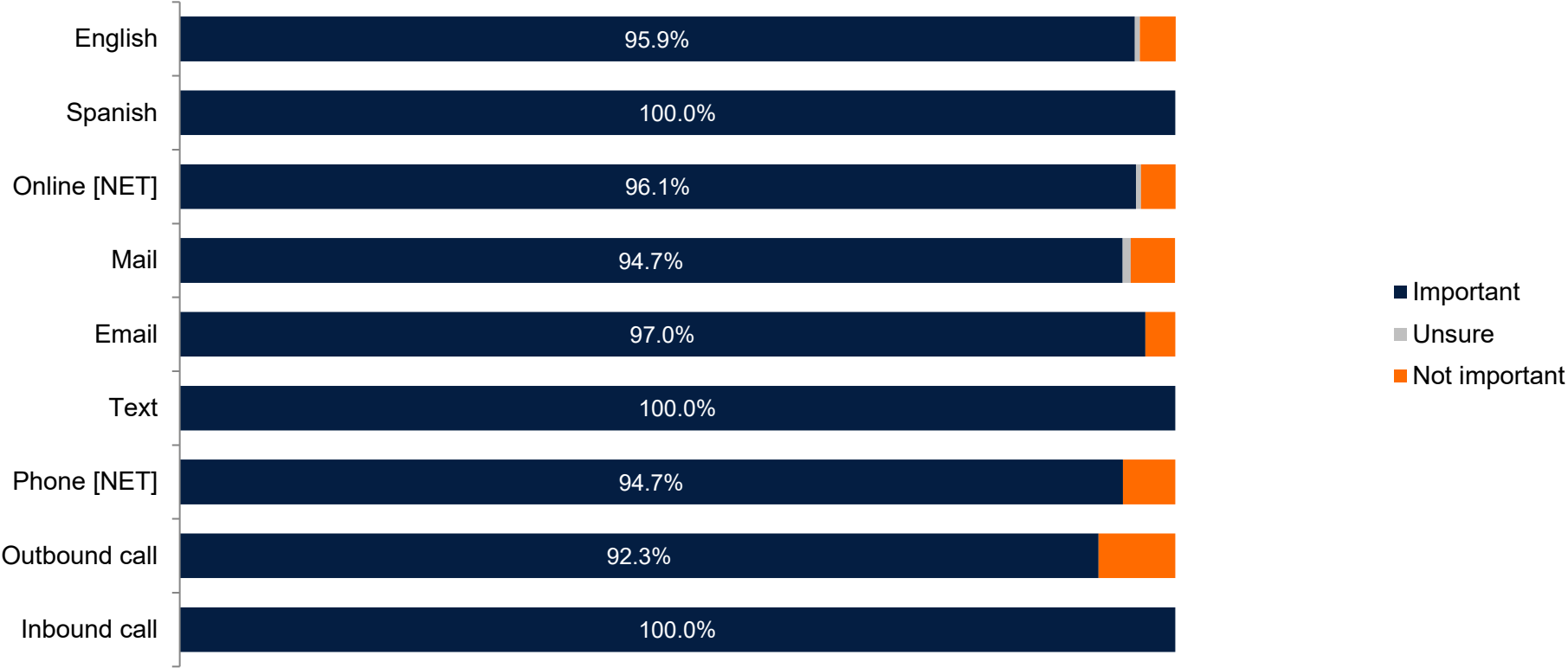
Results by household income and Jurisdiction

Question 21: How important are each of the following community values when thinking about your garbage and recycling services? **Environmental impact**



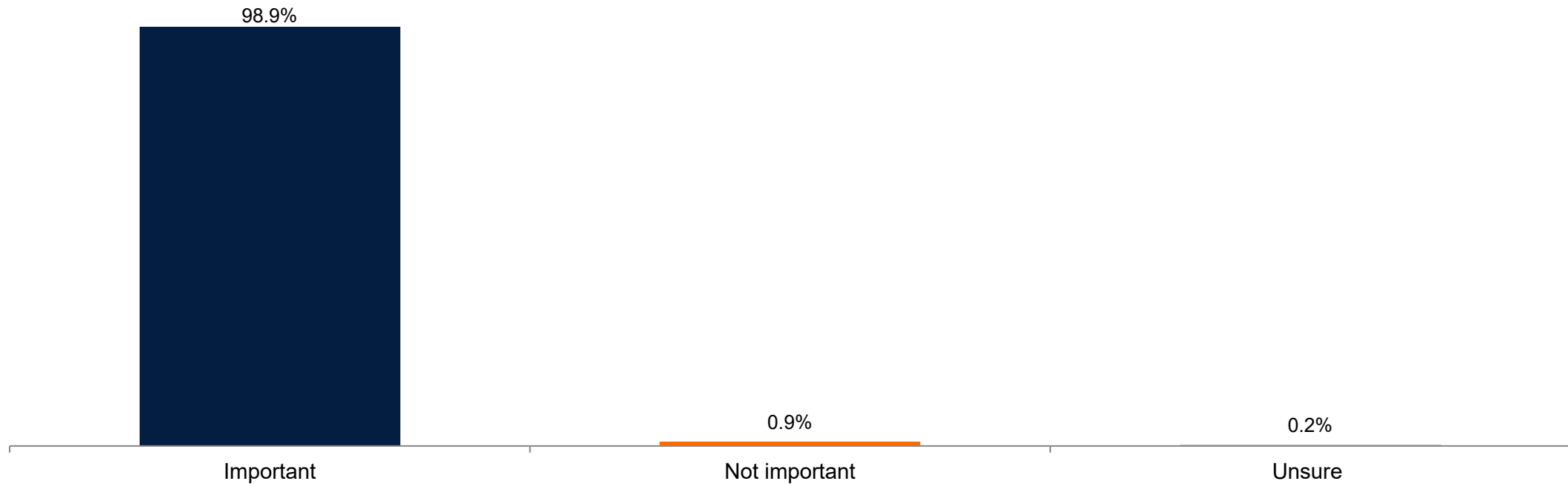
Results by survey language and survey mode

Question 21: How important are each of the following community values when thinking about your garbage and recycling services? **Environmental impact**



99% say quality of service is important

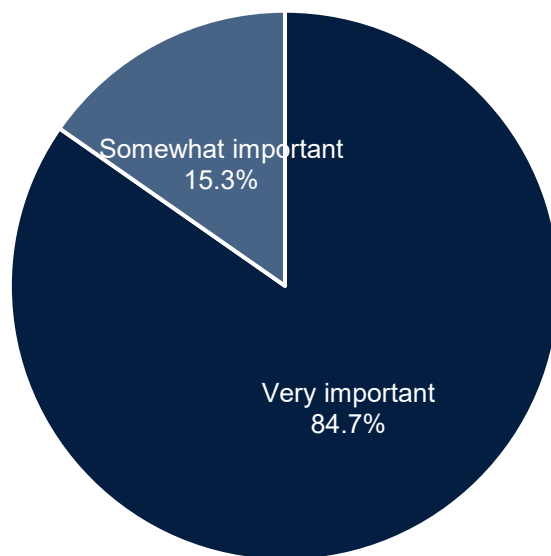
Question 22: How important are each of the following community values when thinking about your garbage and recycling services? **Quality of service**



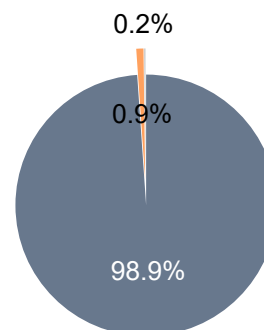
Among those who say important, 85% say very important

Question 22: How important are each of the following community values when thinking about your garbage and recycling services? **Quality of service**

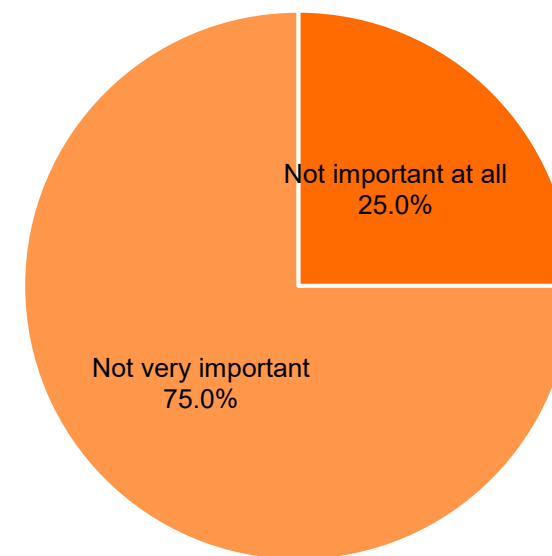
Among those who said important



Total

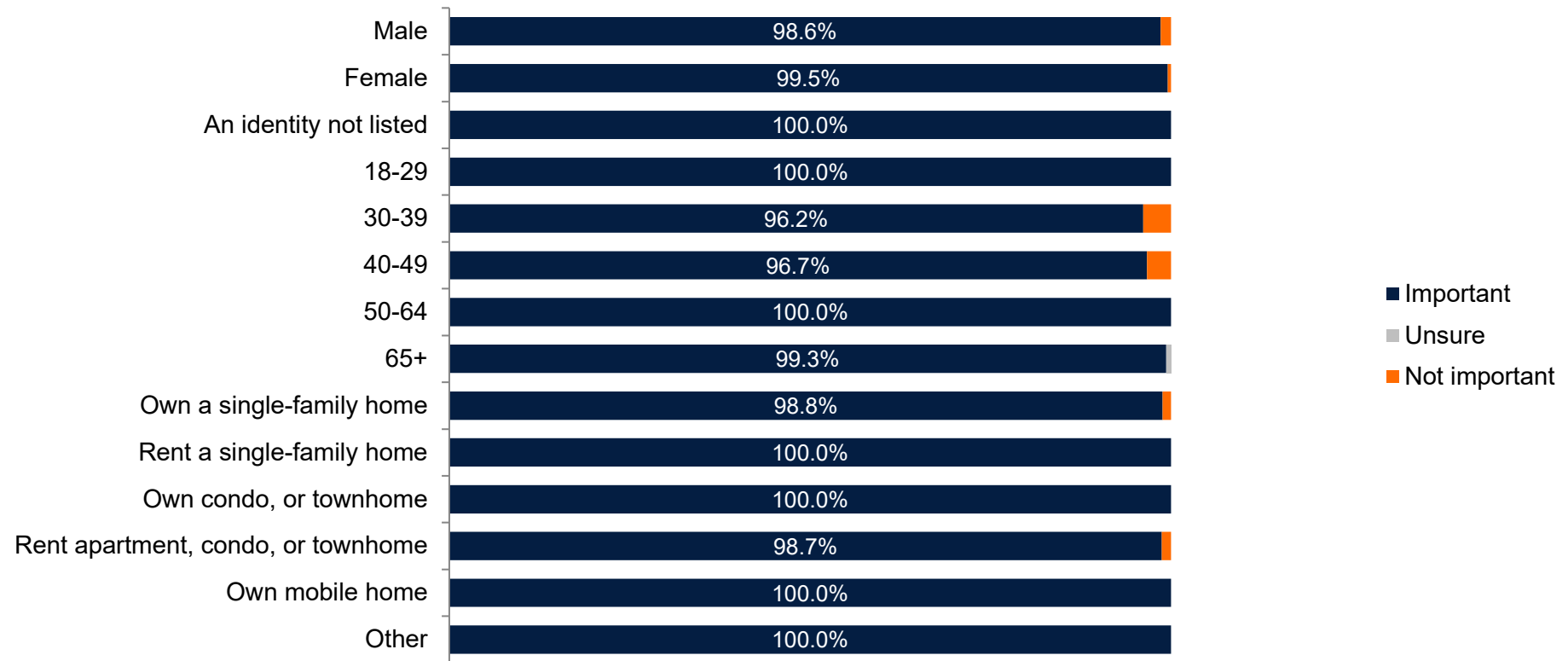


Among those who said not important



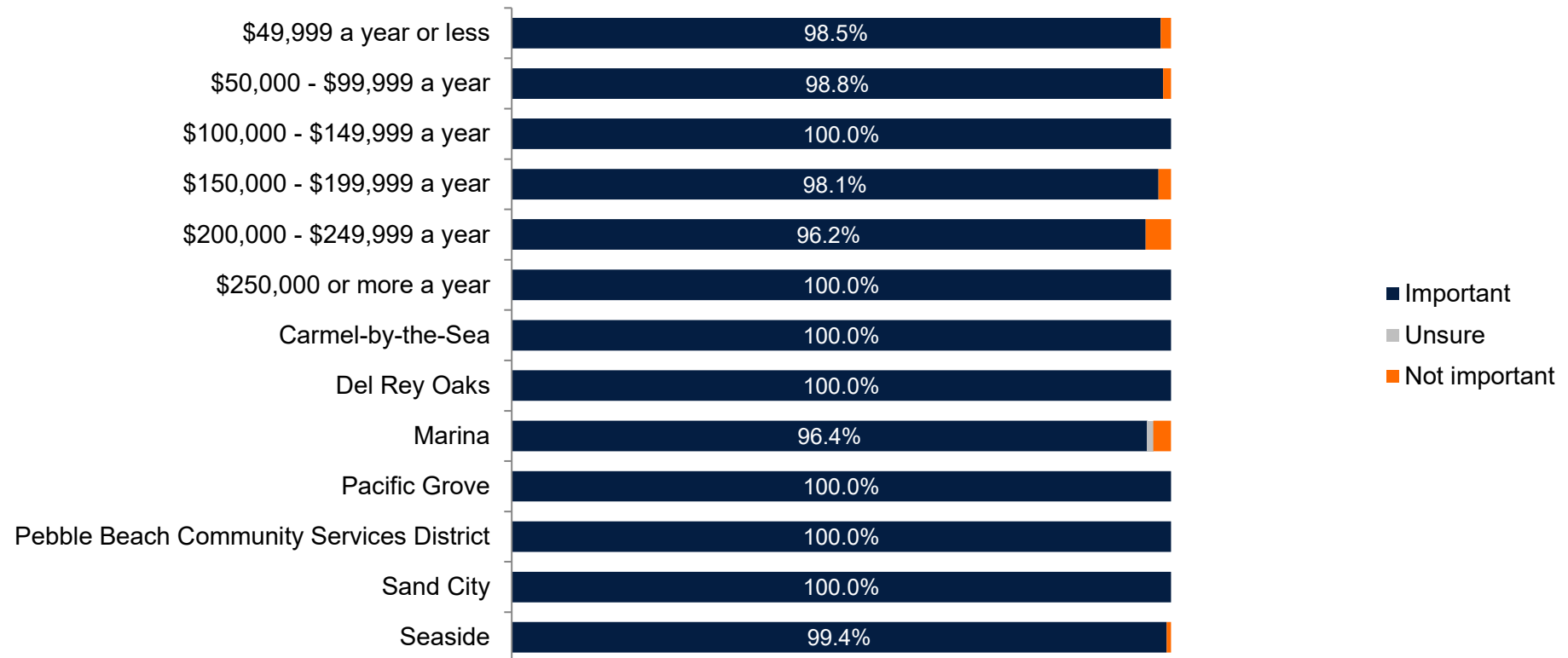
Results by gender, age group, and home type

Question 22: How important are each of the following community values when thinking about your garbage and recycling services? **Quality of service**



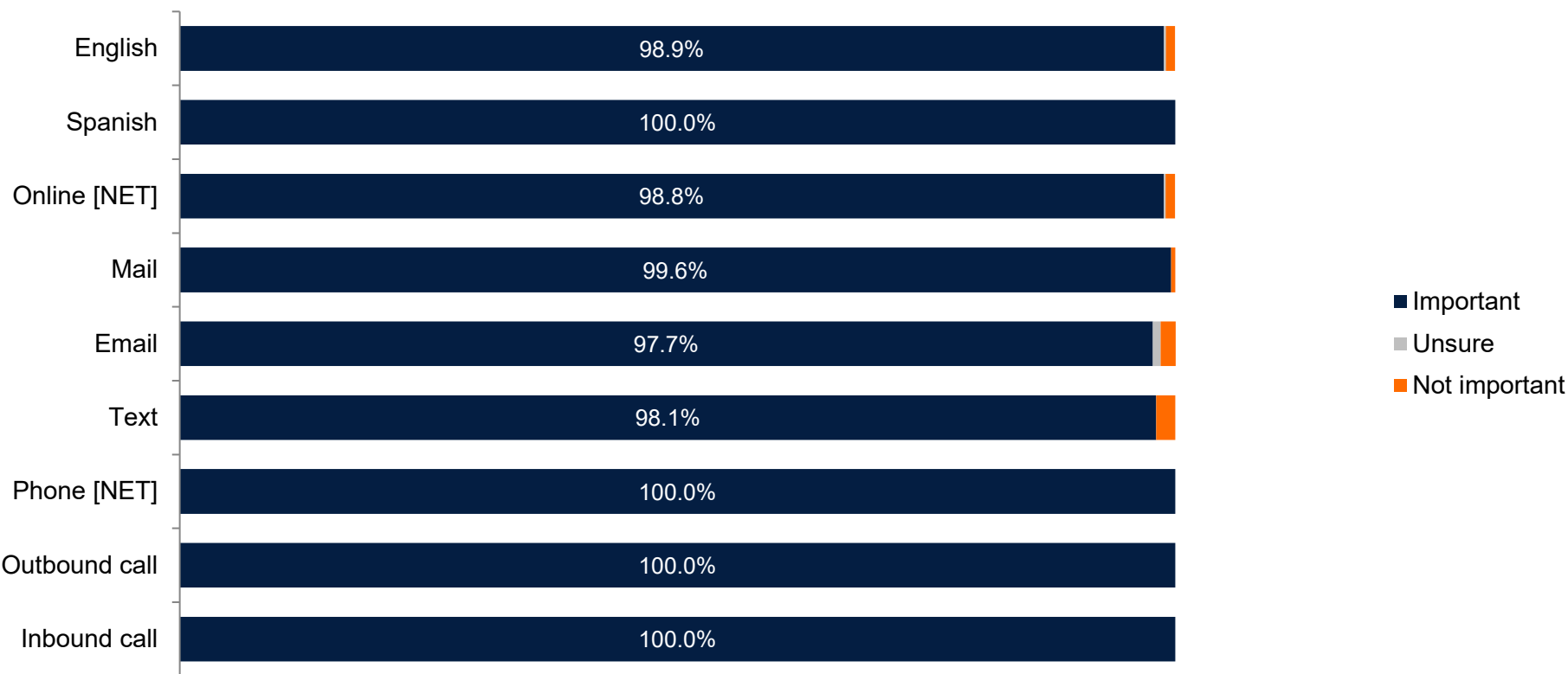
Results by household income and Jurisdiction

Question 22: How important are each of the following community values when thinking about your garbage and recycling services? **Quality of service**



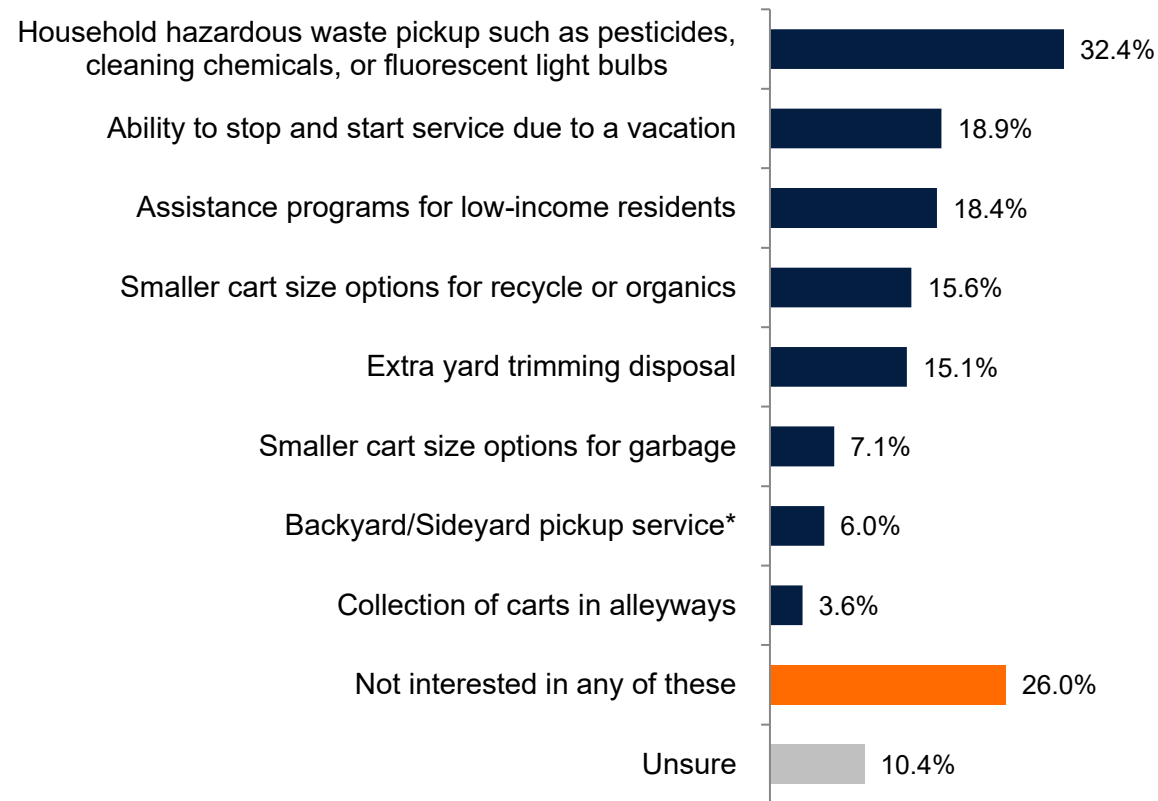
Results by survey language and survey mode

Question 22: How important are each of the following community values when thinking about your garbage and recycling services? **Quality of service**



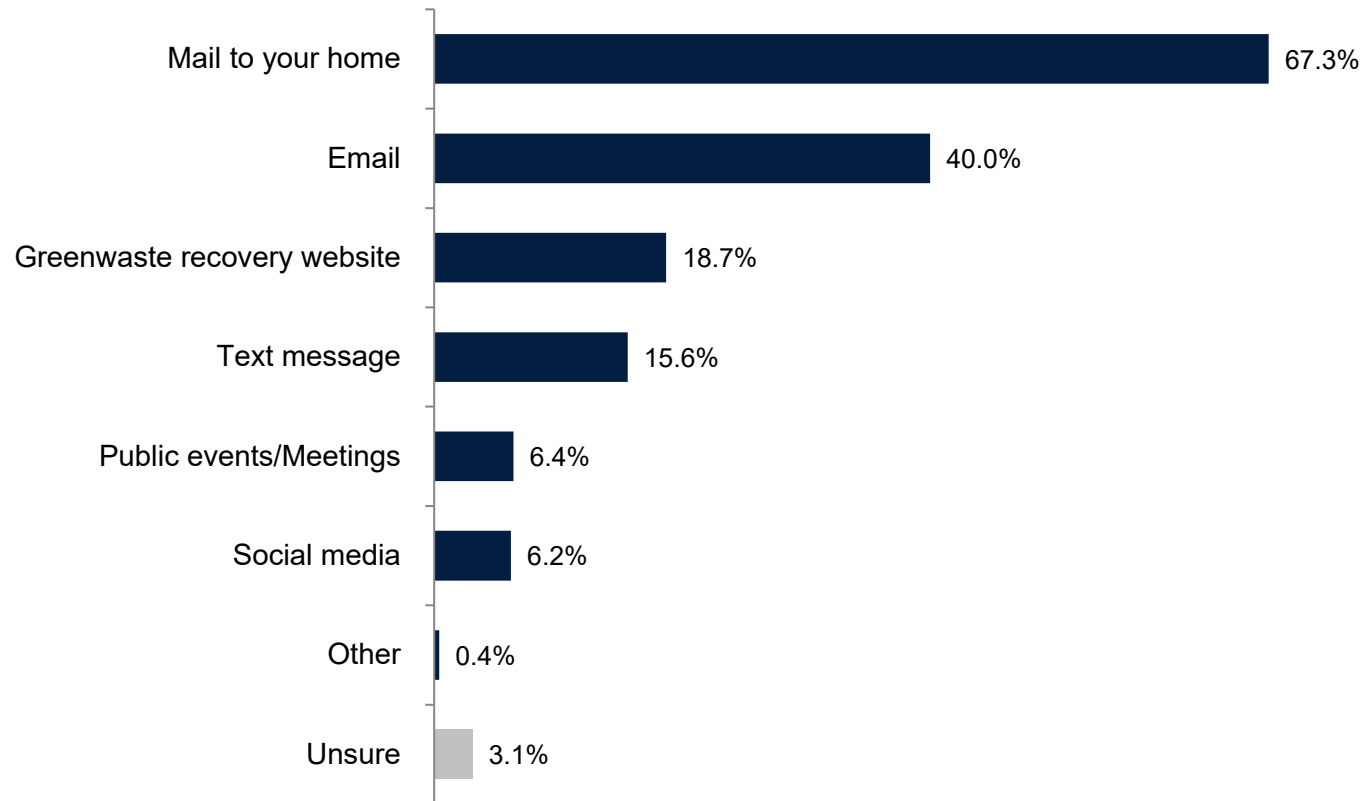
Residents show greatest interest in household hazardous waste pickup among potential new services

Question 23: GreenWaste Recovery may offer additional services that would come at an increased cost. Please indicate which of the following services you would be interested in. Select all that apply.



Residents prefer receiving program information by mail, followed by email

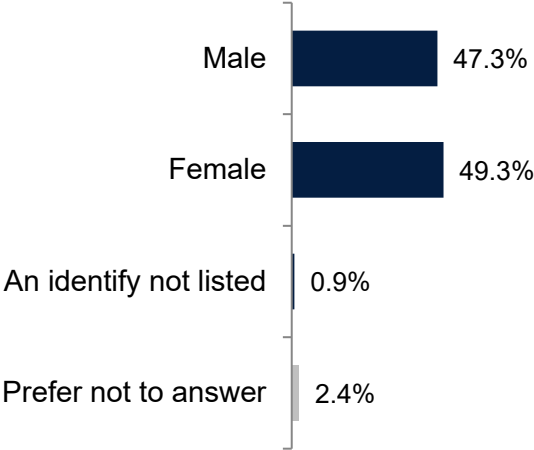
Question 35: How would you prefer to receive information about garbage and recycling programs? Select all that apply.



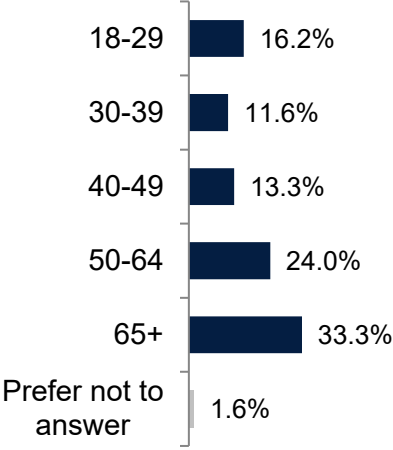
Demographics

Respondent demographics by gender, age group, ethnicity, home type, container type, income, and City

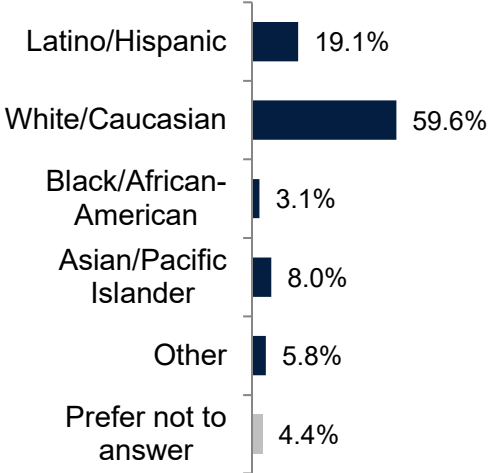
Gender



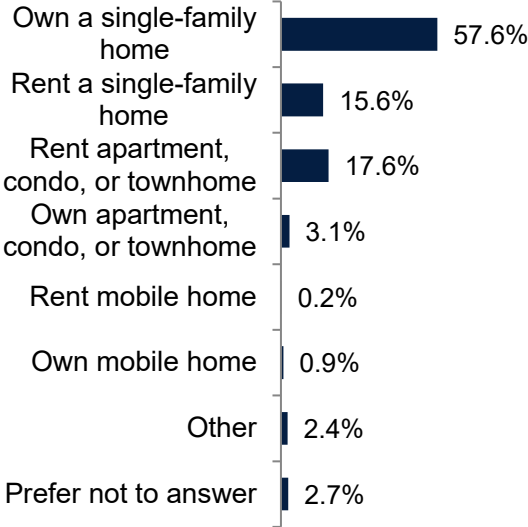
Age Group



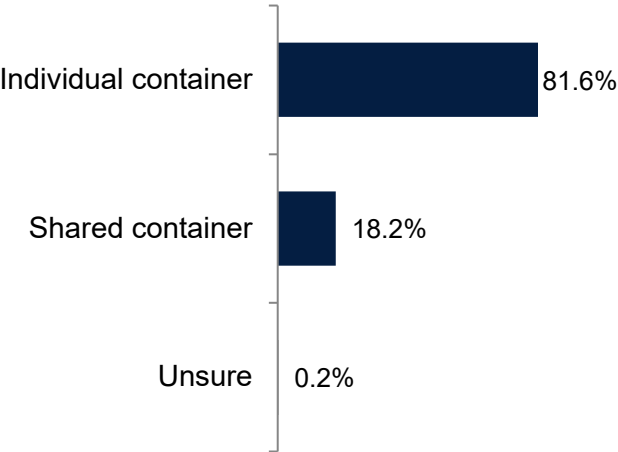
Ethnicity



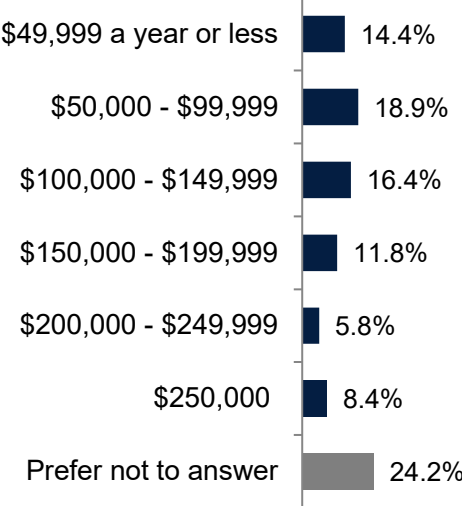
Home type



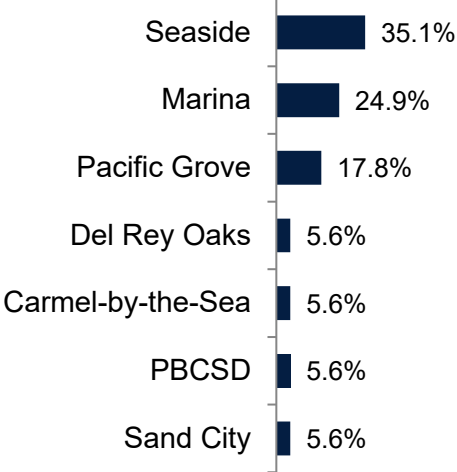
Container type



Income



City



Questions?

Dr. Adam Probolsky, President

O: 949-855-6400 | M: 949-697-6726

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**Opinion Research on
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**CITY OF SAND CITY FRANCHISE PROCUREMENT PROCESS
INTEGRITY POLICY RELATED TO THE RFP FOR THE
COLLECTION AND PROCESSING OF SOLID WASTE,
RECYCLABLES AND ORGANICS**

City of Sand City is currently in the process of drafting a new franchise agreement for the collection and processing of solid waste, recyclables, and organics, and procuring vendor(s) to provide the franchised services. The intent of this City of Sand City Process Integrity Policy ("Policy") is to provide a fair opportunity for all Respondents to compete to provide franchised services, create an impartial climate during the procurement proceeding, streamline the procurement process, and achieve favorable terms of service for the public. This policy is only applicable to the specific franchise procurement related to the RFP for the Collection and Processing of Solid Waste, Recyclables and Organics.

The City of Sand City Council, City of Sand City staff, and City of Sand City consultants involved in the franchise procurement intend to employ careful, uniform, and equitable application of this Policy and the franchise procurement process and procedures (including Request for Proposal [RFP] deadlines and requirements) developed by City of Sand City to advance the agency's purposes and the public interest.

A sample schedule of this Policy is attached as a reference tool; the actual timeframe, sequence, and steps are subject to change.

All references herein to "Respondents" includes respondents and prospective respondents to a RFP or a request for sole source negotiations related to franchise agreement(s), and all employees, agents, consultants, lobbyists, and other entities or individuals.

Campaign Contributions

Under state law Government Code section 84308, City of Sand City Council Members cannot accept from Respondents, and Respondents cannot provide, campaign contributions **greater than \$250** in the aggregate while the franchise procurement proceeding is pending and for 12 months after the City Council makes the final decision in the franchise agreement for the collection and processing of solid waste, recyclable, and organics proceeding.

The City of Sand City franchise procurement proceeding is pending from the date this Policy is adopted until the date the City Council awards the final franchise agreement in the proceeding (or the agency formally terminates the franchise procurement proceeding). Note that City of Sand City may award franchise agreements sequentially over the course of the proceeding; the proceeding is expected to be complete when the City Council awards the final franchise agreement. Because the franchise procurement proceeding may be pending for two or more years, more than one election cycle may be affected. If a candidate accepts the

\$250 contribution limit from a Respondent in one election cycle, they may not be able to accept a contribution of any amount from the Respondent in the next election cycle.

State law provides certain opportunities for City Council Members to cure; if the City Council Member returns at least the portion of the campaign contribution that exceeds \$250 within 30 days from the time the City Council Member knows, or should have known, about the contribution and the franchise procurement proceeding, the City Council Member would be permitted to participate in the franchise procurement proceeding.

The state law limit on campaign contributions applies to any person that is not a current City of Sand City Council Member but is running for City Council and that is appointed to the City of Sand City Council after their election. Candidates that are newly appointed to the City of Sand City Council may need to promptly return campaign contributions greater than \$250 that were received from a Respondent within the last 12 months in order to participate in a City of Sand City franchise decision.

In summary, to assist City Council Members and Respondents in complying with Government Code section 84308:

Respondents: (a) shall not make campaign contributions greater than \$250 in the aggregate to any City of Sand City Council Member from the date of the adoption of this Policy until 12 months after the date the City Council awards the final franchise agreement in the proceeding (or the agency formally terminates the franchise procurement proceeding); and (b) shall disclose on the record of the franchise procurement proceeding any contribution greater than \$250 made to a City of Sand City Council Member within the 12 months before a City Council decision in the franchise procurement proceeding.

City of Sand City Council Members: (a) should not accept campaign contributions greater than \$250 in the aggregate from any Respondent from the date of the adoption of this Policy until 12 months after the date the City Council awards the final franchise agreement in the proceeding (or the agency formally terminates the franchise procurement proceeding); and (b) if a City Council Member has received a campaign contribution greater than \$250 from a Respondent within 12 months prior to a

decision on a franchise agreement, the City Council Member must disclose receipt of the campaign contribution on the record, and will be disqualified from participating in the franchise proceeding, unless the City Council Member returns the portion of the campaign contribution that exceeds \$250 within 30 days from the time the City Council Member knows, or should have known, about the contribution and the franchise procurement proceeding.

Candidates for City Council: if appointed to the City of Sand City Council, should be prepared promptly to return campaign contributions greater than \$250 from a Respondent received within 12 months prior to the candidate's participation in a decision on a franchise agreement.

This Policy is intended to provide guidance to City Members and Respondents on how the state law is expected to apply to City of Sand City's franchise agreement for the collection and processing of solid waste, recyclables and organics procurement proceeding; to the extent of any inconsistency, state law governs over summaries or interpretations provided in this Policy.

II. **Gifts.**

Under state law Government Code sections 81000 et seq. (the "Political Reform Act"), and the City of Sand City Conflict of Interest Code, City of Sand City Council Members, City of Sand City staff and certain consultants that make or participate in making decisions for City of Sand City must report on their Form 700 "Gifts" (as defined in the Act) from a single reportable source of \$50 to \$590 (in the aggregate), and may not accept Gifts from a single reportable source totaling more than \$590 (in the aggregate) in a calendar year (2023-2024 dollar thresholds; subject to change under state law).

This Policy prohibits Gifts **of any value** from a Respondent to a City Member, staff, or consultant involved in this franchise procurement from the date this Policy is adopted and for 12 months after the City Council makes the final decision in the franchise proceeding (or the agency formally terminates the franchise procurement proceeding). Thus, this Policy is intended to be **more restrictive** than state law.

New appointees to the City of Sand City Council should be prepared promptly to return upon appointment to the City of Sand City Council any Gifts that were received from

a Respondent after the date of adoption of this Policy.

City of Sand City intends to apply the Fair Political Practices Commission regulations, interpretations, and other guidance on matters such as defining what constitutes a Gift, exceptions to the definition of Gift, determining the source of a Gift, and determining whether a payment is a behested payment.

In summary:

Respondents: shall not make Gifts of any value to City of Sand City Council Members, or City of Sand City staff or consultants involved in the franchise procurement, from the date of the adoption of this Policy until 12 months after the date the City Council awards the final franchise agreement for collection and processing of solid waste, recyclables and organics, in the proceeding (or the agency formally terminates the franchise procurement proceeding).

City of Sand City Council Members: should not accept Gifts of any value from any Respondent from the date of the adoption of this Policy until 12 months after the date the City Council awards the final franchise agreement for the collection and processing of solid waste, recyclables, and organics in the proceeding (or the agency formally terminates the franchise procurement proceeding).

City of Sand City Staff and Consultants Involved in the Franchise Procurement: shall not accept Gifts of any value from any Respondent from the date of the adoption of this Policy until 12 months after the date the City Council awards the final franchise agreement for the collection and processing of solid waste, recyclables, and organics in the proceeding (or the agency formally terminates the franchise procurement proceeding).

Nothing in this Policy is intended to relieve City of Sand City Council Members, staff, or consultants from complying with the provisions of the Political Reform Act, the agency's Conflict of Interest Code, or other applicable law.

III. Communications

Respondents, City of Sand City Council Members, and City of Sand City staff and consultants involved in the franchise agreement for the collection and processing of solid waste, recyclables, and organics procurement are expected to adhere to the communications protocols described here.

This Policy applies to communications regarding the franchise agreement for the collection and processing of solid waste, recyclables, and organics procurement

proceeding and the future provision of franchise solid waste, recycling, or organics services in City of Sand City's jurisdiction. This Policy does not apply to casual social communications, communications regarding the current franchise agreements, or communications unrelated to the new franchise agreement for the collection and processing of solid waste, recyclables, and organics procurement process or the provision of future franchise services. This Policy does not apply to oral communications made on the record at open and noticed public meetings, or written communications submitted to the full City Council and that are part of the public record of City of Sand City. The Policy does not apply to communications at meetings organized by City of Sand City staff with Respondents.

A. Prior to Release of Procurement Documents

From the date of adoption of this Policy until the date City of Sand City first releases procurement documents for some or all future franchise services (e.g., RFP or request for sole source negotiations), communication between Respondents and Council Members about the franchise procurement process or provision of any future services in City of Sand City's jurisdiction is permitted, subject to the disclosure requirements set forth herein.

Communications, oral or written, between Respondents and Council Members about the franchise procurement process or provision of any future franchise services in City of Sand City's jurisdiction, shall either (1) be disclosed orally by the Council Member to the City Council at the next Council meeting, or (2) be disclosed in writing to the City Clerk prior to the next City Council meeting; the City Clerk shall maintain such written disclosures as part of the public record of the City of Sand City and promptly provide copies of the written disclosure to the other Council Members. The disclosure shall apprise the Council and the public of the content of the communication.

B. After Release of Procurement Documents

After the date City of Sand City first releases procurement documents for some or all future franchise agreement for the collection and processing of solid waste, recyclables, and organics services, communications about this franchise procurement process or provision of any future services in City of Sand City's jurisdiction shall be made only through a person or persons designated by the City Manager as the point of contact for the agency. The procurement documents will provide instructions for Respondents to make requests for clarification, object to the structure or content of the RFP,

ask questions about the procurement, and make other inquiries, and the process City of Sand City will follow to respond to such communications.

Note that City of Sand City may release procurement documents for franchise services sequentially over the course of the proceeding; this section III.B applies when the first procurement documents in the proceeding are released. This communication protocol will expire when the Council awards the final franchise agreement for the collection and processing of solid waste, recyclables, and organics in the proceeding (or the agency formally terminates the franchise procurement proceeding).

C. Civility

To preserve civility in the franchise agreement for the collection and processing of solid waste, recyclables, and organics procurement proceeding, City of Sand City requests that Respondents focus their communications on the positive aspects of their company, proposal, and offered services, and refrain from engaging in disparaging communications about other Respondents. In extreme cases, (e.g., slander, libel) publicly engaging in such disparaging communications may result in the City of Sand City disqualifying a Respondent from award of a franchise.

IV. Further Restrictions for City of Sand City Consultants

City of Sand City consultants involved in the franchise procurement shall not do any work for any Respondent in connection with this City of Sand City franchise agreement for the collection and processing of solid waste, recyclables, and organics procurement process from the date of the adoption of this Policy (or the date they are retained, whichever is later) until the consultant is no longer involved in the City of Sand City franchise procurement.

V. Application

Respondents: By participating in the procurement, Respondents agree to adhere to this Policy, and are responsible for ensuring compliance with this Policy on behalf of their employees, agents, consultants, lobbyists, or other entities or individuals acting on their behalf. A Respondent's failure to adhere to any section of this Policy may result in the City of Sand City disqualifying the Respondent from award of a franchise.

City of Sand City Council Members: A City of Sand City Council Member's failure to adhere to any section of this Policy may result in the Council Member being disqualified from participating in any franchise decisions.

Staff and Consultants: Staff and consultants who do not adhere to the Policy

may be disqualified from working on the franchise agreement for the collection of solid waste, recyclables, and organics procurement, and City of Sand City staff who do not adhere to the Policy may be subject to discipline.

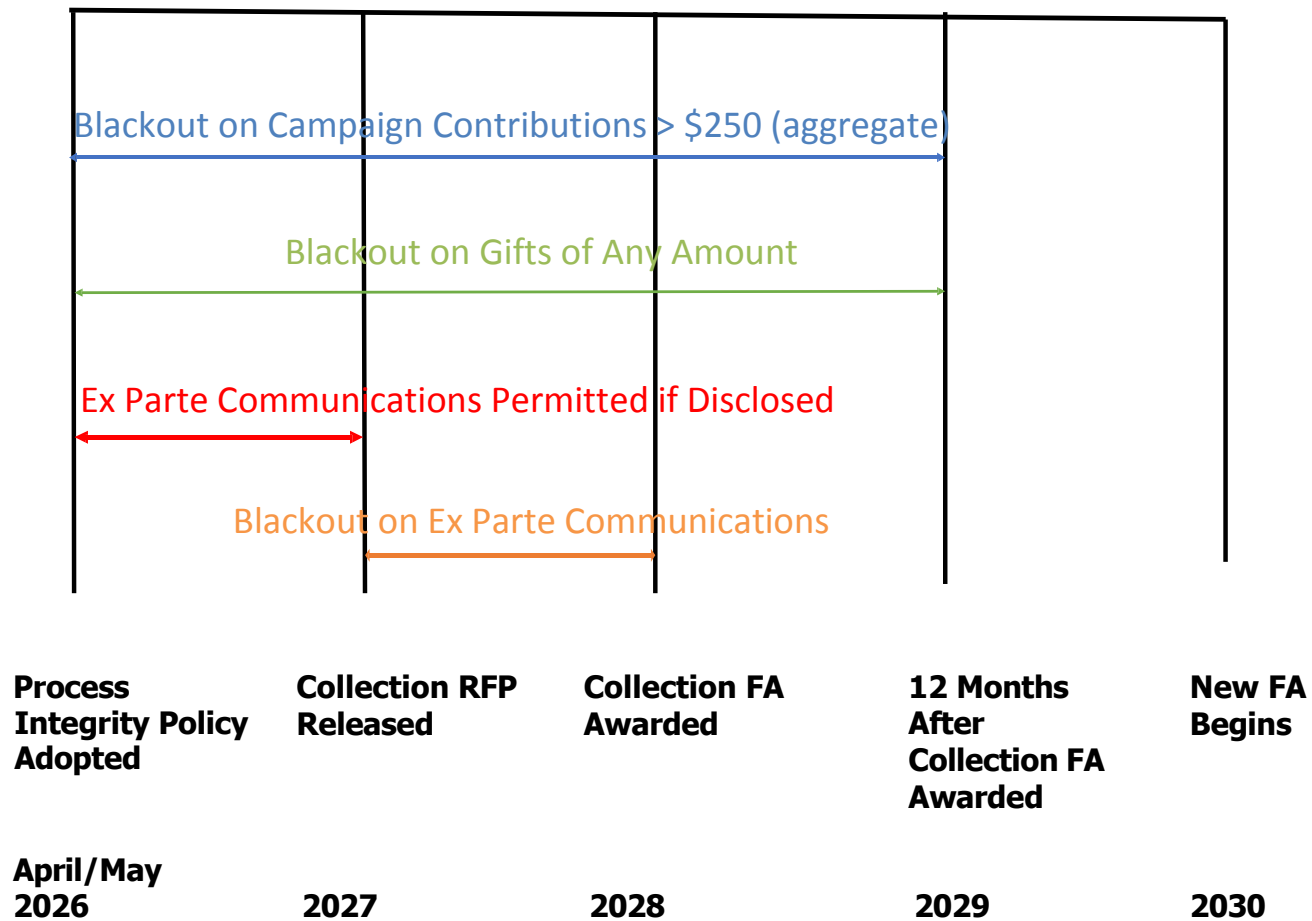
All federal, state, and local laws (and any updates to those laws) continue to apply. To the extent that a member agency of the City of Sand City has adopted campaign contribution laws that are more restrictive than state law or this Policy, this Policy is not intended to supersede those more restrictive laws.

Attachments:

- Sample Schedule

Sample Schedule and Application of Process Integrity Policy

* Actual Timeframes, Sequence, and Steps Subject to Change *



**AGENDA ITEM
9C.**

**Approve a Resolution Approving a Special
Event Permit for the 2026 Criterium
Bicycle Race Event to be held on June 14,
2026**



City of Sand City

STAFF REPORT

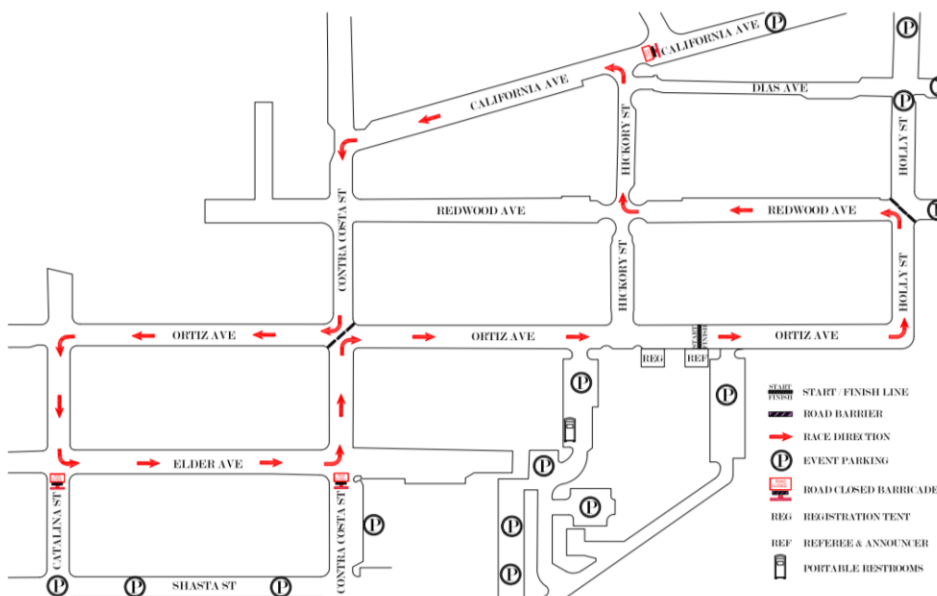
TO: Honorable Mayor and City Council
FROM: Nicholas McIlroy, AICP, Planning Manager
SUBJECT: Special Event Permit Application – Criterium Bike Race
DATE: May 19, 2026

BACKGROUND:

On May 7, 2026, an application for a special event permit was submitted by Tom McCullough (the “Applicant”) proposing a bicycle criterium race within the West End District of Sand City on Sunday, June 14, 2026. The Applicant has held the same annual event since 2022 and wishes to continue this year. Section 18.94 of the Sand City Municipal Code (SMC) requires City Council review and approval of special event permits with greater than 100 persons attending that are not sponsored or put on by the City.

DISCUSSION:

A criterium is defined as “a bicycle race of a specified number of laps on a closed course over public roads closed to normal traffic.” The Applicant’s criterium event is intended to occur on Sunday, June 14, 2026 starting at 8:00 a.m. and wrapping up by 6:00 p.m., with setup the same day starting at 5:00 a.m.



The proposed criterium course as shown on the map above will begin and end on Ortiz Avenue in front of the Independent. The course route is shown with red arrows above and leads through five City blocks. This will effectively cut off traffic through the West End District during the event, with blockades at the Contra Costa Street and Elder Avenue intersection, the Redwood Avenue and Holly Street intersection, and the California Avenue and Pendergrass Way intersection. The Applicant states that monitors will allow local residents and business ingress/egress at those times between races that day. Properties fronting the 300 to 600 blocks of Redwood Avenue, Ortiz Avenue, and Elder Avenue, in addition to the 1800 block of Contra Costa Street (north end) and the homes on Bay Avenue will be blocked by the race course with no other potential for detoured routes. These areas will be dependent upon breaks between races to ingress/egress. All of Dias Avenue and the 700 block of Redwood Avenue will not be hindered with access available to California Avenue from Holly Street. Homes in the East Dunes fronting Park Avenue, Fell Street, Scott Street, Hayes Street, and Ocean View Avenue will also have access to California Avenue.

Parking: The submitted route map indicates parking for the event will be established at various points within The Independent's parking area and along Shasta Avenue, California Avenue, Holly Street, and the 700 blocks of Redwood and Dias Avenues. The Applicant needs to provide the City with evidence that he has approval from The Independent's management to use that private parking.

Traffic Control Plan (TCP): The Applicant provided a traffic control plan (Attachment 3) that was forwarded to the Chief of Police for review. Residents and businesses will be notified via first class mail to go out at least twenty (20) days prior to the event. Further notification to include flyers left at front doors, and notices posted throughout the West End where possible (i.e., power poles, public walls, etc.). Course Marshals will be established throughout the course at each of the ten course turns to notify pedestrians that riders are coming with the use of red flags. Resident and business egress/ingress will be allowed during those times between races facilitated by the course marshals. No vehicles will be allowed on the course during races, and races will not begin until vehicles have cleared the course. The TCP also states that signs will be posted 72 hours prior to the event on all applicable streets stating that parking will not be allowed from 5:00 a.m. on Sunday, June 14, 2026 to 6:00 p.m. on Sunday, June 14, 2026.

Food/Drink Vendors: The Applicant intends to have one food vendor. Each vendor is required to have Monterey County Health Department permits to operate and an inspection by Fire Prevention. Alcoholic beverages are not intended to be hosted by the event or served by any of the vendors. If alcoholic beverages were to be served, both the City and California Department of Alcoholic Beverage Control would have to provide approvals and permits.

Entertainment: The Applicant proposes one stage with amplified sound starting at 9:00 am. Sound check of the amplified sound system will commence prior on the day of the event, but no earlier than 7:30 am. The permit for this event includes a condition that at the direction of the City's Police Department or City staff, the applicant shall reduce or discontinue if necessary to protect the public health, safety or welfare.

Waste Management: The Applicant proposes three types of collection bins to be used: (1) food waste (organics), (2) recyclable materials, and (3) garbage. This is compliant with SB 1383 regulations. SMC Chapter 13.04 regulates solid, recyclable, and organic material waste, and enables the City to maintain its exclusive franchise agreement with Green Waste Recovery for waste collection and State-required reporting. A permit for the Applicant's event should include language stating: "The Applicant shall abide by all regulations in SMC Chapter 13.04 that are applicable to the Event. The Applicant shall coordinate with the City's franchised waste hauler, Green Waste Recovery ('GWR'), for the provision of individual collection containers for solid waste (garbage), recyclable materials, and organic materials throughout the event, and shall be responsible for the expenses incurred to provide those containers, conduct waste monitoring, and pick-up services for the Event. The Applicant may utilize volunteers and/or GWR employees (at the Applicant's expense) to ensure that the proper materials are placed in the appropriate containers to avoid contamination."

Restroom Facilities: The event will provide four (4) porta-potties from Tom's Site Services that will be set up in The Independent's parking area on Saturday evening before the event and picked up on the Monday following the event. The Applicant stated that one (1) of the porta-potties will be ADA accessible, which is a requirement of the permit.

Event Insurance & Indemnification Hold Harmless Agreement: As a requirement to protect the City, the Applicant needs to obtain event insurance and provide the City with a signed and executed Indemnification and Hold Harmless Agreement prior to the event. The Indemnification and Hold Harmless Agreement shall be subject to City Attorney review and approval prior to execution.

A release and waiver of liability, assumption of risk, and indemnity contract was submitted by the Applicant to City staff on May 13, 2026 (Exhibit B).

CALIFORNIA ENVIRONMENTAL QUALITY ACT (CEQA):

The Event qualifies as a categorical exemption under CEQA (California Environmental Quality Act) Guidelines Section 15301, as it utilizes existing facilities. Furthermore, the

Event will have no direct or reasonably foreseeable indirect impact upon the environment and is thus not subject to CEQA per CEQA Guidelines Section 15060(c)(2).

RECOMMENDATION:

Staff recommends APPROVAL of the resolution to authorize the requested bicycle criterium special event on Sunday, June 14, 2026, with setup the same day beginning at approximately 5:00 a.m., subject to the terms and conditions recommended by staff in the draft resolution/permit presented for City Council consideration.

ATTACHMENTS:

1. Draft Resolution
2. Conditions of Approval (Exhibit A to the Resolution)
3. Waiver and Release of Liability (Exhibit B to the Resolution)
4. Traffic Control Plan (TCP) and bike route map

**CITY OF SAND CITY
RESOLUTION SC 26-____, 2026**

**RESOLUTION OF THE CITY COUNCIL OF SAND CITY APPROVING A SPECIAL
EVENT PERMIT FOR THE 2026 CRITERIUM BICYCLE RACE EVENT TO BE
HELD ON JUNE 14, 2026**

WHEREAS, Tom McCullough (“Applicant”) submitted an application for a Special Event Permit to conduct a bicycle criterium race within the West End District of Sand City on Sunday, June 14, 2026; and

WHEREAS, Sand City Municipal Code (SMC) Section 18.94 requires City Council review and approval of special event permits for events anticipated to exceed 100 attendees that are not sponsored by the City; and

WHEREAS, the proposed event includes a bicycle race course utilizing portions of Ortiz Avenue, Redwood Avenue, Elder Avenue, Contra Costa Street, California Avenue, Holly Street, and related public streets within the West End District; and

WHEREAS, the event is proposed to occur between approximately 8:00 a.m. and 6:00 p.m. on June 14, 2026, with same-day setup activities beginning at approximately 5:00 a.m.; and

WHEREAS, the Applicant submitted a Traffic Control Plan identifying proposed street closures, course marshal locations, resident and business notification procedures, parking restrictions, and emergency access provisions; and

WHEREAS, the City Council finds that the proposed event, subject to the conditions of approval contained herein, can be conducted in a manner that protects the public health, safety, and welfare; and

WHEREAS, the proposed event is categorically exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15301 (Existing Facilities), and separately is not subject to CEQA pursuant to CEQA Guidelines Section 15060(c)(2), because the activity will not result in a direct or reasonably foreseeable indirect physical change in the environment.

NOW, THEREFORE, BE IT RESOLVED by the City Council of Sand City as follows:

1. The City Council hereby approves the Special Event Permit for the 2026 Criterium Bicycle Race event scheduled for Sunday, June 14, 2026, subject to the conditions of approval in Exhibit A.

PASSED AND ADOPTED by the City Council of the City of Sand City this _____, day of _____ 2026 by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

APPROVED:

Mary Ann Carbone, Mayor

ATTEST:
DATED: _____

Kerry Lindstrom, City Clerk

Exhibit A: Conditions of Approval

General Conditions

- a. The event shall occur only on Sunday, June 14, 2026, between the hours of 8:00 a.m. and 6:00 p.m. Event setup may commence no earlier than 5:00 a.m. on the same day with sound check starting no earlier than 7:30 am.
- b. The Applicant shall comply with all applicable provisions of the Sand City Municipal Code and all applicable local, state, and federal laws and regulations.
- c. This approval is non-transferable and applies solely to the Applicant and event described herein.

Traffic Control and Public Access

- d. The Applicant shall implement the Traffic Control Plan substantially consistent with Exhibit A attached to this Resolution, subject to modifications required by the Chief of Police, Fire Department, City Engineer, and / or Planning Manager.
- e. The Applicant shall provide written notification to affected residents and businesses at least twenty (20) days prior to the event and again no less than one week prior to the event. Notification shall include anticipated road closures, parking restrictions, event hours, and contact information for the event organizer.
- f. Temporary "No Parking" signage shall be posted at least seventy-two (72) hours prior to the event along all affected streets and areas identified in the approved Traffic Control Plan.
- g. Resident and business ingress and egress shall be maintained to the maximum extent feasible between races, utilizing course marshals and traffic monitors. Emergency vehicle access shall be maintained at all times.
- h. No vehicles shall be permitted on the active race course during race operations except emergency response vehicles authorized by public safety personnel.

Security and Public Safety

- i. The Applicant shall comply with all requirements of the Sand City Police Department and Monterey Fire Department.
- j. The Applicant shall ensure that all event activities, including amplified sound, do not create unreasonable noise impacts to surrounding properties. The City's Police Department or City staff may require amplified sound to be reduced or discontinued if determined necessary to protect the public health, safety, or welfare.
- k. The event shall not have amplified sound prior to 7:30 am or after 10:00 pm.
- l. Safety Plan Submission: No later than fourteen (14) days prior to the event, the Applicant shall submit a comprehensive Safety Plan for review and approval by the City's Risk Manager. This plan must include, at a minimum: a Medical Action Plan (identifying on-site first aid and emergency protocols), a Communication Plan for event staff, and a Course Inspection Log to be completed on the morning of the event.

Parking

- m. The Applicant shall provide evidence satisfactory to the Planning Manager, demonstrating authorization to utilize private parking areas associated with The Independent prior to the event.

Vendors and Food Service

- n. Any food vendor participating in the event shall obtain all required permits and approvals from the Monterey County Health Department and Monterey Fire Department prior to operation.
- o. No alcoholic beverage sales or service shall occur unless separately approved by the City and authorized by the California Department of Alcoholic Beverage Control.

Waste Management

- p. The Applicant shall comply with all applicable provisions of Sand City Municipal Code Chapter 13.04 relating to solid waste, recyclable materials, and organic waste collection.
- q. The Applicant shall coordinate with GreenWaste Recovery for provision of adequate waste, recycling, and organics containers for the event and shall be responsible for all associated costs.
- r. The event site shall be maintained in a clean and sanitary condition throughout the event, and all event-related debris shall be removed no later than twenty-four (24) hours following the conclusion of the event.

Restroom Facilities

- s. The Applicant shall provide a minimum of four portable restroom facilities during the event, including at least one ADA-accessible facility.

Insurance and Indemnification

- t. Prior to the event, the Applicant shall provide proof of liability insurance naming the City of Sand City, its officers, officials, employees, and agents as additional insureds, in a form and amount acceptable to the City Manager and City Attorney.
- u. The Applicant shall comply with the terms of the submitted Release and Waiver of Liability, Assumption of Risk, and Indemnity Agreement attached as Exhibit B.
- v. Participant Waivers: The Applicant shall require every event participant to sign a Participant Release and Waiver of Liability form. The Applicant shall maintain these records for no less than three (3) years and provide them to the City upon request. For participants under the age of 18, a parent or legal guardian signature is mandatory.
- w. Equipment Safety: The Applicant shall strictly enforce a policy requiring all participants to wear CPSC, ASTM, or ANSI-approved helmets during all race operations. The Applicant shall provide documentation or a signed certification that

all participants have been briefed on equipment safety and have certified that their bicycles are in safe working order.

Authority to Revoke

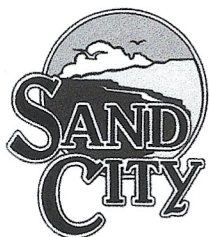
- x. Failure to comply with any condition of approval or direction from City personnel may result in immediate suspension or revocation of the Special Event Permit by the City Manager, Chief of Police, Fire Chief, or their designee.

Applicant Acceptance

- y. The Special Event Permit is hereby accepted upon the express terms and conditions hereof, and the undersigned agrees to strictly conform to and comply with each and all **the said terms and conditions therein.**

Applicant

Date



City of Sand City

RELEASE AND WAIVER OF LIABILITY, ASSUMPTION OF RISK, AND INDEMNITY CONTRACT

**THIS IS A CONTRACT. SIGNING THIS CONTRACT AFFECTS IMPORTANT LEGAL RIGHTS.
READ IT CAREFULLY BEFORE SIGNING.**

DESCRIPTION OF EVENT ("Event"): The undersigned ("Applicant") desires to host the Criterium Bike Race within City limits of Sand City:

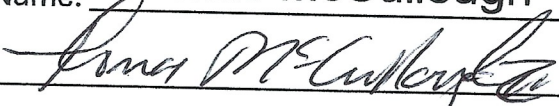
In consideration for being permitted by the City of Sand City ("City") to host the Event:

1. **Waiver and Release:** I waive and release the City and its officers, employees, agents, and volunteers from any and every liability or loss, including, but not limited to, liability or loss for damages for personal injury, death, or property damage, related to any claim that may be filed concerning, on behalf of, or for myself, either now or in the future, that results from or is connected in any way to the Event. This waiver and release applies in proportion to and to the extent of my alleged willful or negligent acts or omissions.
2. **Assumption of Risk:** I acknowledge that my hosting of the Event could entail known and unanticipated risks that could result in physical or emotional injury, paralysis, death, or damage to myself or others. I hereby assume the risk of, and responsibility for, any such injury, death, or damage which I or others may sustain arising out of or in any way connected with my hosting the Event, including injury, death or damage resulting from or connected to my alleged willful or negligent acts or omissions.
3. **Indemnification and Defense:** I agree to defend, protect, indemnify and hold harmless the City and its officers, employees, agents, and volunteers from and against any and all claims, damages, expenses, liability or loss of any kind or nature whatsoever, related to any claim that may be filed concerning, on behalf of, or for myself and/or any other person or entity, that results from or is connected in any way with my hosting the Event, resulting from and in proportion to and to the extent of the alleged willful or negligent acts or omissions of myself, my officers, agents, or employees. I further agree, at my own cost, risk, and expense, to defend any and all claims and legal actions that may be commenced or filed against the City and its officers, agents, employees, or volunteers, and I shall pay any settlement entered

into and satisfy any judgment that may be rendered against the City of Sand City, its officers, agents, employees, or volunteers in connection with the uses, events, or activities under the permit.

4. **Workers' Compensation:** I further agree that I will not be insured under the City's Workers' Compensation policy.
5. **Binding Effect:** This contract will bind me, my heirs and assigns, and will continue in effect after the conclusion of the Event. This contract may only be changed by a written amendment signed by an authorized representative of the City and me. I will abide by all rules and regulations of the City concerning the Event. If I fail to abide by any rules or regulations, the City may immediately terminate the Event. This contract is intended to be as broad as the law permits. If any portion is determined to be invalid, the rest of the contract will continue in effect.
6. **Publicity:** If this line is initialed by me, I hereby consent to the use of my photograph or video of the event for City publicity. TM (Initials)
7. **Term:** This contract shall continue in effect for 1 years from the date of signing unless earlier terminated in writing by the City.

I HAVE CAREFULLY READ THIS CONTRACT AND UNDERSTAND ITS CONTENTS. I AM AWARE THAT THIS CONTRACT IS A RELEASE, WAIVER OF LIABILITY, ASSUMPTION OF RISK AND INDEMNITY CONTRACT AND I SIGN IT FREELY AND VOLUNTARILY.

Applicant Name: Thomas McCullough Date of Birth: _____
Signature:  Date: 5/13/2026
Emergency Contact Phone: 408-375-3011
Address: 608 Scott Street
City, State, Zip: Sand City CA 93955

Sand City Criterium Traffic Control Plan June 14, 2026

Traffic and pedestrian control is one of the most important details when putting on a bike race. We are confident that we have adequate staffing and we will communicate to residents and businesses to effectively negate any potential issues regarding access, as well as, vehicle and pedestrian traffic.

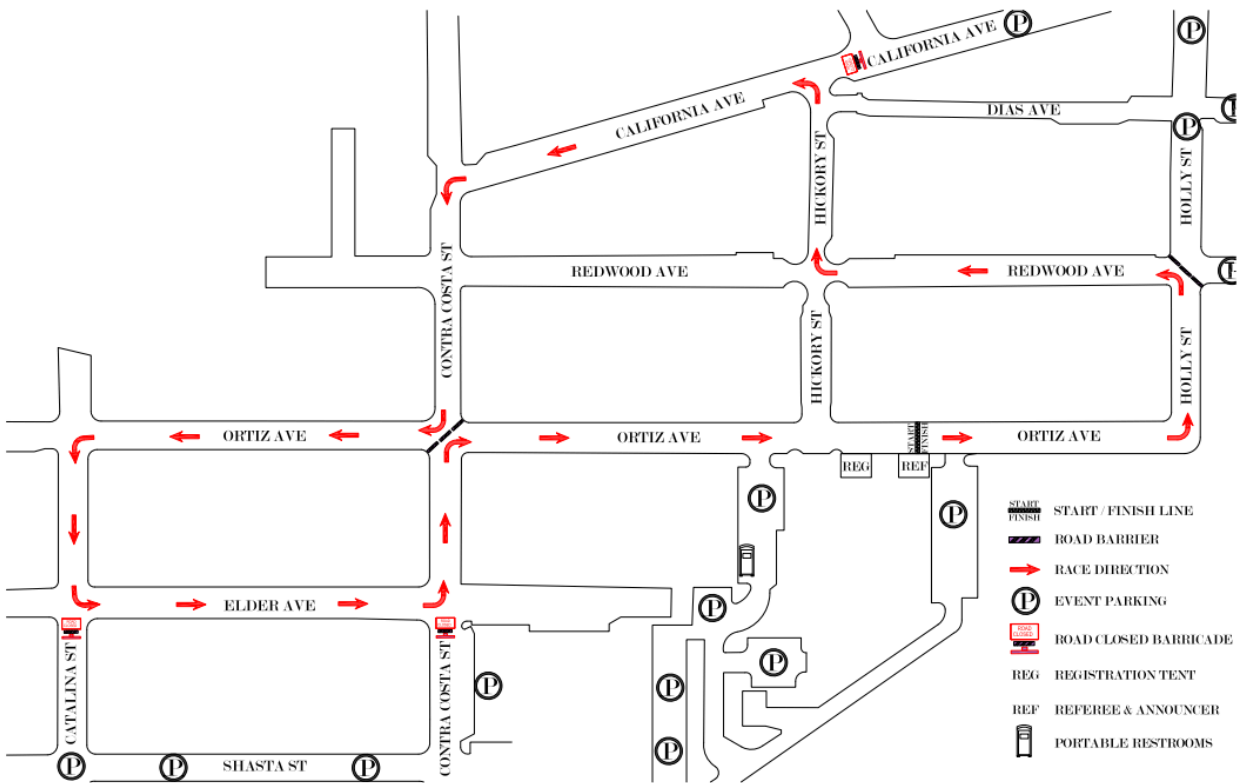
Below are the key points ensure public safety, optimal traffic flow and a smoothly operating event both leading up to and on the day of the race:

- Residents and businesses will be notified of the event one month and one week prior to the event by mail.
- Resident and business egress/ingress will be allowed during the time between races and facilitated by volunteer Course Marshals.
- No vehicles will be allowed on the course during each race. If there are vehicles on the course, the race will not begin until they have been towed or moved by the owner.
- 72 hours prior to the event, signage will be posted on all applicable streets stating that parking will not be allowed from 6am June 14, 2026 to 6pm on June 14, 2026. The police will notify a towing company to tow any cars that are parked on the course and pose a possible threat to riders. In addition to the “no parking” on the signs, there will be a notice of road closure on June 14 from 6am to 6pm.
- The course will be marked with yellow tape and barricades at the start/finish to prevent pedestrians from crossing during the race.
- Course Marshals will be placed throughout the course to assist with crowd control. A course marshal will be placed at each of the ten turns to notify pedestrians that the riders are coming. This will be done by raising a red flag.
- Volunteer management: all of the Monterey Bay Race Team (20+) will volunteer for pre-race, race management or post-race clean up. In addition, we will seek volunteers from the cycling community (e.g. Naval Postgraduate School Cycling Club, Monterey Velo Club) to ensure we have sufficient personnel and coverage of all time slots.

Parking is identified with “P” on the course map below and is located on the north and south ends of the course. Attendee parking will be clearly identified with street signage and communicated to attendees by email prior to the event.

Resident traffic will need to flow in and out through California Street. Ortiz/Contra Costa will be blocked to facilitate the two turns in the course. Residents on Bay Avenue, Ortiz Avenue, Hickory Street, Redwood Street, Dias Avenue and Holly Street will be directed to California Avenue. Residents on Catalina Street, Elder Avenue and the south end of Ortiz Avenue will be able to move through Catalina Street and/or Contra Costa Street.

Residents of the Independent will have egress/ingress through the back of the Independent's parking lot via George Wilson's business lot.



**AGENDA ITEM
9D.**

**Approve a Resolution Approving the City's
Fiscal Year 2026-27 General Employees
Salary Schedule and the City's 2024-2027
POA Salary Schedule, Approving an
Additional FTE in Public Works, and
Authorizing the City Manager to Amend
the Public Works Manager Job Description**



City of Sand City

STAFF REPORT

TO: Honorable Mayor and City Council
FROM: Vibeke Norgaard, City Manager and Audrey Cray, Admin Services Manager
SUBJECT: Resolution to Approve 2026-27 Salary Schedule for General Employees
and 2024-2027 Salary Schedule for POA Effective 7/1/2026
DATE: May 19, 2026

BACKGROUND/DISCUSSION:

State law requires that Cities contracting with CalPERS adopt a publicly available pay schedule that identifies the title for every employee position at the City, shows the pay rate for each position, and indicates the effective date of any revisions. (2 CCR 570.5(a)(1)-(8)). The schedule is required to be posted on the City's website. The City established a pay schedule in 1991 (Resolution SC-29, 1991) and has updated it by resolution.

On May 20, 2025, the City Council approved a Memorandum of Understanding (MOU) with the Sand City Police Officers' Association, which was subsequently executed. On June 3, 2025, the City Council approved revisions to the publicly available salary schedule to reflect the compensation changes authorized in the MOU. Additionally, on June 3, 2025, the City Council approved cost-of-living adjustments (COLAs) for Miscellaneous Employees consisting of a 4% increase effective the first full pay period following adoption of the resolution, a 3% increase effective July 1, 2025 (FY 2025–2026), and a 3% increase effective July 1, 2026 (FY 2026–2027).

The current action updates the publicly available 2024–2027 Salary Schedule for the Police Officers' Association and the 2026–2027 Salary Schedule for General Employees, to reflect the previously approved salary increases. These updates exclude the City Manager and Chief of Police, whose compensation is governed by individual employment agreements.

Chief of Police Salary Amendment

Pursuant to the Chief of Police Employment Agreement effective July 1, 2023 (Item E, Section 3 – Salary and Compensation), the Chief's salary may be reviewed annually and adjusted based on performance, economic conditions, or other factors as determined by the City Manager. On July 15, 2025, the City Council approved an amendment to the agreement for Chief Honda, which included a salary increase effective July 1, 2025; however, the amendment did not include a COLA consistent with that provided to other

employees, to be effective in the 26/27 Fiscal Year. In recognition of the Chief's continued exemplary performance, the City Manager recommends approval of a 3% COLA effective July 1, 2026.

Public Works Manager

The City is preparing to undertake significant street rehabilitation projects requiring additional project management capacity. The Public Works Manager has agreed to expand his job duties to include Project Management. Given the expansion of duties beyond the current job description, staff recommends a 3.7% salary adjustment, exclusive of the 3% COLA, effective July 1, 2026. This adjustment would align the position with the compensation range of the Finance Manager and City Clerk.

Finance Manager

This item corrects a minor discrepancy between the salary ranges of the Finance Manager and the City Clerk (a variance of 0.001%). Staff recommends adjusting the Finance Manager salary range to \$101,549.29 to \$129,605.49 to align with that of the City Clerk.

Public Works Additional Full Time Equivalent (FTE) Maintenance Worker

With the opening of the Sand City Marriott and the anticipated increase in maintenance demands associated with the Coastal Trail and Multi-Use Trail, staff has identified the need for an additional full-time Maintenance Worker I/II position within the Public Works Department. Funding for this position will be partially provided through the Community Facilities District (CFD) established in connection with the completion of the Sand City Marriott. CFD funding, managed by Neste, Brudin & Stone (NBS), is expected to begin in August 2026.

Current staffing levels (consisting of three employees, including the Public Works Manager) have created operational challenges, particularly in maintaining service levels during employee absences. In addition, the 2023 reclassification of the Public Works Supervisor position to Public Works Manager shifted significant administrative responsibilities to the role, effectively reducing the number of field personnel available for daily operations and maintenance activities.

Adding a full-time Maintenance Worker I position will improve service reliability and ensure the Department is adequately staffed to meet expanding infrastructure maintenance needs. A portion of the cost for this position will be offset through reduced expenditures on outsourced landscaping contracts.

Community Development Director and Assistant City Manager

The current salary schedule includes a combined classification, "Director of Community Development/Assistant City Manager." To support organizational flexibility and future

growth, staff recommends eliminating the Director of Community Development designation, as these responsibilities have historically and continue to be a part of the City Manager role. Staff further recommends retaining the Assistant City Manager position, which would focus on the City's administrative functions. This change is administrative in nature, involving only position classification updates, and will not impact the current budget or staffing levels.

CEQA:

This action does not constitute a "project" as defined by the California Environmental Quality Act (CEQA) guidelines section 15378.

FISCAL IMPACT:

The 3% COLA, which also includes the Police Chief, has already been included in the FY 26/27 Budget which will be brought forward to City Council on June 3rd, 2026.

- The annual increase to the budget for the added 3% COLA for the Police Chief is \$8,022

The annual increase to the budget for the updated Public Works Manager requested salary is \$8,175 and will be included in the FY 26/27 Budget.

The annual increase to the 26/27 Budget for the correction to the Finance Manager salary is \$150.

RECOMMENDATION:

It is recommended that the Council approve the FY 2026-27 General Employees Salary Schedule and the FY 2024-2027 POA Salary Schedule Resolution, to authorize the City Manager to take all necessary actions to amend a position for Public Works Manager, and to begin the recruitment process for an additional Maintenance Worker I/II.

ATTACHMENTS:

1. Resolution
2. 2025-26 General Employees Salary Schedule
3. 2024-27 POA Salary Schedule

**CITY OF SAND CITY
RESOLUTION SC 26-____, 2026**

**RESOLUTION OF THE CITY COUNCIL OF SAND CITY APPROVING THE CITY'S
FISCAL YEAR 2026-27 GENERAL EMPLOYEES SALARY SCHEDULE AND THE
CITY'S 2024-2027 POA SALARY SCHEDULE, APPROVING AN ADDITIONAL FTE IN
PUBLIC WORKS, AND AUTHORIZING THE CITY MANAGER TO AMEND THE
PUBLIC WORKS MANAGER JOB DESCRIPTION**

WHEREAS, California Code of Regulations, Title 2, Section 570.5 requires that governing bodies of local agencies contracting with CalPERS adopt a publicly available pay schedule; and

WHEREAS, the City of Sand City established a salary schedule for General City employees by Resolution SC-29, 1991 and revised the salary schedule in Resolutions SC 94-08, 1984; 97-66, 1997; 99-51, 1999; 01-61, 2001; 02-53, 2002; 05-49, 2005; 07-99, 2007; 10-75, 2010; 15-46, 2015; 18-87, 2018; 18-92, 2018; 18-92, 2018; 20-86, 2020; 21-46, 2021; 22-13, 2022; 23-23, 2023; 23-35, 2023; 23-52, 2023; 24-25, 2024; 24-57, 2024; 25-15, 2025; 25-26, 2025; 25-27, 25-40, 2025 and

WHEREAS, the City of Sand City established a salary schedule for POA employees by Resolution SC-29, 1991 and revised the salary schedule in Resolutions SC 94-08, 1984; 97-66, 1997; 99-51, 1999; 01-61, 2001; 02-53, 2002; 05-49, 2005; 07-99, 2007; 10-75, 2010; 15-46, 2015; 18-87, 2018; 20-86, 2020; 21-46, 2021; 23-26, 2023; and 24-25, 2024; 24-43, 2024, 24-45, 2024; 25-26, 2025, 25-27, 25-40, 2025; and

NOW, THEREFORE, BE IT RESOLVED by the City Council of Sand City does hereby authorize the following:

1. Adopt the revised salary schedules attached to this resolution
2. Authorize the City Manager to amend the Public Works Manager job description
3. Authorize the City Manager to take all necessary actions to begin recruitment for an additional Full Time Maintenance Worker I/II FTE

PASSED AND ADOPTED by the City Council of the City of Sand City this 19th, day of May, 2026 by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

APPROVED:

Mary Ann Carbone, Mayor

ATTEST:
DATED: _____

Kerry Lindstrom, City Clerk

2026-27 General Employees

Range Placement Table
5% Between Steps
Effective July 1, 2026

Range #	Recommended Title	Pay Period	Step 1	Step 2	Step 3	Step 4	Step 5	Maxium Step 6
35	Maintenance Worker I	Hourly	26.7785	28.1174	29.5233	30.9995	32.5494	34.1769
		Monthly	4,641.61	4,873.69	5,117.37	5,373.24	5,641.90	5,924.00
		Annual	55,699.30	58,484.27	61,408.48	64,478.90	67,702.85	71,087.99
36	Maintenance Worker II	Hourly	28.1174	29.5233	30.9995	32.5494	34.1769	35.8858
		Monthly	4,873.69	5,117.37	5,373.24	5,641.90	5,924.00	6,220.20
		Annual	58,484.27	61,408.48	64,478.90	67,702.85	71,087.99	74,642.39
39	Accounting Technician	Hourly	30.8553	32.3981	34.0180	35.7189	37.5049	39.3801
		Monthly	5,348.26	5,615.67	5,896.46	6,191.28	6,500.84	6,825.88
		Annual	64,179.11	67,388.07	70,757.47	74,295.35	78,010.11	81,910.62
40	Maintenance Worker III	Hourly	30.3162	31.8320	33.4237	35.0948	36.8496	38.6921
		Monthly	5,254.81	5,517.55	5,793.43	6,083.10	6,387.26	6,706.62
		Annual	63,057.77	66,210.66	69,521.19	72,997.25	76,647.11	80,479.47
42	Lead Maintenance Worker	Hourly	33.3479	35.0153	36.7661	38.6044	40.5346	42.5613
		Monthly	5,780.30	6,069.32	6,372.78	6,691.42	7,025.99	7,377.29
		Annual	69,363.63	72,831.81	76,473.40	80,297.07	84,311.92	88,527.52
46	Records Administrative Analyst	Hourly	36.6783	38.5122	40.4378	42.4597	44.5827	46.8118
		Monthly	6,357.57	6,675.44	7,009.22	7,359.68	7,727.66	8,114.04
		Annual	76,290.79	80,105.32	84,110.59	88,316.12	92,731.93	97,368.52
48	Deputy City Clerk	Hourly	37.8148	39.7055	41.6908	43.7754	45.9641	48.2623
		Monthly	6,554.57	6,882.29	7,226.41	7,587.73	7,967.12	8,365.47
		Annual	78,654.79	82,587.53	86,716.91	91,052.76	95,605.39	100,385.66
50	Public Works Manager*	Hourly	48.8218	51.2629	53.8260	56.5173	59.3432	62.3103
		Monthly	8,462.44	8,885.56	9,329.84	9,796.33	10,286.15	10,800.46
		Annual	101,549.29	106,626.76	111,958.09	117,556.00	123,433.80	129,605.49
52	Finance Manager*	Hourly	48.8218	51.2629	53.8260	56.5173	59.3432	62.3103
		Monthly	8,462.44	8,885.56	9,329.84	9,796.33	10,286.15	10,800.46
		Annual	101,549.29	106,626.76	111,958.09	117,556.00	123,433.80	129,605.49
71	Administrative Services Manager*	Hourly	53.6400	56.3220	59.1381	62.0950	65.1997	68.4597
		Monthly	9,297.59	9,762.47	10,250.60	10,763.13	11,301.28	11,866.35
		Annual	111,571.12	117,149.68	123,007.16	129,157.52	135,615.40	142,396.17
54	Planning Manager*	Hourly	60.7375	63.7744	66.9631	70.3113	73.8269	77.5182
		Monthly	10,527.84	11,054.23	11,606.94	12,187.29	12,796.66	13,436.49
		Annual	126,334.09	132,650.79	139,283.33	146,247.50	153,559.88	161,237.87
57	City Clerk*	Hourly	48.8218	51.2629	53.8260	56.5173	59.3432	62.3103
		Monthly	8,462.44	8,885.56	9,329.84	9,796.33	10,286.15	10,800.46
		Annual	101,549.29	106,626.76	111,958.09	117,556.00	123,433.80	129,605.49
72	~~Dir. Of Community Dev/ Assistant City Manager*~~	Hourly	~~75.2965~~	~~79.0613~~	~~83.0144~~	~~87.1651~~	~~91.5234~~	~~96.0995~~
		Monthly	~~13,051.39~~	~~13,703.96~~	~~14,389.16~~	~~15,108.62~~	~~15,864.05~~	~~16,657.25~~
		Annual	~~156,616.74~~	~~164,447.57~~	~~172,669.95~~	~~181,303.45~~	~~190,368.62~~	~~199,887.05~~
73	Assistant City Manager*	Hourly	83.9600	88.1580	92.5659	97.1942	102.0539	107.1566
		Monthly	14,553.07	15,280.72	16,044.76	16,846.99	17,689.34	18,573.81
		Annual	174,636.80	183,368.64	192,537.07	202,163.93	212,272.12	222,885.73

Employees not on step plan	Pay Period	Rate
City Manager*	Monthly	24,486.07 Effective 4/1/2026
	Annual	293,832.88
City Attorney*	Monthly	16,032.89
	Annual	192,394.65

*Denotes exempt positions

Amended: Resolution SC - 29, 1991; 94-08, 1994; 97-66, 1997; 99-51, 1999; 01-61, 2001; 02-53, 2002; 05-49, 2005; 07-99, 2007; 10-75, 2010; 15-46, 2015; 18-87, 2018; 18-92, 2018; 20-86, 2020; 21-46, 2021; 22-13, 2022; 23-23, 2023; 23-35, 2023; 23-52, 2023; 24-25, 2024; 24-45; 24-57; 25-15; 25-26; 25-27; 25-40, 2025; 26-__, 2026 Effective July 1, 2026

2024-27 Police Officers

Range Placement Table

5% Between Steps

Effective July 1, 2026

Range #	Recommended Title	Pay Period	Step 1	Step 2	Step 3	Step 4	Step 5	Maxium Step 6
36	Reserves	Hourly	36.12	37.93	39.83	41.82	43.91	46.10
50	Police Officer 1	Hourly	53.5357	56.2125	59.0231	61.9743	65.0730	68.3266
		Monthly	9,279.52	9,743.50	10,230.67	10,742.20	11,279.31	11,843.28
		Annual	111,354.23	116,921.94	122,768.04	128,906.44	135,351.76	142,119.35
56	Police Sergeant	Hourly	62.6877	65.8221	69.1132	72.5688	76.1973	80.0071
		Monthly	10,865.86	11,409.16	11,979.61	12,578.59	13,207.52	13,867.90
		Annual	130,390.35	136,909.87	143,755.36	150,943.13	158,490.29	166,414.80
62	Police Commander	Hourly	72.6985	76.3335	80.1501	84.1576	88.3655	92.7838
		Monthly	12,601.08	13,231.13	13,892.69	14,587.32	15,316.69	16,082.52
		Annual	151,212.95	158,773.60	166,712.28	175,047.89	183,800.28	192,990.30
Amended: Resolution SC - 29, 1991; 94-08, 1994; 97-66, 1997; 99-51, 1999; 01-61, 2001; 02-53, 2002; 05-49, 2005; 07-99, 2007; 10-75, 2010; 15-46, 2015; 18-87, 2018; 18-92, 2018; 20-86, 2020; 21-46, 2021; 23-26, 2023; 24-25,2024; 24-43,2024; 24-45, 2024; 25-26, 2025; 25-27, 2025 and 25-40, 2025; 26-____, 2026 Effective Date: 07/1/2026								
	Exempt Employees: Police Chief Monthly \$18,686.82 Annual \$224,241.84							

5/14/2026