


CITY OF COSTA MESA
Department of Public Works/Administration
INTER-OFFICE MEMORANDUM

TO: MAYOR AND CITY COUNCIL

FROM: RAJA SETHURAMAN, PUBLIC WORKS DIRECTOR 

DATE: SEPTEMBER 10, 2024

SUBJECT: ACTIVE TRANSPORTATION IMPROVEMENTS ON WEST 19TH STREET AND PLACENTIA AVENUE – BEFORE AND AFTER PROJECT EVALUATION

EXECUTIVE SUMMARY

The Public Works Department recently completed active transportation improvements along West 19th Street and Placentia Avenue, consistent with the City's Active Transportation Plan.

During the design phase of the projects, Transportation Services staff reviewed the existing conditions along the corridors and identified active transportation improvements that could be implemented concurrently with the pavement rehabilitation. Staff obtained data six months after the projects were completed to evaluate the effectiveness of the improvements. This memorandum provides background and description of each project and summarizes the results of the evaluation. Tables 1-1 and 1-2 below summarize the results of the projects and their effects on average speed, 85th percentile speed, and collisions.

Table 1-1: Average and 85th Percentile Speed (Before and After Project)

Street	Limits	Average Speed (mph)				85 th % Speed				Existing Posted Speed Limit (mph)	Proposed Posted Speed Limit Per 2024 E&TS (mph)
		Average Speed Before Project (mph)	Average Speed After Project (mph)	Δ Average Speed (mph)	% Δ	85 th % Speed Before Project (mph)	85 th % Speed After (mph)	Δ 85 th % Speed (mph)	% Δ		
West 19 th Street	Parkcrest Dr to Placentia Ave	34	33	-1	-3%	38	37	-1	-3%	35	25
	Pomona Ave to Placentia Ave	32	30	-2	-6%	36	34	-2	-6%	35	30
Placentia Avenue	Adams Ave to Estancia H.S. North	40	41	+1	+3%	44	44	0	0%	40	35
	Estancia H.S. North to 20 th St	39	39	0	0%	43	42	-1	-2%	40	35
	20 th St to 16 th St	39	37	-2	-5%	43	41	-2	-5%	40	35

Table 1-2: Collisions (Before and After Project)

Street	Limits	Total Collisions (24-month total prior to Project)	Total Collisions (Six-month total after project)	Bicycle and Pedestrian Collisions (24- month total prior to Project)	Bicycle and Pedestrian Collisions (six- month total prior to Project)
W. 19th Street	Parkcrest Dr to Placentia Ave	10	1	2	0
	Placentia Ave to Pomona Ave	13	0	3	0
Placentia Avenue	Adams Ave to Estancia H.S. North	12	3	2	0
	Estancia H.S. North to 20 th St	24	6	4	0
	20 th St to 16 th St	24	1	3	1

West 19th Street**Background**

The recently completed rehabilitation project along West 19th Street implemented major active transportation improvements from Pomona Avenue to the westerly terminus at Parkcrest Drive. Transportation Services staff reviewed the existing conditions along Placentia Avenue and identified improvements to the existing bicycle facilities along the corridor. Staff identified opportunities to narrow the vehicular travel lanes to either add or widen bicycle lanes and buffers and add green bicycle markings and conflict zones along the corridor. The improvements were consistent with the community's preferred street layout that was determined through several outreach meetings that took place prior to project implementation.

Between Parkcrest Drive and Federal Avenue, the center two-way-left-turn lane was removed and bike lanes in both directions were installed adjacent to the existing on-street parking. The westbound lane drop between Federal Avenue and Placentia Avenue from two lanes to one lane was relocated to between Pomona Avenue and Wallace Avenue. This allowed for the construction of a raised concrete bulb-out at the northwest corner of the intersection of West 19th Street and Placentia Avenue. The bulb-out reduces the crossing distance of pedestrians along the west leg of the intersection and slows right turning speeds for motorists traveling southbound on Placentia Avenue onto West 19th Street.

From Pomona Avenue to Placentia Avenue, the project narrowed the street to one westbound lane and constructed Class II buffered bicycle lanes with green conflict striping. A new traffic signal for pedestrians was concurrently installed at the intersection of West 19th Street and Wallace Avenue as part of a separate Capital Improvement Project.

Shortly after the project was completed, staff installed green flexible K-71 posts between Pomona Avenue and Placentia Avenue as well as some additional posts between Placentia Avenue and Federal Avenue. To address circulation challenges near Federal Avenue, staff also made modifications to restore the center two-way-left-turn lane between Placentia Avenue and Federal Avenue by narrowing the bicycle lane buffers.

The following photos show the project implementation along West 19th Street:



West 19th Street – Parkcrest Drive to Placentia Avenue



West 19th Street – Placentia Avenue to Pomona Avenue

Evaluation:

According to Table 1-1, the speeds along West 19th Street experienced minor decreases in average and 85th Percentile Speeds. The average and 85th Percentile Speed between Parkcrest Drive and Placentia Avenue decreased by one mph (3%) while the segment from Placentia Avenue to Pomona Avenue decreased by two mph (6%). Though the changes in 85th percentile speeds were minor, they provided staff the flexibility to be able to recommend speed limit decreases along West 19th Street. As part of the City's ongoing 2024 Engineering & Traffic Study (E&TS), the existing 35 mph speed limit between Placentia Avenue and Pomona Avenue will be decreased to 30 mph and the speed limit from Parkcrest Drive to Placentia Avenue will be decreased to a 25 mph prima facie speed limit for a residential district.

Table 1-2 shows the collisions along West 19th Street during the two-year period before the project and the six months after the project. According to the data collected, both study segments along West 19th Street experienced significant reductions in collisions. During the two-year period, there were 23 total collisions along West 19th Street. In the first six months after the project was completed, there has been only one reported collision. This decrease shows that the project's effect on both the motorist and bicyclist environments is trending towards a decrease in collisions.

The active transportation project along West 19th Street is also anticipated to reduce collisions related to non-motorized users. During the two-year period before the project, the collision data shows that there were a combined total of five pedestrian and bicycle-related collisions. During the first six months after the project, there have been no pedestrian and bicycle-related collisions along the West 19th Street corridor.

Next Steps:

Though the project did not significantly change the speeds along West 19th Street, the minor decreases in speed allowed City staff to propose a reduction of the posted speed limit. Staff are working to finalize the 2024 E&TS and, when complete, will update all the speed limit signage along the corridor. Staff's evaluation also showed that there was a significant decrease in the occurrence of collisions as shown by the number of collisions during the first six months after the project. Staff will continue to monitor the collisions to document the long-term benefits of the project.

Placentia Avenue

Background

The recently completed rehabilitation project along Placentia Avenue implemented active transportation improvements from 16th Street at the southerly City limits to its northerly terminus at Adams Avenue. Transportation Services staff reviewed the existing conditions along Placentia Avenue and identified improvements to the existing bicycle lanes along the corridor. Staff identified opportunities to narrow the vehicular travel lanes to either add or widen bicycle lanes and buffers and add green bicycle markings and conflict zones along the corridor.

The project upgraded the existing Class II bicycle lanes from 16th Street to Estancia High School's northern driveway by adding a new two-foot striped buffer to provide separation between motorists and bicyclists, adding green conflict markings at driveways and at intersection approaches, and installing green bike boxes at various intersections. From the northern high school driveway to Adams Avenue, the existing Class II buffered bicycle lanes were upgraded with green flexible K-71 posts in the bicycle buffer and green conflict striping at driveways and at the approaches to intersections.

The following photos show the project implementation along Placentia Avenue:



Placentia Avenue - Adams Avenue to Estancia H.S. North Driveway



Placentia Avenue – Estancia H.S. North Driveway to 20th Street



Placentia Avenue – 20th Street to 16th Street

Evaluation

After the project was completed in February 2024, staff obtained six months of data to perform an interim evaluation of the effectiveness of the improvements. This new data was compared to existing data collected prior to the project. As shown in Table 1-1, the speeds along Placentia Avenue experienced minor decreases in average and 85th percentile speeds. The 85th percentile speed between Adams Avenue and the northern driveway at Estancia High School did not change and remained at 34 mph while the average speeds increased by one mph. The average speed between the northern Estancia High School driveway and 20th Street did not change while the 85th percentile speed decreased by one mph (2%). These changes are minor and have been determined by staff to be less than significant. The most notable change occurred between 20th Street and 16th Street where both the average speed and 85th percentile speed decreased by two mph (5%). Though the changes in 85th percentile speeds were minor, the project's active transportation improvements provided staff the flexibility to be able to recommend speed limit decreases along Placentia Avenue. As part of the City's ongoing 2024 E&TS, the existing 40 mph speed limits along Placentia Avenue will be decreased to 35 mph.

Table 1-2 shows the collisions along Placentia Avenue during the two-year period before the project and the six months after the project. According to the data collected, the segment between 20th Street and 16th Street experienced a significant decrease. The active transportation project along Placentia Avenue is anticipated to reduce collisions related to non-motorized users. During the two-year period before the project, the collision data shows that there were a combined total of nine pedestrian and bicycle-related collisions. During the first six months after the project, there has been one pedestrian and bicycle-related collision along the Placentia Avenue corridor.

Next Steps:

Though the project did not significantly change the speeds along Placentia Avenue, the minor decreases in speed allowed City staff to propose a reduction of the posted speed limit. Staff are working to finalize the 2024 E&TS and, when complete, will update all the speed limit signage along the corridor. Staff's evaluation also showed that the project has reduced bicycle-related collisions thus far and that any increases or decreases in the total collisions cannot be definitively attributed to the project. Staff will continue to monitor the collisions to document the long-term benefits of the project.

Staff is also working on a pilot project to install additional flexible K-71 posts in the narrower two-foot-wide bicycle lane buffers along Placentia Avenue between Victoria Street and West 19th Street. Implementation is expected to be completed by the end of the year.

CONCLUSION:

The Transportation Services Division implemented active transportation improvements along West 19th Street and Placentia Avenue corridors as part of the City's recent rehabilitation projects. New buffered bicycle lanes, green bicycle conflict striping at driveways and at intersection approaches, bicycle boxes and flexible K-71 posts were installed at various locations along the corridors. When comparing the speeds before and after the project, the data collection results showed that there are minor decreases in average and 85th percentile speeds. The largest benefits with the improvements were realized from the decreases in total collisions along West 19th Street, where both the motorist and bicyclist environments were altered to enhance safety. There were significant reduction on pedestrian and bicycle-related collisions along both corridors with the implementation of active transportation improvements. Staff will continue to monitor the speeds and collision rates along the streets and work with the Police Department on enforcement of the new proposed speed limit changes that will be implemented as part of the City's 2024 Engineering and Traffic Survey.

If you or any member of Council desires additional information, please contact Ramin Nikoui, Senior Engineer, at extension 5184.

C Lori Ann Farrell Harrison, City Manager
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 File

**APPROVAL OF SIDE LETTER WITH CMCEA
AND UPDATES TO POLICE DEPARTMENT
HIRING AND REFERRAL INCENTIVE PROGRAM**

September 17, 2024



Overview

- Current Communications Staffing
- CMCEA Side Letter
- Hiring and Referral Incentive Program
- Fiscal Review
- Recommendations



Current Communications Staffing

- The Police Department is currently budgeted at 21 full-time communications employees in the following classifications:
 - Communications Officer: 11 positions
 - Senior Communications Officer: 6 positions
 - Communications Supervisor: 4 positions
- There are currently 6 full-time vacancies in addition to a number of employees currently out on leave or under work restrictions.

Current Communications Staffing

- In the past 12 years, the Bureau has hired 46 employees, and of these 46 hires, only 9 still remain as full-time employees resulting in an 80% turnover rate.
- Over the past several months, the City and the Costa Mesa City Employees Association (CMCEA) held several collaborative meetings to discuss recruitment and retention issues.
- As a result of these meetings, the parties have reached tentative agreement regarding a proposed Side Letter of Agreement for compensation.

CMCEA Side Letter of Agreement

The following are the key provisions of the negotiated Side Letter of Agreement:

- **Classification Updates** – renaming classifications and realigning job functions as follows:

Current	Proposed
Communications Officer Responsible for call-taking, Fire and Police dispatch functions	Public Safety Dispatcher Responsible for call-taking and Fire dispatch
Senior Communications Officer Responsible for call-taking, Fire and Police dispatch functions and training	Senior Public Safety Dispatcher Responsible for call-taking, Fire dispatch and Police dispatch
Communications Supervisor Responsible for day-to-day supervision of shift	Public Safety Dispatch Supervisor Responsible for day-to-day supervision of shift



CMCEA Side Letter of Agreement

- **Compensation Updates**

- Creation of training officer assignment, with an internal selection process, and adding special assignment pay of 12.5% for all hours worked as a training officer
- Effective September 22, 2024, a 12.5% adjustment to the pay range for Public Safety Dispatch Supervisor to address compaction with the training officer
- With the removal of the 5% Move Up Pay for Public Safety Dispatch Supervisor, the net increase will be 7.5%

- **Retention Bonus**

- \$15,000 one-time retention bonus for current full-time employees to be paid in two installments:
 - \$7,500 paid upon Council approval
 - \$7,500 paid one year after initial payment



CMCEA Side Letter of Agreement

- **Overtime**

- Effective June 18, 2023, an additional ½ time at base rate for all hours worked above 60 physical hours in a week

- **PT to FT Conversion**

- Waiver of probationary period for employees who convert from PT to FT status



Part Time Employees

In addition to the proposed CMCEA Side Letter, the following updates to part-time staff are also recommended:

- Creation of a Reserve Senior Public Safety Dispatcher classification for dispatchers working part-time that are fully trained.
- Adding special training assignment pay of 12.5% for all hours worked as a training officer similar to the full time benefit, to assist with training staff, if needed.



Hiring and Referral Incentive Program (Dispatchers and Police Officers)

- In order to enhance recruitment efforts for both Dispatchers and Police Officers, a two-year Hiring and Employee Referral Incentive Pilot Program is recommended.
- Hiring incentives in Orange County and other surrounding counties range from \$5,000 - \$25,000 on average for Police Recruits and Police Officers and as high as \$40,000 and \$100,000 in two other agencies. A few agencies have also implemented hiring incentives for Dispatchers.
- The pilot program also includes an employee referral incentive to encourage employees to refer applicants to the City.



Hiring and Referral Incentive Program

The Program includes the following hiring incentives:

Incentive	Total Payment	1 st Payment	2 nd Payment	3 rd Payment
Lateral Police Officer	\$25,000	\$7,500 Upon hire	\$7,500 Upon completion of training	\$10,000 Upon completion of probation
Entry Level Police Recruit/Non-Lateral	\$10,000	\$3,000 Upon completion of academy (Recruit) or upon hire (Non-Lateral)	\$3,000 Upon completion of training	\$4,000 Upon completion of probation
Lateral Public Safety Dispatcher	\$15,000	\$5,000 Upon hire	\$5,000 Upon completion of 1 year	\$5,000 Upon completion of probation
Entry Level Public Safety Dispatcher	\$10,000	\$5,000 Upon hire	\$5,000 Upon completion of probation	N/A



Hiring and Referral Incentive Program

Orange County Hiring Incentives:

Agency	Lateral Officer	Recruit/ Non Lateral Officer	Lateral Dispatcher
Anaheim	\$15,000	\$10,000	N/A
Buena Park	\$12,000	\$10,000	N/A
Cypress	\$5,000	N/A	N/A
La Habra	\$10,000	N/A	N/A
La Palma	\$13,000	N/A	N/A
Orange	\$10,000	N/A	\$10,000
Santa Ana	\$20,000	\$20,000	N/A
Tustin	\$40,000	N/A	\$15,000
Westminster	\$10,000	\$10,000	\$10,000

Los Angeles County Lateral Police Officer Incentives (\$20,000 and over):

Alhambra - \$20,000
Beverly Hills - \$20,000
Downey - \$25,000

Glendale - \$20,000
Inglewood - \$40,000
Long Beach - \$78,000

Pomona - \$25,000
South Gate - \$20,000
Torrance - \$100,000



Hiring and Referral Incentive Program

The Program also includes the following employee referral incentives:


Incentive	Total Payment	1 st Payment	2 nd Payment
Employee Referral	\$2,000	\$1,000 Upon hire or referred applicant	\$1,000 Upon referred applicant's completion of probation






Fiscal Review

- The estimated annual ongoing impact for Public Safety Dispatch compensation adjustments are \$485,219. For FY 24/25, the estimated pro-rated impact is \$270,650. The cost of the retention bonus, one-time retroactive OT pay and hiring incentives is estimated at \$319,000 for FY 24/25.
- The City Manager's contingency funds from FY 24/25 and Citywide salary savings are sufficient to support the recommended costs.



Item	One-Time Cost	Recurring Cost FY 24/25	Total Ongoing Impact
Retention Bonus	\$105,000		
OT Retroactive FY 23/24	\$14,000		
Hiring Incentive	\$200,000		
Supervisor Pay Adjustment		\$53,139	\$70,853
Classification Updates		\$198,506	\$389,026
Training Assignment Pay		\$19,005	\$25,340
TOTAL	\$319,000	\$270,650	\$485,219





Recommendations

- Authorize and adopt the Side Letter with CMCEA
- Approve Resolution renaming Communications classifications and updating pay rates
- Approve Resolution establishing the Reserve Senior Public Safety Dispatcher classification
- Approve the certified fiscal analysis
- Authorize the City Manager and Negotiations Team to execute Side Letter documents
- Approve appropriation increase of \$319,00 for FY 24/25 for one-time incentives and overtime costs
- Approve appropriation increase of \$270,650 for FY 24/25 for recurring costs due to compensation adjustments for Public Safety Dispatchers

QUESTIONS?



COSTA MESA BRIDGE SHELTER CONTRACT AMENDMENTS

SEPTEMBER 17, 2024



BACKGROUND

- April 2021 – The City opened the 72-bed Costa Mesa Bridge Shelter, with Mercy House as the Shelter Operator.
- April 2022 – The City Council named Bracken's Kitchen as the Bridge Shelter Kitchen Operator.
- July 2023 – The City Council approved increasing Shelter capacity to 85 beds.
- August 2023 – The City Council approved the submission of a joint application with the Orange County Health Care Agency to apply for Behavioral Health Bridge Housing (BHBH) funds to add 15 behavioral health care beds, increasing total capacity to 100 guests.
- March 2024 – The City was awarded \$3,555,128 in BHBH funds to add 15 behavioral health care beds and associated services through June 30, 2026.



SHELTER OPERATOR AGREEMENT

Mercy House is proposing to operate the Bridge Shelter for up to 100 guests at an annual cost of \$2,383,180 (+\$197,894). The cost increase includes:

- Market rate salary adjustments for Shelter staff
- Hiring additional Logistics and Safety staff to accommodate the increased capacity
- Increased costs related to security, client services & supplies, transportation, insurance, and IT & communication needs.

KITCHEN OPERATOR AGREEMENT

Bracken's Kitchen is proposing to operate the Bridge Shelter's commercial kitchen for up to 100 guests (109,500 meals) at an annual cost of \$492,750 (+\$91,250). The cost increase includes:

- Additional staffing and supply costs to provide meals for the +15 guests
- Increasing the cost per person, per day from \$12.50 to \$13.50 (+\$1.00)

BEHAVIORAL HEALTH BRIDGE HOUSING

The BHBH Program reimburses the City up to \$972,051 annually for the implementation and ongoing provision of behavioral health care services for up to 15 Shelter guests. Eligible expenses include:

- \$570,001 for Shelter and Kitchen Operations
- \$118,000 for services and supplies
- \$200,591 for staff salaries and benefits
- \$83,459 for indirect costs

RECOMMENDATIONS

Staff recommends the City Council:

1. Approve Amendment No. 2 to the Professional Services Agreement with Mercy House, increasing the compensation by \$197,894 for a new annual not-to-exceed amount of \$2,383,180.
2. Approve Amendment No. 4 to the Professional Services Agreement with Bracken's Kitchen, increasing the compensation by \$91,250 for a new annual not-to-exceed amount of \$492,750.
3. Authorize the City Manager and City Clerk to execute all agreements and any amendments to the agreements.



QUESTIONS?

