

CITY COUNCIL / LRA BOARD

Mayor/Chair

Rachel Hernandez

Council/Authority Members

District 1 — Luis Uribe

District 2 — Cindy Fosi

Vice Mayor, District 3 — John Pimentel

District 4 — Stacy Call



CITY OF RIVERBANK

Regular City Council and Local Redevelopment Authority Board Meetings

Council Chambers
6707 Third Street, Suite B
Riverbank, CA 95367



TUESDAY, APRIL 28, 2026 — 6:00 PM

(THE AGENDA PACKET IS ONLINE AT [HTTPS://RIVERBANKCA.PORTAL.CIVICCLERK.COM/](https://riverbankca.portal.civicclerk.com/))

****Para Traducción en Español, favor de referirse a la ultima pagina de la agenda****

1. **CALL TO ORDER**

2. **FLAG SALUTE**

3. **INVOCATION**

4. **ROLL CALL**

5. **AGENDA CHANGES**

6. **CONFLICT OF INTEREST**

Any Council/Authority Member who has a direct Conflict of Interest on any scheduled agenda item to be considered is to declare their conflict at this time. Pursuant to Government Code Section 84308 (Levine Act), any Council /Authority Member who has received a contribution of \$500 or more within the preceding 12 months from a party, participant, or their agent related to an item on the agenda must disclose that contribution on the record prior to participation in the discussion or decision on the item and may be required to recuse themselves, as applicable.

7. **PRESENTATIONS (Informational only)**

Item 7.1. STRGBA Update

8. **PUBLIC COMMENTS (No action can be taken)**

At this time, members of the public may comment on any item not appearing on the agenda, and within the subject matter jurisdiction of the City Council/LRA Board. Individual comments will be limited to a maximum of 3 minutes (or as stated by the presiding Officer) and time cannot be yielded to another person. Under State law, matters presented during the public comment period cannot be discussed or acted upon.

Refer to the last page of this agenda for the Public Comment Procedures via ZOOM.

IN PERSON COMMENTS: Please fill out a Comment Card and return it to the City Clerk.

9. CONSENT CALENDAR (No obligation to read aloud)

All items listed on the Consent Calendar are to be acted upon by a single action of the City Council/LRA Board unless requested by an individual Council/Authority Member or member of the public for special consideration. Otherwise, the recommendation of staff will be accepted and acted upon by motion of the City Council/LRA Board.

Item 9.1. Waiver of Readings

Item 9.2. Approval of the City Council and Local Redelopment Authority Board Meeting Minutes for April 14, 2026.

Item 9.3. Resolution Declaring an Emergency and Authorizing an Emergency Appropriation of Funds in the Amount of \$120,205.00 from Sewer Fund 106 for the Emergency Purchase of a Parkson Helisieve Shaftless Spiral Screen

10. PUBLIC HEARING

The public notice for item **10.1** was published in the newspaper on **April 1, 2026**.

Item 10.1.

6th Cycle Housing Element. City Council to Consider the Following:

Resolution Approving a General Plan Amendment to Adopt the 6th Cycle Housing Element and to Authorize Staff to Submit the 6th Cycle Housing Element to the State of California Department of Housing and Community Development (GPA 01-2025).

Resolution Approving a General Plan Amendment of Five (5) Properties from Industrial/Business Park (I/BP), Mixed Use (MU), Civic (C), Community Commercial (C/C), and Lower Density Residential (LDR) to Higher Density Residential (HDR) and Mixed Use (MU) (GPA 01-2025).

Introduction and First Reading of an Ordinance Amending the Crossroads Community Specific Plan (SP-1) to add the Mixed Use (CX-1) Designation, and to Rezone Eight (8) Properties from Light Industrial (M-1), Neighborhood Commercial (NC)(SP-1), Public/Quasi-Public (P/QP)(SP-1), Highway Commercial (HC)(SP-1), Neighborhood Park/Basin (NP/B)(SP-1), and Planned Development (P-D 71) to Multiple Family Residential (R-3), Medium/High Density Residential (MHR) (SP-1), and Mixed Use (CX-1) (SP-1) (SPA 01-2025, REZ 02-2025).

Resolution to Amend the General Plan Land Use Element to Establish a Maximum Density for the Higher Density Residential and Mixed Use General Plan Land Use Designations (GPA 01-2025).

Introduction and First Reading of an Ordinance Amending the Riverbank Municipal Code by Amending Sections §153.067 and §153.071 and adding Sections §153.166 through §153.169 entitled “Regional Housing Needs Assessment Overlay” (ZOA 01-2025).

11. NEW BUSINESS

- Item 11.1. Resolution** to accept the 2025 Housing Element and General Plan Annual Progress Report
- Item 11.2. Resolution** of Concurrence with the Stanislaus Urban County and Stanislaus HOME Consortium Annual Action Plan for Fiscal Year 2026-2027 and Support of Submission to the U.S. Department of Housing and Urban Development (HUD)
- Item 11.3. Resolution** Approving the Reappointment of Seabre Dillard and Sara Malough to the Parks and Recreation Advisory Committee.
- Item 11.4. Resolution** Accepting and Incorporating the Recommendations of the City of Riverbank Classification and Compensation Study prepared by Evergreen Solutions, LLC
- Item 11.5. Resolution** Approving the Amendment to the Memorandum of Understanding Between the City of Riverbank and the Riverbank Miscellaneous Employees Bargaining Unit and Adopt updated Salary Schedule
- Item 11.6. Resolution** Approving the Amendment to the Memorandum of Understanding Between the City of Riverbank and the Riverbank Mid-Management Employee Association and Adopt an updated Salary Schedule.
- Item 11.7. Resolution** Authorizing the City Manager to Proceed with the Acquisition of Real Property Located at 3300 Atchison Road Riverbank, CA 95367 (APN: 132-009-069) for the Future Site of Riverbank City Hall in the Amount of \$840,000.00 and Execute, on behalf of the City, Any and All Documents Necessary to Complete the Acquisition of Real Property, Authorize Staff to Proceed With the Conceptual Design of the Future City Hall Upon Acquisition, And Allocate Funds from the General Fund Reserves for Said Acquisition and from the Police And General Government System Development Fee Fund 210 for the Design

12. COMMENTS/REPORTS

A brief report on notable attendance of a meeting or conference or other notable topics of City business shall be made. The Brown Act does not allow for discussion or action of items by the City Council/LRA Board during this time.

Item 12.1. Staff

Item 12.2. Council/Authority Member

Item 12.3. Mayor/ Chair

13. CLOSED SESSION

- Item 13.1. Conference with Legal Counsel – Anticipated Litigation**
Significant exposure to litigation pursuant to Gov. Code, § 54956.9(d)
Number of Cases: (1 case)

14. REPORT FROM CLOSED SESSION

Item 14.1. Report from Closed Session Item 13.1

Conference with Legal Counsel – Anticipated Litigation

Significant exposure to litigation pursuant to Gov. Code, § 54956.9(d)

Number of Cases: (1 case)

15. ADJOURNMENT The Next Regular City Council Meeting will be on Tuesday, May 12th, 2026.

AFFIDAVIT OF POSTING

I hereby certify under penalty of perjury, under the laws of the State of California that the foregoing agenda was posted at the meeting location, on the North City Hall public exterior bulletin board, South City Hall public exterior Bulletin, Riverbank Community Center exterior bulletin, and the City's website 72 hours prior to the meeting in accordance to the California Ralph M. Brown Act.

Posted this 23rd Day of April, 2026.

/s/**Gabriela Hernandez, CMC, City Clerk**



ADA COMPLIANCE STATEMENT

In compliance with the Americans with Disabilities Act, and the Governor's Executive Order N-29-20, the City will make every effort to make reasonable modifications or accommodations from individuals with disabilities. Contact the Administration Dept. at (209) 863-7122 or the City Clerk at cityclerk@riverbank.org at least (48) hours prior to the meeting to enable the City to make reasonable arrangements for accessibility.

NOTICE REGARDING NON-ENGLISH SPEAKERS

Pursuant to California Constitution Article III, Section IV, establishing English as the official language for the State of California, and in accordance with California Code of Civil Procedures Section 185, which requires proceedings before any State Court to be in English, notice is hereby given that all proceedings before the City of Riverbank City Council/LRA Board shall be in English and anyone wishing to address the Council is required to have a translator present who will take an oath to make an accurate translation from any language not English into the English language.



How to Use Live Spanish Translation/ Como Usar Traducción en Español En Vivo

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Choose Spanish Language

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STEP 3/PASO 3



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Use auriculares para audio

<https://attend.wordly.ai/join/LHDA-5715>

TELECONFERENCE/VIRTUAL PLATFORM PUBLIC PARTICIPATION COMMENT PROCEDURES FOR CITY COUNCIL MEETING HELD IN CONFORMANCE WITH THE BROWN ACT

PUBLIC "LIVE" VIEWING

- Government Channels: Charter — 2 and AT&T U-VERSE — 99
- YouTube Live — City of Riverbank
- Via ZOOM Platform (See instructions below)

SUBMITTING PUBLIC COMMENTS FOR THE RECORD

Written comments must be received before 4:00 p.m. on the date of the meeting in order for them to be distributed to the Council prior to consideration of the matter.

Written comments will not be read aloud at the meeting, but will be reported as received for the record. If you do not receive an acknowledgement of receipt within an hour of submission or by 5:00 p.m., please call the City Clerk's Office at (209) 863-7198 or the Administration Dept. at (209) 863-7122.

ACCEPTABLE METHODS OF SUBMITTING COMMENTS BEFORE THE 5:00 PM DEADLINE

- **Via Mail Service:** Mail comments to City of Riverbank, Attn: City Clerk, 6707 Third Street, Suite A, Riverbank, CA 95367. (Call 209-863-7198 / 209-863-7122 to ensure they were received.)
- **Via Email:** cityclerk@riverbank.org
(*Note: This technology is not a guaranteed method.*)
 - Indicate Agenda Item # in the *subject line*. (Call 209-863-7198 / 209-863-7122 to ensure receipt.)
- **Oral Comments In-Person:** The Mayor will ask the public if anyone wishes to comment, at that time you may approach the podium.
- **Oral Comments Via Zoom:** The Mayor will announce when public comments may be made for a limit of 3 minutes on the agenda item being considered, at which time you will:
 - **Using a computer** — click on the “raise hand” feature in the webinar controls. This will alert staff that you wish to speak, and you will be unmuted.
 - **Using a Phone** — press *9 to “raise the hand”. This will alert staff that you wish to speak, and you will be unmuted.
 - (Please make sure the volume on your device is on and that any nearby device or any nearby device is turned down.)

Teleconference Phone Number: (This system is a backup for ZOOM technical difficulties only when providing oral comments.) If there are technical difficulties or disconnection with ZOOM

while making oral comments, please immediately call the teleconference phone number (209) 863-7151 so that Council may receive your comments. Council will be waiting for your call. Thank you.

JOIN THE MEETING VIA ZOOM PLATFORM

Join by this link: <https://us02web.zoom.us/j/81500912873>

Join by accessing website: <https://zoom.us/join> — enter Webinar ID: **894 4341 5826**

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RIVERBANK CITY COUNCIL / LRA BOARD

AGENDA ITEM NO. 7.1.

SECTION : PRESENTATIONS

Meeting Date:	4/28/2026
Subject:	STRGBA Update
From:	Marisela H. Garcia, City Manager
Submitted by:	Marisela Garcia, City Manager

RECOMMENDATION

City Council to receive a presentation regarding the recent discussions held at the monthly Stanislaus & Toulumne Rivers Groundwater Basin Association (STRGBA) meetings, the County's Water Advisory Committee, and the creation of an Ad-Hoc Committee by the Stanislaus County Board of Supervisors.

SUMMARY

City Staff will share a brief update on continuing conversations regarding groundwater sustainability.

STRATEGIC PLAN

While this item is not directly related to the City Council's Strategic Plan, it does work towards achieving the City's Core Values of "Transparency & Collaboration."

BACKGROUND

FINANCIAL IMPACT

There is no financial impact associated with this report.

ATTACHMENTS

None

RIVERBANK CITY COUNCIL / LRA BOARD

AGENDA ITEM NO. 9.1.

SECTION : CONSENT CALENDAR

Meeting Date:	4/28/2026
Subject:	Waiver of Readings
From:	Marisela H. Garcia, City Manager
Submitted by:	Gabriela Hernandez, City Clerk

RECOMMENDATION

It is recommended that the City Council / LRA Board approve the waiver of readings of any proposed ordinances and resolutions for consideration, except by title.

SUMMARY

In lieu of reading the entire text of a proposed ordinance or resolution that is introduced for consideration for adoption and approval, by majority vote, the City Council/LRA Board may waive the reading of the text and introduce the ordinance or resolution by title only for the record. The full text of the proposed ordinances and resolutions, and any related documents that are part of the agenda packet, are available for review by the public on the City's website and in the City Clerk's office at City Hall (North) upon distribution to a majority of the City Council/LRA Board; typically 72 hours prior to the scheduled date and time of the meeting.

STRATEGIC PLAN

Waiver of reading supports the City's 2025-2030 Strategic Plan by promoting efficient and transparent decision-making.

BACKGROUND

The full readings are being waved to allow the City Council/LRA Board to introduce and consider the items in a timely and efficient manner. The items have been provided to the City Council/LRA Board in advance of the meeting for review.

FINANCIAL IMPACT

There is no financial impact associated with this item.

ATTACHMENTS

None

RIVERBANK CITY COUNCIL / LRA BOARD

AGENDA ITEM NO. 9.2.

SECTION : CONSENT CALENDAR

Meeting Date:	4/28/2026
Subject:	Approval of the City Council and Local Redelopment Authority Board Meeting Minutes for April 14, 2026.
From:	Marisela H. Garcia, City Manager
Submitted by:	Gabriela Hernandez, City Clerk

RECOMMENDATION

It is recommended that the City Council/Local Redevelopment Authority Board approve the City Council/LRA Meeting Minutes for April 14, 2026.

SUMMARY

The Draft Minutes of the City Council and the Local Redevelopment Authority Board meeting have been prepared for review and approval.

STRATEGIC PLAN

Preparation and approval of the meeting minutes align with the City's 2025-2030 Strategic Plan core values of transparency and accountability.

BACKGROUND

The meeting minutes provide an official record of the actions taken and discussions held during the City Council Meetings. Staff prepares the minutes in accordance with the applicable laws and established procedures, and they are presented for review and approval to ensure accuracy and transparency.

FINANCIAL IMPACT

There is no financial impact associated with this report.

ATTACHMENTS

1. Minutes_CC-LRA 04-14-2026

CITY COUNCIL / LRA BOARD

Mayor/Chair

Rachel Hernandez

Council/Authority Members

District 1 — Luis Uribe

District 2 — Cindy Fosi

Vice Mayor, District 3 — John Pimentel

District 4 — Stacy Call



CITY OF RIVERBANK

Regular City Council and Local Redevelopment Authority Board Meetings

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TUESDAY, APRIL 14, 2026 — 6:00 PM

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1. **CALL TO ORDER**

Mayor / Chair Hernandez called the meeting to order at 6:00pm.

2. **FLAG SALUTE**

Vice Mayor Pimentel led the pledge of allegiance.

3. **INVOCATION**

Reverend Randy Richardson provided the Invocation.

4. **ROLL CALL**

City Clerk Hernandez conducted Roll Call.

Members of the City Council / Local Redevelopment Authority Board present:

Council Member / Authority Member District 1 Luis Uribe

Council Member / Authority Member District 2 Cindy Fosi

Council Member / Authority Member District 4 Stacy Call

Vice Mayor / Vice Chair District 3 John Pimentel

Mayor / Chair Rachel Hernandez

5. **AGENDA CHANGES**

No Agenda Changes.

6. **CONFLICT OF INTEREST**

None Declared.

7. **PRESENTATIONS**

Item 7.1. Student Support Fund Scholarship Awards by Riverbank Sister Cities Committee

Elizabeth Uribe and the Sister Cities Committee presented the Scholarship Awards.

Item 7.2. Proclamation — National Arbor Day

Mayor Hernandez read the proclamation in celebration of National Arbor Day.

Item 7.3. Proclamation — National Library Week

Mayor Hernandez read and presented the proclamation for National Library Week to Friends of the Library Group.

8. PUBLIC COMMENTS

Mayor Hernandez opened the Public Comment Period at 6:23 P.M.

Olivia Arambula, Riverbank Chamber of Commerce, extended an invitation to upcoming community events.

Michael Christie, Riverbank resident, to express his opposition to the rezoning of Roselle and Glow Road.

Jordan Davidson, Riverbank resident, to express his opposition to the rezoning of Roselle and Glow Road.

Rosevelt Brown, Riverbank resident, to express his opposition to the rezoning of Roselle and Glow Road.

Molly Hoyt, Riverbank resident, to express her opposition to the rezoning of Roselle and Glow Road.

Bucky Hoyt, Riverbank resident, to express his opposition to the rezoning of Roselle and Glow Road.

Edward Jones, Riverbank resident, let the Mayor and Council know they are doing a fine job improving the City of Riverbank.

Mayor Hernandez Closed the Public Comment Period at 6:40 P.M.

9. CONSENT CALENDAR

Item 9.1. Waiver of Readings

Item 9.2. Approval of the City Council and Local Redevelopment Authority Board Meeting Minutes for March 10, 2026, and Special Meeting Minutes for March 24, 2026.

Item 9.3. Resolution Approving the Fiscal Year 2024 and Fiscal Year 2025 Community Development Block Grant (CDBG) Funding Agreements with Stanislaus County

[*Resolution 2026-019*](#)

Item 9.4. Resolution Approving the Memorandum of Agreement for Implementation of the Pyrethroid Control Program; CASQA Group Membership & Our Water Our World (OWOW) Group Subscription with Stanislaus County – San Joaquin County Central Valley Agencies and Authorize the City Manager or Designee to Execute the Agreement on behalf of the City of Riverbank

Resolution 2026-020

Item 9.5. Resolution Adopting a List of Projects for Fiscal Year 2026-2027 Funded by SB 1: The Road Repair and Accountability Act of 2017

Resolution 2026-021

Item 9.6. Resolution to Award Contract for Jacob Myers Park Food Vendors to Ice Ice Baby Ice Cream

Resolution 2026-022

There being no public comments, Mayor Hernandez brought the item back to City Council.

ACTION: *By motion moved and seconded (Uribe / Fosi 5/0) to approve Consent Calendar as presented.*

*Motion carried by City Council and LRA Board roll call vote:
AYES: Uribe, Fosi, Pimentel, Call, and Mayor Hernandez
NAYS: None / ABSENT: None / ABSTAINED: None*

10. NEW BUSINESS

Item 10.1. Resolution Ratifying the Stanislaus Consolidated Fire Protection District Ordinance No. 2026-16, adopted on February 11, 2026, as required under Health and Safety Code section 13869.7

Director of Community Development Josh Mann gave a comprehensive staff report and PowerPoint presentation on the ratification of the Stanislaus Consolidated Fire Protection District's adopted Ordinance No. 2016-16.

City Council discussed the item with staff.

There being no further public comment, Mayor Hernandez brought the item back to city council.

ACTION: *By motion moved and seconded (Uribe / Fosi 5/0) approve ***Resolution 2026-023*** to approve the ratification of SCFPD Ordinance No. 2016-16.*

*Motion carried by unanimous City Council and LRA Board roll call vote:
AYES: Uribe, Fosi, Call, Pimentel, and Mayor Hernandez
NAYS: None / ABSENT: None / ABSTAINED: None*

11. COUNCIL REFERRALS

Item 11.1. America's 250th Anniversary

Councilmember Call gave PowerPoint Presentation on America's 250th Anniversary.

DIRECTION: *Councilmember Uribe, Councilmemeber Call, Vice Mayor Pimentel gave direction to bring back this item on the next meeting agenda for further discussion.*

12. COMMENTS/REPORTS

Item 12.1. Staff

City Manager Garcia:

- *Mayor and council, just a couple of comments for tonight. The city's flag design contest is still accepting designs until this Thursday, April 16th at 5:30pm. The application and design guidelines are available on the City's website.*
- *From the City Clerk, the city is currently accepting applications for the second cohort of the Riverbank Youth Council. There is an informational night being held on Monday, April 20th, from 4:00pm to 5:00pm that will be here in the City Council Chambers. And the applications are available online and at City Hall North in the admin department. Those are due on Thursday, May 14th, at 5:30pm.*
- *And the last comment, the city's notice of funding availability for affordable housing developments is still open and accepting proposals until Monday, May 4th at 5:00pm. There's currently \$1.5 million available for projects.*

Item 12.2. Council/Authority Member

Vice Mayor Pimentel:

- *Good evening everyone. It's nice to be back. Having spent 21 days in the Philippines, I learned why we have our own laws and rules and regulations about vendors. You know, when I first came to the council, I was like, they're just trying to earn a living out there. We're kind of hard on them. But that's not the case. The reason why we have everything in place is because, in the Philippines, it's out of control and here in Riverbank its in control. There's a reason for everything. The Health Department in the Philippines, they can just set up in the streets, interrupt the traffic, and the police look the other direction. They look away, so I have a lot of respect for Riverbank and why we do what we do. I just wanted to say that.*
- *On 4/30 I will be attending the State of the City with the Mayor and all the Council. We hope you can come out.*
- *Also, on May 13th I will be attending the Stanislaus Homeless Alliance meeting. It's very important that we educate on the homeless alliance, and it's something that I'm passionate about, and I hope to learn from it.*
- *If you have books and want to donate them to the local books, please contact me and I will take them to the right places.*

Councilmember Uribe:

- *So, as mentioned by Marisela, the flag design ends April 16th at 5:30pm. So, once you submit your designs, come on down to Council.*
- *Sister Cities is going to be holding their first ever Tamazula night. It's going to be here in the chambers at 5:30pm to 7:30pm. It's an invitation to all residents who call Tamazula home. We want you to bring your stories, your memories, traditions, and share those firsthand with the committee. So our community can kind of celebrate together.*
- *On Monday 4/20, I will be presenting to a primarily Spanish-speaking group who are highly engaged in our community about the status of the Blue Zone project. The status of the heal ordinance that the previous Council had passed. They are very excited about the information. They meet consistently. So there are a lot of aspects of that group that align kind of with the Blue Zone project. So we want to loop them in and just kind of build on that.*
- *Also, on 4/20 I will be meeting with Councilmember Cindy Fosi here for the Wasterwater Treatment expansion feasibility project. So we will be reviewing those alternatives evaluation and ranking metrics confirming alignment on preferred alternatives as we move this to the next phase. So, following this, staff will prepare it and bring it to the Council for the evaluation.*
- *April 25th LOVE Riverbank is happening. After those events, make sure you come out to the Community Center. Also, downtown here the Somar Music Festival will be happening from 11:00am to 8:00pm. So come on out.*

Councilmember Fosi:

- *On April 21st, the women's group will be meeting at Morris Nursery. You can come and go shopping for plants, and they give us a little discount, and they offer help on how to plant and what dirt you need and everything. So that is pretty cool.*
- *Last Wednesday I went to the Stanislaus Housing Alliance meeting in downtown Modesto. The City of Modesto presented their annual action plan which talks about the monies that they will have available for homelessness and building facilities, which was pretty interesting.*
- *Sierra House updates that there were 232 showers given last month. 111 of them were women, 113 were men. There were 213 meals given out.*
- *On 4/20, as Luis said, we will be attending a presentation on the feasibility study. I am very excited that this is moving forward as i brought it forward. So i am really excited to see and work with Blackwater on what different availability they see for our Wastewater Treatment plant and what's the best route to go and then looking forward to being able to present it to our citizens.*

Councilmember Call:

- *A few weeks ago, I attended Project Resolve, and it was my second favorite one, probably because we got to tour the Juvenile Hall Center on Bluegum, and it was really interesting to see. One, I can happily say that the facility is not full. So that was nice to see. We were actually able to tour some of the rooms and classrooms, and they were not full. So we are not at capacity, which is great for our youth. These kind of red flags to me, and maybe not red flags, but things that kind of make your head spin are that they're housing 12yr old to 25 yr-olds together. That's the age range. Currently, there are around 70 juveniles in the center and less than 10 of them are women. And in some of the conversations they talked about the*

female presence being much higher historically, so women are not in juvenile hall as frequently and I feel like that is a positive, but also it kind makes you wonder what shift happened. So, for me, that was just interesting data that they shared with us. But it was really cool to see it. I have always wanted to see it. I don't know why, so it was a fun walk-through.

- *Marisela hit on it, but the youth council info night is here in the Council Chambers next Monday the 20th at 4:00pm. And then right after, I'll be doing my office hours at the Riverbank Industrial Complex in building 18 at 6:00pm not only will it be my office hours, but I will have Amber Collins, the Executive Director StanCog and she will be doing a brief overview on housing. So I am calling it housing 101. So I encourage the Riverbank community members, especially those with questions regarding the rezoning process that is currently going on, to come hear, listen, see the process of housing in California.*

Item 12.3. Mayor/Chair

Mayor Hernandez:

- *I attended my first StanRTA board meeting. Which is our public transit system or our bus system. The system is facing some potential large budget cuts and that will likely result in route cuts should we not address the budget as a whole. And so that is kind of looming over the board right now. And there is more to come around that.*
- *I just want to welcome Kinfolks, which is right here corner from us, and Cocina Devina, which is in the River Heights Shopping Center, which has had their soft opening as well. So if you want to check out new restaurants, these are a couple that really complement our city.*

13. CLOSED SESSION

Item 13.1. LIABILITY CLAIMS

(Pursuant to Govt. Code §54961)

Claimant: Roderick Arellano-Carpenter & Zuckerman

Agency Claimed Against: City of Riverbank

Item 13.2. CONFERENCE WITH REAL PROPERTY NEGOTIATORS

(Pursuant to Govt. Code § 54956.8)

Property: 3300 Atchison Rd. (APN: 132-009-069)

Agency Negotiator: Marisela H. Garcia, City Manager

Property Negotiator: Del Rio City Center, LLC.

Under Negotiation: Price, terms of payment, or both

There being no public comments, Mayor Hernandez moved to Closed Session at 7:04 P.M.

Reconvened from Closed Session at 7:23 P.M.

14. REPORT FROM CLOSED SESSION

Item 14.1. Report from Closed Session Item 13.1

LIABILITY CLAIMS

(Pursuant to Govt. Code § 54961)

Claimant: Roderick Arellano-Carpenter & Zuckerman

Agency Claimed Against: City of Riverbank

DIRECTION: *Claim was denied by a vote of 5/0.*

Item 14.2. Report from Closed Session Item 13.2

CONFERENCE WITH REAL PROPERTY NEGOTIATORS

(Pursuant to Govt. Code § 54956.8)

Property: 3300 Atchison Rd. (APN: 132-009-069)

Agency Negotiator: Marisela H. Garcia, City Manager

Property Negotiator: Del Rio City Center, LLC.

Under Negotiation: Price, terms of payment, or both

DIRECTION: *Direction was provided to staff.*

15. ADJOURNMENT

There being no further business, Mayor / Chair Hernandez adjourned the regular meeting at 7:23 P.M. to the next regular scheduled City Council / LRA Meeting of April 28, 2026.

ATTEST: (Adopted 04/28/2026)

APPROVED:

Gabriela Hernandez, CMC
City Clerk / LRA Recorder

Rachel Hernandez
Mayor/Chair

RIVERBANK CITY COUNCIL / LRA BOARD

AGENDA ITEM NO. 9.3.

SECTION : CONSENT CALENDAR

Meeting Date:	4/28/2026
Subject:	Resolution Declaring an Emergency and Authorizing an Emergency Appropriation of Funds in the Amount of \$120,205.00 from Sewer Fund 106 for the Emergency Purchase of a Parkson Helisieve Shaftless Spiral Screen
From:	Marisela H. Garcia, City Manager
Submitted by:	Cody Bridgewater, Director of Public Works

RECOMMENDATION

It is recommended that the City Council consider a resolution authorizing the City Manager to approve an emergency purchase of a headworks screen from Parkson Corporation in an amount not to exceed \$120,205.00.

SUMMARY

Failure of the headworks screening system presents an immediate risk to plant operations, including:

- Potential damage to downstream treatment equipment
- Reduced treatment efficiency and process reliability
- Increased maintenance and emergency repair costs
- Risk of non-compliance with regulatory discharge requirements

Staff evaluated replacement options and obtained a quote from Parkson Corporation for a **Helisieve Shaftless Spiral Screen (Model HLS500MA)**, which is a direct replacement of the existing failed equipment.

The proposed unit is designed for:

- **Application:** Raw sewage screening at **3 MGD peak flow**
- **Screen opening:** 1/4 inch
- **Construction:** Primarily **304 stainless steel**, with coated carbon steel components
- **Drive motor:** 1 HP
- **Configuration:** In-channel unit with transport tube, press zone, and discharge section

The quote does not include freight field service. Installation will be done by City staff.

Given the urgency of restoring full headworks functionality and the long lead times associated with wastewater equipment, staff recommends proceeding under emergency procurement provisions as set forth in the State of California Public Contract Code Section 22050.

STRATEGIC PLAN

This item is directly related to the City Council's Strategic Plan Objective to "Evaluate aging infrastructure to rehabilitate and/or retire from use."

BACKGROUND

The City of Riverbank Wastewater Treatment Plant (WWTP) provides essential wastewater treatment services to the community. The headworks screen is a critical component of the treatment process, designed to remove solids and debris from incoming raw sewage and protect downstream equipment.

The existing headworks screen has experienced a mechanical failure and is no longer operable. The unit has reached the end of its service life and cannot be reliably repaired. Temporary measures are in place but are not sustainable for continued plant operations.

Due to the long lead time in procuring this equipment, this request is being made pursuant to California Public Contract Code Section 22050(a) which states:

(1) In the case of an emergency, a public agency, pursuant to a four-fifths vote of its governing body, may repair or replace a public facility, take any directly related and immediate action required by that emergency, and procure the necessary equipment, services, and supplies for those purposes, without giving notice for bids to let contracts.

(2) Before a governing body takes any action pursuant to paragraph (1), it shall make a finding, based on substantial evidence set forth in the minutes of its meeting, that the emergency will not permit a delay resulting from a competitive solicitation for bids, and that the action is necessary to respond to the emergency.

FINANCIAL IMPACT

Based on the vendor quote and additional allowances:

Base Equipment Cost: \$100,171.00

Shipping Allowance (10%): \$10,017.00

Contingency (10%): \$10,017.00

Total Not-to-Exceed Cost: \$120,205.00

Funding is available in the Wastewater (Sewer) Enterprise Fund and will be allocated to cover equipment procurement, delivery, and unforeseen costs associated with installation and integration.

ATTACHMENTS

1. Resolution
2. Parkson Preliminary Budget

CITY OF RIVERBANK

RESOLUTION 2026-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVERBANK, CALIFORNIA, AUTHORIZING AN EMERGENCY APPROPRIATION OF FUNDS IN THE AMOUNT OF \$120,205.00 FROM SEWER FUND 106 FOR THE EMERGENCY PURCHASE OF A PARKSON HELISIEVE SHAFTLESS SPIRAL SCREEN

THE CITY OF RIVERBANK CITY COUNCIL (HEREAFTER REFERRED TO AS THE “CITY COUNCIL”) DOES HEREBY RESOLVE THAT:

WHEREAS, the City of Riverbank operates a Wastewater Treatment Plant essential to protecting public health and the environment; and

WHEREAS, the headworks screen is a critical component necessary for proper treatment plant operation; and

WHEREAS, the existing headworks screen has failed and is no longer operable; and

WHEREAS, the failure creates an urgent need to prevent damage to downstream equipment and avoid potential regulatory violations; and

WHEREAS, the City has received a quote from Parkson Corporation in the amount of \$100,171.00; and

WHEREAS, additional allowances for shipping and contingency bring the total authorized amount to \$120,205.00; and

WHEREAS, the Riverbank Municipal Code authorizes the waiver of competitive bidding requirements in emergency situations; and

WHEREAS, City of Riverbank is declaring an emergency and proceeding with the purchase pursuant to California Public Contract Code Section 22050;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Riverbank hereby authorizes the emergency appropriation of funds in the amount of \$120,205.00 from Sewer Fund 106 for the emergency purchase of a Parkson Helisieve Shaftless Spiral Screen.

PASSED AND ADOPTED by the City Council of the City of Riverbank at a regular meeting held on the 28th day of April, 2026; motioned by Councilmember _____, seconded by Councilmember _____, and upon roll call was carried by the following City Council vote of _____:

AYES:
NAYS:
ABSENT:
ABSTAINED:

ATTEST:

Gabriela Hernandez, CMC
City Clerk

APPROVED:

Rachel Hernandez
Mayor



562 Bunker Court
 Vernon Hills IL 60061-1831
 Phone 847.816.3700
 Fax 847.816.3707

Helisieve Shaftless Spiral Screen

Budget Quote# (If Applicable)

Preliminary Budget Sizing

Project Name: Riverbank, CA	Date: January 16, 2026
Location: _____	Phone: _____
Contact: _____	Email: _____
Application: Raw sewage screening, 3 MGD peak flow	

Scope of Supply:

Model:	HLS500MA	Screen Opening:	1/4	Material of Construction:
Quantity:	1			
Standard Assembly:	Transport Tube, Press Zone, Discharge Section, Screen			304 Stainless Steel
	Basket, Pivot Stand	In-Channel Unit		304 Stainless Steel
	Spiral, Drive Shaft			Coated Carbon Steel
	Transport Tube Wear Bars			304 Stainless Steel
	Drive Motor	1 HP		
	Electrical Components			NEMA 4X
	Tax			\$7171
	No Controls			
	No Spares			
	Field Service Included			
	Freight Included			
		Budget Price (usd):	\$	100,171
Optional:			Add:	

RIVERBANK CITY COUNCIL / LRA BOARD

AGENDA ITEM NO. 10.1.

SECTION : PUBLIC HEARING

Meeting Date: 4/28/2026

Subject:

6th Cycle Housing Element. City Council to Consider the Following:

Resolution Approving a General Plan Amendment to Adopt the 6th Cycle Housing Element and to Authorize Staff to Submit the 6th Cycle Housing Element to the State of California Department of Housing and Community Development (GPA 01-2025).

Resolution Approving a General Plan Amendment of Five (5) Properties from Industrial/Business Park (I/BP), Mixed Use (MU), Civic (C), Community Commercial (C/C), and Lower Density Residential (LDR) to Higher Density Residential (HDR) and Mixed Use (MU) (GPA 01-2025).

Introduction and First Reading of an Ordinance Amending the Crossroads Community Specific Plan (SP-1) to add the Mixed Use (CX-1) Designation, and to Rezone Eight (8) Properties from Light Industrial (M-1), Neighborhood Commercial (NC)(SP-1), Public/Quasi-Public (P/QP)(SP-1), Highway Commercial (HC)(SP-1), Neighborhood Park/Basin (NP/B)(SP-1), and Planned Development (P-D 71) to Multiple Family Residential (R-3), Medium/High Density Residential (MHR) (SP-1), and Mixed Use (CX-1) (SP-1) (SPA 01-2025, REZ 02-2025).

Resolution to Amend the General Plan Land Use Element to Establish a Maximum Density for the Higher Density Residential and Mixed Use General Plan Land Use Designations (GPA 01-2025).

Introduction and First Reading of an Ordinance Amending the Riverbank Municipal Code by Amending Sections §153.067 and §153.071 and adding Sections §153.166 through §153.169 entitled “Regional Housing Needs Assessment Overlay” (ZOA 01-2025).

From: Marisela H. Garcia, City Manager

Submitted by: Joshua Mann, Director of Community Development

RECOMMENDATION

City staff recommends that the City Council consider all information provided and submitted, take and consider all public testimony and, if determined to be appropriate, take the following actions:

1. Adopt a Resolution Approving a General Plan Amendment to Adopt the 6th Cycle Housing Element and to Authorize Staff to Submit the 6th Cycle Housing Element to the State of California Department of Housing and Community Development;
2. Adopt a Resolution Approving a General Plan Amendment of Five (5) Properties from Industrial/Business Park (I/BP), Mixed Use (MU), Civic (C), Community Commercial (C/C) and Lower Density Residential (LDR) to Higher Density Residential (HDR) and Mixed Use (MU);
3. Introduce and Conduct First Reading of an Ordinance Amending the Crossroads Community Specific Plan (SP-1) to add the Mixed Use (CX-1) Designation, and to Rezone Eight (8) Properties from Light Industrial (M-1), Neighborhood Commercial (NC)(SP-1), Public/Quasi-Public (P/QP), Highway Commercial (HC)(SP-1), Neighborhood Park/Basin (NP/B)(SP-1), and Planned Development (P-D 71) to Multiple Family Residential (R-3), Medium/High Density Residential (MHR)(SP-1), and Mixed Use (CX-1) (SP-1);
4. Adopt a Resolution to Amend the General Plan Land Use Element to Establish a Maximum Density for the Higher Density Residential and Mixed Use General Plan Land Use Designations; and
5. Introduce and Conduct First Reading of an Ordinance Amending the Riverbank Municipal Code by Amending Sections §153.067 and §153.071 and adding Sections §153.166 through §153.169 entitled “Regional Housing Needs Assessment Overlay”

SUMMARY

State law mandates that each City and County update their Housing Element every eight (8) years with specific deadlines established by the State Department of Housing and Community Development (HCD). The Housing Element is one (1) of eight (8) mandatory elements that comprise the City’s General Plan according to Section 65302(c) of the California Government Code. The Housing Element is considered to be the primary policy document to guide the development, rehabilitation, and preservation of housing for all economic segments of the local population.

The City’s existing 5th Cycle Housing Element was adopted and certified in 2016. The proposed 6th Cycle Housing Element Update addresses the 6th Cycle Planning Cycle requirements and demonstrates how the City will accommodate the 2023 – 2031 (6th Cycle) Regional Housing Needs Allocation (RHNA) adopted by the Stanislaus Council of Governments (StanCOG).

The 6th Cycle Housing Element includes two (2) major components:

1. Adoption and authorization to submit the 6th Cycle Housing Element to HCD for Certification; and
2. Implementation of specific Programs, including site-specific General Plan Amendments, Rezones, and Specific Plan Amendments, a General Plan Amendment to the Land Use Element, and Amendments to the Riverbank Municipal Code (RMC). The implementation of these Programs of the 6th Cycle Housing Element are required to be completed concurrently with adoption of the Housing Element pursuant to State law.

A full copy of the City’s 6th Cycle Housing Element dated February 2026 is not reproduced in this staff report due to its length, but is available for public review and download on the City’s website at <https://www.riverbank.org/652/Housing-Element> and through the link provided in Attachment 6 of this Staff Report.

STRATEGIC PLAN

In June 2025, the Riverbank City Council adopted the City's Strategic Plan for the 2025 to 2030 period. The Proposed Project is consistent with that Strategic Plan, including the goals and strategies related to Fostering Attainable Housing as well as Supporting Downtown Revitalization and Economic Development. The Proposed Project advances these goals by supporting housing opportunities, maintaining consistency between the Housing Element and the City's land use regulations, and promoting orderly long-range planning consistent with State Law.

BACKGROUND

6th Cycle Housing Element

The City's 6th Cycle Housing Element Update has been prepared in accordance with Section 65800 of the California Government Code, and is organized into ten (10) Chapters:

Chapter I: Introduction. Provides an introduction of the Housing Element and Statutory requirements.

Chapter II: Household and Employment Characteristics. Overview of Riverbank's recent growth in terms of population and economic development.

Chapter III: Housing Stock Characteristics. An analysis of demographic and socio-economic conditions, housing conditions, market trends, and other factors.

Chapter IV: Housing Supply and Needs. Evaluation of current and future housing needs in Riverbank, including housing needs among lower-income households and populations with special housing needs.

Chapter V: Affirmatively Furthering Fair Housing. Analysis of Fair Housing in the City of Riverbank.

Chapter VI: Housing Production Opportunities. An inventory of land suitable for residential development.

Chapter VII: Housing Production Constraints. The constraints analysis addresses governmental constraints to housing development such as zoning, development fees, development standards, and development review process, as well as non-governmental constraints, such as high land and construction costs and public opposition to housing construction.

Chapter VIII: Housing Development Eligible to Change to Non-Low-Income Units. Analysis of existing assisted rental housing developments and financial resources available for residential development, including funding available for development of low-income housing.

Chapter IX: Evaluation of Previous Housing Element. An evaluation of the City's 5th Cycle Housing Element, including an analysis of the City's progress towards achieving its 5th Cycle RHNA objectives and an assessment of the City's progress towards implementing the programs from the previous Housing Element.

Chapter X: Housing Element Goals, Policies, and Housing Action Plan. A series of goals, policies, and programs to address the City’s housing needs as well as quantified objectives for housing development and preservation during the planning period.

Regional Housing Needs Allocation

As part of the 6th Cycle Housing Element Update, as noted above, the City is required to identify available sites to accommodate its Regional Housing Needs Assessment (RHNA). In the 6th Cycle Regional Housing Needs Allocation Plan for Stanislaus County, StanCOG provided the City with the RHNA between the timeframe of June 30, 2023 to December 31, 2031. The table below provides the City’s RHNA.

Income Category	Unit Allocation
Extremely Low-Income (<30% of AMI)	485
Very Low-Income (<50% of AMI)	485
Low-Income (50% - 80% of AMI)	672
Moderate-Income (80% - 120% of AMI)	594
Above Moderate-Income (>120% of AMI)	1,355
Total	3,591

City staff conducted a Site Inventory utilizing information from the Stanislaus County Parcel Database, Google Maps, and the City’s General Plan and Zoning Maps. The Site Inventory identified approximately 333.12 acres of land within the City’s existing City Limits that can accommodate residential development. In total, the inventory of land resulted in the City’s ability to accommodate the development of 3,859 residential units, varying from single-family residential development to multifamily residential development (e.g., apartments, townhouses, etc.). The City has identified eight (8) sites for rezoning, with the capacity of 668 units, located within City limits, to meet the RHNA (Program 1.1a). With the adoption of the rezones, the City has the ability to accommodate the RHNA.

6th Cycle Housing Goals and Policies

Although a majority of the programs established in the 5th Cycle Housing Element remain valid, there are new and revised programs provided in the 6th Cycle Housing Element Update to reflect community needs and consistency with State law.

Major updates to existing Programs, or new Programs include:

Program 1.1a: Adequate Sites for RHNA and Rezone Program. Amend the Mixed Use (CX-1) Zoning District to allow 100 percent residential uses in the CX-1 Zoning District and require that residential uses occupy at least 50 percent of the floor area in a mixed-use project. Rezone properties to fully accommodate RHNA.

Program 1.1b: Crossroads West Specific Plan. Monitor and encourage higher density residential development in the Crossroads West Specific Plan area.

Program 1.1.c: Accessory Dwelling Units. Update the Accessory Dwelling Units section of the Riverbank Zoning Code to be consistent with State Law.

Program 1.1d: By-Right Approval. Update Zoning Code to add by-right approval requirements consistent with State Law.

Program 1.1e: Replacement Housing. Update the Zoning Code to add replacement housing requirements consistent with Assembly Bill 1397.

Program 1.1f: Approved and Pending Projects. Monitor and assist in facilitating the development of approved and pending projects in Riverbank.

Program 1.1g: Extension of Water and Wastewater Infrastructure to Support Future Growth. Expand water and wastewater infrastructure to support new development, including pursuing funding opportunities.

Program 1.1h: Religious Institution Sites. Provide a streamline review for housing development on land owned by faith institutions and nonprofit colleges as allowed by Senate Bill 4.

Program 1.1i: Maximum Residential Density. Establish a maximum density for the Higher Density Residential and Mixed Use General Plan Land Use Designations.

Program 1.2c: No Net Loss. Monitor the consumption of residential and mixed-use acreage to ensure that adequate inventory is available to meet the City's RHNA obligations, pursuant to Senate Bill 166.

Program 3.1d: Off-Street Parking. Review off-street parking requirements for multi-family and special housing needs developments to ensure requirements do not pose a constraint to development.

Program 3.1i: Wastewater Treatment Plant Upgrades. Track upgrades to the Wastewater Treatment Plant, pursue grant funding, and identify actions to complete upgrades.

Program 3.1j: Amendments to the Riverbank Municipal Code and Specific Plans. Update the Zoning Code with various amendments related to Single Room Occupancy, Low Barrier Navigation Centers, Farmworker Housing, Transitional and Supportive Housing, Emergency Shelters, Density Bonuses, Ministerial Approvals, Residential Care Facilities, and Multi-Family Development Standards.

Program 4.1d: Housing Rehabilitation Program. Promote the City's Housing Rehabilitation Program.

Program 5.1e: State and Federal Housing Program and Funding Opportunities. Pursue funding opportunities for affordable housing.

Program 5.1g: First-Time Homebuyers Program. Implement changes to the program to provide assistance to more homebuyers.

Program 5.1h: Housing Outreach and Stakeholder Engagement. Provide for outreach to affordable and multifamily housing developments, including housing for special needs and/or extremely low-, very low-, and/or low-income households.

The 6th Cycle Housing Element is attached to this Staff Report as Attachment 6.

Public Participation and HCD Review

Staff held a Public Workshop with the Planning Commission and provided a presentation to the City Council on February 20, 2024, and March 12, 2024, respectively, on the 6th Cycle Housing Element Update at the Riverbank City Council Chambers to provide a presentation on the Housing Element

Update process, and to solicit input and comment from Workshop Attendees. A Public Notice for the Planning Commission Workshop was published in the Riverbank News and on the City's website. As drafts of the Housing Element were released, staff presented updates to the City Council and the Planning Commission.

A joint City Council-Planning Commission Public Workshop was held on July 31, 2024, at the Riverbank Community Center. A Public Notice for this Workshop was published in the Riverbank News, at City Hall, the Post Office, the Community Center, on social media, and on the City's website.

City Staff conducted one (1) survey over the course of the project. The survey was conducted online and was available from June 21, 2024, to August 13, 2024, through a link from the project website. The survey focused on identifying community priorities and issues for housing, mobility, economic development, and other areas of the Housing Element. Seventy-seven (77) responses were received in English and Spanish.

A stakeholder interview with service providers and housing developers was held on September 11, 2024. Various housing groups and providers that service the needs of Riverbank residents were in attendance, including KB Homes, DR Horton, McRoy Wilbur Communities, Stanislaus County Habitat for Humanity, Stanislaus County Affordable Housing Corp., and the Stanislaus Regional Housing Authority.

The following is a summary of the Draft Housing Element versions:

- **Public Review Draft.** The Draft 6th Cycle Housing Element was made available for a 30-day public review period from October 15, 2024, to November 14, 2024. Staff presented the Draft 6th Cycle Housing Element Update to Planning Commission and City Council on October 15, 2024, and November 12, 2024, respectively.
- **1st HCD Review Draft.** The 6th Cycle Housing Element Update was submitted to HCD on December 2, 2024, for a 90-day review period ending in February 2025 (1st HCD Review Draft). HCD issued a findings letter on February 27, 2025, identifying revisions to the 6th Cycle Housing Element that are necessary for HCD to find the element in substantial compliance with State Housing Element law.
- **2nd HCD Review Draft.** Staff presented a progress report on the Housing Element Update to City Council on May 27, 2025. Staff revised the 6th Cycle Housing Element Update and resubmitted to HCD for a 60-day subsequent review on June 24, 2025 (2nd HCD Review Draft) following a 7-day public review period from June 16, 2025 to June 23, 2025. HCD issued a findings letter on the 2nd HCD Review Draft on August 22, 2025 identifying additional revisions to the 6th Cycle Housing Element that are necessary to find the element in substantial conformance with State Housing Element Law.
- **3rd HCD Review Draft.** Staff revised the 6th Cycle Housing Element Update and resubmitted to HCD for a 60-day subsequent review on November 13, 2025 (3rd HCD Review Draft) following a 7-day public review period from November 4, 2025 to November 12, 2025. Staff then presented a progress report on the Housing Element Update progress to Planning Commission on November 18, 2025. HCD again issued a findings letter on the 3rd HCD Review Draft on January 12, 2026 identifying additional revisions necessary.

- **4th HCD Review Draft (Current Version).** Staff revised the 6th Cycle Housing Element to address HCD’s findings and resubmitted to HCD for a 60-day review on March 4, 2026 (4th HCD Review) following a 7-day public review period from February 24, 2026 to March 3, 2026.

The City received several public comments during the public comment periods. Staff has revised the Housing Element in response to these comments and has provided responses to public comments in Appendix L of the 6th Cycle Housing Element.

City staff revised the 6th Cycle Housing Element to address HCD’s findings of January 12, 2026 and made Technical Edits based on HCD preliminary comments received on March 24, 2026. On March 27, 2026, the City received a letter from HCD stating that the revised Draft Housing Element, including Technical Edits, meets the statutory requirements of State Housing Element Law (Government Code Section 65580 et seq), including findings that were described in HCD’s January 12, 2026 review. The March 27, 2026 HCD Letter is attached to this Staff Report as Attachment 7.

Revisions to the Housing Element are also provided in redline track changes on the City’s website: <https://www.riverbank.org/652/Housing-Element>.

Site-Specific General Plan Amendments, Rezones, and Specific Plan Amendments – Implements Program 1.1a of the 6th Cycle Housing Element

After multiple revisions to the proposed rezone sites to address landowner concerns, the City identified the following eight (8) sites to assist in meeting its RHNA obligations and implementing Housing Element Program 1.1a. A table detailing the land use changes associated with each site is provided in Attachment 8 and a map illustrating the locations of the sites is provided in Attachment 9. Additionally, the proposed amendments to the Crossroads Community Specific Plan are attached to this Staff Report as Attachment 10.

Rezone Sites

1. 0 Talbot Avenue (APN: 132-038-032), located between Roselle Avenue and the B.N.S.F Railroad, is approximately 5.37± acres in size and is currently vacant. The site currently has a General Plan designation of Industrial/Business Park (I/BP) and a Zoning designation of Light Industrial (M-1). The project proposes to amend the General Plan designation to Higher-Density Residential (HDR) and amend the Zoning designation to Multiple Family Residential (R-3).
2. 5443 Roselle Avenue (APN: 075-069-029), located between Westgate Drive and Glow Road, is approximately 1.03± acres in size and is improved with a metal storage building. The site currently has a General Plan designation of Mixed Use (MU) and a Zoning designation of Crossroads Community Specific Plan (SP-1), Neighborhood Commercial (NC). The project proposes to amend the General Plan designation to Higher-Density Residential (HDR) and amend the Specific Plan land use designation to Medium/High Density Residential (MHR).
3. 0 Roselle Avenue (APN 075-075-052), located between Glow Road and M.I.D. Lateral No. 6, is approximately 5.19± acres in size and is currently utilized by M.I.D. for canal overflow and pasture for horses. The site currently has a General Plan designation of Civic (C) and a Zoning designation of Crossroads Community Specific Plan (SP-1), Public/Quasi-Public (P/QP). The project proposes to amend the General Plan designation to Higher-Density Residential (HDR)

and amend the Specific Plan land use designation to Medium/High Density Residential (MHR).

4. 5054 Roselle Avenue (APN 075-025-010), located between M.I.D. Lateral No. 6 and Claribel Road, is approximately 3.3± acres in size and is improved with a single-family dwelling and accessory structures. The site currently has a General Plan designation of Mixed Use (MU) and a Zoning designation of Crossroads Community Specific Plan (SP-1), Highway Commercial (HC). The project proposes to amend the Specific Plan land use designation to Mixed Use (CX-1), which will be added as a land use category in the Crossroads Community Specific Plan.
5. 2819 Claribel Road (APN 075-014-026), located at the northwest corner of the Roselle Avenue and Claribel Road intersection, is approximately 10.26± acres in size and is vacant. The site currently has a General Plan designation of Mixed Use (MU) and a Zoning designation of Crossroads Community Specific Plan (SP-1), Highway Commercial (HC). The project proposes to amend the Specific Plan land use designation to Mixed Use (CX-1), which will be added as a land use category in the Crossroads Community Specific Plan.
6. 0 Claribel Road (APN 075-014-027), located between Squire Wells Way and Roselle Avenue, is approximately 3.21± acres in size and is improved with a small accessory structure, and utility poles that cross a portion of the site. The site currently has a General Plan designation of Mixed Use (MU) and a Zoning designation of Crossroads Community Specific Plan (SP-1), Highway Commercial (HC). The project proposes to amend the Specific Plan land use designation to Mixed Use (CX-1), which will be added as a land use category in the Crossroads Community Specific Plan.
7. 2561 Claribel Road (APN 075-093-025), located between Squire Wells Way and M.I.D. Lateral No. 6, is approximately 2.11± acres in size and is vacant. The site currently has a General Plan designation of Community Commercial (C/C) and a Zoning designation of Crossroads Community Specific Plan (SP-1), Neighborhood Park/Basin (NP/B). The project proposes to amend the General Plan designation to Mixed Use (MU) and the Specific Plan land use designation to Mixed Use (CX-1), which will be added as a land use category in the Crossroads Community Specific Plan.
8. 0 Kentucky Avenue (APN 062-022-027), located between Claus Road and Central Avenue, is approximately 3.1± acres in size and is currently vacant. The site currently has a General Plan designation of Lower Density Residential (LDR) and a Zoning designation of Planned Development (P-D) 71. The project proposes to amend the General Plan designation to Higher-Density Residential (HDR) and amend the Zoning designation to Multiple Family Residential (R-3).

As discussed below in the *Planning Commission* section of this report, the Planning Commission adopted Resolution No. 2026-004, recommending the City Council approve the above site-specific General Plan Amendments, Rezones, and Specific Plan Amendments.

Site Selection Methodology

As noted above, the City's RHNA obligation for the 6th Cycle is to identify land that would be able to accommodate a total of 3,591 units. State law mandates that each jurisdiction identify an adequate number of sites to meet its fair share of the Regional Housing Need at all income levels. The 6th Cycle Housing Element included an exhaustive site selection process, including community input, for vacant

and non-vacant sites within the City Limits that have the potential to develop during the 6th Cycle Planning Period. The criteria in which sites were selected was based on criteria established by State law, including but not limited to ensuring the site is:

- Zoned for residential uses (or planned for rezoning) with realistic capacity calculations;
- Available to be developed within the Planning Cycle;
- Access to amenities, including transit, jobs, and services;
- Analysis of environmental factors including physical constraints, flood risks, geological instability, or high fire danger;
- Meet AFFH requirements related to location;
- Appropriately sized (e.g., not less than 0.5-acres or larger than 10-acres); and
- Likelihood for redevelopment if the site is non-vacant.

Following completion of the Site Inventory, the City identified a shortfall of 599 units to meet the City's RHNA. As noted above, eight (8) sites were identified with a residential capacity of 668 as candidate sites for rezoning based on similar factors above. As part of identifying candidate sites for rezoning, each property owner was mailed a certified letter describing the above action on September 16, 2025, with an exhibit illustrating the Existing and Proposed General Plan and Zoning Designations.

Additional letters were mailed out to property owners on October 1, 2025, and November 3, 2025, to specific property owners due to (1) the original September 16, 2025, letter not being received, and (2) updates to the rezone sites based on property owner feedback. City staff also corresponded with many of the property owners above, including but not limited to phone calls, email communication, and in-person and teleconference meetings. The property owners were given information describing the background and purpose of the letter, the Housing Element Program, and the City's requirement per State law to meet its RHNA. As such, the list of candidate sites for rezoning was modified multiple times through the Housing Element Update process due to site availability and property owner feedback.

General Plan Amendment to the Land Use Element – Implements Program 1.1i of the 6th Cycle Housing Element

The City of Riverbank's 2005 – 2025 General Plan was adopted on April 22, 2009, and includes a number of State-mandated and optional elements, including Air Quality, Land Use, Circulation, Community Character and Design, Conservation and Open Space, Economic Development, Noise, Public Services and Facilities, and Safety. The General Plan Land Use Element includes a list of Land Use Designations and associated descriptions that establish the density and building intensity standards that are further refined in the City's Municipal Code (specifically, Chapter 153: Zoning). Typically, the General Plan Land Use Designations for residential designations (e.g., Low Density Residential, Medium Density Residential, etc.) include a density range (dwelling units per net acre) which defines the anticipated intensity of residential development throughout the City (e.g., Medium-Density Residential density range of 8 – 16 dwelling units per net acre).

During the 6th Cycle Housing Element Update, staff identified that the Higher Density Residential and Mixed Use Land Use Designations do not define the maximum residential density. For example, the Higher Density Residential Land Use Designation allows for all types of attached single-family and Multi-Family housing at a net density of 16 *or more* dwelling units per acre but does not establish a maximum density.

To correct this, staff are proposing a General Plan Amendment to the Land Use Element to modify the General Plan Land Use Designations of the Higher Density Residential and Mixed Use to establish a

maximum residential density of 40 dwelling units per net acre. The Proposed Amendments to the Land Use Element are attached to this Staff Report as Attachment 11.

Zoning Ordinance Amendment – Implements Programs 1.1a, 1.1d and 1.1h of the 6th Cycle Housing Element

The proposed Zoning Ordinance Amendments includes three (3) components:

1. **By-Right Approval Process.** Government Code Section 65583.2(c) requires the City to implement a “by-right” approval program for sites identified in the 6th Cycle Housing Element that were (1) identified as a non-vacant site in the previous Housing Element Cycle (5th Cycle) and (2) identified as a vacant site in the previous two (2) Housing Element Cycles (4th and 5th Cycles).

Specifically, Government Code allows projects to have a “by-right” approval process for housing development projects in which at least 20 percent of the units are affordable to lower-income households. By-right means that the City shall not require the following:

- Conditional Use Permit;
- Planned Community Permit;
- Design Review other than Objective Design Standards; or
- Other discretionary, local government review or approval that would constitute a “project” as defined in Section 2100 of the Public Resources Code (California Environmental Quality Act).

Program 1.1d of the 6th Cycle Housing Element requires implementation of this Program, and the sites subject to the “by-right” approval process required by Government Code Section 65583.2(c) are identified in Table VI-10 of the 6th Cycle Housing Element, Sites Utilized in 5th Cycle to Meet Lower-Income RHNA.

2. **By-Right Approval Process for Religious Institution Sites (Senate Bill 4).** Program 1.1h of the 6th Cycle Housing Element requires the City to develop an overlay zone to allow by-right approval and incentivize development of housing on land owned by religious institutions at default densities in support of the Housing Element Sites Inventory pursuant to Senate Bill 4. The proposed Ordinance includes a new Section (Section 153.168, *Eligibility for Religious Institution Sites*) to clarify the eligibility of religious institution sites and eligibility criteria pursuant to Senate Bill 4. The sites are identified in Table VI-15 of the 6th Cycle Housing Element, Religious Institution Sites.
3. **Amendment to the Mixed Use (CX-1) Zone.** Program 1.1a of the 6th Cycle Housing Element requires the City to amend the Mixed Use (CX-1) Zone of the Riverbank Municipal Code to allow 100 percent residential uses and require that residential uses occupy at least 50 percent of the floor area in a mixed-use project. The proposed Ordinance includes amendments to Section 153.067, *Uses Permitted* and Section 153.071, *Development Standards*.

PLANNING COMMISSION

On March 31, 2026, the Planning Commission held a publicly noticed Special Public Hearing to consider the 6th Cycle Housing Element, site-specific General Plan Amendments, Rezones, and Specific Plan Amendments, General Plan Amendment to the Land Use Element, and Amendments to the Riverbank Municipal Code via two (2) separate Agenda Items (8.1 and 8.2).

Planning Commission Agenda Item 8.1 included the 6th Cycle Housing Element, General Plan Amendment to the Land Use Element, and Zoning Ordinance Amendments related to the Mixed Use (CX-1) Zoning District and RHNA Overlay District. Planning Commission Agenda Item 8.2 included site-specific General Plan Amendments, Rezones, and Specific Plan Amendments to implement Program 1.1a of the 6th Cycle Housing Element. Both Planning Commission Items are summarized below.

Summary of Item 8.1

On March 31, 2026, the Planning Commission held a noticed Special Public Hearing to consider the 6th Cycle Housing Element, the General Plan Amendment to the Land Use Element, and the Zoning Ordinance Amendments. After reviewing and considering all public testimony, the Planning Commission voted 5-0 to adopt the following Resolutions:

- Resolution No. 2026-002, recommending the City Council approval of a General Plan Amendment to replace the adopted Housing Element with the 6th Cycle Housing Element, amend the General Plan Land Use Element, and authorize Staff to submit the 6th Cycle Housing Element to the California Department of Housing and Community Development for Certification; and
- Resolution No. 2026-003, recommending the City Council approval of an Ordinance amending the Riverbank Municipal Code by amending Sections §153.067 and §153.071 and adding Sections §153.166 through §153.169 entitled “Regional Housing Needs Assessment Overlay”.

The Planning Commission Resolutions are attached to this Staff Report as Attachment 14.

Summary of Item 8.2

On March 31, 2026, the Planning Commission held a noticed Special Public Hearing to consider the site-specific General Plan Amendments, Rezones, and Specific Plan Amendments.

At the time of publishing the Planning Commission Agenda Packet for the March 31, 2026, Special Public Hearing, the City received five (5) emails from surrounding landowners/area residents in response to the mailed Public Hearing Notices for the rezone sites, primarily expressing concerns related to the proposed rezoning of 0 Roselle Avenue (APN 075-075-052). An additional four (4) emails were received after the Agenda was published prior to the Hearing, three (3) pertaining to the proposed rezoning of 0 Roselle Avenue (APN 075-075-052) and one (1) pertaining to the rezoning of 0 Talbot Avenue (APN 132-038-032). These emails are attached to this Staff Report as Attachment 13.

Collectively, commenters on 0 Roselle Avenue (APN: 075-075-052) raised concerns regarding the potential for increased traffic, commute times, crime, taxes, and service costs. The commenters also raised concerns about potential impacts to local wildlife and natural habitat, the adequacy of existing infrastructure (including roads, water, sewer, utilities, and school capacity), and the overall suitability of the site for development, including clarification on land ownership and whether MID has formally agreed to sell the property for residential use. Multiple individuals expressed that higher-density development could erode the community’s small-town character, peace, and open space, and mentioned the loss of informal enjoyment associated with the animals on-site. In addition, the City

received correspondence from the San Francisco Public Utilities Commission (SFPUC) and Hetch Hetchy Water and Power related to SFPUC Policies and review authority.

The commenter on 0 Talbot Avenue (APN 132-038-032) summarized the previous meetings with City staff related to the proposed rezoning, the market demand for R-3 or lower density residential uses on the subject property and Silgan Containers lease of 6180 Roselle Avenue.

Comments from the Planning Commission Meeting

During the public hearing, a number of comments and concerns were raised by the public regarding the rezoning of 0 Roselle Avenue (APN 075-075-052). The following is a summary of the comments that were made during the Public Hearing. Staff's response to the concerns raised during the Public Hearing is in *italics*.

1. Concern was raised regarding compliance with State law with respect to how the 0 Roselle Avenue (APN 075-075-052) site was selected, including but not limited to the site meeting availability requirements, net acreage of usable area of the site, the Hetch Hetchy easement restricting available land to develop, and suitability for residential use.

As noted above, the criteria in which sites were selected in the Housing Element, including sites identified to rezone, was based on criteria established by State law, including but not limited to, realistic capacity calculations, availability during the Planning Cycle, access to amenities, analysis of environmental factors, including physical constraints, ability to meet AFFH requirements, appropriately sized (not too small or too large), and the likelihood for redevelopment if the site is non-vacant.

The 0 Roselle Avenue (APN 075-075-052) site was included as a candidate site for rezoning in the Noticed Planning Commission/City Council Workshop held on July 31, 2024, the Public Review Draft 6th Cycle Housing Element published on October 15, 2024, and the subsequent HCD Drafts through 2025 and 2026 (1st, 2nd, 3rd, and 4th HCD Review Drafts). Additionally, City staff mailed a certified letter to the property owner on September 16, 2025, informing them of the City's intent to modify the site's General Plan and Zoning Designation to HDR and MHR, respectively. Modesto Irrigation District (MID) (Property Owner) emailed the City on September 30, 2025, notifying the City that the letter has been received and to confirm that the current use can remain as-is. The City responded on September 30, 2025, confirming that the proposed General Plan Amendment and Rezone would not affect the current use on the property and that the existing agricultural use will remain as a legal non-conforming use.

2. Concern was raised regarding future traffic concerns as a result of new residential development. Additional concern was raised regarding the high-density zoning.

The proposed General Plan Amendment and Rezone of 0 Roselle Avenue (APN 075-075-052) implements the City's 6th Cycle Housing Element and satisfies State Housing Element law and consistency with the City's RHNA. The City is required to identify and maintain adequate sites with appropriate zoning to accommodate its assigned RHNA. Where a shortfall exists, the City must complete the required rezone program in order to maintain compliance with State law and obtain or maintain HCD Certification.

*As with all rezone sites, no development is proposed as part of this request, and the landowner is **not** under any obligation to sell or alter the current use of the property. Rezoning the site does*

not approve development on the property and does not eliminate the need for future project level review, environmental analysis, or coordination with outside agencies (e.g., SFPUC & MID). Approval of the rezone on the site would not, by itself, authorize residential development. Any future development proposal would remain subject to separate applications, public notification, environmental review as applicable, infrastructure analysis, and all standards and requirements in effect at that time. Traffic-related impacts would so be reviewed at which time an application is submitted for development on the site.

3. Concern was raised regarding the Public Hearing Notice for the Planning Commission meeting.

The Planning Commission Public Hearing Notice was mailed to landowners within 300-feet of the rezone sites on March 6, 2026, as shown on the latest equalized assessment roll, in accordance with RMC § 153.215 and California Government Code § 65091. The Public Hearing Notice also included the anticipated City Council date of April 28, 2026. An additional Public Hearing Notice regarding the City Council Public Hearing was mailed to landowners within 300-feet of the rezone sites on April 9, 2026.

After reviewing and considering all public testimony, the Planning Commission voted 5-0 to adopt the following Resolution:

- Resolution No. 2026-004, recommending City Council approval of a General Plan Amendment, Specific Plan Amendment, and Rezone to eight properties located at 0 Talbot Avenue (APN: 132-038-032); 5443 Roselle Avenue (APN: 075-069-029); 0 Roselle Avenue (APN: 075-075-052); 5054 Roselle Avenue (APN: 075-025-010); 2819 Claribel Road (APN: 075-014-026); 0 Claribel Road (APN: 075-014-027); 2561 Claribel Road (APN: 075-093-025); and 0 Kentucky Avenue (APN: 062-022-027), and a Specific Plan Amendment to add the Mixed Use (CX-1) Designation to the Crossroads Community Specific Plan (SP-1)

The Planning Commission Resolution is attached to this Staff Report as Attachment 14.

POST PLANNING COMMISSION CORRESPONDENCE

At the time this report was drafted, one (1) additional email was received from the San Francisco Public Utilities Commission opposing the rezoning of the portions of APNs 075-093-026 and 075-075-052 (0 Roselle Avenue) located adjacent to SFPUC parcels. APN 075-093-026 is not proposed to be rezoned but is directly north of 2561 Claribel Road (APN 075-093-025), which is one of the rezone sites. The correspondence may be found in Attachment 13 of this Staff Report.

GENERAL PLAN CONSISTENCY

As an element of the General Plan, the Housing Element and the rest of the General Plan must be consistent with one another. Adoption of the GPAs would allow for consistency between the 6th Cycle Housing Element and the General Plan. The Housing Element designates housing-related programs, evaluates the performance of programs from the previous cycle, addresses constraints to the development of affordable housing, and programs the City will implement to fulfill the City’s obligation to accommodate housing development in line with its regional share and affordable to the full range of household income groups.

ZONING CONSISTENCY

Six (6) of the sites currently have a zoning of Crossroads Community Specific Plan (SP-1) (Sites #2 through #7 above). In order to rezone these sites, an amendment to SP-1 is required. The sites within SP-1 are being redesignated to either Medium/High Density Residential (MHR) or Mixed Use (CX-1). The Land Use Concept Map for SP-1 is being amended to reflect the new designations for the six (6) sites. Additionally, the CX-1 land use category is not currently a land use category within SP-1.

Accordingly, the text for SP-1 is being updated to include the CX-1 designation, which will be consistent with the Zoning Ordinance and will provide an additional mixed-use category to facilitate Housing Element implementation on identified sites. The proposed amendments to SP-1 are provided as Attachment 10 to this Staff Report. The additional language reflected in bold and underlined and stricken language is reflected in strike through. The two (2) sites not located within SP-1 are both being rezoned to Multiple-Family Residential (R-3), subject to the regulations of the R-3 Zoning District as listed in the Zoning Ordinance (Site #1 and #8 above).

ENVIRONMENTAL DETERMINATION

The Proposed Project is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15061(b)(3), as the activity is covered by the common sense exemption that CEQA applies only to projects, which have the potential for causing a significant effect on the environment and Public Resources Code 21080.085 as the Proposed Project includes site-specific rezones that implement the schedule of actions contained in the 6th Cycle Housing Element.

As evaluated in the CEQA Technical Memorandum, the Proposed Project is exempt from CEQA pursuant to CEQA Guidelines Section 15061(b)(3) because the project is a planning and regulatory document that includes goals, policies, and programs to meet the City's RHNA and affirmatively furthering fair housing goals, but does not involve any physical change with the potential to create adverse effect on the environment. The 6th Cycle Housing Element creates a roadmap on how to achieve the City's RHNA and AFFH goals through identification of suitable sites for development and identification of programs and corresponding actions that could remove constraints to, and promote housing. The 6th Cycle Housing Element does not grant any development entitlements or authorize development beyond what is allowed under the current General Plan and Zoning Code (Chapter 153). All future housing development pursuant to the 6th Cycle Housing Element would be subject to the filing of formal development applications and review by City staff in accordance with CEQA and City plans, ordinances, and standards, which may require supporting technical reports.

No physical improvements are part of the City's adoption of the Housing Element, site-specific General Plan Amendments, Rezones, and Specific Plan Amendments, General Plan Amendment to the Land Use Element and Zoning Ordinance Amendments; therefore, it can be seen with certainty that there is no foreseeable or reasonable possibility that adopting the 6th Cycle Housing Element and Zoning Ordinance Amendment would result in a significant effect on the environment. Thus, the City of Riverbank finds that the Proposed Project is exempt from CEQA under the common sense exemption. The CEQA Technical Memorandum is attached to this Staff Report as Attachment 12.

PUBLIC NOTICE

The City Council Public Hearing Notice was published in the Riverbank News and posted at City Hall on April 1, 2026. Notice of the City Council Public Hearing was mailed to landowners within 300-feet of the site-specific rezone sites on March 6, 2026, as shown on the latest equalized assessment roll, in

accordance with RMC § 153.215 and Cal. Gov't Code § 65091. An additional Notice of the City Council Public Hearing was mailed to landowners within 300-feet of the site-specific rezone sites on April 9, 2026.

FINANCIAL IMPACT

On September 12, 2023, the City Council approved Resolution No. 2023-101 authorizing an agreement with JB Anderson Land Use Planning to prepare the City's 6th Cycle Housing Element Update in the amount of \$156,703. Costs associated with the Housing Element Update are funded through existing project appropriations. Adoption of the proposed actions does not create a direct construction cost or capital improvement obligation. Any future fiscal impacts associated with development of individual sites, infrastructure needs or implementation measures would be evaluated separately through future project review, environmental review and applicable budget or fee actions.

ATTACHMENTS

1. Resolution for Housing Element Adoption
2. Resolution for Site-Specific General Plan Amendments
3. Ordinance for Site-Specific Rezones
4. Resolution for General Plan Amendment to Land Use Element
5. Ordinance for Zoning Code Amendments
6. Housing Element Insert
7. Housing and Community Development Letter
8. Site Table Matrix
9. Rezone Site Map
10. Amendments to Crossroads Community Specific Plan (SP-1)
11. Existing and Proposed Land Use Element
12. CEQA Technical Memorandum
13. Planning Commission Resolutions
14. Correspondence_Redacted

CITY OF RIVERBANK

RESOLUTION 2026-

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVERBANK,
CALIFORNIA APPROVING A GENERAL PLAN AMENDMENT TO ADOPT THE 6TH
CYCLE HOUSING ELEMENT AND TO AUTHORIZE STAFF TO SUBMIT THE 6TH
CYCLE HOUSING ELEMENT TO THE CALIFORNIA DEPARTMENT OF HOUSING
AND COMMUNITY DEVELOPMENT FOR CERTIFICATION**

WHEREAS, Sections 65580 through 65589.8 of the California Government Code require each jurisdiction to regularly update its Housing Element in accordance with deadlines established by the State; and

WHEREAS, the City held Public Workshops on February 20, 2024, March 12, 2024, and July 31, 2024 to introduce the 6th Cycle Housing Element update effort, to provide the community and interested agencies with an opportunity to identify priorities and concerns related to the provision of housing; and

WHEREAS, the City made the Draft 6th Cycle Housing Element available for a 30-day public review from October 15, 2024 through November 14, 2024; and

WHEREAS, the City presented the Draft 6th Cycle Housing Element to Planning Commission and City Council on October 15, 2024 and November 21, 2024, respectively, to provide the community and interested parties with an opportunity to learn about the Draft 6th Cycle Housing Element and comment on the Draft 6th Cycle Housing Element; and

WHEREAS, the Draft 6th Cycle Housing Element was submitted to California Department of Housing and Community Development (HCD) on December 2, 2024 for a 90-day State-mandated review following review and incorporation of public comments pursuant to State law (1st HCD Review Draft); and

WHEREAS, HCD identified revisions to the Draft 6th Cycle Housing Element that it determined were necessary to comply with state law in a written findings letter dated February 27, 2025; and

WHEREAS, staff revised the 6th Cycle Housing Element to address HCD's findings and resubmitted to HCD for a subsequent 60-day review on June 24, 2025 (2nd HCD Review) following a 7-day public review period from June 16, 2025 through June 23, 2025; and

WHEREAS, HCD identified additional revisions to the Draft 6th Cycle Housing Element in a written letter dated August 22, 2025; and

WHEREAS, staff revised the 6th Cycle Housing Element to address HCD's findings and resubmitted to HCD for a 60-day review on November 13, 2025 (3rd HCD Review) following a 7-day public review period from November 4, 2025 through November 12, 2025; and

WHEREAS, HCD identified additional revisions to the Draft 6th Cycle Housing Element in a written letter dated January 12, 2026; and

WHEREAS, staff revised the 6th Cycle Housing Element to address HCD's findings and resubmitted to HCD for a 60-day review on March 3, 2026 (4th HCD Review) following a 7-day public review period from February 23, 2026 through March 2, 2026; and

WHEREAS, staff made Technical Edits based on HCD preliminary comments received on March 24, 2026 and on March 27, 2026, the City received a letter from HCD stating that the revised Draft Housing Element, including Technical Edits, meets the statutory requirements of State Housing Element Law (Government Code Section 65580 et seq), including the findings that were described in HCD's January 12, 2026 review; and

WHEREAS, in accordance with Senate Bill 18, formal consultation requests were distributed to Native American Tribes on January 13, 2026 for a 90-day period ending on April 13, 2026, and the City did not receive any formal requests for consultation; and

WHEREAS, the Proposed Project has been reviewed and analyzed by the City pursuant to the California Environmental Quality Act (CEQA) as analyzed in the CEQA Technical Memorandum incorporated by this reference, which determined that the 6th Cycle Housing Element and amendment to the Land Use Element is exempt from CEQA pursuant to Section 15061(b)(3), as the activity is covered by the common sense exemption that CEQA applies only to projects which have the potential for causing a significant effect on the environment; and

WHEREAS, the Planning Commission held a duly noticed special public hearing on March 31, 2026 regarding the Housing Element Update, including the changes requested by HCD by their January 12, 2026 letter and Technical Edits described in HCD's Preliminary Comments on March 24, 2026, at which time all interested persons were given an opportunity to be heard; and

WHEREAS, after reviewing and considering all information provided and submitted, and after taking and considering all public testimony, the Planning Commission adopted Resolution No. 2026-002, recommending City Council approval of the proposed General Plan Amendment; and

WHEREAS, the City Council has reviewed and considered all evidence submitted in connection with the Housing Element Update, including the staff report, public testimony, and all other documents and evidence that are part of the City administrative record for these actions; and

WHEREAS, the City Council finds that the goals, policies, and programs, and objectives contained in the 6th Cycle Housing Element, considered individually and cumulatively, do not adversely affect the internal consistency of the City of Riverbank General Plan; and

WHEREAS, a Notice of Public Hearing was advertised in the Riverbank News, a newspaper of general circulation on April 8, 2026 and posted at three (3) locations accessible to the public; and

WHEREAS, the City Council has utilized its own independent judgement in considering the information contained in this resolution and attachments, in the staff report and attachments and other exhibits, and in writing and oral testimony during the public hearing; and

WHEREAS, all other legal prerequisites to the adoption of this Resolution have occurred.

NOW THEREFORE, BE IT RESOLVED by the City Council hereby finds the proposed General Plan Amendment exempt from CEQA pursuant to CEQA Guidelines section 15061(b)(3) as analyzed in the CEQA Technical Memorandum, adopt the 6th Cycle Housing Element, and authorize Staff to submit the 6th Cycle Housing Element to the State of California Housing and Community Development Department based on the following findings:

1. General Plan Amendment Findings. That pursuant to California Government Code Section 65358 and the Riverbank General Plan, the City Council finds as follows:
 - a. The proposed General Plan Amendment is in the public interest.
 - b. The proposed General Plan Amendment is consistent and compatible with the goals and the vast majority of policies of the General Plan.
 - c. The potential effects of the proposed General Plan Amendment been evaluated and determined not to be detrimental to the public health, safety, or welfare.
 - d. The proposed General Plan Amendment been processed in accordance with the applicable provisions of the California Government Code and the California Environmental Quality Act.
 - e. The proposed General Plan Amendment has been processed in accordance with the California Government Code and the California Environmental Quality Act (CEQA).

2. The proposed 6th Cycle Housing Element contains a thorough and adequate treatment of housing issues required to be addressed by State law and adequately addressed each of the HCD findings. The amendment to the General Plan will adopt the 6th Cycle Housing Element and will replace the 5th Cycle Housing Element.

3. The proposed 6th Cycle Housing Element is internally consistent with the General Plan and is not detrimental to the public interest, health, safety, and welfare of the City.
4. The proposed 6th Cycle Housing Element has been prepared to substantially comply with State Housing Element Law and has been revised to address the findings identified by HCD in its letter dated January 12, 2026 and Technical Edits described in HCD's Preliminary Comments on March 24, 2026.
5. Based on substantial evidence provided in the Housing Element, the City Council finds that the existing uses on underutilized sites identified to accommodate the City's RHNA do not impede residential development during the period covered by the Housing Element, that the sites that allow non-residential uses are likely to accommodate a portion of the RHNA, and that the sites identified in the 6th Cycle Housing Element are anticipated to be available for development during the Housing Element period.
6. The proposed 6th Cycle Housing Element includes a variety of goals, policies, and implementing programs designed to enhance the public health, safety, and welfare, including the goals, policies, and programs to support safe and decent housing, to maintain, rehabilitate, and preserve housing, to increase housing choice, to encourage the development of a variety of housing types and locations to meet the needs of all income levels and the needs of special needs populations, and to affirmatively further fair housing.
7. The 6th Cycle Housing Element was prepared in accordance with California Government Code and the California Environmental Quality Act.
8. The City Council authorizes Planning Director to be able make minor modifications to the Housing Element to achieve certification and address comments provided by the Department of Housing and Community Development on the Housing Element, if applicable.
9. The City Council finds that the 6th Cycle Housing Element is exempt from CEQA pursuant to CEQA Guidelines section 15061(b)(3), as the activity is covered by the common sense exemption that CEQA applies only to projects which have the potential for causing a significant effect on the environment. The 6th Cycle Housing Element is exempt from CEQA because the project involves goals, policies, and programs to meet the City's RHNA and affirmatively furthering fair housing goals but does not involve any physical change with the potential to create adverse effect on the environment. The 6th Cycle Housing Element creates a roadmap on how to achieve the City's RHNA and AFFH goals through identification of suitable sites for development and identification of programs and corresponding actions that could remove constraints to and promote affordable housing.

The 6th Cycle Housing Element does not grant any development entitlements or authorize development beyond what is allowed under the current General Plan and Zoning Code (Chapter 153). All future housing development pursuant to the 6th Cycle Housing Element would be subject to formal development applications and further evaluation in accordance with CEQA and City plans, ordinances, and standards. No physical improvements are proposed or approved as part of adoption of the Housing Element and the City's new RHNA obligations; therefore, it can be seen with certainty that there is no possibility that adopting the 6th Cycle Housing Element would result in a significant effect on the environment. Thus, the City of Riverbank finds that the Proposed Project is exempt from CEQA under the common sense exemption. Analysis of the CEQA determination is provided in the CEQA Technical Memorandum, as illustrated and incorporated by reference.

PASSED AND ADOPTED by the City Council of the City of Riverbank at a regular meeting held on the April 28, 2026; motioned by Councilmember _____, seconded by Councilmember _____, and upon roll call was carried by the following vote of ___ - ___:

AYES:
NOES:
ABSENT:
ABSTAIN:

Attest:

Approved:

Gabriela Hernandez, CMC
City Clerk

Rachel Hernandez
Mayor

CITY OF RIVERBANK

RESOLUTION 2026-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVERBANK, CALIFORNIA APPROVING GENERAL PLAN AMENDMENTS OF FIVE (5) PROPERTIES LOCATED AT 0 TALBOT AVENUE (APN: 132-038-032); 5443 ROSELLE AVENUE (APN: 075-069-029); 0 ROSELLE AVENUE (APN: 075-075-052); 2561 CLARIBEL ROAD (APN: 075-093-025); AND 0 KENTUCKY AVENUE (APN: 062-022-027) FOR IMPLEMENTATION OF REZONINGS RELATED TO THE CITY'S 6TH CYCLE HOUSING ELEMENT

WHEREAS, State Housing Element Law (Government Code Section 65580 et seq.) requires that the City of Riverbank adopt a Housing Element for the eight-year period 2023-2031 to accommodate the City's regional housing needs allocation (RHNA) of 3,591 units comprised of 970 very low-income units, 672 low-income units, 594 moderate-income units, and 1,355 above moderate-income units; and

WHEREAS, the City of Riverbank 6th Cycle Housing Element includes Section IX, *2023-2031 Housing Element – Housing Goals and Policies*, that identify goals, policies, and programs the City of Riverbank is responsible for enabling the production of housing by reducing regulatory barriers, providing incentives, and supporting programs that create or preserve housing, especially for vulnerable populations; and

WHEREAS, the City of Riverbank has undergone the preparation of the 6th Cycle Housing Element, as required by Government Code Section 65580 et seq. and has developed Program 1.1a, that identifies 8 sites for rezoning to meet the City's RHNA; and

WHEREAS, site specific general plan amendments are necessary to implement the 6th Cycle Housing Element; and

WHEREAS, 0 Talbot Avenue (APN: 132-038-032) has a General Plan Land Use Designation of Industrial/Business Park (I/BP) and a proposed General Plan Land Use Designation of Higher-Density Residential (HDR); and

WHEREAS, 5443 Roselle Avenue (APN: 075-069-029) has a General Plan Land Use Designation of Mixed Use (MU) and a proposed General Plan Land Use Designation of Higher-Density Residential (HDR); and

WHEREAS, 0 Roselle Avenue (APN: 075-075-052) has a General Plan Land Use Designation of Civic (C) and a proposed General Plan Land Use Designation of Higher-Density Residential (HDR); and

WHEREAS, 2561 Claribel Road (APN: 075-093-025) has a General Plan Land Use Designation of Community Commercial (C/C) and a proposed General Plan Land Use Designation of Mixed Use (MU); and

WHEREAS, 0 Kentucky Avenue (APN: 062-022-027) has a General Plan Land Use Designation of Lower Density Residential (LDR) and a proposed General Plan Land Use Designation of Higher Density Residential (HDR); and

WHEREAS, in accordance with Senate Bill 18, formal consultation requests were distributed to Native American Tribes on December 12, 2025 for a 90-day period ending on March 12, 2026, and the City did not receive any formal requests for consultation; and

WHEREAS, the Planning Commission held a duly noticed special public hearing on March 31, 2026 regarding the proposed General Plan Amendments and after reviewing and considering all information provided and submitted, and after taking and considering all public testimony, the Planning Commission adopted Resolution No. 2026-004, recommending City Council approval of the proposed General Plan Amendments; and

WHEREAS, the notice of the public hearing on the General Plan Amendments was published in the Riverbank News, a newspaper of general circulation, on April 8, 2026; and

WHEREAS, the notices of the public hearing on the General Plan Amendment were mailed to all property owners within 300 feet of the properties on April 8, 2026, according to the most recent assessor's roll; and

WHEREAS, the City Council has utilized its own independent judgement in considering the information contained in this resolution and attachments, in the staff report and attachments and other exhibits, and in writing and oral testimony during the public hearing; and

WHEREAS, all other legal prerequisites to the adoption of this Resolution have occurred.

NOW THEREFORE, BE IT RESOLVED that the City Council hereby finds the proposed General Plan Amendments exempt from CEQA pursuant to CEQA Guidelines Section 15061(b)(3) as analyzed in the CEQA Technical Memorandum incorporated by this reference and approves General Plan Amendment No. 01-2025 described herein, as follows and based on the following findings:

1. General Plan Amendment Findings. That pursuant to California Government Code Section 65358 and the Riverbank General Plan, the City Council finds as follows:
 - a. The proposed General Plan Amendment is in the public interest.

- b. The proposed General Plan Amendments are consistent and compatible with the goals and the vast majority of policies of the General Plan.
 - c. The potential effects of the proposed General Plan Amendments have been evaluated and determined not to be detrimental to the public health, safety, or welfare.
 - d. The proposed General Plan Amendments have been processed in accordance with the applicable provisions of the California Government Code and the California Environmental Quality Act.
 - e. The proposed General Plan Amendment has been processed in accordance with the California Government Code and the California Environmental Quality Act (CEQA).
2. Pursuant to the Riverbank General Plan, the City Council finds as follows:
 - a. The proposed amendments help the community achieve the goals outlined in the General Plan; and
 - b. The proposed amendments are consistent with the policies and standards of the General Plan.
3. Based on the findings set forth in this Resolution and the Staff Report, and such other evidence as received at the public hearings on this matter before the City Council, the City Council hereby approves General Plan Amendment No. 01-2025.
4. The proposed General Plan Amendments continue the consistency between the General Plan and Zoning Code, pursuant to Government Code Sections 65855 and 65860.
5. The City Council finds the Project exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15061(b)(3) (Common sense Exemption), and further pursuant to Public Resources Code 21080.085, which exempts related rezoning actions that implement the jurisdiction's Housing Element. The above General Plan designation amendments are done for the purpose of maintaining vertical consistency between the corresponding General Plan designations and the required site-specific rezonings for implementation of the City's 6th Cycle Housing Element. The site-specific General Plan Amendments do not involve any physical changes with the potential to create an adverse effect on the environment. The amendments do not grant any development entitlements and all future housing developments would be subject to further environmental review, which may require supporting technical reports. Analysis of the CEQA determination is provided in the CEQA Technical Memorandum, as illustrated and incorporated by reference.

PASSED AND ADOPTED by the City Council of the City of Riverbank at a regular meeting held on the April 28, 2026; motioned by Councilmember _____, seconded by Councilmember _____, and upon roll call was carried by the following vote of ___-___:

AYES:

NOES:

ABSENT:

ABSTAIN:

Attest:

Approved:

Gabriela Hernandez, CMC
City Clerk

Rachel Hernandez
Mayor

**CITY OF RIVERBANK
ORDINANCE NO. 2026-XXX**

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF RIVERBANK APPROVING REZONE 02-2025 AND SPECIFIC PLAN AMENDMENT 01-2025, REZONING EIGHT PROPERTIES LOCATED AT 0 TALBOT AVENUE (APN: 132-038-032); 5443 ROSELLE AVENUE (APN: 075-069-029); 0 ROSELLE AVENUE (APN: 075-075-052); 5054 ROSELLE AVENUE (APN: 075-025-010); 2819 CLARIBEL ROAD (APN: 075-014-026); 0 CLARIBEL ROAD (APN: 075-014-027); 2561 CLARIBEL ROAD (APN: 075-093-025); AND 0 KENTUCKY AVENUE (APN: 062-022-027), AND A SPECIFIC PLAN AMENDMENT TO ADD THE MIXED USE (CX-1) DESIGNATION TO THE CROSSROADS COMMUNITY SPECIFIC PLAN (SP-1)

WHEREAS, the City of Riverbank is authorized by Title 15 Chapter 153.230, to initiate a rezone whenever public necessity and convenience and the general welfare require such amendment; and

WHEREAS, State Housing Element Law (Government Code Section 65580 et seq.) requires that the City of Riverbank adopt a Housing Element for the eight-year period 2023-2031 to accommodate the City's regional housing needs allocation (RHNA) of 3,591 units comprised of 970 very low-income units, 672 low-income units, 594 moderate-income units, and 1,355 above moderate-income units; and

WHEREAS, the City of Riverbank 6th Cycle Housing Element includes Section IX, *2023-2031 Housing Element – Housing Goals and Policies*, that identify goals, policies, and programs the City of Riverbank is responsible for enabling the production of housing by reducing regulatory barriers, providing incentives, and supporting programs that create or preserve housing, especially for vulnerable populations; and

WHEREAS, the City of Riverbank has undergone the preparation of the 6th Cycle Housing Element, as required by Government Code Section 65580 et seq. and has developed Program 1.1a, that identifies 8 sites for rezoning to meet the City's RHNA; and

WHEREAS, site specific rezones, specific plan amendments, and adding the Mixed Use (CX-1) designation to the Crossroads Community Specific Plan (SP-1) are necessary to implement the 6th Cycle Housing Element; and

WHEREAS, 0 Talbot Avenue (APN: 132-038-032) has a Zoning designation of Light Industrial (M-1), and a proposed zoning designation of Multiple Family Residential (R-3); and

WHEREAS, 5443 Roselle Avenue (APN: 075-069-029) has a Zoning designation of Crossroads Community Specific Plan (SP-1), Neighborhood Commercial (NC), and a proposed SP-1 land use designation of Medium/High Density Residential (MHR); and

WHEREAS, 0 Roselle Avenue (APN 075-075-052) has a Zoning designation of Crossroads Community Specific Plan (SP-1), Public/Quasi-Public (P/QP), and proposed SP-1 land use designation of Medium/High Density Residential (MHR); and

WHEREAS, 5054 Roselle Avenue (APN 075-025-010), 2819 Claribel Road (APN 075-014-026), & 0 Claribel Road (APN 075-014-027) have a Zoning designation of Crossroads Community Specific Plan (SP-1), Highway Commercial (HC), and a proposed SP-1 land use designation of Mixed Use (CX-1); and

WHEREAS, 2561 Claribel Road (APN 075-093-025) has a Zoning designation of Crossroads Community Specific Plan (SP-1), Neighborhood Park/Basin (NP/B), and a proposed SP-1 land use designation of Mixed Use (CX-1); and

WHEREAS, 0 Kentucky Avenue (APN 062-022-027) has a Zoning designation of Planned Development (P-D) 71, and a proposed zoning designation of Multiple Family Residential (R-3); and

WHEREAS, in accordance with Senate Bill 18, formal consultation requests were distributed to Native American Tribes on December 12, 2025 for a 90-day period ending on March 12, 2026, and the City did not receive any formal requests for consultation; and

WHEREAS, the City of Riverbank Planning Commission conducted a Public Hearing on Tuesday, March 31, 2026, to consider this proposed Rezone Ordinance (the “Rezone Ordinance”) and recommended approval with a 5-0 vote; and

WHEREAS, the City Council held a properly noticed public hearing on the proposed Rezone Ordinance, and considered the Planning Commission recommendations, and any public comments and all documents or testimony received; and

WHEREAS, the City Council for the City of Riverbank makes the following findings for adoption:

1. Specific Plan Amendment Findings: That pursuant to the Riverbank General Plan, the City Council finds as follows:
 - a. The proposed amendments help the community achieve the goals outlined in the General Plan; and
 - b. The proposed amendments are consistent with the policies and standards of the General Plan.
2. Based on the findings set forth in this resolution and the City Staff Report, and such other evidence as received at the public hearings on this matter before

the City Council, the City Council hereby approves Rezone 02-2025 and SPA 01-2025.

3. The proposed Rezones and Specific Plan Amendments continue the consistency between the General Plan and Zoning Code, pursuant to Government Code Section 65860.
4. The City Council finds the Project exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15061(b)(3) (Common sense Exemption), and further pursuant to Public Resources Code 21080.085, which exempts rezoning actions that implement the jurisdiction's Housing Element. The site-specific Rezones, Specific Plan Amendments and Specific Plan Amendment to the Crossroads Specific Plan do not involve any physical changes with the potential to create an adverse effect on the environment. The amendments do not grant any development entitlements and all future housing developments would be subject to further environmental review, which may require supporting technical reports. Analysis of the CEQA determination is provided in the CEQA Technical Memorandum, as illustrated and incorporated by reference.

NOW, THEREFORE, THE CITY OF RIVERBANK CITY COUNCIL DOES ORDAIN AS FOLLOWS:

Section 1: The recitals above are found to be true and correct, and are hereby incorporated and made part of this Ordinance.

Section 2: The City Council of the City of Riverbank approves the Rezones and Specific Plan Amendments associated with REZ 02-2025 AND SPA 01-2025.

Section 3: The City Clerk is hereby directed to cause the Official Zoning Map of the City of Riverbank to be revised to reflect the rezoning approved by this ordinance.

Section 4: If any section, subsection, subdivision, paragraph, sentence, clause, phrase or portion of this chapter, or any part thereof is for any reason held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining portion of this chapter or any part thereof. The City Council hereby declares that it would have passed each section, subsection, subdivision, paragraph, sentence, clause or phrase thereof, irrespective of the fact that any one or more section, subsection, subdivision, paragraph, sentence, clause or phrase be declared invalid or unconstitutional.

Section 5: This Ordinance shall become effective thirty (30) days from and after its final passage and adoption, provided it is published in a newspaper of general circulation at least fifteen (15) days prior to its effective date or a summary of the Ordinance is published

in a newspaper of general circulation at least five (5) days prior to adoption and again at least fifteen (15) days prior to its effective date.

The foregoing was introduced at a regular meeting of the City Council of the City of Riverbank held on the 28th day of April 2026; motioned by Councilmember _____, seconded by Councilmember _____, and upon roll call was carried by the following vote _:_

AYES:

NAYS:

ABSENT:

ABSTAIN:

ATTEST:

APPROVED:

Gabriela Hernandez
City Clerk

Rachel Hernandez
Mayor

APPROVED AS TO FORM:

Tom P. Hallinan
City Attorney

CITY OF RIVERBANK

RESOLUTION 2026-

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVERBANK,
CALIFORNIA APPROVING A GENERAL PLAN AMENDMENT TO AMEND THE
GENERAL PLAN LAND USE ELEMENT**

WHEREAS, Sections 65580 through 65589.8 of the California Government Code require each jurisdiction to regularly update its Housing Element in accordance with deadlines established by the State; and

WHEREAS, Program 1.1i, *Maximum Residential Density* of the 6th Cycle Housing Element directs the City amend the Riverbank General Plan Land Use Element to establish a maximum density for the Higher Density Residential and Mixed Use General Plan Land Use Designations; and

WHEREAS, the proposed General Plan Amendment to the Land Use Element establishes a maximum density of forty (40) dwelling units per acre for the Higher Density Residential and Mixed Use General Plan Land Use Designations; and

WHEREAS, in accordance with Senate Bill 18, formal consultation requests were distributed to Native American Tribes on January 13, 2026 for a ninety (90) day period ending on April 13, 2026, and the City did not receive any formal requests for consultation; and

WHEREAS, the Proposed Project has been reviewed and analyzed by the City pursuant to the California Environmental Quality Act (CEQA) as analyzed in the CEQA Technical Memorandum incorporated by this reference, which determined that the 6th Cycle Housing Element and amendment to the Land Use Element is exempt from CEQA pursuant to Section 15061(b)(3), as the activity is covered by the common sense exemption that CEQA applies only to projects which have the potential for causing a significant effect on the environment; and

WHEREAS, the Planning Commission held a duly noticed special public hearing on March 31, 2026 regarding the Housing Element Update, including the proposed General Plan Amendment to the Land Use Element, at which time all interested persons were given an opportunity to be heard; and

WHEREAS, after reviewing and considering all information provided and submitted, and after taking and considering all public testimony, the Planning Commission adopted Resolution No. 2026-002, recommending City Council approval of the proposed General Plan Amendment; and

WHEREAS, the City Council has reviewed and considered all evidence submitted in connection with the proposed General Plan Amendment to the Land Use Element, including the staff report, public testimony, and all other documents and evidence that are part of the City administrative record for these actions; and

WHEREAS, a Notice of Public Hearing was advertised in the Riverbank News, a newspaper of general circulation on April 8, 2026 and posted at three (3) locations accessible to the public; and

WHEREAS, the City Council has utilized its own independent judgement in considering the information contained in this resolution and attachments, in the staff report and attachments and other exhibits, and in writing and oral testimony during the public hearing; and

WHEREAS, all other legal prerequisites to the adoption of this Resolution have occurred.

NOW THEREFORE, BE IT RESOLVED that the City Council hereby finds the proposed General Plan Amendment exempt from CEQA pursuant to CEQA Guidelines section 15061(b)(3) as analyzed in the CEQA Technical Memorandum and adopts the General Plan Amendment to the Land Use Element, as follows and based on the following findings:

1. General Plan Amendment Findings. That pursuant to California Government Code Section 65358 and the Riverbank General Plan, the City Council finds as follows:
 - a. The proposed General Plan Amendment is in the public interest.
 - b. The proposed General Plan Amendment is consistent and compatible with the goals and the vast majority of policies of the General Plan.
 - c. The potential effects of the proposed General Plan Amendment been evaluated and determined not to be detrimental to the public health, safety, or welfare.
 - d. The proposed General Plan Amendment been processed in accordance with the applicable provisions of the California Government Code and the California Environmental Quality Act.
 - e. The proposed General Plan Amendment has been processed in accordance with the California Government Code and the California Environmental Quality Act (CEQA).
2. The proposed 6th Cycle Housing Element includes a variety of goals, policies, and implementing programs designed to enhance the public health, safety, and welfare, including the goals, policies, and programs to support safe and decent housing, to maintain, rehabilitate, and preserve housing, to increase housing choice, to encourage the development of a variety of housing types and locations to meet the needs of all income levels and the needs of special needs populations, and to affirmatively further fair housing.

3. The proposed amendments to the City of Riverbank General Plan Land Use Element will establish a maximum residential density of 40 dwelling units per acre for the Higher Density Residential and Mixed Use General Plan Land Use Designations. These amendments would implement Program 1.1i of the 6th Cycle Housing Element.
4. City staff is hereby authorized to incorporate the above General Plan amendments into the General Plan Land Use Element.
5. The City Council finds the General Plan Amendment to the Land Use Element is exempt from CEQA pursuant to pursuant to Section 15061(b)(3), as the activity is covered by the common sense exemption that CEQA applies only to projects which have the potential for causing a significant effect on the environment. The amendments to the General Plan Land Use Element establish a maximum residential density for the Higher Density Residential and Mixed Use General Plan Land Use Designations. The amendments do not grant any development entitlements or authorize development beyond what is allowed under the current General Plan and Zoning Code (Chapter 153). All future housing development would be subject to formal development applications and environmental review in accordance with CEQA. Analysis of the CEQA determination is provided in the CEQA Technical Memorandum, as illustrated and incorporated by reference.

PASSED AND ADOPTED by the City Council of the City of Riverbank at a regular meeting held on the April 28, 2026; motioned by Councilmember _____, seconded by Councilmember _____, and upon roll call was carried by the following vote of ___-___:

AYES:
NOES:
ABSENT:
ABSTAIN:

Attest:

Approved:

Gabriela Hernandez, CMC
City Clerk

Rachel Hernandez
Mayor

**CITY OF RIVERBANK
ORDINANCE NO. 2026-XXX**

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF RIVERBANK,
CALIFORNIA, AMENDING THE RIVERBANK MUNICIPAL CODE BY AMENDING
SECTIONS §153.067 AND §153.071 AND ADDING SECTIONS §153.166 THROUGH
§153.169 ENTITLED “REGIONAL HOUSING NEEDS ASSESSMENT OVERLAY”
(ZOA 01-2025)**

WHEREAS, Government Code Section 65585 requires that the City Council receive input and a recommendation from the Planning Commission on a Zoning Ordinance Amendment that imposes any regulations listed in Section 65850; and

WHEREAS, State Housing Element Law (Government Code Section 65580 et. seq.) requires that the City of Riverbank City Council adopt a Housing Element for the eight-year period 2023 – 2031 to accommodate the City’s Regional Housing Need Allocation (RHNA) of 3,591 units, comprised of 970 very low-income units, 672 low-income units, 594 moderate-income units, and 1,355 above moderate-income units; and

WHEREAS, the City of Riverbank 6th Cycle Housing Element identifies goals, policies, and programs for enabling the production of housing by reducing regulatory barriers, providing incentives, and supporting programs that create or preserve housing, especially for vulnerable populations; and

WHEREAS, Program 1.1a, *Adequate Sites for RHNA and Rezone Program*, directs the City to allow developments by-right pursuant to Government Code Section 65583.2(h) when 20% or more of the residential units are affordable to low- and very low-income households for sites requiring rezoning; and

WHEREAS, Program 1.1a, *Adequate Sites for RHNA and Rezone Program*, directs the City to amend the Mixed Use CX-1 Zone (Sections 153.066 through 153.072) of the Riverbank Municipal Code to allow 100 percent residential uses and require that residential uses occupy at least 50 percent of the floor area in a mixed-use project; and

WHEREAS, Program 1.1d, *By-Right Approval* directs the City to allow developments by-right pursuant to Government Code Section 65583.2(c) when 20 percent or more of the residential units are affordable to low- and very low-income households for sites identified on previous Housing Element sites inventory; and

WHEREAS, to comply with Government Section 65583.2(c), the City is establishing by Ordinance the Regional Housing Needs Assessment Overlay District covering those sites rezoned and covering those 4th and 5th Cycle reused sites to allow development by-right when 20 percent or more of the residential units are affordable to lower-income households; and

WHEREAS, Program 1.1h, *Religious Institution Sites* directs the City to develop an overlay zone to allow by-right approval and incentivize development of housing on land owned by religious institutions at default densities in support of the Housing Element Sites Inventory pursuant to Senate Bill 4; and

WHEREAS, the Planning Commission held a duly noticed Public Hearing on March 31, 2026 to consider an amendment to the City of Riverbank Municipal Code and with a vote of 5-0, recommended approval of this Ordinance to the City Council; and

WHEREAS, the proposed amendments to the Riverbank Municipal Code would amend a Section of Title XV: Land Usage, Chapter 153: Zoning to clarify that 100 percent residential uses are allowed in the Mixed Use District CX-1 Zone and to require that residential uses occupy at least 50 percent of the floor area in a mixed-use project; and

WHEREAS, the proposed amendments to the Riverbank Municipal Code would amend Sections of Title XV: Land Usage, Chapter 153: Zoning to create the Regional Housing Needs Assessment Overlay District by creating new Sections 153.166 through 153.168 entitled “Regional Housing Needs Assessment Overlay”; and

WHEREAS, the amendment is exempt according to the California Environmental Quality Act (CEQA) Article 5 §15061(b)(3) by the “Common Sense Exemption” that CEQA applies only to projects that have a potential for causing a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment; and

WHEREAS, the City Council for the City of Riverbank made the following Findings:

1. Pursuant to California Government Code Section 65854, the recommendation to City Council shall include the relationship to the applicable general or specific plan.
 - a. The Ordinance is compatible with the General Plan and each of its elements. Specifically, the Ordinance is compatible with the following Goals and Policies of the General Plan:
 - i. Policy LAND 2.4 – The City will encourage re-use of vacant or underutilized land in the Infill Opportunity Area through policies that seek to encourage more intense infill development.

- ii. Policy LAND 3.3 – The City will encourage “compact development,” which places origination and destination points closer together (residences, stores, schools, places of work, etc.), allowing for alternatives to vehicular travel.
 - iii. Program 1.1a – Adequate Sites for RHNA and Rezone Program.
 - iv. Program 1.1d – By-Right Approval.
 - v. Program 1.1h – Religious Institution Sites
2. The Ordinance furthers the public interest, convenience, and general welfare of the City. The amendments would ensure that the City is consistent with State Housing Element Law and the City’s share of the Regional Housing Needs Allocation.
3. The finds and determines with certainty that the amendments described in the Ordinance are exempt from CEQA pursuant to CEQA Guidelines Section 15061(b)(3), which is the “Common Sense Exemption” that CEQA applies only to projects which have the potential for causing a significant effect on the environment. Where it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA. The Draft Ordinance implements the goals and programs of the 6th Cycle Housing Element and does not grant any development entitlements or authorize development beyond what is allowed under the current General Plan and Zoning Code (Chapter 153). All future housing development pursuant to the 6th Cycle Housing Element would be subject to formal development applications and further evaluation under CEQA, which may require supporting technical reports. No physical improvements are proposed or approved as part of this Ordinance which only implement the goals and programs of the Housing Element; therefore, it can be seen with certainty that there is no possibility that approving the proposed Ordinance would result in a significant effect on the environment. Thus, the City of Riverbank finds that the proposed Ordinance is exempt from CEQA under the common sense exemption. Analysis of the CEQA determination is provided in the CEQA Technical Memorandum, as illustrated and incorporated by reference.
4. The Ordinance is compatible with the uses authorized in, and the regulations prescribed for, the land use districts for which it is proposed and with the regulations for each land use district.

WHEREAS, on April 8, 2026, notice of the City Council Public Hearing was published in the Riverbank News in compliance with California Government Code Section 65090, and posted in public places throughout the City and on the City’s website; and

WHEREAS, a Public Hearing was held on April 28, 2026, and all comments were heard and considered by the City Council.

NOW, THEREFORE THE CITY OF RIVERBANK CITY COUNCIL DOES ORDAIN AS FOLLOWS:

SECTION 1: Title XV: Land Usage, Chapter 153: Zoning, Section 153.067: Uses Permitted and Section 153.071: Development Standards shall be amended as follows (removed language is represented in ~~strike through~~ and added language is represented in underline text):

§ 153.067 USES PERMITTED.

(A) All attached single-family and multi-family residential uses, including duplexes, apartments, condominiums, townhouses, and live-work units provided that the living units are located above the ground floor of a commercial uses or adjacent to commercial on the same property.

(B) Detached residential uses with a minimum net density of eight units per acre, including single family homes, caretaker units, and manufactured homes.

(C) Attached Higher Density Residential in a vertical and/or horizontal mixed use setting of 1620 or more dwelling units per net acre. ~~This residential use must be above (on upper stories of buildings) or adjacent to commercial operations on the same property.~~

(D) Office uses including administrative, professional, creative, telecommunications, flex, research, and similar office uses that are primarily worker-occupied.

(E) (1) Retail sales of goods that can generally be carried out by the customer including food and specialty foods, open air markets, small household goods, pharmaceuticals and sundries, apparel, art and supplies, antiques, furniture, appliances, electronics, books, flowers, hardware, toys, bicycles and sporting goods, music, and similar goods.

(2) Sales of alcoholic beverages require a conditional use permit in accordance with § 153.361.

(F) Service uses including personal and business services with walk-in customer service, such as beauty parlors, spas, cleaners, repair services, banks, travel or real estate agents, medical clinics, child or adult care, photocopiers, mailing services, Laundromats, and similar uses. Rental uses of items such as party supplies, wedding apparel or tuxedos are allowed as services uses.

(G) (1) General commercial uses including entertainment uses including bars, full service restaurants, quick service restaurants (not drive through fast food), dance and exercise studios, gyms, sports facilities, game arcades, and similar uses.

(2) Sales of alcoholic beverages require a conditional use permit in accordance with § [153.361](#).

(H) (1) Civic uses including government offices and services, libraries, community centers, conference facilities, and similar uses.

(2) Public infrastructure including support uses include water, storm water, sewer, and utility infrastructure, streets, sidewalks, bicycle paths, parking garages, transit stops, parks, plazas, streetscape improvements, and other public facilities.

(I) Institutional uses including colleges, trade schools, places of worship, museums, and similar uses.

(J) Tiny house villages, as defined in § [153.003](#) and as allowed in § [153.170](#) through [153.177](#).

(Ord. 2014-006, passed 7-8-14; Am. Ord. 2023-003, passed 1-24-23)

§ 153.071 DEVELOPMENT STANDARDS.

Applicability. District development standards in this section apply, unless altered or superseded through the use of a Planned Development Zoning District (§§ [153.160](#) through [153.164](#)) or adoption by the city of a Specific Plan or similar plan. Other City Code development standards apply if not addressed in this section.

(A) *Nuisances.* No operation shall be conducted on any premises in such a manner as to cause an unreasonable amount of noise, odor, dust, smoke, vibration or electrical interference detectable off the site.

(B) *Landscaping.* A landscaping plan for all uses (except single-family dwellings, duplexes and triplexes) including plant species, initial size, location, growth characteristics and method of irrigation shall be approved by the Community Development Director prior to issuance of any permit. Such required landscaping shall be installed prior to final inspection and shall be maintained by the property owner. Approval shall be based on the degree of compliance with landscaping standards as adopted from time to time by the City Council.

(C) *Trash storage area.* Trash bins (except single-family dwellings, duplexes, or dwelling groups) shall be provided in a fully enclosed trash storage area. This area or areas shall be provided at locations that are readily accessible to residents and sanitation collectors.

(D) *Off-Street parking.*

(1) *Non-residential uses.* Not less than 2¼ spaces per 1,000 square feet of building area.

(2) Shared parking between uses with different peak demand days or times is encouraged to reduce total area used for parking. When the viability of shared parking is demonstrated by the applicant, the minimum parking ratio may be reduced by one space per 1,000 square feet of building area. Commercial parking spaces shall be provided within 600 feet of the site.

(3) *Residential uses.* Not less than one space per unit.

(4) *Assisted living facilities.* Not less than ¼ space per unit.

(5) *Transient occupancy uses.* Not less than ½ space per room.

(6) Parking lots shall be located to sides and rears of buildings. No more than 50% of a site's street frontage may consist of parking lot or driveway.

(7) Uses not listed shall provide parking as required in § [153.184](#).

(E) *Open space requirements.* All multiple residential uses of two or more dwelling units on one lot shall provide open space of at least 50 square feet per unit with a minimum area of 300 square feet provided regardless of the number of units. This area shall not be a lineal open space, but should have a width and depth ratio not exceeding one to two (1:2). In very large complexes (more than 50 units) this required open space can be in multiple locations and all amenities approved by the Community Development Director.

(F) Pursuant to Government Code Section 65582.2, Higher Density Residential uses are permitted to have 100 percent residential uses in the Mixed Use District CX-1 Zone. A minimum of 50 percent of the total floor area shall consist of residential uses in a mixed-use project in the Mixed Use District CX-1 Zone. Floor area is defined in Section 153.003 of this Chapter.

(Ord. 2014-006, passed 7-8-14)

SECTION 2: Title XV: Land Usage, Chapter 153: Zoning is amended to add new Sections: 153.166 through 153.168, which shall read as follows (added language is represented in underline text):

Regional Housing Needs Assessment Overlay

Section

153.166 Purpose

153.167 Eligibility for By-Right Approval

153.168 Eligibility for Religious Institution Sites

153.168 Permit Requirements

§ 153.166 PURPOSE

This Section specifies the process for reviewing uses entitled to review as a “use by right” as defined in Government Code Section 65583.2. In enacting this Section, it is the intent of the City of Riverbank to implement State law as well as the goals, objectives, and policies of the General Plan.

This Section also creates opportunities for future affordable housing development on existing religious institutional land within the City of Riverbank and seeks to utilize State of California Senate Bill 4, signed into law on October 11, 2023, which permits housing as a use by right on lands owned by an independent institution of higher education or religious institution.

For the purposes of this Section, the following definition shall apply:

“By-right” shall mean that the review of the project may not require a conditional use permit, planned unit development permit, or other discretionary local government review or approval that would constitute a “project” under the California Environmental Quality Act as defined in Government Code Section 65583.2.

§ 153.167 ELIGIBILITY FOR BY-RIGHT APPROVAL

The following residential uses are eligible for by-right approval provided site qualifies based on the following criteria:

(A) Are located on sites listed as lower-income sites in the adopted housing element site inventory pursuant to Government Code Section 65583.2(c) that are shown to have been either:

(1) Vacant and listed in two prior housing element site inventories; or

(2) Non-vacant and listed in a previous housing element site inventory.

The sites listed as lower-income sites in the adopted housing element pursuant to Government Code Section 65583.2(c) are shown in Table VI-10 of the 6th Cycle Housing Element.

(B) Are located on sites subject to rezoning in the adopted housing element site inventory pursuant to Government Code Section 65583.2(c).

(C) At least twenty (20) percent of the total number of housing units in the project are proposed affordable to lower-income households at affordable rent or affordable housing cost, as applicable.

§ 153.168 ELIGIBILITY FOR RELIGIOUS INSTITUTION SITES

The following residential uses are eligible for by-right approval provided site qualifies based on the following criteria:

(A) Are located on sites listed as religious institution sites in the adopted housing element site inventory pursuant to Government Code Section 65913.16.

(B) Are located on sites that meet the eligibility criteria pursuant to Government Code Section 65913.16.

The religious institution sites in the adopted housing element are shown in Table VI-15 of the 6th Cycle Housing Element.

§ 153.169 PERMIT REQUIREMENTS

(A) Permit requirements. An applicant for a project eligible for by-right approval shall submit a ministerial plan permit for approval of the design. No discretionary permit or approval is required.

(B) Review of application.

(1) For ministerial plan permit applications listed in this Section, the Community Development Director, or designee, without notice or hearing, shall consider the application ministerially without discretionary review. When the application is in compliance with the relevant standards, the permit shall be issued. The decision may be appealed to the Planning Commission pursuant Section 153.219.

(2) The application for the ministerial plan permit shall be reviewed for conformance with objective standards established by the General Plan, applicable Specific Plans, Zoning Code, design standards, and other adopted standards.

(3) As provided by Government Code Section 65583.2(i), an eligible project is exempt from the California Environmental Quality Act.

SECTION 3. If any section, subsection, subdivision, paragraph, sentence, clause, phrase or portion of this Ordinance is, for any reason, held invalid or unconstitutional by

any court of competent jurisdiction, such portion shall be deemed a separate, distinct and independent provision, and such holding shall not affect the validity of the remaining portions thereof.

SECTION 4. This Ordinance shall become effective thirty (30) days from and after its final passage, provided it is published pursuant to Government Code section 36933 in a newspaper of general circulation within fifteen (15) days after its adoption.

The foregoing ordinance was given its first reading and introduced by title only at a regular meeting of the City Council of the City of Riverbank on April 28, 2026. Said ordinance was given a second reading by title only and adopted.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Riverbank at a regular meeting on the 28th day of April 2026; motioned by Councilmember _____, seconded by Councilmember _____; moved said ordinance by a City Council _____ vote of _____:

AYES:
NAYS:
ABSENT:
ABSTAINED:

ATTEST:

Gabriela Hernandez
City Clerk

APPROVED:

Rachel Hernandez
Mayor

APPROVED AS TO FORM:

Tom P. Hallinan
City Attorney

Riverbank 6th Cycle Housing Element

GPA 01-2025

6th Cycle Housing Element, dated February 2026

Due to the size of this document, it has not been reproduced in the staff report. A copy of the 6th Cycle Housing Element is available for viewing and download on the City's website at:

<https://www.riverbank.org/652/Housing-Element>

Individuals that are unable to access the document at the website listed above or would require a computer disk or thumb drive containing a copy of the document should contact Planning Staff at riverbankhousing@riverbank.org or (209) 869-7101 to obtain a copy.

**DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT
DIVISION OF HOUSING POLICY DEVELOPMENT**

651 Bannon Street, Suite 400
Sacramento, CA 95811
(916) 263-2911 / FAX (916) 263-7453
www.hcd.ca.gov



March 27, 2026

Joshua E. Mann, Director
Community Development Department
City of Riverbank
6707 3rd Street
Riverbank, CA 95367

Dear Joshua E. Mann:

RE: City of Riverbank's 6th Cycle (2023-2031) Revised Draft Housing Element

Thank you for submitting the City of Riverbank's (City) revised draft housing element update that was received for review on March 4, 2026, along with technical edits on March 24, 2026. Pursuant to Government Code section 65585, the California Department of Housing and Community Development (HCD) is reporting the results of its review. In addition, HCD considered comments from Evelyn Halbert pursuant to Government Code section 65585, subdivision (c).

The revised draft element, including technical edits, meets the statutory requirements of State Housing Element Law (Gov. Code, § 65580 et seq), including findings that were described in HCD's January 12, 2026 review. However, the housing element cannot be found in substantial compliance until the City has completed the necessary rezones (see below) to accommodate the Regional Housing Needs Allocation (RHNA). The housing element will substantially comply with State Housing Element Law when all necessary rezoning and the element are adopted, submitted to, and approved by HCD, in accordance with Government Code section 65585.

A jurisdiction that did not adopt a compliant housing element within 120 days from the statutory deadline (December 31, 2023) must rezone sites within one year of the statutory deadline and meet requirements pursuant to Government Code sections 65583, subdivision (c)(1)(A) and 65583.2, subdivisions (c), (h) and (i), as applicable. As this year has passed and Programs 1.1a (Adequate Sites for RHNA and Rezone) and 1.1d (By Right Approval) have not been completed, the housing element cannot be found in substantial compliance until rezoning has been completed to meet all statutory requirements. HCD has received draft documents related to rezoning to accommodate the RHNA and will provide a preliminary review under separate cover to assist in completion of Programs 1.1a and 1.1d.

As a reminder, the City's 6th cycle housing element was due December 31, 2023. As of today, the City has not completed the housing element process for the 6th cycle. The City's 5th cycle housing element no longer satisfies statutory requirements. HCD

encourages the City to expeditiously complete the rezone, adopt the housing element, and submit to HCD to regain housing element compliance.

Public participation in the development, adoption and implementation of the housing element is essential to effective housing planning. Throughout the housing element process, the City should continue to engage the community, including organizations that represent lower-income and special needs households, by making information regularly available and considering and incorporating comments where appropriate. Please be aware, any revisions to the element must be posted on the local government's website and to email a link to all individuals and organizations that have previously requested notices relating to the local government's housing element at least seven days before submitting to HCD.

For your information, pursuant to Government Code section 65583.3, the City must submit an electronic sites inventory with its adopted housing element. The City must utilize standards, forms, and definitions adopted by HCD. Please see HCD's housing element webpage at <https://www.hcd.ca.gov/planning-and-community-development/housing-elements> for a copy of the form and instructions. The City can reach out to HCD at sitesinventory@hcd.ca.gov for technical assistance.

Several federal, state, and regional funding programs consider housing element compliance as an eligibility or ranking criteria. For example, the CalTrans Senate Bill (SB) 1 Sustainable Communities grant, the Affordable Housing and Sustainable Communities programs, and HCD's Permanent Local Housing Allocation consider housing element compliance and/or annual reporting requirements pursuant to Government Code section 65400. With a compliant housing element, the City will meet housing element requirements for these and other funding sources.

For your information, some general plan element updates are triggered by housing element adoption. HCD reminds the City to consider timing provisions and welcomes the opportunity to provide assistance. For information, please see the Technical Advisories issued by the Governor's Office of Land Use and Climate Innovation at: <https://www.lci.ca.gov/planning/general-plan/guidelines.html>.

HCD appreciates the hard work and dedication of the housing element update team throughout the housing element update and review. We are committed to assisting the City in addressing all statutory requirements of State Housing Element Law and welcome the opportunity to provide technical assistance during the adoption and rezone process. If you have any questions or need additional technical assistance, please contact Emily Hovda, of our staff, at Emily.Hovda@hcd.ca.gov.

Sincerely,



Paul McDougall
Senior Program Manager



Rezone Site Matrix

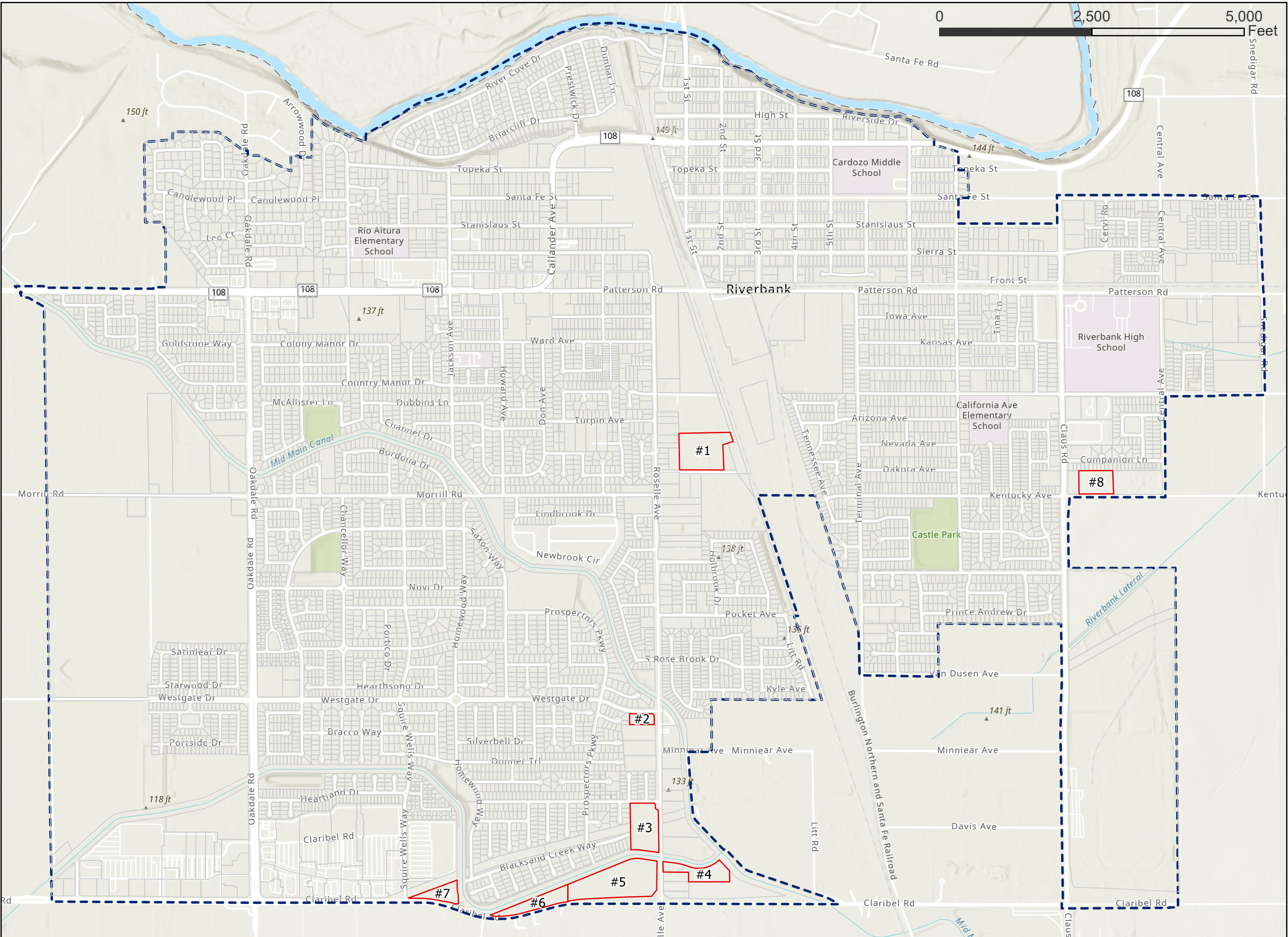
Site No.	Address	Assessor Parcel No.	Existing General Plan	Proposed General Plan	Existing Zoning	Proposed Zoning
1	0 Talbot Avenue	132-038-032	Industrial/Business Park (I/BP)	Higher-Density Residential (HDR)	Light Industrial (M-1)	Multiple Family Residential (R-3)
2	5443 Roselle Avenue	075-069-029	Mixed Use (MU)	Higher-Density Residential (HDR)	(SP-1), Neighborhood Commercial (NC)	Medium/High Density Residential (MHR)
3	0 Roselle Avenue	075-075-052	Civic (C)	Higher-Density Residential (HDR)	(SP-1), Public/Quasi-Public (P/QP)	Medium/High Density Residential (MHR)
4	5054 Roselle Avenue	075-025-010	Mixed Use (MU)	Mixed Use (MU)	(SP-1), Highway Commercial (HC)	Mixed Use (CX-1)
5	2819 Claribel Road	075-014-026	Mixed Use (MU)	Mixed Use (MU)	(SP-1), Highway Commercial (HC)	Mixed Use (CX-1)
6	0 Claribel Road	075-014-027	Mixed Use (MU)	Mixed Use (MU)	(SP-1), Highway Commercial (HC)	Mixed Use (CX-1)
7	2561 Claribel Road	075-093-025	Community Commercial (C/C)	Mixed Use (MU)	(SP-1), Neighborhood Park/Basin (NP/B)	Mixed Use (CX-1)
8	0 Kentucky Avenue	062-022-027	Lower Density Residential (LDR)	Higher-Density Residential (HDR)	Planned Development (P-D) 71	Multiple Family Residential (R-3)

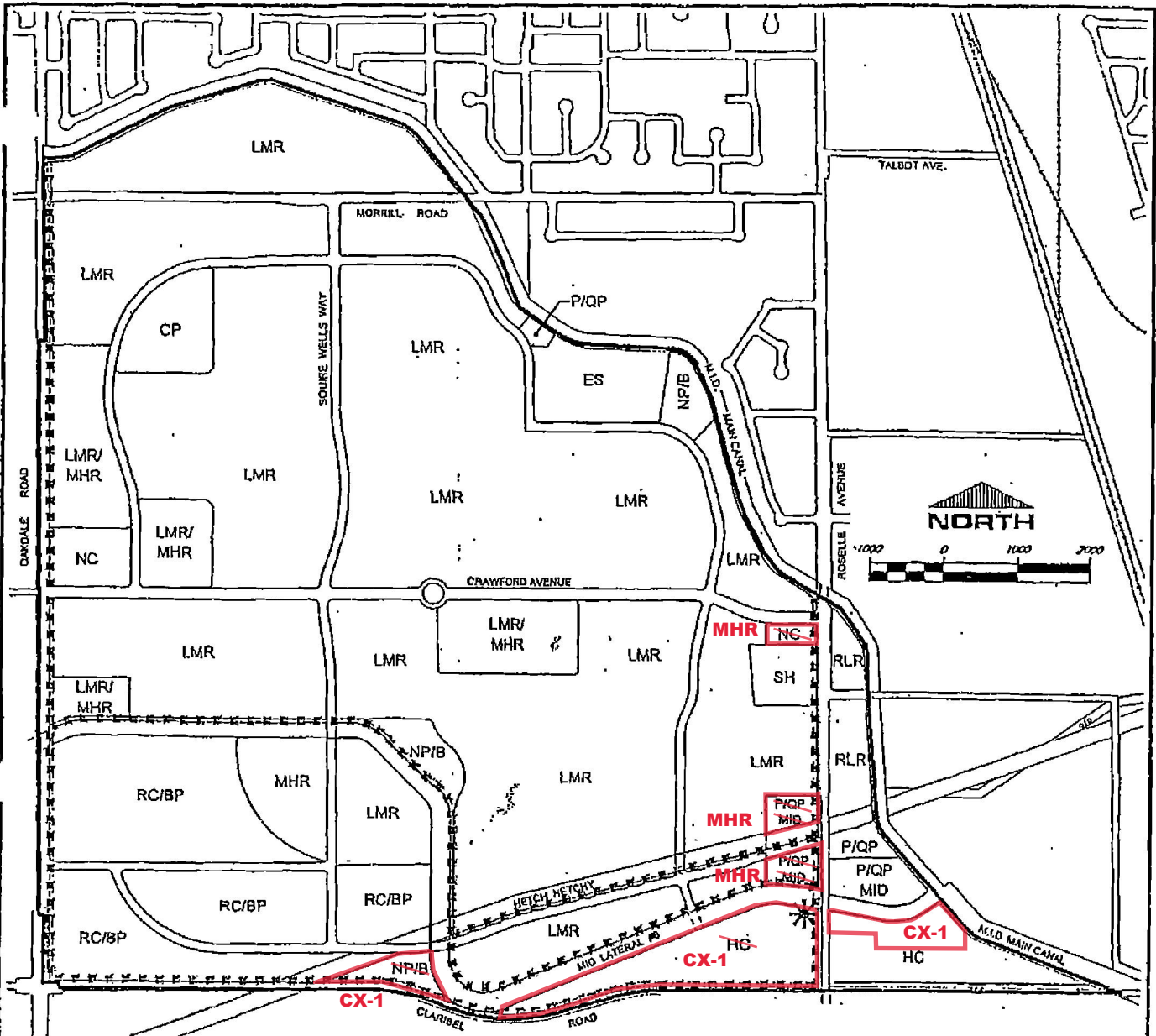


City of Riverbank

Housing Element Implementation Rezone Sites

-  City Limits
-  Rezone Site





LEGEND

RLR	RURAL TO LOW DENSITY RESIDENTIAL	RCBP	REGIONAL COMMERCIAL/BUSINESS PARK
LMR	LOW TO MEDIUM DENSITY RESIDENTIAL	CP	COMMUNITY SERVING PARK / BASIN
LMR/MHR	LOW/MEDIUM/HIGH DENSITY RESIDENTIAL	NP/B	NEIGHBORHOOD PARK / BASIN
MHR	MEDIUM TO HIGH DENSITY RESIDENTIAL		LINEAR PARKWAY / BIKE TRAIL
SH	SENIOR HOUSING	ES	ELEMENTARY SCHOOL
NC	NEIGHBORHOOD COMMERCIAL	P/QP	PUBLIC/QUASI-PUBLIC
*	POLICE/FIRE SUBSTATION	P/QP MID	MODESTO IRRIGATION DISTRICT
HC	HIGHWAY COMMERCIAL	CX-1	MIXED USE

1117 L STREET, MODESTO, CALIFORNIA, 95354
(209) 526-4214

CITY OF RIVERBANK
CROSSROADS COMMUNITY SPECIFIC PLAN
LAND USE CONCEPT

Page 21
FIGURE 5

Public/Quasi-Public (PQP) Located in various locations throughout the plan, such uses could include City administrative offices, a community center with a small amphitheater, a library, water storage tank, or other civic uses. This designation has a maximum FAR of 0.75.

Highway Commercial (HC). This designation will allow for commercial uses, as well as an area to accommodate the potential for a future police/fire substation along Roselle Avenue. Approximately ~~20~~ **7.45** acres are designated highway commercial, which is considered to be consistent with the "commercial" designation in the General Plan. The maximum allowable FAR for this area is 0.50, which would provide approximately 435,600 square feet of highway commercial space.

Mixed Use (CX-1). This designation will allow for residential and commercial uses consistent with the Mixed Use (CX-1) district of the Riverbank Zoning Ordinance. Approximately 19 acres is designated as Mixed Use, which is consistent with the "Mixed Use" designation in the General Plan. There is no maximum FAR for this area.

Regional Commercial / Industrial / Business Park (RC/IBP). Approximately 67 acres are dual designated as a regional commercial center and/or industrial business park, with build-out dependent upon the future market. This designation is considered to be consistent with the "Planned Development Commercial" designation in the General Plan. The maximum allowable FAR for this area is 0.4, which would allow up to approximately 1,167,408 square feet of retail/office space. This area is envisioned to be low-story office park or retail, highly landscaped with well-defined pedestrian linkages to the community.

Parks and Open Space

Based on General Plan guidelines and existing and future park needs, approximately 33 acres of park space are required. This park space has been allocated as follows:

Community Serving Park. This nine-acre park is located near the corner of Oakdale and Morrill Roads to be close to the existing portion of the City. It is anticipated that this park will support active and passive recreational uses including ball-fields, areas for court sports, such as tennis and basketball, and children's play equipment.

Neighborhood Parks/Storm Drain Basins. These parks will contain active and passive recreations uses, as listed in Section 5.0 Community Facilities. Three neighborhood parks totaling 9.2 acres are identified in the plan area. One neighborhood park (approximately 4.0 ac) is located adjacent to the M.I.D. Lateral No. 6. Another neighborhood park (approximately 3.1 ac) is located east of the designated elementary school site. A third park site (approximately 2.1 ac) is located adjacent to the regional commercial business park area.

Other Park Facilities. To meet City standards for parks, an additional 15 acres of parkland, in addition to the four parks described above, are required. This

requirement could be met through options including adding acreage to the community serving and/or neighborhood parks described above, an additional neighborhood park, linear parks, portions of recreational paths/bike trails or through payment of in-lieu fees. To meet City park requirements, linear parks would need to be at least 25 feet in width and be sited in a manner which provides for connection between major land uses within the Crossroads Community. Provision of additional park acreage to meet City requirements will be subject to the review and approval of the Planning Department.

External Roadway Buffers / Recreational Paths. A 22-foot landscaped setback will be required along the external roadways of Oakdale Road and Roselle Avenue and a 27-foot setback will be required along the major expressway of Claribel Road all totaling approximately 7.1 acres. These buffers will provide landscaping, berming, and a pedestrian/recreation trail. These areas shall be maintained through landscape districts. The bike trail along the MID canal from Roselle Ave to Oakdale Road shall be 16'-0". A 50% credit from the Quimby Fees for the bike trail shall be permitted.

Mini-parks. Ranging from up to 1-acre may be permitted within various neighborhoods. Design shall be subject to City approval. Mini-park design requires attention to the containment of children and play activities within the park and the prevention of vehicular encroachment. A buffer zone of plantings and land form is to be provided along the street frontages. This buffer zone should be designed to admit full visual surveillance from the street.

The following are the Districts that implement the Crossroads Community Specific Plan land use categories:

RURAL/LOW DENSITY RESIDENTIAL DISTRICT (“RLR” ZONE)

Regulations: The following regulations shall apply in all "RLR" Districts and shall be subject to Chapter 153.180, General Provisions of the Zoning Ordinance. All provisions of the "RLR" Zone described in the Specific Plan shall be subject to Section 153.030 through 153.045 with the following exceptions:

Building Requirements

Shall be subject to the Zoning Ordinance

(A) Building Site Area Required:

1. Minimum area - 21,000 square feet.
2. Minimum width, interior lot - 100 feet.
3. Minimum width, corner lot - 110 feet.
4. Minimum depth - 100 feet unless otherwise approved by the Planning Commission or City Council, whichever is the final decision-making body. Plot plans of lots for which less than the minimum depth is requested may be required to ensure that the lot is usable for residential purposes.

(B) Yards and Open Spaces Required:

1. Front yard and side yard of a corner lot - Not less than 20 feet from the planned right-of-way line provided that no vehicle opening of any building be closer than 25 feet to the property line or planned right-of-way line toward which the opening faces.
2. Side or rear yard when lot abuts an arterial - 20 feet.
3. Side or rear yard, interior lot, all other cases - 10 feet.
4. Detached accessory buildings - 10 feet from any other buildings.

(C) Lot Coverage: No more than 40 percent of the lot may be covered by buildings.

(D) Minimum Building Size:

1. Primary single-family dwellings and mobile homes - 1,000 square feet.
2. All other uses - no minimum size.

(E) Density: Maximum permissible density is two (2) dwelling units per gross acre.

LOW/MEDIUM DENSITY RESIDENTIAL DISTRICT (“LMR”) ZONE

The "LMR" Zone District shall be subject to Chapter 153.180, General Provisions and Single Family Residential District ("R-1" Zone) Sections 153.030 through 153.045 of the

City Zoning Ordinance shall apply, with the following exceptions and unless otherwise amended by the Specific Plan:

Building Requirements

(B) Building Site Area Required:

1. Minimum area - 3,500 square feet. All single family detached lots of less than 5,000 square feet require review and approval of a Planned Development Permit by the City Planning Commission. Site plan review for lots greater than 5,000 square feet, shall be required for typical plot and elevation at the subdivision review stage and approved by the Community Development Director for all proposed subdivisions not requiring a Planned Development Permit to ensure consistency with the Specific Plan and particularly the Specific Plan Design Guidelines.
2. Minimum width, interior lot - 40 feet.
3. Minimum width, corner lot - 55 feet.
4. Minimum depth - 70 feet unless otherwise approved by the Planning Commission or City Council, whichever is the final decision making body. Plot plans of lots for which less than the minimum depth is requested may be required to ensure that the lot is usable for residential purposes.

(C) Density: Maximum permissible density is twelve (12) dwelling units per gross acre.

DUAL DESIGNATION: LOW/MEDIUM AND MEDIUM/HIGH DENSITY RESIDENTIAL DISTRICT ("LMR/MHR" ZONE)

The "LMR/MHR" Zone District shall be subject to Chapter 153.180, General Provisions and Single Family Residential District ("R-1" Zone) Sections 153.030 through 153.045 of the City Zoning Ordinance shall apply, with the following exceptions and unless otherwise amended by the Specific Plan:

Building Requirements

(B) Building Site Area Required:

1. Minimum area - 3,500 square feet. All single family detached lots of less than 5,000 square feet require review and approval of a Planned Development Permit by the City Planning Commission. Site plan review for lots greater than 5,000 square feet, shall be required for typical plot and elevation at the subdivision review stage and approved by the Community Development Director for all proposed subdivisions not requiring a Planned Development Permit to ensure consistency with the Specific Plan and particularly the Specific Plan Design Guidelines.
2. Minimum width, interior lot - 40 feet.

3. Minimum width, corner lot - 55 feet.
5. Minimum depth - 70 feet unless otherwise approved by the Planning Commission or City Council, whichever is the final decision making body. Plot plans of lots for Which less than the minimum depth is requested may be required to ensure that the lot is usable for residential purposes.

(D) Density: Maximum permissible density is thirty (30) dwelling units per gross acre.

MEDIUM/HIGH DENSITY RESIDENTIAL DISTRICT ("MHR" ZONE)

The "MHR" Zone District shall be subject to all provision of Chapter 153.180 General Provisions and of the Multiple Family Residential District ("R-3" zone) of Section 153.060 through 153.064 of the City Zoning Ordinance shall apply, with the exceptions made by the "LMR" Zone and the "LMR/MHR" Zone described above. The maximum permissible density is thirty (30) dwelling units per gross acre.

SENIOR HOUSING ("SR" ZONE)

The "SR" Zone district shall be subject to all provisions of the Multiple Family Residential District ("R-3" zone) of Section 153.060 through 153.064 of the City Zoning Ordinance, subject to a Planned Development Permit, shall apply with the following exceptions:

Building Requirements

(A) Building Site Area Required:

1. Minimum Area - three (3) acres.

Development Standards

(A) Density - Minimum permissible density is thirty (30) dwelling units per acre.

HIGHWAY COMMERCIAL ("HC" ZONE)

The "HC" Zone District shall be subject to all provisions Section 153.180 General Provisions and of the Neighborhood Commercial District ("C-1" zone), Section 153.075 through 153.079 of the City Zoning Ordinance, subject to a Planned Development Permit, shall apply with the following exceptions:

Building Requirements

(A) Building Site Area Required:

1. When residential is mixed with commercial, the height limit in (A) above is waived and subject to the "PD" permit.

(B) Yards and Open Spaces Required - Uses other than single family dwellings, duplexes, and triplexes.

1. Front, side, rear yard - no minimum setbacks shall be required.
- (C) Floor Area Ratio requirements - Commercial Uses:
1. All buildings - 0.5:1.0.
 2. Parking may be reduced and building landscaping increased, as appropriate for the use, subject to site plan review by the City Planning Commission.

Development Standards

- (A) This standard is waivable by the Planning Commission during site plan review or on a PD permit.
- (B) For commercial development, a minimum of ten (10) percent open space/landscaping shall be provided. The use of large gallon or mature trees in the landscape program is encouraged.

REGIONAL COMMERCIAL/INDUSTRIAL/BUSINESS PARK ("RC//BP" ZONE)

The "RC//BP" Zone District shall be subject to Section 153.180 General Provisions and of the Planned Development ("PD" Zone) of the City Zoning Ordinance shall apply, with the designated Floor Area Ratio of 0.4:1.0.

MIXED USE ("CX-1" ZONE)

The "CX-1" Zone District shall be subject to all provisions of the Mixed Use District ("CX-1" zone) of Section 153.066 through 153.072 of the City Zoning Ordinance, subject to a Planned Development Permit.

The regulations provided herein for the zoning districts described may be modified by the City to implement this Plan.



areas. Rather, the design of such areas shall conform to policies included throughout the General Plan, which serve as performance standards.

Areas with the Mixed Use designation in the existing developed City would accommodate a similar mix of land uses as described above. However, this General Plan does not envision that existing neighborhoods would be removed to accommodate new development. Land use change would primarily occur incrementally, and primarily

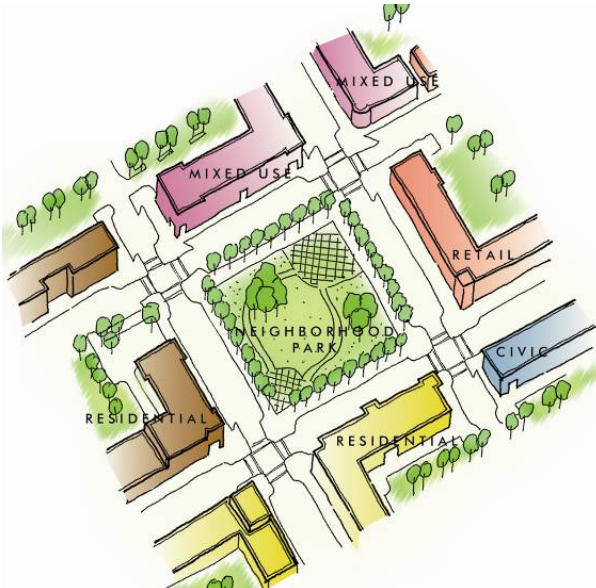


Figure LAND-1. Neighborhood Centers. Smaller-scale commercial uses are encouraged in “neighborhood centers.” The neighborhood center concept is described throughout this General Plan. Above is a conceptual illustration of a neighborhood center with a small park surrounded by retail, mixed-use, civic, and residential development.



Figure LAND-2. Mixed Use Development. Housing above commercial, or “vertical mixed-use,” is encouraged within the Mixed Use (MU) Land Use Designation.

on vacant and underutilized properties. In order to be consistent with the balance of General Plan policy, certain residential neighborhoods with the Mixed Use designation in the existing developed City would not experience land use change during this General Plan update. As described in policies throughout the General Plan, the City is committed to preserving the quality of life in existing developed parts of the City, while also striving to add vibrancy to areas with concentrations of underutilized property.

Community Commercial

Areas with this designation are anticipated to be developed for retail, employment, and/or commercial services. These areas are located along major roadways on the periphery of existing and planned neighborhoods. The maximum FAR is 0.3.



Lower-Density Residential

This designation includes single-family homes, one to each lot, developed at a net density of up to eight dwelling units per acre. Lots would be at least 5,000 square feet in size. This category would primarily include detached units, but attached single-family units may be permitted, provided each unit has ground-floor living area and private outdoor open space.

Medium-Density Residential

This category includes small-lot, single-family detached homes, attached single-family homes, and other residences developed at a net density of between eight and 16 dwelling units per acre. Lots would be at least 2,500 square feet in size.

Higher-Density Residential

This category allows for all types of attached single-family and multi-family housing, including condominiums, apartment buildings, townhouses, and other similar residential structures developed at a net density of 16 or more dwelling units per acre.

Reserve

The Reserve category is intended for land that the City has not yet planned for a specific urban, agricultural, or resource land use. This designation does not necessarily imply urban development, but rather could be areas to preserve in natural open space or for agricultural use, for example. This area offers an opportunity to plan for future land uses by setting specific performance criteria before development takes place in sensitive areas.

The Reserve designation does not denote any specific land use, but rather is an overlay designation that specifies additional requirements related to timing of development, analysis required by the City, infrastructure and service standards, and related topics. Before making Reserve areas eligible for consideration for urban development, the City will hold a public hearing and make required findings, including the following:

- Development of the Reserve area is adjacent to developed areas of the City and infrastructure and services can efficiently be extended to serve the Reserve area;
- The City has had prepared infrastructure planning and financing to serve the needs of the proposed development area, including financing of any necessary citywide facilities to accommodate the planned level of growth;
- Either the rest of the Riverbank Planning Area is sufficiently built out such that the Reserve area is now needed to meet the demand for urban development, or the proposal includes a desired land use unique to the Planning Area that cannot be accommodated on lands within the City limits or portions of the Planning Area without the Reserve overlay designation;



Proposed

LAND USE

areas. Rather, the design of such areas shall conform to policies included throughout the General Plan, which serve as performance standards. **This category allows for a residential net density of between 16 and 40 dwelling units per acre.**

Areas with the Mixed Use designation in the existing developed City would accommodate a similar mix of land uses as described above. However, this General Plan does not envision that existing neighborhoods would be removed to accommodate new development. Land use change would primarily occur incrementally, and primarily

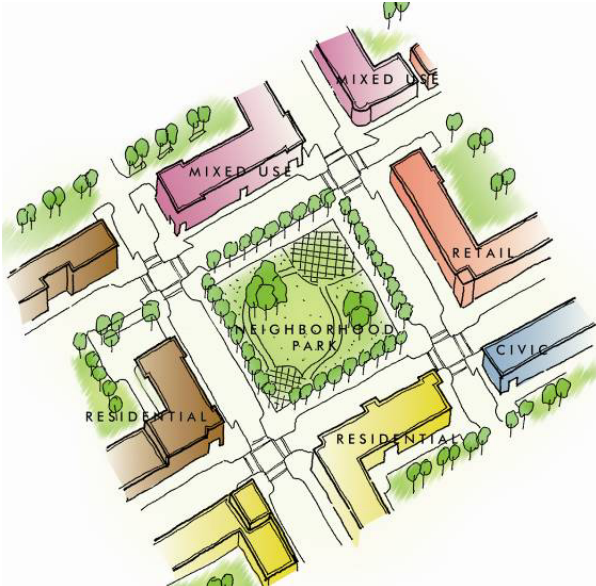


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on vacant and underutilized properties. In order to be consistent with the balance of General Plan policy, certain residential neighborhoods with the Mixed Use designation in the existing developed City would not experience land use change during this General Plan update. As described in policies throughout the General Plan, the City is committed to preserving the quality of life in existing developed parts of the City, while also striving to add vibrancy to areas with concentrations of underutilized property.

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This category allows for all types of attached single-family and multi-family housing, including condominiums, apartment buildings, townhouses, and other similar residential structures developed at a net density of ~~16 or more dwelling units per acre.~~
between 16 and 40 dwelling units per acre.

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TECHNICAL MEMORANDUM

TO: Mr. Joshua Mann, Community Development Director

FROM: Mr. David Niskanen, J.B. Anderson Land Use Planning

SUBJECT: City Of Riverbank 6th Cycle Housing Element, Zoning Ordinance Amendment and 6th Cycle Housing Element Implementation Rezones (GPA 01-2025, ZOA 01-2025, REZ 02-2025, and SPA 01-2025)

DATE: March 23, 2026

Purpose

This Technical Memorandum evaluates the City of Riverbank 6th Cycle Housing Element, General Plan Amendment to the Land Use Element, Zoning Ordinance Amendment and Site-Specific General Plan Amendments, Rezones, and Specific Plan Amendments to implement the 6th Cycle Housing Element (“the Proposed Project”) concerning California Environmental Quality Act (“CEQA”) compliance. This Technical Memorandum was prepared to present 1) the findings of the CEQA compliance review, as described below; and 2) the recommendations concerning the appropriate CEQA compliance documentation.

Statutory Authority and Requirements

State CEQA Guidelines Section 15061 – Review for Exemption

Once it has been determined that an activity is a project subject to CEQA, it is then determined whether the project is exempt from CEQA. Pursuant to State CEQA Guidelines Section 15061, a project is exempt from CEQA if:

1. The project is exempt by statute (see State CEQA Guidelines Article 18, commencing with §15260).
2. The project is exempt pursuant to a Categorical Exemption (CE) (see State CEQA Guidelines Article 19, commencing with §15300) and the application of that CE is not barred by one of the exceptions set forth in State CEQA Guidelines Section 15300.2.

3. The activity is covered by the common sense exemption that CEQA applies only to projects which have the potential for causing a significant effect on the environment. Where it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA.
4. The project will be rejected or disapproved by a public agency.
5. The project is exempt pursuant to the provisions of Article 12.5 – Exemptions for Agricultural Housing, Affordable Housing, and Residential Infill Projects.

The Proposed Project is exempt from further environmental review pursuant to the common sense exemption under CEQA Guidelines Section 15061(b)(3) as the 6th Cycle Housing Element, General Plan Amendment to the Land Use Element, Zoning Ordinance Amendment and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments will not have the potential to cause a significant effect on the environment.

Public Resources Code 21080.085

Pursuant to Public Resources Code 21080.085, subdivision(a), “rezoning that implements the schedule of actions contained in an approved housing element pursuant to subdivision (c) of Section 65583 of the Government Code” are statutorily exempt from CEQA. The Proposed Project will be statutorily exempt from CEQA pursuant to Public Resources Code 21080.085 as the Proposed Project includes site-specific rezones that implement the schedule of actions contained in the 6th Cycle Housing Element (Program 1.1a).

Project Description

6th Cycle Housing Element

The 6th Cycle Housing Element is a state mandated element of the City of Riverbank’s 2005-2025 General Plan which establishes the City’s housing policies and programs to accommodate the Regional Housing Needs Allocation (RHNA) goals, as determined by the Stanislaus Council of Governments (StanCOG). The 6th Cycle Housing Element identifies and analyzes the City’s housing needs, resource site inventory, constraints on housing, an analysis of fair housing (Affirmatively Furthering Fair Housing), an evaluation of the City’s current Housing Element Policies and Programs and updated/new Policies and Programs for the 6th Cycle Planning Period. For the 6th Cycle, StanCOG provided the City’s with the RHNA between the timeframe of June 30, 2023 to December 31, 2031. The table below provides the City’s RHNA:

Income Category	Unit Allocation
Extremely Low-Income (<30% of AMI)	485
Very Low-Income (<50% of AMI)	485
Low-Income (50% - 80% of AMI)	672
Moderate-Income (80% - 120% of AMI)	594
Above Moderate-Income (>120% of AMI)	1,355
Total	3,591

The proposed 6th Cycle Housing Element represents the City’s policy program for the 6th Cycle Planning Period. The 6th Cycle Housing Element is a comprehensive review and update to the previous Housing Element, which covered the 5th Cycle.

The proposed 6th Cycle Housing Element is organized into ten (10) Chapters (Introduction, Household and Employment Characteristics, Housing Stock Characteristics, Housing Supply and Needs, Affirmatively Furthering Fair Housing, Housing Production Opportunities, Housing Production Constraints, Housing Development Eligible to Change to Non-Low-Income Units, Evaluation of Previous Housing Element, and Housing Element Goals, Policies, and Housing Action Plan).

The 6th Cycle Housing Element addresses the City's identified housing needs, including housing goals, policies, and programs and discusses the City's approach to addressing its share of the regional housing need. The 6th Cycle Housing Element includes a Site Inventory, which is conducted to satisfy the City's RHNA. The sites are either within a specific plan entitled for residential development, currently in the pipeline, projected ADU development, or identified for rezoning to accommodate the City's remaining need.

The City conducted a Site Inventory utilizing information from the Stanislaus County Parcel Database, Google Maps, and the City's General Plan and Zoning Maps. The Site Inventory identified approximately 333.12 acres of land within the City's existing City Limit that can accommodate residential development. In total, the inventory of land resulted in the City's ability to accommodate the development of 3,859 residential units, varying from single-family residential development to multi-family residential development (e.g., apartments, townhouses, etc.). The City has identified eight (8) sites for rezoning, with a capacity of 668 units, to accommodate the City's remaining need.

The 6th Cycle Housing Element includes Goals, Policies, and Programs aimed at providing additional housing opportunities, removing governmental constraints to affordable housing, improving the condition of existing housing, and providing equal housing opportunities for all residents. The Proposed Project involves adoption of planning programs and policies; identifies sites subject to potential future development; adoption of zoning ordinances establishing the City's RHNA sites, corresponding consistency changes to affected zoning districts, and by-right development process for certain sites. The Proposed Project does not propose to implement or result in housing development. Physical development of any site included in the Proposed Project would require formal development applications, technical studies, and further evaluation in accordance with CEQA and City plans, ordinances, and standards. Additionally, the Project does not propose implementing any program that could have a significant effect on the environment or that was not previously analyzed in a CEQA document.

General Plan Amendment to the Land Use Element

The City's 2005-2025 General Plan was adopted on April 22, 2009 by the City of Riverbank City Council and includes a number of required and optional elements. The General Plan Land Use Element includes a list of Land Use Designations and associated descriptions that establishes the density and building intensity standards that are further refined in the City's Municipal Code (specifically, Chapter 153: Zoning) or Specific Plans (e.g., Crossroads Specific Plan). Typically, the General Plan Land Use Designations for residential designations (e.g., Low Density Residential, Medium Density Residential, etc.) include a density range (dwelling units per net acre) in which defines the anticipated intensity of residential development throughout the City. Staff identified that the Higher Density Residential and Mixed Use Land Use Designations do not define the maximum residential density.

The Proposed Project includes a General Plan Amendment to the Land Use Element to modify the General Plan Land Use Designations of the Higher Density Residential and Mixed Use to establish a maximum residential density of 40 dwelling units per net acre.

Zoning Ordinance Amendment – By-Right Approval Process

Government Code Section 65583.2(c) requires the City to implement a “by-right” approval program for sites identified in the 6th Cycle Housing Element that were 1) identified as a non-vacant site in the previous Housing Element Cycle (5th Cycle) and 2) identified as a vacant site in the previous two (2) Housing Element Cycles (4th and 5th Cycles). Specifically, Government Code allows projects to have a “by-right” approval process for housing development projects in which at least 20 percent of the units are affordable to lower-income households. By-right means that the City shall not require the following:

- Conditional Use Permit;
- Planned Community Permit;
- Design Review other than Objective Design Standards; or
- Other discretionary, local government review or approval that would constitute a “project” as defined in Section 2100 of the Public Resources Code (California Environmental Quality Act).

The Proposed Project includes an amendment to the Riverbank Municipal Code to add new Sections entitled “Regional Housing Needs Assessment Overlay” that would clarify the requirements of Government Code Section 65583.2(c).

Zoning Ordinance Amendment – Religious Institution Sites

Government Code Section 65913.16 allows housing developments on land owned by an independent institution of higher education or religious institution that meet certain requirements. The Proposed Project includes an amendment to add a Section to the “Regional Housing Needs Assessment Overlay” to clarify the requirements of Government Code Section 65913.16.

Zoning Ordinance Amendment – CX-1 Mixed Use District

Program 1.1a of the 6th Cycle Housing Element requires the City to amend the Mixed Use CX-1 Zone (Sections 153.066 through 153.072) of the Riverbank Municipal Code to allow 100 percent residential uses and require that residential uses occupy at least 50 percent of the floor area in a mixed-use project. The Proposed Project includes amendments to Sections 153.067, *Uses Permitted* and Section 153.071, *Development Standards* to incorporate this requirement in the Mixed Use CX-1 Zone.

Site-Specific General Plan Amendments, Rezones, and Specific Plan Amendments

The Proposed Project includes site-specific General Plan Amendments, Rezones, and Specific Plan Amendments to implement Program 1.1a of the 6th Cycle Housing Element, including the following:

Site No.	Address	Assessor Parcel No.	Existing General Plan	Proposed General Plan	Existing Zoning	Proposed Zoning
1	0 Talbot Avenue	132-038-032	Industrial/Business Park (I/BP)	Higher-Density Residential (HDR)	Light Industrial (M-1)	Multiple Family Residential (R-3)
2	5443 Roselle Avenue	075-069-029	Mixed Use (MU)	Higher-Density Residential (HDR)	(SP-1), Neighborhood Commercial (NC)	Medium/High Density Residential (MHR)
3	0 Roselle Avenue	075-075-052	Civic (C)	Higher-Density Residential (HDR)	(SP-1), Public/Quasi-Public (P/QP)	Medium/High Density Residential (MHR)
4	5054 Roselle Avenue	075-025-010	Mixed Use (MU)	Mixed Use (MU)	(SP-1), Highway Commercial (HC)	Mixed Use (CX-1)
5	2819 Claribel Road	075-014-026	Mixed Use (MU)	Mixed Use (MU)	(SP-1), Highway Commercial (HC)	Mixed Use (CX-1)
6	0 Claribel Road	075-014-027	Mixed Use (MU)	Mixed Use (MU)	(SP-1), Highway Commercial (HC)	Mixed Use (CX-1)
7	2561 Claribel Road	075-093-025	Community Commercial (C/C)	Mixed Use (MU)	(SP-1), Neighborhood Park/Basin (NP/B)	Mixed Use (CX-1)
8	0 Kentucky Avenue	062-022-027	Lower Density Residential (LDR)	Higher-Density Residential (HDR)	Planned Development (P-D) 71	Multiple Family Residential (R-3)

The Proposed Project proposes to amend the Crossroads Specific Plan to add the Mixed Use (CX-1) land use designation.

Findings Concerning CEQA Exemptions

The Proposed Project is exempt as a “Common Sense” exemption under State CEQA Guidelines 15061(b)(3) and further pursuant to Public Resources Code 21080.085 because the project involves goals, policies, and programs to meet the City’s RHNA and affirmatively furthering fair housing (AFFH) goals, associated Zoning Ordinance Amendments, an update to the General Plan Land Use Element related to establishing a maximum density for the Higher Density Residential and Mixed Use Land Use Designations, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments but does not involve any physical changes with the potential to create an adverse effect on the environment. Furthermore, the rezoning actions would implement the City’s 6th Cycle Housing Element pursuant to Public Resources Code 21080.085.

As described above, the 6th Cycle Housing Element creates a roadmap on how to achieve its RHNA and AFFH goals through identification of suitable sites for development an identification of programs that could remove constraints to and promote affordable housing.

The 6th Cycle Housing Element does not grant any development entitlements or authorize development beyond what is allowed under the City's current General Plan and Zoning Code (Chapter 153: Zoning). All future housing development pursuant to the 6th Cycle Housing Element would be subject to filing of formal development applications and further review in compliance with City plans, ordinances, and standards, which may require supporting technical reports. The Proposed Project does not include any physical improvements that would be required to adopt the 6th Cycle Housing Element, General Plan Amendment to the Land Use Element, Zoning Ordinance Amendments, or site-specific General Plan Amendments, Rezones, and Specific Plan Amendments. Therefore, it can be seen with certainty that there is no possibility that adopting the Proposed Project would result in a significant effect on the environment. Thus, the City of Riverbank finds that the Proposed Project is exempt from CEQA pursuant to CEQA Guidelines Section 15061(b)(3) and further pursuant to Public Resources Code 21080.085.

Below is a brief analysis that demonstrates adoption of the Proposed Project would not result in direct or reasonably foreseeable indirect physical change in the environment. Environmental resources discussed are those based on the CEQA Guidelines Appendix G Checklist.

- I. **Aesthetics.** The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. Further, future development projects would undergo project-specific development review, including CEQA. As such, its implementation would not cause a substantial effect on a scenic vista, damage scenic resources within a state scenic highway, create a new source of substantial light or glare, or otherwise alter the existing visual character of the City. Therefore, there is no reasonable possibility that the Proposed Project would have a significant effect on the environment, and no significant effect to aesthetics would occur.
- II. **Agricultural/Forest Resources.** The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. In addition, future development projects would undergo project-specific development review. Because the Proposed Project does not involve or approve physical development, the Proposed Project would not convert agricultural land to non-agricultural use or result in the loss or conversion of forest land.
- III. **Air Quality.** The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. The Proposed Project does not involve or approve physical development, and as such, would not involve construction or operational activities that would generate pollutant emissions. There is no reasonable possibility that the Proposed Project would have a significant effect on the environment, and no significant effect to air quality would occur.

- IV. Biological Resources.** The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. In addition, future development projects would undergo project-specific development review to address potential impacts. Because the Proposed Project does not involve or approve physical development, there is no possibility that the Proposed Project would have a significant effect on special status species, habitat, or wildlife movement, and no significant effect would occur.
- V. Cultural Resources.** The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. In addition, future development projects would undergo project-specific development review to address potential impacts. Because the Proposed Project does not involve or approve physical development, the Proposed Project would not cause a substantial adverse change in the significance of a historic or archaeological resource, or human remains. There is no reasonable possibility that the Proposed Project would have a significant effect on cultural resources.
- VI. Energy.** The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. Because the Proposed Project does not involve or approve physical development, the Proposed Project would not involve construction or operational activities that would generate or require energy. There is no possibility that the Proposed Project would have a significant effect on the environment, and no significant effect to energy would occur.
- VII. Geology and Soils.** The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. In addition, future development would undergo project-specific development review to address potential impacts. Because the Proposed Project does not involve or approve physical development, the Proposed Project would not cause substantial adverse effects related to seismicity, ground failure, erosion, or geologic stability. There is no reasonable possibility that the Proposed Project would have a significant effect on geology and soils and no significant impact would occur.
- VIII. Greenhouse Gas Emissions.** The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. Because the Proposed Project does not involve or approve physical development, the Proposed Project would not involve construction or

operational activities that would generate pollutant emissions. There is no reasonable possibility that the Proposed Project would have a significant effect on the environment, and no significant effect to greenhouse gases would occur.

- IX. Hazards & Hazardous Materials.** The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. Because the Proposed Project does not involve or approve physical development, the Proposed Project would not involve the transport, use, or disposal of hazardous materials, nor create a significant hazard to the public or environment. There is no reasonable possibility that the Proposed Project would result in a significant effect on the environment. Further, future development would be required to comply with federal, State, and local regulations and policies to ensure a less than significant effect on the environment, including regulations and policies related to hazards and hazardous materials. No significant effect to hazards and hazardous materials would occur.
- X. Hydrology & Water Quality.** The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. Because the Proposed Project does not involve or approve physical development, the Proposed Project would not violate and have no effect on water quality standards, substantially decrease groundwater supplies, substantially alter existing drainage patterns, or release pollutants in a flood hazard, tsunami or seiche zone. The City of Riverbank is a member agency to the Stanislaus & Tuolumne Rivers Groundwater Basin Association (GSA). On February 27, 2025, the Department of Water Resources evaluated the revised 2024 Groundwater Sustainability Plan (GSP) for the Modesto Subbasin and determined that the GSP is approved. The GSP identifies Management Action (MA) that will be undertaken by the GSAs as an element of the GSP implementation, including the Groundwater Allocation and Pumping Management Program. Future development would be required to comply with federal, State and local regulations and policies to ensure a less than significant effect on the environment, including any applicable MA's undertaken by the GSAs implementing the GSP as well as applicable regulations and policies related to hydrology, water quality, and impacts to groundwater supply. There is no reasonable possibility that the Proposed Project would have a significant effect on hydrology and water quality.
- XI. Land Use & Planning.** The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. The Proposed Project intends to comply with the City's 6th Cycle Housing Element obligations of the State of California and update the City's Housing Element and implementing zoning ordinances as required by the State of California. The Proposed Project would not involve changes to the physical environment that would physically divide an established community or result in conflicts with adopted

policies and regulations that intend to avoid or mitigate environmental effect. Therefore, there is no reasonable possibility that the Proposed Project would have a significant effect on the environment, and no significant effect to land use and planning would occur.

XII. Mineral Resources. The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. Future development will require project-specific developmental review to address potential impacts. Because the Proposed Project does not involve or approve physical development, the Proposed Project would not result in a substantial adverse effect to mineral resources. Therefore, there is no reasonable possibility that the Proposed Project would have a significant effect on mineral resources, and no significant impact would occur.

XIII. Noise. The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. Because the Proposed Project does not involve or approve physical development, the Proposed Project would not involve construction or operational activities that would generate noise. Therefore, there is no reasonable possibility that the Proposed Project would have a significant effect related to noise, and no significant impact would occur.

XIV. Population & Housing. The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. The Proposed Project would not induce substantial unplanned population growth or displace substantial numbers of existing people or housing, as any population growth that would result from future development associated with the Proposed Project is considered planned. The Proposed Project implements regulatory requirements of the State of California to allow for future development in accordance with the City's RHNA obligations. A substantial portion of the City's zoning capacity is already programmed and evaluated under CEQA by the City's existing General Plan, existing Specific Plans, and the City's 5th Cycle Housing Element. Without any tangible development application for specific sites, there is no foreseeable, reasonable possibility that the Proposed Project would have a significant effect on the environment. Any future development would undergo project-specific developmental review to address potential impacts.

XV. Public Services. The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. As such, the Proposed Project would not result in substantial adverse physical impacts associated with the provision of new or physically altered government facilities (police, fire, libraries, etc.). There is no reasonable possibility that the Proposed

Project would have a significant effect on the environment, and no significant impact on public services would occur.

- XVI. Recreation.** The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. As such, the Proposed Project would not result in substantial adverse physical impacts associated with the provision of new or physically altered recreational facilities. There is no reasonable possibility that the Proposed Project would have a significant effect on the environment, and no significant impact on recreational facilities would occur.
- XVII. Transportation & Traffic.** The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. Because the Proposed Project would not involve or approve physical development, the Proposed Project would not involve construction or operational activities that would generate vehicle trips. There is no active development application being approved with the Proposed Project, and therefore any evaluation of actual vehicle trips or transportation impacts caused by a future development project are not foreseeable and would be speculative. There is no reasonable possibility that the Proposed Project would have a significant effect on the environment, and no significant impact on transportation & traffic would occur.
- XVIII. Tribal Cultural Resources.** The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. Future development would undergo project-specific development review to address potential impacts. Because the Proposed Project does not involve or approve physical development, the Proposed Project would not cause a substantial adverse change to tribal cultural resources. There is no reasonable possibility that the Proposed Project would have a significant effect on tribal cultural resources.
- XIX. Utilities & Service Systems.** The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. As such, the Proposed Project would not result in substantial adverse physical impacts associated with the provision of new or physically altered utilities and service systems (wastewater, water and solid waste). As noted above, the City of Riverbank is a member agency of the Stanislaus & Tuolumne River GSA and the implementation of the GSP and associated Management Actions, including the Groundwater Allocation and Pumping Management Program that is ongoing. Future development would be required to comply with federal, State and local regulations and policies to ensure a less than significant effect on the environment, including any

applicable Management Actions undertaken by the GSAs implementing the GSP as well as applicable regulations and policies related to hydrology, water quality, and impacts to groundwater supply. Because the Proposed Project does involve or approve physical development, the Proposed Project would not cause any impact to utilities and service systems. As such, there is no reasonable or foreseeable possibility that the Proposed Project would have a significant effect on the environment, and no significant impact on utilities and service systems would occur.

- XX. Wildfires.** The Proposed Project involves the adoption of a policy document, a general plan amendment to the Land Use Element, Zoning Ordinance Amendments, and site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and does not in and of itself include any proposed development that would facilitate increased development. The Proposed Project would not impair an adopted emergency response plan or emergency evacuation plan; exacerbate wildfire risks; require the installation or maintenance of infrastructure that may exacerbate fire risks; or expose people or structures to significant risks because of post fire slope instability or drainage changes. As such, there is no reasonable or foreseeable possibility that the Proposed Project would have a significant effect on the environment, and no significant impact related to wildfire would occur.

In addition, none of the potential exemptions (CEQA Guidelines Section 15300.2) to the use of a categorical exemption apply.

- a. **Cumulative Impact.** CEQA Guidelines Section 15064(i) states that a Lead Agency shall consider whether the cumulative impact of a project is significant and whether the effects of the project are cumulatively considerable. The assessment of the significance of the cumulative effect of a project must, therefore, be conducted in connection with the effects of past projects, other current projects, and probable future projects. Due to the nature of the Proposed Project, which is a legislative policy document and the associated implementation of Programs, there is no potential for cumulatively considerable impacts. The Proposed Project will not result in significant impacts in any environmental area and would not contribute substantially to adverse cumulative conditions, or create any substantial indirect impacts (i.e., increase in population could lead to an increase need for housing, increase in traffic, air pollutants, etc.).
- b. **Significant Effect.** There are no environmental impacts associated with the Proposed Project. See analysis above.
- c. **Scenic Highways.** There is no development associated with the Proposed Project and no impact to scenic highways, which is also discussed above under Aesthetics.
- d. **Hazardous Waste Sites.** There is no development associated with the Proposed Project and no impact related to hazardous waste sites.
- e. **Historical Resources.** There is no development associated with the Proposed Project and no impact to historical resources.

Conclusion

Based on the information contained herein, the Proposed Project is exempt from CEQA Pursuant to CEQA Guidelines Section 15061(b)(3) and further pursuant to Public Resources Code 21080.085.

**City of Riverbank
Planning Commission
Resolution No. 2026-002**

**A RESOLUTION OF THE PLANNING COMMISSION OF THE CITY OF RIVERBANK,
CALIFORNIA, RECOMMENDING TO CITY COUNCIL THE APPROVAL OF A
GENERAL PLAN AMENDMENT TO REPLACE THE ADOPTED HOUSING ELEMENT
WITH THE 6TH CYCLE HOUSING ELEMENT, AMEND THE GENERAL PLAN LAND
USE ELEMENT, AND AUTHORIZE STAFF TO SUBMIT THE 6TH CYCLE HOUSING
ELEMENT TO THE CALIFORNIA DEPARTMENT OF HOUSING AND COMMUNITY
DEVELOPMENT FOR CERTIFICATION**

WHEREAS, Sections 65580 through 65589.8 of the California Government Code require each jurisdiction to regularly update its Housing Element in accordance with deadlines established by the State; and

WHEREAS, the City held Public Workshops on February 20, 2024, March 12, 2024, and July 31, 2024, to introduce the 6th Cycle Housing Element update effort, to provide the community and interested agencies with an opportunity to identify priorities and concerns related to the provision of housing; and

WHEREAS, the City made the Draft 6th Cycle Housing Element available for a 30-day public review from October 15, 2024, through November 14, 2024; and

WHEREAS, the City presented the Draft 6th Cycle Housing Element to Planning Commission and City Council on October 15, 2024, and November 21, 2024, respectively, to provide the community and interested parties with an opportunity to learn about the Draft 6th Cycle Housing Element and comment on the Draft 6th Cycle Housing Element; and

WHEREAS, the Draft 6th Cycle Housing Element was submitted to California Department of Housing and Community Development (HCD) on December 2, 2024, for a 90-day State-mandated review following review and incorporation of public comments pursuant to State law (1st HCD Review Draft);

WHEREAS, HCD identified revisions to the Draft 6th Cycle Housing Element that it determined were necessary to comply with state law in a written findings letter dated February 27, 2025; and

WHEREAS, staff revised the 6th Cycle Housing Element to address HCD's findings and resubmitted to HCD for a subsequent 60-day review on June 24, 2025 (2nd HCD Review) following a 7-day public review period from June 16, 2025, through June 23, 2025; and

WHEREAS, HCD identified additional revisions to the Draft 6th Cycle Housing Element in a written letter dated August 22, 2025; and

WHEREAS, staff revised the 6th Cycle Housing Element to address HCD's findings and resubmitted to HCD for a 60-day review on November 13, 2025 (3rd HCD Review) following a 7-day public review period from November 4, 2025, through November 12, 2025; and

WHEREAS, HCD identified additional revisions to the Draft 6th Cycle Housing Element in a written letter dated January 12, 2026; and

WHEREAS, staff revised the 6th Cycle Housing Element to address HCD's findings and resubmitted to HCD for a 60-day review on March 3, 2026 (4th HCD Review) following a 7-day public review period from February 23, 2026, through March 2, 2026; and

WHEREAS, the Proposed Project has been reviewed and analyzed by the City pursuant to the California Environmental Quality Act (CEQA) as analyzed in the CEQA Technical Memorandum incorporated by this reference, which determined that the 6th Cycle Housing Element and amendment to the Land Use Element is exempt from CEQA pursuant to Section 15061(b)(3), as the activity is covered by the common sense exemption that CEQA applies only to projects which have the potential for causing a significant effect on the environment; and

WHEREAS, Program 1.1i, *Maximum Residential Density* directs the City amend the Riverbank General Plan Land Use Element to establish a maximum density for the Higher Density Residential and Mixed Use General Plan Land Use Designations; and

WHEREAS, the Planning Commission held a duly noticed special public hearing on March 31, 2026, regarding the Housing Element Update, including the changes requested by HCD by their January 12, 2026, letter, at which time all interested persons were given an opportunity to be heard; and

WHEREAS, the Planning Commission has reviewed and considered all evidence submitted in connection with the Housing Element Update, including the staff report, public testimony, and all other documents and evidence that are part of the City administrative record for these actions; and

WHEREAS, the Planning Commission finds that the goals, policies, and programs, and objectives contained in the 6th Cycle Housing Element, considered individually and cumulatively, do not adversely affect the internal consistency of the City of Riverbank General Plan; and

WHEREAS, in accordance with Senate Bill 18, formal consultation requests were distributed to Native American Tribes on January 13, 2026, for a 90-day period ending on April 13, 2026, and the City did not receive any formal requests for consultation; and

WHEREAS, a Notice of Public Hearing was advertised in the Riverbank News, a newspaper of general circulation on March 11, 2026, and posted at three (3) locations accessible to the public; and

WHEREAS, the Planning Commission has utilized its own independent judgement in considering the information contained in this resolution and attachments, in the staff report and attachments and other exhibits, and in writing and oral testimony during the public hearing; and

WHEREAS, all other legal prerequisites to the adoption of this Resolution have occurred.

NOW THEREFORE, BE IT RESOLVED by the City of Riverbank Planning Commission hereby recommends to the City Council find the proposed General Plan Amendment exempt from CEQA pursuant to CEQA Guidelines section 15061(b)(3) as analyzed in the CEQA Technical Memorandum, adopt the 6th Cycle Housing Element, approve the General Plan Amendment to the Land Use Element described herein, and authorize Staff to submit the 6th Cycle Housing Element to the State of California Housing and Community Development Department based on the following findings:

1. General Plan Amendment Findings. That pursuant to California Government Code Section 65358 and the Riverbank General Plan, the Planning Commission finds as follows:
 - a. The proposed General Plan Amendment is in the public interest.
 - b. The proposed General Plan Amendment is consistent and compatible with the goals and the vast majority of policies of the General Plan.
 - c. The potential effects of the proposed General Plan Amendment been evaluated and determined not to be detrimental to the public health, safety, or welfare.
 - d. The proposed General Plan Amendment been processed in accordance with the applicable provisions of the California Government Code and the California Environmental Quality Act?
 - e. The proposed General Plan Amendment has been processed in accordance with the California Government Code and the California Environmental Quality Act (CEQA).
2. The proposed 6th Cycle Housing Element contains a thorough and adequate treatment of housing issues required to be addressed by State law and adequately addressed each of the HCD findings. The amendment to the General Plan will adopt the 6th Cycle Housing Element and will replace the 5th Cycle Housing Element.
3. The proposed 6th Cycle Housing Element is internally consistent with the General Plan and is not detriment to the public interest, health, safety, and welfare of the City.

4. The proposed 6th Cycle Housing Element has been prepared to substantially comply with State Housing Element Law and has been revised to address the findings identified by HCD in its letter dated January 12, 2026.
5. Based on substantial evidence provided in the Housing Element, including a Statewide housing crisis, strong demand for residential and mixed-use development in the City, historical regional and local development trends of underutilized sites, historical regional and local development trends of sites that allow non-residential uses, opportunities for streamlined infill development, unique site characteristics including low lot utilization and a commitment from the City to implement programs that incentivize and promote the development of sites, including redevelopment or intensification of underutilized sites, the Planning Commission finds that the existing uses on underutilized sites identified to accommodate the City's RHNA do not impede residential development during the period covered by the Housing Element, that the sites that allow non-residential uses are likely to accommodate a portion of the RHNA, and that the sites identified in the 6th Cycle Housing Element are anticipated to be available for development during the Housing Element period.
6. The proposed 6th Cycle Housing Element includes a variety of goals, policies, and implementing programs designed to enhance the public health, safety, and welfare, including the goals, policies, and programs to support safe and decent housing, to maintain, rehabilitate, and preserve housing, to increase housing choice, to encourage the development of a variety of housing types and locations to meet the needs of all income levels and the needs of special needs populations, and to affirmatively further fair housing.
7. The 6th Cycle Housing Element was prepared in accordance with California Government Code and the California Environmental Quality Act.
8. The Planning Commission recommends that the City Council authorize Planning Director to be able make minor modifications to the Housing Element to achieve certification and address comments provided by the Department of Housing and Community Development on the Housing Element, if applicable.
9. The proposed amendments to the City of Riverbank General Plan Land Use Element will establish a maximum residential density for the Higher Density Residential and Mixed Use General Plan Land Use Designations. These amendments would implement Program 1.1i of the 6th Cycle Housing Element.
10. The Planning Commission recommends that the City Council find the 6th Cycle Housing Element is exempt from CEQA pursuant to CEQA Guidelines section 15061(b)(3), as the activity is covered by the common sense exemption that CEQA applies only to projects which have the potential for causing a significant effect on the environment. The 6th Cycle Housing Element is exempt from CEQA because the project involves goals, policies, and

programs to meet the City's RHNA and affirmatively furthering fair housing goals but does not involve any physical change with the potential to create adverse effect on the environment. The 6th Cycle Housing Element creates a roadmap on how to achieve the City's RHNA and AFFH goals through identification of suitable sites for development and identification of programs and corresponding actions that could remove constraints to and promote affordable housing.

The 6th Cycle Housing Element does not grant any development entitlements or authorize development beyond what is allowed under the current General Plan and Zoning Code (Chapter 153). All future housing development pursuant to the 6th Cycle Housing Element would be subject to formal development applications and further evaluation in accordance with CEQA and City plans, ordinances, and standards. No physical improvements are proposed or approved as part of adoption of the Housing Element and the City's new RHNA obligations; therefore, it can be seen with certainty that there is no possibility that adopting the 6th Cycle Housing Element would result in a significant effect on the environment. Thus, the City of Riverbank finds that the Proposed Project is exempt from CEQA under the common sense exemption. Analysis of the CEQA determination is provided in the CEQA Technical Memorandum, as illustrated and incorporated by reference.

11. The Planning Commission recommends that the City Council find the General Plan Amendment to the Land Use Element is exempt from CEQA pursuant to Section 15061(b)(3), as the activity is covered by the common sense exemption that CEQA applies only to projects which have the potential for causing a significant effect on the environment. The amendments to the General Plan Land Use Element establish a maximum residential density for the Higher Density Residential and Mixed Use General Plan Land Use Designations. The amendments does not grant any development entitlements or authorize development beyond what is allowed under the current General Plan and Zoning Code (Chapter 153). All future housing development would be subject to formal development applications and environmental review in accordance with CEQA. Analysis of the CEQA determination is provided in the CEQA Technical Memorandum, as illustrated and incorporated by reference.

PASSED AND ADOPTED by the Planning Commission of the City of Riverbank at a special meeting held on the March 31, 2026; motioned by Commissioner Zamora, seconded by Commissioner Basso, and upon roll call was carried by the following vote of 5-0:

AYES: Commissioners: Halterman, Dinan, Zamora, Stewart and Basso

NOES: None

ABSENT: None

ABSTAIN: None

Attest:



Joshua E. Mann,
Community Development Director

Approved:



Michael Halterman, Chairperson
Planning Commission

**City of Riverbank
Planning Commission
Resolution No. 2026-003**

**A RESOLUTION OF THE PLANNING COMMISSION OF THE CITY OF RIVERBANK,
CALIFORNIA, RECOMMENDING TO CITY COUNCIL THE APPROVAL OF AN
ORDINANCE AMENDING THE RIVERBANK MUNICIPAL CODE BY AMENDING
SECTIONS §153.067 AND §153.071 AND ADDING SECTIONS §153.166 THROUGH
§153.169 ENTITLED “REGIONAL HOUSING NEEDS ASSESSMENT OVERLAY”**

WHEREAS, Government Code Section 65855 requires that the City Council receive input and a recommendation from the Planning Commission on Zoning Ordinance Amendments that imposes any regulation listed in Section 65850; and

WHEREAS, State Housing Element Law (Government Code Sections 65580 et seq.) requires that the City of Riverbank City Council adopt a Housing Element for the eight-year period 2023-2031 to accommodate the City’s regional housing need allocation (RHNA) of 3,591 units, comprised of 970 very low-income units, 672 low-income units, 594 moderate-income units, and 1,355 above moderate-income units; and

WHEREAS, the City of Riverbank 6th Cycle Housing Element identifies goals, policies, and programs enabling the production of housing by reducing regulatory barriers, providing incentives, and supporting programs that create or preserve housing, especially for vulnerable populations; and

WHEREAS, Program 1.1a, Adequate Sites for RHNA and Rezone Program, directs the City to allow developments by-right pursuant to Government Code Section 65583.2(h) when 20% or more of the residential units are affordable to low- and very low-income households for sites requiring rezoning; and

WHEREAS, Program 1.1a, Adequate Sites for RHNA and Rezone Program, directs the City to amend the Mixed Use CX-1 Zone (Sections 153.066 through 153.072) of the Riverbank Municipal Code to allow 100 percent residential uses and require that residential uses occupy at least 50 percent of the floor area in a mixed-use project; and

WHEREAS, Program 1.1d, By-Right Approval directs the City to allow developments by-right pursuant to Government Code Section 65583.2(c) when 20 percent or more of the residential units are affordable to low- and very low-income households for sites identified on previous Housing Element sites inventory; and

WHEREAS, to comply with this Government Code Section 65583.2(c), the City is establishing by Ordinance the Regional Housing Needs Assessment Overlay District covering those 4th and 5th cycle reused sites to allow development by-right when 20% or more of the residential units are affordable to lower-income households; and

WHEREAS, Program 1.1h, *Religious Institution Sites* directs the City to develop an overlay zone to allow by-right approval and incentivize development of housing on land owned by religious institutions at default densities in support of the Housing Element Sites Inventory pursuant to Senate Bill 4; and

WHEREAS, a Notice of Public Hearing was advertised in the Riverbank News, a newspaper of general circulation, on March 11, 2026 and posted at three (3) locations accessible to the public; and

WHEREAS, the Planning Commission has utilized its own independent judgement in considering the information contained in this resolution and attachments, in the staff report and attachments and other exhibits, and in writing and oral testimony during the public hearing; and

WHEREAS, all other legal prerequisites to the adoption of this Resolution have occurred.

NOW THEREFORE, BE IT RESOLVED by the City of Riverbank Planning Commission hereby recommends to the City Council find the proposed Ordinance exempt from CEQA pursuant to pursuant to Section 15061(b)(3), as analyzed in the CEQA Technical Memorandum incorporated by reference and approve the proposed Ordinance, as attached hereto as Exhibit A to this Resolution based on the following findings:

1. Pursuant to California Government Code Section 65854, the recommendation to City Council shall include the relationship to the applicable general or specific plan:
 - a. The proposed Ordinance is compatible with the General Plan and each of its elements and the following Goals and Policies of the General Plan:
 - i. Policy LAND 2.4 - The City will encourage re-use of vacant or underutilized land in the Infill Opportunity Area through policies that seek to encourage more intense infill development.
 - ii. Policy LAND 3.3 - The City will encourage “compact development,” which places origination and destination points closer together (residence, stores, schools, places of work, etc.), allowing for alternatives to vehicular travel.
 - iii. Program 1.1a - Adequate Sites for RHNA and Rezone Program
 - iv. Program 1.1d - By-Right Approval
 - v. Program 1.1h - Religious Institution Sites
 - b. The proposed Ordinance is compatible with the uses authorized in, and the regulations prescribed for, the land use districts for which it is proposed and with the regulations for each land use district.
2. The City finds and determines with certainty that the amendments described in this Draft Ordinance is exempt from CEQA pursuant to CEQA Guidelines Section 15061(b)(3), which is the “common sense exemption” that CEQA applies only to projects which have the potential for causing a significant effect on the

environment. Where it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA. The Draft Ordinance implements the goals and programs of the 6th Cycle Housing Element and does not grant any development entitlements or authorize development beyond what is allowed under the current General Plan and Zoning Code (Chapter 153). All future housing development pursuant to the 6th Cycle Housing Element would be subject to formal development applications and evaluation in accordance with CEQA and City plans, ordinances, and standards, which may require supporting technical reports. No physical improvements are proposed or approved as part of the Ordinance. therefore, it can be seen with certainty that there is no possibility that approving the proposed Ordinance would result in a significant effect on the environment. Thus, the City of Riverbank finds that the proposed Ordinance is exempt from CEQA under the commonsense exemption. Analysis of the CEQA determination is provided in the CEQA Technical Memorandum incorporated herein by this reference.

PASSED AND ADOPTED by the Planning Commission of the City of Riverbank at a special meeting held on the March 31, 2026; motioned by Commissioner Zamora, seconded by Commissioner Basso, and upon roll call was carried by the following vote of 5 - 0:


AYES: Commissioners: Halterman, Dinan, Zamora, Stewart and Basso

NOES: None

ABSENT: None

ABSTAIN: None

Attest:



Joshua E. Mann,
Community Development Director

Approved:



Michael Halterman, Chairperson
Planning Commission

Exhibit A – Draft Ordinance

EXHIBIT A

THE CITY COUNCIL
OF THE CITY OF RIVERBANK
ORDINANCE NO. 2026-XXX

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF RIVERBANK,
CALIFORNIA, AMENDING THE RIVERBANK MUNICIPAL CODE BY AMENDING
SECTIONS §153.067 AND §153.071 AND ADDING SECTIONS §153.166 THROUGH
§153.169 ENTITLED “REGIONAL HOUSING NEEDS ASSESSMENT OVERLAY”
(ZOA 01-2025)

WHEREAS, Government Code Section 65585 requires that the City Council receive input and a recommendation from the Planning Commission on a Zoning Ordinance Amendment that imposes any regulations listed in Section 65585; and

WHEREAS, State Housing Element Law (Government Code Section 65580 et. seq.) requires that the City of Riverbank City Council adopt a Housing Element for the eight-year period 2023 – 2031 to accommodate the City’s Regional Housing Need Allocation (RHNA) of 3,591 units, comprised of 970 very low-income units, 672 low-income units, 594 moderate-income units, and 1,355 above moderate-income units; and

WHEREAS, the City of Riverbank 6th Cycle Housing Element identifies goals, policies, and programs for enabling the production of housing by reducing regulatory barriers, providing incentives, and supporting programs that create or preserve housing, especially for vulnerable populations; and

WHEREAS, Program 1.1a, *Adequate Sites for RHNA and Rezone Program*, directs the City to allow developments by-right pursuant to Government Code Section 65583.2(h) when 20% or more of the residential units are affordable to low- and very low-income households for sites requiring rezoning; and

WHEREAS, Program 1.1a, *Adequate Sites for RHNA and Rezone Program*, directs the City to amend the Mixed Use CX-1 Zone (Sections 153.066 through 153.072) of the Riverbank Municipal Code to allow 100 percent residential uses and require that residential uses occupy at least 50 percent of the floor area in a mixed-use project; and

WHEREAS, Program 1.1d, *By-Right Approval* directs the City to allow developments by-right pursuant to Government Code Section 65583.2(c) when 20

percent or more of the residential units are affordable to low- and very low-income households for sites identified on previous Housing Element sites inventory; and

WHEREAS, to comply with Government Section 65583.2(c), the City is establishing by Ordinance the Regional Housing Needs Assessment Overlay District covering those sites rezoned and covering those 4th and 5th Cycle reused sites to allow development by-right when 20 percent or more of the residential units are affordable to lower-income households; and

WHEREAS, Program 1.1h, *Religious Institution Sites* directs the City to develop an overlay zone to allow by-right approval and incentivize development of housing on land owned by religious institutions at default densities in support of the Housing Element Sites Inventory pursuant to Senate Bill 4; and

WHEREAS, the Planning Commission held a duly noticed Public Hearing on March 31, 2026, to consider an amendment to the City of Riverbank Municipal Code and with a vote of _____, recommended approval of this Ordinance to the City Council; and

WHEREAS, the proposed amendments to the Riverbank Municipal Code would amend a Section of Title XV: Land Usage, Chapter 153: Zoning to clarify that 100 percent residential uses are allowed in the Mixed-Use District CX-1 Zone and to require that residential uses occupy at least 50 percent of the floor area in a mixed-use project; and

WHEREAS, the proposed amendments to the Riverbank Municipal Code would amend Sections of Title XV: Land Usage, Chapter 153: Zoning to create the Regional Housing Needs Assessment Overlay District by creating new Sections 153.166 through 153.168 entitled "Regional Housing Needs Assessment Overlay"; and

WHEREAS, the amendment is exempt according to the California Environmental Quality Act (CEQA) Article 5 §15061(b)(3) by the "Common Sense Exemption" that CEQA applies only to projects that have a potential for causing a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment; and

WHEREAS, the Planning Commission for the City of Riverbank made the following Findings:

1. Pursuant to California Government Code Section 65854, the recommendation to City Council shall include the relationship to the applicable general or specific plan.

- a. The Ordinance is compatible with the General Plan and each of its elements. Specifically, the Ordinance is compatible with the following Goals and Policies of the General Plan:
 - i. Policy LAND 2.4 – The City will encourage re-use of vacant or underutilized land in the Infill Opportunity Area through policies that seek to encourage more intense infill development.
 - ii. Policy LAND 3.3 – The City will encourage “compact development,” which places origination and destination points closer together (residences, stores, schools, places of work, etc.), allowing for alternatives to vehicular travel.
 - iii. Program 1.1a – Adequate Sites for RHNA and Rezone Program.
 - iv. Program 1.1d – By-Right Approval.
 - v. Program 1.1h – Religious Institution Sites
2. The Ordinance furthers the public interest, convenience, and general welfare of the City. The amendments would ensure that the City is consistent with State Housing Element Law and the City’s share of the Regional Housing Needs Allocation.
3. The finds and determines with certainty that the amendments described in the Ordinance are exempt from CEQA pursuant to CEQA Guidelines Section 15061(b)(3), which is the “Common Sense Exemption” that CEQA applies only to projects which have the potential for causing a significant effect on the environment. Where it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment, the activity is not subject to CEQA. The Draft Ordinance implements the goals and programs of the 6th Cycle Housing Element and does not grant any development entitlements or authorize development beyond what is allowed under the current General Plan and Zoning Code (Chapter 153). All future housing development pursuant to the 6th Cycle Housing Element would be subject to formal development applications and further evaluation under CEQA, which may require supporting technical reports. No physical improvements are proposed or approved as part of this Ordinance which only implement the goals and programs of the Housing Element; therefore, it can be seen with certainty that there is no possibility that approving the proposed Ordinance would result in a significant effect on the environment. Thus, the City of Riverbank finds that the proposed Ordinance is exempt from CEQA under the common sense exemption.
4. The Ordinance is compatible with the uses authorized in, and the regulations prescribed for, the land use districts for which it is proposed and with the regulations for each land use district.

WHEREAS, on _____, notice of the City Council Public Hearing was published in the Riverbank News in compliance with California Government Code Section 65090, and posted in public places throughout the City and on the City's website; and

WHEREAS, a Public Hearing was held on _____, 2026 and all comments were heard and considered by the City Council.

NOW, THEREFORE THE CITY OF RIVERBANK CITY COUNCIL DOES ORDAIN AS FOLLOWS:

SECTION 1: Title XV: Land Usage, Chapter 153: Zoning, Section 153.067: Uses Permitted and Section 153.071: Development Standards shall be amended as follows (removed language is represented in ~~strike through~~ and added language is represented in underline text):

§ 153.067 USES PERMITTED.

(A) All attached single-family and multi-family residential uses, including duplexes, apartments, condominiums, townhouses, and live-work units provided that the living units are located above the ground floor of a commercial uses or adjacent to commercial on the same property.

(B) Detached residential uses with a minimum net density of eight units per acre, including single family homes, caretaker units, and manufactured homes.

(C) Attached Higher Density Residential in a vertical and/or horizontal mixed use setting of 1620 or more dwelling units per net acre. ~~This residential use must be above (on upper stories of buildings) or adjacent to commercial operations on the same property.~~

(D) Office uses including administrative, professional, creative, telecommunications, flex, research, and similar office uses that are primarily worker-occupied.

(E) (1) Retail sales of goods that can generally be carried out by the customer including food and specialty foods, open air markets, small household goods, pharmaceuticals and sundries, apparel, art and supplies, antiques, furniture, appliances, electronics, books, flowers, hardware, toys, bicycles and sporting goods, music, and similar goods.

(2) Sales of alcoholic beverages require a conditional use permit in accordance with § 153.361.

(F) Service uses including personal and business services with walk-in customer service, such as beauty parlors, spas, cleaners, repair services, banks, travel or real

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estate agents, medical clinics, child or adult care, photocopiers, mailing services, Laundromats, and similar uses. Rental uses of items such as party supplies, wedding apparel or tuxedos are allowed as services uses.

(G) (1) General commercial uses including entertainment uses including bars, full service restaurants, quick service restaurants (not drive through fast food), dance and exercise studios, gyms, sports facilities, game arcades, and similar uses.

(2) Sales of alcoholic beverages require a conditional use permit in accordance with § 153.361.

(H) (1) Civic uses including government offices and services, libraries, community centers, conference facilities, and similar uses.

(2) Public infrastructure including support uses include water, storm water, sewer, and utility infrastructure, streets, sidewalks, bicycle paths, parking garages, transit stops, parks, plazas, streetscape improvements, and other public facilities.

(I) Institutional uses including colleges, trade schools, places of worship, museums, and similar uses.

(J) Tiny house villages, as defined in § 153.003 and as allowed in § 153.170 through 153.177.

(Ord. 2014-006, passed 7-8-14; Am. Ord. 2023-003, passed 1-24-23)

§ 153.071 DEVELOPMENT STANDARDS.

Applicability. District development standards in this section apply, unless altered or superseded through the use of a Planned Development Zoning District (§§ 153.160 through 153.164) or adoption by the city of a Specific Plan or similar plan. Other City Code development standards apply if not addressed in this section.

(A) *Nuisances.* No operation shall be conducted on any premises in such a manner as to cause an unreasonable amount of noise, odor, dust, smoke, vibration or electrical interference detectable off the site.

(B) *Landscaping.* A landscaping plan for all uses (except single-family dwellings, duplexes and triplexes) including plant species, initial size, location, growth characteristics and method of irrigation shall be approved by the Community Development Director prior to issuance of any permit. Such required landscaping shall be installed prior to final inspection and shall be maintained by the property owner. Approval shall be based on the degree of compliance with landscaping standards as adopted from time to time by the City Council.

(C) *Trash storage area.* Trash bins (except single-family dwellings, duplexes, or dwelling groups) shall be provided in a fully enclosed trash storage area. This area or areas shall be provided at locations that are readily accessible to residents and sanitation collectors.

(D) *Off-Street parking.*

(1) *Non-residential uses.* Not less than 2¼ spaces per 1,000 square feet of building area.

(2) Shared parking between uses with different peak demand days or times is encouraged to reduce total area used for parking. When the viability of shared parking is demonstrated by the applicant, the minimum parking ratio may be reduced by one space per 1,000 square feet of building area. Commercial parking spaces shall be provided within 600 feet of the site.

(3) *Residential uses.* Not less than one space per unit.

(4) *Assisted living facilities.* Not less than ¼ space per unit.

(5) *Transient occupancy uses.* Not less than ½ space per room.

(6) Parking lots shall be located to sides and rears of buildings. No more than 50% of a site's street frontage may consist of parking lot or driveway.

(7) Uses not listed shall provide parking as required in § 153.184.

(E) *Open space requirements.* All multiple residential uses of two or more dwelling units on one lot shall provide open space of at least 50 square feet per unit with a minimum area of 300 square feet provided regardless of the number of units. This area shall not be a lineal open space, but should have a width and depth ratio not exceeding one to two (1:2). In very large complexes (more than 50 units) this required open space can be in multiple locations and all amenities approved by the Community Development Director.

(F) Pursuant to Government Code Section 65582.2, Higher Density Residential uses are permitted to have 100 percent residential uses in the Mixed Use District CX-1 Zone. A minimum of 50 percent of the total floor area shall consist of residential uses in a mixed-use project in the Mixed Use District CX-1 Zone. Floor area is defined in Section 153.003 of this Chapter.

(Ord. 2014-006, passed 7-8-14)

SECTION 2: Title XV: Land Usage, Chapter 153: Zoning is amended to add new Sections: 153.166 through 153.168, which shall read as follows (added language is represented in underline text):

Regional Housing Needs Assessment Overlay

Section

- 153.166 Purpose
- 153.167 Eligibility for By-Right Approval
- 153.168 Eligibility for Religious Institution Sites
- 153.168 Permit Requirements

§ 153.166 PURPOSE

This Section specifies the process for reviewing uses entitled to review as a “use by right” as defined in Government Code Section 65583.2. In enacting this Section, it is the intent of the City of Riverbank to implement State law as well as the goals, objectives, and policies of the General Plan.

This Section also creates opportunities for future affordable housing development on existing religious institutional land within the City of Riverbank and seeks to utilize State of California Senate Bill 4, signed into law on October 11, 2023, which permits housing as a use by right on lands owned by an independent institution of higher education or religious institution.

For the purposes of this Section, the following definition shall apply:

“By-right” shall mean that the review of the project may not require a conditional use permit, planned unit development permit, or other discretionary local government review or approval that would constitute a “project” under the California Environmental Quality Act as defined in Government Code Section 65583.2.

§ 153.167 ELIGIBILITY FOR BY-RIGHT APPROVAL

The following residential uses are eligible for by-right approval provided site qualifies based on the following criteria:

(A) Are located on sites listed as lower-income sites in the adopted housing element site inventory pursuant to Government Code Section 65583.2(c) that are shown to have been either:

- (1) Vacant and listed in two prior housing element site inventories; or

(2) Non-vacant and listed in a previous housing element site inventory.

The sites listed as lower-income sites in the adopted housing element pursuant to Government Code Section 65583.2(c) are shown in Table VI-10 of the 6th Cycle Housing Element.

(B) Are located on sites subject to rezoning in the adopted housing element site inventory pursuant to Government Code Section 65583.2(c).

(C) At least twenty (20) percent of the total number of housing units in the project are proposed affordable to lower-income households at affordable rent or affordable housing cost, as applicable.

§ 153.168 ELIGIBILITY FOR RELIGIOUS INSTITUTION SITES

The following residential uses are eligible for by-right approval provided site qualifies based on the following criteria:

(A) Are located on sites listed as religious institution sites in the adopted housing element site inventory pursuant to Government Code Section 65913.16.

(B) Are located on sites that meet the eligibility criteria pursuant to Government Code Section 65913.16.

The religious institution sites in the adopted housing element are shown in Table VI-15 of the 6th Cycle Housing Element.

§ 153.169 PERMIT REQUIREMENTS

(A) Permit requirements. An applicant for a project eligible for by-right approval shall submit a ministerial plan permit for approval of the design. No discretionary permit or approval is required.

(B) Review of application.

(1) For ministerial plan permit applications listed in this Section, the Community Development Director, or designee, without notice or hearing, shall consider the application ministerially without discretionary review. When the application is in compliance with the relevant standards, the permit shall be issued. The decision may be appealed to the Planning Commission pursuant Section 153.219.

(2) The application for the ministerial plan permit shall be reviewed for conformance with objective standards established by the General Plan, applicable Specific Plans, Zoning Code, design standards, and other adopted standards.

(3) As provided by Government Code Section 65583.2(i), an eligible project is exempt from the California Environmental Quality Act.

SECTION 3. If any section, subsection, subdivision, paragraph, sentence, clause, phrase or portion of this Ordinance is, for any reason, held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed a separate, distinct and independent provision, and such holding shall not affect the validity of the remaining portions thereof.

SECTION 4. This Ordinance shall become effective thirty (30) days from and after its final passage, provided it is published pursuant to Government Code section 36933 in a newspaper of general circulation within fifteen (15) days after its adoption.

The foregoing ordinance was given its first reading and introduced by title only at a regular meeting of the City Council of the City of Riverbank on _____, 2026. Said ordinance was given a second reading by title only and adopted.

PASSED, APPROVED, AND ADOPTED by the City Council of the City of Riverbank at a regular meeting on the ____ day of _____, 2026; motioned by Councilmember _____, seconded by Councilmember _____; moved said ordinance by a City Council _____ vote of _____:

AYES:
NAYS:
ABSENT:
ABSTAINED:

ATTEST:

Gabriela Hernandez
City Clerk

APPROVED:

Rachel Hernandez
Mayor

APPROVED AS TO FORM:

Tom P. Hallinan
City Attorney

**City of Riverbank
Planning Commission
Resolution No. 2026-004**

A RESOLUTION OF THE PLANNING COMMISSION OF THE CITY OF RIVERBANK, CALIFORNIA, RECOMMENDING TO CITY COUNCIL THE APPROVAL OF A GENERAL PLAN AMENDMENT, SPECIFIC PLAN AMENDMENT, AND REZONE TO EIGHT PROPERTIES LOCATED AT 0 TALBOT AVENUE (APN: 132-038-032); 5443 ROSELLE AVENUE (APN: 075-069-029); 0 ROSELLE AVENUE (APN: 075-075-052); 5054 ROSELLE AVENUE (APN: 075-025-010); 2819 CLARIBEL ROAD (APN: 075-014-026); 0 CLARIBEL ROAD (APN: 075-014-027); 2561 CLARIBEL ROAD (APN: 075-093-025); AND 0 KENTUCKY AVENUE (APN: 062-022-027), AND A SPECIFIC PLAN AMENDMENT TO ADD THE MIXED USE (CX-1) DESIGNATION TO THE CROSSROADS COMMUNITY SPECIFIC PLAN (SP-1) (GPA 01-2025, REZ 02-2025, AND SPA 01-2025), FOR IMPLEMENTATION OF THE CITY'S 6TH CYCLE HOUSING ELEMENT

WHEREAS, the City of Riverbank is authorized by Title 15 Chapter 153.230, to initiate a rezone whenever public necessity and convenience and the general welfare require such amendment; and

WHEREAS, State Housing Element Law (Government Code Section 65580 et seq.) requires that the City of Riverbank adopt a Housing Element for the eight-year period 2023-2031 to accommodate the City's regional housing needs allocation (RHNA) of 3,591 units comprised of 970 very low-income units, 672 low-income units, 594 moderate-income units, and 1,355 above moderate-income units; and

WHEREAS, the City of Riverbank 6th Cycle Housing Element includes Section IX, *2023-2031 Housing Element – Housing Goals and Policies*, that identify goals, policies, and programs the City of Riverbank is responsible for enabling the production of housing by reducing regulatory barriers, providing incentives, and supporting programs that create or preserve housing, especially for vulnerable populations; and

WHEREAS, the City of Riverbank has prepared the 6th Cycle Housing Element, as required by Government Code Section 65580 et seq. and has developed Program 1.1a, that identifies 8 sites for rezoning to meet the City's RHNA; and

WHEREAS, site specific general plan amendments, specific plan amendments, rezones, and adding the Mixed Use (CX-1) designation to the Crossroads Community Specific Plan (SP-1) are necessary to implement the 6th Cycle Housing Element; and

WHEREAS, 0 Talbot Avenue (APN: 132-038-032) has a General Plan designation of Industrial/Business Park (I/BP) and a Zoning designation of Light Industrial (M-1), and

a proposed General Plan designation of Higher-Density Residential (HDR) and proposed zoning designation of Multiple Family Residential (R-3); and

WHEREAS, 5443 Roselle Avenue (APN: 075-069-029) has a General Plan designation of Mixed Use (MU) and a Zoning designation of Crossroads Community Specific Plan (SP-1), Neighborhood Commercial (NC), and a proposed General Plan designation of Higher-Density Residential (HDR) and SP-1 land use designation of Medium/High Density Residential (MHR); and

WHEREAS, 0 Roselle Avenue (APN 075-075-052) has a General Plan designation of Civic (C) and a Zoning designation of Crossroads Community Specific Plan (SP-1), Public/Quasi-Public (P/QP), and proposed General Plan designation of Higher-Density Residential (HDR) and SP-1 land use designation to Medium/High Density Residential (MHR); and

WHEREAS, 5054 Roselle Avenue (APN 075-025-010), 2819 Claribel Road (APN 075-014-026), & 0 Claribel Road (APN 075-014-027) have a General Plan designation of Mixed Use (MU) and a Zoning designation of Crossroads Community Specific Plan (SP-1), Highway Commercial (HC), and proposed SP-1 land use designation of Mixed Use (CX-1); and

WHEREAS, 2561 Claribel Road (APN 075-093-025) has a General Plan designation of Community Commercial (C/C) and a Zoning designation of Crossroads Community Specific Plan (SP-1), Neighborhood Park/Basin (NP/B), and proposes to amend the General Plan designation to Mixed Use (MU) and the SP-1 land use designation to Mixed Use (CX-1); and

WHEREAS, 0 Kentucky Avenue (APN 062-022-027) has a General Plan designation of Lower Density Residential (LDR) and a Zoning designation of Planned Development (P-D) 71, and proposes to amend the General Plan designation to Higher-Density Residential (HDR) and the zoning designation to Multiple Family Residential (R-3); and

WHEREAS, Government Code Section 65353 requires the Planning Commission to hold at least one noticed, public hearing on any proposed General Plan Amendment; and

WHEREAS, Government Code further requires that the City Council receive input from the Planning Commission on any proposed General Plan Amendment; and

WHEREAS, the notice of the public hearing on the General Plan Amendment, Specific Plan Amendment, and Rezone was published in the Riverbank News, a newspaper of general circulation, on March 11, 2026; and

WHEREAS, the notices of the public hearing on the General Plan Amendment, Specific Plan Amendment, and Rezone were mailed to all property owners within 300 feet of the property on March 6, 2026, according to the most recent assessor's roll; and

WHEREAS, the Planning Commission has reviewed the General Plan Amendment, Specific Plan Amendment, and Rezone Ordinance and conducted a public hearing on March 31, 2026, in the manner prescribed by law; and

WHEREAS, all other legal prerequisites to the adoption of this Resolution have occurred.

NOW THEREFORE, BE IT RESOLVED, the City of Riverbank Planning Commission recommends to City Council find the proposed General Plan Amendment, Specific Plan Amendment, and Rezone exempt from CEQA pursuant to Section 15061(b)(3) of the CEQA Guidelines and further exempt pursuant to Public Resources Code Section 21080.085 as analyzed in the CEQA Technical Memorandum incorporated by this reference; approve General Plan Amendment No. 01-2025 as illustrated and incorporated by reference as Attachment 2 of the Planning Commission Staff Report; and approve Ordinance for Rezone 02-2025 and Specific Plan Amendment 01-2025, attached hereto as Exhibit A and incorporated by this reference, based on the following findings:

1. General Plan Amendment Findings: That pursuant to California Government Code section 65358 and the Riverbank General Plan, the Planning Commission finds as follows:
 - a. The General Plan amendment is in the public interest; and
 - b. The General Plan amendment is consistent and compatible with the goals and majority of the policies of the General Plan; and
 - c. The effects of the proposed amendment been evaluated and determined not to be detrimental to the public health, safety, or welfare; and
 - d. The proposed amendment has been processed in accordance with the California Government Code, the Riverbank Municipal Code, and the California Environmental Quality Act.
2. Pursuant to the Riverbank General Plan, the Planning Commission finds as follows:
 - a. The proposed amendments help the community achieve the goals outlined in the General Plan; and
 - b. The proposed amendments are consistent with the policies and standards of the General Plan.
3. That, based on the findings set forth in this resolution, the evidence in the City Staff Report, and such other evidence as received at the public hearings on this matter before the Planning Commission, the Planning Commission hereby recommends approval of the General Plan Amendment.

4. The proposed General Plan Amendments, Rezones and Specific Plan Amendments continue the consistency between the General Plan and Zoning Code, pursuant to Government Code Sections 65855 and 65860.
5. The Planning Commission recommends that the City Council find the Project exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15061(b)(3) (Common sense Exemption), and further pursuant to Public Resources Code 21080.085, which exempts rezoning actions that implement the jurisdiction's Housing Element. The site-specific General Plan Amendments, Rezones, and Specific Plan Amendments and Specific Plan Amendment to the Crossroads Specific Plan do not involve any physical changes with the potential to create an adverse effect on the environment. The amendments do not grant any development entitlements and all future housing developments would be subject to further environmental review, which may require supporting technical reports. Analysis of the CEQA determination is provided in the CEQA Technical Memorandum, as illustrated and incorporated by reference as Attachment 5 of the Planning Commission Staff Report.

PASSED AND ADOPTED by the Planning Commission of the City of Riverbank at a meeting held on the 31st of March, 2026; motioned by Commissioner Dinan, seconded by Commissioner Basso, and upon roll call was carried by the following vote of 5 - 0 :

AYES: Commissioner's: Halterman, Dinan, Zamora, Stewart and Basso

NOES: None

ABSENT: None

ABSTAIN: None

Attest:



Joshua E. Mann,
Community Development Director

Approved:



Michael Halterman, Chairperson
Planning Commission

Exhibit A – Draft City Council Ordinance No. 2026-TBD

**CITY OF RIVERBANK
ORDINANCE NO. 2026-XXX**

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF RIVERBANK APPROVING REZONE 02-2025 AND SPECIFIC PLAN AMENDMENT 01-2025, REZONING EIGHT PROPERTIES LOCATED AT 0 TALBOT AVENUE (APN: 132-038-032); 5443 ROSELLE AVENUE (APN: 075-069-029); 0 ROSELLE AVENUE (APN: 075-075-052); 5054 ROSELLE AVENUE (APN: 075-025-010); 2819 CLARIBEL ROAD (APN: 075-014-026); 0 CLARIBEL ROAD (APN: 075-014-027); 2561 CLARIBEL ROAD (APN: 075-093-025); AND 0 KENTUCKY AVENUE (APN: 062-022-027), AND A SPECIFIC PLAN AMENDMENT TO ADD THE MIXED USE (CX-1) DESIGNATION TO THE CROSSROADS COMMUNITY SPECIFIC PLAN (SP-1), FOR IMPLEMENTATION OF THE CITY'S 6TH CYCLE HOUSING ELEMENT

WHEREAS, the City of Riverbank is authorized by Title 15 Chapter 153.230, to initiate a rezone whenever public necessity and convenience and the general welfare require such amendment; and

WHEREAS, State Housing Element Law (Government Code Section 65580 et seq.) requires that the City of Riverbank adopt a Housing Element for the eight-year period 2023-2031 to accommodate the City's regional housing needs allocation (RHNA) of 3,591 units comprised of 970 very low-income units, 672 low-income units, 594 moderate-income units, and 1,355 above moderate-income units; and

WHEREAS, the City of Riverbank 6th Cycle Housing Element includes Section IX, *2023-2031 Housing Element – Housing Goals and Policies*, that identify goals, policies, and programs the City of Riverbank is responsible for enabling the production of housing by reducing regulatory barriers, providing incentives, and supporting programs that create or preserve housing, especially for vulnerable populations; and

WHEREAS, the City of Riverbank has undergone the preparation of the 6th Cycle Housing Element, as required by Government Code Section 65580 et seq. and has developed Program 1.1a, that identifies 8 sites for rezoning to meet the City's RHNA; and

WHEREAS, site specific general plan amendments, specific plan amendments, rezones, and adding the Mixed Use (CX-1) designation to the Crossroads Community Specific Plan (SP-1) are necessary to implement the 6th Cycle Housing Element; and

WHEREAS, 0 Talbot Avenue (APN: 132-038-032) has a General Plan designation of Industrial/Business Park (I/BP) and a Zoning designation of Light Industrial (M-1), and a proposed General Plan designation of Higher-Density Residential (HDR) and proposed zoning designation of Multiple Family Residential (R-3); and

WHEREAS, 5443 Roselle Avenue (APN: 075-069-029) has a General Plan designation of Mixed Use (MU) and a Zoning designation of Crossroads Community Specific Plan (SP-1), Neighborhood Commercial (NC), and a proposed General Plan designation of Higher-Density Residential (HDR) and SP-1 land use designation of Medium/High Density Residential (MHR); and

WHEREAS, 0 Roselle Avenue (APN 075-075-052) has a General Plan designation of Civic (C) and a Zoning designation of Crossroads Community Specific Plan (SP-1), Public/Quasi-Public (P/QP), and proposed General Plan designation of Higher-Density Residential (HDR) and SP-1 land use designation to Medium/High Density Residential (MHR); and

WHEREAS, 5054 Roselle Avenue (APN 075-025-010), 2819 Claribel Road (APN 075-014-026), & 0 Claribel Road (APN 075-014-027) have a General Plan designation of Mixed Use (MU) and a Zoning designation of Crossroads Community Specific Plan (SP-1), Highway Commercial (HC), and proposed SP-1 land use designation of Mixed Use (CX-1); and

WHEREAS, 2561 Claribel Road (APN 075-093-025) has a General Plan designation of Community Commercial (C/C) and a Zoning designation of Crossroads Community Specific Plan (SP-1), Neighborhood Park/Basin (NP/B), and proposes to amend the General Plan designation to Mixed Use (MU) and the SP-1 land use designation to Mixed Use (CX-1); and

WHEREAS, 0 Kentucky Avenue (APN 062-022-027) has a General Plan designation of Lower Density Residential (LDR) and a Zoning designation of Planned Development (P-D) 71, and proposes to amend the General Plan designation to Higher-Density Residential (HDR) and the zoning designation to Multiple Family Residential (R-3); and

WHEREAS, the City of Riverbank Planning Commission conducted a Public Hearing on Tuesday, March 31, 2026, to consider this proposed Rezone Ordinance (the "Rezone Ordinance") and recommended approval with a _____ vote; and

WHEREAS, the City Council held a properly noticed public hearing on the proposed Rezone Ordinance, and considered the Planning Commission recommendations, and any public comments and all documents or testimony received; and

WHEREAS, the City Council for the City of Riverbank has made the following findings for adoption:

1. General Plan Amendment Findings: That pursuant to California Government Code section 65358 and the Riverbank General Plan, the City Council finds as follows:
 - a. The General Plan amendment is in the public interest; and

- b. The General Plan amendment is consistent and compatible with the goals and majority of the policies of the General Plan; and
 - c. The effects of the proposed amendment been evaluated and determined not to be detrimental to the public health, safety, or welfare; and
 - d. The proposed amendment has been processed in accordance with the California Government Code, the Riverbank Municipal Code, and the California Environmental Quality Act.
2. Specific Plan Amendment Findings: That pursuant to the Riverbank General Plan, the City Council finds as follows:
 - a. The proposed amendments help the community achieve the goals outlined in the General Plan; and
 - b. The proposed amendments are consistent with the policies and standards of the General Plan.
3. That, based on the findings set forth in this resolution, the evidence in the City Staff Report, and such other evidence as received at the public hearings on this matter before the City Council, the City Council hereby approves Rezone 02-2025, Specific Plan Amendment 01-2025, and General Plan Amendment 01-2025.
4. The proposed General Plan Amendments, Rezones and Specific Plan Amendments continue the consistency between the General Plan and Zoning Code, pursuant to Government Code Section 65855 and 65860.
5. The City Council finds the Project exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15061(b)(3) (Common sSense Exemption), and further pursuant to Public Resources Code 21080.085, which exempts rezoning actions that implement the jurisdiction's Housing Element. The site-specific General Plan Amendments, Rezones, and Specific Plan Amendments do not involve any physical changes with the potential to create an adverse effect on the environment. The amendments do not grant any development entitlements and all future housing developments would be subject to further review in accordance with CEQA and City plans, ordinances, and standards, which may require supporting technical reports. Analysis of the CEQA exemptions is provided in the CEQA Technical Memorandum made part of the record of proceedings and incorporated herein by this reference.

NOW, THEREFORE, THE CITY OF RIVERBANK CITY COUNCIL DOES ORDAIN AS FOLLOWS:

Section 1: The City Council of the City of Riverbank approves the Rezones and Specific Plan Amendments associated with REZ 02-2025 AND SPA 01-2025.

Section 2: The City Clerk is hereby directed to cause the Official Zoning Map of the City of Riverbank to be revised to reflect the rezoning approved by this ordinance.

Section 3: Constitutionality, severability. If any section, subsection, subdivision, paragraph, sentence, clause, phrase or portion of this chapter, or any part thereof is for any reason held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining portion of this chapter or any part thereof. The City Council hereby declares that it would have passed each section, subsection, subdivision, paragraph, sentence, clause or phrase thereof, irrespective of the fact that any one or more section, subsection, subdivision, paragraph, sentence, clause or phrase be declared invalid or unconstitutional.

Section 4: This Ordinance shall become effective thirty (30) days from and after its final passage and adoption, provided it is published in a newspaper of general circulation at least fifteen (15) days prior to its effective date or a summary of the Ordinance is published in a newspaper of general circulation at least five (5) days prior to adoption and again at least fifteen (15) days prior to its effective date.

The foregoing was introduced at a regular meeting of the City Council of the City of Riverbank held on the 28th day of April 2026; motioned by Councilmember _____, seconded by Councilmember _____, and upon roll call was carried by the following vote __:__

AYES:

NAYS:

ABSENT:

ABSTAIN:




ATTEST:

APPROVED:

Gabriela Hernandez
City Clerk

Rachel Hernandez
Mayor

From: [Jordan Davidson](#)
To: [Joshua Mann](#)
Subject: Public Comment – Opposition to Rezoning of 0 Roselle Avenue (GPA & SPA No. 01-2025 / REZ No. 02-2025)
Date: Saturday, March 14, 2026 8:07:14 PM

  
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Dear Riverbank City Council and Planning Commission,

My name is Jordan Davidson, and I am a resident near Roselle Avenue in Riverbank. I am writing to express my strong opposition to the proposed rezoning of the parcel located at 0 Roselle Avenue as part of the 6th Cycle Housing Element Implementation.

This property has long been an open area that supports local wildlife and natural habitat. Many residents and community members who walk in the area regularly see animals living there and interacting peacefully with people in the neighborhood. Rezoning this parcel for medium/high density residential development would significantly disrupt this environment and remove an important open space that currently contributes to the character of the area.

In addition to environmental concerns, I believe the City should more thoroughly evaluate the infrastructure and utility impacts of this proposal. The parcel is located near existing power lines and water infrastructure, and it is unclear how these systems would be safely and effectively serviced if higher-density housing were developed in close proximity. These factors could create long-term safety, maintenance, and service challenges that should be addressed before any rezoning is considered.

I am also concerned about the broader impacts to the surrounding neighborhood, including:

- Increased traffic along Roselle Avenue and nearby roads
- Strain on local infrastructure and public services
- Continued pressure on water and sewer systems

Local residents have already experienced rising sewer and water rates, which place additional financial stress on lifelong residents in the community. Increasing residential density without clear infrastructure planning could further strain these systems and

potentially contribute to even higher utility costs for existing residents.

While I understand the need for housing planning, I respectfully urge the City Council to reconsider the rezoning of this parcel and explore alternative locations that would have less impact on the existing environment, infrastructure, and surrounding residents.

Thank you for your time and for considering the concerns of the community.

Sincerely,

Jordan Dean Davidson

Riverbank Resident

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From: Melanee [REDACTED]

Sent: Saturday, March 14, 2026 6:48 PM

To: City Clerk <CityClerk@riverbank.org>

Subject: Housing Element Implementation Rezones - Questions Regarding Proposed Rezoning of MID-Owned Property (0 Roselle Ave)

[REDACTED]
Dear Community Development Department,

I am writing as a resident who lives directly next to the parcel currently owned by MID that is being discussed for potential rezoning and development.

Before the City considers moving forward with any rezoning of this land, I believe several important questions need to be answered publicly.

First, how is this land being described as “staged for development” when it is currently owned by MID and zoned for civic use?

Second, has MID formally agreed to sell or transfer the property for residential development, or is the City making assumptions about land that it does not own?

Third, what justification does the City have for rezoning land that currently serves a civic classification and sits within an agricultural community?

Fourth, what impact studies have been completed regarding traffic, infrastructure strain, water demand, and school capacity if apartments are built on this parcel?

Finally, what opportunity will residents who live directly adjacent to this property have to review plans and provide input **before** any rezoning decisions are made?




I share a property line with this land, so any decision regarding its use will directly impact my home, property value, and quality of life. Because of that, I expect transparency and clear answers before the City moves forward with any rezoning discussions.


Please advise how residents can formally participate in this process and when these questions will be addressed.

Thank you for your time.

Sincerely,
Melanee Kiep
Sent from my iPhone

From: [Taylor Sisk](#)
To: [Joshua Mann](#)
Subject: Rezoning of Roselle and Glow Rd Pasture
Date: Tuesday, March 17, 2026 8:29:24 AM

  
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Dear City of Riverbank Planning Department,

I am writing to express my concerns regarding the proposed rezoning of the area located at Roselle and Glow Road. I will not be able to attend the meeting on the 31st, so I was instructed to write an email. As a resident of this community, I believe this rezoning will have significant negative impacts on the neighborhood and its residents, and I urge you to carefully consider these factors before moving forward with any changes. My husband and I chose to move to Riverbank in 2019 specifically for the "small town" feel which is slowly fading away with all the new housing and large highway being built. High density housing comes with a lot of negative risks and negative outcomes. Riverbank is losing its "small town" charm with the increase in housing developments. Below are my concerns that I would like to share with you.

1. Increased Traffic:

One of my primary concerns is the anticipated increase in traffic, especially with the new highway. The area surrounding Roselle and Glow Rd is currently a peaceful residential neighborhood, and any development in this area would undoubtedly result in more vehicles on local streets. The roads here are not designed to handle a significant increase in traffic, which could cause congestion, safety hazards, and a decrease in the quality of life for current residents. Our children walk and play in these neighborhoods, and higher traffic would put them at risk. There are already increased traffic issues with the new highway being built and this new zoning will increase it even more.

2. Crime Rates:

Additionally, there is a genuine concern that rezoning this area could lead to an increase in crime rates. Historically, changes to the character of a neighborhood, such as introducing commercial or industrial developments, can attract undesirable elements. Our community values safety, and many of us chose to live here because of the quiet and family-friendly environment. A shift in zoning could erode the sense of security that makes this area so desirable.

3. Loss of Familial Enjoyment:

Another important point I would like to address is the potential loss of the interaction

with the animals in the lot. Many families in this area, including my own, enjoy the opportunity to visit and interact with animals in that lot. The zoning change could take away these opportunities, leaving our families without an important and enjoyable activity that promotes bonding and connection with nature.

4. Increased Taxes for Current Residents:

Finally, I am concerned about the financial impact this rezoning could have on current residents, particularly through potential increases in property taxes. New development often leads to higher taxes to fund infrastructure improvements and public services, and these costs are typically passed onto existing homeowners. For many of us, this added financial burden could be difficult to manage, especially if the development leads to a decrease in neighborhood appeal or safety. This could also drive up living costs, making it harder for families to maintain their homes and enjoy the quality of life we currently have.





For these reasons, I strongly urge the City of Riverbank to reconsider the rezoning proposal at Roselle and Glow Rd. We, as residents, are deeply invested in the well-being of our community, and I hope you will take these concerns into account before making any decisions that could negatively impact the character and safety of our neighborhood.

Thank you for your time and consideration. I look forward to your response and hope we can work together to ensure the continued prosperity and safety of Riverbank.


Sincerely,

The Sisk Family

From: [LM](#)
To: [Joshua Mann](#)
Subject: Public Comment on Proposed Rezoning of Cow & Horse Pasture (Glow Rd & Roselle Ave)
Date: Tuesday, March 17, 2026 3:32:14 PM

 
 [Sender Details](#) 

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Dear Mr. Mann,

I hope this message finds you well. I am writing as a resident of Riverbank, CA, and as someone who lives in close proximity to the Glow Road and Roselle Avenue area, to respectfully share my perspective regarding the proposed rezoning of the cow and horse pasture.

My family and I relocated to this area from Los Angeles for work. At the time, we were uncertain whether we would adapt to life in Central California. However, what we discovered here was something we did not expect — a level of calm, space, and quality of life that is increasingly rare in larger metropolitan areas.

After spending time here, returning to Los Angeles made that contrast even more apparent. The congestion, fast pace, and constant pressure highlighted just how valuable and uncommon the balance we experience in this community truly is. It is something we have come to deeply appreciate and do not take for granted.

We understand that growth and development are, to some extent, unavoidable, and we recognize that development can bring certain benefits, including economic activity and potential increases in property value. However, we believe that growth should be approached with careful consideration to avoid long-term impacts that may diminish overall livability.

From our experience, even gradual increases in density can, over time, lead to meaningful changes in daily life — including increased traffic, longer commutes, and added pressures that affect how residents experience their community. We hope the City can avoid a development path that gradually erodes quality of life, where these incremental changes accumulate and result in a noticeable decline in overall livability.

While our community may never reach the level of density seen in larger metropolitan areas, the direction and pace of development still matter. Once development moves forward, its impact is lasting and not easily reversed, which makes thoughtful planning especially important.

For many residents in this area, the sense of peace, open space, and connection to the surrounding environment are not incidental — they are the very reasons we chose to live here. We hope that future development can be planned in a way that avoids excessive density and preserves the character of the community for years to come.

Thank you very much for your time and consideration.

Sincerely,

Minnie Liu

From: [Cathy Ferguson](#)
To: [Joshua Mann](#)
Subject: Keep our farm land
Date: Wednesday, March 18, 2026 12:53:25 PM



[Redacted]



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[Redacted]

We don't want anymore houses! The traffic is bad enough now! We want to look at the cows and horses. Save the farmland near roselle and the rest of riverbank

[Sent from AT&T Yahoo Mail for iPhone](#)

From: [Nicole Nixon](#)
To: [Joshua Mann](#)
Subject: Formal Opposition to Development at Glow & Roselle (Cow Pasture)
Date: Tuesday, March 31, 2026 1:58:30 PM

  
First-Time Sender [Details](#)
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You 

To the Crossroads Planning Commission and City Council,

As a resident of the Crossroads community, I am writing to express my strong opposition to the proposed development of the cow pasture located at the intersection of Glow and Roselle.

This space is far more than an empty lot; it is a vital part of what makes our neighborhood unique. I urge you to consider the following points of concern regarding this project:

- **Preservation of Open Space and Wildlife:** This area is a staple for those of us who utilize the local trail. It provides rare, accessible open space and serves as a habitat for local wildlife. Once this land is developed, the character of our community will be permanently altered.
- **Infrastructure and Traffic:** Our current roads are not designed to handle the increased density this development would bring. Adding more vehicles to the Glow and Roselle intersection will lead to significant congestion and safety concerns for pedestrians and cyclists.
- **Water Scarcity:** Perhaps most pressingly, the city has already acknowledged that our current water system is insufficient. Approving new high-density development while existing residents face water availability concerns is irresponsible and places an undue burden on our current infrastructure.

I moved to this area specifically for the balance of community and nature that this pasture represents. Developing it would be devastating to the quality of life for long-time residents and future generations alike.




I respectfully ask that you deny this development proposal and prioritize the preservation of our community's open spaces.

Sincerely,

Nicole Nixon

Crossroads Resident

From: [Russell, Rosanna S](#)
To: [Ottieri, Mia](#); [Joshua Mann](#); [City Clerk](#)
Cc: [Mellera, Joy C](#); [Teresa McDonald](#); [Hannaford, Margaret A](#); [Mendoza, Jonathan S](#); [Mazurkiewicz, Adam](#); [TSOU, SUNNY \(CAT\)](#); [MILJANICH, PETER \(CAT\)](#); [Keene, Joshua](#); [Frve, Karen](#)
Subject: RE: HHWP Response to City of Riverbank Planning Commission GPA & SPA No. 01-2025, REZ No. 02-2025 (Dept File No. 25-0030)
Date: Tuesday, March 31, 2026 2:24:33 PM
Attachments: [image001.png](#)
[image002.png](#)
[inky-injection-inliner-03755809cc10337ec572b1f12a6beedf.png](#)
[inky-injection-inliner-e0c5e04ec3692c9149434d474b0acb15.png](#)
Importance: High

  
First-Time Sender [Details](#)
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Dear Mr. Mann and the City Clerk of the City of Riverbank:

The SFPUC offers these preliminary comments regarding Riverbank’s proposal to rezone land owned by the City and County of San Francisco, through its Public Utilities Commission, in your jurisdiction. These comments are preliminary, so they can be read into the record at tonight’s Special Planning Committee meeting, about which I only received notice today.

The City, through the SFPUC, owns land in fee in Riverbank. The land is a public utility corridor with high-pressure water transmission mains serving over 2.6 million water customers and overhead power distribution lines. It is not suitable for housing since structures may not be built on the SFPUC property. Nor is it suitable for parks due to the overhead lines nor subdivision or emergency access roads, given that the SFPUC must have 24/7 access to and the use of its land to inspect, maintain, repair, and replace its utilities.

To that end, the SFPUC Commission approved land use policies many years ago. One of the key policies is that SFPUC land may not be used to fulfill a third-party’s entitlements. That means neither the City of Riverbank nor any other third party may incorporate and use SFPUC land to meet the Housing Element nor a subdivision map requirement.

Please do not change the zoning of the SFPUC parcels in a general plan amendment or otherwise. While we appreciate Riverband's desire to meet its Housing Element goals, the SFPUC parcels should not be any part of that plan. The zoning should remain as is.

We will follow up with a formal letter. Thank you for your consideration.

**Respectfully,
Rosanna Russell
Real Estate Director**

From: Ottieri, Mia [REDACTED]
Sent: Monday, March 30, 2026 3:23 PM
To: Joshua Mann <jmann@riverbank.org>; City Clerk <CityClerk@riverbank.org>
Cc: Mellera, Joy C <JMellera@sfgov.org>; Teresa McDonald <tmcdonald@riverbank.org>; Hannaford, Margaret A <MHannaford@sfgov.org>; Russell, Rosanna S <RSRussell@sfgov.org>; Mendoza, Jonathan S <JSMendoza@sfgov.org>
Subject: RE: HHWP Response to City of Riverbank Planning Commission GPA & SPA No. 01-2025, REZ No. 02-2025 (Dept File No. 25-0030)

Hi Josh,

Thank you so much for speaking with me this morning, confirming you received HHWP's response, and for your email.

I appreciate you confirming that there are no planned developments at this time and that any application Riverbank receives proposing to utilize land owned in fee or held by easement by the City and County of SF would be forwarded to HHWP for a separate review.

Have a great day!

Mia Ottieri
ROW Permit Liaison
Hetch Hetchy Water & Power
Office: (209) 989-0618
mottieri@sfgov.org [REDACTED]

Web: [Project Review and Land Use - Hetch Hetchy Water and Power | SFPUC](#)

I am out of the office on Fridays.

From: Joshua Mann <jmann@riverbank.org>

Sent: Monday, March 30, 2026 9:36 AM

To: Ottieri, Mia <MOttieri@sflower.org>; City Clerk <CityClerk@riverbank.org>

Cc: Mellerer, Joy C <JMellerer@sflower.org>; Teresa McDonald <tmcdonald@riverbank.org>

Subject: RE: HHWP Response to City of Riverbank Planning Commission GPA & SPA No. 01-2025, REZ No. 02-2025 (Dept File No. 25-0030)

Good Morning Mia,

Thank you for your email and for providing the attached materials. This confirms receipt.

The City's current action relates to implementation of its Housing Element rezone program. This program is being undertaken to satisfy State Housing Element law and to address the City's remaining Regional Housing Needs Allocation obligation. As part of the Housing Element process, the City must demonstrate to the California Department of Housing and Community Development that it has an adequate inventory of sites with zoning and development capacity sufficient to accommodate its assigned housing need across income categories during the planning period.

In Riverbank's case, after accounting for approved subdivisions, existing vacant residential land, and other available housing opportunity sites, the City still did not have enough remaining site capacity to fully satisfy its Housing Element requirements. Because of that shortfall, the City is required to consider rezonings of additional properties so the Housing Element can identify enough land with appropriate development potential to meet State requirements. The current action is therefore a planning and compliance measure required to maintain a compliant Housing Element and to support HCD certification.

It is important to clarify that no development project is being proposed, reviewed, or approved as part of this action. The City is not considering subdivision maps, site plans, building plans, or construction approvals for the subject parcels at this time. The present action is limited to General Plan and zoning changes associated with Housing Element implementation.

Any future development proposal affecting any of the referenced properties would still require separate review by the City at a later date. That future review would occur only if and when an actual project application is submitted by a property owner or applicant. At that stage, the proposal would be subject to project-specific analysis, including review of site design, access, infrastructure, utilities, easements, environmental review as applicable, and coordination with outside agencies and affected property interests. That future process would also include coordination with SFPUC/HHWP where a proposed project may involve or affect CCSF owned land, right-of-way parcels or easement areas, including any required crossing or land use approvals.

The City understands and appreciates your comments regarding the APNs identified in your correspondence. We also acknowledge your statement that any future crossing use of or work on

CCSF owned land would require submittal of a SFPUC/HHWP Project Review and Land Use Application. The City will retain your email and attachments as part of the administrative record for the rezone program so that these issues are clearly documented for the record and recognized in any future project review context.

Lastly, as I mentioned on the phone, the Planning Commission agenda and staff report are available online. Please review the staff report for additional context regarding the rezone program. If you have any additional questions, please feel free to reach out.... **Item 8.1** → <https://riverbankca.portal.civicclerk.com/event/1317/files/agenda/1269>

Thank you again for your correspondence and for bringing these considerations to the City's attention.



Joshua E. Mann
Community Development Director

Phone: (209) 863-7124
Fax: (209) 869-7126
Email: jmann@riverbank.org

6707 Third Street
Riverbank, CA 95367

www.riverbank.org

Monday-Thursday, 7:30AM-5:30PM
~ CLOSED ALL FRIDAYS ~

From: Ottieri, Mia <MOttieri@sfwater.org>
Sent: Thursday, March 26, 2026 2:51 PM
To: Joshua Mann <jmann@riverbank.org>; City Clerk <CityClerk@riverbank.org>
Cc: Mellera, Joy C <JMellera@sfwater.org>
Subject: HHWP Response to City of Riverbank Planning Commission GPA & SPA No. 01-2025, REZ No. 02-2025 (Dept File No. 25-0030)

Some people who received this message don't often get email from mottieri@sfwater.org. [Learn why this is important](#)

To Whom it May Concern:

The San Francisco Public Utilities Commission, Hetch Hetchy Water & Power (HHWP), received the attached, undated notice:

City of Riverbank Notice of Planning Commission and City Council Public Hearings

for

GPA & SPA No. 01-2025, REZ No. 02-2025 (Dept File No. 25-0030) -

6th Cycle Housing Element Implementation Rezones

- **Special Planning Commission Meeting: March 31, 2026, at 6:00 pm, Riverbank, California**
- **City Council Meeting, April 28, 2026, at 6:00 pm, Riverbank, California**
- <http://www.riverbank.org/AgendaCenter>

HHWP hereby responds with the following comments:

- The eight APNs in question are directly adjacent to and cross over land owned in fee or held by easement by the City & County of San Francisco (CCSF): SFPUC Right of Way Parcel 642, APN 075-075-052 and SFPUC Right of Way Parcel 645, APN 075-093-026.
- **HHWP will need to conduct a review of this project, including all plans and drawings, to ensure that this project does not interfere with the use of CCSF property, prior to approval by the City of Riverbank Planning Commission.**
- **A SFPUC/HHWP Project Review and Land Use Application must be submitted to Hetch Hetchy Water and Power for any proposed crossing use of, or work on CCSF-owned land.** I have attached a blank copy of the application for your reference. You may email a completed application to: hhwp_row@sfgwater.org.

Also attached is a copy of the Notice received and a Map identifying the SFPUC Right of Way Parcels.

-

Please confirm receipt of this email.

Thank you in advance for your cooperation and attention to this matter.

Mia Ottieri

ROW Permit Liaison

Hetch Hetchy Water & Power

Office: (209) 989-0618

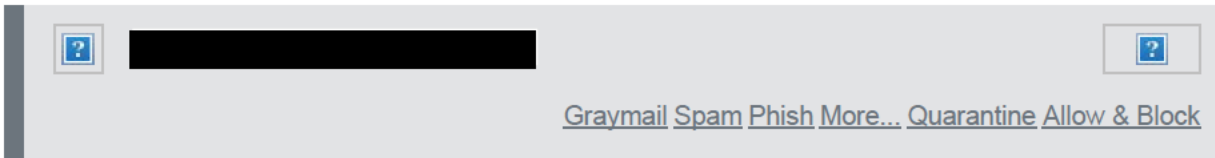
mottieri@sfgwater.org

Web: [Project Review and Land Use - Hetch Hetchy Water and Power | SFPUC](#)

I am out of the office on Fridays.



From: [Lynn Houlihan](#)
To: [Joshua Mann](#)
Cc: [David Niskanen](#); [Randy High Jr.](#)
Subject: Fwd: Proposed Rezone on Talbot Avenue (APN: 132-038-032)
Date: Tuesday, March 31, 2026 3:00:34 PM
Attachments: [image001.png](#)



Hi Joshua -

I understand that there is a Special Planning Commission Meeting tonight. I am requesting that this email thread (including the email dated 11/18/25 below) be entered into the record.

First, thanks to you and your staff for helpfulness and cooperation in completing the lot line adjustment adding 80' to the 6180 Roselle Avenue property to increase truck maneuvering room as requested.

Second, in general, no one appreciates having essentially unilateral decisions forced on them. We understand that you and the City of Riverbank are in a difficult position of having to respond to requirements of the State of California. Political winds may change what is "required" in the future. We've owned the 6180 Roselle Avenue and the Talbot Avenue properties for approximately 37 years. We've been good and cooperative landowners, and we have contributed to the development of the City of Riverbank.

Third, Randy High Jr. and I appreciated meeting with you on Tuesday, March 10, 2026, to discuss concerns regarding the proposed rezone of the post-lot line adjustment remainder property on Talbot Avenue. Important points that we discussed in this meeting included:

- We remain willing to cooperate with the proposed rezone to R-3, but our willingness is primarily in response to our facing what seems like no other reasonable choice but to accept the proposed rezone to R-3. Our strong preference is no change in the zoning of the remainder Talbot Avenue property, so that were in a better position to consider the following partial list of possibilities:
 - If at some point, there is strong market demand for R-3 or lower density residential use of the subject property, we would come to the City at that time to request rezoning to allow such residential use. At the present time, there is extremely low market demand for residential use. Government required programs do not constitute market demand.
 - As we discussed, Silgan Containers rents the 200,000 sf warehouse building on our 6180 Roselle Avenue property and Silgan Containers is a significant contributor to employment and manufacturing in Riverbank. To respond to the needs of this extremely important tenant, several times in the past, we have discussed with Silgan Containers expanding the current facility on to the Talbot Avenue property. Although there are no current discussions for expansion at this time, it's possible and even likely that expansion discussions will take place again with Silgan Containers in the future.
 - Other industrial, warehouse, commercial, yard-space, or lower density residential

users may express interest in the Talbot Avenue remainder property in the future. We want to be able to timely respond to such inquiries without being limited to the proposed R-3 zoning.

- We understand from our discussions in the course of this matter, that if there is demand by Silgan Containers or other industrial, warehouse, commercial, yard-space, or lower density residential uses for the remainder Talbot Avenue property, that the City would be willing to be helpful in finding ways to timely meet required housing quotas and meeting other requirements to allow such uses. I understand that you are not in a position to provide any form of guarantee on these matters.

Finally, I would like to reiterate thankfulness for the very good relationship that we have enjoyed with the City of Riverbank over approximately 37 years, helpfulness in bringing about the lot line adjustment, and working together to bring about good future outcomes.

Thanks,

Lynn Houlihan
P.O. Box 2727
Granite Bay, CA 95746

Cell: 916-208-1492

On Tue, Nov 18, 2025 at 12:14 PM Lynn Houlihan [REDACTED] wrote:

Hi David --

Very nice to talk to you today and go over what I discussed with Jailah Smith on Monday, 10/6/25 in response to her letter dated 9/16/25 which was received on 9/23/25. I called and left a message on 11/11/25 for Jailah and I also called the City of Riverbank on the same day and requested a call back.

Ownership of APN 132-038-032 (Talbot Avenue property) and Ownership of 6180 Roselle Avenue, Riverbank have some concerns with respect to the proposed rezone of the Talbot Avenue property to R3 as discussed with Jailah, and as we discussed this morning.

1. A lot line adjustment needs to be accomplished before the proposed rezone, so that the 6180 Roselle Avenue property has adequate truck maneuvering room on the south side of this property. Presently, there is approximately 60' between the building and the property line separating the 6180 Roselle Avenue property from the Talbot Avenue property. An additional approximately 80' feet is needed in order to have a total of 140' of truck maneuvering room total on the 6180 Roselle Avenue property. These dimensions are approximate and under discussion with ownership and engineers. Please see the attachment showing what we are considering. Ownership of both the 6180 Roselle Avenue and the Talbot Avenue property is "in-house" which should help the process to move forward.
2. Ownership wants only Market Based Housing on the Talbot Avenue property. We do not want any requirement for low income housing on the Talbot Avenue property.
3. Ownership expects that the long-term, historical use of the 6180 Roselle Avenue property would not be subject to new restrictions, requirements, or pressures due to the proposed

rezone of the Talbot Avenue property. For instance, if there is truck traffic noise that future residential occupants of the Talbot Avenue property take issue with and/or might want to complain about, we would expect that long-term, historical use of the 6180 Roselle Avenue property would prevail. Truck traffic noise is just one possibility given as an example. There may be other possibilities.

4. If the proposed R3 zoning takes place and if economic conditions do not support such use, Talbot Avenue property ownership would want to have a reasonable means to return to current zoning or possibly other commercial zoning.

I understand that there is a Planning Commission meeting tonight.

I am requesting that this email and the attachment be entered into the public record at the Planning Commission meeting tonight.

I appreciate your and Joshua Mann's helpfulness, and I look forward to working with both of you going forward.

Thanks,

Lynn Houlihan
Blue Sky Venture



On Tue, Nov 18, 2025 at 11:12 AM David Niskanen <david@jbandersonplanning.com> wrote:

Hi Lynn:

Yes – I received your email. Thank you for phone call today regarding your property on Talbot Avenue (APN: 132-038-032) and the proposed Rezone effort for the Housing Element. I've CC'd Joshua Mann, Community Development Director at Riverbank so he is aware.

Thanks,

David Niskanen | **J. B. Anderson Land Use Planning**

139 S. Stockton Avenue, Ripon, California 95366 | 209/599-8377



From: Lynn Houlihan <lrhoulihan@gmail.com>

Sent: Tuesday, November 18, 2025 11:05 AM

To: david@jbandersonplanning.com

Subject: Test Email

Hi David -

Please let me know if you received this test email.

Thanks,

Lynn Houlihan

[REDACTED]

[REDACTED]

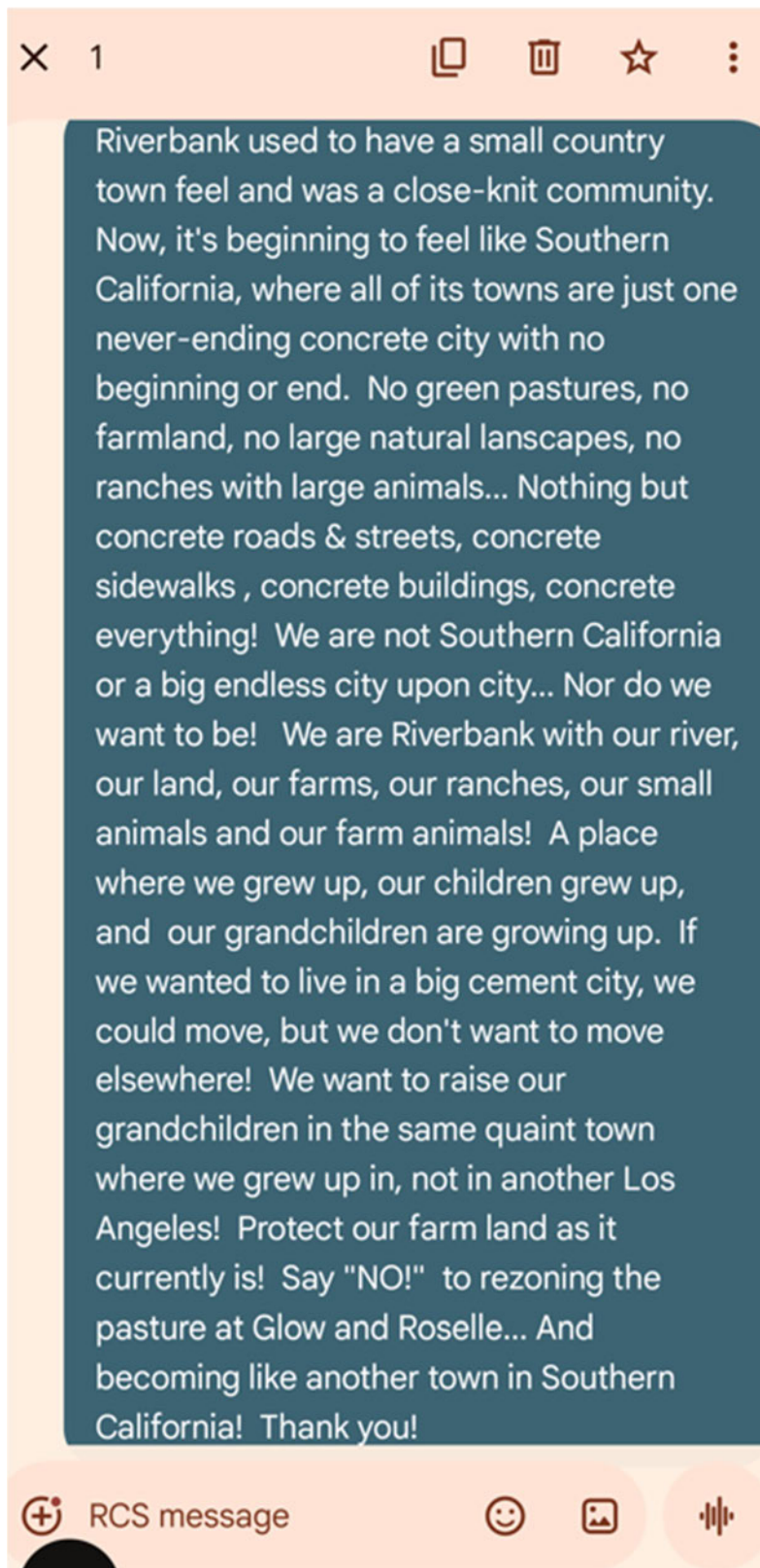
[REDACTED]

From: Kathy Qualters [redacted] rs [redacted].d [redacted]

Sent: Tuesday, March 31, 2026 5:26 PM

To: Joshua Mann <jmann@riverbank.org>

Subject: Subject: "No" on Rezoning





April 14, 2026

**VIA EMAIL TO JMANN@RIVERBANK.ORG, TCDONALD@RIVERBANK.ORG
 AND TO CITYCLERK@RIVERBANK.ORG**

City of Riverbank
 6707 Third Street
 Riverbank, CA 95367-2396

Attn: Joshua Mann, Director of Community Development
 Teresa McDonald, Senior Planner
 City Clerk

**Re: City of Riverbank Notice of Planning Commission and City Council
 Public Hearings for GPA & SPA No. 01-2025, REZ No. 02-2025
 (Dept File No. 25-0030) - 6th Cycle Housing Element
 Implementation Rezones**

SFPUC Objection to Rezoning by the City of Riverbank of:

- SFPUC Parcel No. 645 and a portion of Stanislaus County APN 075-093-026 in the City of Riverbank adjacent to SFPUC Parcel No. 645
- SFPUC Parcel No. 642 and a portion of Stanislaus County APN 075-075-052 adjacent to SFPUC Parcel No. 642

Dear All:

We understand that the City of Riverbank (Riverbank) seeks to demonstrate to the California Department of Housing and Community Development that it has an adequate inventory of sites with zoning and development capacity sufficient to accommodate its assigned housing need across income categories during its 6th Cycle Housing Element planning period.

The San Francisco Public Utilities Commission (SFPUC) offers the following information regarding the Hetch Hetchy Regional Water System and *strongly objects* to any rezoning or re-classification by Riverbank of SFPUC Parcel No. 645 and SFPUC Parcel No. 642, and the portions of Assessor’s Parcel No. 075-093-026 and Assessor’s Parcel No. 075-075-052 located adjacent to these SFPUC parcels.

Daniel Lurie
 Mayor

Joshua Arce
 President

Stephen E. Leveroni
 Vice President

Avni Jamdar
 Commissioner

Kate H. Stacy
 Commissioner

Meghan Thurlow
 Commissioner

Dennis J. Herrera
 General Manager

Services of the San Francisco Public Utilities Commission

OUR MISSION: To provide our customers with high-quality, efficient and reliable water, power and sewer services in a manner that values environmental and community interests and sustains the resources entrusted to our care.



The City and County of San Francisco (San Francisco), through the SFPUC, owns SFPUC Parcel No. 645 in fee. The Modesto Irrigation District owns SFPUC Parcel 642 in fee; however, the SFPUC holds the following easement rights through the property:

“the right to construct, maintain, and operate its Hetch Hetchy pipe line aqueduct and electric power and telephone lines across, over, or under any reservoir, irrigation canal, lateral, drainage pipes or ditches or any land which may be owned or hereafter acquired and owned by said Districts...”

SFPUC Parcel No. 645 and Parcel No. 642 are together referred to as the “SFPUC Property Interests.”

The SFPUC Property Interests are not suitable for housing or development and would be detrimentally impacted by the rezoning of the adjacent parcels, APN Nos. 075-093-026 and 075-075-052, for housing or other development.

The SFPUC has jurisdiction over and manages land and power distribution and water system infrastructure owned by San Francisco as part of the Hetch Hetchy Regional Water System. The SFPUC’s priority is to provide reliable water, wastewater, and power services to its customers. SFPUC’s customers depend upon our agency to deliver high-quality drinking water 24 hours a day. This water is conveyed 167 miles from its source at Hetch Hetchy Reservoir in Yosemite, through the San Joaquin Valley and the Coast Range, before the water is distributed to 2.7 million Bay Area customers. The SFPUC power transmission lines are a component of the California Bulk Electric System and support the overall power transmission system in California.

As depicted on the attached map, the SFPUC Property Interests are a utility corridor. Three major SFPUC water transmission pipelines and two overhead high-voltage power transmission lines run through the SFPUC Property Interests. The SFPUC requires unrestricted access to the SFPUC Property Interests to ensure timely inspection and completion of routine and emergency maintenance and repair of its water conveyance pipelines and high-voltage power lines. The SFPUC Property Interests are therefore not suitable for housing, parkland, roads, or other development. In addition, Riverbank should not rezone the portion of the property adjacent to the SFPUC Property Interests to permit development that would impede the SFPUC’s access to or use of its property interests, or allow any residential housing, parklands, roads, or other non-compatible uses to exist in proximity to such high-hazard infrastructure.

To protect this access and use, the SFPUC’s Commission has adopted land use policies that restrict the scope of use of SFPUC Property Interests by third parties. Any proposed project on, or third-party use of, the SFPUC Property Interests must conform to the SFPUC’s land use policies. One of the key policies is that SFPUC land may not be used to fulfill a third party’s entitlements. That means neither Riverbank nor any other third party may incorporate and use SFPUC land to meet the Housing Element or subdivision map requirements.

For your review, I enclose four additional Commission policies, which, among other policies, protect SFPUC property and infrastructure:

- CCSF, HHWP, General Guidelines Used in Review of Third-Party Use of Electric-Transmission-Line
- Rights-of-Way HHWP Power Transmission Vegetation Management Guide
- HHWP High Voltage Power Line and Facility Right-of-Way Safety Guide
Water Transmission Line Right-of-Way Safety Guide
- SFPUC Land Use Framework

The intent of these policies, among others not included with this letter, is to avoid *any* use on our land that, in SFPUC's sole discretion, conflicts with SFPUC's access to its land and infrastructure.

Additionally, we respectfully request that either Riverbank leave a portion of the adjacent property free of development or, in the alternative, that the Riverbank Planning Division strictly adhere to its own setback requirements for proposed development adjacent to the SFPUC Property Interests.

One reason for setback requirements on SFPUC Property Interests is that California Public Utilities Commission General Order 95 requires *minimum* safe clearance distances for power transmission lines. For the appropriate related clearances related to SFPUC facilities, please assume one is working near energized high-voltage transmission lines.

Finally, please add the following SFPUC staff as recipients of any future CEQA documents or notices related to this project and other projects that could impact or are proposing to use SFPUC land:

Mia Ottieri
SFPUC Property Permit Liaison
(209) 989-0618
mottieri@sfgwater.org

Mae La Frantz
Environmental Planner
mlafrantz@sfgwater.org
(209) 986-0926

To summarize, please do not change the zoning of the SFPUC Property Interests or the immediately adjacent property in a general plan amendment or otherwise. While we appreciate Riverbank's desire to meet its Housing Element goals, the SFPUC Property Interests should not be part of that plan.

Sincerely,

Steven R. Ritchie

Steven R. Ritchie
Assistant General Manager, Water

Attachments:

Map of the SFPUC Property Interests
San Francisco-HHWP General Guidelines Used in Review of Third-Party
Use of Electric Transmission-Line Rights-of-Way
Water Transmission Line Right-of-Way Safety Guide
Power Transmission Vegetation Management Guide
High Voltage Power Line and Facility Right-of-Way Safety Guide
SFPUC Land Use Framework

cc: Adam Mazurkiewicz, Division Manager, HHWP
Rosanna Russell, Real Estate Director
Joy Meller, Right of Way Manager, HHWP
Mia Ottieri, HHWP
Josh Keene, Assistant Real Estate Director
Jonathan Mendoza, Real Estate Analyst
Mae La Frantz, Natural Resources and Lands Management Division

RIVERBANK CITY COUNCIL / LRA BOARD

AGENDA ITEM NO. 11.1.

SECTION : NEW BUSINESS

Meeting Date:	4/28/2026
Subject:	Resolution to accept the 2025 Housing Element and General Plan Annual Progress Report
From:	Marisela H. Garcia, City Manager
Submitted by:	Teresa Mcdonald, Senior Planner

RECOMMENDATION

Staff recommends the City Council approve Resolution No. 2026-xxx to receive and accept the 2025 Housing Element and General Plan Annual Progress Report and authorize staff to submit the report to the State of California Department of Housing and Community Development (HCD), and the State of California Governor's Office of Land Use and Climate Innovation (LCI).

SUMMARY

2025 Housing Element Annual Progress Report

The Fifth Cycle Housing Element was certified by HCD on December 30, 2015, and then adopted by the City Council on February 23, 2016, for the planning period ending in 2023. The City of Riverbank is currently implementing and updating planning efforts consistent with the Sixth Cycle Housing Element period, which spans from 2023 to 2031.

The forms provided online by HCD have recently been updated pursuant to Assembly Bill 879 (AB 879) and Senate Bill 35 (SB 35) and require the following information:

- Status of the plan and progress in it is implementation;
- Progress in meeting its share of the regional housing needs;
- The number of housing development applications received in the prior year;
- The number of units included in all development applications in the prior year;
- The number of units approved and disapproved in the prior year;
- The degree to which its approved general plan complies with the guidelines developed;
- A list of sites rezoned to accommodate that portion of the City's share of the regional housing need for each income level; and
- The number of net new units of housing, including both rental and for-sale housing, that have been issued an entitlement, a building permit, or a certificate of occupancy.

In 2025 the City issued permits for 88 housing units. New units are determined to count towards RHNA numbers only when the building permit is issued.

The City continued to make progress towards meeting the State mandated RHNA goals during the 2025 calendar year. State mandates require the City to track the following new housing unit related data, shown in the table below:

Applications and Permits	Dwelling Units
Units Issued Building Permits	88
Units Receiving Final Occupancy	58
Units Issued Planning Entitlements	58

A total of 88 units were issued building permits by the Building Division, which included applications from previous years. A total of 58 units were issued certificates of occupancy. An additional 58 units were issued planning entitlements.

The RHNA table for 2025 has been updated to reflect progress made towards the City’s RHNA goal. In summary, the City of Riverbank reports no progress for the Very Low-Income, Low-Income, or Moderate-Income goal and six (6) percent of the Above Moderate-Income goal.

2025 General Plan Annual Progress Report

State law requires that general plans include the following mandatory elements: Land Use, Circulation, Housing, Safety, Noise, Conservation, Open Space, and Environmental Justice. Elements for other topics of local concern may also be included. The Riverbank 2005-2025 General Plan includes four optional elements: Community Character and Design, Economic Development, Public Services and Facilities and Air Quality. Except for the Housing Element, all elements of the Riverbank 2005-2025 General Plan were adopted as a single document on April 22, 2009. The Environmental Justice element was added to state law after the date the 2005-2025 General Plan was adopted and therefore is not included in the 2005-2025 General Plan. The General Plan includes implementation measures/strategies for each element. As 2025 marks the horizon year of the City’s 2005-2025 General Plan, this annual report serves as a summary of implementation activity completed during the final year of that planning period and acknowledges the need for a future comprehensive General Plan update.

For 2025, some notable projects completed or in progress include approval of two rezones and subdivision maps for a total of 58 single-family residential lots, approval of two architecture and site plan reviews for a total of 51 units, the Riverbank Cheese and Wine Festival, and completion of four solar projects for city facilities. A full accounting of the General Plan progress is found in the 2025 General Plan and Housing Element Annual Progress Report.

PLANNING COMMISSION

The 2025 General Plan and Housing Element Annual Progress Report was presented to the Planning Commission on March 31, 2026, and the Commission recommended forwarding the report to City Council for approval by a vote of 5-0.

STRATEGIC PLAN

This item does not directly implement a specific Strategic Plan goal for the 2025 to 2030 period. However, acceptance and submittal of the Annual Progress Report supports the City’s broader commitment to good governance, regulatory compliance and accountability. Submission of the report is mandated by State Law.

BACKGROUND

The State of California Department of Housing and Community Development (HCD) requests data on Housing Element implementation from jurisdictions on an annual basis. The State requests information related to the number of net new housing units and goal and policy achievement. HCD also tracks net new housing development to determine the number of units added within a calendar year. For example, the demolition of a single-family home to construct a triplex would be recorded by HCD as two new dwelling units.

This data is used to assess jurisdiction-specific progress in meeting Regional Housing Needs Allocation (RHNA) numbers. The Community Development Department prepared the 2025 Housing Element Annual Progress Report (APR) to submit to HCD.

The State of California Governor's Office of Land Use and Climate Innovation (LCI) require a General Plan Annual Progress Report (APR) to monitor implementation of General Plan policies, goals, and actions. The APR is flexible in format and recommends a discussion of major projects that help implement the General Plan as well as planning activities initiated in 2025.

FINANCIAL IMPACT

There is no direct financial impact associated with this item other than the staff time required to compile, prepare, review and transmit the Annual Progress Report. The proposed resolution is administrative in nature and is limited to acceptance of the report and authorization for staff to submit it to the applicable State agencies. Approval of this item does not authorize construction, appropriate funds or establish any capital improvement obligation. Any future projects, programs or expenditures referenced in the report would be subject to separate City Council review and approval, as applicable.

ATTACHMENTS

1. Attachment 1 - CC Resolution
2. Attachment 2 - GP and HE APR

CITY OF RIVERBANK

RESOLUTION 2026-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVERBANK, CALIFORNIA, ACCEPTING THE 2025 HOUSING ELEMENT AND GENERAL PLAN ANNUAL PROGRESS REPORT AND AUTHORIZING STAFF TO TRANSMIT THE REPORT TO THE GOVERNOR'S OFFICE OF LAND USE AND CLIMATE INNOVATION AND THE CALIFORNIA DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT

THE CITY OF RIVERBANK CITY COUNCIL (HEREAFTER REFERRED TO AS THE "CITY COUNCIL") DOES HEREBY RESOLVE THAT:

WHEREAS, California Government code section 65400, requires the planning agency to provide an annual report to the City Council, the Governor's Office of Land Use and Climate Innovation (LCI), and the State Department of Housing and Community Development (HCD) regarding progress toward implementing the General Plan and Housing Element; and

WHEREAS, planning staff has prepared an annual progress report for the calendar year 2025, utilizing the prescribed forms and instructions provided by HCD and LCI; and

WHEREAS, on March 31, 2026, the Planning Commission adopted Resolution No. 2026-001 recommend that the City Council receive and accept the annual progress report on the General Plan and Housing Element, attached and incorporated by reference herein, and authorize staff to forward the report to the Governor's Office of Land Use and Climate Innovation and the State Department of Housing and Community Development pursuant to Government Code Section 65400.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Riverbank does hereby receive and accept the annual progress report on the General Plan and Housing Element, attached and incorporated by reference herein, and authorize staff to forward the report to the Governor's Office of Land Use and Climate Innovation and the State Department of Housing and Community Development pursuant to Government Code Section 65400.

PASSED AND ADOPTED by the City Council of the City of Riverbank at a regular meeting held on the 28th day of April, 2026; motioned by Councilmember _____, seconded by Councilmember _____, and upon roll call was carried by the following City Council vote of _____:

AYES:

NAYS:

ABSENT:

ABSTAINED:

ATTEST:

APPROVED:

Gabriela Hernandez
City Clerk

Rachel Hernandez
Mayor



City of Riverbank

2025 General Plan and Housing Element Annual Progress Report

March 2026

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CHAPTER 1 – INTRODUCTION AND SUMMARY

A. PURPOSE OF THE ANNUAL PROGRESS REPORT

Section 65400 of the California Government Code requires the City to file an annual report addressing the status of the General Plan and progress made toward implementing its goals and policies. The progress report must be submitted to the State of California Governor's Office of Land Use and Climate Innovation (LCI) and California Department of Housing and Community Development (HCD). The annual progress report provides a means to monitor the success of implementing the General Plan and determine if changes are needed in the plan or its implementation programs.

B. PURPOSE OF THE GENERAL PLAN

The General Plan is mandated by California Government Code Section 65300, which requires each city and county to adopt a general plan for the physical development of the jurisdiction. The Riverbank General Plan establishes a vision for the City's long-term growth and enhancement and provides strategies and implementing actions to achieve this vision. The Plan also conveys to City departments, other agencies, and private developers the community goals and policies, and establishes a basis for determining if development proposals and public projects are consistent. The Plan provides for establishing and prioritizing detailed plans and implementation programs.

C. STATUS OF THE ADOPTED ELEMENTS OF THE RIVERBANK GENERAL PLAN

State law requires that general plans include eight elements which must cover the following topics: Land Use, Circulation, Housing, Safety, Noise, Conservation, Open Space, and Environmental Justice. Elements for other topics of local concern may also be included. The Riverbank 2005-2025 General Plan includes four optional elements: Community Character and Design, Economic Development, Public Services and Facilities and Air Quality. Except for the Housing Element, all elements of the Riverbank 2005-2025 General Plan were adopted as a single document on April 22, 2009. The Environmental Justice element was added to state law after the date the 2005-2025 General Plan was adopted and therefore is not included in the 2005-2025 General Plan. State requirements for housing elements are more detailed and specific than for the other general plan elements. Housing elements are updated every eight years according to a schedule set by the State. For these reasons the Riverbank Housing Element is contained in a separate document which was adopted by the City Council on February 23, 2016 and certified by the State HCD on December 30, 2015. The Housing Element covers the eight-year period from 2015 through 2023. Other elements may be updated less frequently and typically have a 20-year horizon. As 2025 marked the horizon year for the City's 2005-2025 General Plan, this report also serves as a summary of implementation activity completed during the final year of that planning period.

CHAPTER 2 – IMPLEMENTATION OF THE GENERAL PLAN

This chapter discusses the implementation of all the adopted elements of the General Plan except for the Housing Element. The annual progress report on the Housing Element is contained in Chapter 3. Exhibit A shows the implementation status of each General Plan policy.

A. REVIEW OF IMPLEMENTATION MEASURES

Progress Report Highlights

The following are highlights of the progress made in calendar year 2025 organized by general plan element:

Land Use:

- *Permitting and New Development.*
 - Crossroads West Commercial: Administrative reviews were completed for multiple structures in Crossroads West, including Pads 1, 2, 11 (Sutter Health Urgent Care), and 14, and Majors 4 (Hobby Lobby), 5, and 6.
 - Other Commercial: Staff processed multiple planning applications for commercial uses, including conditional use permits for L Gusto, 108 Sports Lounge, and the Riverbank Food Center, and an architecture and site plan review for Watermill Express.
 - Single-Family Residential Subdivisions: Two rezones and subdivision maps for a total of 58 single-family residential lots were approved by the City Council in 2025. Both project sites are located in the northeastern portion of the city.
 - Multi-family Residential: Two architecture and site plan reviews were approved by the Planning Commission, one for a triplex located on Sierra Street, and one for a 48-unit apartment complex located on Morrill Road.
 - Single-family residential construction is expected to remain active in 2026, with ongoing projects by KB Home (Crossroads West Unit II), DR Horton (Heritage II), McRoy-Wilbur Communities/KB Home (Landmark-Harrigfeld), DR Horton (Grasslands II/ Countryside III), LGI Homes (River’s Edge), Lev Designs/Gary Lev (Sierra Village Tiny Homes), Cary Pope (Meadowview Subdivision) and Elmwood Estates.
- *Amendments.* One General Plan Amendment was approved in 2025 to amend the General Plan land use designation of a 5.9-acre parcel to Medium Density Residential (MDR). No broader text amendments to the Land Use Element were completed in 2025.

Circulation:

- *Amendments.* There were no amendments to the Circulation Element in 2025.

Community Character and Design:

- *Amendments.* There were no amendments to the Character and Design Element in 2025.

Economic Development:

- *Amendments.* There were no amendments to the Economic Development Element in 2025.

Conservation and Open Space:

- *Amendments.* There were no amendments to the Conservation and Open Space Element in 2025.

Safety:

- *Amendments.* There were no amendments to the Safety Element in 2025.

Noise:

- *Amendments.* There were no amendments to the Noise Element in 2025.

Public Services and Facilities:

- *Amendments.* There were no amendments to the Public Services and Facilities Element in 2025.

Air Quality:

- *Amendments.* There were no amendments to the Air Quality Element in 2025.

Housing:

- *Amendments.* There were no amendments to the Housing Element in 2025.

B. GOALS, POLICIES, OBJECTIVES, STANDARD OR OTHER PLAN PROPOSALS THAT NEED TO BE ADDED OR WERE DELETED, AMENDED OR OTHERWISE ADJUSTED.

No goals, policies, objectives, standards, or plan proposals were added, deleted, amended, or otherwise adjusted in 2025. However, one General Plan land use designation amendment was approved in 2025, as described in Exhibit A. It is anticipated the Environmental Justice Element will be added as part of the next general plan update.

CHAPTER 3 – ANNUAL PROGRESS REPORT ON IMPLEMENTATION OF THE HOUSING ELEMENT

The report addresses the progress in meeting the Regional Housing Need Allocation (RHNA) housing goals and the attainment of housing goals and objectives specified in the 2015-2023 Housing Element, adopted February 23, 2016. The State of California Department of Housing and Community Development requires an annual report attached as Exhibit B.

Following are highlights of the Calendar Year 2025 Housing Element Annual Progress Report:

Housing Element Implementation Highlights

The following are highlights of the Calendar Year 2025 Housing Element Annual Progress Report:

- The RHNA table for the current Housing Cycle has been updated to reflect progress made towards the City’s RHNA goal and is presented in Table B below and attached to as Exhibit B. In summary, the City of Riverbank reports progress on the following goals:
 - No progress on the Very Low-Income goal;
 - No progress on the Low-Income goal;
 - No progress on the Moderate-Income goal; and
 - Six (6) percent of the Above Moderate-Income goal.
- *Building Permits Issued in 2025*. In 2025, 88 building permits were issued for single-family development.
- The City, in collaboration with Stanislaus County and the cities of Ceres, Modesto, Oakdale, Turlock, and Waterford, have developed seven (7) different ADU plans that are free to property owners and pre-approved against development standards. The plans are currently in the process of being updated to conform to the new building code cycle.

Exhibit A: General Plan Annual Implementation Report – 2025

Action Number	Implementation Action	Timeframe		Dept/ Agency	Status of Implementation
		On-going	0 – 5 years		
Land Use Element					
Land – 1	The City will conduct a comprehensive review of the land use element, including analysis and actions to ensure there is adequate land in appropriate locations for employment-generating land uses.	X		CDD	The City continues to monitor and review the Land Use Element for adequate land in appropriate locations. One General Plan Amendment was approved by the City Council in 2025 to update the Land Use Diagram to amend the General Plan designation of a 5.9-acre parcel to Medium Density Residential (MDR).
Land – 2	The CDD will maintain an inventory of vacant and underutilized land to (a) evaluate proposed annexations and (b) ensure an adequate supply of vacant land to meet the community’s needs.	X		CDD	The inventory of vacant and underutilized land was updated as part of the housing element update which is currently in the process of being completed.
Land – 3	The City and Redevelopment Agency will pursue grant monies, as well as other funding sources for road and public infrastructure improvements to revitalize areas in need.	X		PW F, CDD,	The Community Development Department, Finance Department and the Public Works Department continue to pursue funding for road and public infrastructure improvements. No action for Redevelopment Agency due to the demise of Redevelopment. No action was taken by the former Redevelopment Agency due to its dissolution.
Land – 4	The City will develop a comprehensive infill development streamlining and incentive program to encourage the redevelopment and revitalization of the Infill Opportunity Area.	X		CDD	The City provides free preapplication reviews so developers can submit a formal application that moves more quickly through the approval process and with fewer resubmittals. In 2025, Staff met with multiple developers who were interested in developing land within the City of Riverbank in infill development areas. Staff expressed support for new development in infill areas.
Land – 5	The City will update the Zoning Code and other Municipal Code sections regulating land development to ensure consistency with the General Plan.	X		CDD	No zoning text amendments were processed in 2025. Staff are in the process of updating the Zoning Code in order to implement the updated Housing Element.

Land – 6	The City will coordinate with StanCOG and member jurisdictions and Caltrans to remove the State Highway 108 designation as it occurs through Riverbank and plan and condition land uses along a future alignment to enable Caltrans to redesignate Highway 108 near the Riverbank Planning Area.	X		CDD	The City of Riverbank continues to be involved in the North County Corridor process.
Land – 7	The City will draft an implementing ordinance for the Clustered Rural Residential land use designation consistent with the policies presented in the General Plan.	X		CDD	No action in 2025.
Land – 8	Update the General Plan using data to be made available by the DWR and the Central Valley Flood Protection Board.	X		CDD	The update to the General Plan Safety Element occurred in 2015 in relation to SB5 (2007) and 200-year floodplain protection. No action in 2025.

		On-going	0 – 5 years		
Circulation Element					
CIRC – 1	Develop and implement a Bicycle Master Plan.	X		DS	The City Council adopted the City of Riverbank’s Bicycle and Pedestrian Master Plan on October 26, 2022.
CIRC – 2	As a part of implementation of the City’s bicycle master plan, the City will work with local irrigation districts, the County, local railroad concerns, other property owners, and other agencies and interested parties to acquire and/or use existing easements and rights-of-way for development of off-street pedestrian and bicycle pathways.	X		DS	The Development Services Department has been in discussion with BNSF and Sierra Northern Railway to utilize some Right-of-Way for off-street pedestrian and bicycle pathways along Patterson Road. Through these discussions, the City is working on developing a safe, efficient multi-modal system for Patterson Road. The City Council adopted the City of Riverbank’s Bicycle and Pedestrian Master Plan on October 26, 2022

CIRC – 3	Develop a Travel Demand Management ordinance that requires large employers to provide incentives for employees to commute via transit, bicycle, on foot or by carpool rather than the SOV commute	X		DS	No Action in 2025.
CIRC – 4	Revise street improvement standards to be consistent with this Circulation Element, including consideration on equal footing of all locally available forms of travel.	X		DS, PW, ENG	The City revised street improvement standards to be consistent with Complete Streets, LID Development Standards and MS4 requirements. The new street standards were adopted by City Council in 2016. The City continues to enforce their street standards adopted in 2016.
CIRC – 5	Coordinate with relevant transit providers and include, as appropriate, transit improvements in the Capital Improvements Plan (CIP).	X		DS, PW, F	The Development Services Department, Finance Department and the Public Works Department work with transit providers and update the City’s Capital Improvement Plans (CIP) annually.
CIRC – 6	The City will actively pursue State and Federal funding for developing, improving, and enhancing bicycle and pedestrian routes in the existing developed City.	X		DS, F	Funding continues to be pursued for the development of bicycle and pedestrian amenities. The City is using CDBG funding to make improvements ADA accessibility and trail improvements to Castleberg Park and ADA improvements to Pioneer Park. The City Council adopted the City of Riverbank’s Bicycle and Pedestrian Master Plan on October 26, 2022
CIRC – 7	Develop and implement a Parking Master Plan to coordinate and manage parking in the City.	X		CDD, PW	A parking survey was conducted in 2022. No updates in 2025.
CIRC – 8	Work with surrounding jurisdictions, the County, and StanCOG to develop regional solutions to regional vehicular transportation issues.	X		DS, PW, ENG	The City Council, Planning Commission, and Community Development Department will continue to work with the County and StanCOG to develop regional solutions to vehicular transportation issues.
Community Character and Design Element					
DESIGN – 1	Establish distinctive crosswalks at major street intersections and other locations expected to generate significant pedestrian traffic in the existing City, as funding allows.	X		F, DS	Utilizing CMAQ and Measure L funds, the City is currently re-designing the Patterson Road and Roselle Avenue intersection to improve circulation and overall safety for non-motorized travelers, including students on bicycles. The City Council adopted the City of Riverbank’s Bicycle and Pedestrian Master Plan on October 26, 2022. Additionally, the City installed a Hawk System crosswalk along Callander

					Avenue between Topeka & Santa Fe as well as raised crosswalks at Crossroads Elementary School.
DESIGN – 2	Where appropriate opportunities and sufficient right-of-way exists, the City will modify wide streets into boulevards with landscaped medians or landscaped strips between the roadway and sidewalks to visually and functionally enhance streets for pedestrians.	X		DS, ENG, PW	The City developed standard street widths to include landscaped medians and landscaped strips between roadways for minor and major collectors and minor arterials in 2016. In 2026, new landscape median and landscape strips will be placed along Oakdale Road north of Westgate Drive to Freddie Lane.
DESIGN – 3	The City will establish design standards and parking requirements for accessory dwelling units.	X		CDD	In 2022 the City adopted an ordinance update for accessory dwelling units. The City is collaborating with other cities in Stanislaus County to have existing engineered ADU plan sets updated to comply with the current building code cycle.
DESIGN – 4	Pursue improvements downtown that reduce effective Downtown street widths in relationship to building height and bulk, while allowing for automobile movements.	X		CDD	The Downtown Specific Plan was adopted in 2015. No Action in 2025. The City continues implementation of actions to enforce the Downtown Specific Plan.
DESIGN – 5	Prepare comprehensive streetscape plans for Patterson Road, Atchison Street/Highway 108, 1 st Street, Claribel Road, Oakdale Road, Roselle Avenue, and Claus Road.		X	DS, ENG	A Streetscape plan for Patterson Road, east of Roselle Avenue is currently being developed to include Complete Streets Principles, including a Bicycle Path adjacent to the BNSF/Sierra Railroad. Other Streets and intersections will be improved as funds become available. In 2025, the City completed the design of a Complete Street at the intersection of Callander Avenue and Santa Fe Street. In 2026, the City will construct new landscape median and landscape strips along Oakdale Road north of Westgate Drive to Freddie Lane.
DESIGN – 6	The City will define the edges, focal points, and landmarks of the Downtown. The City will establish gateways to Riverbank.	X		CDD	The Downtown Specific Plan identifies “gateways to Downtown” as 108/Patterson Road to the west and Atchison Street/Highway 108 to the east. Additionally, the revised DTSP expanded the east gateway, along Atchison Street.
DESIGN – 7	Adopt development standards that minimize environmental impacts of development through an appropriate balance of regulations and incentives	X		CDD	The City continues to minimize environmental impacts of development through the implementation and oversight of the California Environmental Quality Act (CEQA) where mitigation is assessed on projects that may have a significant impact on the environment. Further, the City has a relationship with the appropriate State and Federal

					environmental agencies allowing them to comment and assess appropriate mitigation on development projects. The City also works with developers to ensure that mitigation is practical and feasible for their development plans.
DESIGN – 8	Projects shall provide artwork by a qualified artisan(s) within their developments as approved by the Director of Community Development.	X		CDD	The Community Development Director, Planning Commission and City Council continue to consider artwork by qualified artisan(s) within development projects.
Economic Development Element					
ED – 1	Continue to dedicate staff resources to economic development activities, and identify ways to improve upon existing initiatives	X		F, CDD, EDD	The Finance Department and Community Development Department continues to dedicate staff resources to economic development activities. In 2025, staff attended valuable economic development training workshops and seminars.
ED – 2	Continue to identify funding resources, and apply for those resources for which the City of Riverbank qualifies	X		EDD, F	The City will continue to identify funding resources and apply for those resources for which the City of Riverbank qualifies.
ED – 3	Continue to leverage redevelopment funds to develop programs and initiatives that improve the physical environment and business climate within the project area	X		EDD, CDD	There has not been any work done to leverage redevelopment funds due to the demise of redevelopment.
ED – 4	Work with Modesto Junior College, Stanislaus Opportunity, other public agencies, and private job training providers to develop and refine job training programs that meet the needs of private industry and prospective businesses seeking to locate in Riverbank	X		EDD	City staff continues to meet with Opportunity Stanislaus, to identify existing businesses and potential businesses that could benefit from their programs and resources.
ED – 5	Identify opportunities to locate job training sites in Riverbank. Most of the existing job training and business assistance resources are based in Modesto. If a major facility development or expansion can be attracted to Riverbank, opportunities should be explored	X		EDD, CDD	No action necessary. The Community Development Department will explore options for job training in Riverbank as opportunities arise when new expansion or development occurs. The management of the Riverbank Industrial Complex has now transferred from the City to Aemetis, a

	to base any resultant job training activities within Riverbank.				company expected to construct a state-of-the-art biofuel plant in Riverbank and hire locally.
ED – 6	Implement a business outreach program that identified home-based businesses operating in Riverbank	X		EDD	No action in 2025.
ED – 7	Implement a business outreach program that prioritizes businesses and/or industry sectors that constitute the most prominent sources for jobs and fiscal revenue in Riverbank	X		EDD	No action in 2025.
ED – 8	Assign City staff and personnel from appropriate agencies to a “rapid response” team that will respond to changes in the job training and workforce development needs for large employers in Riverbank	X		All Depts.	No Action in 2025.
ED – 9	Develop specific marketing messages for different industry sectors, based on Riverbank’s strengths, market position, and future growth opportunities	X		EDD	In 2025, the City continues to update the Oppsites webpage which list vacant and underutilized parcels.
ED – 10	Refine business attraction targets to include business-to-business suppliers. Business suppliers would potentially include material distributors, services providers, and component manufacturing.	X		EDD	No action in 2025.
ED – 11	Systematically track available land, and available building vacancies. Continually update the information and identify the most efficient and cost-effective methods for distributing the information, including web-based systems.	X		CDD	The City has historically utilized the County’s Geographical Information Systems (GIS) to track available land (vacant land) as well as Oppsites.com, mentioned above.
ED – 12	The City should contract with a sales tax accounting firm to provide customized and quarterly updated audits of the City’s sales tax receipts	X		EDD	The City contracts with Avenu to conduct sales taxreceipt audits.

ED – 13	Dedicate staff resources to tracking employment and payroll trends, in order to monitor progress toward community goals for economic development	X		EDD	No Action in 2025.
ED – 14	Implement a residential survey that includes information on where Riverbank residents work and their occupations	X		EDD	No Action in 2025. The City continues to participate in the Federal Census which supplies information regarding population, where residents work and their occupations.
ED – 15	Facilitate the formation of business district committees, and assist those districts that wish to further explore the benefits and implementation steps for the creation of a Business Improvement District	X		EDD	No action in 2025.
ED – 16	Proactively use the business outreach process to identify priorities for business climate improvement	X		EDD	No Action in 2025.
ED – 17	Include the redevelopment agency in any efforts to improve the local business climate within the redevelopment district	X		EDD, CDD	There has not been any work done to include the redevelopment agency due to the demise of redevelopment.
ED – 18	Initiate a hotel/lodging feasibility study to identify the types, numbers, and appropriate locations of lodging facilities that Riverbank could attract.	X		EDD	No Action in 2025 on a feasibility study but city staff contacted known hotel developers and provided them with information on building and zoning in Riverbank.

ED – 19	Prioritize business attraction initiatives in the categories identified in Goal ED-6.	X		EDD	In late 2015 the City adopted a Grease Interceptor Waiver Program and a Conditional Waiver to Install Grease Interceptors Program to encourage restaurants to locate in the downtown. No Action in 2025.
ED – 20	Identify options and preferred alternatives for rail spur locations and potential relocations, particularly as they pertain to the reuse of the Riverbank Army Munitions site.	X		CC, LRA	The Riverbank Industrial Complex Specific Plan (Former Army Ammunitions Plant) was adopted by City Council in March of 2013. The Plan identified options in regards to the rail spurs in and out of the Riverbank RAAP.
ED – 21	Initiate a retail leakage study in order to identify retail and other local-serving attraction opportunities that remain, and project the future growth in household retail demand and supportable establishments.	X		EDD	No Action in 2025.
ED – 22	Initiate a feasibility study that identifies market opportunities for entertainment and recreational uses in Riverbank, particularly as they apply to creating an arts district in downtown Riverbank.	X		EDD	No Action in 2025. The City continues to implement the Downtown Specific Plan adopted in 2015
ED – 23	Continue to identify and procure the necessary funding to fully implement the streetscape improvement plans identified in the Downtown Revitalization Plan.	X		F, EDD, CDD	No Action in 2025, the City continues to implement the Downtown Specific Plan adopted in 2015.
ED – 24	Continue to facilitate special events in downtown Riverbank.	X		P&R, F, EDD	During 2025, the Parks and Recreation Department held many successful events, which engaged the community and encouraged them to get involved. The largest events typically are the annual Riverbank Cheese and Wine Festival and the Christmas Parade.

ED – 25	Initiate a fiscal impact analysis that identifies fiscal costs and benefits associated with specific types of development.	X		F, EDD, CDD	No Action in 2025.
ED – 26	Identify options such as Zoning Code changes, corridor planning for older commercial areas, and specific plans for new growth areas that would implement and promote mixed use development.	X		CDD	In 2019, the City annexed 380 acres of the Crossroads West Specific Plan, an area adjacent to west City Limits. The Crossroads West Specific Plan features a mixed-use type development with many types of land uses including commercial (58 acres), residential (2,100+ units), and parkland. In 2022, the City approved a 298 unit tentative map, a 114 unit tentative map, and a 91 lot Final Map within this Specific Plan area. A total of 228 homes and a regional shopping center are under construction..
ED – 27	Prepare an urban design plan for downtown Riverbank to compliment business attraction, redevelopment strategies, and streetscape improvements.	X		CDD	The Downtown Specific Plan was adopted in 2015 and includes urban design standards for the Downtown area.
ED – 28	Continue to network with regional agencies as part of the City’s economic development program, and include Latino/Hispanic business organizations as part of this strategy.	X		EDD	The City continues to network with regional agencies as part of the City’s economic development program. No action necessary.

Conservation and Open Space Element					
CONS-1	1) Require development projects and subdivisions be consistent with, and implement land use planning and greenhouse gas emission reduction measures developed pursuant to the regional Sustainable Community Strategy. 2) Develop a Sustainable Agricultural Strategy to minimize the agricultural production loss to urban development	X		CDD, CC, PC	This Action is ongoing. Development Projects, as they are processed, are required to comply with the County’s Sustainable Community Strategy.

CONS – 2	Adopt a “right-to-farm” ordinance that informs residents of ongoing agricultural practices at the edges of Riverbank and protects farmers and other agriculture interests from dumping, nuisance, complaints, and other problems typically associated with new residents on the City fringe.		X	CDD	No Action in 2025. The City of Riverbank Sustainable Agricultural Strategy was adopted by City Council in 2016.
CONS – 3	Seek funding to assist private owners in the preservation of buildings and site of historic importance	X		CDD, EDD	No Action in 2025.
CONS - 4	Seek funding for implementing energy efficient improvement and utilities infrastructure renewal projects	X		CDD, PW, EDD	The City began the installation of 4 solar projects for city facilities such as public works, the police station, a park well site, and the community center in 2022. As of 2025, these projects are now completed and an additional site at the City WWTP is currently under construction.

Safety Element					
SAFE – 1	Work with the Department of the Army to ensure successful clean-up and reuse of the decommissioned Riverbank Ammunition Plant	X			The Riverbank RAAP was selected for closure as part of the Base Realignment and Closure (BRAC) plan of 2008. The City continues to work with the Department of the Army and the Federal Environmental Protection Agency to ensure the successful clean-up and reuse of the plant. In November of 2013, the Riverbank Industrial Complex Specific Plan was adopted by City Council. In 2017 PCB clean-up was completed at the site. In 2022, Land transfer discussions between the Department of the Army and the City of Riverbank continued. the City has finalized a contract with a Master Developer, Aemetis, to develop the existing and remaining parcels of the site.
SAFE – 2	Implement and periodically update disaster plans, including the City’s Emergency Operations Plan		X	CDD, EDD	In 2016 the City updated and adopted its Emergency Operations Plan. No update occurred in 2025.

SAFE – 3	Will coordinate with public safety service providers serving the City to ensure proper training and disaster preparedness and periodic testing of equipment and facilities	X			City department leaders continue to have periodic meetings with OES, and the Community Development Department participated in a 2025 dam failure exercise conducted jointly with TID and OES.
SAFE – 4	Support the purchase and maintenance of proper emergency communication systems and equipment and other necessary tools dealing with emergencies.	X			No Action in 2025.

Noise Element					
NOISE – 1	Update implementing ordinances related to noise consistent with the policies of this element and City redevelopment and revitalization planning	X		CC, PC, CDD	This action has not been implemented due to the demise of Redevelopment. The Community Development Department, City Council and Planning Commission will continue to implement the Noise element on a project-by-project basis, ensuring that specific projects do not affect adjacent land uses that may be sensitive, such as schools and residential.
NOISE – 2	Ensure that personnel charged with enforcing such ordinances are properly trained and equipped for on-site measurement techniques and other necessary tasks	X		CDD	Depending on the Project, a Noise Analysis may be commissioned to ensure that the project is consistent with the Noise Element of the General Plan and any applicable ordinances. This may be done in-house or by an outside consultant.
NOISE – 3	Coordinate with StanCOG and Caltrans to ensure transportation planning and improvement programs are consistent with this element	X		CC, PC, CDD	The City Council, Planning Commission, Public Works Department, Community Development Department and Development Services Department will continue to work with StanCOG and Caltrans to ensure transportation planning and programs are consistent with the Noise Element.
Public Services and Facilities Element					
PUBLIC – 1	Coordinate with area reclamation districts, Stanislaus County, the City of Modesto, and other agencies and jurisdictions for planning and coordinating drainage programs and policies on an area wide and regional basis.	X		DS	The City continues to participate in the Storm Drainage partnership with multiple local agencies to address state requirements for storm water.

PUBLIC – 2	Develop a park master plan that describes the standards, design, land requirements, locations, planning, and funding to support the City's existing and future park system		Complete 2022	P&R	In 2022, the Parks Master Plan was adopted.
PUBLIC – 3	Update the water, wastewater, and stormwater drainage master plans at least every five years to ensure the appropriate level of service is maintained as the City grows, and to ensure that appropriate projects include a capital improvements planning and can be funded		Complete, 2015	CDD	The City's 2020 Urban Water Management Plan was adopted by City Council on October 26, 2021.
PUBLIC – 4	Coordinate with the United States Postal Service and other public agencies serving Riverbank, regarding needs for expansion, satellite locations, and other issues related to land use planning	X		CDD	The City has ongoing contact with the Post Office in regards to the locations of gang mail boxes, delivery routes and other pertinent items related to the USPS in new development/subdivisions.
Air Quality Element					
AIR – 1	Develop a program to reduce daily emissions of nitrogen oxides	X		CDD	No Action in 2025. The City continues to consult with the San Joaquin Valley Air Pollution Control District (SJVAPCD) whom enforces federal air quality standards.
AIR – 2	Develop a local greenhouse gas reduction program	X		CDD	No Action in 2025. The City continues to consult with the SJVAPCD which enforces federal greenhouse gas reduction programs.
AIR – 3	Pursue and use State and Federal funds earmarked for bicycle and transit improvements, transit-oriented planning and development, and other planning and improvement grant programs intended to encourage alternatives to automobile transportation	X		DS, EDD, F	The City continues to pursue and use State and Federal funds earmarked for the programs listed in AIR-3.
AIR – 4	Coordinate with local irrigation districts, the County, Caltrans, and other interested parties to develop bikeways and pedestrian paths along canals, abandoned railroad lines, and other easements and rights-of-ways	X		DS, P&R	The Development Services Department has been in discussion with BNSF and Sierra Northern Railway to utilize some Right-of-Way for off-street pedestrian and bicycle pathways along Patterson Road. Through these discussions, the City is

					working on developing a safe, efficient multi-modal system for Patterson Road.
AIR – 5	Develop planning strategies and supportive ordinances addressing Downtown Riverbank and West Riverbank	X		CDD	The City annexed the Crossroads West Plan Area in June 2019 and has since processed new Tentative Map and design review applications. As of the end of 2025, 220 homes in the Crossroads West Plan Area are now occupied.
AIR – 6	In planning and budgeting for transportation infrastructure, before considering constructing more roadway capacity, the City of Riverbank will consider measures to increase the capacity of the existing road network	X		CC, PC, DS, PW, ENG	The Development Services Department, Public Works Department and Engineering will continue to consider measures to increase the capacity of the existing road network prior to considering constructing more roadway capacity. City Staff is recently revised the City’s Standard Street Widths, which will incorporate DOT’s directive of Complete Streets and LID Standards (MS4 Requirements).
AIR – 7	Coordinate with transit providers on the portion of long-range transit plans serving Riverbank and accommodate necessary facilities such as bus pull-outs, bus shelters, information kiosks, street furniture, lighting, etc.	X		DS	The Development Services Department continues to consider transit plans serving Riverbank for new development.
AIR – 8	Require project proponents to prepare health risk assessments in accordance with Air District-recommended procedures as part of environmental review when the proposed industrial process has associated air emissions that have been designated by the State as a toxic air contaminant or, similarly, by the federal government as a hazardous air pollutant	X		DS	The Development Services Department will continue to work with SJVAPCD to ensure that new projects are mitigating air quality impacts. Air Emissions are calculated and reviewed by SJVAPCD.

Reporting Period: 01/01/2023 - 12/31/2023

ANNUAL ELEMENT PROGRESS REPORT
Housing Element Implementation

Date: 11/15/2023

Table with columns: Project Identifier, LMI Type, Affordability by Household Income - Completed Entitlement, Affordability by Household Income - Building Permits, Affordability by Household Income - Certificates of Occupancy, Streamlined, Historic Sites, and various housing metrics. Includes a detailed table of project progress and a summary table at the bottom.

Jurisdiction	Riverbank	
Reporting Year	2025	(Jan. 1 - Dec. 31)
Planning Period	6th Cycle	12/31/2023 - 12/31/2031

**ANNUAL ELEMENT PROGRESS REPORT
Housing Element Implementation**

This table is auto-populated once you enter your jurisdiction name and current year data. Past year information comes from previous APRs.
Please contact HCD if your data is different than the material supplied here

Table B														
Regional Housing Needs Allocation Progress														
Permitted Units Issued by Affordability														
		1	Projection Period	2									3	4
Income Level		RHNA Allocation by Income Level	Projection Period - 06/30/2023-12/30/2023	2023	2024	2025	2026	2027	2028	2029	2030	2031	Total Units to Date (all years)	Total Remaining RHNA by Income Level
Acutely Low	Deed Restricted	-	-	-	-	-	-	-	-	-	-	-	-	-
	Non-Deed Restricted	-	-	-	-	-	-	-	-	-	-	-	-	-
Extremely Low	Deed Restricted	-	-	-	-	-	-	-	-	-	-	-	-	-
	Non-Deed Restricted	-	-	-	-	-	-	-	-	-	-	-	-	-
Very Low	Deed Restricted	970	-	-	-	-	-	-	-	-	-	-	-	970
	Non-Deed Restricted	-	-	-	-	-	-	-	-	-	-	-	-	-
Low	Deed Restricted	672	-	-	-	-	-	-	-	-	-	-	-	672
	Non-Deed Restricted	-	-	-	-	-	-	-	-	-	-	-	-	-
Moderate	Deed Restricted	594	1	-	-	-	-	-	-	-	-	-	12	582
	Non-Deed Restricted	-	3	-	8	-	-	-	-	-	-	-	-	-
Above Moderate		1,355	106	-	194	88	-	-	-	-	-	-	388	967
Total RHNA		3,591												
Total Units			110	-	202	88	-	-	-	-	-	-	400	3,191

*For years prior to 2025, Acutely Low-Income units are reported within the Extremely Low-Income category

- *For jurisdictions that received RHNA determinations for the current cycle prior to the passage of AB 3093 (September 19, 2024):
- You were not allocated Acutely Low-Income and Extremely Low-Income RHNA targets, therefore the allocations in Field 1 are listed as "0"
- If you wish to set your own targets in these income categories for informational purposes, contact HCD staff at apr@hcd.ca.gov.
- All Acutely Low-Income and Extremely Low-Income units reported during the cycle are counted towards Very-Low Income RHNA progress

*For years prior to 2025, data on deed-restricted vs. non-deed restricted Extremely Low-Income units is approximated from whether the projects reported any deed-restricted Very Low-Income Units. If you wish to edit this historical data for accuracy or have any questions about the data, you may login to HCD's online APR system, or contact HCD staff at apr@hcd.ca.gov.

Please Note: Table B does not currently contain data from Table F or Table F2 for prior years. You may login to the APR system to see Table B that contains this data.

Please note: The APR form can only display data for one planning period. To view progress for a different planning period, you may login to HCD's online APR system, or contact HCD staff at apr@hcd.ca.gov.

Jurisdiction	Riverbank	
Reporting Year	2025	(Jan. 1 - Dec. 31)
Planning Period	6th Cycle	12/31/2023 - 12/31/2031

ANNUAL ELEMENT PROGRESS REPORT Housing Element Implementation

Note: "*" indicates an optional field
Cells in grey contain auto-calculation formulas

Table C Sites Identified or Rezoned to Accommodate Shortfall Housing Need and No Net-Loss Law																	
Project Identifier				Date of Rezone	RHNA Shortfall by Household Income Category				Rezone Type	Sites Description							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
APN	Street Address	Project Name*	Local Jurisdiction Tracking ID*	Date of Rezone	Very Low-Income	Low-Income	Moderate-Income	Above Moderate-Income	Rezone Type	Parcel Size (Acres)	General Plan Designation	Zoning	Minimum Density Allowed	Maximum Density Allowed	Realistic Capacity	Vacant/Nonvacant	Description of Existing Uses
Summary Row: Start Data Entry Below																	
132-038-032	Talbot Avenue Riverbank CA			4/28/2026	65	44			Shortfall of Sites	5.47	Higher Density Residential (HDR)	Multiple Family Residential (R-3)	109	164	109	Vacant	
062-022-027	0 Kentucky Avenue			4/28/2026	37	25			Shortfall of Sites	3.1	Higher Density Residential (HDR)	Multiple Family Residential (R-3)	62	93	62	Vacant	
075-069-029	5443 Roselle Ave			4/28/2026	12	9			Shortfall of Sites	1.03	Higher Density Residential (HDR)	(SP-1), Medium / High Density Residential (MHR)	21	31	21	Vacant	
075-075-052	0 Roselle Ave			4/28/2026	62	42			Shortfall of Sites	5.19	Higher Density Residential (HDR)	(SP-1), Medium / High Density Residential (MHR)	104	156	104	Vacant	
075-025-010	5054 Roselle Avenue			4/28/2026	40	26			Shortfall of Sites	3.3	Mixed Use	(SP-1), Mixed Use (CX-1)	66	99	66	Non-Vacant	SFR
075-014-026	2819 Claribel Road			4/28/2026	120	80			Shortfall of Sites	10.26	Mixed Use	(SP-1), Mixed Use (CX-1)	200	308	200	Vacant	
075-014-027	0 Claribel Road			4/28/2026	38	26			Shortfall of Sites	3.21	Mixed Use	(SP-1), Mixed Use (CX-1)	64	96	64	Vacant	
075-093-025	2561 Claribel Road			4/28/2026	25	17			Shortfall of Sites	2.11	Mixed Use	(SP-1), Mixed Use (CX-1)	42	63	42	Vacant	

ANNUAL ELEMENT PROGRESS REPORT Housing Element Implementation

Jurisdiction		Riverbank						
Reporting Year		2025		(Jan. 1 - Dec. 31)				
Table D								
Program Implementation Status pursuant to GC Section 65583								
Housing Programs Progress Report								
Describe progress of all programs including local efforts to remove governmental constraints to the maintenance, improvement, and development of housing as identified in the housing element.								
1	2	3	4	5	6	7	8	9
Name of Program	Objective	Projected Completion Date in Housing Element	Applicable Cycle	Status of Program Implementation	Program Implementation Details	Quantified Outcomes: Category	Quantified Outcomes: Count	Supporting Documents
1.1a - Adequate Sites for RHNA and Rezone Program	Maintain sufficient, appropriately zoned land capacity to accommodate the City's 6th Cycle RHNA (3,591 units) throughout the planning period in compliance with State law, including No Net Loss.	12/31/2031	6th Cycle	In Progress	By 3/31/26, the City will rezone the properties identified in Table C and in Section VI of the 6th Cycle Housing Element to accommodate the City's RHNA. Over the planning period, the City will amend the Mixed Use District (CX-1 Zone) to allow 100 percent residential uses within the CX-1 Zone.	Units		Maintain adequate zoned site capacity to accommodate all of the City's RHNA by income category throughout the planning period, with no net loss of capacity.
1.1b - Crossroads West Specific Plan	Maintain adequate high-density sites in the Crossroads West Specific Plan to support lower-income housing through by-right approvals and ongoing RHNA and No Net Loss monitoring.	12/31/2031	6th Cycle	In Progress	Permit high-density residential development by right; consider additional density bonuses for affordable housing; ensure Specific Plan amendments maintain required high-density acreage.	Other		Maintain a minimum of 15.5 acres of High Density Residential land within the Crossroads West Specific Plan at densities of at least 20 dwelling units per acre (and up to 30+ dwelling units per acre), sufficient to accommodate the lower-income housing capacity with no net loss of site capacity throughout the planning period.
1.1c - Accessory Dwelling Units	Facilitate the production of Accessory Dwelling Units.	12/31/2026	6th Cycle	In Progress	Promote ADU production through pre-approved plans, multilingual outreach, an ADU resource webpage, and ADU zoning updates consistent with State law, with materials completed by December 2026 and zoning updates by June 2026.	Units		Facilitate the development of accessory dwelling units by maintaining compliance with State ADU law, providing pre-approved ADU plans and public information resources, and tracking annual ADU permit issuance to support Housing Element assumptions throughout the planning period.

<p>1.1d - By-Right Approval</p>	<p>Facilitate lower-income housing by ensuring eligible sites are approved through a ministerial, by-right process consistent with Gov. Code §65583.2(c), removing discretionary and CEQA barriers.</p>	<p>12/31/2031</p>	<p>6th Cycle</p>	<p>In Progress</p>	<p>Update the Zoning Code by March 31, 2026 to codify by-right, ministerial approval for qualifying lower-income housing projects subject only to objective design review.</p>	<p>Other</p>		<p>Ensure that all qualifying lower-income housing projects on eligible sites are approved ministerially (by-right), exempt from CEQA, and subject only to objective design review standards throughout the planning period.</p>
<p>1.1e - Replacement Housing</p>	<p>Prevent the net loss of lower-income housing by requiring replacement of affordable units on non-vacant sites consistent with AB 1397 and the State Density Bonus Law.</p>	<p>1/31/2026</p>	<p>6th Cycle</p>	<p>In Progress</p>	<p>Update the Zoning Code by January 31, 2026 to codify replacement housing requirements consistent with AB 1397 and the State Density Bonus Law. Apply these requirements to all qualifying non-vacant site developments to ensure no net loss of affordable housing.</p>	<p>Other</p>		<p>Ensure that development projects on non-vacant sites replace any demolished or removed residential units with units affordable to the same or lower income levels, in compliance with State replacement housing requirements, throughout the planning period.</p>
<p>1.1f - Approved and Pending Projects</p>	<p>Ensure approved and pending projects counted toward the 6th Cycle RHNA are constructed, or that equivalent capacity is maintained through monitoring and replacement actions.</p>	<p>12/31/2031</p>	<p>6th Cycle</p>	<p>In Progress</p>	<p>The City will maintain an inventory of approved and pending projects, conduct bi-annual outreach, facilitate project development, and identify alternative actions if projects do not advance.</p>	<p>Other</p>		<p>Maintain all of the RHNA units assumed from approved and pending projects by actively monitoring project status, facilitating project advancement, and implementing replacement actions when projects do not proceed or entitlements expire.</p>
<p>1.1g - Extension of Water and Wastewater Infrastructure to Support Future Growth</p>	<p>Ensure candidate rezoning sites requiring water and wastewater extensions become viable for residential development during the 6th Cycle through infrastructure funding, coordination, and contingency actions to maintain RHNA capacity.</p>	<p>12/31/2028</p>	<p>6th Cycle</p>	<p>In Progress</p>	<p>Coordinate Community Development and Public Works to advance water and wastewater extensions for Sites 6–8, pursue funding annually, prepare cost estimates by December 2026, conduct a mid-cycle review by December 2027, and initiate alternative actions by January 2028 if needed.</p>	<p>Other</p>		<p>Facilitate infrastructure readiness for Sites 6–8 by pursuing funding annually, completing a cost estimate by December 2026, and achieving funded or constructed water and wastewater extensions by December 2028; if not achieved, implement alternative land-use actions to maintain RHNA site capacity by December 2028.</p>
<p>1.1h -Religious Institution Sites</p>	<p>Facilitate affordable housing development on land owned by religious institutions, provide by-right approval, and monitoring site progress to support RHNA compliance.</p>	<p>12/31/2028</p>	<p>6th Cycle</p>	<p>In Progress</p>	<p>Adopt by-right overlay, provide outreach and technical assistance, update site inventory, and pursue alternative actions if sites do not advance.</p>	<p>Other</p>		<p>Adopt by-right overlay zone at Housing Element adoption; conduct biannual outreach; complete mid-cycle review by 2027; implement alternatives by 2028 if needed.</p>
<p>1.1i - Maximum Residential Density</p>	<p>Establish a maximum density for the Higher Density Residential and Mixed Use General Plan Land Use Designations.</p>	<p>6/30/2026</p>	<p>6th Cycle</p>	<p>In Progress</p>	<p>Amend the General Plan Land Use Element to specify maximum allowable residential densities for Higher Density Residential and Mixed Use Designations.</p>	<p>Other</p>		<p>Amend the General Plan Land Use Element to adopt maximum residential density standards for Higher Density Residential and Mixed Use land use designations concurrent with Housing Element adoption.</p>

1.2a - Multi-Family Developments	Ensure that sufficient land at appropriate densities remains available to facilitate high density and multifamily housing development by monitoring land availability and development activity.	12/31/2031	6th Cycle	In Progress	Annually track land availability and multifamily development through the APR to determine whether additional rezoning is needed to support high-density housing.	Other		Annually evaluate 100 percent of multifamily and high-density residential land inventory and housing production to confirm adequate capacity to meet RHNA targets, and initiate rezoning or other corrective actions within one year if a capacity shortfall is identified.
1.2b - Geographical Information Systems	Maintain accurate records as changes to land inventory occur; keep GIS current and provide record to interested parties.	12/31/2031	6th Cycle	In Progress	The City will update and maintain accurate GIS layers that will be accessible from the internet.	Other		Update 100 percent of GIS land inventory layers to reflect approved land use and zoning changes and publish updated layers online at least annually
1.2c - No Net Loss	Ensure ongoing compliance with SB 166 (No Net Loss) by maintaining sufficient residential and mixed-use site capacity to accommodate the City's remaining RHNA obligation at all times during the planning period.	7/31/2026	6th Cycle	In Progress	Develop a formal No Net Loss monitoring procedure by July 2026; evaluate project impacts annually and in 2027; initiate rezoning or alternative site strategies within six months if a shortfall is identified.	Other		Maintain residential site capacity needed to accommodate the City's remaining RHNA by income category throughout the planning period, with zero net loss of capacity, and initiate corrective actions within six months if a shortfall is identified.
2.1a - Non-Profit Developers	Facilitate the development of affordable housing for lower-income households by actively engaging nonprofit housing developers and supporting their efforts to identify sites, secure funding, and advance affordable housing projects within the City.	12/31/2031	6th Cycle	In Progress	The City will meet with non-profit developers (e.g., Self-Help Enterprises, Habitat for Humanity) to identify suitable sites, review funding opportunities, and provide technical assistance to support funding applications and project development.	Meetings		Conduct at least one (1) meeting annually with nonprofit housing developers to support affordable housing development and provide assistance for 100 percent of nonprofit affordable housing proposals that are consistent with the Housing Element.
2.1b - Funding for Lower-Income Developments	Facilitate the development of housing affordable to extremely low-, very low-, and low-income households by assisting developers with grant preparation and expediting City review processes to support successful funding applications, with priority given to extremely low-income housing.	12/31/2031	6th Cycle	In Progress	The City will assist lower-income housing developers with grant applications, documentation, and expedited reviews to meet funding deadlines, prioritizing projects serving extremely low-income households.	Other		Provide funding assistance and expedited processing for 100 percent of qualifying lower-income housing development proposals, and support at least one (1) funding application annually or bi-annually as opportunities arise during the planning period.
2.1c - Accessory Dwelling Units in New Developments	Encourage and facilitate ADUs to be included in new residential development projects.	12/31/2031	6th Cycle	In Progress	The City will encourage developers to include ADUs in new subdivisions by permitting ADUs by right, eliminating minimum lot area requirements, and allowing increased lot coverage in accordance with State ADU law.	Units		Facilitate the inclusion of accessory dwelling units in 100 percent of eligible new single-family subdivisions by allowing ADUs by right, without additional lot area requirements, and monitoring ADU inclusion and permit activity annually.

<p>2.1d - Farmworker Housing Technical Assistance</p>	<p>Facilitate the development and preservation of affordable housing for farmworkers by providing technical assistance, identifying suitable sites, supporting funding applications, improving existing housing conditions, and reducing regulatory and financial barriers to farmworker housing development.</p>	<p>12/31/2031</p>	<p>6th Cycle</p>	<p>In Progress</p>	<p>The City will post farmworker housing resources, site inventory, and funding information online within one year of Housing Element adoption; conduct developer outreach and provide technical assistance, pre-application support, and funding assistance; target rehabilitation and code enforcement resources; and offer incentives to facilitate farmworker housing. Track progress annually through the APR.</p>	<p>Other</p>		<p>Provide technical assistance and outreach to farmworker housing developers that express interest in developing housing within the City, maintain publicly accessible farmworker housing resources, and support at least one (1) farmworker housing funding or development effort during the planning period.</p>
<p>2.1e - Farmworker Housing Development</p>	<p>Facilitate the development of farmworker housing by identifying suitable locations on or near prime agricultural areas, coordinating with agricultural and housing stakeholders, and supporting the construction of farmworker housing units to meet documented needs.</p>	<p>12/31/2027</p>	<p>6th Cycle</p>	<p>In Progress</p>	<p>Complete agricultural area analysis within one year; provide site information to developers by December 2027; engage stakeholders and track progress annually through the APR.</p>	<p>Units</p>		<p>Identify suitable sites to accommodate at least twenty (20) farmworker housing units, complete an analysis of prime agricultural areas within one year of Housing Element adoption, and provide site and development information to farmworker housing developers by December 2027.</p>
<p>2.1f - Valley Mountain Regional Center</p>	<p>Support housing opportunities for persons with developmental disabilities by providing referrals, maintaining service information, and pursuing targeted housing funding opportunities.</p>	<p>12/31/2031</p>	<p>6th Cycle</p>	<p>In Progress</p>	<p>Refer 100% of relevant inquiries to the Valley Mountain Regional Center; maintain service information online; pursue available State and federal funding; track activities annually through the APR.</p>	<p>Other</p>		<p>Provide housing-related information to residents who inquire about housing for persons with developmental disabilities, maintain publicly accessible information on available services, and pursue at least one (1) State or federal funding opportunity for housing targeted to persons with developmental disabilities during the planning period, as available.</p>
<p>2.1g - Infill Opportunity Area</p>	<p>Encourage higher-density, affordable infill housing within the Infill Opportunity Area by maintaining site inventory, permitting residential development at ≥20 du/ac, and supporting affordable infill projects.</p>	<p>12/31/2031</p>	<p>6th Cycle</p>	<p>In Progress</p>	<p>Maintain annual inventory of infill sites; allow stand-alone residential development on Mixed Use sites with affordability; encourage affordable developers and diverse housing types; track activity through the APR.</p>	<p>Other</p>		<p>Maintain an up-to-date inventory of vacant and underutilized infill sites and facilitate residential development at densities of 20 du/ac or greater on eligible Mixed-Use sites that include an affordable housing component.</p>
<p>2.1h - Continuum of Care</p>	<p>Support regional homelessness efforts through participation in the Stanislaus County Continuum of Care and coordination with the Housing Authority.</p>	<p>12/31/2031</p>	<p>6th Cycle</p>	<p>In Progress</p>	<p>Participate annually in SCHSCC/CoC activities; maintain a City point of contact; coordinate with the Housing Authority on services and funding; track activity through the APR.</p>	<p>Other</p>		<p>Participate annually in the Stanislaus County Continuum of Care, maintain a designated City point of contact, and coordinate with the Stanislaus County Housing Authority to support homelessness services and funding access.</p>

2.1i - Inclusionary Housing Ordinance	Evaluate and, if appropriate, adopt an Inclusionary Housing Ordinance to facilitate affordable housing in new residential development consistent with State law.	12/31/2031	6th Cycle	In Progress	Complete feasibility analysis within two years of Housing Element adoption; adopt ordinance within one year if determined appropriate; report progress through the APR.	Other		Complete an evaluation of an Inclusionary Housing Ordinance within two years of Housing Element adoption and, if deemed appropriate, adopt an ordinance within one year of the determination.
2.1j - Housing Choice Voucher Program	Support housing affordability, mobility, and fair housing choice by promoting participation in the Housing Choice Voucher (HCV) program in coordination with the Stanislaus Regional Housing Authority.	12/31/2031	6th Cycle	In Progress	Post fair housing and HCV information; create Fair Housing Factsheet by June 2026; coordinate annually with the Housing Authority; promote landlord participation; track progress through the APR.	Other		Disseminate HCV and fair housing information annually, maintain coordination with the Stanislaus Regional Housing Authority, and support increased utilization of Housing Choice Vouchers by Riverbank residents.
2.2a - No Net Loss in Downtown Specific Plan Area	Ensure no net loss of residential capacity in the Downtown Specific Plan Area by preserving high-density and mixed-use sites, replacing displaced units, and maintaining sufficient capacity to meet RHNA.	12/31/2031	6th Cycle	In Progress	Maintain ≥ 15.67 acres at ≥ 20 du/ac; require 2:1 replacement of displaced units; review projects and amendments for No Net Loss compliance; track annually through the APR.	Other		Maintain a minimum of 15.67 acres of high-density and mixed-use residential sites in the Downtown Specific Plan Area at ≥ 20 du/ac with no maximum density, and require a 2:1 replacement of any residential units displaced by Downtown redevelopment projects.
2.2b - Development in Downtown Specific Plan Area	Facilitate affordable attached single-family and multifamily housing for extremely low-, very low-, and low-income households in the Downtown Specific Plan Area through developer and nonprofit coordination.	12/31/2031	6th Cycle	In Progress	The City will coordinate annually with developers and nonprofit housing providers; evaluate joint-venture and land-assembly strategies; track outcomes through the APR.	Other		Coordinate annually with developers and nonprofit housing providers to advance affordable housing in the Downtown Specific Plan Area.
2.2c - Facilitating Mixed-Use Developments in Downtown Specific Plan Area	Promote mixed-use and upper-story residential development in the Downtown Core to increase higher-density housing opportunities.	12/31/2031	6th Cycle	In Progress	The City will assist developers with site identification and funding information; expedite permit review where feasible; track mixed-use development annually through the APR.	Other		Facilitate upper-story residential and mixed-use housing in the Downtown Core by assisting property owners and developers annually with site identification, funding information, and expedited permit processing.
3.1a - Planned Development Zones and Tiny House Villages	Encourage flexible and innovative housing through use of Planned Development zoning and Tiny House Village standards.	6/30/2026	6th Cycle	In Progress	Update website by June 2026; conduct annual developer outreach; track use of PD zoning and Tiny House Village standards through the APR.	Other		Promote the use of Planned Development zoning and Tiny House Village standards by maintaining public information online and conducting annual outreach to developers to support flexible and higher-density residential development.
3.1b - Fee Waiver Program	Reduce cost barriers to higher-density and affordable housing through fee waivers and deferrals.	12/31/2031	6th Cycle	In Progress	Apply fee waivers and deferrals to 100% of qualifying projects; promote program via website and industry outreach; track usage annually through the APR.	Other		Waive or defer City fees for all qualifying higher-density and affordable housing projects.
3.1c - Permit Software for Building Permit Processing	Improve efficiency of building permit processing through continued use of permit software.	12/31/2031	6th Cycle	In Progress	Process 100% of permits using permit software; support expedited review; monitor processing timelines annually through the APR.	Other		Maintain use of permit processing software to track and process 100 percent of building permit applications and support expedited review of residential development.

3.1d - Off-Street Parking	Ensure off-street parking standards do not constrain multifamily or special-needs housing.	12/31/2031	6th Cycle	In Progress	Review parking standards annually; publish current requirements by June 2026; consider code amendments if constraints are identified; track progress through the APR.	Other	Annually review off-street parking standards to confirm they do not constrain multifamily or special-needs housing and make current parking requirement information publicly available by June 2026.
3.1e - Water and Sewer Service	Ensure priority water and sewer service for lower-income housing consistent with State law.	12/31/2031	6th Cycle	In Progress	Distribute Housing Element within 30 days of adoption; adopt priority service procedures by January 31, 2026; apply procedures to all qualifying projects; track through the APR.	Other	Provide Housing Element within 30 days of adoption and adopt procedures by January 31, 2026, to prioritize water and sewer service for lower-income housing.
3.1f - Lower-Income and Special Needs Housing	Reduce processing barriers for lower-income and special needs housing through priority permitting and ongoing compliance monitoring.	12/31/2031	6th Cycle	In Progress	Assign staff contact and fast-track 100% of qualifying projects; conduct pre-application meetings; provide streamlining information; monitor completed units for affordability and occupancy; track annually through the APR.	Other	Fast-track all applicable qualifying lower-income and special needs housing projects and monitor completed units for ongoing compliance.
3.1g - Accessibility in Housing and Public Facilities	Ensure accessible housing and facilities and remove barriers to reasonable accommodation for persons with disabilities.	12/31/2031	6th Cycle	In Progress	Enforce State accessibility standards; revise reasonable accommodation findings and eliminate fees by December 2025; process requests without barriers; track annually through the APR.	Other	Maintain 100% compliance with State accessibility laws and remove any fee or regulatory barriers to reasonable accommodation by December 2025.
3.1h - Planning and Finance Transparency	Ensure public access to planning and financial documents consistent with State law.	12/31/2031	6th Cycle	In Progress	Publish 100% of planning and financial documents required by Gov. Code §65940 on the City's website by December 31, 2026; maintain and update documents as changes occur; report through the APR.	Other	Publish all planning and financial documents required by Gov. Code §65940 online by December 31, 2026.
3.1i - Wastewater Treatment Plant Upgrades	Ensure sufficient wastewater capacity to support RHNA housing growth.	12/31/2031	6th Cycle	In Progress	Monitor WWTP upgrades annually; pursue funding annually; identify alternatives by December 31, 2028, if needed; complete upgrades by January 31, 2030; report progress through the APR.	Other	Monitor WWTP capacity annually, pursue funding annually, and complete upgrades to expand wastewater treatment capacity by January 31, 2030, or implement alternative actions by December 31, 2028, to maintain sufficient infrastructure capacity to support RHNA housing growth.

3.1j - Amendments to the Riverbank Municipal Code and Specific Plans	Remove regulatory constraints to special needs housing through zoning and Specific Plan amendments.	12/31/2026	6th Cycle	In Progress	Adopt Municipal Code and Specific Plan amendments by December 31, 2026, to allow special needs housing by right, apply objective standards, and implement streamlined ministerial review; report progress through the APR.	Other		Adopt amendments to the Riverbank Municipal Code and applicable Specific Plans by December 31, 2026, to allow special needs housing types by right, apply objective standards, and implement streamlined ministerial review consistent with State law.
4.1a - Affordable Housing Funding	Preserve and rehabilitate housing through ongoing pursuit of State and federal funding.	12/31/2031	6th Cycle	In Progress	Evaluate and apply for CDBG, HOME, and other housing rehabilitation funds annually as feasible; track funding awards and units rehabilitated through the APR.	Other		Pursue State and federal housing rehabilitation funding annually, as feasible.
4.1b - Housing Conditions Database	Track housing conditions and rehabilitation activity to support housing preservation and future funding efforts.	12/31/2031	6th Cycle	In Progress	Maintain and annually update a housing conditions database capturing all City-assisted rehabilitation projects; use data to inform future goals and report progress through the APR.	Other		Maintain and annually update a database tracking housing conditions and rehabilitation activity.
4.1c - Housing Condition Survey	Identify housing rehabilitation needs through a Citywide Housing Condition Survey and target rehabilitation resources accordingly.	12/31/2026	6th Cycle	In Progress	Complete HCD-compliant survey by December 2026; publish results; coordinate with the Housing Authority on funding and homeowner outreach; track outcomes through the APR.	Other		Complete and publish a Housing Condition Survey by December 2026 and use results to target rehabilitation efforts.
4.1d - Housing Rehabilitation Program	Promote the City's Housing Rehabilitation Program for substandard housing units.	12/31/2031	6th Cycle	In Progress	Maintain outreach materials, target survey-identified areas, coordinate with Stanislaus County on funding, and report progress through the APR.	Other		Update program materials annually, conduct targeted outreach within 6 months of survey completion, and apply for rehabilitation funding annually.
4.2a - Land Division of High Density Residential Sites	Preserve high-density residential land capacity by discouraging subdivision of high-density sites.	12/31/2031	6th Cycle	In Progress	Evaluate 100% of subdivision proposals on high-density sites; prepare written findings; ensure no net loss of residential capacity; track through the APR.	Other		Review all proposed subdivisions of high-density sites to ensure no net loss of residential capacity.
4.2b - At-Risk Housing	Preserve lower-income housing by monitoring and mitigating the loss of at-risk affordable units.	12/31/2031	6th Cycle	In Progress	Maintain and annually update an at-risk housing inventory; implement mitigation strategies to ensure no net loss; report through the APR.	Other		Annually monitor all at-risk units and mitigate any loss of lower-income housing.

5.1a - Equal Housing opportunity	Promote equal housing opportunity through education, outreach, and referrals.	12/31/2031	6th Cycle	In Progress	Provide fair housing information annually; train staff on referrals; maintain materials at public locations; conduct or participate in at least one fair housing outreach event per year; report progress through the APR.	Other		Conduct annual fair housing outreach, staff training, and public information dissemination.
5.1b - Annual Progress Report	Ensure transparency, public engagement, and General Plan consistency through annual Housing Element review.	12/31/2031	6th Cycle	In Progress	Prepare and submit APR by April 1 annually; conduct public hearings; publish notices in English and Spanish; post review materials online; evaluate General Plan consistency; report through the APR.	Other		Complete the APR by April 1 annually with public review and General Plan consistency evaluation.
5.1c - Housing Element Public Participation	Promote public participation in Housing Element updates through multilingual outreach and community partnerships.	12/31/2031	6th Cycle	In Progress	Post notices in English and Spanish; partner with churches and local groups; distribute notices via water bills; identify at least one community partner by December 2030; report progress through the APR.	Other		Conduct Housing Element outreach using multilingual notices and multiple communication methods and maintain partnerships with community organizations, with at least one identified community partner by December 2030.
5.1d - Affirmatively Market Fair Housing Resources	Affirmatively further fair housing through education, referrals, and affirmative marketing of affordable housing.	12/31/2031	6th Cycle	In Progress	Maintain multilingual fair housing information; refer victims of discrimination to Project Sentinel; coordinate affirmative marketing with developers; conduct outreach and community notifications; review annually and report through the APR.	Other		Annually provide fair housing information, refer discrimination inquiries, and affirmatively market affordable housing.
5.1e - State and Federal Housing Program and Funding Opportunities	Support affordable housing development through ongoing pursuit of State and federal funding.	12/31/2031	6th Cycle	In Progress	Pursue housing funding opportunities annually; post funding information online; notify developers and community groups; prioritize extremely low- and very low-income housing; report outcomes through the APR.	Other		Annually pursue State and federal housing funding and notify stakeholders of available housing resources.
5.1f - Targeted Capital Improvement Program Investment	Support housing development and equitable infrastructure investment through targeted CIP projects.	12/31/2031	6th Cycle	In Progress	Complete at least four infrastructure projects during the planning period; prioritize east of BNSF Railroad, Crossroads West, and Downtown Riverbank; pursue funding annually; monitor and report progress through the APR.	Other		Complete at least four CIP-funded infrastructure projects during the planning period to support housing and equity goals.

5.1g - First-Time Homebuyers Program	Increase access to homeownership for first-time and lower-income households.	12/31/2031	6th Cycle	In Progress	Update the First-Time Homebuyers Program by June 2027; pursue HOME and other funding; conduct annual outreach when funding is available; track households assisted through the APR.	Other		Update and expand the First-Time Homebuyers Program by June 2027 and, when funding is available, provide homeownership assistance to eligible first-time homebuyers and conduct at least one outreach or educational activity annually.
5.1h - Housing outreach and Stakeholder Engagement	Encourage the development of affordable and multifamily housing, including housing for special needs and extremely low-, very low-, and low-income households, through proactive outreach, partnerships, and technical assistance.	12/31/2031	6th Cycle	In Progress	Conduct outreach to housing providers, developers, service organizations, and religious institutions; provide technical assistance; pursue funding partnerships; report annually through the APR.	Other		Conduct annual outreach, provide biannual technical assistance, and engage religious institutions biannually beginning by June 30, 2026.
6.1a - State Energy-Efficient Standards	Ensure energy-efficient residential development consistent with State standards.	12/31/2031	6th Cycle	In Progress	Apply State energy-efficiency requirements to applicable residential projects; include energy-efficient conditions in planned development approvals; monitor and report annually through the APR.	Other		Ensure all applicable residential development projects comply with State energy-efficiency standards and include energy-efficient conditions where applicable through planned development approvals.
6.2a - Energy Conservation Guidelines	Promote energy conservation in new residential development.	12/31/2031	6th Cycle	In Progress	Apply energy conservation guidelines to new residential projects through development standards; monitor compliance and report annually through the APR.	Other		Apply energy conservation guidelines to all new residential development.
6.3a - Weatherization Assistance	Improve energy efficiency and reduce utility costs through weatherization in housing rehabilitation.	12/31/2031	6th Cycle	In Progress	Include weatherization measures in 100% of feasible City-assisted rehabilitation projects; track units improved and report annually through the APR.	Other		Include weatherization measures in all City-assisted housing rehabilitation projects, where feasible.

RIVERBANK CITY COUNCIL / LRA BOARD

AGENDA ITEM NO. 11.2.

SECTION : NEW BUSINESS

Meeting Date:	4/28/2026
Subject:	Resolution of Concurrence with the Stanislaus Urban County and Stanislaus HOME Consortium Annual Action Plan for Fiscal Year 2026-2027 and Support of Submission to the U.S. Department of Housing and Urban Development (HUD)
From:	Marisela H. Garcia, City Manager
Submitted by:	Leticia Caratachea, Housing Specialist

RECOMMENDATION

It is recommended that the City Council open the Community Meeting, accept Public Comment, and consider adopting a Resolution in concurrence with Stanislaus Urban County and the Stanislaus HOME Consortium Annual Action Plan for Fiscal Year 2026-27 and support of submission to HUD.

SUMMARY

The adoption of the Annual Action Plan (AAP) is a requirement of the U.S. Department of Housing and Urban Development (HUD) for jurisdictions that receive and administer certain HUD block grants on an entitlement basis.

STRATEGIC PLAN

This item supports the City's Strategic Plan goal of Infrastructure, demonstrating progress and alignment with established community goals. It reflects the City's commitment to infrastructure improvements, including the modernization of recreation facilities, enhancement of accessibility in compliance with the Americans with Disabilities Act (ADA), and the evaluation of aging infrastructure for rehabilitation.

BACKGROUND

Stanislaus County, in partnership with the cities of Ceres, Hughson, Newman, Oakdale, Patterson, Riverbank, and Waterford form the Stanislaus Urban County for purposes of receiving U.S. Department of Housing and Urban Development (HUD) Community Development Block Grant Program (CDBG) and Emergency Solutions Grants (ESG) Program funding. The Stanislaus Urban County, along with the City of Turlock forms the Stanislaus HOME Consortium for the purpose of receiving HUD HOME Investment Partnership (HOME) funding. Stanislaus County, as the lead entity for the Stanislaus Urban County and Stanislaus HOME Consortium, is required to submit a Consolidated Plan (Con Plan) every 5 years and an AAP every year. The City of Turlock, as a member of the HOME Consortium, must approve and submit a separate AAP to HUD for its Community Development Block CDBG funding. Approval of an AAP is necessary to remain in compliance with program regulations and retain HUD funding.

The current Con Plan was adopted on May 13, 2025, by the Board of Supervisors, and covers Fiscal Years 2025-2026 to 2029-2030. The Con Plan is a strategic planning document that helps HUD Entitlement jurisdictions assess their affordable housing and community development needs, as well as market conditions. The plan serves as a framework to identify priorities and align funding from HUD's Community Planning and Development (CPD) formula block grant programs, such as the CDBG, HOME, and ESG Programs.

This draft AAP is the second AAP of the adopted Con Plan and describes projects and activities, with assigned goals and accomplishments, to be undertaken during Fiscal Year 2026-2027. The final funding allocation amounts have been received from HUD and are reflected in this report.

In accordance with Federal regulations, the County's Citizen Participation Plan (CPP) for HUD funding requires a minimum 30-day public review period prior to Board of Supervisors consideration to approve the AAP. The draft AAP has been made available to the public, and a notice of the public hearing and document availability has been published in The Modesto Bee to provide for the required 30-day public review period. The draft AAP is available to the public online at: <http://www.stancounty.com/planning/cdbg/plans-and-reports.shtm>

The Annual Action Plan covers CDBG, ESG and HOME projects and funded programs for the upcoming fiscal year. The final HUD allocations for the CDBG, ESG and HOME programs have been released and are reflected in this Annual Action Plan. Accordingly, the funding allocations for all members of the Stanislaus Urban County and HOME Consortium have been finalized based on HUD's published amounts.

CDBG

For Fiscal Year 2026-2027, the City of Riverbank is allocated \$177,663.12 in Community Development Block Grant (CDBG) funds (see attached allocation chart). The goals of the CDBG Program, as established under federal guidelines, are as follows: 1) to provide decent housing; 2) to provide a suitable living environment; and 3) to expand economic opportunities.

The City of Riverbank CDBG allocation for FY 2026-2027, Annual Action Plan (AAP) will be utilized for the following projects:

FY 2026-27-AAP

Project	Location	Cost Estimate
Water Replacement Project	High Street / Riverside Drive	\$771,000
Total FY 2026-27	Funding accumulated from the prior year's funding	\$771,000

FY 2026-27-AAP

Project	Location	Cost Estimate
Pioneer Park Improvements	Corner of 1 st Street & High Street	\$160,000
Total FY 2026-27		\$160,000

FY 2026-27 & FY 27-28

Project	Location	Cost Estimate
Texas and Kansas Sewer Line Replacement	Texas Avenue and Kansas Avenue	\$779,565
Total FY 2026-27 & FY 27-28		\$779,565

FY 2028-29 & FY 29-30

Project	Location	Cost Estimate
Texas and Kansas Sewer Line Replacement	Texas Avenue and Kansas Avenue	\$779,565
Total FY 2028-29 & FY 29-30		\$779,565

HOME

For Fiscal Year 2026-2027, the City of Riverbank is allocated \$97,166 in the Home Investment Partnership (HOME) Program (see attached allocation chart). The goal of the Consortium, as established under the federal HOME program guidelines, is to further affordable housing activities benefiting low-income households. The City's HOME funds must be committed to an approved project within six (6) months of July 1, unless the deadline is extended by

the County. An approved project is one that has been included in a HUD-approved Annual Action Plan, authorized by the County, and has completed the required environmental review process. If the City does not have an approved project within this timeframe, the funds will be made available to all Consortium members through a County-administered Request for Proposals (RFP) process.

1. REASONS FOR RECOMMENDATION:

This action is required by HUD, as the City of Riverbank is a member of the Stanislaus Urban County and Stanislaus HOME Consortium, for Community Development Block Grant (CDBG) and Home Investment Partnerships Program (HOME) funds.

2. PUBLIC PARTICIPATION:

The Stanislaus County Planning and Community Development Department, as the Consortium administrator, has the lead role in the preparation of the Annual Action Plan, which includes the public participation requirement under HUD guidelines.

A series of public meetings were held in each of the Urban County and Consortium member's jurisdictions. For the City of Riverbank, the community meeting on the Annual Action Plan (AAP) and Consolidated Plan is being held tonight on April 28, 2026, at 6 pm at the City Council Chambers.

In addition, the Draft Annual Action Plan for Fiscal Years 2026–2027 has been available for public review in the Stanislaus County Planning and Community Development Department, as well as various locations throughout the County, since April 8, 2026. To date, the city has not received any verbal or written comments regarding the Annual Action Plan. Any public comments received by members of the public this evening will be forwarded to the County Board of Supervisors for inclusion in the final FY 2026-2027 Annual Action Plan and Consolidated Plan being submitted to HUD by the County.

3. STEPS FOLLOWING APPROVAL:

Staff will forward any public comments and the resolution of concurrence to the County Board of Supervisors upon Council approval, pursuant to HUD guidelines.

FINANCIAL IMPACT

The City will receive \$177,663.12 in CDBG funds and \$97,166 in HOME funds from the Stanislaus Urban County Consortium funds for Fiscal Year (FY) 2026-2027 City Budget.

ATTACHMENTS

1. Resolution --FY 26-27 AAP
2. FY 26 -27 HOME Final Funding Allocation Chart
3. FY 26-27 CDBG Final Funding Allocation Chart

CITY OF RIVERBANK

RESOLUTION 2026-

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVERBANK,
CALIFORNIA, OF CONCURRENCE AND SUPPORT OF THE FISCAL YEAR 2026-
2027 ANNUAL ACTION PLAN (AAP) PREPARED BY THE STANISLAUS URBAN
COUNTY AND STANISLAUS HOME CONSORTIUM**

WHEREAS, the Stanislaus Urban County is a recognized U.S. Department of Housing and Urban Development (HUD) Entitlement jurisdiction that is comprised of the Cities of Ceres, Hughson, Newman, Oakdale, Patterson, Riverbank, Waterford and the unincorporated areas of Stanislaus County that is eligible to receive Community Development Block Grant (CDBG) funds and Emergency Solutions Grants (ESG) funds for FY 2026-2027; and

WHEREAS, the Stanislaus County CDBG Consortium which includes the Stanislaus Urban County and the City of Turlock, and the unincorporated areas of Stanislaus County have received Home Investment Partnership (HOME) funds from the U.S. Department of Housing and Urban Development (HUD) for FY 2026-2027; and

WHEREAS, an Annual Action Plan is required by HUD to remain in compliance for federal funding; and

WHEREAS, the City as a member of the Stanislaus Urban County and the HOME Consortium is required to assist the County in the Annual Action Plan planning process to set community priorities, objectives and proposed projects, and

WHEREAS, the Draft Annual Action Plan was made available for public review period for the minimum 30 days requirement to allow the public the opportunity to review and provide comments prior to the public hearing by the Stanislaus County Board of Supervisors on May 12, 2026; and

WHEREAS, the City hosted a Community Meeting on April 28, 2026, in order to receive comments from the public on the proposed Annual Action Plan.

WHEREAS the planning process serves as the framework for the community-wide dialogue to identify housing and community development priorities that align and focus funding from programs such as CPD formula block grant programs; the Community Development Block Grant (CDBG) Program, the HOME Investment Partnership (HOME) Program, and the Emergency Solutions Grant (ESG) Program; and the City of Riverbank allocation of CDBG funds is \$177,663.12 (\$172,663.12 for CDBG project activities and \$5000.00 to administer) and HOME Funds of \$97,166 for 2026-2027 Fiscal Year; and

WHEREAS, the following project(s) listed below have been selected as CDBG projects according to low to moderate income eligibility and existing health and safety issues in the project area(s) for Fiscal Year 2026-2027:

Project	Location	Cost Estimate
Water Line Replacement	Alley between Riverside Drive and High Street, from 3017 High Street to 4th Street	\$771,000 (In addition to funding from FY 21-22 & 22-23)
Pioneer Park ADA Improvements	1 st Street & High Street	\$160,000
Texas and Kansas Sewer Line Replacement Project	Texas Avenue and Kansas Avenue	\$779,565
Total FY 2026-27		\$1,710,565

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Riverbank hereby adopts the Resolution of Concurrence and Support of the Stanislaus Urban County and the Stanislaus HOME Consortium to prepare the AAP for Fiscal Year 2026-2027.

PASSED AND ADOPTED by the City Council of the City of Riverbank at a regular meeting held on the 28th day of April, 2026; motioned by Councilmember _____, seconded by Councilmember _____, and upon roll call was carried by the following City Council vote of _____:

AYES:

NAYS:

ABSENT:

ABSTAIN:

ATTEST:

APPROVED:

Gabriela Hernandez
 City Clerk

Rachel Hernandez
 Mayor

**STANISLAUS HOME CONSORTIUM
HOME INVESTMENT PARTNERSHIPS PROGRAM (HOME)
FISCAL YEAR 2026-2027 ANNUAL ACTION PLAN**

Final FY 2026-2027 HOME Allocation: \$1,191,577.79

The table below shows the final HOME grant allocation breakdown among Stanislaus HOME Consortium members.

HOME ALLOCATIONS

HOME CONSORTIUM MEMBER	ALLOCATION
City of Ceres	\$115,194
City of Hughson	\$82,115
City of Newman	\$85,534
City of Oakdale	\$96,720
City of Patterson	\$96,382
City of Riverbank	\$97,166
City of Turlock	\$141,014
City of Waterford	\$82,760
Stanislaus County	\$96,799
Community Housing Development Organization (CHDO) Set-aside @ 15%	\$178,736.79
HOME Total	\$1,072,420.79
County Administration Total	\$119,157
TOTAL ALLOCATION	\$1,191,577.79

**Please Note: These funds will be allocated to individual Consortium members and must be committed to an approved project within six (6) months of July 1 of each program year, unless the deadline is extended by the County. An approved project is one that has been included in a HUD-approved Annual Action Plan, authorized by the County, and has completed the required environmental review process. If a Consortium member does not have an approved project within this timeframe, the funds will be made available to all Consortium members through a County-administered Request for Proposals (RFP) process.*

**STANISLAUS URBAN COUNTY
COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG)
EMERGENCY SOLUTIONS GRANTS (ESG)
FISCAL YEAR 2026-2027 ANNUAL ACTION PLAN**

FINAL FY 2026-2027 CDBG Allocation: \$2,302,998
FINAL FY 2026-2027 ESG Allocation: \$ 202,398
TOTAL: \$2,505,396

The table below shows the final CDBG and ESG grant allocation breakdown among Urban County members and special programs.

FINAL CDBG AND ESG ALLOCATIONS

URBAN COUNTY MEMBER	ACTIVITIES	ADMINISTRATION/ACTIVITY DELIVERY	TOTAL
City of Ceres	\$255,115.18	\$5,000.00	\$260,115.18
City of Hughson	\$108,331.69	\$5,000.00	\$113,331.69
City of Newman	\$124,001.66	\$5,000.00	\$129,001.66
City of Oakdale	\$162,508.89	\$5,000.00	\$167,508.89
City of Patterson	\$171,874.65	\$5,000.00	\$176,874.65
City of Riverbank	\$172,663.12	\$5,000.00	\$177,663.12
City of Waterford	\$112,565.28	\$5,000.00	\$117,565.28
Stanislaus County	\$389,803.53	\$400,600.00	\$790,403.53
Public Services @15%	\$345,534.00		\$345,534.00
Fair Housing		\$25,000.00	\$25,000.00
CDBG Total	\$1,842,398.00	\$460,600.00	\$2,302,998.00
ESG Total	\$187,219.00	\$15,179.00	\$202,398.00
TOTAL ALLOCATION	\$2,029,787.00	\$475,779.00	\$2,505,396.00

RIVERBANK CITY COUNCIL / LRA BOARD

AGENDA ITEM NO. 11.3.

SECTION : NEW BUSINESS

Meeting Date:	4/28/2026
Subject:	Resolution Approving the Reappointment of Seabre Dillard and Sara Malough to the Parks and Recreation Advisory Committee.
From:	Marisela H. Garcia, City Manager
Submitted by:	Michael Patton, Director of Parks & Recreation

RECOMMENDATION

It is recommended that the City Council consider and approve the reappointment of Seabre Dillard and Sara Malough to the Parks and Recreation Advisory Committee for full three-year terms. Seabre Dillard's term will be retroactive from May 1, 2025, through April 30, 2028. Sara Malough's term will commence on May 1, 2026, and conclude on April 30, 2029.

SUMMARY

In accordance with the Parks and Recreation Advisory Committee bylaws regarding term limits, two seats are scheduled to expire on April 30, 2026. Staff contacted both members holding these seats; one has expressed interest in reappointment, while the other has declined to serve an additional term.

The Director of Parks and Recreation recommends that the Mayor and City Council approve the reappointment of Sara Malough to a three-year term on the Parks and Recreation Advisory Committee, beginning May 1, 2026, and ending April 30, 2029.

Additionally, the Director recommends the reappointment of Seabre Dillard to a three-year term. Initially, Seabre Dillard served a one-year term per the Parks and Recreation Advisory Committee Bylaws to allow for alternating vacancies. This seat was originally set to expire in April 2025, and the member had expressed interest in continuing; however, the reappointment was not previously brought forward for City Council approval. It is recommended that this term be approved retroactively, effective May 1, 2025, through April 30, 2028.

If both recommendations are approved, the Parks and Recreation Department will initiate recruitment to fill the remaining vacant seat on the Committee.

STRATEGIC PLAN

The City's Strategic Plan identifies integrity, transparency, and collaboration as core values. Maintaining a full and active Parks and Recreation Advisory Committee supports these values by

providing an additional opportunity for the public to engage in and contribute to decision-making related to parks and recreation in their community.

BACKGROUND

In May 2024, the City Council approved the formation of the Parks and Recreation Advisory Committee, consisting of five residents appointed to provide input and perspective to the Parks and Recreation Department. To ensure continuity and maintain a quorum during periods of recruitment, the Mayor and City Council established staggered terms for committee members.

In May 2026, two seats on the Committee will become vacant. Members are eligible to seek reappointment with approval from the Mayor and City Council. Staff has communicated with both members whose terms are expiring. Sara Malough has expressed interest in being reappointed to a three-year term, beginning May 1, 2026, and ending April 30, 2029. Corinna Romo has indicated she does not wish to seek reappointment. The Director of Parks and Recreation recommends that the Mayor and City Council approve the reappointment of Sara Malough and direct staff to initiate recruitment to fill the upcoming vacancy.

Additionally, the term for Seabre Dillard expired in May 2025. At that time, she expressed interest in continuing her service; however, her reappointment was not brought forward to the Mayor and City Council for formal approval. To formalize her continued service, the Director of Parks and Recreation recommends that the Mayor and City Council approve her reappointment to a three-year term, retroactive to May 2025, with a term ending in April 2028.

FINANCIAL IMPACT

There is no financial impact on this item.

ATTACHMENTS

1. Resolution

CITY OF RIVERBANK

RESOLUTION 2026-

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVERBANK
APPROVING THE REAPPOINTMENT OF SARA MALOUGH AND SEABRE
DILLARD TO THE PARKS AND RECREATION ADVISORY COMMITTEE,
ESTABLISHING THEIR RESPECTIVE TERMS, AND AUTHORIZING RECRUITMENT
TO FILL A COMMITTEE VACANCY**

**THE CITY OF RIVERBANK CITY COUNCIL (HEREAFTER REFERRED TO AS
THE “CITY COUNCIL”) DOES HEREBY RESOLVE THAT:**

WHEREAS, in May 2024, the City Council approved the formation of the Parks and Recreation Advisory Committee to provide input and perspective to the Parks and Recreation Department; and

WHEREAS, the Committee is composed of five residents appointed by the Mayor and City Council; and

WHEREAS, the City Council established staggered terms for Committee members to ensure continuity and the ability to maintain a quorum during recruitment periods; and

WHEREAS, in accordance with the Committee’s bylaws, two terms are set to expire on April 30, 2026; and

WHEREAS, Sara Malough has expressed interest in being reappointed to a three-year term beginning May 1, 2026, and ending April 30, 2029; and

WHEREAS, Corinna Romo has indicated she does not wish to seek reappointment, creating one vacancy on the Committee; and

WHEREAS, the term for Seabre Dillard expired in May 2025, and although she expressed interest in continuing her service, her reappointment was not previously brought forward for formal approval; and

WHEREAS, the Director of Parks and Recreation recommends the reappointment of Seabre Dillard to a three-year term, retroactive to May 1, 2025, and ending April 30, 2028.

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

1. The City Council hereby approves the reappointment of Sara Malough to the Parks and Recreation Advisory Committee for a three-year term beginning May 1, 2026, and ending April 30, 2029.
2. The City Council hereby approves the reappointment of Seabre Dillard to the Parks and Recreation Advisory Committee for a three-year term, retroactive to May 1, 2025, and ending April 30, 2028.
3. The City Council directs staff to initiate recruitment to fill the remaining vacancy for the term beginning May 1, 2026 “or until filled” and ending on April 30, 2029 on the Parks and Recreation Advisory Committee.

PASSED AND ADOPTED by the City Council of the City of Riverbank at a regular meeting held on the 28th day of April, 2026; motioned by Councilmember _____, seconded by Councilmember _____, and upon roll call was carried by the following City Council vote of _____:

AYES:
NAYS:
ABSENT:
ABSTAINED:

ATTEST:

APPROVED:

Gabriela Hernandez
City Clerk

Rachel Hernandez
Mayor

RIVERBANK CITY COUNCIL / LRA BOARD

AGENDA ITEM NO. 11.4.

SECTION : NEW BUSINESS

Meeting Date:	4/28/2026
Subject:	Resolution Accepting and Incorporating the Recommendations of the City of Riverbank Classification and Compensation Study prepared by Evergreen Solutions, LLC
From:	Marisela H. Garcia, City Manager
Submitted by:	Tammy Alcantor, Assistant City Manager

RECOMMENDATION

Adopt a Resolution accepting and incorporating the recommendations of the City's Classification and Compensation Study prepared by Evergreen Solutions, LLC.

SUMMARY

With the assistance of Evergreen Solutions, LLC, the City completed a comprehensive compensation, benefits, and classification study to evaluate whether the current classification structure and compensation programs remain equitable, competitive, and aligned with the current public sector market. The study identified needed updates to classification structure, pay plan design, and salary administration in order to support recruitment, retention, transparency, and long-term fiscal sustainability.

The attached resolution provides formal City Council action to accept Evergreen's recommendations as the City's guiding framework for modernizing the classification structure and compensation.

Subsequent agenda items will implement these recommendations through updated salary schedules and MOU amendments for each employee group.

STRATEGIC PLAN

The study does not directly address a Strategic Plan goal. The recommendations are intended to support the City's efforts to enhance the effectiveness, fairness, and competitiveness of its compensation and classification systems.

BACKGROUND

In July 2025, the City of Riverbank retained Evergreen Solutions, LLC to conduct a citywide compensation, benefits, and classification study for all City employees. The purpose of the study was to assess the City's existing classification and compensation systems and develop recommendations for both immediate and long-term improvements.

The study included a review of the City's classification system, compensation structure, market competitiveness, benefits, and employee feedback. Employee outreach included a confidential survey and focus groups representing approximately two-thirds of the workforce. Employees reported

that job stability, benefits, and work relationships are major strengths, but compensation emerged as the most significant concern.

DISCUSSION / ANALYSIS

Classification Findings

Evergreen utilized a combination of quantitative and qualitative analyses to develop evidence-based recommendations, including reviewing existing compensation and classification structures, facilitating employee outreach sessions, assessing internal equity of classifications, and conducting an external market salary and benefits survey.

The study found that the City's classification structure is generally functional, but no longer fully reflects the organization's current operational needs. Several job titles and descriptions do not accurately capture the actual scope, complexity, and responsibilities of current work. According to the study, these misalignments appear to have resulted from organizational growth, changing service demands, and positions evolving without formal updates. Employees also identified limited career progression opportunities in some job families.

To address these issues, Evergreen recommended that the City implement a more structured, organization-wide classification framework with clearly defined levels, update job titles and descriptions, add levels or job families where appropriate, and establish a regular review cycle for job descriptions and FLSA status.

Compensation Findings

The City currently maintains three pay plans: Miscellaneous, Mid-Management/Confidential, and Contract/Executive. The study found that while the existing structure generally supports internal equity, the number of pay grades is excessive for the size of the organization. Many grades are unused or lightly populated, creating administrative complexity and increasing the risk of pay compression between related positions. Employees also expressed concerns regarding the fairness and consistency of pay practices across departments and employee groups.

The market salary analysis compared Riverbank's pay ranges to 19 peer public agencies, with cost-of-living adjustments applied. At the 50th percentile market median, Riverbank's salary ranges were found to be modestly below market at all points of the range, trailing peers on average by:

- 2.4 percent at the minimum;
- 3.3 percent at the midpoint; and
- 4.1 percent at the maximum.

The study further noted that the compensation gap widens at the top of the range, in part because Riverbank's salary range spread is narrower than that of peer agencies. The Miscellaneous and Contract/Executive employee groups lag the market median to a greater extent than the Mid-Management group.

At the same time, the study found that the City's benefits program is a significant strength. Employer-paid benefits comprise a higher percentage of total compensation than many peers. As a result, total compensation for most non-executive employees is competitive with, and in some cases exceeds, the market. However, contract and executive employees lag peers in total compensation, suggesting the need for targeted salary adjustments rather than broad benefit redesign.

Study Recommendations (Chapter 5)

Evergreen's recommendations are organized around three primary areas:

1. Classification

- Implement a structured classification framework with clearly defined levels;
- Update job titles and descriptions to reflect current duties;
- Add levels and expand job families where appropriate; and
- Establish regular review cycles for job descriptions and FLSA status.

2. Compensation

- Streamline and modernize all three pay plans by significantly reducing the number of pay grades;
- Align salary structures to target the market median (50th percentile);
- Slot positions into pay grades based on internal equity and market data; and
- Address compression and implementation impacts through a consistent hold-harmless approach so no employee experiences a pay reduction.

3. Administration and Sustainability

- Adopt clear guidelines for salary administration and progression through pay ranges;
- Conduct targeted market reviews for hard-to-fill or high-turnover positions as needed; and
- Provide training and tools to support consistent long-term administration.

Policy Consistency

Review of compensation and classification practices is consistent with the City's responsibility to maintain an effective personnel system that supports recruitment, retention, internal equity, compliance, and sound fiscal management. The study specifically recommends regular review cycles and clearer salary administration practices to improve consistency and sustainability over time.

Public Outreach

The study process included employee outreach through a confidential survey and focus groups representing approximately two-thirds of the workforce. Feedback gathered through that process informed the consultant's findings and recommendations.

The City has met and shared the results of the study with the Riverbank Miscellaneous Employees Bargaining Unit, the Riverbank Mid-management Employees Association, and the Executive Management team. Evergreen's report includes an implementation planning approach intended to preserve step placement and support a hold-harmless transition concept (where practicable), with final placement decisions remaining at the discretion of City leadership. Salary adjustments as a result of the study will be approved in the following agenda items with an amendment to the Employee Groups MOU or employee contract.

FINANCIAL IMPACT

The financial impact of implementation is estimated at \$211,264. This item is for the acceptance of the report and recommended changes. The subsequent agenda items will identify the changes to Employee Group MOUs or Employee Contracts and include the current-year fiscal impacts.

ATTACHMENTS

1. Resolution
2. Classification and Compensation Study for the City of Riverbank, CA

CITY OF RIVERBANK

RESOLUTION 2026-

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF RIVERBANK, CALIFORNIA
ACCEPTING AND INCORPORATING THE RECOMMENDATIONS OF THE CITY'S
CLASSIFICATION AND COMPENSATION STUDY PREPARED BY EVERGREEN
SOLUTIONS, LLC**

THE CITY OF RIVERBANK CITY COUNCIL (HEREAFTER REFERRED TO AS THE "CITY COUNCIL") DOES HEREBY RESOLVE THAT:

WHEREAS, the City of Riverbank is committed to maintaining an effective personnel system that supports recruitment, retention, internal equity, transparency, compliance, and sound fiscal management; and

WHEREAS, in July 2025, the City engaged Evergreen Solutions, LLC ("Evergreen") to conduct a comprehensive compensation, benefits, and classification study to assess the strengths and areas for improvement within the City's existing system, evaluate internal and external equity, and develop recommendations that would better align compensation practices with organizational needs and market conditions; and

WHEREAS, Evergreen utilized a combination of quantitative and qualitative analyses to develop evidence-based recommendations, including reviewing existing compensation and classification structures, facilitating employee outreach sessions, assessing internal equity of classifications, and conducting an external market salary and benefits survey; and

WHEREAS, Evergreen's recommendations establish a modern, market-responsive pay plan supported by internally and externally aligned pay grade assignments and clear, defensible system administration practices; and

WHEREAS, Evergreen's report describes implementation planning considerations, including a consistent step placement approach intended to preserve step placement and support a hold-harmless transition concept (where practicable), while recognizing final placement decisions remain at the discretion of City leadership; and

WHEREAS, the City Council desires to accept and incorporate Evergreen's recommendations as the City's guiding framework for the City's classification and compensation program, recognizing that certain implementation actions may be subject to applicable meet-and-confer obligations and future City Council action; and

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

1. Accepts and incorporates the recommendations contained in the City of Riverbank Classification and Compensation Study prepared by Evergreen Solutions, LLC, as the City's intended framework for modernizing and administering the City's classification and compensation program.
2. Clarifies that this Resolution does not, by itself, implement specific compensation changes, adopt revised salary schedules, amend memoranda of understanding, or establish individual employee placement within revised pay grades and steps.
3. Directs staff to proceed with next steps necessary to implement the accepted framework, including continuing meet-and-confer with affected bargaining units, as applicable, and returning to the City Council with recommended implementation actions (including proposed salary schedules/pay plans, effective dates, classification plan updates, and related administrative/policy updates), as appropriate.

PASSED AND ADOPTED by the City Council of the City of Riverbank at a regular meeting held on the 28th day of April, 2026; motioned by Councilmember _____, seconded by Councilmember _____, and upon roll call was carried by the following City Council vote of _____:

AYES:

NAYS:

ABSENT:

ABSTAINED:

ATTEST:

APPROVED:

Gabriela Hernandez, CMC
City Clerk

Rachel Hernandez
Mayor

Attachment(s): *Classification and Compensation Study for the City of Riverbank, CA*



Evergreen Solutions, LLC

CLASSIFICATION AND COMPENSATION STUDY FOR THE CITY OF RIVERBANK, CA

FINAL REPORT

April 9, 2026



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01 INTRODUCTION

The City of Riverbank, in alignment with its commitment to attracting and retaining a high-quality workforce, identified the need to update its compensation and classification system for all employees. The goal of this initiative was to ensure that the City’s classification and compensation plans reflect current best practices, promote equitable pay, and remain competitive within the broader labor market.

In July 2025, the City engaged Evergreen Solutions, LLC (“Evergreen”) to conduct a comprehensive compensation, benefits, and classification study. This engagement aimed to assess the strengths and areas for improvement within the City’s existing system, evaluate internal and external equity, and develop recommendations that would better align compensation practices with organizational needs and market conditions.

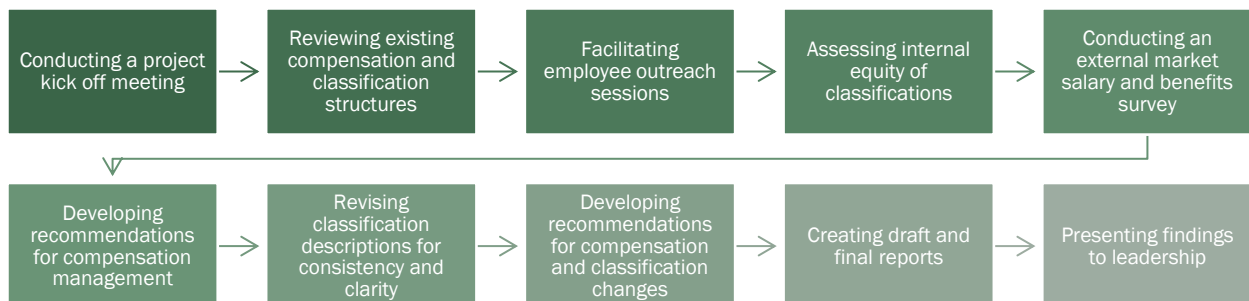
Internal equity refers to the fairness of an organization’s compensation practices among its current employees. By reviewing the skills, responsibilities, and duties associated with each position, this study sought to determine whether similar roles are compensated equitably within the City. External equity, in contrast, considers how the City’s classifications and compensation compare to those offered by peer organizations in the regional labor market. This component of the study focused on how the City is positioned relative to other public sector entities with similar roles, and whether current pay practices support the City’s ability to recruit and retain highly qualified staff.

The findings presented in this report aim to support the City’s strategic efforts to enhance the effectiveness, fairness, and competitiveness of its compensation and classification systems.

STUDY METHODOLOGY

Evergreen utilized a combination of quantitative and qualitative analyses to develop evidence-based recommendations that promote both fairness and competitiveness in the City’s compensation practices. It is important to note that all data collected represents a snapshot in time. Because labor market conditions evolve over time, Evergreen recommends that the City conduct regular market surveys to maintain alignment with external pay practices. A full compensation and classification review is recommended every three to five years.

Key components of the study included:



Kickoff Meeting

A project kickoff meeting was held to discuss the history and goals of the City, confirm the project work plan, and initiate the data collection process. Relevant materials were gathered, including current pay plans, organizational charts, policies and procedures, classification specifications, and other supporting documentation.

Assessment of Current Conditions

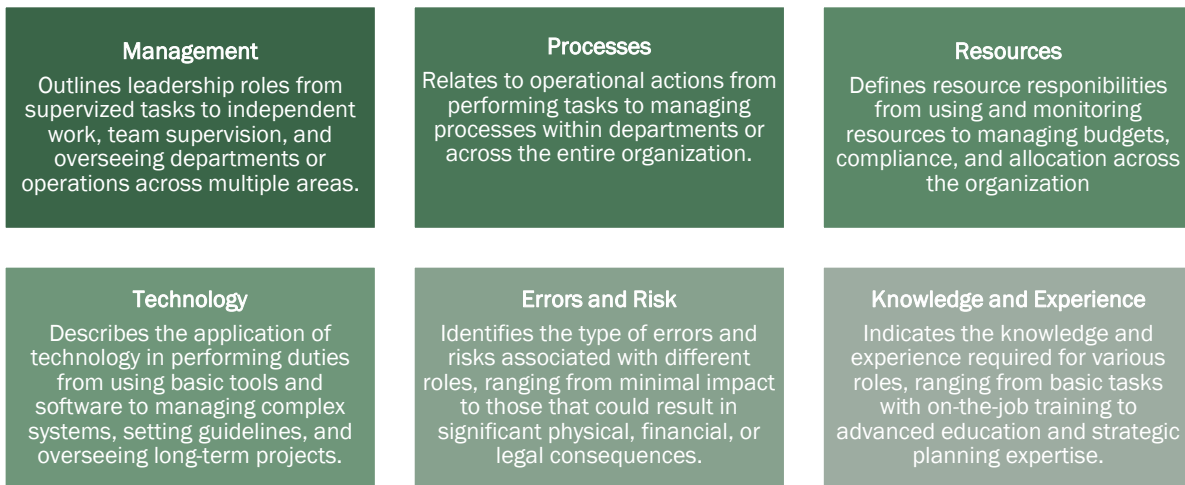
An analysis was conducted to evaluate the City’s existing pay plan and related data at the time the study commenced. The current pay plans, the progression of employee salaries through pay grades, and employee service years were examined during this process.

Employee Outreach

Evergreen consultants gathered input from employees’ varied perspectives as to the strengths and weaknesses of the City’s current system. Feedback received from employees utilizing both in-person focus groups and an anonymous online survey. Feedback in this context was helpful in highlighting aspects of the organization which needed particular attention and consideration. This information also provided some basic perceptual background, as well as a starting point for the research process.

Job Assessment Tool® (JAT) Classification Analysis

Employees were asked to complete individual JAT surveys, where they shared information pertaining to their work in their own words. JAT submissions as well as job descriptions were reviewed, and each classification was evaluated based on six compensable factors: Management, Processes, Resources, Technology, Errors and Risk, and Knowledge and Experience. Each factor was assigned a weighted value, and classifications were scored accordingly, resulting in a point-factor score for each. These scores were used to establish a rank order of classifications, which informed the proposed structure of the compensation plan. When combined with market data, this internal ranking served as the foundation for the study’s compensation and classification recommendations. The nature of each compensable factor is described below:



Salary and Benefits Survey

A customized external market analysis was completed, focusing on comparable public sector entities with similar positions and organizational characteristics. Benchmark classifications were surveyed and matched, where possible, to peer organizations. In addition to salary data, benefits information was

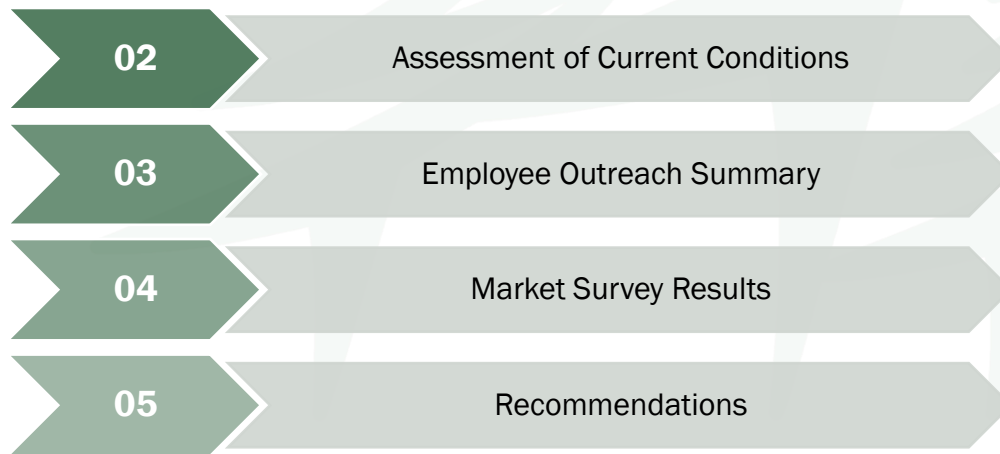
also collected to evaluate the competitiveness of the City’s total rewards offerings. The results provided valuable insight into the City’s current market positioning.

Recommendations

Based on the assessment and market data, Evergreen developed a range of recommendations for the City’s consideration. These options varied in scope—from minor adjustments to existing systems to more comprehensive changes to the overall compensation framework. Each recommendation was designed to address identified challenges while building upon the City’s existing strengths.

REPORT ORGANIZATION

The following chapters present detailed findings, analysis, and recommendations resulting from the study.

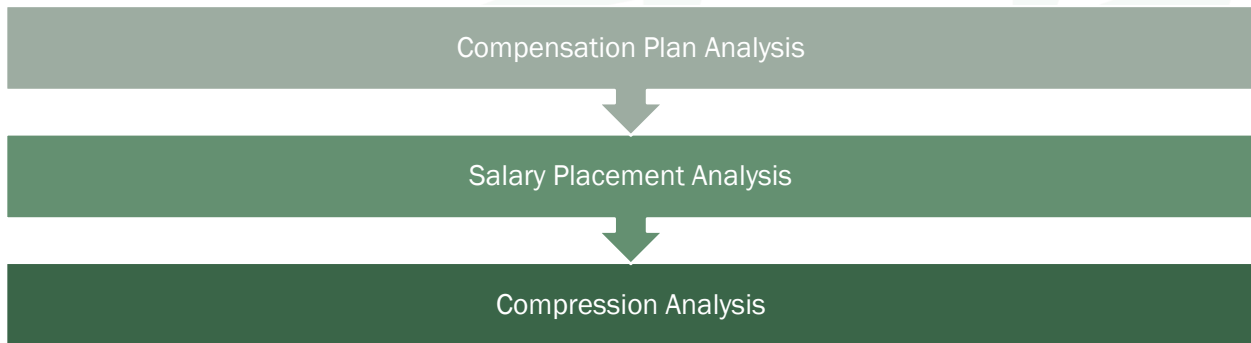




02 ASSESSMENT OF CURRENT CONDITIONS

The Assessment of Current Conditions presents a comprehensive review of the City’s current compensation and classification framework for both represented and contract or appointed staff. The figures and demographic breakdowns reflect conditions at the time the data was collected during September 2025 and should be viewed as a snapshot in time – changes that have been made to pay plans or classifications during the course of the study may not be reflected in the analysis included in this chapter. Although this information establishes a baseline for Evergreen’s analysis, it does not, by itself, dictate specific recommendations. Through this examination, Evergreen was able to gain insight into the existing pay structure and related practices.

This chapter is broken down into the following three sections:



COMPENSATION PLAN ANALYSIS

Exhibit 2A illustrates the City’s three pay plans, General (Miscellaneous represented group), Mid-Management/Confidential (represented group), and Sr Leadership/Contracted employees (unrepresented), that each share a common structure intended to support internal equity and consistent salary administration across job levels. Each plan is structured as a five-step salary schedule (A–E) with a generally consistent range spread of 21.6 percent, a one percent midpoint progression, and a five percent step progression. The structure of each plan is discussed below:

General/Miscellaneous Pay Plan (Ranges 30–100)

Overview

- Comprises approximately 71 pay grades, covering primarily non-management classifications. Currently utilizing 15 pay grades.
- Structured as a five-step plan (A–E) with a consistent 21.6 percent range spread and five percent step progression.
- Midpoint progression between grades averages approximately one percent.

Strengths / Positives

- Provides a high degree of internal equity and consistency across classifications.
- Step structure supports predictable employee progression and pay movement.

- Narrow range spread limits excessive pay variation within a grade.
- Structure is generally aligned with traditional public-sector step systems, which can be familiar to employees and managers.

Areas of Concern / Potential Issues

- The number of pay grades significantly exceeds what is typically necessary for a city of Riverbank's size, where fewer, broader grades are commonly sufficient.
- Very small midpoint progression (one percent) between grades increases the risk of:
 - Pay compression between adjacent classifications.
 - Difficulty differentiating pay between jobs with meaningful differences in responsibility.
- Many grades appear to be unused or lightly populated, potentially creating:
 - Administrative burden to maintain and adjust grades with no incumbents.
 - Reduced clarity for managers and employees regarding appropriate job placement.
- Overly granular grade structure may complicate market adjustments and future classification changes.

Mid-Management / Confidential Pay Plan (Ranges 101–191)

Overview

- Contains approximately 91 pay grades, intended to cover management, professional and/or confidential classifications. Currently utilizing 13 pay grades.
- Uses the same five-step structure, 21.6 percent range spread, and five percent step progression as the General Plan.
- Midpoint progression is generally about one percent between grades.

Strengths / Positives

- Consistent architecture with the General/Miscellaneous Plan supports systemwide internal alignment.
- Provides flexibility to accommodate a wide variety of management roles without re-structuring the plan.
- Step progression supports retention and orderly pay movement for incumbents.

Areas of Concern / Potential Issues

- The number of grades is unusually high for a small city, especially given the limited number of incumbents.
- Large portions of the plan appear to be unused, indicating the structure is far more expansive than operationally necessary.
- One percent midpoint progression increases the likelihood of:
 - Compression between supervisory, mid-management, and senior roles.
 - Difficulty maintaining clear pay separation from the General Plan below and Director Plan above.
- Maintaining a large, sparsely used plan increases administrative complexity with limited practical benefit.

Department Directors Pay Plan (Ranges 201–281)

Overview

- Includes 81 pay grades, designed for department directors and executive-level roles. Currently utilizing three pay grades.
- Largely follows the same five-step, 21.6 percent spread, five percent step progression structure.
- Contains non-standard ranges (e.g., Range 243.1) with different spreads and midpoint progressions.

Strengths / Positives

- Provides substantial flexibility to address market variation among director-level roles.
- Higher salary band appropriately separates executive roles from management classifications.

Areas of Concern / Potential Issues

- The number of director-level grades exceeds what is typically required for a city of Riverbank’s size, where only a handful of executive roles exist.
- Presence of special ranges suggests:
 - Prior ad hoc adjustments or temporary fixes.
 - Potential internal alignment and transparency issues.
- Small midpoint progression (one percent) between most grades limits meaningful differentiation and heightens compression risk, even at executive levels.
- Managing dozens of largely unoccupied executive grades creates unnecessary administrative overhead and complicates market benchmarking and public explanation.

Further, **Exhibit 2B** shows the 43 unique classifications and 62 full-time employees that utilize the plan’s 244 pay grades along with the number of employees in each position. The included classifications reflect filled positions only; vacancies are not included in the employee and classification count. As seen in the exhibit, the City’s workforce is highly dispersed across pay grades, with many classifications represented by one or two incumbents. There is also limited aggregation of employees within individual pay plans, reinforcing that the pay plan structure may be more granular than the size of the organization warrants. Based on how the plans are being utilized, the distribution of classifications reflects a position-specific classification approach, rather than a system where like leveled classifications are grouped together on the same pay grade.

Exhibit 2A | Pay Plan Summary (represents the pay plan structure at the start of the study – interim adjustments are not shown in this table)

General Employees – Miscellaneous									
Grd	A	B	C	D	E	Range Spread	Midpoint Prog.	Step Prog.	# Emp
30	\$41,869.08	\$43,962.48	\$46,160.64	\$48,468.72	\$50,892.12	21.6%	-	5.0%	2
31	\$42,287.52	\$44,401.92	\$46,622.04	\$48,953.16	\$51,400.80	21.6%	1.0%	5.0%	0
32	\$42,710.52	\$44,846.04	\$47,088.36	\$49,442.76	\$51,914.88	21.6%	1.0%	5.0%	0
33	\$43,137.72	\$45,294.60	\$47,559.36	\$49,937.28	\$52,434.12	21.6%	1.0%	5.0%	0

02 ASSESSMENT OF CURRENT CONDITIONS | CITY OF RIVERBANK

Exhibit 2A | Pay Plan Summary, Continued

General Employees – Miscellaneous									
Grd	A	B	C	D	E	Range Spread	Midpoint Prog.	Step Prog.	# Emp
34	\$43,569.00	\$45,747.48	\$48,034.80	\$50,436.60	\$52,958.40	21.6%	1.0%	5.0%	0
35	\$44,004.72	\$46,204.92	\$48,515.16	\$50,940.96	\$53,487.96	21.6%	1.0%	5.0%	0
36	\$44,444.52	\$46,666.80	\$49,000.20	\$51,450.24	\$54,022.80	21.6%	1.0%	5.0%	0
37	\$44,888.88	\$47,133.36	\$49,490.04	\$51,964.56	\$54,562.80	21.6%	1.0%	5.0%	5
38	\$45,337.92	\$47,604.84	\$49,985.04	\$52,484.28	\$55,108.44	21.6%	1.0%	5.0%	0
39	\$45,791.52	\$48,081.12	\$50,485.20	\$53,009.52	\$55,659.96	21.6%	1.0%	5.0%	0
40	\$46,249.44	\$48,561.96	\$50,990.04	\$53,539.56	\$56,216.52	21.6%	1.0%	5.0%	0
41	\$46,711.68	\$49,047.24	\$51,499.56	\$54,074.52	\$56,778.24	21.6%	1.0%	5.0%	0
42	\$47,178.96	\$49,537.92	\$52,014.84	\$54,615.60	\$57,346.44	21.6%	1.0%	5.0%	1
43	\$47,650.92	\$50,033.52	\$52,535.16	\$55,161.96	\$57,920.04	21.6%	1.0%	5.0%	3
44	\$48,127.20	\$50,533.56	\$53,060.28	\$55,713.24	\$58,498.92	21.6%	1.0%	5.0%	0
45	\$48,608.28	\$51,038.64	\$53,590.56	\$56,270.04	\$59,083.56	21.6%	1.0%	5.0%	3
46	\$49,094.64	\$51,549.36	\$54,126.84	\$56,833.20	\$59,674.92	21.6%	1.0%	5.0%	0
47	\$49,585.32	\$52,064.64	\$54,667.92	\$57,401.28	\$60,271.32	21.6%	1.0%	5.0%	3
48	\$50,081.52	\$52,585.56	\$55,214.88	\$57,975.60	\$60,874.44	21.6%	1.0%	5.0%	0
49	\$50,582.16	\$53,111.28	\$55,766.88	\$58,555.20	\$61,482.96	21.6%	1.0%	5.0%	0
50	\$51,087.84	\$53,642.28	\$56,324.40	\$59,140.68	\$62,097.72	21.6%	1.0%	5.0%	0
51	\$51,598.56	\$54,178.44	\$56,887.32	\$59,731.68	\$62,718.24	21.6%	1.0%	5.0%	0
52	\$52,114.56	\$54,720.24	\$57,456.24	\$60,329.04	\$63,345.48	21.6%	1.0%	5.0%	0
53	\$52,635.60	\$55,267.44	\$58,030.80	\$60,932.40	\$63,979.08	21.6%	1.0%	5.0%	3
54	\$53,161.92	\$55,820.04	\$58,611.00	\$61,541.52	\$64,618.56	21.6%	1.0%	5.0%	0
55	\$53,693.88	\$56,378.52	\$59,197.44	\$62,157.36	\$65,265.24	21.6%	1.0%	5.0%	1
56	\$54,230.88	\$56,942.40	\$59,789.52	\$62,778.96	\$65,917.92	21.6%	1.0%	5.0%	5
57	\$54,772.68	\$57,511.32	\$60,386.88	\$63,406.20	\$66,576.48	21.6%	1.0%	5.0%	0
58	\$55,320.60	\$58,086.60	\$60,990.96	\$64,040.52	\$67,242.60	21.6%	1.0%	5.0%	0
59	\$55,873.68	\$58,667.40	\$61,600.80	\$64,680.84	\$67,914.84	21.6%	1.0%	5.0%	1
60	\$56,432.64	\$59,254.32	\$62,217.00	\$65,327.88	\$68,594.28	21.6%	1.0%	5.0%	0
61	\$56,996.76	\$59,846.64	\$62,838.96	\$65,980.92	\$69,279.96	21.6%	1.0%	5.0%	0
62	\$57,566.76	\$60,445.08	\$63,467.28	\$66,640.68	\$69,972.72	21.6%	1.0%	5.0%	0
63	\$58,142.64	\$61,049.76	\$64,102.20	\$67,307.28	\$70,672.68	21.6%	1.0%	5.0%	0
64	\$58,724.16	\$61,660.32	\$64,743.36	\$67,980.48	\$71,379.48	21.6%	1.0%	5.0%	3
65	\$59,311.32	\$62,276.88	\$65,390.76	\$68,660.28	\$72,093.24	21.6%	1.0%	5.0%	1
66	\$59,904.24	\$62,899.44	\$66,044.40	\$69,346.68	\$72,813.96	21.6%	1.0%	5.0%	4
67	\$60,503.16	\$63,528.36	\$66,704.76	\$70,040.04	\$73,542.00	21.6%	1.0%	5.0%	0
68	\$61,108.56	\$64,164.00	\$67,372.20	\$70,740.84	\$74,277.84	21.6%	1.0%	5.0%	0
69	\$61,719.60	\$64,805.64	\$68,045.88	\$71,448.12	\$75,020.52	21.6%	1.0%	5.0%	0
70	\$62,336.76	\$65,453.64	\$68,726.28	\$72,162.60	\$75,770.76	21.6%	1.0%	5.0%	1
71	\$62,960.16	\$66,108.12	\$69,413.52	\$72,884.16	\$76,528.32	21.6%	1.0%	5.0%	0
72	\$63,589.56	\$66,769.08	\$70,107.48	\$73,612.80	\$77,293.44	21.6%	1.0%	5.0%	0
73	\$64,225.68	\$67,437.00	\$70,808.88	\$74,349.36	\$78,066.84	21.6%	1.0%	5.0%	0
74	\$64,867.68	\$68,111.04	\$71,516.64	\$75,092.52	\$78,847.20	21.6%	1.0%	5.0%	0
75	\$65,516.28	\$68,792.04	\$72,231.60	\$75,843.24	\$79,635.36	21.6%	1.0%	5.0%	0
76	\$66,171.48	\$69,480.00	\$72,954.00	\$76,601.76	\$80,431.80	21.6%	1.0%	5.0%	0

02 ASSESSMENT OF CURRENT CONDITIONS | CITY OF RIVERBANK

Exhibit 2A | Pay Plan Summary, Continued

General Employees – Miscellaneous									
Grd	A	B	C	D	E	Range Spread	Midpoint Prog.	Step Prog.	# Emp
77	\$66,833.28	\$70,174.92	\$73,683.72	\$77,367.96	\$81,236.40	21.6%	1.0%	5.0%	0
78	\$67,501.56	\$70,876.68	\$74,420.52	\$78,141.60	\$82,048.68	21.6%	1.0%	5.0%	0
79	\$68,176.20	\$71,585.04	\$75,164.28	\$78,922.44	\$82,868.52	21.6%	1.0%	5.0%	0
80	\$68,858.04	\$72,300.96	\$75,915.96	\$79,711.80	\$83,697.36	21.6%	1.0%	5.0%	0
81	\$69,546.96	\$73,024.32	\$76,675.56	\$80,509.32	\$84,534.84	21.6%	1.0%	5.0%	0
82	\$70,242.24	\$73,754.40	\$77,442.12	\$81,314.28	\$85,380.00	21.6%	1.0%	5.0%	0
83	\$70,944.60	\$74,491.80	\$78,216.36	\$82,127.16	\$86,233.56	21.6%	1.0%	5.0%	0
84	\$71,654.04	\$75,236.76	\$78,998.64	\$82,948.56	\$87,096.00	21.6%	1.0%	5.0%	0
85	\$72,370.68	\$75,989.16	\$79,788.60	\$83,778.00	\$87,966.96	21.6%	1.0%	5.0%	0
86	\$73,094.16	\$76,748.88	\$80,586.36	\$84,615.72	\$88,846.56	21.6%	1.0%	5.0%	2
87	\$73,825.32	\$77,516.64	\$81,392.52	\$85,462.20	\$89,735.28	21.6%	1.0%	5.0%	0
88	\$74,563.80	\$78,291.96	\$82,206.60	\$86,316.96	\$90,632.76	21.6%	1.0%	5.0%	0
89	\$75,309.48	\$79,074.96	\$83,028.72	\$87,180.12	\$91,539.12	21.6%	1.0%	5.0%	0
90	\$76,062.24	\$79,865.40	\$83,858.64	\$88,051.56	\$92,454.12	21.6%	1.0%	5.0%	0
91	\$76,822.92	\$80,664.12	\$84,697.32	\$88,932.24	\$93,378.84	21.6%	1.0%	5.0%	0
92	\$77,591.40	\$81,471.00	\$85,544.52	\$89,821.80	\$94,312.92	21.6%	1.0%	5.0%	0
93	\$78,367.20	\$82,285.56	\$86,399.88	\$90,719.88	\$95,255.88	21.6%	1.0%	5.0%	0
94	\$79,150.68	\$83,108.16	\$87,263.52	\$91,626.72	\$96,208.08	21.6%	1.0%	5.0%	0
95	\$79,941.96	\$83,939.04	\$88,136.04	\$92,542.80	\$97,170.00	21.6%	1.0%	5.0%	0
96	\$80,741.28	\$84,778.32	\$89,017.20	\$93,468.12	\$98,141.52	21.6%	1.0%	5.0%	0
97	\$81,548.88	\$85,626.36	\$89,907.72	\$94,403.16	\$99,123.36	21.6%	1.0%	5.0%	0
98	\$82,364.76	\$86,483.04	\$90,807.24	\$95,347.56	\$100,114.92	21.6%	1.0%	5.0%	0
99	\$83,188.20	\$87,347.64	\$91,715.04	\$96,300.84	\$101,115.84	21.6%	1.0%	5.0%	0
100	\$84,020.28	\$88,221.24	\$92,632.32	\$97,263.96	\$102,127.20	21.6%	1.0%	5.0%	0

Mid-Management/Confidential									
Grd	A	B	C	D	E	Range Spread	Midpoint Prog.	Step Prog.	# Emp
101	\$56,740.56	\$59,577.60	\$62,556.48	\$65,684.28	\$68,968.44	21.6%	-	5.0%	0
102	\$57,307.92	\$60,173.28	\$63,181.92	\$66,341.04	\$69,658.08	21.6%	1.0%	5.0%	0
103	\$57,881.04	\$60,775.08	\$63,813.84	\$67,004.52	\$70,354.80	21.6%	1.0%	5.0%	0
104	\$58,459.80	\$61,382.76	\$64,451.88	\$67,674.48	\$71,058.24	21.6%	1.0%	5.0%	0
105	\$59,044.32	\$61,996.56	\$65,096.40	\$68,351.28	\$71,768.88	21.6%	1.0%	5.0%	0
106	\$59,634.72	\$62,616.48	\$65,747.28	\$69,034.68	\$72,486.36	21.6%	1.0%	5.0%	0
107	\$60,231.48	\$63,243.00	\$66,405.12	\$69,725.40	\$73,211.64	21.6%	1.0%	5.0%	0
108	\$60,833.52	\$63,875.16	\$67,068.96	\$70,422.36	\$73,943.52	21.6%	1.0%	5.0%	0
109	\$61,441.68	\$64,513.80	\$67,739.52	\$71,126.52	\$74,682.84	21.6%	1.0%	5.0%	0
110	\$62,056.44	\$65,159.28	\$68,417.28	\$71,838.12	\$75,430.08	21.6%	1.0%	5.0%	0
111	\$62,676.72	\$65,810.52	\$69,101.04	\$72,556.08	\$76,183.92	21.6%	1.0%	5.0%	1
112	\$63,303.36	\$66,468.48	\$69,791.88	\$73,281.48	\$76,945.56	21.6%	1.0%	5.0%	0
113	\$63,936.84	\$67,133.64	\$70,490.28	\$74,014.80	\$77,715.60	21.6%	1.0%	5.0%	0
114	\$64,576.08	\$67,804.92	\$71,195.16	\$74,754.96	\$78,492.72	21.6%	1.0%	5.0%	0
115	\$65,221.80	\$68,482.92	\$71,907.12	\$75,502.44	\$79,277.52	21.6%	1.0%	5.0%	0

02 ASSESSMENT OF CURRENT CONDITIONS | CITY OF RIVERBANK

Exhibit 2A | Pay Plan Summary, Continued

Mid-Management/Confidential									
Grd	A	B	C	D	E	Range Spread	Midpoint Prog.	Step Prog.	# Emp
116	\$65,873.88	\$69,167.52	\$72,625.92	\$76,257.24	\$80,070.12	21.6%	1.0%	5.0%	0
117	\$66,533.04	\$69,859.68	\$73,352.64	\$77,020.32	\$80,871.36	21.6%	1.0%	5.0%	0
118	\$67,197.96	\$70,557.84	\$74,085.72	\$77,790.00	\$81,679.56	21.6%	1.0%	5.0%	0
119	\$67,869.84	\$71,263.32	\$74,826.48	\$78,567.84	\$82,496.28	21.6%	1.0%	5.0%	0
120	\$68,548.44	\$71,975.88	\$75,574.68	\$79,353.36	\$83,321.04	21.6%	1.0%	5.0%	0
121	\$69,234.00	\$72,695.76	\$76,330.56	\$80,147.04	\$84,154.44	21.6%	1.0%	5.0%	0
122	\$69,926.40	\$73,422.72	\$77,093.88	\$80,948.52	\$84,996.00	21.6%	1.0%	5.0%	2
123	\$70,625.76	\$74,157.00	\$77,864.88	\$81,758.16	\$85,846.08	21.6%	1.0%	5.0%	0
124	\$71,331.96	\$74,898.60	\$78,643.56	\$82,575.72	\$86,704.56	21.6%	1.0%	5.0%	0
125	\$72,045.12	\$75,647.40	\$79,429.80	\$83,401.32	\$87,571.44	21.6%	1.0%	5.0%	2
126	\$72,765.72	\$76,404.00	\$80,224.20	\$84,235.44	\$88,447.20	21.6%	1.0%	5.0%	0
127	\$73,493.28	\$77,167.92	\$81,026.28	\$85,077.60	\$89,331.48	21.6%	1.0%	5.0%	0
128	\$74,228.40	\$77,939.88	\$81,836.88	\$85,928.76	\$90,225.24	21.6%	1.0%	5.0%	3
129	\$74,970.48	\$78,719.04	\$82,655.04	\$86,787.84	\$91,127.28	21.6%	1.0%	5.0%	0
130	\$75,720.00	\$79,506.00	\$83,481.36	\$87,655.44	\$92,038.20	21.6%	1.0%	5.0%	0
131	\$76,476.96	\$80,300.76	\$84,315.84	\$88,531.68	\$92,958.24	21.6%	1.0%	5.0%	0
132	\$77,242.20	\$81,104.28	\$85,159.44	\$89,417.40	\$93,888.24	21.6%	1.0%	5.0%	3
133	\$78,014.76	\$81,915.48	\$86,011.20	\$90,311.76	\$94,827.36	21.6%	1.0%	5.0%	0
134	\$78,795.00	\$82,734.72	\$86,871.48	\$91,215.00	\$95,775.72	21.6%	1.0%	5.0%	0
135	\$79,582.56	\$83,561.64	\$87,739.68	\$92,126.64	\$96,732.96	21.6%	1.0%	5.0%	0
136	\$80,378.40	\$84,397.32	\$88,617.24	\$93,048.12	\$97,700.52	21.6%	1.0%	5.0%	0
137	\$81,182.04	\$85,241.16	\$89,503.20	\$93,978.36	\$98,677.32	21.6%	1.0%	5.0%	0
138	\$81,994.08	\$86,093.76	\$90,398.40	\$94,918.32	\$99,664.20	21.6%	1.0%	5.0%	0
139	\$82,813.80	\$86,954.52	\$91,302.24	\$95,867.40	\$100,660.80	21.6%	1.0%	5.0%	0
140	\$83,642.16	\$87,824.28	\$92,215.44	\$96,826.20	\$101,667.48	21.6%	1.0%	5.0%	1
141	\$84,478.80	\$88,702.80	\$93,138.00	\$97,794.96	\$102,684.72	21.6%	1.0%	5.0%	1
142	\$85,323.36	\$89,589.48	\$94,068.96	\$98,772.36	\$103,710.96	21.6%	1.0%	5.0%	0
143	\$86,176.56	\$90,485.40	\$95,009.64	\$99,760.08	\$104,748.12	21.6%	1.0%	5.0%	0
144	\$87,038.40	\$91,390.32	\$95,959.80	\$100,757.76	\$105,795.60	21.6%	1.0%	5.0%	0
145	\$87,908.76	\$92,304.24	\$96,919.44	\$101,765.40	\$106,853.64	21.6%	1.0%	5.0%	0
146	\$88,788.00	\$93,227.40	\$97,888.80	\$102,783.24	\$107,922.36	21.6%	1.0%	5.0%	2
147	\$89,675.76	\$94,159.56	\$98,867.52	\$103,810.92	\$109,001.52	21.6%	1.0%	5.0%	0
148	\$90,572.40	\$95,101.08	\$99,856.08	\$104,848.92	\$110,091.36	21.6%	1.0%	5.0%	0
149	\$91,478.64	\$96,052.56	\$100,855.20	\$105,897.96	\$111,192.84	21.6%	1.0%	5.0%	0
150	\$92,393.04	\$97,012.68	\$101,863.32	\$106,956.48	\$112,304.28	21.6%	1.0%	5.0%	0
151	\$93,317.04	\$97,982.88	\$102,882.00	\$108,026.16	\$113,427.48	21.6%	1.0%	5.0%	0
152	\$94,250.04	\$98,962.56	\$103,910.64	\$109,106.16	\$114,561.48	21.6%	1.0%	5.0%	0
153	\$95,192.88	\$99,952.56	\$104,950.20	\$110,197.68	\$115,707.60	21.6%	1.0%	5.0%	0
154	\$96,144.72	\$100,951.92	\$105,999.48	\$111,299.40	\$116,864.40	21.6%	1.0%	5.0%	0
155	\$97,106.28	\$101,961.60	\$107,059.68	\$112,412.64	\$118,033.32	21.6%	1.0%	5.0%	1
156	\$98,077.56	\$102,981.48	\$108,130.56	\$113,537.04	\$119,213.88	21.6%	1.0%	5.0%	0
157	\$99,057.84	\$104,010.72	\$109,211.28	\$114,671.88	\$120,405.48	21.6%	1.0%	5.0%	0
158	\$100,048.92	\$105,051.36	\$110,303.88	\$115,819.08	\$121,610.04	21.6%	1.0%	5.0%	0
159	\$101,049.12	\$106,101.60	\$111,406.68	\$116,976.96	\$122,825.76	21.6%	1.0%	5.0%	0
160	\$102,059.64	\$107,162.64	\$112,520.76	\$118,146.84	\$124,054.20	21.6%	1.0%	5.0%	0

02 ASSESSMENT OF CURRENT CONDITIONS | CITY OF RIVERBANK

Exhibit 2A | Pay Plan Summary, Continued

Mid-Management/Confidential									
Grd	A	B	C	D	E	Range Spread	Midpoint Prog.	Step Prog.	# Emp
161	\$103,079.88	\$108,233.88	\$113,645.52	\$119,327.76	\$125,294.16	21.6%	1.0%	5.0%	1
162	\$104,111.04	\$109,316.64	\$114,782.52	\$120,521.64	\$126,547.68	21.6%	1.0%	5.0%	0
163	\$105,152.28	\$110,409.84	\$115,930.32	\$121,726.80	\$127,813.20	21.6%	1.0%	5.0%	0
164	\$106,203.72	\$111,513.96	\$117,089.64	\$122,944.08	\$129,091.32	21.6%	1.0%	5.0%	0
165	\$107,265.72	\$112,629.00	\$118,260.48	\$124,173.48	\$130,382.16	21.6%	1.0%	5.0%	0
166	\$108,338.52	\$113,755.44	\$119,443.20	\$125,415.36	\$131,686.08	21.6%	1.0%	5.0%	1
167	\$109,421.76	\$114,892.80	\$120,637.44	\$126,669.36	\$133,002.84	21.6%	1.0%	5.0%	0
168	\$110,516.04	\$116,041.80	\$121,843.92	\$127,936.08	\$134,332.92	21.6%	1.0%	5.0%	0
169	\$111,621.24	\$117,202.32	\$123,062.40	\$129,215.52	\$135,676.32	21.6%	1.0%	5.0%	1
170	\$112,737.48	\$118,374.36	\$124,293.12	\$130,507.80	\$137,033.16	21.6%	1.0%	5.0%	0
171	\$113,864.64	\$119,557.92	\$125,535.84	\$131,812.68	\$138,403.32	21.6%	1.0%	5.0%	0
172	\$115,003.32	\$120,753.48	\$126,791.16	\$133,130.76	\$139,787.28	21.6%	1.0%	5.0%	0
173	\$116,153.40	\$121,961.04	\$128,059.08	\$134,462.04	\$141,185.16	21.6%	1.0%	5.0%	0
174	\$117,314.76	\$123,180.48	\$129,339.48	\$135,806.40	\$142,596.72	21.6%	1.0%	5.0%	0
175	\$118,488.00	\$124,412.40	\$130,633.08	\$137,164.68	\$144,022.92	21.6%	1.0%	5.0%	0
176	\$119,672.88	\$125,656.56	\$131,939.40	\$138,536.40	\$145,463.28	21.6%	1.0%	5.0%	0
177	\$120,869.64	\$126,913.08	\$133,258.68	\$139,921.56	\$146,917.68	21.6%	1.0%	5.0%	0
178	\$122,078.16	\$128,182.08	\$134,591.16	\$141,320.76	\$148,386.84	21.6%	1.0%	5.0%	0
179	\$123,298.92	\$129,463.92	\$135,937.08	\$142,733.88	\$149,870.52	21.6%	1.0%	5.0%	1
180	\$124,532.16	\$130,758.72	\$137,296.68	\$144,161.52	\$151,369.56	21.6%	1.0%	5.0%	0
181	\$125,777.52	\$132,066.36	\$138,669.72	\$145,603.20	\$152,883.36	21.6%	1.0%	5.0%	0
182	\$127,035.12	\$133,386.84	\$140,056.20	\$147,059.04	\$154,412.04	21.6%	1.0%	5.0%	0
183	\$128,305.56	\$134,720.88	\$141,456.96	\$148,529.76	\$155,956.20	21.6%	1.0%	5.0%	0
184	\$129,588.72	\$136,068.12	\$142,871.52	\$150,015.12	\$157,515.84	21.6%	1.0%	5.0%	0
185	\$130,884.48	\$137,428.68	\$144,300.12	\$151,515.12	\$159,090.84	21.6%	1.0%	5.0%	0
186	\$132,193.44	\$138,803.16	\$145,743.36	\$153,030.48	\$160,682.04	21.6%	1.0%	5.0%	0
187	\$133,515.24	\$140,190.96	\$147,200.52	\$154,560.60	\$162,288.60	21.6%	1.0%	5.0%	0
188	\$134,850.36	\$141,592.92	\$148,672.56	\$156,106.20	\$163,911.48	21.6%	1.0%	5.0%	0
189	\$136,199.04	\$143,009.04	\$150,159.48	\$157,667.40	\$165,550.80	21.6%	1.0%	5.0%	0
190	\$137,561.16	\$144,439.20	\$151,661.16	\$159,244.20	\$167,206.44	21.6%	1.0%	5.0%	0
191	\$138,937.08	\$145,883.88	\$153,178.08	\$160,836.96	\$168,878.76	21.6%	1.0%	5.0%	0

Department Directors/Contract									
Grd	A	B	C	D	E	Range Spread	Midpoint Prog	Step Prog	# Emp
201	\$84,983.40	\$89,232.60	\$93,694.20	\$98,378.88	\$103,297.80	21.6%	-	5.0%	0
202	\$85,833.12	\$90,124.80	\$94,631.04	\$99,362.64	\$104,330.76	21.6%	1.0%	5.0%	0
203	\$86,691.36	\$91,025.88	\$95,577.12	\$100,356.00	\$105,373.80	21.6%	1.0%	5.0%	0
204	\$87,558.36	\$91,936.32	\$96,533.16	\$101,359.80	\$106,427.76	21.6%	1.0%	5.0%	0
205	\$88,434.12	\$92,855.88	\$97,498.68	\$102,373.56	\$107,492.28	21.6%	1.0%	5.0%	0
206	\$89,318.04	\$93,783.96	\$98,473.20	\$103,396.92	\$108,566.76	21.6%	1.0%	5.0%	0
207	\$90,211.20	\$94,721.76	\$99,457.80	\$104,430.72	\$109,652.28	21.6%	1.0%	5.0%	0
208	\$91,113.48	\$95,669.16	\$100,452.60	\$105,475.20	\$110,748.96	21.6%	1.0%	5.0%	0

02 ASSESSMENT OF CURRENT CONDITIONS | CITY OF RIVERBANK

Exhibit 2A | Pay Plan Summary, Continued

Department Directors/Contract									
Grd	A	B	C	D	E	Range Spread	Midpoint Prog	Step Prog	# Emp
209	\$92,024.64	\$96,625.92	\$101,457.24	\$106,530.12	\$111,856.68	21.6%	1.0%	5.0%	0
210	\$92,944.80	\$97,592.04	\$102,471.60	\$107,595.24	\$112,974.96	21.6%	1.0%	5.0%	0
211	\$93,874.32	\$98,568.00	\$103,496.40	\$108,671.28	\$114,104.88	21.6%	1.0%	5.0%	0
212	\$94,812.84	\$99,553.44	\$104,531.16	\$109,757.76	\$115,245.60	21.6%	1.0%	5.0%	0
213	\$95,760.96	\$100,548.96	\$105,576.36	\$110,855.16	\$116,397.96	21.6%	1.0%	5.0%	0
214	\$96,718.92	\$101,554.92	\$106,632.72	\$111,964.32	\$117,562.56	21.6%	1.0%	5.0%	0
215	\$97,686.00	\$102,570.36	\$107,698.92	\$113,083.92	\$118,738.08	21.6%	1.0%	5.0%	0
216	\$98,662.68	\$103,595.76	\$108,775.56	\$114,214.32	\$119,925.00	21.6%	1.0%	5.0%	0
217	\$99,649.32	\$104,631.84	\$109,863.48	\$115,356.60	\$121,124.40	21.6%	1.0%	5.0%	0
218	\$100,645.92	\$105,678.24	\$110,962.20	\$116,510.28	\$122,335.80	21.6%	1.0%	5.0%	0
219	\$101,652.48	\$106,735.08	\$112,071.84	\$117,675.48	\$123,559.20	21.6%	1.0%	5.0%	0
220	\$102,668.88	\$107,802.36	\$113,192.52	\$118,852.20	\$124,794.84	21.6%	1.0%	5.0%	0
221	\$103,695.60	\$108,880.44	\$114,324.48	\$120,040.68	\$126,042.72	21.6%	1.0%	5.0%	0
222	\$104,732.52	\$109,969.20	\$115,467.72	\$121,241.16	\$127,303.20	21.6%	1.0%	5.0%	0
223	\$105,779.88	\$111,068.88	\$116,622.36	\$122,453.52	\$128,576.16	21.6%	1.0%	5.0%	0
224	\$106,837.80	\$112,179.72	\$117,788.76	\$123,678.24	\$129,862.20	21.6%	1.0%	5.0%	0
225	\$107,906.16	\$113,301.48	\$118,966.56	\$124,914.84	\$131,160.60	21.6%	1.0%	5.0%	0
226	\$108,985.20	\$114,434.52	\$120,156.24	\$126,164.04	\$132,472.20	21.6%	1.0%	5.0%	0
227	\$110,074.92	\$115,578.72	\$121,357.68	\$127,425.60	\$133,796.88	21.6%	1.0%	5.0%	0
228	\$111,175.92	\$116,734.68	\$122,571.36	\$128,699.88	\$135,134.88	21.6%	1.0%	5.0%	0
229	\$112,287.84	\$117,902.28	\$123,797.40	\$129,987.24	\$136,486.56	21.6%	1.0%	5.0%	0
230	\$113,410.56	\$119,081.04	\$125,035.08	\$131,286.84	\$137,851.20	21.6%	1.0%	5.0%	0
231	\$114,544.44	\$120,271.68	\$126,285.24	\$132,599.52	\$139,229.52	21.6%	1.0%	5.0%	0
232	\$115,690.20	\$121,474.68	\$127,548.36	\$133,925.76	\$140,622.00	21.6%	1.0%	5.0%	0
233	\$116,847.12	\$122,689.44	\$128,823.96	\$135,265.20	\$142,028.52	21.6%	1.0%	5.0%	0
234	\$118,015.56	\$123,916.32	\$130,112.16	\$136,617.72	\$143,448.60	21.6%	1.0%	5.0%	0
235	\$119,195.76	\$125,155.56	\$131,413.32	\$137,984.04	\$144,883.20	21.6%	1.0%	5.0%	0
236	\$120,387.60	\$126,407.04	\$132,727.44	\$139,363.80	\$146,331.96	21.6%	1.0%	5.0%	0
237	\$121,591.44	\$127,671.00	\$134,054.52	\$140,757.24	\$147,795.12	21.6%	1.0%	5.0%	0
238	\$122,807.28	\$128,947.68	\$135,395.04	\$142,164.84	\$149,273.04	21.6%	1.0%	5.0%	0
239	\$124,035.12	\$130,236.84	\$136,748.64	\$143,586.12	\$150,765.48	21.6%	1.0%	5.0%	0
240	\$125,275.56	\$131,539.32	\$138,116.28	\$145,022.04	\$152,273.16	21.6%	1.0%	5.0%	0
241	\$126,528.48	\$132,854.88	\$139,497.60	\$146,472.48	\$153,796.08	21.6%	1.0%	5.0%	0
242	\$127,793.64	\$134,183.28	\$140,892.48	\$147,937.08	\$155,333.88	21.6%	1.0%	5.0%	0
243	\$129,071.40	\$135,525.00	\$142,301.28	\$149,416.32	\$156,887.16	21.6%	1.0%	5.0%	0
243.1	\$119,480.04	\$122,467.08	\$125,528.76	\$128,667.00	\$131,883.72	10.4%	-12.1%	2.5%	0
244	\$130,362.00	\$136,880.16	\$143,724.12	\$150,910.32	\$158,455.80	21.6%	14.9%	5.0%	0
245	\$131,665.68	\$138,249.00	\$145,161.48	\$152,419.56	\$160,040.52	21.6%	1.0%	5.0%	0
246	\$132,982.32	\$139,631.40	\$146,613.00	\$153,943.68	\$161,640.84	21.6%	1.0%	5.0%	0
247	\$134,312.16	\$141,027.72	\$148,079.16	\$155,483.16	\$163,257.36	21.6%	1.0%	5.0%	0
248	\$135,655.20	\$142,437.96	\$149,559.84	\$157,037.88	\$164,889.72	21.6%	1.0%	5.0%	0
249	\$137,012.04	\$143,862.60	\$151,055.76	\$158,608.56	\$166,539.00	21.6%	1.0%	5.0%	0
250	\$138,381.84	\$145,300.92	\$152,565.96	\$160,194.24	\$168,204.00	21.6%	1.0%	5.0%	0
251	\$139,765.80	\$146,754.12	\$154,091.88	\$161,796.48	\$169,886.28	21.6%	1.0%	5.0%	0

02 ASSESSMENT OF CURRENT CONDITIONS | CITY OF RIVERBANK

Exhibit 2A | Pay Plan Summary, Continued

Department Directors/Contract									
Grd	A	B	C	D	E	Range Spread	Midpoint Prog	Step Prog	# Emp
252	\$141,163.32	\$148,221.48	\$155,632.56	\$163,414.20	\$171,584.88	21.6%	1.0%	5.0%	0
253	\$142,574.88	\$149,703.60	\$157,188.84	\$165,048.24	\$173,300.64	21.6%	1.0%	5.0%	3
254	\$144,000.72	\$151,200.72	\$158,760.72	\$166,698.72	\$175,033.68	21.6%	1.0%	5.0%	0
255	\$147,068.88	\$154,422.36	\$162,143.52	\$170,250.72	\$178,763.28	21.6%	2.1%	5.0%	0
256	\$146,895.36	\$154,240.08	\$161,952.12	\$170,049.72	\$178,552.20	21.6%	-0.1%	5.0%	0
257	\$148,364.16	\$155,782.32	\$163,571.40	\$171,750.00	\$180,337.56	21.6%	1.0%	5.0%	0
258	\$149,847.84	\$157,340.28	\$165,207.24	\$173,467.56	\$182,140.92	21.6%	1.0%	5.0%	1
259	\$151,346.16	\$158,913.48	\$166,859.16	\$175,202.16	\$183,962.28	21.6%	1.0%	5.0%	0
260	\$152,859.48	\$160,502.40	\$168,527.52	\$176,953.92	\$185,801.64	21.6%	1.0%	5.0%	0
261	\$154,388.40	\$162,107.88	\$170,213.28	\$178,723.92	\$187,660.08	21.6%	1.0%	5.0%	0
262	\$155,932.32	\$163,728.96	\$171,915.36	\$180,511.08	\$189,536.64	21.6%	1.0%	5.0%	0
263	\$157,491.48	\$165,366.00	\$173,634.36	\$182,316.12	\$191,431.92	21.6%	1.0%	5.0%	0
264	\$159,066.60	\$167,019.96	\$175,371.00	\$184,139.52	\$193,346.52	21.6%	1.0%	5.0%	0
265	\$160,657.08	\$168,689.88	\$177,124.32	\$185,980.56	\$195,279.60	21.6%	1.0%	5.0%	0
266	\$162,263.76	\$170,376.96	\$178,895.76	\$187,840.56	\$197,232.60	21.6%	1.0%	5.0%	0
267	\$163,886.28	\$172,080.60	\$180,684.60	\$189,718.80	\$199,204.80	21.6%	1.0%	5.0%	0
268	\$165,525.24	\$173,801.52	\$182,491.56	\$191,616.12	\$201,196.92	21.6%	1.0%	5.0%	0
269	\$167,180.16	\$175,539.12	\$184,316.04	\$193,531.80	\$203,208.36	21.6%	1.0%	5.0%	0
270	\$168,852.24	\$177,294.84	\$186,159.60	\$195,467.64	\$205,241.04	21.6%	1.0%	5.0%	0
271	\$170,540.76	\$179,067.84	\$188,021.28	\$197,422.32	\$207,293.40	21.6%	1.0%	5.0%	0
272	\$172,246.44	\$180,858.72	\$189,901.68	\$199,396.80	\$209,366.64	21.6%	1.0%	5.0%	0
273	\$173,968.44	\$182,666.88	\$191,800.20	\$201,390.24	\$211,459.80	21.6%	1.0%	5.0%	0
274	\$175,708.32	\$184,493.76	\$193,718.40	\$203,404.32	\$213,574.56	21.6%	1.0%	5.0%	0
275	\$177,465.48	\$186,338.76	\$195,655.68	\$205,438.44	\$215,710.32	21.6%	1.0%	5.0%	0
276	\$179,240.16	\$188,202.12	\$197,612.28	\$207,492.84	\$217,867.44	21.6%	1.0%	5.0%	0
277	\$181,032.72	\$190,084.32	\$199,588.56	\$209,568.00	\$220,046.40	21.6%	1.0%	5.0%	1
278	\$182,842.80	\$191,985.00	\$201,584.28	\$211,663.44	\$222,246.60	21.6%	1.0%	5.0%	0
279	\$184,671.24	\$193,904.76	\$203,600.04	\$213,780.00	\$224,469.00	21.6%	1.0%	5.0%	0
280	\$186,518.16	\$195,844.08	\$205,636.32	\$215,918.16	\$226,714.08	21.6%	1.0%	5.0%	0
281	\$188,383.44	\$197,802.60	\$207,692.76	\$218,077.44	\$228,981.36	21.6%	1.0%	5.0%	0

Exhibit 2B | Classifications by Pay Grade with Employee Count

Employee Group	Classification	Pay Grade	# Employees
Miscellaneous	ADMINISTRATIVE CLERK	30	2
Miscellaneous	MAINTENANCE WORKER I PARK MAINTENANCE WORKER I	37	4 1
Miscellaneous	RECREATION COORDINATOR	42	1
Miscellaneous	ACCOUNT CLERK I FACILITIES MAINTENANCE WORKER I WASTEWATER TREATMENT PLANT OPERATOR-IN-TRAINING	43	1 1 1
Miscellaneous	WATER UTILITY WORKER I	45	3
Miscellaneous	MAINTENANCE WORKER II	47	1

Exhibit 2B | Classifications by Pay Grade with Employee Count, Continued

Employee Group	Classification	Pay Grade	# Employees
	PARK MAINTENANCE WORKER II		2
Miscellaneous	ACCOUNT CLERK II	53	2
	COMMUNITY DEVELOPMENT SPECIALIST II		1
Miscellaneous	WATER UTILITY WORKER II	55	1
Miscellaneous	SENIOR FACILITIES MAINTENANCE WORKER	56	1
	SENIOR MAINTENANCE WORKER		3
	SENIOR PARK MAINTENANCE WORKER		1
Miscellaneous	WASTEWATER TREATMENT PLANT OPERATOR II	59	1
Miscellaneous	SENIOR WATER UTILITY WORKER	64	2
Miscellaneous	ACCOUNTING TECHNICIAN	65	1
Miscellaneous	ADMINISTRATIVE ASSISTANT	66	1
	HOUSING & ECONOMIC DEVELOPMENT SPECIALIST I		1
	NEIGHBORHOOD IMPROVEMENT OFFICER II		1
	WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN II		1
Miscellaneous	CITY MECHANIC	70	1
Miscellaneous	BUILDING INSPECTOR II	86	1
	CONSTRUCTION INSPECTOR I		1
Mid-Mgmnt	ADMINISTRATIVE ASSISTANT CONFIDENTIAL	111	1
Mid-Mgmnt	SENIOR COMMUNITY DEVELOPMENT SPECIALIST	122	1
	SENIOR NEIGHBORHOOD IMPROVEMENT OFFICER		1
Mid-Mgmnt	ACCOUNTANT	125	1
	RECREATION SUPERVISOR		1
Mid-Mgmnt	ADMINISTRATIVE ANALYST II	128	2
	SENIOR PROJECT COORDINATOR		1
Mid-Mgmnt	PARKS AND FACILITIES MAINTENANCE SUPERVISOR	132	1
	PUBLIC WORKS SUPERVISOR		1
	WATER SUPERVISOR		1
Mid-Mgmnt	SENIOR BUILDING INSPECTOR	140	1
Mid-Mgmnt	SENIOR PLANNER	141	1
Mid-Mgmnt	HUMAN RESOURCES ANALYST	146	1
	SENIOR MANAGEMENT ANALYST		1
Mid-Mgmnt	SENIOR CONSTRUCTION INSPECTOR	155	1
Mid-Mgmnt	CITY CLERK	161	1
Mid-Mgmnt	ASSISTANT FINANCE DIRECTOR	166	1
Mid-Mgmnt	PUBLIC WORKS SUPERINTENDENT	169	1
Mid-Mgmnt	CAPITAL PROJECT/REGULATORY COMPLIANCE MANAGER	179	1
Contract	DIRECTOR OF COMMUNITY DEVELOPMENT	253	1
	DIRECTOR OF PUBLIC WORKS		1
	DIRECTOR PARKS AND RECREATION		1
Contract	ASSISTANT CITY MANAGER/ADMIN SERVICES DIRECTOR	258	1
Contract	CITY MANAGER	277	1

SALARY PLACEMENT ANALYSIS

When evaluating the effectiveness of a compensation plan and its associated policies, it is essential to examine the distribution of employee salaries relative to their designated pay grades. A key component of this analysis involves identifying salary clustering, instances where multiple employees are concentrated at specific points within a pay range, which can signal potential issues with pay progression or internal equity.

Because the City of Riverbank’s pay plan is structured with five fixed steps and a relatively narrow overall range, the distribution of employees above or below the midpoint can shift over time in ways that may overstate or understate perceived compression if not interpreted in combination with other factors. In a step-based system, employees naturally progress toward the upper steps as they accrue tenure, meaning a higher concentration of employees above midpoint may reflect length of service rather than pay misalignment. Conversely, recent hiring or turnover can temporarily create the appearance of employees clustered below midpoint, even if the structure itself is appropriately aligned. As a result, midpoint analysis in a narrow, step-based plan must be considered alongside tenure patterns, step placement practices, and hiring trends, rather than viewed as a standalone indicator of compression.

Tenure

A tenure analysis was conducted to provide context for subsequent salary placement findings by examining the length of time employees have served with the organization. Reviewing average and median tenure helps distinguish whether observed salary positioning reflects normal progression through the pay structure over time or potential misalignment unrelated to experience. This analysis offers an important baseline for interpreting below- and above-midpoint placement and supports a more informed assessment of internal equity and pay progression patterns. **Exhibit 2C** provides an analysis of tenure by employee group and pay grade.

Exhibit 2C | Tenure by Employee Group and Grade

Pay Plan	Grade	Count	Avg Tenure
General/Miscellaneous	30	2	3.3
	37	5	3.9
	42	1	4.3
	43	3	5.3
	45	3	2.1
	47	3	12.9
	53	3	12.2
	55	1	9.7
	56	5	7.8
	59	1	19.6
	64	3	20.6
	65	1	17.2
	66	4	8.9
	70	1	4.8
86	2	7.7	

Exhibit 2C | Tenure by Employee Group and Grade, Continued

Pay Plan	Grade	Count	Avg Tenure
Mid-Mgmnt	111	1	7.3
	122	2	10.9
	125	2	3.0
	128	3	16.5
	132	3	22.4
	140	1	20.6
	141	1	0.1
	146	2	18.8
	155	1	20.6
	161	1	6.1
	166	1	1.1
	169	1	27.7
	179	1	23.3
	Contract	253	3
258		1	3.8
277		1	27.9

A review of employee tenure indicates a broad range of employee experience across all pay plans. Overall, the average tenure for all employees is 10.4 years, with a median of 8.9 years, suggesting a moderately experienced workforce with some long-tenured employees influencing the average. Employees in the General/Miscellaneous pay plan have an average tenure of 9.4 years and a median of 7.8 years, reflecting steady progression with a mix of newer and more experienced staff. Mid-Management positions exhibit higher overall tenure, with an average of 13.7 years and a median of 16.5 years, indicating a concentration of long-serving employees in leadership and supervisory roles. Contract employees show a more varied tenure profile, with an average of 11.2 years but a median of 3.8 years, suggesting a small number of highly tenured individuals alongside more recently hired staff. These tenure patterns provide important context for evaluating salary placement, step progression, and above- or below-midpoint positioning in subsequent analyses.

Below and Above Midpoint

A midpoint analysis was performed to determine how employees are positioned within their assigned pay ranges. In Riverbank’s pay structure, the midpoint serves as a reference point within a relatively narrow range and reflects the general target level for the classification rather than a distinct proficiency threshold. Employee placement above or below the midpoint may reflect factors such as tenure, performance history, internal alignment, or progression through the established steps, and does not imply under- or over-performance on its own.

Within Riverbank’s pay structure, placement at the fifth and final step is intended to reflect a high level of job proficiency and sustained, effective performance in the role. Employees who have reached the maximum of their pay range have limited opportunities for further salary progression within the classification, making it important to periodically evaluate whether their current role, responsibilities, and performance continue to align with the position’s expectations. This review helps ensure appropriate use of the pay plan, supports internal equity, and informs decisions related to reclassification, career progression, or other workforce planning considerations.

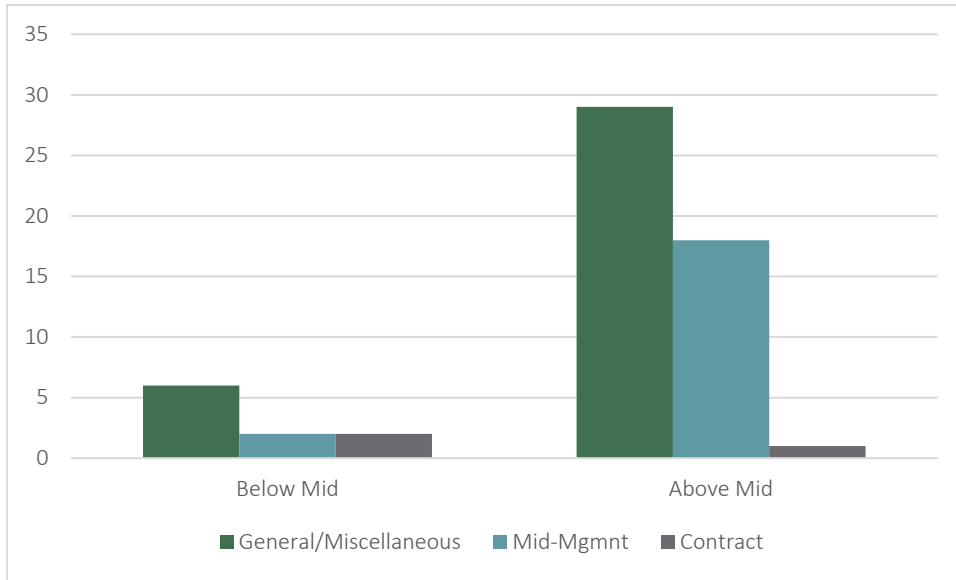
02 ASSESSMENT OF CURRENT CONDITIONS | CITY OF RIVERBANK

As shown in **Exhibit 2D**, the midpoint analysis indicates that a majority of employees (76.2 percent) are compensated above the midpoint of their assigned pay ranges, while 15.9 percent are positioned below the midpoint. This distribution is consistent with the City’s pay structure where employees with sustained service are expected to progress through the range over time, resulting in a higher concentration of employees above the midpoint. Accordingly, above-midpoint placement should be interpreted in the context of normal step progression and tenure rather than as an indicator of pay compression. The data is provided in both tabular and graphical format. The total reflected in the exhibits is less than the total number of employees due to a few employees being compensated at the midpoint amount.

Exhibit 2D | Below and Above Midpoint

Pay Plan	Grade	Employees	# < Mid	% < Mid	# > Mid	% > Mid
Miscellaneous	30	2	0	0.0%	2	100.0%
	37	5	0	0.0%	5	100.0%
	42	1	0	0.0%	1	100.0%
	43	3	2	66.7%	1	33.3%
	45	3	2	66.7%	1	33.3%
	47	3	0	0.0%	3	100.0%
	53	3	0	0.0%	1	33.3%
	55	1	0	0.0%	1	100.0%
	56	5	1	20.0%	4	80.0%
	59	1	0	0.0%	1	100.0%
	64	3	0	0.0%	3	100.0%
	65	1	0	0.0%	1	100.0%
	66	4	0	0.0%	4	100.0%
	70	1	0	0.0%	1	100.0%
86	2	1	50.0%	0	0.0%	
Mid-Mgmt	111	1	0	0.0%	1	100.0%
	122	2	1	50.0%	1	50.0%
	125	2	0	0.0%	2	100.0%
	128	3	0	0.0%	3	100.0%
	132	3	0	0.0%	3	100.0%
	140	1	0	0.0%	1	100.0%
	141	1	0	0.0%	1	100.0%
	146	2	0	0.0%	2	100.0%
	155	1	0	0.0%	1	100.0%
	161	1	0	0.0%	1	100.0%
	166	1	1	100.0%	0	0.0%
169	1	0	0.0%	1	100.0%	
179	1	0	0.0%	1	100.0%	
Contract	253	3	1	33.3%	1	33.3%
	258	1	0	0.0%	0	0.0%
	277	1	1	100.0%	0	0.0%
Total	-	63	10	15.9%	48	76.2%

Exhibit 2D | Below and Above Midpoint, Continued



At Minimum and Maximum

An analysis of employees compensated at the minimum and maximum of their pay ranges was conducted to further evaluate salary placement patterns in the context of Riverbank’s pay plan structure. Movement through the range occurs more quickly, and employees may reach the top step earlier in their tenure compared to a pay plan with broader pay ranges. As a result, identifying employees at the minimum and maximum provides important insight into hiring practices, step progression, and the relationship between tenure and expected proficiency.

As shown in **Exhibit 2E**, the analysis revealed that 22 employees of the 63 employees (34.9 percent) at the maximum of their respective pay ranges. This suggests that approximately one-third of employees have largely progressed through the City’s five-step pay structure and are generally expected to be fully proficient in their current positions. In the City’s current pay plan, reaching the maximum step is typically associated with sustained satisfactory performance, accumulated experience, and completion of normal step progression rather than accelerated or atypical pay movement. Accordingly, these employees are likely contributing at a consistent and independent level and should be meeting the full expectations of their roles.

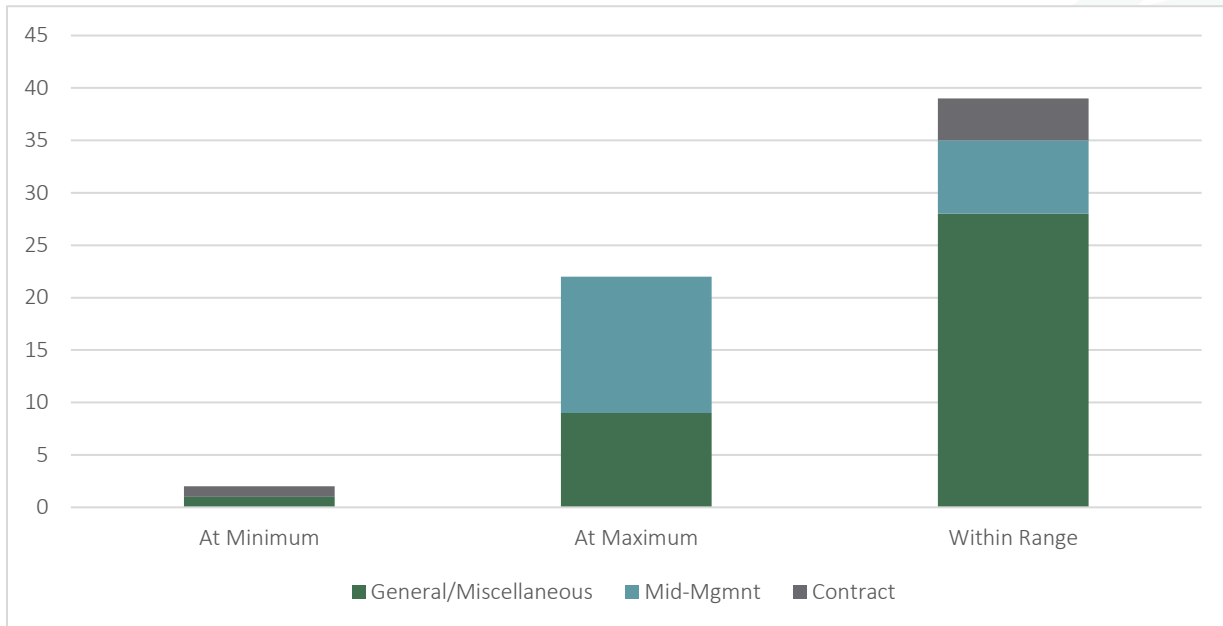
This concentration of employees at the top of the range is balanced by the majority of employees positioned within the interior of their pay ranges rather than at the minimum or maximum step. With 22 employees at the maximum and only 2 at the minimum, most employees are progressing through the established steps in a manner consistent with tenure and experience. This pattern supports the conclusion that the pay plan is functioning as intended, allowing for advancement over time while maintaining appropriate differentiation among newer, developing, and fully proficient employees—while still highlighting the importance of monitoring max-step placement as part of ongoing workforce and succession planning.

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Exhibit 2E | At and Below Minimum; At and Above Maximum

Pay Plan	Grade	Employees	# at Min	% at Min	# at Max	% at Max
Miscellaneous	30	2	0	0.0%	0	0.0%
	37	5	0	0.0%	1	20.0%
	42	1	0	0.0%	0	0.0%
	43	3	0	0.0%	1	33.3%
	45	3	1	33.3%	1	33.3%
	47	3	0	0.0%	0	0.0%
	53	3	0	0.0%	0	0.0%
	55	1	0	0.0%	1	100.0%
	56	5	0	0.0%	0	0.0%
	59	1	0	0.0%	1	100.0%
	64	3	0	0.0%	3	100.0%
	65	1	0	0.0%	1	100.0%
	66	4	0	0.0%	0	0.0%
	70	1	0	0.0%	0	0.0%
	86	2	0	0.0%	0	0.0%
Mid-Mgmt	111	1	0	0.0%	1	100.0%
	122	2	0	0.0%	1	50.0%
	125	2	0	0.0%	1	50.0%
	128	3	0	0.0%	2	66.7%
	132	3	0	0.0%	3	100.0%
	140	1	0	0.0%	1	100.0%
	141	1	0	0.0%	0	0.0%
	146	2	0	0.0%	1	50.0%
	155	1	0	0.0%	1	100.0%
	161	1	0	0.0%	1	100.0%
	166	1	0	0.0%	0	0.0%
169	1	0	0.0%	0	0.0%	
179	1	0	0.0%	1	100.0%	
Contract	253	3	0	0.0%	0	0.0%
	258	1	0	0.0%	0	0.0%
	277	1	1	100.0%	0	0.0%
Total	-	63	2	3.2%	22	34.9%

Exhibit 2E | At and Below Minimum; At and Above Maximum, Continued



COMPRESSION ANALYSIS

Pay compression refers to a situation where there is an insufficient difference in compensation between employees despite differences in their experience, qualifications, or level of responsibility. This phenomenon can undermine internal equity and negatively impact employee morale, particularly when long-serving employees or those in supervisory roles earn salaries that are comparable to those of newer or subordinate staff. A common example of pay compression occurs when newly hired employees with less experience receive starting salaries close to those of current incumbents in the same role. Similarly, compression may arise when the salary gap between supervisors and their direct reports is minimal, which can weaken the perceived value of career advancement. In addition, given the structure of the City’s pay plans, another area of potential compression may exist between adjacent pay grades, where a one percent differential may not provide sufficient separation to reflect increasing levels of responsibility, complexity, or supervisory accountability between positions.

Left unaddressed, pay compression can erode trust in leadership, decrease engagement, and increase turnover, particularly among high-performing or long-serving employees. To mitigate these risks, organizations should regularly review compensation structures, ensure pay practices are consistently applied across all employee groups, and reinforce a compensation philosophy that balances market competitiveness with internal equity and fairness.

Actual Versus Projected Salaries

A salary compression analysis was completed by comparing employees’ actual salaries to projected salaries based on the City’s five step progression model. Under this model, employees are expected to reach proficiency in their pay grade by their 5th.

The data is grouped into five categories that reflect the percentage difference between actual and projected salaries: less than -10 percent, -10 percent to -5 percent, within ±5 percent, 5 percent to 10 percent, and greater than 10 percent.

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Shown in **Exhibit 2F**, 26 employees (41.27 percent) have salaries that fall to within ± 5 percent of the projected amount, indicating a relatively close alignment with the model. However, nine employees, or 14.3 percent, earn below their projected salaries by more than 5 percent and 28 employees, or 44.4 percent, earn greater than five percent than what the model would predict. These figures suggest that some salary compression may be taking place, particularly among those who may have remained in the same classification for extended periods with limited progression within the salary range. This could also be the result of either the market demanding that new employees are brought in above the minimum step or the new employee is placed higher in the pay plan based on their relevant experience and/or education.

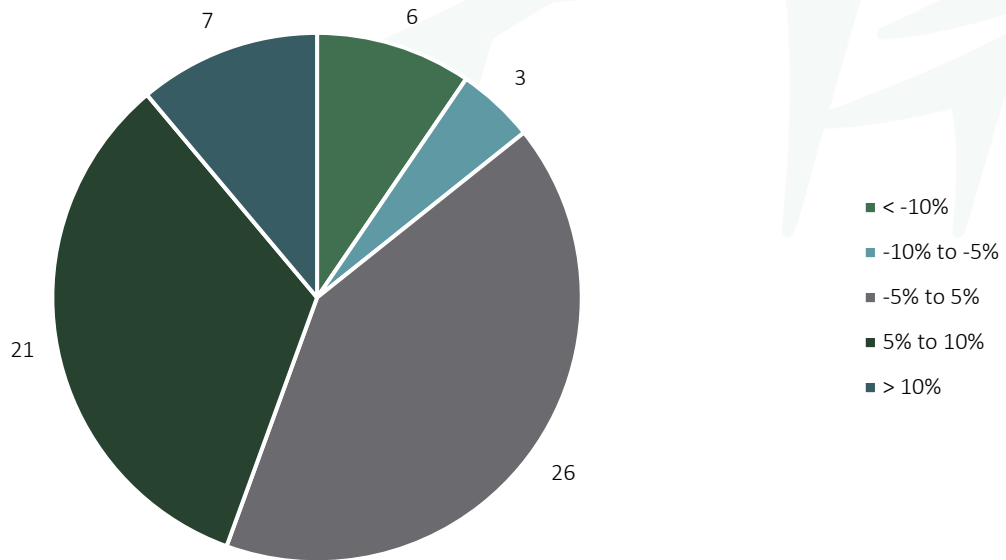
Exhibit 2F | Actual Versus Projected Salaries

Pay Plan	Grade	Less than - 10%	-10 < X < - 5%	-5% < X < 5%	5% < X < 10%	Greater than 10%
General / Miscellaneous	30	0	0	0	2	0
	37	0	0	4	0	1
	42	0	0	0	1	0
	43	0	0	2	1	0
	45	0	0	2	1	0
	47	1	0	1	1	0
	53	0	0	2	1	0
	55	0	0	0	1	0
	56	0	1	1	2	1
	59	0	1	0	0	0
	64	1	0	0	1	1
	65	0	0	0	0	1
	66	0	0	1	2	1
	70	0	0	1	0	0
	86	0	0	2	0	0
Mid-Mgmnt	111	0	0	0	1	0
	122	1	0	1	0	0
	125	0	0	0	2	0
	128	1	0	2	0	0
	132	1	0	0	2	0
	140	0	0	0	1	0
	141	0	0	0	0	1
	146	0	1	1	0	0
	155	0	0	1	0	0
	161	0	0	0	1	0
	166	0	0	1	0	0
169	0	0	1	0	0	
179	0	0	0	0	1	

Exhibit 2F | Actual Versus Projected Salaries, Continued

Pay Plan	Grade	Less than -10%	-10 < X < -5%	-5% < X < 5%	5% < X < 10%	Greater than 10%
Contract	253	0	0	2	1	0
	258	0	0	1	0	0
	277	1	0	0	0	0
Total	-	6	3	26	21	7

Exhibit 2F | Actual Versus Projected Salaries, Continued



Employee Versus Supervisor Salaries

Analyzing salary compression between employees and their supervisors is a critical component of a comprehensive compensation assessment. Ideally, supervisors, who are typically responsible for greater decision-making authority, broader scopes of responsibility, and oversight of staff, should earn salaries that reflect the increased complexity and accountability of their roles. When the pay differential between supervisors and the employees they manage becomes narrow or, in some cases, inverted, it can signal salary compression; this may undermine internal equity, impact supervisor morale, and create challenges in attracting or retaining qualified leadership talent. However, there are instances where this pay relationship may not necessarily indicate a problem. For example, an experienced employee who has received regular salary increases over many years may legitimately earn more than a newly promoted or externally hired supervisor. According to SHRM, this scenario is relatively common and does not always reflect inequity, but it should still be reviewed to ensure it aligns with the organization’s compensation philosophy. By examining supervisor-to-subordinate pay relationships, organizations can identify where true compression exists, understand the contributing factors, and develop strategies to maintain appropriate compensation hierarchies that support career progression and recognize leadership responsibilities.

Analysis of the data revealed that there are only two employees that are compensated within 10 percent of their supervisor’s salary. This type of compression is not an area of concern for the City.

The final area of compression that was analyzed was based on assignment of classifications to pay grades. This is especially important when reviewing job families to ensure that increasing levels of responsibility are aligned appropriately in the pay plan.

Across both employee groups, the classification structure generally reflects appropriate role progression; however, the one percent differential between pay grades limits the City's ability to clearly distinguish between levels of responsibility, especially:

- between entry, journey, and senior levels within the same job family
- between advanced professional roles and first-level supervisory positions
- between supervisors and higher-level managers or department heads

As a result, while internal alignment is largely consistent, the narrow grade spacing may contribute to structural compression, reducing the perceived value of advancement and complicating long-term career progression. These findings suggest that future consideration could be given to evaluating grade spacing, consolidation of similar roles, or targeted adjustments to better reinforce distinctions in job complexity and organizational impact.

SUMMARY

The information presented in this chapter highlights both the structural design of the City's compensation system and how it is administered at the individual employee level. Notable findings include the following:

Pay Plans

- Collectively, the three plans include 240 pay grades, which is significantly more than typically needed for a city the size and complexity of Riverbank.
- The uniform one percent midpoint progression across plans could create a systemwide risk of pay compression, especially as market rates increase faster than structural adjustments.
- A large number of unutilized or lightly populated grades increases:
 - Administrative burden,
 - Maintenance complexity,
 - Difficulty communicating the pay system clearly to stakeholders.
- While the architecture is internally consistent, the overall structure would benefit from consolidation into fewer, broader grades with more meaningful midpoint differentials.

Classification System

Overall, the City's classification structure reflects a logical organization of titles, levels, and employee groups, with positions aligned based on general job function, scope of responsibility, and organizational role. Progression within job families is clearly defined in many areas through I, II, and Senior designations, supporting internal consistency and career development. However, the minimal separation between pay grades may constrain the City's ability to fully differentiate between increasing levels of complexity, technical expertise, and supervisory responsibility.

Compression

Overall, pay compression within the City’s compensation plans appears to be limited and does not indicate widespread misalignment or inequity. Salary placement patterns generally reflect normal progression through the pay ranges and are consistent with employee tenure and experience. The primary area of concern relates to the limited differentiation between adjacent pay grades, where minimal spacing may constrain progression and reduce the ability to clearly distinguish increases in responsibility, complexity, or supervisory scope.

This analysis provides a foundational understanding that informed the development of the recommendations presented in this report. The observations outlined herein were examined in greater depth over the course of the study. When combined with market data, these findings enabled Evergreen to develop recommendations aimed at ensuring the City’s compensation system remains structurally sound, market-competitive, and internally equitable.



03 SUMMARY OF EMPLOYEE OUTREACH

As part of the study, Evergreen conducted an employee outreach survey and held a series of focus groups to gather input directly from the City's staff. The survey generated more than 40 responses, representing approximately 65 percent of the workforce. Focus groups were conducted both in person and virtually over a three-day period, providing additional context and insight into survey results from a cross-section of classifications, job families, and departments.

The purpose of the outreach was to better understand employees' experiences with the City's current compensation and classification systems, identify areas of strength, and highlight opportunities for improvement. This chapter summarizes the survey findings, supported by narrative themes from focus groups and written survey comments. It is important to note that the views expressed represent employee perceptions, which were used as a basis for further analysis in the study.

GENERAL FEEDBACK

To begin the survey, employees were asked broad questions about their reasons for choosing to work at the City of Riverbank, why they remain, and what improvements would help the City to attract and retain staff. These questions provide important context for understanding employee motivations and perceptions before examining compensation, classification, and benefits in greater detail.

Reasons for Choosing Riverbank

As shown in **Exhibit 3A**, employees most frequently reported that job stability and security (33 participants) was their primary reason for joining the City. Other commonly cited motivations included desire to serve the community (19 participants), convenience of commute (31 participants), and work-life balance (22 participants). In contrast, alignment with the mission and values (five participants) ranked lower, suggesting that employees were initially attracted to the City more by location and stability factors than by mission and values.

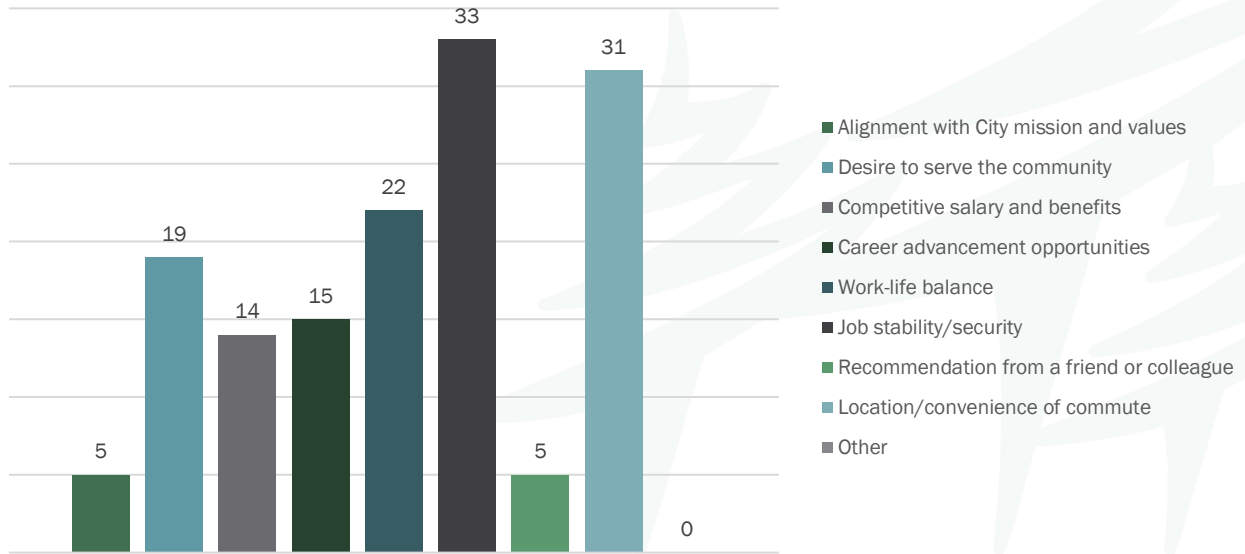
Employees reinforced this theme during focus groups, noting that the City offered a dependable schedule, reliable retirement system, and "a steady job you can count on." Many employees mentioned that while the pay was not the initial draw, the City provided an anchor of stability compared to the uncertainty of private-sector roles. Several participants, however, commented that while stability is highly valued, there is increased concern as cost of living rises and but wages fail to keep pace.

Reasons for Continued Employment at Riverbank

When asked about reasons for continued employment, employees highlighted the convenience of their commute (25 participants), benefits (29 participants) as the highest valued or most common answers. As shown in **Exhibit 3B** enjoyment of their work, positive relationships, and job security were also highly valued by employees. Only seven participants highlighted competitive pay as a primary reason for their continued employment at the City.

Focus group participants often cited the close proximity to their homes as a primary reason for their continued employment with the City. Many also offered that their coworkers feel like family and that supervisors provide encouragement. However, participants also expressed concern regarding pay as a weak retention factor, with several remarking that "people stay for the people, location, and benefits, not the pay."

Exhibit 3A | Reasons for Choosing Riverbank



Improvements to Attract and Retain Employees

Employees were also asked to identify improvements that would make the City more effective in recruiting and retaining staff. As reflected in Exhibit 3C, the top responses were clearer career paths (31 participants), increased base compensation (29 participants), and more recognition and appreciation of employee contributions (20 participants).

During focus groups, employees overwhelmingly supported this data, calling pay their number one issue. Employees across all focus groups shared that the pay increases they’ve received have not kept up with the increased cost of living in their area. They also felt like they were at risk of losing staff to neighboring municipalities due to those areas providing pay increases and, in some cases, additional steps in their pay plans. In addition to pay, there were repeated requests to have additional levels in their chosen career so they would have more opportunity for growth. There was recognition that the City is small and doesn’t need the same number of classifications and levels that a larger municipality would have but they felt like levels should added where appropriate, so employees didn’t “feel stuck”.

Employees also have pride in their work, with many employees “wearing multiple hats” in order to get the job done. They felt that employees would value a recognition program where their hard work was recognized by leadership.

While not reflected in the survey, one of the concerns that was commonly mentioned was the need to do an evaluation of staffing numbers needed to successfully get the work done. Some employees offered that when a position was vacated, it wasn’t guaranteed that it was going to be filled. Rather the work done by the departed employee was redistributed across other staff and it created extra strain on an already limited resource.

Exhibit 3B | Reasons for Continued Employment at Riverbank

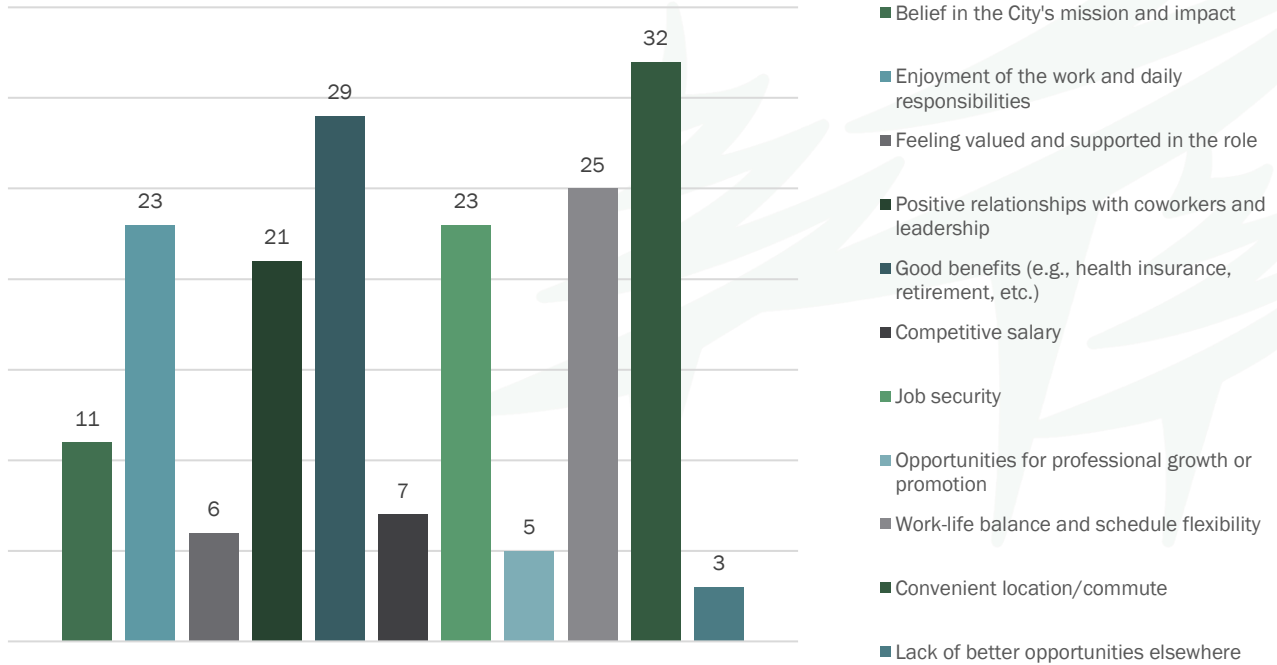
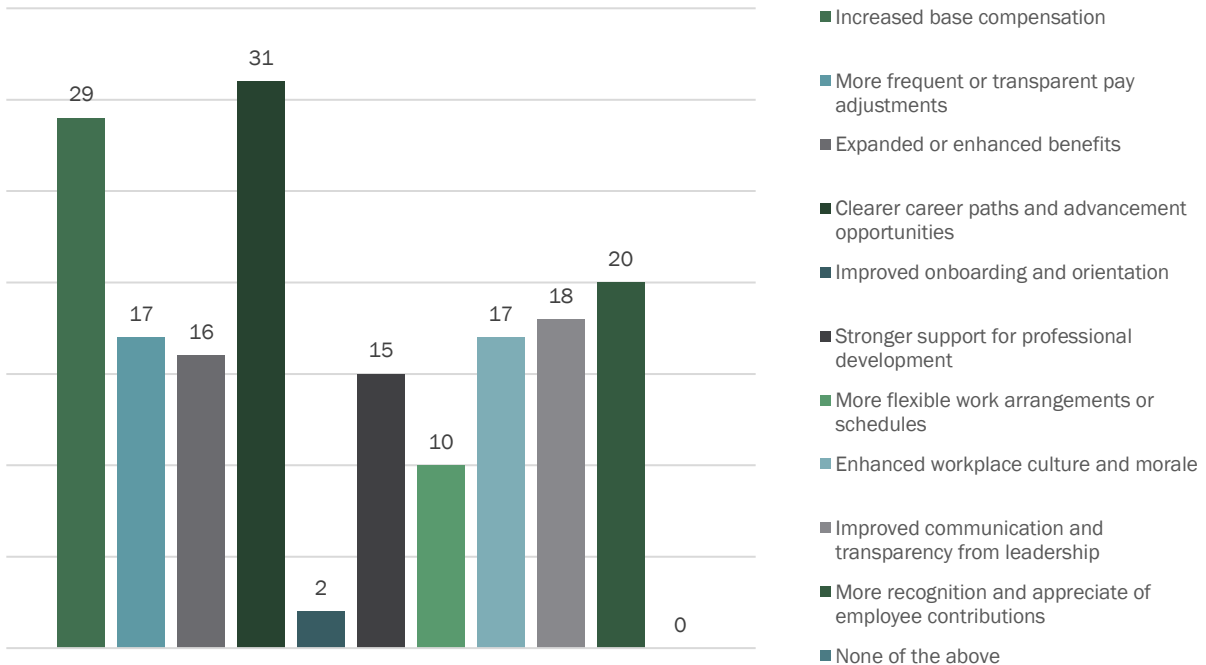


Exhibit 3C | Improvements to Attract and Retain Employees



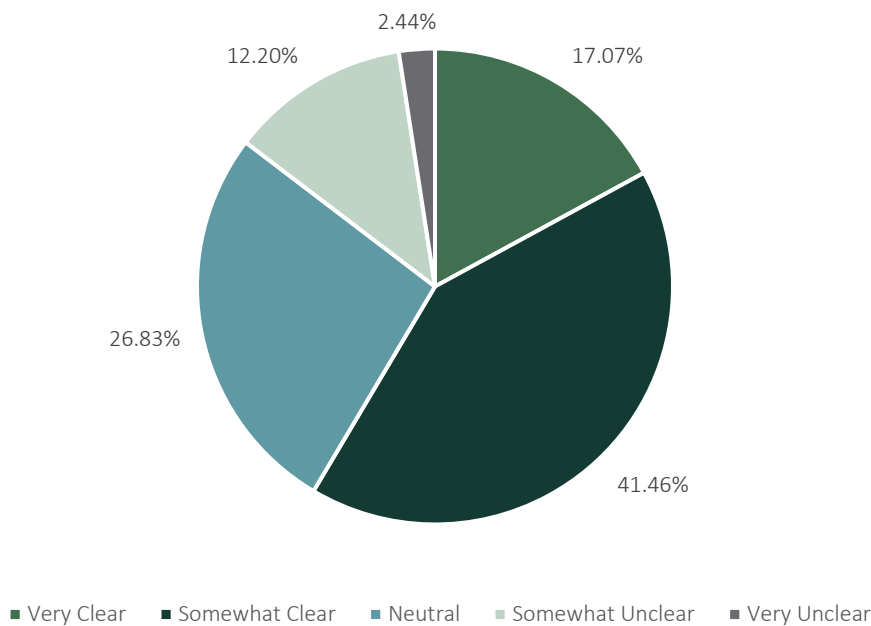
COMPENSATION SYSTEM

Compensation was the most significant area of concern raised by employees during both the survey and focus groups. Questions in this section asked employees to evaluate their satisfaction with base pay, perceptions of fairness within the City, competitiveness with the external market, and equity across employee groups. Together, these results provide a clear picture of how employees view the City’s current compensation practices.

Understanding of the Classification and Compensation Plans

Employees were asked about how well they understood the City’s compensation and classification plans. As indicated by the survey response and in focus groups, most employees have an understanding of how both plans are utilized. **Exhibit 3D** provides an overview of the survey responses.

Exhibit 3D | Percent of Employees That Understand the City’s Pay and Class Plans



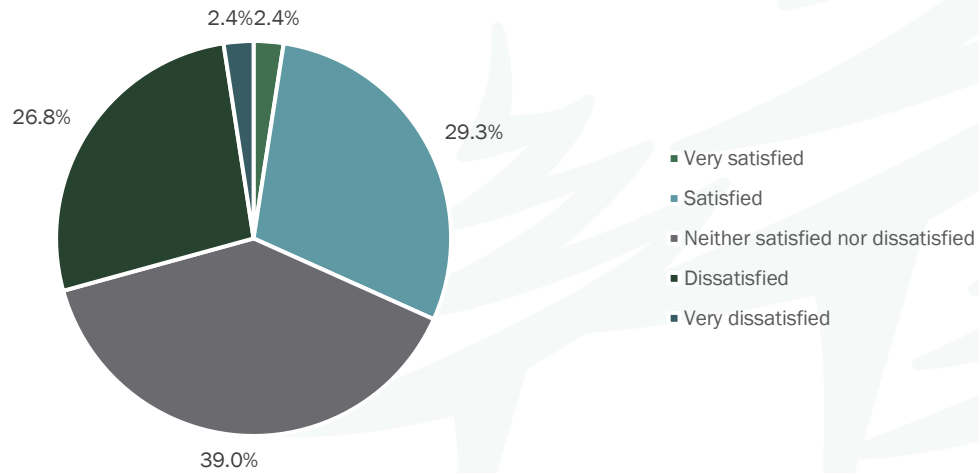
Satisfaction with Base Compensation

As shown in **Exhibit 3E**, 39 percent of employees were neutral with their base compensation, compared to 29.27 percent who were satisfied and 26.83 percent that were dissatisfied with their base pay.

However, in focus groups, employees consistently stated that their wages do not match their workload, diversity of work, or expectations of the position. A few employees mentioned that they took a pay cut to come work for the City because they were drawn to the opportunity to be part of what the City was “building”. However, the reduction of pay along with increased living expenses was challenging.

Working at neighboring municipalities who paid more was brought up but the convenience of working in the community where they lived along with valuing their work relationships were often cited as the reason that they stayed.

Exhibit 3E | Satisfaction with Base Compensation

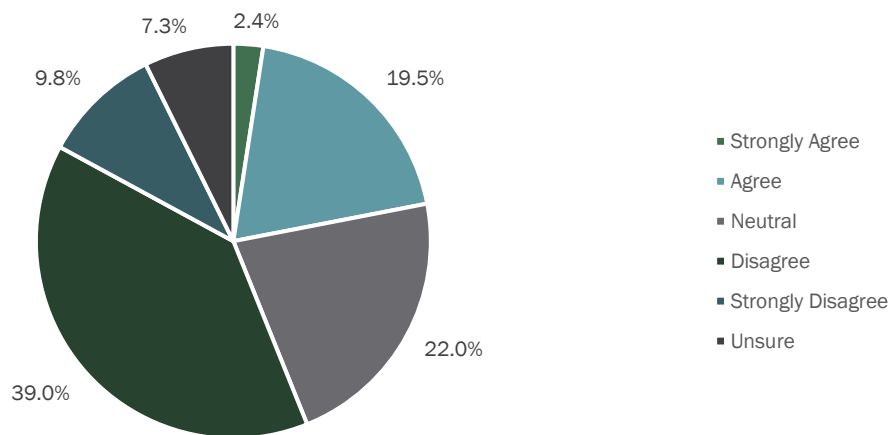


Fairness Within the City

A majority of employees (39.02 percent) reported that their pay is not fair compared to peers in similar roles within the City, while only 19.51 percent said it was fair (Exhibit 3F).

Many employees in focus groups pointed to inconsistencies across departments. For example, staff that worked in programs or were in professional administrative support positions stated that they often performed similar tasks as others but were not aligned on the same pay grade. Some employees also mentioned that they served in a non-supervisory role but often provided leadership or mentoring to other employees. While they appreciated the opportunity and enjoyed serving in a leadership role, they weren't compensated fairly.

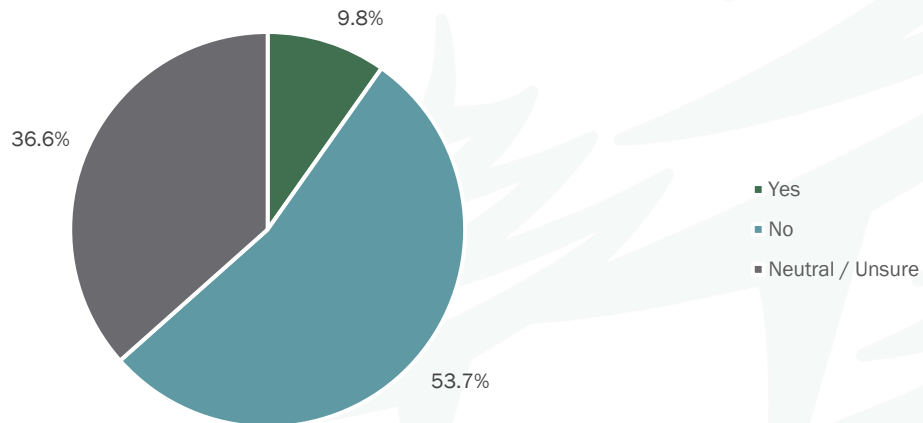
Exhibit 3F | Fairness Within the City's Compensation Plan



External Compensation Competitiveness

As shown in Exhibit 3G, 53.7 percent said their pay is not competitive with other public-sector organizations, only 9.8 percent said it was, and 36.6 percent were either unsure or neutral.

Exhibit 3G | External Compensation Competitiveness

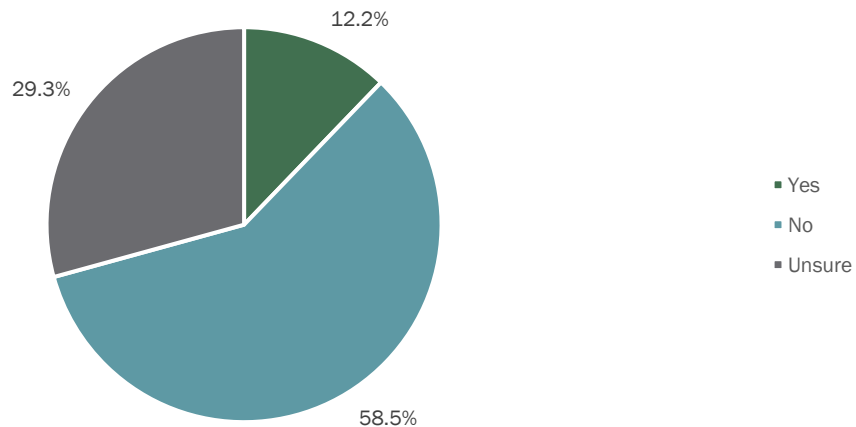


Equity of Compensation Practices

When asked about fairness in compensation practices across employee groups, 58.5 percent responded “No” (Exhibit 3H).

Focus group participants noted that differences between bargaining units receiving different raises created issues internally and impacted morale. Several employees described being capped out for years with no pathway for increases, while some employees, like skilled trades, felt that they weren’t valued the same between departments or that their current role wasn’t fully understood or valued appropriately.

Exhibit 3H | Equity of Compensation Practices



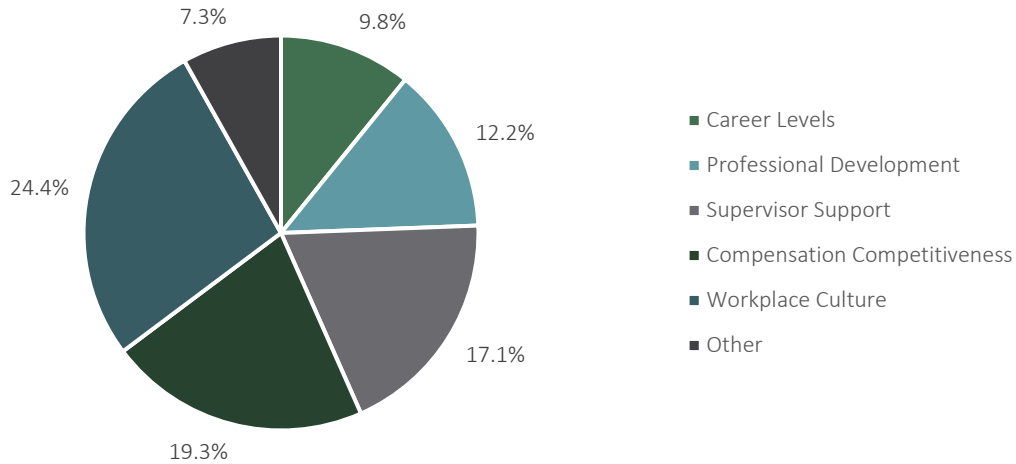
Employee Retention in the Future

Employees were asked what types of things influenced their decision to stay with the City long term. As shown in Exhibit 3H, 29.27 percent of employees reported they were likely or very likely to seek employment elsewhere due to compensation concerns. Staffing levels and having to wear multiple hats was also a major concern across focus group sessions. While employees valued not having to do the same thing all the time and the diversity of things that they were able to work on and learn, there was concern about not being staffed appropriately in all areas. Many felt like the additional roles

should be compensated at a higher rate than in areas where employees are able to be more narrowly focused.

Some employees described the City as “a training ground” for employees who then depart for better-paying and/or larger employers. There was an appreciation noted in both the focus groups and the survey for City leadership, employees felt supported and did not want that to change.

Exhibit 3I | Employee Retention in the Future



CLASSIFICATION SYSTEM

Classification issues were also central to employee feedback. The survey explored whether employees believe their job titles and descriptions accurately reflect the work they perform and whether clear opportunities for advancement exist. Focus groups further highlighted inconsistencies across departments and concerns about outdated or overly broad job descriptions. This section summarizes these findings.

Accuracy of Job Titles

As shown in **Exhibit 3J**, 43.9 percent of employees reported that their job title does not accurately describe their work. Some employees described titles as generic catch-alls that fail to capture the complexity of their duties. Others stated that their job has changed over time and the titles have not been updated to reflect their evolved roles. Others felt like their title was not reflective of their area of work and they were inconsistent with neighboring municipalities. However, there were staff in each of the focus groups that felt their title was appropriate for their given role and level of work.

Accuracy of Job Descriptions

As shown in **Exhibit 3K**, a greater number of employees, 63.4 percent, indicated their job description does not reflect their duties; while 36.59 percent felt like their description was good reflection of their roles and responsibilities. Focus group participants provided mixed input on this question with some feeling like their descriptions, generally were appropriate given their role and expectations. As is often heard in focus groups, several employees said the “other duties as assigned” clause is overused to justify workload creep, and the temporary duties often became part of their long-term duties.

Exhibit 3J | Accuracy of Job Titles

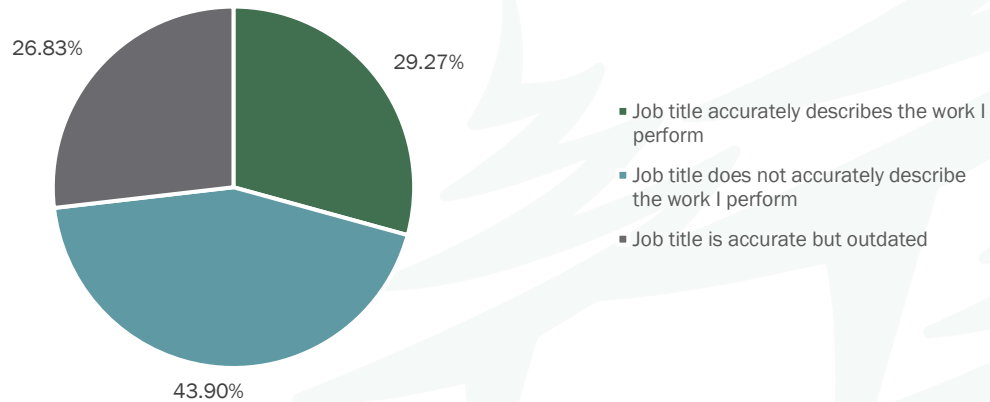
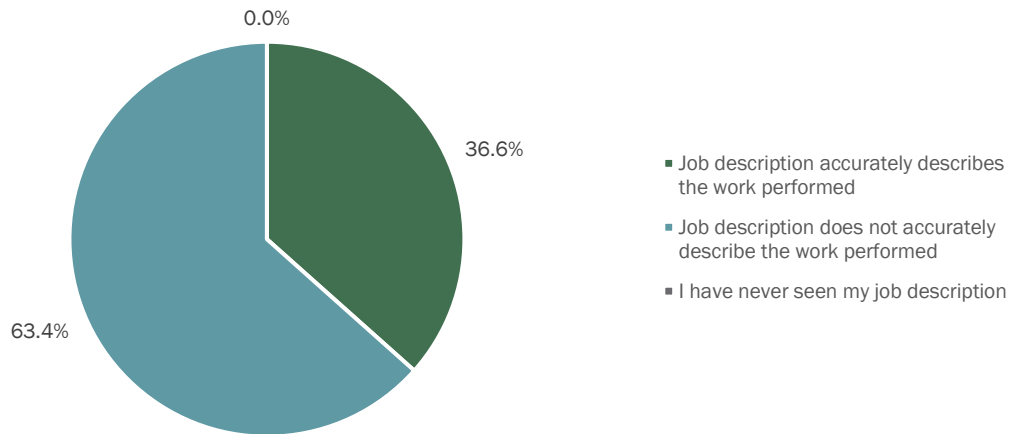


Exhibit 3K | Accuracy of Job Descriptions

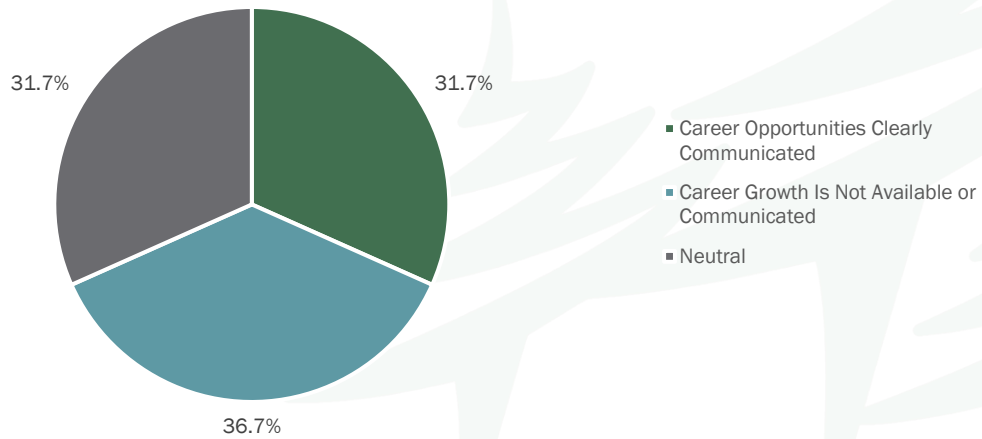


Career Advancement Opportunities

As shown in **Exhibit 3L**, 31.7 percent reported clear advancement opportunities, while 36.7 percent said there are none, and 31.7 percent were neutral in their response.

During focus groups, some employees described advancement as inconsistent and unclear. In some departments, promotion pathways and career levels exist, while in others “there’s nowhere to go.” Several said they would like to grow in their current career but were unsure how to continue their growth in their area and didn’t want to have to move between departments to continue to increase in their level and pay. This was shared with a recognition that the City’s size was a limiting factor in career levels and needs.

Exhibit 3L | Career Advancement Opportunities



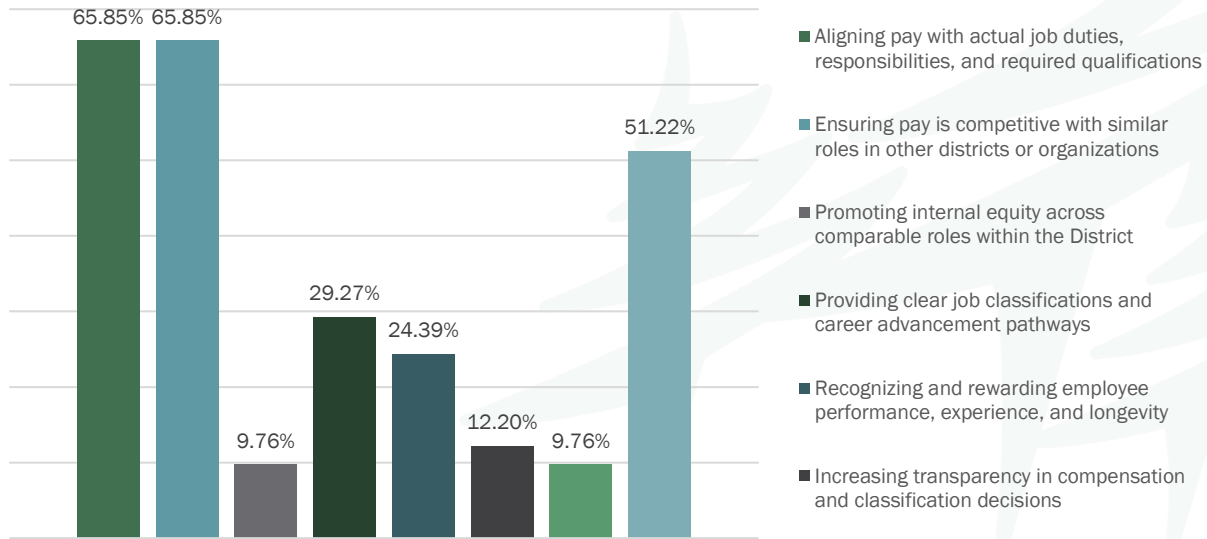
Priorities for Improvement

When asked in the survey to select the City’s top priorities for reviewing compensation and classification, employees emphasized aligning pay with job duties (65.85 percent), ensuring external competitiveness (65.85 percent), and enhancing overall total compensation (51.22 percent) (**Exhibit 3M**).

Across focus groups, compensation was the most pressing concern. Key themes included:

- Competitive Base Pay: Need to be competitive with peers in order to recruit and retain quality staff.
- Lack of Progression and Career Growth: Need to allow for additional levels with job families so employees can continue to grow in their chosen field.
- Cost of Living: Pay not keeping pace with rising housing and living costs in Riverbank.
- Workload vs. Pay: Many employees emphasized that their wages are not proportionate to their responsibilities, forcing some to take on second jobs or struggling to make ends meet.

Exhibit 3M | Priorities for Improvement



ADDITIONAL FEEDBACK

While the survey provided structured data on compensation and classification focus group discussions as well as some open-ended survey questions revealed additional issues that were not explicitly asked about but are highly relevant to the study.

Compensation and Benefits

Employees consistently expressed concern that salary increases, including merit and cost-of-living adjustments, are being offset by rising benefit costs, particularly healthcare, resulting in limited net gains in take-home pay. Several employees indicated that overall compensation may not be keeping pace with surrounding agencies, raising concerns about long-term competitiveness, retention, and recruitment.

Classification Alignment and Working Out of Class

A prominent theme involved perceptions that job classifications and titles do not consistently reflect the full scope, complexity, or accountability of the work being performed. Multiple employees described working out of class for extended periods, assuming higher-level technical, supervisory, or managerial responsibilities without corresponding title or compensation adjustments. Employees emphasized the importance of aligning classifications with actual duties to support fairness, recognition, and retention.

Career Progression and Advancement Opportunities

Employees reported uneven access to advancement opportunities across departments. While some job families offer clear progression paths, others, particularly at supervisory and mid-management levels, were described as having limited upward mobility. Concerns were also raised about perceived

inconsistencies in promotional practices, including the influence of personal relationships, which a few employees felt undermined transparency and trust in advancement decisions.

Workload, Staffing, and Organizational Growth

Several departments were described as understaffed and overextended, with increasing workloads driven by City growth. Employees noted that mid-management and supervisory roles, in particular, are absorbing additional responsibilities without commensurate structural or staffing support. At the same time, some employees perceived imbalances in workload and recognition across departments. Several employees also cited the need for succession planning in multiple departments. Employees stated that certain departments were relatively flat in structure and the loss of one or two long-term employees would have a detrimental effect on workflows and services.

Leadership, Communication, and Management Practices

Employees highlighted the need for clearer direction, consistent communication, and stronger leadership practices. Requests included expanded leadership training for supervisors and managers, clearer expectations, and more consistent application of policies and guidelines across departments. Inconsistent enforcement of workplace policies, such as dress code standards, was cited as negatively affecting morale in certain areas.

Training, Professional Development, and Succession Planning

Employees emphasized the importance of equitable access to training and professional development opportunities to support skill growth and advancement. Many also identified a need for formal succession planning to ensure continuity of operations, support work-life balance, and maintain service levels as responsibilities expand and experienced staff retire or transition.

Workplace Culture and Morale

Overall morale was described as mixed. While many employees stated that they enjoy their work and value public service, concerns related to workload pressures, compensation equity, recognition, and consistency in management practices were noted as factors affecting engagement. Employees expressed a desire for the City to be viewed as an employer of choice that attracts and retains qualified staff.

CONCLUSION

Survey responses and focus group discussions collectively provided a comprehensive view of employees perceive the City's current systems. Across these sources, clear and consistent themes emerged regarding compensation and classification. Taken together, this feedback highlights the factors that employees value, the challenges they face, and the opportunities the City has to strengthen equity, competitiveness, and retention for its workforce.

Employee feedback reflects a generally positive view of the City as a place to work, while also identifying several recurring concerns related to compensation, classification alignment, workload, and organizational practices. The concerns expressed and reported above are not unique to the City; similar issues are commonly found in many organizations. What sets the City apart, however, is its commitment to actively seeking employee input and feedback regarding its compensation and

classification system. This commitment reflects a meaningful step toward ensuring that Riverbank's practices are equitable, competitive, and responsive to employee needs.

The feedback gathered through this employee outreach process provided valuable insight into the current environment and employee perceptions. These perspectives were carefully considered in the subsequent phases of the study and informed the detailed analyses presented in the following chapters. Ultimately, this information formed the foundation for the recommendations outlined in the final chapter of this report.



04 MARKET SURVEY RESULTS

The purpose of the market survey is to benchmark the City’s compensation and benefits practices against those of its peer organizations in order to assess the City’s overall competitiveness in the labor market. To conduct this analysis, Evergreen compared the pay ranges for selected benchmark positions within the City to those of comparable positions at peer organizations. In addition, Evergreen evaluated the benefits offered by peer organizations relative to those provided by Riverbank to assess the City’s overall total compensation competitiveness. By aggregating pay range differences across all positions studied, Evergreen determined the City’s relative market position.

Individual employee salaries were not analyzed as part of this study, as compensation levels can vary significantly due to factors such as years of service, qualifications, and job performance. Therefore, to ensure consistency and comparability, Evergreen evaluated average pay ranges for each classification rather than individual earnings.

The findings presented in this chapter reflect market conditions at the time the study was conducted. As market dynamics can shift quickly, it is recommended that the City perform regular compensation and benefits surveys to maintain an up-to-date understanding of its competitive standing.

While market rates are a critical element of compensation analysis, they are not the sole determinant for assigning classifications to salary ranges. The proposed placement of classifications in salary ranges, which is discussed in **Chapter 5**, incorporates additional considerations beyond market rates and competitive benefits.

Evergreen’s market study involved a comprehensive survey of 19 targeted peer organizations and included data collection for 58 benchmark positions, as well as a review of core benefit offerings. Peers were selected based on several factors, including geographic proximity, resource levels, position comparability, services provided, and organizational size. These organizations were also chosen due to their role as competitors for talent in the City’s recruitment and retention efforts. A list of selected peer organizations is provided in **Exhibit 4A**. Dinuba was not responsive to the survey.

Exhibit 4A | Market Peers with Cost-of-Living Index

Market Peer	Cost-of-Living Index
Riverbank	125.0
Oakdale, CA	125.0
Ceres, CA	125.0
Patterson, CA	125.0
Modesto, CA	125.0
Turlock, CA	125.0
Stanislaus County, CA	125.0
Calaveras County, CA	133.4
Ripon, CA	126.1
Lathrop, CA	126.1
Manteca, CA	126.1
Merced, CA	120.5
Livingston, CA	120.5
Atwater, CA	120.5

Exhibit 4A | Respondents with Cost-of-Living Adjustments, Continued

Market Peer	Cost-of-Living Index
Los Banos, CA	120.5
Galt, CA	135.5
Chowchilla, CA	123.7
Selma, CA	122.8
Kerman, CA	122.8
Dinuba, CA	118.0

Because the market data were collected from peer organizations across multiple regions of California, it was necessary to normalize compensation information to reflect the cost-of-living conditions in the City of Riverbank. For organizations outside the City’s immediate geographic area, reported pay ranges were adjusted to account for differences in purchasing power, ensuring that the resulting market averages reflect the compensation an employee would reasonably expect in Riverbank. Evergreen applied cost-of-living index data from the Council for Community and Economic Research, using a national average baseline of 100. Under this methodology, pay ranges from higher-cost areas were adjusted downward, while ranges from lower-cost areas were adjusted upward, to align all data to Riverbank’s cost-of-living environment.

The breakdown of responding peers and percentage of quality benchmark data points is provided in **Exhibit 4B**. As shown in the exhibit, data was received from 94.7 percent of the peer organizations and 91.4 percent of the benchmarks have sufficient data to be included in the analysis. The five positions that were excluded did not have at least five quality matches in the collected peer data. Meaning that while there may have been a classification title match, the essential duties and functions of the positions did not have at least a 70 percent match in the roles and responsibilities.

Exhibit 4B | Summary of Market Metrics

Summary of Metrics	
Number of Peers	19
Number of Respondents	18
Percentage Received	94.7%
Number of Riverbank Positions Included	58
Positions with Limited Matches	5
Percentage of Positions with Sufficient Data for Inclusion	91.4%
Total Quality Data Points	659
Average Match Count	12.2

SALARY DATA & ANALYSIS

The public-sector market salary data presented in **Exhibit 4C** illustrates the average percent differentials between the City’s salary ranges and those of peer organizations at the minimum, midpoint, and maximum of each range. These differentials represent the average percentage difference between the City’s pay values and the corresponding public-sector market values for the benchmark positions included in the study. A negative differential indicates that the City’s compensation is below the market average at a given range point, while a positive differential indicates that it exceeds the market.

Exhibit 4C presents four comparative scenarios: one based on peer market data that has not been adjusted for cost-of-living differences, and three scenarios in which market data has been adjusted for cost-of-living and evaluated at varying competitive market positions. This approach allows for a more nuanced understanding of how the City’s compensation structure compares to the broader public-sector market under different economic assumptions.

Percent differentials were calculated by comparing each benchmark position’s minimum, midpoint, and maximum range values to the corresponding market data points, then averaging the resulting differences across all benchmark classifications. This methodology provides a consolidated and reliable indicator of the City’s overall market alignment.

Reviewing percent differentials at multiple points within the salary range offers a comprehensive assessment of competitiveness across the full pay structure. This analysis enables the City to evaluate entry-level competitiveness, support for employee progression through the midpoint, and competitiveness at the upper end of the range for experienced and fully proficient employees. Assessing market alignment across these range points also enhances understanding of the City’s relative position within the labor market and informs decisions regarding potential compensation adjustments needed to attract, retain, and motivate a qualified workforce.

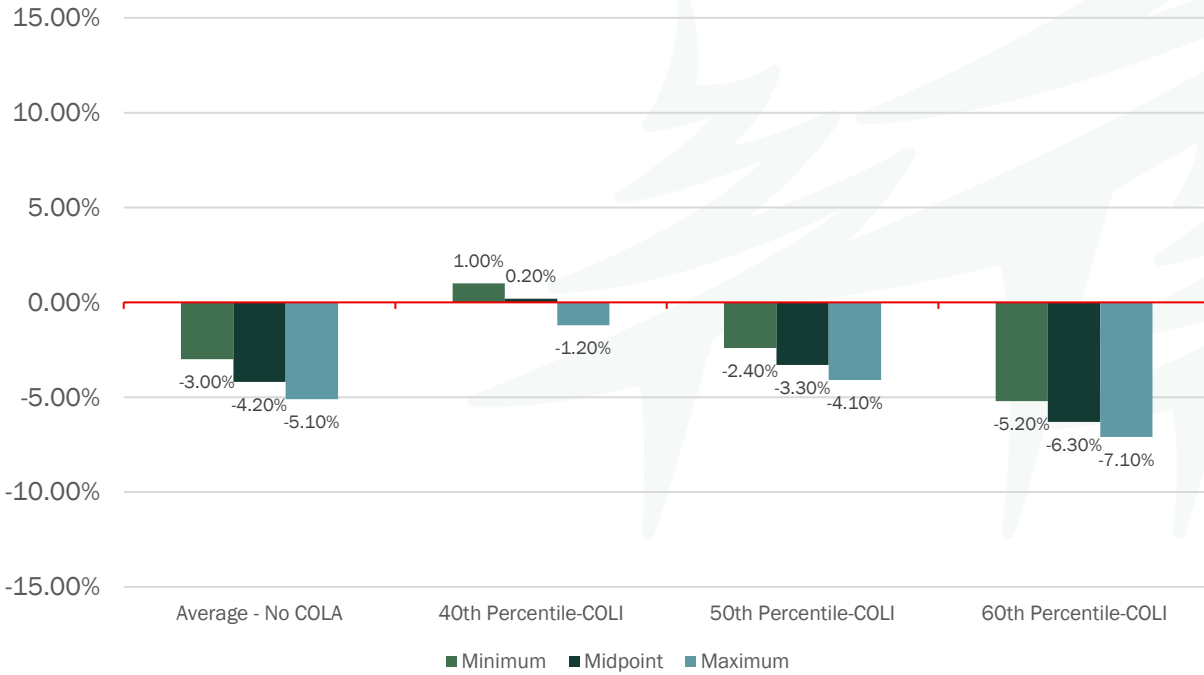
In addition to percent differentials, **Exhibit 4C** also includes the average range spread for all benchmark positions. Range spread refers to the percentage difference between the minimum and maximum of a pay range. It is calculated by subtracting the minimum salary from the maximum, dividing the result by the minimum, and expressing it as a percentage. For example, a range with a minimum of \$40,000 and a maximum of \$60,000 has a 50 percent range spread.

Understanding range spread is important because it reflects the salary growth potential within a position over time. A wider range spread allows for greater pay progression and flexibility to reward experience, performance, and years of service as well as make market-based adjustments without requiring a promotion or reclassification. When evaluating market competitiveness, examining range spreads helps determine whether the City’s pay structures support meaningful career salary growth and align with the practices of peer organizations. Not included in the table but observed in the peer data, was that the majority of peers also utilized a five step pay plan for the majority of its positions. Indicating that this is a common practice among peer organizations in California.

Exhibit 4C | Public Sector Salary Survey Results

Market Position	Survey Minimum % Difference	Survey Midpoint % Difference	Survey Maximum % Difference	Survey Average Range Spread	Riverbank Average Range Spread
Average (Not Adjusted for COL)	-3.0%	-4.2%	-5.1%		
40th Percentile	1.0%	0.2%	-1.2%	24.1%	21.6%
50th Percentile	-2.4%	-3.3%	-4.1%		
60th Percentile	-5.2%	-6.3%	-7.1%		

Exhibit 4C | Public Sector Salary Survey Results, Continued



The market analysis shows that the City’s salary ranges appear below market when peer data is reviewed without cost-of-living adjustments but shift to near market alignment or slightly below market when cost-of-living differences at the 40th percentile are considered.

The analysis of the average comparison without cost of living applied, shows the City’s salary ranges fall behind the public sector market across all levels. On average, the City is 3.0 percent below market at the minimum, 4.2 percent behind at the midpoint, and 5.1 percent behind at the maximum. At the 40th percentile, the City’s ranges exceed the market by 1.0 percent at the minimum, align with market at the midpoint, and fall behind by 1.2 percent at the maximum. Comparing at the 50th percentile (market median) and the 60th percentile, the City’s position falls behind in the market.

At the 50th percentile, the City’s salary structure falls slightly below the market across all points in the range. On average, the City’s minimum is approximately 2.4 percent below the market, the midpoint is 3.3 percent below, and the maximum is 4.1 percent below the market. This positioning indicates that while the City is slightly below the market median, its pay ranges are lagging, particularly toward the upper end of the range, which may affect competitiveness for experienced and fully proficient employees.

At the 60th percentile, the City’s position is more noticeably below the market at all range points. The City’s minimum is approximately 5.2 percent below the market, the midpoint is 6.3 percent below, and the maximum is 7.1 percent below the market. This widening gap suggests that if the City intends to compete at a higher-than-median market level, its current salary structure would require adjustments to remain competitive, especially for retention of higher-performing or more experienced employees.

It is also important to note that peer organizations, on average, utilize salary ranges that are wider than the City’s, with an average market range spread of approximately 24.1 percent compared to the City’s 21.6 percent. This difference in range width contributes to the growing negative differentials at

the midpoint and maximum, as broader market ranges allow peer agencies greater flexibility to reward experience, proficiency, and performance over time. As a result, the City’s narrower ranges may further limit competitiveness at higher range points, even when minimum salaries are closer to market levels.

Market Analysis by Employee Group

Breaking the market data down by employee provides additional insight. **Exhibit 4D** provides a summary of comparisons at the 50th percentile for both represented employee groups and the unrepresented contract group.

Exhibit 4D | 50th Percentile Comparisons of Each Employee Group

Employee Group	% Diff at Minimum	% Diff at Midpoint	% Diff at Maximum
Miscellaneous	-2.61%	-3.89%	-4.99%
Mid-Mgmt	-0.17%	-0.86%	-1.30%
Contract	-4.93%	-5.68%	-6.39%

At the 50th percentile, the City’s compensation levels vary by employee group but are generally positioned slightly below the market across all range points. For the Miscellaneous employee group, salaries average 2.6 percent below the market at the minimum, 3.9 percent below at the midpoint, and 5.0 percent below at the maximum, indicating a continued decline in the market as employees progress through the range. The Mid-Management group is the closest to market, with minimal differences of 0.2 percent below at the minimum, 0.9 percent below at the midpoint, and 1.3 percent below at the maximum, suggesting a more comparable market alignment for these positions. In contrast, the Contract employee group shows the largest gaps, with salaries averaging 4.9 percent below the market at the minimum, 5.7 percent below at the midpoint, and 6.4 percent below at the maximum, reflecting a more pronounced competitive lag across the entire range. Overall, these results indicate that while Mid-Management positions are better aligned with the market at the median, Miscellaneous and Contract positions experience increasing below-market positioning toward the upper end of the pay range.

While some classifications were found to be at or above the 50th percentile in the market, there were classifications that were greater than 10 percent behind the market at the 50th percentile. All other benchmarked classifications were at least within \pm 10 percent of the market. **Exhibit 4E** provides a listing of those classifications.

Exhibit 4E | Classifications Behind Market Midpoint by More Than 10 Percent

Classifications Greater than 10% Behind Market
Assistant City Manager
City Clerk
City Manager
City Mechanic/Fleet Coordinator
Director of Public Works
Senior Water Utility Worker/Senior Water Distribution Operator
Wastewater Treatment Plant Operator II
Wastewater Treatment Plant Supervisor

BENEFITS DATA & ANALYSIS

In addition to salary, employee benefits are a critical component of total compensation and play a significant role in the City’s ability to recruit, retain, and support a stable workforce. Benefits can offset differences in direct pay, enhance overall compensation competitiveness, and influence employee satisfaction and long-term retention.

As part of this study, Evergreen conducted a comparative review of the City’s benefits offerings relative to those provided by the peer organizations in **Exhibit 4A**. This analysis focuses on key elements of total rewards, including health insurance plans, retirement benefits, leave provisions, and supplemental and fringe benefits. The purpose of this review is to assess how the City’s benefits package compares to the market, identify areas of competitive strength, and highlight potential gaps that may affect the City’s overall compensation strategy.

The findings presented in this section reflect benefits data in effect at the time of the study and should be considered in conjunction with the salary analysis to provide a comprehensive view of the City’s total compensation competitiveness.

Percentage of Total Compensation

Benefits as a percentage of total compensation represents the portion of an employee’s overall compensation that is attributable to employer-provided benefits rather than direct wages or salary. Total compensation includes both direct pay (such as base salary or hourly wages) and the employer’s cost of benefits, including health insurance, retirement contributions, paid leave, and other supplemental or fringe benefits.

As shown in **Exhibit 4F**, Riverbank’s employer-paid benefits account for approximately 36.17 percent of total compensation, while benefits at peer organizations average approximately 27.18 percent of total compensation. While the responding peers provided substantial detail on overall benefits, only five were able to provide the percentage of benefits as a percent of total compensation. While this is a small sample size, it does indicate that the overall value of the City’s benefits package, relative to salary, is generally greater than peer practices.

Exhibit 4F | Benefits as a Percentage of Total Compensation

RIVERBANK	Peers
36.17%	27.18%

A benefits percentage at this level suggests that for every dollar spent on total compensation, roughly 36 cents additional are invested in employee benefits and 64 cents in direct pay. The difference between Riverbank and its peers indicates that the City’s approach to balancing salary and benefits provides a greater benefit to employees than the prevailing market norms but does not overly rely on benefits to offset lower wages, nor does it underinvest in benefits relative to salary.

It is important to note that this measure reflects the employer’s cost of providing benefits, not the perceived value of those benefits to employees. Differences in plan design, cost-sharing, and utilization can affect how employees experience the benefits package even when the overall cost as a percentage of compensation is similar. As such, this metric provides a high-level view of total compensation strategy, while the detailed benefits analysis that follows examines the competitiveness and design of individual benefit components.

Summary of Benefits

Across the peer organizations reviewed, Riverbank's benefits package is generally comparable in structure to those of surrounding agencies, with many core benefits, such as medical coverage, retirement participation through CalPERS, paid leave accruals, and premium pays, being commonly offered across jurisdictions and bargaining units. However, differences emerge in the level, flexibility, and cumulative value of certain benefits when compared by employee group. As indicated by the increased percent of contribution towards benefits, the City is aligned with or leading the market in the percentage of benefits covered by the employer across most benefit categories.

Longevity and Incentive Pays

Riverbank provides longevity pay, bilingual pay, certification pay, and on-call/standby compensation to both Miscellaneous and Mid-Management employees, aligning with prevalent practices among peers. Peer agencies frequently offer longevity incentives, though the structure varies widely, from modest percentage increases to more aggressive tiered or cumulative longevity programs that can exceed Riverbank's maximum over time. Certification and bilingual pays are common across peers, with several agencies allowing higher maximums or stacking of multiple certifications, particularly in public works, utilities, and enforcement-related classifications.

Medical, Dental, and Vision Benefits

Riverbank's employer contributions toward medical insurance are competitive and generally consistent with peer practices, particularly for family coverage. Many peer agencies provide similar plan options through CalPERS or comparable carriers, though several offer broader plan selections, higher employer premium caps, or cost-sharing structures that shift less cost to employees. Dental and vision benefits are broadly consistent across organizations, with Riverbank's flat contributions aligning to leading peer norms.

Deferred Compensation and Retirement

Riverbank offers employer contributions to deferred compensation for eligible employee groups, with higher contribution limits for Mid-Management compared to Miscellaneous employees. This approach is consistent with peer agencies, which commonly differentiate deferred compensation benefits by bargaining unit or management status. Retirement benefits across all organizations rely on CalPERS, with contribution rates largely driven by statutory requirements rather than local policy discretion, placing Riverbank in alignment with peers.

Leave Benefits (Sick, Vacation, Personal, and Administrative Leave)

Riverbank's sick and vacation leave accruals are consistent with peer agencies, particularly at lower and mid-career service levels. Several peer organizations, however, provide more accelerated vacation accruals, higher maximum accrual caps, or additional administrative or management leave for supervisors and exempt employees. Riverbank's absence of paid personal leave or PTO banks for most employee groups contrasts with some peers that provide standalone personal or administrative leave, particularly for management and confidential employees. The City does provide a greater number of paid holiday hours than the peer average.

Life Insurance and Ancillary Benefits

Riverbank's life insurance benefit aligns with peer norms, with most agencies providing employer-paid coverage at a fixed dollar amount or a multiple of salary. While benefit levels vary, Riverbank's coverage falls within the typical market range.

Based on the information provided by the peer organizations, Evergreen was able to calculate an estimate of total compensation, comparing the City's salary range midpoints in combination with the

value of fully loaded benefits against those of the market peers. While it is recognized that not all employees utilize every benefit available, a comprehensive view of the total offering, rather than individual usage, provides the most practical basis for comparison in determining the City's competitive position in the market.

The results of the total compensation analysis at the maximum of the market average (without the cost-of-living index applied) by employee group are displayed in **Exhibit 4G**. Included in the exhibit are the findings of the benchmark classifications by employee group, the comparison of benefits, and the average percent difference of total compensation for each employee group. The total compensation is calculated by combining the City's pay with the value of employer-provided benefits for each benchmark. A positive percent differential is indicative of the City's total compensation exceeding that of the average of its market peers; alternatively, a negative percent differential indicates the City's total compensation for a given group lagging behind the average of its peers. Across all classifications, the City is behind the maximum of the market in average salary by 5.1 percent, ahead of the market benefit average (23.8 percent) and ahead of the market in total compensation (10.4 percent). As shown in the exhibit below, while each of the City's employee groups are behind the market at the maximum of the schedules, the value of the City's benefits leads the market in the negotiated groups but lags in the contracted employees. Overall the City is in a competitive position for both Miscellaneous and Mid-Management but lags in total compensation for the Contracted employees.

Exhibit 4G | Comparison of Total Compensation



The benefits included in the total compensation calculation are listed in **Exhibit 4H**. As noted above, total compensation estimates are based on the assumption that each employee fully utilizes all available benefits at the maximum level. To value leave benefits consistently, the maximum hourly rate for each benchmark classification is multiplied by the applicable leave hours provided under the benefit. While this approach may modestly overstate the realized value for some employees, it establishes a standardized methodology for comparing leave benefits across the City and all peer organizations.

Exhibit 4H | Benefits as a Percentage of Total Compensation

Benefits
Medical
Dental & Vision Insurance
Deferred Comp
Retirement Plan
Retiree Health Savings Plan
Short-Term Disability
Long-Term Disability
Life Insurance
Medicare
Longevity Pay
Bilingual Pay
Certification Pay
On-Call/Standby Pay
Phone Allowance
Vehicle Allowance
Sick Leave Pay*
Vacation Pay*
Paid Time Off Pay*
Personal Leave/Administrative Leave ⁸
Holiday Pay*

* Leave pay is calculated based on allowable hours multiplied by hourly rate of each classification

SUMMARY

Overall, Riverbank’s benefits program is competitive and broadly aligned with peer agencies, particularly in the provision of core benefits such as medical coverage, retirement participation through CalPERS, sick leave accruals, holiday time, and employer-paid life insurance. The City offers a comprehensive benefits package that supports employee well-being and provides a solid foundation for recruitment and retention across employee groups.

Key strengths of Riverbank’s benefits include strong employer contributions toward medical insurance, access to CalPERS retirement benefits consistent with statutory standards, and the availability of multiple premium pay programs, such as longevity, bilingual, certification, and on-call compensation, that are common among peers. The City’s deferred compensation program, including employer matching contributions that vary by employee group, aligns well with peer practices and provides meaningful long-term savings opportunities, particularly for Mid-Management employees.

Areas where Riverbank may be less competitive relate primarily to benefit flexibility and cumulative value over time rather than the absence of benefits. Several peer agencies provide higher maximum longevity incentives, allow stacking of multiple certifications, or offer more robust administrative or personal leave options, especially for supervisory, management, and confidential employees. In comparison, Riverbank’s more limited leave progression at higher service levels may reduce the perceived total compensation value for long-tenured or higher-level staff.

Additionally, while Riverbank’s benefits structure is consistent across employee groups, some peers differentiate benefits more aggressively between bargaining units, offering enhanced leave accruals, deferred compensation contributions, or supplemental leave banks for management and exempt employees. These distinctions can contribute to stronger retention at supervisory and leadership levels.

In summary, Riverbank’s benefits program is solid and competitive at a foundational level, with particular strengths in medical coverage, retirement, and core leave benefits. However, relative to peers, opportunities exist to enhance total compensation competitiveness by evaluating benefit caps, incentive stacking, and management-level benefit differentiation, particularly as they relate to employee tenure, progression, and retention.

The findings presented in the market summary chapter play a critical role in shaping the recommendations developed by Evergreen Solutions. By clearly establishing the City’s compensation position relative to its peer organizations, these results provide the necessary context to inform strategic recommendations that support the City in achieving its desired level of market competitiveness.



05 RECOMMENDATIONS

Following a comprehensive review of the data and information gathered throughout this study, Evergreen developed a series of recommendations designed to strengthen the City’s classification and compensation systems. The recommendations are intended to ensure internal equity, reinforce external competitiveness, and support the organization’s ability to attract, retain, and reward qualified employees in an increasingly competitive labor market.

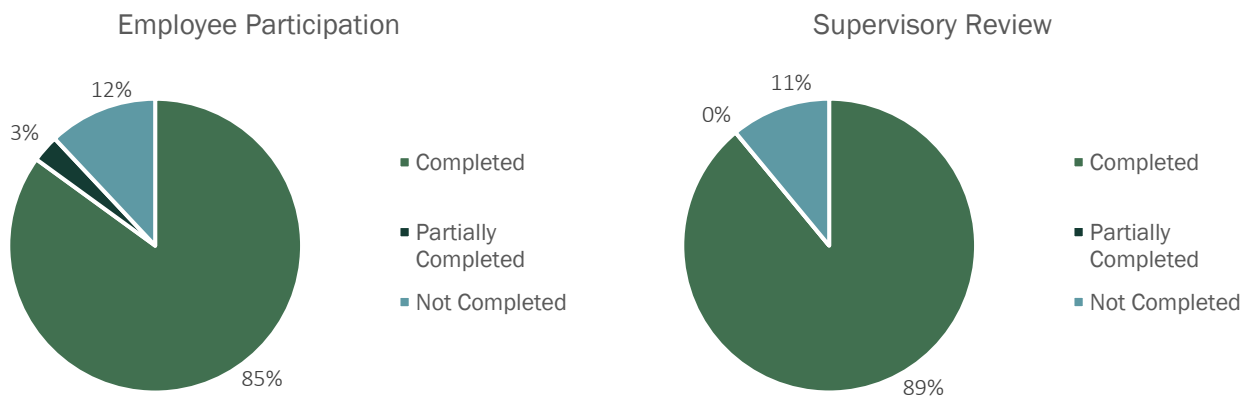
This chapter presents findings and recommendations in three major areas: Classification, Compensation, and Plan Administration. Together, they provide a framework for establishing and maintaining a transparent and sustainable system for managing employee pay and position structure.

CLASSIFICATION RECOMMENDATIONS

A well-designed classification system serves as the foundation of every effective compensation and human resources framework. It defines how work is organized, clarifies reporting relationships, and ensures that similar work is recognized and compensated consistently. A current and accurate classification structure also supports workforce planning, career development, and pay equity across the organization.

Evergreen’s classification review focused on determining whether the City’s existing titles and job descriptions accurately reflected the work being performed and whether the system provided sufficient consistency and alignment across departments. The analysis relied heavily on data collected through the Job Assessment Tool (JAT), which provided employees with the opportunity to describe their primary duties, decision-making authority, supervisory responsibility, resources managed, technology use, risks, and required knowledge and experience. Supervisors were asked to review and validate these submissions for accuracy and completeness. When JAT data were not available, existing job descriptions were used as reference documents. As shown in Exhibit 5A, there was a high level of employee participation in this phase of the study with 88 percent of employee’s submitting details on their positions and 89 percent of supervisors completing reviews.

Exhibit 5A | JAT Participation



The review process allowed Evergreen to evaluate how each position functions in practice and to identify any inconsistencies or outdated information that may affect role alignment, pay decisions, or compliance with the Fair Labor Standards Act (FLSA).

Finding

Overall, the City’s internal alignment of classifications is generally appropriate and reflects a reasonable relationship between the level of work performed and assigned pay grades. However, the review identified several position titles that no longer fully capture the current scope, complexity, or level of responsibility assigned to the roles. These misalignments appear largely attributable to the City’s organizational growth and the evolution of duties undertaken to meet expanding service demands and community needs.

In addition, a small number of classifications would benefit from updates to align with contemporary titling conventions, and there are opportunities to introduce a limited number of new classifications to better reflect current and anticipated operational needs of both the City and its employees.

As part of this study, Evergreen also reviewed classifications the City may consider establishing in the near term as it evaluates the feasibility of bringing certain functions in-house rather than continuing to rely on contracted services. Additionally, several classifications that have been used in recent years but are currently vacant or not budgeted were assessed. Rather than archiving these classifications at this time, Evergreen recommends retaining them in the class plan to preserve organizational flexibility should future needs arise. If these classifications remain unused for an extended period, generally two to three years, the City may then wish to consider formally archiving them.

Recommendation 1: Implement a structured classification system and reclassify positions appropriately; provide guidance to City employees on the updated classification plan while maintaining central authority within Human Resources.

The City should implement a structured classification system for all employees to clearly define and differentiate position levels for both current and future roles. This system should establish consistent criteria for classification placement and support internal equity, transparency, and long-term sustainability.

A structured classification framework is foundational to an effective compensation system. Without clearly defined levels and classification criteria, organizations are more likely to experience title inflation, internal inequities, and inconsistent pay practices. By clearly separating job classification from employee compensation progression, the City can preserve the integrity of its classification structure while still supporting employee growth and retention through appropriate compensation mechanisms.

The recommended classification plan is provided in **Exhibit 5B**.

Exhibit 5A | Proposed Classification Plan

Current Title	Recommended Title
ADMINISTRATIVE CLERK	ADMINISTRATIVE CLERK
MAINTENANCE WORKER I	MAINTENANCE WORKER I
NEW CLASSIFICATION	METER TECHNICIAN I*
PARK MAINTENANCE WORKER I	PARK MAINTENANCE WORKER I
ACCOUNT CLERK I	ACCOUNT CLERK I
FACILITIES MAINTENANCE WORKER I	FACILITIES MAINTENANCE WORKER I
WASTEWATER TREATMENT PLANT OPERATOR-IN-TRAINING	WASTEWATER TREATMENT PLANT OPERATOR-IN-TRAINING
COMMUNITY DEVELOPMENT SPECIALIST I	COMMUNITY DEVELOPMENT SPECIALIST I
WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN TRAINEE	WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN TRAINEE
FACILITIES MAINTENANCE WORKER II	FACILITIES MAINTENANCE WORKER II
MAINTENANCE WORKER II	MAINTENANCE WORKER II
NEW CLASSIFICATION	METER TECHNICIAN II*
PARK MAINTENANCE WORKER II	PARK MAINTENANCE WORKER II
RECREATION COORDINATOR	RECREATION AND EVENTS COORDINATOR**
WATER UTILITY WORKER I	WATER DISTRIBUTION OPERATOR I**
ACCOUNT CLERK II	ACCOUNT CLERK II
COMMUNITY DEVELOPMENT SPECIALIST II	COMMUNITY DEVELOPMENT SPECIALIST II
ASSISTANT MECHANIC	ASSISTANT MECHANIC
NEIGHBORHOOD IMPROVEMENT OFFICER I	CODE ENFORCEMENT OFFICER I**
SENIOR FACILITIES MAINTENANCE WORKER	SENIOR FACILITIES MAINTENANCE WORKER
SENIOR MAINTENANCE WORKER	SENIOR MAINTENANCE WORKER
SENIOR PARK MAINTENANCE WORKER	SENIOR PARK MAINTENANCE WORKER
WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN I	WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN I
WASTEWATER TREATMENT PLANT OPERATOR I	WASTEWATER TREATMENT PLANT OPERATOR I
WATER UTILITY WORKER II	WATER DISTRIBUTION OPERATOR II**
ENGINEER TECHNICIAN I	ENGINEER TECHNICIAN I
SENIOR PARK MAINTENANCE WORKER/FACILITIES TECHNICIAN	SENIOR PARKS AND FACILITIES MAINTENANCE WORKER**
ACCOUNTING TECHNICIAN	ACCOUNTING TECHNICIAN
ADMINISTRATIVE ASSISTANT	ADMINISTRATIVE ASSISTANT
NEIGHBORHOOD IMPROVEMENT OFFICER II	CODE ENFORCEMENT OFFICER II**
HOUSING & ECONOMIC DEVELOPMENT SPECIALIST I	HOUSING SPECIALIST I**
NEW CLASSIFICATION	SENIOR ACCOUNTING TECHNICIAN*
SENIOR WATER UTILITY WORKER	SENIOR WATER DISTRIBUTION OPERATOR**
WASTEWATER TREATMENT PLANT OPERATOR II	WASTEWATER TREATMENT PLANT OPERATOR II
ENGINEER TECHNICIAN II	ENGINEER TECHNICIAN II
ADMINISTRATIVE ANALYST I	ADMINISTRATIVE ANALYST I
BUILDING INSPECTOR I	BUILDING INSPECTOR I
CITY MECHANIC	FLEET COORDINATOR**

Exhibit 5A | Proposed Classification Plan, Continued

Current Title	Recommended Title
HOUSING & ECONOMIC DEVELOPMENT SPECIALIST II	HOUSING SPECIALIST II**
PROJECT COORDINATOR	PROJECT COORDINATOR
WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN II	WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN II
SENIOR WASTEWATER TREATMENT PLANT OPERATOR	SENIOR WASTEWATER TREATMENT PLANT OPERATOR
DEPUTY CITY CLERK	DEPUTY CITY CLERK
ASSISTANT PLANNER	ASSISTANT PLANNER
BUILDING INSPECTOR II	BUILDING INSPECTOR II
CONSTRUCTION INSPECTOR I	CONSTRUCTION INSPECTOR I
ASSOCIATE PLANNER	ASSOCIATE PLANNER
CONSTRUCTION INSPECTOR II	CONSTRUCTION INSPECTOR II
NEW CLASSIFICATION	HUMAN RESOURCES SPECIALIST*
ADMINISTRATIVE ASSISTANT CONFIDENTIAL	EXECUTIVE ASSISTANT**
SENIOR NEIGHBORHOOD IMPROVEMENT OFFICER	SENIOR CODE ENFORCEMENT OFFICER**
NEW CLASSIFICATION	ELECTRICAL SYSTEMS TECHNICIAN
ACCOUNTANT	ACCOUNTANT
RECREATION SUPERVISOR	RECREATION SUPERVISOR
SENIOR COMMUNITY DEVELOPMENT SPECIALIST	SENIOR COMMUNITY DEVELOPMENT COORDINATOR**
ADMINISTRATIVE ANALYST II	ADMINISTRATIVE ANALYST II
NEW CLASSIFICATION	LOCAL REDEVELOPMENT AGENCY PROGRAM MANAGER*
SENIOR PROJECT COORDINATOR	SENIOR PROJECT COORDINATOR
NEW CLASSIFICATION	ADMINISTRATIVE ANALYST III*
PARKS AND FACILITIES MAINTENANCE SUPERVISOR	PARKS AND FACILITIES MAINTENANCE SUPERVISOR
NEW CLASSIFICATION	PUBLIC INFORMATION OFFICER*
PUBLIC WORKS SUPERVISOR	PUBLIC WORKS SUPERVISOR
WATER SUPERVISOR	CHIEF WATER DISTRIBUTION OPERATOR**
WASTEWATER TREATMENT PLANT SUPERVISOR	CHIEF WASTEWATER PLANT OPERATOR**
SENIOR BUILDING INSPECTOR	SENIOR BUILDING INSPECTOR
SENIOR PLANNER	SENIOR PLANNER
HUMAN RESOURCES ANALYST	HUMAN RESOURCES GENERALIST**
SENIOR MANAGEMENT ANALYST	SENIOR MANAGEMENT ANALYST
BUILDING OFFICIAL	BUILDING OFFICIAL
SENIOR CONSTRUCTION INSPECTOR	SENIOR CONSTRUCTION INSPECTOR
NEW CLASSIFICATION	ASSISTANT CITY ENGINEER*
CITY CLERK	CITY CLERK
NEW CLASSIFICATION	HUMAN RESOURCES MANAGER
ASSISTANT FINANCE DIRECTOR	ASSISTANT FINANCE DIRECTOR
PUBLIC WORKS SUPERINTENDENT	PUBLIC WORKS SUPERINTENDENT
CAPITAL PROJECT/REGULATORY COMPLIANCE MANAGER	CAPITAL PROJECT/REGULATORY COMPLIANCE MANAGER
CITY PLANNER	CITY PLANNER

Exhibit 5A | Proposed Classification Plan, Continued

Current Title	Recommended Title
PLANNING & BUILDING MANAGER	PLANNING & BUILDING MANAGER
LOCAL REDEVELOPMENT AUTHORITY EXECUTIVE DIRECTOR	LOCAL REDEVELOPMENT AUTHORITY EXECUTIVE DIRECTOR
DIRECTOR PARKS AND RECREATION	DIRECTOR PARKS AND RECREATION
NEW CLASSIFICATION	CITY ENGINEER*
DIRECTOR OF COMMUNITY DEVELOPMENT	DIRECTOR OF COMMUNITY DEVELOPMENT
DIRECTOR OF FINANCE	DIRECTOR OF FINANCE
DIRECTOR OF PUBLIC WORKS	DIRECTOR OF PUBLIC WORKS
ASSISTANT CITY MANAGER/ADMIN SERVICES DIRECTOR	ASSISTANT CITY MANAGER/ADMIN SERVICES DIRECTOR
CITY MANAGER	CITY MANAGER

* Recommended new classification

** Recommended update to title

Recommendation 2: Conduct annual reviews and updates of job descriptions and Fair Labor Standards Act (FLSA) exemption statuses to ensure continued alignment with duties and responsibilities.

To maintain the accuracy, compliance, and usefulness of its classification system, the City should continue its efforts to review and update job descriptions and formalize this practice through a regular, preferably annual, review cycle.

This process should:

- Confirm that essential duties accurately reflect the work currently performed.
- Reassess FLSA exemption status to account for changes in job duties, regulatory guidance, or organizational structure.

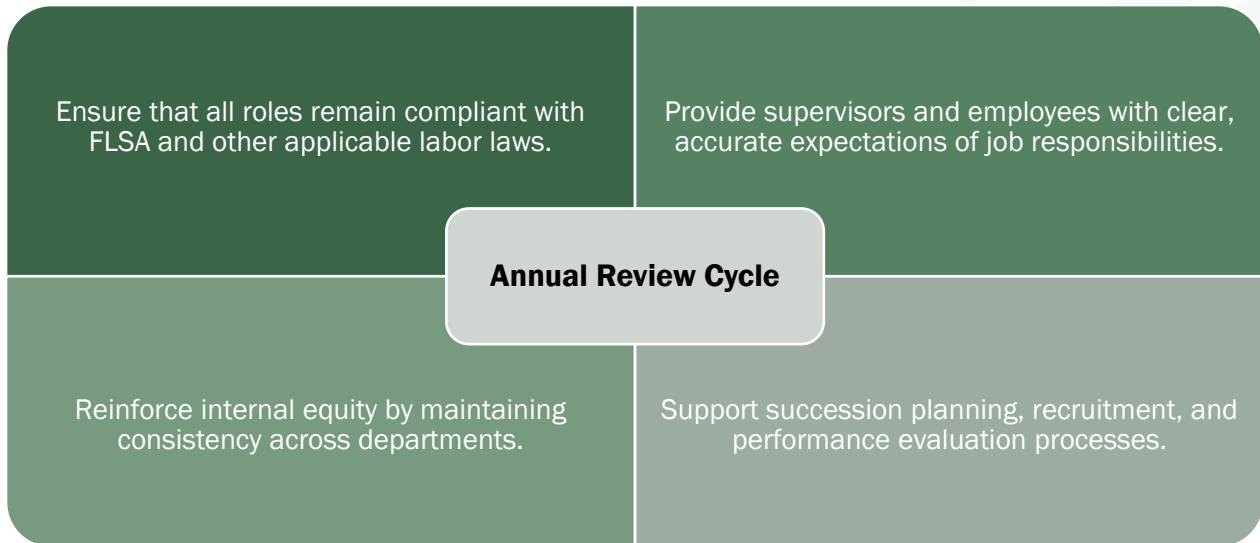
Job duties evolve over time due to organizational changes, technology, and regulatory requirements. Regular job description review supports compliance with the Fair Labor Standards Act, strengthens classification and compensation decisions, and reduces organizational risk. Formalizing this process will help ensure the City’s classification system remains current, defensible, and aligned with operational needs.

As part of this study, Evergreen also evaluated the Fair Labor Standards Act (FLSA) exemption status of each classification. Overall, the City’s classifications were found to be appropriately designated; however, a small number warrant further review. A follow-up review will be provided with justification for considerations included as appropriate. Evergreen recommends that potential changes be made in consultation with the City’s legal counsel to confirm FLSA status prior to making any changes.

Moving forward, a simple, structured review process, ideally tied to annual performance cycles, will help sustain the accuracy and defensibility of the City’s classification framework over time.

Exhibit 5C identifies tasks that are often supported by implementing an annual review cycle.

Exhibit 5C | Job Description Reviews



COMPENSATION RECOMMENDATIONS

A well-structured compensation system complements a sound classification plan by ensuring that pay levels are equitable, competitive, and aligned with organizational values and objectives. A thoughtfully designed pay structure supports employee motivation, reduces turnover, and reinforces fairness across the workforce.

When developing a pay plan, Evergreen evaluates four primary factors:

- Assessment of Current Conditions (AOCC) findings,
- Job Assessment reviews
- Market data, and
- The City's compensation philosophy.

Findings from the AOCC are first reviewed to assess the strengths and weaknesses of the City's current pay plan; the JAT findings are analyzed to develop a class plan and inform alignment in the updated pay plan(s); market data is analyzed to inform market position and necessary adjustments; and finally, the proposed structure is refined to reflect the organization's compensation philosophy, ensuring alignment with leadership priorities, fiscal responsibility, and long-term talent goals.

Finding

The market analysis indicates that the City's pay structure is below the 50th percentile of the market at the minimum, midpoint, and maximum of its salary ranges. At the minimum, the City trails the market by approximately 2.4 percent, with the gap widening to approximately 4.1 percent at the maximum. This declining competitiveness from minimum to maximum is primarily attributable to the City's salary range spreads being narrower than the average range spreads observed among peer organizations. As a result, while entry-level competitiveness is closer to market, the City's structure provides slightly less growth at the upper end of its pay ranges.

Analysis by employee group further shows that the Miscellaneous and Contract (Directors and Executive Leadership) employee groups lag the market median to a greater extent than the Mid-Management group, indicating uneven competitiveness across the City’s pay plans.

Recommendation 3: Maintain individual pay plans for each employee group and update each plan to better align with the market and best practices.

Evergreen recommends updating all three pay plans to better align with the market and compensation best practices, while also reducing the administrative complexity associated with managing an excessive number of pay grades.

The Miscellaneous pay plan currently consists of 71 pay grades. Evergreen recommends consolidating this plan to 30 pay grades, supported by a consistent structure for midpoint progression and step increases.

Similarly, the Mid-Management pay plan currently includes 91 pay grades. Evergreen recommends reducing the number of grades and implementing a streamlined structure that mirrors the revised Miscellaneous plan, with consistent midpoint progression and step increase percentages.

The Contract pay plan, which covers Directors and Executive leadership, also contains an excessive number of pay grades relative to the size and complexity of the City of Riverbank. Evergreen recommends reducing this plan from 82 pay grades to 20, creating a more manageable and market-aligned structure appropriate for executive-level roles.

The proposed structure for each of the plans is shown in **Exhibit 5D**.

Exhibit 5D | Proposed Pay Plans

Grade	Minimum	Midpoint	Maximum	# of Steps	Step Increase	Grade Progression	Range Spread
Miscellaneous							
101	\$43,546.00	\$48,238.22	\$52,930.44	5	5.0%	-	21.6%
102	\$44,634.65	\$49,444.17	\$54,253.70	5	5.0%	2.5%	21.6%
103	\$45,750.52	\$50,680.28	\$55,610.04	5	5.0%	2.5%	21.6%
104	\$46,894.28	\$51,947.28	\$57,000.29	5	5.0%	2.5%	21.6%
105	\$48,066.64	\$53,245.97	\$58,425.30	5	5.0%	2.5%	21.6%
106	\$49,268.30	\$54,577.12	\$59,885.93	5	5.0%	2.5%	21.6%
107	\$50,500.01	\$55,941.54	\$61,383.08	5	5.0%	2.5%	21.6%
108	\$51,762.51	\$57,340.08	\$62,917.65	5	5.0%	2.5%	21.6%
109	\$53,056.57	\$58,773.58	\$64,490.60	5	5.0%	2.5%	21.6%
110	\$54,382.99	\$60,242.92	\$66,102.86	5	5.0%	2.5%	21.6%
111	\$55,742.56	\$61,749.00	\$67,755.43	5	5.0%	2.5%	21.6%
112	\$57,136.13	\$63,292.72	\$69,449.32	5	5.0%	2.5%	21.6%
113	\$58,564.53	\$64,875.04	\$71,185.55	5	5.0%	2.5%	21.6%
114	\$60,028.64	\$66,496.92	\$72,965.19	5	5.0%	2.5%	21.6%
115	\$61,529.36	\$68,159.34	\$74,789.32	5	5.0%	2.5%	21.6%

Exhibit 5D | Proposed Pay Plans, Continued

Miscellaneous							
Grade	Minimum	Midpoint	Maximum	# of Steps	Step Increase	Grade Progression	Range Spread
116	\$63,067.59	\$69,863.32	\$76,659.05	5	5.0%	2.5%	21.6%
117	\$64,644.28	\$71,609.91	\$78,575.53	5	5.0%	2.5%	21.6%
118	\$66,260.39	\$73,400.15	\$80,539.92	5	5.0%	2.5%	21.6%
119	\$67,916.90	\$75,235.16	\$82,553.41	5	5.0%	2.5%	21.6%
120	\$69,614.82	\$77,116.04	\$84,617.25	5	5.0%	2.5%	21.6%
121	\$71,355.19	\$79,043.94	\$86,732.68	5	5.0%	2.5%	21.6%
122	\$73,139.07	\$81,020.03	\$88,901.00	5	5.0%	2.5%	21.6%
123	\$74,967.55	\$83,045.54	\$91,123.52	5	5.0%	2.5%	21.6%
124	\$76,841.74	\$85,121.67	\$93,401.61	5	5.0%	2.5%	21.6%
125	\$78,762.78	\$87,249.72	\$95,736.65	5	5.0%	2.5%	21.6%
126	\$80,731.85	\$89,430.96	\$98,130.07	5	5.0%	2.5%	21.6%
127	\$82,750.15	\$91,666.73	\$100,583.32	5	5.0%	2.5%	21.6%
128	\$84,818.90	\$93,958.40	\$103,097.90	5	5.0%	2.5%	21.6%
129*	\$86,939.37	\$96,307.36	\$105,675.35	5	5.0%	2.5%	21.6%
130*	\$89,112.86	\$98,715.05	\$108,317.23	5	5.0%	2.5%	21.6%

*Future use

Grade	Minimum	Midpoint	Maximum	# of Steps	Step Increase	Grade Progression	Range Spread
Mid-Management/Confidential							
201	\$63,600.00	\$70,453.10	\$77,306.20	5	5.0%	-	21.6%
202	\$65,190.00	\$72,214.43	\$79,238.85	5	5.0%	2.5%	21.6%
203	\$66,819.75	\$74,019.79	\$81,219.82	5	5.0%	2.5%	21.6%
204	\$68,490.24	\$75,870.28	\$83,250.32	5	5.0%	2.5%	21.6%
205	\$70,202.50	\$77,767.04	\$85,331.58	5	5.0%	2.5%	21.6%
206	\$71,957.56	\$79,711.21	\$87,464.87	5	5.0%	2.5%	21.6%
207	\$73,756.50	\$81,703.99	\$89,651.49	5	5.0%	2.5%	21.6%
208	\$75,600.41	\$83,746.59	\$91,892.78	5	5.0%	2.5%	21.6%
209	\$77,490.42	\$85,840.26	\$94,190.10	5	5.0%	2.5%	21.6%
210	\$79,427.68	\$87,986.27	\$96,544.85	5	5.0%	2.5%	21.6%
211	\$81,413.38	\$90,185.92	\$98,958.47	5	5.0%	2.5%	21.6%
212	\$83,448.71	\$92,440.57	\$101,432.43	5	5.0%	2.5%	21.6%
213	\$85,534.93	\$94,751.59	\$103,968.24	5	5.0%	2.5%	21.6%
214	\$87,673.30	\$97,120.37	\$106,567.45	5	5.0%	2.5%	21.6%
215	\$89,865.14	\$99,548.38	\$109,231.63	5	5.0%	2.5%	21.6%

Exhibit 5D | Proposed Pay Plans, Continued

Grade	Minimum	Midpoint	Maximum	# of Steps	Step Increase	Grade Progression	Range Spread
Mid-Management/Confidential							
216	\$92,111.76	\$102,037.09	\$111,962.42	5	5.0%	2.5%	21.6%
217	\$94,414.56	\$104,588.02	\$114,761.48	5	5.0%	2.5%	21.6%
218	\$96,774.92	\$107,202.72	\$117,630.52	5	5.0%	2.5%	21.6%
219	\$99,194.29	\$109,882.79	\$120,571.28	5	5.0%	2.5%	21.6%
220	\$104,154.01	\$115,376.93	\$126,599.85	5	5.0%	5.0%	21.6%
221	\$109,361.71	\$121,145.78	\$132,929.84	5	5.0%	5.0%	21.6%
222	\$114,829.80	\$127,203.06	\$139,576.33	5	5.0%	5.0%	21.6%
223	\$120,571.28	\$133,563.22	\$146,555.15	5	5.0%	5.0%	21.6%
224	\$126,599.85	\$140,241.38	\$153,882.91	5	5.0%	5.0%	21.6%
225	\$132,929.84	\$147,253.45	\$161,577.05	5	5.0%	5.0%	21.6%

Grade	Minimum	Midpoint	Maximum	# of Steps	Step Increase	Grade Progression	Range Spread
Contract							
301	\$125,330.00	\$138,834.70	\$152,339.40	5	5.0%	-	21.6%
302	\$128,463.25	\$142,305.57	\$156,147.88	5	5.0%	2.5%	21.6%
303	\$131,674.83	\$145,863.21	\$160,051.58	5	5.0%	2.5%	21.6%
304	\$134,966.70	\$149,509.79	\$164,052.87	5	5.0%	2.5%	21.6%
305	\$138,340.87	\$153,247.53	\$168,154.19	5	5.0%	2.5%	21.6%
306	\$141,799.39	\$157,078.72	\$172,358.05	5	5.0%	2.5%	21.6%
307	\$145,344.38	\$161,005.69	\$176,667.00	5	5.0%	2.5%	21.6%
308	\$148,977.99	\$165,030.83	\$181,083.67	5	5.0%	2.5%	21.6%
309	\$152,702.44	\$169,156.60	\$185,610.76	5	5.0%	2.5%	21.6%
310	\$156,520.00	\$173,385.51	\$190,251.03	5	5.0%	2.5%	21.6%
311	\$160,433.00	\$177,720.15	\$195,007.31	5	5.0%	2.5%	21.6%
312	\$164,443.82	\$182,163.16	\$199,882.49	5	5.0%	2.5%	21.6%
313	\$168,554.92	\$186,717.24	\$204,879.55	5	5.0%	2.5%	21.6%
314	\$172,768.79	\$191,385.17	\$210,001.54	5	5.0%	2.5%	21.6%
315	\$177,088.01	\$196,169.80	\$215,251.58	5	5.0%	2.5%	21.6%
316	\$181,515.21	\$201,074.04	\$220,632.87	5	5.0%	2.5%	21.6%
317	\$186,053.09	\$206,100.89	\$226,148.69	5	5.0%	2.5%	21.6%
318	\$190,704.42	\$211,253.41	\$231,802.41	5	5.0%	2.5%	21.6%
319	\$195,472.03	\$216,534.75	\$237,597.47	5	5.0%	2.5%	21.6%
320	\$200,358.83	\$221,948.12	\$243,537.41	5	5.0%	2.5%	21.6%

Recommendation: Slot all positions into the appropriate pay grade based on internal equity and market findings.

All positions should be slotted into the appropriate pay grades based on the results of the internal classification analysis and the market study.

This process should:

- Reflect the relative level, scope, and complexity of work performed.
- Align positions to pay ranges that are consistent with market value at the 50th percentile.
- Ensure internal equity across similarly situated roles while maintaining appropriate differentiation between levels.

As part of this study, each classification was assigned to an appropriate pay grade within the newly proposed plans. There is no change to the positions assigned to each of the bargaining units. In making these determinations, Evergreen considered both internal equity and external market alignment, applying a linear regression model to identify how internal job value corresponds with market pay levels. This analysis ensured that each position was placed within the structure based on objective, data-driven criteria. In addition to quantitative analysis, qualitative factors such as career progression, organizational design, and future staffing needs were also considered. **Exhibit 5E** presents the recommended pay grade assignments for all classifications. Each of the revised pay plans intentionally includes a limited number of unutilized pay grades to provide flexibility for future organizational growth and to accommodate evolving operational and staffing needs.

Exhibit E | Proposed Pay Grade Assignment – Miscellaneous Employee Group

Proposed Grade	Proposed Minimum	Proposed Maximum	Recommended Title	Department
101	\$43,546.00	\$52,930.44	ADMINISTRATIVE CLERK	30 DEVELOPMENT SERVICES
105	\$48,066.64	\$58,425.30	MAINTENANCE WORKER I METER TECHNICIAN I*	30 DEVELOPMENT SERVICES 30 DEVELOPMENT SERVICES
107	\$50,500.01	\$61,383.08	PARK MAINTENANCE WORKER I ACCOUNT CLERK I FACILITIES MAINTENANCE WORKER I WASTEWATER TREATMENT PLANT OPERATOR-IN-TRAINING	50 PARKS & RECREATION 20 FINANCE 50 PARKS & RECREATION 45 WASTE WATER TREATMENT PLANT
108	\$51,762.51	\$62,917.65	COMMUNITY DEVELOPMENT SPECIALIST I WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN TRAINEE	30 DEVELOPMENT SERVICES 45 WASTE WATER TREATMENT PLANT
109	\$53,056.57	\$64,490.60	FACILITIES MAINTENANCE WORKER II MAINTENANCE WORKER II METER TECHNICIAN II* PARK MAINTENANCE WORKER II RECREATION AND EVENTS COORDINATOR** WATER DISTRIBUTION OPERATOR I**	50 PARKS & RECREATION 30 DEVELOPMENT SERVICES 30 DEVELOPMENT SERVICES 50 PARKS & RECREATION 50 PARKS & RECREATION 30 DEVELOPMENT SERVICES
111	\$55,742.56	\$67,755.43	ACCOUNT CLERK II COMMUNITY DEVELOPMENT SPECIALIST II	20 FINANCE 30 DEVELOPMENT SERVICES
112	\$57,136.13	\$69,449.32	ASSISTANT MECHANIC CODE ENFORCEMENT OFFICER I** SENIOR FACILITIES MAINTENANCE WORKER SENIOR MAINTENANCE WORKER SENIOR PARK MAINTENANCE WORKER WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN I WASTEWATER TREATMENT PLANT OPERATOR I WATER DISTRIBUTION OPERATOR II**	30 DEVELOPMENT SERVICES 30 DEVELOPMENT SERVICES 50 PARKS & RECREATION 30 DEVELOPMENT SERVICES 50 PARKS & RECREATION 45 WASTE WATER TREATMENT PLANT 45 WASTE WATER TREATMENT PLANT 30 DEVELOPMENT SERVICES

Exhibit 5E | Proposed Pay Grade Assignment – Miscellaneous Employee Group, Continued

Proposed Grade	Proposed Minimum	Proposed Maximum	Recommended Title	Department
113	\$58,564.53	\$71,185.55	ENGINEER TECHNICIAN I	30 DEVELOPMENT SERVICES
116	\$63,067.59	\$76,659.05	ACCOUNTING TECHNICIAN	20 FINANCE
			ADMINISTRATIVE ASSISTANT	30 DEVELOPMENT SERVICES
			CODE ENFORCEMENT OFFICER II**	30 DEVELOPMENT SERVICES
			HOUSING SPECIALIST**	20 FINANCE
			SENIOR PARK MAINTENANCE AND FACILITIES TECHNICIAN	50 PARKS & RECREATION
			SENIOR WATER DISTRIBUTION OPERATOR**	30 DEVELOPMENT SERVICES
			WASTEWATER TREATMENT PLANT OPERATOR II	45 WASTE WATER TREATMENT PLANT
117	\$64,644.28	\$78,575.53	ENGINEER TECHNICIAN II	30 DEVELOPMENT SERVICES
			SENIOR ACCOUNTING TECHNICIAN*	20 FINANCE
118	\$66,260.39	\$80,539.92	ADMINISTRATIVE ANALYST I	10 - ADMIN
			BUILDING INSPECTOR I	30 DEVELOPMENT SERVICES
			FLEET COORDINATOR**	30 DEVELOPMENT SERVICES
			HOUSING SPECIALIST II**	20 FINANCE
			PROJECT COORDINATOR	30 DEVELOPMENT SERVICES
			WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN II	45 WASTE WATER TREATMENT PLANT
119	\$67,916.90	\$82,553.41	SENIOR WASTEWATER TREATMENT PLANT OPERATOR	45 WASTE WATER TREATMENT PLANT
120	\$69,614.82	\$84,617.25	DEPUTY CITY CLERK	10 - ADMIN
122	\$73,139.07	\$88,901.00	ASSISTANT PLANNER	30 DEVELOPMENT SERVICES
			ELECTRICAL SYSTEMS TECHNICIAN	30 DEVELOPMENT SERVICES
124	\$76,841.74	\$93,401.61	BUILDING INSPECTOR II	30 DEVELOPMENT SERVICES
			CONSTRUCTION INSPECTOR I	30 DEVELOPMENT SERVICES
126	\$80,731.85	\$98,130.07	ASSOCIATE PLANNER	30 DEVELOPMENT SERVICES
128	\$84,818.90	\$103,097.90	CONSTRUCTION INSPECTOR II	30 DEVELOPMENT SERVICES

Exhibit 5E | Proposed Pay Grade Assignment – Middle Management Employee Group, Continued

Proposed Grade	Proposed Minimum	Proposed Maximum	Recommended Title	Department
201	\$63,600.00	\$77,306.20	HUMAN RESOURCES SPECIALIST*	10 - ADMIN
202	\$65,190.00	\$79,238.85	EXECUTIVE ASSISTANT**	10 - ADMIN
207	\$73,756.50	\$89,651.49	SENIOR CODE ENFORCEMENT OFFICER**	30 DEVELOPMENT SERVICES
208	\$75,600.41	\$91,892.78	ACCOUNTANT	20 FINANCE
209	\$77,490.42	\$94,190.10	RECREATION SUPERVISOR	50 PARKS & RECREATION
209			SENIOR COMMUNITY DEVELOPMENT COORDINATOR**	30 DEVELOPMENT SERVICES
210	\$79,427.68	\$96,544.85	ADMINISTRATIVE ANALYST II	70 LOCAL REDEVELOPMENT AGENCY
210			LOCAL REDEVELOPMENT AGENCY PROGRAM MANAGER*	70 LOCAL REDEVELOPMENT AGENCY
210			SENIOR PROJECT COORDINATOR	30 DEVELOPMENT SERVICES
211	\$81,413.38	\$98,958.47	ADMINISTRATIVE ANALYST III*	10 - ADMIN
211			PARKS AND FACILITIES MAINTENANCE SUPERVISOR	50 PARKS & RECREATION
211			PUBLIC INFORMATION OFFICER*	10 - ADMIN
211			PUBLIC WORKS SUPERVISOR	30 DEVELOPMENT SERVICES
212	\$83,448.71	\$101,432.43	CHIEF WATER DISTRIBUTION OPERATOR**	30 DEVELOPMENT SERVICES
212			CHIEF WASTEWATER PLANT OPERATOR**	45 WASTE WATER TREATMENT PLANT
214	\$87,673.30	\$106,567.45	SENIOR BUILDING INSPECTOR	30 DEVELOPMENT SERVICES
215	\$89,865.14	\$109,231.63	SENIOR PLANNER	30 DEVELOPMENT SERVICES
217	\$94,414.56	\$114,761.48	HUMAN RESOURCES GENERALIST**	10 - ADMIN
217			SENIOR MANAGEMENT ANALYST	10 - ADMIN
220	\$104,154.01	\$126,599.85	BUILDING OFFICIAL	30 DEVELOPMENT SERVICES
220			SENIOR CONSTRUCTION INSPECTOR	30 DEVELOPMENT SERVICES
221	\$109,361.71	\$132,929.84	ASSISTANT CITY ENGINEER*	30 DEVELOPMENT SERVICES
221			HUMAN RESOURCES MANAGER*	10 - ADMIN
222	\$114,829.80	\$139,576.33	CITY CLERK	10 - ADMIN
223	\$120,571.28	\$146,555.15	ASSISTANT FINANCE DIRECTOR	20 FINANCE
223			PUBLIC WORKS SUPERINTENDENT	45 WASTE WATER TREATMENT PLANT
224	\$126,599.85	\$153,882.91	CAPITAL PROJECT/REGULATORY COMPLIANCE MANAGER	30 DEVELOPMENT SERVICES
224			CITY PLANNER	30 DEVELOPMENT SERVICES
224			PLANNING & BUILDING MANAGER	30 DEVELOPMENT SERVICES

Exhibit 5E | Proposed Pay Grade Assignment – Contract Employee Group, Continued

Proposed Grade	Proposed Minimum	Proposed Maximum	Recommended Title	Department
301	\$125,330.00	\$152,339.40	LOCAL REDEVELOPMENT AUTHORITY EXECUTIVE DIRECTOR	30 DEVELOPMENT SERVICES
307	\$145,344.38	\$176,667.00	DIRECTOR PARKS AND RECREATION	50 PARKS & RECREATION
309	\$152,702.44	\$185,610.76	CITY ENGINEER*	30 DEVELOPMENT SERVICES
311	\$160,433.00	\$195,007.31	DIRECTOR OF COMMUNITY DEVELOPMENT	30 DEVELOPMENT SERVICES
			DIRECTOR OF FINANCE	20 FINANCE
			DIRECTOR OF PUBLIC WORKS	30 DEVELOPMENT SERVICES
315	\$177,088.01	\$215,251.58	ASSISTANT CITY MANAGER/ADMIN SERVICES DIRECTOR	20 FINANCE
319	\$195,472.03	\$237,597.47	CITY MANAGER	10 - ADMIN

* Recommended new classification

** Recommended update to title

The final step in implementing the updated classification and compensation plans is to establish a clear and deliberate strategy for crosswalking all employees to the new pay grades and steps. The selected implementation approach should balance multiple considerations, including fiscal sustainability in both the current and future years, current-year budget constraints, and the appropriate placement of employees within the revised salary structures. For Riverbank, the recommended strategy is to maintain employees’ current step placement to the extent practicable, using a hold-harmless approach that ensures no employee experiences a reduction in pay as a result of the transition. A thoughtfully planned implementation process will help ensure that employee compensation aligns with the City’s updated compensation philosophy, supports internal equity, and strengthens the City’s ability to retain and motivate a skilled workforce over time.

Recommendation 4: Utilize a consistent step implementation approach to adjust employee salaries within the existing pay structure to alleviate identified compression, reinforce internal equity, and maintain alignment with the City’s compensation philosophy and fiscal capacity.

To support the City in implementing the revised pay structure, Evergreen developed multiple transition methodologies to estimate potential implementation costs and provide flexibility in aligning the rollout with the City’s fiscal capacity and organizational objectives. Following in-depth discussions with City leadership, the Consistent Step methodology, as described in **Exhibit 5F**, was identified as the most appropriate approach. Under this methodology, employees generally retain their current step placement within the new pay grade, supporting continuity and internal equity. An exception is recommended for classifications, or individual employees, whose pay grades are realigned by more than 10 percent under the new structure. In these cases, the City may modify this strategy to place employees at the closest step to their current salary within the new pay grade to avoid unintended advancement in level or compensation beyond the intended scope of the realignment.

It should be noted that this implementation strategy is not intended to serve as the final determination of individual employee placement within the new pay grades. Rather, it is designed to establish a consistent approach for estimating fiscal impacts and developing a budgetary framework for implementation. Final placement decisions for all employees within the revised pay plans will remain at the discretion of City leadership.

*Exhibit 5F | Consistent Step Placement***Consistent Step**

Estimated Cost: \$211,264
 Number of Employees: 64
 Percent of Payroll: 3.8%

• Realigns employees to the same step they currently occupy on the pay scale. For example, an employee at Step 2 would be placed at Step 2 on the revised pay scale. Maintaining step placement preserves the existing salary relationships among employees and supports a hold-harmless transition, ensuring no employee experiences a reduction in pay. Where exact alignment is not possible, salaries are rounded to the next appropriate step. In cases where a classification's pay grade is adjusted by more than 10 percent, employees may be placed at the step closest to their current salary to avoid unintended advancement within the new structure.

BENEFITS REVIEW

Overall, the City of Riverbank is competitively positioned in the market when total compensation is considered, despite base salaries trailing the market at the upper end of the pay ranges. While the City's salaries are below market at the maximum, Riverbank's comparatively strong employer-paid benefits significantly enhance its overall compensation package. As a result, total compensation for Miscellaneous and Mid-Management employees is competitive with, and in some cases exceeds, that of peer agencies. The primary area of concern is for Contract (executive and director-level) employees, where both salary and benefit competitiveness appear to lag the market. Going forward, targeted adjustments to salary structures and select benefit elements, rather than wholesale benefit redesign, would strengthen the City's ability to recruit and retain talent across all employee groups.

Strengths of Benefit Programs:

- **Overall Total Compensation:**
Riverbank's employer-paid benefits account for approximately 36.17 percent of total compensation, above the peer average of 27.18 percent, strengthening the City's total rewards position.
- **Medical and Core Benefits:**
Employer contributions toward medical, dental, and vision insurance are competitive and aligned with or above peer practices, particularly for family coverage.
- **Retirement and Deferred Compensation:**
Participation in CalPERS and the City's employer contributions to deferred compensation are consistent with peer agencies and support long-term retention.
- **Premium and Incentive Pays:**
Longevity, bilingual, certification, and on-call/standby pays align with common market practices and add meaningful value to total compensation.
- **Paid Holidays:**
The City provides a higher number of paid holiday hours than the peer average, enhancing overall leave value.

Areas to Consider for Future Changes

- **Salary Progression at Upper Range Levels:**
The City’s narrower salary range spreads limit competitiveness from midpoint to maximum, contributing to salaries lagging the market at higher levels. Impacting both salary and total compensation maximum value.
- **Contract / Executive-Level Competitiveness:**
Contract employees trail peers in both salary and total compensation, indicating a need for targeted structural or benefit adjustments for leadership roles.
- **Benefit Flexibility and Differentiation:**
Several peers offer greater flexibility through:
 - Higher longevity caps
 - Stacking of multiple certifications (limited)
 - Additional administrative or personal leave for staff
 - Increase carry forward leave balances
- **Long-Term Incentives for Tenured Employees:**
Enhancing benefit progression at higher service levels could improve retention for long-tenured and supervisory employees.

Value of Benefits in Strengthening Market Position

- **Offsets Salary Gaps:**
Although Riverbank’s salaries are below the market at the maximum by approximately 5.1%, the City is ahead of the market in total compensation by approximately 10.4% (on average) due to the strength of its benefits.
- **Stabilizes Recruitment and Retention:**
Strong benefits reduce pressure to fully match market salaries immediately and provide a stable foundation for workforce continuity.
- **Supports Internal Equity:**
Relatively consistent benefits across employee groups reinforce fairness and predictability in the City’s total rewards strategy.

COMPENSATION AND CLASSIFICATION ADMINISTRATION

Any organization’s compensation and classification system requires periodic maintenance to remain effective. The recommendations in this chapter were developed based on the conditions present at the time of the study. Without regular updates, the system may become outdated and less competitive, increasing the risk of recruitment and retention challenges over time.

Recommendation 5: Conduct small-scale salary surveys as needed to assess the market competitiveness of hard-to-fill classifications and/or classifications with retention issues, and adjust pay grade assignments if necessary.

While the overall pay plan is unlikely to require adjustment for several years, certain classifications may need more frequent review. If the City experiences high turnover or recruitment challenges for specific roles, it should proactively collect salary range data from peer organizations to assess whether

a pay grade adjustment is warranted for those classifications. This targeted approach ensures the City can remain responsive to labor market changes without overhauling the entire pay structure.

Recommendation 6: Conduct a comprehensive classification and compensation study every three to five years.

While small-scale salary surveys can help improve the market position of specific classifications, it is recommended that the City conduct a comprehensive classification and compensation study every three to five years. This periodic review is essential to maintaining both internal and external equity, as even small changes in job duties, market conditions, or compensation practices can compound over time. Failing to respond to these changes in a timely manner may negatively impact the City's ability to recruit and retain high-quality employees.

Recommendation 7: Review and revise the City's policies and practices for determining salaries of newly hired employees, managing salary progression within the pay plan, and setting the salaries for current employees who are promoted, demoted, or transferred to a different classification.

While the previous two recommendations focus on preserving the overall competitiveness of the classification and compensation structure, it is equally important to establish clear procedures for evaluating and ensuring equitable pay practices for individual employees. This ensures consistency, transparency, and fairness in compensation decisions at the individual level.

An organization's approach to progressing employee salaries within a pay plan as well as to setting salaries for new hires, promotions, demotions, and transfers should be guided by a clearly defined compensation philosophy that is reflective of the organization's values and operational priorities. This philosophy serves as the foundation for consistent pay decisions and ensures that salary actions are both equitable and strategically aligned with organizational goals.

It is essential for the City to maintain clear, consistent guidelines for each pay action scenario to promote fairness, transparency, and accountability across the workforce. These guidelines should outline how employee movement within ranges is determined, how new hire offers are set, and how pay is adjusted when employees assume new or different roles. Consistent application of these standards will support internal equity, minimize pay disparities, and reinforce employee trust in the compensation system.

Common and recommended practices for establishing and progressing employee salaries are outlined below.

New Hires

In the City's current policies and procedures manual, newly hired employees are normally appointed at step one of the salary range assigned to the classification. However, the Personnel Rules allow for above-step hiring when warranted. A Department Head may recommend appointment above step one when recruitment is difficult or when a candidate's education or experience is significantly greater than the minimum requirements of the classification. Any appointment above the first step requires approval from the executive leadership, ensuring centralized oversight and consistency in application

This approach is consistent with best practices; a new employee's starting salary should primarily reflect the extent of education and experience the individual possesses beyond the minimum requirements for the position. Typically, candidates who meet only the minimum qualifications are hired at or near the pay grade minimum.

Once the City has completed the initial implementation adjustment for current employees, internal equity should be a guiding factor when setting new hire salaries. Starting pay for new employees should be comparable to that of existing employees in the same classification who possess similar qualifications and experience, ensuring fairness and maintaining equity across the workforce.

Salary Progression

The City should continue to adjust salaries annually when financially feasible. Riverbank utilizes a five-step salary range structure, with approximately 5 percent between steps. Salary advancement within a range is not automatic and is based on merit and performance, subject to Department Head recommendation. Employees may become eligible for their first step increase after six months of satisfactory service, with subsequent step increases typically considered annually on the employee's salary anniversary date, following satisfactory performance. Step increases become effective at the beginning of the payroll period following the anniversary date.

The City also allows for special merit increases for outstanding performance. These require written justification, approval by Executive Leadership, and may be granted in addition to a regular step increase, though not more than once in a twelve-month period and not to employees already at the top step of the range.

Evergreen recommends that the basis of salary adjustment in the future be defined at three distinct levels: Structural, Classification, and Individual. These levels are discussed below in **Exhibit 5G**.

Exhibit 5G | Levels of Compensation Adjustments



Structural

Pay ranges should be adjusted annually to account for changes in the cost of living. Evergreen recommends that the City tie annual range adjustments to the local change in the Consumer Price Index (CPI). This practice will help prevent the City's pay structure from falling behind market trends. When conducting the small-scale peer surveys references above, the City should also gather information on pay plan adjustments and anticipated movements from its peers to ensure that market trends remain consistent with CPI changes.



Classification

As a result of the market surveys, the City may identify classifications or job families that are experiencing considerable market movement and as a result, reassignment of the pay grades should be considered when this occurs. Alternatively, if the City identifies classifications that have become hard to recruit and retain, pay grade reassignment should also be considered to ensure the City is competitive for both recruiting new talent and retaining existing employees.



Individual

To tie into the adjustment of the structure, Evergreen recommends the City adjust employee salaries annually for cost-of-living. This adjustment would be made for all employees and should be greater than the structural adjustment to allow for meaningful progression through the pay range. For example, if the salary range is adjusted upward by two percent to account for market movement, employees should receive an increase slightly above that threshold to avoid remaining static within the range.

Promotions

When an employee is promoted to a new classification, it is important to have clear guidelines for calculating the new salary in a way that recognizes the employee's increased responsibilities, places the salary appropriately within the new pay grade, and maintains internal equity among peers in the new classification. Many organizations establish a minimum percentage increase tied to the number of pay grades advanced through the promotion. Regardless of the specific increase, the employee's new salary should always fall within the range of the new pay grade, and salary placement should reflect both the employee's qualifications and the compensation of others in the same classification to ensure fairness and consistency.

Current policy states that when an employee is promoted, the City places the employee at a step in the new salary range that results in at least a five percent increase over the employee's current salary, not to exceed the maximum of the new range. For promotions into supervisory positions, the salary must also be at least five percent higher than the salaries of employees supervised. Promotional salary placement resets the employee's salary anniversary date for future step increases. The updated pay plan allows for sufficient distance between levels, as well as additional grades when/if needed, to align with this policy.

Demotions

When an employee is demoted to a position assigned to a lower pay grade, the salary should be adjusted to reflect the reduced level of responsibility while maintaining fairness and internal consistency. In most cases, the employee's pay should decrease appropriately within the range of the lower classification. The specific adjustment may vary depending on whether the demotion is voluntary or involuntary, as well as the employee's experience and performance history. However, the resulting salary should not exceed the maximum of the new pay range. Clear, consistent guidelines for handling demotions help preserve equity across the organization and ensure that pay decisions remain objective and transparent.

In current policy, demotions, whether voluntary or involuntary, the employee is placed at the step in the lower salary range closest to their prior salary. If the closest step would result in an increase, the employee is placed at the next lower step. Demotions shall not result in a salary increase, and the salary anniversary date remains unchanged. The City's current policy is in alignment with best practice.

Transfers

A transfer occurs when an employee is reassigned to a different classification within the same pay grade or when their classification remains the same but their department changes. In most cases, a transfer does not require a salary adjustment, as the employee's role and pay grade remain unchanged. However, a salary adjustment may be warranted if the employee's current salary is not aligned with the salaries of others in the new classification or department. In such cases, the City should consider adjusting either the transferring employee's salary or the salaries of incumbents in the classification to maintain internal equity within the new team or organizational structure. The City's current policy is in alignment with best practice.

Reclassifications

Reclassifications occur when the duties, responsibilities, or scope of a position have evolved over time and no longer align with the originally established classification expectations. These changes may result from organizational growth, regulatory requirements, technological advancements, or shifts in service delivery that incrementally expand or alter the nature of the work performed. A well-defined reclassification process is essential to ensure that positions remain accurately classified, internally aligned, and compensated appropriately based on the actual level of responsibility and complexity of the work assigned.

The City's policy states that when a position is reclassified to a higher-paid classification, the incumbent is placed at a step that provides at least a five percent increase, with the possibility of a higher adjustment upon Department Head recommendation and Executive Leadership approval. If the reclassification results in a lower salary range, the employee is placed at the step closest to their prior salary. The City's policy is in alignment with best practice.

Out-of-Class Assignments

Out-of-class assignments occur when an employee is temporarily directed to perform the duties and assume the responsibilities of a higher-level classification for a defined period of time. These assignments are typically used to address short-term operational needs, such as covering vacancies, managing special projects, or providing interim supervision, without permanently altering the employee's classification. Clear guidelines for out-of-class assignments help distinguish temporary duty changes from permanent reclassifications, ensure appropriate compensation for additional responsibilities, and maintain internal equity and consistency in the administration of the City's classification and compensation system.

By policy, employees temporarily assigned to perform the duties of a higher-level classification may receive out-of-class pay equal to a five percent salary increase after performing such duties for two full pay periods. Out-of-class assignments are limited in duration and require advance approval, distinguishing temporary assignments from permanent classification changes. The City's policy is in alignment with best practice.

Policy Considerations

1. Pay Plan Structure and Number of Grades (*Personnel Rules and Regulations - Chapter 10*)

Current Policy Context

Chapter 10 references a compensation structure built around a large number of pay grades, each with a five-step range and approximately 5% step differentials.

Alignment Consideration

The study recommends significant consolidation of pay grades across all three pay plans, while maintaining consistent step logic.

Recommended Policy Update

Clarify that:

- Pay plans may include consolidated or banded grade structures, as adopted by Council.
- The number of grades within a plan may change over time to reflect market conditions and organizational needs.

This ensures the policy remains valid even as the City reduces grade counts.

2. Step Advancement and Salary Anniversary Language (*Personnel Rules and Regulations Chapter 10*)

Current Policy Context

Salary progression is tied to salary anniversary dates and step movement within a five-step range.

Alignment Consideration

- Consolidated plans may result in:
 - Employees entering revised grades at different relative positions
 - Temporary deviations from historical anniversary alignment during implementation

Recommended Policy Update

- Add clarifying language that:
 - Salary anniversary dates may be administratively adjusted during implementation of a new pay plan.
 - Step placement during a pay plan transition may follow an approved update

3. Reclassification Salary Placement (*Personnel Rules and Regulations Chapter 3 & Chapter 10*)

Current Policy Context

- Reclassifications trigger step placement rules similar to promotions or demotions.

Alignment Consideration

- The study recommends:
 - Holding employees harmless
 - Avoiding unintended advancement when grades shift more than 10%

Recommended Policy Update

- Add language acknowledging:
 - Reclassifications resulting from system-wide pay plan restructuring may follow an approved implementation methodology rather than standard reclassification rules.
- This distinction protects equity and fiscal integrity during transition.

4. Above-Step Hiring Provisions (*Personnel Rules and Regulations Chapter 10*)

Current Policy Context

- Above-step hiring is permitted with justification and approval.

Alignment Consideration

- With few steps and a narrow range, above-step hires can create compression risks.

Recommended Policy Update

- Clarify that:
 - Above-step hiring should be evaluated in the context of internal equity within consolidated grades.
 - Documentation should explicitly address compression impacts.
 - Applicant/Employee is required to provide documentation of demonstrated experience.

5. Definitions Section (*Personnel Rules and Regulations Chapter 2*)

Current Policy Context

- Definitions focus on traditional classification and pay plan concepts.

Alignment Consideration

- The study introduces modern compensation concepts used operationally.

Optional Enhancements

Add definitions for:

- *Pay Plan Consolidation*
- *Benchmark Classification*
- *Market Adjustment*
- *Hold Harmless Implementation*
- *Internal Equity*

These additions are not required but would improve clarity and long-term policy usability.

Overall, the City's existing policies provide a strong foundation and do not conflict with the recommended classification and compensation changes. The updates identified above are minor, clarifying refinements that would:

- Support administration of consolidated pay plans
- Preserve flexibility during implementation

- Reduce unintended compression or over-placement
- Ensure long-term consistency between policy and practice

Importantly, none of these updates are prerequisites to implementation; they can be adopted concurrently or phased in following Council approval of the revised pay plans.

SUMMARY

The City is to be commended for its commitment to maintaining a competitive, equitable, and well-structured compensation program for its employees. The recommendations presented in this report establish a modern, market-responsive pay plan supported by internally and externally aligned pay grade assignments and clear, defensible system administration practices. Collectively, these improvements provide the City with a sustainable and flexible classification and compensation framework capable of adapting to future organizational and labor market changes. While ongoing monitoring and periodic adjustment will be necessary to maintain alignment, the long-term benefits, including strengthened recruitment, improved employee retention, enhanced internal equity, and greater organizational consistency, represent a strategic and worthwhile investment for the City and its employees.

RIVERBANK CITY COUNCIL / LRA BOARD

AGENDA ITEM NO. 11.5.

SECTION : NEW BUSINESS

Meeting Date:	4/28/2026
Subject:	Resolution Approving the Amendment to the Memorandum of Understanding Between the City of Riverbank and the Riverbank Miscellaneous Employees Bargaining Unit and Adopt updated Salary Schedule
From:	Marisela H. Garcia, City Manager
Submitted by:	Tammy Alcantor, Assistant City Manager

RECOMMENDATION

City Council to consider approving a Resolution for the Amendment to the Memorandum of Understanding (MOU) between the City of Riverbank and the Riverbank Miscellaneous Employees Bargaining Unit, and adopt the updated salary schedule consistent with the Classification and Compensation Study.

SUMMARY

Following City Council acceptance of the Classification and Compensation Study prepared by Evergreen Solutions, LLC, staff has completed the meet-and-confer process with the Riverbank Miscellaneous Employees Bargaining Unit regarding implementation of the study recommendations.

The proposed MOU Amendment and updated salary schedule reflect agreed-upon changes to compensation, classification assignments, and pay structures consistent with the study's findings and the City's adopted compensation framework.

STRATEGIC PLAN

This item is not directly related to a Strategic Plan Goal. It is intended to support the City's efforts to enhance the effectiveness, fairness, and competitiveness of its compensation and classification systems.

BACKGROUND

The Classification and Compensation Study identified opportunities to modernize the City's compensation structure, improve internal equity, and align salary ranges more closely with the external market.

Implementation for represented employees requires a formal agreement through the meet-and-confer process. The City and the Miscellaneous Employees Bargaining Unit have reached an agreement on the following:

- Updated salary schedule aligned to market median targets
- Revised pay grade structure and classification assignments to be effective April 17, 2026
- Adjustments to address compression and internal equity
- Implementation approach consistent with the study's "hold harmless" concept

These changes are reflected in the attached MOU Amendment and salary schedule.

FINANCIAL IMPACT

The financial impact associated with these changes is included in the overall estimated annual cost of implementation of approximately **\$77,478** for the bargaining group. For Fiscal Year 2025-2026, the estimated cost is **\$19,370**.

ATTACHMENTS

1. Resolution
2. MOU Amendment No 1 _ Riverbank Miscellaneous Employees Bargaining Unit

CITY OF RIVERBANK

RESOLUTION 2026-

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVERBANK
APPROVING AN AMENDMENT TO THE MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF RIVERBANK AND THE RIVERBANK MISCELLANEOUS
EMPLOYEES BARGAINING UNIT AND ADOPTING UPDATED SALARY
SCHEDULES CONSISTENT WITH THE CLASSIFICATION AND COMPENSATION
STUDY**

THE CITY OF RIVERBANK CITY COUNCIL (HEREAFTER REFERRED TO AS THE “CITY COUNCIL”) DOES HEREBY RESOLVE THAT:

WHEREAS, the City Council previously adopted a Resolution accepting and incorporating the recommendations of the Classification and Compensation Study prepared by Evergreen Solutions, LLC; and

WHEREAS, implementation of the study recommendations requires updates to salary schedules, classification structures, and compensation practices; and

WHEREAS, the Riverbank Miscellaneous Employees Bargaining Unit is a recognized employee organization representing miscellaneous employees of the City; and

WHEREAS, the City and the Bargaining Unit have met and conferred in good faith regarding the implementation of the study recommendations and have reached agreement on amendments to the Memorandum of Understanding (MOU); and

WHEREAS, the agreed-upon changes include updated salary schedules, classification assignments, and related compensation provisions consistent with the study and the City’s adopted compensation framework;

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

1. Approval of MOU Amendment

The City Council hereby approves the Amendment to the Memorandum of Understanding between the City of Riverbank and the Riverbank Miscellaneous Employees Bargaining Unit.

2. Adoption of Salary Schedule

The updated salary schedule for the Miscellaneous Employees Bargaining Unit, attached hereto as Exhibit A, is hereby approved and adopted.

3. Classification and Compensation Implementation

The updated classifications, pay grade assignments, and compensation adjustments identified in the study and reflected in the amended MOU are hereby approved.

4. Effective Date

The approved salary schedules and compensation adjustments shall become effective April 17, 2026.

5. Authorization

The City Manager is authorized to execute the MOU Amendment and implement the provisions of this Resolution.

PASSED AND ADOPTED by the City Council of the City of Riverbank at a regular meeting held on the 28th day of April, 2026; motioned by Councilmember _____, seconded by Councilmember _____, and upon roll call was carried by the following City Council vote of _____:

AYES:

NAYS:

ABSENT:

ABSTAINED:

ATTEST:

APPROVED:

Gabriela Hernandez, CMC
City Clerk

Rachel Hernandez
Mayor

Attachment: *AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF RIVERBANK AND THE RIVERBANK MISCELLANEOUS EMPLOYEES BARGAINING UNIT (LABORERS LOCAL #1130) FOR CONTRACT EFFECTIVE SEPTEMBER 19, 2025 – JUNE 30, 2027*

**Agreement Between
City of Riverbank and
Riverbank Miscellaneous Employees Bargaining Unit**

AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF RIVERBANK AND THE RIVERBANK MISCELLANEOUS EMPLOYEES BARGAINING UNIT (LABORERS LOCAL #1130) FOR CONTRACT EFFECTIVE SEPTEMBER 19, 2025 – JUNE 30, 2027

RECITALS

This Amendment No. 1 (“Amendment”) to the Memorandum of Understanding (“MOU”) is entered into between the City of Riverbank (“City”) and the Riverbank Miscellaneous Employees Bargaining Unit, Laborers Local #1130 (“Union”).

WHEREAS, the City and the Union are parties to a current Memorandum of Understanding governing wages, hours, and other terms and conditions of employment; and

WHEREAS, the City retained Evergreen Solutions, LLC to conduct a comprehensive Classification and Compensation Study; and

WHEREAS, the City Council accepted and incorporated the recommendations of the study as a framework for modernizing the City’s classification and compensation system; and

WHEREAS, the City and the Union have met and conferred in good faith regarding the impacts and implementation of the study recommendations as they apply to employees represented by the Union; and

WHEREAS, the parties have reached an agreement on certain modifications to compensation and classification provisions of the MOU;

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. SALARY SCHEDULE UPDATE

Effective April 17, 2026, the salary schedule for all classifications represented by the Riverbank Miscellaneous Employees Bargaining Unit shall be updated as set forth in Exhibit A, attached hereto and incorporated by reference.

The updated salary schedule reflects revised pay ranges, grade assignments, and classification alignment consistent with the Classification and Compensation Study.

2. CLASSIFICATION AND PAY GRADE ASSIGNMENTS

Classifications shall be assigned to revised pay grades as identified in the Exhibit A.

The City retains the right to maintain and administer classification assignments consistent with the adopted classification framework, subject to applicable meet-and-confer obligations.

3. IMPLEMENTATION / STEP PLACEMENT

Employees shall be placed into the updated salary schedule based on the following principles:

- Employees shall be placed at the step within the new range that most closely corresponds to their current base salary
- No employee shall experience a reduction in base salary as a result of implementation
- Where necessary, employees may be placed at a step that results in a salary increase to maintain internal equity and alignment with the new structure

4. SALARY ADMINISTRATION

Salary progression following implementation shall be governed by the provisions of the MOU, unless otherwise modified herein.

The City may establish administrative guidelines for salary placement and progression consistent with the adopted compensation framework.

5. EFFECT ON OTHER PROVISIONS

Except as expressly modified by this Amendment, all other terms and conditions of the existing MOU shall remain in full force and effect.

6. TERM OF AMENDMENT

This Amendment shall become effective on April 28, 2026 and shall remain in effect for the duration of the current MOU unless modified by mutual agreement of the parties.

7. FULL UNDERSTANDING

This Amendment represents the full and complete understanding of the parties regarding the matters addressed herein and supersedes any prior discussions or agreements on these matters.

SIGNATURES

IN WITNESS WHEREOF, the parties have executed this Amendment:

For the City of Riverbank

_____ Date: _____
Marisela H. Garcia, City Manager

**For the Union: Northern California District Council of Laborers' and Construction
Production & Maintenance Laborers', Local Union #1130; AFL; CIO**

_____ Date: _____
Joshua Lepper, Business Manager

_____ Date: _____
David McDaniel, Shop Steward

_____ Date: _____
Oscar Padilla, Shop Steward

Modified Appendix A
City of Riverbank
Employee Compensation Plan
Effective April 17, 2026

MONTHLY SALARY STEPS						
Classification Title	Pay Range	Step A	Step B	Step C	Step D	Step E
ACCOUNT CLERK I	107	\$ 4,208.33	\$ 4,418.75	\$ 4,639.69	\$ 4,871.67	\$ 5,115.26
ACCOUNT CLERK II	111	\$ 4,645.21	\$ 4,877.47	\$ 5,121.35	\$ 5,377.42	\$ 5,646.29
ACCOUNTING TECHNICIAN	116	\$ 5,255.63	\$ 5,518.41	\$ 5,794.34	\$ 6,084.05	\$ 6,388.25
ADMINISTRATIVE ANALYST I	118	\$ 5,521.70	\$ 5,797.78	\$ 6,087.67	\$ 6,392.06	\$ 6,711.66
ADMINISTRATIVE ASSISTANT	116	\$ 5,255.63	\$ 5,518.41	\$ 5,794.34	\$ 6,084.05	\$ 6,388.25
ADMINISTRATIVE CLERK	101	\$ 3,628.83	\$ 3,810.28	\$ 4,000.79	\$ 4,200.83	\$ 4,410.87
ASSISTANT MECHANIC	112	\$ 4,761.34	\$ 4,999.41	\$ 5,249.38	\$ 5,511.85	\$ 5,787.44
ASSISTANT PLANNER	122	\$ 6,094.92	\$ 6,399.67	\$ 6,719.65	\$ 7,055.63	\$ 7,408.42
ASSOCIATE PLANNER	126	\$ 6,727.65	\$ 7,064.04	\$ 7,417.24	\$ 7,788.10	\$ 8,177.51
BUILDING INSPECTOR I	118	\$ 5,521.70	\$ 5,797.78	\$ 6,087.67	\$ 6,392.06	\$ 6,711.66
BUILDING INSPECTOR II	124	\$ 6,403.48	\$ 6,723.65	\$ 7,059.83	\$ 7,412.83	\$ 7,783.47
CODE ENFORCEMENT OFFICER I	112	\$ 4,761.34	\$ 4,999.41	\$ 5,249.38	\$ 5,511.85	\$ 5,787.44
CODE ENFORCEMENT OFFICER II	116	\$ 5,255.63	\$ 5,518.41	\$ 5,794.34	\$ 6,084.05	\$ 6,388.25
COMMUNITY DEVELOPMENT SPECIALIST I	108	\$ 4,313.54	\$ 4,529.22	\$ 4,755.68	\$ 4,993.46	\$ 5,243.14
COMMUNITY DEVELOPMENT SPECIALIST II	111	\$ 4,645.21	\$ 4,877.47	\$ 5,121.35	\$ 5,377.42	\$ 5,646.29
CONSTRUCTION INSPECTOR I	124	\$ 6,727.65	\$ 7,064.04	\$ 7,417.24	\$ 7,788.10	\$ 8,177.51
CONSTRUCTION INSPECTOR II	128	\$ 7,068.24	\$ 7,421.65	\$ 7,792.74	\$ 8,182.37	\$ 8,591.49
DEPUTY CITY CLERK	120	\$ 5,801.24	\$ 6,091.30	\$ 6,395.86	\$ 6,715.65	\$ 7,051.44
ELECTRICAL SYSTEMS TECHNICIAN	122	\$ 6,094.92	\$ 6,399.67	\$ 6,719.65	\$ 7,055.63	\$ 7,408.42
ENGINEER TECHNICIAN I	113	\$ 4,880.38	\$ 5,124.40	\$ 5,380.62	\$ 5,649.65	\$ 5,932.13
ENGINEER TECHNICIAN II	117	\$ 5,387.02	\$ 5,656.37	\$ 5,939.19	\$ 6,236.15	\$ 6,547.96
FACILITIES MAINTENANCE WORKER I	107	\$ 4,208.33	\$ 4,418.75	\$ 4,639.69	\$ 4,871.67	\$ 5,115.26
FACILITIES MAINTENANCE WORKER II	109	\$ 4,421.38	\$ 4,642.45	\$ 4,874.57	\$ 5,118.30	\$ 5,374.22
FLEET COORDINATOR	118	\$ 5,521.70	\$ 5,797.78	\$ 6,087.67	\$ 6,392.06	\$ 6,711.66
HOUSING SPECIALIST I	116	\$ 5,255.63	\$ 5,518.41	\$ 5,794.34	\$ 6,084.05	\$ 6,388.25
HOUSING SPECIALIST II	118	\$ 5,521.70	\$ 5,797.78	\$ 6,087.67	\$ 6,392.06	\$ 6,711.66
MAINTENANCE WORKER I	105	\$ 4,005.55	\$ 4,205.83	\$ 4,416.12	\$ 4,636.93	\$ 4,868.77
MAINTENANCE WORKER II	109	\$ 4,421.38	\$ 4,642.45	\$ 4,874.57	\$ 5,118.30	\$ 5,374.22
METER TECHNICIAN I	105	\$ 4,005.55	\$ 4,205.83	\$ 4,416.12	\$ 4,636.93	\$ 4,868.77
METER TECHNICIAN II	109	\$ 4,421.38	\$ 4,642.45	\$ 4,874.57	\$ 5,118.30	\$ 5,374.22
PARK MAINTENANCE WORKER I	105	\$ 4,005.55	\$ 4,205.83	\$ 4,416.12	\$ 4,636.93	\$ 4,868.77
PARK MAINTENANCE WORKER II	109	\$ 4,421.38	\$ 4,642.45	\$ 4,874.57	\$ 5,118.30	\$ 5,374.22
PROJECT COORDINATOR	118	\$ 5,521.70	\$ 5,797.78	\$ 6,087.67	\$ 6,392.06	\$ 6,711.66
RECREATION AND EVENTS COORDINATOR	109	\$ 4,421.38	\$ 4,642.45	\$ 4,874.57	\$ 5,118.30	\$ 5,374.22

Continued Appendix A - Compensation Plan Effective April 17, 2026

MONTHLY SALARY STEPS						
Classification Title	Pay Range	Step A	Step B	Step C	Step D	Step E
SENIOR ACCOUNTING TECHNICIAN	117	\$ 5,387.02	\$ 5,656.37	\$ 5,939.19	\$ 6,236.15	\$ 6,547.96
SENIOR FACILITIES MAINTENANCE WORKER	112	\$4,761.34	\$4,999.41	\$5,249.38	\$5,511.85	\$5,787.44
SENIOR MAINTENANCE WORKER	112	\$4,761.34	\$4,999.41	\$5,249.38	\$5,511.85	\$5,787.44
SENIOR PARK MAINTENANCE WORKER	112	\$4,761.34	\$4,999.41	\$5,249.38	\$5,511.85	\$5,787.44
SENIOR PARK MAINTENANCE WORKER/FACILITIES TECHNICIAN	116	\$ 5,255.63	\$ 5,518.41	\$ 5,794.34	\$ 6,084.05	\$ 6,388.25
SENIOR WASTEWATER TREATMENT PLANT OPERATOR	119	\$5,659.74	\$ 5,942.73	\$6,239.87	\$ 6,551.86	\$ 6,879.45
SENIOR WATER DISTRIBUTION OPERATOR	116	\$ 5,255.63	\$ 5,518.41	\$ 5,794.34	\$ 6,084.05	\$ 6,388.25
WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN I	112	\$4,761.34	\$4,999.41	\$5,249.38	\$5,511.85	\$5,787.44
WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN II	118	\$5,521.70	\$ 5,797.78	\$6,087.67	\$ 6,392.06	\$ 6,711.66
WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN TRAINEE	108	\$ 4,313.54	\$ 4,529.22	\$ 4,755.68	\$ 4,993.46	\$ 5,243.14
WASTEWATER TREATMENT PLANT OPERATOR I	112	\$4,761.34	\$4,999.41	\$5,249.38	\$5,511.85	\$5,787.44
WASTEWATER TREATMENT PLANT OPERATOR II	116	\$ 5,255.63	\$ 5,518.41	\$ 5,794.34	\$ 6,084.05	\$ 6,388.25
WASTEWATER TREATMENT PLANT OPERATOR-IN-TRAINING	107	\$ 4,208.33	\$ 4,418.75	\$ 4,639.69	\$ 4,871.67	\$ 5,115.26
WATER DISTRIBUTION OPERATOR I	109	\$ 4,421.38	\$ 4,642.45	\$ 4,874.57	\$ 5,118.30	\$ 5,374.22
WATER DISTRIBUTION OPERATOR II	112	\$4,761.34	\$4,999.41	\$5,249.38	\$5,511.85	\$5,787.44

Modified Appendix B
City of Riverbank
Employee Compensation Plan
Effective July 2026

MONTHLY SALARY STEPS						
Classification Title	Pay Range	Step A	Step B	Step C	Step D	Step E
ACCOUNT CLERK I	107	\$ 4,334.58	\$ 4,551.31	\$ 4,778.88	\$ 5,017.82	\$ 5,268.71
ACCOUNT CLERK II	111	\$ 4,784.57	\$ 5,023.80	\$ 5,274.99	\$ 5,538.74	\$ 5,815.67
ACCOUNTING TECHNICIAN	116	\$ 5,413.30	\$ 5,683.97	\$ 5,968.17	\$ 6,266.57	\$ 6,579.90
ADMINISTRATIVE ANALYST I	118	\$ 5,687.35	\$ 5,971.72	\$ 6,270.30	\$ 6,583.82	\$ 6,913.01
ADMINISTRATIVE ASSISTANT	116	\$ 5,413.30	\$ 5,683.97	\$ 5,968.17	\$ 6,266.57	\$ 6,579.90
ADMINISTRATIVE CLERK	101	\$ 3,737.70	\$ 3,924.58	\$ 4,120.81	\$ 4,326.85	\$ 4,543.20
ASSISTANT MECHANIC	112	\$ 4,904.18	\$ 5,149.39	\$ 5,406.86	\$ 5,677.21	\$ 5,961.07
ASSISTANT PLANNER	122	\$ 6,277.77	\$ 6,591.66	\$ 6,921.24	\$ 7,267.30	\$ 7,630.67
ASSOCIATE PLANNER	126	\$ 6,929.48	\$ 7,275.96	\$ 7,639.76	\$ 8,021.74	\$ 8,422.83
BUILDING INSPECTOR I	118	\$ 5,687.35	\$ 5,971.72	\$ 6,270.30	\$ 6,583.82	\$ 6,913.01
BUILDING INSPECTOR II	124	\$ 6,595.58	\$ 6,925.36	\$ 7,271.63	\$ 7,635.21	\$ 8,016.97
CODE ENFORCEMENT OFFICER I	112	\$ 4,904.18	\$ 5,149.39	\$ 5,406.86	\$ 5,677.21	\$ 5,961.07
CODE ENFORCEMENT OFFICER II	116	\$ 5,413.30	\$ 5,683.97	\$ 5,968.17	\$ 6,266.57	\$ 6,579.90
COMMUNITY DEVELOPMENT SPECIALIST I	108	\$ 4,442.95	\$ 4,665.10	\$ 4,898.35	\$ 5,143.27	\$ 5,400.43
COMMUNITY DEVELOPMENT SPECIALIST II	111	\$ 4,784.57	\$ 5,023.80	\$ 5,274.99	\$ 5,538.74	\$ 5,815.67
CONSTRUCTION INSPECTOR I	124	\$ 6,929.48	\$ 7,275.96	\$ 7,639.76	\$ 8,021.74	\$ 8,422.83
CONSTRUCTION INSPECTOR II	128	\$ 7,280.29	\$ 7,644.30	\$ 8,026.52	\$ 8,427.84	\$ 8,849.24
DEPUTY CITY CLERK	120	\$ 5,975.27	\$ 6,274.04	\$ 6,587.74	\$ 6,917.12	\$ 7,262.98
ELECTRICAL SYSTEMS TECHNICIAN	122	\$ 6,277.77	\$ 6,591.66	\$ 6,921.24	\$ 7,267.30	\$ 7,630.67
ENGINEER TECHNICIAN I	113	\$ 5,026.79	\$ 5,278.13	\$ 5,542.03	\$ 5,819.14	\$ 6,110.09
ENGINEER TECHNICIAN II	117	\$ 5,548.63	\$ 5,826.07	\$ 6,117.37	\$ 6,423.24	\$ 6,744.40
FACILITIES MAINTENANCE WORKER I	107	\$ 4,334.58	\$ 4,551.31	\$ 4,778.88	\$ 5,017.82	\$ 5,268.71
FACILITIES MAINTENANCE WORKER II	109	\$ 4,554.02	\$ 4,781.72	\$ 5,020.81	\$ 5,271.85	\$ 5,535.44
FLEET COORDINATOR	118	\$ 5,687.35	\$ 5,971.72	\$ 6,270.30	\$ 6,583.82	\$ 6,913.01
HOUSING SPECIALIST I	116	\$ 5,413.30	\$ 5,683.97	\$ 5,968.17	\$ 6,266.57	\$ 6,579.90
HOUSING SPECIALIST II	118	\$ 5,687.35	\$ 5,971.72	\$ 6,270.30	\$ 6,583.82	\$ 6,913.01
MAINTENANCE WORKER I	105	\$ 4,125.72	\$ 4,332.01	\$ 4,548.61	\$ 4,776.04	\$ 5,014.84
MAINTENANCE WORKER II	109	\$ 4,554.02	\$ 4,781.72	\$ 5,020.81	\$ 5,271.85	\$ 5,535.44
METER TECHNICIAN I	105	\$ 4,125.72	\$ 4,332.01	\$ 4,548.61	\$ 4,776.04	\$ 5,014.84
METER TECHNICIAN II	109	\$ 4,554.02	\$ 4,781.72	\$ 5,020.81	\$ 5,271.85	\$ 5,535.44
PARK MAINTENANCE WORKER I	105	\$ 4,125.72	\$ 4,332.01	\$ 4,548.61	\$ 4,776.04	\$ 5,014.84
PARK MAINTENANCE WORKER II	109	\$ 4,554.02	\$ 4,781.72	\$ 5,020.81	\$ 5,271.85	\$ 5,535.44
PROJECT COORDINATOR	118	\$ 5,687.35	\$ 5,971.72	\$ 6,270.30	\$ 6,583.82	\$ 6,913.01
RECREATION AND EVENTS COORDINATOR	109	\$ 4,554.02	\$ 4,781.72	\$ 5,020.81	\$ 5,271.85	\$ 5,535.44

Continued - Appendix B Compensation Plan Effective July 2026

MONTHLY SALARY STEPS						
Classification Title	Pay Range	Step A	Step B	Step C	Step D	Step E
SENIOR ACCOUNTING TECHNICIAN	117	\$ 5,548.63	\$ 5,826.07	\$ 6,117.37	\$ 6,423.24	\$ 6,744.40
SENIOR FACILITIES MAINTENANCE WORKER	112	\$ 4,904.18	\$ 5,149.39	\$ 5,406.86	\$ 5,677.21	\$ 5,961.07
SENIOR MAINTENANCE WORKER	112	\$ 4,904.18	\$ 5,149.39	\$ 5,406.86	\$ 5,677.21	\$ 5,961.07
SENIOR PARK MAINTENANCE WORKER	112	\$ 4,904.18	\$ 5,149.39	\$ 5,406.86	\$ 5,677.21	\$ 5,961.07
SENIOR PARK MAINTENANCE WORKER/FACILITIES TECHNICIAN	116	\$ 5,413.30	\$ 5,683.97	\$ 5,968.17	\$ 6,266.57	\$ 6,579.90
SENIOR WASTEWATER TREATMENT PLANT OPERATOR	119	\$ 5,829.53	\$ 6,121.01	\$ 6,427.06	\$ 6,748.41	\$ 7,085.83
SENIOR WATER DISTRIBUTION OPERATOR	116	\$ 5,413.30	\$ 5,683.97	\$ 5,968.17	\$ 6,266.57	\$ 6,579.90
WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN I	112	\$ 4,904.18	\$ 5,149.39	\$ 5,406.86	\$ 5,677.21	\$ 5,961.07
WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN II	118	\$ 5,687.35	\$ 5,971.72	\$ 6,270.30	\$ 6,583.82	\$ 6,913.01
WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN TRAINEE	108	\$ 4,442.95	\$ 4,665.10	\$ 4,898.35	\$ 5,143.27	\$ 5,400.43
WASTEWATER TREATMENT PLANT OPERATOR I	112	\$ 4,904.18	\$ 5,149.39	\$ 5,406.86	\$ 5,677.21	\$ 5,961.07
WASTEWATER TREATMENT PLANT OPERATOR II	116	\$ 5,413.30	\$ 5,683.97	\$ 5,968.17	\$ 6,266.57	\$ 6,579.90
WASTEWATER TREATMENT PLANT OPERATOR-IN-TRAINING	107	\$ 4,334.58	\$ 4,551.31	\$ 4,778.88	\$ 5,017.82	\$ 5,268.71
WATER DISTRIBUTION OPERATOR I	109	\$ 4,554.02	\$ 4,781.72	\$ 5,020.81	\$ 5,271.85	\$ 5,535.44
WATER DISTRIBUTION OPERATOR II	112	\$ 4,904.18	\$ 5,149.39	\$ 5,406.86	\$ 5,677.21	\$ 5,961.07

City of Riverbank
Position Classifications and Salary Ranges
Riverbank Municipal Employees Bargaining Unit

Classification Title	Pay Range
ACCOUNT CLERK I	107
ACCOUNT CLERK II	111
ACCOUNTING TECHNICIAN	116
ADMINISTRATIVE ANALYST I	118
ADMINISTRATIVE ASSISTANT	116
ADMINISTRATIVE CLERK	101
ASSISTANT MECHANIC	112
ASSISTANT PLANNER	122
ASSOCIATE PLANNER	126
BUILDING INSPECTOR I	118
BUILDING INSPECTOR II	124
CODE ENFORCEMENT OFFICER I (Previously Neighborhood Improvement Officer I)	112
CODE ENFORCEMENT OFFICER II (Previously Neighborhood Improvement Officer II)	116
COMMUNITY DEVELOPMENT SPECIALIST I	108
COMMUNITY DEVELOPMENT SPECIALIST II	111
CONSTRUCTION INSPECTOR I	124
CONSTRUCTION INSPECTOR II	128
DEPUTY CITY CLERK	120
ELECTRICAL SYSTEMS TECHNICIAN	122
ENGINEER TECHNICIAN I	113
ENGINEER TECHNICIAN II	117
FACILITIES MAINTENANCE WORKER I	107
FACILITIES MAINTENANCE WORKER II	109
FLEET COORDINATOR (Previously City Mechanic)	118
HOUSING SPECIALIST I (Previously Housing & Economic Development Specialist I)	116
HOUSING SPECIALIST II (Previously Housing & Economic Development Specialist II)	118
MAINTENANCE WORKER I	105
MAINTENANCE WORKER II	109
METER TECHNICIAN I*	105
METER TECHNICIAN II*	109
PARK MAINTENANCE WORKER I	105
PARK MAINTENANCE WORKER II	109
PROJECT COORDINATOR	118

***New Classification**

Continued - Position Classifications and Salary Ranges Riverbank Municipal Employees
Bargaining Unit

Classification Title	Pay Range
RECREATION AND EVENTS COORDINATOR (Previously Recreation Coordinator)	109
SENIOR ACCOUNTING TECHNICIAN*	117
SENIOR FACILITIES MAINTENANCE WORKER	112
SENIOR MAINTENANCE WORKER	112
SENIOR PARK MAINTENANCE WORKER	112
SENIOR PARK MAINTENANCE WORKER/FACILITIES TECHNICIAN	116
SENIOR WASTEWATER TREATMENT PLANT OPERATOR	119
SENIOR WATER DISTRIBUTION OPERATOR (Previously Senior Water Utility Worker)	116
WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN I	112
WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN II	118
WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN TRAINEE	108
WASTEWATER TREATMENT PLANT OPERATOR I	112
WASTEWATER TREATMENT PLANT OPERATOR II	116
WASTEWATER TREATMENT PLANT OPERATOR-IN-TRAINING	107
WATER DISTRIBUTION OPERATOR I (Previously Water Utility Worker I)	109
WATER DISTRIBUTION OPERATOR II (Previously Water Utility Worker II)	112
WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN II	118
WASTEWATER TREATMENT PLANT MAINTENANCE TECHNICIAN TRAINEE	108
WASTEWATER TREATMENT PLANT OPERATOR I	112
WASTEWATER TREATMENT PLANT OPERATOR II	116
WASTEWATER TREATMENT PLANT OPERATOR-IN-TRAINING	107
WATER DISTRIBUTION OPERATOR I (Previously Water Utility Worker I)	109
WATER DISTRIBUTION OPERATOR II (Previously Water Utility Worker II)	112

*New Classification

RIVERBANK CITY COUNCIL / LRA BOARD

AGENDA ITEM NO. 11.6.

SECTION : NEW BUSINESS

Meeting Date:	4/28/2026
Subject:	Resolution Approving the Amendment to the Memorandum of Understanding Between the City of Riverbank and the Riverbank Mid-Management Employee Association and Adopt an updated Salary Schedule.
From:	Marisela H. Garcia, City Manager
Submitted by:	Tammy Alcantor, Assistant City Manager

RECOMMENDATION

City Council to consider approving a Resolution for the Amendment to the Memorandum of Understanding (MOU) between the City of Riverbank and the Riverbank Mid-Management Employees Association, and adopt the updated salary schedule consistent with the Classification and Compensation Study.

SUMMARY

Following City Council acceptance of the Classification and Compensation Study prepared by Evergreen Solutions, LLC, staff have completed the meet-and-confer process with the Riverbank Mid-Management Employees Association regarding implementation of the study recommendations.

The proposed MOU Amendment and updated salary schedule reflect agreed-upon changes to compensation, classification assignments, and pay structures consistent with the study's findings and the City's adopted compensation framework.

STRATEGIC PLAN

This item is not directly related to a Strategic Plan Goal. It is intended to support the City's efforts to enhance the effectiveness, fairness, and competitiveness of its compensation and classification systems.

BACKGROUND

The Classification and Compensation Study identified opportunities to modernize the City's compensation structure, improve internal equity, and align salary ranges more closely with the external market.

Implementation for represented employees requires a formal agreement through the meet-and-confer process. The City and the Riverbank Mid-Management Employee Association have reached an agreement on the following:

- Updated salary schedule aligned to market median targets
- Revised pay grade structure and classification assignments to be effective April 17, 2026
- Adjustments to address compression and internal equity

- Implementation approach consistent with the study's "hold harmless" concept

These changes are reflected in the attached MOU Amendment and salary schedule.

FINANCIAL IMPACT

The financial impact associated with these changes is included in the overall estimated annual cost of implementation of approximately **\$70,750** for the bargaining group. For Fiscal Year 2025-2026, the estimated cost is **\$17,688**.

ATTACHMENTS

1. Resolution
2. MOU Amendment No 1 _ Riverbank Mid-Management Employee Association

CITY OF RIVERBANK

RESOLUTION 2026-

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVERBANK
APPROVING AN AMENDMENT TO THE MOU AND UPDATED SALARY
SCHEDULES AND CLASSIFICATION STRUCTURE FOR RIVERBANK MID-
MANAGEMENT EMPLOYEE ASSOCIATION CONSISTENT WITH THE
CLASSIFICATION AND COMPENSATION STUDY**

THE CITY OF RIVERBANK CITY COUNCIL (HEREAFTER REFERRED TO AS THE “CITY COUNCIL”) DOES HEREBY RESOLVE THAT:

WHEREAS, the City Council previously adopted a Resolution accepting and incorporating the recommendations of the Classification and Compensation Study prepared by Evergreen Solutions, LLC; and

WHEREAS, implementation of the study recommendations requires updates to salary schedules, classification structures, and compensation practices; and

WHEREAS, the Riverbank Mid-Management Employee Association is a recognized employee organization representing mid-management/confidential employees of the City; and

WHEREAS, the City and the Association have met and conferred in good faith regarding the implementation of the study recommendations and have reached agreement on amendments to the Memorandum of Understanding (MOU); and

WHEREAS, the agreed-upon changes include updated salary schedules, classification assignments, and related compensation provisions consistent with the study and the City’s adopted compensation framework;

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

1. Approval of MOU Amendment

The City Council hereby approves the Amendment to the Memorandum of Understanding between the City of Riverbank and the Riverbank Mid-Management Employee Association.

2. Adoption of Salary Schedule

The updated salary schedule for the Mid-Management Employee Association, attached hereto as Exhibit A, is hereby approved and adopted.

3. Classification and Compensation Implementation

The updated classifications, pay grade assignments, and compensation adjustments identified in the study and reflected in the amended MOU are hereby approved.

4. Effective Date

The approved salary schedules and compensation adjustments shall become effective with the pay period beginning April 17, 2026.

5. Authorization

The City Manager is authorized to execute the MOU Amendment and implement the provisions of this Resolution.

PASSED AND ADOPTED by the City Council of the City of Riverbank at a regular meeting held on the 28th day of April, 2026; motioned by Councilmember _____, seconded by Councilmember _____, and upon roll call was carried by the following City Council vote of _____:

AYES:

NAYS:

ABSENT:

ABSTAINED:

ATTEST:

APPROVED:

Gabriela Hernandez, CMC
City Clerk

Rachel Hernandez
Mayor

Attachment: *AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF RIVERBANK AND THE RIVERBANK MID-MANAGEMENT EMPLOYEES ASSOCIATION FOR CONTRACT EFFECTIVE JANUARY 1, 2026 – DECEMBER 31, 2028*

**Agreement Between
City of Riverbank and
Riverbank Mid-Management Employees Association**

**AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF
RIVERBANK AND THE RIVERBANK MID-MANAGEMENT EMPLOYEES ASSOCIATION FOR
CONTRACT EFFECTIVE JANUARY 1, 2026 – DECEMBER 31, 2028**

RECITALS

This Amendment No. 1 (“Amendment”) to the Memorandum of Understanding (“MOU”) is entered into between the City of Riverbank (“City”) and the Riverbank Mid-Management Employee Association (“Association”).

WHEREAS, the City and the Association are parties to a current Memorandum of Understanding governing wages, hours, and other terms and conditions of employment; and

WHEREAS, the City retained Evergreen Solutions, LLC to conduct a comprehensive Classification and Compensation Study; and

WHEREAS, the City Council accepted and incorporated the recommendations of the study as a framework for modernizing the City’s classification and compensation system; and

WHEREAS, the City and the Association have met and conferred in good faith regarding the impacts and implementation of the study recommendations as they apply to employees represented by the Association; and

WHEREAS, the parties have reached an agreement on certain modifications to compensation and classification provisions of the MOU;

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. SALARY SCHEDULE UPDATE

Effective April 17, 2026, the salary schedule for all classifications represented by the Riverbank Mid-Management Employee Association shall be updated as set forth in Exhibit A, attached hereto and incorporated by reference.

The updated salary schedule reflects revised pay ranges, grade assignments, and classification alignment consistent with the Classification and Compensation Study.

2. CLASSIFICATION AND PAY GRADE ASSIGNMENTS

Classifications shall be assigned to revised pay grades as identified in Exhibit A.

The City retains the right to maintain and administer classification assignments consistent with the adopted classification framework, subject to applicable meet-and-confer obligations.

3. IMPLEMENTATION / STEP PLACEMENT

Employees shall be placed into the updated salary schedule based on the following principles:

- Employees shall be placed at the step within the new range that most closely corresponds to their current base salary
- No employee shall experience a reduction in base salary as a result of implementation
- Where necessary, employees may be placed at a step that results in a salary increase to maintain internal equity and alignment with the new structure

4. SALARY ADMINISTRATION

Salary progression following implementation shall be governed by the provisions of the MOU, unless otherwise modified herein.

The City may establish administrative guidelines for salary placement and progression consistent with the adopted compensation framework.

5. EFFECT ON OTHER PROVISIONS

Except as expressly modified by this Amendment, all other terms and conditions of the existing MOU shall remain in full force and effect.

6. TERM OF AMENDMENT

This Amendment shall become effective on April 28, 2026 and shall remain in effect for the duration of the current MOU unless modified by mutual agreement of the parties.

7. FULL UNDERSTANDING

This Amendment represents the full and complete understanding of the parties regarding the matters addressed herein and supersedes any prior discussions or agreements on these matters.

SIGNATURES

IN WITNESS WHEREOF, the parties have executed this Amendment:

For the City of Riverbank

_____ Date: _____
Marisela H. Garcia, City Manager

For the Riverbank Mid-Management Employee Association

_____ Date: _____
Chris Smith, President RMMEA

_____ Date: _____
Beckie Robbins, Secretary RMMEA

_____ Date: _____
Antonio Arguelles, Labor Representative

Modified Appendix A
City of Riverbank
Position Classifications and Salary Ranges

Classification Title	Salary Range
ACCOUNTANT	208
ADMINISTRATIVE ANALYST II	210
ADMINISTRATIVE ANALYST III*	211
ASSISTANT CITY ENGINEER*	221
ASSISTANT FINANCE DIRECTOR	223
BUILDING OFFICIAL	220
CAPITAL PROJECT/REGULATORY COMPLIANCE MANAGER	224
CHIEF WASTEWATER PLANT OPERATOR (Previously Wastewater Treatment Plant Supervisor)	212
CHIEF WATER DISTRIBUTION OPERATOR (Previously Water Supervisor)	212
CITY CLERK	222
CITY PLANNER	224
EXECUTIVE ASSISTANT (Previously Administrative Assistant Confidential)	202
HUMAN RESOURCES GENERALIST (Previously Human Resources Analyst)	217
HUMAN RESOURCES MANAGER*	221
HUMAN RESOURCES SPECIALIST *	201
LOCAL REDEVELOPMENT AGENCY PROGRAM MANAGER*	210
PARKS AND FACILITIES MAINTENANCE SUPERVISOR	211
PLANNING & BUILDING MANAGER	224
PUBLIC INFORMATION OFFICER	211
PUBLIC WORKS SUPERINTENDENT	223
PUBLIC WORKS SUPERVISOR	211
RECREATION SUPERVISOR	209
SENIOR BUILDING INSPECTOR	214
SENIOR CODE ENFORCEMENT OFFICER (Previously Senior Neighborhood Improvement Officer)	207
SENIOR COMMUNITY DEVELOPMENT COORDINATOR (Previously Senior Community Development Specialist)	209
SENIOR CONSTRUCTION INSPECTOR	220
SENIOR MANAGEMENT ANALYST	217
SENIOR PLANNER	215
SENIOR PROJECT COORDINATOR	210

***New Classification**

2026-2028 Mid-Mngt_MOU_Amendment NO. 1
 April 28, 2026

Modified Appendix B
City of Riverbank Employee Compensation Plan
Effective April 17, 2026

MONTHLY SALARY STEPS						
Classification Title	Pay Range	Step A	Step B	Step C	Step D	Step E
ACCOUNTANT	208	\$ 6,300.03	\$ 6,615.04	\$ 6,945.79	\$ 7,293.08	\$ 7,657.73
ADMINISTRATIVE ANALYST II	210	\$ 6,618.97	\$ 6,949.92	\$ 7,297.42	\$ 7,662.29	\$ 8,045.40
ADMINISTRATIVE ANALYST III	211	\$ 6,784.45	\$ 7,123.67	\$ 7,479.85	\$ 7,853.85	\$ 8,246.54
ASSISTANT CITY ENGINEER	221	\$ 9,113.48	\$ 9,569.15	\$ 10,047.61	\$ 10,549.99	\$ 11,077.49
ASSISTANT FINANCE DIRECTOR	223	\$ 10,047.61	\$ 10,549.99	\$ 11,077.49	\$ 11,631.36	\$ 12,212.93
BUILDING OFFICIAL	220	\$ 8,679.50	\$ 9,113.48	\$ 9,569.15	\$ 10,047.61	\$ 10,549.99
CAPITAL PROJECT/REGULATORY COMPLIANCE MANAGER	224	\$ 10,549.99	\$ 11,077.49	\$ 11,631.36	\$ 12,212.93	\$ 12,823.58
CHIEF WASTEWATER PLANT OPERATOR	212	\$ 6,954.06	\$ 7,301.76	\$ 7,666.85	\$ 8,050.19	\$ 8,452.70
CHIEF WATER DISTRIBUTION OPERATOR	212	\$ 6,954.06	\$ 7,301.76	\$ 7,666.85	\$ 8,050.19	\$ 8,452.70
CITY CLERK	222	\$ 9,569.15	\$ 10,047.61	\$ 10,549.99	\$ 11,077.49	\$ 11,631.36
CITY PLANNER	224	\$ 10,549.99	\$ 11,077.49	\$ 11,631.36	\$ 12,212.93	\$ 12,823.58
EXECUTIVE ASSISTANT	202	\$ 5,432.50	\$ 5,704.13	\$ 5,989.33	\$ 6,288.80	\$ 6,603.24
HUMAN RESOURCES GENERALIST	217	\$ 7,867.88	\$ 8,261.27	\$ 8,674.34	\$ 9,108.05	\$ 9,563.46
HUMAN RESOURCES MANAGER	221	\$ 9,113.48	\$ 9,569.15	\$ 10,047.61	\$ 10,549.99	\$ 11,077.49
HUMAN RESOURCES SPECIALIST	201	\$ 5,300.00	\$ 5,565.00	\$ 5,843.25	\$ 6,135.41	\$ 6,442.18
LOCAL REDEVELOPMENT AGENCY PROGRAM MANAGER	210	\$ 6,618.97	\$ 6,949.92	\$ 7,297.42	\$ 7,662.29	\$ 8,045.40
PARKS AND FACILITIES MAINTENANCE SUPERVISOR	211	\$ 6,784.45	\$ 7,123.67	\$ 7,479.85	\$ 7,853.85	\$ 8,246.54
PLANNING & BUILDING MANAGER	224	\$ 10,549.99	\$ 11,077.49	\$ 11,631.36	\$ 12,212.93	\$ 12,823.58
PUBLIC INFORMATION OFFICER	211	\$ 6,784.45	\$ 7,123.67	\$ 7,479.85	\$ 7,853.85	\$ 8,246.54
PUBLIC WORKS SUPERINTENDENT	223	\$ 10,047.61	\$ 10,549.99	\$ 11,077.49	\$ 11,631.36	\$ 12,212.93
PUBLIC WORKS SUPERVISOR	211	\$ 6,784.45	\$ 7,123.67	\$ 7,479.85	\$ 7,853.85	\$ 8,246.54
RECREATION SUPERVISOR	209	\$ 6,457.54	\$ 6,780.41	\$ 7,119.43	\$ 7,475.40	\$ 7,849.17
SENIOR BUILDING INSPECTOR	214	\$ 7,306.11	\$ 7,671.41	\$ 8,054.98	\$ 8,457.73	\$ 8,880.62
SENIOR CODE ENFORCEMENT OFFICER	207	\$ 6,146.38	\$ 6,453.69	\$ 6,776.38	\$ 7,115.20	\$ 7,470.96
SENIOR COMMUNITY DEVELOPMENT COORDINATOR	209	\$ 6,457.54	\$ 6,780.41	\$ 7,119.43	\$ 7,475.40	\$ 7,849.17
SENIOR CONSTRUCTION INSPECTOR	220	\$ 8,679.50	\$ 9,113.48	\$ 9,569.15	\$ 10,047.61	\$ 10,549.99
SENIOR MANAGEMENT ANALYST	217	\$ 7,867.88	\$ 8,261.27	\$ 8,674.34	\$ 9,108.05	\$ 9,563.46
SENIOR PLANNER	215	\$ 7,488.76	\$ 7,863.20	\$ 8,256.36	\$ 8,669.18	\$ 9,102.64
SENIOR PROJECT COORDINATOR	210	\$ 6,618.97	\$ 6,949.92	\$ 7,297.42	\$ 7,662.29	\$ 8,045.40

Modified Appendix C
City of Riverbank Employee Compensation Plan
Effective January 8, 2027

MONTHLY SALARY STEPS						
Classification Title	Pay Range	Step A	Step B	Step C	Step D	Step E
ACCOUNTANT	208	\$ 6,552.04	\$ 6,879.64	\$ 7,223.62	\$ 7,584.80	\$ 7,964.04
ADMINISTRATIVE ANALYST II	210	\$ 6,883.73	\$ 7,227.92	\$ 7,589.32	\$ 7,968.78	\$ 8,367.22
ADMINISTRATIVE ANALYST III	211	\$ 7,055.83	\$ 7,408.62	\$ 7,779.05	\$ 8,168.00	\$ 8,576.40
ASSISTANT CITY ENGINEER	221	\$ 9,478.01	\$ 9,951.92	\$ 10,449.51	\$ 10,971.99	\$ 11,520.59
ASSISTANT FINANCE DIRECTOR	223	\$ 10,449.51	\$ 10,971.99	\$ 11,520.59	\$ 12,096.62	\$ 12,701.45
BUILDING OFFICIAL	220	\$ 9,026.68	\$ 9,478.01	\$ 9,951.92	\$ 10,449.51	\$ 10,971.99
CAPITAL PROJECT/REGULATORY COMPLIANCE MANAGER	224	\$ 10,971.99	\$ 11,520.59	\$ 12,096.62	\$ 12,701.45	\$ 13,336.52
CHIEF WASTEWATER PLANT OPERATOR	212	\$ 7,232.22	\$ 7,593.83	\$ 7,973.52	\$ 8,372.20	\$ 8,790.81
CHIEF WATER DISTRIBUTION OPERATOR	212	\$ 7,232.22	\$ 7,593.83	\$ 7,973.52	\$ 8,372.20	\$ 8,790.81
CITY CLERK	222	\$ 9,951.92	\$ 10,449.51	\$ 10,971.99	\$ 11,520.59	\$ 12,096.62
CITY PLANNER	224	\$ 10,971.99	\$ 11,520.59	\$ 12,096.62	\$ 12,701.45	\$ 13,336.52
EXECUTIVE ASSISTANT	202	\$ 5,649.80	\$ 5,932.29	\$ 6,228.90	\$ 6,540.35	\$ 6,867.37
HUMAN RESOURCES GENERALIST	217	\$ 8,182.59	\$ 8,591.72	\$ 9,021.31	\$ 9,472.38	\$ 9,946.00
HUMAN RESOURCES MANAGER	221	\$ 9,478.01	\$ 9,951.92	\$ 10,449.51	\$ 10,971.99	\$ 11,520.59
HUMAN RESOURCES SPECIALIST	201	\$ 5,512.00	\$ 5,787.60	\$ 6,076.98	\$ 6,380.83	\$ 6,699.87
LOCAL REDEVELOPMENT AGENCY PROGRAM MANAGER	210	\$ 6,883.73	\$ 7,227.92	\$ 7,589.32	\$ 7,968.78	\$ 8,367.22
PARKS AND FACILITIES MAINTENANCE SUPERVISOR	211	\$ 7,055.83	\$ 7,408.62	\$ 7,779.05	\$ 8,168.00	\$ 8,576.40
PLANNING & BUILDING MANAGER	224	\$ 10,971.99	\$ 11,520.59	\$ 12,096.62	\$ 12,701.45	\$ 13,336.52
PUBLIC INFORMATION OFFICER	211	\$ 7,055.83	\$ 7,408.62	\$ 7,779.05	\$ 8,168.00	\$ 8,576.40
PUBLIC WORKS SUPERINTENDENT	223	\$ 10,449.51	\$ 10,971.99	\$ 11,520.59	\$ 12,096.62	\$ 12,701.45
PUBLIC WORKS SUPERVISOR	211	\$ 7,055.83	\$ 7,408.62	\$ 7,779.05	\$ 8,168.00	\$ 8,576.40
RECREATION SUPERVISOR	209	\$ 6,715.84	\$ 7,051.63	\$ 7,404.21	\$ 7,774.42	\$ 8,163.14
SENIOR BUILDING INSPECTOR	214	\$ 7,598.35	\$ 7,978.27	\$ 8,377.18	\$ 8,796.04	\$ 9,235.85
SENIOR CODE ENFORCEMENT OFFICER	207	\$ 6,392.23	\$ 6,711.84	\$ 7,047.43	\$ 7,399.81	\$ 7,769.80
SENIOR COMMUNITY DEVELOPMENT COORDINATOR	209	\$ 6,715.84	\$ 7,051.63	\$ 7,404.21	\$ 7,774.42	\$ 8,163.14
SENIOR CONSTRUCTION INSPECTOR	220	\$ 9,026.68	\$ 9,478.01	\$ 9,951.92	\$ 10,449.51	\$ 10,971.99
SENIOR MANAGEMENT ANALYST	217	\$ 8,182.59	\$ 8,591.72	\$ 9,021.31	\$ 9,472.38	\$ 9,946.00
SENIOR PLANNER	215	\$ 7,788.31	\$ 8,177.73	\$ 8,586.61	\$ 9,015.94	\$ 9,466.74
SENIOR PROJECT COORDINATOR	210	\$ 6,883.73	\$ 7,227.92	\$ 7,589.32	\$ 7,968.78	\$ 8,367.22

Appendix D
City of Riverbank
Employee Compensation Plan
Effective January 7, 2028

MONTHLY SALARY STEPS							
Classification Title	Pay Range	Step A	Step B	Step C	Step D	Step E	
ACCOUNTANT	208	\$ 6,748.60	\$ 7,086.03	\$ 7,440.33	\$ 7,812.34	\$ 8,202.96	
ADMINISTRATIVE ANALYST II	210	\$ 7,090.24	\$ 7,444.76	\$ 7,816.99	\$ 8,207.84	\$ 8,618.24	
ADMINISTRATIVE ANALYST III	211	\$ 7,267.50	\$ 7,630.88	\$ 8,012.42	\$ 8,413.04	\$ 8,833.69	
ASSISTANT CITY ENGINEER	221	\$ 9,762.36	\$ 10,250.47	\$ 10,763.00	\$ 11,301.15	\$ 11,866.20	
ASSISTANT FINANCE DIRECTOR	223	\$ 10,763.00	\$ 11,301.15	\$ 11,866.20	\$ 12,459.51	\$ 13,082.49	
BUILDING OFFICIAL	220	\$ 9,297.48	\$ 9,762.36	\$ 10,250.47	\$ 10,763.00	\$ 11,301.15	
CAPITAL PROJECT/REGULATORY COMPLIANCE MANAGER	224	\$ 11,301.15	\$ 11,866.20	\$ 12,459.51	\$ 13,082.49	\$ 13,736.61	
CHIEF WASTEWATER PLANT OPERATOR	212	\$ 7,449.19	\$ 7,821.65	\$ 8,212.73	\$ 8,623.37	\$ 9,054.53	
CHIEF WATER DISTRIBUTION OPERATOR	212	\$ 7,449.19	\$ 7,821.65	\$ 8,212.73	\$ 8,623.37	\$ 9,054.53	
CITY CLERK	222	\$ 10,250.47	\$ 10,763.00	\$ 11,301.15	\$ 11,866.20	\$ 12,459.51	
CITY PLANNER	224	\$ 11,301.15	\$ 11,866.20	\$ 12,459.51	\$ 13,082.49	\$ 13,736.61	
EXECUTIVE ASSISTANT	202	\$ 5,819.29	\$ 6,110.26	\$ 6,415.77	\$ 6,736.56	\$ 7,073.39	
HUMAN RESOURCES GENERALIST	217	\$ 8,428.07	\$ 8,849.48	\$ 9,291.95	\$ 9,756.55	\$ 10,244.38	
HUMAN RESOURCES MANAGER	221	\$ 9,762.36	\$ 10,250.47	\$ 10,763.00	\$ 11,301.15	\$ 11,866.20	
HUMAN RESOURCES SPECIALIST	201	\$ 5,677.36	\$ 5,961.23	\$ 6,259.29	\$ 6,572.25	\$ 6,900.87	
LOCAL REDEVELOPMENT AGENCY PROGRAM MANAGER	210	\$ 7,090.24	\$ 7,444.76	\$ 7,816.99	\$ 8,207.84	\$ 8,618.24	
PARKS AND FACILITIES MAINTENANCE SUPERVISOR	211	\$ 7,267.50	\$ 7,630.88	\$ 8,012.42	\$ 8,413.04	\$ 8,833.69	
PLANNING & BUILDING MANAGER	224	\$ 11,301.15	\$ 11,866.20	\$ 12,459.51	\$ 13,082.49	\$ 13,736.61	
PUBLIC INFORMATION OFFICER	211	\$ 7,267.50	\$ 7,630.88	\$ 8,012.42	\$ 8,413.04	\$ 8,833.69	
PUBLIC WORKS SUPERINTENDENT	223	\$ 10,763.00	\$ 11,301.15	\$ 11,866.20	\$ 12,459.51	\$ 13,082.49	
PUBLIC WORKS SUPERVISOR	211	\$ 7,267.50	\$ 7,630.88	\$ 8,012.42	\$ 8,413.04	\$ 8,833.69	
RECREATION SUPERVISOR	209	\$ 6,917.31	\$ 7,263.18	\$ 7,626.34	\$ 8,007.65	\$ 8,408.04	
SENIOR BUILDING INSPECTOR	214	\$ 7,826.30	\$ 8,217.62	\$ 8,628.50	\$ 9,059.92	\$ 9,512.92	
SENIOR CODE ENFORCEMENT OFFICER	207	\$ 6,584.00	\$ 6,913.20	\$ 7,258.86	\$ 7,621.80	\$ 8,002.89	
SENIOR COMMUNITY DEVELOPMENT COORDINATOR	209	\$ 6,917.31	\$ 7,263.18	\$ 7,626.34	\$ 8,007.65	\$ 8,408.04	
SENIOR CONSTRUCTION INSPECTOR	220	\$ 9,297.48	\$ 9,762.36	\$ 10,250.47	\$ 10,763.00	\$ 11,301.15	
SENIOR MANAGEMENT ANALYST	217	\$ 8,428.07	\$ 8,849.48	\$ 9,291.95	\$ 9,756.55	\$ 10,244.38	
SENIOR PLANNER	215	\$ 8,021.96	\$ 8,423.06	\$ 8,844.21	\$ 9,286.42	\$ 9,750.74	
SENIOR PROJECT COORDINATOR	210	\$ 7,090.24	\$ 7,444.76	\$ 7,816.99	\$ 8,207.84	\$ 8,618.24	

RIVERBANK CITY COUNCIL / LRA BOARD

AGENDA ITEM NO. 11.7.

SECTION : NEW BUSINESS

Meeting Date:	4/28/2026
Subject:	Resolution Authorizing the City Manager to Proceed with the Acquisition of Real Property Located at 3300 Atchison Road Riverbank, CA 95367 (APN: 132-009-069) for the Future Site of Riverbank City Hall in the Amount of \$840,000.00 and Execute, on behalf of the City, Any and All Documents Necessary to Complete the Acquisition of Real Property, Authorize Staff to Proceed With the Conceptual Design of the Future City Hall Upon Acquisition, And Allocate Funds from the General Fund Reserves for Said Acquisition and from the Police And General Government System Development Fee Fund 210 for the Design
From:	Marisela H. Garcia, City Manager
Submitted by:	Marisela Garcia, City Manager

RECOMMENDATION

It is recommended that the City Council consider adopting a Resolution authorizing the following actions related to the purchase of real property located at 3300 Atchison Road, Riverbank, CA 95367 (APN: 132-009-069) for the future construction of a City Hall facility:

1. Proceed with the acquisition of the real property located at 3300 Atchison Road in the amount of \$840,000.00,
2. On behalf of the City, authorize the City Manager to execute any and all documents necessary to complete the acquisition of said real property,
3. Upon completion of the acquisition, proceed with the conceptual design of the new City Hall facility with Architecture Plus, Inc.,
4. Approve the allocation of funds from the General Fund Reserves for the acquisition of the real property, and from the Police & General Government System Development Fee Fund 210 for the conceptual design.

SUMMARY

In August 2021 the City Council established a Strategic Plan Objective to “Research feasibility of a new City Hall to accommodate current and future needs.” On February 25, 2025 the City Council received a downtown Site Assessment and selected the former Del Rio Theater Site as the preferred option for the location of a new City Hall. This item is the next step in securing this location and would allow city staff to proceed with the design of this future facility.

STRATEGIC PLAN

This item is directly related to the City Council's Strategic Plan Goal to "Enhance City Facilities/Organization" and helps to move forward the strategy to "Research available funding or issue an RFP for a new City Hall facility."

BACKGROUND

In June 2018, the City Council established a Strategic Plan Objective to "conduct a spatial analysis of all city facilities..." Over the past several years it has been evident that the City has outgrown its current facilities, as evidenced with the recent lease of City Hall East on Santa Fe Street. With the population growth that is anticipated to occur in the near future, the City Council thought it would be prudent to develop long-term plans to accommodate the growth in City staff that would be needed to serve our growing community.

In preparation for the study, all departments prepared short- and long-term staffing needs. These projections were used by the consulting team of Indigo Hammond + Playle Architects, LLP in order to determine the spatial needs for city offices. It became evident that City Hall North and City Hall South do not have sufficient space to adequately meet the needs of each of the departments, now or in the near future.

In February 2020 Indigo Hammond + Playle Architects, LLP presented a report to the City Council presenting interim solutions that would help to alleviate the spatial constraints within the two existing City Hall buildings. Unfortunately, the COVID-19 pandemic reached California the following month and these interim solutions were not explored. Post-pandemic, the City has continued to grow and these interim solutions are no longer viable options therefore we continued to explore a long-term solution that would be suitable for our needs.

With the spatial analysis complete, in August 2021, via an update to the City's Strategic Plan the Council updated its objective to focus on researching the feasibility of a new city hall. With the urgent need now for additional space to accommodate city staff, we began to focus on existing vacant locations that would provide sufficient space for current and future growth. City staff began to negotiate with the owner of the site located at 6436 Oakdale Road which has approximately 42,000 sq. ft. of space that would be able to house both City Hall North and City Hall South staff, had adequate parking for city employees as well residents, and would be able to house an expanded and updated City Council Chambers. The City had originally negotiated a lease for this location with the goal of purchasing it but unfortunately the Council elected not to proceed.

Public comments and comments from Council focused on the desire to maintain city hall presence in downtown Riverbank. As such, City staff obtained a proposal from Architecture Plus, Inc. via our former contract with the City Engineer's, Ardurra, for architectural services related to this project. The Scope of Work entailed the following:

1. Site Assessment: Evaluation of four sites located in Downtown Riverbank for a City Hall Expansion project (3 sites currently owned by the City, one site on private property). Assessment included field visits to confirm existing conditions to determine viability for expansion or building demolition.
2. Concept Design: Provide site and/or building footprint design to aid in the evaluation of each property.

On February 25, 2025 staff presented the results of the Site Assessment and selected 3300 Atchison Street (former Del Rio Theater) as the preferred site to locate the new city hall facility. This site would allow us to continue our presence in downtown, has onsite parking available for residents, and would allow us to be able to build the new facility without impacting our ability to continue providing services to residents from our existing locations until the completion of the new facility. As the former Del Rio Theater site was not a city-owned location, Council also selected 6707 3rd Street (current City Hall North) as a secondary site.

ACQUISITION DETAILS

In order to proceed with securing 3300 Atchison Rd., City Council authorized the City Manager to initiate negotiations with the property owner, Del Rio City Center, LLC for its acquisition. In January 2026, the firm of Cogdill & Associates performed a real estate Appraisal (Attachment 2) of the site in order to provide a current Opinion of Market Value of the subject property's fee simple interest. The appraisal was based on the "Highest and Best Use 'As if Vacant'" of the property and the fair market value of the site was determined to be \$840,000.00. After further negotiations, the Property Owner accepted the proposed acquisition price of \$840,000.00.

Along with requesting authorization to initiate the purchase of the site, staff requests authorization from Council to execute a Buyer Representation and Broker Compensation Agreement (Attachment 3) with Maribeth Reece with PMZ Real Estate to represent the City on the purchase. Compensation for the broker is set for 2.5% of the Acquisition Price or \$21,000.

NEXT STEPS

Upon the close of the purchase of the property, it is the City's desire to immediately initiate the conceptual design. This will allow for staff to be able to subsequently proceed with initial engineering plans to be able to provide us with an engineer's estimate of probable cost and allow us to begin evaluating how to finance the future construction of the new Riverbank City Hall. Therefore, staff requested an estimate from Architecture Plus, Inc. (Attachment 4) in order to proceed with the Conceptual Design, which will include the following components:

1. *Conceptual Design*: site plan with municipal code consideration (including adherence to the Downtown Specific Plan Architectural Guidelines). A Schematic Design with floor plans for the site depicting a 3-4 story building with approximately 46,320 sq.ft. - Cost \$18,000
2. *3D Massing Model*: a conceptual exterior rendering that illustrates the building form along with proposed material and color selections — \$7,875
3. *Interior Space Planning*: Finalize interior space planning needed to ensure compliance with ADA updates and new space planning standards as the previous report was prepared in 2020 - Cost \$4,500–\$6,750 based on an estimate of between 20–30 hours. Recommend setting the budget for this item not to exceed cost of \$6,750.
4. *Interior Elevations*: Preparation of interior elevations for up to two (2) major public spaces (i.e. Council Chambers, Lobby) — Cost \$4,500

FINANCIAL IMPACT

The costs of the acquisition shall be paid via the General Fund (101) Reserves and will include:

Acquisition Cost	\$840,000
Broker Representation Costs	\$21,000
Closing Costs	TBD
Environmental Soil Testing	TBD, only if necessary

The costs associated with the Conceptual Design shall be paid via the Police & General Government System Development Fee Fund (210) and will include:

Design	\$18,000
3D Massing Model	\$7,875
Interior Space Programming	\$6,750 (NTE based on time)
Interior Elevations	\$4,500

ATTACHMENTS

1. Resolution
2. Appraisal of 3300 Atchison Street APN 132-009-069
3. Buyer_Representation_and_Broker_Compensation_Agreement_DRAFT
4. Architecture Plus, Inc. Conceptual Design Proposal

CITY OF RIVERBANK

RESOLUTION 2026-

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF RIVERBANK, CALIFORNIA
AUTHORIZING THE CITY MANAGER TO PROCEED WITH THE ACQUISITION OF
REAL PROPERTY LOCATED AT 3300 ATCHISON ROAD RIVERBANK, CA 95367
(APN: 132-009-069) FOR THE FUTURE SITE OF RIVERBANK CITY HALL IN THE
AMOUNT OF \$840,000.00 AND EXECUTE, ON BEHALF OF THE CITY, ANY AND
ALL DOCUMENTS NECESSARY TO COMPLETE THE ACQUISITION OF REAL
PROPERTY, AUTHORIZE STAFF TO PROCEED WITH THE CONCEPTUAL DESIGN
OF THE FUTURE CITY HALL UPON ACQUISITION, AND ALLOCATE FUNDS FROM
THE GENERAL FUND RESERVES FOR SAID ACQUISITION AND FROM THE
POLICE AND GENERAL GOVERNMENT SYSTEM DEVELOPMENT FEE FUND 210
FOR THE DESIGN**

**THE CITY OF RIVERBANK CITY COUNCIL (HEREAFTER REFERRED TO AS
THE “CITY COUNCIL”) DOES HEREBY RESOLVE THAT:**

WHEREAS, in June 2018 the City Council established a Strategic Plan Objective to “conduct a spatial analysis of all city facilities”; and

WHEREAS, the firm of Indigo Hammond + Playle Architects, LLP performed a Spatial Needs Analysis where they evaluated the current and future staffing needs of the City and determined that additional space was required to accommodate future growth; and

WHEREAS, based on the recommendations of the Spatial Needs Analysis in August 2021 the City Council established a Strategic Plan Objective to “research feasibility of a new City Hall to accommodate current and future needs”; and

WHEREAS, on February 25, 2025 a Site Analysis of Downtown Riverbank properties was presented to the City Council which evaluated four sites as possible locations for a future City Hall; and

WHEREAS, City Council provided feedback to staff which identified 3300 Atchison Rd., site of the former Del Rio Theater, as the preferred site for the location of a new City Hall with City Hall North as the second preferred location, and

WHEREAS, the City Council authorized the City Manager to begin property negotiations for the purchase of the former Del Rio Theater Site and in January 2026 the firm of Cogdill and Associates, Inc. performed a Real Estate Appraisal of 3300 Atchison Rd. Riverbank, CA 95367 in order to provide a current Opinion of Market Value of the subject property’s fee simple interest, and

WHEREAS, based on the “Highest and Best Use “As If Vacant” of the property, the fair market value of the site was determined to be \$840,000.00, and

WHEREAS, the City Council authorized the City Manager to negotiate an Acquisition Price for the property and the property owner, Del Rio City Center, LLC. has accepted the purchase price of \$840,000.00, and

WHEREAS, the City will require assistance from real estate agents and a title company in order to proceed with the acquisition process and is requesting authorization to sign a Buyer Representation and Broker Compensation Agreement, herein incorporated as Exhibit A, with Maribeth Reece from PMZ Real Estate, and

WHEREAS, the Broker Compensation is set at 2.5% of the Acquisition Price for PMZ Real Estate, and

WHEREAS, Maribeth Reece from PMZ Real Estate has been requested to prepare a Purchase and Sale Agreement, for the Acquisition of 3300 Atchison Road in the amount of \$840,000.00; and

WHEREAS, upon the closing of the property, the City would immediately initiate the conceptual design with services provided by Architecture Plus, Inc. at a cost of \$18,000 based on the proposal received and incorporated here as Exhibit B, to be allocated from the Police & General Government System Development Fee Fund 210.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Riverbank does hereby resolve as follows:

1. City Manager is authorized to execute a Buyer Representation and Broker Compensation Agreement with Maribeth Reece, Real Estate Agent with PMZ Real Estate.
2. City Manager is authorized to negotiate and finalize a Purchase and Sale Agreement for the acquisition of 3300 Atchison Road, Riverbank, CA 95367 in the amount of \$840,000.00.
3. Pursuant to California Government Code Section 27281, the City Manager, or his/her designee, is hereby authorized to execute, on behalf of the City of Riverbank, any and all documents necessary to complete the acquisition of real property, including but not limited to purchase and sale agreements, escrow instructions, grant deeds, certificates of acceptance, closing statements, and any other instruments required by escrow or the title company to consummate the purchase and convey title to the City.
4. If necessary, the City Manager, or his/her designee, is further authorized to accept the grant deed on behalf of the City of Riverbank and to execute a Certificate of Acceptance as required by Government Code Section 27281, and to consent to the recordation thereof.

5. The City Council does hereby allocate funds for the acquisition of 3300 Atchison Road, Riverbank, CA 95367 from the General Fund Reserves in the amount of \$840,000.00 plus closing costs.
6. Upon closing the purchase of the property, the City Council authorizes staff to proceed with the Conceptual Design as proposed by Architecture Plus, Inc.
7. The City Council does hereby allocate funds for Conceptual Design from the Police & General Government System Development Fee Fund 210.

ATTEST:

APPROVED:

Gabriela Hernandez, CMC
City Clerk

Rachel Hernandez
Mayor

Attachment(s): ***Exhibit A – Buyer Representation and Broker Compensation Agreement***
 Exhibit B – Architecture Plus, Inc. Proposal

January 28, 2026

Ms. Marisela H. Garcia
City Manager
City of Riverbank
6707 Third Street, Ste. A
Riverbank, Ca 95367

Re: Appraisal of 3300 Atchison Street, Riverbank, CA
Stanislaus County APN 132-009-069

Dear Ms. Garcia:

In accordance with your request and authorization, I have made the necessary inspection of the vacant commercial site located at the southeast corner of Atchison Street (State Highway 108) and 3rd Street in the community of Riverbank, Stanislaus County, California. The property is further identified as 3300 Atchison Street and Assessor's Parcel Number 132-009-069. The property has a dual zoning of C-2 (General Commercial) and C-1 (Neighborhood Commercial) by the City of Riverbank. The site is flag shaped and contains a total area of approximately 1.10-acres according to the Stanislaus County Assessor's office. The site is located within the Downtown Specific Plan having land use designations of Downtown Core and Highway Boulevard.

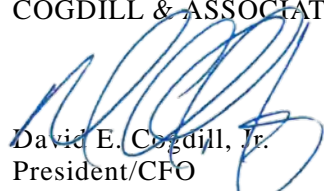
The purpose for my inspection and subsequent investigations into other matters was to enable me to provide the client (City of Riverbank), with a current opinion of market value of the subject property's fee simple interest. The function and intended use of the appraisal will be to assist the City of Riverbank in negotiations with the property owner to facilitate a possible purchase. The valuation date utilized in this appraisal will be January 26, 2026, the date of my last physical inspection of the property. The concluded value has been stated on the Executive Summary page within the following report.

This report complies with the Uniform Standards of Professional Appraisal Practice (USPAP), as adopted by the Appraisal Standards Board of the Appraisal Foundation. This Appraisal Report has been provided in a narrative format, and a complete description of the appraiser's actions are described within the Scope of Work section.

Thank you for this opportunity to be of service.

Respectfully,

COGDILL & ASSOCIATES, INC.


David E. Cogdill, Jr.
President/CFO
State of California No. AG025634
Expiration Date: April 17, 2026

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P.O. Box 3575, Modesto, CA 95352

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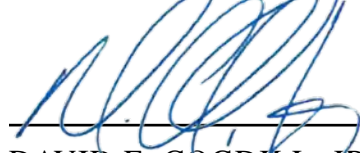
Addenda

CERTIFICATION OF APPRAISAL

The undersigned certify as follows:

1. David E. Cogdill, Jr., has inspected the subject property and comparable sales data used in this report.
2. The reported analyses, opinions, and conclusions were developed, and this report has been prepared, in conformity with the requirements of the Code of Professional Ethics & Standards of Professional Appraisal Practice of the Appraisal Institute, which includes the Uniform Standards of Professional Appraisal Practice.
3. The statements of fact contained in this report are true and correct.
4. The reported analyses, opinions, and conclusions are limited only by the reported assumptions and limiting conditions, and is my personal, impartial, and unbiased professional analyses, opinions, and conclusions.
5. I have no present or prospective interest in the property that is the subject of this report, and no personal interest with respect to the parties involved.
6. I have no bias with respect to the property that is the subject of this report or to the parties involved with this assignment.
7. My engagement in this assignment was not contingent upon developing or reporting predetermined results.
8. My compensation for completing this assignment is not contingent upon the development or reporting of a predetermined value or direction in value that favors the cause of the client, the amount of the value opinion, the attainment of a stipulated result, or the occurrence of a subsequent event directly related to the intended use of this appraisal.
9. My analyses, opinions, and conclusions were developed, and this report has been prepared, in conformity with the Uniform Standards of Professional Appraisal Practice.
10. No one provided significant professional assistance to the person signing this report.
11. My employment was not conditioned upon the appraisal producing a specific value or a value within a given range or prospects of future employment or a loan application being approved.

12. I have performed no services, as an appraiser or in any other capacity, regarding the property that is the subject of this report within the three-year period immediately preceding acceptance of this assignment.



DAVID E. COGDILL, JR.
CERTIFIED GENERAL REAL ESTATE APPRAISER
STATE OF CALIFORNIA (NO. AG025634)
EXPIRATION DATE: APRIL 17, 2026

GENERAL ASSUMPTIONS AND LIMITING CONDITIONS

For purposes of these Assumptions and Limiting Conditions the following words shall have the following meanings:

“Appraisal” means the appraisal report and opinion of value stated therein; or the letter opinion of value, to which these Assumptions and Limiting Conditions relate.

“Property” means the subject(s) of the Appraisal.

“C&A” means Cogdill & Associates, Inc., Real Estate Appraisers and Consultants.

“Appraiser” means the employees of C&A who prepared and signed the Appraisal.

This appraisal is made subject to the following assumptions and limiting conditions:

1. No responsibility is assumed for the legal description or for any matters which are legal in nature. Title to the Property is assumed to be good and marketable and the Property is assumed to be free and clear of all liens unless otherwise stated.
2. The information contained in the Appraisal or upon which the Appraisal is based has been gathered from sources the Appraiser assumes to be reliable and accurate. Some of such information may have been provided by the owner of the Property. Neither the Appraiser nor C&A shall be responsible for the accuracy or completeness of such information, including the correctness of estimates, opinions, dimensions, sketches, exhibits and other factual matters. The Appraisal and the opinion of value stated therein are as of the date stated in the Appraisal. Changes since that date in external and market factors can significantly affect property value.
3. This report and all matters contained herein were prepared for the sole and exclusive benefit of the client(s) specified herein and is intended for their use only. Neither all, nor any part of the contents of this report, or copy thereof, shall be used for any purpose by anyone but the client(s) specified herein, nor shall it be conveyed or disseminated by anyone to the public through advertising, public relations, news, sales, or other media, without the express written consent and approval of the Appraiser. No one, except for the client(s) specified herein, may rely on this report for any purpose. Any person or entity who obtains or reads this report, or a copy thereof, other than the client(s) specified herein expressly assumes all risk of damages to himself or third persons arising out of reliance thereon or use thereof and waives the right to bring any action based on the Appraisal, directly or indirectly, and the Appraiser shall have no liability to any such person or entity.

4. No part of the Appraisal or the identity of the Appraiser shall be conveyed to the public through advertising, public relations, news, sales, or other media or used in any material without C&A's prior written consent. Reference to the Appraisal Institute, SRA designation is prohibited.
5. The Appraiser shall not be required to give testimony in any court or administrative proceedings relating to the Property or the Appraisal.
6. The Appraisal assumes (a) responsible ownership and competent management of the Property; (b) there are no hidden or unapparent conditions of the Property, subsoil or structures that render the Property more or less valuable (no responsibility is assumed for such conditions or for arranging for engineering studies that may be required to discover them); (c) full compliance with all applicable federal, state and local zoning and environmental regulations and laws, unless noncompliance is stated, defined and considered in the Appraisal; and (d) all required licenses, certificates of occupancy and other governmental consents have been or can be obtained and renewed for any use on which the value estimate contained in the Appraisal is based.
7. This report is intended to serve our exclusive client(s), and no third parties are authorized to rely upon it for any purpose whatsoever.
8. The appraiser is not a building or environmental inspector. The appraiser provides an opinion of value. The appraisal does not guarantee that the property is free of defects or environmental problems. The appraiser performed an inspection of visible and accessible areas only. Mold or other problems may be present in areas that the appraiser could not see. A professional inspection is recommended.
9. The estimated physical condition of the improvements considered in the Appraisal was based on a limited visual inspection performed by the Appraiser or other person(s) identified in the Appraisal. C&A assumes no responsibility for the soundness of structural members or for the condition of mechanical equipment, plumbing or electrical components.
10. The projected potential gross income referred to in the Appraisal may be based on lease summaries provided by the owner or third parties. The Appraiser has reviewed lease documents yet assumes no responsibility for the authenticity or completeness of lease information provided by others. C&A suggests that legal advice be obtained regarding the interpretation of lease provisions and the contractual rights of parties.
11. Report users are cautioned that any forecasts shown herein are intended to illustrate the apparent attitudes and projections of those people and entities comprising the market at the date of this report. Such attitudes and projections change from time to time consistent with changes in the real estate market caused by supply and demand, interest rate fluctuation, inflation, investors' attitudes, tax benefits, and general economic conditions. The projections shown

are thought to approximate investor attitudes and current trends and conditions at the date of valuation. Inasmuch, however, as the projections are based upon assumptions and estimates of future events, no opinion is offered or expressed on the achievability of the projections and estimates. Inevitably some assumptions will not materialize, and unanticipated events and circumstances will occur; therefore, the actual results achieved during the forecast period will vary from the forecast, and the variation may be material.

12. Unless otherwise stated in the Appraisal, the existence of potentially hazardous or toxic materials which may have been used in the construction or maintenance of the improvements or may be located at or about the Property was not considered in arriving at the opinion of value stated in the Appraisal. These materials (such as formaldehyde foam insulation, asbestos insulation, and other potentially hazardous materials) may affect the value of the Property. The Appraiser is not qualified to detect such substances and C&A urges that an expert in this field be employed to determine the economic impact of these matters on the opinion of value stated in the Appraisal.
13. This report in no way should be considered or used as a feasibility analysis of the development.
14. Appraiser disclaims responsibility for the ability or inability of the present owner or any future purchaser or lessee to obtain the permits, licenses, environmental impact studies, or other approvals necessary for the successful development of the Property to its highest and best use or to the use contemplated by any owner, purchaser, or lessee. The Appraiser disclaims responsibility for and renders no opinion on conformity to specific governmental requirements, such as fire, building and safety, earthquake, or occupancy codes, which conformity cannot be assumed without provision of specific professional or governmental inspection.
15. Unless otherwise stated in the Appraisal, compliance with the requirements of the American with Disabilities Act of 1990 (ADA) has not been considered at arriving at the opinion of value stated in the Appraisal. Failure to comply with the requirements of the ADA may negatively affect the value of the Property. C&A recommends that an expert in this field be employed.
16. The information provided in this report leading to a conclusion of value and other conclusions is provided as a matter of opinion. Appraiser does not warrant or guarantee the accuracy of the opinion, or the underlying data and no person shall rely upon the same as a guarantee or warranty of value.

EXTRAORDINARY ASSUMPTIONS

Extraordinary Assumptions: an assumption, directly related to a specific assignment, which, if found to be false, could alter the appraiser's opinions or conclusions.

Extraordinary assumptions presume as facts, otherwise uncertain information about physical, legal, or economic characteristics of the subject property; or about conditions external to the property, such as market conditions or trends; or about the integrity of data used in an analysis.

None required.

HYPOTHETICAL CONDITIONS

Hypothetical Conditions: that which is contrary to what exists but is supposed for the purpose of analysis.

Hypothetical conditions assume conditions contrary to known facts about physical, legal, or economic characteristics of the subject property; or about conditions external to the property, such as market conditions or trends; or about the integrity of data used in an analysis.

None required.

EXECUTIVE SUMMARY

Property Location:	Southeast corner of Atchison Street (Highway 108) and 3 rd Street in downtown Riverbank, Stanislaus County, CA.
Property Address:	3300 Atchison Street Riverbank, California 95367
Assessor's Parcel No.:	132-009-069
Census Tract No.:	003.01
Property Description:	Vacant commercial site containing 1.10 acres, or 47,916 square feet, improved with offsites in the form of concrete curb, gutter, and sidewalk. Portions of the property have also been improved with parking lot improvements.
Zoning:	C-2 (General Commercial) And C-1 (Neighborhood Commercial) City of Riverbank
Specific Plan:	Downtown Specific Plan having land use designations of Downtown Core and Highway Boulevard
Highest and Best Use:	Commercial development consistent with the zoning and specific plan.
HUD Flood Hazard Data:	Zone X, panel no. 06099C0335E, dated September 26, 2008
Wetlands:	Not within any existing wetlands classification
Earthquake Zone:	Not located in any special study zone
Toxic Hazards:	None noted or suspected, however, the appraiser recommends clearance by a qualified individual.

Easements/Encroachment:	A Preliminary Title Report was not provided. For further verification I strongly recommend that a preliminary title report be ordered and reviewed before any action is taken on the property.
Agricultural Preserve:	Not applicable
Purpose of Appraisal:	To estimate market value
Intended Use of Appraisal:	Negotiations with the property owner to facilitate a possible purchase.
Appraisal Premise:	“As Is”
Property Rights Appraised:	Fee Simple
The Client:	City of Riverbank
Owners of the Property:	Del Rio City Center, LLC
Valuation Date:	January 26, 2026
Report Date:	January 28, 2026
Final Value Conclusion - “As Is” 100% Fee Simple Interest:	\$840,000
Market Trends:	Stable to slightly increasing
Estimated Marketing Time:	1 to 12 Months
Estimated Exposure Time:	1 to 12 Months

THE ASSIGNMENT

In mid-December of 2025, the firm of Cogdill & Associates, Inc. was contacted by Ms. Marisela H. Garcia, City Manager-City of Riverbank, who requested that we provide an appraisal reflecting the “as is” market value of the fee simple interest of a vacant commercial site containing 1.10 acres, located within downtown Riverbank, Stanislaus County, California. The property is identified as 3300 Atchison Street (Highway 108) and has an Assessor’s Parcel Number of 132-009-069.

The function of this appraisal report is to assist our client (City of Riverbank), in negotiations with the property owner to facilitate a possible purchase.

The purpose of this appraisal report is to estimate the market value of the fee simple interest in the subject property. Given that the City of Riverbank has the power to utilize eminent domain for the acquisition of private property, Fair Market Value as referred to above is defined as follows:

Fair Market Value is defined as:

- (a) *The fair market value of the property n is the highest price on the date of valuation that would be agreed to by a seller, being willing to sell but under no particular or urgent necessity for so doing, nor obliged to sell, and a buyer, being ready, willing, and able to buy but under no particular necessity for so doing, each dealing with the other with full knowledge of all the uses and purposes for which the property is reasonably adaptable and available.*
- (b) *The fair market value of property n for which there is no relevant, comparable market is its value on the date of valuation as determined by any method of valuation that is just and equitable.*
Civil Code Civ. Proc. §1263.320 (2003)

Other definitions used in conjunction with this report include the following:

“Highest and Best Use”

1. *“The reasonably probable and legal use of property that results in the highest value. The four criteria that the highest and best use must meet are legal permissibility, physical possibility, financial feasibility, and maximum productivity.”*
2. *The use of an asset that maximizes its potential and that is possible, legally permissible, and financially feasible. The highest and best use may be for continuation of an asset’s existing is or for some alternative use. This is determined by the use that market participant would have in mind for the asset when formulating the price that is would be willing to bid. (IVS)*

3. *[The] highest and most profitable use for which the property is adaptable and needed or likely to be needed in the reasonable future. (Uniform Appraisal Standards for Federal Land Acquisitions)."*

Source: *Dictionary of Real Estate Appraisal*, 6th Edition

"Fee Simple Estate"

"Absolute ownership unencumbered by any other interest or estate, subject only to the limitations imposed by the governmental powers of taxation, eminent domain, police power, and escheat."

Source: *Dictionary of Real Estate Appraisal*, 6th Edition

SCOPE OF THE APPRAISAL

In developing this complete appraisal reported in a narrative format the following steps were taken:

1. A physical inspection of the subject property on January 26, 2026;
2. Determination of the market area pertinent to the subject property;
3. Analysis of market data pertinent to the subject property and other competing vacant commercial sites;
4. Description and analysis of the physical features of the subject site;
5. Tests and determination of the highest and best use to estimate how to solve the appraisal problem;
6. Collection and verification of data relative to the subject property, i.e., sales, rents, listings, etc.;

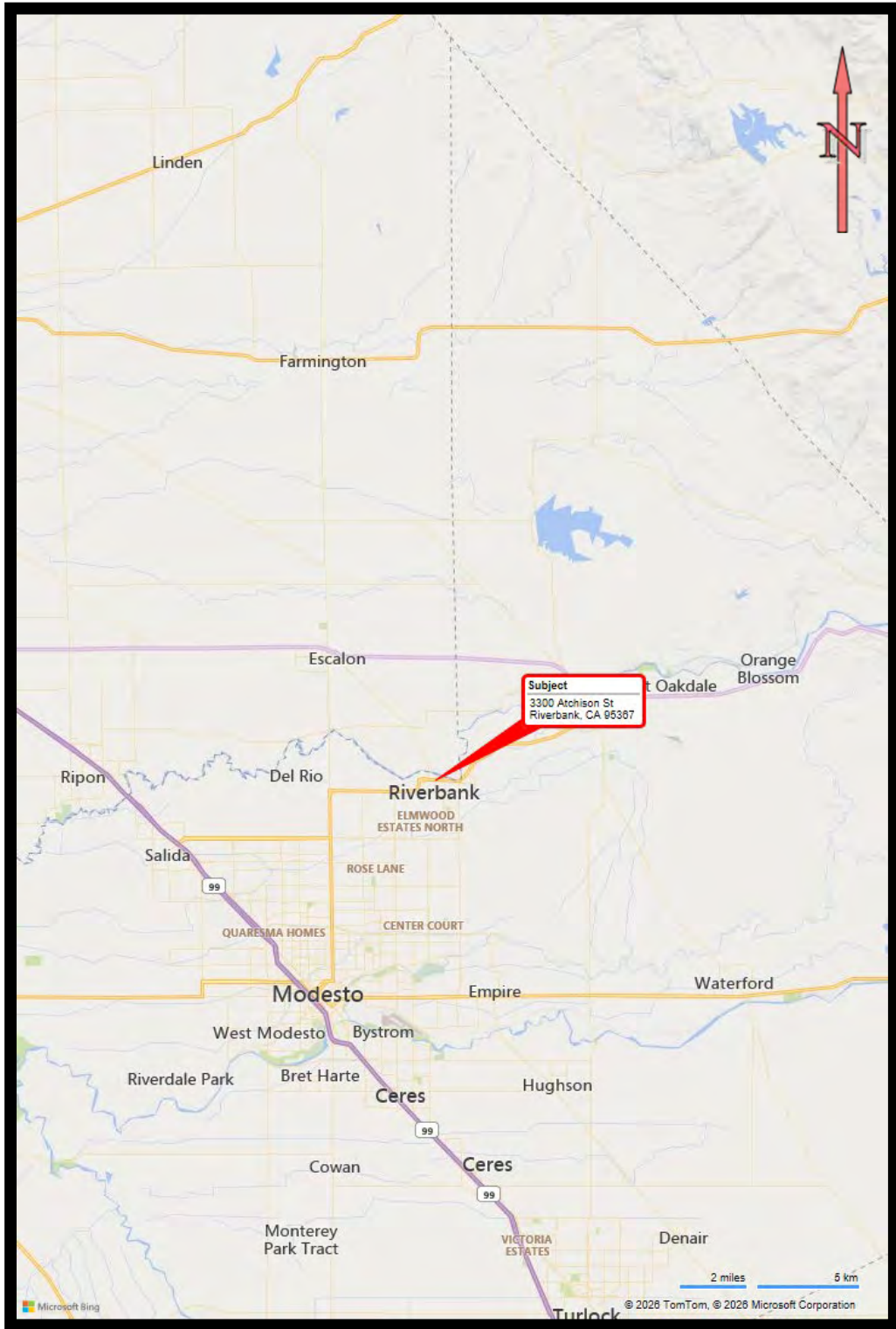
In addition to the information regarding the subject property, specific data pertaining to the region, city and neighborhood were analyzed specifically to measure existing supply and demand levels affecting the property. County and city planners were interviewed at length regarding existing zoning and development requirements.

A considerable amount of information on the property was provided by the client, as well as the owner of the property, Mr. Tony Zaia. Also, a considerable amount of historical information was provided by the Stanislaus County Assessor's office.

In valuing the property, the Sales Comparison Approach was primarily relied upon in the valuation. All approaches are not used in all valuations. Depending upon the property, highest and best use, and/or available market data, the appraiser determines the most applicable approaches to use in order to provide an accurate indication of value. The comparables used in this report were confirmed with at least one party knowledgeable of the transaction, consisting of the buyer, seller or broker involved, and in some cases all three.

It is important to reiterate at this point that the value conclusions stated in this report are contingent upon the Assumptions and Limiting Conditions previously stated.

REGIONAL LOCATION MAP



REGIONAL INFORMATION

Stanislaus County is located in the heart of the San Joaquin Valley in central California. It is one of the largest counties by size at 1,494 square miles. According to the California Department of Finance, the most recent population estimate (as of January 2025) is 555,765. The California Department of Finance has projected that the population increased by 0.4% over the previous year.

The historical economic base for Stanislaus County is agricultural and associated industry with a primary focus on food production. Commodities produced in Stanislaus County include milk products, poultry, almonds, eggs, cattle, orchards, row, and vineyard crops. The high-quality soils, semi-arid climate, long growing season, and a typically plentiful and inexpensive water supply combine to allow for excellent food production.

The central and western portions of the county are flat, with high quality soils capable of producing row crops, orchards, and vineyards. The eastern portion of Stanislaus County is considerably higher in elevation and generally consists of rolling foothill range land.

State Route 99 and the Union Pacific Railroad bisect Stanislaus County near Modesto and Turlock, the second largest city in the county. Most communities in Stanislaus County are located within one- or two-hours' drive of the heavily industrialized cities of the San Francisco Bay Area. Over the years housing costs in the east bay have escalated such that many working families struggle to find affordable housing. Recognizing this, developers established commuter-oriented "bedroom communities" in the Central Valley. This influx of Bay Area commuters significantly shifted the demographics of the Valley over the past three - plus decades.

Population Demographics

According to the U.S. Census Bureau, Stanislaus County's population increased approximately 39% between 1980 and 1990. Statewide population growth was about 18.5% during this period. Between 1990 and 2000, Stanislaus County's population grew at a slower pace, increasing only 21%, while the statewide population increased by 14%. And between 2000 and 2010, the county population increased by 15% while the statewide population grew by 10%. As indicated, Stanislaus County's population increased 4.2% from April of 2010 to January of 2015, and, while the State of California population grew 5.1% during this same time period. This increasing trend illustrates a growing market interest and ongoing demand for housing in this area.

Stanislaus County is home to nine incorporated cities: Modesto (the county seat), Ceres, Hughson, Newman, Oakdale, Patterson, Riverbank, Turlock, and Waterford, and thirteen unincorporated communities. The following is a chart created by the California Department of Finance that shows the population of Stanislaus County by city:

Stanislaus County	1/2018	1/2019	1/2020	1/2021	1/2022	1/2023	1/2024	1/2025
Ceres	47,915	48,027	48,430	48,762	48,386	47,729	49,319	49,305
Hughson	7,217	7,232	7,298	7,495	7,495	7,565	7,711	7,977
Modesto	218,674	220,126	222,335	218,745	217,880	216,995	217,862	219,765
Newman	11,630	11,860	11,912	12,326	12,244	12,040	12,121	12,389
Oakdale	22,583	22,838	22,997	23,110	23,071	22,980	23,008	22,231
Patterson	22,644	22,974	23,074	23,839	24,370	24,317	24,790	25,868
Riverbank	24,680	24,867	25,030	24,735	24,583	24,695	25,006	26,090
Turlock	73,609	73,874	74,297	71,734	71,631	70,856	71,273	72,219
Waterford	8,801	8,806	8,894	8,944	8,872	9,042	9,110	9,169
County Total	550,964	554,018	557,709	551,737	549,466	545,939	108,544	109,752

Source: California Department of Finance and US Census

Education

The Stanislaus County Office of Education states the county is home to 95 elementary schools, 25 junior high schools, 19 high schools, 24 continuation and alternative schools, 21 charter schools, one special education facility, and an array of private and parochial schools. There are a total of 185 public schools in the county. Additionally, Modesto Junior College and California State University Stanislaus are located in the county, as are a number of private postsecondary educational programs.

Economy

As stated previously, the major industry of Stanislaus County is agriculture and related services (such as processing, packaging, and distribution). However, the development of bedroom communities for Bay Area commuters reduced the area's reliance on agriculture and helped diversify the county's economic base. In recent years, Stanislaus County recruited several businesses that have relocated to the area. In May 2012, the online retailer Amazon announced its plans to develop a 1 million square foot distribution center in Patterson. The facility opened in 2013 bringing an estimated 1,000 year-round, full-time jobs to the county.

Unemployment rates range considerably throughout the county but are typically higher than the state average due to the area's historical dependence on the agricultural industry. The following chart outlines the County's unemployment annual averages:

STANISLAUS COUNTY UNEMPLOYMENT ANNUAL AVERAGES

Year	Rate	Year	Rate
1994	15.7%	2010	17.3%
1995	15.3%	2011	16.7%
1996	14.1%	2012	15.2%
1997	12.9%	2013	12.2%
1998	12.0%	2014	11.2%
1999	11.3%	2015	8.5%
2000	10.5%	2016	8.0%
2001	10.3%	2017	6.8%
2002	11.5%	2018	5.7%
2003	11.5%	2019	5.6%
2004	11.7%	2020	9.0% (Covid)
2005	12.0%	2021	6.1%
2006	8.0%	2022	5.5%
2007	8.5%	2023	6.9%
2008	10.0%	2024	6.9%
2009	16.6%	2025 (Dec.)	6.8%

While a large number of manufacturing companies within the county employ a substantial percentage of the population, many locals are employed within a variety of other industries. The following charts indicate the major employers in the area and the industry that they are a part of. This list of major employers was extracted from the CA. Employment Development Department. They state that the information was extracted from America's Labor Market Information System (ALMIS) Employer Database, 2020 1st Edition. Employer information is provided by Infogroup, Omaha, NE, 800/555-5211. © 2024. All Rights Reserved.

Employer Name	Location	Industry
Amazon Fulfillment Ctr	Patterson	Mail Order Fulfillment Service
Bartles & Jaymes Co	Modesto	Wineries (mfrs)
Behavioral Health & Recovery	Modesto	Mental Health Services
Conagra Brands Inc	Oakdale	Food Products (whls)
Duarte Nursery	Hughson	Nurserymen
Duarte Nursery Inc	Hughson	Nurserymen
E & J Gallo Winery	Modesto	Wineries (mfrs)
Emanuel Medical Ctr	Turlock	Hospitals
Foster Farms	Turlock	Poultry Processing Plants (mfrs)
Frito-Lay Inc	Modesto	Potato Chips Corn Chips/Snacks (mfrs)
Health Services Agency	Modesto	Clinics
Macdonald Group At PMZ Real	Modesto	Real Estate
Memorial Medical Ctr	Modesto	Hospitals
Modesto Bee	Modesto	Newspapers (publishers/Mfrs)
Oak Valley Hospital District	Oakdale	Health Care Management
Pacific Southwest Contr LLC	Modesto	Corrugated & Solid Fiber Boxes (mfrs)
Patterson City Sheriff Ofc	Modesto	City Government-Executive Offices
Stanislaus County Ofc of Edu	Modesto	Home Health Service
Stanislaus County Welfare Dept	Modesto	Government Offices-County
Storer Coachways	Modesto	Buses-Charter & Rental
Sysco Central California	Modesto	Grocers-Wholesale
Temsu	Turlock	Nonclassified Establishments
Turlock Irrigation District	Turlock	Utility Contractors
United States Postal Svc	Modesto	Post Offices
Walmart	Modesto	Department Stores

Transportation Infrastructure

Two railroad lines serve Stanislaus County: the Burlington Northern Santa Fe Railroad, and the Southern Pacific/Union Pacific Railroad. Amtrak provides passenger rail service at stations in Modesto and Turlock.

There are several national and regional trucking carriers that serve the area. Major traffic routes include State Highways 99, 132, 108, 120, and 33. Interstate 5 bisects the county near its southwestern edge. These highways and various county roads form a matrix connecting the various communities here with regions beyond.

Currently the Modesto City-County airport does not offer any commercial air services. The closest passenger and freight airports are found in nearby Stockton, and further south in Merced and Fresno. A deep-water channel is available in Stockton, allowing for cargo ship transport to and from the San Francisco Bay.

Summary

Stanislaus County is centrally located and is a vital part of the State of California. The influx of Bay Area commuters has changed Stanislaus County dramatically over the last 30+ years. This extraordinary residential development caused substantial industrial and commercial growth, and was fueled by the region's inexpensive land, adequate resources, and affordable labor force. The greatest change occurred during the last boom cycle in the early 2000's.

CITY DATA

The subject is located in northeast Riverbank, within the downtown core, which is situated in northern Stanislaus County, California, just north of Modesto, the county seat.

The City of Riverbank was incorporated in 1922 and is located 324 miles north of Los Angeles, ninety-four miles east of San Francisco, and approximately seven miles northeast of the City of Modesto along State Highway 108.

From 1970 to 1980 the population of Riverbank increased from 4,000 to 5,696 or a compound rate of growth of approximately 3.6% per year. From 1980 to 1990 the population increased to 8,000 or a compound rate of 3.46%. From 1990 to 2000 the population expanded to 15,826, indicating an increase of 7.06% per year compounded over the 10-year period. The population was reported as 26,090 as of January 2025, per the California Dept. of Finance. This is the most current data available.

From 1999 to 2005 increased activity by developers was a direct result of the strong demand for affordable housing from bay area commuters, which accounted for most of the home buying market in the general area. The City of Modesto was rapidly running out of developable land in the late 1990's which caused developers to seek land in other surrounding communities. Modesto still struggles to bring new developable land to the market. The most promising neighborhood is known as Tivoli, approximately 345 acres located just south of Riverbank. This new neighborhood will eventually bring roughly 1855 to 3,240 housing units to market, but construction activity has yet to get underway.

As expected, along with the residential development there was a renewed interest in available commercially zoned land primarily along Highway 108 (Patterson Road). Included in this category are the Galaxy Cinema Project, a Cool Hand Luke's steak house, CVS Drug Store, and several fast-food restaurants. In addition, a new shopping center known as "Crossroads" was developed at Claribel Road, between Oakdale Road and Roselle Avenue. This is a fully developed center with a Savemart grocery store, a Target store, Applebee's restaurant, and several other high-volume retailers and eateries. A new Home Depot store was also opened on a parcel immediately east of this center.

Crossroads West is the new neighborhood west of Oakdale Road and north of Claribel Road and is rapidly developing with several new home subdivisions and a new Costco anchored retail center.

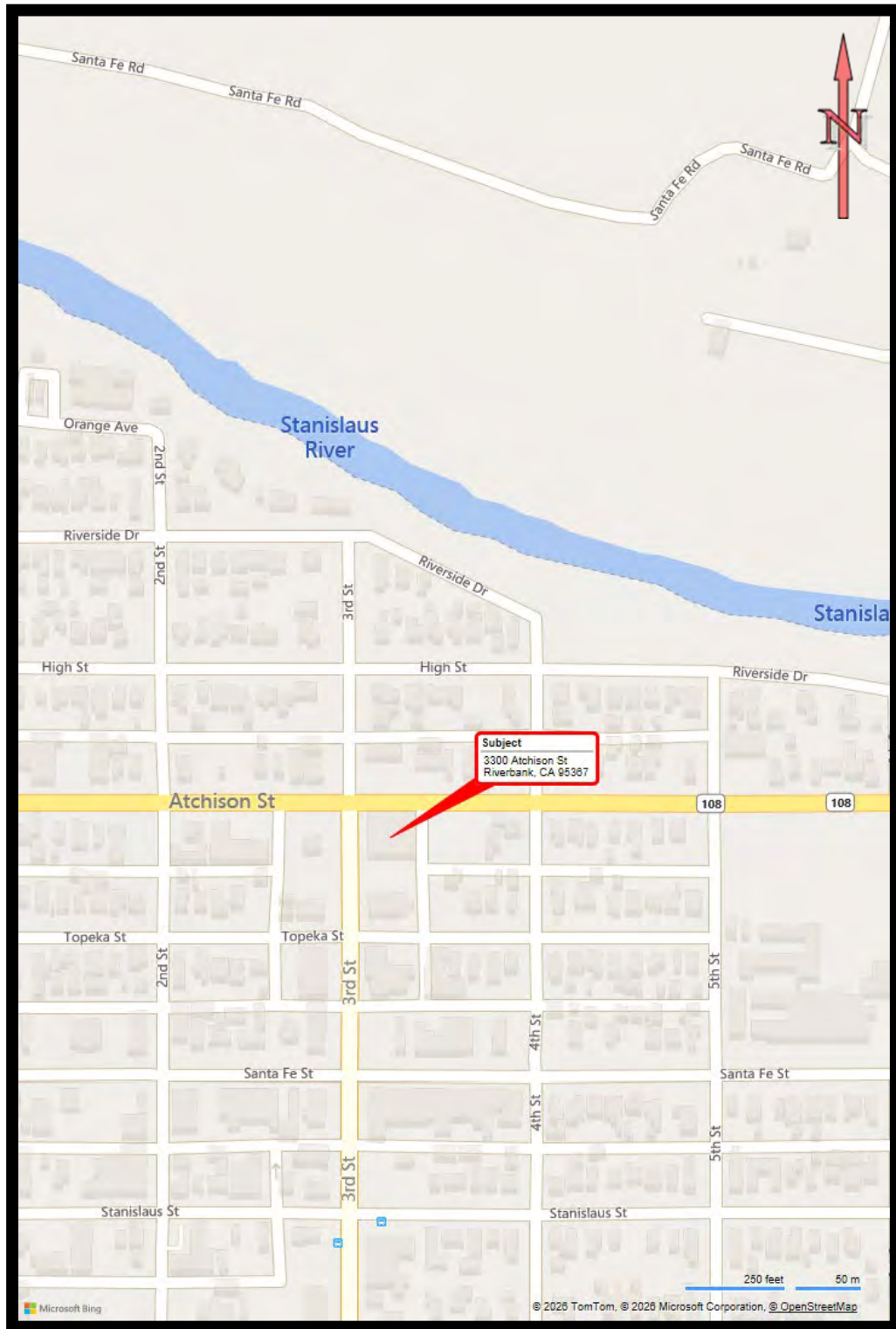
The major economic base for the City of Riverbank (like the majority of central San Joaquin valley communities) is agriculture and food processing. Gangi Bros., Riverbank Cheese Co., and McFarland Foods are all major employers within the city. Other major industries are involved primarily in construction and consist of Dura Built Truss Company, Monschien Cabinet Company, etc.

In addition to the above, employment is provided to many Riverbank residents in Modesto, or the community of Oakdale located approximately five miles east.

Riverbank has four elementary schools, one junior high school, and one high school. A junior college is in Modesto and State College in Turlock (roughly 15 miles south of Riverbank). Also, there are fourteen churches, one library, one newspaper, two banks, nine public parks, a community center, Olympic pool, and lighted tennis courts, all available to Riverbank residents.

In summary, the City of Riverbank was once a small agriculturally oriented community near the county's major metropolitan area, Modesto. Riverbank historically realized only moderate growth, until the early 1990s. Since then, several new subdivisions have increased the area's population substantially, and it is now considered a "bedroom community." In most neighborhoods, values are stable if not slightly improving. The city has recently annexed the Crossroads West Specific Plan containing 380 acres. This will allow for the development of commercial uses, as well as 1,170-1,900+- low density residential units, 96-192 medium density residential units, and 248-388 high density residential units. Demand for new residential development appears to be strong at this time with most well-located subdivisions experiencing strong absorption. Riverbank continues to indicate a need for more buildable residential land.

NEIGHBORHOOD LOCATION MAP



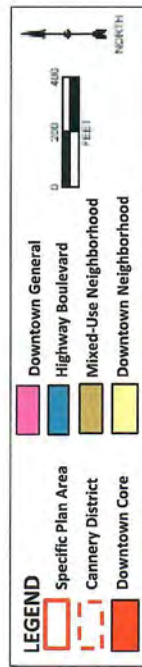
NEIGHBORHOOD DESCRIPTION

The subject Property is located in downtown Riverbank, California. Property uses here consist of a mixture of commercial/retail and office, with a scattering of older residential uses. Neighborhood boundaries can best be described as railroad tracks to the west, Eighth Street to the east, Atchison Street to the north and Patterson Road to the south. The city of Riverbank has recently renovated much of the downtown area, with new streetscapes, lighting, and landscaping. This revitalization will hopefully increase demand for this area that has struggled in recent years. The subject is located within the Downtown Specific Plan. The Riverbank community desires a comprehensive revitalization of their historic downtown. The City's 2025 General Plan designates the Downtown Specific Plan area as an Infill Opportunity Area, in which the City will "focus reinvestment, and revitalization efforts" including public-private partnerships, public investments, infill incentives, and other strategies. For a complete description, the Downtown Specific plan can be accessed on the City of Riverbank's website.

On the following page is an exhibit showing the boundaries of the specific plan and zoning districts.

2.1 DISTRICT ZONE REGULATIONS

Riverbank Downtown Specific Plan District Zones



DISTRICT BOUNDARIES TO BE USED IN THE REGULATING PLAN

THE PROPERTY

Statement of Ownership

As previously mentioned, a preliminary title report was not provided, however, from information provided by the property owner it appears that title in the subject property as of my valuation date is vested in the following:

Del Rio City Center, LLC

History of the Property

According to county records it appears that the current owner purchased the property, along with an adjacent parcel, from the Riverbank Designated Local Authority, As Successor Agency to the Riverbank Redevelopment Agency in 2016 for \$175,000. The subject property was previously developed with the Del Rio Theatre. After purchase, the owner developed the adjacent 7,500 SF site with an office building and attempted to make repairs and renovations to the old theatre. The owner spent approximately \$125,000 on asbestos mitigation and other repairs before determining that it would not be feasible to continue. The owner decided to demolish the existing improvements at a reported cost of \$220,000. To my knowledge the property is not under contract or listed for sale at this time.

Legal Description

A legal description was not provided. According to the Stanislaus County Assessor the property is identified as Stanislaus County Assessor's Parcel Number 132-009-069.

Census Tract No.

According to the Stanislaus County Assessor's office it appears that the subject property is located in census tract no. 003.01.

HUD Flood Hazard Data

According to FEMA community panel no. 06099C0335E, dated September 26, 2008, the subject property is in Zone X, an area of minimal flooding.

Seismic Data

The subject property is not located within any special study zone.

Easements/Encroachment

The subject property does not appear to be affected by any adverse easements or encroachments. As previously stated, a preliminary title report was not provided. For further verification I strongly recommend that a preliminary title report be ordered and reviewed.

Environmental Conditions

The appraiser knows of no hazardous waste or other materials that would create any adverse environmental issues. Obviously, I am not an expert in this field and strongly recommend professional investigation and advice if further verification is required. The presence of hazardous materials or contamination could have a significant negative impact on the market value estimate. It is assumed for this appraisal report that the property is contamination free.

Agricultural Preserve/Wetlands Consideration

The subject property is not located within an agricultural preserve or designated wetlands area.

Assessments and Property Taxes

According to the Stanislaus County Tax Collector’s office the subject property has the following assessments and taxes for the 2024/2025 tax year:

Parcel No.	Land Assessment	Improvement Assessment	Total Assessment	Total Taxes
132-009-069	\$149,154	\$29,591	\$178,745	\$2,216

Utilities

All public utilities are available to the site and are supplied as follows:

Service	Provider
Sewer and Water	City of Riverbank
Electricity	Pacific Gas & Electric Co.
Natural Gas	Pacific Gas & Electric Co.
Telephone	AT & T
Fire Services	Stanislaus County Consolidated Fire Dept.
Law Enforcement	Stanislaus County Sheriff

Zoning

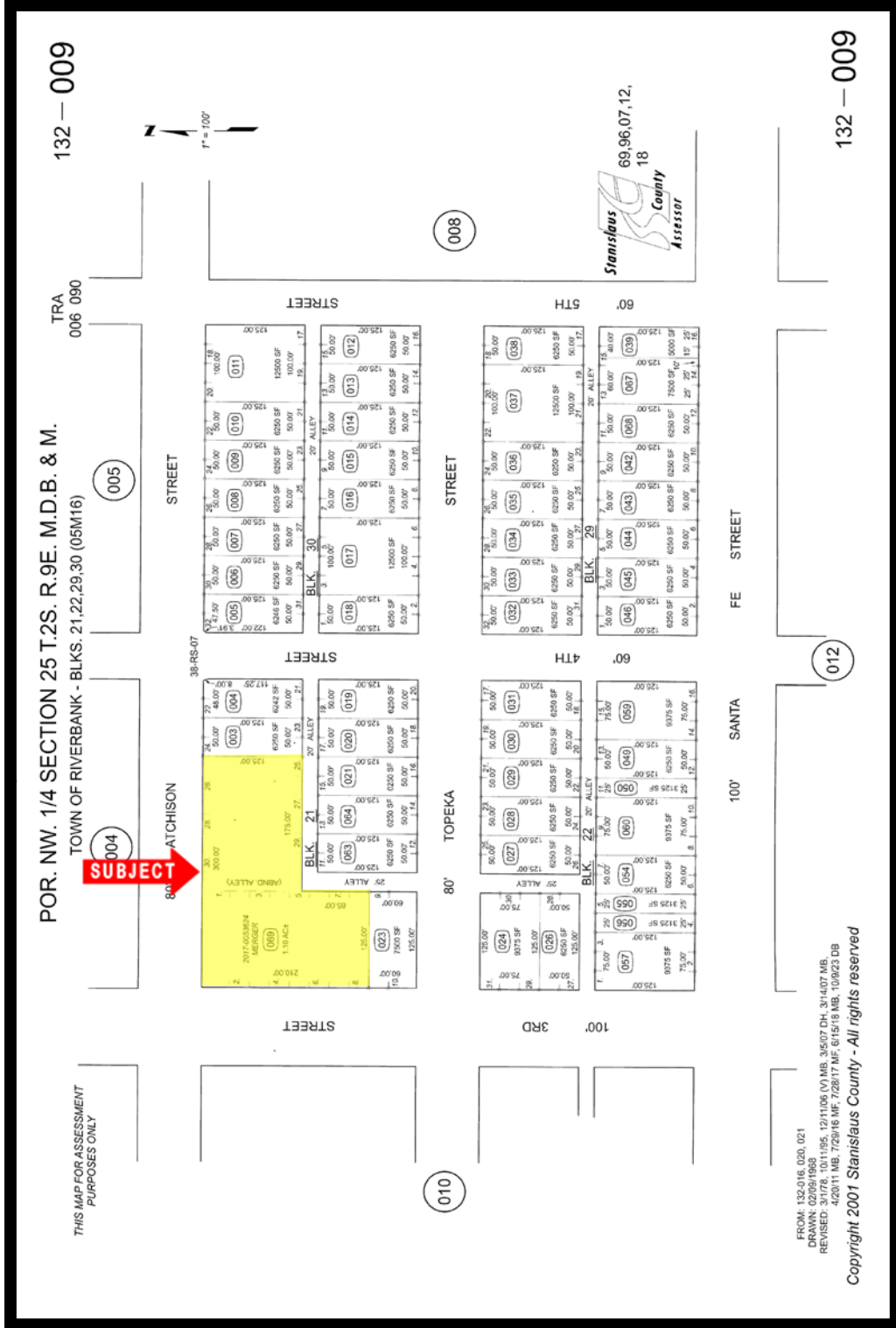
According to the City of Riverbank Planning Department the subject property has a dual zoning of C-2 (General Commercial) and C-1 (Neighborhood Commercial) The subject is located within the Downtown Specific Plan having land use designations of Downtown Core and Highway Boulevard.

Property Description

The subject property represents a vacant commercial, corner site that is basically flag shaped, containing a total area of approximately 1.10 acres, or 47,916 SF. The site has approximately 210 feet of frontage along the east side of 3rd Street, and 300 feet along the south side of Atchison Street (Highway 108) within the downtown core. The site appears to be level to road grade and currently is improved with offsite improvements in the form of concrete curb, gutter, and sidewalks along both street frontages. Given the location in downtown Riverbank, all necessary utilities are available. The parcel appears to be of adequate size and shape to accommodate many commercial users. The site has good exposure and access. Portions of the property are improved with parking lot improvements that do not feel to contribute value given the highest and best use of the property.

For more descriptive purposes on the following pages, I have provided a copy of the assessor's parcel map delineating the subject parcel, as well as photographs of the property taken on the date of my inspection.

ASSESSOR'S PARCEL MAP



AERIAL PHOTOGRAPH



SUBJECT PHOTOS



View of Property



View of Property

SUBJECT PHOTOS



View of Property from Corner of 3rd Street and Atchison Street

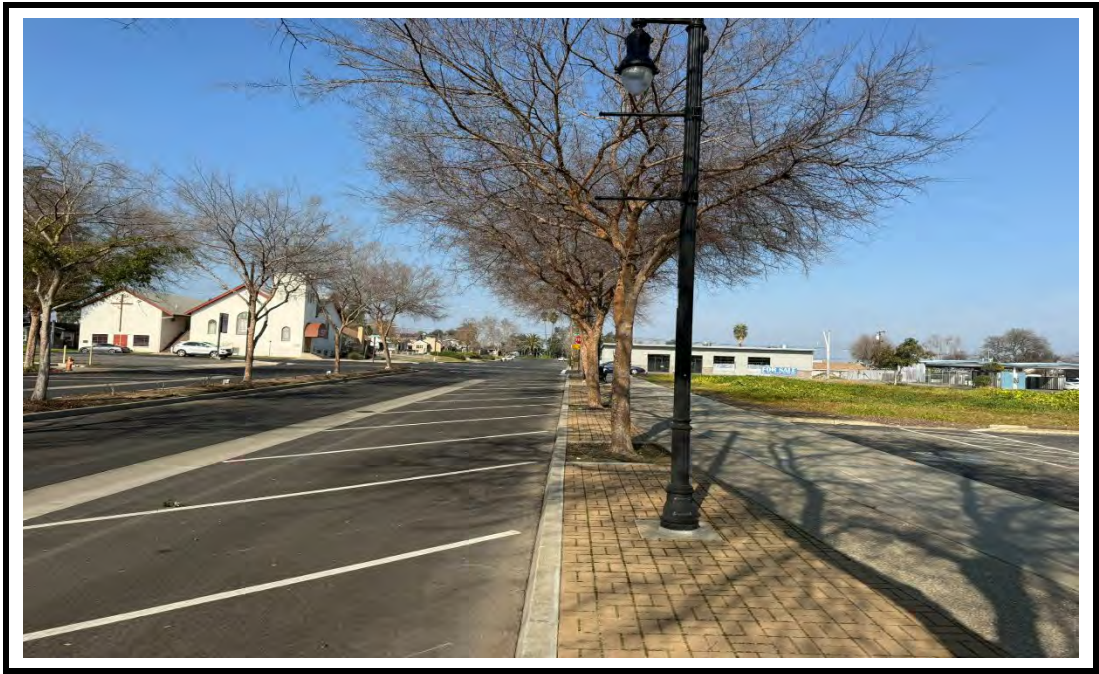


View of Property from 3rd Street

SUBJECT PHOTOS

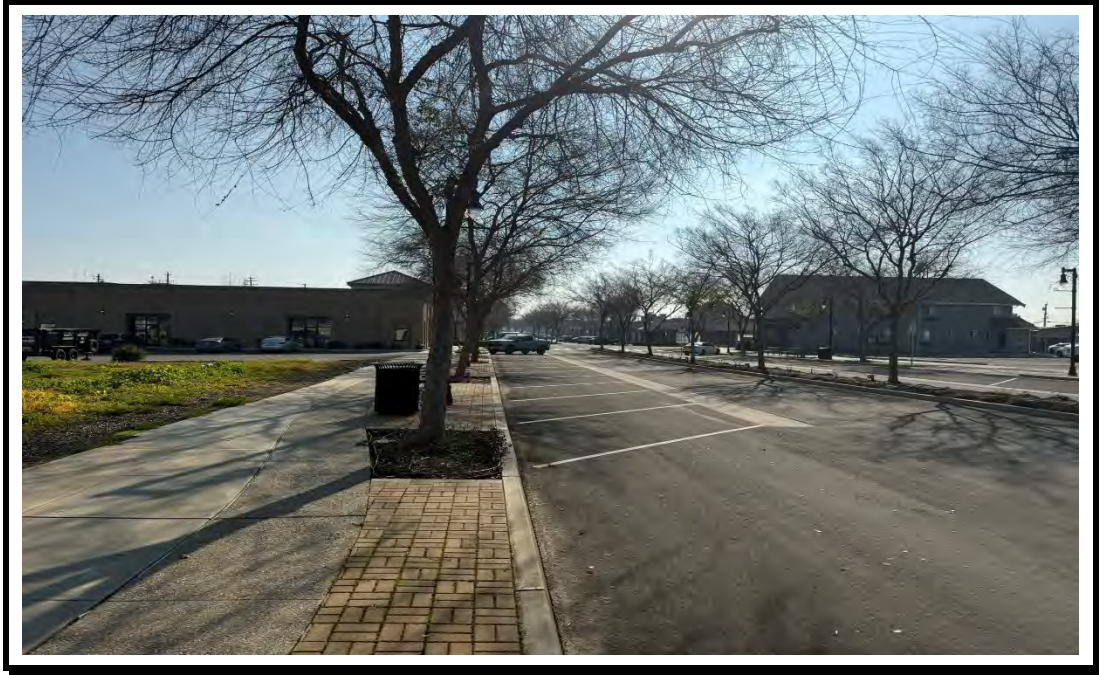


View of Property looking Southwest

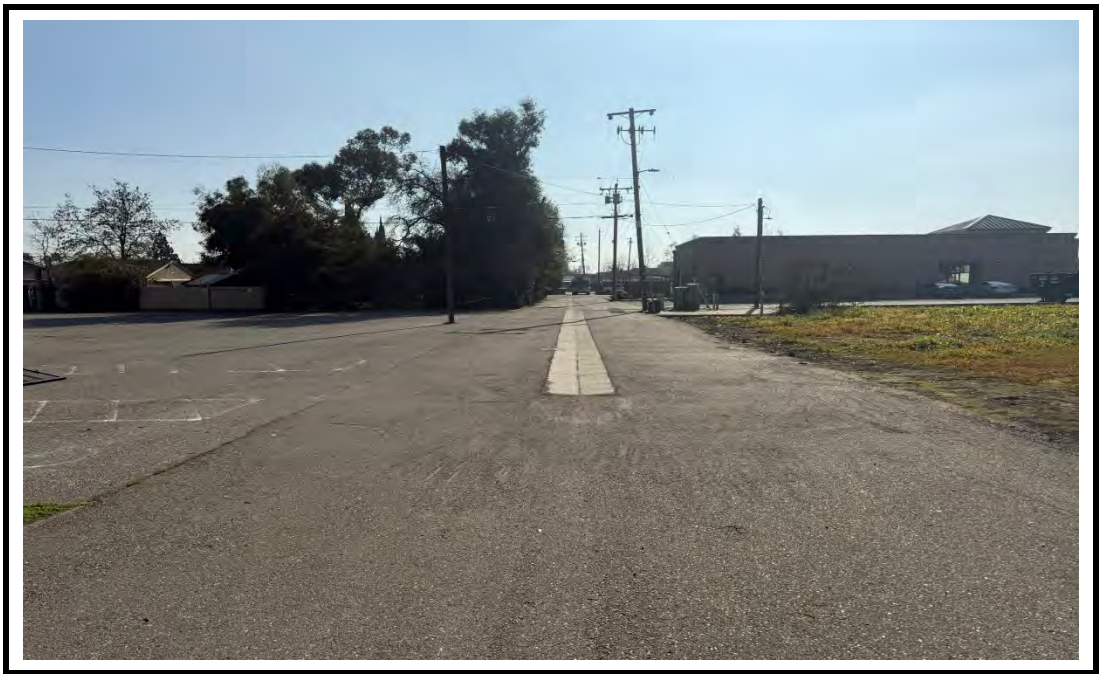


View North along 3rd Street

SUBJECT PHOTOS



View South along 3rd Street



View South along Abandoned Alley

SUBJECT PHOTOS

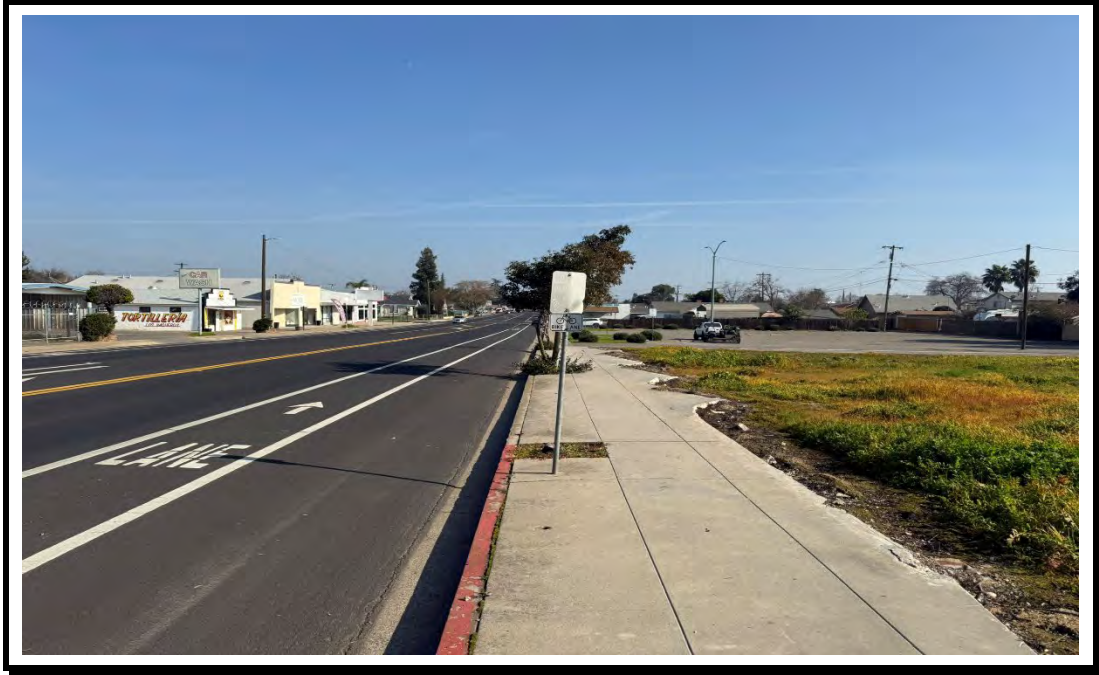


View North along Abandoned Alley



View East along Alley

SUBJECT PHOTOS



View East along Atchison Street



View West along Atchison Street

HIGHEST AND BEST USE “AS IF VACANT”

To estimate the highest and best use of a vacant site the appraiser utilizes four distinct tests. The projected use must meet all four of these tests:

- 1) Legally permitted,
- 2) Physically possibly,
- 3) Economically feasible, and
- 4) Most profitable.

If a proposed use fails to meet any of these tests it is discarded and another use considered.

Legally Permitted - test must be considered first to see what potential uses are allowed. Public legal restrictions consisting of zoning regulations, building codes, environmental regulations, and other applicable ordinances govern this determination. As discussed previously, the subject site is zoned Commercial, allowing a wide variety of commercial uses. The subject is located within a commercial district of Riverbank, with uses consisting of retail and office.

Physically Possible - the legally allowable use of the site must obviously be physically possible. Sometimes uses are limited by the physical characteristics of the site such as size, topography, soil, or subsoil conditions, as well as climatic conditions. As discussed previously in the Property Description section of the report the subject parcel is level and has no observed adverse surface or subsoil conditions. The parcel is flag shaped and has good access and visibility. The parcel is adequate in size and shape to support several commercial uses.

Economically Feasible - a realistic assessment of market demand for a proposed use is a critical factor. For example, sites may be available that are zoned for retail development served by all utilities and with convenient locations, however, market conditions might be such as to indicate that in this location there is no need for an additional development. The subject property is well located along Atchison Street (Highway 108) in the heart of the downtown core. There is substantial multi and single-family residential development within a mile radius and regional access to this location is good. The rents achievable on the new retail-office space in the area provide investors with acceptable returns on invested capital. As such a use in conformity with existing zoning is considered feasible. Vacancies are low and demand for property of this nature is high. As previously mentioned, the City of Riverbank and private investors have made major investments into the revitalization of downtown over the past few years. This is expected to continue with the implementation of the Downtown Specific Plan.

The fourth test, **most profitable**, reflects that legally permitted, physically possible, economically feasible uses which will produce the greatest return for the land value.

Given the physical and locational attributes of the subject site it is my opinion that that most profitable use would be commercial development, either office and/or retail.

VALUATION METHODOLOGY

Appraisers typically utilize three common approaches to estimate the market value of real property. They are identified as:

1. The Cost or Summation Approach;
2. The Sales Comparison Approach; and
3. The Income Capitalization Approach.

All three approaches do not have application in every assignment. The Cost Approach is best utilized when valuing improved properties with newer construction in which improvement costs can easily be determined and depreciation can be realistically identified. The Income Approach is best suited for income producing properties. This approach is most applicable when there is sufficient rental data available from the marketplace.

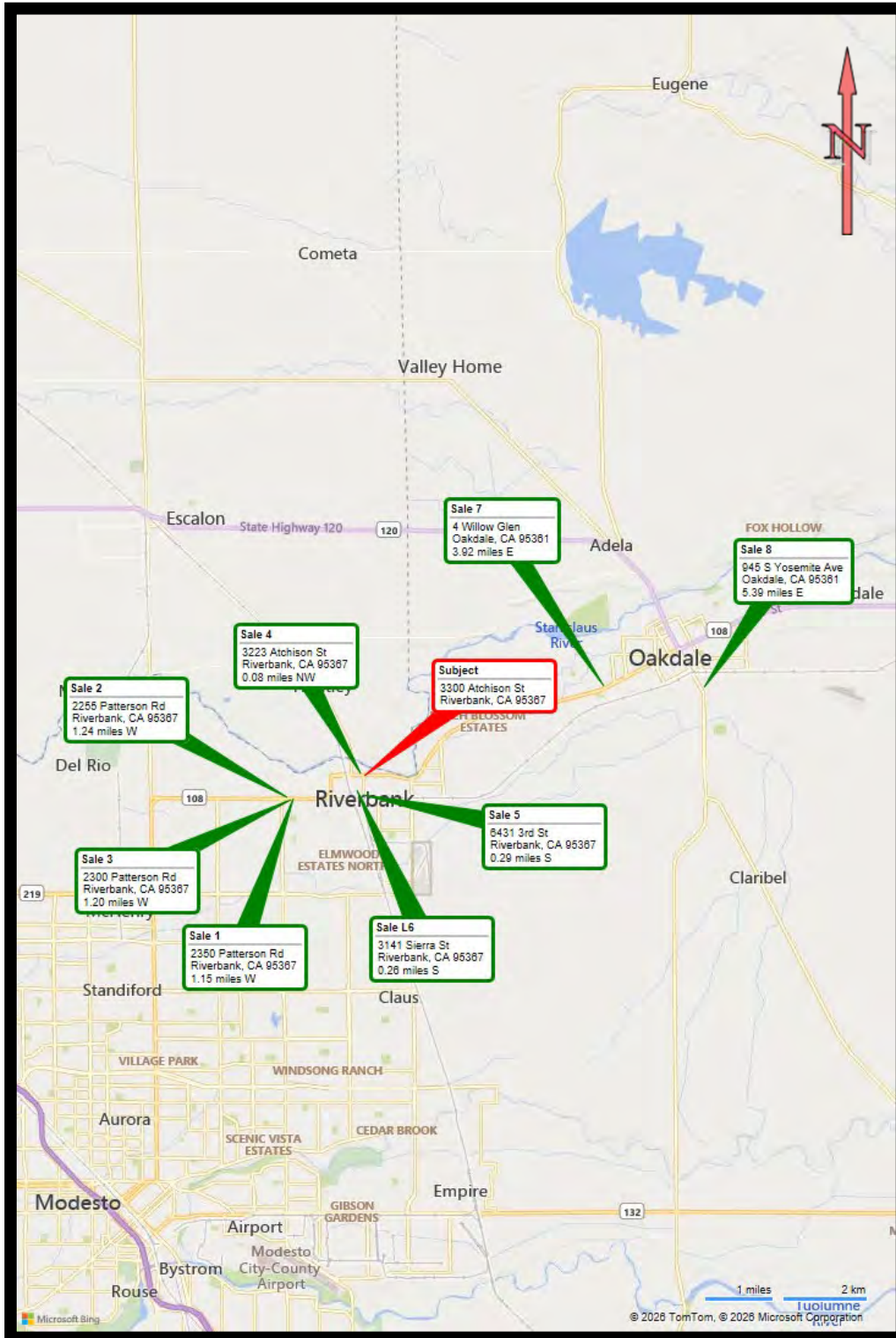
Because the subject property consists of a vacant commercial site neither the Cost or Income Approaches have relevance in this analysis. The Sales Comparison Approach was given sole consideration as it is the method most utilized by the general market. To apply this approach, the neighborhood was researched for recent comparable sales activity and available listings. My research produced eight comparables which were felt to be the most comparable to the subject parcel.

On the following pages I have included a chart summarizing the data on the comparables analyzed, a location map and a discussion of each transaction leading to a conclusion of market value.

COMPARABLE LAND SALES SUMMARY

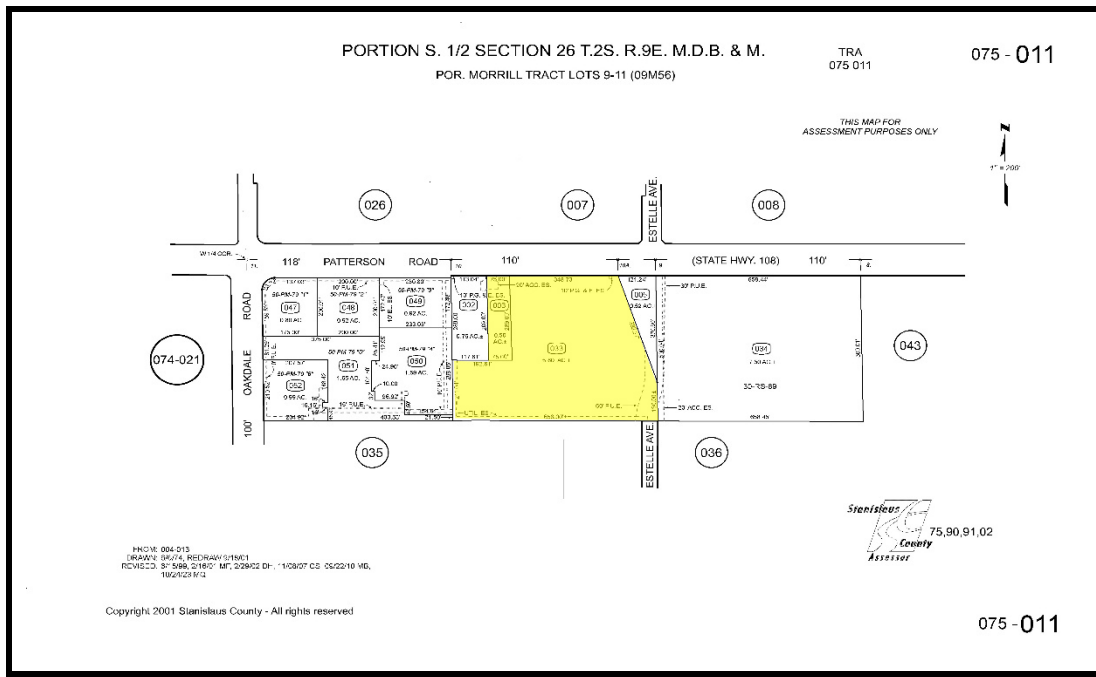
NO.	LOCATION / APN	SALE DATE	GRANTOR GRANTEE DOC. NO.	SALE PRICE	PARCEL SIZE - AC. / S.F.	SHAPE CORNER	ZONING	PRICE PER S.F.	OFFSITE IMPR. UTILITIES	INTENDED USE
1	2350 PATTERSON RD. RIVERBANK, STAN. CO., CA / 075-011-003 & 033	JUL-25 COE	<u>SETLIFF</u> <u>RIVERBANK 108 LLC</u> # 33619	\$3,250,000	<u>6.33</u> 275,735	<u>IRREGULAR</u> NO	C-2	\$11.79	<u>REQUIRED</u> ALL AVAIL.	FUTURE COMMERCIAL BEING DEVELOPED WITH TRACTOR SUPPLY / GROCERY OUTLET
2	2255 PATTERSON RD., RIVERBANK STAN. CO., CA / 075-026-041 & 042	MAY-21 COE	<u>BARLOW</u> <u>US AUTO LEASING</u> # 44010	\$925,000	<u>2.04</u> 88,862	<u>RECTANGULAR</u> NO	C-2	\$10.41	<u>ALL IN</u> ALL AVAIL.	FUTURE COMMERCIAL (EXIST. PAVED PARKING LOT)
3	2300 PATTERSON ROAD, RIVERBANK, STAN. CO., CA / 075-011-002	APR-23 COE	<u>SETLIFF</u> <u>EVERGREEN-OAKDALE</u> # 16094	\$756,000	<u>0.8073</u> 35,168	<u>NARROW RECT.</u> NO	C-2	\$21.50	<u>NONE</u> ALL AVAIL.	DUTCH BROS. COFFEE (EXIST. SFR OF NO VALUE)
4	3223 ATCHISON ST., RIVERBANK STAN. CO., CA / 132-004-052	JAN-21 COE	<u>MAYA</u> <u>ROCHA</u> # 8278	\$92,500	<u>0.14</u> 6,250	<u>RECTANGULAR</u> NO	C-1	\$14.80	<u>PARTIAL</u> ALL AVAIL.	INTERIOR COMMERCIAL SITE LOCATED ALONG THE NORTH SIDE OF ATCHISON ST JUST WEST OF THE SUBJECT PROPERTY
5	6431 3RD ST., RIVERBANK STAN. CO., CA / 132-017-022 & 023	SEP-22 COE	<u>MEDINA</u> <u>VAN BUREN</u> # 59627	\$345,000	<u>0.92</u> 40,001	<u>RECTANGULAR</u> YES	DOWNTOWN GENERAL	\$8.62	<u>ALL IN</u> ALL AVAIL.	LOCATED IN DOWNTOWN SPECIFIC PLAN - FUTURE MIXED USE DEVELOPMENT
L-6	3141 SIERRA ST., RIVERBANK STAN. CO., CA / 132-011-053 & 054	LISTING	LISTING	\$750,000	<u>0.72</u> 31,250	<u>IRREGULAR</u> YES	MIXED USE	\$24.00	<u>ALL IN</u> ALL AVAIL.	LOCATED IN DOWNTOWN SPECIFIC PLAN - FUTURE MIXED USE DEVELOPMENT
7	N.W.C. OF STATE HWY 108 & WILLOW GLEN OAKDALE, STAN. CO., CA / 063-011-018	JUN-22 COE	<u>KHIEM TRUONG</u> <u>OAKDALE DYALISIS</u> # 44917	\$375,000	<u>0.56</u> 24,398	<u>IRREGULAR</u> YES	H-1	\$15.37	<u>ALL IN</u> ALL AVAIL.	FUTURE COMMERCIAL MEDICAL OFFICE DEVELOPMENT
8	945 S. YOSEMITE AVE. OAKDALE, STAN. CO., CA / 064-044-020	DEC-23 COE	<u>HUSSAIN</u> <u>ZHENGPEI</u> # 58645	\$470,000	<u>0.71</u> 31,106	<u>IRREGULAR</u> NO	C-M	\$15.11	<u>ALL IN</u> ALL AVAIL.	FUTURE COMMERCIAL

LAND SALES LOCATION MAP



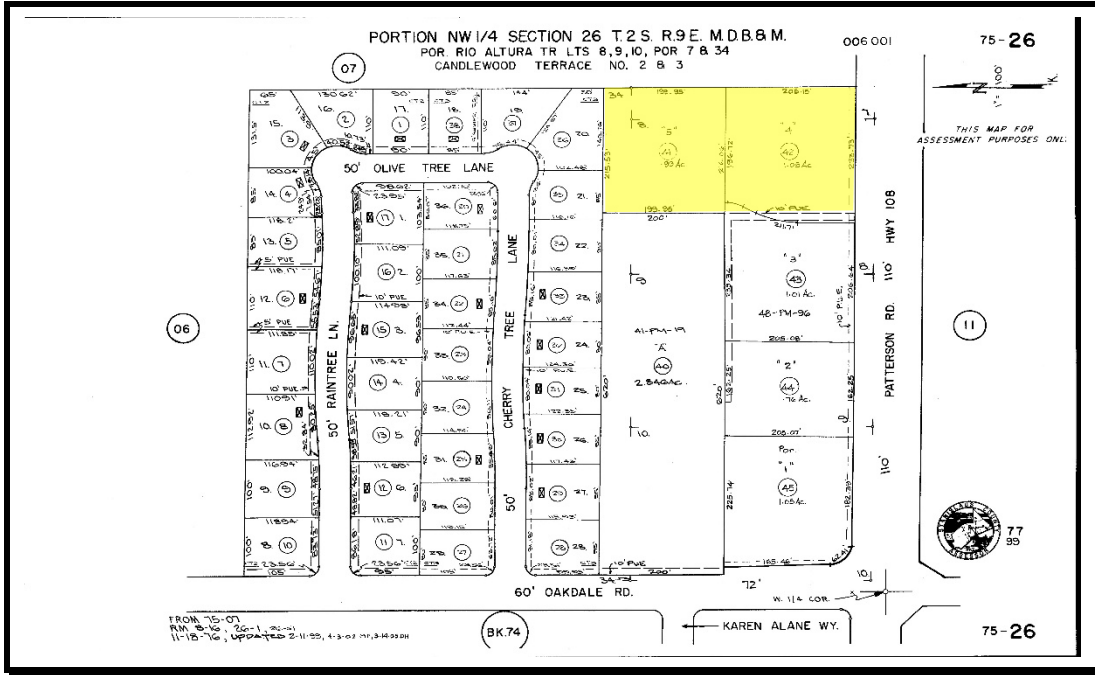
DISCUSSION OF COMPARABLES

Comparable No. 1 is located at 2350 Patterson Rd. (Highway 108) in Riverbank, CA. This property consists of two parcels totaling 6.33 acres, or 275,735 SF that sold in July of 2025 for \$3,250,000, or \$11.79 per SF. The property had been listed for many years at an asking price of \$5,000,000. The buyer is the process of developing the property with a Tractor Supply and a Grocery Outlet, with supporting strip retail. The property is zoned C-2, General Commercial. The parcel is void of offsite improvements in the form of curbs, gutters, and sidewalks, and utilities are available. Terms of the sale involved all cash to the seller. Overall, this comparable is similar in that it represents a vacant commercial site along Highway 108, however, is felt to provide an inferior \$/SF due to its larger size. Typically, larger parcels will provide lower price per SF indications based upon economies of scale.



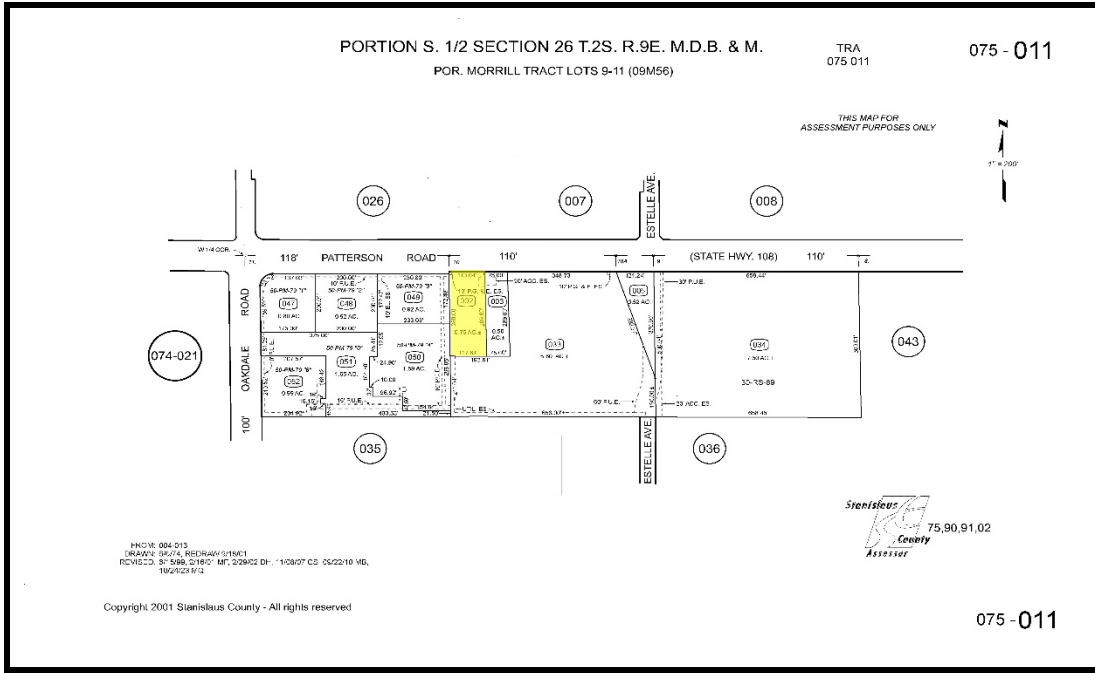
**Comparable No. 1 – 2350 Patterson Road, Riverbank
(APNs: 075-011-003 & 033)**

Comparable No. 2 is located at 2255 Patterson Rd., Riverbank, Stanislaus County, California. This 2.04-acre property sold in May of 2021 for \$925,000, indicating a price per square foot \$10.41. The property consists of two parcels that are used and developed as a parking lot. The property is rectangular in shape and represents an interior location. The property is zoned C-2 (General Commercial). All offsite improvements are in place and all utilities are available. Terms of the sale of the sale involved all cash to the seller. Overall, this comparable is felt to be inferior due to improving market conditions, size, and location.



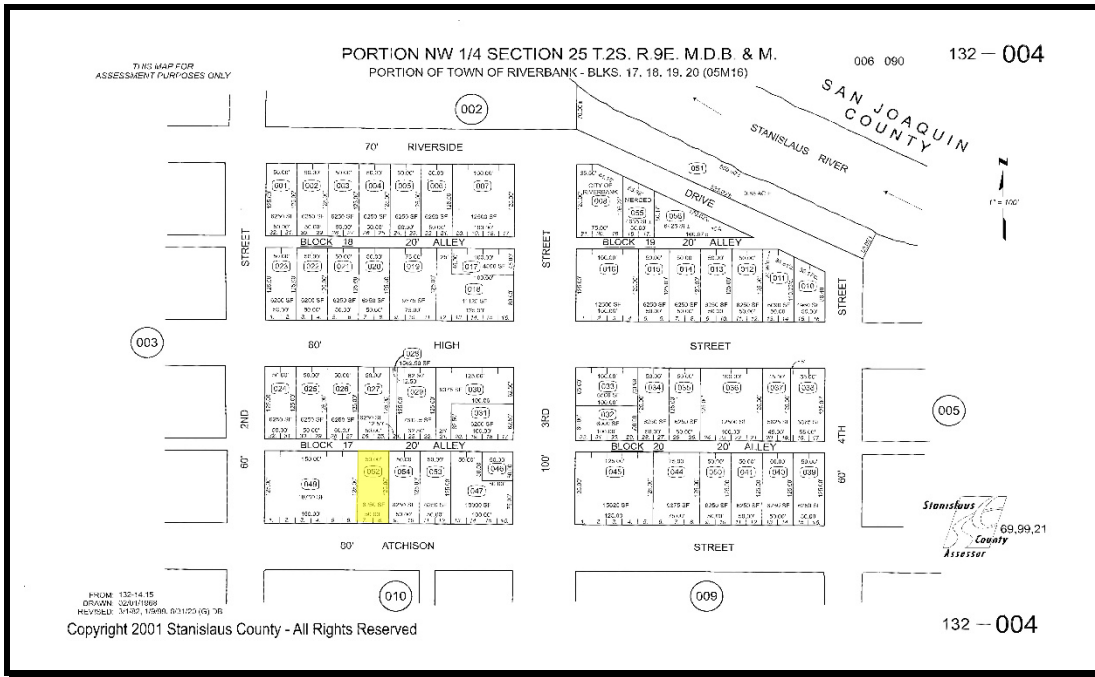
**Comparable No. 2 – 2255 Patterson Road, Riverbank
(APNs: 075-026-041 & 042)**

Comparable No. 3 is located at 2300 Patterson Road in Riverbank, Stanislaus County, California. This 0.8073-acre parcel sold in April of 2023 for \$765,000, indicating a price per square foot of \$21.50. The property is zoned C-2 (General Commercial) and represents a narrow rectangular shaped interior parcel that has been developed with a Dutch Brothers Coffee Drive-thru. The property was void of offsite improvements, and utilities are available. Terms of the sale involved all cash to the seller. Overall, this property is felt to be superior primarily due to size and location.



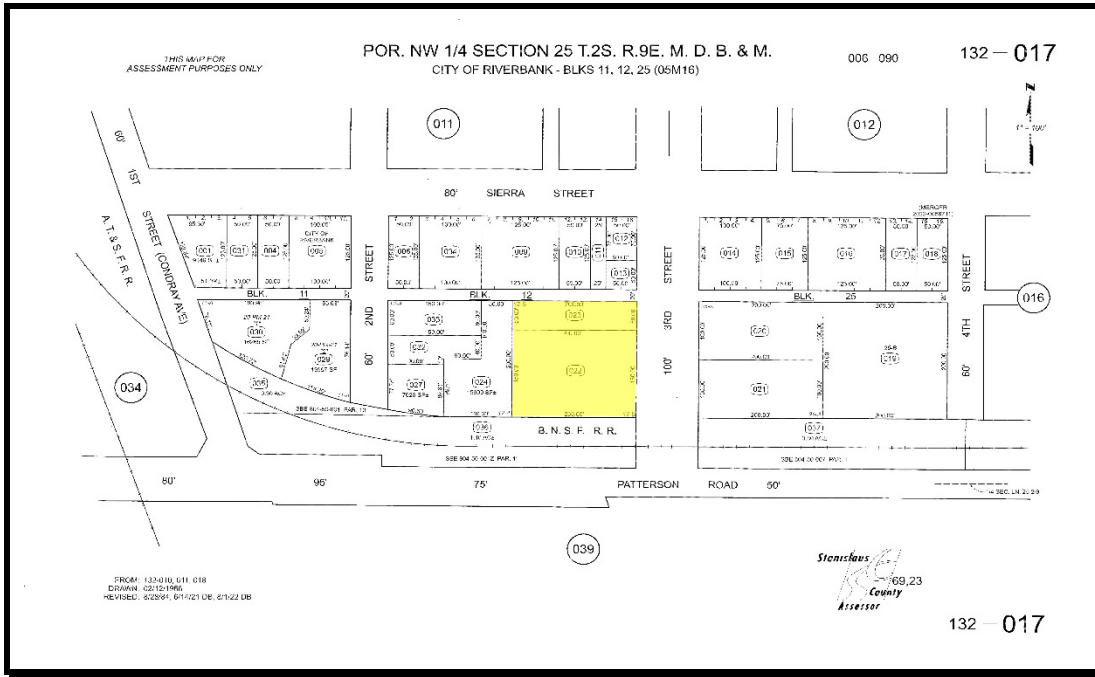
**Comparable No. 3 – 2300 Patterson Road, Riverbank
 (APN: 075-011-002)**

Comparable No. 4 is located at 3223 Atchison Street (Highway 108) in Riverbank, CA, just west of the subject. This small, interior, rectangle site containing 6,250 SF sold in January of 2021 for \$92,500 or \$14.80 per SF. The site is zoned C-1, Neighborhood Commercial. Terms of the sale involved all CASH to the seller. Overall, this property was felt to be inferior primarily due to improving market conditions, location, and utility.



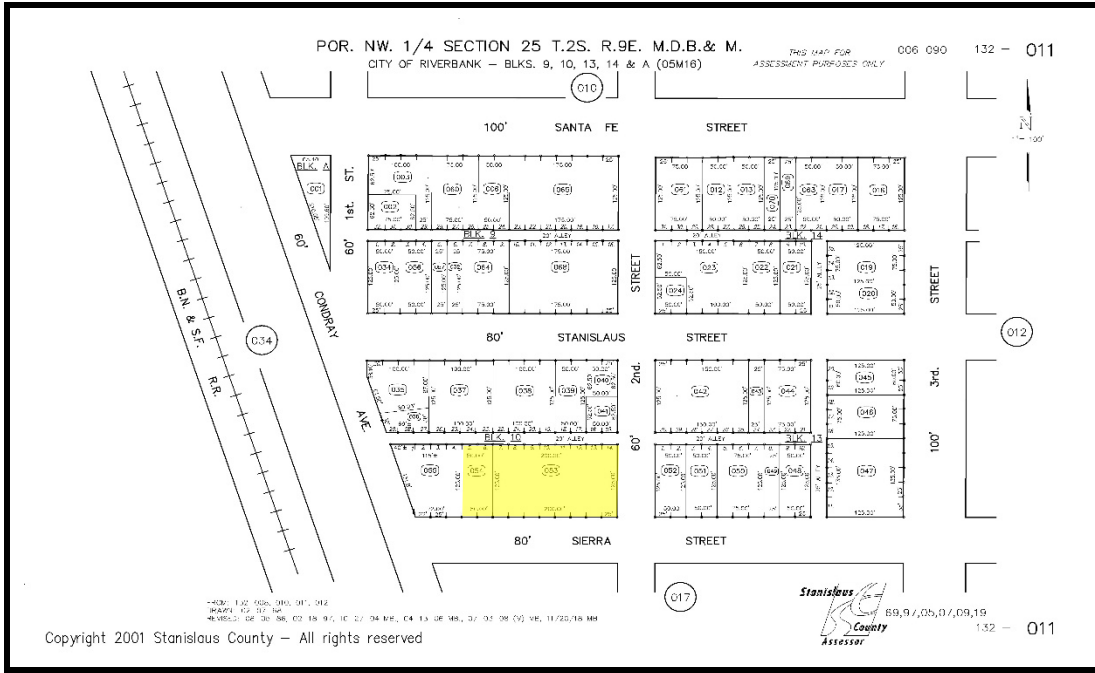
**Comparable No. 4 – 3223 Atchison Street, Riverbank
(APN: 132-004-052)**

Comparable No. 5 is located at 6431 3rd Street in downtown Riverbank, Stanislaus County, California. This property consists of two parcels totaling 0.92-acre corner parcel sold in September of 2022 for \$345,000, indicating a price per square foot of \$8.62. The property is zoned Downtown General allowing for mixed-use residential/commercial development, and all offsite improvements and utilities are in place. Terms of the sale involved all cash to the seller. Overall, this comparable is felt to be inferior primarily due to improving market conditions, location, zoning, and potential use.



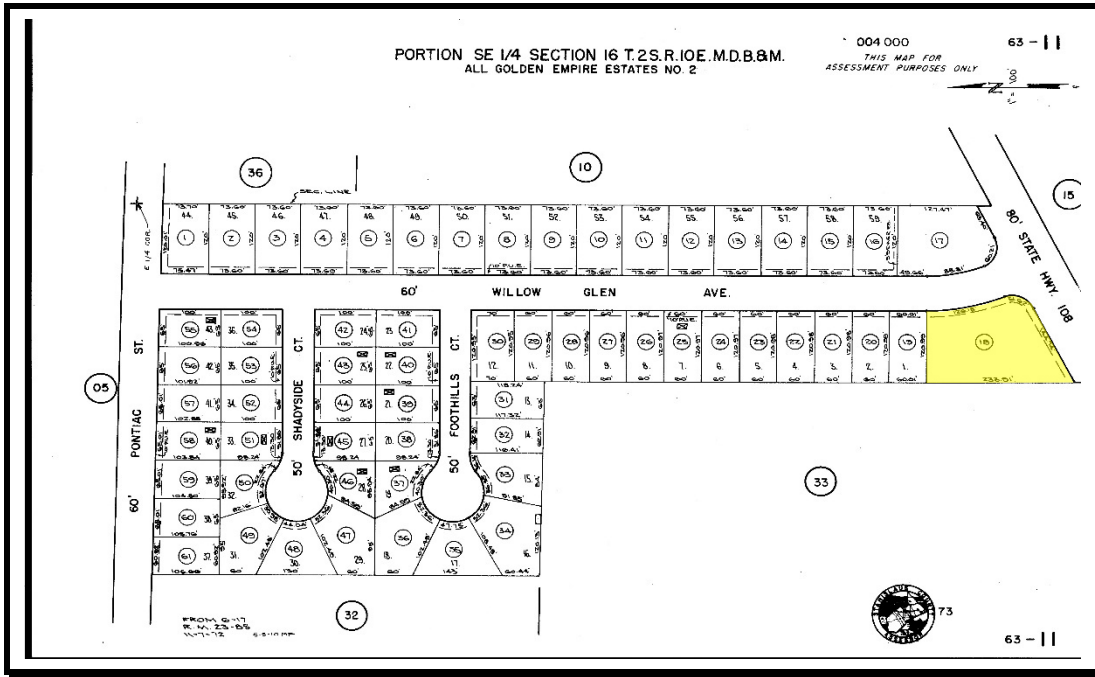
**Comparable No. 5 – 6431 3rd Street, Riverbank
(APN: 132-017-022 & 023)**

Comparable No. L-6 is located at 3141 Sierra Street in downtown Riverbank, Stanislaus County, California. This property consists of two parcels that total 0.72-acres and is listed for \$750,000, indicating a price per square foot of \$24.00. The property is zoned Downtown General allowing for mixed-use development. All offsite improvements are in place, as well as utilities. This property has been listed since June of 2024 and appears to be overpriced. Overall, this comparable is inferior to the subject due to location, zoning, and potential use.



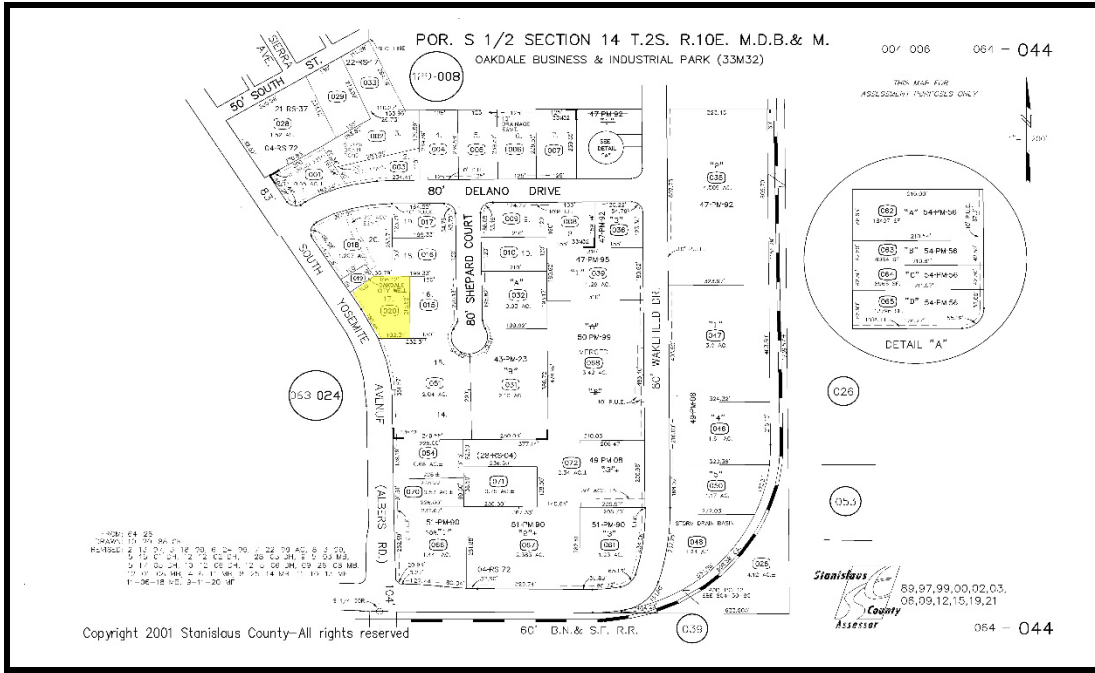
**Comparable No. L6 – 3141 Sierra Street, Riverbank
(APN: 132-011-053 & 054)**

Comparable No. 7 is located within the neighboring community of Oakdale, CA to the east. This site is located at the northwest corner of State Highway 108 and Willow Glen in west Oakdale. This 0.56-acre site sold in June of 2022 for \$375,000, or roughly \$15.37 per square foot. This is an irregular shaped corner parcel that is zoned H-1- Highway Commercial. The property is improved with offsite improvements and utilities are available. The terms of the sale were all cash to the seller. The buyer plans to develop a medical office building. Overall, this property is similar, however, the indication of value is felt to be low due to improving market conditions.



**Comparable No. 7 – NWC of State Hwy. 108 & 4 Willow Glen, Oakdale
(APN: 063-011-018)**

Comparable No. 8 is also located in Oakdale at 945 Yosemite Ave. (J14) in Oakdale, Stanislaus County, California. This property consists of a 0.71-acre site that sold in December of 2023 for \$470,000, or roughly \$15.11 per square foot. The site is zoned commercial/industrial and is located along the main thoroughfare running north/south through the community of Oakdale. Off-sites and utilities are in place. The site has an interior location. Terms were all cash to the seller. Overall, this comparable is felt to be slightly inferior due to location and potential use.



**Comparable No. 8 – 945 S. Yosemite Avenue, Oakdale
(APN: 064-044-020)**

INDICATED VALUE BY SALES COMPARISON APPROACH

In summary, the comparables analyzed indicated the following values on a price per square foot:

Comparable No.	Price Per Square Foot	Overall Rating
1	\$11.79	Inferior
2	\$10.41	Inferior
3	\$21.50	Sl. Superior
4	\$14.80	Inferior
5	\$8.62	Inferior
L-6	\$24.00	Inferior
7	\$15.37	Sl. Inferior
8	\$15.11	Sl. Inferior

The comparable sales were analyzed based on differences pertaining to financing, conditions of sale, market conditions, buyer expenditures, location, exposure, site size, shape, access, zoning, use, utilities, and offsite and onsite improvements.

Typically, appraisers apply a quantitative approach when adjusting comparables and apply dollar adjustments to the comparables to account for the differences between the subject and comparable sales. When this information was available for analysis this approach was applied. Unfortunately, due to the imperfect market sufficient data did not exist to allow such analysis to the comparable sales for each element of comparison. When data did not exist, a qualitative analysis was performed, wherein the sales are compared to the subject property based an inferior, similar, superior rating system, based on the elements of comparison previously discussed.

The comparables that took place prior to 2024 were felt to warrant a positive adjustment for improving market conditions. None of the sales warranted an adjustment for financing, conditions of sale, or expenditures after purchase. All the sales were either cash transactions or money was borrowed at a reported market rate through conventional financing. The sales provided a rather broad range from a low of roughly \$8.62 per square foot as indicated by Comparable No. 5, a sale felt to be vastly inferior due to location and potential use, to a high of \$21.50 per square foot as indicated by Comparable No. 3, a property felt to be slightly superior due to location, size, and use. Comparable No. L-6 indicated a price of \$24.00 per SF, however, as discussed, this property has been listed for quite some time and is felt to be overpriced. The eight comparables provided an average price per square foot of \$15.20 per square foot and had an average size of 1.53 acres.

Comparable No's. 2 and 5 were felt to be vastly inferior to the subject property due to location and potential use. These sales provided the lowest indications at roughly \$8.00 to \$10.00 per square foot.

Comparable Nos. 1, 3, 4, 7 and 8 were felt to be the most like the subject, providing a range from \$11.79 to \$21.50 per square foot. Comparable no. 1 provided the lowest indication within this range, however, was the largest sale analyzed at 6.33 acres. Typically, larger sales will provide lower indications of value based on economies of scale. Excluding this sale the range tightens to roughly \$15.00 to \$21.50 per square foot.

After analyzing these sales, it is my opinion that a value of between \$15.00 to \$20.00 per square foot appears to be supported. Given current market conditions, the corner location of the subject along Atchison Street (Highway 108) at the heart of downtown Riverbank, the zoning, size, shape, and development potential, I feel a value of \$17.50 per square foot is well bracketed and supported by the sales analyzed. This indicates the following value for the subject property's fee simple interest as of the valuation date, January 26, 2026:

$$47,916 \text{ S.F. (1.10 Acres)} \times \$17.50/\text{S.F.} = \$838,530$$

Rounded **\$840,000**

ADDENDA

- **ENGAGEMENT LETTER**
- **STATEMENT OF QUALIFICATIONS
DAVID E. COGDILL, JR.**

ENGAGEMENT LETTER

December 17, 2025

Marisela H. Garcia
City Manager
City of Riverbank
6707 Third Street, Ste. A
Riverbank, CA 95367

RE: Appraisal Proposal for 3300 Atchison St., Riverbank, CA
Stanislaus County APN: 132-009-069

Dear Ms. Garcia:

Please be advised that the firm of Cogdill and Associates, Inc. can provide you with a current market value appraisal of the vacant commercial site identified as 3300 Atchison Street in Riverbank, CA for a total fee of \$3,000 with a delivery time of approximately 45 days from the date of your authorization to proceed.

It is our understanding that the purpose of the appraisal is to provide a market value opinion of the fee simple ownership of the property, as of a current date. The function and intended use will be to assist the City of Riverbank in negotiations with the property owner in order to facilitate a possible purchase. For this assignment we envision utilizing the Direct Sales Comparison Approach and we will provide our findings and conclusions in a narrative Appraisal Report format in compliance with current USPAP requirements.

If the terms stated are agreeable, please sign and return this engagement letter that will act as our contract. Once received, we will open a file and proceed. Thank you for the opportunity to be of service.

Respectfully,

Cogdill and Associates, Inc.



David E. Cogdill, Jr.
President/CFO



Marisela H. Garcia, City Manager

12/17/2025

Date

**STATEMENT OF QUALIFICATIONS
DAVID E. COGDILL, JR.**

APPRAISAL QUALIFICATIONS

David E. Cogdill, Jr.

EDUCATION

California State University, Stanislaus - Bachelor of Arts Degree
Modesto Junior College - Associate in Arts Degree

PROFESSIONAL COURSES

Courses Completed and Passed, 1989 to Present:

American Institute of Real Estate Appraisers:

Course 8-1: Real Estate Appraisal Principles
Course 120: Appraisal Procedures, March
Course 310: Basic Income Capitalization
Course 320: General Applications
Course 410: Standards of Professional Practice (USPAP)
Course 420: Standards of Professional Practice (Part B)
Course 430: Standards of Professional Practice (Part C)
Course 510: Advanced Income Capitalization
Course 520: Highest and Best Use and Market Analysis
Course 530: Advanced Sales Comparison and Cost Approach
Course 540: Report Writing and Valuation Analysis
Course 550: Advanced Applications (Case Studies)
USPAP: Update Seminar, March 2020
Course 710: Condemnation Appraising: Principles and Applications
UASFLA: Uniform Appraisal Standards for Federal Land Acquisitions

American Society of Farm Managers and Rural Appraisers:

Fractional Interest Valuation

Modesto Junior College:

Real Estate Residential Appraisal, Modesto Junior College

EXPERIENCE

October 1, 2013 to Present: President of Cogdill & Associates, Inc., Real Estate Appraisers/Consultants

January 1, 2007 to September 31, 2013: President of Cogdill & Giomi, Inc., Real Estate Appraisers

June 1995 to December 2006: Associate Appraiser, Cogdill & Giomi, Real Estate Appraisers

May 1989 to May 1995: Researcher, Cogdill & Giomi, Real Estate Appraisers

I have completed appraisals for Caltrans, City of Modesto, City of Oakdale, City of Turlock, City of Manteca, City of Ripon, Stanislaus County, San Joaquin County, Modesto Irrigation District, Wells Fargo Bank, Bank of the West, West America Bank, Bank of Stockton, Tri Counties Bank, U.S. Bank, Bank of Agriculture and Commerce, Oak Valley Community Bank, Farmers & Merchants Bank, Central Valley Community Bank, and various other real estate developers, individuals, accountants and attorneys.

Appraisals have covered the area of residential, commercial, industrial, agricultural, recreational, and special use properties.

In addition to my 30 years of real estate appraisal experience, I served two years on the City of Modesto Planning Commission, Board of Zoning Adjustment, and Modesto City Council 2011-2015.

Qualified as expert witness in various hearings, Municipal Court and Superior Court, State of California

CERTIFICATION

Certified General Real Estate Appraiser by the State of California, AG025634, dated September 30, 1998

Real Estate Broker License issued by Department of Real Estate, State of California, dated July 16, 1999

PROFESSIONAL AFFILIATION & MEMBERSHIPS

City of Modesto Planning Commissioner 2004 - 2006

City of Modesto Charter Review Committee 2006 - 2008

Elected to the Modesto City Council 2011-2015



DISCLOSURE REGARDING REAL ESTATE AGENCY RELATIONSHIP

(As required by the Civil Code)
(C.A.R. Form AD, Revised 12/24)

(If checked) This form is being provided in connection with a transaction with a leasehold interest exceeding one year as per Civil Code §§ 2079.13(j), (k), and (l).

When you enter into a discussion with a real estate agent regarding a real estate transaction, you should from the outset understand what type of agency relationship or representation you wish to have with the agent in the transaction.

SELLER'S AGENT

A Seller's agent under a listing agreement with the Seller acts as the agent for the Seller only. A Seller's agent or a subagent of that agent has the following affirmative obligations:

To the Seller: A Fiduciary duty of utmost care, integrity, honesty and loyalty in dealings with the Seller.

To the Buyer and the Seller:

- (a) Diligent exercise of reasonable skill and care in performance of the agent's duties.
- (b) A duty of honest and fair dealing and good faith.
- (c) A duty to disclose all facts known to the agent materially affecting the value or desirability of the property that are not known to, or within the diligent attention and observation of, the parties. An agent is not obligated to reveal to either party any confidential information obtained from the other party that does not involve the affirmative duties set forth above.

BUYER'S AGENT

A Buyer's agent can, with a Buyer's consent, agree to act as agent for the Buyer only. This includes a Buyer's agent under a buyer-broker representation agreement with the Buyer. In these situations, the agent is not the Seller's agent, even if by agreement the agent may receive compensation for services rendered, either in full or in part from the Seller. An agent acting only for a Buyer has the following affirmative obligations:

To the Buyer: A fiduciary duty of utmost care, integrity, honesty and loyalty in dealings with the Buyer.

To the Buyer and the Seller:

- (a) Diligent exercise of reasonable skill and care in performance of the agent's duties.
- (b) A duty of honest and fair dealing and good faith.
- (c) A duty to disclose all facts known to the agent materially affecting the value or desirability of the property that are not known to, or within the diligent attention and observation of, the parties. An agent is not obligated to reveal to either party any confidential information obtained from the other party that does not involve the affirmative duties set forth above.

AGENT REPRESENTING BOTH SELLER AND BUYER

A real estate agent, either acting directly or through one or more salespersons and broker associates, can legally be the agent of both the Seller and the Buyer in a transaction, but only with the knowledge and consent of both the Seller and the Buyer.

In a dual agency situation, the agent has the following affirmative obligations to both the Seller and the Buyer:

- (a) A fiduciary duty of utmost care, integrity, honesty and loyalty in the dealings with either the Seller or the Buyer.
- (b) Other duties to the Seller and the Buyer as stated above in their respective sections.

In representing both Seller and Buyer, a dual agent may not, without the express permission of the respective party, disclose to the other party confidential information, including, but not limited to, facts relating to either the Buyer's or Seller's financial position, motivations, bargaining position, or other personal information that may impact price, including the Seller's willingness to accept a price less than the listing price or the Buyer's willingness to pay a price greater than the price offered.

SELLER AND BUYER RESPONSIBILITIES

Either the purchase agreement or a separate document will contain a confirmation of which agent is representing you and whether that agent is representing you exclusively in the transaction or acting as a dual agent. Please pay attention to that confirmation to make sure it accurately reflects your understanding of your agent's role.

The above duties of the agent in a real estate transaction do not relieve a Seller or Buyer from the responsibility to protect their own interests. You should carefully read all agreements to assure that they adequately express your understanding of the transaction. A real estate agent is a person qualified to advise about real estate. If legal or tax advice is desired, consult a competent professional.

If you are a Buyer, you have the duty to exercise reasonable care to protect yourself, including as to those facts about the property which are known to you or within your diligent attention and observation.

Both Sellers and Buyers should strongly consider obtaining tax advice from a competent professional because the federal and state tax consequences of a transaction can be complex and subject to change.

Throughout your real property transaction you may receive more than one disclosure form, depending upon the number of agents assisting in the transaction. The law requires each agent with whom you have more than a casual relationship to present you with this disclosure form. You should read its contents each time it is presented to you, considering the relationship between you and the real estate agent in your specific transaction. **This disclosure form includes the provisions of §§ 2079.13 to 2079.24, inclusive, of the Civil Code set forth on page 2. Read it carefully.**

Note: Real estate broker commissions are not set by law and are fully negotiable.

I/WE ACKNOWLEDGE RECEIPT OF A COPY OF THIS DISCLOSURE AND THE PORTIONS OF THE CIVIL CODE PRINTED ON THE SECOND PAGE.

Buyer Seller Landlord Tenant _____ *City of Riverbank* Date _____

Buyer Seller Landlord Tenant _____ Date _____

Agent _____ *PMZ Real Estate* DRE Lic. # *00405158*
Real Estate Broker (Firm)

By _____ *Maribeth Reece* DRE Lic. # *01214253* Date _____
(Salesperson or Broker-Associate, if any)

AD REVISED 12/24 (PAGE 1 OF 2)

DISCLOSURE REGARDING REAL ESTATE AGENCY RELATIONSHIP (AD PAGE 1 OF 2)



2079.13. As used in this section and §§ 2079.7 and 2079.14 to 2079.24, inclusive, the following terms have the following meanings:

(a) "Agent" means a person acting under provisions of Title 9 (commencing with § 2295) in a real property transaction, and includes a person who is licensed as a real estate broker under Chapter 3 (commencing with § 10130) of Part 1 of Division 4 of the Business and Professions Code, and under whose license a listing is executed or an offer to purchase is obtained. The agent in the real property transaction bears responsibility for that agent's salespersons or broker associates who perform as agents of the agent. When a salesperson or broker associate owes a duty to any principal, or to any buyer or seller who is not a principal, in a real property transaction, that duty is equivalent to the duty owed to that party by the broker for whom the salesperson or broker associate functions. (b) "Buyer" means a transferee in a real property transaction, and includes a person who executes an offer to purchase real property from a seller through an agent, or who seeks the services of an agent in more than a casual, transitory, or preliminary manner, with the object of entering into a real property transaction. "Buyer" includes a vendee or lessee of real property. (c) "Commercial real property" means all real property in the state, except (1) single-family residential real property, (2) dwelling units made subject to Chapter 2 (commencing with § 1940) of Title 5, (3) a mobilehome, as defined in § 798.3, (4) vacant land, or (5) a recreational vehicle, as defined in § 799.29. (d) "Dual agent" means an agent acting, either directly or through a salesperson or broker associate, as agent for both the seller and the buyer in a real property transaction. (e) "Listing agreement" means a written contract between a seller of real property and an agent, by which the agent has been authorized to sell the real property or to find or obtain a buyer, including rendering other services for which a real estate license is required to the seller pursuant to the terms of the agreement. (f) "Seller's agent" means a person who has obtained a listing of real property to act as an agent for compensation. (g) "Listing price" is the amount expressed in dollars specified in the listing for which the seller is willing to sell the real property through the seller's agent. (h) "Offering price" is the amount expressed in dollars specified in an offer to purchase for which the buyer is willing to buy the real property. (i) "Offer to purchase" means a written contract executed by a buyer acting through a buyer's agent that becomes the contract for the sale of the real property upon acceptance by the seller. (j) "Real property" means any estate specified by subdivision (1) or (2) of § 761 in property, and includes (1) single-family residential property, (2) multiunit residential property with more than four dwelling units, (3) commercial real property, (4) vacant land, (5) a ground lease coupled with improvements, or (6) a manufactured home as defined in § 18007 of the Health and Safety Code, or a mobilehome as defined in § 18008 of the Health and Safety Code, when offered for sale or sold through an agent pursuant to the authority contained in § 10131.6 of the Business and Professions Code. (k) "Real property transaction" means a transaction for the sale of real property in which an agent is retained by a buyer, seller, or both a buyer and seller to act in that transaction, and includes a listing or an offer to purchase. (l) "Single-family residential property" or "single-family residential real property" means any of the following: (1) Real property improved with one to four dwelling units, including a leasehold exceeding one year's duration. (2) A unit in a residential stock cooperative, condominium, or planned unit development. (3) A mobilehome or manufactured home when offered for sale or sold through a real estate broker pursuant to § 10131.6 of the Business and Professions Code. (m) "Sell," "sale," or "sold" refers to a transaction for the transfer of real property from the seller to the buyer and includes exchanges of real property between the seller and buyer, transactions for the creation of a real property sales contract within the meaning of § 2985, and transactions for the creation of a leasehold exceeding one year's duration. (n) "Seller" means the transferor in a real property transaction and includes an owner who lists real property with an agent, whether or not a transfer results, or who receives an offer to purchase real property of which he or she is the owner from an agent on behalf of another. "Seller" includes both a vendor and a lessor of real property. (o) "Buyer's agent" means an agent who represents a buyer in a real property transaction. (p) "Buyer-broker representation agreement" means a written contract between a buyer of real property and a buyer's agent by which the buyer's agent has been authorized by the buyer to provide services set forth in subdivision (a) of § 10131 of the Business and Professions Code for or on behalf of the buyer for which a real estate license is required pursuant to the terms of the contract.

2079.14. (a) A copy of the disclosure form specified in § 2079.16 shall be provided in a real property transaction as follows: (1) The seller's agent, if any, shall provide the disclosure form to the seller before entering into a listing agreement. (2) The buyer's agent shall provide the disclosure to the buyer as soon as practicable before the execution of a buyer-broker representation agreement and execution of the buyer's offer to purchase. If the offer to purchase is not prepared by the buyer's agent, the buyer's agent shall present the disclosure form to the buyer not later than the next business day after receiving the offer to purchase from the buyer. (b) The agent providing the disclosure form specified in § 2079.16 shall obtain a signed acknowledgment of receipt from the buyer or seller except as provided in § 2079.15.

2079.15. In any circumstance in which the seller or buyer refuses to sign an acknowledgment of receipt pursuant to § 2079.14, the agent shall set forth, sign, and date a written declaration of the facts of the refusal.

2079.16. Reproduced on Page 1 of this AD form.

2079.17(a) As soon as practicable, the buyer's agent shall disclose to the buyer and seller whether the agent is acting in the real property transaction as the buyer's agent, or as a dual agent representing both the buyer and the seller. This relationship shall be confirmed in the contract to purchase and sell real property or in a separate writing executed or acknowledged by the seller, the buyer, and the buyer's agent prior to or coincident with execution of that contract by the buyer and the seller, respectively. (b) As soon as practicable, the seller's agent shall disclose to the seller whether the seller's agent is acting in the real property transaction as the seller's agent, or as a dual agent representing both the buyer and seller. This relationship shall be confirmed in the contract to purchase and sell real property or in a separate writing executed or acknowledged by the seller and the seller's agent prior to or coincident with the execution of that contract by the seller. (c) The confirmation required by subdivisions (a) and (b) shall be in the following form:

Seller's Brokerage Firm _____ DO NOT COMPLETE. SAMPLE ONLY _____ License Number _____
Is the broker of (check one): the seller; or both the buyer and seller. (dual agent)
Seller's Agent _____ DO NOT COMPLETE. SAMPLE ONLY _____ License Number _____
Is (check one): the Seller's Agent. (salesperson or broker associate) both the Buyer's and Seller's Agent. (dual agent)
Buyer's Brokerage Firm _____ DO NOT COMPLETE. SAMPLE ONLY _____ License Number _____
Is the broker of (check one): the buyer; or both the buyer and seller. (dual agent)
Buyer's Agent _____ DO NOT COMPLETE. SAMPLE ONLY _____ License Number _____
Is (check one): the Buyer's Agent. (salesperson or broker associate) both the Buyer's and Seller's Agent. (dual agent)

(d) The disclosures and confirmation required by this section shall be in addition to the disclosure required by § 2079.14. An agent's duty to provide disclosure and confirmation of representation in this section may be performed by a real estate salesperson or broker associate affiliated with that broker.

2079.18 (Repealed pursuant to AB-1289)

2079.19 The payment of compensation or the obligation to pay compensation to an agent by the seller or buyer is not necessarily determinative of a particular agency relationship between an agent and the seller or buyer. A listing agent and a selling agent may agree to share any compensation or commission paid, or any right to any compensation or commission for which an obligation arises as the result of a real estate transaction, and the terms of any such agreement shall not necessarily be determinative of a particular relationship.

2079.20 Nothing in this article prevents an agent from selecting, as a condition of the agent's employment, a specific form of agency relationship not specifically prohibited by this article if the requirements of § 2079.14 and § 2079.17 are complied with.

2079.21 (a) A dual agent may not, without the express permission of the seller, disclose to the buyer any confidential information obtained from the seller. (b) A dual agent may not, without the express permission of the buyer, disclose to the seller any confidential information obtained from the buyer. (c) "Confidential information" means facts relating to the client's financial position, motivations, bargaining position, or other personal information that may impact price, such as the seller is willing to accept a price less than the listing price or the buyer is willing to pay a price greater than the price offered. (d) This section does not alter in any way the duty or responsibility of a dual agent to any principal with respect to confidential information other than price.

2079.22 Nothing in this article precludes a seller's agent from also being a buyer's agent. If a seller or buyer in a transaction chooses to not be represented by an agent, that does not, of itself, make that agent a dual agent.

2079.23 (a) A contract between the principal and agent may be modified or altered to change the agency relationship at any time before the performance of the act which is the object of the agency with the written consent of the parties to the agency relationship. (b) A lender or an auction company retained by a lender to control aspects of a transaction of real property subject to this part, including validating the sales price, shall not require, as a condition of receiving the lender's approval of the transaction, the homeowner or listing agent to defend or indemnify the lender or auction company from any liability alleged to result from the actions of the lender or auction company. Any clause, provision, covenant, or agreement purporting to impose an obligation to defend or indemnify a lender or an auction company in violation of this subdivision is against public policy, void, and unenforceable.

2079.24 Nothing in this article shall be construed to either diminish the duty of disclosure owed buyers and sellers by agents and their associate licensees, subagents, and employees or to relieve agents and their associate licensees, subagents, and employees from liability for their conduct in connection with acts governed by this article or for any breach of a fiduciary duty or a duty of disclosure.





BUYER REPRESENTATION AND BROKER COMPENSATION AGREEMENT (Non-Exclusive unless Exclusive is checked and initialed) (C.A.R. Form BRBC, Revised 12/25)

Date Prepared: 04/16/2026

1. **RIGHT TO REPRESENT:** City of Riverbank ("Buyer")
 Buyer is a corporation, LLC, or partnership) grants PMZ Real Estate ("Broker")
 the non-exclusive right (unless Exclusive is checked in **paragraph 2A(2)** and initialed in **paragraph 15**) to represent Buyer in acquiring real property or a manufactured home ("Property") for the Representation Period specified in **paragraph 2A(1)**.
2. **TERMS OF REPRESENTATION:** The items in this paragraph are contractual terms of the Agreement. Referenced paragraphs provide further explanation. This form is 5 pages. Buyer is advised to read all 5 pages.

Para. #	Paragraph Title or Contract Term	Terms and Conditions
A Representation		
A(1)	Representation Period	Beginning: <u>04/16/2026</u> (date) Ending at 11:59 P.M. on <u>07/14/2026</u> (date) OR upon completion of a resulting transaction, whichever occurs first. Buyer and Broker agree that if Buyer is not a corporation, LLC, or partnership, the Representation Period shall end on either the ending date specified above or 90 days from the beginning date, whichever is sooner.
A(2)	4B Type of Representation	Non-exclusive, OR <input type="checkbox"/> Exclusive (valid only if checked AND initialed in paragraph 15).
B Property to be Acquired ("Property")		
B(1)	Property type:	Single family residential (OR, if checked, <input type="checkbox"/> SFR is excluded from this Agreement), including condominiums and manufactured homes (SFR), <input type="checkbox"/> Multi-family residential with two to four units, <input type="checkbox"/> with 5 or more units, <input type="checkbox"/> Industrial, <input type="checkbox"/> Vacant Land, <input type="checkbox"/> Commercial, <input type="checkbox"/> Tenancy in common, <input checked="" type="checkbox"/> The following specified property(ies) only: <u>3300 Atchison St Riverbank CA</u>
B(2)	Location (all that are checked apply)	<input checked="" type="checkbox"/> County(ies): <u>Stanislaus</u> <input checked="" type="checkbox"/> City(ies): <u>Riverbank CA</u>
B(3)	Additional Description	
C	<input type="checkbox"/> Buyer Preferences and Priorities	See attached Buyer Identification of Preferences and Priorities (C.A.R. Form BIPP).
D	7 Properties Excluded from Representation	OR <input type="checkbox"/> The Properties identified on the attached list
E Broker Compensation: NOTICE: The amount or rate of real estate commissions is not fixed by law. They are set by each Broker individually and may be negotiable between Buyer and Broker. See attached Broker Compensation Advisory (C.A.R. Form BCA).		
E(1)	4B Amount of Compensation	<u>2.500</u> % of the acquisition price AND, if any, \$ _____; OR <input type="checkbox"/> \$ _____; OR <input type="checkbox"/> see attached Broker-created compensation schedule.
E(2)	4G Payments received by Broker from seller or others	If Broker receives compensation from seller or others, for Broker's representation of Buyer, the amount shall be credited against Buyer's obligation to pay Broker. Broker shall not receive any amount in excess of the amount specified in paragraph 2E(1) .
E(3)	4C Continued Right to Payment for Broker Involved Properties	The "Continuation Period" shall be <u>60</u> calendar days after the following: (i) If this Agreement is not cancelled under paragraph 5 , the end of the Representation Period specified in paragraph 2A(1) , or any extension thereof; or (ii) If this Agreement is cancelled under paragraph 5 , the effective date of the cancellation specified in paragraph 2F .
E(4)	<input type="checkbox"/> Broker is paying a referral fee related to the representation of Buyer.	See attached C.A.R. Form RAD.
F	5 Cancellation Rights and Notice	Non-exclusive: Cancellation effective upon receipt OR <input type="checkbox"/> _____ days after receipt; Exclusive: Cancellation effective 30 OR <input type="checkbox"/> _____ (not to exceed 30) days after receipt.
G Buyer Financial/Personal Information		
G(1)	9B(1) Time to deliver Buyer personal/financial information	Within <u>5</u> (or _____) calendar days from the execution of this Agreement. <input type="checkbox"/> C.A.R. Form BFPI attached.
G(2)	9B(2) <input type="checkbox"/> Buyer does not have sufficient funds to pay Broker.	Buyer's Broker's obligation to represent Buyer in a transaction is contingent upon a seller's agreement to pay the amount of compensation in paragraph 2E(1) .
H	Other Terms	



BUYER REPRESENTATION AND BROKER COMPENSATION AGREEMENT (BRBC PAGE 1 OF 5)

3. **ADVISORIES, ADDENDA AND DISCLOSURES:** The following advisories, addenda and disclosures are attached:

Broker Compensation Advisory (C.A.R. Form BCA) Other _____

4. **COMPENSATION TO BROKER:**

Notice: The amount or rate of real estate commissions is not fixed by law. They are set by each Broker individually and may be negotiable between Buyer and Broker.

- A. **ADVISORY:** Real estate commissions include all compensation and fees to Broker and are fully negotiable.
- B. **BROKER RIGHT TO COMPENSATION:** Broker shall be entitled to compensation specified in **paragraph 2E(1)** from Buyer if during the Representation Period, or any extension, Buyer enters into an agreement to purchase, lease, or otherwise acquire any Property described in **paragraph 2B**, and the seller thereafter completes the transaction or is prevented from doing so by default of Buyer as follows:
 - (1) **NON-EXCLUSIVE REPRESENTATION; BROKER INVOLVEMENT:** Compensation is payable only if there was Broker Involvement with the Property.
 - (2) **EXCLUSIVE REPRESENTATION; BUYER ACQUISITION:** If Exclusive is checked in **paragraph 2A(2)** and initialed in **paragraph 15**, Broker is entitled to compensation if Buyer acquires Property during the Representation Period or any extension with or without Broker Involvement, even if another broker is also entitled to be paid for representing Buyer.
 - (3) **BUYER INCLUDES** any person or entity, other than Broker, related to Buyer or who, in any manner, acts on Buyer's behalf to acquire Property described in **paragraph 2B**.
 - (4) **BROKER INVOLVEMENT**, wherever used in this Agreement, means any of the following:
 - Buyer physically entered and was shown the Property by Broker;
 - Broker showed the Property to Buyer virtually;
 - Broker submitted to seller a signed, written offer from Buyer to acquire, lease, exchange or obtain an option on the Property;
 - Broker performed a market analysis related to the Property or reviewed property specific documents or disclosures with Buyer; or
 - The Property was introduced to Buyer by Broker or one for which Broker acted on Buyer's behalf. However, merely sending Buyer a list of properties shall not be deemed Broker Involvement without documented action on the part of Broker analyzing the Property for Buyer, specifically, or assisting Buyer in the potential acquisition of the Property, or communicating with seller or seller's agent regarding Buyer's potential acquisition of the Property.
- C. **CONTINUATION OF RIGHT TO COMPENSATION FOR BROKER INVOLVED PROPERTIES:**
 - (1) Broker shall be entitled to the compensation provided for in **paragraph 2E(1)** if, during the Continuation Period specified in **paragraph 2E(3)**, Buyer enters into an agreement to acquire Property for which there was Broker Involvement. The timing of such payment is subject to the terms of **paragraph 4D**.
 - (2) Broker's right to compensation pursuant to this paragraph shall only apply if, prior to expiration of this Agreement or any extension, Broker delivers Buyer a written notice of those properties for which there was Broker Involvement (C.A.R. Form NBIP).
- D. **TIMING OF COMPENSATION:** Compensation is payable:
 - (1) Upon completion of any resulting transaction, and through escrow. Broker shall be entitled to compensation whether any escrow resulting from this Agreement closes during or after the Representation Period.
 - (2) If acquisition is prevented by default of Buyer, upon Buyer's default.
 - (3) If acquisition is prevented by a party to the transaction other than Buyer, when Buyer collects damages, or obtains specific performance, by suit, settlement or otherwise. If damages are recovered, compensation shall equal one-half of the damages recovered, not to exceed the compensation provided for in **paragraph 2E(1)**, after first deducting the unreimbursed payments, credits and expenses of collection and suit, if any.
- E. **PAYMENT THROUGH ESCROW:** Buyer hereby irrevocably assigns to Broker the compensation provided for in this Agreement from Buyer's funds in escrow. Buyer agrees to submit to escrow any funds needed to compensate Broker under this Agreement. Broker may submit this Agreement, as instructions to compensate Broker, to any escrow regarding Property involving Buyer and a seller or other transferor.
- F. **ACCOUNTING FOR PAYMENTS TO BROKER IF BROKER ALSO REPRESENTS SELLER:** If Broker has a signed listing agreement with the seller of the Property to be purchased, Buyer shall not receive a credit for the compensation seller owes broker for representing seller.
- G. **PAYMENTS RECEIVED FROM OTHERS FOR BROKER COMPENSATION:**
 - (1) Broker and Buyer should discuss whether it would be beneficial to include a term in any offer Buyer makes obligating the seller to pay Broker, directly or through escrow, for some or all of the compensation that Buyer owes Broker.
 - (2) If seller does not pay as contractually required, Buyer assigns to Broker, as a third-party beneficiary, any rights Buyer has to pursue the seller for such compensation.
 - (3) Under a settlement agreement binding on REALTORS®, Broker is prohibited from receiving compensation in excess of the amount in this Agreement. Buyer is advised not to include in a purchase offer a request that seller pay an amount higher than the amount in **paragraph 2E(1)**, or as amended prior to Buyer making the offer.
 - (4) If Broker will receive compensation from Buyer and another source, see REALTOR® Acknowledgment and Disclosure (C.A.R. form RAD) for more information.
- H. **DISCLOSURE OF PAYMENTS TO BROKER:** Broker, independently or through escrow, will disclose the final compensation Broker receives from anyone other than Buyer.



5. CANCELLATION OF BUYER REPRESENTATION AGREEMENT:

- A. Either Buyer or Broker may cancel this Agreement by giving written notice, at any time, to the other within the time specified in **paragraph 2F**.
- B. Broker shall still be entitled to compensation if, during the Representation Period or the Continuation Period specified in **paragraph 2E(3)**, Buyer enters into contract to acquire Property for which there was Broker Involvement, provided Broker delivers to Buyer a written list of those properties for which there was Broker Involvement. The written list of Broker Involvement properties shall be delivered to Buyer within **5 calendar days** after the effective date of the cancellation. The timing of such payment is subject to the terms of **paragraph 4D**.
- C. Buyer is advised to notify any other broker of Broker's rights under this paragraph.

6. AGENCY RELATIONSHIPS:

- A. **DISCLOSURE:** Buyer acknowledges receipt of the "Disclosure Regarding Real Estate Agency Relationship" (C.A.R. Form AD).
- B. **POSSIBLE DUAL AGENCY WITH SELLER:** Broker will represent Buyer in any resulting transaction. Broker may act as an agent for both Buyer and a seller. Broker, in writing, shall confirm the agency relationship with only Buyer, or with both Buyer and seller, prior to or concurrent with Buyer's execution of a contract to acquire a Property. Buyer acknowledges receipt of a Possible Representation of More Than One Buyer or Seller — Disclosure and Consent (C.A.R. Form PRBS).
- C. **CONFIRMATION:** Broker shall confirm the agency relationship described above, or as modified, in writing prior to, or concurrent with, Buyer's execution of a purchase agreement.
- D. **TERMINATION OF AGENCY RELATIONSHIP:** Buyer acknowledges and agrees that both Broker's agency relationship with Buyer and duties to represent Buyer shall terminate either upon this Agreement's expiration or the effective date of any cancellation or on completion of any transaction specified in this Agreement - whichever occurs first.

7. PROPERTIES EXCLUDED FROM REPRESENTATION:

- A. **ADVISORY REGARDING BUYER SIGNING MULTIPLE BUYER REPRESENTATION AGREEMENTS:**
 - (1) Buyer shall inform Broker in writing if Buyer has signed any other buyer representation agreements, whether exclusive or non-exclusive, with any other Broker for any Property described in **paragraph 2B** and provide a copy of the agreement to Broker.
 - (2) Buyer shall disclose to Broker if another broker showed Buyer such Property virtually or in-person, or wrote an offer on, or otherwise acted on Buyer's behalf for, such Property. Buyer may owe compensation to that broker if Buyer purchases such Property.
 - (3) If Buyer has signed an exclusive buyer representation agreement with another broker that has not expired or been terminated, Buyer may owe compensation to that broker if Buyer purchases such Property even if that other broker had no involvement with the Property.
 - (4) Buyer shall disclose in **paragraph 2D** any Property for which Buyer is obligated to pay another broker.
- B. **CONFLICTS WITH OTHER BROKER:** Unless otherwise notified by Buyer, Buyer acknowledges that for the Property identified in **paragraph 2B**, excluding any Property specified in **paragraph 2D** Buyer: **(i)** has not entered into an exclusive representation agreement with another broker; and **(ii)** has no obligation, even under a non-exclusive representation agreement, to pay compensation to any other broker arising out of the acquisition of the Property.
- C. **LIMITATION ON BROKER REPRESENTATION:** If a property is excluded in **paragraph 2D**, during the time Buyer is obligated to compensate another broker, Broker is not obligated to assist Buyer with respect to that property, and Buyer shall not owe Broker compensation under this Agreement for that property.

8. BROKER AUTHORIZATIONS AND OBLIGATIONS:

- A. Broker agrees to exercise reasonable effort and due diligence to achieve the purposes of this Agreement.
- B. Broker will assist Buyer by:
 - (1) Locating and presenting selected properties to Buyer, presenting offers authorized by Buyer, assisting Buyer in negotiating for acceptance of such offers and, as applicable, terms and conditions following such acceptance, and facilitating the escrow process for such accepted offers;
 - (2) As directed by or agreed with Buyer, ordering reports and investigations, and scheduling and attending meetings and appointments with professionals chosen by Buyer;
 - (3) Upon request, providing Buyer with a list of professionals who perform the services described in the attached Buyer's Investigation Advisory, provided Broker has a referral list for such requested services; and
 - (4) Upon request, assisting Buyer with the financing process by making referrals to lenders known to Broker, and assisting Buyer in obtaining loan pre-qualification, to the extent Broker can do so without acting as a Mortgage Loan Broker.
- C. If the Property contains residential property with one to four dwelling units, Broker will conduct a reasonably competent and diligent, visual inspection of the accessible areas of the one to four Property (excluding any common areas) and disclose to Buyer all facts materially affecting the value or desirability of such Property that are revealed by this inspection.
- D. Broker shall deliver or communicate to Buyer any disclosures, materials or information received by, in the personal possession of or personally known to the individual signing for Broker during the Representation Period. Unless otherwise specified in writing, any information provided through Broker, while representing Buyer, has not been and will not be verified by Broker.
- E. Broker's services are performed in compliance with federal, state and local anti-discrimination laws.

9. BUYER OBLIGATIONS:

- A. **GOOD FAITH:** Buyer agrees: **(i)** to timely view and consider properties selected by Broker; **(ii)** negotiate in good faith to acquire a Property; and **(iii)** Buyer further agrees to act in good faith toward the completion of any contract entered into for a Property.



B. FINANCIAL AND PERSONAL INFORMATION:

- (1) Within the time specified in **paragraph 2G(1)**, Buyer shall provide relevant personal and financial information, including, but not limited to, proof of funds needed to complete the purchase of Property and satisfy the obligation to pay Broker, and a preapproval/prequalification letter, to Broker to assure Buyer's ability to acquire Property. If Buyer fails to provide such information, or if Buyer does not qualify financially to acquire Property, then Broker may cancel this Agreement in writing.
- (2) If the box is checked in **paragraph 2G(2)**, for any Property for which Buyer writes an offer to purchase:
 - (A) Buyer agrees to include a term in Buyer's offer requesting seller to compensate Buyer's Broker; and
 - (B) For a transaction, this Agreement is contingent upon seller, or others, or both, agreeing to pay Broker the full amount that Buyer is contractually obligated to pay Broker. This contingency is in favor of the Broker, and Broker may elect to cancel this Agreement related to representation on that specific property, if the seller does not agree to pay the full amount that Buyer is contractually obligated to pay Broker. Broker shall inform Buyer, seller and listing agent that Buyer is proceeding without representation and that they shall complete a new Agency Confirmation removing Broker as representing Buyer.

C. REASONABLE CARE AND OTHER PROFESSIONAL ASSISTANCE:

- (1) Buyer is obligated, and agrees, to read all documents provided to Buyer.
- (2) Buyer agrees to seek desired assistance from appropriate professionals, selected by Buyer, such as those referenced in the attached Buyer's Investigation Advisory.
- (3) Buyer is advised to read the attached Buyer's Investigation Advisory for a list of items and other concerns that may warrant investigation by Buyer or other professionals.

D. REPORTS/INVESTIGATIONS: Buyer agrees to pay for reports, investigations and meetings arranged by Broker for Buyer.

E. BUYER MATERIAL ISSUES: For any Property for which Buyer has made an offer or is considering making an offer, Buyer shall notify or update Broker in writing of any material issue to Buyer for that Property such as, but not limited to, Buyer requests for information on, or concerns regarding, any subject of interest or importance to Buyer (C.A.R. Form BMI-SP). If Buyer does not provide such information for a Property for which Buyer makes an offer, that Property shall be deemed to satisfy Buyer's material considerations notwithstanding any preferences and priorities identified in C.A.R. Form BIPP, if one has been completed.

F. INCORRECT, INCOMPLETE OR INACCURATE INFORMATION: Buyer agrees to indemnify, defend and hold Broker harmless from all claims, disputes, litigation, judgments, and costs arising from any incorrect information supplied by Buyer, or from any material issues that Buyer fails to disclose in writing to Broker.

10. ATTORNEY FEES: In any action, proceeding or arbitration between Buyer and Broker arising out of this Agreement, Buyer and Broker are each responsible for paying their own attorney fees and costs, except as otherwise specified in **paragraph 12A**.

11. MANAGEMENT APPROVAL: If an associate-licensee in Broker's office (salesperson or broker-associate) enters into this Agreement on Broker's behalf, Broker or Manager has the right to cancel this Agreement, in writing, within **5 days** after its execution.

12. DISPUTE RESOLUTION:

A. MEDIATION: Buyer and Broker agree to mediate any dispute or claim arising between them under this Agreement, before resorting to arbitration or court action. Mediation fees, if any, shall be divided equally among the parties involved. If, for any dispute or claim to which this paragraph applies, any party **(i)** commences an action without first attempting to resolve the matter through mediation, or **(ii)** before commencement of an action, refuses to mediate after a request has been made, then if that party is the losing party in any such action, the prevailing party shall be entitled to recover attorney's fees from the non-mediating party, notwithstanding the terms in **paragraph 10**. Exclusions from the mediation agreement are specified in **paragraph 12B**.

B. ADDITIONAL MEDIATION TERMS: The following matters are excluded from mediation: **(i)** a judicial or non-judicial foreclosure or other action or proceeding to enforce a deed of trust, mortgage or installment land sale contract as defined in Civil Code § 2985; **(ii)** an unlawful detainer action; **(iii)** the filing or enforcement of a mechanic's lien; and **(iv)** any matter that is within the jurisdiction of a probate, small claims or bankruptcy court. The filing of a court action to enable the recording of a notice of pending action for order of attachment, receivership, injunction, or other provisional remedies, shall not constitute a waiver of the mediation provisions, provided the filing party, concurrent with or immediately after such filing, makes a request to the court for a stay of litigation pending any mediation proceeding.

C. ARBITRATION ADVISORY: If Buyer and Broker desire to resolve disputes arising between them through arbitration rather than court, they can document their agreement by attaching and signing an Arbitration Agreement (C.A.R. Form ARB).

13. LEGALLY AUTHORIZED SIGNER: Wherever the signature or initials of the Legally Authorized Signer, identified in the signature block below, appear on this Agreement or any related documents, it shall be deemed to be in a representative capacity for the entity described and not in an individual capacity, unless otherwise indicated. The Legally Authorized Signer **(i)** represents that the entity for which that person is acting already exists and is in good standing to do business in California and **(ii)** shall deliver to Broker, within **3 days** after execution of this Agreement, evidence of authority to act in that capacity (such as but not limited to: applicable portion of the trust or Certification Of Trust (Probate Code § 18100.5), letters testamentary, court order, power of attorney, corporate resolution, or formation documents of the business entity).

14. ENTIRE AGREEMENT: All understandings between the parties are incorporated in this Agreement. Its terms are intended by the parties as a final, complete and exclusive expression of their agreement with respect to its subject matter, and may not be contradicted by evidence of any prior agreement or contemporaneous oral agreement. This Agreement may not be extended, amended, modified, altered or changed, except in writing signed by Buyer and Broker. In the event that any provision of this Agreement is held to be ineffective or invalid, the remaining provisions will nevertheless be given full force and effect. This Agreement and any supplement, addendum or modification, including any photocopy, facsimile, or electronic, may be executed in counterparts.



15. EXCLUSIVE REPRESENTATION: If "Exclusive" is checked in paragraph 2A(2) and initialed by Buyer here:

- A.** This Agreement shall be exclusive. Broker will devote time and resources to assist Buyer in finding and acquiring the Property in the expectation of being paid for Broker's services. **Buyer shall not enter into another representation agreement in conflict with this Agreement.**
- B. COMPENSATION:** Broker is entitled to compensation if Buyer acquires Property during the Representation Period with or without Broker Involvement, even if another broker is also entitled to be paid for representing Buyer.
- C. CANCELLATION:** Either Buyer or Broker may unilaterally cancel this Agreement by giving the other 30 days written notice (or as otherwise specified in **paragraph 2F**). If, within **5 days** after the effective date of the cancellation, Broker provides Buyer a list of properties for which there was Broker Involvement, Broker may still be entitled to compensation if Buyer purchases one of the properties on the list during the Representation Period or the Continuation Period specified in **paragraph 2E(3)**.

Buyer's Initials _____ / _____

By signing below, Buyer acknowledges that they have received a copy of this Buyer Representation and Broker Compensation Agreement, and they have read, understand, and agree to its terms.

ENTITY BUYERS: (Note: If this paragraph is completed, a Representative Capacity Signature Disclosure (C.A.R. Form RCSD) is not required for the Legally Authorized Signers designated below.)

- (1) **Non-Individual (entity) Buyers:** One or more Buyers is a trust, corporation, LLC, probate estate, partnership, holding a power of attorney or other entity.
- (2) **Full entity name:** The following is the full name of the entity (if a trust, enter the complete trust name; if under probate, enter full name of the estate, including case #): City of Riverbank

(3) **Contractual Identity of Buyer:** For purposes of this Agreement, when the name described below is used, it shall be deemed to be the full entity name.

- (A) If a trust: The trustee(s) of the trust or a simplified trust name (ex. John Doe, co-trustee, Jane Doe, co-trustee or Doe Revocable Family Trust);
- (B) If Property is sold under the jurisdiction of a probate court: The name of the executor or administrator, or a simplified probate name (John Doe, executor, or Estate (or Conservatorship) of John Doe).

(4) **Legally Authorized Signer:**

- (A) This Agreement is being Signed by a Legally Authorized Signer in a representative capacity and not in an individual capacity. See **paragraph 13** for additional terms.
- (B) The name(s) of the Legally Authorized Signer(s) is/are: Marisela H Garcia

BUYER SIGNATURE(S):

(Signature) By, _____ Date: _____

Printed name of Buyer: City of Riverbank

Printed Name of Legally Authorized Signer: Marisela H Garcia Title, if applicable, City Manager

(Signature) By, _____ Date: _____

Printed name of Buyer: _____

Printed Name of Legally Authorized Signer: _____ Title, if applicable, _____

Additional Signature Addendum attached (C.A.R. Form ASA)

BROKER SIGNATURE(S):

Real Estate Broker (Firm) PMZ Real Estate DRE Lic # 00405158

Address 1230 E Orangeburg Ave Ste A City Modesto State CA Zip 95350

By (Broker/Agent) _____ Date Maribeth Reece

Tel. (209)602-4929 E-mail Mreece@pmz.com DRE Lic # 01214253

By (Broker/Agent) _____ Date _____

Tel. _____ E-mail _____ DRE Lic # _____

More than one agent from the same firm represents Buyer. Additional Agent Acknowledgement (C.A.R. Form AAA) attached.

Two Brokers with different companies are representing the Buyer. Co-Buyer Brokers information is on the attached Additional Broker Acknowledgement (C.A.R. Form ABA)

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POSSIBLE REPRESENTATION OF MORE THAN ONE BUYER OR SELLER - DISCLOSURE AND CONSENT

(C.A.R. Form PRBS, Revised 6/25)

1. **BROKER AGENCY RELATIONSHIP WITH MULTIPLE PRINCIPALS:** A real estate broker ("Brokerage"), whether a corporation, partnership or sole proprietorship, may legally represent more than one buyer or seller. This multiple representation can occur through a sole proprietor Brokerage; or through a salesperson or broker acting under the Brokerage's license ("Associate Licensee"). Associate Licensees under a Brokerage's license may be working out of the same or different office locations, and may or may not know one another. Clients of the Brokerage may have similar goals and may compete against each other for the same property or the same pool of prospective buyers. Some buyers and sellers prefer to work with individual, sole proprietor brokerages, some with brokerages that have multiple licensees, and others with large brokerage companies that have multiple offices and may have a regional, statewide or a national or international presence. Each has its own advantages. It is important for buyers and sellers to understand how the Brokerage representation of multiple buyers or sellers may impact them under various situations.
 - A. **MULTIPLE BUYERS:** Brokerage (individually or through any of its Associate Licensees) may work with many prospective buyers at the same time. These prospective buyers may have an interest in, and make offers on, the same properties. Some of these properties may be listed by the Brokerage. Whether Brokerage is large or small, it is possible that one Associate-Licensee (agent 1) working with a buyer may not be aware that another Associate-Licensee (agent 2) is working with a different buyer who is interested in viewing or making an offer on the same property as agent 1's client, and vice-versa. Brokerage will not limit or restrict any buyer from making an offer on any specific property, whether or not the Brokerage represents other buyers interested in the same property.
 - B. **MULTIPLE SELLERS:** Brokerage (individually or through its Associate Licensees) may have listings on many properties at the same time. As a result, Brokerage will attempt to find buyers for each of those listed properties. Some listed properties may appeal to the same prospective buyers. Some properties may attract more prospective buyers than others. Some of these prospective buyers may be represented by Brokerage and some may not. Brokerage will market all listed properties to all prospective buyers, whether or not Brokerage has other listed properties that may appeal to the same prospective buyers.
 - C. **DUAL AGENCY IN A TRANSACTION:** California law allows a brokerage to represent both a buyer and a seller in a transaction (Civil Code § 2079 et seq.).
 - (1) **Brokerage Dual Agency:** If one Associate-Licensee from the Brokerage is working with a buyer and another Associate-Licensee from the same Brokerage is working with a seller on the same transaction, the Brokerage is considered a dual agent with fiduciary duties to both buyer and seller. In that situation, each individual Associate Licensee working on the transaction is also considered a dual agent having the same knowledge and responsibility as the Brokerage.
 - (2) **Single Agent Dual Agency:** Another form of dual agency occurs when an individual Associate-Licensee is working with both the buyer and seller in the same transaction. In that situation, both the Brokerage company and the individual Associate-Licensee are dual agents with fiduciary duties to each side of the transaction. There is no one approach to this situation. Some brokerages allow the single agent dual agent to continue to represent both parties, as that Associate-Licensee is the chosen agent of the principal. Some brokerages recommend that the broker or an office manager get involved if there is a dispute between the buyer and seller. Some brokerages will require that the broker or an office manager assist the Associate-Licensee with one principal or the other, even if the parties do not have a dispute. Whether one of these approaches, or another, is taken in a single agent dual agency will depend on the circumstances and the brokerage policy. Regardless of the approach, the Associate-Licensee and Brokerage shall conduct activity consistent with the terms in **paragraph 2C.**
2. **ACKNOWLEDGEMENT AND CONSENT:**
 - A. **OFFERS ARE NOT NECESSARILY CONFIDENTIAL:** Buyer is advised that seller or listing agent may disclose the existence, terms, or conditions of buyer's offer to other interested buyers and agents unless all parties and their agent have signed a written confidentiality agreement, (C.A.R. Form NDA). In the absence of a signed NDA, Buyer consents to such disclosure. Whether any such information is actually disclosed depends on many factors, such as current market conditions, the prevailing practice in the real estate community, the listing agent's marketing strategy, and the instructions of the seller.
 - B. **MULTIPLE BUYERS OR SELLERS:** If Seller is represented by Brokerage, Seller acknowledges that Brokerage may represent prospective buyers of Seller's property and consents to Brokerage acting as a dual agent for both Seller and buyer in that transaction. If Buyer is represented by Brokerage, Buyer acknowledges that Brokerage may represent sellers of property that Buyer is interested in acquiring and consents to Brokerage acting as a dual agent for both Buyer and seller with regard to that property.
 - C. **DUAL AGENCY IN A TRANSACTION:** In the event of dual agency, Seller and Buyer agree that: (i) a dual agent may not, without the express permission of the respective party, disclose to the other party confidential information, including, but not limited to, facts relating to either the buyer's or seller's financial position, motivations, bargaining position, or other personal information that may impact price, including the Seller's willingness to accept a price less than the listing price or the Buyer's willingness to pay a price greater than the price offered; and (ii) except as set forth above, a dual agent is obligated to disclose known facts materially affecting the value or desirability of the Property to both parties. Seller and Buyer should discuss with a dual agent the details and parameters of this requirement. Seller and/or Buyer consents to allowing Brokerage to act as a dual agent in a transaction.

PRBS REVISED 6/25 (PAGE 1 OF 2)

POSSIBLE REPRESENTATION OF MORE THAN ONE BUYER OR SELLER (PRBS PAGE 1 OF 2)

PMZ Real Estate, Inc., 1230 E Orangeburg Ave Ste A Modesto CA 95350
Maribeth Reece

Produced with Lone Wolf Transactions (zipForm Edition) 717 N Harwood St, Suite 2200, Dallas, TX 75201

Phone: 2096024929

Fax: 2095276146

www.lwolf.com

3300 Atchison St



By signing below, Buyer and/or Seller acknowledge that each has received a copy of this Possible Representation of More Than One Buyer or Seller -- Disclosure and Consent, and each has read, understands, and agrees to its terms and consents to the agency possibilities disclosed.

Buyer _____ City of Riverbank Date _____

Buyer _____ Date _____

Seller _____ Date _____

Seller _____ Date _____

Buyer's Brokerage Firm PMZ Real Estate DRE Lic # 00405158

By _____ DRE Lic # 01214253 Date _____

Maribeth Reece

Seller's Brokerage Firm _____ DRE Lic # _____

By _____ DRE Lic # _____ Date _____

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PRBS REVISED 6/25 (PAGE 2 OF 2)



POSSIBLE REPRESENTATION OF MORE THAN ONE BUYER OR SELLER (PRBS PAGE 2 OF 2)

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BROKER COMPENSATION ADVISORY

(C.A.R. Form BCA, Revised 6/25)

1. WHEN SELLERS LIST THEIR PROPERTY FOR SALE THROUGH A REAL ESTATE BROKER THEY AGREE TO PAY THE SELLER'S BROKER WHEN ESCROW CLOSES.

- A. LISTING AGREEMENT COMPENSATION IS FULLY NEGOTIABLE:** When a seller enters into a listing agreement with a broker, the seller authorizes the broker to find a buyer for the seller's property and agrees to pay the seller's broker if a buyer is found who purchases the property. Compensation amounts are not fixed by law and are fully negotiable between the seller and the seller's broker. When negotiating compensation, the parties may discuss factors such as the broker's expertise and experience, the type of broker services to be performed, and the broker's time and expenses, among other considerations.
- B. OPTIONAL ADDITIONAL COMPENSATION IF BUYER IS UNREPRESENTED:** A listing agreement may include optional additional compensation amounts owed to the seller's broker for situations where the broker takes on additional responsibilities or workload. Sometimes a buyer may not be working with nor want to be represented by a real estate broker. When that happens, the seller's broker is not required to represent the buyer, and the seller and seller's broker may decide that they do not want to create such a relationship. In those situations, the seller's broker is advised to use a Buyer Non-Agency (C.A.R. Form BNA) to inform the buyer that the seller's broker will be acting on behalf of the seller only, and not act as the buyer's agent, throughout the transaction. However, because the buyer is unrepresented, the seller's agent will inevitably have to do more work to facilitate the transaction. A seller may agree to compensate their broker for the additional work in such cases.
- C. BROKER MAY REPRESENT BOTH BUYER AND SELLER; DUAL AGENCY:** California law allows a brokerage company to represent both seller and buyer in a real estate transaction. At the time the agent, on behalf of a brokerage, obtains the signature of a seller on a listing agreement, the agent will not, in most cases, know who the eventual buyer will be for a seller's property. Similarly, at the time an agent, on behalf of a brokerage, obtains the signature of a buyer on a buyer representation agreement, the agent will not, in most cases, know who the eventual seller will be for a property the buyer wants to buy. Because many individual licensees may work through one brokerage company, and some individual licensees work with many buyers and sellers, there is a possibility that the same brokerage company will represent both buyer and seller in a transaction. If licensees working through broker represent both seller and buyer, broker is allowed to receive compensation from each, provided the seller and buyer are advised of the relationship and the total amount of compensation the broker will receive.

2. BROKER AGREEMENTS WITH BUYERS:

- A. BUYER REPRESENTATION COMPENSATION IS FULLY NEGOTIABLE:** When a buyer enters into a representation agreement with a broker, the buyer authorizes the broker to locate properties for the buyer to buy and agrees to pay the buyer's broker if a transaction is completed. Compensation amounts are not fixed by law and are fully negotiable. When negotiating compensation, the parties may discuss factors such as the broker's expertise and experience, the type of broker services to be performed, and the broker's time and expenses, among other considerations.
- B. REQUIREMENT FOR WRITTEN AGREEMENTS:** Pursuant to a nationwide class action settlement reached by the National Association of REALTORS® (NAR), participants in Multiple Listing Services are required to have a written agreement with a buyer prior to showing a buyer a residential property or giving a buyer a tour of such a property. The agreement must identify the amount of compensation to be paid to the broker for services provided and require that the broker cannot receive any compensation in excess of the amount specified in the agreement. Pursuant to a January 1, 2025 new law in California, all licensees must have a buyer representation agreement as soon as practicable upon acting as the buyer's agent, and it must include the amount of compensation, services to be rendered, when compensation is due, and the contract termination, which may not exceed three months.
- C. ADVANTAGES OF WRITTEN AGREEMENTS:** Buyers and their brokers benefit when the terms of their relationship and respective duties are in writing. A written agreement establishes clear, mutual expectations and helps avoid misunderstandings over the buyer and broker's duties and the amount of compensation the buyer's agent is to be paid.



3. WHEN ENLISTING A REAL ESTATE BROKER TO REPRESENT THEM, BUYERS AGREE TO PAY THE BUYER'S BROKER WHEN ESCROW CLOSES, BUT THE PERSON RESPONSIBLE FOR PAYMENT MAY BE NEGOTIATED IN THE TRANSACTION:

A. BUYER PAYS THE COMPENSATION PURSUANT TO A BUYER REPRESENTATION AGREEMENT:

A buyer's broker may negotiate the amount of compensation directly with the Buyer and then document that agreement in a buyer representation agreement (C.A.R. Form BRBC or PSRA). The buyer then becomes contractually obligated to pay the broker by providing funds to escrow prior to the closing of a transaction.

B. SELLER PAYS THE COMPENSATION:

(1) **Buyer negotiates for Seller to Compensate Buyer's Broker:** A buyer may make a conditional offer to the seller by including a term in the purchase offer asking the seller to pay the buyer's broker if the buyer has already agreed to pay their own broker pursuant to a buyer representation agreement. If such a term is included in the purchase offer, the request will become one term among many that a seller may accept, reject, or negotiate by way of a counter offer. The possibility of asking the seller to pay the buyer's contractual compensation obligation option should be discussed when creating a buyer representation agreement and prior to an offer being made. Pursuant to the NAR Settlement (see **paragraph 2B**) a **buyer's broker is not permitted to receive compensation for services, from whatever source, that is greater than the amount in the buyer representation agreement.**

(2) **Buyer's Agent negotiates an agreement directly with Seller:** If a seller is unrepresented or does not have an exclusive agency relationship with another broker, a buyer's broker may approach that seller asking the seller to sign an agreement (C.A.R. Form SP, Single Party Compensation Agreement) to pay the buyer's broker. In this situation, the seller agrees to pay the buyer's broker compensation without necessarily creating an agency relationship with the broker. When that happens, the buyer's broker is advised to use a Seller Non-Agency (C.A.R. Form SNA) to inform the seller that the buyer's broker will be acting on behalf of the buyer only, and not act as the seller's agent, throughout the transaction. However, because the seller is unrepresented, the buyer's agent will inevitably have to do more work to facilitate the transaction, which may be factored into the negotiation of the single party compensation agreement.

C. CHANGING PRACTICE RELATED TO A SELLER'S BROKER'S OFFER OF COMPENSATION:

Historically, in California, many seller's brokers used a Multiple Listing Service (MLS) to make a unilateral offer to compensate a buyer's broker who procured a buyer for the seller's property. However, the nationwide NAR settlement prohibits the seller's broker from using an MLS to make such an offer of compensation. The California Association of REALTORS® (C.A.R.) listing agreement forms no longer provide for such offers of cooperating broker compensation nor does C.A.R. include other forms in its library of forms that might facilitate such offers. Buyers and sellers must separately negotiate compensation with their respective brokers, as specified above.

By signing below, Seller or Buyer acknowledge that they have received a copy of this Broker Compensation Advisory, and they have read and understand its terms. Seller or Buyer acknowledges they have been advised of their various options regarding compensation to be paid to real estate brokers and that any written agreement they have signed with a seller's or buyer's broker reflects a mutual understanding.

Seller/Buyer _____ **City of Riverbank** Date _____

Seller/Buyer _____ Date _____

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BUYER'S INVESTIGATION ADVISORY

(C.A.R. Form BIA, Revised 6/25)

1. **IMPORTANCE OF PROPERTY INVESTIGATION:** Unless otherwise specified in the Agreement, the physical condition of the land and improvements being purchased is not guaranteed by either Seller or Brokers. You have an affirmative duty to exercise reasonable care to protect yourself, including discovery of the legal, practical and technical implications of disclosed facts, and the investigation and verification of information and facts that you know or that are within your diligent attention and observation. A Broker's inspection is a limited visual inspection (see C.A.R. Form AVID), and a Broker is not qualified to conduct the investigations listed below nor will Broker conduct the investigations checked below by Buyer. For these reasons, you should conduct thorough inspections, investigations, tests, surveys and other studies (Inspections and Investigations) of the Property personally and with appropriate professionals (see C.A.R. Form SBSA), who should provide written reports of their Inspections. A general physical inspection typically does not cover all aspects of the Property nor items affecting the Property that are not physically located on the Property. If any professionals recommend further investigations, including a recommendation by a pest control operator to inspect inaccessible areas of the Property, you should contact qualified experts to conduct such additional investigations.
2. **BROKER OBLIGATIONS:** Brokers do not have expertise in all areas and therefore cannot advise you on many items, such as those listed below. If Broker gives you referrals to other professionals, Broker does not guarantee their performance.
3. **YOU ARE STRONGLY ADVISED TO INVESTIGATE THE CONDITION AND SUITABILITY OF ALL ASPECTS OF THE PROPERTY, INCLUDING BUT NOT LIMITED TO THE FOLLOWING. IF YOU DO NOT DO SO, YOU ARE ACTING AGAINST THE ADVICE OF BROKERS.**
 - A. **GENERAL CONDITION OF THE PROPERTY, ITS SYSTEMS AND COMPONENTS:** Foundation, roof (condition, age, leaks, useful life), plumbing, heating, air conditioning, electrical, mechanical, security, pool/spa (cracks, leaks, operation), other structural and non-structural systems and components, fixtures, built-in appliances, any personal property included in the sale, and energy efficiency of the Property.
 - B. **SQUARE FOOTAGE, AGE, BOUNDARIES:** Square footage, room dimensions, lot size, age of improvements and boundaries. Any numerical statements regarding these items are APPROXIMATIONS ONLY and have not been verified by Seller and cannot be verified by Brokers. Fences, hedges, walls, retaining walls and other barriers or markers do not necessarily identify true Property boundaries.
 - C. **WOOD DESTROYING PESTS:** Presence of, or conditions likely to lead to the presence of wood destroying pests and organisms.
 - D. **SOIL STABILITY:** Existence of fill or compacted soil, expansive or contracting soil, susceptibility to slippage, settling or movement, and the adequacy of drainage.
 - E. **WATER AND UTILITIES; WELL SYSTEMS AND COMPONENTS; WASTE DISPOSAL:** Water and utility availability, use restrictions and costs. Water quality, adequacy, condition, and performance of well systems and components. The type, size, adequacy, capacity and condition of sewer and septic systems and components, connection to sewer, and applicable fees.
 - F. **ENVIRONMENTAL HAZARDS:** Potential environmental hazards, including, but not limited to, asbestos, lead-based paint and other lead contamination, radon, methane, other gases, fuel oil or chemical storage tanks, contaminated soil or water, hazardous waste, waste disposal sites, electromagnetic fields, nuclear sources, and other substances, materials, products, or conditions (including mold (airborne, toxic or otherwise), fungus or similar contaminants).
 - G. **EARTHQUAKES AND FLOODING:** Susceptibility of the Property to earthquake/seismic hazards and propensity of the Property to flood.
 - H. **FIRE, HAZARD, AND OTHER INSURANCE:** The availability and cost of necessary or desired insurance may vary. The location of the Property in a seismic, flood or fire hazard zone, and other conditions, such as the age of the Property and the claims history of the Property and Buyer, may affect the availability and need for certain types of insurance. Buyer should explore insurance options early as this information may affect other decisions, including the removal of loan and insurance contingencies.
 - I. **BUILDING PERMITS, ZONING, GOVERNMENTAL REQUIREMENTS, AND ADDRESS:** Permits, inspections, certificates, zoning, other governmental limitations, restrictions, and requirements affecting the current or future use of the Property, its development or size. Postal/mailling address and zip code may not accurately reflect the city which has jurisdiction over the Property.
 - J. **RENTAL PROPERTY RESTRICTIONS:** The State, some counties, and some cities impose restrictions that limit the amount of rent that can be charged, the maximum number of occupants, and the right of a landlord to terminate a tenancy. Dead bolt or other locks and security systems for doors and windows, including window bars, should be examined to determine whether they satisfy legal requirements.
 - K. **SECURITY AND SAFETY:** State and local Law may require the installation of barriers, access alarms, self-latching mechanisms and/or other measures to decrease the risk to children and other persons of existing swimming pools and hot tubs, as well as various fire safety and other measures concerning other features of the Property.
 - L. **UTILITIES; SEWER; INTERNET:** Availability of gas, electric, water, sewer, garbage, internet and other services. The provider and quality of service may vary by location.
 - M. **SOLAR POWER SYSTEM:** The existence of a solar power system; whether it is owned, leased, financed, or otherwise subject to obligations, such as a power purchase agreement or maintenance agreement; the condition of and costs associated with the system.

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BUYER'S INVESTIGATION ADVISORY (BIA PAGE 1 OF 2)

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Maribeth Reece

Phone: 2096024929
Produced with Lone Wolf Transactions (zipForm Edition) 717 N Harwood St, Suite 2200, Dallas, TX 75201

Fax: 2095276146
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3300 Atchison St

N. NEIGHBORHOOD, AREA, SUBDIVISION CONDITIONS; PERSONAL FACTORS: Neighborhood or area conditions, including schools, law enforcement, crime statistics, registered felons or offenders, fire protection, other government services, availability, adequacy and cost of internet connections or other technology services and installations, commercial, industrial or agricultural activities, existing and proposed transportation, construction and development that may affect noise, view, or traffic, airport noise, noise or odor from any source, wild and domestic animals, other nuisances, hazards, or circumstances, protected species, wetland properties, botanical diseases, historic or other governmentally protected sites or improvements, cemeteries, facilities and condition of common areas of common interest subdivisions, and possible lack of compliance with any governing documents or Homeowners' Association requirements, conditions and influences of significance to certain cultures and/or religions, and personal needs, requirements and preferences of Buyer.

By signing below, Buyer acknowledges that they have received a copy of this Buyer Investigation Advisory, and they have read and understand its terms. Buyer is encouraged to read it carefully.

Buyer _____ **City of Riverbank** Date _____

Buyer _____ Date _____

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CALIFORNIA CONSUMER PRIVACY ACT ADVISORY, DISCLOSURE AND NOTICE

(C.A.R. Form CCPA, Revised 12/22)

The California Consumer Privacy Act (commencing with Civil Code § 1798.100) (“CCPA”), as amended by California voters in 2020, grants to California residents certain rights in their private, personal information (“PI”) that is collected by companies with whom they do business. Under the CCPA, PI is defined broadly to encompass non-public records information that could reasonably be linked directly or indirectly to you. PI could potentially include photographs of, or sales information about, your property.

During the process of buying and selling real estate your PI will be collected and likely shared with others, including real estate licensees, a Multiple Listing Service, real estate internet websites, service providers, lenders, and title and escrow companies, to name several possibilities. Businesses that are covered by the CCPA are required to grant you various rights in your PI, including the right to know what PI is collected, the right to know what PI is sold or shared and to whom, the right to request that the business correct or delete your PI, the right to “opt out” or stop the transfer of your PI to others, and the right to limit the use of certain PI which is considered “sensitive.” You may get one or more notices regarding your CCPA rights from businesses you interact with in a real estate transaction. However, not all businesses that receive or share your PI are obligated to comply with the CCPA. Moreover, businesses that are otherwise covered under the CCPA may have a legal obligation to maintain PI, notwithstanding your instruction to the contrary. For instance, regardless of whether they are covered by CCPA, under California law, brokers and Multiple Listing Services are required to maintain their records for 3 years. If you wish to exercise your rights under CCPA, where applicable, you should contact the respective business directly.

You can obtain more information about the CCPA and your rights under the law from the State of California Department of Justice (oag.ca.gov/privacy/ccpa). Additionally, the California Privacy Protection Agency is authorized to promulgate regulations which may further clarify requirements of the CCPA (cppa.ca.gov/regulations/).

I/we acknowledge receipt of a copy of this California Consumer Privacy Act Advisory, Disclosure and Notice.

Buyer/Seller/Landlord/Tenant _____ Date _____
City of Riverbank

Buyer/Seller/Landlord/Tenant _____ Date _____

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CALIFORNIA CONSUMER PRIVACY ACT ADVISORY (CCPA PAGE 1 OF 1)



ARCHITECTS:

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Joseph L. Smith, A.I.A.
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April 20, 2026

City of Riverbank
Attn: Laura Graybill, Senior Project Coordinator
Development Service Department
6707 Third Street
Riverbank, CA 95367

RE: Riverbank City Hall (Del Rio Site)

Our firm is honored to present our proposal to provide architectural design services for the new Riverbank City Hall—a landmark civic project that will embody the spirit, heritage, and aspirations of your community. We understand that this facility must do more than house government operations; it should serve as a welcoming hub for civic engagement, a symbol of transparency and pride, and a lasting investment in the town's future.

Drawing inspiration from the region's Central California identity, we approach this project with a deep respect for local culture, climate, and landscape. Our design philosophy emphasizes functionality, sustainability, and community connection, ensuring that the building not only meets current needs but remains adaptable and energy-efficient for generations to come.

Project Type: City of Riverbank City Hall and Civic Center
Scope: The schematic design for a 46,320 square foot building of 4 stories in height.

Design Vision

We envision a City Hall that reflects civic dignity through simplicity and warmth, integrates modern performance with timeless materials, and strengthens the bond between citizens and their local government. Through collaborative planning, thoughtful design, and responsible stewardship of resources, we aim to create a civic landmark that stands as a proud reflection of the community it serves. The design prioritizes:

- Creating a welcoming and transparent government center that reflects openness and trust.
- Celebrating local character through materials, forms, and landscape that connect to the region's agricultural and cultural heritage.
- A design with efficient layouts that support government operations and public service.
- Ensuring clear wayfinding and logical circulation between public and staff areas.
- Promoting a sense of welcoming and fairness for all visitors.

Scope of Services

1. Architectural Services

- Conceptual Design & Massing: Site plan with municipal code considerations.
- Schematic Design: Schematic floor plans for 3300 Atchison Street :
 - City Hall "Del Rio" location, 3-4 stories (46,320 sq. ft.)
- Exterior Massing Model:
 - For one selected site, an exterior massing model and exterior material selection(s).

Fee Estimate:

Interior Space Programming (Hourly):

- Estimate – 20 -30 hours **\$4,500-\$6,750**

Design:

- 80 hours = **\$18,000**

3D Massing Model:

- 35 hours = **\$7,875**



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Interior Elevations (2 spaces of your choice)

- o 20 hours = **\$4,500**

Deliverables

Conceptual floor plans for the requested location/ layout.
A Massing Model for progress.
Schematic document sets.
Interior Elevations for 2 selected spaces.

Summary

Our firm is committed to designing a City Hall that reflects Riverbank's character, fosters civic engagement, and embodies transparency, sustainability, and pride. Through thoughtful planning, local context sensitivity, and collaboration with city leadership, we will deliver a functional, enduring, and inspiring civic landmark that serves the community today and for generations to come.

Sincerely,

Heidi Van Dyk, A.I.A., Principal Architect | Secretary

Joseph L. Smith, A.I.A., Principal Architect | President



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2026 STANDARD RATES

HOURLY STAFF RATES:

Principal	\$225/hour
Staff Architect	\$200/hour
Project Manager	\$175/hour
Drafter/CADD Technician	\$150/hour
Administration	\$100/hour

REIMBURSABLES:

- 30 x 42 Black on White Prints/Scans @ \$8/sheet, Color add \$1 per sheet
- 24 x 36 Black on White Prints/Scans @ \$6/sheet, Color add \$1 per sheet
- 18 x 24 Black on White Prints/Scans @ \$3/sheet, Color add \$1 per sheet
- 12 x 18 & 11 x 17 Black on White Prints/Scans @ \$1/sheet
Color add \$.25 per sheet
- 8 ½ x 11 Copies/Scans on Black on White Paper @ \$0.35/page
Color add \$.15 per sheet

Presentation Quality/Mounted Prints – Additional Rates

Disc or USB Drive/\$14.95

Reimbursable Outside Consultant Costs @ 1.15 x cost

Special Shipping Requests (over size, package, time sensitive) @ 1.15 x cost

Regular Letter Mail - no charge

Long Distance Phone Charges - no charge

Travel – Hourly and Mileage at .73 per mile

These rates are subject to change due to the normal salary review practices of the Architect.