

The City of Hanford
CALIFORNIA



City Council Meeting Agenda

May 3, 2016

5:00 PM – Study Session & Closed Session

7:00 PM – Regular Meeting

Council Chambers

400 N. Douty St.

5:00 PM CALL TO ORDER STUDY SESSION & CLOSED SESSION:

ROLL CALL:

PUBLIC COMMENT - STUDY SESSION & CLOSED SESSION:

Comments from the public are limited to items on the agenda (GC54954.3a). A maximum of five minutes is allowed for each speaker.

STUDY SESSION:

- A. Classification & Compensation Report by Bryce Consulting
- B. Presentation by California USA Wrestling

CLOSED SESSION FOR DISCUSSION OF THE FOLLOWING:

- A. CONFERENCE WITH LABOR NEGOTIATORS - Pursuant to Government Code 54957.6

Agency designated representatives: Darrel Pyle and Mario Zamora

Employee Organization:

Service Employees International Union Local 521 (S.E.I.U.)

General Employees Management Association (G.E.M.A.)

Hanford Police Officers Association (HPOA)

Hanford Firefighters Local 3898, IAFF

Executive Management Employees Association (E.M.E.A.)

B. CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION - Government Code Section 54956.9(d)(1)

CASE NAME: Hanford Environmental Awareness Team v. City of Hanford

CASE NUMBER: Kings County No. 15C0154

7:00 PM CALL TO ORDER REGULAR SESSION:

ROLL CALL:

FLAG SALUTE:

INVOCATION:

CLOSED SESSION ACTION REPORT:

RECOGNITIONS/PROCLAMATIONS:

STAFF COMMUNICATIONS:

PUBLIC COMMENT:

This is the time for citizens to comment on subject matters not on the agenda and that are within the jurisdiction of the Hanford City Council. This is also the public's opportunity to request an item from the Consent Calendar be pulled for discussion purposes or to comment on any item on the agenda. Comments related to Public Hearing items will be heard at the time the item is discussed.

*A maximum of **five minutes** is allowed for each speaker. Please begin your comments by stating your name and providing your city of residence*

CONSENT CALENDAR:

Consent Calendar items are considered routine and will be enacted in one motion. There will be no separate discussion of these matters unless a request is made and then the item will be removed from the Consent Calendar to be discussed and voted upon by a separate motion.

- A. City Clerk: Approve Minutes from the April 5, 2016 Meeting
- B. City Clerk: Approve Minutes from the April 18, 2016 Meeting
- C. City Clerk: Approve Minutes from the April 19, 2016 Meeting
- D. Administration: Receive and file the Classification and Compensation Study
- E. Police: Approve travel and costs for Ex-Con Explorer Competition in Las Vegas Nevada
- F. Public Works: Award a contract to Bush Engineering, Inc., of Hanford, CA in the amount of \$21,800.00 for the 12th Avenue Deep Patch Project south of Hanford Armona Road and establish a construction contingency in the amount of \$2,180.00.

G. Finance: Warrant Register

PUBLIC HEARINGS:

- A. Community Development: Public Hearing to Adopt Resolution 16-21-R approving the FY 2016-2017 Community Development Block Grant (CDBG) Entitlement Action Plan

GENERAL BUSINESS:

- A. Administration: Agreement between the City of Hanford and the Hanford Sentinel for the City of Hanford Phone App
- B. Public Works: Introduce and waive the first reading, and pass to a second reading Ordinance 16-04 to amend Section 10.32.010 of the Hanford Municipal Code to add entrance stops on Humbolt Drive at its intersection with Cerritos Avenue
- C. Public Works: Authorize the Public Works Director to execute Work Order No. 3 with Peters Engineering Group of Clovis, CA for Traffic Signal Design and Engineering Services; and Work Order No. 1 with TRC of Fresno, CA for Professional Engineering Services for the 13th Avenue at Grangeville Boulevard Traffic Signal Installation Project.
- D. Public Works: Authorize staff to reduce the level of an existing engineering position from Senior Engineer to Assistant Engineer and authorize a budget amendment to include an additional Assistant Engineer.

COUNCIL REPORTS/COMMENTS:

ADJOURNMENT:

Materials related to an item on this Agenda submitted to the City Council after distribution of the agenda packet are available to public inspection in the City Clerk's Office located at 319 N. Dooty Street, Hanford, California 93230, during normal business hours. Such agendas are also available at the city's website, www.cityofhanfordca.com subject to staff's ability to post the agenda before the meeting.

If you need a disability-related modification or accommodation, including auxiliary aids or services, to participate in this meeting, please contact the City Clerk's office, 559-585-2515, 319 N. Dooty Street, Hanford, California 93230, at least 2 days prior to the meeting {28 CFR 35.102.35.104 ADA Title II}



**AGENDA
STAFF REPORT**

MEETING DATE: 5/3/2016	AGENDA SECTION: A
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SUBJECT:

City Clerk: Approve Minutes from the April 5, 2016 Meeting

RECOMMENDATION:

Approve the minutes from the April 5, 2016 City Council Meeting.

FISCAL IMPACT:

ATTACHMENTS:

040516 Minutes



**CITY COUNCIL MEETING
MINUTES**

April 5, 2016 7:00 PM

Council Chambers

400 N. Douty St.

6:30 PM CALL TO ORDER CLOSED SESSION:

Mayor Justin Mendes called the closed session to order at 6:31 p.m.

ROLL CALL:

Present: Gary Pannett, Russ Curry, David Ayers, Francisco Ramirez, Justin Mendes

PUBLIC COMMENT - CLOSED SESSION:

Comments from the public are limited to items on the agenda (GC54954.3a). A maximum of five minutes is allowed for each speaker.

Bob Ramos discussed his concerns about the future of the Bastille.

CLOSED SESSION FOR DISCUSSION OF THE FOLLOWING:

Mayor Mendes adjourned to closed session at 6:35 p.m.

A. CONFERENCE WITH REAL PROPERTY NEGOTIATORS - Government Code Section 54956.8

Property: APN 010-265-001, 113 Court Street
Agency Negotiators: Darrel Pyle and Ty Mizote
Negotiating Party: TBD
Under Negotiation: Terms and Price

7:00 PM CALL TO ORDER REGULAR SESSION:

Mayor Mendes called the meeting to order at 7:01 p.m.

ROLL CALL:

Attendee Name	Title	Status	Arrived
Russ Curry	Council Member	Present	6:04 PM
David Ayers	Council Member	Present	6:29 PM
Gary Pannett	Council Member	Present	6:13 PM
Francisco Ramirez	Vice Mayor	Present	6:24 PM
Justin Mendes	Mayor	Present	6:27 PM

FLAG SALUTE:

Mayor Mendes led the flag salute.

INVOCATION:

Bobby Guerra provided the invocation.

CLOSED SESSION ACTION REPORT:

There was nothing to report.

RECOGNITIONS/PROCLAMATIONS:**A. Fire: MDA Fill the Boot**

Fire Chief Chris Ekk acknowledged Derek Weisser for his work for the Fill the Boot project. Mr. Weisser stated that they did exceptionally well compared to other cities throughout the state and recently received various honors and awards for their accomplishment. He introduced a couple of local children that are diagnosed with muscular dystrophy and stated that the funds stay local to help those in Hanford. They raised \$25,786 this year.

B. Parks & Recreation: Arbor Day Proclamation 2016

Mayor Mendes read the Proclamation and presented it to Parks Superintendent Alvin Dias.

STAFF COMMUNICATIONS:

Public Works Deputy Director John Doyel briefly commented on upcoming construction projects. He discussed a recent letter that went out to utility users regarding the process to install a water meter.

Community Development Manager Melody Haigh noted that a new building inspector will be starting soon.

Police Chief Parker Server provided an update on security cameras at the police department and the ongoing construction.

Parks & Recreation Director Craig Miller announced the upcoming community events.

Finance Director Tom Dibble stated that the audit report will be available for the next meeting and that they are working on the next budget.

PUBLIC COMMENT:

This is the time for citizens to comment on subject matters not on the agenda within the jurisdiction of the Hanford City Council or to comment on items listed under the Consent Calendar or to request an item from the Consent Calendar be pulled for discussion purposes. Comments related to General Business items or Public Hearing items will be heard at the time the item is discussed.

*A maximum of **five minutes** is allowed for each speaker. Please begin your comments by stating your name and providing your city of residence.*

Glenda Dwyer stated that the rubberized matting at Freedom Park should be approved. She addressed the policy to regulate individual Council Member's utilization of City Attorney services and disagrees with it and that a Council Member should not be prohibited from addressing concerns with the City Attorney.

Chris Soares thanked the community for their support for Freedom Park and would like the Council to approve the rubberized matting. She would like Freedom Park's future to be maintained and consistent with this material.

Joan Shoop stated that Freedom Park allows her daughter to move about the playground equipment and enjoy it. She encouraged the Council to approve the matting.

Linda Cooley read statements from Change.org supporting the matting to be used at Freedom Park.

Bob Ramos disagreed with any regulation of a Council Member to limit the utilization of the City Attorney services. He also agreed with the other speakers regarding Freedom Park.

Chad Draxler commented that none of the other parks in town have the matting and does not like that Freedom Park is the only one to receive this preference.

Tyler Lorenzo supported the matting at Freedom Park.

Jeremy Meldon discussed his support of the City funding the Carnegie Museum and the benefits the museum brings to the community.

Rose Shapley expressed her concern over the water rate increase and the cost to install a meter. She had several questions over a recent letter that was mailed by the City regarding the process of installing a water meter.

Mary Lupin would like to see a copy of the street closure for Thursday Night Market and would like Main Street Hanford to elaborate their plans for the area to be closed.

Dennis Fausone raised some questions regarding the Main Street Hanford agreement.

Dan Humason wants Main Street Hanford to be held accountable for the services that they are providing the City.

A volunteer at Carnegie Museum stated there is little to do downtown and would like the Carnegie Museum to be funded to help downtown.

CONSENT CALENDAR:

Consent Calendar items are considered routine and will be enacted in one motion. There will be no separate discussion of these matters unless a request is made and then the item will be removed from the Consent Calendar to be discussed and voted upon by a separate motion.

Motion to approve the consent calendar except for the item pulled for separate consideration.

RESULT:	APPROVED [4 TO 1]
MOVER:	Russ Curry, Council Member
SECONDER:	Francisco Ramirez, Vice Mayor
AYES:	Curry, Ayers, Ramirez, Mendes
NAYS:	Pannett

- A. City Clerk: Approve Minutes from the March 15, 2016 Meeting
- B. City Clerk: Deny claim for damages and direct the City Clerk to send out notification of such to Calvin Eastwood
- C. City Clerk: Waive the second reading and adopt Ordinance 16-01 amending Municipal Code section 2.28.010 pertaining to Parking & Traffic Commission

- D. Parks & Recreation: Approve contract with Eric Garcia, DBA Specialized Tile in an amount of and not to exceed \$15,792.80 for the Plunge Tile Flooring Project
- E. Parks & Recreation: Approve contract with NCE General Contracting in the amount of and not to exceed \$34,950.00 for the Centennial Restroom Improvement Project
- F. Public Works: Approve a Notice of Completion for the Corporation Yard Refuse Welding Shop and Bay Conversion Project, and authorize the Mayor to execute, and the City Clerk to attest and file said Notice with the Kings County Recorder's Office.
- G. Public Works: Award the FY 15/16 Downtown Street Light Painting Project to Nelson's Painting Inc., of Clovis, in the amount of \$30,345.00 and authorize the City Manager to execute the attached agreement.
- H. Finance: Warrant Register for 02/10/16
- I. Finance: Warrant Register for 03/10/16-03/30/16

ITEMS REMOVED FROM CONSENT CALENDAR:

1. Administration: Adopt Resolution 16-12-R to Authorize State and Federal Level Criminal Background Checks for New Employees City-Wide

City Manager Darrel Pyle noted a correction that needed to be made to the Resolution. The Human Resources department should be authorized to access criminal history information, not the City Council.

Motion to adopt Resolution 16-12-R as amended.

RESULT:	APPROVED AS AMENDED [4 TO 1]
MOVER:	Russ Curry, Council Member
SECONDER:	David Ayers, Council Member
AYES:	Curry, Ayers, Ramirez, Mendes
NAYS:	Pannett

PUBLIC HEARINGS:

- A. Community Development: Prezone No. 2015-02, a request to pre-zone 21.69 acres "R-1-12" Very Low-Density Residential and 29.88 acres "R-1-6" Low-Density Residential. Annexation/Reorganization No. 151, a finding of consistency that the proposed 51.58 acre annexation/reorganization is consistent with the Hanford General Plan. The actions require consideration of Mitigated Negative Declaration No. 2015-11. The project is located north of Stagecoach Drive and Mustang Drive, east of 13th Avenue, and west of Centennial Drive (APN 009-030-145 and 009-030-147).

Assistant Planner Gabrielle De Silva provided background information for the Council's review and consideration. She responded to questions and comments by the Council.

Mayor Mendes opened the hearing for public comments at 8:23 p.m.

Alex Dwiggins on behalf of the applicant Stu Clark spoke in favor of the annexation and requested that the item be approved as presented.

Stu Clark requested that the Council approve the item as presented.

Doug Wisecarver clarified his concerns about being annexed into the City and the future housing that will be developed. He also commented on his business that is on the property. Mr. Wisecarver also opposed annexation and new development due to drought issues.

Bob Ramos opposed the annexation due to the lack of water and the stress it will place on public safety.

Alex Dwiggins responded to some of the comments in opposition.

Mayor Mendes closed public comments at 8:36 p.m.

Motion to adopt Mitigated Negative Declaration No. 2015-11.

RESULT:	APPROVED [3 TO 2]
MOVER:	Russ Curry, Council Member
SECONDER:	David Ayers, Council Member
AYES:	Curry, Ayers, Pannett
NAYS:	Ramirez, Mendes

Motion to introduce and waive the first reading of Ordinance 16-02.

RESULT:	APPROVED [3 TO 2]
MOVER:	Russ Curry, Council Member
SECONDER:	David Ayers, Council Member
AYES:	Curry, Ayers, Pannett
NAYS:	Ramirez, Mendes

Motion to adopt Resolution 16-11-R.

RESULT:	APPROVED [3 TO 2]
MOVER:	Russ Curry, Council Member
SECONDER:	David Ayers, Council Member
AYES:	Curry, Ayers, Pannett
NAYS:	Ramirez, Mendes

GENERAL BUSINESS:

A. Parks & Recreation: Approve material and funding for Freedom Park Fall Surfacing Project

Parks & Recreation Director Craig Miller provided a history of the material used at Freedom Park. He discussed the replacement of the material as a capital improvement project which was approved two years ago. Mr. Miller commented on the recommendation by the Parks & Recreation Commission to approve the rubberized matting. He responded to questions and comments by the City Council. Staff was directed to establish an equipment replacement fund for future repairs.

Motion to approve the rubberized matting and an equipment replacement fund.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Gary Pannett, Council Member
SECONDER:	David Ayers, Council Member
AYES:	Curry, Ayers, Pannett, Ramirez, Mendes

B. Administration: Appointment of Representative and Alternate to Special City Selection Committee of the San Joaquin Valley Air Pollution Control District

Mayor Mendes appointed Francisco Ramirez as the Representative and Russ Curry as the Alternate.

C. Administration: Adoption of a Policy to Regulate Individual Council Member's Utilization of City Attorney Services

City Manager Darrel Pyle briefly discussed the proposed policy. Council Member Pannett does not believe this will be a restriction, but a prudent measure to protect funds. Council Member Ayers disagreed and stated that this is a restriction and a council member should feel comfortable in reaching out to the City Attorney. Council Member Curry believes this is a bad policy and does not support it. Mayor Mendes discussed the purpose of the policy and does not see a problem with it.

Motion to approve the policy as presented.

RESULT:	APPROVED [3 TO 2]
MOVER:	Gary Pannett, Council Member
SECONDER:	Francisco Ramirez, Vice Mayor
AYES:	Pannett, Ramirez, Mendes
NAYS:	Curry, Ayers

D. Administration: Execution of a Service Agreement with Main Street Hanford for the delivery of services with proceeds from Downtown Assessments

City Manager Darrel Pyle discussed the proposed agreement and addressed concerns that were discussed during public comments.

Shellie Talbert of Main Street Hanford stated the street closure for Thursday Night Market may be changed due to modifications to the street closure process by the City. She also discussed the Board's voting process and proposed inviting the City Clerk to be a part of the process in counting the votes.

Mr. Pyle stated that the Board will have the flexibility to spend the funds in any or all of the four categories.

City Attorney Bob Dowd expressed his concern about exposing the City to liability by becoming too directly involved and controlling the actions of Main Street Hanford.

City Council Members Pannett and Ramirez discussed their concerns about Main Street's past performance and how to hold them accountable in the future.

Motion to approve the agreement as amended by adding a section directing the City Clerk to be present for and observe the opening and tabulation of ballots.

RESULT:	APPROVED AS AMENDED [3 TO 2]
MOVER:	Russ Curry, Council Member
SECONDER:	David Ayers, Council Member
AYES:	Curry, Ayers, Mendes
NAYS:	Pannett, Ramirez

E. Administration: Discussion and Direction regarding the development of a Service Agreement with the Carnegie Museum to provide Visitors Services in Hanford.

City Manager Darrel Pyle stated that the current fiscal year does not have a budget for a new agreement, but staff can take direction to establish a budget for the next fiscal year. Patricia Dickerson and Rob Van Wagoner from the Carnegie Museum responded to questions and comments by the Council. The Carnegie Museum is looking for funding over the next two years to assist them in starting additional services. Council Member Ayers expressed concern over duplicating services and would like the Chamber of Commerce, Main Street Hanford, and the Carnegie Museum to meet, along with representatives from the City Council to discuss what services each of them will provide and the potential for collaboration.

Mayor Mendes suggested the direction of not entering into an agreement with the Carnegie Museum at this time, but proposed a Downtown Revitalization committee that includes a Planning Commissioner and members from these different organizations that are downtown business or property owners that will be able to identify the functions of these entities to avoid duplication of efforts. The consensus of the Council was to move forward with this proposal and that the Council Members will submit a list of names to the Mayor to be considered as members of this committee.

F. Community Development: Discussion and Direction on Continued Use of the Civic Park Kiosks

City Manager Darrel Pyle provided an overview of the current conditions and usage of the kiosks. The Council expressed interest in giving flexibility to the businesses on the length of the leases. Mayor Mendes asked Mr. Humason for his observations as someone that sees the kiosks on a daily basis. Mr. Humason expressed his displeasure of the kiosks. The Council would like this to be brought back at a future study session for further discussion and options.

G. Public Works: Introduce and waive the first reading of Ordinance 16-03 to prohibit parking on the south side of Ford Street between Park Avenue and Kaweah Street.

Public Works Deputy Director John Doyel briefly discussed the proposed parking restriction.

Motion to introduce and waive the first reading of Ordinance 16-03.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Russ Curry, Council Member
SECONDER:	Francisco Ramirez, Vice Mayor
AYES:	Curry, Ayers, Pannett, Ramirez, Mendes

H. Public Works: Approval of Work Order No. 8 with the firm of Zumwalt Hansen Inc., for construction staking services associated with the Lacey Boulevard Realignment and Roundabout Project, in an amount not to exceed \$92,500.00.

Public Works Deputy Director John Doyel provided information on the work order.

Motion to approve as presented.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Russ Curry, Council Member
SECONDER:	Gary Pannett, Council Member
AYES:	Curry, Ayers, Pannett, Ramirez, Mendes

- I. Public Works: Approve a Work Order with the firm of Mead and Hunt of Roseville, Ca. for construction management and inspection services, for The Airport Taxi-lane Rehabilitation Project for a cost not to exceed \$114,308.00.

Public Works Director John Doyel provided background information for the Council's review and consideration.

Motion to approve the item as presented.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	David Ayers, Council Member
SECONDER:	Francisco Ramirez, Vice Mayor
AYES:	Curry, Ayers, Pannett, Ramirez, Mendes

- J. Public Works: Appropriate \$338,703.80 from the Transportation Impact Fee Reserves and approval of a Professional Services Agreement with the firm of NV5 of Visalia, CA for Resident Engineer and Inspection services associated with the Lacey Boulevard Realignment and Roundabout Project, in an amount not to exceed \$338,703.80.

Public Works Deputy Director John Doyel briefly discussed the item and responded to questions by the Council.

Motion to approve as presented.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	David Ayers, Council Member
SECONDER:	Francisco Ramirez, Vice Mayor
AYES:	Curry, Ayers, Pannett, Ramirez, Mendes

COUNCIL REPORTS/COMMENTS:

Council Member Ayers inquired about a four-way stop at Ivy and Park. Staff stated that issue will be going to the Parking & Traffic Commission at their next meeting. The next League General Membership meeting will be on April 14th in Fresno. He was successfully appointed to the Air Board

Council Member Curry had nothing to report.

Council Member Pannett attended KCAO's strategic planning session. Mr. Pannett requested a status of the needs of the parks.

Vice Mayor Ramirez was reappointed by the Governor to the San Joaquin Valley Partnership and shared some of the topics they discussed at their recent meeting. Mr. Ramirez also discussed a Healthy Scholarship Foundation in Corcoran.

Mayor Mendes had nothing to report.

ADJOURNMENT:

Mayor Mendes adjourned the meeting at 10:10 p.m.

Respectfully submitted,

Jennifer Gomez
City Clerk



**AGENDA
STAFF REPORT**

MEETING DATE: 5/3/2016	AGENDA SECTION: B
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SUBJECT:

City Clerk: Approve Minutes from the April 18, 2016 Meeting

RECOMMENDATION:

Approve the minutes from the April 18, 2016 City Council Meeting.

FISCAL IMPACT:

ATTACHMENTS:

Minutes 041816



**CITY COUNCIL MEETING
MINUTES
April 18, 2016 4:30 PM
Training Room
319 N. Douty**

CALL TO ORDER:

Vice Mayor Francisco Ramirez called the meeting to order at 4:30 p.m.

ROLL CALL BY THE CITY CLERK:

Attendee Name	Title	Status	Arrived
Russ Curry	Council Member	Present	4:30 PM
David Ayers	Council Member	Present	4:32 PM
Gary Pannett	Council Member	Present	4:30 PM
Francisco Ramirez	Vice Mayor	Present	4:30 PM
Justin Mendes	Mayor	Absent	

FLAG SALUTE:

Council Member Pannett led the flag salute.

PUBLIC COMMENT:

*Comments from the public are limited to items listed on the agenda (GC 54954.3a). A maximum of **five minutes** is allowed for each speaker. Please begin your comments by stating your name and providing your city of residence.*

There were no comments given.

LEADERSHIP AND STRATEGIC PLANNING WORKSHOP:

Consultant Lyle Sumek presented the proposed Actions for the Council to take into consideration along with determining their priorities. The City Council participated in the process to provide the consultant with additional information in order to finalize a plan to be adopted by the Council at a future meeting.

ADJOURNMENT:

Vice Mayor Ramirez adjourned the meeting at 7:15 p.m.

Respectfully submitted,

Jennifer Gomez
City Clerk

Attachment: Minutes 041816 (1446 : Mintues 041816)



**AGENDA
STAFF REPORT**

MEETING DATE: 5/3/2016	AGENDA SECTION: C
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SUBJECT:

City Clerk: Approve Minutes from the April 19, 2016 Meeting

RECOMMENDATION:

Approve the minutes from the April 19, 2016 City Council Meeting.

FISCAL IMPACT:

ATTACHMENTS:

041916 Minutes



**CITY COUNCIL MEETING
MINUTES**

**April 19, 2016 7:00 PM
Council Chambers
400 N. Douty St.**

5:30 PM CALL TO ORDER STUDY SESSION & CLOSED SESSION:

Mayor Justin Mendes called the sessions to order at 5:30 p.m.

ROLL CALL:

Present: Gary Pannett, Russ Curry, David Ayers, Francisco Ramirez, Justin Mendes

PUBLIC COMMENT - STUDY SESSION & CLOSED SESSION:

Courtney Hopkins spoke against the consolidation of the dispatch center due to the negative impacts to the current dispatchers and potential harm to the community.

Richard Pontecorvo on behalf of HPOA spoke in opposition to the consolidated dispatch center due to the lack of information being provided at this time and the loss of the dispatchers that have a strong relationship with the officers on the street. The lobby will need to be closed after hours. The records system will also need to be changed which will have a negative impact on the department.

Janet Gibbs described some of the incidents that have occurred at the police department after hours and the benefits that they have provided to the citizens.

Eileen Maness discussed the potential changes to her retirement and salary which are still not defined in a JPA. She also commented on the relationship and services they provide to the officers and the public.

STUDY SESSION:

A. Finance: Presentation of the Fiscal Year 2015 Auditor's Report

Finance Director Tom Dibble and Bill Patterson of Sampson, Sampson & Patterson provided an overview of Management's Discussion and Analysis. Mr. Patterson further discussed the financial statements, as well as pension liability. Mr. Patterson and staff responded to questions and comments by the Council.

B. Police: Consolidated Dispatch

Police Chief Parker Sever provided a history on the department's dispatch center and the services that they provide. He presented various pros and cons to moving to a consolidated dispatch. The Council were given three options: Option 1 - Move ahead with Consolidation; Option 2 - Do not Consolidate and continue to dispatch service for Hanford Police and Fire; and Option 3 - Hanford Fire Department merge with the consolidated dispatch and the Hanford Police Department would dispatch for City police services only. The consensus of the Council was to move forward with Option 2.

Attachment: 041916 Minutes (1455 : Minutes 041916)

CLOSED SESSION FOR DISCUSSION OF THE FOLLOWING:

Mayor Mendes adjourned to closed session at 6:49 p.m.

A. CONFERENCE WITH REAL PROPERTY NEGOTIATORS - Government Code Section 54956.8

Property: APNs 012-086-007, 012-091-006
 Agency Negotiators: Darrel Pyle and Ty Mizote
 Negotiating Party: Family Healthcare Network
 Under Negotiation: Terms and Price

7:00 PM CALL TO ORDER REGULAR SESSION:

Mayor Mendes called the regular meeting to order at 7:03 p.m.

ROLL CALL:

Attendee Name	Title	Status	Arrived
Russ Curry	Council Member	Present	4:59 PM
David Ayers	Council Member	Present	5:05 PM
Gary Pannett	Council Member	Present	5:27 PM
Francisco Ramirez	Vice Mayor	Present	5:44 PM
Justin Mendes	Mayor	Present	5:28 PM

FLAG SALUTE:

Mayor Mendes led the flag salute.

INVOCATION:

Janis Rogers of the Kings Prayer Force provided the invocation.

CLOSED SESSION ACTION REPORT:

There was nothing to report.

RECOGNITIONS/PROCLAMATIONS:

A. Proclamation: National Day of Prayer

Mayor Mendes presented the proclamation to Janis Rogers of the Kings Prayer Force.

STAFF COMMUNICATIONS:

Public Works Director Lou Camara announced new street projects that will begin construction soon.

Parks & Recreation Director Craig Miller provided an update on the bid for the Freedom Park project. He also noted that the Father/Daughter and Mother/Son dances were very successful.

Fire Chief Chris Ekk stated the Prevention division will be working on weed abatement and if anyone in the community has a concern about a particular location they should contact the Fire department.

Police Chief Parker Sever commented that the Police Records division will be moving in to the main facility this week. Also, the Explorers did outstanding again at the recent competition in Porterville.

PUBLIC COMMENT:

This is the time for citizens to comment on subject matters not on the agenda within the jurisdiction of the Hanford City Council or to comment on items listed under the Consent Calendar or to request an item from the Consent Calendar be pulled for discussion purposes. Comments related to General Business items or Public Hearing items will be heard at the time the item is discussed.

*A maximum of **five minutes** is allowed for each speaker. Please begin your comments by stating your name and providing your city of residence.*

Carolyn Hudgins stated that the trees along Grangeville were being removed due to their size and was disappointed to see them cut down. Staff briefly commented on the damage that was being done and the intention to replace the trees.

Weston Anderson of Senator Vidak's office introduced himself as the new district representative.

Richard Von Wagoner of the Carnegie Museum noted a positive article in the Fresno Bee about them.

Jennifer Cortez expressed her concerns about an apartment building near her residence. Staff informed her that that particular building is scheduled for demolition. She thanked the City for their attention to this matter.

Bob Ramos complained about the water that is wasted when the Fire Department is testing hydrants. He also commented on the City's mobile app with the Sentinel and stated that we should terminate that relationship.

Paula Massey inquired about the records building that will be demolished and what will be put in its place. Chief Sever stated the building is in poor condition, so it is being demolished to make room for additional parking.

CONSENT CALENDAR:

Consent Calendar items are considered routine and will be enacted in one motion. There will be no separate discussion of these matters unless a request is made and then the item will be removed from the Consent Calendar to be discussed and voted upon by a separate motion.

Motion to approve Consent Calendar.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Russ Curry, Council Member
SECONDER:	Francisco Ramirez, Vice Mayor
AYES:	Curry, Ayers, Pannett, Ramirez, Mendes

- A. City Clerk: Deny claim for damages and direct the City Clerk to send out notification of such to Scott Milam
- B. Administration: Approve continuation of participation in the Kings County Economic Development Corporation in the amount of \$78,718.
- C. Public Works: Waive the second reading and adopt Ordinance 16-03 amending section 10.16.130(B) of the Hanford Municipal Code pertaining to Prohibited Parking

- D. Public Works: Authorize the purchase of street right-of-way on 10th Avenue from Kings County Fairgrounds, 24-A District Agriculture Association, as shown on the attached map in the amount of \$2,850.00, accept the attached Quitclaim Deed for street right-of-way purposes from 24-A District Agriculture Association, and authorize the City Manager to execute and the City Clerk to attest and record said deed at the close of escrow, and accept the attached Right of Way Agreement and authorize the City staff to execute and the City Clerk to attest to said agreement.
- E. Public Works: Approve the purchase and installation of a backup SCADA system from Telstar Instruments Inc. in the amount of \$37,643 (tax and delivery included) for process control, data input and operator notification.
- F. Public Works: Approve the additional appropriation of \$111,771.00 from the Wastewater Capital Reserves and the Purchase and Installation of a new SCADA system for the Sewer Collection Division from Telstar Instruments, Inc. for a not to exceed cost of \$111,771.00.
- G. Parks & Recreation: Approve contract with Ray Figueroa Construction in the amount of and not to exceed \$22,800 for the Longfield Center Concrete Replacement/Installation Project
- H. Finance: Accept and file the Fiscal Year 2015 audit reports and financial statements for the City of Hanford, the Single Audit Report, and the Appropriations Limit Report filed by the CPA firm of Sampson, Sampson & Patterson, LLP, Certified Public Accountants.
- I. Finance: Warrant Register

ITEMS PULLED FROM CONSENT:

- A. Community Development: Waive the second reading and adopt Ordinance 16-02 rezoning certain property adjacent to the City of Hanford from County Zoning of "AL-10" Limited Agricultural 10-District to "R-1-12" Very Low-Density Residential and "R-1-6" Low-Density Residential

Mayor Mendes pulled this item from the Consent Calendar for a separate motion.

Motion to waive the second reading and adopt Ordinance 16-02.

RESULT:	APPROVED [4 TO 1]
MOVER:	Russ Curry, Council Member
SECONDER:	David Ayers, Council Member
AYES:	Curry, Ayers, Pannett, Ramirez
NAYS:	Mendes

PUBLIC HEARINGS:

- A. Public Works: Conduct a public hearing and, by separate motions, adopt resolutions establishing the impact fees for each of the listed facilities: 16-13-R Police facilities, 16-14-R Fire Facilities, 16-15-R Park and Recreational Facilities, 16-16-R Refuse and Recycling Facilities, 16-17-R Transportation Facilities, 16-18-R Water Facilities, 16-19-R Wastewater Facilities, and 16-20-R Storm Water Facilities.

Public Works Director Lou Camara provided background information for the Council's review and consideration.

Mayor Mendes opened public comments at 7:25 p.m., and with no comments given, closed public comments at 7:25 p.m.

Motion to adopt Resolution 16-13-R.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Russ Curry, Council Member
SECONDER:	Gary Pannett, Council Member
AYES:	Curry, Ayers, Pannett, Ramirez, Mendes

Motion to adopt Resolution 16-14-R.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	David Ayers, Council Member
SECONDER:	Francisco Ramirez, Vice Mayor
AYES:	Curry, Ayers, Pannett, Ramirez, Mendes

Motion to adopt Resolution 16-15-R.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Francisco Ramirez, Vice Mayor
SECONDER:	Gary Pannett, Council Member
AYES:	Curry, Ayers, Pannett, Ramirez, Mendes

Motion to adopt Resolution 16-16-R.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Russ Curry, Council Member
SECONDER:	Francisco Ramirez, Vice Mayor
AYES:	Curry, Ayers, Pannett, Ramirez, Mendes

Motion to adopt Resolution 16-17-R.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Justin Mendes, Mayor
SECONDER:	David Ayers, Council Member
AYES:	Curry, Ayers, Pannett, Ramirez, Mendes

Attachment: 041916 Minutes (1455 : Mintues 041916)

Motion to adopt Resolution 16-18-R.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	David Ayers, Council Member
SECONDER:	Justin Mendes, Mayor
AYES:	Curry, Ayers, Pannett, Ramirez, Mendes

Motion to adopt Resolution 16-19-R.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Francisco Ramirez, Vice Mayor
SECONDER:	Justin Mendes, Mayor
AYES:	Curry, Ayers, Pannett, Ramirez, Mendes

Motion to adopt Resolution 16-20-R.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Francisco Ramirez, Vice Mayor
SECONDER:	David Ayers, Council Member
AYES:	Curry, Ayers, Pannett, Ramirez, Mendes

GENERAL BUSINESS:

- A. Administration: Approve and authorize the Mayor to sign the Purchase and Sale Agreement with Family Healthcare Network in the amount of \$307,500

City Manager Darrel Pyle provided background information for the Council's review and consideration.

Motion to approve and authorize the Mayor to sign the Purchase and Sale Agreement with Family Healthcare Network.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Gary Pannett, Council Member
SECONDER:	Francisco Ramirez, Vice Mayor
AYES:	Curry, Ayers, Pannett, Ramirez, Mendes

- B. Administration: Discussion and direction on the formation of a Downtown Revitalization Committee

Mayor Mendes defined the purpose of the committee to include a designation of who does what downtown; to discuss finance options to fund new projects; and marketing available vacant buildings. Council Member Pannett added that the committee should discuss the safety of abandoned buildings.

Mayor Mendes recommended a time commitment of meeting quarterly for a year, then determine if there is a need or desire to continue. This committee would be advisory only.

Mayor Mendes recommended Michael Johnston, John Lehn, Jim Castleman, Dan Humason, Rob Van Wagoner, Mark Ulibarri, and Dan Chin. By consensus, the Council approved the appointments.

COUNCIL REPORTS/COMMENTS:

Council Member Pannett attended a goal setting meeting with KCAO. He commented on a recent visit from an Algerian delegation to discuss economic opportunities.

Council Member Curry had nothing to report.

Council Member Ayers attended the League of California Cities General Membership meeting in Fresno, the Council's final Goals and Objectives session, and will be attending the Air Board meeting this week.

Vice Mayor Ramirez attended the 12th Ave./Hwy 198 interchange Ribbon Cutting Ceremony and the Arbor Day celebration.

Mayor Mendes stated that he is now on the League of California Cities Environmental Policy Committee.

ADJOURNMENT:

Mayor Mendes adjourned the meeting at 7:50 p.m.

Respectfully submitted,

Jennifer Gomez
City Clerk

Attachment: 041916 Minutes (1455 : Mintues 041916)



AGENDA STAFF REPORT

MEETING DATE: 5/3/2016	AGENDA SECTION: D
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SUBJECT:

Administration: Receive and file the Classification and Compensation Study

RECOMMENDATION:

Receive and file the Classification and Compensation Study.

BACKGROUND:

At its meeting on July 7, 2015, the City Council approved a Professional Services Agreement (PSA) with Bryce Consulting to conduct a comprehensive Classification and Compensation Study for all full-time employees.

As discussed previously, the City of Hanford last conducted a formal classification survey in 2002. As a result of meeting and conferring with our mid-management bargaining unit in the early months of 2014, and pursuant to our memorandum of understanding with the General Employees Management Association (GEMA), the City agreed to prepare a compaction study that compared the internal classification structure and compensation as it relates to advancement in the City's structure. To accomplish this along with determining whether the City's defined classification and compensation levels are levels commensurate with similarly-sized and geographically local communities, it was decided that the City of Hanford would hire a consultant in calendar year 2015 to complete a classification and compensation study with the data made available for the successor contract negotiations.

Included are the results of the Bryce Consulting Classification and Compensation Study for all positions in the City of Hanford. The report is divided into two volumes. Volume 1 (Final Report of the City of Hanford Classification Plan) documents the classification study process and provides analysis results and observations regarding the City's classification plan, allocation of individual positions, and updated class descriptions. Volume II (Draft Report of the City of Hanford

Compensation Study) documents the market compensation survey, using the comparator agencies and benchmark positions determined by the City Council and presents consultant's findings and observations.

Volume 1 - Classification

The goal of the classification portion of the study was to obtain detailed job information from each employee regarding their position and job duties. Employees filled out Position Description Questionnaires, and participated in one-on-one interviews with the consultant. Once all of the information was compiled, it was used to prepare an updated classification plan, including proposed class descriptions and position allocations. Part of the classification description analysis was to identify the appropriate job titles, definitions, class characteristics, examples of typical job functions, qualifications (to include knowledge, skills, and abilities) and working conditions. In addition, all the class descriptions were updated to ensure consistent formatting and that the duties and responsibilities are current.

Of the classifications studies, 17 title changes, are proposed to more clearly reflect the level and scope of work being performed, as well as establish consistency with the labor market and industry standards; six positions are identified for reclassification; and six new classes are proposed to the address the current needs and future growth of the City.

Volume II - Compensation

The compensation study included 87 classifications. Of those, 77 classifications were selected in order to collect compensation data within the defined labor market. Survey classes that had the most consistent and useful survey data were used as "benchmarks" in building the compensation plan. Benchmark classes are those classes that are tied directly to market salary data during the salary setting process. These classes are used as a means of anchoring the City's overall compensation plan to the market.

At the July 7, 2015 City Council meeting, the City approved a list of comparator agencies. The following five (5) agencies were used as comparators for the purposes of this market study: City of Madera, City of Porterville, City of Tulare, City of Visalia and Kings County.

The last element requiring discussion prior to beginning a market survey is the specific benefit data to be collected and analyzed. The following information was collected for each of the benchmarked classifications: monthly base salary, employee share of retirement paid the employer, employer contribution to deferred compensation, longevity pay at year 10, insurance, leaves, automobile insurance, uniform allowance and certification pay for police and fire classifications.

Data was collected during the months of March and April Bryce Consulting's analysis includes the mean comparator data for each benchmarked classifications for both base salaries and total compensation.

In setting salaries for the City, Bryce Consulting recommends consistent compensation principles and practices typically utilized in the public sector that includes a blending of market data and sounds internal relationships as outlined on page 25 of the Compensation Report.

Conclusion

The Classification and Compensation Study prepared by Bryce Consulting represents a tool by which the City may create and implement an equitable classification and compensation plan for its full-time employees.

FISCAL IMPACT:

ATTACHMENTS:

Hanford Final Class Rpt
Hanford Final Alloc List
Draft Compensation Report
Appendix A- Datasheets
Appendix B- Misc Benefits-Hanford
Appendix C Salary Matrix
Appendix D Salary Recommendations

BRYCE
CONSULTING

CITY OF HANFORD
CLASSIFICATION PLAN
APRIL 2016 – FINAL REPORT

Prepared by
Bryce Consulting, Inc.
3436 American River Drive, Suite 7A
Sacramento, CA 95864
916-974-0199



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SECTION I - INTRODUCTION

The City of Hanford retained Bryce Consulting to conduct a City-wide classification and compensation study. This report presents the final classification plan. Section II summarizes the major class concepts used in the classification plan and includes a description of the format to be used to develop the class specifications. Section III presents an allocation list by Department showing how current positions would be affected by the revised classification plan respectively. Section IV presents the class specifications for all classes recommended in the class plan. This introductory section of the report addresses the classification study objectives and methodology.

STUDY OBJECTIVES

In conducting the classification phase of the study, Bryce Consulting, had the following major objectives:

- To systematically describe in the classification plan the kinds of work currently performed by employees and the levels of responsibility and difficulty of that work.
- To develop a classification structure that reflects the City's overall classification and compensation strategy and includes the clear definition of terms.
- To draft new or revised class specifications, as necessary.
- To allocate each position to the appropriate class based on the duties and responsibilities assigned at the time the position was studied.
- To allow for a review process which permits each employee to review the draft classification recommendations and to submit concerns directly to the consultants.

STUDY METHODOLOGY

To achieve the above objectives, the following tasks have occurred:

- The project consultant met with all available employees included within the scope of the study to discuss the study objectives and procedures. At that time, Position Inventory Questionnaires were distributed to employees to complete regarding their current position.

- Upon independent completion of the questionnaire by the employees, supervisory personnel reviewed the questionnaire for accuracy and provided additional comments. The consultant then conducted a preliminary analysis of the information provided by the employee and management.
- The consultant returned to the field to conduct interviews with selected employees, in addition to management staff. The purpose of these interviews was to gain clarification and additional information regarding each position.
- Based on the information obtained through the questionnaires and interviews, the consultant analyzed and developed a conceptual classification plan that groups classes into series and levels which are similar in the kind of work performed. The class concepts were then reviewed by management.
- Thereafter, the consultant drafted new or revised class specifications for each class recommended to be changed in the classification plan. Management staff then reviewed the draft of the classification plan along with the new or revised class specifications, and then the employees had an opportunity to review the class specifications for their recommended classification. Following the employee review process, the plan has been finalized and submitted to the City for review and adoption.

SECTION II - CONCEPTUAL FRAMEWORK

This section of the report presents a conceptual framework for the classification plan. The classification analysis as applied to positions within the City of Hanford used sound principles of job evaluation and job analyses. The approach utilized classes that reflect distinct differences in levels and types of work as determined through the use of established allocation factors and class concepts.

The classifications emerging from the analysis represent a carefully designed classification structure tailored to the particular needs of the City of Hanford. While Hanford is a relatively stable organization, it is one that needs classes that provide flexibility. Within these job classes are positions that require a full range of knowledge, skills, and abilities to successfully accomplish a wide array of administrative, managerial, professional, technical, maintenance, secretarial and clerical assignments. The class concepts as outlined in the following pages accommodate these diverse needs and requirements in a manner that encourages the highest degree of management flexibility possible. At the same time, these class concepts reflect organizational consistency within job series. Finally, the proposed classifications emphasize the duties performed and responsibility exercised as documented through the job analysis process. This section elaborates upon these and other classification concepts used to build the proposed classification plan. The concepts addressed include the following:

Classification Levels

Class Series

Flexible Staffing

Titling of Management and Supervisory Job Classes

Class Specification Format

Definitions of Levels of Supervision

Allocation Factors

CLASSIFICATION LEVELS

Position classification represents the grouping of jobs within the City into a systematic classification structure based on the interrelationship of the duties performed, nature and level of responsibilities and other work-related requirements of the jobs. Within the overall classification plan it is possible to generally categorize each classification according to the following possible levels:

Class Level

Trainee

Entry

Journey

Advanced Journey

Supervisor

Section Head

Division Head

Department Head

Within each job family, there may exist a classification at every level or only at selected levels. The levels within a job family reflect the organization and should be tailored to that organization's needs and priorities. For instance, there are areas where it is to the City's advantage to fill positions at a fully working journey level. There is no need for functions to be performed at the entry level. Therefore, there would be no entry level classification in that particular job family. Furthermore it is important to note that while two given job families may both contain, for example, a journey level classification, the two journey level classes will likely be treated differently for compensation purposes. Distinctions between class levels for all types of job families may be expressed in terms of the general amount of responsibility to be assumed within each class level. The following subsections generally define the responsibilities to be assumed at each class level identified.

Trainee level classes are designed to provide employees with a short-term formal training program in either technical or professional work areas in order to prepare for advancement to the next higher level class. Once training has occurred, the employee is promoted to the entry-level class and expected to apply the aforementioned training.

Entry level classes are designed to provide an on-the-job training opportunity to an employee who has limited directly related work experience and is not yet prepared to perform the full range of work assigned to the journey level class.

Journey level classes are designed to recognize those positions which require the incumbent to perform a broad range of tasks usually under general supervision. A journey level position is fully trained in the scope of duties associated with this level.

Advanced Journey level classes possess a specialized technical or functional expertise. They typically are assigned significant responsibilities above the journey level, possess specialized knowledge, abilities, skills, and experience, and often exercise independent judgment in the performance of their duties. Advanced journey level classes may provide technical, functional or lead supervision over lower level positions.

The **Supervisor** level class recognizes full, first-line supervisory positions that plan, assign, and evaluate the work of subordinates and are responsible for a program area within a work unit or department.

The **Section Head** level classes perform second line supervision and provide functional management responsibility for a section within a major division.

The **Division Head** level class recognizes positions with responsibility for a major division within a department. Positions at this level are typically expected to serve as "acting" department directors, as assigned.

The **Department Head** level class recognizes positions with full responsibility for the administration of a department.

CLASS SERIES – ADMINISTRATIVE SUPPORT, MAINTENANCE AND TECHNICAL

A class series is a set of two or more classes within a job family that are closely related in terms of work performed and distinguished primarily by the level of responsibility and scope of duties assumed. Within a class series it is possible to distinguish general categories or levels based upon factors such as the scope of responsibility assumed, the training and experience required to perform assigned duties, and the nature of supervision received and exercised. Also, common titling designations are generally used to clearly define the applicable class level. The following subsections indicate for each of the defined class levels in the office support, maintenance, and technical class series the titling distinctions, scope of duties assumed, the general experience and training required and the nature of supervision received and exercised which typically reflect each level.

TRAINEE LEVEL – “TRAINEE” CLASSES – Trainee level classes are designed to provide employees with a short-term formal technical training program in work areas in order to prepare for advancement to the next higher level class. Once training has occurred, the

employee is promoted to the entry-level class and expected to apply the aforementioned training.

ENTRY LEVEL -- "I" CLASSES -- Entry level classes provide on-the-job training to employees with limited related work experience. Assignments are generally limited in scope and are performed within a procedural framework established by higher level employees. As experience is acquired, the employee performs with less immediate supervision.

JOURNEY LEVEL -- "II" OR "NO DESIGNATION" CLASSES -- Journey level classes recognize positions that require the incumbent to work under general supervision and within a framework of established procedures. Incumbents are expected to perform the full range of duties with only occasional instruction or assistance. Positions at this level frequently work outside the immediate proximity of a supervisor. A journey level position is fully trained in the scope of duties associated with this level and work is normally reviewed only on completion and for overall results.

ADVANCED JOURNEY LEVEL -- "SENIOR" CLASSES -- Advanced journey level classes recognize positions that perform a full range of duties, possess specialized technical or functional expertise, and are assigned specialized duties. They typically are assigned significant responsibilities above the journey level that requires specialized knowledge, abilities, skills, and experience, and often exercise independent judgment in the performance of their duties. Advanced journey positions may exercise technical, functional or lead supervision over lower level positions.

CLASS SERIES - PROFESSIONAL

As with the clerical, maintenance, and technical job families, professional job families may contain classes at the entry through advance journey class levels. Distinctions in levels in professional class series parallel those for other job families, but differ in some respects in scope of duties, supervision, and titling designations, as the following subsections indicates. Typically, professional classes require a Bachelor's degree.

ENTRY LEVEL -- "ASSISTANT" OR "I" CLASSES -- The Assistant level classes are designed to provide a continuing on-the-job training opportunity to incumbents. This level recognizes the longer learning curve inherent in professional positions and provides incumbents with an opportunity to assume increasing levels of responsibility. Incumbents at this level are

expected to perform the less complex work with complete independence and assume increasingly complex tasks associated with the full journey level. They may be expected to provide indirect supervision to clerical or technical staff. Less complex work is normally reviewed only on completion while more complex tasks are performed under direct supervision.

JOURNEY LEVEL -- "ASSOCIATE" OR "II" OR "NO DESIGNATION" CLASSES -- Journey level professional classes pertain to positions that perform a full range of tasks and work under direction within a framework of established procedures. At this level, incumbents work with only occasional instruction or assistance. They may be expected to provide direct supervision to subordinate clerical or technical staff and indirect supervision to other professional staff. Work is normally reviewed only on completion and for overall results.

ADVANCED JOURNEY LEVEL -- "SENIOR" CLASSES -- Advanced journey professional classes recognize positions assigned significant responsibility above the journey level or positions possessing specialized skill and experience. Positions at this level perform work requiring significant independent judgment. Positions of this level typically assume responsibility for an organizational unit and provide direct supervision to professional, technical and administrative support staff.

FLEXIBLE STAFFING

Associated with the above described class series is the practice of flexible staffing. The City may choose to flexibly staff positions within a class series containing an entry and a journey level position. Flexible staffing gives the City the flexibility to hire employees at the entry level or the journey level depending upon applicant qualifications and staffing needs. Positions budgeted at the journey level and encompassing full journey level work would normally be filled at the entry level when they become vacant, unless the needs of the City require that the position be filled at the journey level. The distinction between the entry level and the journey level is based upon the degree of responsibility to which an incumbent is expected to perform rather than on the types of duties assigned. After gaining the experience and knowledge to perform the full range or journey level tasks and fulfilling any special requirements for the journey level, the employee could reasonably expect to progress to the journey level based upon the judgment of management. It is emphasized that flexible staffing does not preclude the City from identifying certain positions in the class that contain primarily routine and repetitive tasks and assigning those positions to the

entry level permanently. In these cases, the employee at the entry level could not reasonably expect to advance to the journey level while in the assigned position.

Advancement to the advanced journey level would be achieved through competitive selection rather than the more routine promotion from the entry to the journey level under the flexible staffing concept. However, should the City choose not to flexibly staff a given class series, appointment to the journey level would also be done through the traditional competitive selection method. The following classes are recommended for flexible staffing:

Administrative Analyst I/II
Assistant/Associate Planner
Building Inspector I/II
Construction Inspector I/II
Engineering Technician I/II
Facility Maintenance Technician I/II
Fleet Mechanic I/II
Maintenance Worker I/II
Utilities Maintenance Worker I/II
WWTP Lab Technician I/II
WWTP Operator - Trainee/Grade I/Grade II

TITLING OF MANAGEMENT AND SUPERVISORY JOB CLASSES

To promote consistency in position titling both within the City and in relationship to other public agencies, we suggest specific titles be used to reflect organization responsibilities and levels. The titles recommended for management and supervisory classifications are defined as follows:

SUPERVISOR OR SERGEANT OR CAPTAIN -- Where the word "Supervisor" or "Sergeant" (police) or "Captain" (fire) appears in a job title, it identifies classes that:

- Provide full, first-line, direct supervision to assigned employees.
- Plan, assign, supervise, and review the work of subordinates.
- Assume responsibility for program development and management.
- Assume responsibility for effectively recommending a variety of personnel actions in such areas as performance evaluations, training, selections, transfers, and disciplinary measures.
- Perform the most difficult and complex work of the section or unit.
- Assist in budget development and administration.

ADMINISTRATOR OR LIEUTENANT -- Where the word "Administrator" or "Lieutenant" (police) appears in a job title, it identifies classes that:

- Provide second level supervision over supervisory staff.
- Assume full line and functional management responsibility for the activities of a section within a major division.
- Assume responsibility for the development and implementation of section goals, objectives, policies, and priorities.
- Assume responsibility for the preparation and administration of an assigned section budget.

MANAGER OR SUPERINTENDENT OR CAPTAIN OR BATTALION CHIEF -- Where the word "Manager" or "Superintendent" or "Captain" (police) or "Battalion Chief" (fire) appears in a job title, it identifies classes that:

- Assume full line and functional management responsibility for the activities of a major division including multiple, varied functions.
- Assume responsibility for the development and implementation of division goals, objectives, policies, and priorities.
- Assume responsibility for the preparation and administration of an assigned division budget.
- Assume significant responsibility for a variety of divisional personnel activities including performance evaluations, training, selections, and disciplinary actions.

DIRECTOR OR CHIEF -- Where the word "Director" or "Chief" appears in a job title, it denotes the administrative head of a major department.

- Assume responsibility for multiple divisions.
- Assume responsibility for the development and implementation of department goals, objectives, policies and priorities.
- Assume responsibility for preparation and administration of department budget.
- Provide supervision over management staff.

EXCEPTIONS TO TITLING GUIDELINES

At times, a title has been recommended that uses terminology that may appear inconsistent with the recommended titling guidelines. The recommended title in these instances conforms with titles used conventionally within the respective industry, trade or profession or past history within the City (e.g. Building Official). Nothing in this report will preclude the City from using working titles in individual employees' day-to-day business activities.

CLASS SPECIFICATIONS FORMAT

The class specifications for the proposed job classes as outlined in this report are descriptive and explanatory in defining classes. Each class specification may contain all or part of the following information:

Class Title - The class title is a brief and descriptive designation of the type of work performed. The class title on payrolls, budgets, personnel reports and other official forms and reports dealing with positions or personnel will provide a common reference to the position. It should be understood that the class title is selected to serve this purpose and is not to be construed as limiting the use of working titles.

Definition - This section is a general description of the work and includes a brief, concise definition of the primary responsibilities assigned to positions in the class.

Distinguishing Characteristics - This section, when used, describes the level of work in relation to higher or lower classes in the same series.

Supervision Received and Exercised - This section describes the level of supervision received and exercised by positions in the class. For a definition of the terms used to denote levels of supervision, see the next part of this section.

Examples of Essential Duties - This section is intended to enable the reader to obtain a more complete concept of the actual work performed in positions allocated to this class. It lists typical tasks which are common to positions of the class. These examples show, further, the range of duties performed by employees in the class. The list is descriptive, but not limiting. It is not intended to describe all the work performed in all positions allocated to the class. This section merely serves to illustrate the more typical portions of the work. The statement "Performs related duties as required" is included in all class specifications to provide flexibility to management in assigning duties.

Minimum Qualifications - This section lists those knowledge and abilities that the duties of the class require and that applicants for positions in the class at a minimum must possess to be qualified.

Also included are the desirable levels of experience and education and/or training most likely to produce the desired knowledge and abilities. It should be stressed that this section does not in any way refer to the qualifications of present employees. Personal characteristics commonly required of all employees, such as honesty, industry, freedom from habitual use of intoxicating beverages to excess or drug addiction, should not be

listed since they are to be implied as required qualifications for all classes. The experience and education standards may be useful in the development of recruitment and selection approaches, but are intended as guidelines only, and should not be construed as minimum requirements. The provided experience and education statements are written as a middle ground to evaluate candidate qualification. Any individual may have more education and less experience than the guidelines describe and still be qualified for the position. Therefore, the statement above the experience and education guidelines reads "Any combination of experience and education or training", rather than an absolute requirement.

License or Certificates - In certain classifications, legal or special provisions require possession of a specific license or certification issued by a Board of Licensure as a condition of employment or continued employment. These requirements will appear on the class specification under the section entitled License or Certificate.

CLASSIFICATION SPECIFICATION FORMAT

CITY OF HANFORD

CLASS TITLE

DEFINITIONDISTINGUISHING CHARACTERISTICS (for class series)SUPERVISION RECEIVED AND EXERCISED

EXAMPLES OF ESSENTIAL DUTIES - Duties may include, but are not limited to, the following:

MINIMUM QUALIFICATIONS

Knowledge of:

Ability to:

Experience and Training

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

Experience:

Training:

License or Certificate

Attachment: Hanford Final Class Rpt (1460 : Receive Classification & Compensation Study)

DEFINITIONS OF LEVELS OF SUPERVISION

The following terms may be used to denote the levels of supervision received and exercised by positions in the various classes of work:

DIRECT SUPERVISION - The basic characteristics of direct supervision are the assignment of tasks; the observance, review, and evaluation of performance; the administration of line personnel functions (e.g., selection, discipline, grievances, privileges); and responsibility for the worker, as well as the work. The gradations of direct supervision are described below in terms of supervision received by employees.

- **Immediate Supervision** - The employee works in the presence of his/her supervisor or in a situation of close control and easy reference. Work assignments are given with explicit instructions or are so routinized that few, if any, deviations from established practice are made without checking with the supervisor. This type of supervision generally is exercised over the entry level in a series.
- **General Supervision** - Assigned duties require the exercise of judgment or choice among possible actions, sometimes without clear precedents and with concern for the consequences of the action. The employee may or may not work in proximity to his/her supervisor. This type of supervision typically pertains to the journey levels in a technical, clerical, or maintenance class series and entry level of professional classes.
- **Direction** - The employee receives general instructions regarding the scope of and approach to projects or assignments, but procedures and techniques are left to the discretion of the employee. This category is usually applied to advanced journey level technical, clerical, and maintenance classes in which employees are expected to operate with a reasonable degree of independence and journey level of professional classes.
- **General Direction** -- The employee is responsible for a program or function(s) and is expected to carry out necessary activities without direction except as new or unusual circumstances require. This category is usually reserved for supervisory positions or section heads.
- **Administrative Direction** -- The employee has broad management responsibility for a large program or set of related functions. Administrative direction is usually received in terms of goals; review is received in terms of results. This category is usually reserved for division heads.

- **Policy Direction** -- The employee has broad management responsibility for a department. Policy direction is usually received in terms of City-wide goals; review is received in terms of results. This category is usually reserved for department heads.

INDIRECT SUPERVISION -- Indirect supervision is characterized by some form of authority over the work of employees not under direct supervision. In other words, the "Supervisor" is responsible for the work but not for the worker. The descriptions above were written in relation to the employee under direct supervision; the following describes persons with responsibility for exercising indirect supervision:

- **Technical Supervision** - The "Supervisor" is responsible for prescribing procedures, methods, materials, and formats as a technical expert in a specialty. He/she may produce or approve specifications, guides, lists, or directions. He/she may give direction to employees, but usually on "how" and "why", and does not assign tasks or observe and evaluate performance. "Technical supervision" is related to an occupational specialty or function--not to specified employees.
- **Functional Supervision** - The "Supervisor" is responsible for a project or recurrent activities which involve tasks performed by persons over whom he/she has authority to give direction in regard to that project, even though they are under the direct supervision of someone else. "Functional supervision" may include "technical supervision", but goes beyond it in that the supervisor schedules and assigns tasks, monitors progress, reviews results, evaluates the employee regarding area of assignment, and is the person responsible for the completed work product.

ALLOCATION FACTORS

Allocation factors are standards that are used to measure job requirements of individual positions. These factors can be compared in order to measure the similarities and differences among positions. The allocation factors used to develop the City of Hanford's Classification Plan are:

Decision Making

Scope and Complexity

Contact with Others Required by the Job

Supervision Exercised and Received

Knowledge, Skills and Abilities

These criteria are briefly defined below:

Decision Making

This standard consists of (a) the decision making responsibility and degree of independence or latitude that is inherent in the position and (b) the impact of the decisions.

Scope and Complexity

This standard defines the breadth and difficulty of the assigned function or program responsibility inherent in the classification.

Contact with Others Required by the Job

This standard measures (a) the types of contacts and (b) the purpose of the contacts.

Supervision Received and Exercised

This standard describes the level of supervision received from others and the nature of supervision provided to other workers. It relates to the independence of action inherent in a position.

Knowledge, Skills and Abilities

This standard defines the knowledge, skills and abilities necessary to perform assigned responsibilities.

These allocation factors are carefully and consistently applied during the analysis of each position included in the scope of the study. They are then compared with the same elements in positions that involve similar kinds of work. Not all factors will be as pertinent to all positions and each factor is analyzed in accordance with the importance of that particular factor to the kind of job under study.

Consideration of these allocation factors leads to the identification of various classes. More specifically, positions are typically divided first into classification families and series that involve the same kind of work and then subdivided into classes based on levels of responsibility within each group.

Positions are classified according to the nature and kind of duties assigned to the position. The assignment of additional duties of a similar nature to a position does not justify a higher classification. Redistributing work or adding employees, not by reclassifying existing positions, properly solves problems of excessive workload.

SECTION III - CLASSIFICATION PLAN ALLOCATIONS

This section presents the preliminary classification plan for your review. As such, it includes a proposed classification list and the allocation of positions to recommended classes.

ALLOCATION OF POSITIONS TO CLASSES

Each position included in the scope of the study has been allocated to an appropriate class within the recommended classification plan. On the following pages is a listing by department/division of each position included in the study, its current allocation and its proposed allocation.

It should be noted that changes in titles do not necessarily represent a major change in duties or responsibilities. In the same vein, the retention of a job title currently in use does not always indicate that the job specification for that class will remain unchanged.

CLASS LIST

The proposed classification plan includes the following classes:

City-Wide

Administrative Assistant

Administrative Technician

Senior Administrative Analyst

Administrative Analyst I/II

Senior Maintenance Worker

Maintenance Worker I/II

Administration

City Manager

City Clerk

Human Resources Manager

Human Resources Analyst

Human Resources Technician

Information Technology Manager

Community Development

Community Development Director

Building Official

Building Inspector I/II

Code Compliance Officer

Housing Analyst

Senior Planner

Assistant/Associate Planner

Development Services Technician

Development Services Assistant

Finance

Finance Director

Finance Manager

Accountant

Accounting Technician

Accounting Clerk

Meter Reader

Fire

Fire Chief

Fire Prevention Coordinator

Battalion Chief

Fire Captain

Fire Engineer

Firefighter

Parks and Recreation

Parks and Recreation Director

Recreation Supervisor

Parks Superintendent

Parks Supervisor

Landscape Services Technician

Irrigation Technician

Police

Police Chief

Police Captain

Police Lieutenant

Police Sergeant

Police Corporal

Police Officer

Police Service Technician

Animal Control Technician

Property and Evidence Technician

Police Support Services Administrator

Communications Supervisor

Communications Dispatcher

Senior Police Records Assistant

Police Records Assistant

Public Works

Public Works Director

Assistant Public Works Director/City Engineer

Building Superintendent

Facility Maintenance Technician I/II

Senior Custodian
Custodian

Engineering Manager

Senior Civil Engineer
Assistant/Associate Civil Engineer

Engineering Technician I/II

Construction Inspector I/II
Construction Inspector/Project Manager

Fleet Superintendent

Senior Fleet Mechanic
Fleet Mechanic I/II

Refuse Superintendent
Refuse Supervisor

Refuse Collector
Refuse Service Worker

Street Superintendent
Street Supervisor

Heavy Equipment Operator

Sweeper Operator

Traffic Control Technician

Utilities Superintendent
Utilities Supervisor

Bryce Consulting

Senior Utilities Maintenance Worker
Utilities Maintenance Worker I/II

Water Conservation Technician

WWTP Superintendent
WWTP Supervisor

Regulatory Compliance Analyst
WWTP Lab Technician I/II

WWTP Operator - Trainee/Grade I/Grade II

Attachment: Hanford Final Class Rpt (1460 : Receive Classification & Compensation Study)

SECTION IV - CLASS SPECIFICATIONS

Bryce Consulting has developed class specifications describing the above recommended classes. These specifications are written to be general descriptions of the main focus of the assigned duties and responsibilities not inclusive of every task assigned to a position. For a general explanation of the format of the class specifications refer to Section II of this report.

**City of Hanford
Allocation List**

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Department/Division	Last	First	Current Allocation	Class Concept	Recommended Allocation
ADMINISTRATION					
City Manager	Pyle	Darrel	City Manager	City Manager	City Manager
	Gomez	Jennifer	City Clerk	Division Head	City Clerk
Human Resources	Gonzales	Marissa	Human Resources Manager	Division Head	Human Resources Manager
	Spain	Lola	Management Analyst	Journey Professional	Human Resources Analyst
	Vacant		Administrative Support Technician	Journey Technical	Human Resources Technician
Information Technology	Forcey	Eric	Information Technology Manager	Division Head	Information Technology Manager
COMMUNITY DEVELOPMENT					
Administration	Mata	Darlene	Community Development Director	Department Head	Community Development Director
Building	Webb	Tom	Building Official	Division Head	Building Official
	Rocha	Frank	Building Inspector	Journey Technical	Building Inspector II
	Sutton	Robert	Building Inspector	Journey Technical	Building Inspector II
	Vacant		Building Inspector	Flex-staff Technical	Building Inspector I/II
	McRae	Kristine	Permit Specialist	Journey Clerical	Development Services Assistant
Code Enforcement	Belmonte	Ruth	Code Compliance Officer	Journey Technical	Code Compliance Officer
Housing	Lerma-Martinez	Sandra	Administrative Analyst	Journey Professional	Housing Analyst
	Monzelli	Roberta	Administrative Support Technician	Journey Technical - new incumbent	Administrative Technician
Planning	Haigh	Melody	Senior Planner	Advanced Journey Professional	Senior Planner
	De Silva	Gabrielle	Assistant Planner	Entry Professional	Assistant Planner
	Black	Diana	Permit Specialist	Journey Technical	Development Services Technician
	Contreras	Rosamaria	Administrative Support Technician	Journey Clerical	Development Services Assistant
FINANCE					
Administration	Dibble	Tom	Finance Director	Department Head	Finance Director
	Corder	Heather	Finance Manager	Division Head	Finance Manager
Accounting	Fowler	Deborah	Accounting Technician	Journey Technical	Accounting Technician
	Henshaw	Olga	Accounting Technician	Journey Technical	Accounting Technician

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**City of Hanford
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Department/Division	Last	First	Current Allocation	Class Concept	Recommended Allocation
	Sutphin	Penny	Accounting Clerk	Journey Accounting Clerical	Accounting Clerk
	Whiles	Terry	Accounting Clerk	Journey Accounting Clerical	Accounting Clerk
Utility Billing	Vacant		Accountant	Journey Professional	Accountant
	Arieas	Victoria	Accounting Technician	Journey Technical	Accounting Technician
	Barry	Danika	Accounting Clerk	Journey Accounting Clerical	Accounting Clerk
	Eaton	Alicia	Accounting Clerk	Journey Accounting Clerical	Accounting Clerk
	Rodriquez	Amy	Accounting Clerk	Journey Accounting Clerical	Accounting Clerk
	Jackson	Derek	Meter Reader	Journey Semi-skilled	Meter Reader
	Marquez	Aaron	Meter Reader	Journey Semi-skilled	Meter Reader
FIRE					
Administration	Ekk	Chris	Fire Chief	Department Head	Fire Chief
	Mata	Mary	Administrative Support Technician	Journey Administrative Support	Administrative Assistant
Fire Prevention	Martinez	Susan	Fire Inspector	Coordinator	Fire Prevention Coordinator
Suppression	Sunia	Jim	Battalion Chief	Division Head	Battalion Chief
	Brotemarkle	Erik	Battalion Chief	Division Head	Battalion Chief
	Buller	Isaac	Fire Captain	Supervisor	Fire Captain
	Etulain	Frank	Fire Captain	Supervisor	Fire Captain
	Fredrickson	Todd	Fire Captain	Supervisor	Fire Captain
	Kaufman	Eric	Fire Captain	Supervisor	Fire Captain
	Rowe	Matthew	Fire Captain	Supervisor	Fire Captain
	Sumaya	David	Fire Captain	Supervisor	Fire Captain
	Briones	Michael	Fire Engineer	Advanced Journey Technical	Fire Engineer
	Kile	Brandon	Fire Engineer	Advanced Journey Technical	Fire Engineer
	Lee	Thomas	Fire Engineer	Advanced Journey Technical	Fire Engineer
	McKean	Thomas	Fire Engineer	Advanced Journey Technical	Fire Engineer
	Springer	Dennis	Fire Engineer	Advanced Journey Technical	Fire Engineer
	Weisser	Derek	Fire Engineer	Advanced Journey Technical	Fire Engineer
	Baker	Matthew	Firefighter	Journey Technical	Firefighter
	Barksdale	Andrew	Firefighter	Journey Technical	Firefighter
	Bracy	Jared	Firefighter	Journey Technical	Firefighter
	Costa	Dustin	Firefighter	Journey Technical	Firefighter
	Frediani	Christopher	Firefighter	Journey Technical	Firefighter
	Harris	Chandler	Firefighter	Journey Technical	Firefighter
	Henry	Jacob	Firefighter	Journey Technical	Firefighter
	Hoey	Emmet	Firefighter	Journey Technical	Firefighter
	Johansson	Felix	Firefighter	Journey Technical	Firefighter

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**City of Hanford
Allocation List**

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Department/Division	Last	First	Current Allocation	Class Concept	Recommended Allocation
	Kurtz	Connor	Firefighter	Journey Technical	Firefighter
	Martinez	Gabriel	Firefighter	Journey Technical	Firefighter
	Maxson	Jacob	Firefighter	Journey Technical	Firefighter
	Mellon	Scott	Firefighter	Journey Technical	Firefighter
	Turner	Jared	Firefighter	Journey Technical	Firefighter
	Singh	Jaswant	Firefighter	Journey Technical	Firefighter
PARKS and RECREATION					
Administration	Miller	Craig	Parks and Recreation Director	Department Head	Parks and Recreation Director
	Venegas	Betty	Administrative Support Technician	Journey Technical	Administrative Technician
Recreation	Chavez	Susie	Recreation Supervisor	Supervisor	Recreation Supervisor
	DaSilva	Armando	Recreation Supervisor	Supervisor	Recreation Supervisor
Parks	Dias	Alvin	Parks Superintendent	Division Head	Parks Superintendent
	Elliott	Kinney	Parks Supervisor	Supervisor	Parks Supervisor
	Hernandez	Donnie	Maintenance Worker II	Journey Technical	Landscape Sevices Technician
	Cavazos	Hector	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
	Chapa	Eddie	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
	Dowling	Bruce	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
	Gutierrez	Larry	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
	Johnson	Willie	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
	Marquez	Jose	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
	Nicar	Ivan	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
	Rhea	Scott	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
	Silveira	Paul	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
	Tafolla	Pedro	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
POLICE					
Administration	Sever	Parker	Police Chief	Department Head	Police Chief
	Martin	Della	Administrative Support Technician	Journey Administrative Support	Administrative Assistant
Police Operations	Crowe	Patrick	Police Captain	Division Head	Police Captain
	Freiner	Greg	Police Lieutenant	Section Head	Police Lieutenant
	Huddleston	Stephanie	Police Sergeant	Supervisor	Police Sergeant
	Lutz	James	Police Sergeant	Supervisor	Police Sergeant
	Trovato	Alfred	Police Sergeant	Supervisor	Police Sergeant
	Vallin	Justin	Police Sergeant	Supervisor	Police Sergeant
	Allen	Chad	Police Corporal	Advanced Journey Technical	Police Corporal

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**City of Hanford
Allocation List**

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Department/Division	Last	First	Current Allocation	Class Concept	Recommended Allocation
	Bidegary	Jean	Police Corporal	Advanced Journey Technical	Police Corporal
	Williams	Dale	Police Corporal	Advanced Journey Technical	Police Corporal
	Martinez	Frank	Police Corporal	Advanced Journey Technical	Police Corporal
	Adams	James	Police Officer	Journey Technical	Police Officer
	Amador	Francisco	Police Officer	Journey Technical	Police Officer
	Carrillo	Mark	Police Officer	Journey Technical	Police Officer
	Chavez	Joshua	Police Officer	Journey Technical	Police Officer
	Cotta	Jarred	Police Officer	Journey Technical	Police Officer
	Dias	Raymond	Police Officer	Journey Technical	Police Officer
	Diener	Lawrence	Police Officer	Journey Technical	Police Officer
	Gallegos	Nancy	Police Officer	Journey Technical	Police Officer
	Hughson	Martha	Police Officer	Journey Technical	Police Officer
	Jaime	Rolando	Police Officer	Journey Technical	Police Officer
	Johnson	Broderick	Police Officer	Journey Technical	Police Officer
	Leeds	Larry	Police Officer	Journey Technical	Police Officer
	Levin	Joshua	Police Officer	Journey Technical	Police Officer
	Maldonado	David	Police Officer	Journey Technical	Police Officer
	Martinez	Angel	Police Officer	Journey Technical	Police Officer
	Mathews	Cory	Police Officer	Journey Technical	Police Officer
	Price	Tiffiney	Police Officer	Journey Technical	Police Officer
	Ragsdale	Joshua	Police Officer	Journey Technical	Police Officer
	Rivera	Jonathan	Police Officer	Journey Technical	Police Officer
	Scandura	Brian	Police Officer	Journey Technical	Police Officer
	Schmitz	Steven	Police Officer	Journey Technical	Police Officer
	Shearer	Joshua	Police Officer	Journey Technical	Police Officer
	Todd	Daniel	Police Officer	Journey Technical	Police Officer
	Vargas	Dennis	Police Officer	Journey Technical	Police Officer
	Vacant		Police Officer	Journey Technical	Police Officer
	Vacant		Police Officer	Journey Technical	Police Officer
(Gang Task Force)	Estrada	Nathaniel	Police Officer	Journey Technical	Police Officer
(Gang Task Force)	Stingley	Jason	Police Officer	Journey Technical	Police Officer
(K-9)	Ricks	Jeremy	Police Officer	Journey Technical	Police Officer
(Problem Oriented Policing)	Barker	Christifer	Police Officer	Journey Technical	Police Officer
(Problem Oriented Policing)	Sizemore	James	Police Officer	Journey Technical	Police Officer
(Traffic Enforcement)	Davis	Jeffrey	Police Officer	Journey Technical	Police Officer
(Traffic Enforcement)	Wheat	Kevin	Police Officer	Journey Technical	Police Officer
(Traffic Enforcement)	Smith	Keith	Police Officer	Journey Technical	Police Officer
	Deeds	Linda	Police Service Officer	Journey Technical	Police Service Technician
Support Services	Anderson	Karl	Police Captain	Division Head	Police Captain
Support Services	Hernandez	George	Police Lieutenant	Section Head	Police Lieutenant

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**City of Hanford
Allocation List**

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Department/Division	Last	First	Current Allocation	Class Concept	Recommended Allocation
	Cano	Albert	Police Sergeant	Supervisor	Police Sergeant
(Detective)	Edlund	James	Police Officer	Journey Technical	Police Officer
(Detective)	Gustin	Jason	Police Officer	Journey Technical	Police Officer
(Detective)	Pontecorvo	Richard	Police Officer - Permanently assigned	Journey Technical	Police Officer
(Detective)	Tomey	Ryan	Police Officer	Journey Technical	Police Officer
(Narcotics Task Force)	Henderson	John	Police Officer	Journey Technical	Police Officer
(School Resource Officer)	Jimenez	Gabriel	Police Corporal	Advanced Journey Technical	Police Corporal
(School Resource Officer)	Hernandez	Juan	Police Officer	Journey Technical	Police Officer
(School Resource Officer)	McCreary	Brent	Police Officer	Journey Technical	Police Officer
(School Resource Officer)	Snodgrass	Sean	Police Officer	Journey Technical	Police Officer
(School Resource Officer)	Westlund	Per	Police Officer	Journey Technical	Police Officer
	Rico	Ashley	Animal Control/Community Services Officer	Journey Technical	Animal Control Technician
	Uthoff	Amanda	Animal Control/Community Services Officer	Journey Technical	Animal Control Technician
	Hernandez-Willhite	Kim	Property and Evidence Technician	Journey Technical	Property and Evidence Technician
Records & Communications	Stinson	Maribel	Police Support Services Supervisor	Section Head	Police Support Services Administrator
	Gibbs	Janet	Lead Communications Dispatcher	Supervisor	Communications Dispatch Supervisor
	Johnson	Richard	Lead Communications Dispatcher	Supervisor	Communications Dispatch Supervisor
	Maness	Eileen	Lead Communications Dispatcher	Supervisor	Communications Dispatch Supervisor
	Robinson	Marta	Lead Communications Dispatcher	Supervisor	Communications Dispatch Supervisor
	Barnes	Toni	Communications Dispatcher	Journey Technical	Communications Dispatcher
	Bejar	Daisy	Communications Dispatcher	Journey Technical	Communications Dispatcher
	Caldera	Mayra	Communications Dispatcher	Journey Technical	Communications Dispatcher
	Gomez	Cambria	Communications Dispatcher	Journey Technical	Communications Dispatcher
	Hernandez	Stephanie	Communications Dispatcher	Journey Technical	Communications Dispatcher
	Hunter	Keri	Communications Dispatcher	Journey Technical	Communications Dispatcher
	McFarland	Liliana	Communications Dispatcher	Journey Technical	Communications Dispatcher
	Quandt	Dana	Communications Dispatcher	Journey Technical	Communications Dispatcher
	Smith	Raesanae	Communications Dispatcher	Journey Technical	Communications Dispatcher
	Springer	Susanne	Communications Dispatcher	Journey Technical	Communications Dispatcher
	Stevens	Deborah	Communications Dispatcher	Journey Technical	Communications Dispatcher
	Gregory	Debbie	Senior Records Assistant	Advanced Journey Clerical	Senior Police Records Assistant
	Feleppa	Heather	Police Records Assistant	Journey Clerical	Police Records Assistant
	Irby	Audrey	Police Records Assistant	Journey Clerical	Police Records Assistant
	Young	Jennifer	Police Records Assistant	Journey Clerical	Police Records Assistant
PUBLIC WORKS					
Administration	Camara	Lou	Public Works Director	Department Head	Public Works Director

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**City of Hanford
Allocation List**

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Department/Division	Last	First	Current Allocation	Class Concept	Recommended Allocation
	Doyel	John	Public Works Deputy Director/City Engineer	Assistant Department Head	Assistant Public Works Director/City Engineer
Building Maintenance	Shaw	Randall	Building Superintendent	Division Head	Building Superintendent
	Phelps	Richard	Facility Maintenance Technician	Journey Skilled	Facility Maintenance Technician II
	Wesley	Bruce	Maintenance Worker II	Entry Skilled	Facility Maintenance Technician I
	Burdine	Janell	Lead Custodian	Advanced Journey Semi-skilled	Senior Custodian
	Green	Randy	Custodian	Journey Semi-skilled	Custodian
	Puerner	Joshua	Custodian	Journey Semi-skilled	Custodian
	Vacant		Custodian	Journey Semi-skilled	Custodian
Engineering	Dock	Lisa	Deputy City Engineer	Division Head	Engineering Manager
	Baca	Christine	Administrative Support Technician	Journey Technical	Administrative Technician
	Vacant		Administrative Support Technician	Journey Technical	Administrative Technician
	Orosco	Mario	Senior Administrative Analyst	Advanced Journey Professional	Senior Administrative Analyst
	Vacant		Senior Engineer	Advanced Journey Professional	Senior Civil Engineer
	Dihel	Taylor	Associate Engineer	Entry Professional	Assistant Engineer
	Dailey	Shawn	Senior Engineering Technician	Journey Technical	Engineering Technician II
	Kuenning	Christopher	Senior Engineering Technician	Journey Technical	Engineering Technician II
	Palacio	Juan	Senior Engineering Technician	Journey Technical	Engineering Technician II
	Compton	Gus	Construction Inspector	Journey Technical	Construction Inspector II
	Coodey	Steve	Construction Inspector	Journey Technical	Construction Inspector II
	Herrera	Gregory	Construction Inspector	Journey Technical	Construction Inspector II
Fleet	Bettencourt	Thomas	Fleet Superintendent	Division Head	Fleet Superintendent
	Elliott	Marty	Lead Fleet Mechanic	Advanced Journey Skilled	Senior Fleet Mechanic
	Fagundes	Michael	Fleet Mechanic	Journey Skilled	Fleet Mechanic II
	Flores	Anthony	Fleet Mechanic	Journey Skilled	Fleet Mechanic II
	Lohse	Chris	Fleet Mechanic	Journey Skilled	Fleet Mechanic II
	Morado	Gustavo	Fleet Mechanic	Journey Skilled	Fleet Mechanic II
	Rhodes	Randall	Fleet Mechanic	Journey Skilled	Fleet Mechanic II
Refuse	Smith	William	Refuse Superintendent	Division Head	Refuse Superintendent
	Carrillo	Ruben	Refuse Supervisor	Supervisor	Refuse Supervisor
	Alvarado	Theodore	Refuse Collector	Journey Semi-skilled	Refuse Collector
	Alvarez	Jairo	Refuse Collector	Journey Semi-skilled	Refuse Collector

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**City of Hanford
Allocation List**

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Department/Division	Last	First	Current Allocation	Class Concept	Recommended Allocation
	Anaya	John	Refuse Collector	Journey Semi-skilled	Refuse Collector
	Anaya	Robert	Refuse Collector	Journey Semi-skilled	Refuse Collector
	Breshears	Heath	Refuse Collector	Journey Semi-skilled	Refuse Collector
	Cortez	Heriberto	Refuse Collector	Journey Semi-skilled	Refuse Collector
	Estrada	Thomas	Refuse Collector	Journey Semi-skilled	Refuse Collector
	Hernandez	Jonathan	Refuse Collector	Journey Semi-skilled	Refuse Collector
	Hernandez	Michael	Refuse Collector	Journey Semi-skilled	Refuse Collector
	Loya	Rick	Refuse Collector	Journey Semi-skilled	Refuse Collector
	Loya, Jr.	Robert	Refuse Collector	Journey Semi-skilled	Refuse Collector
	Rivero	Javier	Refuse Collector	Journey Semi-skilled	Refuse Collector
	Rojas	Manuel	Refuse Collector	Journey Semi-skilled	Refuse Collector
	Silva	Dustin	Refuse Collector	Journey Semi-skilled	Refuse Collector
	Silvestre	Luis	Refuse Collector	Journey Semi-skilled	Refuse Collector
	Sumaya	Steven	Refuse Collector	Journey Semi-skilled	Refuse Collector
	Villagran	Desmond	Refuse Collector	Journey Semi-skilled	Refuse Collector
	Andrada	Ryan	Refuse Service Worker	Journey Semi-skilled	Refuse Service Worker
	Hughes	Michael	Refuse Service Worker	Journey Semi-skilled	Refuse Service Worker
	Mechem	Nicholas	Refuse Service Worker	Journey Semi-skilled	Refuse Service Worker
Streets	Sterling	Russ	Street Superintendent	Division Head	Street Superintendent
	Blackburn	Kevin	Street Supervisor	Supervisor	Street Supervisor
	Trujillo	Lawrence	Heavy Equipment Operator	Advanced Journey Semi-Skilled	Heavy Equipment Operator
	Brieno	Frank	Lead Maintenance Worker-Streets	Advanced Journey Semi-Skilled	Senior Maintenance Worker
	Arias	Alex	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
	Balver	Joseph	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
	Martinez	Gilbert	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
	Solorio	Andrew	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
	Creegan	Tim	Sweeper Operator	Journey Semi-skilled	Sweeper Operator
	Johnson	Willie	Sweeper Operator	Journey Semi-skilled	Sweeper Operator
	Rodriguez	Chris	Sweeper Operator	Journey Semi-skilled	Sweeper Operator
	Rold	Robert	Sweeper Operator	Journey Semi-skilled	Sweeper Operator
	Dean	Bryan	Traffic Control Technician	Journey Skilled	Traffic Control Technician
	Lair	James	Traffic Control Technician	Journey Skilled	Traffic Control Technician
Utilities	Cosenza	Michael	Utilities Superintendent	Division Head	Utilities Superintendent
	Williams	Bob	Utilities Supervisor	Supervisor	Utilities Supervisor
Storm Drain	Glover	Bryan	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
	Casares	Mark	Maintenance Worker I	Entry Semi-skilled	Maintenance Worker I
	Peterson	John	Maintenance Worker I	Entry Semi-skilled	Maintenance Worker I

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**City of Hanford
Allocation List**

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Department/Division	Last	First	Current Allocation	Class Concept	Recommended Allocation
Water	Vacant		New Position	Journey Professional	Regulatory Compliance Analyst
	Vacant		New Position	Journey Technical	Water Conservation Technician
	Gallegos	Manny	Lead Maintenance Worker Utilities	Advanced Journey Semi-skilled	Senior Utilities Maintenance Worker
	Nunes	Ed	Lead Maintenance Worker Utilities	Advanced Journey Semi-skilled	Senior Utilities Maintenance Worker
	Becerra	Ramon	Utilities Maintenance Worker II	Journey Semi-skilled	Utilities Maintenance Worker II
	Bone	Justin	Utilities Maintenance Worker II	Journey Semi-skilled	Utilities Maintenance Worker II
	Brown	Don	Utilities Maintenance Worker II	Journey Semi-skilled	Utilities Maintenance Worker II
	Coelho	Michael	Utilities Maintenance Worker II	Journey Semi-skilled	Utilities Maintenance Worker II
	France	Brian	Utilities Maintenance Worker II	Journey Semi-skilled	Utilities Maintenance Worker II
	Gonzales	Seth	Utilities Maintenance Worker II	Journey Semi-skilled	Utilities Maintenance Worker II
	Hodson	Eric	Utilities Maintenance Worker II	Journey Semi-skilled	Utilities Maintenance Worker II
	Martinez	Christopher	Utilities Maintenance Worker II	Journey Semi-skilled	Utilities Maintenance Worker II
	Martinez	Sam	Utilities Maintenance Worker II	Journey Semi-skilled	Utilities Maintenance Worker II
	Puga	Ricardo	Utilities Maintenance Worker II	Journey Semi-skilled	Utilities Maintenance Worker II
	Elias	Alexander	Utilities Maintenance Worker I	Entry Semi-skilled	Utilities Maintenance Worker I
Wastewater Treatment Plant	Sisneroz	Robert	WWTP Superintendent	Division Head	WWTP Superintendent
	(Interim) Bettencourt	Joseph	WWTP Supervisor	Supervisor	WWTP Supervisor
	Engen-Garza	April	WWTP Lab Technician	Journey Professional	Regulatory Compliance Analyst
	Serpa	Kirby	WWTP Lab Assistant	Journey Technical	WWTP Lab Technician II
	Estrada	Jacqueline	WWTP Lab Assistant	Entry Technical	WWTP Lab Technician I
	Bettencourt	Joseph	WWTP Operator II	Journey Technical	WWTP Operator - Grade II
	Elszy	Eugene	WWTP Operator II	Journey Technical	WWTP Operator - Grade II
	Salgado	Isaac	WWTP Operator II	Journey Technical	WWTP Operator - Grade II
	Tomlinson	John	WWTP Operator II	Journey Technical	WWTP Operator - Grade II
	Ivy	Jang	WWTP Operator Trainee	Trainee Technical	WWTP Operator - Trainee
	Woods	Cole	WWTP Operator Trainee	Trainee Technical	WWTP Operator - Trainee
	Vacant		WWTP Operator II	Flex-staff Technical	WWTP Operator - Trainee/Grade I/Grade II
Sewer Collections	Vacant		Lead Maintenance Worker Utilities	Advanced Journey Semi-skilled	Senior Maintenance Worker
	Cossey	Michael	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
	Kelly	Ryan	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
	Valdez	Michael	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II
	Ventuleth	Craig	Maintenance Worker II	Journey Semi-skilled	Maintenance Worker II

Attachment: Hanford Final Alloc List (1460 : Receive Classification & Compensation Study)

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CONSULTING

CITY OF HANFORD
2016 COMPENSATION STUDY
MAY 2016 – DRAFT REPORT

Prepared by
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SECTION I - PROJECT OVERVIEW

Bryce Consulting was retained by the City of Hanford to conduct a comprehensive compensation study for City classifications. This report presents the compensation survey results and salary recommendations. The report includes:

- Section I Project Overview
- Section II Compensation Survey Parameters
- Section III Compensation Survey Results
- Section IV Salary Recommendations

STUDY OBJECTIVES

The study consisted of the following objectives:

- Collect and analyze base salary and benefit survey data for the selected survey classes from the City's labor market.
- Conduct an internal relationship analysis to ensure consistency with industry standards and internal equity within the City.
- Recommend salaries for City classifications taking into consideration both market and internal relationships.

SECTION II – COMPENSATION SURVEY PARAMETERS

This section of the report presents the compensation survey parameters and includes:

- Selection of labor market employers and survey classes
- Survey scope
- Survey methodology

SURVEY EMPLOYERS

The overall objective in selecting survey employers is to define as accurately as possible the City's "Labor Market." A labor market consists of those employers with whom the City would compete with for employees. The criteria typically utilized in identifying those employers includes the following:

- **EMPLOYER SIZE** - As a general rule, the more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. Specifically, agencies of similar size to the City of Hanford are likely to have departmental structures and organization of positions more similar to the City than organizations that are significantly larger or smaller in size.
- **GEOGRAPHIC PROXIMITY** - Geographic proximity is another factor utilized in identifying an appropriate labor market. This factor is particularly important because it identifies those employers that the City would most likely compete with to recruit and retain quality staff.
- **NATURE OF SERVICES PROVIDED** - As a general rule, similar organizations are selected as survey employers, because they provide similar services. This is important for the following reasons:
 - Employers who provide similar services are most likely to compete with one another for employees
 - These employers are most likely to have comparable jobs
 - These employers are most likely to have similar organizational characteristics

While some survey agencies may not meet all of the criteria, it is important to have a balanced labor market.

LABOR MARKET

Table 1, below, displays the five survey agencies identified by the City. All of the agencies participated in the study.

Table 1 Survey Agencies
City of Madera
City of Porterville
City of Tulare
City of Visalia
Kings County

SURVEY CLASSES

The number of classifications selected to survey is somewhat dependent on the number of classifications a particular agency has within their classification plan. For instance, a smaller agency may have all or nearly all of their classifications selected as survey classes while a larger organization may have only one-third to one-half of the classifications within their organization surveyed, as larger organizations often have stronger internal relationships between classifications. **Table 2** displays the survey classifications.

Table 2 Survey Classifications
Accountant
Accounting Clerk
Accounting Technician
Administrative Analyst II
Administrative Assistant
Administrative Technician
Animal Control Technician
Assistant Public Works Director/City Engineer
Associate Civil Engineer
Associate Planner
Battalion Chief
Building Inspector II
Building Official
Building Superintendent
City Clerk
City Manager
Code Compliance Officer
Communications Dispatcher
Communications Supervisor
Community Development Director
Construction Inspector II
Custodian
Development Services Technician
Engineering Manager
Engineering Technician II
Facility Maintenance Technician II
Finance Director
Finance Manager
Fire Captain
Fire Chief
Fire Engineer
Fire Prevention Coordinator

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Table 2 Survey Classifications
Firefighter
Fleet Mechanic II
Fleet Superintendent
Heavy Equipment Operator
Human Resources Analyst
Human Resources Manager
Human Resources Technician
Information Technology Manager
Irrigation Technician
Landscape Services Technician
Maintenance Worker II
Meter Reader
Parks and Recreation Director
Parks Superintendent
Parks Supervisor
Police Captain
Police Chief
Police Officer
Police Records Assistant
Police Sergeant
Police Service Technician
Police Support Services Administrator
Property and Evidence Technician
Public Works Director
Recreation Supervisor
Refuse Collector
Refuse Service Worker
Refuse Supervisor
Refuse Superintendent
Regulatory Compliance Analyst
Senior Administrative Analyst
Senior Civil Engineer
Senior Planner
Streets Superintendent
Streets Supervisor
Sweeper Operator
Traffic Control Technician
Utilities Maintenance Worker II
Utilities Superintendent
Utilities Supervisor
Wastewater Treatment Plant Laboratory Technician II
Wastewater Treatment Plant Operator - Grade II

Attachment: Draft Compensation Report (1460 : Receive Classification & Compensation Study)

Table 2
Survey Classifications
Wastewater Treatment Plant Superintendent
Wastewater Treatment Plant Supervisor
Water Conservation Technician

SURVEY SCOPE

The scope of the survey included the labor market agencies presented in this report. The data collected for each survey class included:

- Title of each comparable class
- Entry and top step monthly salary
- Cash add-ons to base salary including:
 - ◆ Employer pick-up of the employee contribution for retirement (PERS pick-up) for new CalPERS “classic” employees
 - ◆ Longevity pay at year 10
 - ◆ Deferred compensation contribution made by the employer
- Employer contributions for insurances (cafeteria, health, dental, vision, life, long term disability)
- Social Security paid by the employer
- Employer contribution to Retiree Health Savings Plan
- Amount the employee pays towards the employer’s portion of PERS
- Certification/Education Incentive
- Uniform (Police & Fire)
- Auto Allowance (Department Heads)
- Future Cost of living increase
- Retirement practices
- Contribution to retiree health contribution
- Leave benefits (vacation, sick leave, holiday, and administrative leave)
- Assignment Pay (Police)

SURVEY METHODOLOGY

The survey methodology utilized by Bryce Consulting included:

- An initial telephone call to each labor market employer to explain the purpose and scope of the survey and to confirm cooperation.

- A survey sent to each labor market employer that included a detailed questionnaire for collecting the salary and benefit data.
- Agency websites were utilized to collect information, where available, as well as to collect and review job descriptions, organizational charts, and budget documents to determine comparability.

In addition to the collection of base salary and benefit information, careful efforts were made to document the full-range of duties and requirements of all job classes as comparable to the City's corresponding survey classes. This included the collection of:

- Reporting relationships
- Functional areas of responsibility
- The class's relationship to other classes in the series

The labor market mean was calculated for maximum base salary, total cash and total compensation. The data was collected in February and March 2016.

SECTION III – COMPENSATION SURVEY RESULTS

This section of the report presents the compensation survey findings including base salary, total cash and total compensation. As indicated in the previous section, the survey involved the collection of compensation information for each of the survey classes from the labor market employers identified. **Table 3** displays the comparability for each survey classification. If fewer than three comparable classes were found in the labor market, Bryce considered the data to be insufficient.

Table 3 Comparability	
Survey Classification	Number of Comparable Matches
Accountant	4
Accounting Clerk	3
Accounting Technician	5
Administrative Analyst II	5
Administrative Assistant	5
Administrative Technician	1*
Animal Control Technician	4
Assistant Public Works Director/City Engineer	1*
Associate Civil Engineer	3
Associate Planner	4
Battalion Chief	4
Building Inspector II	5
Building Official	5
Building Superintendent	1*
City Clerk	4
City Manager	5
Code Compliance Officer	4
Communications Dispatcher	5
Communications Supervisor	1*
Community Development Director	3
Construction Inspector II	4
Custodian	3
Development Services Technician	4
Engineering Manager	5
Engineering Technician II	5
Facility Maintenance Technician II	2*
Finance Director	5
Finance Manager	3
Fire Captain	4

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Table 3 Comparability	
Survey Classification	Number of Comparable Matches
Fire Chief	4
Fire Engineer	4
Fire Prevention Coordinator	0*
Firefighter	2*
Fleet Mechanic II	5
Fleet Superintendent	3
Heavy Equipment Operator	5
Human Resources Analyst	4
Human Resources Manager	1*
Human Resources Technician	4
Information Technology Manager	4
Irrigation Technician	1*
Landscape Services Technician	1*
Maintenance Worker II	5
Meter Reader	1*
Parks and Recreation Director	3
Parks Superintendent	4
Parks Supervisor	3
Police Captain	5
Police Chief	4
Police Officer	5
Police Records Assistant	5
Police Sergeant	5
Police Service Technician	4
Police Support Services Administrator	2*
Property and Evidence Technician	3
Public Works Director	4
Recreation Supervisor	4
Refuse Collector	3
Refuse Service Worker	2*
Refuse Supervisor	2*
Refuse Superintendent	2*
Regulatory Compliance Analyst	0*
Senior Administrative Analyst	2*
Senior Civil Engineer	4
Senior Planner	2*
Streets Superintendent	4
Streets Supervisor	4

Attachment: Draft Compensation Report (1460 : Receive Classification & Compensation Study)

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Table 3 Comparability	
Survey Classification	Number of Comparable Matches
Sweeper Operator	3
Traffic Control Technician	3
Utilities Maintenance Worker II	1*
Utilities Superintendent	2*
Utilities Supervisor	2*
Wastewater Treatment Plant Laboratory Technician II	2*
Wastewater Treatment Plant Operator - Grade II	4
Wastewater Treatment Plant Superintendent	4
Wastewater Treatment Plant Supervisor	1*
Water Conservation Technician	0*

*Insufficient Data

Attachment: Draft Compensation Report (1460 : Receive Classification & Compensation Study)

BASE SALARY SURVEY RESULTS

The data has been organized into a series of tables that summarize the City's relationship to the labor market for each class. The compensation survey data sheets are presented in **Appendix A** of this report. **Table 4** summarizes, for each classification, how the City's base salaries compare to the labor market. The following data is presented:

- Title of the City's classification
- The City's current maximum monthly base salary for each classification
- The mean of the labor market for maximum monthly base salary
- Percentage the City's maximum base salary is above or below the mean of the labor market for base salary

TABLE 4 SUMMARY OF BASE SALARY			
Survey Classification	Hanford Maximum Base Salary	Labor Market Mean Base Salary	% Hanford is Above or Below Labor Market Mean (+/-)
Accountant	\$6,044	\$5,624	6.95%
Accounting Clerk	\$3,442	\$3,522	-2.32%
Accounting Technician	\$3,994	\$4,209	-5.39%
Administrative Analyst II	\$5,563	\$5,613	-0.91%
Administrative Assistant	\$3,494	\$4,043	-15.72%
Administrative Technician	\$3,494	Insuff Data	---
Animal Control Technician	\$3,526	\$3,707	-5.13%
Assistant Public Works Director/City Engineer	\$10,232	Insuff Data	---
Associate Civil Engineer	\$6,814	\$6,766	0.70%
Associate Planner	New Class	\$5,818	New Class
Battalion Chief	\$9,689	\$8,937	7.76%
Building Inspector II	\$4,938	\$5,194	-5.18%
Building Official	\$7,473	\$7,844	-4.97%
Building Superintendent	\$6,165	Insuff Data	---
City Clerk	\$6,612	\$7,342	-11.04%
City Manager	\$14,000	\$15,599	-11.42%
Code Compliance Officer	\$4,437	\$4,678	-5.42%
Communications Dispatcher	\$3,873	\$4,103	-5.93%
Communications Supervisor	\$4,473	Insuff Data	---
Community Development Director	\$10,780	\$12,034	-11.63%
Construction Inspector II	\$4,933	\$5,246	-6.35%
Custodian	\$3,106	\$2,972	4.30%
Development Services Technician	\$3,873	\$4,131	-6.67%

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TABLE 4
SUMMARY OF BASE SALARY

Survey Classification	Hanford Maximum Base Salary	Labor Market Mean Base Salary	% Hanford is Above or Below Labor Market Mean (+/-)
Engineering Manager	\$9,201	\$8,972	2.49%
Engineering Technician II	\$4,513	\$4,805	-6.47%
Facility Maintenance Technician II	\$4,158	Insuff Data	---
Finance Director	\$10,798	\$11,291	-4.56%
Finance Manager	\$8,710	\$8,104	6.96%
Fire Captain	\$6,898	\$6,837	0.89%
Fire Chief	\$11,289	\$11,904	-5.44%
Fire Engineer	\$5,683	\$5,715	-0.56%
Fire Prevention Coordinator	\$4,437	Insuff Data	---
Firefighter	\$5,183	Insuff Data	---
Fleet Mechanic II	\$4,293	\$4,118	4.07%
Fleet Superintendent	\$5,999	\$6,044	-0.74%
Heavy Equipment Operator	\$3,865	\$3,957	-2.39%
Human Resources Analyst	New Class	\$6,042	New Class
Human Resources Manager	\$9,744	Insuff Data	---
Human Resources Technician	\$3,494	\$4,467	-27.85%
Information Technology Manager	\$8,014	\$8,216	-2.52%
Irrigation Technician	New Class	Insuff Data	New Class
Landscape Services Technician	\$3,699	Insuff Data	---
Maintenance Worker II	\$3,699	\$3,761	-1.69%
Meter Reader	\$3,268	Insuff Data	---
Parks and Recreation Director	\$9,058	\$10,488	-15.79%
Parks Superintendent	\$6,165	\$6,377	-3.43%
Parks Supervisor	\$5,248	\$5,016	4.41%
Police Captain	\$9,318	\$9,676	-3.84%
Police Chief	\$11,786	\$12,434	-5.50%
Police Officer	\$5,888	\$5,534	6.01%
Police Records Assistant	\$3,442	\$3,515	-2.13%
Police Sergeant	\$7,219	\$7,081	1.91%
Police Service Technician	\$3,725	\$3,836	-2.98%
Police Support Services Administrator	\$5,634	Insuff Data	---
Property and Evidence Technician	\$4,259	\$3,969	6.80%
Public Works Director	\$11,518	\$11,643	-1.09%
Recreation Supervisor	\$5,248	\$5,088	3.05%
Refuse Collector	\$3,677	\$3,894	-5.89%
Refuse Service Worker	\$3,850	Insuff Data	---
Refuse Supervisor	\$4,888	Insuff Data	---
Refuse Superintendent	\$6,359	Insuff Data	---

Attachment: Draft Compensation Report (1460 : Receive Classification & Compensation Study)

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**TABLE 4
SUMMARY OF BASE SALARY**

Survey Classification	Hanford Maximum Base Salary	Labor Market Mean Base Salary	% Hanford is Above or Below Labor Market Mean (+/-)
Regulatory Compliance Analyst	\$4,637	Insuff Data	---
Senior Administrative Analyst	\$7,703	Insuff Data	---
Senior Civil Engineer	\$7,703	\$7,663	0.53%
Senior Planner	\$6,211	Insuff Data	---
Streets Superintendent	\$6,487	\$6,990	-7.76%
Streets Supervisor	\$5,008	\$4,637	7.42%
Sweeper Operator	\$3,873	\$3,712	4.16%
Traffic Control Technician	\$3,932	\$4,785	-21.70%
Utilities Maintenance Worker II	\$3,873	Insuff Data	---
Utilities Superintendent	\$6,910	Insuff Data	---
Utilities Supervisor	\$5,335	Insuff Data	---
Wastewater Treatment Plant Laboratory Technician II	\$3,536	Insuff Data	---
Wastewater Treatment Plant Operator - Grade II	\$4,158	\$4,217	-1.42%
Wastewater Treatment Plant Superintendent	\$6,971	\$7,008	-0.53%
Wastewater Treatment Plant Supervisor	\$5,886	Insuff Data	---
Water Conservation Technician	New Class	New Class	---

Attachment: Draft Compensation Report (1460 : Receive Classification & Compensation Study)

TOTAL CASH SURVEY RESULTS

Total cash represents the maximum base salary plus the employee's share of retirement paid by the City, the City's contribution towards deferred compensation, longevity pay at year 10, auto allowance for department heads, and education/certification pay and uniform allowance for Police and Fire classifications. **Table 5** displays, for each classification, how the City compares to the labor market with respect to total cash. The following data is presented:

- Title of the City's classification
- The City's current total cash for each classification
- The mean of the labor market for total cash
- Percentage the City's total cash is above or below the mean of the labor market for total cash

TABLE 5 SUMMARY OF TOTAL CASH			
Survey Classification	Hanford Total Cash	Labor Market Mean Total Cash	% Hanford is Above or Below Labor Market Mean (+/-)
Accountant	\$6,509	\$5,771	11.33%
Accounting Clerk	\$3,442	\$3,522	-2.32%
Accounting Technician	\$4,356	\$4,282	1.70%
Administrative Analyst II	\$6,004	\$5,771	3.88%
Administrative Assistant	\$3,494	\$4,152	-18.83%
Administrative Technician	\$3,494	Insuff Data	---
Animal Control Technician	\$3,526	\$3,787	-7.41%
Assistant Public Works Director/City Engineer	\$10,906	Insuff Data	---
Associate Civil Engineer	\$7,317	\$7,000	4.33%
Associate Planner	New Class	\$5,970	New Class
Battalion Chief	\$10,598	\$9,398	11.33%
Building Inspector II	\$4,938	\$5,280	-6.92%
Building Official	\$8,009	\$8,082	-0.91%
Building Superintendent	\$6,636	Insuff Data	---
City Clerk	\$7,105	\$7,579	-6.67%
City Manager	\$15,363	\$16,065	-4.57%
Code Compliance Officer	\$4,437	\$4,775	-7.63%
Communications Dispatcher	\$3,873	\$4,187	-8.11%
Communications Supervisor	\$4,473	Insuff Data	---
Community Development Director	\$11,482	\$12,378	-7.81%
Construction Inspector II	\$4,933	\$5,340	-8.25%

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**TABLE 5
SUMMARY OF TOTAL CASH**

Survey Classification	Hanford Total Cash	Labor Market Mean Total Cash	% Hanford is Above or Below Labor Market Mean (+/-)
Custodian	\$3,106	\$2,972	4.30%
Development Services Technician	\$3,873	\$4,211	-8.72%
Engineering Manager	\$9,824	\$9,247	5.87%
Engineering Technician II	\$4,513	\$4,880	-8.14%
Facility Maintenance Technician II	\$4,158	Insuff Data	---
Finance Director	\$11,500	\$11,705	-1.78%
Finance Manager	\$9,308	\$8,472	8.98%
Fire Captain	\$8,570	\$7,582	11.53%
Fire Chief	\$12,116	\$12,837	-5.95%
Fire Engineer	\$7,143	\$6,373	10.78%
Fire Prevention Coordinator	\$4,437	Insuff Data	---
Firefighter	\$6,555	Insuff Data	---
Fleet Mechanic II	\$4,293	\$4,186	2.49%
Fleet Superintendent	\$6,461	\$6,356	1.64%
Heavy Equipment Operator	\$3,865	\$4,019	-3.98%
Human Resources Analyst	New Class	\$6,094	New Class
Human Resources Manager	\$10,394	Insuff Data	---
Human Resources Technician	\$3,494	\$4,633	-32.59%
Information Technology Manager	\$8,577	\$8,268	3.60%
Irrigation Technician	New Class	Insuff Data	New Class
Landscape Services Technician	\$3,699	Insuff Data	---
Maintenance Worker II	\$3,699	\$3,821	-3.29%
Meter Reader	\$3,268	Insuff Data	---
Parks and Recreation Director	\$9,723	\$10,960	-12.72%
Parks Superintendent	\$6,636	\$6,632	0.06%
Parks Supervisor	\$5,673	\$5,188	8.54%
Police Captain	\$10,745	\$10,635	1.03%
Police Chief	\$12,638	\$13,318	-5.39%
Police Officer	\$6,887	\$6,198	10.00%
Police Records Assistant	\$3,442	\$3,574	-3.82%
Police Sergeant	\$8,384	\$7,885	5.95%
Police Service Technician	\$3,725	\$3,836	-2.98%
Police Support Services Administrator	\$6,078	Insuff Data	---
Property and Evidence Technician	\$4,259	\$4,080	4.21%
Public Works Director	\$12,256	\$12,002	2.08%
Recreation Supervisor	\$5,673	\$5,229	7.83%
Refuse Collector	\$3,677	\$3,894	-5.89%
Refuse Service Worker	\$3,850	Insuff Data	---

Attachment: Draft Compensation Report (1460 : Receive Classification & Compensation Study)

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TABLE 5
SUMMARY OF TOTAL CASH

Survey Classification	Hanford Total Cash	Labor Market Mean Total Cash	% Hanford is Above or Below Labor Market Mean (+/-)
Refuse Supervisor	\$5,295	Insuff Data	---
Refuse Superintendent	\$6,839	Insuff Data	---
Regulatory Compliance Analyst	\$4,637	Insuff Data	---
Senior Administrative Analyst	\$8,251	Insuff Data	---
Senior Civil Engineer	\$8,251	\$7,846	4.91%
Senior Planner	\$6,684	Insuff Data	---
Streets Superintendent	\$6,974	\$7,208	-3.35%
Streets Supervisor	\$5,421	\$4,769	12.03%
Sweeper Operator	\$3,873	\$3,814	1.52%
Traffic Control Technician	\$3,932	\$4,938	-25.58%
Utilities Maintenance Worker II	\$3,873	Insuff Data	---
Utilities Superintendent	\$7,418	Insuff Data	---
Utilities Supervisor	\$5,764	Insuff Data	---
Wastewater Treatment Plant Laboratory Technician II	\$3,536	Insuff Data	---
Wastewater Treatment Plant Operator - Grade II	\$4,158	\$4,303	-3.50%
Wastewater Treatment Plant Superintendent	\$7,482	\$7,205	3.70%
Wastewater Treatment Plant Supervisor	\$6,343	Insuff Data	---
Water Conservation Technician	New Class	New Class	---

Attachment: Draft Compensation Report (1460 : Receive Classification & Compensation Study)

TOTAL COMPENSATION SURVEY RESULTS

Total compensation represents the elements included in total cash plus employer contribution towards health, dental, vision, life, long term disability insurance, retiree health savings, social security, and the amount the employee pays towards the employer's cost of retirement. **Table 6** displays, for each classification, how the City compares to the labor market with respect to total compensation. The following data is presented:

- Title of the City's classification
- The City's current total compensation for each classification
- The labor market mean for total compensation
- Percentage the City's total compensation is above or below the mean of the labor market for total compensation

**TABLE 6
SUMMARY OF TOTAL COMPENSATION**

Survey Classification	Hanford Total Compensation (Less ER Share of Retirement Paid by EE and RHSA EE contribution)	Labor Market Mean Total Compensation	% Hanford is Above or Below Labor Market Mean (+/-)
Accountant	\$7,682	\$7,201	6.26%
Accounting Clerk	\$4,552	\$4,718	-3.65%
Accounting Technician	\$5,494	\$5,602	-1.97%
Administrative Analyst II	\$7,169	\$7,214	-0.64%
Administrative Assistant	\$4,604	\$5,560	-20.76%
Administrative Technician	\$4,604	Insuff Data	---
Animal Control Technician	\$4,637	\$5,155	-11.17%
Assistant Public Works Director/City Engineer	\$12,153	Insuff Data	---
Associate Civil Engineer	\$8,504	\$8,529	-0.29%
Associate Planner	New Class	\$7,423	New Class
Battalion Chief	\$12,097	\$10,573	12.60%
Building Inspector II	\$6,069	\$6,614	-8.97%
Building Official	\$9,208	\$9,545	-3.67%
Building Superintendent	\$7,811	Insuff Data	---
City Clerk	\$8,289	\$8,927	-7.70%
City Manager	\$16,783	\$17,630	-5.04%
Code Compliance Officer	\$5,561	\$6,175	-11.05%
Communications Dispatcher	\$4,989	\$5,511	-10.46%

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TABLE 6
SUMMARY OF TOTAL COMPENSATION

Survey Classification	Hanford Total Compensation (Less ER Share of Retirement Paid by EE and RHSA EE contribution)	Labor Market Mean Total Compensation	% Hanford is Above or Below Labor Market Mean (+/-)
Communications Supervisor	\$5,598	Insuff Data	---
Community Development Director	\$13,039	\$13,881	-6.45%
Construction Inspector II	\$6,064	\$6,663	-9.88%
Custodian	\$4,211	\$4,047	3.89%
Development Services Technician	\$4,989	\$5,540	-11.04%
Engineering Manager	\$11,052	\$10,735	2.87%
Engineering Technician II	\$5,638	\$6,218	-10.29%
Facility Maintenance Technician II	\$5,278	Insuff Data	---
Finance Director	\$13,059	\$13,235	-1.35%
Finance Manager	\$10,528	\$10,191	3.20%
Fire Captain	\$9,945	\$8,649	13.03%
Fire Chief	\$13,696	\$14,081	-2.81%
Fire Engineer	\$8,285	\$7,439	10.21%
Fire Prevention Coordinator	\$5,561	Insuff Data	---
Firefighter	\$7,690	Insuff Data	---
Fleet Mechanic II	\$5,415	\$5,508	-1.72%
Fleet Superintendent	\$7,634	\$8,108	-6.21%
Heavy Equipment Operator	\$4,981	\$5,337	-7.15%
Human Resources Analyst	New Class	\$7,380	New Class
Human Resources Manager	\$11,905	Insuff Data	---
Human Resources Technician	\$4,604	\$6,186	-34.36%
Information Technology Manager	\$9,785	\$9,580	2.09%
Irrigation Technician	New Class	Insuff Data	New Class
Landscape Services Technician	\$4,812	Insuff Data	---
Maintenance Worker II	\$4,812	\$5,132	-6.64%
Meter Reader	\$4,375	Insuff Data	---
Parks and Recreation Director	\$11,204	\$12,441	-11.04%
Parks Superintendent	\$7,811	\$8,186	-4.79%
Parks Supervisor	\$6,832	\$6,520	4.58%
Police Captain	\$11,940	\$11,971	-0.26%
Police Chief	\$14,240	\$14,702	-3.25%
Police Officer	\$8,032	\$7,459	7.13%
Police Records Assistant	\$4,552	\$4,891	-7.46%
Police Sergeant	\$9,548	\$9,137	4.31%
Police Service Technician	\$4,839	\$4,980	-2.91%

Attachment: Draft Compensation Report (1460 : Receive Classification & Compensation Study)

**TABLE 6
SUMMARY OF TOTAL COMPENSATION**

Survey Classification	Hanford Total Compensation (Less ER Share of Retirement Paid by EE and RHSA EE contribution)	Labor Market Mean Total Compensation	% Hanford is Above or Below Labor Market Mean (+/-)
Police Support Services Administrator	\$7,245	Insuff Data	---
Property and Evidence Technician	\$5,381	\$5,481	-1.86%
Public Works Director	\$13,847	\$13,364	3.48%
Recreation Supervisor	\$6,832	\$6,555	4.07%
Refuse Collector	\$4,790	\$4,981	-3.98%
Refuse Service Worker	\$4,966	Insuff Data	---
Refuse Supervisor	\$6,448	Insuff Data	---
Refuse Superintendent	\$8,018	Insuff Data	---
Regulatory Compliance Analyst	\$5,764	Insuff Data	---
Senior Administrative Analyst	\$9,453	Insuff Data	---
Senior Civil Engineer	\$9,453	\$9,314	1.47%
Senior Planner	\$7,860	Insuff Data	---
Streets Superintendent	\$8,155	\$8,692	-6.58%
Streets Supervisor	\$6,576	\$6,169	6.19%
Sweeper Operator	\$4,989	\$5,213	-4.50%
Traffic Control Technician	\$5,049	\$6,283	-24.44%
Utilities Maintenance Worker II	\$4,989	Insuff Data	---
Utilities Superintendent	\$8,607	Insuff Data	---
Utilities Supervisor	\$6,925	Insuff Data	---
Wastewater Treatment Plant Laboratory Technician II	\$4,647	Insuff Data	---
Wastewater Treatment Plant Operator - Grade II	\$5,278	\$5,628	-6.63%
Wastewater Treatment Plant Superintendent	\$8,672	\$8,536	1.57%
Wastewater Treatment Plant Supervisor	\$7,514	Insuff Data	---
Water Conservation Technician	New Class	New Class	---

On average, the City is 3.02% below market for base salary when compared to the labor market mean, 1.24% below market for total cash, and 3.41% below market for total compensation.

MISCELLANEOUS BENEFIT DATA

The tables provided in **Appendix B** present the miscellaneous benefit data that was collected including cost of living information, retirement practices, certification/education pay details, retiree health benefits, leave

benefits, and assignment pay for Police.

COST OF LIVING INCREASE – APPENDIX B1 - TABLE 1

With respect to cost of living, the City is scheduled for a cost of living increase of 2% for confidential and management classifications in July, with no increase scheduled for other groups.

Three of the responding agencies have an increase scheduled for 2016, depending on bargaining unit, with the amounts ranging from 2% to 4%.

RETIREMENT PRACTICES – APPENDIX B - TABLE 2

The City has a CalPERS retirement plan with a benefit of 3% @ 60 and a formula of Single Highest Year for miscellaneous classes and a benefit of 3% @ 55 with a formula of Single Highest Year for safety classes.

Of the responding agencies, all five have a CalPERS retirement plan. For miscellaneous classes, two have a benefit of 2% @ 55; two have a benefit of 2% @ 60; and one has a benefit of 2.5% @ 55. Three have a formula of Single Highest Year; one has a formula or 3 Year Final, and one has a formula or Average Highest 3 Years.

With respect to safety, one has a benefit of 2% @ 50 and four have a benefit of 3% @ 55. Two have a formula of Single Highest Year; one has a formula of 3 Year Final; and two have a formula of Average of 3 Highest Years.

CERTIFICATION/EDUCATION PAY – APPENDIX B – TABLE 3

The City provides certification pay for classifications within the general, confidential/mid-management, fire and police units. All of the responding agencies provide some level of certification pay, depending on bargaining unit, with the details provided in **Table 3**.

RETIREE HEALTH BENEFITS – APPENDIX B - TABLE 4

The City does not contribute towards a retiree health savings plan but does contribute the PEMHCA minimum for retiree health benefits for those that retired before December 31, 2015.

None of the survey agencies contribute towards a retiree health savings plan and only one agency contributes to retiree health benefits but the contribution is specific to department heads.

LEAVE BENEFITS – APPENDIX B – TABLES 5 - 9**MANAGEMENT CLASSES – APPENDIX B – TABLE 5**

The City offers 88 hours of vacation leave at year 1; 88 hours at year 5; 120 hours at year 10; 136 hours at year 15; and 160 hours at year 20 for management classes. The City offers 12 sick days, 12 holidays and no administrative leave.

With respect to the survey agencies, the labor market average for vacation is approximately 88 hours at year 1; 106 hours at year 5; 134 hours at year 10; 157 hours at year 15; and 163 hours at year 20. The labor market average for sick leave is 12 days with 14.5 holidays. All of the agencies provide administrative/management leave with the average ranging from 58 to 67 hours.

MID - MANAGEMENT – APPENDIX B – TABLE 6

The City offers 88 hours of vacation leave at year 1; 88 hours at year 5; 120 hours at year 10; 136 hours at year 15; and 160 hours at year 20 for mid-management classes. The City offers 12 sick days, 12 holidays and no administrative leave.

With respect to the survey agencies, the labor market average for vacation is approximately 88 hours at year 1; 106 hours at year 5; 134 hours at year 10; 157 hours at year 15; and 163 hours at year 20. The labor market average for sick leave is 12 days with 14.5 holidays. All of the agencies provide administrative/management leave, with the average ranging from 48 to 53 hours.

GENERAL – APPENDIX B – TABLE 7

The City offers 88 hours of vacation leave at year 1; 88 hours at year 5; 120 hours at year 10; 136 hours at year 15; and 160 hours at year 20 for general classes. The City offers 12 sick days, 12 holidays and no administrative leave.

With respect to the survey agencies, the labor market average for vacation is approximately 88 hours at year 1; 106 hours at year 5; 134 hours at year 10; 157 hours at year 15; and 163 hours at year 20. The labor market average for sick leave is 12 days with 14.5 holidays. Two agencies provide 56 hours of administrative/management leave for exempt classifications.

POLICE – APPENDIX B – TABLE 8

The City offers 88 hours of vacation leave at year 1; 88 hours at year 5; 120 hours at year 10; 136 hours at year 15; and 160 hours at year 20 for police classes. The City offers 12 sick days, 96 hours for holidays and no administrative leave.

With respect to the survey agencies, the labor market average for vacation is approximately 85 hours at year 1; 104 hours at year 5; 134 hours at year 10; 149 hours at year 15; and 155 hours at year 20. The labor market average for sick leave is 12 days with 93 hours for holiday. None of the agencies provide administrative/management leave.

FIRE – APPENDIX B – TABLE 9

The City offers 144 hours of vacation leave at year 1; 144 hours at year 5; 192 hours at year 10; 216 hours at year 15; and 240 hours at year 20 for fire classes. The City offers 168 hours of sick leave, 133 hours for holidays and no administrative leave.

With respect to the survey agencies, the labor market average for vacation is approximately 156 hours at year 1; 177 hours at year 5; 188 hours at year 10; 231 hours at year 15; and 231 hours at year 20. The labor market average for sick leave is 137 hours. Holidays vary between set days and hours based on the agency. None of the agencies provide administrative/management leave.

POLICE OFFICE ASSIGNMENT PAY – APPENDIX B – TABLE 10

The City has a separate classification for Corporal and Investigator and provides a 2.5% differential for Field Training Officer and 5% for Traffic Enforcement and Safety Team Motorcycle unit and Gang Task Force or Narcotic Task Force.

With respect to the labor market, each agency provides a variety of assignment pay with compensation ranging from 5% to 7.5% depending on agency and assignment with the details provided in **Table 10**.

SECTION IV – SALARY RECOMMENDATIONS

This section of the report presents the salary recommendations for all City classes and includes the salary setting methodology and the salary range recommendations.

In setting salaries for the City, Bryce Consulting recommends consistent compensation principles and practices typically utilized in the public sector that includes a blending of market data and sound internal relationships as outlined below:

1. The mean top step labor market salary adjusted for benefits is used to set the top step of the City's benchmark classification salary which is then rolled into the City's salary matrix (**Appendix C**) to the maximum salary that is closest to the top step labor market salary adjusted for benefits.
2. Classes not surveyed or where insufficient data was collected are then set to the benchmarks using internal relationship guidelines as described below:
 - Approximately 10% between entry and journey level classes in a series.
 - Approximately 10% between journey and advanced journey level classes in a series depending on the level of supervision exercised.
 - Approximately 15% between supervisor and highest level supervised.
 - Approximately 20% between manager and highest level supervised.

It should be noted that as a practical matter, there could be occasions when market data will skew internal alignments or result in compaction or an internal relationship is a more logical method of setting the salary rather than relying on the market data. The salary recommendations are presented in **Appendix D**.

**APPENDIX A
DATASHEETS**

**APPENDIX B
MISCELLANEOUS DATA**

APPENDIX C
SALARY MATRIX

APPENDIX D
SALARY RECOMMENDATIONS

Survey Classification	Hanford Maximum Base Salary	Labor Market Mean Base Salary	% Hanford is above or below Labor Market Mean (+/-)	Hanford Total Cash	Labor Market Mean Total Cash	% Hanford is above or below Labor Market Mean (+/-)	Hanford Total Compensation (Less ER Share of Retirement Paid by EE and RPSA EE contribution)	Labor Market Mean Total Compensation	% Hanford is above or below Labor Market Mean (+/-)	Comparability
Accountant	\$6,044	\$5,624	6.95%	\$6,509	\$5,771	11.33%	\$7,682	\$7,201	6.26%	4
Accounting Clerk	\$3,442	\$3,522	-2.32%	\$3,442	\$3,522	-2.32%	\$4,552	\$4,718	-3.65%	3
Accounting Technician	\$3,994	\$4,209	-5.39%	\$4,356	\$4,282	1.70%	\$5,494	\$5,602	-1.97%	5
Administrative Analyst II	\$5,563	\$5,613	-0.91%	\$6,004	\$5,771	3.88%	\$7,169	\$7,214	-0.64%	5
Administrative Assistant	\$3,494	\$4,043	-15.72%	\$3,494	\$4,152	-18.83%	\$4,604	\$5,560	-20.76%	5
Administrative Technician	\$3,494	Insuff Data	---	\$3,494	Insuff Data	---	\$4,604	Insuff Data	---	1
Animal Control Technician	\$3,526	\$3,707	-5.13%	\$3,526	\$3,787	-7.41%	\$4,637	\$5,155	-11.17%	4
Assistant Public Works Director/City Engineer	\$10,232	Insuff Data	---	\$10,906	Insuff Data	---	\$12,153	Insuff Data	---	1
Associate Civil Engineer	\$6,814	\$6,766	0.70%	\$7,317	\$7,000	4.33%	\$8,504	\$8,529	-0.29%	3
Associate Planner	New Class	\$5,818	New Class	New Class	\$5,970	New Class	New Class	\$7,423	New Class	4
Battalion Chief	\$9,689	\$8,937	7.76%	\$10,598	\$9,398	11.33%	\$12,097	\$10,573	12.60%	4
Building Inspector II	\$4,938	\$5,194	-5.18%	\$4,938	\$5,280	-6.92%	\$6,069	\$6,614	-8.97%	5
Building Official	\$7,473	\$7,844	-4.97%	\$8,009	\$8,082	-0.91%	\$9,208	\$9,545	-3.67%	5
Building Superintendent	\$6,165	Insuff Data	---	\$6,636	Insuff Data	---	\$7,811	Insuff Data	---	1
City Clerk	\$6,612	\$7,342	-11.04%	\$7,105	\$7,579	-6.67%	\$8,289	\$8,927	-7.70%	4
City Manager	\$14,000	\$15,599	-11.42%	\$15,363	\$16,065	-4.57%	\$16,783	\$17,630	-5.04%	5
Code Compliance Officer	\$4,437	\$4,678	-5.42%	\$4,437	\$4,775	-7.63%	\$5,561	\$6,175	-11.09%	4
Communications Dispatcher	\$3,873	\$4,103	-5.93%	\$3,873	\$4,187	-8.11%	\$4,989	\$5,511	-10.46%	5
Communications Supervisor	\$4,473	Insuff Data	---	\$4,473	Insuff Data	---	\$5,598	Insuff Data	---	1
Community Development Director	\$10,780	\$12,034	-11.63%	\$11,482	\$12,378	-7.81%	\$13,039	\$13,881	-6.45%	3
Construction Inspector II	\$4,933	\$5,246	-6.35%	\$4,933	\$5,340	-8.25%	\$6,064	\$6,663	-9.88%	4
Custodian	\$3,106	\$2,972	4.30%	\$3,106	\$2,972	4.30%	\$4,211	\$4,047	3.89%	3
Development Services Technician	\$3,873	\$4,131	-6.67%	\$3,873	\$4,211	-8.72%	\$4,989	\$5,540	-11.04%	4
Engineering Manager	\$9,201	\$8,972	2.49%	\$9,824	\$9,247	5.87%	\$11,052	\$10,735	2.87%	5
Engineering Technician II	\$4,513	\$4,805	-6.47%	\$4,513	\$4,880	-8.14%	\$5,638	\$6,218	-10.20%	5
Facility Maintenance Technician II	\$4,158	Insuff Data	---	\$4,158	Insuff Data	---	\$5,278	Insuff Data	---	2
Finance Director	\$10,798	\$11,291	-4.56%	\$11,500	\$11,705	-1.78%	\$13,059	\$13,235	-1.35%	5
Finance Manager	\$8,710	\$8,104	6.96%	\$9,308	\$8,472	8.98%	\$10,528	\$10,191	3.20%	3
Fire Captain	\$6,898	\$6,837	0.89%	\$8,570	\$7,582	11.53%	\$9,945	\$8,649	13.03%	4
Fire Chief	\$11,289	\$11,904	-5.44%	\$12,116	\$12,837	-5.95%	\$13,696	\$14,081	-2.81%	4
Fire Engineer	\$5,683	\$5,715	-0.56%	\$7,143	\$6,373	10.78%	\$6,285	\$7,439	-10.21%	4
Fire Prevention Coordinator	\$4,437	Insuff Data	---	\$4,437	Insuff Data	---	\$5,561	Insuff Data	---	0
Firefighter	\$5,183	Insuff Data	---	\$6,555	Insuff Data	---	\$7,690	Insuff Data	---	2
Fleet Mechanic II	\$4,293	\$4,118	4.07%	\$4,293	\$4,186	2.49%	\$5,415	\$5,508	-1.72%	5
Fleet Superintendent	\$5,999	\$6,044	-0.74%	\$6,461	\$6,356	1.64%	\$7,634	\$8,108	-6.21%	3
Heavy Equipment Operator	\$3,865	\$3,957	-2.39%	\$3,865	\$4,019	-3.98%	\$4,981	\$5,337	-7.15%	5
Human Resources Analyst	New	\$6,042	New Class	New	\$6,094	New Class	New	\$7,380	New Class	4
Human Resources Manager	\$9,744	Insuff Data	---	\$10,394	Insuff Data	---	\$11,905	Insuff Data	---	1
Human Resources Technician	\$3,494	\$4,467	-27.85%	\$3,494	\$4,633	-32.59%	\$4,604	\$6,186	-34.36%	4
Information Technology Manager	\$8,014	\$8,216	-2.52%	\$8,577	\$8,268	3.60%	\$9,785	\$9,580	2.09%	4
Irrigation Technician	New Class	Insuff Data	New Class	New Class	Insuff Data	New Class	New Class	Insuff Data	New Class	1
Landscape Services Technician	\$3,699	Insuff Data	---	\$3,699	Insuff Data	---	\$4,812	Insuff Data	---	1
Maintenance Worker II	\$3,699	\$3,761	-1.69%	\$3,699	\$3,821	-3.29%	\$4,812	\$5,132	-6.64%	5
Meter Reader	\$3,268	Insuff Data	---	\$3,268	Insuff Data	---	\$4,375	Insuff Data	---	1
Parks and Recreation Director	\$9,058	\$10,488	-15.79%	\$9,723	\$10,960	-12.72%	\$11,204	\$12,441	-11.04%	3
Parks Superintendent	\$6,165	\$6,377	-3.43%	\$6,636	\$6,632	0.06%	\$7,811	\$8,186	-4.79%	4
Parks Supervisor	\$5,248	\$5,016	4.41%	\$5,673	\$5,188	8.54%	\$6,832	\$6,520	4.58%	3
Police Captain	\$9,318	\$9,676	-3.84%	\$10,745	\$10,635	1.03%	\$11,940	\$11,971	-0.26%	5
Police Chief	\$11,786	\$12,434	-5.50%	\$12,638	\$13,318	-5.39%	\$14,240	\$14,702	-3.25%	4
Police Officer	\$5,888	\$5,534	6.01%	\$6,887	\$6,198	10.00%	\$8,032	\$7,459	7.13%	5
Police Records Assistant	\$3,442	\$3,515	-2.13%	\$3,442	\$3,574	-3.82%	\$4,552	\$4,891	-7.46%	5
Police Sergeant	\$7,219	\$7,081	1.91%	\$8,384	\$7,885	5.95%	\$9,548	\$9,137	4.31%	5
Police Service Technician	\$3,725	\$3,836	-2.98%	\$3,725	\$3,836	-2.98%	\$4,839	\$4,980	-2.91%	4
Police Support Services Administrator	\$5,634	Insuff Data	---	\$6,078	Insuff Data	---	\$7,245	Insuff Data	---	2
Property and Evidence Technician	\$4,259	\$3,969	6.80%	\$4,259	\$4,080	4.21%	\$5,381	\$5,481	-1.86%	3
Public Works Director	\$11,518	\$11,643	-1.09%	\$12,256	\$12,002	2.08%	\$13,847	\$13,364	3.48%	4
Recreation Supervisor	\$5,248	\$5,088	3.09%	\$5,673	\$5,229	7.83%	\$6,832	\$6,555	4.07%	4
Refuse Collector	\$3,677	\$3,894	-5.89%	\$3,677	\$3,894	-5.89%	\$4,790	\$4,981	-3.98%	3
Refuse Service Worker	\$3,850	Insuff Data	---	\$3,850	Insuff Data	---	\$4,966	Insuff Data	---	2
Refuse Supervisor	\$4,888	Insuff Data	---	\$5,295	Insuff Data	---	\$6,448	Insuff Data	---	2
Refuse Superintendent	\$6,359	Insuff Data	---	\$6,839	Insuff Data	---	\$8,018	Insuff Data	---	2
Regulatory Compliance Analyst	\$4,637	Insuff Data	---	\$4,637	Insuff Data	---	\$5,764	Insuff Data	---	0
Senior Administrative Analyst	\$6,612	Insuff Data	---	\$7,105	Insuff Data	---	\$8,289	Insuff Data	---	2
Senior Civil Engineer	\$7,703	\$7,663	0.53%	\$8,251	\$7,846	4.91%	\$9,453	\$9,314	1.47%	4
Senior Planner	\$6,211	Insuff Data	---	\$6,684	Insuff Data	---	\$7,860	Insuff Data	---	2
Streets Superintendent	\$6,487	\$6,990	-7.76%	\$6,974	\$7,208	-3.35%	\$8,155	\$8,692	-6.58%	4
Streets Supervisor	\$5,008	\$4,637	7.42%	\$5,421	\$4,769	12.03%	\$6,576	\$6,169	6.19%	4
Sweeper Operator	\$3,873	\$3,712	4.16%	\$3,873	\$3,814	1.52%	\$4,989	\$5,213	-4.50%	3
Traffic Control Technician	\$3,932	\$4,785	-21.70%	\$3,932	\$4,938	-25.58%	\$5,049	\$6,283	-24.44%	3
Utilities Maintenance Worker II	\$3,873	Insuff Data	---	\$3,873	Insuff Data	---	\$4,989	Insuff Data	---	1
Utilities Superintendent	\$6,910	Insuff Data	---	\$7,418	Insuff Data	---	\$8,607	Insuff Data	---	2
Utilities Supervisor	\$5,335	Insuff Data	---	\$5,764	Insuff Data	---	\$6,925	Insuff Data	---	2
Wastewater Treatment Plant Laboratory Technician II	\$3,636	Insuff Data	---	\$3,636	Insuff Data	---	\$4,647	Insuff Data	---	2
Wastewater Treatment Plant Operator - Grade II	\$4,158	\$4,217	-1.42%	\$4,158	\$4,303	-3.50%	\$5,278	\$5,628	-6.63%	4
Wastewater Treatment Plant Superintendent	\$6,971	\$7,008	-0.53%	\$7,482	\$7,205	3.70%	\$8,672	\$8,536	1.57%	4
Wastewater Treatment Plant Supervisor	\$5,886	Insuff Data	---	\$6,343	Insuff Data	---	\$7,514	Insuff Data	---	1
Water Conservation Technician	New Class	New Class	---	New Class	New Class	---	New Class	New Class	---	0
Average			-3.02%			-1.24%			-3.41%	

Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Accountant	\$5,036	\$6,044	0%	\$0	\$163	\$302	\$6,509	\$18	\$963	\$75	\$20	\$10	\$0	\$1,086	\$0	\$88	\$7,682	0%	\$0	\$7,682	
City of Madera	Accountant II	\$4,081	\$5,208	4.625%	\$241	\$219	\$130	\$5,798	\$1,970	inc	inc	inc	\$2	\$12	\$1,985	\$0	\$76	\$7,858	0%	\$0	\$7,858	
City of Porterville	Accountant II	\$5,376	\$6,561	0%	\$0	\$0	\$0	\$6,561	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$95	\$7,881	0%	\$0	\$7,881	
City of Tulare	Accountant	\$4,139	\$5,031	0%	\$0	\$0	\$0	\$5,031	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$73	\$5,974	1%	\$50	\$5,923	
City of Visalia	No Comparable Class																					Financial Analyst
Kings County	Accountant II	\$4,668	\$5,696	0%	\$0	\$0	\$0	\$5,696	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$436	\$7,143	0%	\$0	\$7,143	
Labor Market Mean		\$5,624						\$5,771							\$1,273			\$7,214			\$7,201	
% Hanford Is Above or Below Mean (+/-)		6.95%						11.33%							-17.20%			6.10%			6.26%	
Comparability		4																				

Notes:

Data Effective as of 3/2016

Hanford- if eligible for 3% under cafeteria allowance, it can be provided as cash

Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Accounting Clerk	\$2,819	\$3,442	0%	\$0	\$0	\$0	\$3,442	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$50	\$4,552	0%	\$0	\$4,552	
City of Madera	No Comparable Class																					
City of Porterville	Account Clerk II	\$2,843	\$3,469	0%	\$0	\$0	\$0	\$3,469	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$50	\$4,744	0%	\$0	\$4,744	
City of Tulare	No Comparable Class																					
City of Visalia	Senior Accounting Assistant	\$3,445	\$4,330	0%	\$0	\$0	\$0	\$4,330	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$63	\$5,593	4%	\$173	\$5,420	Journey level
Kings County	Account Clerk II	\$2,234	\$2,767	0%	\$0	\$0	\$0	\$2,767	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$212	\$3,990	0%	\$0	\$3,990	
Labor Market Mean		\$3,522						\$3,522							\$1,145			\$4,776			\$4,718	
% Hanford Is Above or Below Mean (+/-)		-2.32%						-2.32%							-8.09%			-4.92%			-3.65%	
Comparability		3																				

Notes:

Data Effective as of 3/2016

Hanford- if eligible for 3% under cafeteria allowance, it can be provided as cash

Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE 3 Portion of PERS Paid by the ER (%)	EE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Accounting Technician	\$3,329	\$3,994	0%	\$0	\$163	\$200	\$4,356	\$12	\$963	\$75	\$20	\$10	\$0	\$1,080	\$0	\$58	\$5,494	0%	\$0	\$5,494	
City of Madera	Payroll Specialist	\$3,244	\$4,140	4.625%	\$191	\$174	\$0	\$4,505	\$1,970	inc	inc	inc	\$2	\$10	\$1,982	\$0	\$60	\$6,548	0%	\$0	\$6,548	
City of Porterville	Account Clerk III	\$2,988	\$3,646	0%	\$0	\$0	\$0	\$3,646	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$53	\$4,923	0%	\$0	\$4,923	
City of Tulare	Payroll Specialist	\$4,017	\$4,883	0%	\$0	\$0	\$0	\$4,883	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$71	\$5,823	1%	\$49	\$5,775	
City of Visalia	Accounting Technician	\$3,621	\$4,552	0%	\$0	\$0	\$0	\$4,552	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$66	\$5,819	4%	\$182	\$5,637	
Kings County	Accounting Technician	\$3,136	\$3,825	0%	\$0	\$0	\$0	\$3,825	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$293	\$5,129	0%	\$0	\$5,129	
Labor Market Mean		\$4,209						\$4,282					\$1,258				\$5,648				\$5,602	
% Hanford Is Above or Below Mean (+/-)		-5.39%						1.70%					-16.48%				-2.81%				-1.97%	
Comparability		5																				

Notes:

Data Effective as of 3/2016

Hanford- if eligible for 3% under cafeteria allowance, it can be provided as cash

Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Administrative Analyst II	\$4,636	\$5,563	0%	\$0	\$163	\$278	\$6,004	\$17	\$963	\$75	\$20	\$10	\$0	\$1,084	\$0	\$81	\$7,169	0%	\$0	\$7,169	
City of Madera	Administrative Analyst	\$4,000	\$5,105	4.625%	\$236	\$214	\$128	\$5,683	\$1,970	inc	inc	inc	\$2	\$12	\$1,985	\$0	\$74	\$7,742	0%	\$0	\$7,742	
City of Porterville	Administrative Analyst II	\$5,218	\$6,368	0%	\$0	\$0	\$0	\$6,368	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$92	\$7,685	0%	\$0	\$7,685	
City of Tulare	Management Analyst	\$4,505	\$5,476	0%	\$0	\$0	\$0	\$5,476	\$865	inc	inc	inc	\$15	\$0	\$880	\$0	\$79	\$6,435	1%	\$55	\$6,381	
City of Visalia	Senior Administrative Analyst	\$4,313	\$5,422	0%	\$0	\$0	\$0	\$5,422	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$79	\$6,701	4%	\$217	\$6,484	Journey level
Kings County	Management Analyst II	\$4,668	\$5,696	0%	\$0	\$208	\$0	\$5,904	\$1,409	inc	inc	inc	\$10	\$22	\$1,441	\$0	\$436	\$7,781	0%	\$0	\$7,781	
Labor Market Mean		\$5,613						\$5,771							\$1,346			\$7,269			\$7,214	
% Hanford Is Above or Below Mean (+/-)			-0.91%					3.88%							-24.13%			-1.40%			-0.64%	
Comparability			5																			

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE3 Portion of PERS Paid by the ER (%)	EE3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments	
City of Hanford	Administrative Assistant	\$2,861	\$3,494	0%	\$0	\$0	\$0	\$3,494	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$51	\$4,604	0%	\$0	\$4,604	Administrative Support Tech Salary used	
City of Madera	Administrative Assistant	\$2,980	\$3,804	4.625%	\$176	\$160	\$0	\$4,140	\$1,970	inc	inc	inc	\$2	\$9	\$1,982	\$0	\$55	\$6,177	0%	\$0	\$6,177		
City of Porterville	Secretary	\$2,930	\$3,575	0%	\$0	\$0	\$0	\$3,575	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$52	\$4,851	0%	\$0	\$4,851		
City of Tulare	Senior Administrative Assistant	\$3,690	\$4,486	0%	\$0	\$0	\$0	\$4,486	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$65	\$5,421	1%	\$45	\$5,376		
City of Visalia	Senior Administrative Assistant	\$3,445	\$4,330	0%	\$0	\$0	\$0	\$4,330	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$63	\$5,593	4%	\$173	\$5,420		
Kings County	Executive Secretary	\$3,295	\$4,021	0%	\$0	\$208	\$0	\$4,229	\$1,409	inc	inc	inc	\$10	\$22	\$1,441	\$0	\$308	\$5,978	0%	\$0	\$5,978		
Labor Market Mean			\$4,043					\$4,152								\$1,343			\$5,604			\$5,560	
% Hanford Is Above or Below Mean (+/-)			-15.72%					-18.83%								-26.76%			-21.71%			-20.76%	
Comparability			5																				

Notes:

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Administrative Technician	\$2,861	\$3,494	0%	\$0	\$0	\$0	\$3,494	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$51	\$4,604	0%	\$0	\$4,604	Administrative Support Tech Salary used
City of Madera	No Comparable Class																					
City of Porterville	No Comparable Class																					
City of Tulare	No Comparable Class																					
City of Visalia	Administrative Technician	\$3,621	\$4,552	0%	\$0	\$0	\$0	\$4,552	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$66	\$5,819	4%	\$182	\$5,637	
Kings County	No Comparable Class																					
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		1																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Animal Control Technician	\$2,887	\$3,526	0%	\$0	\$0	\$0	\$3,526	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$51	\$4,637	0%	\$0	\$4,637	
City of Madera	Animal Control Officer	\$2,850	\$3,637	4.625%	\$168	\$153	\$0	\$3,958	\$1,970	inc	inc	inc	\$2	\$9	\$1,981	\$0	\$53	\$5,992	0%	\$0	\$5,992	
City of Porterville	Community Services Officer	\$3,204	\$3,909	0%	\$0	\$0	\$0	\$3,909	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$57	\$5,190	0%	\$0	\$5,190	Broad
City of Tulare	Animal Services Officer	\$3,225	\$3,921	0%	\$0	\$0	\$0	\$3,921	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$57	\$4,847	1%	\$39	\$4,808	
City of Visalia	No Comparable Class																					Contract
Kings County	Animal Control Officer II	\$2,754	\$3,361	0%	\$0	\$0	\$0	\$3,361	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$257	\$4,630	0%	\$0	\$4,630	
Labor Market Mean		\$3,707						\$3,787							\$1,272			\$5,165			\$5,155	
% Hanford Is Above or Below Mean (+/-)		-5.13%						-7.41%							-20.00%			-11.38%			-11.17%	
Comparability		4																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Assistant Public Works Director/City Engineer	\$8,526	\$10,232	0%	\$0	\$163	\$512	\$10,906	\$31	\$963	\$75	\$20	\$10	\$0	\$1,098	\$0	\$148	\$12,153	0%	\$0	\$12,153	
City of Madera	No Comparable Class																					City Engineer is a division manager
City of Porterville	Deputy Public Works Director/City Engineer	\$7,544	\$9,204	0%	\$0	\$0	\$0	\$9,204	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$133	\$10,562	0%	\$0	\$10,562	No spec available
City of Tulare	No Comparable Class																					City Engineer is a division manager
City of Visalia	No Comparable Class																					City Engineer/Engineering Manager is division manager
Kings County	No Comparable Class																					Chief Engineer is a division manager
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		1																				

Notes:

Data Effective as of 3/2016

Hanford- if eligible for 3% under cafeteria allowance, it can be provided as cash

Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Associate Civil Engineer	\$5,677	\$6,814	0%	\$0	\$163	\$341	\$7,317	\$20	\$963	\$75	\$20	\$10	\$0	\$1,088	\$0	\$99	\$8,504	0%	\$0	\$8,504	
City of Madera	Associate Civil Engineer	\$4,859	\$6,201	4.625%	\$287	\$260	\$155	\$6,903	\$1,970	inc	inc	inc	\$2	\$15	\$1,987	\$0	\$90	\$8,981	0%	\$0	\$8,981	
City of Porterville	No Comparable Class																					Principal is first registered level but is at the supervisory level
City of Tulare	No Comparable Class																					Associate Engineer is not registered.
City of Visalia	Civil Engineer	\$6,107	\$7,678	0%	\$0	\$0	\$0	\$7,678	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$111	\$8,990	4%	\$307	\$8,683	
Kings County	Engineer III (Civil)	\$5,259	\$6,420	0%	\$0	\$0	\$0	\$6,420	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$491	\$7,923	0%	\$0	\$7,923	First registered level; may supervise
Labor Market Mean		\$6,766						\$7,000							\$1,400			\$8,631			\$8,529	
% Hanford Is Above or Below Mean (+/-)		0.70%						4.33%							-28.64%			-1.49%			-0.29%	
Comparability		3																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE 3 Portion of PERS Paid by the ER (%)	EE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Med-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Associate Planner	New Class	New Class					New Class							New Class			New Class			New Class	
City of Madera	Associate Planner	\$4,205	\$5,366	4.625%	\$248	\$225	\$134	\$5,974	\$1,970	inc	inc	inc	\$2	\$13	\$1,985	\$0	\$78	\$8,037	0%	\$0	\$8,037	
City of Porterville	Associate Planner	\$5,218	\$6,368	0%	\$0	\$0	\$0	\$6,368	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$92	\$7,685	0%	\$0	\$7,685	
City of Tulare	No Comparable Class																					Not budgeted
City of Visalia	Associate Planner	\$5,158	\$6,485	0%	\$0	\$0	\$0	\$6,485	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$94	\$7,780	4%	\$259	\$7,520	
Kings County	Planner II - Land Use Development	\$4,143	\$5,054	0%	\$0	\$0	\$0	\$5,054	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$387	\$6,452	0%	\$0	\$6,452	
Labor Market Mean			\$5,818					\$5,970					\$1,355		\$7,488		\$7,423					
% Hanford Is Above or Below Mean (+/-)			New Class					New Class					New Class		New Class		New Class		New Class			
Comparability			4																			

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE's Portion of PERS Paid by the ER (%)	EE's Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Max Edi/Cert Pay	Edi/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments	
City of Hanford	Battalion Chief	\$8,076	\$9,689	0%	\$0	\$325	\$0	\$484	5% for Chief Fire Officer	\$100	\$10,598	\$291	\$963	\$75	\$20	\$10	\$0	\$1,358	\$0	\$140	\$12,097	0%	\$0	\$12,097		
City of Madera	No Comparable Class																								Cal Fire	
City of Porterville	Fire Battalion Chief/Operations	\$6,760	\$8,250	0%	\$0	\$854	\$0	\$0	NA	\$69	\$9,174	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$120	\$10,518	0%	\$0	\$10,518	Three positions responsible for serving as 24 hour commander for one of three platoons.	
City of Tulare	Fire Division Chief	\$8,116	\$9,865	0%	\$0	\$0	\$0	\$493	5% for BA	\$75	\$10,434	\$865	inc	inc	inc	\$27	\$0	\$892	\$0	\$143	\$11,469	3%	\$296	\$11,173		
City of Visalia	Fire Battalion Chief	\$7,763	\$9,759	0%	\$0	\$0	\$0	\$0	NA	\$92	\$9,851	\$1,193	inc	inc	inc	\$21	\$0	\$1,214	\$0	\$142	\$11,206	3%	\$293	\$10,913		
Kings County	Battalion Chief - Operations	\$6,453	\$7,875	0%	\$0	\$208	\$0	\$0	NA	\$50	\$8,133	\$1,409	inc	inc	inc	\$10	\$22	\$1,441	\$0	\$114	\$9,688	0%	\$0	\$9,688	Training/Prevention pays less	
Labor Market Mean		\$8,937								\$9,398								\$1,193				\$10,720				\$10,573
% Hanford is Above or Below Mean (+/-)		7.76%								11.33%								12.20%				11.38%				12.60%
Comparability		4																								

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Building Inspector II	\$4,044	\$4,938	0%	\$0	\$0	\$0	\$4,938	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$72	\$6,069	0%	\$0	\$6,069	
City of Madera	Combination Building Inspector	\$3,805	\$4,857	4.625%	\$225	\$204	\$0	\$5,286	\$1,970	inc	inc	inc	\$2	\$12	\$1,984	\$0	\$70	\$7,340	0%	\$0	\$7,340	I.C.B.O. Building Inspection certificate within 2 years; Building and Safety Code Administration within 3 years
City of Porterville	Building Inspector II	\$4,319	\$5,270	0%	\$0	\$0	\$0	\$5,270	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$76	\$6,571	0%	\$0	\$6,571	Combination Inspector certification required
City of Tulare	Building Inspector II	\$4,307	\$5,236	0%	\$0	\$0	\$0	\$5,236	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$76	\$6,182	1%	\$52	\$6,129	Certification as a Combination Building Inspector
City of Visalia	Combined Building Inspector	\$4,686	\$5,891	0%	\$0	\$0	\$0	\$5,891	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$85	\$7,177	4%	\$236	\$6,941	ICC Building Inspector required; one or more of the following required: plumbing, electrical, mechanical
Kings County	Building Inspector II	\$3,864	\$4,715	0%	\$0	\$0	\$0	\$4,715	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$361	\$6,087	0%	\$0	\$6,087	Building Inspector or Plan Checking certification required
Labor Market Mean		\$5,194						\$5,280							\$1,258			\$6,671			\$6,614	
% Hanford Is Above or Below Mean (+/-)		-5.18%						-6.92%							-18.71%			-9.92%			-8.97%	
Comparability		5																				

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Building Official	\$6,228	\$7,473	0%	\$0	\$163	\$374	\$8,009	\$22	\$963	\$75	\$20	\$10	\$0	\$1,090	\$0	\$108	\$9,208	0%	\$0	\$9,208	
City of Madera	Chief Building Official	\$6,787	\$8,662	4.625%	\$401	\$364	\$217	\$9,643	\$1,970	inc	inc	inc	\$2	\$21	\$1,993	\$0	\$126	\$11,762	0%	\$0	\$11,762	Building Official and Building Inspector certifications required Building Official or Combination Inspector or Building Plans Examiner and Combination Dwelling Inspector certifications
City of Porterville	Chief Building Inspector	\$5,218	\$6,368	0%	\$0	\$0	\$0	\$6,368	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$92	\$7,685	0%	\$0	\$7,685	
City of Tulare	Chief Building Official	\$6,388	\$7,764	0%	\$0	\$0	\$0	\$7,764	\$865	inc	inc	inc	\$21	\$0	\$886	\$0	\$113	\$8,763	1%	\$78	\$8,686	
City of Visalia	Building Official	\$7,311	\$9,191	0%	\$0	\$0	\$0	\$9,191	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$133	\$10,525	4%	\$368	\$10,157	Building Official. Building Inspector cert required; Certified Access Specialist within 2 years; Fire Prevention Inspector II within 3 years Building Official certification required, Building Inspector or Plan Checker certification required
Kings County	Deputy Director-Building Official	\$5,928	\$7,235	0%	\$0	\$208	\$0	\$7,443	\$1,409	inc	inc	inc	\$10	\$22	\$1,441	\$0	\$553	\$9,437	0%	\$0	\$9,437	
Labor Market Mean			\$7,844					\$8,082							\$1,349			\$9,634			\$9,545	
% Hanford Is Above or Below Mean (+/-)			-4.97%					-0.91%							-23.75%			-4.63%			-3.67%	
Comparability			5																			

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Building Superintendent	\$5,138	\$6,165	0%	\$0	\$163	\$308	\$6,636	\$18	\$963	\$75	\$20	\$10	\$0	\$1,086	\$0	\$89	\$7,811	0%	\$0	\$7,811	
City of Madera	No Comparable Class																					Electrical and Facilities Operations Manager
City of Porterville	No Comparable Class																					
City of Tulare	No Comparable Class																					Facilities Maintenance and Airport Operations Manager
City of Visalia	No Comparable Class																					Supervisory level
Kings County	Building Maintenance Superintendent	\$5,638	\$6,883	0%	\$0	\$208	\$0	\$7,091	\$1,409	inc	inc	inc	\$10	\$22	\$1,441	\$0	\$527	\$9,058	0%	\$0	\$9,058	
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		1																				

Notes:

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	City Clerk	\$5,512	\$6,612	0%	\$0	\$163	\$331	\$7,105	\$20	\$963	\$75	\$20	\$10	\$0	\$1,088	\$0	\$96	\$8,289	0%	\$0	\$8,289	
City of Madera	City Clerk	\$9,009	\$9,009	0%	\$0	\$0	\$450	\$9,959	\$1,970	inc	inc	inc	\$8	\$22	\$2,000	\$0	\$131	\$12,090	0%	\$0	\$12,090	
City of Porterville	Chief Deputy City Clerk	\$5,218	\$6,368	0%	\$0	\$0	\$0	\$6,368	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$92	\$7,685	0%	\$0	\$7,685	City Manager is official City Clerk
City of Tulare	Chief Deputy City Clerk	\$5,555	\$6,752	0%	\$0	\$0	\$0	\$6,752	\$865	inc	inc	inc	\$19	\$0	\$884	\$0	\$98	\$7,733	1%	\$68	\$7,666	City Manager is official City Clerk
City of Visalia	Chief Deputy City Clerk	\$5,758	\$7,238	0%	\$0	\$0	\$0	\$7,238	\$1,193	inc	inc	inc	\$21	\$0	\$1,214	\$0	\$105	\$8,557	4%	\$289.52	\$8,267	City Manager is also City Clerk
Kings County	No Comparable Class																					
Labor Market Mean		\$7,342						\$7,579							\$1,330			\$9,016			\$8,927	
% Hanford Is Above or Below Mean (+/-)		-11.04%						-6.67%							-22.32%			-8.78%			-7.70%	
Comparability		4																				

Notes:

Data Effective as of 3/2016

Hanford- if eligible for 3% under cafeteria allowance, it can be provided as cash

Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE % Portion of PERS Paid by the ER (%)	EE % Portion of PERS Paid by the ER (\$)	Auto Allowance	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	City Manager	\$14,000	\$14,000	0%	\$0	\$500	\$163	\$700	\$15,363	\$140	\$963	\$75	\$20	\$20	\$0	\$1,218	\$0	\$203	\$16,783	0%	\$0	\$16,783	
City of Madera	City Administrator	\$17,907	\$17,907	0%	\$0	\$0	\$0	\$895	\$18,802	\$1,970	inc	inc	inc	\$8	\$22	\$2,000	\$0	\$260	\$21,062	0%	\$0	\$21,062	
City of Porterville	City Manager	\$12,662	\$12,662	0%	\$0	\$400	\$0	\$0	\$13,062	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$184	\$14,470	0%	\$0	\$14,470	
City of Tulare	City Manager	\$12,216	\$14,848	0%	\$0	\$400	\$0	\$0	\$15,248	\$865	inc	inc	inc	\$41	\$0	\$906	\$0	\$215	\$16,370	1%	\$148	\$16,221	Also serves as City Clerk
City of Visalia	City Manager/City Clerk	\$16,077	\$16,077	0%	\$0	\$425	\$0	\$0	\$16,502	\$1,193	inc	inc	inc	\$108	\$0	\$1,301	\$0	\$233	\$18,036	4%	\$643	\$17,393	
Kings County	County Administrator	\$11,500	\$16,500	0%	\$0	\$0	\$208	\$0	\$16,708	\$1,409	inc	inc	inc	\$12	\$22	\$1,443	\$0	\$852	\$19,003	0%	\$0	\$19,003	
Labor Market Mean		\$15,599							\$16,065							\$1,375			\$17,788			\$17,630	
% Hanford Is Above or Below Mean (+/-)		-11.42%							-4.57%							-12.89%			-5.99%			-5.04%	
Comparability		5																					

Notes:

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Code Compliance Officer	\$3,633	\$4,437	0%	\$0	\$0	\$0	\$4,437	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$64	\$5,561	0%	\$0	\$5,561	
City of Madera	Neighborhood Preservation Specialist II	\$3,479	\$4,440	4.625%	\$205	\$186	\$0	\$4,832	\$1,970	inc	inc	inc	\$2	\$11	\$1,983	\$0	\$64	\$6,879	0%	\$0	\$6,879	
City of Porterville	Code Enforcement Officer	\$3,539	\$4,319	0%	\$0	\$0	\$0	\$4,319	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$63	\$5,606	0%	\$0	\$5,606	
City of Tulare	Code Enforcement Officer	\$4,307	\$5,236	0%	\$0	\$0	\$0	\$5,236	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$76	\$6,182	1%	\$52	\$6,129	
City of Visalia	No Comparable Class																					Contract
Kings County	Code Compliance Specialist II	\$3,864	\$4,715	0%	\$0	\$0	\$0	\$4,715	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$361	\$6,087	0%	\$0	\$6,087	
Labor Market Mean		\$4,678						\$4,775							\$1,272			\$6,189			\$6,175	
% Hanford Is Above or Below Mean (+/-)		-5.42%						-7.63%							-20.04%			-11.28%			-11.05%	
Comparability		4																				

Notes:

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE 3 Portion of PERS Paid by the ER (%)	EE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments	
City of Hanford	Communications Dispatcher	\$3,172	\$3,873	0%	\$0	\$0	\$0	\$3,873	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$56	\$4,989	0%	\$0	\$4,989		
City of Madera	Public Safety Dispatcher	\$2,907	\$3,710	4.625%	\$172	\$156	\$0	\$4,037	\$1,970	inc	inc	inc	\$4	\$9	\$1,983	\$0	\$54	\$6,074	0%	\$0	\$6,074		
City of Porterville	Communications Dispatcher	\$3,113	\$3,799	0%	\$0	\$0	\$95	\$3,894	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$55	\$5,173	0%	\$0	\$5,173		
City of Tulare	Public Safety Dispatcher II	\$3,546	\$4,310	0%	\$0	\$0	\$0	\$4,310	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$62	\$5,242	1%	\$43	\$5,199		
City of Visalia	Communications Operator	\$3,621	\$4,552	0%	\$0	\$0	\$0	\$4,552	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$66	\$5,819	4%	\$182	\$5,637		
Kings County	Emergency Dispatcher II	\$3,394	\$4,143	0%	\$0	\$0	\$0	\$4,143	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$317	\$5,471	0%	\$0	\$5,471		
Labor Market Mean			\$4,103					\$4,187								\$1,258			\$5,556			\$5,511	
% Hanford Is Above or Below Mean (+/-)			-5.93%					-8.11%								-18.69%			-11.37%			-10.46%	
Comparability			5																				

Notes:

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Communications Supervisor	\$3,663	\$4,473	0%	\$0	\$0	\$0	\$4,473	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$65	\$5,598	0%	\$0	\$5,598	Lead Communications Dispatcher salary used
City of Madera	No Comparable Class																					Police Office Supervisor over dispatch, records, and property/evidence
City of Porterville	No Comparable Class																					Police Services Supervisor is not budgeted
City of Tulare	No Comparable Class																					Sergeant
City of Visalia	Communications Supervisor	\$4,580	\$5,758	0%	\$0	\$0	\$0	\$5,758	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$83	\$7,042	4%	\$230	\$6,812	
Kings County	No Comparable Class																					Lead and manager level
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		1																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE % Portion of PERS Paid by the ER (%)	EE % Portion of PERS Paid by the ER (\$)	Auto Allowance	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Community Development Director	\$8,370	\$10,780	0%	\$0	\$0	\$163	\$539	\$11,482	\$323	\$963	\$75	\$20	\$20	\$0	\$1,401	\$0	\$156	\$13,039	0%	\$0	\$13,039	
City of Madera	No Comparable Class																						Community Development Director is over engineering, planning, building, and public works
City of Porterville	Director of Community Development	\$8,087	\$9,868	0%	\$0	\$400	\$0	\$0	\$10,268	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$143	\$11,635	0%	\$0	\$11,635	Over land engineering and planning; building inspection in Public Works
City of Tulare	No Comparable Class																						Community Development Director is over engineering, building, parks and recreation
City of Visalia	Community Development Director	\$11,000	\$12,733	0%	\$0	\$425	\$0	\$0	\$13,158	\$1,193	inc	inc	inc	\$21	\$0	\$1,214	\$0	\$185	\$14,556	4%	\$509	\$14,047	Over planning, capital engineering, code and inspections
Kings County	Director of Community Development	\$9,500	\$13,500	0%	\$0	\$0	\$208	\$0	\$13,708	\$1,409	inc	inc	inc	\$12	\$22	\$1,443	\$0	\$808	\$15,959	0%	\$0	\$15,959	Over planning, building, zoning and CEQA
Labor Market Mean		\$12,034							\$12,378							\$1,294			\$14,050			\$13,881	
% Hanford is Above or Below Mean (+/-)		-11.63%							-7.81%							7.67%			-7.76%			-6.45%	
Comparability		3																					

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Construction Inspector II	\$4,040	\$4,933	0%	\$0	\$0	\$0	\$4,933	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$72	\$6,064	0%	\$0	\$6,064	
City of Madera	Construction Inspector I	\$3,343	\$4,266	4.625%	\$197	\$179	\$0	\$4,642	\$1,970	inc	inc	inc	\$2	\$10	\$1,983	\$0	\$62	\$6,687	0%	\$0	\$6,687	Journey level
City of Porterville	Public Works Inspector	\$4,150	\$5,064	0%	\$0	\$0	\$0	\$5,064	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$73	\$6,362	0%	\$0	\$6,362	
City of Tulare	Public Works Inspector	\$4,879	\$5,931	0%	\$0	\$0	\$0	\$5,931	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$86	\$6,887	1%	\$59	\$6,827	
City of Visalia	Senior Public Works Inspector	\$4,552	\$5,723	0%	\$0	\$0	\$0	\$5,723	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$83	\$7,007	4%	\$229	\$6,778	Journey level
Kings County	No Comparable Class																					Engineering Technician also does inspections
Labor Market Mean		\$5,246						\$5,340							\$1,319			\$6,736			\$6,663	
% Hanford Is Above or Below Mean (+/-)		-6.35%						-8.25%							-24.50%			-11.07%			-9.88%	
Comparability		4																				

Notes:

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE 3 Portion of PERS Paid by the ER (%)	EE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments		
City of Hanford	Custodian	\$2,543	\$3,106	0%	\$0	\$0	\$0	\$3,106	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$45	\$4,211	0%	\$0	\$4,211			
City of Madera	No Comparable Class																							
City of Porterville	No Comparable Class																							
City of Tulare	Custodian	\$2,577	\$3,132	0%	\$0	\$0	\$0	\$3,132	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$45	\$4,047	1%	\$31	\$4,016			
City of Visalia	Custodial Services Worker	\$2,445	\$3,086	0%	\$0	\$0	\$0	\$3,086	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$45	\$4,331	4%	\$123	\$4,208			
Kings County	Janitor	\$2,212	\$2,699	0%	\$0	\$0	\$0	\$2,699	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$206	\$3,917	0%	\$0	\$3,917			
Labor Market Mean			\$2,972					\$2,972									\$1,027					\$4,098		\$4,047
% Hanford Is Above or Below Mean (+/-)			4.30%					4.30%									3.07%					2.67%		3.89%
Comparability			3																					

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Development Services Technician	\$3,172	\$3,873	0%	\$0	\$0	\$0	\$3,873	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$56	\$4,989	0%	\$0	\$4,989	Permit Specialist salary used
City of Madera	Building Permit Technician	\$2,821	\$3,601	4.625%	\$167	\$151	\$0	\$3,919	\$1,970	inc	inc	inc	\$2	\$9	\$1,981	\$0	\$52	\$5,952	0%	\$0	\$5,952	
City of Porterville	No Comparable Class																					
City of Tulare	Permit Technician	\$3,424	\$4,162	0%	\$0	\$0	\$0	\$4,162	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$60	\$5,092	1%	\$42	\$5,050	
City of Visalia	Permit Technician	\$3,803	\$4,781	0%	\$0	\$0	\$0	\$4,781	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$69	\$6,051	4%	\$191	\$5,860	
Kings County	Permit Technician II	\$3,262	\$3,981	0%	\$0	\$0	\$0	\$3,981	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$305	\$5,297	0%	\$0	\$5,297	
Labor Market Mean		\$4,131						\$4,211							\$1,266			\$5,598			\$5,540	
% Hanford Is Above or Below Mean (+/-)		-6.67%						-8.72%							-19.43%			-12.21%			-11.04%	
Comparability		4																				

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE 3 Portion of PERS Paid by the ER (%)	EE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Engineering Manager	\$7,669	\$9,201	0%	\$0	\$163	\$460	\$9,824	\$28	\$963	\$75	\$20	\$10	\$0	\$1,095	\$0	\$133	\$11,052	0%	\$0	\$11,052	Deputy City Engineer salary used
City of Madera	City Engineer	\$8,081	\$10,314	4.625%	\$477	\$433	\$258	\$11,482	\$1,970	inc	inc	inc	\$2	\$22	\$1,994	\$0	\$150	\$13,626	0%	\$0	\$13,626	Division head
City of Porterville	Assistant City Engineer	\$6,760	\$8,250	0%	\$0	\$0	\$0	\$8,250	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$120	\$9,594	0%	\$0	\$9,594	
City of Tulare	City Engineer	\$7,497	\$9,112	0%	\$0	\$0	\$0	\$9,112	\$865	inc	inc	inc	\$25	\$0	\$890	\$0	\$132	\$10,135	1%	\$91	\$10,044	Division head
City of Visalia	City Engineer/Engineering Manager	\$7,311	\$9,191	0%	\$0	\$0	\$0	\$9,191	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$133	\$10,525	4%	\$368	\$10,157	
Kings County	Chief Engineer	\$6,549	\$7,992	0%	\$0	\$208	\$0	\$8,200	\$1,409	inc	inc	inc	\$10	\$22	\$1,441	\$0	\$611	\$10,252	0%	\$0	\$10,252	
Labor Market Mean			\$8,972					\$9,247							\$1,350			\$10,826			\$10,735	
% Hanford Is Above or Below Mean (+/-)			2.49%					5.87%							-23.24%			2.04%			2.87%	
Comparability			5																			

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE 3 Portion of PERS Paid by the ER (%)	EE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Engineering Technician II	\$3,696	\$4,513	0%	\$0	\$0	\$0	\$4,513	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$65	\$5,638	0%	\$0	\$5,638	
City of Madera	Engineering Technician II	\$3,343	\$4,266	4.625%	\$197	\$179	\$0	\$4,642	\$1,970	inc	inc	inc	\$2	\$10	\$1,983	\$0	\$62	\$6,687	0%	\$0	\$6,687	
City of Porterville	Engineering Specialist II	\$3,773	\$4,603	0%	\$0	\$0	\$0	\$4,603	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$67	\$5,894	0%	\$0	\$5,894	
City of Tulare	Engineering Assistant	\$4,461	\$5,422	0%	\$0	\$0	\$0	\$5,422	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$79	\$6,370	1%	\$54	\$6,316	
City of Visalia	Engineering Technician	\$3,880	\$4,877	0%	\$0	\$0	\$0	\$4,877	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$71	\$6,148	4%	\$195	\$5,953	
Kings County	Engineering Technician II	\$3,981	\$4,857	0%	\$0	\$0	\$0	\$4,857	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$372	\$6,240	0%	\$0	\$6,240	Also does inspections
Labor Market Mean			\$4,805					\$4,880					\$1,258		\$6,268				\$6,218			
% Hanford Is Above or Below Mean (+/-)			-6.47%					-8.14%							-18.68%				-11.17%		-10.29%	
Comparability			5																			

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Facility Maintenance Technician II	\$3,405	\$4,158	0%	\$0	\$0	\$0	\$4,158	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$60	\$5,278	0%	\$0	\$5,278	
City of Madera	Facilities Maintenance Technician	\$2,835	\$3,619	4.625%	\$167	\$152	\$0	\$3,938	\$1,970	inc	inc	inc	\$2	\$9	\$1,981	\$0	\$52	\$5,972	0%	\$0	\$5,972	
City of Porterville	No Comparable Class																					
City of Tulare	Facilities Maintenance Technician	\$3,636	\$4,419	0%	\$0	\$0	\$0	\$4,419	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$64	\$5,353	1%	\$44	\$5,308	Commercial Pool Operator certificate; Environmental Protection Agency (EPA) certificate as an A/C & Refrigeration Technician
City of Visalia	No Comparable Class																					Building Maintenance Technician does carpentry, electrical and plumbing
Kings County	No Comparable Class																					
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		2																				

Notes:

Data Effective as of 3/2016

Hanford- if eligible for 3% under cafeteria allowance, it can be provided as cash

Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE % Portion of PERS Paid by the ER (%)	EE % Portion of PERS Paid by the ER (\$)	Auto Allowance	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Finance Director	\$8,996	\$10,798	0%	\$0	\$0	\$163	\$540	\$11,500	\$324	\$963	\$75	\$20	\$20	\$0	\$1,402	\$0	\$157	\$13,059	0%	\$0	\$13,059	
City of Madera	Director of Financial Services	\$9,200	\$11,742	0%	\$0	\$50	\$0	\$587	\$12,379	\$1,970	inc	inc	inc	\$8	\$22	\$2,000	\$0	\$170	\$14,549	0%	\$0	\$14,549	
City of Porterville	Finance Director	\$8,007	\$9,770	0%	\$0	\$400	\$0	\$0	\$10,170	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$142	\$11,536	0%	\$0	\$11,536	
City of Tulare	Finance Director	\$8,320	\$10,114	0%	\$0	\$400	\$0	\$0	\$10,514	\$865	inc	inc	inc	\$28	\$0	\$893	\$0	\$147	\$11,553	1%	\$101	\$11,452	
City of Visalia	Finance Director	\$9,010	\$11,327	0%	\$0	\$425	\$0	\$0	\$11,752	\$1,193	inc	inc	inc	\$21	\$0	\$1,214	\$0	\$164	\$13,130	4%	\$453	\$12,677	No spec
Kings County	Director of Finance	\$9,500	\$13,500	0%	\$0	\$0	\$208	\$0	\$13,708	\$1,409	inc	inc	inc	\$12	\$22	\$1,443	\$0	\$808	\$15,959	0%	\$0	\$15,959	
Labor Market Mean		\$11,291							\$11,705							\$1,355			\$13,346			\$13,235	
% Hanford Is Above or Below Mean (+/-)		-4.56%							-1.78%							3.35%			-2.20%			-1.35%	
Comparability		5																					

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Finance Manager	\$7,259	\$8,710	0%	\$0	\$163	\$436	\$9,308	\$26	\$963	\$75	\$20	\$10	\$0	\$1,094	\$0	\$126	\$10,528	0%	\$0	\$10,528	
City of Madera	Financial Services Manager	\$6,204	\$7,918	4.625%	\$366	\$333	\$198	\$8,815	\$1,970	inc	inc	inc	\$2	\$19	\$1,992	\$0	\$115	\$10,921	0%	\$0	\$10,921	
City of Porterville	No Comparable Class																					
City of Tulare	No Comparable Class																					Assistant department head
City of Visalia	Finance Manager	\$6,682	\$8,401	0%	\$0	\$0	\$0	\$8,401	\$1,193	inc	inc	inc	\$21	\$0	\$1,214	\$0	\$122	\$9,736	4%	\$336	\$9,400	Investments, budget and accounting
Kings County	Assistant Director of Finance-Accounting Division	\$6,549	\$7,992	0%	\$0	\$208	\$0	\$8,200	\$1,409	inc	inc	inc	\$10	\$22	\$1,441	\$0	\$611	\$10,252	0%	\$0	\$10,252	
Labor Market Mean		\$8,104						\$8,472					\$1,549		\$10,303				\$10,191			
% Hanford Is Above or Below Mean (+/-)		6.96%						8.98%					-41.57%		2.14%				3.20%			
Comparability		3																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE's Portion of PERS Paid by the ER (%)	EE's Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Max Ed/Cert Pay	Ed/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments									
City of Hanford	Fire Captain	\$5,750	\$6,898	0%	\$0	\$325	\$345	\$902	\$40 for AA or BA; 5% for Fire Officer; 2.5% for Firefighter II cert; 5% for Chief Fire Officer- 12.5% + \$40 is max	\$100	\$8,570	\$207	\$963	\$75	\$20	\$10	\$0	\$1,275	\$0	\$100	\$9,945	0%	\$0	\$9,945										
City of Madera	No Comparable Class								3% for Chief Fire Officer, 5% for AA, and 2% for BA																Cal Fire									
City of Porterville	Fire Captain	\$5,323	\$6,496	0%	\$0	\$673	\$0	\$650		\$83	\$7,902	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$94	\$9,220	0%	\$0	\$9,220										
City of Tulare	Fire Captain	\$5,869	\$7,134	0%	\$0	\$0	\$0	\$357	5% for BA	\$75	\$7,565	\$865	inc	inc	inc	\$20	\$0	\$885	\$0	\$103	\$8,554	3%	\$214	\$8,340										
City of Visalia	Fire Captain	\$6,243	\$7,847	0%	\$0	\$0	\$0	\$868	5% for Paramedic; 3% for Fire Officer; 2% for Chief Fire Officer and \$1000/year for Hazmat Class A license	\$92	\$8,807	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$114	\$10,121	3%	\$235	\$9,886										
Kings County	Fire Captain	\$4,807	\$5,870	0%	\$0	\$0	\$0	\$118	\$85 for Chief Fire Officer and \$33/EMT-D	\$67	\$6,055	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$85	\$7,151	0%	\$0	\$7,151										
Labor Market Mean											\$6,837							\$7,582							\$1,080				\$8,762			\$8,649		
% Hanford is Above or Below Mean (+/-)											0.89%							11.53%							15.25%				11.90%			13.03%		
Comparability											4																							

Notes:
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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE's Portion of PERS Paid by the ER (%)	EE's Portion of PERS Paid by the ER (\$)	Auto Allowance	Deferred Comp	Longevity Pay (Year 10)	Max Ed/Cert Pay	Ed/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments								
City of Hanford	Fire Chief	\$9,407	\$11,289	0%	\$0	\$0	\$163	\$564	\$0		\$100	\$12,116	\$339	\$963	\$75	\$20	\$20	\$0	\$1,416	\$0	\$164	\$13,696	0%	\$0	\$13,696									
City of Madera	No Comparable Class																									Cal Fire								
City of Porterville	Fire Chief	\$8,416	\$10,268	0%	\$0	provided	\$1,063	\$0	\$719	5% for AA, 2% for BA	\$69	\$12,119	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$149	\$13,493	0%	\$0	\$13,493									
City of Tulare	Fire Chief	\$9,239	\$11,231	0%	\$0	\$400	\$0	\$0	\$0		\$75	\$11,706	\$865	inc	inc	inc	\$31	\$0	\$896	\$0	\$163	\$12,764	1%	\$112	\$12,652									
City of Visalia	Fire Chief	\$10,899	\$12,616	0%	\$0	\$425	\$0	\$0	\$631	3% for Fire Officer and 2% for Chief Fire Officer-5% max	\$92	\$13,763	\$1,193	inc	inc	inc	\$21	\$0	\$1,214	\$0	\$183	\$15,160	3%	\$378	\$14,781									
Kings County	County Fire Chief	\$9,500	\$13,500	0%	\$0	\$0	\$208	\$0	\$0		\$50	\$13,758	\$1,409	inc	inc	inc	\$12	\$22	\$1,443	\$0	\$196	\$15,397	0%	\$0	\$15,397									
Labor Market Mean		\$11,904										\$12,837										\$1,194		\$14,204		\$14,081								
% Hanford is Above or Below Mean (+/-)		-5.44%										-5.95%										15.69%		-3.71%		-2.81%								
Comparability		4																																

Notes:
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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE's Portion of PERS Paid by the ER (%)	EE's Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Max Ed/Cert Pay	Ed/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Fire Engineer	\$4,654	\$5,683	0%	\$0	\$325	\$284	\$750	5% for Fire Officer; 2.5% for Firefighter II cert; 5% for Chief Fire Officer- 12.5% + \$40 is max	\$100	\$7,143	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$82	\$8,285	0%	\$0	\$8,285	
City of Madera	No Comparable Class								5% for AA, 2% for BA, 2% for Fire Officer, 3% for Chief Fire Officer- 12% max																Cal Fire
City of Porterville	Fire Engineer	\$4,233	\$5,166	0%	\$0	\$535	\$0	\$620		\$83	\$6,404	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$75	\$7,704	0%	\$0	\$7,704	
City of Tulare	Fire Engineer	\$4,760	\$5,786	0%	\$0	\$0	\$0	\$289	5% for BA, 5% for Paramedic, 3% for Fire Officer, 2% for Chief Fire Officer and \$1000/year for Hazmat Class A license	\$75	\$6,150	\$865	inc	inc	inc	\$6	\$0	\$871	\$0	\$84	\$7,104	3%	\$174	\$6,931	
City of Visalia	Fire Engineer	\$5,338	\$6,699	0%	\$0	\$0	\$0	\$753		\$92	\$7,544	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$97	\$8,842	3%	\$201	\$8,641	
Kings County	Fire Apparatus Engineer	\$4,267	\$5,208	0%	\$0	\$0	\$0	\$118	\$85 for Chief Fire Officer and \$33/EMT-D	\$67	\$5,393	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$76	\$6,480	0%	\$0	\$6,480	
Labor Market Mean		\$5,715								\$6,373								\$1,077			\$7,532			\$7,439	
% Hanford Is Above or Below Mean (+/-)		-0.56%								10.78%								-1.61%			9.08%			10.21%	
Comparability		4																							

Notes:

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Fire Prevention Coordinator	\$3,633	\$4,437	0%	\$0	\$0	\$0	\$4,437	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$64	\$5,561	0%	\$0	\$5,561	Fire Inspector Salary used
City of Madera	No Comparable Class																					Cal Fire
City of Porterville	No Comparable Class																					
City of Tulare	No Comparable Class																					
City of Visalia	No Comparable Class																					Fire Marshal
Kings County	No Comparable Class																					Fire Marshal
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		0																				

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE % Portion of PERS Paid by the ER (%)	EE % Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Max Ed/Cert Pay	Ed/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Firefighter	\$4,244	\$5,183	0%	\$0	\$325	\$259	\$688	5% for Fire Officer; 2.5% for Firefighter II cert; 5% for Chief Fire Officer- 12.5% + \$40 is max	\$100	\$6,555	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$75	\$7,690	0%	\$0	\$7,690	
City of Madera	No Comparable Class								5% for AA, 2% for BA, 2% for Fire Officer, 3% for Chief Fire Officer- 12% max																Cal Fire
City of Porterville	Firefighter	\$3,870	\$4,723	0%	\$0	\$489	\$0	\$567		\$83	\$5,862	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$68	\$7,155	0%	\$0	\$7,155	
City of Tulare	No Comparable Class								10% for Paramedic; 3% for Fire Officer; 2% for Chief Fire Officer and \$1000/year for Hazmat Class A license																Paramedic
City of Visalia	Firefighter	\$4,836	\$6,069	0%	\$0	\$0	\$0	\$994		\$92	\$7,154	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$88	\$8,443	3%	\$182	\$8,261	
Kings County	No Comparable Class																								All Firefighters are Engineers
Labor Market Mean		Insuff Data								Insuff Data								Insuff Data		Insuff Data		Insuff Data			
% Hanford is Above or Below Mean (+/-)		---								---								---		---		---			
Comparability		2																							

Notes:
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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE 3 Portion of PERS Paid by the ER (%)	EE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments	
City of Hanford	Fleet Mechanic II	\$3,516	\$4,293	0%	\$0	\$0	\$0	\$4,293	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$62	\$5,415	0%	\$0	\$5,415	Class B	
City of Madera	Mechanic II	\$3,010	\$3,842	4.625%	\$178	\$161	\$0	\$4,181	\$1,970	inc	inc	inc	\$2	\$9	\$1,982	\$0	\$56	\$6,219	0%	\$0	\$6,219		
City of Porterville	Mechanic I	\$3,079	\$3,757	0%	\$0	\$0	\$0	\$3,757	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$54	\$5,036	0%	\$0	\$5,036	Class B; II is lead	
City of Tulare	Mechanic II	\$3,636	\$4,419	0%	\$0	\$0	\$0	\$4,419	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$64	\$5,353	1%	\$44	\$5,308		
City of Visalia	Equipment Mechanic	\$3,621	\$4,552	0%	\$0	\$0	\$0	\$4,552	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$66	\$5,819	4%	\$182	\$5,637	Class B	
Kings County	Mechanic	\$3,295	\$4,021	0%	\$0	\$0	\$0	\$4,021	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$308	\$5,340	0%	\$0	\$5,340	Class B	
Labor Market Mean			\$4,118					\$4,186								\$1,258			\$5,553			\$5,508	
% Hanford Is Above or Below Mean (+/-)			4.07%					2.49%								-18.66%			-2.55%			-1.72%	
Comparability			5																				

Notes:

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Fleet Superintendent	\$4,998	\$5,999	0%	\$0	\$163	\$300	\$6,461	\$18	\$963	\$75	\$20	\$10	\$0	\$1,086	\$0	\$87	\$7,634	0%	\$0	\$7,634	
City of Madera	Fleet Operations Manager	\$5,032	\$6,422	4.625%	\$297	\$270	\$161	\$7,149	\$1,970	inc	inc	inc	\$2	\$15	\$1,988	\$0	\$93	\$9,230	0%	\$0	\$9,230	
City of Porterville	Field Services Shop Superintendent	\$5,064	\$6,181	0%	\$0	\$0	\$0	\$6,181	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$90	\$7,495	0%	\$0	\$7,495	
City of Tulare	No Comparable Class																					
City of Visalia	No Comparable Class																					Supervisor
Kings County	Fleet Services Manager	\$4,531	\$5,528	0%	\$0	\$208	\$0	\$5,736	\$1,409	inc	inc	inc	\$10	\$22	\$1,441	\$0	\$423	\$7,600	0%	\$0	\$7,600	
Labor Market Mean		\$6,044						\$6,356							\$1,551			\$8,108			\$8,108	
% Hanford Is Above or Below Mean (+/-)			-0.74%					1.64%							-42.85%			-6.21%			-6.21%	
Comparability			3																			

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the EE (%)	CE 3 Portion of PERS Paid by the EE (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Heavy Equipment Operator	\$3,165	\$3,865	0%	\$0	\$0	\$0	\$3,865	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$56	\$4,981	0%	\$0	\$4,981	
City of Madera	Public Works Maintenance Worker III	\$2,724	\$3,477	4.625%	\$161	\$146	\$0	\$3,784	\$1,970	inc	inc	inc	\$2	\$8	\$1,981	\$0	\$50	\$5,815	0%	\$0	\$5,815	Broad class; some positions require Class B
City of Porterville	Field Services Worker III	\$3,367	\$4,109	0%	\$0	\$0	\$0	\$4,109	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$60	\$5,393	0%	\$0	\$5,393	Class B
City of Tulare	Street Maintenance Worker II	\$3,146	\$3,824	0%	\$0	\$0	\$0	\$3,824	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$55	\$4,749	1%	\$38	\$4,711	Work Zone Traffic Control Safety Certificate; May require International Municipal Signal Association (IMSA)
City of Visalia	Heavy Equipment Operator	\$3,621	\$4,552	0%	\$0	\$0	\$0	\$4,552	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$66	\$5,819	4%	\$182	\$5,637	Class A
Kings County	Road Maintenance Worker III	\$3,136	\$3,825	0%	\$0	\$0	\$0	\$3,825	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$293	\$5,129	0%	\$0	\$5,129	Class B; some positions require Class A
Labor Market Mean		\$3,957						\$4,019							\$1,257			\$5,381				\$5,337
% Hanford Is Above or Below Mean (+/-)		-2.39%						-3.98%							-18.65%			-8.03%				-7.15%
Comparability		5																				

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE 3 Portion of PERS Paid by the ER (%)	EE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Med-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Human Resources Analyst	New	New					New													New	
City of Madera	No Comparable Class																					
City of Porterville	Human Resources Analyst II	\$5,218	\$6,368	0%	\$0	\$0	\$0	\$6,368	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$92	\$7,685	0%	\$0	\$7,685	No spec available
City of Tulare	Human Resources Analyst	\$3,765	\$4,576	0%	\$0	\$0	\$0	\$4,576	\$865	inc	inc	inc	\$13	\$0	\$878	\$0	\$66	\$5,520	1%	\$46	\$5,474	No BA required
City of Visalia	Management Analyst-HR/Risk Management	\$5,758	\$7,238	0%	\$0	\$0	\$0	\$7,238	\$1,193	inc	inc	inc	\$21	\$0	\$1,214	\$0	\$105	\$8,557	4%	\$290	\$8,267	
Kings County	Personnel Analyst II	\$4,905	\$5,987	0%	\$0	\$208	\$0	\$6,195	\$1,409	inc	inc	inc	\$10	\$22	\$1,441	\$0	\$458	\$8,094	0%	\$0	\$8,094	
Labor Market Mean			\$6,042					\$6,094					\$1,189		\$7,464				\$7,380			
% Hanford Is Above or Below Mean (+/-)			New Class					New Class					New Class		New Class		New Class		New Class			
Comparability			4																			

Notes:

Data Effective as of 3/2016

Hanford- if eligible for 3% under cafeteria allowance, it can be provided as cash

Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Human Resources Manager	\$8,120	\$9,744	0%	\$0	\$163	\$487	\$10,394	\$292	\$963	\$75	\$20	\$20	\$0	\$1,370	\$0	\$141	\$11,905	0%	\$0	\$11,905	
City of Madera	No Comparable Class																					Director level
City of Porterville	No Comparable Class																					Director level
City of Tulare	No Comparable Class																					Deputy City Manager
City of Visalia	Human Resources Manager	\$6,682	\$8,401	0%	\$0	\$0	\$0	\$8,401	\$1,193	inc	inc	inc	\$21	\$0	\$1,214	\$0	\$122	\$9,736	4%	\$336	\$9,400	
Kings County	No Comparable Class																					Director level
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		1																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Human Resources Technician	\$2,861	\$3,494	0%	\$0	\$0	\$0	\$3,494	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$51	\$4,604	0%	\$0	\$4,604	Administrative Support Tech Salary used
City of Madera	Human Resources Technician II	\$3,148	\$4,018	4.625%	\$186	\$169	\$100	\$4,473	\$1,970	inc	inc	inc	\$2	\$10	\$1,982	\$0	\$58	\$6,513	0%	\$0	\$6,513	
City of Porterville	Human Resources Aide	\$3,794	\$4,630	0%	\$0	\$0	\$0	\$4,630	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$67	\$5,922	0%	\$0	\$5,922	
City of Tulare	No Comparable Class																					
City of Visalia	Administrative Services Technician	\$3,621	\$4,552	0%	\$0	\$0	\$0	\$4,552	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$66	\$5,819	4%	\$182	\$5,637	
Kings County	Personnel Technician II	\$3,825	\$4,668	0%	\$0	\$208	\$0	\$4,876	\$1,409	inc	inc	inc	\$10	\$22	\$1,441	\$0	\$357	\$6,674	0%	\$0	\$6,674	
Labor Market Mean		\$4,467						\$4,633							\$1,462			\$6,232			\$6,186	
% Hanford Is Above or Below Mean (+/-)			-27.85%					-32.59%							-37.95%			-35.35%			-34.36%	
Comparability			4																			

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Information Technology Manager	\$6,678	\$8,014	0%	\$0	\$163	\$401	\$8,577	\$24	\$963	\$75	\$20	\$10	\$0	\$1,092	\$0	\$116	\$9,785	0%	\$0	\$9,785	
City of Madera	No Comparable Class																					Department Head
City of Porterville	Management Information Systems Manager	\$5,765	\$7,035	0%	\$0	\$0	\$0	\$7,035	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$102	\$8,361	0%	\$0	\$8,361	
City of Tulare	Information Technology Manager	\$6,484	\$7,881	0%	\$0	\$0	\$0	\$7,881	\$865	inc	inc	inc	\$22	\$0	\$887	\$0	\$114	\$8,882	1%	\$79	\$8,804	
City of Visalia	Information Services Manager	\$7,920	\$9,957	0%	\$0	\$0	\$0	\$9,957	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$144	\$11,302	4%	\$398	\$10,904	
Kings County	Information Technology Manager	\$6,549	\$7,992	0%	\$0	\$208	\$0	\$8,200	\$1,409	inc	inc	inc	\$10	\$22	\$1,441	\$0	\$611	\$10,252	0%	\$0	\$10,252	
Labor Market Mean		\$8,216						\$8,268							\$1,188			\$9,700			\$9,580	
% Hanford Is Above or Below Mean (+/-)		-2.52%						3.60%							-8.82%			0.88%			2.09%	
Comparability		4																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Irrigation Technician	New Class	New Class					New Class													New Class	
City of Madera	No Comparable Class																					
City of Porterville	No Comparable Class																					
City of Tulare	No Comparable Class																					Park Maintenance Technician maintains irrigation but also performs mechanical and electrical work
City of Visalia	Landscape and Irrigation Technician	\$3,803	\$4,781	0%	\$0	\$0	\$0	\$4,781	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$69	\$6,051	4%	\$191	\$5,860	Broad
Kings County	No Comparable Class																					
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		New Class						New Class							New Class			New Class			New Class	
Comparability		1																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Landscape Services Technician	\$3,029	\$3,699	0%	\$0	\$0	\$0	\$3,699	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$54	\$4,812	0%	\$0	\$4,812	Maintenance Worker II salary used
City of Madera	No Comparable Class																					
City of Porterville	No Comparable Class																					
City of Tulare	No Comparable Class																					
City of Visalia	Landscape and Irrigation Technician	\$3,803	\$4,781	0%	\$0	\$0	\$0	\$4,781	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$69	\$6,051	4%	\$191	\$5,860	Broad
Kings County	No Comparable Class																					
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		1																				

Notes:

Data Effective as of 3/2016

Hanford- if eligible for 3% under cafeteria allowance, it can be provided as cash

Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Maintenance Worker II	\$3,029	\$3,699	0%	\$0	\$0	\$0	\$3,699	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$54	\$4,812	0%	\$0	\$4,812	Class B
City of Madera	Public Works Maintenance Worker II	\$2,631	\$3,358	4.625%	\$155	\$141	\$0	\$3,654	\$1,970	inc	inc	inc	\$2	\$8	\$1,981	\$0	\$49	\$5,684	0%	\$0	\$5,684	Class B; Parks Worker II pays less
City of Porterville	Field Services Worker II	\$3,048	\$3,719	0%	\$0	\$0	\$0	\$3,719	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$54	\$4,997	0%	\$0	\$4,997	Class B; Park Maintenance Worker II pays the same
City of Tulare	Park Maintenance Worker II	\$3,130	\$3,805	0%	\$0	\$0	\$0	\$3,805	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$55	\$4,730	1%	\$38	\$4,692	Street Maintenance Worker II operates heavy equipment; Wastewater Collection Maintenance Worker requires certifications
City of Visalia	Senior Street Maintenance Worker	\$3,549	\$4,462	0%	\$0	\$0	\$0	\$4,462	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$65	\$5,727	4%	\$178	\$5,549	Journey level, Class A; Senior Park Maintenance Worker pays the same
Kings County	Road Maintenance Worker II	\$2,837	\$3,463	0%	\$0	\$0	\$0	\$3,463	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$265	\$4,739	0%	\$0	\$4,739	Class B; Groundworker pays less
Labor Market Mean		\$3,761						\$3,821							\$1,257			\$5,175			\$5,132	
% Hanford Is Above or Below Mean (+/-)		-1.69%						-3.29%							-18.64%			-7.54%			-6.64%	
Comparability		5																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Meter Reader	\$2,676	\$3,268	0%	\$0	\$0	\$0	\$3,268	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$47	\$4,375	0%	\$0	\$4,375	
City of Madera	No Comparable Class																					
City of Porterville	No Comparable Class																					
City of Tulare	Meter Reader	\$2,763	\$3,359	0%	\$0	\$0	\$0	\$3,359	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$49	\$4,277	1%	\$34	\$4,244	
City of Visalia	No Comparable Class																					
Kings County	No Comparable Class																					
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		1																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE % Portion of PERS Paid by the ER (%)	EE % Portion of PERS Paid by the ER (\$)	Auto Allowance	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Parks and Recreation Director	\$7,545	\$9,058	0%	\$0	\$50	\$163	\$453	\$9,723	\$272	\$963	\$75	\$20	\$20	\$0	\$1,349	\$0	\$131	\$11,204	0%	\$0	\$11,204	
City of Madera	Director of Parks and Community Services	\$8,495	\$10,841	0%	\$0	\$50	\$0	\$542	\$11,433	\$1,970	inc	inc	inc	\$8	\$22	\$2,000	\$0	\$157	\$13,590	0%	\$0	\$13,590	
City of Porterville	Parks and Leisure Services Director	\$7,619	\$9,296	0%	\$0	\$400	\$0	\$0	\$9,696	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$135	\$11,055	0%	\$0	\$11,055	
City of Tulare	No Comparable Class																						Community Development Director
City of Visalia	Parks and Recreation Director	\$9,010	\$11,327	0%	\$0	\$425	\$0	\$0	\$11,752	\$1,193	inc	inc	inc	\$21	\$0	\$1,214	\$0	\$164	\$13,130	4%	\$453	\$12,677	
Kings County	No Comparable Class																						
Labor Market Mean		\$10,488							\$10,960							\$1,479			\$12,592				\$12,441
% Hanford Is Above or Below Mean (+/-)		-15.79%							-12.72%							-9.62%			-12.38%				-11.04%
Comparability		3																					

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Parks Superintendent	\$5,138	\$6,165	0%	\$0	\$163	\$308	\$6,636	\$18	\$963	\$75	\$20	\$10	\$0	\$1,086	\$0	\$89	\$7,811	0%	\$0	\$7,811	
City of Madera	Park Planning Manager	\$5,615	\$7,166	4.625%	\$331	\$301	\$179	\$7,978	\$1,970	inc	inc	inc	\$2	\$17	\$1,990	\$0	\$104	\$10,071	0%	\$0	\$10,071	
City of Porterville	Park Superintendent	\$5,064	\$6,181	0%	\$0	\$0	\$0	\$6,181	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$90	\$7,495	0%	\$0	\$7,495	
City of Tulare	Parks Manager	\$5,078	\$6,173	0%	\$0	\$0	\$0	\$6,173	\$865	inc	inc	inc	\$17	\$0	\$882	\$0	\$90	\$7,144	1%	\$62	\$7,083	Parks and Urban Forestry Manager over park maintenance, urban forestry and building maintenance
City of Visalia	No Comparable Class																					
Kings County	Parks and Grounds Superintendent	\$4,905	\$5,987	0%	\$0	\$208	\$0	\$6,195	\$1,409	inc	inc	inc	\$10	\$22	\$1,441	\$0	\$458	\$8,094	0%	\$0	\$8,094	
Labor Market Mean		\$6,377						\$6,632							\$1,384			\$8,201			\$8,186	
% Hanford Is Above or Below Mean (+/-)		-3.43%						0.06%							-27.43%			-4.99%			-4.79%	
Comparability		4																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE 3 Portion of PERS Paid by the ER (%)	EE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments									
City of Hanford	Parks Supervisor	\$4,374	\$5,248	0%	\$0	\$163	\$262	\$5,673	\$16	\$963	\$75	\$20	\$10	\$0	\$1,083	\$0	\$76	\$6,832	0%	\$0	\$6,832										
City of Madera	Parks Supervisor	\$3,567	\$4,552	4.625%	\$211	\$191	\$114	\$5,068	\$1,970	inc	inc	inc	\$2	\$11	\$1,983	\$0	\$66	\$7,117	0%	\$0	\$7,117										
City of Porterville	No Comparable Class																					Not budgeted									
City of Tulare	Parks Maintenance Supervisor	\$3,899	\$4,739	0%	\$0	\$0	\$0	\$4,739	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$69	\$5,677	1%	\$47	\$5,630										
City of Visalia	Park Maintenance Supervisor	\$4,580	\$5,758	0%	\$0	\$0	\$0	\$5,758	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$83	\$7,042	4%	\$230	\$6,812										
Kings County	No Comparable Class																					Lead									
Labor Market Mean			\$5,016					\$5,188									\$1,351					\$6,612					\$6,520				
% Hanford Is Above or Below Mean (+/-)			4.41%					8.54%													-24.71%					3.23%					4.58%
Comparability			3																												

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	Lt-E's Portion of PERS Paid by the ER (%)	Lt-E's Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Max Ed/Cert Pay	Ed/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Police Captain	\$7,763	\$9,318	0%	\$0	\$163	\$466	\$699	5% for POST Advanced and 2.5% for POST Supv.	\$100	\$10,745	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$135	\$11,940	0%	\$0	\$11,940	
City of Madera	Police Commander	\$8,285	\$10,574	6%	\$634	\$0	\$0	\$793	2.5% for each- POST Supv., POST Mngt., FBI Academy	\$63	\$12,064	\$1,970	inc	inc	inc	\$4	\$22	\$1,996	\$0	\$153	\$14,213	0%	\$0	\$14,213	
City of Porterville	Police Captain	\$6,760	\$8,250	0%	\$0	\$854	\$0	\$1,031	2.5% for each- POST Int., AA, POST Adv., BA, MA	\$75	\$10,211	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$120	\$11,555	0%	\$0	\$11,555	
City of Tulare	Police Captain	\$8,235	\$10,009	0%	\$0	\$0	\$0	\$150	\$150 for BA and 4 years of service	\$92	\$10,251	\$865	inc	inc	inc	\$28	\$0	\$893	\$0	\$145	\$11,288	1%	\$100	\$11,188	
City of Visalia	Police Captain	\$8,577	\$10,806	0%	\$0	\$0	\$0	\$540	3% for POST Int. and 2% for POST Adv.	\$81	\$11,428	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$157	\$12,785	3%	\$324	\$12,461	
Kings County	Sheriff's Commander	\$7,164	\$8,741	0%	\$0	\$208	\$0	\$200	\$200 for POST Mngt.	\$71	\$9,220	\$1,409	inc	inc	inc	\$10	\$22	\$1,441	\$0	\$127	\$10,787	4%	\$350	\$10,438	
Labor Market Mean		\$9,676								\$10,635							\$1,351			\$12,126			\$11,971		
% Hanford is Above or Below Mean (+/-)		-3.84%								1.03%							-27.46%			-1.55%			-0.26%		
Comparability		5																							

Notes:
Data Effective as of 3/2016
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Agency	Classification	Minimum Base Salary	Maximum Base Salary	LE 1's Portion of PERS Paid by the ER (%)	LE 2's Portion of PERS Paid by the ER (\$)	Auto Allowance	Deferred Comp	Longevity Pay (Year 10)	Max Ed/Cert Pay	Ed/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments																					
City of Hanford	Police Chief	\$9,823	\$11,786	0%	\$0	\$0	\$163	\$589	\$0		\$100	\$12,638	\$354	\$963	\$75	\$20	\$20	\$0	\$1,431	\$0	\$171	\$14,240	0%	\$0	\$14,240																						
City of Madera	Police Chief	\$10,632	\$13,569	0%	\$0	provided	\$0	\$678	\$0		\$0	\$14,247	\$1,970	inc	inc	inc	\$8	\$22	\$2,000	\$0	\$197	\$16,444	0%	\$0	\$16,444																						
City of Porterville	Chief of Police	\$8,845	\$10,792	0%	\$0	provided	\$1,118	\$0	\$0		\$75	\$11,985	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$156	\$13,366	0%	\$0	\$13,366																						
City of Tulare	Police Chief	\$9,857	\$11,982	0%	\$0	\$400	\$0	\$0	\$0		\$92	\$12,474	\$865	inc	inc	inc	\$33	\$0	\$898	\$0	\$174	\$13,545	1%	\$120	\$13,426																						
City of Visalia	Chief of Police	\$11,375	\$13,392	0%	\$0	\$425	\$0	\$0	\$670	3% for Intermediate POST and 2% for Advanced POST	\$81	\$14,568	\$1,193	inc	inc	inc	\$21	\$0	\$1,214	\$0	\$194	\$15,976	3%	\$402	\$15,574																						
Kings County	No Comparable Class																									Elected																					
Labor Market Mean			\$12,434											\$13,318											\$1,334											\$14,833											\$14,702
% Hanford Is Above or Below Mean (+/-)			-5.50%											-5.39%											6.80%											-4.16%											-3.25%
Comparability			4																																												

Notes:

Data Effective as of 3/2016

Hanford- if eligible for 3% under cafeteria allowance, it can be provided as cash

Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE's Portion of PERS Paid by the ER (%)	EE's Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Max Ed/Cert Pay	Ed/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments	
City of Hanford	Police Officer	\$4,821	\$5,888	0%	\$0	\$163	\$294	\$442	5% for POST Int. and 2.5% for POST Adv.	\$100	\$6,887	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$85	\$8,032	0%	\$0	\$8,032		
City of Madera	Police Officer II	\$4,311	\$5,502	6%	\$330	\$0	\$0	\$688	2.5% for 60 units, 2.5% for POST Int., 2.5% for POST Adv., 5% for BA, 2.5% for each POST Int., AA, POST Adv., BA, MA	\$85	\$6,605	\$1,970	inc	inc	inc	\$4	\$13	\$1,987	\$0	\$80	\$8,672	0%	\$0	\$8,672		
City of Porterville	Police Officer	\$4,068	\$4,964	0%	\$0	\$514	\$124	\$621		\$92	\$6,314	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$72	\$7,611	0%	\$0	\$7,611		
City of Tulare	Police Officer	\$4,577	\$5,564	0%	\$0	\$0	\$0	\$150	\$150 for BA and 4 years of service	\$92	\$5,806	\$865	inc	inc	inc	\$2	\$17	\$884	\$0	\$81	\$6,770	0%	\$0	\$6,770		
City of Visalia	Police Officer	\$5,145	\$6,433	0%	\$0	\$0	\$0	\$322	3% for Int. POST and 2% for POST Adv.	\$81	\$6,836	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$93	\$8,129	3%	\$193	\$7,936		
Kings County	Deputy Sheriff II	\$4,267	\$5,207	0%	\$0	\$0	\$0	\$150	\$150/month for POST Supv.	\$71	\$5,428	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$76	\$6,515	4%	\$208	\$6,306		
Labor Market Mean		\$5,534								\$6,198								\$1,262				\$7,539				\$7,459
% Hanford Is Above or Below Mean (+/-)		6.01%								10.00%								-19.04%				6.13%				7.13%
Comparability		5																								

Notes:
Data Effective as of 3/2016
Hanford- if eligible for 3% under cafeteria allowance, it can be provided as cash

Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Police Records Assistant	\$2,819	\$3,442	0%	\$0	\$0	\$0	\$3,442	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$50	\$4,552	0%	\$0	\$4,552	
City of Madera	Records Clerk	\$2,579	\$3,292	4.625%	\$152	\$138	\$0	\$3,583	\$1,970	inc	inc	inc	\$4	\$8	\$1,982	\$0	\$48	\$5,612	0%	\$0	\$5,612	
City of Porterville	Records Clerk	\$2,815	\$3,435	0%	\$0	\$0	\$0	\$3,435	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$50	\$4,709	0%	\$0	\$4,709	
City of Tulare	Police Records Specialist	\$3,099	\$3,767	0%	\$0	\$0	\$0	\$3,767	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$55	\$4,691	1%	\$38	\$4,654	
City of Visalia	Police Records Specialist	\$2,767	\$3,479	0%	\$0	\$0	\$0	\$3,479	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$50	\$4,730	4%	\$139	\$4,591	
Kings County	Sheriff Records Clerk II	\$2,954	\$3,604	0%	\$0	\$0	\$0	\$3,604	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$276	\$4,891	0%	\$0	\$4,891	
Labor Market Mean		\$3,515						\$3,574							\$1,258			\$4,927			\$4,891	
% Hanford Is Above or Below Mean (+/-)		-2.13%						-3.82%							-18.67%			-8.24%			-7.46%	
Comparability		5																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE's Portion of PERS Paid by the ER (%)	EE's Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Max Ed/Cert Pay	Ed/Cert Pay notes	Uniform Allowance	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments		
City of Hanford	Police Sergeant	\$5,912	\$7,219	0%	\$0	\$163	\$361	\$541	5% for POST Int. and 2.5% for POST Adv.	\$100	\$8,384	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$105	\$9,548	0%	\$0	\$9,548			
City of Madera	Police Sergeant	\$5,615	\$7,166	6%	\$430	\$0	\$0	\$896	2.5% for 60 units, 2.5% for POST Int., 2.5% for POST Adv., 5% for BA	\$85	\$8,576	\$1,970	inc	inc	inc	\$4	\$17	\$1,991	\$0	\$104	\$10,672	0%	\$0	\$10,672			
City of Porterville	Police Sergeant	\$5,064	\$6,181	0%	\$0	\$640	\$155	\$773	2.5% for each- POST Int., AA, POST Adv., BA, MA	\$92	\$7,840	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$90	\$9,154	0%	\$0	\$9,154			
City of Tulare	Police Sergeant	\$6,417	\$7,800	0%	\$0	\$0	\$0	\$150	\$150 for BA and 4 years of service	\$92	\$8,042	\$865	inc	inc	inc	\$22	\$0	\$887	\$0	\$113	\$9,041	1%	\$78	\$8,963			
City of Visalia	Police Sergeant	\$6,435	\$8,090	0%	\$0	\$0	\$0	\$405	3% for Int. POST and 2% for POST Adv.	\$81	\$8,576	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$117	\$9,894	3%	\$243	\$9,651			
Kings County	Sheriff's Sergeant	\$5,054	\$6,169	0%	\$0	\$0	\$0	\$150	\$150/month for POST Supv.	\$71	\$6,390	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$89	\$7,491	4%	\$247	\$7,244			
Labor Market Mean		\$7,081									\$7,885									\$1,263			\$9,250			\$9,137	
% Hanford Is Above or Below Mean (+/-)		1.91%									5.95%									-19.17%			3.12%			4.31%	
Comparability		5																									

Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Police Service Technician	\$3,050	\$3,725	0%	\$0	\$0	\$0	\$3,725	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$54	\$4,839	0%	\$0	\$4,839	Police Services Officer salary used
City of Madera	No Comparable Class																					
City of Porterville	Community Services Officer	\$3,204	\$3,909	0%	\$0	\$0	\$0	\$3,909	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$57	\$5,190	0%	\$0	\$5,190	
City of Tulare	Community Services Officer	\$3,225	\$3,921	0%	\$0	\$0	\$0	\$3,921	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$57	\$4,847	1%	\$39	\$4,808	
City of Visalia	Community Services Officer	\$2,965	\$3,727	0%	\$0	\$0	\$0	\$3,727	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$54	\$4,982	4%	\$149	\$4,833	
Kings County	Evidence Technician	\$3,104	\$3,787	0%	\$0	\$0	\$0	\$3,787	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$290	\$5,088	0%	\$0	\$5,088	Collects and preserves evidence
Labor Market Mean		\$3,836						\$3,836							\$1,077			\$5,027			\$4,980	
% Hanford Is Above or Below Mean (+/-)		-2.98%						-2.98%							-1.58%			-3.89%			-2.91%	
Comparability		4																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Police Support Services Administrator	\$4,696	\$5,634	0%	\$0	\$163	\$282	\$6,078	\$17	\$963	\$75	\$20	\$10	\$0	\$1,085	\$0	\$82	\$7,245	0%	\$0	\$7,245	Police Support Services Supervisor salary used
City of Madera	No Comparable Class																					
City of Porterville	No Comparable Class																					
City of Tulare	No Comparable Class																					Police Records Manager is only over records
City of Visalia	Police Support Services Manager	\$6,175	\$7,763	0%	\$0	\$0	\$0	\$7,763	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$113	\$9,076	4%	\$311	\$8,766	
Kings County	Emergency Communications Manager	\$5,365	\$6,548	0%	\$0	\$208	\$0	\$6,756	\$1,409	inc	inc	inc	\$10	\$22	\$1,441	\$0	\$501	\$8,698	0%	\$0	\$8,698	Over Communications; Records Manager pays less
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		2																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Property and Evidence Technician	\$3,488	\$4,259	0%	\$0	\$0	\$0	\$4,259	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$62	\$5,381	0%	\$0	\$5,381	
City of Madera	Property and Evidence Officer	\$2,936	\$3,747	4.625%	\$173	\$157	\$0	\$4,078	\$1,970	inc	inc	inc	\$4	\$9	\$1,983	\$0	\$54	\$6,115	0%	\$0	\$6,115	
City of Porterville	Property and Evidence Technician	\$2,900	\$3,539	0%	\$0	\$0	\$0	\$3,539	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$51	\$4,815	0%	\$0	\$4,815	
City of Tulare	Evidence Technician	\$3,803	\$4,622	0%	\$0	\$0	\$0	\$4,622	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$67	\$5,559	1%	\$46	\$5,512	
City of Visalia	No Comparable Class																					
Kings County	No Comparable Class																					Evidence Technician collects evidence at crime scenes
Labor Market Mean		\$3,969						\$4,080							\$1,359			\$5,496			\$5,481	
% Hanford Is Above or Below Mean (+/-)		6.80%						4.21%							-28.24%			-2.15%			-1.86%	
Comparability		3																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE % Portion of PERS Paid by the ER (%)	EE % Portion of PERS Paid by the ER (\$)	Auto Allowance	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Public Works Director	\$9,596	\$11,518	0%	\$0	\$0	\$163	\$576	\$12,256	\$346	\$963	\$75	\$20	\$20	\$0	\$1,423	\$0	\$167	\$13,847	0%	\$0	\$13,847	PE, building maintenance, engineering, fleet, refuse, streets, utilities, airport operations, and wastewater treatment plant
City of Madera	No Comparable Class																						Public Works under Community Development
City of Porterville	Public Works Director	\$8,332	\$10,167	0%	\$0	\$400	\$0	\$0	\$10,567	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$147	\$11,939	0%	\$0	\$11,939	No PE required; engineering, building, and public works, which include refuse collection and recycling, maintenance of streets, sewer, storm drainage systems, water utilities, traffic signal systems, water utilities, wastewater treatment, environmental laboratory, equipment maintenance and warehousing
City of Tulare	Public Works Director	\$8,369	\$10,173	0%	\$0	\$400	\$0	\$0	\$10,573	\$865	inc	inc	inc	\$28	\$0	\$893	\$0	\$148	\$11,614	1%	\$102	\$11,512	No PE required; over streets and traffic control, storm drain maintenance, water distribution, sewer collection, wastewater treatment operations and maintenance, solid waste, and fleet maintenance
City of Visalia	Public Works Director	\$11,000	\$12,733	0%	\$0	\$425	\$0	\$0	\$13,158	\$1,193	inc	inc	inc	\$21	\$0	\$1,214	\$0	\$185	\$14,556	4%	\$509	\$14,047	No PE; over waste water collection and treatment (including Water Conservation Plant), fleet maintenance, solid waste collection/recycling, storm water collection/management, street maintenance, and traffic safety
Kings County	Public Works Director	\$9,500	\$13,500	0%	\$0	\$0	\$208	\$0	\$13,708	\$1,409	inc	inc	inc	\$12	\$22	\$1,443	\$0	\$808	\$15,959	0%	\$0	\$15,959	PE preferred; Over roads, engineering and county parks & facilities
Labor Market Mean			\$11,643						\$12,002						\$1,193				\$13,517			\$13,364	
% Hanford Is Above or Below Mean (+/-)			-1.09%						2.08%						16.15%				2.38%			3.48%	
Comparability			4																				

Notes:

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Recreation Supervisor	\$4,374	\$5,248	0%	\$0	\$163	\$262	\$5,673	\$16	\$963	\$75	\$20	\$10	\$0	\$1,083	\$0	\$76	\$6,832	0%	\$0	\$6,832	BA
City of Madera	Recreation and Community Program Supervisor	\$3,902	\$4,979	4.625%	\$230	\$209	\$124	\$5,543	\$1,970	inc	inc	inc	\$2	\$12	\$1,984	\$0	\$72	\$7,600	0%	\$0	\$7,600	BA
City of Porterville	Leisure Services Supervisor	\$3,757	\$4,584	0%	\$0	\$0	\$0	\$4,584	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$66	\$5,875	0%	\$0	\$5,875	BA desirable
City of Tulare	Recreation Supervisor	\$4,139	\$5,031	0%	\$0	\$0	\$0	\$5,031	\$865	inc	inc	inc	\$14	\$0	\$879	\$0	\$73	\$5,982	1%	\$50	\$5,932	BA
City of Visalia	Recreation Supervisor	\$4,580	\$5,758	0%	\$0	\$0	\$0	\$5,758	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$83	\$7,042	4%	\$230	\$6,812	Supervises Recreation Coordinators
Kings County	No Comparable Class																					
Labor Market Mean		\$5,088						\$5,229							\$1,322			\$6,625			\$6,555	
% Hanford Is Above or Below Mean (+/-)		3.05%						7.83%							-22.02%			3.04%			4.07%	
Comparability		4																				

Notes:

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Refuse Collector	\$3,011	\$3,677	0%	\$0	\$0	\$0	\$3,677	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$53	\$4,790	0%	\$0	\$4,790	
City of Madera	No Comparable Class																					Contract out
City of Porterville	Filled Services Worker II	\$3,048	\$3,719	0%	\$0	\$0	\$0	\$3,719	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$54	\$4,997	0%	\$0	\$4,997	Broad class
City of Tulare	Senior Solid Waste Operator	\$3,162	\$3,843	0%	\$0	\$0	\$0	\$3,843	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$56	\$4,768	1%	\$38	\$4,730	Journey level
City of Visalia	Solid Waste Operator	\$3,277	\$4,119	0%	\$0	\$0	\$0	\$4,119	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$60	\$5,379	4%	\$165	\$5,215	Class B
Kings County	No Comparable Class																					
Labor Market Mean		\$3,894						\$3,894							\$1,098			\$5,048			\$4,981	
% Hanford Is Above or Below Mean (+/-)		-5.89%						-5.89%							-3.63%			-5.39%			-3.98%	
Comparability		3																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Refuse Service Worker	\$3,153	\$3,850	0%	\$0	\$0	\$0	\$3,850	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$56	\$4,966	0%	\$0	\$4,966	
City of Madera	No Comparable Class																					Contract out
City of Porterville	No Comparable Class																					
City of Tulare	Senior Solid Waste Maintenance Worker	\$3,162	\$3,843	0%	\$0	\$0	\$0	\$3,843	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$56	\$4,768	1%	\$38	\$4,730	Journey level
City of Visalia	Solid Waste Maintenance and Delivery Worker	\$3,277	\$4,119	0%	\$0	\$0	\$0	\$4,119	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$60	\$5,379	4%	\$165	\$5,215	Class B; Relief driver
Kings County	No Comparable Class																					
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		2																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Refuse Supervisor	\$4,073	\$4,888	0%	\$0	\$163	\$244	\$5,295	\$15	\$963	\$75	\$20	\$10	\$0	\$1,082	\$0	\$71	\$6,448	0%	\$0	\$6,448	Class B; Signal Technician I and II
City of Madera	No Comparable Class																					
City of Porterville	No Comparable Class																					
City of Tulare	Solid Waste Supervisor	\$3,731	\$4,534	0%	\$0	\$0	\$0	\$4,534	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$66	\$5,469	1%	\$45	\$5,424	
City of Visalia	Solid Waste Supervisor	\$4,580	\$5,758	0%	\$0	\$0	\$0	\$5,758	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$83	\$7,042	4%	\$230	\$6,812	
Kings County	No Comparable Class																					
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		2																				

Notes:

Data Effective as of 3/2016

Hanford- if eligible for 3% under cafeteria allowance, it can be provided as cash

Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Refuse Superintendent	\$5,299	\$6,359	0%	\$0	\$163	\$318	\$6,839	\$19	\$963	\$75	\$20	\$10	\$0	\$1,087	\$0	\$92	\$8,018	0%	\$0	\$8,018	
City of Madera	No Comparable Class																					Contract out
City of Porterville	No Comparable Class																					
City of Tulare	Solid Waste Manager	\$5,078	\$6,173	0%	\$0	\$0	\$0	\$6,173	\$865	inc	inc	inc	\$17	\$0	\$882	\$0	\$90	\$7,144	1%	\$62	\$7,083	
City of Visalia	Public Works Manager	\$6,749	\$8,485	0%	\$0	\$0	\$0	\$8,485	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$123	\$9,809	4%	\$339	\$9,469	Broad class with one assigned to solid waste
Kings County	No Comparable Class																					
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		2																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Regulatory Compliance Analyst	\$3,797	\$4,637	0%	\$0	\$0	\$0	\$4,637	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$67	\$5,764	0%	\$0	\$5,764	WWTP Lab Technician salary used
City of Madera	No Comparable Class																					Wastewater Treatment Plant Operations Manager supervises lab
City of Porterville	No Comparable Class																					Lab Superintendent
City of Tulare	No Comparable Class																					Wastewater Treatment Plant Supervisor supervises lab
City of Visalia	No Comparable Class																					
Kings County	No Comparable Class																					
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		0																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Senior Administrative Analyst	\$5,512	\$6,612	0%	\$0	\$163	\$331	\$7,105	\$20	\$963	\$75	\$20	\$10	\$0	\$1,088	\$0	\$96	\$8,289	0%	\$0	\$8,289	
City of Madera	No Comparable Class																					
City of Porterville	No Comparable Class																					
City of Tulare	Senior Management Analyst	\$4,763	\$5,790	0%	\$0	\$0	\$0	\$5,790	\$865	inc	inc	inc	\$16	\$0	\$881	\$0	\$84	\$6,755	1%	\$58	\$6,697	
City of Visalia	No Comparable Class																					Senior is journey level
Kings County	Management Analyst III	\$5,365	\$6,549	0%	\$0	\$208	\$0	\$6,757	\$1,409	inc	inc	inc	\$10	\$22	\$1,441	\$0	\$501	\$8,699	0%	\$0	\$8,699	
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		2																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Senior Civil Engineer	\$6,419	\$7,703	0%	\$0	\$163	\$385	\$8,251	\$23	\$963	\$75	\$20	\$10	\$0	\$1,091	\$0	\$112	\$9,453	0%	\$0	\$9,453	
City of Madera	Senior Civil Engineer	\$5,643	\$7,202	4.625%	\$333	\$302	\$180	\$8,018	\$1,970	inc	inc	inc	\$2	\$17	\$1,990	\$0	\$104	\$10,112	0%	\$0	\$10,112	
City of Porterville	Principal Engineer	\$5,765	\$7,035	0%	\$0	\$0	\$0	\$7,035	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$102	\$8,361	0%	\$0	\$8,361	Principal is advanced journey level; no Senior level
City of Tulare	Senior Civil Engineer	\$6,522	\$7,928																			
City of Visalia	Senior Civil Engineer	\$6,749	\$8,485	0%	\$0	\$0	\$0	\$8,485	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$123	\$9,809	4%	\$339	\$9,469	
Kings County	No Comparable Class																					
Labor Market Mean		\$7,663						\$7,846							\$1,472			\$9,427			\$9,314	
% Hanford Is Above or Below Mean (+/-)		0.53%						4.91%							-34.90%			0.27%			1.47%	
Comparability		4																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Senior Planner	\$5,176	\$6,211	0%	\$0	\$163	\$311	\$6,684	\$19	\$963	\$75	\$20	\$10	\$0	\$1,086	\$0	\$90	\$7,860	0%	\$0	\$7,860	
City of Madera	No Comparable Class																					Contract
City of Porterville	No Comparable Class																					Part time position
City of Tulare	No Comparable Class																					Not budgeted
City of Visalia	Senior Planner	\$5,816	\$7,311	0%	\$0	\$0	\$0	\$7,311	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$106	\$8,618	4%	\$292	\$8,325	
Kings County	Planner IV	\$5,105	\$6,231	0%	\$0	\$208	\$0	\$6,439	\$1,409	inc	inc	inc	\$10	\$22	\$1,441	\$0	\$477	\$8,357	0%	\$0	\$8,357	
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		2																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Streets Superintendent	\$5,407	\$6,487	0%	\$0	\$163	\$324	\$6,974	\$19	\$963	\$75	\$20	\$10	\$0	\$1,087	\$0	\$94	\$8,155	0%	\$0	\$8,155	
City of Madera	Streets and Storm Drain Operations Manager	\$4,577	\$5,841	4.625%	\$270	\$245	\$146	\$6,502	\$1,970	inc	inc	inc	\$2	\$14	\$1,987	\$0	\$85	\$8,574	0%	\$0	\$8,574	
City of Porterville	No Comparable Class																					
City of Tulare	Street Manager	\$5,555	\$6,752	0%	\$0	\$0	\$0	\$6,752	\$865	inc	inc	inc	\$19	\$0	\$884	\$0	\$98	\$7,733	1%	\$68	\$7,666	
City of Visalia	Public Works Manager	\$6,749	\$8,485	0%	\$0	\$0	\$0	\$8,485	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$123	\$9,809	4%	\$339	\$9,469	Broad class with one assigned to street maintenance
Kings County	Road Superintendent	\$5,639	\$6,883	0%	\$0	\$208	\$0	\$7,091	\$1,409	inc	inc	inc	\$10	\$22	\$1,441	\$0	\$527	\$9,058	0%	\$0	\$9,058	
Labor Market Mean		\$6,990						\$7,208							\$1,378			\$8,794			\$8,692	
% Hanford Is Above or Below Mean (+/-)		-7.76%						-3.35%							-26.73%			-7.83%			-6.58%	
Comparability		4																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Streets Supervisor	\$4,174	\$5,008	0%	\$0	\$163	\$250	\$5,421	\$15	\$963	\$75	\$20	\$10	\$0	\$1,083	\$0	\$73	\$6,576	0%	\$0	\$6,576	Class B; Signal Technician I and II
City of Madera	Street and Storm Drainage Supervisor	\$3,657	\$4,667	4.625%	\$216	\$196	\$117	\$5,196	\$1,970	inc	inc	inc	\$2	\$11	\$1,984	\$0	\$68	\$7,247	0%	\$0	\$7,247	
City of Porterville	Field Services Supervisor	\$3,832	\$4,676	0%	\$0	\$0	\$0	\$4,676	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$68	\$5,968	0%	\$0	\$5,968	Broad class with one assigned to street maintenance
City of Tulare	Street Supervisor	\$3,731	\$4,535	0%	\$0	\$0	\$0	\$4,535	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$66	\$5,470	1%	\$45	\$5,425	
City of Visalia	No Comparable Class																					
Kings County	Roads Supervisor	\$3,825	\$4,668	0%	\$0	\$0	\$0	\$4,668	\$1,009	inc	inc	inc	\$2	\$0	\$1,011	\$0	\$357	\$6,037	0%	\$0	\$6,037	Class A or B
Labor Market Mean		\$4,637						\$4,769							\$1,272			\$6,181			\$6,169	
% Hanford Is Above or Below Mean (+/-)		7.42%						12.03%							-17.50%			6.02%			6.19%	
Comparability		4																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE % Portion of PERS Paid by the ER (%)	EE \$ Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Sweeper Operator	\$3,172	\$3,873	0%	\$0	\$0	\$0	\$3,873	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$56	\$4,989	0%	\$0	\$4,989	
City of Madera	Public Works Maintenance Worker III	\$2,724	\$3,477	4.625%	\$161	\$146	\$0	\$3,784	\$1,970	inc	inc	inc	\$2	\$8	\$1,981	\$0	\$50	\$5,815	0%	\$0	\$5,815	Broad with Street Sweeping duties
City of Porterville	Field Services Worker II	\$3,048	\$3,719	0%	\$0	\$0	\$0	\$3,719	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$54	\$4,997	0%	\$0	\$4,997	Broad with Street Sweeping duties
City of Tulare	Street Sweeper Operator	\$3,242	\$3,940	0%	\$0	\$0	\$0	\$3,940	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$57	\$4,867	1%	\$39	\$4,827	
City of Visalia	No Comparable Class																					
Kings County	No Comparable Class																					
Labor Market Mean		\$3,712						\$3,814							\$1,358			\$5,226			\$5,213	
% Hanford Is Above or Below Mean (+/-)		4.16%						1.52%							-28.17%			-4.76%			-4.50%	
Comparability		3																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Traffic Control Technician	\$3,220	\$3,932	0%	\$0	\$0	\$0	\$3,932	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$57	\$5,049	0%	\$0	\$5,049	
City of Madera	Electrician II	\$4,060	\$5,182	4.625%	\$240	\$218	\$0	\$5,639	\$1,970	inc	inc	inc	\$2	\$12	\$1,985	\$0	\$75	\$7,699	0%	\$0	\$7,699	
City of Porterville	No Comparable Class																					
City of Tulare	Signal Light Technician	\$3,803	\$4,622	0%	\$0	\$0	\$0	\$4,622	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$67	\$5,559	1%	\$46	\$5,512	
City of Visalia	Maintenance Electrician	\$3,621	\$4,552	0%	\$0	\$0	\$0	\$4,552	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$66	\$5,819	4%	\$182	\$5,637	Broad class including street lights
Kings County	No Comparable Class																					
Labor Market Mean		\$4,785						\$4,938							\$1,352			\$6,359			\$6,283	
% Hanford Is Above or Below Mean (+/-)		-21.70%						-25.58%							-27.55%			-25.95%			-24.44%	
Comparability		3																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Utilities Maintenance Worker II	\$3,172	\$3,873	0%	\$0	\$0	\$0	\$3,873	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$56	\$4,989	0%	\$0	\$4,989	T1, D2
City of Madera	No Comparable Class																					Distribution only
City of Porterville	No Comparable Class																					
City of Tulare	Water Treatment Technician	\$3,899	\$4,739	0%	\$0	\$0	\$0	\$4,739	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$69	\$5,677	1%	\$47	\$5,630	T1 or D2; T2 or D3 and Backflow within 18 months
City of Visalia	No Comparable Class																					
Kings County	No Comparable Class																					
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		1																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE % Portion of PERS Paid by the ER (%)	EE \$ Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Utilities Superintendent	\$5,759	\$6,910	0%	\$0	\$163	\$346	\$7,418	\$21	\$963	\$75	\$20	\$10	\$0	\$1,088	\$0	\$100	\$8,607	0%	\$0	\$8,607	T2, D4
City of Madera	Water and Sewer Operations Manager	\$5,532	\$7,060	4.625%	\$327	\$297	\$177	\$7,860	\$1,970	inc	inc	inc	\$2	\$17	\$1,989	\$0	\$102	\$9,951	0%	\$0	\$9,951	T3, D4, Cross Connection, Backflow Prevention, Collection System II
City of Porterville	No Comparable Class																					
City of Tulare	Water and Wastewater Collection Utility Manager	\$5,586	\$6,789	0%	\$0	\$0	\$0	\$6,789	\$865	inc	inc	inc	\$19	\$0	\$884	\$0	\$98	\$7,772	1%	\$68	\$7,704	Over water and wastewater collection; T4; D2
City of Visalia	No Comparable Class																					
Kings County	No Comparable Class																					
Labor Market Mean			Insuff Data					Insuff Data					Insuff Data					Insuff Data				
% Hanford Is Above or Below Mean (+/-)			---					---					---					---				
Comparability			2																			

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Utilities Supervisor	\$4,448	\$5,335	0%	\$0	\$163	\$267	\$5,764	\$16	\$963	\$75	\$20	\$10	\$0	\$1,084	\$0	\$77	\$6,925	0%	\$0	\$6,925	Class B; T1; D3
City of Madera	Water System Supervisor	\$4,142	\$5,287	4.625%	\$245	\$222	\$132	\$5,886	\$1,970	inc	inc	inc	\$2	\$13	\$1,985	\$0	\$77	\$7,948	0%	\$0	\$7,948	T2, D3; Cross Connection Control
City of Porterville	No Comparable Class																					No certifications required
City of Tulare	Water Utility Supervisor	\$4,122	\$5,010	0%	\$0	\$0	\$0	\$5,010	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$73	\$5,952	1%	\$50	\$5,902	D3; D4 within 18 months
City of Visalia	No Comparable Class																					
Kings County	No Comparable Class																					
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		2																				

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Wastewater Treatment Plant Laboratory Technician II	\$2,896	\$3,536	0%	\$0	\$0	\$0	\$3,536	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$51	\$4,647	0%	\$0	\$4,647	Lab Analyst I; Lab Assistant salary used
City of Madera	No Comparable Class																					Wastewater Treatment Lab Analyst also does inspections
City of Porterville	Laboratory Technician II	\$3,870	\$4,723	0%	\$0	\$0	\$0	\$4,723	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$68	\$6,016	0%	\$0	\$6,016	Water Quality Analyst I within 18 months
City of Tulare	Laboratory Analyst	\$3,803	\$4,622	0%	\$0	\$0	\$0	\$4,622	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$67	\$5,559	1%	\$46	\$5,512	Lab Analyst I; serves as Lab Director but does not supervise
City of Visalia	No Comparable Class																					
Kings County	No Comparable Class																					
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		2																				

Notes:

Data Effective as of 3/2016

Hanford- if eligible for 3% under cafeteria allowance, it can be provided as cash

Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Wastewater Treatment Plant Operator - Grade II	\$3,405	\$4,158	0%	\$0	\$0	\$0	\$4,158	\$0	\$963	\$75	\$20	\$2	\$0	\$1,060	\$0	\$60	\$5,278	0%	\$0	\$5,278	
City of Madera	Wastewater Treatment Plant Operator II	\$3,071	\$3,919	4.625%	\$181	\$165	\$0	\$4,265	\$1,970	inc	inc	inc	\$2	\$9	\$1,982	\$0	\$57	\$6,304	0%	\$0	\$6,304	Grade II
City of Porterville	Wastewater Treatment Facility Operator II	\$3,334	\$4,068	0%	\$0	\$0	\$0	\$4,068	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$59	\$5,351	0%	\$0	\$5,351	Grade II
City of Tulare	Wastewater Treatment Plant Operator II	\$3,636	\$4,419	0%	\$0	\$0	\$0	\$4,419	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$64	\$5,353	1%	\$44	\$5,308	Grade II
City of Visalia	Wastewater Treatment Plant Operator II	\$3,549	\$4,462	0%	\$0	\$0	\$0	\$4,462	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$65	\$5,727	4%	\$178	\$5,549	Grade II; Grade III within 24 months
Kings County	No Comparable Class																					
Labor Market Mean		\$4,217						\$4,303							\$1,319			\$5,684			\$5,628	
% Hanford Is Above or Below Mean (+/-)		-1.42%						-3.50%							-24.48%			-7.69%			-6.63%	
Comparability		4																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Wastewater Treatment Plant Superintendent	\$5,811	\$6,971	0%	\$0	\$163	\$349	\$7,482	\$21	\$963	\$75	\$20	\$10	\$0	\$1,089	\$0	\$101	\$8,672	0%	\$0	\$8,672	
City of Madera	Wastewater Treatment Plant Manager	\$5,450	\$6,955	4.625%	\$322	\$292	\$174	\$7,743	\$1,970	inc	inc	inc	\$2	\$17	\$1,989	\$0	\$101	\$9,833	0%	\$0	\$9,833	Grade IV
City of Porterville	Wastewater Utilities Superintendent	\$5,064	\$6,181	0%	\$0	\$0	\$0	\$6,181	\$1,215	inc	inc	inc	\$9	\$0	\$1,224	\$0	\$90	\$7,495	0%	\$0	\$7,495	Grade IV
City of Tulare	Operations Manager	\$5,869	\$7,133	0%	\$0	\$0	\$0	\$7,133	\$865	inc	inc	inc	\$20	\$0	\$885	\$0	\$103	\$8,121	1%	\$71	\$8,050	Grade IV preferred
City of Visalia	Wastewater Treatment Plant Superintendent	\$6,175	\$7,763	0%	\$0	\$0	\$0	\$7,763	\$1,193	inc	inc	inc	\$8	\$0	\$1,201	\$0	\$113	\$9,076	4%	\$311	\$8,766	Grade V
Kings County	No Comparable Class																					
Labor Market Mean		\$7,008						\$7,205							\$1,325			\$8,631			\$8,536	
% Hanford Is Above or Below Mean (+/-)		-0.53%						3.70%							-21.68%			0.47%			1.57%	
Comparability		4																				

Notes:

Data Effective as of 3/2016

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Agency	Classification	Minimum Base Salary	Maximum Base Salary	CE 3 Portion of PERS Paid by the ER (%)	CE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Wastewater Treatment Plant Supervisor	\$4,905	\$5,886	0%	\$0	\$163	\$294	\$6,343	\$18	\$963	\$75	\$20	\$10	\$0	\$1,085	\$0	\$85	\$7,514	0%	\$0	\$7,514	Class B; Grade III
City of Madera	No Comparable Class																					Lead and Manager
City of Porterville	No Comparable Class																					Superintendent level
City of Tulare	Wastewater Treatment Plant Supervisor	\$4,827	\$5,867	0%	\$0	\$0	\$0	\$5,867	\$865	inc	inc	inc	\$5	\$0	\$870	\$0	\$85	\$6,822	1%	\$59	\$6,763	Grade III; IV within 24 months (over plant O&M)
City of Visalia	No Comparable Class																					Superintendent level
Kings County	No Comparable Class																					
Labor Market Mean		Insuff Data						Insuff Data							Insuff Data			Insuff Data			Insuff Data	
% Hanford Is Above or Below Mean (+/-)		---						---							---			---			---	
Comparability		1																				

Notes:

Data Effective as of 3/2016

Hanford- if eligible for 3% under cafeteria allowance, it can be provided as cash

Agency	Classification	Minimum Base Salary	Maximum Base Salary	EE 3 Portion of PERS Paid by the ER (%)	EE 3 Portion of PERS Paid by the ER (\$)	Deferred Comp	Longevity Pay (Year 10)	Total Cash	Cafeteria Plan	Health (Most Expensive Plan)	Dental	Vision	Life Ins.	LTD	Total Health and Welfare	RHSA	Social Security/ Medi-Care	Total Comp.	ER Portion of Retirement Paid by the EE (%)	ER Portion of Retirement Paid by the EE (\$)	Total Comp Less ER Share of Retirement Paid by EE	Comments
City of Hanford	Water Conservation Technician	New Class	New Class					New Class													New Class	
City of Madera	No Comparable Class																					Water Meter and Conservation Supervisor
City of Porterville	No Comparable Class																					
City of Tulare	No Comparable Class																					
City of Visalia	No Comparable Class																					
Kings County	No Comparable Class																					
Labor Market Mean		New Class						New Class							New Class			New Class			New Class	
% Hanford Is Above or Below Mean (+/-)								---							---			---			---	
Comparability			0																			

Notes:

Data Effective as of 3/2016

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**Appendix B - Table 1
COLA Information**

Agency	Date of Next COLA/Salary Increase	Amount of Next COLA/Salary Increase
City of Hanford	Confidential/Mid Management- 7/2016 All other groups- None Scheduled	Confidential/Mid Management- 2% All other groups- NA
City of Madera	7/2016	3%
City of Porterville	General- 7/2016 Management/Confidential- 7/2016 Police- 1/2017 Fire- TBD- in negotiations PS Support Unit- 7/2016 Fire Officers- TBD- in negotiations Unrepresented Management- 7/2016	General- 1% Management/Confidential- 1% Police- 2% Fire- TBD- in negotiations PS Support Unit- 1% Fire Officers- TBD- in negotiations Unrepresented Management- 1%
City of Tulare	CLOCEA- 1/2017 POA- None (impasse) Fire Management- 1/2017 Fire- 1/2017 Mid Management- 1/2017 Department Heads-1/2017	CLOCEA- 4% POA- NA (impasse) Fire Management- 3% Fire- 3% Mid Management- 1/2017 Department Heads-1/2017
City of Visalia	Police Management/Supervisors- None Scheduled POA- 5/2016 Misc. Supervisory/Management- None Scheduled Fire- TBD- in negotiations General- None Scheduled	Police Management/Supervisors- NA POA- 2% Misc. Supervisory/Management- NA Fire- TBD- in negotiations General- NA
Kings County	None Scheduled	NA

Appendix B - Table 2 Retirement Practices (PERS Agencies-New Classic Members)							
Survey Agency	Retirement Plan	Retirement Benefit		Retirement Formula		Employer's PERS Rate (15/16)	
		Misc.	Safety	Misc.	Safety	Misc.	Safety
<i>City of Hanford</i>	<i>CalPERS</i>	<i>3% @ 60</i>	<i>3% @ 55</i>	<i>Single Highest Year</i>	<i>Single Highest Year</i>	<i>32.607%</i>	<i>18.191%</i>
City of Madera	CalPERS	2% @ 60	3% @ 55	3 year final	3 year final	19.97%	18.524%
City of Porterville	CalPERS	2% @ 55	2% @ 50	Single Highest Year	Single Highest Year	26.074%	14.644%
City of Tulare	CalPERS	2.5% @ 55	3% @ 55	Single Highest Year	Average of 3 Highest years	24.471%	16.523%- Fire 15.627%- Police
City of Visalia	CalPERS	2% @ 60	3% @ 55	Average Highest 3 Years	Average Highest 3 Years	21.124%	33.615%
Kings County	CalPERS	2% @ 55	3% @ 55	Single Highest Year	Single Highest Year	13.157%	20.675%

Appendix B - Table 3 Certification/Education Pay	
Agency	Certification/Education Pay
City of Hanford	General Unit 2%- Utilities Maintenance Worker- City will determine how many and which will be required to obtain and maintain Backflow Tester, Backflow Specialist and Water Sampler Certifications- 2% stipend for each Confidential/Mid Management 5%- for state issued licenses or certificated related to the position Fire (must be at step "D" to receive benefit) \$150 1x payment- 30 college units, fifteen of which must be in Fire Science \$40- BA 5%- Fire Officer certificate 2.5%- Fire Fighters II certificate 5%- Chief Fire Officer certificate (12.5% + \$40- max) Police (all employees with the exception of Police Lieutenant and Police Captain) 5%- Intermediate POST 2.5%- Advanced POST (7.5%- max) Police Lieutenant and Police Captain 5%- Advanced POST 2.5%- Supervisory POST (7.5%-max)
City of Madera	General Water Distribution Certification Compensation: Employees in the Water Quality Division who possess a Department of Health Services Water Distribution Operator D-2 Certificate shall receive a 5% incentive for the duration of their assignment requiring the certification. Those WDO's obtaining a D-3 certification shall receive another 5%

**Appendix B - Table 3
Certification/Education Pay**

Agency	Certification/Education Pay
	incentive. When and if the WDO obtains another position in which certification is not needed, the additional compensation will no longer be provided. \$5-Notary Law Enforcement Mid Management Sworn 2.5%- Supervisory POST 2.5%- Management POST 2.5%- Completion of FBI National Academy 7.5%- max Non- sworn 2.5%- POST Certificate 2.5%- 60 units 5%- BA 10%- max POA 2.5%- 60 units 2.5%- Intermediate POST 2.5%- Advanced POST 5%- BA 12.5%- max Mid-Management and Department Heads None
City of Porterville	PCEA None Management/Confidential None POA (Captain and Lieutenant get same)

**Appendix B - Table 3
Certification/Education Pay**

Agency	Certification/Education Pay
	2.5%- Intermediate POST certificate 2.5%- AA 2.5%- Advanced POST certificate 2.5%- BA 2.5%- MA 12.5%-Max Fire 5%- AA 2%- AA 2%- Fire Officer certificate 3%- Chief Fire Officer certificate 12%- Max PS Support Unit 2%- Intermediate POST (Dispatcher only) 2%- Advanced POST (Dispatcher only) 2.5%- AA Max varies by class Fire Officers 3%- Chief Fire Officer 5%- AA 2%- BA 10%- Max
City of Tulare	CLOCEA 5% for grade above requirements (5% max) Wastewater Treatment Plant Operators- Grade I-V Wastewater Maintenance Worker- Grade I/II Wastewater Collection Maintenance Workers- Grade I-III Water Utility Maintenance Worker I/II both treatment and distribution Water Treatment Technician- both treatment and distribution Water Utility Supervisor- treatment certification 5%- max

Appendix B - Table 3
Certification/Education Pay

Agency	Certification/Education Pay
	POA \$37.50- 30 units and 2 years or Intermediate POST \$75- 60 units and 3 years of service or Advanced POST \$150- BA and 4 years of service \$150-max Fire Management 2% - CSFM Fire Officer Certificate 3% - CSFM Chief Officer Certificate 2.5% - 60 units 5% - BA 5%- max Fire 2%- Fire Officer 1.5%- 30 units 2.5%- 60 units 5%- BA 5%- max Mid Management None Department Heads None
City of Visalia	Police Manager/Supervisor 3%- POST Intermediate 2%- POST Advanced 5%- Max POA 3%- POST Intermediate 2%- POST Advanced Max- 5%

**Appendix B - Table 3
Certification/Education Pay**

Agency	Certification/Education Pay
	Fire Hazmat Technician/Specialist-\$1,000/year- with Class A and not assigned and \$800/year- Without Class A (Actively Assigned) 10%- Paramedic for Firefighter 5%- Paramedic for Fire Engineer and Fire Captain 3%- Fire Officer 2%- Chief Officer Max- varies by class Dept. Head Police Chief 3%- POST Intermediate 2%- POST Advanced 5%- Max Fire Chief 3%- Fire Officer 2%- Chief Officer 5%- Max General None Misc. Supervisory/Management None
Kings County	Blue Collar None DSA \$150- Supervisory POST \$125- Advanced POST \$100- Intermediate POST \$150-max

Appendix B - Table 3
Certification/Education Pay

Agency	Certification/Education Pay
	Fire \$33-EMT-D \$42-Fire Officer \$85- Chief Fire Officer \$118- max General None (for matched classes) (Welfare Fraud Investigator receives \$100 for POST Intermediate) Supervisor None Unrepresented \$200- POST Management \$150- POST Supervisor \$125- POST Advanced \$100- POST Intermediate (Only for certain classes- Assistant Chief DA Investigator, Assistant Sheriff, Sheriff's Commander, Detentions Commander and Chief District Attorney Investigator)

Appendix B – Table 4 Retiree Health Benefits					
Agency	Retiree Health Savings Account	Retiree	Retiree + 1	Retiree + 2	Vesting
<i>City of Hanford</i>	<i>\$0</i>	<i>PEMCHA Minimum (if retired before 12/31/15) \$0 if retire after 12/31/15</i>	<i>No Additional Contribution</i>	<i>No Additional Contribution</i>	<i>5 years</i>
City of Madera	\$0	Dept. Heads 100% All others \$0	Dept. Heads No additional contribution All others \$0	Dept. Heads No additional contribution All others \$0	Dept. Heads- 20 years with 3 years as Dept. Head
City of Porterville	\$0	\$0	\$0	\$0	NA
City of Tulare	\$0	\$0	\$0	\$0	NA
City of Visalia	\$0	\$0	\$0	\$0	NA
Kings County	\$0	\$0	\$0	\$0	NA

Appendix B – Table 5 Paid Leave- Management										
Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Days per year	Sick Leave Max Accrual	Holidays Fixed + Floating	Administrative/ Management Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
<i>City of Hanford</i>	88	88	120	136	160	2x	12	Unl	11 + 1 = 12	0
City of Madera	104	128	152	168	176	360	12	Unl	12 + 5 = 17 ¹	40
City of Porterville	80	80	120	160	160	240	12	Unl	10 + 3 = 13	40 – 80 (varies by class)
City of Tulare	80	88	120	160	160	320	12	Unl	12 + 3 = 15	88
City of Visalia	80	112	136	136	160	2x	12	480 hours	10 + 1 = 11	56
Kings County	96	120	140	160	160	320	12 ²	Unl	15.5 + 1 = 16.5	64
Average	88	106	134	157	163		12		14.5	58 - 67

¹ Madera- Employees with 5 – 9 years receives 2.5 floating days; employees with 10 + years= 5 floating days (included)

² Kings County- sick leave based on years of service; 0 – 5 years- 10 days, 5 – 10 years= 11 days, 10 years + = 12 days

Appendix B – Table 6 Paid Leave-Mid- Management										
Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Days per year	Sick Leave Max Accrual	Holidays Fixed + Floating	Administrative/ Management Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
<i>City of Hanford</i>	88	88	120	136	160	2x	12	Unl	11 + 1 = 12	0
City of Madera	104	128	152	168	176	360	12	Unl	12 + 5 = 17 ³	40
City of Porterville	80	80	120	160	160	240	12	Unl	10 + 3 = 13	16 – 40 (varies by class)
City of Tulare	80	88	120	160	160	320	12	Unl	12 + 3 = 15	64 hours
City of Visalia	80	112	136	136	160	2x	12	480 hours	10 + 1 = 11	56 hours (if exempt)
Kings County	96	120	140	160	160	320	12 ⁴	Unl	15.5 + 1 = 16.5	64 hours
Average	88	106	134	157	163		12		14.5	48 - 53

³ Madera- Employees with 5 – 9 years receives 2.5 floating days; employees with 10 + years= 5 floating days (included)

⁴ Kings County- sick leave based on years of service; 0 – 5 years- 10 days, 5 – 10 years= 11 days, 10 years + = 12 days

Appendix B – Table 7 Paid Leave- General										
Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Days per year	Sick Leave Max Accrual	Holidays Fixed + Floating	Administrative/ Management Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
<i>City of Hanford</i>	88	88	120	136	160	2x	12	Unl	11 + 1 = 12⁵	0
City of Madera	104	128	152	168	176	280	12	Unl	12 + 5 = 17 ⁶	0
City of Porterville	80	80	120	160	160	240	12	Unl	10 + 3 = 13	0
City of Tulare	80	88	120	160	160	320	12	Unl	12 + 3 = 15	56 (if exempt)
City of Visalia	80	112	136	136	160	2x	12	480 hours	10 + 1 = 11	56 (if exempt)
Kings County	80	120	140	160	160	320	12 ⁷	Unl	15.5 + 1 = 16.5	0
Average	85	106	134	157	163		12		14.5	56 (if exempt)

⁵ Hanford- Refuse Worker= 9 + 1 = 10; Police= 88 hours

⁶ Madera- Employees with 5 – 9 years receives 2.5 floating days; employees with 10 + years= 5 floating days (included)

⁷ Kings County- sick leave based on years of service; 0 – 5 years- 10 days, 5 – 10 years= 11 days, 10 years + = 12 days

Appendix B – Table 8 Paid Leave- Police										
Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Days per year	Sick Leave Max Accrual	Holidays Fixed + Floating	Administrative/ Management Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
<i>City of Hanford</i>	88	88	120	136	160	2x	12	Unl	96 hours	0
City of Madera	104	128	152	168	176	360	12	Unl	96 hours	0
City of Porterville	80	80	120	160	160	200	12	Unl	9 + 3 = 12 (96 hours based on 8 hour shift)	0
City of Tulare	80	80	120	120	120	2x	12	Unl	10 + 3 = 13 (or 96 hours for shift staff)	0
City of Visalia	80	112	136	136	160	2x	12	480 hours	10 + 0 = 10 (80 hours based on 8 hours shift)	0
Kings County	80	120	140	160	160	320	12 ⁸	Unl	12 + 0 = 12 (96 hours based on 8 hours shift)	0
Average	85	104	134	149	155		12		93 hours	0

⁸ Kings County- sick leave based on years of service; 0 – 5 years- 10 days, 5 – 10 years= 11 days, 10 years + = 12 days

**Appendix B – Table 9
Paid Leave- Fire**

Agency	Annual Vacation Leave					Vacation Max Accrual	Sick Leave Hours per year	Sick Leave Max Accrual	Holidays Fixed + Floating	Administrative/ Management Leave Hours per year
	Year 1	Year 5	Year 10	Year 15	Year 20					
<i>City of Hanford</i>	144	144	192	216	240	2x	168	Unl	133 hours	0
City of Madera	No Fire									
City of Porterville ⁹	235	235	191	247	247	448	134.4	Unl	10 + 0 = 13	0
City of Tulare	136	136	192	214	214	1.5x	134.4	Unl	145.6 hours	0
City of Visalia	120	168	192	240	240	2x	144	480 hours	96 hours	0
Kings County	134.4	168	168	224	224	448	134.4	Unl	12 + 0 = 12	0
Average	156	177	188	231	231		137		Varies by hours and days	0

⁹ Porterville- vacation includes 3 floating holidays/year

Appendix B - Table 10 Police Officer Assignment Pay	
Agency	Police Officer Assignment Pay
City of Hanford	<i>Have separate class for Corporal (approximately 5% above Police Officer)</i> <i>Have separate class for Investigator (approximately 5% above Police Officer)</i> <i>Field Training Officer- 2.5%</i> <i>Traffic Enforcement and Safety Team Motorcycle unit- 5%</i> <i>Gang Task Force or Narcotic Task Force- 5%</i>
City of Madera	Have separate class for Corporal (approximately 5% above Police Officer II) Shift Differential- \$10/shift K-9- \$70/per pay period (\$10/hour- 3.5 hours/week) Field Training Officer- 5% Detective (Includes MADNET)- 5% Out of class- 5%
City of Porterville	Acting Pay- receive acting pay at the salary range assigned to the position K-9- 7.5% Detective- 7.5% MAIT- 5% SWAT/HNT- 5% Field Training Officer- 5% (Effective 04-16-15, the 7.5% currently in place for the Motorcycle Unit Assignments shall be phased out.) Out of class- 5%
City of Tulare	Have separate class for Corporal (approximately 10.5% above Police Officer) Detective- 5% SWAT (member, leader, commander, sniper or negotiations)- \$1200 stipend/year (\$100/month)
City of Visalia	Have separate class for Police Agent (approximately 7.5% above Police Officer) (serves on special high-priority law enforcement assignments such as criminal investigations, technical background work, sensitive community relations and field operations) Police Incentives: Assignments are available in specialized units, including SWAT, K-9, DUI team, Traffic/Motors, Bomb Squad, Special Enforcement Unit, Youth Development Officers, Rapid Response Team, Community Policing, and Police Activities League. Specific units, such as SWAT, FTO, Youth Services, Bomb Squad, Special Enforcement and Investigations = \$1400/year (\$117/month). Employees shall not receive more than two specialty pays concurrently, regardless of number of categories for which they qualify. Those assigned to Traffic receive 40 hours of compensatory time and 56 hours of pay for maintaining their department issued motorcycle and employees assigned to the K-9 unit receive 40 hours of compensatory time and 142 hours of

Appendix B - Table 10 Police Officer Assignment Pay	
Agency	Police Officer Assignment Pay
	pay.
Kings County	Have separate class for Senior Deputy (approximately 7.25% above Deputy Sheriff II) (provide training to Deputies, perform investigative duties, and specialized warrants and civil duties as well as provide lead supervision) Dive Team- additional \$10/hour K-9- receive additional 4 hours of straight time pay per week Narcotics or Juvenile Services Officer- salary upgrade to Senior Deputy

Appendix C

City of Hanford
Salary Matrix

Range	Step 1	Step 2	Step 3	Step 4	Step 5
1	1733	1820	1911	2007	2107
2	1751	1838	1930	2027	2128
3	1768	1857	1949	2047	2149
4	1786	1875	1969	2067	2171
5	1804	1894	1989	2088	2192
6	1822	1913	2008	2109	2214
7	1840	1932	2029	2130	2236
8	1858	1951	2049	2151	2259
9	1877	1971	2069	2173	2281
10	1896	1991	2090	2195	2304
11	1915	2010	2111	2216	2327
12	1934	2031	2132	2239	2351
13	1953	2051	2153	2261	2374
14	1973	2071	2175	2284	2398
15	1992	2092	2197	2306	2422
16	2012	2113	2219	2330	2446
17	2032	2134	2241	2353	2470
18	2053	2155	2263	2376	2495
19	2073	2177	2286	2400	2520
20	2094	2199	2309	2424	2545
21	2115	2221	2332	2448	2571
22	2136	2243	2355	2473	2596
23	2158	2265	2379	2498	2622
24	2179	2288	2402	2523	2649
25	2201	2311	2426	2548	2675
26	2223	2334	2451	2573	2702
27	2245	2357	2475	2599	2729
28	2268	2381	2500	2625	2756
29	2290	2405	2525	2651	2784
30	2313	2429	2550	2678	2812
31	2336	2453	2576	2705	2840
32	2360	2478	2601	2732	2868
33	2383	2502	2628	2759	2897
34	2407	2527	2654	2786	2926
35	2431	2553	2680	2814	2955
36	2455	2578	2707	2842	2985
37	2480	2604	2734	2871	3014
38	2505	2630	2762	2900	3045
39	2530	2656	2789	2929	3075
40	2555	2683	2817	2958	3106
41	2581	2710	2845	2987	3137
42	2607	2737	2874	3017	3168
43	2633	2764	2902	3048	3200
44	2659	2792	2931	3078	3232
45	2685	2820	2961	3109	3264
46	2712	2848	2990	3140	3297

Appendix C

City of Hanford
Salary Matrix

Range	Step 1	Step 2	Step 3	Step 4	Step 5
47	2739	2876	3020	3171	3330
48	2767	2905	3050	3203	3363
49	2795	2934	3081	3235	3397
50	2822	2964	3112	3267	3431
51	2851	2993	3143	3300	3465
52	2879	3023	3174	3333	3500
53	2908	3053	3206	3366	3535
54	2937	3084	3238	3400	3570
55	2966	3115	3271	3434	3606
56	2996	3146	3303	3468	3642
57	3026	3177	3336	3503	3678
58	3056	3209	3370	3538	3715
59	3087	3241	3403	3573	3752
60	3118	3274	3437	3609	3790
61	3149	3306	3472	3645	3828
62	3180	3339	3506	3682	3866
63	3212	3373	3541	3719	3904
64	3244	3407	3577	3756	3944
65	3277	3441	3613	3793	3983
66	3310	3475	3649	3831	4023
67	3343	3510	3685	3870	4063
68	3376	3545	3722	3908	4104
69	3410	3580	3759	3947	4145
70	3444	3616	3797	3987	4186
71	3478	3652	3835	4027	4228
72	3513	3689	3873	4067	4270
73	3548	3726	3912	4108	4313
74	3584	3763	3951	4149	4356
75	3620	3801	3991	4190	4400
76	3656	3839	4031	4232	4444
77	3692	3877	4071	4274	4488
78	3729	3916	4112	4317	4533
79	3767	3955	4153	4360	4578
80	3804	3994	4194	4404	4624
81	3842	4034	4236	4448	4670
82	3881	4075	4279	4492	4717
83	3920	4116	4321	4537	4764
84	3959	4157	4365	4583	4812
85	3998	4198	4408	4629	4860
86	4038	4240	4452	4675	4909
87	4079	4283	4497	4722	4958
88	4119	4325	4542	4769	5007
89	4161	4369	4587	4816	5057
90	4202	4412	4633	4865	5108
91	4244	4457	4679	4913	5159
92	4287	4501	4726	4962	5211

Appendix C

City of Hanford
Salary Matrix

Range	Step 1	Step 2	Step 3	Step 4	Step 5
93	4330	4546	4773	5012	5263
94	4373	4592	4821	5062	5315
95	4417	4637	4869	5113	5368
96	4461	4684	4918	5164	5422
97	4505	4731	4967	5216	5476
98	4550	4778	5017	5268	5531
99	4596	4826	5067	5320	5586
100	4642	4874	5118	5374	5642
101	4688	4923	5169	5427	5699
102	4735	4972	5221	5482	5756
103	4783	5022	5273	5536	5813
104	4830	5072	5326	5592	5871
105	4879	5123	5379	5648	5930
106	4927	5174	5433	5704	5989
107	4977	5226	5487	5761	6049
108	5027	5278	5542	5819	6110
109	5077	5331	5597	5877	6171
110	5128	5384	5653	5936	6233
111	5179	5438	5710	5995	6295
112	5231	5492	5767	6055	6358
113	5283	5547	5824	6116	6421
114	5336	5603	5883	6177	6486
115	5389	5659	5942	6239	6551
116	5443	5715	6001	6301	6616
117	5497	5772	6061	6364	6682
118	5552	5830	6122	6428	6749
119	5608	5888	6183	6492	6816
120	5664	5947	6245	6557	6885
121	5721	6007	6307	6622	6954
122	5778	6067	6370	6689	7023
123	5836	6127	6434	6756	7093
124	5894	6189	6498	6823	7164
125	5953	6251	6563	6891	7236
126	6012	6313	6629	6960	7308
127	6073	6376	6695	7030	7381
128	6133	6440	6762	7100	7455
129	6195	6504	6830	7171	7530
130	6257	6569	6898	7243	7605
131	6319	6635	6967	7315	7681
132	6382	6701	7037	7388	7758
133	6446	6769	7107	7462	7835
134	6511	6836	7178	7537	7914
135	6576	6905	7250	7612	7993
136	6642	6974	7322	7688	8073
137	6708	7043	7395	7765	8154
138	6775	7114	7469	7843	8235

Appendix C

City of Hanford
Salary Matrix

Range	Step 1	Step 2	Step 3	Step 4	Step 5
139	6843	7185	7544	7921	8317
140	6911	7257	7620	8001	8401
141	6980	7329	7696	8081	8485
142	7050	7403	7773	8161	8569
143	7121	7477	7850	8243	8655
144	7192	7551	7929	8325	8742
145	7264	7627	8008	8409	8829
146	7336	7703	8088	8493	8917
147	7410	7780	8169	8578	9007
148	7484	7858	8251	8663	9097
149	7559	7937	8333	8750	9188
150	7634	8016	8417	8838	9279
151	7711	8096	8501	8926	9372
152	7788	8177	8586	9015	9466
153	7866	8259	8672	9105	9561
154	7944	8341	8759	9196	9656
155	8024	8425	8846	9288	9753
156	8104	8509	8935	9381	9850
157	8185	8594	9024	9475	9949
158	8267	8680	9114	9570	10048
159	8349	8767	9205	9666	10149
160	8433	8855	9297	9762	10250
161	8517	8943	9390	9860	10353
162	8602	9033	9484	9958	10456
163	8688	9123	9579	10058	10561
164	8775	9214	9675	10159	10667
165	8863	9306	9772	10260	10773
166	8952	9399	9869	10363	10881
167	9041	9493	9968	10466	10990
168	9132	9588	10068	10571	11100
169	9223	9684	10168	10677	11211
170	9315	9781	10270	10784	11323
171	9408	9879	10373	10891	11436
172	9502	9978	10476	11000	11550
173	9598	10077	10581	11110	11666
174	9693	10178	10687	11221	11782
175	9790	10280	10794	11334	11900
176	9888	10383	10902	11447	12019
177	9987	10487	11011	11561	12140
178	10087	10591	11121	11677	12261
179	10188	10697	11232	11794	12384
180	10290	10804	11345	11912	12507
181	10393	10912	11458	12031	12632
182	10497	11021	11573	12151	12759
183	10602	11132	11688	12273	12886
184	10708	11243	11805	12395	13015

Appendix C

City of Hanford
Salary Matrix

Range	Step 1	Step 2	Step 3	Step 4	Step 5
185	10815	11355	11923	12519	13145
186	10923	11469	12042	12645	13277
187	11032	11584	12163	12771	13410
188	11142	11700	12285	12899	13544
189	11254	11817	12407	13028	13679
190	11366	11935	12531	13158	13816
191	11480	12054	12657	13290	13954
192	11595	12175	12783	13422	14094
193	11711	12296	12911	13557	14235
194	11828	12419	13040	13692	14377
195	11946	12543	13171	13829	14521
196	12066	12669	13302	13967	14666
197	12186	12796	13435	14107	14813
198	12308	12924	13570	14248	14961
199	12431	13053	13705	14391	15110

Classification Title	Current Range	Current Max Salary	Labor Market Mean Adjusted for Benefits	Recommended Range	Recommended Max Monthly	\$ Difference	% Difference	Rational
CITY MANAGER								
City Manager	Contract	\$14,000	\$14,975	197	\$14,813	\$813	5.81%	Market
City Clerk	---	\$6,612	\$7,210	125	\$7,236	\$624	9.44%	Market
Human Resources Manager	---	\$9,744	ID	157	\$9,949	\$205	2.10%	10% below Finance Director
Human Resources Analyst	New	New	\$5,761	102	\$5,756	New	New	Market
Human Resources Technician	1196	\$3,494	\$5,054	89	\$5,057	\$1,563	44.73%	Market
INFORMATION TECHNOLOGY								
Information Technology Manager	---	\$8,014	\$7,822	133	\$7,835	-\$179	-2.23%	Market
COMMUNITY DEVELOPMENT								
Community Development Director	---	\$10,780	\$11,549	172	\$11,550	\$770	7.14%	Market
Building Official	---	\$7,473	\$7,789	132	\$7,758	\$285	3.81%	Market
Building Inspector II	1542	\$4,938	\$5,475	97	\$5,476	\$538	10.90%	Market
Building Inspector I	New	New	---	87	\$4,958	New	New	10% below Building Inspector I
Code Compliance Officer	1435	\$4,437	\$5,043	89	\$5,057	\$620	13.97%	Market
Housing Analyst	New	New	---	100	\$5,642	New	New	Same as Administrative Analyst II
Senior Planner	---	\$6,211	ID	118	\$6,749	\$538	8.66%	15% above Associate Planner (Supervises)
Associate Planner	New	New	\$5,802	103	\$5,813	New	New	Market
Assistant Planner	1542	\$4,698	---	93	\$5,263	\$565	12.03%	10% below Associate Planner
Development Services Technician	1299	\$3,873	\$4,416	75	\$4,400	\$527	13.61%	Market
Development Services Assistant	1196	\$3,873	---	55	\$3,606	-\$267	-6.89%	Same as Accounting Clerk
FINANCE								
Finance Director	---	\$10,798	\$10,959	167	\$10,990	\$192	1.78%	Market
Finance Manager	---	\$8,710	\$8,394	140	\$8,401	-\$309	-3.55%	Market
Accountant	---	\$6,044	\$5,594	99	\$5,586	-\$458	-7.58%	Market
Accounting Technician	1196	\$3,994	\$4,096	68	\$4,104	\$110	2.75%	Market
Accounting Clerk	1181	\$3,442	\$3,606	55	\$3,606	\$164	4.76%	Market
FIRE								
Fire Chief	---	\$11,289	\$11,640	173	\$11,666	\$377	3.34%	Market
Battalion Chief	---	\$9,689	\$8,296	139	\$8,317	-\$1,372	-14.16%	Market
Fire Captain	---	\$6,898	\$5,836	103	\$5,813	-\$1,085	-15.73%	Market
Fire Engineer	1346	\$5,683	\$4,972	87	\$4,958	-\$725	-12.76%	Market
Firefighter	1254	\$5,183	ID	82	\$4,717	-\$466	-8.99%	5% below Fire Engineer
Fire Prevention Coordinator	1435	\$4,437	ID	89	\$5,057	\$620	13.97%	Same as Code Compliance Officer

Classification Title	Current Range	Current Max Salary	Labor Market Mean Adjusted for Benefits	Recommended Range	Recommended Max Monthly	\$ Difference	% Difference	Rational
PARKS AND RECREATION								
Parks and Recreation Director	---	\$9,058	\$10,188	159	\$10,149	\$1,091	12.04%	Market
Parks Superintendent	---	\$6,165	\$6,516	114	\$6,486	\$321	5.21%	Market
Parks Supervisor	---	\$5,248	\$4,995	91	\$5,159	-\$89	-1.70%	15% above Landscape Services Technician
Landscape Services Technician	1253	\$3,699	ID	76	\$4,444	\$745	20.14%	10% above Maintenance Worker II
Irrigation Technician	New	New	ID	76	\$4,444	New	New	10% above Maintenance Worker II
Recreation Supervisor	---	\$5,248	\$4,988	88	\$5,007	-\$241	-4.59%	Market
POLICE								
Police Chief	---	\$11,786	\$12,209	178	\$12,261	\$475	4.03%	Market
Police Captain	---	\$9,318	\$9,345	151	\$9,372	\$54	0.58%	Market
Police Lieutenant	---	\$7,957	---	---	---	---	---	---
Police Sergeant	1922	\$7,219	\$6,858	120	\$6,885	-\$334	-4.63%	Market
Police Corporal	1766	\$6,177	---	100	\$5,642	-\$535	-8.66%	5% above Police Officer
Police Officer (Investigator)	1766	\$6,177	---	100	\$5,642	-\$535	-8.66%	5% above Police Officer
Police Officer	1718	\$5,888	\$5,386	95	\$5,368	-\$520	-8.83%	Market
Police Service Technician	1260	\$3,725	\$3,864	62	\$3,866	\$141	3.79%	Market
Animal Control Technician	1205	\$3,526	\$4,037	66	\$4,023	\$497	14.10%	Market
Police Support Services Administrator	---	\$5,634	ID	110	\$6,233	\$599	10.63%	20% above Communications Dispatch Supervisor
Property and Evidence Technician	1394	\$4,259	\$4,358	74	\$4,356	\$97	2.28%	Market
Communications Dispatch Supervisor	1443	\$4,473	ID	90	\$5,108	\$635	14.20%	15% above Communications Dispatcher
Communications Dispatcher	1299	\$3,873	\$4,388	75	\$4,400	\$527	13.61%	Market
Senior Police Records Assistant	1253	\$3,699	---	70	\$4,186	\$487	13.17%	10% above Police Records Assistant
Police Records Assistant	1181	\$3,442	\$3,777	60	\$3,790	\$348	10.11%	Market
PUBLIC WORKS								
Public Works Director	---	\$11,518	\$11,077	175	\$11,900	\$382	3.32%	15% above Assistant Public Works Director/City Engineer
Assistant Public Works Director/City Engineer	---	\$10,232	ID	160	\$10,250	\$18	0.18%	10% above Engineering Manager
Building Superintendent	---	\$6,165	ID	114	\$6,486	\$321	5.21%	Same as Parks Superintendent
Facility Maintenance Technician II	1370	\$4,158	ID	60	\$3,790	-\$368	-8.85%	10% above Facility Maintenance Technician
Facility Maintenance Technician I	New	New	---	50	\$3,431	New	New	15% above Custodian
Senior Custodian	1176	\$3,425	---	45	\$3,264	-\$161	-4.70%	10% above Custodian
Custodian	1078	\$3,106	\$2,945	35	\$2,955	-\$151	-4.86%	Market

Classification Title	Current Range	Current Max Salary	Labor Market Mean Adjusted for Benefits	Recommended Range	Recommended Max Monthly	\$ Difference	% Difference	Rational
Engineering Manager	---	\$9,201	\$8,903	150	\$9,279	\$78	0.85%	20% above Senior Civil Engineer
Senior Civil Engineer	---	\$7,703	\$7,573	130	\$7,605	-\$98	-1.27%	Market
Associate Civil Engineer	---	\$6,814	\$6,837	119	\$6,816	\$2	0.03%	Market
Assistant Engineer	1724	\$5,923	---	109	\$6,171	\$248	4.19%	10% below Associate Civil Engineer
Engineering Technician II	1452	\$4,513	\$5,085	90	\$5,108	\$595	13.18%	Market
Engineering Technician I	New	New		80	\$4,624	New	New	10% below Engineering Technician II
Construction Inspector II	1541	\$4,933	\$5,524	98	\$5,531	\$598	12.12%	Market
Construction Inspector I	New	New		88	\$5,007	New	New	10% below Construction Inspector II
Fleet Superintendent		\$5,999	\$6,443	113	\$6,421	\$422	7.03%	Market
Senior Fleet Mechanic	1452	\$4,513	---	85	\$4,860	\$347	7.69%	10% above Fleet Mechanic II
Fleet Mechanic II	1402	\$4,293	\$4,385	75	\$4,400	\$107	2.49%	Market
Fleet Mechanic I	New	New	---	65	\$3,983	New	New	10% below Fleet Mechanic II
Refuse Superintendent	---	\$6,359	ID	122	\$7,023	\$664	10.44%	Same as Street Superintendent
Refuse Supervisor	---	\$4,888	ID	91	\$5,159	\$271	5.54%	Same as Street Supervisor
Refuse Service Worker	1293	\$3,850	ID	72	\$4,270	\$420	10.91%	10% above Refuse Collector
Refuse Collector	1247	\$3,677	\$3,865	62	\$3,866	\$189	5.14%	Market
Street Superintendent	---	\$6,487	\$6,990	122	\$7,023	\$536	8.26%	Market
Street Supervisor	---	\$5,008	\$4,627	91	\$5,159	\$151	3.02%	15% above Senior Maintenance Worker
Heavy Equipment Operator	1297	\$3,865	\$4,216	71	\$4,228	\$363	9.39%	Market
Senior Maintenance Worker	1405	\$4,306	---	76	\$4,444	\$138	3.20%	10% above Maintenance Worker II
Maintenance Worker II	1253	\$3,699	\$4,014	66	\$4,023	\$324	8.76%	Market
Maintenance Worker I	1129	\$3,268	---	56	\$3,642	\$374	11.44%	10% below Maintenance Worker II
Sweeper Operator	1299	\$3,873	\$4,094	68	\$4,104	\$231	5.96%	Market
Traffic Control Technician	1314	\$3,932	\$5,149	91	\$5,159	\$1,227	31.21%	Market
Utilities Superintendent	---	\$6,910	ID	122	\$7,023	\$113	1.64%	Same as Street Superintendent
Utilities Supervisor	---	\$5,335	ID	101	\$5,699	\$364	6.82%	15% above Senior Utilities Maintenance Worker
Water Conservation Technician	New	New	ID	79	\$4,578	New	New	10% below Code Compliance Officer
Meter Reader	1129	\$3,268	ID	56	\$3,642	\$374	11.44%	Same as Maintenance Worker I

Classification Title	Current Range	Current Max Salary	Labor Market Mean Adjusted for Benefits	Recommended Range	Recommended Max Monthly	\$ Difference	% Difference	Rational
Senior Utilities Maintenance Worker	1409	\$4,323	---	86	\$4,909	\$586	13.56%	10% above Utilities Maintenance Worker II
Utilities Maintenance Worker II	1299	\$3,873	ID	76	\$4,444	\$571	14.74%	10% above Maintenance Worker II
Utilities Maintenance Worker I	1169	\$3,401	---	66	\$4,023	\$622	18.29%	10% below Utilities Maintenance Worker II
WWTP Superintendent	---	\$6,971	\$6,844	119	\$6,816	-\$155	-2.22%	Market
Regulatory Compliance Analyst	1479	\$4,637	ID	87	\$4,958	\$321	6.92%	20% above WWTP Lab Technician II (education difference)
WWTP Lab Technician II	1208	\$3,536	ID	67	\$4,063	\$527	14.90%	Same as WWTP Operator-Grade I
WWTP Lab Technician I	New	New	---	57	\$3,678	New	New	10% below WWTP Lab Technician II
WWTP Supervisor	---	\$5,886	ID	111	\$6,295	\$409	6.95%	10% above Utilities Supervisor (maintain current alignment)
WWTP Operator - Grade II	1371	\$4,158	\$4,503	77	\$4,488	\$330	7.94%	Market
WWTP Operator - Grade I	1299	\$3,873	---	67	\$4,063	\$190	4.91%	10% below WWTP Operator-Grade II
WWTP Operator - Trainee	1078	\$3,106	---	57	\$3,678	\$572	18.42%	10% below WWTP Operator-Grade I
CITY WIDE								
Senior Administrative Analyst	---	\$6,612	ID	110	\$6,233	-\$379	-5.73%	10% above Administrative Analyst II
Administrative Analyst II	---	\$5,563	\$5,606	100	\$5,642	\$79	1.42%	Market
Administrative Analyst I	New	New	---	90	\$5,108	New	New	10% below Administrative Analyst II
Administrative Technician	1196	\$3,494	ID	75	\$4,400	\$906	25.93%	Same as Administrative Assistant
Administrative Assistant	1196	\$3,494	\$4,436	75	\$4,400	\$906	25.93%	Market



AGENDA STAFF REPORT

MEETING DATE: 5/3/2016	AGENDA SECTION: E
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SUBJECT:

Police: Approve travel and costs for Ex-Con Explorer Competition in Las Vegas Nevada

RECOMMENDATION:

That the City Council approve by motion the out of state travel for 9 Explorers and 3 Police Advisors. (2-male, 1-female) to the Las Vegas Ex-Con Explorer competition.

BACKGROUND:

The Hanford Police Explorer POST regularly competes in Explorer Competitions in various locations in the State of California and have been to the same event multiple times. They wanted to expand their reach this year and participate in the Las Vegas Competition. Explorer POST's from Nevada regularly attend California competitions.

The costs for this event are as follows.

9 explorers at \$95.00= \$855.00.

3 police advisors at \$95.00= \$285.00.

June 10 hotel fee's. \$89.00x6 rooms = \$534.00.

June 11 hotel fee's. \$89.00x 6 rooms = \$534.00

Plus tax and hotel fees= \$1,304.04.

These costs will be covered out of the Explorer account which is supplemented by fundraiser's and community donations. I think this will be an excellent opportunity to test our Explorers against some new competition. Please see the attachment section for a description of the event.

FISCAL IMPACT:

Budgeted expense and covered by Explorer donations

ATTACHMENTS:

Ex-Con


[Home](#)
[Competition 2016](#)
[2015 Competition Results](#)
[Leadership Academy](#)
[Video](#)
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Las Vegas Explorer Conference - Ex-Con

What is Ex-Con?

"Ex-Con" stands for Explorer Conference, as in Law Enforcement Explorer Conference. Ex-Con was founded by three career law enforcement officers employed by the Las Vegas Metropolitan Police Department. ALL three founders were former Explorers AND Explorer Advisors in Southern Nevada. Between the three, they have over 70 years combined Law Enforcement Explorer experience.

Ex-Con was established in 2003 in order to provide the best Law Enforcement Explorer Competition in the United States. The goal was to improve upon various other types of Explorer competitions that LVMPD Explorers and advisors had participated in. Ex-Con (The Competition) offers a significantly low cost, challenging, innovative and well organized competition unlike any other in the United States.



In 2011, Ex-Con Inc. was established. Ex-Con (as an organization) was substantially growing, so we incorporated in the State of Nevada as a nationally recognized 501(c)(3) entity. This expansion allowed us to better facilitate our mission and support our local programs. As a corporation, we strive to grow, improve and excel in the products we offer Explorers/Cadets, and their Advisors, from around the country.

We currently provide 'The Competition', which is an exciting annual law enforcement competition for Law Enforcement Explorers/Cadets from around the country. We also provide 'Advisor Training' for Explorer/Cadet Advisors from around the country and conduct annual training in Southern Nevada, as well as at least one "Road Show" Training Conference a year to assist those agencies that cannot afford the cost of travel for their advisors. We are also in the process of establishing a Leadership Academy which will consist of both high-stress and academic formats for Explorer/Cadet class officers from around the country. This format will allow all attendees to reside on a secure military base for the duration of the three day academy, and provides a unique and successfully proven opportunity for future law enforcement officers to gain and/or improve their leadership capabilities.

As a non-profit entity, Ex-Con Inc. supports local Southern Nevada Law Enforcement, Medical and Fire Explorer/Cadet programs every year through donations and scholarships. We receive support from many organizations from around the western United States and without such assistance our success would not be possible. We always wish to sincerely thank all of those persons and organizations that have so graciously helped us throughout the years!

Please feel free to navigate this website and click the links on the left side of the page for detailed information about the specific programs we offer and links to videos on our YouTube channel from our annual Competition(s).

If you have any questions reference Ex-Con or any information located within this site you can email the Ex-Con staff or call us at (702) 286-9015 (new number).

Ex-Con Inc is a Non-Profit corporation, incorporated in the State of Nevada, and is granted federal non-profit status pursuant to the United States Internal Revenue Code 501(c)(3), as well as a Sales Tax exemption through the State of Nevada.

OUR MISSION STATEMENT

To provide the most challenging, exciting, affordable and applicable training to Law Enforcement Explorers/Cadets and Law Enforcement Explorer/Advisors in the country, thus preparing America's youth for a safe, successful and rewarding career in public service.

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[Leadership Academy](#) | [Video](#) | [Donate](#) | [Contact](#)

Ex-Con Inc.
Po Box 854
Cedar City, UT 84721-0854

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EIN: 45-2421341

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AGENDA STAFF REPORT

MEETING DATE: 5/3/2016

AGENDA SECTION: F

SUBJECT:

Public Works: Award a contract to Bush Engineering, Inc., of Hanford, CA in the amount of \$21,800.00 for the 12th Avenue Deep Patch Project south of Hanford Armona Road and establish a construction contingency in the amount of \$2,180.00.

RECOMMENDATION:

That the City Council, by motion:

1. Award a contract to Bush Engineering, Inc. of Hanford, CA in the amount of \$21,800.00 for the 12th Avenue Deep Patch Project south of Hanford Armona Road; and
2. Establish a construction contingency in the amount of \$2,180.00.

BACKGROUND:

Bids were solicited and opened on April 12, 2016 for the 12th Avenue Deep Patch Project south of Hanford Armona Road.

12th Avenue between Hanford Armona Road and Springcrest Street is a two lane arterial street that provides important transportation links to residential and commercial areas of our community. This street is heavily used by vehicles including school buses and trucks and is showing areas of advanced deterioration. The street's pavement condition index (PCI) ranges in the 40 - 50 range, which on a scale of 0 - 100 indicates advanced pavement fatigue. The project will grind out and remove areas of pavement failure, re-compact the street sub grade, and resurface the patch area with new asphalt concrete pavement materials. The resurfaced areas will eliminate the potential for pot holes forming and will extend the useful life of this section of roadway.

A total of five (5) bids were received, ranging from a low bid of \$21,800.00 from Bush Engineering, Inc., to a high bid of \$83,950.00. A copy of the Bid Tabulation is attached for Council Review.

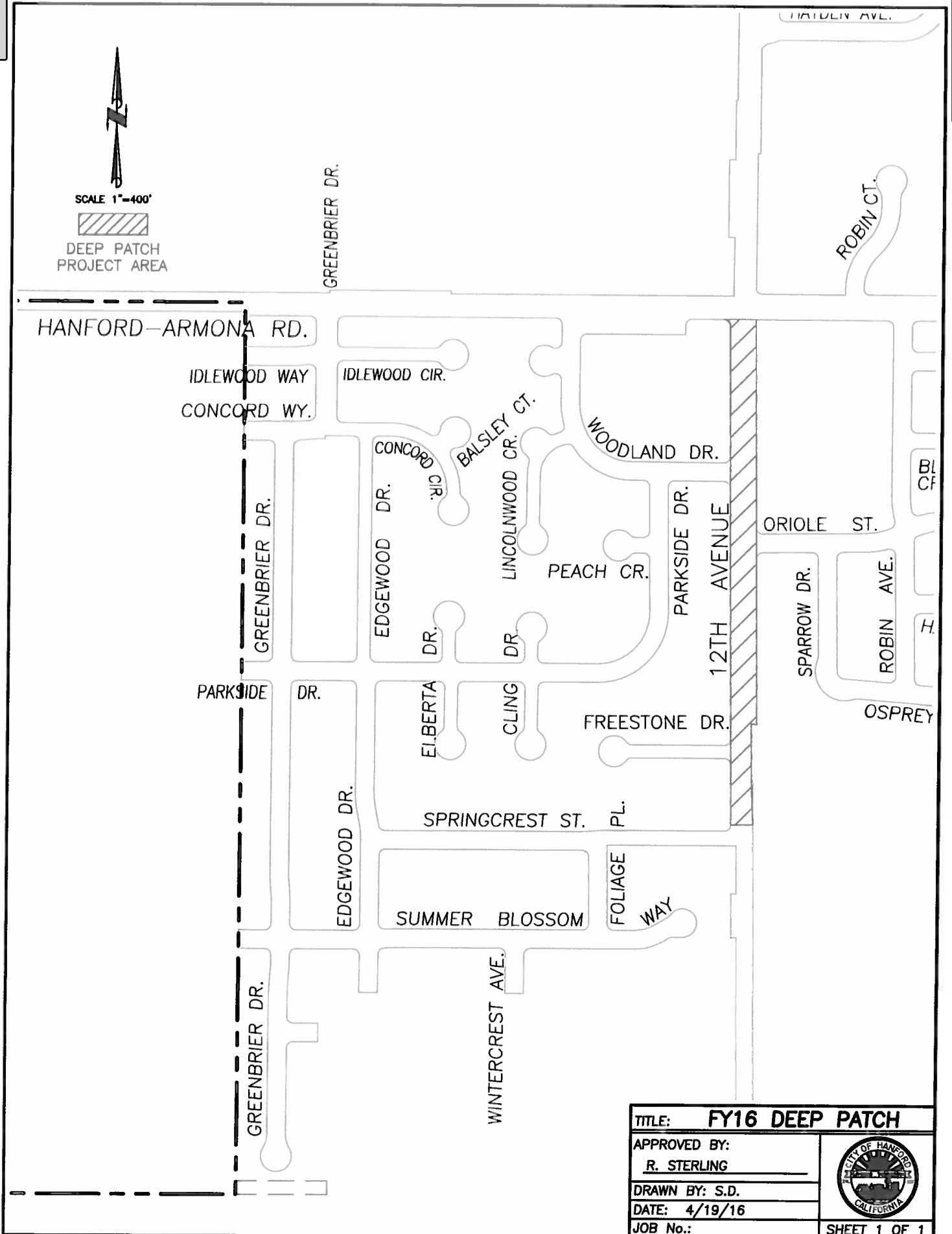
The contract stipulates that the Project be completed within twenty one (21) calendar days from the date of the Notice to Proceed. For each day of delay beyond the approved time, the Contractor shall be assessed \$200 per day in liquidated damages. If approved, work on this project is expected to begin in May, 2016.

FISCAL IMPACT:

The FY 15/16 Streets Operations Budget provides \$400,000 for street maintenance activities. Attached is a copy of budget page 136 for Council review.

ATTACHMENTS:

Location Map
Bid Tabulation
Deep Patch Contract
Budget Page



12th Avenue Deep Patch south of Hanford Armona Road

April 12, 2016 2:00 p.m.

1. Bush Engineering, Inc 2. Seal Rite Paving 3. Lee's Paving 4. Granite Construction 5. Cen Cal Paving

ITEM	QUANTITY	UNIT	Unit Cost	Subtotal	Unit Cost	Subtotal	Unit Cost	Subtotal	Unit Cost	Subtotal	Unit Cost	Subtotal
1 Deep Patch up to 25,500 sf	1	LS	#####	\$21,800.00	\$23,658.00	\$30,000.00	\$40,957.00	\$83,950.00	\$83,950.00	\$83,950.00	\$83,950.00	\$83,950.00
				\$21,800.00	\$23,658.00	\$30,000.00	\$40,957.00	\$83,950.00	\$83,950.00	\$83,950.00	\$83,950.00	\$83,950.00

Total written in Bid if discrepancy exists

CITY OF HANFORD

CALIFORNIA

Notice to Bidders

Sealed proposals for the 12th Ave. Deep Patching Project will be received at the office of the Finance Director, City Offices, 315 North Douty Street, Hanford, California, 93230, **until 2:00 p.m., on Tuesday, April 12, 2016**

If there are any questions, please direct them to:

Russ Sterling
City of Hanford
900 South 10th Avenue
Hanford, California 93230
(559) 585-2565

An executed copy of the contract and purchase order will be issued to the successful bidder that shall constitute acceptance of the Bidder's Proposal.

Each **sealed** proposal shall be addressed to the Finance Director, City of Hanford, 315 North Douty Street, Hanford, California, 93230, be endorsed with the name of the bidder, and be plainly marked "12th AVE DEEP PATCHING PROJECT".

The City reserves the right to reject any or all proposals.

CITY OF HANFORD

12th Ave. Deep Patch Project

This contract is made by and between the City of Hanford, A Municipal Corporation ("City"), and Bush Engineering Incorporated ("Contractor").

The undersigned hereby agrees to perform work as described in the Scope of Work and the following criteria:

1. Scope of Work

The City of Hanford shall provide the items listed under "To Be Provided By City" on the 12th Ave. Improvement Project bid sheet. The Contractor shall supply labor, items listed under "To Be Provided By Contractor" on 12th Ave. Improvement Project bid sheet and any other materials needed to complete the project. The Contractor shall mill the predetermined and marked locations on 12th Ave. between Hanford Armona Road and Springcrest Street. Not to exceed 25,500 square feet to a depth of .20 foot. Contractor shall pave and compact back milled locations in accordance with city standards and specifications. The Contractor shall take precautions to eliminate damage to existing infrastructure. Work shall be done between the hours of 7:00 A.M. and 3:00 P.M. Monday through Friday. No open excavations will be allowed overnight, all milled locations must be repaved before the end of the work day.

To Be Provided By the City:

- Traffic Control
- ½" PG 64-10 and Trucking
- Sweeping
- Hauling of Milled Material

To Be Provided By the Contractor:

- Milling
- Tack Coat
- Placement and Compaction of Material

2. Notice to Contractor Requirements

- A. No contractor or subcontractor may be listed on a bid proposal for a public works project (submitted on or after March 1, 2015) unless registered with the Department of Industrial Relations pursuant to Labor Code section 1725.5 [with limited exceptions from this requirement for bid purposes only under Labor Code section 1771.1(a)].
- B. No contractor or subcontractor may be awarded a contract for public work on a public works project (awarded on or after April 1, 2015) unless registered with the Department of Industrial Relations pursuant to Labor Code section 1725.5.
- C. This project is subject to compliance monitoring and enforcement by the Department of Industrial Relations.

3. Prevailing Wage Requirement

In accordance with the provisions of Section 1770 to 1780 of the Labor Code, the City of Hanford has ascertained that the general prevailing rate of per diem wages applicable to the work to be done is contained in the wage schedule of the General Prevailing Wage Determinations made by the State of California Director of Industrial Relations. A copy of said schedule is now on file in the office of the City Engineer and by reference incorporated herein as if set out in full.

The Contractor to whom the contract is awarded shall pay not less than the specified wages to all workmen employed in the execution of the contract.

The Contractor agrees to comply with Sections 1810-1817 of the Labor Code prohibiting employment for over eight (8) hours in any one day or forty (40) hours in one week unless compensated at the rate of 1 ½ times the basic rate of pay (LC 1815).

4. Insurance Requirements

The Contractor shall procure and maintain for the duration of the contract insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder by the Contractor, his agents, representatives, employees or subcontractors. Contractor will maintain the following coverage, and coverage shall be at least as broad as:

- (A) **Commercial General Liability (CGL):** Insurance Services Office (ISO) Form CG 0001, including products and completed operations, with limits of no less than ONE MILLION AND NO/100 DOLLARS (\$1,000,000) per occurrence for bodily injury, personal injury, and property damage. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project/location or the general aggregate limit shall be TWO MILLION AND NO/100 DOLLARS (\$2,000,000), twice the required occurrence limit.
- (B) **Automobile Liability:** ISO Form Number CA 0001 covering any auto (Code 1), with a limit no less than ONE MILLION AND NO/100 DOLLARS (\$1,000,000) per accident for bodily injury and property damage.
- (C) **Workers' Compensation:** as required by the State of California, with Statutory Limits, and Employer's Liability Insurance with a limit of no less than ONE MILLION AND NO/100 DOLLARS (\$1,000,000) per accident for bodily injury or disease.

If Contractor maintains higher limits than the minimums shown above, the City requires and shall be entitled to coverage for the higher limits maintained by Contractor.

Contractor's insurance policies shall be "occurrence" policies and not "claims-made" coverage.

Contractor may maintain an Umbrella policy in conjunction with the insurance policies referenced above. In such case, Contractor shall be deemed to have satisfied the insurance requirements of this contract as long as: (i) the coverage limits of the Umbrella policy and of

the underlying liability policy(ies), when combined, satisfy each of the per occurrence and aggregate requirements identified in this subsection a.; and (ii) coverage under the Umbrella policy is as broad as and includes all incidents and events covered by the underlying insurance that it supplements.

Any deductibles or self-insured retentions must be declared to and approved by the City. The City may require Contractor to purchase coverage with a lower deductible or retention or provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention. Alternatively, the City may require Contractor to provide a financial guarantee satisfactory to the City guaranteeing payment of losses and related investigations, claim administration, and defense expenses within the retention.

The policies are to contain, or be endorsed to contain, the following provisions:

- (A) The City and its officers, officials, employees, and volunteers are to be covered as additional insureds on the CGL and automobile liability policies with respect to liability arising out of work or operations performed by or on behalf of Contractor including materials, parts or equipment furnished in connection with such work or operations; products used by Contractor; or automobiles owned, leased, hired or borrowed by Contractor. General liability coverage can be provided in the form of an endorsement to Contractor's insurance at least as broad as ISO Form CG 20 10 11 85 or if not available, through the addition of both CG 20 10 and CG 20 37 if a later edition is used. The coverage shall contain no special limitations on the scope of protection afforded to the City, its officers, officials, employees or volunteers.
- (B) For any claims related to this contract, Contractor's insurance coverage shall be primary insurance as respects the City and its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the City and/or its officers, officials, employees, or volunteers shall be in excess of Contractor's insurance and shall be non-contributory.
- (C) Each insurance policy required above shall provide that coverage shall not be cancelled, except with notice to the City.

Insurance is to be placed with insurers with a current A.M. Best's rating of no less than A:VII.

Contractor shall furnish the City with original certificates and amendatory endorsements or copies of the applicable policy language effecting coverage required by this clause. All certificates and endorsements are to be received and approved by the City before work commences. However, failure to obtain the required documents prior to the work beginning shall not waive the Contractor's obligation to provide them. The City reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time.

Contractor hereby grants to City and its officers, employees, and volunteers a waiver of any right to subrogation which any insurer of Contractor may acquire against the City and/or its officers, officials, employees, and volunteers by virtue of the payment of any loss under such insurance. Contractor agrees to obtain endorsements necessary to effect this waiver of subrogation, but this provision applies regardless of whether or not the City has received a waiver of subrogation endorsement from the insurer.

The City reserves the right to modify the insurance requirements contained in this contract, including, without limitation, coverage limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

5. City Indemnification

Contractor agrees to indemnify, defend and hold harmless the City and its officials, employees, agents and volunteers from and against all claims, demands, actions, injuries, liabilities, losses, costs or damages, direct or indirect, and any and all attorney's fees and other expenses which City or its officials, officers, employees, agents or volunteers may sustain or incur as a consequence of or anyway related to Contractor or its employees, agents and subcontractor's willful or negligent acts or omissions in the performance of the services and Contractor's responsibilities and obligations to be performed under this agreement or its failure to perform or comply with any of its obligations or responsibilities contained in this agreement. This indemnification shall survive the termination of this agreement.

6. Cost of Services

Contractor shall complete all work as identified in this bid proposal for the lump sum price of

Total Bid \$ 21,800.00

The Contractor shall once each month prepare an estimate (on forms furnished by the Engineer) of the total amount of work done and acceptable materials on hand (materials furnished and delivered by the Contractor on the ground and not used). The Engineer shall review the Contractor's monthly estimate for compliance with the provisions of the contract. Upon the Engineer's approval of the Contractor's monthly estimate, the City of Hanford shall retain 10% of such estimated value of the worked one and materials on hand and shall monthly pay to the Contractor while carrying on the work, the balance not retained, as aforesaid, after deducting therefrom all previous payments and all sums to be kept or retained under the provisions of the contract. No such estimate or payment shall be required to be made, when in the judgment of the Engineer, the work is not the total value of the work done since the last estimate amounts to less than five hundred dollars (\$500).

7. Time of Completion

The Contractor shall complete all work as identified in this bid proposal in no more than 21 calendar days from the issuance by the City of a Notice to Proceed, which will occur immediately after this bid contract has been signed by both parties.

If work is not completed in specified time frame and no approved change orders extending contract time have been approved, the Contractor shall pay the sum of \$200.00 per day beyond the contract completion time in the form of liquidated damages.

Contractor shall comply with all applicable laws, rules, regulations and ordinances in its performance of this contract.

8. Compliance with Laws

Contractor shall use the proper standard of care in performing the services and shall comply with all applicable federal, state and local laws, codes, ordinances and regulations. In addition, if the request for proposal to provide professional services which are the subject of this contract cited any federal or state financial assistance involved in the project for which the services are provided, the Contractor shall perform all services in accordance with all applicable federal and state laws, rates and regulations.

9. Licenses

Contractor represents and warrants to City that it has all licenses, permits, qualifications, insurance and approvals of whatsoever nature which are legally required of Contractor to lawfully and competently perform the services. Contractor represents and warrants to City that Contractor shall, at its sole cost and expense, keep in effect, or obtain at all times during the term of this contract, any licenses, permits, insurance and approvals which are legally required of Contractor to lawfully and competently perform the services. Contractor shall maintain a City of Hanford business license.

10. Assignment and Subcontracting

The parties recognize that a substantial inducement to City for entering into this contract is the reputation, experience and competence of Contractor. Assignments of any or all rights, duties or obligations of the Contractor under this contract will be permitted only with the express consent of the City, which consent may be withheld in the sole and absolute discretion of City. Contractor shall not subcontract any portion of the services to be performed under this contract without the written consent of the City, which consent may be withheld in the sole and absolute discretion of the City. If City consents to such subcontract, Contractor shall be fully responsible to City for all acts or omissions of the subcontractor. Nothing in this contract shall: (1) create any contractual relationship between City and subcontractor; (2) create any obligation on the part of the City to pay or to see to the payment of any monies due to any such subcontractor; or (3) relieve Contractor of any of its obligations and responsibilities under this contract.

11. Attorney's Fees

If an action at law or in equity is necessary to enforce or interpret the terms of this contract, the prevailing party shall be entitled to reasonable attorney's fees, costs and necessary disbursements, in addition to any other reasonable relief to which he may be entitled. With respect to any suit, action or proceeding arising out of or related to this contract or the documentation related hereto, the parties hereby submit to the jurisdiction and venue of the Superior Court in the County of Kings, State of California for any proceeding arising hereunder.

12. Sole and Only Contract

This contract supersedes any and all other agreements, either oral or in writing, between the parties hereto with respect to the matters set forth herein and contains all of the covenants and agreements between the parties regarding said matters. Each party to this contract acknowledges that no representations, inducements promises or agreements, orally or in writing, have been made by any party or anyone acting on behalf of any party which is not embodied in this contract, and no other agreement, statement or promise shall be valid or binding.

13. Invalidity

If any provision of this contract is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions shall nevertheless continue in full force and effect without being impaired or invalidated in any way.

14. Amendment

No change, amendment or modification of this contract shall be valid unless the same be in writing and signed by the parties hereto.

15. Governing Law

This contract shall be construed and governed pursuant to the laws of the State of California.

16. Waiver

Waiver of a breach or default under this contract shall not constitute a continuing waiver of a subsequent breach of the same or any other provision under this contract.

17. Authority to Enter Contract

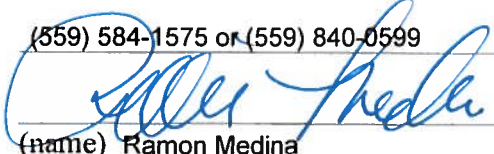
Contractor has all requisite power and authority to conduct its business and to execute, deliver and perform the contract. Each party warrants that the individuals who have signed this contract have the legal power, right and authority to make this contract and to bind each respective party.

18. Notice

Except as otherwise expressly provided herein, any notice, consent, authorization or other communication to be given hereunder shall be in writing and shall be deemed duly given and received when delivered personally, when transmitted by facsimile or email if receipt is acknowledged by the addressee, one business day after being deposited for next-day delivery with a nationally recognized overnight delivery service, or three business days after being mailed by first class mail, charges and postage prepaid, properly addressed to the party to receive such notice at the address identified below.

CONTRACTOR:ADDRESS: 518 N. Redington Street, Hanford, CA. 93230PHONE NO: (559) 584-1575 or (559) 840-0599

SIGNATURE:


(name) Ramon MedinaDATE: April 12, 2016Estimator/Project Manager
(title)

NOTE: The City of Hanford reserves the right to reject any and all bids.

CITY OF HANFORD

ACCEPTED BY:

Lou Camara, Public Works Director

DATE: _____

LINE ITEM SUMMARY

PUBLIC WORKS - STREET MAINTENANCE**2011**

	2012-13 ACTUAL	2013-14 ADOPTED	2013-14 PROJECTED	2014-15 PROPOSED	2015-16 PROPOSED
<u>PERSONNEL SERVICES</u>					
7010 Regular Employees	409,854	491,620	424,840	469,880	484,980
7013 Part-Time Employees	35,627	40,500	40,500	45,000	49,500
7015 Overtime	4,687	6,390	6,390	6,510	6,640
7018 Incentive Pay	-	-	6,720	6,980	7,120
7020 Holiday-In-Lieu	1,640	1,550	1,370	1,550	1,550
7023 Night-Time Differential	323	590	380	590	590
7027 Vacation Payoff	53	-	110	-	-
7034 Cell Phone Allowance	-	-	600	600	600
7110 Retirement	116,079	139,660	121,550	151,460	163,930
7116 Retirement-Def Comp	-	-	-	3,900	3,900
7149 Other Personnel Benefits	11,026	15,140	12,550	14,690	15,150
7160 Group Insurance	20,207	33,200	23,160	20,740	22,040
7169 Workers' Comp Insurance	32,863	38,250	33,890	37,020	38,420
7190 Salary/Benefit Savings	-	(41,750)	-	-	-
TOTAL PERSONNEL SERVICES	632,359	725,150	672,060	758,920	794,420
<u>SERVICES AND SUPPLIES</u>					
7300 Uniform Expense	1,407	1,870	1,410	3,620	2,110
7320 Communications	733	1,500	650	670	960
7330 Liability Insurance	12,940	12,190	12,190	13,900	14,410
7400 Fleet Maintenance	180,120	182,220	182,220	181,430	181,620
7410 Fleet Replacement Reserve	97,280	117,180	117,180	124,210	126,100
7412 Equipment Maintenance	-	-	-	-	-
7420 Building Rental	3,990	5,530	5,530	5,650	5,840
7421 Building Capital/Equipment Repl. Reser	220	590	590	600	600
7430 Computer Maintenance	200	200	200	90	90
7431 Computer Replacement Reserve	280	280	280	100	100
7432 IT Services	2,630	2,630	2,630	1,750	1,800
7440 Office Expense	19	340	340	340	340
7450 Publications and Dues	100	930	140	450	150
7495 Professional and Special Services	2,243	6,680	3,820	11,910	11,910
7550 Other Contractual Service	18,345	23,670	17,300	14,000	14,000
7580 Rents and Leases - Equipment	8,230	13,000	13,000	13,000	13,000
7600 Special Departmental Expense	54,525	61,450	65,190	70,290	69,990
7720 Street Constr & Maint Material	70,098	720,000	712,640	400,000	400,000
7770 Training, Travel, and Meeting Expense	160	2,360	1,560	1,760	1,760
7780 Utilities-Electricity	426,837	457,740	438,510	455,830	478,600
7790 Utilities - Parking Lot Electricity	4,144	3,100	4,060	4,260	4,470
TOTAL SERVICES AND SUPPLIES	884,501	1,613,460	1,579,440	1,303,860	1,327,850
<u>FIXED ASSETS</u>					
Prior Year Fixed Assets	10,049	25,010	23,350	-	-
TOTAL FIXED ASSETS	10,049	25,010	23,350	-	-
<u>TRANSFERS/REIMBURSEMENTS</u>					
9134 C/A-Gas Tax	(550,000)	(450,000)	(450,000)	(550,000)	(550,000)
9164 C/A-Storm Drainage	(112,938)	(89,090)	(89,090)	(86,890)	(88,600)
9167 C/A-Street Cleaning	24,104	(29,070)	(29,070)	(29,480)	(29,880)
9170 C/A-St Cleaning-Vac/SI Fill In	(26,250)	-	-	-	-
TOTAL TRANSFERS/REIMB.	(665,084)	(568,160)	(568,160)	(666,370)	(668,480)
NET EXPENDITURE	861,825	1,795,460	1,706,690	1,396,410	1,453,790



**AGENDA
STAFF REPORT**

MEETING DATE: 5/3/2016

AGENDA SECTION: G

SUBJECT:

Finance: Warrant Register

RECOMMENDATION:

Approve warrant register for \$638,346.77 for period 04/14/16-04/27/16

FISCAL IMPACT:

ATTACHMENTS:

Warrant Register

12.G.a

05/03/16

Attachment: Warrant Register (1458 : FIN: WARRANT REGISTER)

Warrant Register

Report: U:\Terry\WARRANT REGISTER-AGENDA.intr

Date: 4/27/2016

12. G.a

Division # and Name	Acct # and Name	Check Date	Check Number	Vendor Number	Vendor Name	Transaction Amt	Inv#	Transaction Description
400 CITY PAYROLL REVOLVING	2063 EMPLOYEES ATTACHMENT PAY	4/14/16	114673	13332	CALIF STATE DISBURSEMENT UNIT CALIF STATE DISBURSEMENT UNIT	732.11		DED:206 ATTACHMENT
						732.11		
400 CITY PAYROLL REVOLVING	2063 EMPLOYEES ATTACHMENT PAY	4/14/16	114674	18910	EDUCATIONAL CREDIT MANAGEMENT CORP EDUCATIONAL CREDIT MANAGEMENT CORP	2.31		DED:207 ATTACHMENT
						2.31		
400 CITY PAYROLL REVOLVING	2063 EMPLOYEES ATTACHMENT PAY	4/14/16	114675	34622	FRANCHISE TAX BOARD FRANCHISE TAX BOARD	487.41		DED:210 ATTACHMENT
						487.41		
400 CITY PAYROLL REVOLVING	2059 EMPLOYEES ASSOCS PAYABLE	4/14/16	114676	16411	GEMA GEMA	540.00		DED:621 UNION DUES
						540.00		
400 CITY PAYROLL REVOLVING	2059 EMPLOYEES ASSOCS PAYABLE	4/14/16	114677	00001188	HMEA HMEA	31.00		DED:600 HMEA DUES
						31.00		
400 CITY PAYROLL REVOLVING	2059 EMPLOYEES ASSOCS PAYABLE	4/14/16	114678	38623	HPOA HPOA	2,600.00		DED:607 HPOA
						2,600.00		
400 CITY PAYROLL REVOLVING	2059 EMPLOYEES ASSOCS PAYABLE	4/14/16	114679	00000832	IAFF, LOCAL 3898 A/C#9129026 IAFF, LOCAL 3898	1,247.00		DED:615 IAFF
						1,247.00		

Attachment: Warrant Register (1458 : FIN: WARRANT REGISTER)

Warrant Register

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Division # and Name	Acct # and Name	Check Date	Check Number	Vendor Number	Vendor Name	Transaction Amt	Inv#	Transaction Description	Void
400 CITY PAYROLL REVOLVING	2059 EMPLOYEES ASSOCS PAYABLE	4/14/16	114679...	00000832	I A F F, LOCAL 3898 A/C#9129026 I A F F, LOCAL 3898	10.50		DED:622 I A F F	
						1,257.50			
400 CITY PAYROLL REVOLVING	2071 ICMA ROTH IRA PAYABLE	4/14/16	114680	45304	IC M A RETIREMENT TRUST-ROTH IRA IC M A RETIREMENT TRUST-ROTH IRA	280.00		DED:550 ROTH IRA	
						280.00			
400 CITY PAYROLL REVOLVING	2063 EMPLOYEES ATTACHMENT PAY	4/14/16	114681	48800	KINGS CO SHERIFF KINGS CO SHERIFF	273.17		DED:209 ATTACHMENT	
						273.17			
400 CITY PAYROLL REVOLVING	2063 EMPLOYEES ATTACHMENT PAY	4/14/16	114682	17061	MICHAEL H MEYER MEYER, MICHAEL H	274.62		DED:205 ATTACHMENT	
						274.62			
400 CITY PAYROLL REVOLVING	2059 EMPLOYEES ASSOCS PAYABLE	4/14/16	114683	11977	SEIU LOCAL 521 SEIU LOCAL 521	2,667.64		DED:601 UNION DUES	
400 CITY PAYROLL REVOLVING	2059 EMPLOYEES ASSOCS PAYABLE	4/14/16		11977	SEIU LOCAL 521 SEIU LOCAL 521	613.43		DED:602 UNION DUES	
						3,281.07			
2071 WASTEWATER TREATMENT PLNT	7550 OTHER CONTRACTUAL SERVICE	4/21/16	114684	14819	D S WATERS OF AMERICA, INC DBA ALHAMBRA & SIERRA SPRINGS	11.89	94082114116	BLANKET PURCHASE ORDER	
						11.89			

Warrant Register

Report: U:\Terry\WARRANT REGISTER-AGENDA.inmr

Date: 4/27/2016

12.G.a

Division # and Name	Acct # and Name	Check Date	Check Number	Vendor Number	Vendor Name	Transaction Amt	Inv#	Transaction Description
520 TRAFFIC SAFETY FUND	4305-002 PARKING FINES-AVENAL	4/21/16	114685	07785	CITY OF AVENAL AVENAL, CITY OF	7.23		2016-03 AVENAL
7.23								
1111 PERSONNEL	7496 CALPERS SERVICES	4/21/16	114686	18709	BENISTAR / HARTFORD-6795	119.00		RETIREE INSUR/B BROWN
1111 PERSONNEL	7496 CALPERS SERVICES	4/21/16		18709	BENISTAR / HARTFORD-6795	119.00		RETIREE INSUR/D GARCIA
1111 PERSONNEL	7496 CALPERS SERVICES	4/21/16		18709	BENISTAR / HARTFORD-6795	119.00		RETIREE INSUR/R MATTOS
357.00								
001 GENERAL FUND	2020-001 USE TAXES PAYABLE	4/21/16	114687	73457	CALIF STATE BOARD OF EQUALIZATION	711.50		FY16 QTR3 USE TAX
1719 PARKS & REC-YOUTH SERV	4471 CA-TEEN CTR CONCESSIONS	4/21/16		73457	CALIF STATE BOARD OF EQUALIZATION	261.00		FY16 QTR3 USE TAX
183 POLICE PROTECTION IMP FEE	2020-001 USE TAXES PAYABLE	4/21/16		73457	CALIF STATE BOARD OF EQUALIZATION	581.92		FY16 QTR3 USE TAX
361 WASTEWATER OPERATION	2020-001 USE TAXES PAYABLE	4/21/16		73457	CALIF STATE BOARD OF EQUALIZATION	194.99		FY16 QTR3 USE TAX
447 FLEET MAINTENANCE	2020-001 USE TAXES PAYABLE	4/21/16		73457	CALIF STATE BOARD OF EQUALIZATION	36.59		FY16 QTR3 USE TAX
1,786.00								

Attachment: Warrant Register (1458 : FIN: WARRANT REGISTER)

Warrant Register

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Division # and Name	Acct # and Name	Check Date	Check Number	Vendor Number	Vendor Name	Transaction Amt	Inv#	Transaction Description	Void
2040 FLEET MAINTENANCE	7433 FUEL AND LUBE MAINTENANCE	4/21/16	114688	22095	FLEETCOR TECHNOLOGIES INC DBA CHEVRON & TEXACO BUSINESS CARD SV	120.46	47135962	2016-03 GAS CARD	
						120.46			
2072 SANITARY SEWER COLLECTION	7320 COMMUNICATIONS	4/21/16	114689	14784	COMCAST CABLE COMMUNICATIONS, INC	52.99	043976304/16	8155500390439763 SCADA	
2081 WATER-OPERATIONS	7320 COMMUNICATIONS	4/21/16		14784	COMCAST CABLE COMMUNICATIONS, INC COMCAST CABLE COMMUNICATIONS, INC	52.98	043976304/16	8155500390439763 SCADA	
						105.97			
1315 COMPUTER MAINTENANCE	7495 PROF AND SPEC SERVICES	4/21/16	114690	14784	COMCAST CABLE COMMUNICATIONS, INC COMCAST CABLE COMMUNICATIONS, INC	240.97	028756804/16	8155500390287568 INTERNET	
						240.97			
520 TRAFFIC SAFETY FUND	4305-003 PARKING FINES-CORCORAN	4/21/16	114691	26785	CITY OF CORCORAN CORCORAN, CITY OF	15.18		2016-03 CORCORAN	
						15.18			
1713 PARKS & REC-LONGFIELD	7495 PROF AND SPEC SERVICES	4/21/16	114692	19790	DIRECTV LLC DIRECTV LLC	139.98	2830116164	00714205 4/12-5/1	
						139.98			
1201 FINANCE-ACCOUNTING	7450 PUBLICATIONS AND DUES	4/21/16	114693	00001142	FRANCHISE TAX BOARD FRANCHISE TAX BOARD	65.00		COHPCI FTB15 F199 FEE	
						65.00			

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Division # and Name	Acct # and Name	Check Date	Check Number	Vendor Number	Vendor Name	Transaction Amt	Inv#	Transaction Description
511 MISC CASH DEPOSITS TRUST	3005-200 KC-EL RANCHO DEBT SERVICE	4/21/16	114694	48448	KINGS CO PUBLIC WORKS	3,019.19		DEBT SVC COLL 01/16
511 MISC CASH DEPOSITS TRUST	3005-200 KC-EL RANCHO DEBT SERVICE	4/21/16		48448	KINGS CO PUBLIC WORKS	3,146.77		DEBT SVC COLL 02/16
511 MISC CASH DEPOSITS TRUST	3005-200 KC-EL RANCHO DEBT SERVICE	4/21/16		48448	KINGS CO PUBLIC WORKS	3,056.30		DEBT SVC COLL 03/16
						9,222.26		
520 TRAFFIC SAFETY FUND	4305-001 PARKING FINES-HANFORD	4/21/16	114695	49200	KINGS CO TREASURER	737.50		2016-03 CTHS/JAIL FDS
520 TRAFFIC SAFETY FUND	4305-001 PARKING FINES-HANFORD	4/21/16		49200	KINGS CO TREASURER	217.50		2016-03 PENLTY EQ/REG
520 TRAFFIC SAFETY FUND	4305-002 PARKING FINES-AVENAL	4/21/16		49200	KINGS CO TREASURER	75.00		2016-03 CTHS/JAIL FDS
520 TRAFFIC SAFETY FUND	4305-003 PARKING FINES-CORCORAN	4/21/16		49200	KINGS CO TREASURER	50.00		2016-03 CTHS/JAIL FDS
520 TRAFFIC SAFETY FUND	4305-005 PARKING FINES-LEMOORE	4/21/16		49200	KINGS CO TREASURER	37.50		2016-03 CTHS/JAIL FDS
520 TRAFFIC SAFETY FUND	4305-005 PARKING FINES-LEMOORE	4/21/16		49200	KINGS CO TREASURER	82.50		2016-03 PENLTY EQ/REG
						1,200.00		

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2071 WASTEWATER TREATMENT PLNT	7551 WWTP EFFLUENT DISPOSAL	4/21/16	114696	50856	LAKESIDE IRRIGATION WATER DISTRICT LAKESIDE IRRIGATION WATER DISTRICT	16,140.00		2016-03 EFFLUENT WTR	
						16,140.00			
1711 PARKS & REC-SPORTS	7495 PROF AND SPEC SERVICES	4/21/16	114697	19870	JARED OAKY OAKY, JARED	160.00		PREP 03/02-03	
1711 PARKS & REC-SPORTS	7495 PROF AND SPEC SERVICES	4/21/16		19870	JARED OAKY OAKY, JARED	170.00		PREP 04/02-04/03	
						330.00			
1720 PARKS & REC-ADULT/SPCL	7600 SPECIAL DEPARTMENTAL EXP	4/21/16	114698	67475	SAVE MART SUPERMARKETS SAVE MART SUPERMARKETS	14.97	052016031514	ON THE MOVE BLANKET PO	
1100 CITY COUNCIL	7770 TRAINING/TRAVEL/MEETING	4/21/16		67475	SAVE MART SUPERMARKETS SAVE MART SUPERMARKETS	76.05	052016032315	BLANKET PURCHASE ORDER	
1720 PARKS & REC-ADULT/SPCL	7600 SPECIAL DEPARTMENTAL EXP	4/21/16		67475	SAVE MART SUPERMARKETS SAVE MART SUPERMARKETS	102.25	062016030812	ON THE MOVE BLANKET PO	
						193.27			
1720 PARKS & REC-ADULT/SPCL	7470 PRINTING	4/21/16	114699	73000	STAPLES STAPLES	177.99	54728	BLANKET PURCHASE ORDER	
1450-001 CDBG ENTITLEMENT REUSE FD	7531 ADMINISTRATIVE EXPENSES	4/21/16		73000	STAPLES STAPLES	86.58	77886	FLASH DRIVES, FILE FOLDER	
1720 PARKS & REC-ADULT/SPCL	7470 PRINTING	4/21/16		73000	STAPLES STAPLES	21.17	8975742001	BLANKET PURCHASE ORDER	

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285.74								
1513	7540 POLICE-OPERATIONS PARKING CITATN ADMIN COST	4/21/16	114700	76440	TURBO DATA SYS INC	399.19	24206	2016-03
1513	7540 POLICE-OPERATIONS PARKING CITATN ADMIN COST	4/21/16		76440	TURBO DATA SYS INC	204.25	24206	TICKET PRO MONTHLY
520	4305-002 TRAFFIC SAFETY FUND PARKING FINES-AVENAL	4/21/16		76440	TURBO DATA SYS INC	22.77	24206	2016-03
520	4305-003 TRAFFIC SAFETY FUND PARKING FINES-CORCORAN	4/21/16		76440	TURBO DATA SYS INC	2.82	24206	2016-03
520	4305-005 TRAFFIC SAFETY FUND PARKING FINES-LEMOORE	4/21/16		76440	TURBO DATA SYS INC	50.56	24206	2016-03
679.59								
2071	7412 WASTEWATER TREATMENT PLNT	4/21/16	114701	76460	TURNUPSEED ELECTRIC	410.75	231047	BLANKET PURCHASE ORDER
410.75								
1610	7455 FIRE-ADMIN/SUPPRESS ION	4/21/16	114702	19535	TWO EAGER DREAMS INC DBA U P S STORE #3921	357.50	7806	BLANKET PURCHASE ORDER
357.50								
1100	7700 CITY COUNCIL EMPLOYEE SVC AWARD DINNER	4/21/16	114704	17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	57.23		MEAL/CC DINNER 2/25

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1100 CITY COUNCIL	7770 TRAINING/TRAVEL/MEETING	4/21/16	114704...	17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	12.00		FUEL/MERCED 3/18	
1100 CITY COUNCIL	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	349.38		MEAL/JT CNCL 2/26	
1110 CITY MANAGER-CITY CLERK	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	56.31		MEAL/FRESNO/03/08	
1110 CITY MANAGER-CITY CLERK	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	18.68		MEAL/FRESNO/03/18	
1111 PERSONNEL	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	(824.88)		LDG/AVILA BCH/CANCLD	
1111 PERSONNEL	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	137.75		MEAL/ANTI-DISCRM TRNG	
1111 PERSONNEL	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	23.96		MEAL/ANTI-DISCRM/3/11	
1111 PERSONNEL	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	57.26		MEAL/ANTI-DISCRM/3/16	
1111 PERSONNEL	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	196.73		MEAL/ANTI-DISCRM/3/17	
1111 PERSONNEL	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	86.03		MEAL/ANTI-DISCRM/3/17	

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1111 PERSONNEL	7770 TRAINING/TRAVEL/MEETING	4/21/16	114704...	17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	161.22		MEAL/ERC WKSP 3/9
1111 PERSONNEL	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	366.87		MEAL/ERC WKSP 3/9
1111 PERSONNEL	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	68.93		MEAL/HFD/GALLAGHER
1111 PERSONNEL	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	78.00		MEAL/JORAL BRD 3/2
1315 COMPUTER MAINTENANCE	7495 PROF AND SPEC SERVICES	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	0.67		2016-02 AMAZON RTE53
1513 POLICE-OPERATIONS	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	(370.25)		LDG/PISMO BCH 1/18
1513 POLICE-OPERATIONS	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	81.96		MEAL/HARP 3/16
1513 POLICE-OPERATIONS	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	88.16		MEAL/HARP 3/16
1513 POLICE-OPERATIONS	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	162.83		MEAL/HARP 3/17
1513 POLICE-OPERATIONS	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	163.98		MEAL/HARP 3/19

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1513 POLICE-OPERATIONS	7770 TRAINING/TRAVEL/MEETING	4/21/16	114704...	17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	37.54		MEAL/HARP 3/19	
1513 POLICE-OPERATIONS	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	11.80		MEAL/HARP 3/19	
1513 POLICE-OPERATIONS	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	117.70		MEAL/HARP 3/19	
1513 POLICE-OPERATIONS	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	95.89		MEAL/HARP 3/19	
1513 POLICE-OPERATIONS	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	12.36		MEAL/HARP 3/19	
1610 FIRE-ADMIN/SUPPRESS ION	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	152.00		CPR TRAINING	
1610 FIRE-ADMIN/SUPPRESS ION	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	33.55		MEAL/BADGE-SINGH	
1610 FIRE-ADMIN/SUPPRESS ION	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	27.57		MEAL/FIRE INC OLIVECT	
1710 PARKS & REC-ADMIN	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	163.51		MEAL/KID FEST VOL3/19	
1711 PARKS & REC-SPORTS	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM U S BANK CORP - CAL CARD	52.01		MEAL/POOL MGR INTERVW	

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1721 PARKS & REC-COMM PROM/EXT	7560 ADVERTISING & PUBLIC REL	4/21/16	114704...	17062	U S BANK CORPORATE PAYMENT SYSTEM	50.00		KIDS FEST AD FACEBOOK
2010 PW-ADMINISTRATION & ENGR	7600 SPECIAL DEPARTMENTAL EXP	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM	221.36		POWDER LOAD/RAMSET
2100 BUILDING MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM	66.74		GAS SHOCK CHAIR LIFT
1711 PARKS & REC-SPORTS	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM	692.40	TR DA SILVA1	LDG/LONG BCH 3/8-11
1610 FIRE-ADMIN/SUPPRESS ION	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM	472.02	TR ETULAIN	LDG/SLO 3/6-9
1111 PERSONNEL	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM	636.40	TR GONZALE10	LDG/SAN FRAN 2/24-26
1111 PERSONNEL	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM	101.70	TR GONZALE12	LDG/SLO 3/6-7
1111 PERSONNEL	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM	824.88	TR GONZALE13	LDG/AVILA BCH/4/10-14
1411 PLANNING	7770 TRAINING/TRAVEL/MEETING	4/21/16		17062	U S BANK CORPORATE PAYMENT SYSTEM	615.60	TR JOHNSTON	LDG/SAN RAMON 3/1-4
						5,357.85		
2081 WATER-OPERATIONS	7650 CHEMICALS	4/21/16	114705	17478	UNIVAR	77.93	F0845356	BLANKET PURCHASE ORDER

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2081 WATER-OPERATIONS	7650 CHEMICALS	4/21/16	114705...	17478	UNIVAR	35.42	F0845357	BLANKET PURCHASE ORDER	
2081 WATER-OPERATIONS	7650 CHEMICALS	4/21/16		17478	UNIVAR	481.75	F0845391	BLANKET PURCHASE ORDER	
2081 WATER-OPERATIONS	7650 CHEMICALS	4/21/16		17478	UNIVAR	255.04	F0845392	BLANKET PURCHASE ORDER	
2081 WATER-OPERATIONS	7650 CHEMICALS	4/21/16		17478	UNIVAR	524.26	F0845393	BLANKET PURCHASE ORDER	
						1,374.40			
1511 POLICE-SUPPORT SERVICE	7320 COMMUNICATIONS	4/21/16	114706	35904	VERIZON WIRELESS	193.37	9763038233	771937214 AIR CARD	
						193.37			
1511 POLICE-SUPPORT SERVICE	7320 COMMUNICATIONS	4/21/16	114707	35904	VERIZON WIRELESS	1,556.96	9763459556	472560080 NEW PLAN G4	
						1,556.96			
2040 FLEET MAINTENANCE	7495 PROF AND SPEC SERVICES	4/27/16	114708	16857	A & E WELDING & MACHINE, INC	5,793.00	3024	PANEL/HOPR FLOOR #343	
						5,793.00			
1511 POLICE-SUPPORT SERVICE	7320 COMMUNICATIONS	4/27/16	114709	11349	A T & T	378.42	0602023373	80008961114 CA DEPT OF JU	
						378.42			

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1511 POLICE-SUPPORT SERVICE	7320 COMMUNICATIONS	4/27/16	114710	13982	A T & T	72.35	7915608	924-5333 LEMOORE LINE
1511 POLICE-SUPPORT SERVICE	7320 COMMUNICATIONS	4/27/16		13982	A T & T (13982)	884.96	7919050	2343419274620 CELL TOWER
1201 FINANCE-ACCOUNTING	7320 COMMUNICATIONS	4/27/16		13982	A T & T (13982)	9.76	7919115	2016-03 582-1152 FAX
1710 PARKS & REC-ADMIN	7320 COMMUNICATIONS	4/27/16		13982	A T & T (13982)	9.76	7919115	2016-03 582-1152 FAX
1711 PARKS & REC-SPORTS	7320 COMMUNICATIONS	4/27/16		13982	A T & T (13982)	21.41	7919116	2016-03 582-4092
1411 PLANNING	7320 COMMUNICATIONS	4/27/16		13982	A T & T (13982)	7.59	7919118	2016-03 583-1633
1412 BUILDING INSPECTION	7320 COMMUNICATIONS	4/27/16		13982	A T & T (13982)	7.59	7919118	2016-03 583-1633
1413 CITY HFD PUBLIC HSG AUTH	7320 COMMUNICATIONS	4/27/16		13982	A T & T (13982)	7.59	7919118	2016-03 583-1633
1511 POLICE-SUPPORT SERVICE	7320 COMMUNICATIONS	4/27/16		13982	A T & T (13982)	19.32	7919126	585-0665 INV FAX
1111 PERSONNEL	7320 COMMUNICATIONS	4/27/16		13982	A T & T (13982)	27.33	7919128	2016-03

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1511 POLICE-SUPPORT SERVICE	7320 COMMUNICATIONS	4/27/16	114710...	13982	A T & T	449.31	7919128	2016-03	
1610 FIRE-ADMIN/SUPPRESS ION	7320 COMMUNICATIONS	4/27/16		13982	A T & T (13982)	48.08	7919128	2016-03	
1713 PARKS & REC-LONGFIELD	7320 COMMUNICATIONS	4/27/16		13982	A T & T	24.58	7919128	2016-03	
1714 PARKS & REC-POOL/SKATE	7320 COMMUNICATIONS	4/27/16		13982	A T & T (13982)	23.29	7919128	2016-03	
1719 PARKS & REC-YOUTH SERV	7320 COMMUNICATIONS	4/27/16		13982	A T & T	22.99	7919128	2016-03	
1720 PARKS & REC-ADULT/SPCL	7320 COMMUNICATIONS	4/27/16		13982	A T & T (13982)	23.29	7919128	2016-03	
2020 AIRPORT - OPERATING	7320 COMMUNICATIONS	4/27/16		13982	A T & T	17.60	7919128	2016-03	
2131 COURTHOUSE SQUARE-OPERING	7320 COMMUNICATIONS	4/27/16		13982	A T & T (13982)	22.99	7919128	2016-03	
1511 POLICE-SUPPORT SERVICE	7320 COMMUNICATIONS	4/27/16		13982	A T & T	134.74	7919129	585-4700 CALL/LONG DISTANC	
1511 POLICE-SUPPORT SERVICE	7320 COMMUNICATIONS	4/27/16		13982	A T & T (13982)	26.02	7919130	585-4977	

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1511 POLICE-SUPPORT SERVICE	7320 COMMUNICATIONS	4/27/16	114710...	13982	A T & T	36.71	7919131	585-8176 MOTOROLA MTCE LI
1511 POLICE-SUPPORT SERVICE	7320 COMMUNICATIONS	4/27/16		13982	A T & T (13982)	19.29	7919259	585-1010 DOJ BREATHALYZER
1719 PARKS & REC-YOUTH SERV	7320 COMMUNICATIONS	4/27/16		13982	A T & T (13982)	19.20	7922581	2016-03 587-1658
						1,935.75		
1210 FINANCE-UTILITY BILLING	7320 COMMUNICATIONS	4/27/16	114711	17337	A T & T MOBILITY	180.00	COH032016	2016-03 MOSAIC
						180.00		
1450-015 CDBG ENTITLEMENT 2015/16	816652 HOUSING REHAB-16 ENTITLMT	4/27/16	114712	19821	MATEO ESPINOZA DBA	1,425.00	0489	10895 BEVERLY DR/ROOF
						1,425.00		
1110 CITY MANAGER-CITY CLERK	7495 PROF AND SPEC SERVICES	4/27/16	114713	18955	ACCELA, INC	1,878.50	19281	AGENDA MONTHLY CHARGE
						1,878.50		
2100 BUILDING MAINTENANCE	7580 RENTS AND LEASES-EQUIP	4/27/16	114714	12423	ACTION EQUIPMENT RENTALS	452.32	139468	KNUCKLEBOOM RENT
1100 CITY COUNCIL	7560 ADVERTISING & PUBLIC REL	4/27/16		12423	ACTION EQUIPMENT RENTALS	79.04	140115	GENERATOR-COSTCO
						531.36		

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2910 WATER CAPITAL	816659 15 URBAN WTR MGMT PLN UPD	4/27/16	114715	19757	AKEL ENGINEERING GROUP INC AKEL ENGINEERING GROUP INC	2,709.50	15335-02	PMT #2 MGMT REPORT	
						2,709.50			
2081 WATER-OPERATIONS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114716	17943	AMERICAN FLOOR MATS AMERICAN FLOOR MATS	189.32	564084	CHAIR MATS	
						189.32			
2081 WATER-OPERATIONS	7412 EQUIPMENT MAINTENANCE	4/27/16	114717	00001061	AMERICAN INCORPORATED AMERICAN INCORPORATED	2,266.83	7045228	W45 FAN MOTOR	
						2,266.83			
511 MISC CASH DEPOSITS TRUST	3005-070 DISAB ACCES-BL-SB1186	4/27/16	114718	LIC00249	AMERIGAS PROPANE PARTS AMERIGAS PROPANE PARTS	417.57		LICENSE REFUND	
						417.57			
1511 POLICE-SUPPORT SERVICE	7580 RENTS AND LEASES-EQUIP	4/27/16	114719	03043	AMERIPRIDE UNIFORM SERVICE AMERIPRIDE UNIFORM SERVICE	55.41	1501602780	RUGS 04/05/16	
1511 POLICE-SUPPORT SERVICE	7580 RENTS AND LEASES-EQUIP	4/27/16		03043	AMERIPRIDE UNIFORM SERVICE AMERIPRIDE UNIFORM SERVICE	55.41	1501613092	RUGS 04/19/16	
						110.82			
1513 POLICE-OPERATIONS	7495 PROF AND SPEC SERVICES	4/27/16	114720	16710	THE ANIMAL HOUSE ANIMAL HOUSE, THE	53.70	5863	K-9 SUPPLIES	
						53.70			

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Division # and Name	Acct # and Name	Check Date	Check Number	Vendor Number	Vendor Name	Transaction Amt	Inv#	Transaction Description
1210 FINANCE-UTILITY BILLING	7770 TRAINING/TRAVEL/MEETING	4/27/16	114721	11796	VICTORIA ARIEAS ARIEAS, VICTORIA	32.00	EXP 04/21	EXP/FRESNO/4/22
						32.00		
2104 ACCUM CAPITAL OUTLAY	5415 SALE OF REAL PROPERTY	4/27/16	114722	11034	B S K & ASSOCIATES INC B S K & ASSOCIATES INC	2,596.70	00076640	5TH ST PHS2 3/1-3/31
						2,596.70		
1711 PARKS & REC-SPORTS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114723	13175	B S N SPORTS, INC B S N SPORTS, INC	401.94	97780026	SFTBALLS & FACEGUARD
1711 PARKS & REC-SPORTS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		13175	B S N SPORTS, INC B S N SPORTS, INC	11.81	97792042	VOLLEYBALL CABLE 42"
						413.75		
511 MISC CASH DEPOSITS TRUST	3005-070 DISAB ACCES-BL-SB1186	4/27/16	114724	LIC00248	BADASCI TIRE CO. BADASCI TIRE CO.	60.00		LICENSE REFUND
						60.00		
2040 FLEET MAINTENANCE	7495 PROF AND SPEC SERVICES	4/27/16	114725	09610	W BANKS MOORE, INC DBA BANKS & CO	100.00	70033	2016-04 UST INSPECT
						100.00		
1711 PARKS & REC-SPORTS	7495 PROF AND SPEC SERVICES	4/27/16	114726	18258	RAMON BETANCOURT BETANCOURT, RAMON	192.00		PREP 04/12-04/21
1711 PARKS & REC-SPORTS	7495 PROF AND SPEC SERVICES	4/27/16		18258	RAMON BETANCOURT BETANCOURT, RAMON	140.00		UMP 04/12-04/18

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332.00									
1719	7600 PARKS & REC-YOUTH SERV	4/27/16	114727	11190	BIG 5 - UNITED MDS CORP BIG 5 - UNITED MDS CORP	450.33	28879	BLANKET PURCHASE ORDER	
450.33									
2040	7600 FLEET MAINTENANCE	4/27/16	114728	10158	BOBCAT OF FRESNO BOBCAT OF FRESNO	79.30	P52262	HARNESS	
79.30									
2040	7495 FLEET MAINTENANCE	4/27/16	114729	12330	BORBA'S AUTO BODY INC	1,247.04	20408	LABOR	
2040	7600 FLEET MAINTENANCE	4/27/16		12330	BORBA'S AUTO BODY INC	370.55	20408	PD #6 DOOR DAMAGE PASSNGF	
1,617.59									
2183	816661 POLICE PROTECTION IMP FEE	4/27/16	114730	14934	C D W GOVERNMENT LLC	489.13	CPS3288	COMPUTER-LENOVO THINKCEN	
2183	816661 POLICE PROTECTION IMP FEE	4/27/16		14934	C D W GOVERNMENT LLC	30.10	CPS3288	CONVERTER-STARTTECH.COM D	
519.23									
1513	7495 POLICE-OPERATIONS	4/27/16	114731	18029	C I TECHNOLOGIES INC C I TECHNOLOGIES INC	1,200.00	5809	SFTWRE MAIN/APRO INTERNAL	
1,200.00									

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1720 PARKS & REC-ADULT/SPCL	5012-201 CA-CONTRACTED CLASSES	4/27/16	114732	19898	NORMA CAJERO CAJERO, NORMA	15.00	2002573	REFUND ADULT ZUMBA
						15.00		
2100 BUILDING MAINTENANCE	7550 OTHER CONTRACTUAL SERVICE	4/27/16	114733	21563	CALIFORNIA BOILER INC CALIF BOILER INC	2,089.27	117821	BOILER REPAIR CIVIC
						2,089.27		
511 MISC CASH DEPOSITS TRUST	3005-044 BLDG STD ADMIN REVLY FUND	4/27/16	114734	14111	CALIF BUILDING STANDARDS COMM CALIF BUILDING STANDARDS COMM	1,533.00		01-03/16 BLDG STD FEE
						1,533.00		
511 MISC CASH DEPOSITS TRUST	3005-003 STRONG MOTION INSTRU PROG	4/27/16	114735	16950	CALIF DEPT OF CONSERVATION CALIF DEPT OF CONSERVATION	6,704.33		01-03/16 SEISMIC FEE
						6,704.33		
1511 POLICE-SUPPORT SERVICE	7450 PUBLICATIONS AND DUES	4/27/16	114736	30085	CALIF DEPT OF MOTOR VEHICLES CALIF DEPT OF MOTOR VEHICLES	16.00	3306727	2016 CA VEHICLE CODE BK
1511 POLICE-SUPPORT SERVICE	7450 PUBLICATIONS AND DUES	4/27/16		30085	CALIF DEPT OF MOTOR VEHICLES CALIF DEPT OF MOTOR VEHICLES	0.82	3306727	ESTIMATED SHIPPING/HANDLI
1513 POLICE-OPERATIONS	7450 PUBLICATIONS AND DUES	4/27/16		30085	CALIF DEPT OF MOTOR VEHICLES CALIF DEPT OF MOTOR VEHICLES	48.00	3306727	2016 CA VEHICLE CODE BK
1513 POLICE-OPERATIONS	7450 PUBLICATIONS AND DUES	4/27/16		30085	CALIF DEPT OF MOTOR VEHICLES CALIF DEPT OF MOTOR VEHICLES	2.41	3306727	ESTIMATED SHIPPING/HANDLI

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1514 POLICE-TRAFFIC ENFORCEMENT	7450 PUBLICATIONS AND DUES	4/27/16	114736...	30085	CALIF DEPT OF MOTOR VEHICLES	32.00	3306727	2016 CA VEHICLE CODE BK	
1514 POLICE-TRAFFIC ENFORCEMENT	7450 PUBLICATIONS AND DUES	4/27/16		30085	CALIF DEPT OF MOTOR VEHICLES CALIF DEPT OF MOTOR VEHICLES	1.59	3306727	ESTIMATED SHIPPING/HANDLI	
						100.82			
2011 PW-STREET MAINTENANCE	7780 UTILITIES-ELECTRICITY	4/27/16	114737	17710	CALIF DEPT OF TRANSPORTATION	2,074.97	SL160657	HWY SIG & LTS 1-3/16	
						2,074.97			
511 MISC CASH DEPOSITS TRUST	3005-070 DISAB ACCES-BL-SB1186	4/27/16	114738	00001408	CALIF DIVISION OF STATE ARCHITECTS CALIF DIVISION OF STATE ARCHITECTS	506.40		FY16 Q3 DISAB SB1186	
						506.40			
2040 FLEET MAINTENANCE	7433 FUEL AND LUBE MAINTENANCE	4/27/16	114739	73457	CALIF STATE BOARD OF EQUALIZATION CALIF STATE BOARD OF EQUALIZATION	1,104.38	2116	TANK FEES 1-3/16	
						1,104.38			
2081 WATER-OPERATIONS	7495 PROF AND SPEC SERVICES	4/27/16	114740	73765	CALIF STATE WATER RESOURCE CTL BRD CALIF STATE WATER RESOURCE CTL BRD	8,171.73	LW-1005794	WTR SYS TEE 07-12/15	
						8,171.73			
2081 WATER-OPERATIONS	7550 OTHER CONTRACTUAL SERVICE	4/27/16	114741	17824	CEN CAL PAVING INC CEN CAL PAVING INC	4,338.50	1789	WATER MAIN REPAIR	
						4,338.50			

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1711 PARKS & REC-SPORTS	7495 PROF AND SPEC SERVICES	4/27/16	114742	18126	VICTOR CHAVARIN, JR CHAVARIN, VICTOR	110.00		SCRKPR 4/11-21
						110.00		
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114743	21921	SUSAN CHAVEZ CHAVEZ, SUSAN	120.25		D/D & M/S DECORATIONS
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		21921	SUSAN CHAVEZ CHAVEZ, SUSAN	72.98		D/D & M/S SUPPLIES
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		21921	SUSAN CHAVEZ CHAVEZ, SUSAN	21.48		T-BALL ADHSVE LINERS
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		21921	SUSAN CHAVEZ CHAVEZ, SUSAN	26.85		T-BALL FIELD CHALK
						241.56		
2672 CMAQ FUNDS	816620 TRAF SIGHFD-ARM & IRWIN	4/27/16	114744	22210	CHICAGO TITLE CO CHICAGO TITLE CO	500.00	T016000281-1	RPT FEE HARR/IRWIN SE
2672 CMAQ FUNDS	816620 TRAF SIGHFD-ARM & IRWIN	4/27/16		22210	CHICAGO TITLE CO CHICAGO TITLE CO	500.00	T016000282-1	RPT FEE HARR/IRWIN NW
2672 CMAQ FUNDS	816620 TRAF SIGHFD-ARM & IRWIN	4/27/16		22210	CHICAGO TITLE CO CHICAGO TITLE CO	500.00	T016000284-1	PRT FEE HARR/IRWIN NE
2672 CMAQ FUNDS	815626 TRAF SIG/11TH AV & HOUSTN	4/27/16		22210	CHICAGO TITLE CO CHICAGO TITLE CO	500.00	TO16000276-1	RPT FEE 11TH/HSTN NW

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2672 CMAQ FUNDS	816620 TRAF SIG/HFD-ARM & IRWIN	4/27/16	114744...	22210	CHICAGO TITLE CO	500.00	TO16000277-1	RPT FEE HFD-ARM SW	
2672 CMAQ FUNDS	816620 TRAF SIG/HFD-ARM & IRWIN	4/27/16		22210	CHICAGO TITLE CO	500.00	TO16000279-1	RTP HARR/IRWIN SW	
2672 CMAQ FUNDS	815626 TRAF SIG/11TH AV & HOUSTN	4/27/16		22210	CHICAGO TITLE CO	500.00	TO16000280-1	PRT FEE KC YRD NE CNR	
						3,500.00			
2100 BUILDING MAINTENANCE	7550 OTHER CONTRACTUAL SERVICE	4/27/16	114745	23600	CLARK PEST CONTROL, INC	40.00	000240570416	2016-04 CIVIC AUD	
2100 BUILDING MAINTENANCE	7550 OTHER CONTRACTUAL SERVICE	4/27/16		23600	CLARK PEST CONTROL, INC	56.00	007901900416	2016-04 CITY OFC	
2100 BUILDING MAINTENANCE	7550 OTHER CONTRACTUAL SERVICE	4/27/16		23600	CLARK PEST CONTROL, INC	40.00	008782160416	2016-04 POLICE	
2100 BUILDING MAINTENANCE	7550 OTHER CONTRACTUAL SERVICE	4/27/16		23600	CLARK PEST CONTROL, INC	40.00	009012550416	2016-04 VETS	
1714 PARKS & REC-POOL/SKATE	7495 PROF AND SPEC SERVICES	4/27/16		23600	CLARK PEST CONTROL, INC	65.00	009161140416	2016-04 PLUNGE	
2100 BUILDING MAINTENANCE	7550 OTHER CONTRACTUAL SERVICE	4/27/16		23600	CLARK PEST CONTROL, INC	49.00	009506090416	2016-04 LONGFIELD	
2100 BUILDING MAINTENANCE	7550 OTHER CONTRACTUAL SERVICE	4/27/16		23600	CLARK PEST CONTROL, INC	50.00	009703660416	2016-04 COE PARK	

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2131 COURTHOUSE SQUARE-OPERTNG	7495 PROF AND SPEC SERVICES	4/27/16	114745...	23600	CLARK PEST CONTROL, INC	60.00	010062980416	2016-04 COURTHOUSE
2100 BUILDING MAINTENANCE	7550 OTHER CONTRACTUAL SERVICE	4/27/16		23600	CLARK PEST CONTROL, INC	35.00	010231800416	2016-04 PD RECORDS
2100 BUILDING MAINTENANCE	7550 OTHER CONTRACTUAL SERVICE	4/27/16		23600	CLARK PEST CONTROL, INC	45.00	010669970416	2016-04 CORP YARD
2091 INTERMODAL-OPERATIN G	7550 OTHER CONTRACTUAL SERVICE	4/27/16		23600	CLARK PEST CONTROL, INC	45.00	010669980416	2016-04 AMTRAK
						525.00		
240 LAD 90-1 T606 PINECASTLE	7550 OTHER CONTRACTUAL SERVICE	4/27/16	114747	17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	991.41	123	2016-03
245 LAD 92-1 PORTOFINO 1 & 2	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	146.88	123	2016-03
249 LAD 94-1 T712 GATEWAY EST	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	66.28	123	2016-03
249 LAD 94-1 T712 GATEWAY EST	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	66.27	123	2016-03 BASIN
253 LAD 97-2 T742 SUMMERFLD	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	38.11	123	2016-03
255 LAD 98-1 T747 CRYSTAL SP	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	208.03	123	2016-03

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266 LAD 04-4 T802-3 SIERRA	7550 OTHER CONTRACTUAL SERVICE	4/27/16	114747 ...	17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	113.71	123	2016-03	
266 LAD 04-4 T802-3 SIERRA	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	113.70	123	2016-03 BASIN	
267 LAD 05-1 MISSION PARK	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	36.11	123	2016-03	
267 LAD 05-1 MISSION PARK	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	36.10	123	2016-03 BASIN	
241 LAD 90-2 T610 PARK MONTY	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	86.07	124	2016-03	
242 LAD 90-3 T595 MANS #788	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	89.99	124	2016-03	
250 LAD 94-2 T708 STONECREST	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	599.76	124	2016-03	
250 LAD 94-2 T708 STONECREST	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	599.76	124	2016-03 PRK FRNTAGE	
250 LAD 94-2 T708 STONECREST	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	599.75	124	2016-03 RR FRNTAGE	
251 LAD 94-3 T686 QUAIL RUN	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	500.10	124	2016-03 INTERIOR PARK	

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258 LAD 01-2 T770 CAMBRIDGE #1	7550 OTHER CONTRACTUAL SERVICE	4/27/16	114747 ...	17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	152.55	124	2016-03
258 LAD 01-2 T770 CAMBRIDGE #1	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	152.54	124	2016-03 RR FRNTAGE
259 LAD 01-3 T771 POPPY HILL	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	94.44	124	2016-03
261 LAD 02-1 T776 ASHTON PK	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	500.11	124	2016-03
264 LAD 04-2 T799 CAMBRIDGE	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	283.46	124	2016-03
264 LAD 04-2 T799 CAMBRIDGE	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	283.45	124	2016-03 INTERIOR BASN
269 LAD 06-1 T794 QUAIL PK	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	741.00	124	2016-03
269 LAD 06-1 T794 QUAIL PK	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	461.00	124	2016-03 RR FRNTAGE
246 LAD 92-2 CIELO EN TIERRA	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	75.61	125	2016-03
247 LAD 93-1 T634 VINTAGE EST	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	124.22	125	2016-03

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257 LAD 01-1 T680 PC GR #1	7550 OTHER CONTRACTUAL SERVICE	4/27/16	114747...	17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	98.51	125	2016-03	
257 LAD 01-1 T680 PC GR #1	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	42.68	125	2016-03 BASIN	
260 LAD 01-4 T769 SILVER OAK	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	1,177.96	125	2016-03	
262 LAD 03-1 T789 LA PARC	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	94.74	125	2016-03	
262 LAD 03-1 T789 LA PARC	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	260.06	125	2016-03 RAILRD	
265 LAD 04-3 T795 CAMBRIDGE	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	959.29	125	2016-03 PARK	
265 LAD 04-3 T795 CAMBRIDGE	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	247.20	125	2016-03 RAILRD	
265 LAD 04-3 T795 CAMBRIDGE	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	854.65	125	2016-03 STREET	
268 LAD 05-2 T835 COPPER VLY	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	509.02	125	2016-03	
270 LAD 09-1 T877 VICTORY	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	81.34	125	2016-03	

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243 LAD 90-4 T619 HYDE PARK	7550 OTHER CONTRACTUAL SERVICE	4/27/16	114747...	17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	19.11	126	2016-03
244 LAD 91-1 T641 SIERRA VIS	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	170.21	126	2016-03
248 LAD 93-2 T673 WALNUT FRST	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	184.65	126	2016-03
248 LAD 93-2 T673 WALNUT FRST	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	42.58	126	2016-03 FRONTAGE
252 LAD 97-1 T711 ROSEWOOD	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	48.16	126	2016-03
254 LAD 97-3 T743 COUNTRY CR	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	581.53	126	2016-03
256 LAD 98-2 T759 MT VIEW #1	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	413.74	126	2016-03
261 LAD 02-1 T776 ASHTON PK	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	803.14	126	2016-03
263 LAD 04-1 T810 SIDONIA	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	166.69	126	2016-03
271 LAD 09-2 T843 LENNAR	7550 OTHER CONTRACTUAL SERVICE	4/27/16		17279	CLEAN CUT LANDSCAPE MANAGEMENT INC	738.24	126	2016-03

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273 LAD 14-01 T843 INDEP SUB3	7550 OTHER CONTRACTUAL SERVICE	4/27/16	114747...	17279	CLEAN CUT LANDSCAPE MANAGEMENT INC CLEAN CUT LANDSCAPE MANAGEMENT IN	654.00	126	2016-03	
						15,307.91			
1513 POLICE-OPERATIONS	7412 EQUIPMENT MAINTENANCE	4/27/16	114748	16802	COBAN TECHNOLOGIES, INC	133.44	11823	CABLE/M7 YELLOW EXT 4101-	
1513 POLICE-OPERATIONS	7412 EQUIPMENT MAINTENANCE	4/27/16		16802	COBAN TECHNOLOGIES, INC COBAN TECHNOLOGIES, INC	10.00	11823	ESTIMATED SHIPPING/HANDLI	
						143.44			
1511 POLICE-SUPPORT SERVICE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114749	15033	DASH MEDICAL GLOVES, INC	65.47	INV0989605	GLOVES/BLACK MAXX/NITRILE	
1511 POLICE-SUPPORT SERVICE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		15033	DASH MEDICAL GLOVES, INC	65.47	INV0989605	GLOVES/BLACK MAXX/NITRILE	
1511 POLICE-SUPPORT SERVICE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		15033	DASH MEDICAL GLOVES, INC	65.47	INV0989605	GLOVES/BLACK MAXX/NITRILE	
1511 POLICE-SUPPORT SERVICE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		15033	DASH MEDICAL GLOVES, INC	65.47	INV0989605	GLOVES/BLACK MAXX/NITRILE	
						261.88			
2010 PW-ADMINISTRATION & ENGR	7460 DUPLICATING EXPENSE	4/27/16	114750	16295	DATAFLOW BUSINESS SYSTEMS, INC	108.35	180557	2016-03 KYOCERA	
1512-1 POLICE-RECORDS	7495 PROF AND SPEC SERVICES	4/27/16		16295	DATAFLOW BUSINESS SYSTEMS, INC DATAFLOW BUSINESS SYSTEMS, INC	125.00	181590	COPIER MOVE	

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Division # and Name	Acct # and Name	Check Date	Check Number	Vendor Number	Vendor Name	Transaction Amt	Inv#	Transaction Description
1512-1 POLICE-RECORDS	7460 DUPLICATING EXPENSE	4/27/16	114750...	16295	DATAFLOW BUSINESS SYSTEMS, INC	32.43	181640	M2535 IDN COPIER SERVICE
1512-1 POLICE-RECORDS	7460 DUPLICATING EXPENSE	4/27/16		16295	DATAFLOW BUSINESS SYSTEMS, INC	96.22	181641	TASKALFA 5551CI COPIER SE
1512-1 POLICE-RECORDS	7460 DUPLICATING EXPENSE	4/27/16		16295	DATAFLOW BUSINESS SYSTEMS, INC	120.47	181642	TASKALFA 2551CI COPIER SE
1512-1 POLICE-RECORDS	7460 DUPLICATING EXPENSE	4/27/16		16295	DATAFLOW BUSINESS SYSTEMS, INC	48.85	181643	TASKALFA 65011 COPIER SER
						531.32		
1719 PARKS & REC-YOUTH SERV	7495 PROF AND SPEC SERVICES	4/27/16	114751	32270	ELDORA MATTOS DBA ELDORA'S CATERING	3,223.57		MEAL- D/D DATE NITE
1719 PARKS & REC-YOUTH SERV	7495 PROF AND SPEC SERVICES	4/27/16		32270	ELDORA MATTOS DBA ELDORA'S CATERING	3,261.13		MEAL/M/S DATE NITE
						6,484.70		
1711 PARKS & REC-SPORTS	7495 PROF AND SPEC SERVICES	4/27/16	114752	16193	RAYMOND ELIZONDO ELIZONDO, RAYMOND	140.00		SCRKPR 04/11-21
						140.00		
1411 PLANNING	7495 PROF AND SPEC SERVICES	4/27/16	114753	11324	ENVIRONMENTAL SYSTEMS RESEARCH INST ENVIRONMENTAL SYSTEMS RESEARCH IN	1,037.50	931154210	MTC/ ARCGIS DSKTP BASIC W
						1,037.50		

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Division # and Name	Acct # and Name	Check Date	Check Number	Vendor Number	Vendor Name	Transaction Amt	Inv#	Transaction Description	Void
2071 WASTEWATER TREATMENT PLNT	7412 EQUIPMENT MAINTENANCE	4/27/16	114754	17345	EVANTEC LAB SUPPLY	102.99	160765	CARTRIDGE 0.5" X 16" FOR	
2071 WASTEWATER TREATMENT PLNT	7412 EQUIPMENT MAINTENANCE	4/27/16		17345	EVANTEC LAB SUPPLY	25.00	160765	ESTIMATED SHIPPING/HANDLI	
						127.99			
511 MISC CASH DEPOSITS TRUST	3005-070 DISAB ACCES-BL-SB1186	4/27/16	114755	LIC00247	FASTENAL COMPANY	5.00		LICENSE REFUND	
						5.00			
1201 FINANCE-ACCOUNTING	7770 TRAINING/TRAVEL/MEETING	4/27/16	114756	15940	DEBBIE FOWLER FOWLER, DEBBIE	41.36	EXP 4/21	EXP/FRESNO/04/21	
						41.36			
1411 PLANNING	7770 TRAINING/TRAVEL/MEETING	4/27/16	114757	63295	PARK UNIVERSITY ENTERPRISE INC DBA FRED PRYOR SEMINARS & CAREER TRAC	99.00	TR CONTRERAS	REGA/ISALIA/06/15	
						99.00			
1512-1 POLICE-RECORDS	7770 TRAINING/TRAVEL/MEETING	4/27/16	114758	15351	FRESNO POLICE REGIONAL TRNG CTR FRESNO POLICE REGIONAL TRNG CTR	26.00	TR GOMEZ	REG/FRESNO/05/06	
						26.00			
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114759	19826	FUN EXPRESS LLC FUN EXPRESS LLC	34.99	677018121-01	COW STAND-UP (IN-13577332	
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19826	FUN EXPRESS LLC FUN EXPRESS LLC	44.76	677018121-01	COWBOY BENDABLES (IN-20/2	

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1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114759...	19826	FUN EXPRESS LLC	19.95	677018121-01	FARM PARTY TATTOOS (IN-70
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19826	FUN EXPRESS LLC	127.96	677018121-01	GLOW ASSRT-PREMIUM (IN-1
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19826	FUN EXPRESS LLC	28.79	677018121-01	GLOW STICKS-PREMIUM ASSRT
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19826	FUN EXPRESS LLC	14.39	677018121-01	GLOW WANDS-FLOWER (IN-13
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19826	FUN EXPRESS LLC	14.39	677018121-01	GLOW WANDS-MINI STAR PREM
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19826	FUN EXPRESS LLC	62.53	677018121-01	HORSESHOE CONFETTI (IN-33
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19826	FUN EXPRESS LLC	15.54	677018121-01	RUSTY BARBWIRE CORD (IN-7
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19826	FUN EXPRESS LLC	9.58	677018121-01	SHERIFF BADGES (IN-39/206
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19826	FUN EXPRESS LLC	8.00	677018121-01	TATTOOS-DISNEY PRINCESS
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19826	FUN EXPRESS LLC	3.99	677018121-01	TATTOOS-INSECT & REPTILE

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1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114759...	19826	FUN EXPRESS LLC	18.00	677018121-02	FACE PAINTING KITS-SNAZAR	
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19826	FUN EXPRESS LLC	30.00	677018121-02	FACE PAINTING-SNAZAROO K	
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19826	FUN EXPRESS LLC	104.97	677018121-03	CACTUS - PAIR STAND UP (I	
						537.84			
1412 BUILDING INSPECTION	7300 UNIFORM EXPENSE	4/27/16	114760	12551	G & K SERVICES	45.00	34462 03/16	2016-03 34462-11	
1722 PARKS & REC-PARKS	7300 UNIFORM EXPENSE	4/27/16		12551	G & K SERVICES	199.48	34462 03/16	2016-03 34462-10	
2010 PW-ADMINISTRATION & ENGR	7300 UNIFORM EXPENSE	4/27/16		12551	G & K SERVICES	67.24	34462 03/16	2016-03 34662-07	
2011 PW-STREET MAINTENANCE	7300 UNIFORM EXPENSE	4/27/16		12551	G & K SERVICES	176.03	34462 03/16	2016-03 34462-04	
2031 REFUSE	7300 UNIFORM EXPENSE	4/27/16		12551	G & K SERVICES	63.40	34462 03/16	2016-03 34462-06	
2031 REFUSE	7300 UNIFORM EXPENSE	4/27/16		12551	G & K SERVICES	352.11	34462 03/16	2016-03 34462-08	
2040 FLEET MAINTENANCE	7300 UNIFORM EXPENSE	4/27/16		12551	G & K SERVICES	125.96	34462 03/16	2016-03 34462-05	

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Division # and Name	Acct # and Name	Check Date	Check Number	Vendor Number	Vendor Name	Transaction Amt	Inv#	Transaction Description
2071 WASTEWATER TREATMENT PLNT	7300 UNIFORM EXPENSE	4/27/16	114760...	12551	G & K SERVICES	149.72	34462 03/16	2016-03 34462-03
2072 SANITARY SEWER COLLECTION	7300 UNIFORM EXPENSE	4/27/16		12551	G & K SERVICES	647.71	34462 03/16	2016-03 34462-01
2081 WATER-OPERATIONS	7300 UNIFORM EXPENSE	4/27/16		12551	G & K SERVICES	251.48	34462 03/16	2016-03 34462-09
2100 BUILDING MAINTENANCE	7300 UNIFORM EXPENSE	4/27/16		12551	G & K SERVICES	92.34	34462 03/16	2016-03 34462-02
						2,170.47		
1111 PERSONNEL	7496 CALPERS SERVICES	4/27/16	114761	17656	ARTHUR J GALLAGHER & CO DBA GALLAGHER BENEFIT SERVICES, INC	3,250.00	89813	2016-04 CONSULTING
						3,250.00		
1722 PARKS & REC-PARKS	7550 OTHER CONTRACTUAL SERVICE	4/27/16	114762	00001751	ERIC DODD DBA GILBERT ELECTRIC CO	1,180.15	2436	YAC ELEC REPAIR
1722 PARKS & REC-PARKS	7550 OTHER CONTRACTUAL SERVICE	4/27/16		00001751	ERIC DODD DBA GILBERT ELECTRIC CO	1,150.55	2437	FRDM PRK ELEC REPAIR
						2,330.70		
2040 FLEET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114763	19205	GOLDEN STATE EMER VEHICLE SERVICE GOLDEN STATE EMER VEHICLE SERVICE	2,159.52	CJ003076	ACTUATOR/LIGHTBAR LED
						2,159.52		

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2081 WATER-OPERATIONS	7990 MATERIALS/SUPP/SINVENTR Y	4/27/16	114764	17647	GOLDEN STATE FLOW MEASUREMENT, INC GOLDEN STATE FLOW MEASUREMENT, INC	251.12	11-051517	WIRE CABLES	
						251.12			
1412 BUILDING INSPECTION	7455 POSTAGE AND FREIGHT	4/27/16	114765	00000385	GOLDEN STATE OVERNIGHT GOLDEN STATE OVERNIGHT	14.23	3049531	INTERWEST 04/11	
						14.23			
1720 PARKS & REC-ADULT/SPCL	5012-201 CA-CONTRACTED CLASSES	4/27/16	114766	16005	ANA GOMEZ GOMEZ, ANA	15.00	2002572	REFUND ADULT ZUMBA	
						15.00			
1722 PARKS & REC-PARKS	7550 OTHER CONTRACTUAL SERVICE	4/27/16	114767	18691	PAUL ENCINAS DBA GOPHER GRABBERS LLC	300.00	2601	2016-03 FRDM PRK RDNT	
265 LAD 04-3 T795 CAMBRIDGE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		18691	PAUL ENCINAS DBA GOPHER GRABBERS LLC	149.00	2613	2016-03 RDNT VNYRD PK	
						449.00			
2081 WATER-OPERATIONS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114768	37190	GARLICK, INC DBA GREAT VALLEY SUPPLY	72.37	12414	ALLFOUR CLEANING AGNT	
						72.37			
2081 WATER-OPERATIONS	7990 MATERIALS/SUPP/SINVENTR Y	4/27/16	114769	37630	FERGUSON ENTERPRISES INC 1423 DBA GROENIGER & CO	995.01	1166602	COUPLING 12X8 EXT RANGE 1	
2081 WATER-OPERATIONS	7990 MATERIALS/SUPP/SINVENTR Y	4/27/16		37630	FERGUSON ENTERPRISES INC 1423 DBA GROENIGER & CO	441.29	1166602	PIPE, PVC GJ BLUE 12C900	

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1,436.30								
1411 PLANNING	7770 TRAINING/TRAVEL/MEETING	4/27/16	114770	13190	MELODY HAIGH HAIGH, MELODY	37.80	TR HAIGH3	EXP/FRESNO/04/15
1411 PLANNING	7770 TRAINING/TRAVEL/MEETING	4/27/16		13190	MELODY HAIGH HAIGH, MELODY	18.36	TR HAIGH3	EXP/VISALIA/04/15
56.16								
1711 PARKS & REC-SPORTS	7495 PROF AND SPEC SERVICES	4/27/16	114771	18259	CALVIN HAKKER HAKKER, CALVIN	30.00		PREP 04/04
30.00								
1711 PARKS & REC-SPORTS	7495 PROF AND SPEC SERVICES	4/27/16	114772	16793	JUSTIN HAKKER HAKKER, JUSTIN	160.00		UMP 04/7-21
160.00								
2091 INTERMODAL-OPERATING	7550 OTHER CONTRACTUAL SERVICE	4/27/16	114773	40655	BERNADETTE THOMPSON DBA HANFORD JANITORIAL SERVICE	340.00		2016-04 AMTRAK
2131 COURTHOUSE SQUARE-OPERTNG	7495 PROF AND SPEC SERVICES	4/27/16		40655	BERNADETTE THOMPSON DBA HANFORD JANITORIAL SERVICE	450.00		2016-04 CRTHOUSE
790.00								
1719 PARKS & REC-YOUTH SERV	5017-701 TR-CONTRACTED CLASSES	4/27/16	114774	19895	JENNIFER HERLEMAN HERLEMAN, JENNIFER	48.00	2002583	REFUND D/D DATE NIGHT
48.00								

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1719 PARKS & REC-YOUTH SERV	5017-701 TR-CONTRACTED CLASSES	4/27/16	114775	19890	NANCY HOWZE HOWZE, NANCY	48.00	2002570	REFUND M/S DATE NIGHT	
						48.00			
1513 POLICE-OPERATIONS	7770 TRAINING/TRAVEL/MEETING	4/27/16	114776	11031	STEPHANIE HUDDLESTON HUDDLESTON, STEPHANIE	257.73	EXP 4/10-13	EXP/GRDN GRVE/4/10-13	
						257.73			
2031 REFUSE	7149 OTHER PERSONNEL BENEFITS	4/27/16	114777	45301	I C M A RETIREMENT CORP #303617 I C M A RETIREMENT CORP	125.00	16621	FY16 QTR4 PLAN FEE	
						125.00			
2040 FLEET MAINTENANCE	7433 FUEL AND LUBE MAINTENANCE	4/27/16	114778	17185	INTER STATE OIL COMPANY INTER STATE OIL COMPANY	266.50	0563848-IN	DIESEL EXHST FLUID	
						266.50			
1611 FIRE-FIRE PREVENTION	7495 PROF AND SPEC SERVICES	4/27/16	114779	00000995	INTERWEST CONSULTING GROUP INC INTERWEST CONSULTING GROUP INC	180.00	26284	FR16-0208 AFS PLN6220	
1611 FIRE-FIRE PREVENTION	7495 PROF AND SPEC SERVICES	4/27/16		00000995	INTERWEST CONSULTING GROUP INC INTERWEST CONSULTING GROUP INC	180.00	26285	FR16-0209 AFS PN 5410	
1611 FIRE-FIRE PREVENTION	7495 PROF AND SPEC SERVICES	4/27/16		00000995	INTERWEST CONSULTING GROUP INC INTERWEST CONSULTING GROUP INC	300.00	26457	FR16-0211 AFS BWW	
1611 FIRE-FIRE PREVENTION	7495 PROF AND SPEC SERVICES	4/27/16		00000995	INTERWEST CONSULTING GROUP INC INTERWEST CONSULTING GROUP INC	450.00	26645	FR16-0203 AFS 789LACY	

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1611 FIRE-FIRE PREVENTION	7495 PROF AND SPEC SERVICES	4/27/16	114779...	00000995	INTERWEST CONSULTING GROUP INC	270.00	26685	FR16-0207 AFS PLN5044
1611 FIRE-FIRE PREVENTION	7495 PROF AND SPEC SERVICES	4/27/16		00000995	INTERWEST CONSULTING GROUP INC	270.00	26687	FR16-0210 AFS PLN5070
						1,650.00		
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114780	00001333	J A MOMANEY SERVICES INC DBA J A M SERVICES INC	96.75	78101	VISORS, 12" POLY TUNNEL
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		00001333	J A MOMANEY SERVICES INC DBA J A M SERVICES INC	4,581.40	78172	BATTERY PANELS 500W
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		00001333	J A MOMANEY SERVICES INC DBA J A M SERVICES INC	2,191.10	78172	UPS INVERTER
						6,869.25		
2062 STORM DRAINAGE-CAPITAL	816622 CURB & GUTTER INSTALL	4/27/16	114781	64848	JOSEPH M ROBINSON DBA JOE ROBINSON CONCRETE	612.00	806783	36' 204 CARTER WAY
2667 T.D.A - TRANSPORTATION	816610 REPR CURB/GUTTER/SIDEWALK	4/27/16		64848	JOSEPH M ROBINSON DBA JOE ROBINSON CONCRETE	176.00	806783	36' 204 CARTER WAY
2062 STORM DRAINAGE-CAPITAL	816622 CURB & GUTTER INSTALL	4/27/16		64848	JOSEPH M ROBINSON DBA JOE ROBINSON CONCRETE	782.00	806784	46' 203 ASH ST
2062 STORM DRAINAGE-CAPITAL	816622 CURB & GUTTER INSTALL	4/27/16		64848	JOSEPH M ROBINSON DBA JOE ROBINSON CONCRETE	646.00	806785	38' 257 ASH ST
						2,216.00		

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511 MISC CASH DEPOSITS TRUST	3001-1 REC-AUDITORIUM DEP TRUST	4/27/16	114782	10952	KINGS CO DHIA KINGS CO DHIA	965.62	2002582	REFUND CIVIC DEP 7848	
						965.62			
1100 CITY COUNCIL	7902 CONTRIB-KINGS ECON DEVEL	4/27/16	114783	28091	KINGS CO ECON DEVELOPMENT CORP KINGS CO ECON DEVELOPMENT CORP	6,559.83	1648	2016-04	
						6,559.83			
1450-011 CDBG ENTITLEMENT 2013/14	814666 HOUSING REHAB-CODE	4/27/16	114784	48417	KINGS CO GLASS KINGS CO GLASS	4,962.75	1058707	730 GRANT ST WNDOWS	
						4,962.75			
1720 PARKS & REC-ADULT/SPCL	7470 PRINTING	4/27/16	114785	48213	KINGS CO INFO TECHNOLOGY DEPT KINGS CO INFO TECHNOLOGY DEPT	442.74		SR COMM/INSERT2016-03	
						442.74			
1515 POLICE-NARCO TASK FORCE	7495 PROF AND SPEC SERVICES	4/27/16	114786	48800	KINGS CO SHERIFF KINGS CO SHERIFF	2,193.42		FY16 NTF QTR3	
1518 POLICE-ANIMAL CONTROL	7510 ANIMAL CONTROL	4/27/16		48800	KINGS CO SHERIFF KINGS CO SHERIFF	29,797.54		FY16 ANIMAL CTRL QTR3	
						31,990.96			
2100 BUILDING MAINTENANCE	7550 OTHER CONTRACTUAL SERVICE	4/27/16	114787	49240	BRANDON K ANSWORTH DBA KINGS CO TROPHY & ENGRAVING	10.75	22729	NAME PLAQUE K ELLIOTT	
						10.75			

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1610 FIRE-ADMIN/SUPPRESS ION	7495 PROF AND SPEC SERVICES	4/27/16	114788	28400	L N CURTIS & SONS L N CURTIS & SONS	2,830.49	06231475-00	ANN HURST SERVICE
						2,830.49		
2104 ACCUUM CAPITAL OUTLAY	816604 BASTILLE BLDG RENOVATIONS	4/27/16	114789	51285	LANE ENGINEERS, INC LANE ENGINEERS, INC	26,480.05	140069	02/28-03/31/16
						26,480.05		
1711 PARKS & REC-SPORTS	7495 PROF AND SPEC SERVICES	4/27/16	114790	00000274	RODNEY LAWRENCE LAWRENCE, RODNEY	120.00		UMP 03/21-28
1711 PARKS & REC-SPORTS	7495 PROF AND SPEC SERVICES	4/27/16		00000274	RODNEY LAWRENCE LAWRENCE, RODNEY	220.00		UMP 04/4-21
						340.00		
1711 PARKS & REC-SPORTS	7495 PROF AND SPEC SERVICES	4/27/16	114791	17420	WARREN LEASURE LEASURE, WARREN	140.00		UMP 04/11-21
						140.00		
1714 PARKS & REC-POOL/SKATE	7412 EQUIPMENT MAINTENANCE	4/27/16	114792	62960	LINCOLN COMMERCIAL POOL EQUIP, INC LINCOLN COMMERCIAL POOL EQUIP, INC	81.78	SI287575	HEAD IMMOBILIZER
						81.78		
1111 PERSONNEL	7496 CALPERS SERVICES	4/27/16	114793	52920	GLORIA LOPEZ LOPEZ, GLORIA	119.00	REISSUE	REISSUE 109363 JUNE
						119.00		

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2071 WASTEWATER TREATMENT PLNT	7412 EQUIPMENT MAINTENANCE	4/27/16	114794	18496	LOU'S GLOVES INC	84.00	012765	GLOVES, BLACK 5.5 MIL, SI	
2071 WASTEWATER TREATMENT PLNT	7412 EQUIPMENT MAINTENANCE	4/27/16		18496	LOU'S GLOVES INC LOU'S GLOVES INC	327.00	012765	GLOVES, XL #L008XL	
						411.00			
1719 PARKS & REC-YOUTH SERV	5012-203 CA-MISC PLAYGRND/TODDLER	4/27/16	114795	19897	YASMIN MADISON MADISON, YASMIN	22.50	2002580	REFUND T-BALL	
						22.50			
1711 PARKS & REC-SPORTS	7495 PROF AND SPEC SERVICES	4/27/16	114796	19871	TONI MARIN MARIN, TONI	80.00		SCRKRP 04/11-21	
						80.00			
2183 POLICE PROTECTION IMP FEE	816661 BLDG MODIF-422 N DOUTY	4/27/16	114797	15184	MARKLE CONSTRUCTION INC	780.00	328	CUT HOLE IN WALL CREATE D	
2183 POLICE PROTECTION IMP FEE	816661 BLDG MODIF-422 N DOUTY	4/27/16		15184	MARKLE CONSTRUCTION INC	3,800.00	328	DEMO OF CHAIR RAIL IN MAI	
2183 POLICE PROTECTION IMP FEE	816661 BLDG MODIF-422 N DOUTY	4/27/16		15184	MARKLE CONSTRUCTION INC	4,600.00	328	DRYWALL TAPE AND TEXTURE I	
2183 POLICE PROTECTION IMP FEE	816661 BLDG MODIF-422 N DOUTY	4/27/16		15184	MARKLE CONSTRUCTION INC	2,580.00	328	ELECTRICAL & LIGHTING; EI	
2183 POLICE PROTECTION IMP FEE	816661 BLDG MODIF-422 N DOUTY	4/27/16		15184	MARKLE CONSTRUCTION INC	4,800.00	328	PAINTING OF ALL ROOMS AFF	

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2183 POLICE PROTECTION IMP FEE	816661 BLDG MODIF-422 N DOUTY	4/27/16	114797...	15184	MARKLE CONSTRUCTION INC	485.00	328	SPECIALTIES BASE AND TRIM
2183 POLICE PROTECTION IMP FEE	816661 BLDG MODIF-422 N DOUTY	4/27/16		15184	MARKLE CONSTRUCTION INC	800.00	328	TRASH & DUMP FEES
						17,845.00		
511 MISC CASH DEPOSITS TRUST	3005-070 DISAB ACCES-BL-SB1186	4/27/16	114798	LIC00250	MEDICAL SUPPORT LOS ANGELES	6.25		LICENSE REFUND
						6.25		
2010 PW-ADMINISTRATION & ENGR	7495 PROF AND SPEC SERVICES	4/27/16	114799	74255	MICHAEL SUTHERLAND & ASSN	390.00	162567-2	PARCEL MP 2015-02 FNL
						390.00		
1722 PARKS & REC-PARKS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114800	13983	MIRACLE PLAYGROUND SALES	48.18	21905	FREIGHT
1722 PARKS & REC-PARKS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		13983	MIRACLE PLAYGROUND SALES	803.07	21905	PRESS PLAY BUTTON
						851.25		
1720 PARKS & REC-ADULT/SPCL	5012-201 CA-CONTRACTED CLASSES	4/27/16	114801	00000156	SUSAN MORELOCK	39.20		2016-02 BALLRM LATE
1720 PARKS & REC-ADULT/SPCL	5012-201 CA-CONTRACTED CLASSES	4/27/16		00000156	SUSAN MORELOCK	221.20		2016-04 BALLRM DANCE
						260.40		

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1720 PARKS & REC-ADULT/SPCL	5012-201 CA-CONTRACTED CLASSES	4/27/16	114802	19899	PERLA MORENO MORENO, PERLA	15.00	2002574	REFUND ADULT ZUMBA	
						15.00			
1100 CITY COUNCIL	7560 ADVERTISING & PUBLIC REL	4/27/16	114803	55790	STEVE MORRISON DBA MORRISON'S SILKSCREEN	80.63	41916	CITY SEAL 18" ROUND	
						80.63			
2102 BLDG OPER-EQUIP REPL RSRV	816014 1-INTERIOR PAINTING	4/27/16	114804	15236	NELSON PECKHAM ENTERPRISES DBA NELSON'S PAINTING INC	4,965.00	216-15-01	PAINT WALL/CITY HALL	
						4,965.00			
2071 WASTEWATER TREATMENT PLNT	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114805	21860	NICK CHAMPI ENTERPRISES INC NICK CHAMPI ENTERPRISES INC	250.00	18164	FENCE REPAIR	
260 LAD 01-4 T769 SILVER OAK	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		21860	NICK CHAMPI ENTERPRISES INC NICK CHAMPI ENTERPRISES INC	6,750.00	18201	TREE REMOVAL	
						7,000.00			
2011 PW-STREET MAINTENANCE	7780 UTILITIES-ELECTRICITY	4/27/16	114806	58485	P G & E P G & E	210.57		2016-03 6899346425-1	
2072 SANITARY SEWER COLLECTION	7780 UTILITIES-ELECTRICITY	4/27/16		58485	P G & E P G & E	224.56		2016-03 6359810294-3	
						435.13			
511 MISC CASH DEPOSITS TRUST	3001-1 REC-AUDITORIUM DEP TRUST	4/27/16	114807	19873	SOLEDAD PEREZ PEREZ, SOLEDAD	1,000.00	2002567	REFUND CIVIC DEP 7153	

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1,000.00								
1711	7495 PARKS & REC-SPORTS	4/27/16	114808	60740	KELLY PERREIRA PERREIRA, KELLY	96.00		MAINT 04/13-20
96.00								
1210	7455 FINANCE-UTILITY BILLING	4/27/16	114809	19412	PRESORT CENTER OF FRESNO, LLC	6.69	410021034	03/28-04/01/16
2081	7560 WATER-OPERATIONS	4/27/16		19412	PRESORT CENTER OF FRESNO, LLC	796.42	410021132	FLAT RATE FLYERS
1210	7455 FINANCE-UTILITY BILLING	4/27/16		19412	PRESORT CENTER OF FRESNO, LLC	560.49	410021177	2016-03 DELINQ
1210	7470 FINANCE-UTILITY BILLING	4/27/16		19412	PRESORT CENTER OF FRESNO, LLC	99.71	410021177	2016-03 PRINTING
1210	7455 FINANCE-UTILITY BILLING	4/27/16		19412	PRESORT CENTER OF FRESNO, LLC	8.42	410021295	04/04-04/08-16
1,471.73								
1720	5012-201 PARKS & REC-ADULT/SPCL	4/27/16	114810	19896	BECKY RAMIREZ RAMIREZ, BECKY	15.00	2002575	REFUND ADULT ZUMBA
15.00								
1722	7550 PARKS & REC-PARKS	4/27/16	114811	64704	RICHARD K GONZALES DBA RICHARD'S TREE SERVICE	500.00	1093	STUMP REMOVAL-AIRPT
500.00								

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1450-011 CDBG ENTITLEMENT 2013/14	814666 HOUSING REHAB-CODE	4/27/16	114812	12857	RICHARD D CORNWELL DBA RICH'S CONTRACTING	2,975.00	4161	517 E 10TH ST/MORA	
						2,975.00			
1716 PARKS & REC-FACILITIES	4510 FM-FACILITIES-OTHER RENTS	4/27/16	114813	19824	BRIDGET ROBERTS ROBERTS, BRIDGET	30.00	2002552	REFUND PARK SHLTR8268	
						30.00			
1513 POLICE-OPERATIONS	7495 PROF AND SPEC SERVICES	4/27/16	114814	19892	ROGER CABUENAS DBA ROGER'S TOWING	285.00	0155	ABANDONED VEHICLE	
						285.00			
2100 BUILDING MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114815	12891	ROYCE ROLLS RINGER COMPANY ROYCE ROLLS RINGER COMPANY	43.84	89902	ESTIMATED SHIPPING/HANDLI	
2100 BUILDING MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		12891	ROYCE ROLLS RINGER COMPANY ROYCE ROLLS RINGER COMPANY	349.90	89902	MOP WRINGER, STAINLESS	
						393.74			
2672 CMAQ FUNDS	814624 SIXTH ST PEDESTRIAN FAC	4/27/16	114816	54250	WITBRO INC DBA SEAL RITE PAVING	212,157.69		#2 11/30/15-03/18/16	
						212,157.69			
1431 CENTRL PRKNG & BUS ID-OP	816641 PKNG LOT/ALLEY SEAL COAT	4/27/16	114817	19796	SO CAL SEALCOAT & SUPPLIES INC DBA SEALMASTER FO SOUTHERN CA	1,480.00	530169	ESTIMATED SHIPPING/HANDLI	
1431 CENTRL PRKNG & BUS ID-OP	816641 PKNG LOT/ALLEY SEAL COAT	4/27/16		19796	SO CAL SEALCOAT & SUPPLIES INC DBA SEALMASTER FO SOUTHERN CA	7,525.00	530169	SEALER	

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Division # and Name	Acct # and Name	Check Date	Check Number	Vendor Number	Vendor Name	Transaction Amt	Inv#	Transaction Description
9,005.00								
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114818	18518	D L H TOOLS INC DBA SIGNMAX	29.23	0023801-IN	LETTERS 2"
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		18518	D L H TOOLS INC DBA SIGNMAX	31.80	0023801-IN	LETTERS, 4"
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		18518	D L H TOOLS INC DBA SIGNMAX	29.23	0023801-IN	NUMBERS 2"
90.26								
2020 AIRPORT - OPERATING	7780 UTILITIES-ELECTRICITY	4/27/16	114819	70950	SOUTHERN CALIF EDISON CO SOUTHERN CALIF EDISON CO	909.06		2016-03
2040 FLEET MAINTENANCE	7780 UTILITIES-ELECTRICITY	4/27/16		70950	SOUTHERN CALIF EDISON CO SOUTHERN CALIF EDISON CO	1,793.78		2016-03
2072 SANITARY SEWER COLLECTION	7780 UTILITIES-ELECTRICITY	4/27/16		70950	SOUTHERN CALIF EDISON CO SOUTHERN CALIF EDISON CO	60.14		2016-03
244 LAD 91-1 T641 SIERRA VIS	7780 UTILITIES-ELECTRICITY	4/27/16		70950	SOUTHERN CALIF EDISON CO SOUTHERN CALIF EDISON CO	127.73		2016-03
249 LAD 94-1 T712 GATEWAY EST	7780 UTILITIES-ELECTRICITY	4/27/16		70950	SOUTHERN CALIF EDISON CO SOUTHERN CALIF EDISON CO	55.04		2016-03
253 LAD 97-2 T742 SUMMERFLD	7780 UTILITIES-ELECTRICITY	4/27/16		70950	SOUTHERN CALIF EDISON CO SOUTHERN CALIF EDISON CO	25.59		2016-03

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254 LAD 97-3 T743 COUNTRY CR	7780 UTILITIES-ELECTRICITY	4/27/16	114819...	70950	SOUTHERN CALIF EDISON CO	77.82		2016-03	
266 LAD 04-4 T802-3 SIERRA	7780 UTILITIES-ELECTRICITY	4/27/16		70950	SOUTHERN CALIF EDISON CO	81.93		2016-03	
267 LAD 05-1 MISSION PARK	7780 UTILITIES-ELECTRICITY	4/27/16		70950	SOUTHERN CALIF EDISON CO	27.78		2016-03	
271 LAD 09-2 T843 LENNAR	7780 UTILITIES-ELECTRICITY	4/27/16		70950	SOUTHERN CALIF EDISON CO	90.65		2016-03	
						3,249.52			
1610 FIRE-ADMIN/SUPPRESS ION	7785 UTILITIES-GAS	4/27/16	114820	71200	SOUTHERN CALIF GAS CO	100.52		2016-04 2601551001 #1	
						100.52			
400 CITY PAYROLL REVOLVING	2057 EMP GROUP INS-PR DEDUCTNS	4/27/16	114821	17881	STANDARD INSURANCE COMPANY	443.46		LIFE 2016-05	
400 CITY PAYROLL REVOLVING	2057 EMP GROUP INS-PR DEDUCTNS	4/27/16		17881	STANDARD INSURANCE COMPANY	1,462.46		LIFE CITY 2016-05	
						1,905.92			
3950 PROP 84-GRANT	814664 CONSOLIDATN-3 WTR SYSTEMS	4/27/16	114822	10513	STEVE DOVALI CONSTRUCTION, INC	46,493.02		#15 3/2-4/22/16	
						46,493.02			

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1511 POLICE-SUPPORT SERVICE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114825	19867	SUPERIOR COURT OF CALIF, KINGS CO	50.00	100	CHAIRS/2 SEATER WIRECEPTI
1511 POLICE-SUPPORT SERVICE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	125.00	100	CHAIRS/BLACK WARMSON CA
1511 POLICE-SUPPORT SERVICE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	700.00	100	CHAIRS/BLUE CLOTH (EXECUT
1511 POLICE-SUPPORT SERVICE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	525.00	100	CHAIRS/BLUE CLOTH (JURY D
1511 POLICE-SUPPORT SERVICE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	175.00	100	DESK, EXECUTIVE "U" SHAPE
1511 POLICE-SUPPORT SERVICE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	145.00	100	DESK/36"X72" WOODEN (JUDG
1511 POLICE-SUPPORT SERVICE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	50.00	100	PROJECTION SCREEN/DA-LIGH
1511 POLICE-SUPPORT SERVICE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	220.00	100	TABLE (EXECUTIVE CONFER R
1511 POLICE-SUPPORT SERVICE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	195.00	100	TABLE/12' (JURY DELIBERA
1511 POLICE-SUPPORT SERVICE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	155.00	100	TABLE/36" X 72" BULLET TA

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1511 POLICE-SUPPORT SERVICE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114825...	19867	SUPERIOR COURT OF CALIF, KINGS CO	45.00	100	TABLE/84" BULLET FRONT TA	
2100 BUILDING MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	70.00	101	BOOKCASE, 36" X 82"	
2100 BUILDING MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	45.00	101	BOOKCASE, 36" X 96"	
2100 BUILDING MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	175.00	101	BOOKCASES, 36" X 82"	
2100 BUILDING MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	45.00	101	CHAIR, BLUE FABRIC W/ ADJ	
2100 BUILDING MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	180.00	101	CHAIR, HIGHBACK BLK & BUR	
2100 BUILDING MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	35.00	101	CHAIR, HIGHBACK SWIVEL BL	
2100 BUILDING MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	25.00	101	CHAIR, WOOD FRAME CLOTH	
2100 BUILDING MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	1,900.00	101	CHAIRS, CLOTH STACKABLE (	
2100 BUILDING MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	85.00	101	DESK, CPU COR	

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2081 WATER-OPERATIONS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114825...	19867	SUPERIOR COURT OF CALIF, KINGS CO	40.00	102	BOOKCASE 37" X 82"
2081 WATER-OPERATIONS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	490.00	102	CHAIRS, BLUE CLOTH
2081 WATER-OPERATIONS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	490.00	102	CHAIRS, ROSE CLOTH
2081 WATER-OPERATIONS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	70.00	102	DESK "L" SHAPED
2081 WATER-OPERATIONS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	160.00	102	DESK W/ CPU COR & PANELS
2081 WATER-OPERATIONS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	50.00	102	MAGAZINE RACK, SWIVEL
2081 WATER-OPERATIONS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	175.00	103	BOOKCASE, 36" X 82"
2081 WATER-OPERATIONS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	30.00	103	CABINET, 2 DRAWER BROWN
2081 WATER-OPERATIONS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	49.00	103	CABINET, 3 DRAWER GRAY
2081 WATER-OPERATIONS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	59.00	103	CABINET, 4 DRAWER BLK

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2081 WATER-OPERATIONS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114825...	19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	207.00	103	CABINET, 5 DRAWER BROWN	
2081 WATER-OPERATIONS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	100.00	103	CABINETS, 4 DRAWER GRAY	
2031 REFUSE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	120.00	104	CABINETS, 4 DRAWER	
2031 REFUSE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	35.00	104	CHAIR, HIGHBACK BLK	
2031 REFUSE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	40.00	104	CHAIRS, BLUE CLOTH	
2031 REFUSE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	25.00	104	CREDENZA, 20" X 60"	
2031 REFUSE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	55.00	104	DESK "L" SHAPED GRAY	
2031 REFUSE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	145.00	104	DESK W/ CREDENZA 36" X 72	
2020 AIRPORT - OPERATING	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	105.00	105	BOOKCASE, 36" X 84"	
2020 AIRPORT - OPERATING	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	50.00	105	BOOKCASE, WOODEN 60" X 77	

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2020 AIRPORT - OPERATING	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114825...	19867	SUPERIOR COURT OF CALIF, KINGS CO	35.00	105	CHAIR, BLACK HIGHBACK
2020 AIRPORT - OPERATING	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	210.00	105	CHAIRS, BLACK W/ ARMS
2020 AIRPORT - OPERATING	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	95.00	105	DESK, CPU CORNER WORKSTA
2020 AIRPORT - OPERATING	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	20.00	105	TABLE, WOOD
2010 PW-ADMINISTRATION & ENGR	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	50.00	106	CABINET STEEL OVERHEAD W/
2010 PW-ADMINISTRATION & ENGR	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	25.00	106	CABINET, 2 DRAWER
2010 PW-ADMINISTRATION & ENGR	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	59.00	106	CABINET, 4 DRAWER
2010 PW-ADMINISTRATION & ENGR	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	69.00	106	CABINET, 5 DRAWR
2010 PW-ADMINISTRATION & ENGR	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	40.00	106	CABINETS, WALL OVERHEAD
2010 PW-ADMINISTRATION & ENGR	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	35.00	106	CHAIR, HIGHBACK BLK

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2010 PW-ADMINISTRATION & ENGR	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114825...	19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	35.00	106	CREDENZA WOODEN	
2010 PW-ADMINISTRATION & ENGR	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	40.00	106	CREDENZAS, MINI	
2010 PW-ADMINISTRATION & ENGR	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	90.00	106	DESK, "L" SHAPED	
2010 PW-ADMINISTRATION & ENGR	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	80.00	106	DESK, CPU COR	
2010 PW-ADMINISTRATION & ENGR	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	40.00	106	DESK, DBL PEDESTAL	
2010 PW-ADMINISTRATION & ENGR	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	65.00	106	TABLE W/ GLASSTOP	
1411 PLANNING	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	15.00	107	CART W/ LID	
1411 PLANNING	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	40.00	107	CHAIRS, GRAY CLOTH	
1411 PLANNING	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	80.00	107	DESKS, CPU CORNER	
1411 PLANNING	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	70.00	107	PARTITIONS/WALL PANEL GRA	

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Division # and Name	Acct # and Name	Check Date	Check Number	Vendor Number	Vendor Name	Transaction Amt	Inv#	Transaction Description
1722 PARKS & REC-PARKS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114825...	19867	SUPERIOR COURT OF CALIF, KINGS CO	35.00	108	BOOKCASE, 36" X 82" WOODE
1722 PARKS & REC-PARKS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	100.00	108	CABINETS, STEEL OVERHEAD
1722 PARKS & REC-PARKS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	35.00	108	CHAIR, SWIVEL HIGHBACK
1722 PARKS & REC-PARKS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	55.00	108	DESK, GRAY "L"
1722 PARKS & REC-PARKS	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	40.00	108	DESK, WOODEN DOUBLE PEDE
2071 WASTEWATER TREATMENT PLNT	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	110.00	109	BENCHES, OUTDOOR PARK
2071 WASTEWATER TREATMENT PLNT	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	35.00	109	BOOKCASE, 5 SHELF CORNER
2071 WASTEWATER TREATMENT PLNT	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	35.00	109	CABINET, 2 DRAWER BROWN
2071 WASTEWATER TREATMENT PLNT	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	30.00	109	CABINET, 2 DRAWR GRAY
2071 WASTEWATER TREATMENT PLNT	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO	15.00	109	CABINET, 3 SHELF LAMINATE

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Division # and Name	Acct # and Name	Check Date	Check Number	Vendor Number	Vendor Name	Transaction Amt	Inv#	Transaction Description	Void
2071 WASTEWATER TREATMENT PLNT	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114825...	19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	45.00	109	CABINET, 4 DRAWER	
2071 WASTEWATER TREATMENT PLNT	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	59.00	109	CABINET, 4 DRAWWR	
2071 WASTEWATER TREATMENT PLNT	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	392.00	109	CABINETS, 3 DRWRER	
2071 WASTEWATER TREATMENT PLNT	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	118.00	109	CABINETS, 4 DRAWER	
2071 WASTEWATER TREATMENT PLNT	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	138.00	109	CABINETS, 5 DRAWWR	
2071 WASTEWATER TREATMENT PLNT	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	300.00	109	CHAIRS, W/ ARMS	
2071 WASTEWATER TREATMENT PLNT	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	170.00	109	DESK, CPU COR	
2071 WASTEWATER TREATMENT PLNT	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	75.00	109	DESK, U SHAPED	
2071 WASTEWATER TREATMENT PLNT	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	35.00	109	PAMPHLET HOLDER, CLEAR W/	
2071 WASTEWATER TREATMENT PLNT	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	30.00	109	SHELVING UNIT, 6 SHELF	

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2071 WASTEWATER TREATMENT PLNT	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114825...	19867	SUPERIOR COURT OF CALIF, KINGS CO SUPERIOR COURT OF CALIF, KINGS CO	240.00	109	SHELVING UNITS, METAL RAC
						10,725.00		
1315 COMPUTER MAINTENANCE	7495 PROF AND SPEC SERVICES	4/27/16	114826	16784	SWAGIT PRODUCTIONS, LLC SWAGIT PRODUCTIONS, LLC	50.00	7044	2016-03 AUDIO STREAM
						50.00		
3950 PROP 84-GRANT	814664 CONSOLIDATN-3 WTR SYSTEMS	4/27/16	114827	74370	TECHNICON ENGINEERING SERVICE, INC TECHNICON ENGINEERING SERVICE, INC	810.00	9140	W50 CONCRETE TEST
						810.00		
2100 BUILDING MAINTENANCE	816012 REPL COOLER PADS-CIVIC	4/27/16	114828	00001400	TOTAL FILTRATION SERVICES, INC TOTAL FILTRATION SERVICES, INC	4,063.50	PSV1473987	CIVIC COOLER PADS 12X12X4
						4,063.50		
001 GENERAL FUND	1480 REVOLVING POSTAGE	4/27/16	114829	00000181	U S POSTAL SERVICE (HASLER) UNITED STATES POSTAL SERVICE	3,000.00	68775-041916	2016-04 CMRS-METER
						3,000.00		
2081 WATER-OPERATIONS	7650 CHEMICALS	4/27/16	114830	17478	UNIVAR UNIVAR	325.88	F0845498	BLANKET PURCHASE ORDER
2081 WATER-OPERATIONS	7650 CHEMICALS	4/27/16		17478	UNIVAR UNIVAR	529.92	F0845499	BLANKET PURCHASE ORDER
2081 WATER-OPERATIONS	7650 CHEMICALS	4/27/16		17478	UNIVAR UNIVAR	311.73	F0845500	BLANKET PURCHASE ORDER

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Division # and Name	Acct # and Name	Check Date	Check Number	Vendor Number	Vendor Name	Transaction Amt	Inv#	Transaction Description	Void
2081 WATER-OPERATIONS	7650 CHEMICALS	4/27/16	114830...	17478	UNIVAR	311.73	F0845501	BLANKET PURCHASE ORDER	
2081 WATER-OPERATIONS	7650 CHEMICALS	4/27/16		17478	UNIVAR	389.65	F0845768	BLANKET PURCHASE ORDER	
2081 WATER-OPERATIONS	7650 CHEMICALS	4/27/16		17478	UNIVAR	368.39	F0845769	BLANKET PURCHASE ORDER	
2081 WATER-OPERATIONS	7650 CHEMICALS	4/27/16		17478	UNIVAR	113.35	F0845770	BLANKET PURCHASE ORDER	
2081 WATER-OPERATIONS	7650 CHEMICALS	4/27/16		17478	UNIVAR	495.91	F0845771	BLANKET PURCHASE ORDER	
2081 WATER-OPERATIONS	7650 CHEMICALS	4/27/16		17478	UNIVAR	212.53	F0845773	BLANKET PURCHASE ORDER	
						3,059.09			
2071 WASTEWATER TREATMENT PLNT	7650 CHEMICALS	4/27/16	114831	77700	V W R FUNDING INC DBA	232.08	8044498371	FERROUS AMMONIUM SULFATE	
2071 WASTEWATER TREATMENT PLNT	7650 CHEMICALS	4/27/16		77700	V W R FUNDING INC DBA	111.43	8044508086	CONDUCTIVITY STANDARD 10U	
2071 WASTEWATER TREATMENT PLNT	7650 CHEMICALS	4/27/16		77700	V W R FUNDING INC DBA	242.02	8044508086	CONDUCTIVITY STANDARD 5US	
2071 WASTEWATER TREATMENT PLNT	7650 CHEMICALS	4/27/16		77700	V W R FUNDING INC DBA	131.57	8044508086	CONDUCTIVITY STANDARD VWI	

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2071 WASTEWATER TREATMENT PLNT	7650 CHEMICALS	4/27/16	114831...	77700	V W R FUNDING INC DBA V W R INTERNATIONAL, LLC	10.55	8044508086	ESTIMATED SHIPPING/HANDLI
						727.65		
511 MISC CASH DEPOSITS TRUST	3001-1 REC-AUDITORIUM DEP TRUST	4/27/16	114832	T0000686	FREDDIE VA'ASILI VA'ASILI, FREDDIE	250.00	2002578	REFUND LNGLFLD DEP8029
						250.00		
2081 WATER-OPERATIONS	7412 EQUIPMENT MAINTENANCE	4/27/16	114833	77848	VALLEY PUMP & DAIRY SYSTEMS INC VALLEY PUMP & DAIRY SYSTEMS INC	190.00	12275	W40 WIRE/JNCTN BX RPR
						190.00		
1511 POLICE SUPPORT SERVICE	7320 COMMUNICATIONS	4/27/16	114834	15858	MCI NETWORK SERV, INC DBA VERIZON BUSINESS SERVICES	609.48	69752444	CLETS SYSTEM SV100362
						609.48		
1412 BUILDING INSPECTION	7320 COMMUNICATIONS	4/27/16	114835	35904	VERIZON WIRELESS VERIZON WIRELESS	212.25	9763410525	2016-03 542008968
						212.25		
1610 FIRE-ADMIN/SUPPRESS ION	7412 EQUIPMENT MAINTENANCE	4/27/16	114836	11906	VISALIA OVERHEAD DOORS VISALIA OVERHEAD DOORS	504.54	246415	STA 1 BAY DOOR RPR
						504.54		
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114837	78970	WAL MART WAL MART	387.63	00341	BLANKET PURCHASE ORDER
						387.63		

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1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114837...	78970	WAL MART	147.37	01947	BLANKET PURCHASE ORDER	
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		78970	WAL MART	224.41	02078	BLANKET PURCHASE ORDER	
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		78970	WAL MART	266.66	02234	BLANKET PURCHASE ORDER	
1721 PARKS & REC-COMM PROMEV	7495 PROF AND SPEC SERVICES	4/27/16		78970	WAL MART	150.61	06066	SPG KIDS FEST SUPPLIES	
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		78970	WAL MART	136.66	06704	BLANKET PURCHASE ORDER	
1719 PARKS & REC-YOUTH SERV	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		78970	WAL MART	716.87	09883	BLANKET PURCHASE ORDER	
						2,030.21			
2040 FLEET MAINTENANCE	7495 PROF AND SPEC SERVICES	4/27/16	114838	15978	WATERDROPS EXPRESS CAR WASH LLC	420.00	596685	2016-03 CARWASH LACEY	
						420.00			
265 LAD 04-3 T795 CAMBRIDGE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114839	17676	WESTSCAPES, INC	55,721.03	13964	SHRUB REPLCMNT/VNYARD	
						55,721.03			
2100 BUILDING MAINTENANCE	7300 UNIFORM EXPENSE	4/27/16	114840	82950	WORKINGMAN'S STORE INC	138.68	72470	SAFETY BOOTS-B SOUZA	

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Division # and Name	Acct # and Name	Check Date	Check Number	Vendor Number	Vendor Name	Transaction Amt	Inv#	Transaction Description
138.68								
1719 PARKS & REC-YOUTH SERV	7470 PRINTING	4/27/16	114841	83451	XEROX CORP XEROX CORP	511.02	084152849	2016-03
511.02								
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114842	84630	Z A P MANUFACTURING INC	532.63	44933	SIGN, 18X6 R1-3
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		84630	Z A P MANUFACTURING INC	239.68	44933	SIGNS 12X18 R28
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		84630	Z A P MANUFACTURING INC	219.71	44933	SIGNS 12X18 R28F
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		84630	Z A P MANUFACTURING INC	66.68	44933	SIGNS 18X18 OM1
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		84630	Z A P MANUFACTURING INC	60.01	44933	SIGNS 18X18 OM4-3
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		84630	Z A P MANUFACTURING INC	582.57	44933	SIGNS 18X6 R1-6
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		84630	Z A P MANUFACTURING INC	234.36	44933	SIGNS 24X24 R3-1
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		84630	Z A P MANUFACTURING INC	133.16	44933	SIGNS 24X24 R3-3

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2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114842...	84630	Z A P MANUFACTURING INC	449.41	44933	SIGNS 24X30 R2-1	
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		84630	Z A P MANUFACTURING INC	345.30	44933	SIGNS 30" PENTAGON	
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		84630	Z A P MANUFACTURING INC	312.09	44933	SIGNS 30" R1-1	
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		84630	Z A P MANUFACTURING INC	208.06	44933	SIGNS 30X30 W14-1	
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		84630	Z A P MANUFACTURING INC	228.87	44933	SIGNS 30X30 W3-2	
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		84630	Z A P MANUFACTURING INC	1,248.36	44933	SIGNS 30X30W11-2	
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		84630	Z A P MANUFACTURING INC	89.88	44933	SIGNS 36" R1-1	
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		84630	Z A P MANUFACTURING INC	59.92	44933	SIGNS 36" TRI R1-2	
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		84630	Z A P MANUFACTURING INC	65.91	44933	SIGNS 36X36 R3-4	
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		84630	Z A P MANUFACTURING INC	149.80	44933	SIGNS 36X36 R3-7	

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Division # and Name	Acct # and Name	Check Date	Check Number	Vendor Number	Vendor Name	Transaction Amt	Inv#	Transaction Description
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16	114842...	84630	Z A P MANUFACTURING INC	53.26	44933	SIGNS 48X24 W1-7
2011 PW-STREET MAINTENANCE	7600 SPECIAL DEPARTMENTAL EXP	4/27/16		84630	Z A P MANUFACTURING INC	332.90	44933	SIGNS, 12X18 R26
						5,612.56		
2672 CMAQ FUNDS	815626 TRAF SIG/11TH AV & HOUSTN	4/27/16	114843	84680	ZUMWALT HANSEN, INC	4,659.50	11220	WO #4 11TH/HOUSTON
2184 STORM DRAINAGE IMPACT FEE	813624 SCOTT ST BASIN RELOC/CAPC	4/27/16		84680	ZUMWALT HANSEN, INC	801.75	11221	WO #7 SOCTT ST BASIN
2672 CMAQ FUNDS	816620 TRAF SIG/HFD-ARM & IRWIN	4/27/16		84680	ZUMWALT HANSEN, INC	1,590.50	11222	WO #5 HARRIS@IRWIN
						7,051.75		
						638,346.77		

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AGENDA STAFF REPORT

MEETING DATE: 5/3/2016	AGENDA SECTION: A
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SUBJECT:

Community Development: Public Hearing to Adopt Resolution 16-21-R approving the FY 2016-2017 Community Development Block Grant (CDBG) Entitlement Action Plan

RECOMMENDATION:

That the City Council, by motion adopt the attached Resolution 16-21-R approving the 2016-2017 Annual Action Plan.

BACKGROUND:

Each year, the City receives an entitlement allocation of CDBG funding from the grant requires the City prepare a five-year Consolidated Plan and annual Action Plan.

As a participating jurisdiction and entitlement community, the City of Hanford receives a federal formula grant through the U.S. Department of Housing and Urban Development (HUD). The entitlement provides the City with annual direct grant, to provide decent affordable housing, a stable living environment and to expand economic opportunities, primarily for low-income persons/households. This includes census tract areas that reflect 51% of the household income at or below 80% area median income.

CDBG funds are to be used to meet one the three national objectives; 1) benefit low to moderate-income persons and/or neighborhoods, 2) eliminate or prevent slum and blight or 3) address an urgent community need.

At the March 15, 2016, City Council meeting, City Council provided direction on the proposed 2016-Action Plan. Based on Council's direction staff prepared the 2016 Draft Action Plan. A 30-day comment period from April 2, 2016 to May 2, 2016 was noticed in local newspaper. No comments have received, as of the date of preparation of the report.

The 2016 Annual grant allocation for the 2016-2017 Action Plan is \$520,355 grant funds plus an estimated \$70,000 in estimated CDBG program income that shall be directed toward eligible

activities reflected in Attachment A, 2016 CDBG Budget.

The full 2016 Action Plan report is included as Attachment "B".

FISCAL IMPACT:

ATTACHMENTS:

Table CDBG Budget 2016

Action Plan Resolution

annual action plan 2016.DRAFT.5.3.16

Attachment A
2016 Action Plan Budget

Funding Sources				Amount
CDBG Allocation				\$520,355
Program Income				\$ 70,000
Total Estimated Resources:				\$590,355
Subtotal Planning and Administration (20% of allocation and PI)				\$ 118,071
	Description	Objectives	Outcome Performance Measure	Proposed Project Cost
Affordable Housing Housing Rehabilitation	◆ Emergency Repair Programs (up to \$10,000 per household) ◆ Exterior Paint Program ◆ Meter Replacement Assistance	Creating a suitable living environment	Improving sustainability by promoting viable communities	\$384,284
Public Service (15% of allocation and PI- \$88,000)				
Homelessness Kings/Tulare Continuum of Care	CDBG funds will be to help fund a variety of activities, including, but not limited to, the Annual Project-Homeless Connect and Point in Time census.	Creating a suitable living environment	Improving sustainability by promoting viable communities	\$10,000
Youth Kings Community Action Organization (KCAO)	The project focuses and encourages academics, recreation, and enrichment.	Creating a suitable living environment	Improving sustainability by promoting viable communities	\$42,500
Champions Recovery	Prevention and early intervention for behavioral issues, gang violence early prevention activities, parenting, and reentry services. This program will target youth, middle school through freshman year			\$10,500
Big Brothers Big Sisters	Mentoring program high school students with elementary students			\$20,000
Fair Housing	Education			\$5,000
TOTAL CDBG BUDGET				\$590,355

Attachment C

RESOLUTION NO. 16-21R

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HANFORD
APPROVING THE COMMUNITY DEVELOPMENT BLOCK GRANT ACTION PLAN
FOR FISCAL YEAR 2016-17**

At a regular meeting of the City Council of the City of Hanford duly called and held May 3, 2016, upon motion of Council Member _____, and seconded by Council Member _____, and carried, the following resolution was adopted:

WHEREAS, the City of Hanford opted to become an Entitlement Community within the Community Development Block Grant (CDBG) Program in March 2004, allowing the City to receive an allocation directly from the U.S. Department of Housing and Urban Development (HUD) each year; and

WHEREAS, the City of Hanford is projecting to receive \$520,355 in CDBG Entitlement Funds in Fiscal Year 2016-17; and

WHEREAS, the \$520,355 in annual funds are to be used to benefit low to moderate-income households and neighborhoods in the elimination or prevention of slum and blight for such programs as housing rehabilitation, affordable homeownership assistance, neighborhood improvement, community services, as well as community development activities such as the construction or rehabilitation of community infrastructure and facilities and economic development; and

WHEREAS, pursuant to the provisions of the Housing and Community Development Act of 1974, as amended, the thirty day review period for the Action Plan for Fiscal Year 2016-17 has expired without public comment.

NOW, THEREFORE, BE IT RESOLVED that the City Council adopt the Community Development Block Grant Action Plan for the period from Fiscal Year 2016-17 (Attachment B).

PASSED, ADOPTED AND APPROVED this ____ day of _____, 2016 by
the following vote:

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

JUSTIN MENDES
MAYOR of the City of Hanford

Attest:

JENNIFER GOMEZ
CITY CLERK

STATE OF CALIFORNIA)
COUNTY OF KINGS) ss
CITY OF HANFORD)

I, Jennifer Gomez, City Clerk of the City of Hanford, do hereby certify the foregoing
Resolution was duly passed and adopted at a regular meeting of the City Council of the City of
Hanford held on the ____ day of _____, 2016.

Date: _____

City Clerk

ATTACHMENT B



AP2016

**Community Development
Block Grant (CDBG)
FY 2016-2017
Draft Action Plan**

Lead Agency:
**CITY OF HANFORD
COMMUNITY DEVELOPMENT DEPARTMENT, HOUSING SECTION
317 N. DOUTY STREET
HANFORD, CA 93230**

DRAFT Annual Action Plan
2016

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Executive Summary

AP-05 Executive Summary - 24 CFR 91.200(c), 91.220(b)

1. Introduction

The City of Hanford (City) is an entitlement jurisdiction that receives federal funds from the U.S.

Department of Housing Urban Development (HUD) funding under the Community Development Block Grant (CDBG), which are designed to assist low and moderate income (LMI) households, investing in Hanford's local community/neighborhoods.

As an entitlement jurisdiction, HUD requires that the City prepare a Consolidated Plan every five years to foster a community-wide dialogue regarding the market environment and affordable housing community development needs of the City. The Strategic Plan is a specific course of action, which builds on local assets and coordinates a response to the needs of the community.

As part of the Con Plan, and Strategic Plan, the City also is required to prepare an annual Action Plan to report on the distribution of federal funding for the program year, which starts July 1st through June 30th the following year. The annual plan explains how the City of Hanford intends to use its CDBG funding, and how the funded programs, projects and activities will address the priorities identified in the Consolidated Plan, more specifically the Strategic Plan. The Annual Plan also identifies the federal and non-federal resources that will be used to meet the goals of the approved Consolidated Plan.

This is the third year Action Plan, which reflects the goals and objectives for the period starting July 1, 2016 through June 30, 2017.

2. Summarize the objectives and outcomes identified in the Plan

This could be a restatement of items or a table listed elsewhere in the plan or a reference to another location. It may also contain any essential items from the housing and homeless needs assessment, the housing market analysis or the strategic plan.

Please see the "Consolidated Action Plan Goals" section below.

3. Evaluation of past performance

This is an evaluation of past performance that helped lead the grantee to choose its goals or projects.

This is an evaluation of past performance that helped lead the grantee to choose its goals or projects. The City was successful in addressing the majority of the goals and objectives in the FY 2014-2015 Consolidated Annual Performance and Evaluation Report (CAPER), the most recent and complete reporting period, the City of Hanford was successful in meeting the majority of its goals and objectives. All funds were used to carry out activities that benefited very low- to moderate-income persons. CDBG funds were used to fulfill identified housing, public service, and neighborhood improvement needs. Some of the programs that were assisted during the FY 2014-2015 included: first-time homebuyer, housing rehabilitation, homeless support services, after-school youth activities, and code enforcement.

4. Summary of Citizen Participation Process and consultation process

Summary from citizen participation section of plan.

On March 15, 2016, the first public meeting was conducted at the City Council chambers to allow public involvement in the plan-development process and to comment on the action plan funding strategy.

Information regarding the dates, times, and location for the public hearing, as well as anticipated program resources, were published in *The Hanford Sentinel*, the local paper of general circulation.

Under the City of Hanford Council-Manager form of government, the City Council appoints and provides policy direction to the City Manager. The City manager is responsible for administering the City's daily operations. As the elected legislative body of the City of Hanford, the City Council has overall responsibility for the scope, direction, and financing of the City's services. In setting policy, the City Council works closely with citizen advisory commissions and committees, considers staff information and recommendations, and receives comments from the general public during open forums.

5. Summary of public comments

This could be a brief narrative summary or reference an attached document from the Citizen Participation section of the Con Plan.

At the first City Council public meeting on March 15, 2016, several comments were made on various organizations and projects.

- During the first public meeting, two Community members spoke in favor of possible future funding for Big Brothers Big Sisters.
- During the first public meeting, two Community members spoke in favor of funding Champions Recovery groups.

- One individual made a presentation to City Council requesting funding to replace the ADA compliant playground area flooring at Freedom Park. *Freedom Park is not located in a qualifying census tract.*
- A Council member mentioned his concern about the City not funding the same public services that already might be offered.
- A Council member requested the definition of special population groups such as: Elderly persons, including frail elderly; Persons with disabilities; large households; Female-headed households; Homeless persons; Victims of domestic violence and farm workers.

All public comments received as of preparation date of this document have been included. The City attempted to incorporate feedback received throughout the Action Plan development into the Plan.

Any public comments received during the public comment period from April 2, 2016 to May 2, 2016 will be included in the Plan, including any reasoning for not accepting certain comments, if applicable.

The City received seven (7) applications requesting funding from the 2016-2017 CDBG allocation. On March 15, 2016, a public meeting was held to receive comment. An application review committee reviewed the applications. Committee funding recommendations are included in this draft Annual Action Plan.

Four of the seven applications have been recommended for funding. Three of activities were determined to be ineligible.

City Council will hold a public hearing on Tuesday, May 3, 2016 to consider the final version of the plan; comments received will be incorporated into the final action plan

PR-05 Lead & Responsible Agencies – 91.200(b)

1. Agency/entity responsible for preparing/administering the Consolidated Plan

Describe the agency/entity responsible for preparing the Consolidated Plan and those responsible for administration of each grant program and funding source.

Agency Role	Name	Department/Agency
CDBG Administrator	City of Hanford	Community Development - Housing

Table 1 – Responsible Agencies

Narrative (optional)

The Community Development Department, more particularly the City's Housing Specialists, will be responsible for ensuring that programs, projects, and administration are carried out in compliance with CDBG and HOME Investment Partnership Funds program requirements. This includes, but is not limited to, ensuring each proposed project meets a national objective, all required records/documentation are maintained, environmental clearances have been completed, project costs and/or charges are eligible, and not less than 70 percent of CDBG funds benefit low- and moderate-income persons.

For matters concerning the Consolidated Plan and/or the City's CDBG program in general, contact the City's Housing Administrative Analyst at the number and email below:

Consolidated Plan Public Contact Information

Sandra Lerma

317 North Douty Street

(559) 585-4766 or slerma@cityofhanfordca.com

AP-10 Consultation – 91.100, 91.200(b), 91.215(l)

1. Introduction

The City plans to participate in monthly Continuum meetings, which are comprised of various governmental departments and service providers, who share their existing programs and needs. Each meeting includes a speaker and information regarding services each agency provides. These collaborative efforts result in enhanced coordination, exchange of best practices, and a better understanding of community needs.

Provide a concise summary of the jurisdiction's activities to enhance coordination between public and assisted housing providers and private and governmental health, mental health and service agencies (91.215(l))

The consolidated plan must provide a concise summary of the jurisdiction's activities to enhance coordination among the Continuum of Care, public and assisted housing providers, and private and governmental health, mental health, and service agencies. The summary must address the jurisdiction's efforts to coordinate housing assistance and services for homeless persons (especially chronically homeless individuals and families, families with children, veterans and their families, and unaccompanied youth) and persons who were recently homeless but now live in permanent housing.

The City of Hanford provides funding and works closely with the Kings/Tulare Homeless Alliance (Alliance) in an effort to support, create, and sustain solutions that address homelessness within the city. As the designated Continuum of Care, the Alliance is responsible for the planning process for the bi-county region which includes the City of Hanford.

The mission of the Alliance is to coordinate and leverage policy and resources that empower community partners to address homelessness in Kings and Tulare County. Through its mission, the Alliance sets funding priorities and local policies, facilitates initiatives and tracks performance of homeless programs within the region.

Alliance membership meetings are held on a monthly basis and include diverse representation such as Kings United Way, Kings Gospel Mission, Kings Community Action Organization, the Salvation Army, Turning Point, Westcare, Kingsview Behavioral Health, Kings County Behavioral Health, Kings County Commission on Aging and the US Department of Veteran's Affairs. Additionally, the Alliance facilitates include a monthly case management roundtable where housing providers, healthcare providers, VA, mental health and other service providers meet to work cases and to place new clients into housing from the coordinated assessment system.

Describe coordination with the Continuum of Care and efforts to address the needs of homeless persons (particularly chronically homeless individuals and families, families with children, veterans, and unaccompanied youth) and persons at risk of homelessness.

The City of Hanford is an active partner with the Alliance. Together with other key stakeholders, the Alliance and City of Hanford are working on the program design and implementation of a Housing Support Center (HSC). The HSC is designed to serve as the first point of entry into the homeless social service system for many of Hanford's adults experiencing homelessness, whether for the first time and also those who have been living on the streets for years. The HSC is designed to serve as a day center that offers basic services such as showers, mail services, document storage, as well as telephone and computer access. These services will serve as a platform to build trust with those experiencing chronic homelessness. The overarching goal of the HSC is to assess client needs, provide information on how and where to access services, and meet the basic emergency needs of homeless adults.

Additionally, the Alliance hosts dozens of meetings each year with its members, community stakeholders, and providers to elicit feedback and to ensure community-wide support of strategic initiatives. Areas addressed through these meetings include funding priorities, performance standards, local policies, and annual goals.

Describe consultation with the Continuum(s) of Care that serves the jurisdiction's area in determining how to allocate ESG funds, develop performance standards for and evaluate outcomes of projects and activities assisted by ESG funds, and develop funding, policies and procedures for the operation and administration of HMIS

The City coordinates with the Continuum to develop the annual priorities for ESG funding in the bi-county region. The bi-county's (Kings/Tulare) Homeless Management Information System (HMIS) was implemented in 2007 and has a complete set of Policies and Procedures which include a: Data Governance Charter Quality Plan and system and program level performance standards. Performance Measurement Reports are issued quarterly and monitor several areas of program and system performance which, in turn, are used to determine program funding and community priorities, and to inform public policy. The K/T HMIS is funded through a U.S. Department of Housing and Urban Development (HUD) grant and augmented with service fees for Emergency Shelter Grant (ESG), SSVF, and Projects for Assistance in Transition from Homelessness (PATH) programs.

2. Describe Agencies, groups, organizations and others who participated in the process and describe the jurisdiction's consultations with housing, social service agencies and other entities

Table 2 – Agencies, groups, organizations who participated

Identify any Agency Types not consulted and provide rationale for not consulting

N/A

Other local/regional/state/federal planning efforts considered when preparing the Plan

Name of Plan	Lead Organization	How do the goals of your Strategic Plan overlap with the goals of each plan?
Continuum of Care	KINGS/TULARE COUNTIES	Connecting the Dots is a Ten Year Plan to prevent and end homelessness in the Kings and Tulare County region. This effort is aligned with the Strategic Plans goal to support activities that prevent and end homelessness.
San Joaquin Valley Fair Housing and Equity Assess	California Coalition for Rural Housing	The FHEA provides an overview of racial and economic segregation patterns in the City and describes it impact on residential mobility. The report also includes a set of recommendations to promote integration in the City and lessen the negative consequences generated as a result of segregation identified within the report. Both plans focus on supporting and promoting the creation of affordable housing opportunities for LMI and special needs households.

Table 3 – Other local / regional / federal planning efforts

Narrative (optional)

The City benefits from having a group of established non-profit organizations specializing in serving homeless, special needs, and other low income populations.

The City has worked diligently to foster and develop relationships with the organizations that provide housing and supportive services to low-income and special-needs populations. City staff is accessible to housing and social service providers and continue to develop the CDBG and HOME application processes. These efforts will continue during the next action plan period and through the Consolidated Plan period.

AP-12 Participation – 91.105, 91.200(c)

1. Summary of citizen participation process/Efforts made to broaden citizen participation Summarize citizen participation process and how it impacted goal-setting

The City of Hanford increased its efforts to involve its residents in the development of the Consolidated and Action Plans. These efforts began with the distribution of a community-needs survey. Nine hundred surveys were returned, which was a higher number than projected. The results of the survey indicate that the community needs are similar to that of the previous Consolidated Plan cycle, with housing being ranked the highest need. Two public forums were held at a venue located in a CDBG target area in hopes of attracting residents likely to qualify for CDBG funding; unfortunately, the turnout was minimal. Nine persons attended the forums; all comments were accepted and considered when preparing this Action Plan. The City also issued a Notice of Funding Availability (NOFA) to non-profit service providers. Three applications for funding through the City's NOFA were received.

The public notice was posted for interested parties to attend the first public meeting was held on March 15, 2016, to receive public comment. The notice included the date, time, and location of the meeting. Additional efforts will be made by providing notices to local non-profit service providers to share and publish viewing. The City offers several opportunities and comment throughout the Action Plan process.

There will be an additional public hearing in front of the City Council on May 3, 2016.

Citizen Participation Outreach

Sort Order	Mode of Outreach	Target of Outreach	Summary of response/attendance	Summary of comments received	Summary of comments not accepted and reasons	URL (If applicable)
1	Newspaper Ad	Minorities Non-English Speaking - Specify other language: Spanish Persons with disabilities Non-targeted/broad community Residents of Public and Assisted Housing			No comments were received.	

Sort Order	Mode of Outreach	Target of Outreach	Summary of response/attendance	Summary of comments received	Summary of comments not accepted and reasons	URL (If applicable)
2	Public Meeting	Minorities Non-English Speaking - Specify other language: Spanish Persons with disabilities Non-targeted/broad community Residents of Public and Assisted Housing	40	8	0	

Sort Order	Mode of Outreach	Target of Outreach	Summary of response/attendance	Summary of comments received	Summary of comments not accepted and reasons	URL (If applicable)
3	Message Board at City Hall	Minorities Non-English Speaking - Specify other language: Spanish Persons with disabilities Non-targeted/broad community Residents of Public and Assisted Housing	A flyer for the Public Hearing and Public Comment Period were posted at the City Hall to increase awareness and seek citizen participation	None received	None received	

Sort Order	Mode of Outreach	Target of Outreach	Summary of response/attendance	Summary of comments received	Summary of comments not accepted and reasons	URL (If applicable)
4	Public Hearing	Minorities Non-English Speaking - Specify other language: Spanish Persons with disabilities Non-targeted/broad community	20	0	0	

Table 4 – Citizen Participation Outreach

Expected Resources

AP-15 Expected Resources – 91.220(c) (1, 2)

Introduction

During year three of the five-year Con Plan period, the City expects to receive approximately \$520,355 in CDBG funding, used by the City for public services, housing activities, ADA improvements and administrative costs. The table below provides a breakdown of these anticipated resources which are based on the 2016/17 allocations.

In the event final CDBG program income is higher than expected herein, the City of Hanford may add, subtract or transfer amounts among identified projects, as noted without publishing substantial amendment, if the amount is below \$15,000 change, as per the approved Citizens Participation Plan.

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Priority Table

Program	Source of Funds	Uses of Funds	Expected Amount Available Year 1				Expected Amount Available Reminder of ConPlan \$	Narrative Description
			Annual Allocation: \$	Program Income: \$	Prior Year Resources: \$	Total: \$		
CDBG	public - federal	Acquisition Admin and Planning Economic Development Housing Public Improvements Public Services	\$520,355	\$70,000	0	\$590,355	0	Affordable Housing, Homeless Support Services, Youth Programs, Public and ADA Improvements

Table 5 - Expected Resources – Priority Table

Explain how federal funds will leverage those additional resources (private, state and local funds), including a description of how matching requirements will be satisfied

The funds will be utilized for providing affordable housing opportunities to Hanford residents, through homebuyer and home-repair programs, as well as providing public services to very low-to moderate-income Hanford residents through partnership with various non profits that provide services to special-needs groups and/or individuals. In FY 2017, Hanford will fund activities in furtherance of the objectives and priorities identified in the Strategic Plan with the outcome of improving availability, accessibility, affordability and sustainability through activities which benefit the community. The activities for the 2017 FY will support at least one objective and one outcome.

For Fiscal Year (FY) 2016-2017 the City will have a total of \$520,355 in CDBG grant funds and an estimate of \$70,000 in program income to allocate towards activities. The City has total of \$600,000.in State HOME grant funds and estimates that it will receive \$100,000 HOME in program income eligible for homebuyer's assistance.

Below is a list of potential financial resources considered a part of the City's overall financial plan to address priority needs and specific objectives identified in the five-year Consolidated Plan. The number and availability of these programs to assist cities is limited, and funding new projects is unpredictable. The following programs are local, state, and federal programs.

If appropriate, describe publically owned land or property located within the jurisdiction that may be used to address the needs identified in the plan

With the elimination of the City's RDA Redeployment Agency (RDA), the City has become the Successor Agency and will be moving forward on the next steps related to previously owned RDA land.

Discussion

A potential concern is HUD's move to eliminating the FIFO (first is, first out) rule for spending down funds, beginning in FY2015-2016. Currently, the City is on a Timeliness Workout Plan due to not meeting timeliness by .8 (\$34,816) in FY 2014-2015. With the rule change, each year's grant funds will be tracked by the year. If there is no change with program income being required to be drawn first, due to the recycling of CDBG loan repayment, it may become more of a challenge to spend each year's entitlement funds fully, putting future funds jeopardy.

Annual Goals and Objectives

AP-20 Annual Goals and Objectives - 91.420, 91.220(c)(3)&(e)

Goals Summary Information

Sort Order	Goal Name	Start Year	End Year	Category	Geographic Area	Needs Addressed	Funding	Goal Outcome Indicator
1	Affordable Housing	2015	2016	Affordable Housing	CITY OF HANFORD	Affordable Housing	CDBG: \$373,676	Rental units rehabilitated: 6 Household Housing Unit
2	Program Administration, Planning and Management	2015	2016	Administration	CITY OF HANFORD	Program Administration, Planning & Management	CDBG: \$118,071	Other: 1 Other
3	Suitable Living Environment	2014	2018	Affordable Housing Homeless Non-Homeless Special Needs Non-Housing Community Development Code Enforcement	CITY OF HANFORD		CDBG: \$88,000	Public service activities other than Low/Moderate Income Housing Benefit: 266 Persons Assisted Homelessness Prevention: 275 Persons Assisted

Table 6 – Goals Summary

Goal Descriptions

1	Affordable Housing
	Creation and preservation of affordable housing
2	Suitable Living Environment
	Provide a suitable living environment
3	Program administration, planning and management
	Provide program administration, planning and management

Table 7 – Goal Descriptions

Estimate the number of extremely low-income, low-income, and moderate-income families to whom the jurisdiction will provide affordable housing as defined by HOME 91.215(b):

According to the Comprehensive Housing Affordability Strategy ("CHAS") data 20 percent of households in the City are cost burdened and pay 30-50 percent of their income toward housing costs. Fourteen percent of households in the City are cost burdened and paying more than 50% of their incomes on housing costs. Additionally, Special needs populations generally face unique challenges and housing affordability may significant issue for those relying in fixed incomes. This indicates indicates that as a result of the high cost of housing, special needs groups may be at a greater risk of experiencing cost burden and more trouble finding housing that is affordable to them. They may require subsidies to meet the cost of housing.

Rehabilitation market characteristics as indicated through the Needs Assessment and Market Analysis conducted; there is a need for maintaining and improving existing renter and owner households.

CDBG and HOME funds are used to assist low, very low and extremely low -income households.

AP-35 Projects – 91.220(d)

Introduction

The City of Hanford proposes to use CDBG entitlement funds to continue its efforts in promoting decent, safe, and affordable housing opportunities for Hanford's low- and moderate- income persons, as well as building community through various public services.

CDBG funds will be utilized to focus on some the City's most critical needs, as determined by the various outreach efforts:

- Provision of affordable housing opportunities that benefit low- and moderate- income households, especially those with special needs.
- Provision of services and/or programs that benefit low-and moderate-income households, especially those with special needs.

This FY 2016-2017 Action Plan allocates funding to housing rehabilitation activities through the City's Emergency Repair Program, Exterior Paint Program and Meter Installation Program. This program targets low- to moderate-income homeowners and offers financing for emergency repair needs, such as: roof replacement, heating/air repair or replacement, and handicap modifications.

The Housing Staff will monitor, administer, and capture the accomplishments of its activities through a reporting process which requires City departments and partner agencies to report on the beneficiaries of U.S. Department of Housing and Urban Development (HUD) funded activities. Accomplishments of each project will be recorded in a quantitative manner that measures productivity by addressing the following categories:

Eligible projects that will be undertaken during fiscal year 2016-2017.

#	Project Name
1	Planning & Administration
3	Housing Rehabilitation
5	Public Service/COC
6	Public Service/ KCAO
7	Public Service/ Noble Youth
8	Big Brothers Big Sisters
	Alternate Projects

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#	Project Name
	Down Payment Assistance (Alternate back-up projects)
	ADA Improvements (Alternate back-up projects)
	Housing Replacement
	Capital Improvements Special Needs / Homeless Population

Table 8 – Project Information

The City of Hanford must comply with various program requirements imposed by federal regulation for the award and expenditure of federal funds through the CDBG. On occasion, the City experiences situations that require the reallocation of funds if funds remain in a balance or if projects are stagnant and cannot expend the awarded funds. The City could also receive program income in the form of repaid loans, which the City must award and used immediately to comply with federal program requirements.

To help comply with federal regulations and create a community benefit, the City is developing a proactive solution to quickly award reallocated funds from such projects via the identification of the following list of top alternative project, for funding consideration. Identifying these alternative projects does not mean they will receive funding but that they are on a list of potential projects that could receive an award of funds should the funds become available and the projects identified in the Action Plan as approved by the City Council. If funds do become available, the City will re-evaluate the project needs and the maximum benefit the project could produce.

Describe the reasons for allocation priorities and any obstacles to addressing underserved needs

The primary obstacle to addressing the underserved needs is lack of funding. The City relies on CDBG Entitlement funds, program income, and any State funds it can apply for to carry out the programs identified in this Action Plan.

The above projects and their allocations were selected primarily because they were identified as a higher need in the City's Consolidated Plan.

The public-service allocation is limited; therefore, not all applicants could be funded. While all three applications proposed CDBG eligible activities, the projects selected for funding are those that 1) ranked the higher need per recent community outreach, 2) propose to spend funding timely, and 3) have knowledge of CDBG regulations.

Projects

AP-38 Projects Summary

Project Summary Information

Table 9 – Project Summary

1	Project Name	Planning & Administration
	Target Area	CITY OF HANFORD
	Goals Supported	Program Administration, Planning and Management
	Needs Addressed	Program Administration, Planning & Management
	Funding	CDBG: \$118,071
	Description	The City of Hanford will utilize up to 20% of the CDBG FY 2015-16 budget to provide administration and oversight of the City CDBG Program: Eligible costs include, but are not limited to, paying staff time for administrative duties associated with carrying out the grant, paying for training, materials, and advertising.
	Target Date	06/30/2017
	Estimate the number and type of families that will benefit from the proposed activities	
	Location Description	
	Planned Activities	There is a need for planning, management, monitoring and over sight of sub-recipients, non profits developers and oversight of federal, state and local funded programs
2	Project Name	Housing Rehabilitation
	Target Area	City of Hanford

	Goals Supported	Suitable Living Environment Affordable Housing
	Needs Addressed	Affordable Housing
	Funding	CDBG: \$384,284
	Description	The City of Hanford will continue to offer the Emergency Repair Program. Through this program, qualifying residents are offered financing for emergency home repairs. The program offers up to \$10,000 per household. Repairs include, but are not limited to, roof repair or replacement, water meter replacements, heating and/or air repair or replacement, including accessibility . It is anticipated that 39 households will be assisted through the program. The City of Hanford will offer a Exterior Paint Program to very low to low-income home owners. The CDBG funds provide for a licensed lead-certified painting contractor to paint the exterior of the home and may include minor repairs, (i.e., screens, broken window panes, loose or damaged gutters, etc.) provided there are enough funds available after deducting the cost of the paint project. A maximum of \$120,000 of CDBG funds will be used in this project. Implementation will occur in FY2016-2017. Approximately 20 households will be assisted with Paint Program within the City of Hanford.
	Target Date	July 2017
	Estimate the number and type of families that will benefit from the proposed activities	39 very-low and low - income households
	Location Description	City of Hanford
	Planned Activities	The City of Hanford will continue to offer the Emergency Repair Program. Through this program, qualifying residents are offered financing for emergency home repairs. Repairs include, but are not limited to, roof repair or replacement, heating and/or air repair or replacement, and handicap modifications. It is anticipated that 10 households will be assisted through the program.
3	Project Name	Public Service/COC

	Target Area	CITY OF HANFORD
	Goals Supported	Suitable Living Environment
	Needs Addressed	Public Services
	Funding	CDBG: \$10,000
	Description	The Kings Tulare Continuum of Care (COC) is a non-profit organization that partners with several area agencies to address the homeless needs in Hanford. CDBG funds will be used to help fund a variety of activities, including, but not limited to, the Annual Project Homeless Connect and the Point in Time census.
	Target Date	July 2017
	Estimate the number and type of families that will benefit from the proposed activities	275 homeless individuals this includes very-low to low income persons
	Location Description	City of Hanford
	Planned Activities	The City has a partnership with the Continuum of Care (COC) to support and address issues of homelessness. The COC is a consortium of housing providers, service providers and local governments that work together to end homelessness in Kings and Tulare Counties. To strengthen the continuum has a 501 (c) 3 status in order to competitively apply for foundation and corporate funding. The continuum is focused on systematically implementing systems and programs that help support existing homeless organizations and offer the resources that are locally needed to be successful.
4	Project Name	KCAO- Youth Lead Project
	Target Area	City of Hanford
	Goals Supported	Affordable Housing
	Needs Addressed	Affordable Housing Public Services
	Funding	CDBG: \$42,500

	Description	KCAO is a non-profit organization that currently administers the Youth Lead Project. The project focuses and encourages academics, recreation, and enrichment. KCAO intends to work with 146 high-risk youth for 2016/2017. CDBG funds will be used for operational expenses.
	Target Date	06/30/2017
	Estimate the number and type of families that will benefit from the proposed activities	100-146 individual youth. This includes very-low to moderate income youth.
	Location Description	City of Hanford
	Planned Activities	KCAO is a non-profit organization that currently administers the Youth Lead Project. The project focuses and encourages academics, recreation, and enrichment. Since 2013, Youth Lead has worked with over 250 high-risk youth. CDBG funds will be used for operational expenses.
5	Project Name	Champions - Noble Youth
	Target Area	City of Hanford
	Goals Supported	Suitable Living Environment
	Needs Addressed	Public Services
	Funding	CDBG: \$10,500
	Description	Champions Recovery Alternative Programs, Inc., is a non-profit that currently administers a variety of community services. Champions is proposing to address such issues as: prevention and early intervention for behavioral issues, gang violence early prevention activities, parenting, and reentry services. This program will target youth, middle school through freshman year.
	Target Date	6/30/2017
	Estimate the number and type of families that will benefit from the proposed activities	60 individual youth. This includes very-low income/moderate income youth

	Location Description	City of Hanford
	Planned Activities	Champions Recovery Alternative Programs, Inc., is a non-profit that currently administers a variety of community services. Champions is proposing to address such issues as: prevention and early intervention for behavioral issues, gang violence early prevention activities, parenting, and reentry services. This program will target youth, middle school through freshman year. • Community outreach and Presentations , attend youth functions and school for a powerful audio visual • Small Group Facilitation: via enrollment in our Noble Youth Program • Family Stability
6	Project Name	Big Brothers Big Sisters
	Target Area	City of Hanford
	Goals Supported	Suitable Living Environment
	Needs Addressed	Public Services
	Funding	CDBG: \$20,000
	Description	The High School Bigs Program is mentoring program allowing high school students to volunteer to provide one-to-one mentoring and support to elementary students. The program takes place at the elementary school site once a week for 90 minutes and is supervised by Big Brothers Big Sisters of Central California.
	Target Date	6/30/2017
	Estimate the number and type of families that will benefit from the proposed activities	40 Low to Moderate Income youth
	Location Description	City of Hanford Elementary Schools
	Planned Activities	

Project Name	Fair Housing Education
Target Area	City of Hanford
Goals Supported	Suitable Living Environment
Needs Addressed	Public Services
Funding	CDBG: \$5,000
Description	A Fair Housing Education Services Program thru which a HUD certified consultant, or experienced fair housing non-profit, would provide educational assistance to eligible residents who may be facing housing challenges.
Target Date	6/30/2017
Estimate the number and type of families that will benefit from the proposed activities	Benefit: 5 Persons Assisted
Location Description	City of Hanford Elementary Schools
Planned Activities	Grantees in the CDBG program have a responsibility to affirmatively further fair housing. This program will assist in providing fair housing. This program will assist in providing fair housing education, training working with a professional, non-profit dedicated to providing services regarding housing discrimination, fair housing outreach/education, and tenant and landlord rights and responsibilities. This is a public service program.

AP-50 Geographic Distribution – 91.220(f)

Description of the geographic areas of the entitlement (including areas of low-income and minority concentration) where assistance will be directed

The City of Hanford (City) is the seat of Kings County, consisting of 16.6 square miles, with a population of 55,200 people. Hanford has approximately 18,777 total housing units, with a residential vacancy rate of 5.4% per the City's General Plan Update.

IDIS Low/Mod Census Tracts (eligible CDBG Target Areas)

Low-Mod Income (LMI) concentration is defined as census tracts where at least 51% of the median household income is 80% or less than the jurisdiction as a whole. There are 13 census tracts identified meeting low/mod income areas.

Geographic Distribution

Target Area	Percentage of Funds
CITY OF HANFORD	80

Table 10 - Geographic Distribution

Rationale for the priorities for allocating investments geographically

CDBG Entitlement funds are limited to CDBG Target Areas (located within the Hanford city limits). This area is considered central Hanford and mostly encompasses areas North of Hanford-Armona Road and South of Grangeville Blvd, in between 8th and 13th Avenues. To insure compliance, the City will also refer to HUD's new mapping tool to identify qualifying areas. Currently, there are 14 identified census tracts in the City of Hanford: 900.5, 900.7, 1002.1, 1002.2, 1100.2, 1100.3 and 1100.4.

The following census tracts within the CDBG Target Area are also identified as Minority Concentration areas according to recent census maps: 800.3, 800.4, 900.1, 900.4, 900.5, 900.6, 900.7, 1001.1, 1002.1, 1002.2, 1100.1, 1100.2, 1100.3 and 1100.4.

Direct benefit programs such as housing rehabilitation programs are administered city-wide, but are limited to very low- to moderate-income families that are at or below 80% of the Kings County median.

Discussion

Affordable Housing

AP-55 Affordable Housing – 91.220(g)

Introduction

The City of Hanford has allocated \$384,284 of CDBG-Entitlement funding towards the provision of affordable housing for Rehabilitation of Existing Units.

One Year Goals for the Number of Households to be Supported	
Homeless	0
Non-Homeless	0
Special-Needs	0
Total	0

Table 11 - One Year Goals for Affordable Housing by Support Requirement

One Year Goals for the Number of Households Supported Through	
Rental Assistance	0
The Production of New Units	0
Rehab of Existing Units	39
Acquisition of Existing Units	0
Total	39

Table 12 - One Year Goals for Affordable Housing by Support Type

Discussion

CDBG funding will be directed toward the following programs/projects this year:

Homeowner Housing Rehabilitation

AP-60 Public Housing – 91.220(h)

Introduction

Public housing is provided by Kings County Housing Authority. The provision of public housing is a function of county government; therefore, the City will not be supplying funding for this segment. The Housing Authority provides low-income families with affordable rental housing that is decent, safe, and sanitary. The Housing Authority provides rental assistance to individuals and families through Section 8 Housing Choice Voucher and affordable-housing programs.

Actions planned during the next year to address the needs to public housing

The City of Hanford encourages participation in homeownership by contacting managers and residents of public housing complexes every time funding is available through our homebuyers program. Flyers are created to be displayed in community center, offices, or distributed individually.

The Housing Authority of Kings County continues to explore options to being more funding sources to the Public Housing properties for much needed modernization and upgrades.

Actions to encourage public housing residents to become more involved in management and participate in homeownership

N/A

If the PHA is designated as troubled, describe the manner in which financial assistance will be provided or other assistance

N/A

Discussion

AP-65 Homeless and Other Special Needs Activities – 91.220(i)

Introduction

91.220 (i) Homeless and other special needs activities. (1) The jurisdiction must describe its one-year goals and specific actions steps for reducing and ending homelessness through:

(i) Reaching out to homeless persons (especially unsheltered persons) and assessing their individual needs;

(ii) Addressing the emergency shelter and transitional housing needs of homeless persons; and

(iii) Helping homeless persons (especially chronically homeless individuals and families, families with children, veterans and their families, and unaccompanied youth) make the transition to permanent housing and independent living, including shortening the period of time that individuals and families experience homelessness, facilitating access for homeless individuals and families to affordable housing units, and preventing individuals and families who were recently homeless from becoming homeless again; and

(iv) Helping low-income individuals and families avoid becoming homeless, especially extremely low-income individuals and families who are:

(A) Being discharged from publicly funded institutions and systems of care, such as health-care facilities, mental health facilities, foster care and other youth facilities, and corrections programs and institutions; or

(B) Receiving assistance from public and private agencies that address housing, health, social services, employment, education, or youth needs.

Describe the jurisdictions one-year goals and actions for reducing and ending homelessness including

Reaching out to homeless persons (especially unsheltered persons) and assessing their individual needs

The City provides support to the Alliance for conducting outreach efforts to persons experiencing homelessness. On an annual basis, the Alliance conducts the PHC event and PIT census. The one-day PIT survey provides a snapshot of the adults, children in households and unaccompanied youth living in the City of Hanford who meet HUD's definition of homelessness. Information gathered through the PIT is used to understand the causes and trends over time of homelessness, as well as to determine the unmet shelter and service needs of the homeless.

PHC is a national best practice that is a one-stop-shop of comprehensive support services for people experiencing homelessness. Guests attending the event are partnered with volunteers who assist in identifying and accessing necessary resources. The 2015 event was held on January 29, 2015 and served 286 persons either at-risk or experiencing homelessness in Hanford. Of those served at the event, 55% or 157 were literally homeless. The 2016 event was held on January 28, 2016. Data from this event is still being processed.

The bi-county region now has the support of a housing navigator who spends two days per week in Hanford. The navigator visits known encampments and other hot spots to conduct assessments with people experiencing homelessness. The assessments are entered into the local HMIS and automatically placed into the housing priority list for potential placement into housing opportunities.

Other outreach efforts are regularly conducted by VA, emergency shelters, mental health centers, crisis hot lines, meals programs, and churches.

Addressing the emergency shelter and transitional housing needs of homeless persons

The Alliance has worked diligently to establish the local coordinated intake and assessment strategy entitled, Every Door Open. The Every Door Open strategy is a partnership of service and housing providers (collectively referred to as “Providers”) and is structured to deliver a more consistent level of services and housing to those that are at-risk of homelessness or experiencing homelessness in Kings/Tulare counties. Every Door Open coordinates local investment towards ending homelessness, in order to increase our ability to prevent and reduce homelessness.

The Alliance also performs several other operational requirements as mandated by the HEARTH Act such as:

- Operating the Homeless Management Information System (HMIS);
- Measuring system and program level performance;
- Preparing and overseeing the annual CoC Program application for funds;
- Establishing local funding priorities for the geographic area; and
- Conducting the annual Point in Time count

These efforts promote the Alliance’s communitywide commitment of ending homelessness within Kings and Tulare counties. The Housing Specialist of the City’s Community Development Department regularly attends Alliance meetings.

Helping homeless persons (especially chronically homeless individuals and families, families

with children, veterans and their families, and unaccompanied youth) make the transition to permanent housing and independent living, including shortening the period of time that individuals and families experience homelessness, facilitating access for homeless individuals and families to affordable housing units, and preventing individuals and families who were recently homeless from becoming homeless again

One of the primary goals for the Continuum of Care and City of Hanford is increasing access to housing for chronically homeless individuals and families, veterans, persons with disabilities and youth. Obtaining permanent housing for these individuals and families will shorten the length of time spent in emergency shelters and/or transitional housing.

The City of Hanford will continue to facilitate new permanent housing beds by partnering with the Continuum in providing leadership and technical assistance to agencies interested in the development of homeless housing units. This will be accomplished by partnering with existing, under-utilized programs, as well as new programs to promote set-aside units for these target populations.

All programs within the Continuum, emergency, transitional, and permanent housing- include supportive services for their clients. Each program designs and implements supportive services based on its target population and partnerships leveraged within the community. The overarching goal of the supportive services offered is to link individuals and/or families with mainstream benefits and income, support education, and employment services, as well as health and life skills services. These linkages are a critical component to assisting clients in self-sufficiency, reducing episodes of homelessness, and preventing recidivism.

Helping low-income individuals and families avoid becoming homeless, especially extremely low-income individuals and families and those who are: being discharged from publicly funded institutions and systems of care (such as health care facilities, mental health facilities, foster care and other youth facilities, and corrections programs and institutions); or, receiving assistance from public or private agencies that address housing, health, social services, employment, education, or youth needs.

The City of Hanford continues to support and collaborate with area service providers to help low-income individuals and families avoid becoming homeless.

Discussion

One year goals for the number of households to be provided housing through the use of HOPWA for:
Short-term rent, mortgage, and utility assistance to prevent homelessness of the individual or family
Tenant-based rental assistance
Units provided in housing facilities (transitional or permanent) that are being developed, leased, or operated
Units provided in transitional short-term housing facilities developed, leased, or operated with HOPWA funds
Total

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AP-75 Barriers to affordable housing – 91.220(j)

Introduction

Actions it planned to remove or ameliorate the negative effects of public policies that serve as barriers to affordable housing such as land use controls, tax policies affecting land, zoning ordinances, building codes, fees and charges, growth limitations, and policies affecting the return on residential investment

The provision of affordable housing and the support of existing and new affordable housing are critical to assuring that all have access to quality housing. The City of Hanford is committed to removing or reducing barriers to affordable housing has produced a diversity of housing types, and has adequate land to support the projected housing needs of lower income households. Per the City's Analysis of Impediments to Fair Housing Choice (AI) (2010), the City has housing affordability issues in both the ownership and rental sectors of the housing market. The current median sales price is \$171,000, which is attainable for someone earning moderate income; however, likely out of reach for lower-income households. The City's AI identifies a lack of affordable housing supply in Hanford and has identified the following the actions to be undertaken by the City:

Provide assistance to preserve existing affordable housing

- The City currently offers housing rehabilitation loans and/or grants to low- to moderate-income residents for home repairs, with the emphasis being the elimination of health and safety hazards.
- The City annually monitors two rental new construction projects funded with State HOME/City funds to ensure compliance and ensure that qualifying low-income families are occupying the HOME-funded units.

Create new affordable housing

- In an effort to create affordable housing opportunities in Hanford, the City offers a mortgage assistance program. Program funding is proposed in this action plan; and the City will also apply for HOME funding in this FY to fund its mortgage assistance program.

Offer regulatory relief and incentives for the development of affordable housing

- The City annually offers a NOFA for HOME funding in an effort to bring additional affordable housing to Hanford.

Provide adequate sites for the development of affordable housing

- Recent studies (AI (2010) and RHNA (2008)) have indicated that the City has adequate sites available for all types of housing development.

Apply for private and public funding to support affordable homeownership programs.

- The City has proposed mortgage assistance in this Action Plan. The City will also submit an application to the HOME program in the fiscal year for additional funding for mortgage-assistance programs.

Adapt the homebuyer program to match the current market conditions.

The City will continue to monitor the programs' policies and procedures to ensure that the City is utilizing the funding effectively.

Discussion

DRAFT

AP-85 Other Actions – 91.220(k)

Introduction

Actions planned to address obstacles to meeting underserved needs

The City strategies to address obstacles to meeting underserved needs include, but are not limited to: providing information and/or education about the City's programs to the public through forums, workshops, and a continued partnership with non-profit agencies. This will provide services to the underserved population and to leveraging their programs and/or projects with CDBG funding to the greatest extent possible.

Actions planned to foster and maintain affordable housing

Providing for affordable housing opportunities and maintaining Hanford's existing housing stock are high priorities in Hanford. The City's strategies to foster and maintain affordable housing include:

- Implementing a first-time homebuyer program to assist low- to moderate-income persons with financing to ensure their housing costs are within their affordability range.
- Implementing an owner-occupied rehabilitation program to assist low-income homeowners preserve their homes.
- Implement ongoing code enforcement services.
- Continuing to support applications to HCD for rental of new construction projects that target low- to moderate-income families.

Actions planned to reduce lead-based paint hazards

The City's strategies to reduce the presence of lead-based paint include:

- Implementing the lead-based paint regulations of 24 CFR Part 92 in all federally assisted City housing programs.
- Enforcing federal laws through the permit process and code enforcement services by requiring contractors to be certified (if they are doing work that disturb paint surfaces).
- Providing "Renovate Right" pamphlets to homeowners, homebuyers, and contractors.
- Offering housing rehabilitation loans and/or grants to qualifying households to remove/remedy lead-based paint.
- Refer individuals possibly affected by lead-based paint to their doctors or the Kings County Health Department nurse.

Actions planned to reduce the number of poverty-level families

The City will continue its efforts to improve the quality of housing in Hanford, promoting safe decent housing for Hanford residents and supporting public services agencies targeting poverty- level families.

The City's strategies are as follows:

- Continue to partner with KCAO, Kings-Tulare Continuum of Care, and other agencies providing services to homeless and low-income persons who do not have access otherwise. Funding has been allocated in this Action Plan for homeless prevention services.
- Continue to fund mortgage-assistance programs that help lower-income households buy in the current market.
- Continue to promote new rental construction activities targeted to lower-income households.
- Continue to fund revitalization programs, such as: housing rehabilitation and emergency repair programs, improving housing conditions for low- to moderate-income homeowners that could not afford to finance the repairs otherwise.
- Continue to promote educational services targeted to low-income youth and their families. Funding has been allocated in this Action Plan to provide educational services at Coe Park Center. This center is located in a CDBG-target area and primarily frequented by persons living in this area.

Actions planned to develop institutional structure

The Community Development Department, more particularly the City's Housing Specialists, oversee the City's CDBG Program. This staff has worked diligently to improve policies, procedures, and practices so that the City's program remains compliant with CDBG program regulations. While there is much more work to do, the City's program has definitely improved overall. Staff is confident with the recent activities selected and with the manner funding has been expended.

Actions planned to enhance coordination between public and private housing and social service agencies

The City of Hanford maintains a list of the of the area public and private housing and social services agencies and will include these agencies in the development of the Consolidated and Action Plans, as well as notify them of funding through the City's public services NOFA.

Discussion

See comments above.

Program Specific Requirements

AP-90 Program Specific Requirements – 91.220(I)(1,2,4)

Introduction

Projects planned with all CDBG funds expected to be available during the year are identified in the Projects Table. The following identifies program income available for use included in projects to be carried out.

Community Development Block Grant Program (CDBG)

Reference 24 CFR 91.220(I)(1)

Projects planned with all CDBG funds expected to be available during the year are identified in the Projects Table. The following identifies program income that is available for use that is included in projects to be carried out.

1. The total amount of program income that will have been received before the start of the next program year and that has not yet been reprogrammed	0
2. The amount of proceeds from section 108 loan guarantees that will be used during the year to address the priority needs and specific objectives identified in the grantee's strategic plan.	0
3. The amount of surplus funds from urban renewal settlements	0
4. The amount of any grant funds returned to the line of credit for which the planned use has not been included in a prior statement or plan	0
5. The amount of income from float-funded activities	0
Total Program Income:	0

Other CDBG Requirements

The amount of urgent need activities	0
2. The estimated percentage of CDBG funds that will be used for activities that benefit persons of low and moderate income. Overall Benefit - A consecutive period of one, two or three years may be used to determine that a minimum overall benefit of 70% of CDBG funds is used to benefit persons of low and moderate income. Specify the years covered that include this Annual Action Plan.	80.00%

Discussion

Appendix A

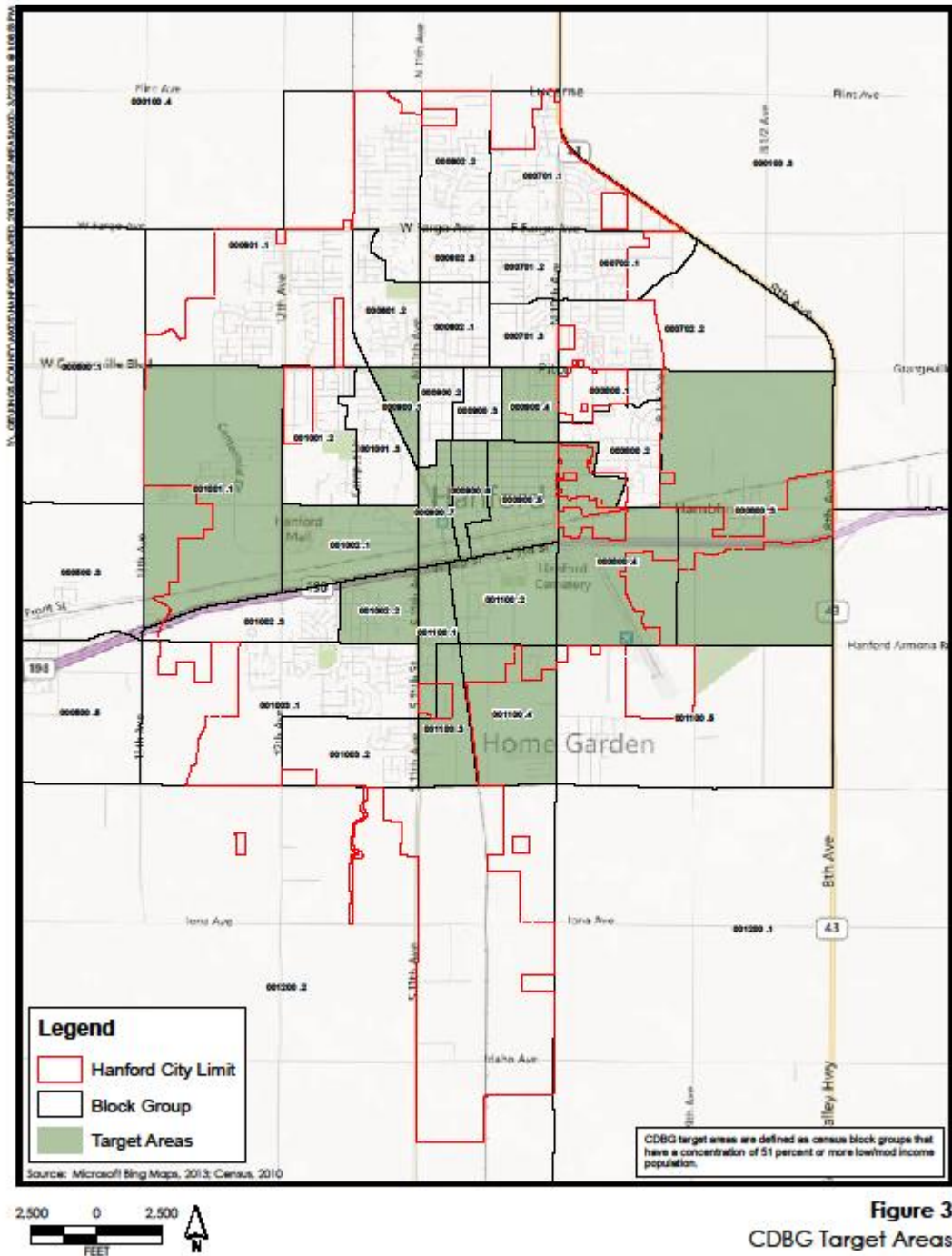
CDBG MAPS

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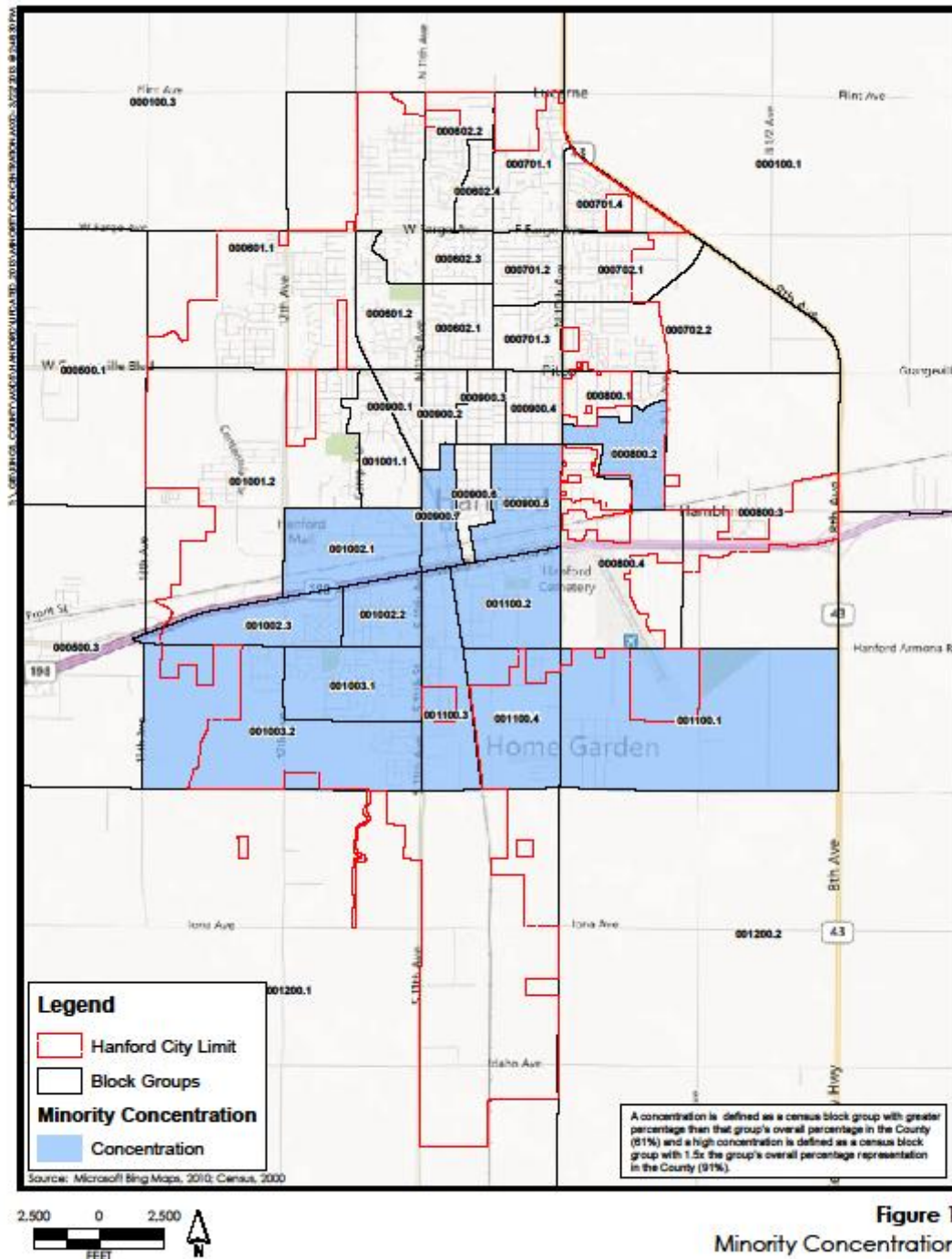
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CDBG Low to Moderate Areas



Minority Concentration Area Map



Appendix B

CITIZEN PARTICIPATION

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2016

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Order Nbr 57226

Publication	The Sentinel	PO Number	
Contact	City of Hanford - Legals	Rate	Legal Notice
Address 1	315 N DOUTY ST	Order Price	437.85
Address 2		Amount Paid	0.00
City St Zip	HANFORD CA 93230	Amount Due	437.85
Phone	5595852500		
Fax			
Section	Legals	Start/End Dates	03/03/2016 - 03/03/2016
SubSection		Insertions	1
Category	201 Public Notices	Size	328
Ad Key	57226-1	Salesperson(s)	VICTORIA BEIERSCHMITT
Keywords	Community Development Block Grant Program	Taken By	Victoria Beierschmitt
Notes			

Ad Proof

AD457228

City of Hanford
PUBLIC NOTICE

Community Development Block Grant Program (CDBG), FY2016-2017
Notice of Funding Availability
Public Meeting, 30-Day Comment Period and Public Hearing

The City of Hanford hereby notifies the general public of the proposed FY 2016-2017 Community Development Block Grant (CDBG) Annual Action Plan, the City's allocation in Entitlement funds is \$520,355 and an estimated \$70,000 in program income. CDBG grants are funded by the U.S. Department of Housing and Urban Development (HUD).

Eligible activities for CDBG funding must meet one of the following national objectives: 1) principally benefit low- and moderate-income persons, 2) eliminate slums and blight, and 3) meet an urgent need. The types of projects and programs which may be considered for funding, subject to national objectives compliance, are summarized as follows: Acquisition or disposition of real property, construction and rehabilitation of publicly owned facilities, improvements to public and privately owned buildings, to make them accessible to people with disabilities, and infrastructure improvements to include sidewalks, street drainage, and water and sewer systems. Also included are rehabilitation of public or privately owned housing for low- and moderate-income households, demolition and clearance to abate health hazards, public services that are new or expanding and are directed toward meeting a community-service need no more than 15% (\$88,000) of the City's CDBG funds can be utilized for public-service programs). CDBG sub-recipients must be public or private non-profit organizations. The city is interested in proposals for projects pursuant to the goals and strategies outlined in the city's 5-year Consolidated Plan.

The City is accepting CDBG applications for the 2016-2017 program, these application forms and instructions can also be accessed on City of Hanford's website at <http://www.cityofhanfordca.com>. The deadline for submitting an application is 4:00 PM March 23, 2016. Late applications will not be accepted.

NOTICE IS HEREBY GIVEN

Public Meeting: 7:00 p.m. on Tuesday, March 15, 2016, in the City Council Chambers located at 400 North Dooty, Hanford, CA 93230.

Public Review and Comment Period: The plan will be available for a 30-day public review and comment period April 2 - May 2, 2016. The CDBG Annual Action Plan can be viewed on the City of Hanford website at www.cityofhanfordca.com a hard copy is available at each of the following locations:

Hanford Community Development Department, 317 North Dooty St., Hanford, CA
Hanford City Clerk's office, 318 North Dooty St., Hanford, CA
Hanford Public Library, 401 North Dooty St., Hanford, CA

Direct written comment to City of Hanford Community Development Department, Attention: Sandra Lema-Martinez, 317 North Dooty St., Hanford, CA 93230

Public Hearing: The City Council will hold a public hearing to take public comment on the proposed Plan Tuesday, May 3, 2016, at 7:00 p.m. in the City Council Chambers, 400 North Dooty St., Hanford, CA 93230

The City of Hanford is endeavoring to be in total compliance with the Americans with Disabilities Act. If you have any questions or are in need of a translator or special services, please call the City Clerk at (559) 585-2515 or Housing Administrative Analyst (559) 585-4766 at least (5) five days prior to the meeting to make arrangements. The

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DRAFT Annual Action Plan
2016

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Customer Ad Proof

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CITY'S IDENTITY NUMBER IS 711.

It is the City's policy to provide services without regard to race, color, ancestry, religion, national origin, age, gender, marital status, and familial status, source of income, sexual orientation, or disability. This commitment extends to all grant-funded housing programs provided by the City.

For more information or if your agency would like to submit a project for funding consideration, and you would like guidance on how to meet the requirements of the program, please contact Sandra Lema-Martinez, Housing Administrative Analyst, at (559) 585-4786, or email at slema@cityofhanford.com.

PUBLISHED: Thursday, March 3, 2016

Ciudad de Hanford

Noticia Pública

Desarrollo de la Comunidad de subvención del programa (CDBG), FY2016-2017
Aviso de Disponibilidad de Fondos
Reunión Pública, 30 días De Período de Comentarios y Audiencia Pública

La ciudad de Hanford notifica al público en general del plan de acción propuesto el año fiscal 2016-2017 Desarrollo de la Comunidad (CDBG) anual, la asignación de la Ciudad en los fondos de derecho se \$520,355 y \$70,000 en fondos de ingreso del programa. Los fondos de subvenciones CDBG son financiados por el Departamento de EE.UU. de Vivienda y Desarrollo Urbano (HUD).

Las actividades elegibles para fondos de CDBG deben cumplir con uno de los siguientes objetivos nacionales: 1) beneficiará principalmente a personas de bajos y moderados ingresos, LMI 2) prevenir o eliminar áreas de asentamiento o en ruinas, y 3) atender una necesidad urgente. Los tipos de proyectos y programas que pueden ser considerados para su financiación, sin perjuicio del cumplimiento de objetivos nacionales, se resumen de la siguiente manera: Adquisición o disposición de bienes inmuebles, construcción y rehabilitación de instalaciones públicas, mejoras a edificios públicos y privados, para que sean accesibles a las personas con discapacidad, y mejoras en la infraestructura para incluir aceras, calles, drenaje y sistemas de agua y alcantarillado. También se incluyen la rehabilitación de las viviendas públicas o de propiedad privada de bajos y moderados ingresos hogares, demolición y la autorización para abarcar riesgos para la salud, los servicios públicos que son nuevas o en expansión y se dirigen hacia el cumplimiento de una necesidad de servicio o la comunidad no más del 15% (\$88,000) de los fondos CDBG de la Ciudad se pueden utilizar para los programas de servicio público. CDBG sub-receptores deben ser organizaciones sin ánimo de lucro, público o privado. La ciudad está interesada en las propuestas de proyectos de conformidad con los objetivos y las estrategias que se describen en la ciudad de Plan Consolidado de 5 años.

En este momento, la Ciudad está aceptando solicitudes para el programa CDBG 2016-2017, estas formas de aplicación e instrucciones también se pueden consultar en la página web de la ciudad de Hanford en <http://www.cityofhanford.com>. El plazo para presentar solicitudes es el miércoles, 23 de marzo de, el año 2016 a más tardar 4:00 PM.

LA PRESENTE SE NOTIFICA

Reunión Pública: Se llevará a cabo a las 7:00 PM el martes 15 de marzo de, 2016, en el Consejo de Cámaras de la Ciudad ubicadas en 400 North Douty, Hanford, CA 93230.

Revisión pública y período de comentarios: El plan estará disponible por un período de 30 días y comentarios del público a partir del 2 de abril de - 2 de mayo de 2016. El Plan de Acción Anual de CDBG se puede ver en la página web de la ciudad de Hanford en www.cityofhanford.com y una copia en papel está disponible en los siguientes lugares:

Hanford Departamento de Desarrollo de la Comunidad, 317 Norte Douty St., Hanford, CA
 la oficina del Secretario de la Ciudad de Hanford, 319 Norte Douty St., Hanford, CA
 Biblioteca Pública de Hanford, 401 North St. Douty, Hanford, CA

Todos los comentarios escritos deben ser enviados a la ciudad de Hanford, Sección de Vivienda, Atención: Sandra Lema-Martinez, 317 Norte Douty St., Hanford, CA 93230

Audiencia pública: El Ayuntamiento llevará a cabo una audiencia pública para comentarios públicos sobre el Plan propuesto martes, 3 de mayo de 2016. La audiencia pública se llevará a cabo a las 7:00 PM en la Cámara del Consejo de la Ciudad, 400 North St. Douty, Hanford, CA 93230

La Ciudad de Hanford se esfuerza por estar en total cumplimiento de los Americanos con Discapacidades. Si usted tiene alguna pregunta o está en necesidad de traductor o servicios especiales, por favor llame a la Secretaría Municipal al (559) 585-2515 o especialista de viviendas (559) 585-4786 y el número de la ciudad de TDD/TTY es 711. Por lo menos (5) cinco días antes de la reunión para hacer arreglos.

Es política de la Ciudad para proveer servicios sin importar la raza, color, ascendencia, religión, origen nacional, edad, sexo, estado civil y situación familiar, fuente de ingresos, orientación sexual o discapacidad. Este compromiso se extiende a todos los programas de vivienda financiados con subsidios proporcionados por el Ayuntamiento.

Para más información o si su organización desea presentar un proyecto para su financiación, y si desea orientación sobre cómo cumplir con los requisitos del programa, por favor, póngase en contacto con Sandra Lema-Martinez, Analista Administrativo de Vivienda, al (559) 585-4786, o al correo electrónico: slema@cityofhanford.com.

Publicado: Jueves, 3 de Marzo de, 2016

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AGENDA STAFF REPORT

MEETING DATE: 5/3/2016	AGENDA SECTION: A
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SUBJECT:

Administration: Agreement between the City of Hanford and the Hanford Sentinel for the City of Hanford Phone App

RECOMMENDATION:

That the City Council provide direction to staff on pursuing an agreement for a Hanford phone app. An agreement will be brought back at a future meeting for approval.

BACKGROUND:

The City Council previously approved a six month agreement with The Sentinel in the amount of \$500 a month to develop and implement the "Explore Hanford" phone app. Under the terms and conditions, the Sentinel was to also cause at least 1,000 downloads of the App within six months. The Council requested that this agreement be brought back at the end of the six months to determine if The Sentinel should continue this service. The agreement is attached for your reference.

The app's primary function is a directory listing retail, restaurants, and other services that can be found around Hanford. The link pertaining specifically to the City provides additional directories which reflect information found on the City website.

If the Council is interested in the City managing its own phone app, staff is prepared to provide information on the costs and services that can be provided with this option.

FISCAL IMPACT:

ATTACHMENTS:

Agreement

THE SENTINEL



TITLE SPONSOR AGREEMENT

THIS AGREEMENT is made as of November 3, 2015 between Lee Enterprises, Incorporated d/b/a **The Sentinel**, the "Publisher", and the **City of Hanford**, the "Title Sponsor."

TERM The term of this Agreement will begin on November 3, 2015 and end on May 3, 2015. This Agreement may not be terminated or cancelled by the Title Sponsor prior to the end of its term except for the reasons specified in Sections 1 and 12 on page 2 of this Agreement. The term of this Agreement may be extended by mutual agreement of Publisher and Title Sponsor.

"EXPLORE HANFORD" APP AGREEMENT The Title Sponsor will pay a total of \$ 3,000.00 at \$500 per month for six (6) months.

Product	Rate	Details
"Explore Hanford" app, which will feature the City of Hanford prominently on every page and allow the City to operate its own app-within-the app.	\$500 per month for six (6) months	Native iPhone and Android apps with the features and capabilities specified below. New "Report It" feature will be added so citizens can easily send text messages with photos or videos to City departments.

Explore Hanford and City of Hanford App Specifications:

Native Apps

- Native iPhone application (included in standard set-up fee)
 - Supports iPhone/iPod Touch devices; Minimum OS supported: iOS 7.1; Oldest hardware supported: iPhone 4, iPad 3rd Generation, iPod Touch 5th Generation
 - "2x" format for iPad increased in size to fit the iPad screen (not native iPad implementation)
 - Full native graphic support for iPhone Retina Display screens (iPhone 4 & 4S models) and expanded iPhone screen size for iPhone 5, 5S/5C & 6 models
- Native Android application (included in standard set-up fee)
 - Supports Android Smartphone & tablet devices; Minimum OS version supported: Android 2.3
- Native iPad application available for additional set-up fee.

Digital Platform CMS

- Web-based CMS for entering, managing & editing all content
- Data source for native apps
- Imports available via CSV. Additional support available for RSS, JSON & XML for a fee
- Cloud server-based database storage
- Supports multi-media: images, video, audio
- Reports user submitted data: voting results, web form data & registration email addresses
- Provides access to Push Notification console

Hosting, Maintenance and Analytics

- All hosting & maintenance included with annual software license
- App updates to support new OS versions included with annual software license
- App publishing & updates managed by Bar-Z through client-owned Apple® App Store & Google Play® developer accounts
- Hosting service providers guarantee & maintain 99.9% up-time in their cloud servers

- Native app analytics provided with Flurry® & Google Analytics®; integration for web analytics available through client provided scripts (Google Analytics, Omniture, etc.)

Additional Explore Hanford App Features: As mentioned above the City of Hanford will have its own "app within an app," which allows for the City's unique, customized graphics, branding, navigation and information. The Explore Hanford App will also include:

- Historical and other points of interest such as, the Fox Theatre, Civic Auditorium, China Alley, etc. These will be individual listings that will include information, photos, videos (if available) together with turn-by-turn navigation to direct visitors.
- Events—Thursday Night Market Place, Blues & Roots, Renaissance Faire, Homecoming, Fireworks.
- Listings for small and medium size businesses. Can include photos, videos and navigation. May also include special offers from individual businesses.
- Dining—special section on dining to help local restaurants.
- News highlights, especially news that effects navigating the City or upcoming events.

OTHER TERMS AND CONDITIONS. Publisher will utilize commercially-reasonable effort to cause at least 1,000 downloads of the Explore Hanford App. prior to the expiration of the 6 month term identified in the second paragraph of page 1 above.

See page 3 of this Agreement for additional terms and conditions.

Publisher and Title Sponsor have read and agree to the terms and conditions of this Agreement including those outlined on page 3.

TITLE SPONSOR:

By Russ Curry

Company Name (☐ Partnership ☐ Corporation ☐ Individual)

Russ Curry, Mayor
Print Name/Title

Billing Address _____

Local Address _____

Account Number _____

LEE ENTERPRISES, INCORPORATED:

By Davis Taylor

Division Name Hanford Sentinel

Davis Taylor, Publisher
Print Name/Title

Address _____

Salesperson _____

Sales Manager _____

New _____ Renew _____

1. **Payment.** The Title Sponsor will make payment to the Publisher within the time period indicated on the Publisher's invoice. Title Sponsor agrees to pay the Publisher for all expenses incurred by it to collect any amounts payable under this Agreement, including costs of collection, court costs and attorney's fees. Likewise, Title Sponsor will be entitled to its legal costs and fees in the event Publisher breaches this Agreement and Title Sponsor pursues legal action against Publisher.
2. **Termination.** The Publisher may immediately terminate this Agreement, upon notice to Title Sponsor for any of the following reasons: (a) if the Title Sponsor fails to make payment by the date specified in the Publisher's invoice or otherwise fails to perform any of the provisions of this Agreement, (b) if the Title Sponsor makes an assignment for the benefit of creditors, (c) if a petition in bankruptcy or for reorganization under the bankruptcy or insolvency laws is filed by or against the Title Sponsor, (d) if the Title Sponsor ceases doing business or is likely to cease doing business or (e) in the opinion of the Publisher, the credit of the Title Sponsor is or may be impaired. Title Sponsor may terminate this Agreement if: (i) Publisher fails to satisfy any of Publisher's obligations hereunder; (ii) Publisher makes an assignment for the benefit of creditors, (iii) if a petition in bankruptcy or for reorganization under the bankruptcy or insolvency laws is filed by or against Publisher, or (iv) if Publisher ceases doing business or is likely to cease doing business,
3. **Indemnification.** The Title Sponsor to hold the Publisher harmless and indemnify the Publisher from all claims, suits, damages costs and expenses of any nature whatsoever, including attorney's fees and court costs, for which the Publisher may become liable by reason of the mobile device application described herein, including but not limited to claims or suits alleging libel, privacy invasion, unfair competition, defamation, misuse of publicity rights, copyright infringement, dilution or trademark infringement under federal or state law, or otherwise based on the content of Title Sponsor's promotions or advertising, including illustrations, text, claims, etc.; provided however, such duty to indemnify and hold harmless shall not apply to Publisher's negligence or intentional misconduct.
4. **Ownership.** The mobile device application described herein represents the creative effort of the Publisher and/or utilization of creativity, illustrations, labor, composition or material furnished by it, is and remains the property of the Publisher, including all rights of copyright therein. Title Sponsor understands and agrees that it cannot utilize the mobile device application in any manner other than as permitted hereunder.
5. **Excusable Delays.** The Publisher will not be liable for any damages related to delay or failure to perform due to causes beyond its control, including but not limited to, fire, strike, work stoppage or other labor interruption, freight embargo, terrorism, sabotage, war, civil disturbance, governmental action, rules or regulations, failure of machinery, equipment or information systems, failure of suppliers, failure or delay of common or private carriers, the elements, flooding, power outages or interruptions or acts of God. The Publisher's inability or failure to perform for such reasons will not constitute a breach of this Agreement. Performance by the Publisher of its obligations under this Agreement will be suspended during this type of delay or failure to perform. The Title Sponsor may, however, terminate this Agreement if suspension lasts more than thirty (30) calendar days.
6. **No Waiver.** A party's failure to insist upon the performance by the other party of any term or condition of this Agreement or to exercise any of the party's rights under this Agreement on one or more occasions will not result in a waiver or loss of that party's right to require future performance of these terms and conditions or to exercise its rights in the future.
7. **Miscellaneous.** All covenants and agreements of the parties made in this Agreement will survive termination or expiration of this Agreement. This Agreement constitute the entire agreement between the parties and supersede and cancel any prior agreements, representations or communications, whether oral or written, between the parties relating to the subject matter of this Agreement. This Agreement may not be changed orally and may only be amended in writing signed by both parties. This Agreement may not be assigned by Title Sponsor without the prior written consent of the Publisher, which will not be unreasonably withheld. Each representative of a party signing this Agreement is fully authorized to legally bind the party. This Agreement will be governed by the state law where the Publisher is doing business under the above name.



AGENDA STAFF REPORT

MEETING DATE: 5/3/2016	AGENDA SECTION: B
-------------------------------	--------------------------

SUBJECT:

Public Works: Introduce and waive the first reading, and pass to a second reading Ordinance 16-04 to amend Section 10.32.010 of the Hanford Municipal Code to add entrance stops on Humbolt Drive at its intersection with Cerritos Avenue

RECOMMENDATION:

That the City Council, by motion, introduce and waive the first reading, and pass to a second reading Ordinance 16-04 to amend Section 10.32.010 of the Hanford Municipal Code to add entrance stops on Humbolt Drive at its intersection with Cerritos Avenue.

BACKGROUND:

Staff received a request from a resident regarding the intersection of Humbolt Drive at Cerritos Avenue having a stop sign installed. It was stated that drivers are traveling with excessive speed, are assuming the right of way, and that there have been many near collisions. To address this concern, staff conducted an intersection study of the location.

Cerritos Avenue is a two lane, north-south bound residential street with curb and gutter at a width of 38'. Humbolt drive is a two lane, east-west bound residential street with curb and gutter at a width of 36'. Both streets have room for parking on both sides with speed limits of prima facie 25 MPH. The intersection currently has no traffic control. There are no schools in the vicinity of the intersection. There have been no accidents reported at the location.

The entering volume summary shows the majority of the traffic is on Cerritos Avenue with 661 vehicles per day, and Humbolt Drive with 333 vehicles per day.

Warrants for yield and two-way stop signs were checked based on the Parking and Traffic Guidelines. The intersection did meet the warrants for a two-way stop intersection. Staff recommended that two way stop signs be placed on Humbolt Drive at its intersection with Cerritos Avenue.

The staff recommendation was presented to the Parking and Traffic Commission at their meeting of March 24, 2016. Following discussion, the Commission passed a motion to recommend to the City Council that STOP signs be placed on Humbolt Drive at its intersection with Cerritos Avenue. The Parking and Traffic Commission meeting minutes are attached for review.

Attached is a vicinity map, aerial photo of the area, warrant for Two-Way Stop Sign, entering Vehicle Volume summary, and modified Municipal Code Ordinance 10.32.010 for Council review.

FISCAL IMPACT:

The impact on the budget is minimal and will include staff installation of two stop signs and painted stop bars and legends. The signs and pavement markings will be maintained through the streets maintenance budget.

ATTACHMENTS:

Vicinity Map

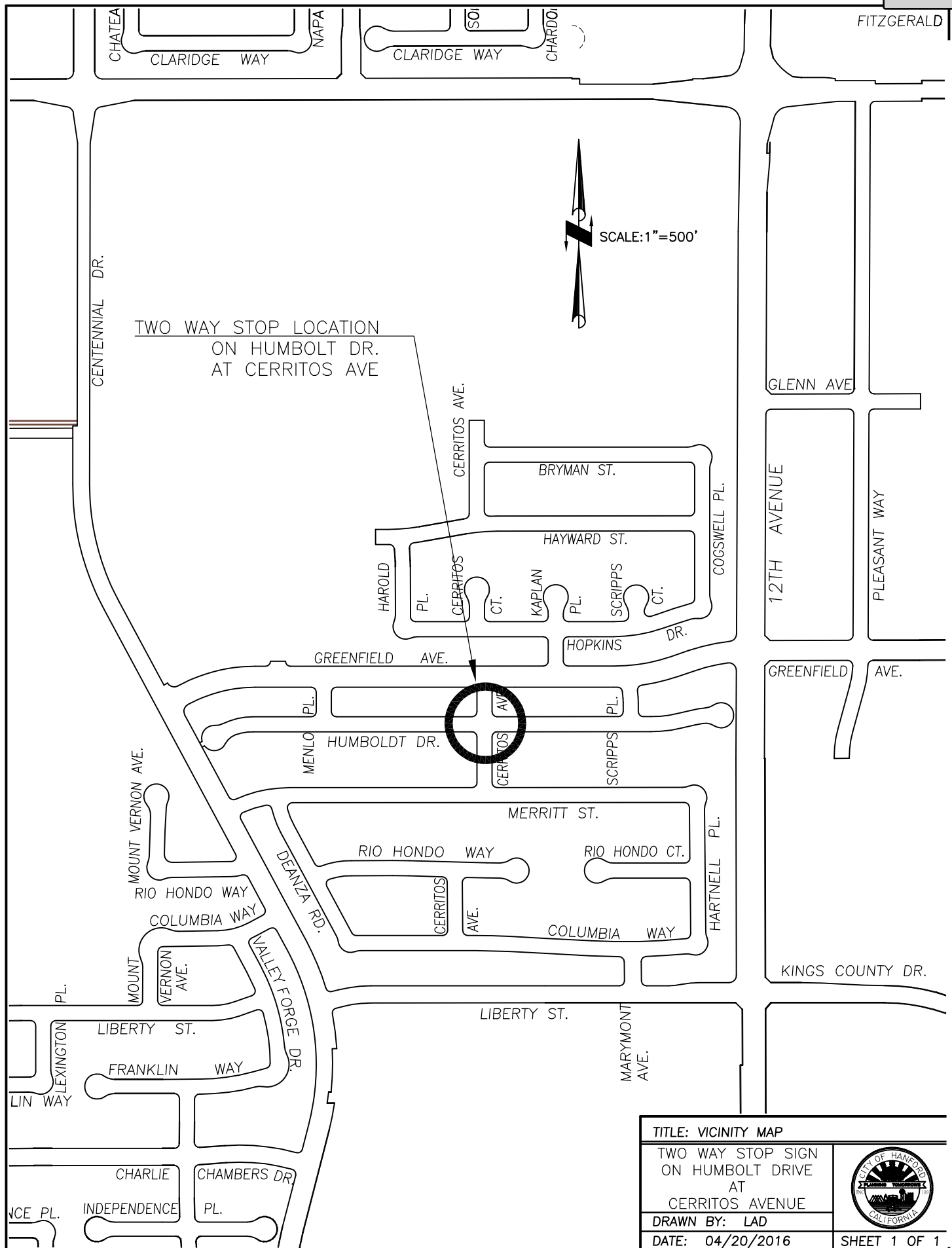
Aerial Photo

2 Way Stop Warrant

Volume Summary-Humbolt at Cerritos

3-24-16 Parking and Traffic Meeting Minutes

Ordinance



Attachment: Vicinity Map (1447 : PW: Two-way Stop on Humbolt Drive at Cerritos Street)

TITLE: VICINITY MAP

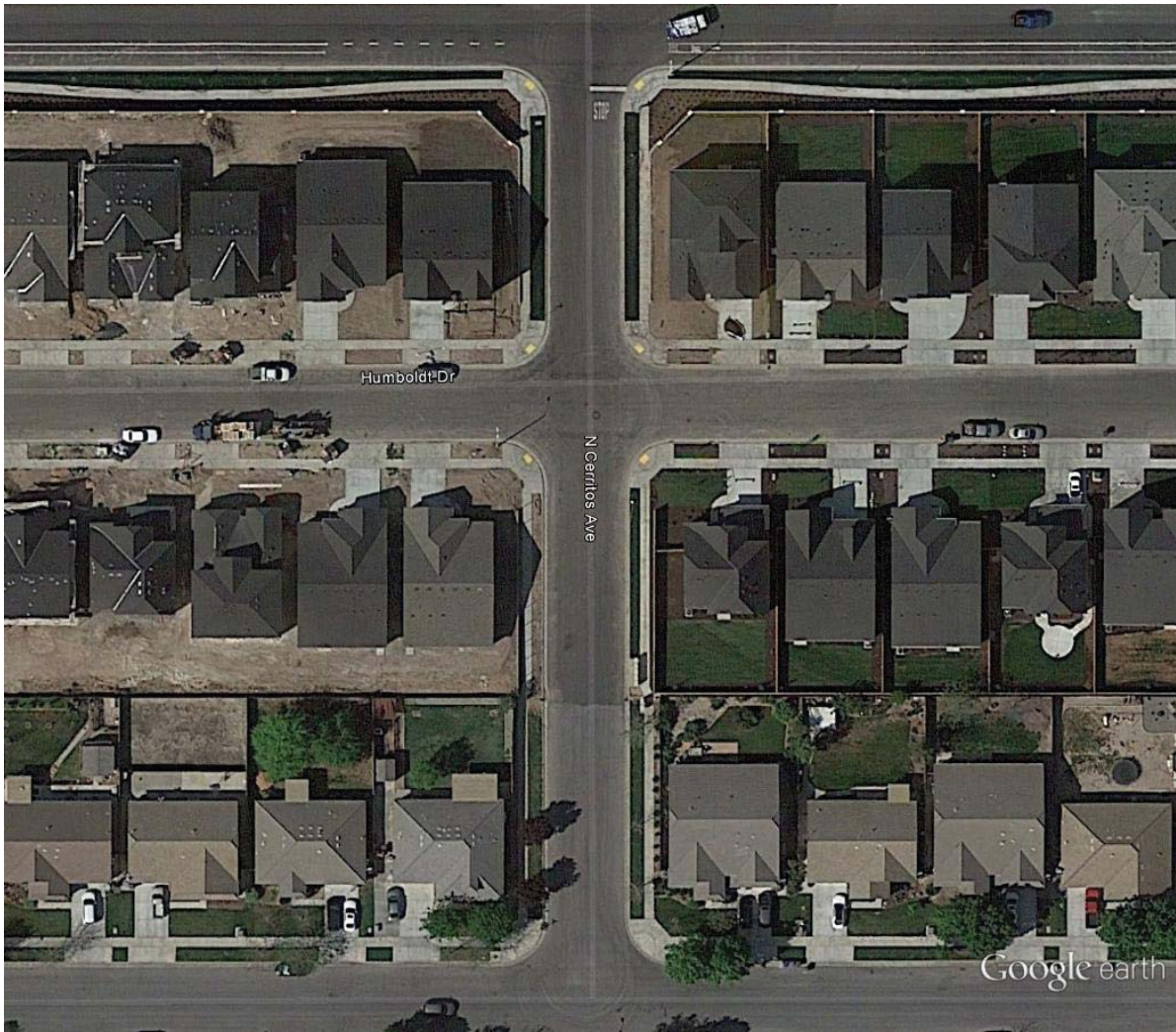
TWO WAY STOP SIGN
ON HUMBOLDT DRIVE
AT
CERRITOS AVENUE

DRAWN BY: LAD

DATE: 04/20/2016



SHEET 1 OF 1



Google earth



Attachment: Cerritos-Humbolt photo (1354 : INTERSECTION STUDY)



3.a

LOCATION: Cerritos Ave. at Humbolt Dr.

WARRANTS FOR TWO-WAY STOP SIGNS

Stop signs may be considered on the minor approach(es) of an intersection if any two of the following conditions exist:

SATISFIED

1. VOLUMES

Yes ☒ No ☐

A. Total Vehicular volume on the major street must be 500 vehicles per day,
or 50 vehicles per hour during the peak hour on an average day.

Yes ☒ No ☐

B. Total Vehicular volume on the minor street must be 250 vehicles per day,
or 25 vehicles per hour during the peak hour on an average day.

Yes ☒ No ☐

2. VISIBILITY

Yes ☐ No ☒

A safe approach speed on the minor street is less than the 85th percentile speed
and indicates a visibility problem.

3. ACCIDENTS

Yes ☐ No ☒

Three or more accidents within the last 12 months that are correctable by
Positive assignment of right-of-way.

3. UNUSUAL CONDITIONS

Yes ☐ No ☒

Where an unusual condition exists at an intersection and an engineering
study indicates the problem would be susceptible to correction by use of
a two-way stop. Unusual conditions may include the following:

- a. Adjacent to a school or park.
- b. Geometric conditions.
- c. Severity of accidents.

CITY OF HANFORD

Public Works - Engineering

Location : Humbolt Drive at Cerritos Avenue
 Weather : Clear & Dry
 Operator : SPD

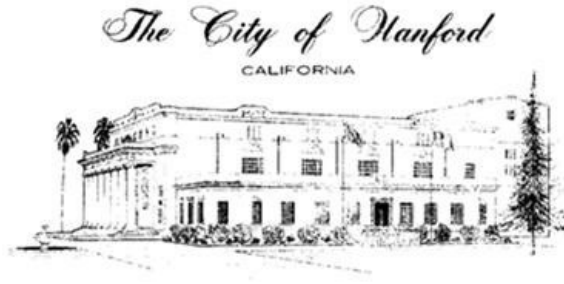
Station : 0
 Start Date : 02/09/16
 Day : Tuesday

Begin Time	NB	SB	EB	WB	Total
12:00 AM	2	4	4	1	11
1:00	0	1	1	2	4
2:00	2	2	1	0	5
3:00	0	0	0	0	0
4:00	0	2	1	0	3
5:00	0	1	0	1	2
6:00	2	5	3	2	12
7:00	8	10	5	6	29
8:00	32	34	8	9	83
9:00	20	26	10	12	68
10:00	10	17	7	7	41
11:00	4	7	5	3	19
12:00 PM	10	16	10	6	42
1:00	8	27	6	6	47
2:00	15	26	11	10	62
3:00	19	25	17	10	71
4:00	14	43	29	11	97
5:00	21	37	18	11	87
6:00	24	39	19	11	93
7:00	22	36	5	9	72
8:00	13	22	6	9	50
9:00	9	25	12	7	53
10:00	7	6	6	0	19
11:00	3	7	7	9	26
Daily Totals	245	418	191	142	996
Split %	24.6	42.0	19.2	14.3	

AM Peak
 Volume 83

PM Peak
 Volume 97

Attachment: Volume Summary-Humbolt at Cerritos (1447 : PW: Two-way Stop on Humbolt Drive at Cerritos Street)



MINUTES
PARKING AND TRAFFIC COMMISSION
of the
CITY OF HANFORD

COUNCIL CHAMBERS
400 N. Douty St.
5:30 PM, Thursday, March 24, 2016

CALL TO ORDER

ROLL CALL

Attendee Name	Title	Status	Arrived
Richard Butts	Chairman	Absent	
Glenda Dwyer	Commissioner	Present	
James MacLellan	Vice-Chairman	Present	
Shaka Sudds	Commissioner	Present	
Alex Dwiggins	Commissioner	Present	

Also in attendance:

Tim Brown

Sandra Galletti

Gray Schoenborn

Irene Espinoza

Lavonna Hedrick

Allison Antuna

Evelia Gallia

Gabriela Lepez (High School student)

Evelina Martinez (High School student)

Viridiana Rubalcara (High School student)

Jason Coplin (High School student)

FLAG SALUTE

Vice Chairman MacLellan led the flag salute.

MINUTES APPROVAL

- 1. Approve minutes from January, 28 2016 Parking & Traffic Commission Meeting**

RESULT:	APPROVED [3 TO 0]
MOVER:	Shaka Sudds, Commissioner
SECONDER:	Glenda Dwyer, Commissioner
AYES:	Dwyer, MacLellan, Sudds
ABSTAIN:	Dwiggins
ABSENT:	Butts

PUBLIC COMMENT

*This is the time for citizens to comment on subject matters not on the agenda and that are within the jurisdiction of the Commission. A maximum of **five minutes** is allowed for each speaker. Please begin your comments by stating your name and providing your city of residence.*

There were none.

STAFF REPORTS

2. INTERSECTION STUDY - IVY STREET AND PARK AVENUE

Staff presented a request for a 4-way stop at Park Avenue and Ivy Street.

Commissioner DWYER asked that if the Parking & Traffic Commission disagreed with the staffs recommendation not to create a 4-way stop at this intersection, if it would then go to City Council and they would make the decision.

Staff informed Commissioners that if they disagreed with staffs recommendation and moved forward, that the item would go to City Council with a recommendation from the Commission, but the staff would not be able to support. The Council would then make the decision.

Commissioner MacLELLAN asked if the gate adjacent to the intersection is kept locked.

Commissioner SUDDS stated that the gate remains locked during school hours. However, it is unlocked for softball and other events.

Commissioner DWYER stated that any accidents bother her and that the accidents occurred in the afternoon, and she believed that the sun isn't the issue.

Commissioner MacLELLAN stated that the reports sounded like drivers were running stop signs.

Staff informed Commissioners that there was one vehicle that ran the stop, and several vehicles that stopped but then proceeded out in front of on-coming traffic as well a vehicle that was making a wide turn into on-coming traffic.

Commissioner DWYER stated that she believes that the traffic volume is high enough to warrant the 4-way stop.

Staff informed Commissioners that based on the MUTCD warrant(s), there were only 2 hours that had 300+ vehicles entering the intersection during the study. The volume warrant requires that there be 8 hours at this volume.

Commissioner SUDDS stated that she was aware that city staff has guidelines they have to follow, but as a community we are capable of doing something. Such as schools providing crossing guards and police officers monitoring the area.

Commissioner DWYER stated that none of the accidents involved children crossing the road, and wanted to keep it that way.

Tim Brown, resident, commented that the gates are unlocked only while children are going and coming from school and they are fighting traffic while crossing on their way to school.

Commissioner DWIGGINS stated that none of the speed study's show the 85 percentile over the speed limit and that one accident was due to speeding with a blatant disregard.

Commissioner DWYER asked if staff has ever modified or went against the MUTCD in the past because staff felt it was warranted.

Staff responded due to liability and design immunity that they typically will not go against the MUTCD warrants, and were not aware of any recent instances where staff did go against the traffic study data.

Commissioner DWIGGINS stated that the accidents were caused by negligent drivers and no amount of signs

can correct that.

Commissioner DWYER asked if the study's account for the traffic that is trying to bypass the trains.

Staff stated that the city has 50+ trains a day and that the study is a 24 hour study.

Commissioner MacLELLAN opened the floor to public comments.

Tim Brown stated that he has been a resident of Hanford since 1991 and that he disagrees with the city's findings. He has asked the city several times to place a 4-way at the intersection of Ivy Street and Park Avenue.

There have been several non-reported accidents. Without a 4-way stop drivers are just sitting ducks.

Commissioner DWIGGINS asked if a citizen could call in a accident to PD if the other drivers do not, and would it be included in the accident count.

Staff stated that citizens can call in accidents, but the PD must be able to take information from vehicles involved to file a report.

Sandra Galletti stated that she has been a resident since the 1960's and that she was involved in an accident at this intersection "not her fault". She also said that vehicles are passing other vehicles mid-block and that she believes that a 4-way stop would help with the traffic congestion and would slow the traffic down. She asked that PD pay more attention to this intersection.

Commissioner SUDDS stated that it is understood that it is not warranted but its obvious that the citizens want the 4-way stop and the Commission should pass this on to City Council to allow the citizens to have their day at City Council.

Gary Schoenborn a citizen of Hanford stated that he believes that since Greenfield Avenue was opened to 12th Avenue, the traffic on Ivy Street has increased due to vehicles cutting across Elm and Ivy rather than using Lacey Blvd..

Commissioner DWYER asked the public if there were anything they could think of short of the 4-way stop that the Commissioners could recommend to staff to help with this intersection.

Tim Brown stated he thought that a blinking light on the stop signs would help.

Commissioner MacLELLAN closed public comments.

Commissioner MacLELLAN would like to see advanced warning to the stop signs on Park Avenue at Ivy Street.

Commissioner DWYER stated the she would like to see advanced warning signs as well as painted legends

Commissioner SUDDS made a motion to accept the staff report with a recommendation to place mitigation to include advanced warning signs both on poles and painted legends on the pavement for north and south bound Park Avenue at Ivy Street.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Shaka Sudds, Commissioner
SECONDER:	Glenda Dwyer, Commissioner
AYES:	Dwyer, MacLellan, Sudds, Dwiggins
ABSENT:	Butts

3. INTERSECTION STUDY - CERRITOS AVENUE AT HUMBOLT DRIVE

Staff presented a request for a traffic study at the intersection of Cerritos Avenue and Humbolt Drive.

Commissioner MacLELLAN asked commissioners if there was any discussion.

Commissioner DWYER asked if there were any oppositions.

Commissioner DWYER made a motion to accept staffs recommendation to install stop signs on east and west bound Humbolt Drive at Cerritos Avenue and to change section 10.32.010 of the Municipal Code to include a two-way stop at this intersection.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Glenda Dwyer, Commissioner
SECONDER:	Alex Dwiggins, Commissioner
AYES:	Dwyer, MacLellan, Sudds, Dwiggins
ABSENT:	Butts

STAFF COMMUNICATION

4. City Council Actions

Staff commented briefly on Actions of the City Council

COMMISSIONERS ITEMS OF INTEREST

Commissioner DWYER stated that the lights at Redington Street and Lacey Boulevard are not lined up with the perspective travel lane. Staff stated to move the lights closer to there perspective travel lanes would need new longer arms and would be a large expenditure for the city.

Commissioner SUDDS asked staff if a notice could be placed on the City's website regarding boat and RV parking restrictions. Staff stated it shouldn't be a problem and would look into it.

Commissioner SUDDS asked If the Main Street Hanford kiosk on the NW corner of Irwin Street and Seventh Street is to close to the curb on Irwin Street. She believes it is a visibility issue. Staff stated that it would be investigated.

Commissioner MacLELLAN asked how often does the city repaint the striping and legends. Staff stated that the city, by contract, has all the striping done every year. All of the legends are done by the streets department as they can get to them.

ADJOURNMENT

Vice-Chairman MacLELLAN adjourned the meeting at 7:26 p.m.

ORDINANCE NO. 16-04

AN ORDINANCE OF THE CITY OF HANFORD AMENDING
SECTION 10.32.010 OF THE HANFORD MUNICIPAL CODE
PERTAINING TO ENTRANCE STOP INTERSECTIONS DESIGNATED

The City Council of Hanford does hereby ordain as follows:

Section 1. Section 10.32.010, Entrance Stops, of the Hanford Municipal Code is hereby amended to read as follows:

1. A new Subparagraph (55) is hereby added to read as follows: "14. Both sides of Humbolt Drive at its intersection with Cerritos Avenue"
2. Existing Subparagraphs (55) through (81), inclusive, are hereby renumbered (15), through (34) inclusive, in accordance with the above addition.

Section 2. This Ordinance shall take effect thirty (30) days after its passage and shall be published once in the Hanford Sentinel within fifteen (15) days after its passage.

Passed and adopted at a regular meeting of the City Council of the City of Hanford, duly called and held on the ____ day of _____, 2016, by the following vote:

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

APPROVED

JUSTIN MENDES,
MAYOR of the City of Hanford

ATTEST:

JENNIFER GOMEZ
CITY CLERK

Attachment: Ordinance (1447 : PW: Two-way Stop on Humbolt Drive at Cerritos Street)

STATE OF CALIFORNIA)
COUNTY OF KINGS) ss
CITY OF HANFORD)

I, Jennifer Gomez, City Clerk of the City of Hanford, do hereby certify the foregoing ordinance was duly introduced at a regular meeting of the City Council of the City of Hanford on the ____ day of _____, 2016, and it was duly passed and adopted at a regular meeting of the City Council of the City of Hanford held on the ____ day of _____, 2016.

Dated: _____
Jennifer Gomez, City Clerk

Attachment: Ordinance (1447 : PW: Two-way Stop on Humbolt Drive at Cerritos Street)



AGENDA STAFF REPORT

MEETING DATE: 5/3/2016

AGENDA SECTION: C

SUBJECT:

Public Works: Authorize the Public Works Director to execute Work Order No. 3 with Peters Engineering Group of Clovis, CA for Traffic Signal Design and Engineering Services; and Work Order No. 1 with TRC of Fresno, CA for Professional Engineering Services for the 13th Avenue at Grangeville Boulevard Traffic Signal Installation Project.

RECOMMENDATION:

That the City Council by motion:

1. Approve an additional appropriation \$46,944.00 from Transportation Impact Fee Reserves to fund Traffic Signal Design and Engineering Services;
2. Authorize the Public Works Director to execute the attached Work Order No. 3 with Peters Engineering Group of Clovis, CA for Traffic Signal Design and Traffic Engineering Services, for a not to exceed amount of \$22,805.00; and
3. Authorize the Public Works Director to execute the attached Work Order No. 1 with TRC of Fresno, CA for Professional Engineering Services for civil design and coordination services, for a not to exceed amount of \$64,139.00.

BACKGROUND:

The existing intersection of 13th Avenue at Grangeville Boulevard is designated as a four way stop. The intersection was included in the FY 10/11 Signal Priority List and met warrants for a signalized intersection based on traffic volume and arterial street classification criteria. The City has obtained preliminary approvals from the State to receive Congestion Mitigated Air Quality (CMAQ) funding for the construction only of the signalized intersection, and will obtain final authorization of construction funds through the design process. The project consists of providing design services and preparing plans and specifications for installing a traffic signal system at the intersection of 13th Avenue at Grangeville Boulevard. The project will include a signalized intersection, pavement widening and transition improvements at the intersection, connection of the north bound 13th Avenue curb alignment between Sierra Pacific High School and Grangeville Boulevard, extension of the existing Last Chance Ditch culvert across the intersection, realignment of the existing irrigation ditch, relocation of utility poles, and acquisition of right of

way for street and ditch purposes. The consultant engineers will work together and in coordination with city staff to perform the design and prepare construction plans, specifications, and right of way acquisition exhibits.

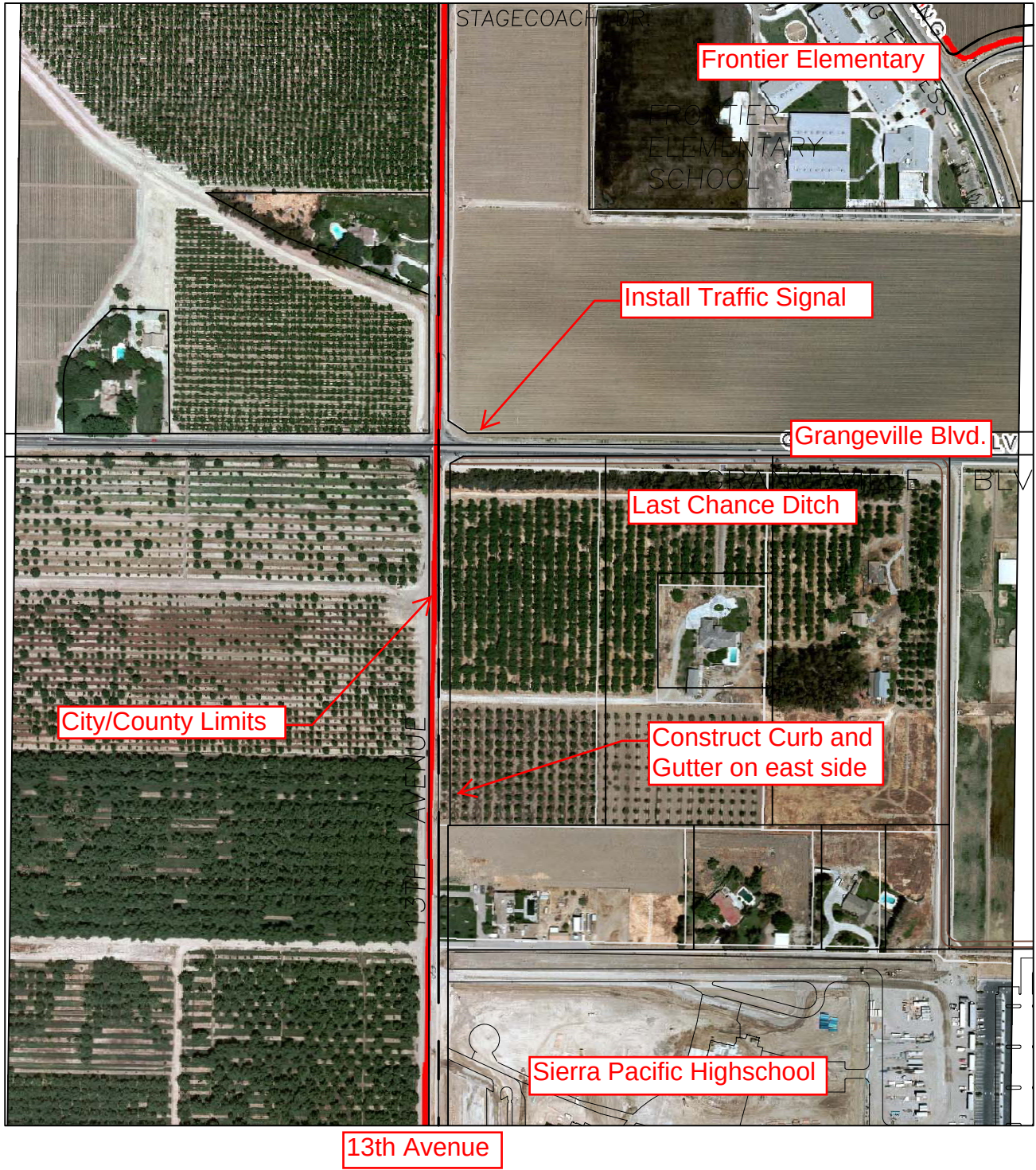
Attached are Work Order No. 3 with Peters Engineering Group and Work Order No. 1 with TRC. The work orders are amendments to the City's On-Call Engineering Service Agreements with Peters Engineering Group and TRC that were previously approved by Council on May 5, 2015. The contract work orders specify that all design work and project coordination services will be performed in conformance with our existing professional service agreements on a time and material basis at rates set forth in the established fee schedules.

FISCAL IMPACT:

The FY 15/16 Capital Improvement Budget provides \$40,000 for engineering services for this project. The total combined cost for design services will be billed on a time and materials basis not to exceed \$86,944.00. An additional appropriation of \$46,944.00 from Transportation Impact Fee Reserves is needed to fund contracts for Traffic Signal Design and Engineering Services for this project. The current Transportation Impact Fee Fund Reserve balance is approximately \$400,000. Attached for Council review is a copy of Budget Page 224.

ATTACHMENTS:

VicinityMap
 Peters WO#3-13th at Grangeville Signal Design
 TRC-WO#1 13th at Grangeville Engineering Design
 Standard Agreement Peters
 Standard Agreement TRC
 budget page224



TITLE: 13th at Grangeville Traffic Signal	
APPROVED BY: _____	
DRAWN BY: LAD	
DATE: 4/26/16	
JOB No.: 815627	
	
SHEET 1 OF 1	

Attachment: VicinityMap (1454 : PW: Design Services for the 13th Avenue at Grangeville Boulevard Traffic Signal)



CITY OF HANFORD

Department of Public Works

Focused On Our Community 24/7

900 South 10th Avenue • HANFORD, CA 93230-5234 • (559) 585-2550

This is an amendment to the agreement between Peters Engineering Group and the City of Hanford dated May 5, 2015 and therefore all work to be performed under this Work Order shall comply with all provisions of said agreement.

Work Order No. 3: Traffic Signal Design and Traffic Engineering Services for the intersection of 13th Avenue at Grangeville Boulevard.

Work performed shall be paid in accordance with the hourly rates established in the fee schedule contained in the Professional Agreement for On Call Engineering Services attached as "Exhibit A", but **not to exceed \$22,805.00** without an approved change order executed by the City of Hanford and Lane Engineers, Inc.

Scope of Work:

See Attached Exhibit "A".

By: _____
Lou Camara
Public Works Director

By: _____
David Peters, PE
President

"EXHIBIT A"

SCOPE OF WORK AND FEE FOR SIGNAL DESIGN AND TRAFFIC ENGINEERING SERVICES



Mr. Greg Gross, P.E.
TRC
6051 North Fresno Street, 2nd Floor
Fresno, California 93710

February 26, 2016

Subject: Proposal for Traffic Signal Design and Traffic Engineering Services
Intersection of 13th Avenue and Grangeville Boulevard
Hanford, California

Dear Mr. Gross:

Please find enclosed our proposed agreement for professional services for the subject project with the scope of services and fee attached. Our understanding of the project and our scope of services are based on information you provided and our previous work in the City of Hanford. To authorize us to perform the engineering services, please sign the attached agreement and return it to our office. An executed copy will then be returned to you.

Thank you for the opportunity to provide you with this proposal. Please feel free to call me if you have any questions.

PETERS ENGINEERING GROUP

A handwritten signature in black ink, appearing to read 'John Rowland', is written over the printed name.

John Rowland, PE, TE

Attachment: Agreement for Professional Services

AGREEMENT FOR PROFESSIONAL SERVICES

THIS AGREEMENT is entered into on the ____ day of _____, 20 __, by and between

“CLIENT”	“CONSULTANT”
TRC	Peters Engineering Group
6051 North Fresno Street, 2nd Floor	A California Corporation
Fresno, California 93710	952 Pollasky Avenue
	Clovis, California 93612

as follows:

CLIENT engages CONSULTANT to perform professional services for a project known and described as Traffic Signal Design and Traffic Engineering Services, Intersection of 13th Avenue and Grangeville Boulevard, Hanford, California hereinafter called the “PROJECT.”

CLIENT and CONSULTANT, for mutual consideration, agree as follows:

1. **Scope of Services.** CONSULTANT agrees to provide and perform certain professional services for CLIENT in connection with the PROJECT as set forth in Exhibit “A” attached hereto and incorporated by this reference.
2. **Schedule.** CONSULTANT shall perform its services in accordance with the schedule set forth in Exhibit “A.” CLIENT agrees that CONSULTANT shall not be responsible for delays which are due to causes beyond CONSULTANT’S reasonable control. In the case of any such delay, the time for completion of CONSULTANT’S services hereunder shall be extended accordingly.
3. **Compensation.**
 - a. **Fees.** CLIENT agrees to pay CONSULTANT as compensation for its services in accordance with the fee set forth in Exhibit “A”. Additional services will be billed in accordance the Hourly Rate Schedule attached hereto and incorporated by this reference as Exhibit “B.” Fees and all other charges will be billed monthly as the work progresses, and the net amount shall be due at the time of billing. Should CLIENT dispute in good faith any portion of an invoice, CLIENT shall pay the undisputed portion as provided herein. Interest of 1% per month (but not exceeding the maximum rate allowable by law) will be payable on any amounts wrongfully withheld or not paid within thirty days of the billing date, payment thereafter to be applied first to accrued interest and then to the principal unpaid amount. Any attorneys’ fees or other costs incurred in collecting any delinquent amount shall be paid by CLIENT.
 - b. **Retention.** If any portion of CONSULTANT’S fee is held in retention, such amount shall be released within thirty days after completion of the corresponding services. Interest shall be paid on all retention amounts at the rate of 1% per month from the date retained.
4. **Standard of Care.** In the performance of its professional services, CONSULTANT will use that degree of care and skill ordinarily exercised under similar conditions in similar localities and no other warranties, express or implied, are made or intended in any of CONSULTANT’S proposals, contracts or reports. CONSULTANT shall be entitled to rely upon the accuracy of data and information provided by CLIENT or others without independent review or evaluation unless provided otherwise in Exhibit “A.” CONSULTANT shall perform its services in connection with applicable laws, rules, regulations and standards that are in effect as of the date

of this agreement. If any changes occur in such laws, rules, regulations or standards that materially affect the scope of work or schedule of this agreement, CONSULTANT's compensation shall be renegotiated accordingly.

5. **Limitation of Liability.** In recognition of the relative risks and benefits of the PROJECT to the parties, CLIENT agrees to limit CONSULTANT's liability for damages to CLIENT arising out of services performed hereunder to a sum not to exceed \$10,000 or CONSULTANT's fee, whichever is greater.
6. **Instruments of Service.** All tracings, survey notes, machine-readable information and data ("CADD data") and other original documents are instruments of service and shall remain the property of CONSULTANT, except where by law or precedent these documents become public property.
7. **Reuse of Documents.** Documents, including drawings and specifications, prepared by CONSULTANT pursuant to this agreement are not intended or represented to be suitable for reuse by CLIENT or others on extensions of the PROJECT or on any other project.
8. **Fees and Permits.** CLIENT shall pay the cost of all fees, permits, bond premiums, title company charges, blueprints and reproductions in connection with the PROJECT and CONSULTANT's services hereunder unless otherwise specified in Exhibit "A."
9. **Termination of Agreement.** In the event CLIENT fails to pay CONSULTANT within thirty days after an invoice is rendered, then CLIENT agrees that CONSULTANT shall have the right to consider said default a total breach of this agreement and the duties of CONSULTANT under this agreement terminated upon five days' written notice.
10. **Other Agreements.** There are no understandings or agreements except as herein expressly stated. Any purchase order issued by CLIENT for the services to be provided hereunder shall be deemed to have been issued for its own purchasing, accounting and other record-keeping purposes only and shall not be deemed to be a part of this agreement or to modify or amend this agreement in any way.
11. **Counterparts.** This agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.
12. **Governing Law.** This agreement shall be governed by and construed in accordance with the laws of the state of California.
13. **Responsible Charge.** The engineering work related to this project will be prepared under the responsible charge of at least one of the following registered Civil Engineers in the State of California: David Peters, RCE 52685; John Rowland, RCE 52753.

IN WITNESS WHEREOF, the parties hereto have accepted, made and executed this agreement upon the terms, conditions and provisions above stated, the day and year first above written.

"CONSULTANT"

"CLIENT"

Peters Engineering Group

TRC

By: _____

By: _____

Title: _____

Title: _____

Exhibit "A"**SCOPE OF SERVICES****Traffic Signal Design and Traffic Engineering Services
Intersection of 13th Avenue and Grangeville Boulevard
Hanford, California****INTRODUCTION**

Peters Engineering Group (Consultant) will provide the TRC (Client) with engineering services for the project as described herein. Specifically, Consultant will prepare designs plans for construction of traffic signals at the intersection of 13th Avenue and Grangeville Boulevard in Hanford, California.

Consultant will also provide traffic engineering services consisting of operational analyses to recommend intersection lane configurations and traffic signal phasing.

PROJECT DESCRIPTION

The intersection of 13th Avenue and Grangeville Boulevard is currently controlled by stop signs in all four directions. There is a substantial amount of overhead utilities at the intersection and a canal that runs diagonally through the intersection. The project will install traffic signals and associated civil improvements, including median noses, left-turn lanes, right-turn lanes, curb returns, and curb ramps.

WORK TASKS

Consultant will provide the following work tasks:

PHASE I - PRELIMINARY ENGINEERING**Task 101 Kickoff Meeting**

Consultant will attend a kickoff meeting with the City to determine the applicable design standards and other details applicable to the project.

Task 102 Field Review

Consultant will visit the site to observe the existing conditions.

Task 103 Utility Coordination

Consultant understands that utility coordination, with the exception of obtaining a point of service from Southern California Edison as described below, will be performed Client.

PHASE II - TRAFFIC ENGINEERING SERVICES**Task 201 Traffic Counts**

It is anticipated that traffic counts will be performed and provided by City staff.

Task 202 Operational Analyses

Consultant will perform operational analyses to calculate the level of service and average delay at the intersection for various feasible intersection configurations and traffic signal phasing alternatives. Consultant will summarize the recommended intersection layout and traffic signal phasing in a memorandum with verbal descriptions for City review and approval. Client will be responsible for the actual design of the intersection layout.

PHASE III - TRAFFIC SIGNAL DESIGN**Task 301 Topographic Survey and Proposed Improvements**

The Client will provide Consultant with a topographic survey showing all existing visible features, existing utilities, existing right of way, and existing easements. The Client will also provide Consultant with the proposed improvements and proposed right of way.

Consultant utilizes AutoCAD Civil 3D 2014 and requests that the electronic mapping be provided in a compatible format. Consultant will be available to make recommendations related to the extent of the survey.

Task 302 Preliminary Plans, Specifications, and Estimate

Consultant will prepare preliminary traffic signal plans. Traffic signals will be designed in accordance with City practices, City standards, and Caltrans standards as applicable.

The plans will be submitted to the Client along with technical specifications and an opinion of probable construction cost. Consultant will supplement the specifications by developing consultant-prepared specifications as necessary.

It is anticipated that the City will review and comment on the plans and that the preliminary plans will require a 30-percent submittal, a 60-percent submittal, and a 90-percent submittal before Task 306 can begin.

Task 303 Southern California Edison (SCE) Coordination for Electrical Point of Service

Consultant will coordinate with SCE and the City to prepare an application for electrical service for the new traffic signals. Task 303 will be performed concurrently with Task 302 and will be initiated based on the 30-percent submittal. Consultant will assist with SCE coordination to determine the point of service and to facilitate a contract between SCE and the City as necessary.

Task 304 Constructability Review Meetings

Consultant will attend up to three constructability review meetings at the City offices to discuss City comments on the preliminary plans, if required.

Task 305 Construction Easements

Consultant will be available to estimate the area within private property that will be needed by the Contractor to perform the required work. It is assumed that any required construction

casements will be shown on plans by others and that any required legal descriptions and exhibit maps for said easements will be prepared by others.

Task 306 Construction Documents

Consultant will prepare final construction plans, technical specifications, and opinion of probable construction cost for the project. One set of reproducible plans and specifications will be submitted to the Client.

PHASE IV - BIDDING AND CONSTRUCTION PHASE SERVICES

Task 401 Bidding and Construction Phase Services

Consultant will be available to respond to inquiries from bidders, prepare addenda, attend pre-bid and pre-construction meetings, review equipment submittals, and assist with reviews and site visits during construction.

ADDITIONAL ENGINEERING SERVICES

The Client may, at its sole discretion, request that Consultant perform Additional Services. Both parties, prior to proceeding with these services, shall execute a written amendment to the scope of services. Any items not identified in this scope are excluded from the scope of work. The following specific items are not included in the project and are not considered a part of this scope of services:

1. Preparation or review of NPDES permitting, environmental assessments and impact statements, review and evaluation of the effect of the design requirements of the project on any such statements and documents prepared by others, and assistance in obtaining approvals of authorities having jurisdiction over the anticipated environmental impact of the project.
2. Services resulting from significant changes in extent of the project or its design, including, but not limited to, changes in size, complexity, City's schedule, or character of construction or method of financing; and revising previously accepted studies, reports, or design documents when such revisions are due to causes beyond Consultant's control.
3. Surveying and mapping.
4. Preparation of roadway improvement plans.
5. Preparation of a traffic control plan or traffic handling plan.
6. Geotechnical investigation.
7. Design of new water, sewer, and/or storm drain pipelines.
8. Design of new landscaping and landscape irrigation.
9. Potholing of existing underground utilities to verify locations.
10. Design associated with relocating existing utilities or special designs (such as modified traffic signal foundations) to avoid existing utilities.

11. Construction staking.
12. Prepare and publish public notices.
13. Attend public hearings.
14. Preparing to serve or serving as an Engineer or witness for TRC in any litigation, public hearing, or other legal or administrative proceeding involving the project.
15. Additional or extended services during construction made necessary by: 1) work damaged by fire or other cause during construction, 2) a significant amount of defective or neglected work of Contractor(s), 3) prolongation of the contract time of any prime contract by more than 30 days, 4) acceleration of the progress schedule involving services beyond normal working hours, and 5) default by Contractor(s).
16. Services after completion of the construction phase, such as inspections during any guarantee period and reporting observed discrepancies under guarantees called for in any contract for the project.

RIGHT TO RELY

Consistent with the professional standard of care, Consultant shall be entitled to rely upon the accuracy of data and information provided by the Client or others without independent review or evaluation unless specifically required in the Scope of Services.

COMPENSATION

Consultant's fee for the traffic signal design and traffic engineering services described herein shall be billed monthly on a time-and-materials basis in accordance with the Hourly Rate Schedule in the current Agreement for Professional Services for On-Call Engineering Services. The proposed fee breakdown is attached.

SCHEDULE

Consultant will complete Phase II within approximately two weeks of receipt of traffic counts from the City and completion of the kickoff meeting. Consultant will provide preliminary traffic signal plans within approximately four weeks of receipt of base drawings suitable for use in the design of traffic signals. Consultant will provide revised plans within approximately two weeks of receipt of City review comments. This schedule does not include delays incurred as a result of circumstances out of the Consultant's control. Construction bid documents will be provided within approximately one week of City approval of the preliminary plans.

**Exhibit "B"**

HOURLY RATE SCHEDULE
(Effective 1/1/16 to 12/31/16)

<u>CLASSIFICATION</u>	<u>RATE</u>
Principal Civil Engineer	\$165/hr
Senior Civil Engineer	\$150/hr
Civil Engineer	\$120/hr
Land Surveyor	\$120/hr
Staff Engineer	\$105/hr
Draftsperson/Technician/Inspector	\$85/hr
Clerical	\$65/hr
Robotic Total Station	\$35/hr
Litigation Support	\$350/hr

REIMBURSABLES SCHEDULE
(Effective 1/1/16 to 12/31/16)

<u>DESCRIPTION</u>	<u>RATE</u>
Mileage	\$0.63/mile
Travel Subsistence	Actual Cost + 10%
Postage	Actual Cost + 10%
Reproduction	Actual Cost + 10%
Subconsultant	Actual Cost + 10%

Work requiring an accelerated schedule is subject to a 25% labor surcharge. Peters Engineering Group will furnish monthly billing for work performed in accordance with previously authorized fees and the above fee schedule. Payments shall be due upon presentation and no later than 30 days from the date of original invoice. Finance charges will apply to unpaid balances.

City of Hanford - Traffic Signals at the Intersection of 13th Avenue and Grangeville Boulevard
Preliminary Engineering Fee Estimate

Description	Person-Hours						Other Direct Costs	Total
	Principal Engineer @ \$165 /hr	Senior Civil Engineer @ \$150 /hr	Land Surveyor @ \$120 /hr	Staff Engineer @ \$105 /hr	Draftsperson / Technician @ \$85 /hr	Clerical @ \$65 /hr		
Phase 1 - Preliminary Engineering								
Task 101 Kickoff Meeting		4					\$50	\$650
Task 102 Field Review (Assumed concurrent with Kickoff Meeting)		4					\$50	\$650
Task 103 Utility Coordination								\$0
Phase 1 Subtotal = \$1,300								
Phase 2 - Traffic Engineering Services								
Task 201 Traffic Counts								\$0
Task 202 Operational Analyses		4			8			\$1,280
Phase 2 Subtotal = \$1,280								
Phase 3 - Traffic Signal Design								
Task 301 Topographic Survey and Proposed Improvements		1			2			\$320
Task 302 Preliminary Plans, Specifications, and Estimate (30%, 60%, and 90% Submittals)	4	40		24	40	2		\$12,710
Task 303 SCE Coordination for Electrical Point of Service		4						\$600
Task 304 Constructability Review Meetings (3)		12					\$150	\$1,950
Task 305 Construction Easements		2			2			\$470
Task 306 Construction Documents	1	4			4	2		\$1,235
Phase 3 Subtotal = \$17,285								
Phase 4 - Bidding and Construction Phase Services								
Task 401 Bidding and Construction Phase Services	2	12			8	2		\$2,940

Attachment: Peters WO#3-13th at Grangeville Signal Design (1454 : PW : Design Services for the 13th



CITY OF HANFORD

Department of Public Works

Focused On Our Community 24/7

900 South 10th Avenue • HANFORD, CA 93230-5234 • (559) 585-2550

This is an amendment to the agreement between TRC and the City of Hanford dated May 5, 2015 and therefore all work to be performed under this Work Order shall comply with all provisions of said agreement.

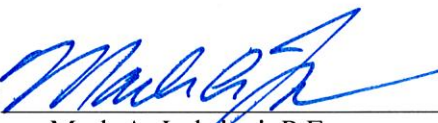
Work Order No. 1: PS&E, Irrigation Canal Work, and Utilities Coordination for the 13th Avenue at Grangeville Boulevard Traffic Signal and 13th Avenue south of Grangeville Boulevard Project.

Work performed shall be paid in accordance with the hourly rates established in the fee schedule contained in the Professional Agreement for On Call Engineering Services attached as a part of "Exhibit A", but **not to exceed \$64,139.00** without an approved change order executed by the City of Hanford and Lane Engineers, Inc.

Scope of Work per "Exhibit A" attached.

- I. Provide Project Management, Roadway Design, Irrigation Canal Work, and Utility Coordination for the intersection of 13th Avenue and Grangeville Boulevard, and 13th Avenue south of Grangeville Boulevard.

By: _____
 Lou Camara
 Public Works Director

By: 
 Mark A. Imbriani, P.E.
 Vice President

181-2181-815627



6051 North Fresno Street
2nd Floor
Fresno, CA 93710

559.439.2576 PHONE
916.366.1501 FAX

www.TRCSolutions.com

"EXHIBIT A"

April 15, 2016

Mr. John Doyel
Public Works Deputy Director
City of Hanford
900 S 10th Avenue
Hanford, CA 93230

Subject: Revised Proposal for Engineering, Traffic Signal Design, Environmental Approval, and Right-of-Way acquisition services for the 13th Avenue/Grangeville Boulevard Intersection project

Dear Mr. Doyel:

We are pleased to provide you with this revised proposal for the above referenced project. Several years ago the City began work on this project, but unfortunately the project was placed on hold for a number of reasons. TRC is excited for the opportunity to pick up where the City left off and successfully deliver this project for you.

Scope

The project consists of signalizing the 13th Avenue/Grangeville Boulevard intersection and widening all four approaches. The following attached exhibit detail our proposed scope and fee:

- Exhibit A - Scope of Work and Fee for Project Management, Utility Coordination, Roadway and Canal Design, and Bid Assistance/Construction Support Services
- Exhibit B - Scope of Work and Fee for Signal Design and Traffic Engineering Services

Several optional tasks were discussed at our meeting on January 28, 2016. Optional tasks include; environmental services to obtain NEPA/CEQA clearance, right-of-way acquisition support, and water line design. Scopes and fees for these optional tasks were submitted to the City on March 11, 2016. The City has decided to move forward with the roadway and signal design and have the ability to move forward with the optional tasks in the future.

Fee

We propose to perform the tasks described in Exhibit A on a time and materials not to exceed basis. Here is a fee breakdown for the project:

Project Management, Roadway Design, Irrigation Canal	=	\$64,139
Work, and Utility Coordination	=	
Signal Design and Traffic Engineering	=	\$22,805
PROJECT TOTAL	=	\$86,944

We look forward to working with you on the project. Should you have any questions or comments on this proposal, please don't hesitate to call Greg Gross at (559) 797-0605.

Sincerely,



Mark A. Imbriani, P.E.

Vice President

MAI/gcg

Attach.

Project Understanding

The Grangeville Boulevard/13th Avenue intersection is located within Kings County on the western edge of the City of Hanford. The Kings County/City of Hanford boundary runs along 13th Avenue placing the western half of the intersection within Kings County and the eastern half within the City of Hanford. Grangeville Boulevard is classified as a minor arterial and 13th Street is classified as an arterial. North of the intersection is the Frontier Elementary School and south of the intersection are the Sierra Pacific High School and the College of the Sequoias.

Grangeville Boulevard and 13th Avenue are 2-lane roadways forming a four-legged stop-controlled intersection. There are short right turn pockets on Grangeville Blvd.

The Last Chance Ditch Company owns and operates an irrigation canal within the project limits. North of the intersection, the canal runs adjacent to 13th Avenue on the west side of the road. The canal crosses the intersection diagonally from the northwest corner to the southeast corner via a corrugated arch pipe culvert. The canal continues to the east running adjacent to Grangeville Boulevard. Maintenance crews access the canal levees from driveways located on the northwest and southeast intersection corners.



The City of Hanford's proposed improvements consists of:

- Widening all four intersection legs to accommodate left and right turn pockets. A 5-foot wide median will be provided adjacent to the left turn pockets.
- Installing ADA compliant curb ramps on all four intersection corners.
- Installing a traffic signal
- Re-aligning segments of the irrigation canal and extending the existing irrigation culvert
- Widen the east side of 13th Avenue south of the intersection for approximately 1,300 feet to conform to the existing curb, gutter, and sidewalk

The City of Hanford will be funding the engineering and right of way work. The construction will be funded using Congestion Mitigation and Air Quality Improvement (CMAQ) program funding. This is federal funding administered by Caltrans which will require both National Environmental Policy Act (NEPA) and California Environmental Quality Act (CEQA) environmental clearance.

Project Challenges

LAST CHANCE DITCH COMPANY

The table below lists several challenges and solutions for the irrigation canal work.

CHALLENGE	SOLUTION
Coordination with Last Chance Ditch Company	The Last Chance Ditch Company is a key stakeholder and will need to be involved in the design and plan approval process. TRC has already reached out to Neal Bellamy to discuss the project and the work that might be required. A proactive approach will be taken to avoid unnecessary redesign work, provide a design consistent with their expectations, and to minimize impacts to the adjacent properties.
Existing pump on the southwest corner connected to pipes that cross Grangeville and 13th and daylight in the culvert wingwall.	TRC will work with Last Chance Ditch Company and the property owner, if needed, to verify how the existing irrigation system is being used. If the system will continue to be used, TRC will extend the pipes to the new headwall to perpetuate the existing condition.
Access roads adjacent to the canal and driveways provide access on the northwest and southeast intersection corners.	TRC will coordinate with the Last Chance Ditch Company to determine if this assumption is true. If it is, driveways and new access roads parallel to the re-aligned canal will be designed to conform to the existing condition.
Neal Bellemy indicated that the existing culvert is old and may need to be replaced.	Replacing this culvert will be expensive and Neal indicated that this canal does not see the high flows that it did in the past. The assumption is that the culvert will not be replaced and will simply be widened. Specification language requiring the contractor to take special care can be added. A Caltrans Standard Detail will be used for the coupling connection with the new culvert section. A Caltrans Standard Detail will also be used for the new headwalls.

UTILITY COORDINATION

There are joint utility poles running on the south side of Grangeville Boulevard and the east side of 13th Avenue that will be impacted by the proposed improvements. These poles will need to be relocated with this project. The right-of-way acquired for the project will need to consider the relocated poles and any anchors needed to brace the poles as a result of introducing angle points. There are also high pressure underground gas line markers on the north side of Grangeville Boulevard and the southeast intersection corner. Assuming this gas line is located beneath the dirt shoulder, the proposed improvements will be widening over the top of the gas line. This gas line will either need to be relocated outside of the proposed improvements or potholed to confirm it's not in conflict with the proposed pavement section and subbase preparation needed.



TRC will closely coordinate with the utility companies to confirm their existing facilities, identify impacts, coordinate new locations, and obtain necessary agreements. To obtain the Right-of-Way and Utility Certification from Caltrans Local Assistance, relocation plans will need to be approved, agreements must be in place, and adequate right-of-way must be provided. TRC will work with Local Assistance to efficiently obtain the required certifications to prevent delays getting the project funded and constructed.

Assumptions

TOPOGRAPHIC SURVEY

Topographic surveying is not a part of TRC's work. A topographic survey of the intersection and approaches was provided by the City. The project limits have been modified from the original project to include additional widening on 13th Avenue. It's assumed that the City or their consultant will obtain and provide the additional topographic survey needed to complete the design. TRC can provide a survey request if needed.

It's also assumed that the surveyor will provide a survey control diagram sheet to be incorporated into the project plans or to be placed in the appendix of the project specifications.

RIGHT-OF-WAY

Right-of-way services are not a part of TRC's work. The existing right-of-way lines have been provided by the City. The original project scope included 4 right-of-way takes, one on each intersection corner. The added 13th Avenue widening will create an additional right-of-way take bringing the total right-of-way takes needed to 5.

GEOTECHNICAL ENGINEERING

Geotechnical engineering is not a part of TRC's work. The City would like to reconstruct the pavement within the City limits and simply widen the roadway within the County limits. Geotechnical engineering will be needed to determine the appropriate pavement sections and treatment for each condition.

Additionally, the geotech will need to confirm that the soil bearing pressures at the proposed headwall locations is adequate to support the required value shown in the Caltrans Standard Plans. If it's not, then the geotech shall determine how deep to over excavate below the bottom of the culvert and replace with backfill material that when compacted to 90% of 95% will obtain the necessary bearing value.

POTHOLING

Potholing may need to be performed to verify there are no conflicts with the proposed roadway section, culvert extension, or water line. Potholing is not currently provided within this scope of work, but can be added if needed.

EXHIBIT A

SCOPE OF WORK AND FEE FOR

PROJECT MANAGEMENT, UTILITY COORDINATION,

ROADWAY AND CANAL DESIGN, AND BID

ASSISTANCE/CONSTRUCTION SUPPORT SERVICES

EXHIBIT "A"
SCOPE OF WORK
13th AVENUE/GRANGEVILLE BOULEVARD SIGNALIZATION PROJECT

Outline

Task 1 Project Management

- 1.1 Management
- 1.2 Meetings
- 1.3 Coordination
- 1.4 QA/QC

Task 2 Utility Coordination and Right-of-Way

- 2.1 Existing Utility Mapping
- 2.2 Conflict Mapping
- 2.3 Relocation Coordination
- 2.4 Final Determination of Right-of-Way and Plats

Task 3 Final Design

- 3.1 65% PS&E
- 3.2 65% Constructability Review Meeting
- 3.3 95% PS&E
- 3.4 95% Constructability Review Meeting
- 3.5 Final PS&E
- 3.6 General Cross Sections

Task 4 Bidding Assistance and Construction Support

- 4.1 Bidding Assistance and Construction Support

Task 1 Project Management

1.1 Project Management

CONSULTANT's Project Manager will plan, organize, direct and monitor project work activities and resources in accordance with contracted scope, schedule and budget. This task includes performing ongoing general project management with the client, subconsultant and stakeholders including preparing contract paperwork, memos, letters and e-mails, making phone calls and maintaining project files. This activity commences with receiving the Notice-To-Proceed, continues through submittal of the key final project deliverables, and concludes when the project is advertised for construction.

1.2 Meetings

CONSULTANT will begin with a project Kick-Off Meeting to ensure mutual understanding of the intended purposes, objectives, milestones and deliverables of the project. At the project Kick-Off meeting CONSULTANT will distribute a master Critical Path Method (CPM) schedule as a draft for review by the City. The draft CPM schedule will then be updated using comments received from the City. The CPM schedule will be updated at major project milestones and will be prepared using Microsoft Project software.

Thereafter, meetings will generally be held centered on or near key project milestones. CONSULTANT will take the lead in conducting the meetings including preparation and distribution of the meeting agenda, arrangement of attendance of meeting participants, and preparation and distribution of meeting minutes, including the recap of actions to be taken prior to the next meeting. This scope assumes a total of 4 meetings.

1.3 Coordination

CONSULTANT will coordinate various aspects of the project with the CITY, COUNTY, LAST CHANCE DITCH COMPANY, and CALTRANS. This task will include phone calls, emails, and documentation of discussions.

1.4 QA/QC

Senior staff will perform an independent peer review of the Plans, Specification, and Estimate consistent with the TRC Quality Management Plan. This review will include, but not be limited to, reviewing the proposed design, reviewing project calculations, and verifying that the bid items line up with the project plans and specifications.

Project Management Deliverables:

- Monthly Progress Reports
- CPM Schedules
- Meeting Agendas and Minutes

Task 2 Utility Coordination and Right of Way

2.1 Existing Utility Mapping

To reinitiate the project, CONSULTANT will prepare and mail (on City letterhead) Utility "A" Letters. Utilities known to operate in the vicinity of the project will be contacted. CONSULTANT will accept the existing utility mapping provided to the City by the utility companies. CONSULTANT will continue to coordinate with

utility agencies through final design.

Deliverables:

- Utility "A" Letters on City Letterhead

2.2 Conflict Mapping

Using the existing facility maps that were assembled and incorporated into the base mapping under the previous task, and using the 65% plan package, CONSULTANT will prepare conflict mapping ("B" Plans) and a "B" Letter for City review. Two copies of the conflict mapping will be sent to the utility company showing the individual company's facilities, marked in its corresponding color, and showing the anticipated utility conflicts. Conflict mapping will include horizontal alignment of the roadway and proposed right-of-way.

The utility company will be requested to respond within 30 days of receipt of the letter and to initiate relocation design. The utility company will be requested to provide copies of relocation plans to alleviate the conflicts. CONSULTANT will coordinate the relocation of company facilities to new alignments that avoid the proposed improvements and that are acceptable to the utility company.

Deliverables:

- Utility "B" Letters on City Letterhead
- Conflict Mapping

2.3 Relocation Coordination

CONSULTANT will work with the City to finalize utility agreements and certifications per federal funding requirements.

CONSULTANT will work with the City and Caltrans Local Assistance to prepare and submit the Project Engineer's Certification of Utility Facilities. This task includes reviewing utility company designs with regards to the State Policy on High and Low Risk Underground Facilities and preparing the necessary certification documents in accordance with Appendix LL of the Caltrans Project Development Procedures Manual.

When the relocation plans are received, CONSULTANT will check the utility company relocation design against the latest project plans for conflicts. CONSULTANT will then send a copy of the Final Plans ("C" Plans) along with a Notice to Owner (Caltrans Exhibit 14-d in the Local Assistance Procedures Manual) directing each facility to initiate relocation construction.

Deliverables:

- Utility "C" Letters on City Letterhead

2.4 Final Determination of Right-of-Way and Plats

CONSULTANT shall determine and delineate right-of-way needs for the Project. The right-of-way will be set at back of walk or where needed to accommodate utility or irrigation canal work.

Under the City's direction, CONSULTANT shall create plat exhibits in AutoCad for the five right-of-way takes to aid the City with the acquisition processes.

Deliverables:

- Right-of-Way Delineation Drawings in AutoCAD Civil 3D format
- Plat exhibits for 5 parcels

Task 3 Final Design

CONSULTANT will complete design tasks for final plans, specifications and estimates (PS&E) for the project. Plans will be prepared to City format and will be submitted at the 65%, 95% and Final stages of design. Following the 65% and 95% design submittals, City comments will be reviewed and addressed.

The intent of intermediate submittals is to define the project for review by the City, and to allow for major comments prior to investment of significant design effort in design details.

CONSULTANT will review the roadway intersection geometrics provided by the City and make revisions if necessary. All four intersection approaches will be widened to accommodate the proposed geometrics. CONSULTANT will develop typical cross sections, profile grades, and other plan sheets as listed below. The scope prepared by Peters Engineering for the Signal Design and Traffic Engineering services is included in Appendix B.

The irrigation canal work will be shown on separate plan sheets indicating the re-aligned canal alignment, grades, and culvert and headwall details. It's assumed that Caltrans Standard Plan details will be used for the canal headwall and culvert extension. See the table below for the plan sheet count that is assumed for this scope of work:

Plan Sheet	Count
Title	1
General Notes	1
Survey Control Diagram	1
Typical Sections	2
Demolition	5
Plan & Profile	7
Irrigation Canal and Culvert Extension	4
Construction Details	3
City Standard Plans and Roadway Details	3
Utility Layout	5
Signing and Striping	5
Signal and Electrical Plans	6
Total:	43

It's assumed that Water Pollution Control and Stage Construction items will be handled with the project specifications and project plans will not be prepared for those items.

Plans

The plan package will be prepared in AutoCAD / Civil 3D format. The PS&E packages will be imperial units consistent with the CITY's most current format.

Specifications

CONSULTANT will prepare Specifications consistent with the City's standard format. City will provide sample specifications (in Microsoft Word) from similar projects for CONSULTANT to modify as needed. Culvert extension and head wall construction work will conform to Caltrans Standard Specifications.

Estimates

CONSULTANT shall prepare an itemized engineer's estimate at each submittal.

The unit costs shall be determined by reviewing similar recent project bid summaries, the most current Caltrans Contract Cost Data book, the California Highway Construction Cost Index information, and the Caltrans Engineering Service Center site. Prices will be adjusted using engineering judgment that reflects the location of the project and the quantity of each item.

3.1 65% PS&E

The 65% Plans will be the first "plan sheet" submittal made to the City for review. The 65% plan set will include all of the sheets shown in the table above. The plans are at the level ready for a detailed quality control check and ready for the utility companies to begin relocation design ("B" Plans) and for the environmental CONSULTANT to prepare permitting applications.

Deliverables:

Plans:

- 3 full-sized sets to the CITY
- 2 full-sized sets to the County
- 1 half-size set will be submitted to each utility company including the Last Chance Ditch Company (5 total)

Specifications:

- Microsoft Word File
- 2 hard copies of the 65% Specifications

Estimate:

- 2 hard copies of the 65% Engineers Estimate

3.2 65% Constructability Review Meeting

TRC shall attend a 65% Constructability Review Meeting with City staff and any interested agencies. The purpose of the meeting will be to discuss City and agency comments on the 65% submittal, verify compliance with agency design requirements, evaluate right-of-way needs, incorporate environmental mitigations as

necessary, and discuss any issues that may affect project schedule. The City shall provide TRC with written comments on the 65% submittal at or before the meeting.

3.3 95% PS&E

At 95%, this submittal represents a complete Final PS&E, biddable plan package. Major design features have been reviewed; however, because of the review comments received for the 65% submittal, there may be some plan details that will be submitted for the first time. From this point on, only minor “clean-up” revisions will occur. Plans are at the level ready for a detailed quality control check. CONSULTANT will perform a site review with plans in hand to assess constructability of the project and make changes prior to the PS&E package submittal. CONSULTANT will perform, with a senior engineer, an in-house quality control check of the product.

CONSULTANT will incorporate all of the CITY comments from the 65% submittal and submit responses in writing.

Deliverables:

Plans:

- 3 full-sized sets to the CITY
- 2 full-sized sets to the County
- 1 half-size set will be submitted to each utility company including the Last Chance Ditch Company (5 total)

Specifications:

- Microsoft Word File
- 2 hard copies of the 95% Specifications

Estimate:

- 2 hard copies of the 95% Engineers Estimate

3.4 95% Constructability Review Meeting

TRC shall attend a 95% Constructability Review Meeting with City staff and any interested agencies. The purpose of the meeting will be to discuss City and agency comments on the 95% submittal, verify compliance with agency design requirements, evaluate right-of-way needs, incorporate environmental mitigations as necessary, and discuss any issues that may affect project schedule. The City shall provide TRC with written comments on the 95% submittal at or before the meeting.

3.5 Final PS&E

This will be the Final PS&E submittal by the CONSULTANT. It will incorporate all comments from the CONSULTANT’S quality control check, and from the CITY review of the 95% PS&E. All of the CITY comments from the 95% submittal will have responses in writing.

For the Final submittal CONSULTANT will furnish one mylar copy of the plans, special provisions in MS Word format, and estimate in MS Excel format as it is assumed that the CITY will manage and prepare documents for advertising and bidding.

3.6 General Cross Sections

CONSULTANT will develop general cross sections of the roadway at 50 foot intervals and at key layout and profile locations. The cross sections will be to scale and presented on 22" x 34" grid sheets. The cross sections will be shown in AutoCAD / Civil 3D format and will have labels of offset/elevation. Although the cross sections will not be part of the bid documents, they will be made available for the contractor during bidding.

Task 4 Bidding Assistance and Construction Support

Based on the discussions with the City, the CONSULTANT'S involvement with Bidding Assistance and Construction Support is expected to be minimal, however all work will be reimbursed at CONSULTANT's standard hourly rates. These following tasks are provided to provide support in the event that it's needed.

4.1 Bidding Assistance and Construction Support

This task includes assistance during bidding and construction including attendance of the pre-bid meeting, response to requests for information (RFI) during bidding, preparation of addenda as required, and analysis of contractor bids, if requested. Also included is attendance of the preconstruction conference held by the CITY. The CITY shall provide final approval of all submittals.

The CITY shall provide contract administration and oversight during construction. Should the CITY desire assistance from CONSULTANT for these items of work, a separate scope of work and fee will be required.

Deliverables:

- Electronic copy of Addenda Drawings and Documents
- Electronic responses to Contractor RFIs
- Reviews of Contractor Submittals

CITY OF HANFORD
13TH/GRANGEVILLE SIGNALIZATION PROJECT
FEE

TRC ENGINEERS
DESIGN FEE ESTIMATE WORKSHEET

Date:

04/15/16

Project:

15-Apr-16

Increase:

09:17:49 AM

Sub administration:

0%

Expenses	
Description	Amount
Travel	
Airfare (round trips)	\$0
Mileage	\$100
Lodging	\$0
Per Diem	\$0
Car Rental	\$0
Misc.	\$0
Travel Subtotal	\$100
Other Direct Costs	\$1,489
ODC Subtotal	\$1,489
Total	\$1,589

Subconsultants	
Name	Amount
Peters Engineering	\$22,805.00
Total	\$22,805

Design & Bidding Fee Estimate	
Labor	\$62,550.00
Subconsultants	\$22,805.00
Expenses	\$1,589.30
Total	\$86,944.30

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4/15/2016

CITY OF HANFORD
13TH/GRANGEVILLE SIGNALIZATION PROJECT
FEE

TRC ENGINEERS
DESIGN FEE ESTIMATE WORKSHEET
2016

Date:
Start Date:
End Date:

04/15/16
3/15/2016
12/31/2017

Project:
P2016-07

Increase:
Sub admin:

#REF!
0%
0%

LABOR													
Task	Task Description	Project Manager	Project Engineer	Senior Engineer	Engineer II	Engineer I	CADD Supervisor	CADD Technician	Desktop Publisher	Administrative Assistant	Total Hours	Total \$	Phase Subtotals
		Hrs	Hrs	Hrs	Hrs	Hrs	Hrs	Hrs	Hrs	Hrs			Hrs \$
Task 1	Project Management												
1.1	Management		10								12	30	3780
1.2	Meetings		20									22	3360
1.3	Coordination		16									16	2400
1.4	QA/QC		10									10	1800
Task 2	Utility Coordination and Right-of-Way												
2.1	Existing Utility Mapping		4			8						12	1320
2.2	Conflict Mapping		8			10						18	2100
2.3	Relocation Coordination		10			16						26	2940
2.4	Plats		4			19						23	2310
Task 3	Final Design												
3.1	65% PS&E		60			100						160	18000
3.2	65% Constructability Review Meeting		4			4						8	960
3.3	95% PS&E		25			70						95	10050
3.4	95% Constructability Review Meeting		4			4						8	960
3.5	Final PS&E		15			40						55	5850
3.6	General Cross Section		4			32						36	3480
Task 4	Bidding Assistance and Construction Support												
4.1	Bidding Assistance and Construction Support		12			16						28	3240
Totals Page 1													
		Hrs	20	Hrs	196	Hrs	0	Hrs	0	Hrs	12	547	62550
		Rate	180.0	Rate	150.0	Rate	135.0	Rate	120.0	Rate	75.0	Rate	547
			3600		29400		0		0		840		62550
		% of Total Hours/Classification	4%	36%	0%	0%	0%	0%	0%	2%	100%		hours ok \$ ok

4/15/2016

TRC ENGINEERS
FEE ESTIMATE WORKSHEET

Travel		Fresno			
From	To	Hanford			
# of people					
# of days					
# of trips					
		# of nights			
Airfare (round trips)					
Mileage (includes field visits)					
Lodging					
Per Diem					
Car rental					
Miscellaneous					
Total Travel					\$99.90

ODC's					
Mail					
Overnight mail					
Copies					
Prints (24x36)					
Vellums (24x36)					
Mylars (24x36)					
Miscellaneous					
Total ODC's					\$1,489.40

Total Travel and ODC's	\$1,589.30
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6051 North Fresno Street
2nd Floor
Fresno, CA 93710

559.439.2576 PHONE
916.366.1501 FAX

www.TRCSolutions.com

January 1, 2015

RATE SCHEDULE

LABOR RATES

<u>Personnel Classification</u>	<u>Hourly Rate</u>
Program Manager	\$225.00
Project Manager	\$150.00 - \$180.00
Project Engineer/Coordinator	\$140.00 - \$170.00
Senior Engineer	\$130.00 - \$140.00
Engineer	\$90.00 - \$120.00
CADD	\$80.00 - \$120.00
Desktop Publisher	\$75.00
Administrative Assistant	\$70.00

Rates are subject to change on January 1 of each year.

Similarly titled staff will be billed at equivalent rates (i.e Senior Scientist, Senior Geologist, Senior Environmental Planner, etc. will be billed at the hourly rate for a Senior Engineer)

Note: Rates above will be increased by 50% for expert witness services.

DIRECT EXPENSE UNIT RATES

Mileage: Current IRS Mileage Rate, currently \$0.575 per mile

Meals: State of CA DPA Rates, currently \$34/day

Other direct costs including travel, lodging, telephone, fax, reproduction, and postage will be billed at actual cost plus 5%.

AGREEMENT FOR PROFESSIONAL SERVICES FOR ON-CALL ENGINEERING SERVICES

This Agreement for Professional Services ("Agreement") is made and entered into this 5th day of May, 2015, by and between the City of Hanford, a Municipal Corporation ("City"), and PETERS ENGINEERING GROUP ("Consultant").

RECITALS

A. Consultant represents to City that they are specially trained, experienced, licensed and competent to perform the services which will be required by this Agreement; and

B. Consultant represents to City that they possesses the skill, experience, ability, background, certification and knowledge to provide the services described in this Agreement on the terms and conditions described herein.

C. City desires to retain Consultant to render professional civil engineering services as set forth in this Agreement.

NOW THEREFORE, in consideration of the mutual covenants set forth herein for such other good and valuable consideration, the receipt and adequacy of which is hereby acknowledged, the parties hereto agree as follows:

1. **Retention of Consultant.** Subject to the terms and conditions set forth herein, City retains Consultant to perform the services identified in this Agreement, as an independent contractor and Consultant hereby accepts this independent contractor appointment.

2. **Scope of Services.** The Consultant shall perform professional engineering and land surveying services, in accordance with all the provisions of this Agreement. The Scope of Work for each project will be determined by the City Engineer. A work order will be assigned for each project after Consultant determines an estimated cost for producing all necessary plans and documents to satisfy the Scope of Work. Consultant shall correct any and all errors and/or omissions, which arise out of Consultant's negligence or intentional misconduct, in the performance of the Services and any documents resulting therefrom even though City has accepted said Services or documents. Consultant shall make such corrections upon City's request and at no cost or expense to City.

3. **Time of Performance.** This agreement shall remain in effect until June 30, 2020. Contract time of completion for individual projects will be agreed upon before assignment of each project to Consultant. Services designated in the scope of work shall be completed on agreed date unless prior written approval for a time extension has been granted by the City Engineer or the City Engineer's designee.

4. **Compensation.** Compensation to be paid to Consultant shall be in accordance with the fee schedule, Exhibit "A", subject to the Prevailing Wage Requirements which are available at the office of the City Engineer. An estimate for cost of services for each project shall be submitted to

the City Engineer before commencement of work. Payment by City under this Agreement shall not be deemed a waiver of defects, even if such defects were known to the City at the time of payment. An increase in the fee schedule will be allowed at the beginning of year three of this agreement and when the Prevailing Wage for services included in this agreement increases by the same amount approved for increase by the Department of Industrial Relations.

5. **Method of Payment.** Consultant shall submit monthly billings to City describing the work performed during the preceding month. Consultant's bills shall include a brief description of the Services performed and the date the Services were performed the number of hours spent and by whom, and a description of any reimbursable expenditures. City shall pay Consultant no later than 60 days after the date of submittal of a complete invoice for completed tasks and approval of the invoice by City staff.

6. **Extra Work.** At any time during the term of this Agreement, City may request that Consultant perform Extra Work. As used herein, "Extra Work" means any work which is determined by City to be necessary for the proper completion of the Services, but which the parties did not include in the Scope of Work. Extra work will be performed on an hourly basis under the Consultant's most current hourly fee schedule. Consultant shall not perform, nor be compensated for Extra Work without written authorization from City.

7. **Termination.** This Agreement may be terminated by the City immediately and without notice for cause or by City without cause upon ten (10) days' written notice of termination to Consultant. Upon termination, Consultant shall be entitled to compensation for Services performed up to the effective date of termination, unless this Agreement is terminated for cause, in which case, City may withhold compensation due Consultant in order to reimburse City for any losses, damages or expenses caused by Consultant's default under this Agreement.

8. **Ownership of Documents.** All plans, studies, documents and other writings and electronic disks containing drawings prepared by and for Consultant, its officers, employees, agents and subcontractors in the course of implementing this Agreement, except working notes and internal documents, shall become the property of the City, and the City shall have the sole right to use such materials in its discretion without further compensation to Consultant or to any other party. Consultant shall, at Consultant's expense, provide such reports, plans, studies, documents and other writings to City upon written request.

However, the City's use of completed documents for other projects and/or the use of uncompleted documents without the written authorization of Consultant will be at the City's sole risk. The City shall, to the fullest extent permitted by law, indemnify and hold harmless the Consultant from all claims, damages, losses, and expenses, including attorney fees, arising out of or resulting from any unauthorized reuse of, or changes to the Project Documents not performed by the Consultant.

9. **Licensing of Intellectual Property.** This Agreement creates a non-exclusive and perpetual license for City to use, modify, reuse or sublicense any and all copyrights, designs, and other intellectual property embodied in plans, specifications, studies, drawings, estimates, and other documents or works of authorship fixed in any tangible medium of expression, including but not limited to, physical drawings or data electronic or otherwise recorded on computer diskettes which

are prepared or caused to be prepared by Consultant under this Agreement (“Documents & Data”). Consultant shall require all subcontractors to agree in writing that City is granted non-exclusive and perpetual license for any Documents & Data the subcontractor prepared under this Agreement. Consultant represents and warrants that Consultant has the legal right to license any and all Documents & Data. City shall not be limited in any way in its use of the Documents & Data at any time, provided that any such use not within the purpose intended by this Agreement shall be at City’s sole risk. The City shall, to the fullest extent permitted by law, indemnify and hold harmless the Consultant from all claims, damages, losses, and expenses, including attorney fees, arising out of or resulting from any unauthorized reuse of or changes to the Project Documents not performed by the Consultant.

10. **Confidentiality.** All ideas, memoranda, specifications, plans, procedures, drawings, descriptions, computer program data, input record data, written information, and other Documents & Data either created by or provided to Consultant in connection with the performance of this Agreement shall be held confidential by Consultant. Such materials shall not, without the prior written consent of City, be used by Consultant for any purposes other than the performance of the Services under this Agreement, nor shall such materials be disclosed to any person or entity not connected with the performance of the Services under this Agreement. Nothing furnished to Consultant which is otherwise known to Consultant or is generally known, or has become known, to the related industry shall be deemed confidential. Consultant shall not use City’s name, insignia, photographs, or the project for which Consultant’s Services are rendered, or any publicity pertaining to the Consultant’s Services under this Agreement in any magazine, trade paper, newspaper, television or radio production or other similar medium without the prior written consent by City. Notwithstanding the foregoing, the City acknowledges that the Consultant may want/need to include projects performed under this agreement on proposals for similar work in the future. The City hereby grants permission to list any projects performed under this agreement for marketing purposes; provided however, Consultant will not make any representations regarding City’s satisfaction with Consultant’s work product unless Consultant receives a written statement or evaluation from City.

11. **Equal Opportunity Employment.** Consultant represents that it is an equal opportunity employer and it shall not discriminate against any subconsultant, employee or applicant for employment because of race, religion, color, national origin, handicap, ancestry, sex or age. Such non-discrimination shall include, but not be limited to, all activities related to initial employment, upgrading, demotion, transfer, recruitment or recruitment advertising, layoff or termination. Consultant shall also comply with all relevant provisions of City’s programs or guidelines currently in effect as identified and provided to Consultant by City.

12. **Insurance Requirements.**

a. Consultant, at Consultant's own cost and expense, shall procure and maintain, for the duration of this Agreement, the following insurance policies.

i. Workers Compensation Coverage. As required by the State of California, with Statutory Limits, and Employer's Liability Insurance with a limit of no less than ONE MILLION AND NO/100 DOLLARS (\$1,000,000) per accident for bodily injury or disease.

ii. General Liability Coverage. Insurance Services Office (ISO) Form CG 0001, including products and completed operations, with limits of no less than ONE MILLION AND NO/100 DOLLARS (\$1,000,000) per occurrence for bodily injury, personal injury, and property damage. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project/location or the general aggregate limit shall be TWO MILLION AND NO/100 DOLLARS (\$2,000,000), twice the required occurrence limit.

iii. Automobile Liability Coverage. ISO Form Number CA 0001 covering any auto (Code 1), with a limit no less than ONE MILLION AND NO/100 DOLLARS (\$1,000,000) per accident for bodily injury and property damage.

iv. Professional Liability Coverage. Contractor will maintain Professional Liability coverage with limits no less than ONE MILLION AND NO/100 DOLLARS (\$1,000,000) per occurrence or claim, and TWO MILLION AND NO/100 DOLLARS (\$2,000,000) policy aggregate.

If Consultant maintains higher limits than the minimums shown above, the City requires and shall be entitled to coverage for the higher limits maintained by Consultant.

Consultant's insurance policies shall be "occurrence" policies and not "claims-made" coverage except for Professional Liability Coverage.

Consultant may maintain an Umbrella policy in conjunction with the insurance policies referenced above. In such case, Consultant shall be deemed to have satisfied the insurance requirements of this contract as long as: (i) the coverage limits of the Umbrella policy and of the underlying liability policy(ies), when combined, satisfy each of the per occurrence and aggregate requirements identified in this subsection a.; and (ii) coverage under the Umbrella policy is as broad as and includes all incidents and events covered by the underlying insurance that it supplements.

Any deductibles or self-insured retentions must be declared to and approved by the City. The City may require Consultant to purchase coverage with a lower deductible or retention or provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention. Alternatively, the City may require Consultant to provide a financial guarantee satisfactory to the City guaranteeing payment of losses and related investigations, claim administration, and defense expenses within the retention.

The policies are to contain, or be endorsed to contain, the following provisions:

i. The City and its officers, officials, employees, and volunteers are to be covered as additional insureds on the CGL and automobile liability policies with respect to liability arising out of work or operations performed by or on behalf of Consultant including materials, parts, or equipment furnished in connection with such work or operations; products used by Consultant; or automobiles owned, leased, hired or borrowed by Consultant. General liability coverage can be provided in the form of an endorsement to Consultant's insurance at least as broad as ISO Form CG 20 10 11 85 or if not available, through the addition of both CG 20 10 and CG 20 37 if a later edition is used. The coverage shall contain no special limitations on the scope of protection afforded to the City, its officers, officials, employees or volunteers.

ii. For any claims related to this contract, Consultant's insurance coverage shall be primary insurance as respects the City and its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the City and/or its officers, officials, employees, or volunteers shall be in excess of Consultant's insurance and shall be non-contributory.

iii. Each insurance policy required above shall provide that coverage shall not be canceled, except with notice to the City.

Insurance is to be placed with insurers with a current A.M. Best's rating of no less than A:VII.

Consultant shall furnish the City with original certificates and amendatory endorsements or copies of the applicable policy language effecting coverage required by this clause. All certificates and endorsements are to be received and approved by the City before work commences. However, failure to obtain the required documents prior to the work beginning shall not waive the Consultant's obligation to provide them. The City reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time.

Consultant hereby grants to City and its officers, officials, employees, and volunteers a waiver of any right to subrogation which any insurer of Consultant may acquire against the City and/or its officers, officials, employees, and volunteers by virtue of the payment of any loss under such insurance. Consultant agrees to obtain endorsements necessary to effect this waiver of subrogation, but this provision applies regardless of whether or not the City has received a waiver of subrogation endorsement from the insurer.

The City reserves the right to modify the insurance requirements contained in this contract, including, without limitation, coverage limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

13. **Indemnification.** To the fullest extent allowable by law, Consultant agrees to indemnify, defend and hold harmless the City and its officials, officers, employees, agents and volunteers from and against all claims, demands, actions, injuries, liabilities, losses, costs or damages, direct or indirect, and any and all attorneys' fees and other expenses which City or its officials, officers, employees, agents or volunteers may sustain or incur as a consequence of or are in any way related to Consultant's or its owners, directors, officers, managers, employees, agents and subcontractor's willful or negligent acts or omissions in the performance of the services and

Consultants responsibilities and obligations to be performed under this agreement or its failure to perform or comply with any of its obligations or responsibilities contained in this agreement; excluding, however, such liability, claims, losses, damages or expenses arising from City's sole or active negligence or willful acts. This duty to indemnify, defend, and hold harmless shall survive the termination of this agreement. If Consultant maintains additional coverage or higher limits than those required herein, then City shall be entitled to additional coverage or higher limits maintained by Consultant.

14. **Independent Contractor Status.** It is understood and agreed that Consultant, in the performance of the Services to be performed pursuant to this Agreement, shall act as and be an independent contractor and shall not act as an agent or employee of City. Consultant shall obtain no retirement benefits or other benefits which accrue to City's employees and Consultant hereby expressly waives any claim it may have to any such rights. Nothing in this Agreement shall create or be construed as creating a partnership, joint venture or any other relationship between City and Consultant.

15. **Consultant's Books and Records.**

a. Consultant shall maintain any and all ledgers, books of account, invoices, vouchers, canceled checks, and other records or documents evidencing or relating to charges for services, or expenditures and disbursements charged to City for a minimum period of three (3) years, or for any longer period required by law, from the date of final payment to Consultant under this Agreement.

b. Consultant shall maintain all documents and records that demonstrate performance under this Agreement for a minimum period of three (3) years, or for any longer period required by law, from the date of termination or completion of this Agreement.

c. Any records or documents required to be maintained pursuant to this Agreement shall be made available for inspection or audit, at any time during regular business hours, upon written request by the City. Copies of such documents shall be provided to the City for inspection at the City offices.

d. Where City has reason to believe that such records or documents may be lost or discarded due to dissolution, disbandment or termination of Consultant's business, City may, by written request, require that custody of the records be given to the City and that the records and documents be maintained in the City offices. Access to such records and documents shall be granted to any party authorized by Consultant, Consultant's representatives, or Consultant's successor-in-interest.

16. **Interest of Consultant.** Consultant and its shareholders covenants and represents that they do not now have any investment or interest in real property and shall not acquire any interest, direct or indirect, in the area covered by this Agreement or any other source of income, interest in real property or investment which would be affected in any manner or degree by the performance of Consultant's Services hereunder. Consultant further covenants and represents that in the performance of the Services hereunder, to the best of its knowledge no person having any such interest shall perform any Services under this Agreement.

Consultant is not a designated employee within the meaning of the Political Reform Act because Consultant:

- a. will conduct research and arrive at conclusions with respect to rendition of information, advice, recommendation or counsel independent of the control and direction of the City or of any City official, other than normal agreement monitoring; and
- b. possesses no authority with respect to any City decision beyond rendition of information, advice, recommendation or counsel. FPPC Reg.18700, et seq.

17. **Professional Ability of Consultant.** City has relied upon Consultant's representations regarding its training and professional ability to perform the Services hereunder as a material inducement to enter into this Agreement. Consultant shall therefore provide properly skilled personnel to perform all Services under this Agreement. The primary provider of the Services called for by this Agreement shall be DAVID PETERS who shall not be replaced without the written consent of the City. All work performed by Consultant under this Agreement shall be in accordance with the applicable professional standard of care and shall meet the local professional standard of quality ordinarily to be expected of competent persons in Consultant's field of expertise working in Kings County.

18. **Compliance with Laws.** Consultant shall use the proper standard of care in performing the Services and shall comply with all applicable federal, state and local laws, codes, ordinances and regulations in effect at the time the agreement is executed. In addition, if the request for proposal to provide professional services which are the subject of this Agreement cited any federal or state financial assistance involved in the project for which the Services are provided, the Consultant shall perform all services in accordance with all applicable federal and state laws, rates and regulations in effect at the time the agreement is executed.

19. **Licenses.** Consultant represents and warrants to City that it has all licenses, permits, qualifications, and insurance which are legally required of Consultant to lawfully and competently perform the Services. Consultant represents and warrants to City that Consultant shall, at its sole cost and expense, keep in effect or obtain at all times during the term of this Agreement, any licenses, permits, and insurance which are legally required of Consultant to lawfully and competently perform the Services. Consultant shall maintain a City of Hanford business license.

20. **Assignment and Subcontracting.** The parties recognize that a substantial inducement to City for entering into this Agreement is the reputation, experience and competence of Consultant. Assignments of any or all rights, duties or obligations of the Consultant under this Agreement will be permitted only with the express written consent of the City, which will not be unreasonably withheld. Consultant shall not subcontract any portion of the Services to be performed under this Agreement without the express written consent of the City, which will not be unreasonably withheld. If City consents to such subcontract, Consultant shall be fully responsible to City for all acts or omissions of the subconsultant. Nothing in this Agreement shall: (1) create any contractual relationship between City and subconsultant; (ii) create any obligation on the part of the City to pay or to see to the payment of any monies due to any such subconsultant; (iii) or relieve Consultant of any of its obligations and responsibilities under this Agreement.

21. **Attorneys' Fees.** If an action at law or in equity is necessary to enforce or interpret the terms of this Agreement, the prevailing party shall be entitled to reasonable attorneys' fees, costs and necessary disbursements in addition to any other reasonable relief to which he may be entitled. With respect to any suit, action or proceeding arising out of or related to this Agreement, or the documentation related hereto, the parties hereby submit to the jurisdiction and venue of the Superior Court for the County of Kings, State of California for any proceeding arising hereunder.

22. **Sole and Only Agreement.** This Agreement supersedes any and all other agreements, either oral or in writing, between the parties hereto with respect to the matters set forth herein and contains all of the covenants and agreements between the parties regarding said matters. Each party to this Agreement acknowledges that no representations, inducements, promises or agreements, orally or in writing, have been made by any party or anyone acting on behalf of any party which are not embodied in this Agreement and no other agreement, statement or promise shall be valid or binding.

23. **Invalidity.** If any provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions shall nevertheless continue in full force and effect without being impaired or invalidated in any way.

24. **Amendment.** No change, amendment or modification of this Agreement shall be valid unless the same be in writing and signed by the parties hereto.

25. **Governing Law.** This Agreement shall be construed and governed pursuant to the laws of the State of California.

26. **Waiver.** Waiver of a breach or default under this Agreement shall not constitute a continuing waiver of a subsequent breach of the same or any other provision under this Agreement.

27. **Mediation.** The parties agree to make a good faith attempt to resolve any disputes arising out of this Agreement through mediation prior to commencing litigation. The parties shall mutually agree upon the mediator and shall divide the costs of mediation equally. If the parties are unable to agree upon a mediator, the dispute shall be submitted to JAMS/ENDISPUTE ("JAMS") or its successor in interest. JAMS shall provide the parties with the names of five qualified mediators. Each party shall have the option to strike two of the five mediators selected by JAMS and thereafter the mediator remaining shall hear the dispute. If the dispute remains unresolved after mediation, either party may commence litigation.

28. **Prohibited Interests.** Consultant maintains and warrants that it has not employed nor retained any company or person, other than a bona fide employee working solely for Consultant, to solicit or secure this Agreement. Further Consultant warrants that it has not paid nor has it agreed to pay any company or person, other than a bona fide employee working solely for Consultant, any fee, commission, percentage, brokerage fee, gift or other consideration contingent upon or result from the award or making of this Agreement. For breach or violation of this warranty, City shall have the right to rescind this Agreement without liability. For the term of this Agreement, no member, officer or employee of City, during the term of his or her service with City, shall have any

Initial: City OK Consultant PP

direct interest in this Agreement, or obtain any present or anticipated material benefit arising therefrom.

29. **Authority to Enter Agreement.** Consultant has all requisite power and authority to conduct its business and to execute, deliver and perform the Agreement. Each party warrants that the individuals who have signed this Agreement have the legal power, right, and authority to make this Agreement and to bind each respective party.

30. **Notice.** Except as otherwise expressly provided herein, any notice, consent, authorization or other communication to be given hereunder shall be in writing and shall be deemed duly given and received when delivered personally, when transmitted by facsimile or e-mail if receipt is acknowledged by the addressee, one business day after being deposited for next-day delivery with a nationally recognized overnight delivery service, or three business days after being mailed by first class mail, charges and postage prepaid, property addressed to the party to receive such notice at the last address furnished for such purpose by the party to whom notice is directed and addressed as follows:

City of Hanford
900 S. 10th Avenue
Hanford, California 93230

Peters Engineering Group
952 Pollasky Avenue
Clovis, CA 93612

IN WITNESS WHEREOF, the parties have executed this Agreement effective on the day and in the year first set forth above.

CITY OF HANFORD,
a Municipal Corporation

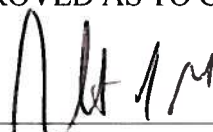
Initial: City SK Consultant JP

By: 
City Manager

Consultant

By: 

APPROVED AS TO CONTENT:


Johnathan L. Doyel
Deputy Director of Public Works

ATTEST:


City Clerk



HOURLY RATE SCHEDULE
(Effective 1/1/15 to 12/31/15)

<u>CLASSIFICATION</u>	<u>RATE</u>
Principal Civil Engineer	\$165/hr
Senior Civil Engineer	\$150/hr
Civil Engineer	\$120/hr
Land Surveyor	\$120/hr
Staff Engineer	\$105/hr
Draftsperson/Technician/Inspector	\$85/hr
Clerical	\$65/hr
Robotic Total Station	\$35/hr
Litigation Support	\$350/hr

REIMBURSABLES SCHEDULE
(Effective 1/1/15 to 12/31/15)

<u>DESCRIPTION</u>	<u>RATE</u>
Mileage	\$0.575/mile
Travel Subsistence	Actual Cost + 10%
Postage	Actual Cost + 10%
Reproduction	Actual Cost + 10%
Subconsultant	Actual Cost + 10%

Work requiring an accelerated schedule is subject to a 25% labor surcharge. Peters Engineering Group will furnish monthly billing for work performed in accordance with previously authorized fees and the above fee schedule. Payments shall be due upon presentation and no later than 30 days from the date of original invoice. Finance charges will apply to unpaid balances.

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

05/01/15

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Leavitt United Ins Services Lic.# 0655225 P.O. Box 27020 Fresno, CA 93729 Gary E Richards	Phone: 559-244-4670 Fax: 888-329-8842 CONTACT NAME: Christine Emmons PHONE (A/C, No, Ext): 800-549-4242 FAX (A/C, No): 888-329-8842 E-MAIL ADDRESS: christine-emmons@leavitt.com														
INSURED PETERS ENGINEERING GROUP INC 952 POLLASKY AVE CLOVIS, CA 93612-2213	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="text-align: left;">INSURER(S) AFFORDING COVERAGE</th> <th style="text-align: left;">NAIC #</th> </tr> <tr> <td>INSURER A : Financial Pacific</td> <td>31453</td> </tr> <tr> <td>INSURER B : State Compensation Ins Fund</td> <td>35076</td> </tr> <tr> <td>INSURER C : Hiscox Group Companies</td> <td>R19190</td> </tr> <tr> <td>INSURER D :</td> <td></td> </tr> <tr> <td>INSURER E :</td> <td></td> </tr> <tr> <td>INSURER F :</td> <td></td> </tr> </table>	INSURER(S) AFFORDING COVERAGE	NAIC #	INSURER A : Financial Pacific	31453	INSURER B : State Compensation Ins Fund	35076	INSURER C : Hiscox Group Companies	R19190	INSURER D :		INSURER E :		INSURER F :	
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INSURER D :															
INSURER E :															
INSURER F :															

COVERAGES

CERTIFICATE NUMBER:

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ GENERAL LIABILITY	X	X	60437049	11/14/14	11/14/15	EACH OCCURRENCE \$ 1,000,000 ✓
	☒ COMMERCIAL GENERAL LIABILITY						DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000
	☐ CLAIMS-MADE ☒ OCCUR						MED EXP (Any one person) \$ 5,000
	GEN'L AGGREGATE LIMIT APPLIES PER ☐ POLICY ☐ PRO-JECT ☐ LOC						PERSONAL & ADV INJURY \$ 1,000,000 ✓ GENERAL AGGREGATE \$ 2,000,000 ✓ PRODUCTS - COMP/OP AGG \$ 2,000,000
A	☒ AUTOMOBILE LIABILITY	X	X	60437049	11/14/14	11/14/15	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 ✓
	☒ ANY AUTO						BODILY INJURY (Per person) \$
	☐ ALL OWNED AUTOS ☐ SCHEDULED AUTOS						BODILY INJURY (Per accident) \$
	☒ HIRED AUTOS ☒ NON-OWNED AUTOS						PROPERTY DAMAGE (Per accident) \$
A	☒ UMBRELLA LIAB ☒ OCCUR			60437049	11/14/14	11/14/15	EACH OCCURRENCE \$ 1,000,000
	☐ EXCESS LIAB ☐ CLAIMS-MADE						AGGREGATE \$ 1,000,000
	DED ☐ RETENTION \$						
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) ☐ Y/N If yes, describe under DESCRIPTION OF OPERATIONS below						☒ WC STATU-TORY LIMITS ☐ OTH-ER
B		N/A	X	90536082015	05/01/15	05/01/16	E L EACH ACCIDENT \$ 1,000,000 ✓ E L DISEASE - EA EMPLOYEE \$ 1,000,000 ✓ E L DISEASE - POLICY LIMIT \$ 1,000,000 ✓
C	Professional Liab			URA129671914	09/30/14	09/30/15	Claim 1,000,000 ✓ Aggregate 2,000,000 ✓

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

Re: Hanford On-Call Master Agreement 4/30/15.

The City of Hanford, its officers, officials, employees, & volunteers are included as Additional Insured per forms CG 20 10R 12 11 & FPIC0200 1211 attached in regards to work performed by the named insured only per written contract. Insurance is primary & non-contributory per forms CG 20 10R 12 11*

CERTIFICATE HOLDER

CANCELLATION

CITYHAN CITY OF HANFORD 900 S 10TH AVE HANFORD, CA 93230-5234	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE 
--	---

NOTEPAD:

INSURED'S NAME PETERS ENGINEERING GROUP INC OP ID: KT DATE 05/01/15

and FPIC0200 1211 attached per written contract. Waiver of Subrogation applies to General Liability, Auto Liability & Workers' Comp per forms CG 20 10R 12 11 and FPIC0200 1211 attached per written contract. Workers' Comp Waiver of Subrogation to follow from Company.



ENDORSEMENT AGREEMENT

BROKER COPY

WAIVER OF SUBROGATION
BLANKET BASIS

9053608-15

RENEWAL

NE

4-58-96-63

PAGE 1 OF 1

HOME OFFICE
SAN FRANCISCO

EFFECTIVE MAY 1, 2015 AT 12.01 A.M.
 AND EXPIRING MAY 1, 2016 AT 12.01 A.M.

ALL EFFECTIVE DATES ARE
 AT 12:01 AM PACIFIC
 STANDARD TIME OR THE
 TIME INDICATED AT
 PACIFIC STANDARD TIME

PETERS ENGINEERING GROUP
 PO BOX 3738
 CLOVIS, CA 93613

WE HAVE THE RIGHT TO RECOVER OUR PAYMENTS FROM ANYONE
 LIABLE FOR AN INJURY COVERED BY THIS POLICY. WE WILL
 NOT ENFORCE OUR RIGHT AGAINST THE PERSON OR
 ORGANIZATION NAMED IN THE SCHEDULE.

THIS AGREEMENT APPLIES ONLY TO THE EXTENT THAT YOU
 PERFORM WORK UNDER A WRITTEN CONTRACT THAT REQUIRES YOU
 TO OBTAIN THIS AGREEMENT FROM US.

THE ADDITIONAL PREMIUM FOR THIS ENDORSEMENT SHALL BE
2.00% OF THE TOTAL POLICY PREMIUM.

SCHEDULE

<u>PERSON OR ORGANIZATION</u>	<u>JOB DESCRIPTION</u>
ANY PERSON OR ORGANIZATION FOR WHOM THE NAMED INSURED HAS AGREED BY WRITTEN CONTRACT TO FURNISH THIS WAIVER	BLANKET WAIVER OF SUBROGATION

NOTHING IN THIS ENDORSEMENT CONTAINED SHALL BE HELD TO VARY, ALTER, WAIVE
 OR EXTEND ANY OF THE TERMS, CONDITIONS, AGREEMENTS, OR LIMITATIONS OF THIS
 POLICY OTHER THAN AS STATED. NOTHING ELSEWHERE IN THIS POLICY SHALL BE
 HELD TO VARY, ALTER, WAIVE OR LIMIT THE TERMS, CONDITIONS, AGREEMENTS OR
 LIMITATIONS OF THIS ENDORSEMENT.

COUNTERSIGNED AND ISSUED AT SAN FRANCISCO: APRIL 29, 2015

Kent R. Va. Lauf
 AUTHORIZED REPRESENTATIVE

Vernon Steiner
 PRESIDENT AND CEO

2572

Initial: City [Signature] Consultant [Signature]

AGREEMENT FOR PROFESSIONAL SERVICES FOR ON-CALL ENGINEERING SERVICES

This Agreement for Professional Services ("Agreement") is made and entered into this 5th day of May, 2015, by and between the City of Hanford, a Municipal Corporation ("City"), and TRC Engineers, Inc. ("Consultant").

RECITALS

A. Consultant represents to City that they are specially trained, experienced, licensed and competent to perform the services which will be required by this Agreement; and

B. Consultant represents to City that they possesses the skill, experience, ability, background, certification and knowledge to provide the services described in this Agreement on the terms and conditions described herein.

C. City desires to retain Consultant to render professional civil engineering services as set forth in this Agreement.

NOW THEREFORE, in consideration of the mutual covenants set forth herein for such other good and valuable consideration, the receipt and adequacy of which is hereby acknowledged, the parties hereto agree as follows:

1. **Retention of Consultant.** Subject to the terms and conditions set forth herein, City retains Consultant to perform the services identified in this Agreement, as an independent contractor and Consultant hereby accepts this independent contractor appointment.

2. **Scope of Services.** The Consultant shall perform professional engineering and land surveying services, in accordance with all the provisions of this Agreement. The Scope of Work for each project will be determined by the City Engineer. A work order will be assigned for each project after Consultant determines an estimated cost for producing all necessary plans and documents to satisfy the Scope of Work. Consultant shall correct any and all errors and/or omissions, which arise out of Consultant's negligence or intentional misconduct, in the performance of the Services and any documents resulting therefrom even though City has accepted said Services or documents. Consultant shall make such corrections upon City's request and at no cost or expense to City.

3. **Time of Performance.** This agreement shall remain in effect until June 30, 2020. Contract time of completion for individual projects will be agreed upon before assignment of each project to Consultant. Services designated in the scope of work shall be completed on agreed date unless prior written approval for a time extension has been granted by the City Engineer or the City Engineer's designee.

4. **Compensation.** Compensation to be paid to Consultant shall be in accordance with the fee schedule, Exhibit "A", subject to the Prevailing Wage Requirements which are available at the office of the City Engineer. An estimate for cost of services for each project shall be submitted to

Initial: City  Consultant 

the City Engineer before commencement of work. Payment by City under this Agreement shall not be deemed a waiver of defects, even if such defects were known to the City at the time of payment. An increase in the fee schedule will be allowed at the beginning of year three of this agreement and when the Prevailing Wage for services included in this agreement increases by the same amount approved for increase by the Department of Industrial Relations.

5. **Method of Payment.** Consultant shall submit monthly billings to City describing the work performed during the preceding month. Consultant's bills shall include a brief description of the Services performed and the date the Services were performed the number of hours spent and by whom, and a description of any reimbursable expenditures. City shall pay Consultant no later than 60 days after the date of submittal of a complete invoice for completed tasks and approval of the invoice by City staff.

6. **Extra Work.** At any time during the term of this Agreement, City may request that Consultant perform Extra Work. As used herein, "Extra Work" means any work which is determined by City to be necessary for the proper completion of the Services, but which the parties did not include in the Scope of Work. Extra work will be performed on an hourly basis under the Consultant's most current hourly fee schedule. Consultant shall not perform, nor be compensated for Extra Work without written authorization from City.

7. **Termination.** This Agreement may be terminated by the City immediately and without notice for cause or by City without cause upon ten (10) days' written notice of termination to Consultant. Upon termination, Consultant shall be entitled to compensation for Services performed up to the effective date of termination, unless this Agreement is terminated for cause, in which case, City may withhold compensation due Consultant in order to reimburse City for any losses, damages or expenses caused by Consultant's default under this Agreement.

8. **Ownership of Documents.** All plans, studies, documents and other writings and electronic disks containing drawings prepared by and for Consultant, its officers, employees, agents and subcontractors in the course of implementing this Agreement, except working notes and internal documents, shall become the property of the City, and the City shall have the sole right to use such materials in its discretion without further compensation to Consultant or to any other party. Consultant shall, at Consultant's expense, provide such reports, plans, studies, documents and other writings to City upon written request.

However, the City's use of completed documents for other projects and/or the use of uncompleted documents without the written authorization of Consultant will be at the City's sole risk. The City shall, to the fullest extent permitted by law, indemnify and hold harmless the Consultant from all claims, damages, losses, and expenses, including attorney fees, arising out of or resulting from any unauthorized reuse of, or changes to the Project Documents not performed by the Consultant.

9. **Licensing of Intellectual Property.** This Agreement creates a non-exclusive and perpetual license for City to use, modify, reuse or sublicense any and all copyrights, designs, and other intellectual property embodied in plans, specifications, studies, drawings, estimates, and other documents or works of authorship fixed in any tangible medium of expression, including but not limited to, physical drawings or data electronic or otherwise recorded on computer diskettes which

Initial: City  Consultant 

are prepared or caused to be prepared by Consultant under this Agreement ("Documents & Data"). Consultant shall require all subcontractors to agree in writing that City is granted non-exclusive and perpetual license for any Documents & Data the subcontractor prepared under this Agreement. Consultant represents and warrants that Consultant has the legal right to license any and all Documents & Data. City shall not be limited in any way in its use of the Documents & Data at any time, provided that any such use not within the purpose intended by this Agreement shall be at City's sole risk. The City shall, to the fullest extent permitted by law, indemnify and hold harmless the Consultant from all claims, damages, losses, and expenses, including attorney fees, arising out of or resulting from any unauthorized reuse of or changes to the Project Documents not performed by the Consultant.

10. **Confidentiality.** All ideas, memoranda, specifications, plans, procedures, drawings, descriptions, computer program data, input record data, written information, and other Documents & Data either created by or provided to Consultant in connection with the performance of this Agreement shall be held confidential by Consultant. Such materials shall not, without the prior written consent of City, be used by Consultant for any purposes other than the performance of the Services under this Agreement, nor shall such materials be disclosed to any person or entity not connected with the performance of the Services under this Agreement. Nothing furnished to Consultant which is otherwise known to Consultant or is generally known, or has become known, to the related industry shall be deemed confidential. Consultant shall not use City's name, insignia, photographs, or the project for which Consultant's Services are rendered, or any publicity pertaining to the Consultant's Services under this Agreement in any magazine, trade paper, newspaper, television or radio production or other similar medium without the prior written consent by City. Notwithstanding the foregoing, the City acknowledges that the Consultant may want/need to include projects performed under this agreement on proposals for similar work in the future. The City hereby grants permission to list any projects performed under this agreement for marketing purposes; provided however, Consultant will not make any representations regarding City's satisfaction with Consultant's work product unless Consultant receives a written statement or evaluation from City.

11. **Equal Opportunity Employment.** Consultant represents that it is an equal opportunity employer and it shall not discriminate against any subconsultant, employee or applicant for employment because of race, religion, color, national origin, handicap, ancestry, sex or age. Such non-discrimination shall include, but not be limited to, all activities related to initial employment, upgrading, demotion, transfer, recruitment or recruitment advertising, layoff or termination. Consultant shall also comply with all relevant provisions of City's programs or guidelines currently in effect as identified and provided to Consultant by City.

12. **Insurance Requirements.**

Initial: City  Consultant 

a. Consultant, at Consultant's own cost and expense, shall procure and maintain, for the duration of this Agreement, the following insurance policies.

i. Workers Compensation Coverage. As required by the State of California, with Statutory Limits, and Employer's Liability Insurance with a limit of no less than ONE MILLION AND NO/100 DOLLARS (\$1,000,000) per accident for bodily injury or disease.

ii. General Liability Coverage. Insurance Services Office (ISO) Form CG 0001, including products and completed operations, with limits of no less than ONE MILLION AND NO/100 DOLLARS (\$1,000,000) per occurrence for bodily injury, personal injury, and property damage. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project/location or the general aggregate limit shall be TWO MILLION AND NO/100 DOLLARS (\$2,000,000), twice the required occurrence limit.

iii. Automobile Liability Coverage. ISO Form Number CA 0001 covering any auto (Code 1), with a limit no less than ONE MILLION AND NO/100 DOLLARS (\$1,000,000) per accident for bodily injury and property damage.

iv. Professional Liability Coverage. Contractor will maintain Professional Liability coverage with limits no less than ONE MILLION AND NO/100 DOLLARS (\$1,000,000) per occurrence or claim, and TWO MILLION AND NO/100 DOLLARS (\$2,000,000) policy aggregate.

If Consultant maintains higher limits than the minimums shown above, the City requires and shall be entitled to coverage for the higher limits maintained by Consultant.

Consultant's insurance policies shall be "occurrence" policies and not "claims-made" coverage except for Professional Liability Coverage.

Consultant may maintain an Umbrella policy in conjunction with the insurance policies referenced above. In such case, Consultant shall be deemed to have satisfied the insurance requirements of this contract as long as: (i) the coverage limits of the Umbrella policy and of the underlying liability policy(ies), when combined, satisfy each of the per occurrence and aggregate requirements identified in this subsection a.; and (ii) coverage under the Umbrella policy is as broad as and includes all incidents and events covered by the underlying insurance that it supplements.

Any deductibles or self-insured retentions must be declared to and approved by the City. The City may require Consultant to purchase coverage with a lower deductible or retention or provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention. Alternatively, the City may require Consultant to provide a financial guarantee satisfactory to the City guaranteeing payment of losses and related investigations, claim administration, and defense expenses within the retention.

The policies are to contain, or be endorsed to contain, the following provisions:

Initial: City  Consultant 

i. The City and its officers, officials, employees, and volunteers are to be covered as additional insureds on the CGL and automobile liability policies with respect to liability arising out of work or operations performed by or on behalf of Consultant including materials, parts, or equipment furnished in connection with such work or operations; products used by Consultant; or automobiles owned, leased, hired or borrowed by Consultant. General liability coverage can be provided in the form of an endorsement to Consultant's insurance at least as broad as ISO Form CG 20 10 11 85 or if not available, through the addition of both CG 20 10 and CG 20 37 if a later edition is used. The coverage shall contain no special limitations on the scope of protection afforded to the City, its officers, officials, employees or volunteers.

ii. For any claims related to this contract, Consultant's insurance coverage shall be primary insurance as respects the City and its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the City and/or its officers, officials, employees, or volunteers shall be in excess of Consultant's insurance and shall be non-contributory.

iii. Each insurance policy required above shall provide that coverage shall not be canceled, except with notice to the City.

Insurance is to be placed with insurers with a current A.M. Best's rating of no less than A:VII.

Consultant shall furnish the City with original certificates and amendatory endorsements or copies of the applicable policy language effecting coverage required by this clause. All certificates and endorsements are to be received and approved by the City before work commences. However, failure to obtain the required documents prior to the work beginning shall not waive the Consultant's obligation to provide them. The City reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time.

Consultant hereby grants to City and its officers, officials, employees, and volunteers a waiver of any right to subrogation which any insurer of Consultant may acquire against the City and/or its officers, officials, employees, and volunteers by virtue of the payment of any loss under such insurance. Consultant agrees to obtain endorsements necessary to effect this waiver of subrogation, but this provision applies regardless of whether or not the City has received a waiver of subrogation endorsement from the insurer.

The City reserves the right to modify the insurance requirements contained in this contract, including, without limitation, coverage limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

13. **Indemnification.** To the fullest extent allowable by law, Consultant agrees to indemnify, defend and hold harmless the City and its officials, officers, employees, agents and volunteers from and against all claims, demands, actions, injuries, liabilities, losses, costs or damages, direct or indirect, and any and all attorneys' fees and other expenses which City or its officials, officers, employees, agents or volunteers may sustain or incur as a consequence of or are in any way related to Consultant's or its owners, directors, officers, managers, employees, agents and subcontractor's willful or negligent acts or omissions in the performance of the services and

Initial: City OK Consultant MA

Consultants responsibilities and obligations to be performed under this agreement or its failure to perform or comply with any of its obligations or responsibilities contained in this agreement; excluding, however, such liability, claims, losses, damages or expenses arising from City's sole or active negligence or willful acts. This duty to indemnify, defend, and hold harmless shall survive the termination of this agreement. If Consultant maintains additional coverage or higher limits than those required herein, then City shall be entitled to additional coverage or higher limits maintained by Consultant.

14. **Independent Contractor Status.** It is understood and agreed that Consultant, in the performance of the Services to be performed pursuant to this Agreement, shall act as and be an independent contractor and shall not act as an agent or employee of City. Consultant shall obtain no retirement benefits or other benefits which accrue to City's employees and Consultant hereby expressly waives any claim it may have to any such rights. Nothing in this Agreement shall create or be construed as creating a partnership, joint venture or any other relationship between City and Consultant.

15. **Consultant's Books and Records.**

a. Consultant shall maintain any and all ledgers, books of account, invoices, vouchers, canceled checks, and other records or documents evidencing or relating to charges for services, or expenditures and disbursements charged to City for a minimum period of three (3) years, or for any longer period required by law, from the date of final payment to Consultant under this Agreement.

b. Consultant shall maintain all documents and records that demonstrate performance under this Agreement for a minimum period of three (3) years, or for any longer period required by law, from the date of termination or completion of this Agreement.

c. Any records or documents required to be maintained pursuant to this Agreement shall be made available for inspection or audit, at any time during regular business hours, upon written request by the City. Copies of such documents shall be provided to the City for inspection at the City offices.

d. Where City has reason to believe that such records or documents may be lost or discarded due to dissolution, disbandment or termination of Consultant's business, City may, by written request, require that custody of the records be given to the City and that the records and documents be maintained in the City offices. Access to such records and documents shall be granted to any party authorized by Consultant, Consultant's representatives, or Consultant's successor-in-interest.

16. **Interest of Consultant.** Consultant and its shareholders covenants and represents that they do not now have any investment or interest in real property and shall not acquire any interest, direct or indirect, in the area covered by this Agreement or any other source of income, interest in real property or investment which would be affected in any manner or degree by the performance of Consultant's Services hereunder. Consultant further covenants and represents that in the performance of the Services hereunder, to the best of its knowledge no person having any such interest shall perform any Services under this Agreement.

Initial: City OK Consultant [Signature]

Consultant is not a designated employee within the meaning of the Political Reform Act because Consultant:

- a. will conduct research and arrive at conclusions with respect to rendition of information, advice, recommendation or counsel independent of the control and direction of the City or of any City official, other than normal agreement monitoring; and
- b. possesses no authority with respect to any City decision beyond rendition of information, advice, recommendation or counsel. FPPC Reg. 18700, et seq.

17. **Professional Ability of Consultant.** City has relied upon Consultant's representations regarding its training and professional ability to perform the Services hereunder as a material inducement to enter into this Agreement. Consultant shall therefore provide properly skilled personnel to perform all Services under this Agreement. The primary provider of the Services called for by this Agreement shall be Mark A. Imbriani who shall not be replaced without the written consent of the City. All work performed by Consultant under this Agreement shall be in accordance with the applicable professional standard of care and shall meet the local professional standard of quality ordinarily to be expected of competent persons in Consultant's field of expertise working in Kings County.

18. **Compliance with Laws.** Consultant shall use the proper standard of care in performing the Services and shall comply with all applicable federal, state and local laws, codes, ordinances and regulations in effect at the time the agreement is executed. In addition, if the request for proposal to provide professional services which are the subject of this Agreement cited any federal or state financial assistance involved in the project for which the Services are provided, the Consultant shall perform all services in accordance with all applicable federal and state laws, rates and regulations in effect at the time the agreement is executed.

19. **Licenses.** Consultant represents and warrants to City that it has all licenses, permits, qualifications, and insurance which are legally required of Consultant to lawfully and competently perform the Services. Consultant represents and warrants to City that Consultant shall, at its sole cost and expense, keep in effect or obtain at all times during the term of this Agreement, any licenses, permits, and insurance which are legally required of Consultant to lawfully and competently perform the Services. Consultant shall maintain a City of Hanford business license.

20. **Assignment and Subcontracting.** The parties recognize that a substantial inducement to City for entering into this Agreement is the reputation, experience and competence of Consultant. Assignments of any or all rights, duties or obligations of the Consultant under this Agreement will be permitted only with the express written consent of the City, which will not be unreasonably withheld. Consultant shall not subcontract any portion of the Services to be performed under this Agreement without the express written consent of the City, which will not be unreasonably withheld. If City consents to such subcontract, Consultant shall be fully responsible to City for all acts or omissions of the subconsultant. Nothing in this Agreement shall: (i) create any contractual relationship between City and subconsultant; (ii) create any obligation on the part of the City to pay or to see to the payment of any monies due to any such subconsultant; (iii) or relieve Consultant of any of its obligations and responsibilities under this Agreement.

Initial: City

Consultant

21. **Attorneys' Fees.** If an action at law or in equity is necessary to enforce or interpret the terms of this Agreement, the prevailing party shall be entitled to reasonable attorneys' fees, costs and necessary disbursements in addition to any other reasonable relief to which he may be entitled. With respect to any suit, action or proceeding arising out of or related to this Agreement, or the documentation related hereto, the parties hereby submit to the jurisdiction and venue of the Superior Court for the County of Kings, State of California for any proceeding arising hereunder.

22. **Sole and Only Agreement.** This Agreement supersedes any and all other agreements, either oral or in writing, between the parties hereto with respect to the matters set forth herein and contains all of the covenants and agreements between the parties regarding said matters. Each party to this Agreement acknowledges that no representations, inducements, promises or agreements, orally or in writing, have been made by any party or anyone acting on behalf of any party which are not embodied in this Agreement and no other agreement, statement or promise shall be valid or binding.

23. **Invalidity.** If any provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions shall nevertheless continue in full force and effect without being impaired or invalidated in any way.

24. **Amendment.** No change, amendment or modification of this Agreement shall be valid unless the same be in writing and signed by the parties hereto.

25. **Governing Law.** This Agreement shall be construed and governed pursuant to the laws of the State of California.

26. **Waiver.** Waiver of a breach or default under this Agreement shall not constitute a continuing waiver of a subsequent breach of the same or any other provision under this Agreement.

27. **Mediation.** The parties agree to make a good faith attempt to resolve any disputes arising out of this Agreement through mediation prior to commencing litigation. The parties shall mutually agree upon the mediator and shall divide the costs of mediation equally. If the parties are unable to agree upon a mediator, the dispute shall be submitted to JAMS/ENDISPUTE ("JAMS") or its successor in interest. JAMS shall provide the parties with the names of five qualified mediators. Each party shall have the option to strike two of the five mediators selected by JAMS and thereafter the mediator remaining shall hear the dispute. If the dispute remains unresolved after mediation, either party may commence litigation.

28. **Prohibited Interests.** Consultant maintains and warrants that it has not employed nor retained any company or person, other than a bona fide employee working solely for Consultant, to solicit or secure this Agreement. Further Consultant warrants that it has not paid nor has it agreed to pay any company or person, other than a bona fide employee working solely for Consultant, any fee, commission, percentage, brokerage fee, gift or other consideration contingent upon or result from the award or making of this Agreement. For breach or violation of this warranty, City shall have the right to rescind this Agreement without liability. For the term of this Agreement, no member, officer or employee of City, during the term of his or her service with City, shall have any

Initial: City OK Consultant ml

direct interest in this Agreement, or obtain any present or anticipated material benefit arising therefrom.

29. **Authority to Enter Agreement.** Consultant has all requisite power and authority to conduct its business and to execute, deliver and perform the Agreement. Each party warrants that the individuals who have signed this Agreement have the legal power, right, and authority to make this Agreement and to bind each respective party.

30. **Notice.** Except as otherwise expressly provided herein, any notice, consent, authorization or other communication to be given hereunder shall be in writing and shall be deemed duly given and received when delivered personally, when transmitted by facsimile or e-mail if receipt is acknowledged by the addressee, one business day after being deposited for next-day delivery with a nationally recognized overnight delivery service, or three business days after being mailed by first class mail, charges and postage prepaid, property addressed to the party to receive such notice at the last address furnished for such purpose by the party to whom notice is directed and addressed as follows:

City of Hanford
900 S. 10th Avenue
Hanford, California 93230

TRC Engineers, Inc.
6051 N. Fresno Street
Fresno, CA 93710

IN WITNESS WHEREOF, the parties have executed this Agreement effective on the day and in the year first set forth above.

CITY OF HANFORD,
a Municipal Corporation

Initial: City JS Consultant MG

By: [Signature]
City Manager

Consultant

By: Mark A. [Signature]

APPROVED AS TO CONTENT:

[Signature]
Johnathan L. Doyel
Deputy Director of Public Works

ATTEST:

[Signature]
City Clerk



6051 North Fresno Street
2nd Floor
Fresno, CA 93710

559.439.2576 PHONE
916.366.1501 FAX

www.TRCSolutions.com

January 1, 2015

RATE SCHEDULE

LABOR RATES

<u>Personnel Classification</u>	<u>Hourly Rate</u>
Program Manager	\$225.00
Project Manager	\$150.00 - \$180.00
Project Engineer/Coordinator	\$140.00 - \$170.00
Senior Engineer	\$130.00 - \$140.00
Engineer	\$90.00 - \$120.00
CADD	\$80.00 - \$120.00
Desktop Publisher	\$75.00
Administrative Assistant	\$70.00

Rates are subject to change on January 1 of each year.

Similarly titled staff will be billed at equivalent rates (i.e Senior Scientist, Senior Geologist, Senior Environmental Planner, etc. will be billed at the hourly rate for a Senior Engineer)

Note: Rates above will be increased by 50% for expert witness services.

DIRECT EXPENSE UNIT RATES

Mileage: Current IRS Mileage Rate, currently \$0.575 per mile

Meals: State of CA DPA Rates, currently \$34/day

Other direct costs including travel, lodging, telephone, fax, reproduction, and postage will be billed at actual cost plus 5%.



CERTIFICATE OF LIABILITY INSURANCE

 DATE (MM/DD/YYYY)
05/19/2015

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Greyling Insurance Brokerage 450 Northridge Parkway Suite 102 Atlanta, GA 30350 Matias Ormaza INSURED TRC Engineers, Inc. TRC Solutions, Inc. 123 Technology Drive Irvine, CA 92618	1-770-552-4225 CONTACT NAME: Jerry Noyola PHONE (A/C, No, Ext): 770-552-4225 FAX (A/C, No): 866-550-4082 E-MAIL ADDRESS: jerry.noyola@greyling.com INSURER(S) AFFORDING COVERAGE INSURER A: Zurich American Insurance Company INSURER B: American Guarantee & Liability Insurance INSURER C: American Zurich Insurance Company INSURER D: INSURER E: INSURER F:
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COVERAGES
CERTIFICATE NUMBER: 43890664

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	GENERAL LIABILITY ☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR ☒ Contractual Liability GEN'L AGGREGATE LIMIT APPLIES PER: ☐ POLICY ☒ PRO-JECT ☒ LOC			GLO5472507-02	07/01/14	07/01/15	EACH OCCURRENCE \$ 2,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 500,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 2,000,000 GENERAL AGGREGATE \$ 4,000,000 PRODUCTS - COMP/OP AGG \$ 4,000,000 \$
A	AUTOMOBILE LIABILITY ☒ ANY AUTO ☐ ALL OWNED AUTOS ☐ SCHEDULED AUTOS ☐ HIRED AUTOS ☐ NON-OWNED AUTOS			BAP 5472506-02	07/01/14	07/01/15	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
B	☒ UMBRELLA LIAB ☒ OCCUR ☐ EXCESS LIAB ☐ CLAIMS-MADE ☐ DED ☒ RETENTION \$ 0			AUC-6547767-05	07/01/14	07/01/15	EACH OCCURRENCE \$ 9,000,000 AGGREGATE \$ 9,000,000 \$
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below Y/N ☒ N N/A			WC5472508-02	07/01/14	07/01/15	☒ WC STATU-TORY LIMITS ☐ OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
A	Professional Liability Including Pollution Liability			EOC 5472532-02	07/01/14	07/01/15	Per Claim 5,000,000 Aggregate 5,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

The City of Hanford, its officers, officials, employees and volunteers are additional insureds as respects the general liability and automobile liability policies where required by written contract. This insurance is primary and non-contributory. A waiver of subrogation applies.

CERTIFICATE HOLDER

 City of Hanford
 900 S. 10th Avenue
 Hanford, CA 93230
 USA

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Policy Number: BAP5472506-02

COMMERCIAL AUTO
CA 20 48 02 99**THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.****DESIGNATED INSURED**

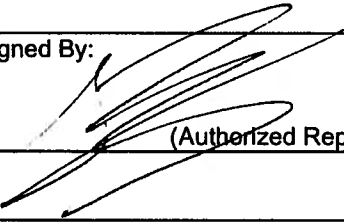
This endorsement modifies insurance provided under the following:

BUSINESS AUTO COVERAGE FORM
GARAGE COVERAGE FORM
MOTOR CARRIER COVERAGE FORM
TRUCKERS COVERAGE FORM

With respect to coverage provided by this endorsement, the provisions of the Coverage Form apply unless modified by this endorsement.

This endorsement identifies person(s) or organization(s) who are "insureds" under the Who Is An Insured Provision of the Coverage Form. This endorsement does not alter coverage provided in the Coverage Form.

This endorsement changes the policy effective on the inception date of the policy unless another date is indicated below.

Endorsement Effective: 07/01/14	Countersigned By:  (Authorized Representative)
Named Insured: TRC Companies, Inc.	

SCHEDULE

Name of Person(s) or Organization(s): Any person or organization to whom or which you are required to provide additional insured status or additional insured status on a primary, non-contributory basis, in a written contract or written agreement executed prior to loss, except where such contract or agreement is prohibited by law.
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(If no entry appears above, information required to complete this endorsement will be shown in the Declarations as applicable to the endorsement.)

Each person or organization shown in the Schedule is an "insured" for Liability Coverage, but only to the extent that person or organization qualifies as an "insured" under the Who Is An Insured Provision contained in **Section II** of the Coverage Form.

POLICY NUMBER: GLO 5472507-02

COMMERCIAL GENERAL LIABILITY
CG 20 10 04 13**THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.****ADDITIONAL INSURED – OWNERS, LESSEES OR
CONTRACTORS – SCHEDULED PERSON OR
ORGANIZATION**

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

SCHEDULE

Name Of Additional Insured Person(s) Or Organization(s)	Location(s) Of Covered Operations
Any person or organization to whom or to which you are required to provide additional insured status in a written contract or written agreement executed prior to the loss except where such contract or agreement is prohibited by law.	All locations
Information required to complete this Schedule, if not shown above, will be shown in the Declarations.	

A. Section II – Who Is An Insured is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to liability for "bodily injury", "property damage" or "personal and advertising injury" caused, in whole or in part, by:

1. Your acts or omissions; or
2. The acts or omissions of those acting on your behalf;

in the performance of your ongoing operations for the additional insured(s) at the location(s) designated above.

However:

1. The insurance afforded to such additional insured only applies to the extent permitted by law; and
2. If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

B. With respect to the insurance afforded to these additional insureds, the following additional exclusions apply:

This insurance does not apply to "bodily injury" or "property damage" occurring after:

1. All work, including materials, parts or equipment furnished in connection with such work, on the project (other than service, maintenance or repairs) to be performed by or on behalf of the additional insured(s) at the location of the covered operations has been completed; or
2. That portion of "your work" out of which the injury or damage arises has been put to its intended use by any person or organization other than another contractor or subcontractor engaged in performing operations for a principal as a part of the same project.

- C. With respect to the insurance afforded to these additional insureds, the following is added to **Section III – Limits Of Insurance:**

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the contract or agreement; or

2. Available under the applicable Limits of Insurance shown in the Declarations;
whichever is less.

This endorsement shall not increase the applicable Limits of Insurance shown in the Declarations.

POLICY NUMBER: GLO 5472507-02

COMMERCIAL GENERAL LIABILITY
CG 20 37 04 13**THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.****ADDITIONAL INSURED – OWNERS, LESSEES OR
CONTRACTORS – COMPLETED OPERATIONS**

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART
PRODUCTS/COMPLETED OPERATIONS LIABILITY COVERAGE PART**SCHEDULE**

Name Of Additional Insured Person(s) Or Organization(s)	Location And Description Of Completed Operations
Any person or organization to whom or to which you are required to provide additional insured status in a written contract or written agreement executed prior to the loss except where such contract or agreement is prohibited by law.	All locations
Information required to complete this Schedule, if not shown above, will be shown in the Declarations.	

A. Section II – Who Is An Insured is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to liability for "bodily injury" or "property damage" caused, in whole or in part, by "your work" at the location designated and described in the Schedule of this endorsement performed for that additional insured and included in the "products-completed operations hazard".

However:

1. The insurance afforded to such additional insured only applies to the extent permitted by law; and
2. If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

B. With respect to the insurance afforded to these additional insureds, the following is added to Section III – Limits Of Insurance:

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the contract or agreement; or
2. Available under the applicable Limits of Insurance shown in the Declarations;

whichever is less.

This endorsement shall not increase the applicable Limits of Insurance shown in the Declarations.



Other Insurance Amendment – Primary And Non-Contributory

Policy No.	Exp. Date of Pol.	Eff. Date of End.	Agency No.	Addl. Prem.	Return Prem.
GLO5472507-02	7/1/15	7/1/14	35266000	N/A	N/A

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

Named Insured: TRC Companies

Address (including ZIP Code): 21 Griffin Road North, Windsor, CT 06095

This endorsement modifies insurance provided under the:
Commercial General Liability Coverage Part

SECTION IV. COMMERCIAL GENERAL LIABILITY CONDITIONS, 4. Other Insurance, is amended per the following:

1. The following paragraph is added under a. Primary Insurance:

This insurance is primary insurance as respects our coverage to an additional insured person or organization, where the written contract or written agreement requires that this insurance be primary and non-contributory. In that event, we will not seek contribution from any other insurance policy available to the additional insured on which the additional insured person or organization is a Named Insured.

2. The following paragraph is added under b. Excess Insurance:

This insurance is excess over:

Any of the other insurance, whether primary, excess, contingent or on any other basis, available to an additional insured, in which the additional insured on our policy is also covered as an additional insured by attachment of an endorsement to another policy providing coverage for the same "occurrence", claim or "suit". This provision does not apply to any policy in which the additional insured is a Named Insured on such other policy and where our policy is required by written contract or written agreement to provide coverage to the additional insured on a primary and non-contributory basis.

Any provisions in this Coverage Part not changed by the terms and conditions of this endorsement continue to apply as written.



Waiver Of Subrogation (Blanket) Endorsement

Policy No.	Eff. Date of Pol.	Exp. Date of Pol.	Eff. Date of End.	Producer	Add'l. Prem.	Return Prem.
GLO5472507-02	7/1/14	7/1/15	7/1/14		\$	\$

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

This endorsement modifies insurance provided under the:

Commercial General Liability Coverage Part

The following is added to the **Transfer Of Rights Of Recovery Against Others To Us Condition**:

ALL PERSONS AND/OR ORGANIZATIONS THAT ARE REQUIRED BY WRITTEN CONTRACT OR AGREEMENT WITH THE INSURED, EXECUTED PRIOR TO THE ACCIDENT OR LOSS, THAT WAIVER OF SUBROGATION BE PROVIDED UNDER THIS POLICY

WORKERS' COMPENSATION AND EMPLOYERS' LIABILITY INSURANCE POLICY

WC 04 03 06

(Ed. 4-84)

**WAIVER OF OUR RIGHT TO RECOVER FROM OTHERS ENDORSEMENT—
CALIFORNIA**

We have the right to recover our payments from anyone liable for an injury covered by this policy. We will not enforce our right against the person or organization named in the Schedule. (This agreement applies only to the extent that you perform work under a written contract that requires you to obtain this agreement from us.)

You must maintain payroll records accurately segregating the remuneration of your employees while engaged in the work described in the Schedule.

The additional premium for this endorsement shall be **0.00** % of the California workers' compensation premium otherwise due on such remuneration.

Schedule**Person or Organization**

**ALL PERSONS AND/OR
ORGANIZATIONS THAT
ARE REQUIRED BY
WRITTEN CONTRACT OR
AGREEMENT WITH THE
INSURED, EXECUTED
PRIOR TO THE
ACCIDENT OR LOSS,
THAT WAIVER OF
SUBROGATION BE
PROVIDED UNDER THIS
POLICY FOR WORK
PERFORMED BY YOU FOR
THAT PERSON AND/OR
ORGANIZATION**

Job Description

ALL CA OPERATION

Traffic Signal at Grangeville Boulevard & 13th Avenue

Project Background:

This project will involve the installation of a traffic signal at the intersection of Grangeville Boulevard and 13th Avenue. Additional improvements will include pavement transitioning to facilitate the installation of additional travel lanes.

Existing Conditions:

The current traffic control at this intersection is a four way stop. This intersection meets current traffic signal warrants and is included in the City's Traffic Signal Priority List.

Project Justification:

This project will increase traffic flow efficiency and reduce intersection congestion by allowing more free flow traffic movements through the intersection. The project will also provide air quality benefits by reducing vehicle idling times.

Fiscal Implications:

Funding for this project will be allocated from CMAQ funding, impact fees, and gas tax reserves.

Project Budget Summary:

		6-Year Funding Allocation					
		2015	2016	2017	2018	2019	2020
Expenditure	Program or Project	Design			Construction		
	Engineering / Inspection	40,000			20,000		
	Right-of-Way	35,000					
	Construction				475,000		
	Contingency				47,500		
	Department Overhead				7,500		
Total Expenditure		\$75,000	\$0	\$0	\$550,000	\$0	
Revenue	Funding						
	044 Gas Tax (2103)				63,000		
	055 Congest. Mitigation/Air Qual. (CMAQ)				487,000		
	181 Transportation Impact Fees	75,000					
Total Funding		\$75,000	\$0	\$0	\$550,000	\$0	\$0



AGENDA STAFF REPORT

MEETING DATE: 5/3/2016	AGENDA SECTION: D
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SUBJECT:

Public Works: Authorize staff to reduce the level of an existing engineering position from Senior Engineer to Assistant Engineer and authorize a budget amendment to include an additional Assistant Engineer.

RECOMMENDATION:

That the City Council, by motion, downgrade the Senior Engineer position to an Assistant Engineer position; and authorize a budget amendment to add an additional Assistant Engineer.

BACKGROUND:

The City has had a difficult time recruiting licensed civil engineers to assist us in our development review and oversight. Staff believes the challenge for us is that we are not competitive in the marketplace for licensed engineers especially at this time when development is expanding. In order for us to be competitive, there are two choices, one would be to compare the position to the private sector or larger agencies that we lose engineers to for salaries and benefits, or create lower-level positions and have more staffing to complete the work in both the development review and capital improvement program.

After seeing the preliminary numbers of the classification and compensation study and respecting the Council's desire to compare to the agencies chosen, staff is recommending that the Council allow the Public Works Department to downgrade our current Senior Engineer position to an Assistant Engineer position and allow for a budget amendment to add a second Assistant Engineer to assist in completing projects and the increasing development workload in the Engineering Division.

FISCAL IMPACT:

There are sufficient reserves in this year's budget to accommodate this change. It is anticipated that the increase to the overall budget would be approximately \$80,000 per year and the increase

to the general fund budget would be less than \$40,000 per year. The FY 17 / 18 operational budget will reflect this change and any accommodations necessary to fund the change.

ATTACHMENTS: