

CC - 5-19-2026

#1

Study Session: Health and
Safety Element Update

Presentation

CITY OF CUPERTINO HEALTH AND SAFETY ELEMENT UPDATE

CITY COUNCIL STUDY SESSION

May 19, 2026





Agenda

1. Introductions
2. Health and Safety Element Overview
3. Key Updates
4. PC Study Session
5. Evacuation Study
6. Next Steps
7. Questions and Discussion

Introductions



■ City of Cupertino

- Luke Connolly, Assistant Director of Community Development
- Piu Ghosh, Planning Manager

■ PlaceWorks, Consultant

- Eli Krispi, Interim Project Manager
- Tammy L. Seale, Principal (Zoom)

■ Fehr & Peers, Transportation Consultant

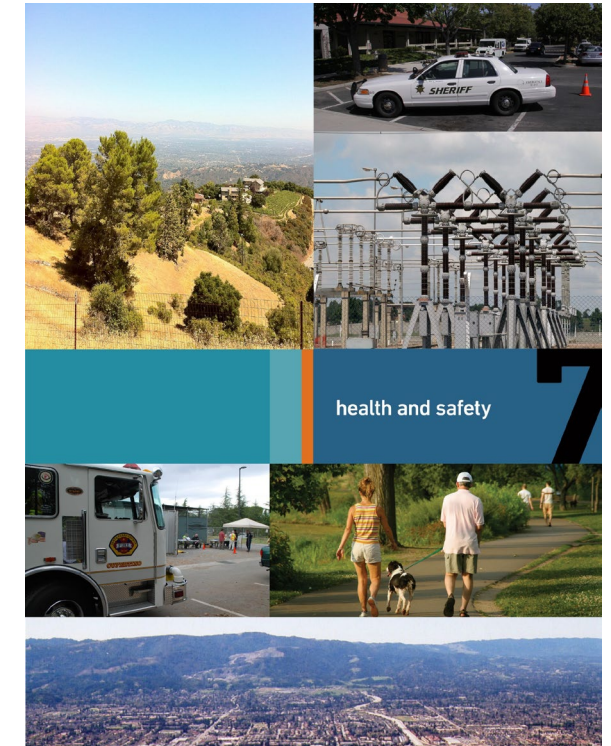
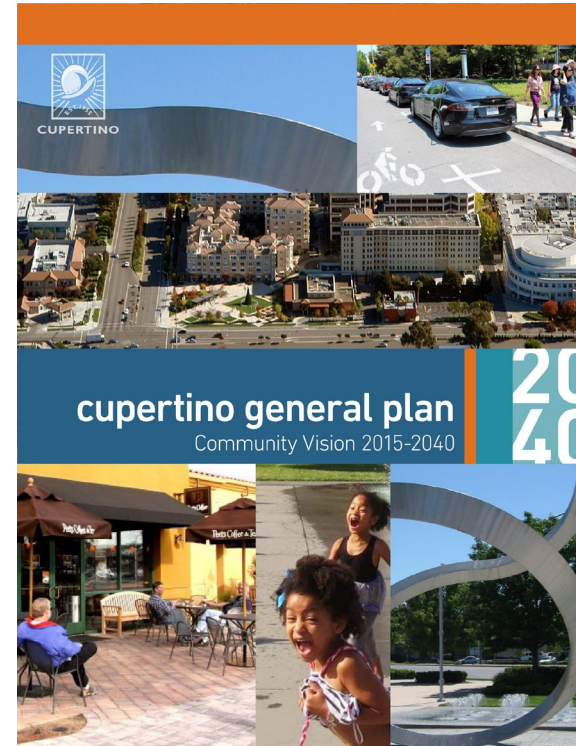
- Daniel Rubins, Senior Associate
- Franziska Church, Principal



HEALTH AND SAFETY ELEMENT OVERVIEW

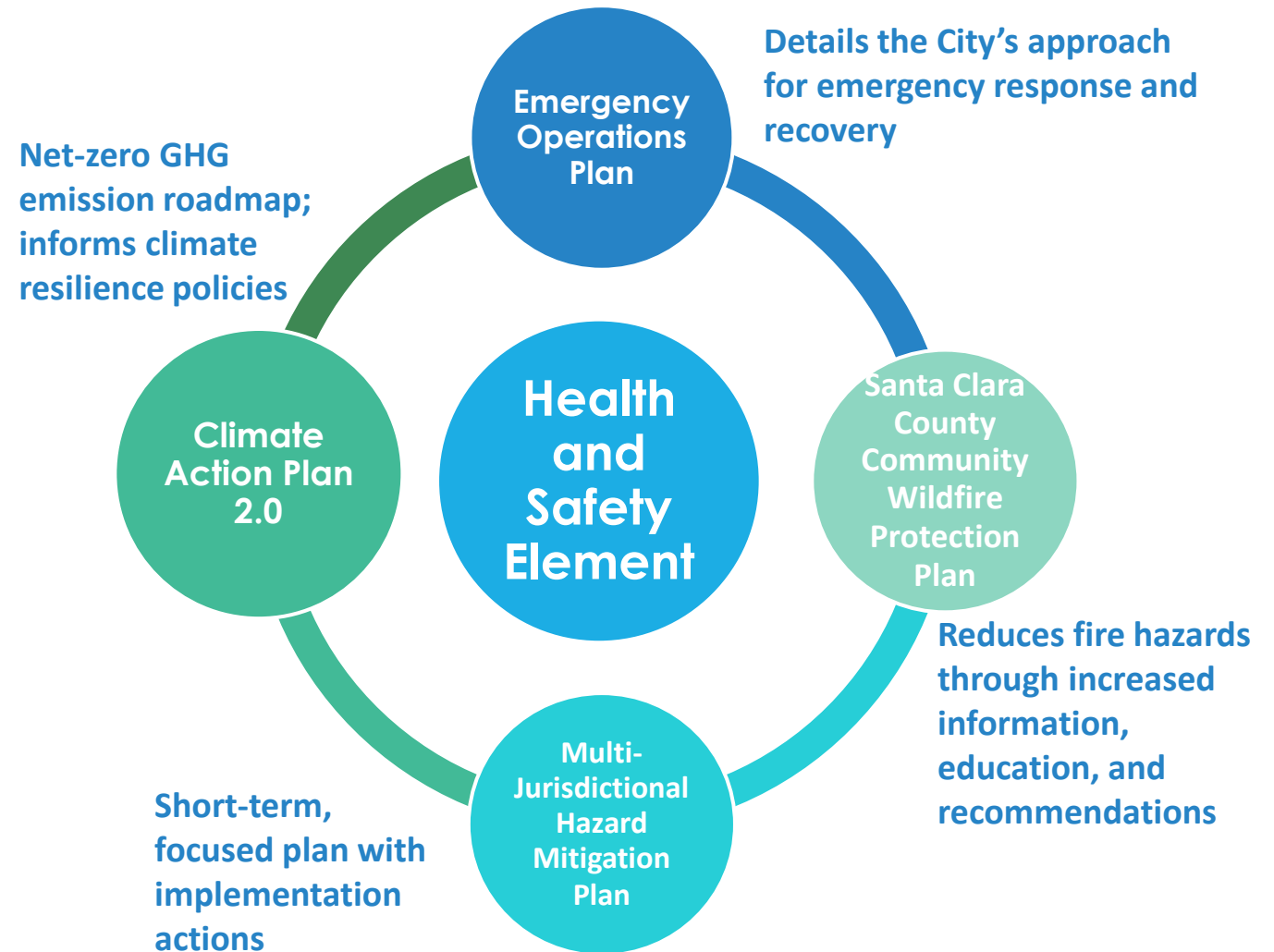
What is a Safety Element?

- Mandatory part of a General Plan.
- Identifies hazards of concern and related risks to the community.
- Sets policies to help increase resilience to natural disasters and other hazards.
- Current element adopted in 2014.



Health and Safety Element Update

- Required after Housing Element update to ensure compliance with current State law.
- Addresses new statutory requirements and hazards, such as climate change, wildfire, and extreme heat.
- Incorporates Santa Clara County Multi-Jurisdictional Hazard Mitigation Plan Update.
- Enhances eligibility for FEMA funding.



Changes to State Law



SB 1241, adopted in 2012 (Govt. Code § 65302(g)(3))

- Update wildfire sections.
- Identify responsible agencies.
- Minimize risks for new buildings and essential facilities.

SB 379, adopted in 2015 (Govt. Code § 65302(g)(4))

- Prepare climate change vulnerability assessment.
- Develop goals, policies, and actions to increase adaptation and resilience.

AB 2140 (Govt. Code § 65302.6)

- Enables incorporation of local hazard mitigation plan (LHMP) into a General Plan's Safety Element.

AB 2684, adopted in 2024 (Govt. Code § 65302.01)

- Requires Safety Element update to address extreme heat upon next General Plan element update on or after January 1, 2028.
- Requires ongoing review to identify new information on extreme heat hazards.

SB 99, adopted in 2019 (Govt. Code § 65302(g)(5))

- Identify evacuation-constrained residential areas.

AB 747, adopted in 2019 and AB 1409, adopted in 2021 (Govt. Code § 65302.15)

- Identify evacuation route capacity, safety, viability and evacuation locations.
- Evaluate evacuation under multiple hazard scenarios.



KEY UPDATES

Overview of Updates to Safety Element



- Updated and refined hazard sections, policies, and actions to align with State law and best practices.
- Aligned wildfire standards with updated State law and CAL FIRE mapping.
- Enhanced floodplain and critical facility protection standards.
- Expanded climate adaptation and resilience policies based on revised Vulnerability Assessment.
- Reinforced infrastructure resilience and continuity planning.
- Added new evacuation access and route management policies, based on findings from the 2025 Evacuation Route Capacity Assessment and Residential Constrained Parcel Analysis.

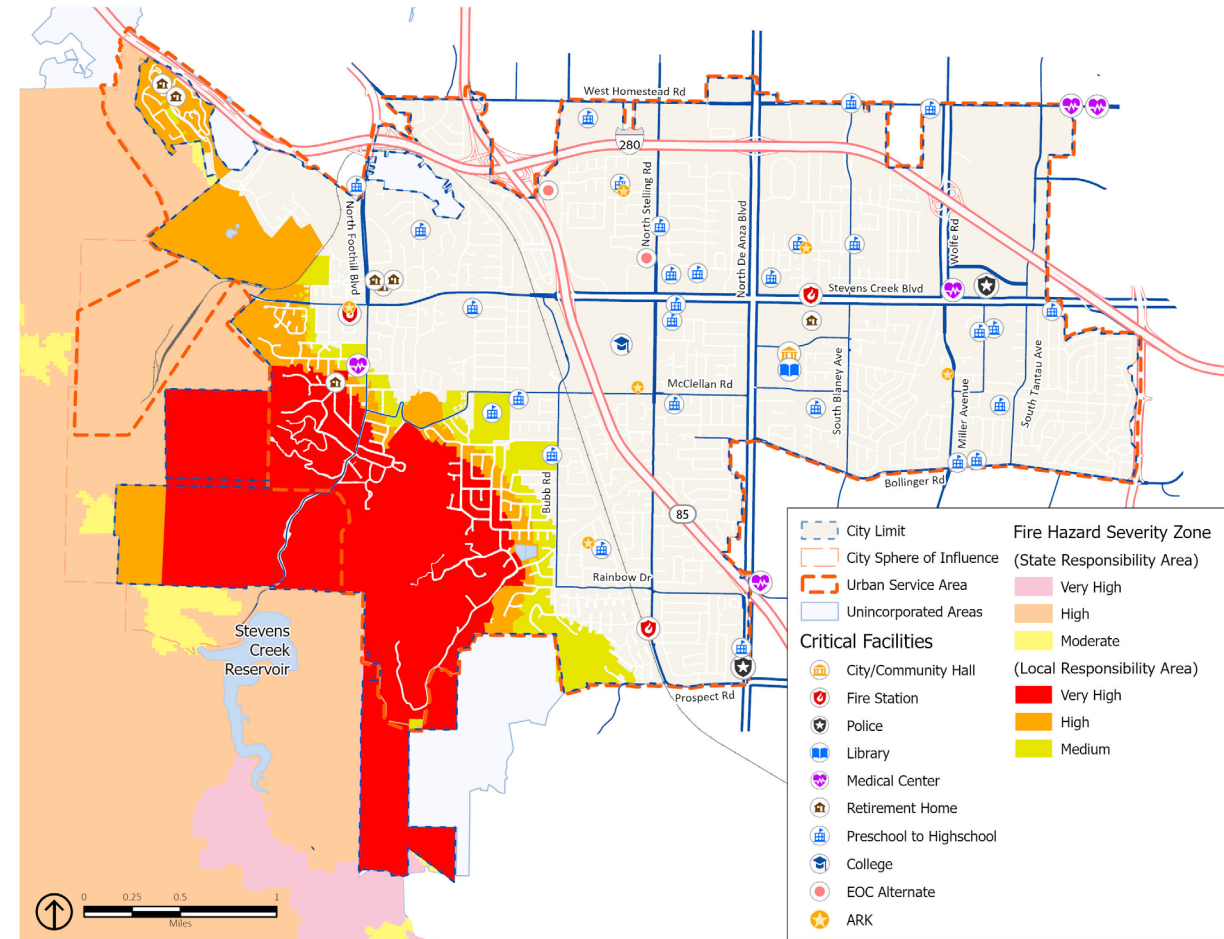
Emergency Preparedness & Infrastructure Resilience



- Expanded emergency communications policies.
- Multilingual alert systems emphasized.
- Strengthened regional coordination.
- Strengthened evacuation communication and coordination protocols.
- Reinforced resilience of critical municipal infrastructure systems.
- Recognized Public Safety Power Shutoffs as an ongoing hazard risk.

Wildfire Hazard Mapping & Risk Reduction

- Incorporated updated CAL FIRE Fire Hazard Severity Zone (FHSZ) mapping for Local and State Responsibility Areas.
- Replaced the prior Wildland-Urban Interface Fire Area (WUIFA) mapping framework with the adopted LRA FHSZ designations.
- Revised and added wildfire risk reduction policies to align with State law, consistent with CAL FIRE's standard recommendations.



Source: City of Cupertino, 2023; Cal FIRE, 2022

Wildfire Risk Reduction Policies



■ Existing Development

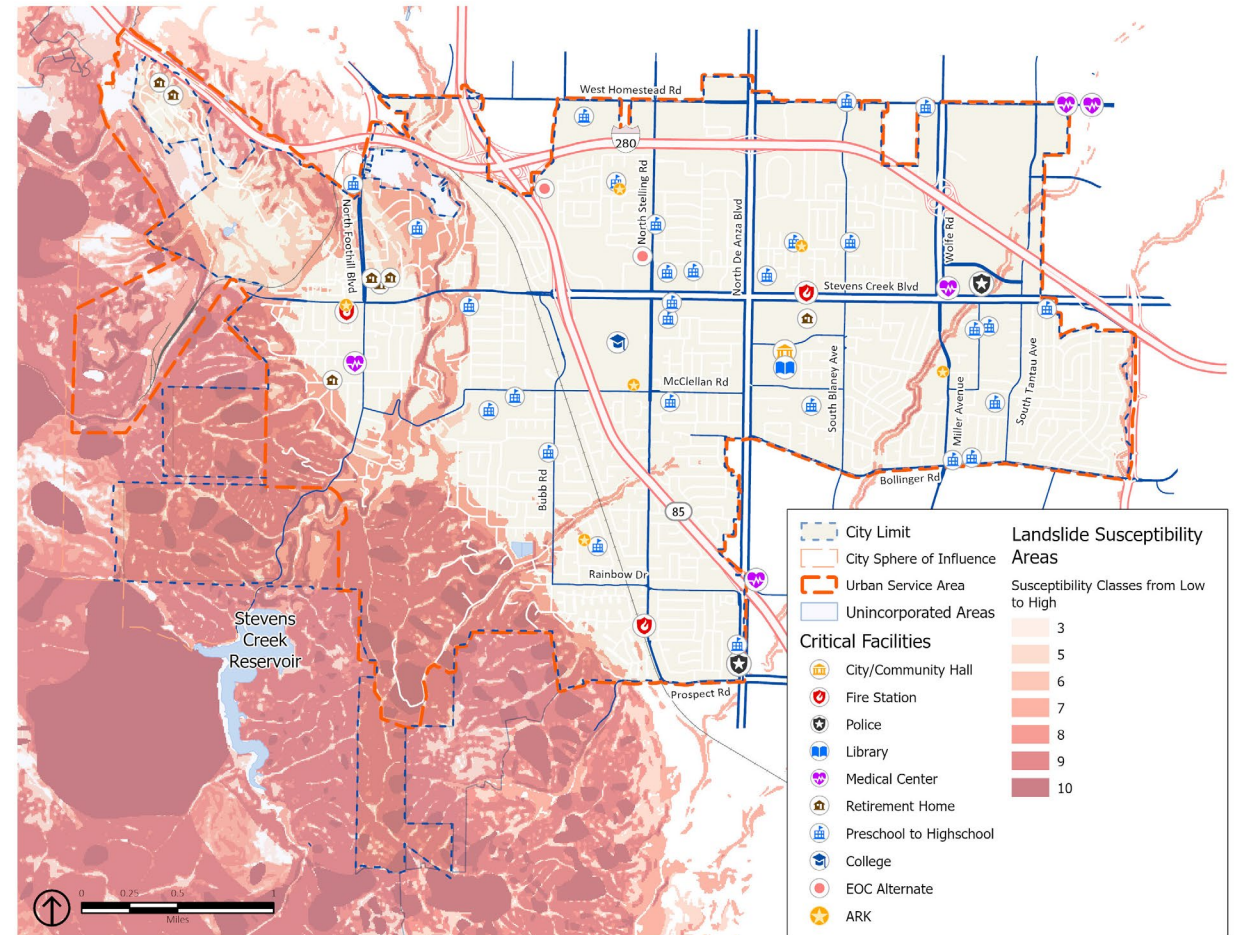
- Strengthened defensible space and vegetation management requirements (Public Resources Code §4291 and Government Code §51182).
- Roadway repair and maintenance to meet current fire safety and evacuation standards (California Building Code Part 7).
- Fuel break and emergency access route maintenance coordinated with CAL FIRE and Santa Clara County Fire Department.
- Discouraged electric security gates that impede emergency access.
- Recovery and redevelopment standards following major fire events to reduce future risk.

■ New Development

- Early Fire Department review and response time evaluation.
- Ignition-resistant construction and Class A roofing (California Building Code Part 7).
- Fire Protection Plans required for new projects (California Building Code Part 7).
- Multiple ingress/egress and emergency access standards (California Building Code Part 7).
- Water service extensions and fire flow verification prior to approval.
- Restrictions on subdivisions and density increases in High and Very High FHSZs.

Seismic & Geologic Hazards

- Updated landslide and steep slope hazard discussion and mapping for clarity and consistency with current data.
- Refined discussion of cascading impacts from seismic events to better reflect potential hazard interactions.
- Clarified discussion of potential infrastructure disruption affecting emergency access during seismic events.
- Clarified existing geotechnical review requirements for new development to align with current City and State regulations.
- Clarified limitations on grading on steep slopes consistent with existing City standards.



Source: City of Cupertino, 2023; California Geological Survey, 2018

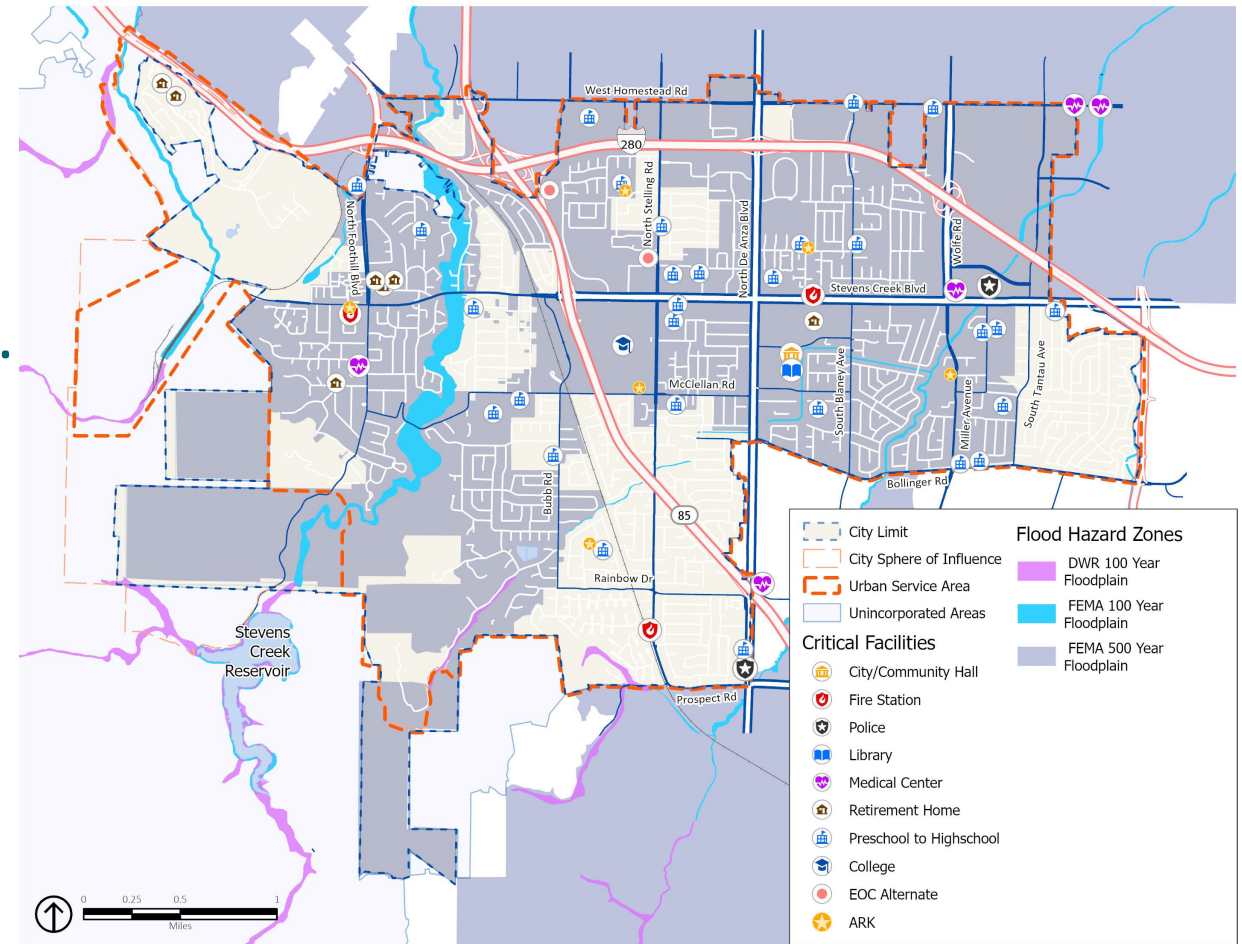
Hazardous Waste & Materials



- Updated regulatory references to reflect current State and County oversight requirements.
- Reinforced environmental site assessment requirements.
- Maintained stringent risk reduction measures for development near known hazardous materials sites.
- Strengthened commitment to coordinate with regulatory agencies for ongoing cleanup and monitoring activities.

Flood & Inundation Hazards

- Updated FEMA floodplain mapping.
- Clarified dam failure and inundation areas.
- Identified critical infrastructure and essential facilities in flood-prone areas.
- Strengthened standards for new development and redevelopment in flood-prone areas, while existing uses must meet federal and State requirements.
- Reinforced coordination with flood control agencies.



Source: City of Cupertino, 2023; Federal Emergency Management Agency, 2021; Department of Water Resources, 2021

Climate Vulnerability Assessment Integration



- Integrated SB 379 Vulnerability Assessment.
- Flooding, extreme heat, wildfire identified as highest risk.
- Identified vulnerable populations and critical infrastructure.
- Added adaptation and resilience strategies.
- Climate considerations integrated across hazard sections.
- Added policies and implementation strategies to expand emergency preparedness outreach, education, and support for vulnerable populations.

Development Standards



- Mentions if the requirements apply to new development, redevelopment, or both, consistent with State wildfire planning requirements (Gov. Code §65302(g); SB 1241).
- Identifies risk reduction strategies for existing neighborhoods where many State building standards apply primarily to new development.
- Specifies policy triggers (e.g., subdivision size, change of use, site modification thresholds) to clarify when State and local fire safety requirements apply.
- Improves transparency and predictability in development review.
- Supports consistent implementation aligned with State wildfire safety and evacuation planning requirements (SB 99; AB 747; PRC §4290–4291; CBC Chapter 7A).

Noise Element



- Part of the Health and Safety Element, but not part of the comprehensive update.
- Minor updates were made to ensure consistency with current municipal requirements.
- Revisions reflect input from the Planning Commission and Public Safety Commission during the 2025 study sessions.
- Added implementation strategies to guide review of new noise-generating uses, including public and private recreational activities near residential areas.
- Added consideration of restrictions on quarry truck operations during designated quiet hours.



PLANNING COMMISSION STUDY SESSION

Planning Commission Study Session



- Study Session to review Public Draft on March 9, 2026.
- Comments received from Commissioners and public
- Commission directed staff to:
 - Incorporate additional supply-side evacuation strategies from the evacuation study (e.g., contra-flow, phased evacuation, system improvements).
 - Strengthen heat-related policies (HS-9) by incorporating key findings and strategies from the 2026 State Heat Action Plan, including emergency alerts, improved services, building standards, and nature-based solutions.

Planning Commissioner Comments



- Provide greater clarity on how wildfire and evacuation standards apply.
- Add emergency management and operations as a pillar in the Looking Forward section (p. 50).
- Expand emergency communication and add more information about Block Leader program.
- Add language about maintaining and improving the City's FEMA Community Rating System score.
- Consider incorporating federal EPA standards for hazardous materials.
- Consider establishing objective noise standards for truck traffic.
- Clarify standards for law enforcement emergency response.
- Clarify shade requirements for parking lots and commercial development.

Public Comments



- Consider designating additional evacuation routes and provide clearer standards around evacuations.
- Make information about evacuations more accessible.
- Increase the wildfire resilience of new development and incorporate the most recent wildfire hazard mapping.
- Retrofit City properties to better protect against earthquakes.
- Include objective noise standards, policies for freeway noise mitigation, and a noise contour map.



EVACUATION STUDY

Why the City Conducted this Study?

State Requirements

AB 747 and AB 1409:
Identify evacuation route capacity, safety, viability and evacuation locations.

Evaluate evacuation under multiple hazard scenarios.

Planning-Level Assessment

Provides a planning-level understanding of evacuation route capacity

This study is not an evacuation operations plan

Evaluates the evacuation route network under wildfire and compounding hazard scenarios

Study Intent

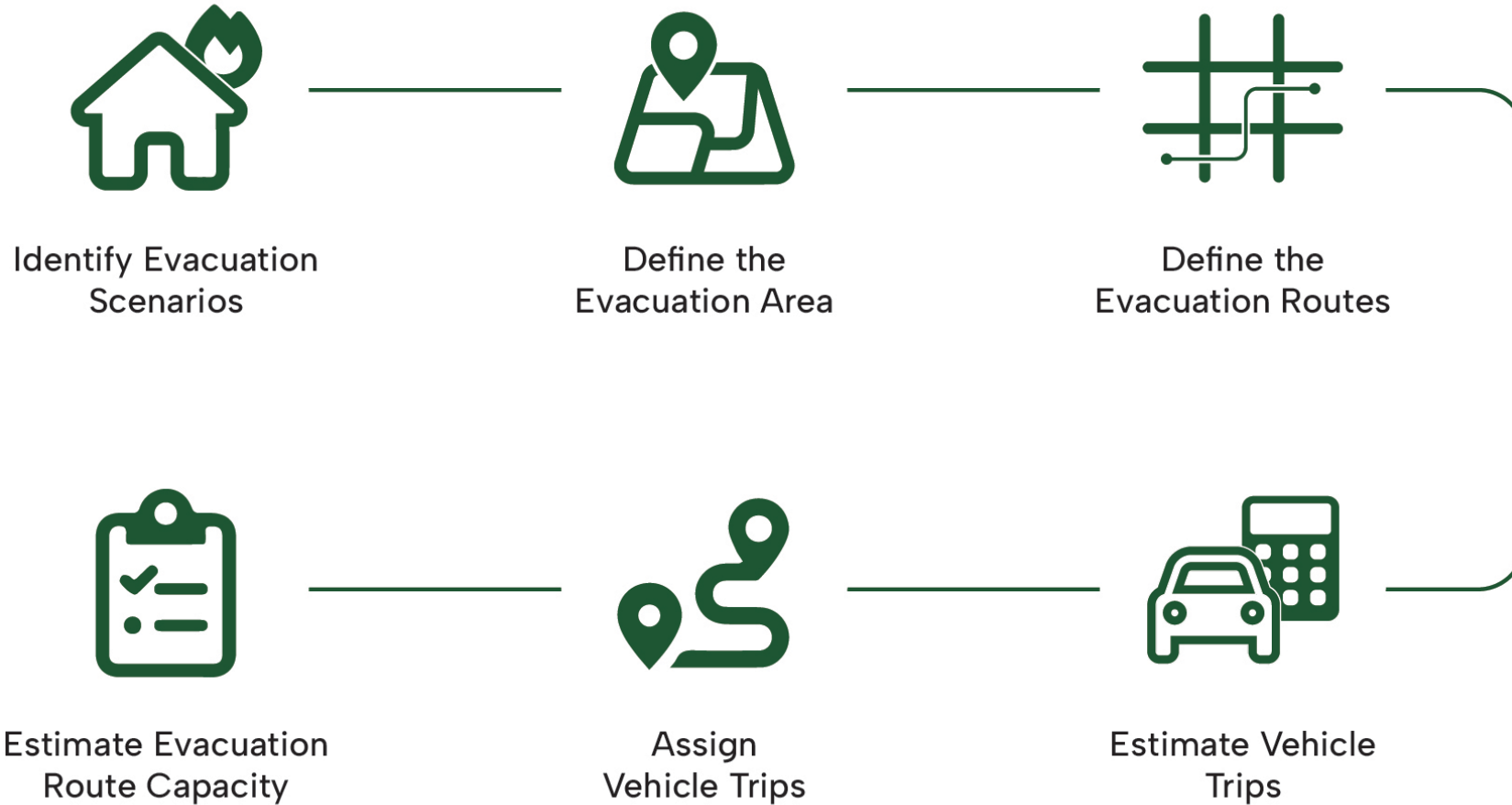
Identify evacuation route capacity bottlenecks

Support updates to the General Plan Safety Element and emergency planning documents

Inform future policy and investment decisions

How the Analysis was Conducted

Planning-level evaluation of evacuation demand, routing, and roadway capacity



Scenario Summary

Wildfire Scenario	Description	Vehicle Demand
Scenario A (Wildfire)	Fall 2:00 PM School In-Session All Roads Open	7,900 vehicles evacuating (residents, employees, students, and visitors)
Scenario B (Wildfire + Earthquake)	Summer 6:00 AM School not in Session McClellan Closure at Club House Lane	8,720 vehicles evacuating (residents, and some employees)
Scenario C (Wildfire + Earthquake)	Scenario A with roadway closures on Stevens Creek at SR 85 including SB SR 85 ramps	Same as Scenario A

What was Found: Key Results

Evacuation Demand

Approximately 7,900 to 8,700 vehicle, depending on scenario

Short Distances

Evacuation routes are generally less than 2.5 miles

All Scenarios

Most hillside evacuation routes exceed one-hour clearing capacity near the evacuation area

Each primary evacuation route includes at least one segment that becomes capacity-constrained under one or more evacuation scenarios

Major bottlenecks occur at and west of SR 85 and I-280

Most Constrained

Streets providing access to freeway gateways:

- Foothill Boulevard
- Stevens Creek Boulevard
- McClellan Road

More than One Hazard Increases Risk

Scenario C

Approximately 7,900 vehicles evacuating early afternoon

Closure of Stevens Creek and SR 85 ramps

Like scenario A, higher volume to capacity ratios on evacuation routes

Short Distances

Evacuation routes are generally less than 2.5 miles

Effect of Closure

Evacuation demand is redirected onto routes that are already over capacity, intensifying congestion and delay

Major bottlenecks occur at and west of SR 85 and I-280

Intensified Existing Constraints

Streets providing access to freeway gateways:

- Foothill Boulevard
- McClellan Road
- De Anza Boulevard

What this means for the City

Existing Foundation

Unified multi-jurisdiction emergency coordination

Battery-backed traffic signals on evacuation routes

Established emergency communication protocols

Supply-Side Strategies

Targeted, flexible, emergency oriented capacity improvements

Traffic control during evacuation

Faster clearance of roadway closures

Demand-Side Strategies

Carpooling and vehicle reduction strategies

Phased evacuation approaches

Information-Side Strategies

Early hazard detection

Real-time traffic management

Community preparedness

Evacuation outcomes depend on coordination, operations, and behavior – not roadway widening alone.



NEXT STEPS

Next Steps



WE ARE
HERE

Public Review

Incorporate feedback from Planning Commission, City Council, and the public.

CAL FIRE Review

Submit draft for mandatory 90-day review **prior** to public hearings.

CEQA

Conduct environmental review.

Public Hearings

Planning Commission and City Council public hearings anticipated in **Fall 2026**.

Recommended action



- Receive the presentation and provide input on the Public Draft of the Health and Safety Element.

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#10

Treasurer's Investment
Report for Quarter
ending March 31, 2026

Presentation

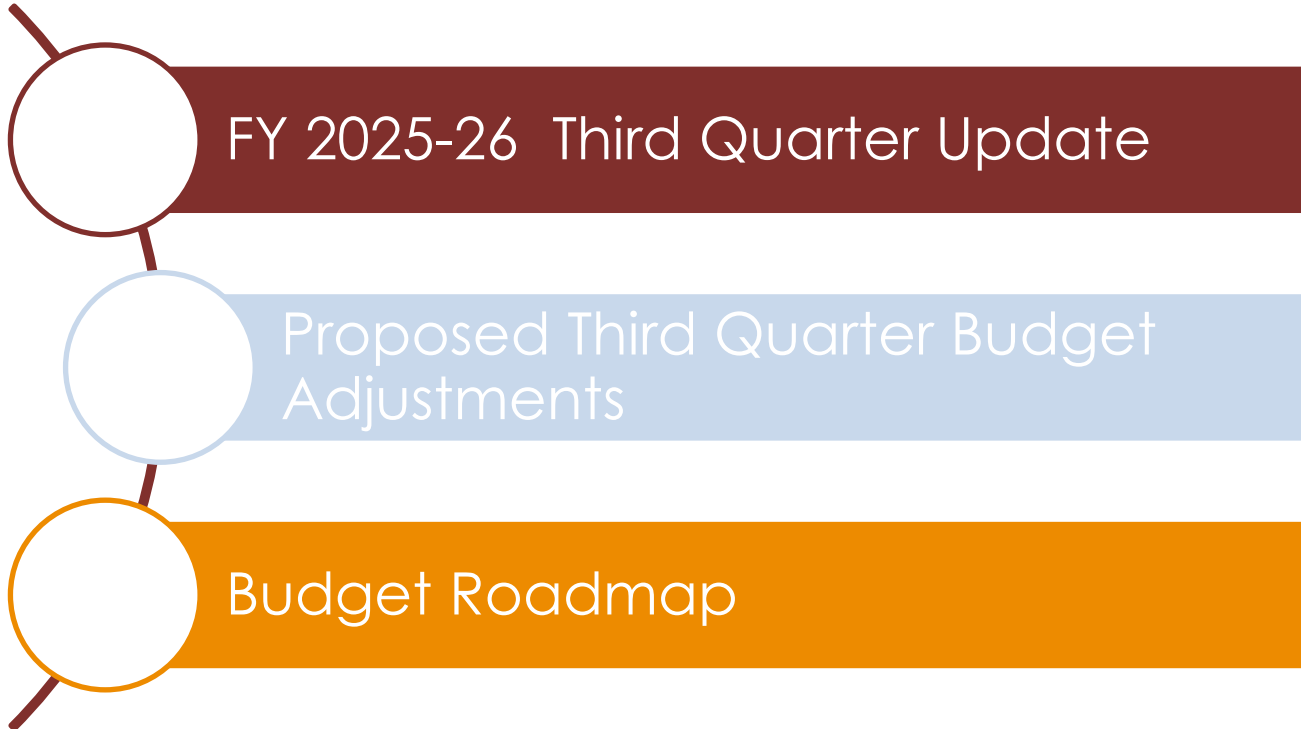
Fiscal Year 2025-26 Third Quarter Financial Report

May 19, 2026



**CITY OF
CUPERTINO**

Agenda

- 
- FY 2025-26 Third Quarter Update
 - Proposed Third Quarter Budget Adjustments
 - Budget Roadmap

FY 2025-26 Third Quarter Update

General Fund



FY 2025-26 Amended Budget – All Funds

(\$ in Millions)

Fund	FY 2025-26			Adjustments	
	Adopted Budget	Carryovers	Encumbrances	Approved in 1st, 2nd and 3rd Quarters	FY 2025-26 Amended Budget as of March 31, 2026
General	99,189,741	28,105,391	7,162,543	3,983,189	138,440,864
Special Revenue	10,810,122	17,269,837	1,604,982	135,181	29,820,122
Debt Service	2,676,600	-	-	-	2,676,600
Capital Projects	4,225,000	22,691,140	8,198,536	2,538,284	37,652,960
Enterprise	9,153,170	181,612	535,558	123,005	9,993,345
Internal Service	10,011,768	96,963	712,952	264,688	11,086,371
Total All Funds	\$ 136,066,401	\$ 68,344,943	\$ 18,214,571	\$ 7,044,347	\$ 229,670,262

FY 2025-26 Amended Budget – General Fund

(\$ in Millions)

	FY 2025-26 Adopted Budget	FY 2025-26 Amended Budget as of Sept. 30, 2025	FY 2025-26 Amended Budget as of Dec. 31, 2025	FY 2025-26 Amended Budget as of Mar. 31, 2026
Revenues	\$97.2	\$134.3	\$134.6	\$134.6
Expenditures	\$99.2	\$135.4	\$137.7	\$138.4
Estimated use of Fund Balance	(\$2.0)	(\$1.1)	(\$3.2)	(\$3.9)

Fund Balance in General Fund (\$ in millions)

Classification	Actual		Adopted Budget	1st Quarter Year End	Mid-Year Year End	Third Quarter Year
	2023-24	2024-25	2025-26	Projection 2025-26	Projection 2025-26	End Projection 2025-26
Non Spendable	\$ 3.4	\$ 4.0	\$ 3.5	\$ 4.0	\$ 4.0	\$ 4.0
Restricted	23.3	25.8	22.1	24.8	25.8	24.3
Committed	108.6	88.6	87.2	88.6	86.1	86.1
Assigned	4.7	7.3	-	-	-	-
Unassigned	26.0	56.1	43.3	65.5	62.7	63.5
TOTAL FUND BALANCE	\$ 166.1	\$ 181.8	\$ 156.0	\$ 183.0	\$ 178.7	\$ 178.0

Includes unrealized revenues from The Rise approximately, \$10.7 million

Proposed Third Quarter Budget Adjustments



Budget Requests by Fund

Fund	Revenue	Expense	Fund Balance (use of)
General	\$372,500	\$518,696	(\$146,196)
Enterprise	-	\$7,488	(\$7,488)
Total All Funds	\$372,500	\$526,184	(\$153,684)

Proposed Third Quarter Budget Adjustments

Fund	Department	Revenue	Expenditure	Change in Fund Balance	Proposal
GENERAL FUND					
100 General Fund	Administration	-	175,000	(175,000)	CAO Contract Services
	Administration	-	15,696	(15,696)	Sr. Asst. City Attorney salary alignment to Dept. Director - Retro to Jan 2026
100 General Fund	Community Development	-	150,000	(150,000)	Bank Fees
100 General Fund	Community Development	200,000	-	200,000	Credit Card Transaction Fees
100 General Fund	Community Development	-	25,000	(25,000)	Contracts awarded to grant recipients for FY26
100 General Fund	Community Development	-	150,000	(150,000)	Environmental Review Contracts
100 General Fund	Community Development	-	3,000	(3,000)	Advertising and Legal Notices
100 General Fund	Community Development	172,500	-	172,500	Refundable Deposit On-Call Contracts
	TOTAL GENERAL FUND	372,500	518,696	(146,196)	
610 Innovation & Technology	Innovation & Technology	-	7,488	(7,488)	GIS - Wordly
	TOTAL ENTERPRISE FUNDS	-	7,488	(7,488)	
TOTAL ALL FUNDS		\$ 372,500	\$ 526,184	\$ (153,684)	

Staffing

- Senior Assistant City Attorney Salary Alignment
 - One-time cost of \$15,696
 - Ongoing costs of approximately \$31,391

City Manager Discretionary Fund

- As of March 31, 2026, the City Manager's Discretionary Fund was used for Property Appraisal Services for 10480 Finch Avenue at a cost of \$9,850

Next Steps and Recommendations



Roadmap to FY 2026-27 Budget Adoption and Balancing



Recommendations

1. Accept the City Manager's Third Quarter Financial Report for Fiscal Year 2025-26
2. Adopt Resolution No. 26-XXX approving Budget Modification No. 2526-XXX, increasing appropriations by \$526,184 and increasing estimated revenues by \$372,500
3. Adopt Resolution No. 26-XXX amending the Unrepresented Employees' Compensation Program to incorporate revised salary schedule

Questions?



CC - 5-19-2026

#18

Public Hearing to receive
report on City of Cupertino
Vacancies, Recruitment,
and Retention Efforts

Presentation

CITY OF CUPERTINO

AB2561 Vacancy Rates Public Hearing

City Council Meeting May 19, 2026



CUPERTINO

Assembly Bill (AB) 2561

AB 2561 requires that, on an annual basis, public agencies assess and address vacancy rates as well as:

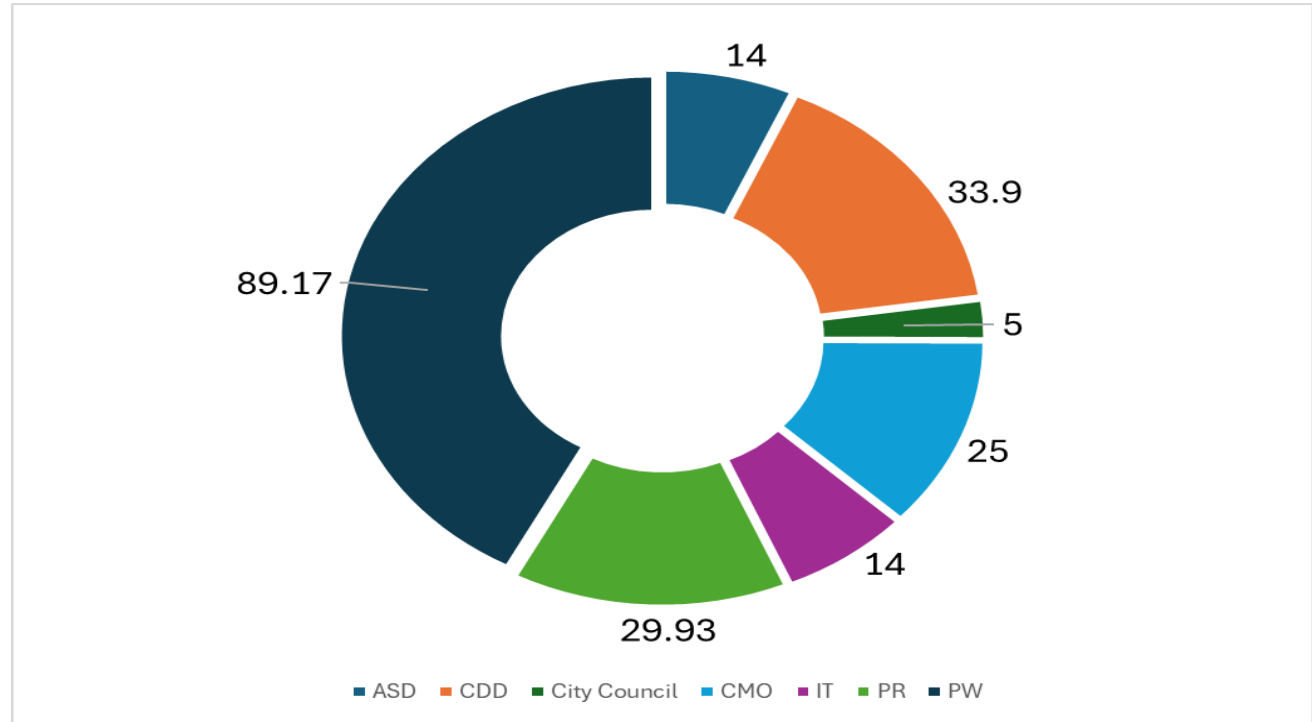
1. Track job vacancies;
2. Present information on the status of the vacancies and recruitment and retention efforts at least once per fiscal year; and
3. Identify any policies, procedures, and recruitment activities that may present obstacles in hiring.
4. Additional Obligations May Apply if the Vacancy Rate in a Bargaining Unit Exceeds 20%.

City of Cupertino Bargaining Units

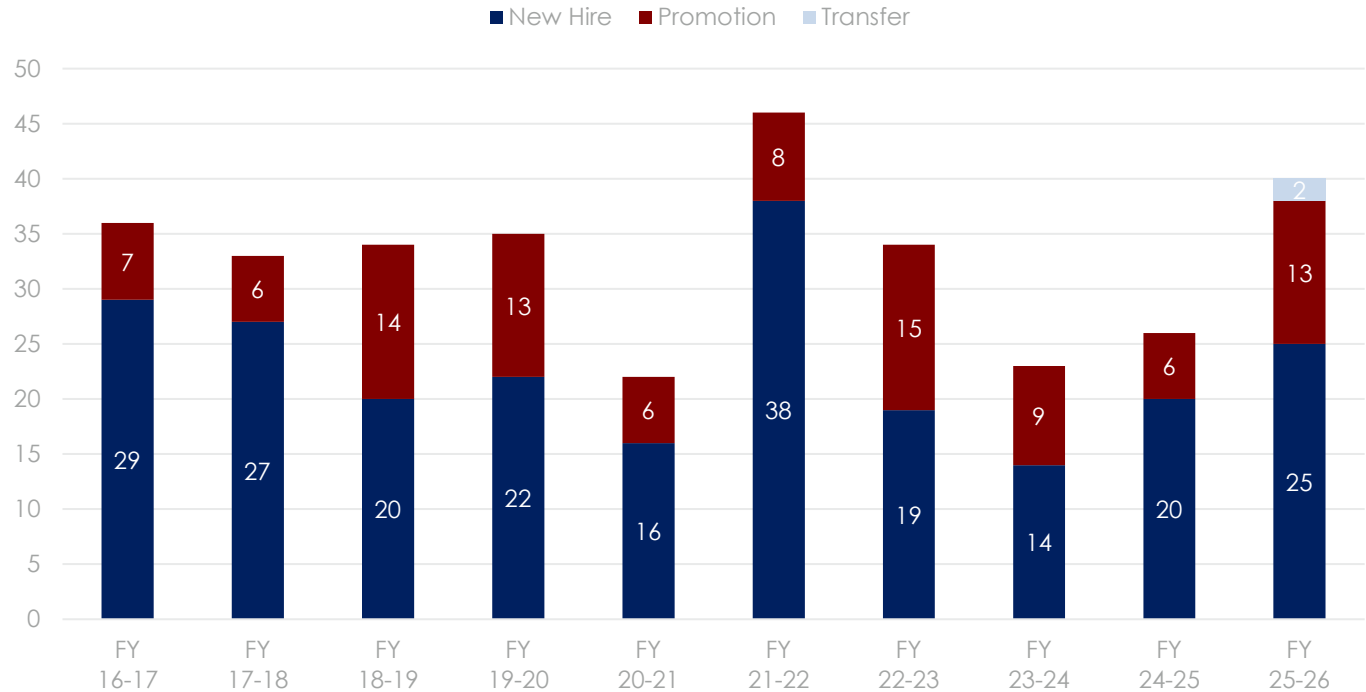
Bargaining Unit	Represented Classifications
Operating Engineers Local No. 3 Union, AFL-CIO (OE3)	Maintenance positions
Cupertino Employees Association/IFPTE Local 21 (CEA)	Professional, paraprofessional, technical, clerical positions
Unrepresented Employees	Management, Confidential positions

Budgeted Full-Time Equivalent (FTE)

Full-Time (Excludes Part-Time staff)



New Hires and Promotions



Vacancy Rates by Dept. (as of 4/15/26)

Department	Total FTE	Vacant FTE	Vacancy Rate
City Manager's Office	23	3	13%
City Attorney's Office	3	1	33%
Administrative Services	16	4	25%
Community Development	34	1	2.9%
Innovation & Technology	15	1	6.7%
Parks and Recreation	30	0	0%
Public Works	89	2	2.2%
Total	210	12	5.8%

Vacancy Rates by Bargaining Unit

Bargaining Unit	Budgeted FTE	Filled FTE	Vacancy Rate
Operating Engineers Local No. 3 Union, AFL- CIO (OE3)	54	53	1.85%
Cupertino Employees Association/IFPTE Local 21 (CEA)	72	69	4.17%
Unrepresented/ Appointed Employees	84	76	9.5%

Recruitment Processes



Attracting & Retaining a Talented Workforce



Job
Opportunities



Job
Descriptions
and Salary
Schedule



Mou's &
Compensation
Programs



Benefits



FAQ

The City of Cupertino aims to attract and retain top talent. We offer a challenging, innovative work environment for those passionate about providing excellent municipal services. If this appeals to you, we encourage you to explore our Job Opportunities section, where you'll find information about our application process and important details for prospective employees.

How To Apply

To apply for a position with the City of Cupertino, complete an official application at governmentjobs.com/careers/cupertino. Top candidates will be invited for a departmental interview. For information about careers or volunteer opportunities in Cupertino, contact Human Resources at 408.777.3227.

Recommendation and Alternatives

Staff Recommendation

Accept Vacancy Report and Conduct Public Hearing

CC - 5-19-2026

#21

Authorization to execute
BMR Housing Administration
Contract

Presentation

Below Market Rate (BMR) Administration Agreement



CUPERTINO

Nicky Vu, Senior Housing Coordinator

May 19, 2026

Background

- The City requires that housing developments provide a percentage of units to be affordable (inclusionary housing program)
- These units are jointly administered by a single entity to ensure compliance and centralize the program to a single waitlist
- RISE Housing is the City's current BMR Administrator. Their contract expires June 2026.

Request for Proposals (RFP)

November 3, 2025 – Open for responses

December 3, 2025 – Closed

- 3 proposals

December 2025 – Staff Evaluations

- 2 proposals

January 2026 – Interviews

- 1 proposal

March 2026 – Housing Commission Update

May 2026 – City Council authorize execution of agreement

Evaluation Criteria

- Firm and Project Team Qualifications
- Work Plan Approach
- California/Bay Area Integration
- Pricing/Costs

Program Priorities

- Expiration of 95 out of 119 rental units in the portfolio due to 30 year sunset
- Negotiation of final leases, support to tenants for reapplication process, landlord compliance, general support services
- RISE Housing showed the strongest understanding of and preparation of work expectations and had complete multiyear proposal

Housing Commission Direction

- March 26 staff presentation
- Generally in agreement with staff decision, but asked that staff consider proposed innovative process improvements from best practices in other jurisdictions
- Staff to explore the possibility of enacting these improvements through final negotiations with RISE Housing

Final Negotiations

- Reduce costs by charging price of BMR homeowner resale as an admin fee to sellers in the program
 - Requires separate Council action to approve a new fee
- Reduce wait times by utilizing the Bay Area Housing Finance Authority (BAHFA) Doorways portal for centralized listings
 - Requires separate Council action to move to year-round waitlist, requires adding work item: purge list

RISE Housing Proposal

- 3 year contract
 - FY26-27, FY 27-28, FY 28-29
- Approximately \$160,000 per year
- 3 person team
- General Admin, Purchase Program, Rental Program

General Fund Appropriation

- Aligned with City Council direction of April 15, 2025 Housing funding awards
- Prioritize BMR Affordable Housing Fund (BMR AHF) for available new construction of affordable housing projects
- Reprogram administration services through General Fund

Motion

- Authorize the City Manager to execute the agreement with RISE Housing, Inc for Below Market Rate Administration services for FY26-29 and appropriate \$470,650 from the General Fund.