

10/03/17
City Council Meeting

Handouts received after
agenda posted



Classification & Compensation Study

OCTOBER 3, 2017

MICHELLE SPEER, ASSISTANT CITY MANAGER

Classification Report

An effective classification plan provides the following:

- A current and accurate description of the various jobs that are performed
- A basis for establishing a compensation program that is related to the nature of the work performed
- A means of ensuring internal equity among the overall work force
- Providing an improved basis for recruiting, testing and selecting employees
- Establishing a framework for evaluating employee performance

Classification Report

The process included:

- A kick-off meeting with all employees
- Job analysis questionnaires for all positions
- Meetings with department heads
- Employee interviews
- Review of existing city documentation
- Continuous collaboration with city staff

Classification Report

The classification report includes the following:

- Classification levels and definitions
- Titling guidelines and definitions for all class levels
- Supervision guidelines and definitions
- Master list of class titles, and recommended changes

Existing Class Recommendations

Current Class Title	Recommended Class Title
Administrative Assistant	Administrative Assistant I
Building Coordinator & Coordinator	Maintenance Coordinator
Executive Assistant to the City Manager	Executive Assistant
Development Services Director	Community Development Director
Superintendent	Building Official/Superintendent
Finance Director	Finance Director/Chief Financial Officer
Community Services Director	Parks & Recreation Director
Equipment Mechanic/Senior Equipment Mechanic	Equipment Mechanic I/II
Senior Utility Operator	Senior Wastewater Utility Operator and Senior Water Utility Operator
Utility Operator I/II	Wastewater and Water Utility Operator I/II/III

New Classification Recommendations

Current Class Title	Recommended Class Title
New Class	Administrative Assistant II
New Class	Building Permit Technician
New Class	Planning Technician
New Class	Payroll Technician

Comprehensive Recommendations

Department	Current Class Title	Final Class Title
City Manager	Executive Assistant to the CM	Executive Assistant
City Manager	Office Assistant II	Administrative Assistant II
Community Development	Development Services Director	Community Development Director
Community Development	Superintendent	Building Official/Superintendent
Community Development	Office Assistant II	Planning Technician
Community Development	Office Assistant II	Building Permit Technician
Finance	Finance Director	Finance Director/CFO
Finance	Account Technician	Payroll Technician
Parks and Recreation	Community Services Director	Parks & Recreation Director
Parks and Recreation	Building Coordinator	Maintenance Coordinator
Police	Administrative Assistant	Executive Assistant
Public Works	Office Assistant II	Administrative Assistant I
Public Works	Senior Equipment Mechanic	Equipment Mechanic II
Public Works	Equipment Mechanic	Equipment Mechanic I
Public Works	Coordinator	Maintenance Coordinator
Public Works	Senior Utility Operator	Senior Wastewater Utility Operator
Public Works	Utility Operator II	Wastewater Utility Operator II
Public Works	Utility Operator I	Wastewater Utility Operator I
Public Works	Coordinator	Maintenance Coordinator

Compensation Report

The compensation analysis derived from:

- Evaluation of job classifications
- Development of final job descriptions
- Compensation survey data, including base salary and major benefits of comparative agencies

Why Conduct a Compensation Survey?

Compensation surveys are a necessary part of assessing and updating an organization's compensation plan.

- Anticipate and understand what the labor market is doing
- Data-driven framework for allocating resources to wages and benefits
- Provide defensibility and public accountability of employee compensation
- Optimize the City's ability to recruit and retain employees

Survey Agencies

Survey agencies were approved by the City Council and balance the selection factors of:

- Nature of services
- Geographic proximity
- Size
- Economic similarity

****Survey agencies were agreed upon by City Council and all bargaining units.**

Survey Agencies

Survey Agency	Population Served	Driving Distance	Total Revenues	Total Expenditures	ERI COL	ERI Wage
Lemoore	26,199	0	\$24.1 Mil	\$24.8 Mil	100.0	100.0
Hanford	55,840	9	\$56.6 Mil	\$60.7 Mil	100.0	100.0
Corcoran	22,691	25	\$16.5 Mil	\$15.7 Mil	N/A	N/A
Kingsburg	12,101	26	\$15.4 Mil	\$11.9 Mil	N/A	N/A
Visalia	130,231	28	\$235.1 Mil	\$215.1 Mil	106.1	98.8
Selma	24,844	30	\$19.3 Mil	\$16.5 Mil	92.5	98.9
Avenal	12,373	30	\$9.5 Mil	\$10.7 Mil	N/A	N/A
Tulare	63,515	31	\$127.1 Mil	\$111.5 Mil	109.5	98.8
Reedley	25,999	37	\$33.6 Mil	\$40.2 Mil	103.7	98.9
Dinuba	24,657	38	\$41.7 Mil	\$45.9 Mil	99.4	98.5
Coalinga	16,667	38	\$19.4 Mil	\$18.8 Mil	N/A	N/A
Sanger	26,024	41	\$44.2 Mil	\$51.6 Mil	102.2	99.0
Madera	65,474	55	\$55.1 Mil	\$56.1 Mil	100.3	99.8
Porterville	60,070	60	\$87.9 Mil	\$92.3 Mil	N/A	N/A

Data Sources:

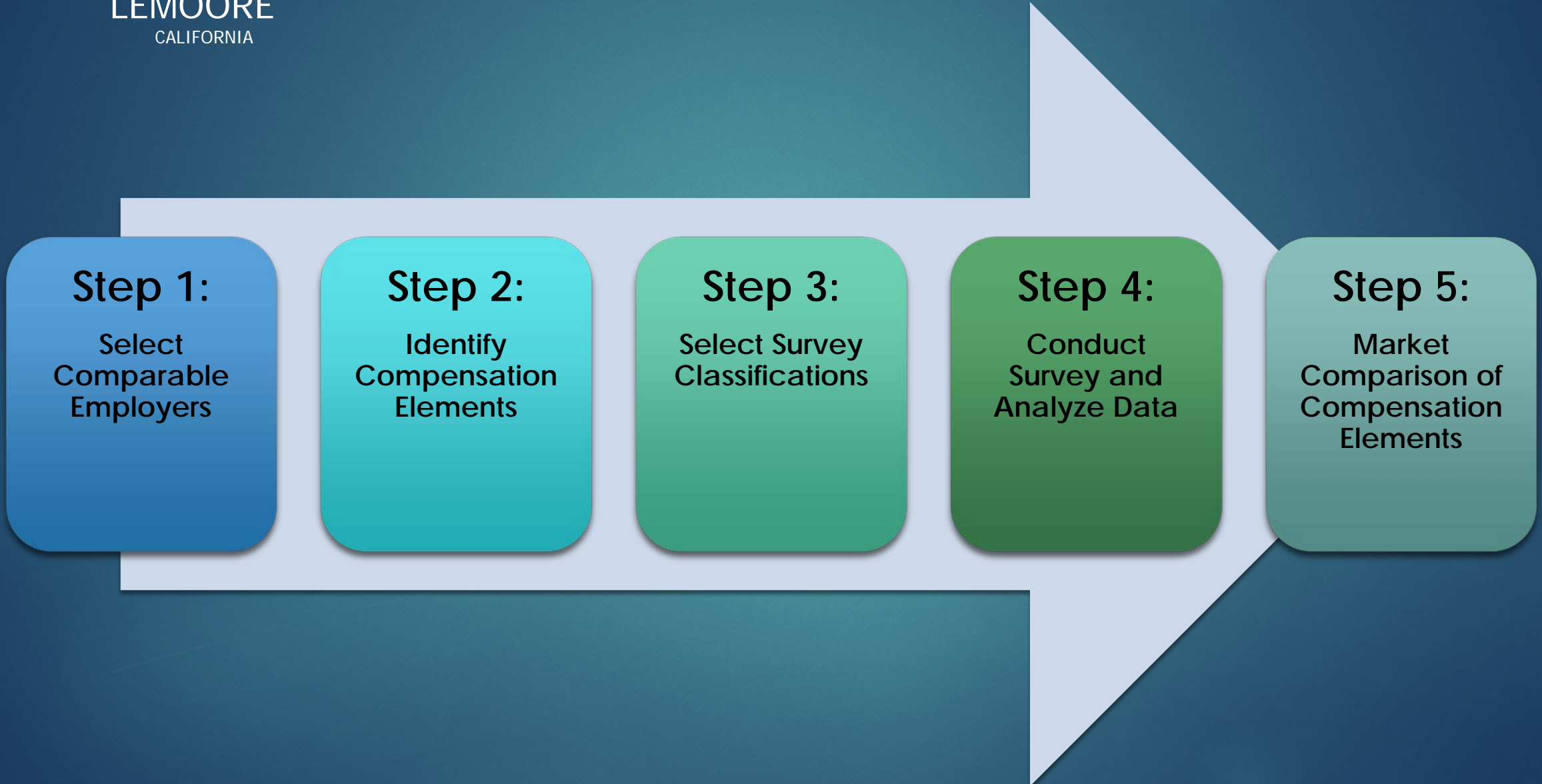
Population - CA Dept of Finance; 2016

Distance - Google Maps

Revenues/Expenditures - CA State Controller; 2015

Cost of Living/Wage Index - Economic Research Institute

Survey Process



Job Classification Matches

Matching job classifications relies on a number of source documents beyond comparisons of job descriptions.

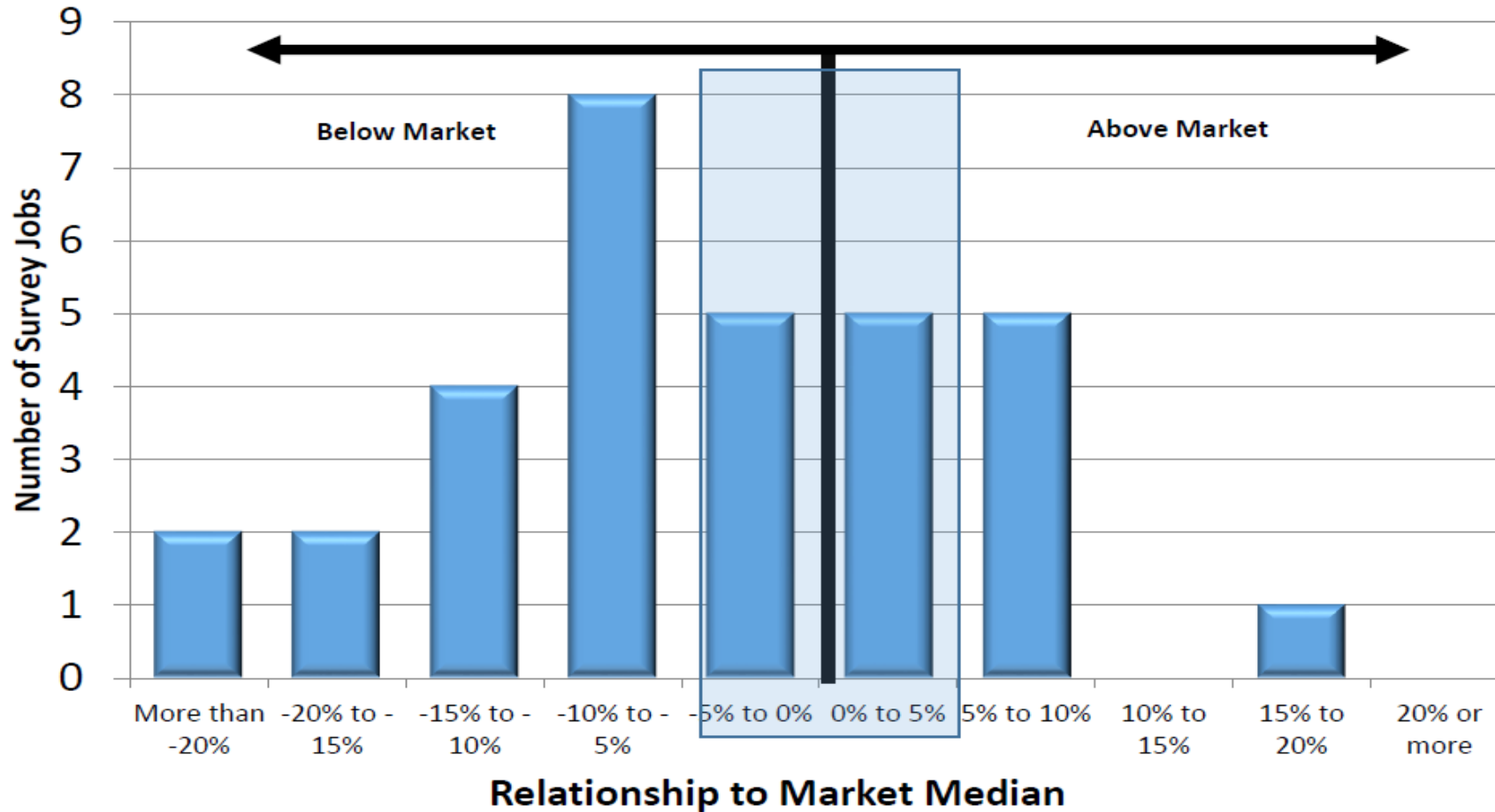
- Job matches only occur if a position exists and is allocated in the budget, and staffed
- Job matches are based on review of major and essential job functions along with qualification comparisons (including education requirements)

Scope of Data Collected

The survey included collection and analysis of base salary and benefits to understand how the City's total compensation compares with labor market practices. Elements in the survey include:

- Base Salary
 - Range maximum (control point of range)
- Cash Benefits
 - Employer Paid Member Contribution (EPMC)
 - Longevity
 - Deferred Comp.
 - Uniform Pay
- Insurance Benefits
 - Health
 - Dental
 - Vision
- Employer Retirement
 - Employer Contribution
 - Retirement Formula
 - Employee Contribution to Employer Rate
 - Other Retirement (such as PARS)
 - FICA
- Leave Benefits
 - Holidays
 - Sick Leave
 - Vacation
 - Admin/Management Leave

Market Summary – Median, All jobs



Strongest trend of the survey jobs
should be in shaded region



City of

LEMOORE

CALIFORNIA

Survey Data Example

Lemoore Account Clerk II			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	Finance Office Assistant	\$3,674					\$257	\$3,931	\$1,333	\$118	\$39	\$5,422	\$573		2@55	\$5,995	9	8		13	31
Coalinga	Account Clerk II	\$3,673	\$21		\$100	\$110		\$3,904	\$1,663	inc	inc	\$5,568	\$309		2@55	\$5,877	8	8		17	33
Corcoran	Senior Account Clerk	\$3,631						\$3,631	\$1,077	\$96	\$13	\$4,818	\$617		2@55	\$5,435	8	8		13	29
Dinuba	Billing Clerk	\$3,784					\$38	\$3,822	\$1,623	\$100		\$5,545	\$696		2@55	\$6,241	9	9		13	31
Hanford	Accounting Clerk	\$3,554	\$178					\$3,732	\$1,064	\$75	\$11	\$4,882	\$1,202		3@60	\$6,085	8	8		13	29
Kingsburg	Account Clerk II (w/ A/P)	\$3,839			\$96			\$3,935	\$1,203	inc	inc	\$5,138	\$750		2@55	\$5,888	10	10		17	36
Madera	Accounting Technician III	\$3,671				\$154	\$170	\$3,995	\$2,093	inc	inc	\$6,088	\$836		2@60	\$6,924	11	8		15	34
Porterville	Account Clerk II	\$3,504						\$3,504	\$1,000	inc	inc	\$4,504	\$991		2@55	\$5,495	6	8		15	30
Reedley	Accounting Technician II	\$4,017						\$4,017	\$1,811	\$83	\$24	\$5,935	\$693		2@55	\$6,628	8	8		13	30
Sanger	Account Clerk II	\$3,617			\$181			\$3,798	\$1,886	\$109	\$19	\$5,813	\$1,240		2.5@55	\$7,053	8	8		19	35
Selma	Account Clerk II	\$3,572			\$250	\$100		\$3,922	\$1,559	\$80	\$16	\$5,577	\$1,613		2.7@55	\$7,190	9	8		16	33
Tulare	Accounting Technician II	\$4,596						\$4,596	\$865	inc	inc	\$5,461	\$1,299	(\$92)	2.5@55	\$6,668	10	8		13	31
Visalia	Senior Accounting Assistant	\$4,550						\$4,550	\$1,131	inc	inc	\$5,681	\$1,083	(\$182)	2@60	\$6,583	7	8		13	29
Lemoore	Account Clerk II	\$3,687			\$184		\$258	\$4,129	\$935	\$63		\$5,127	\$727		2@55	\$5,854	9	8		13	30
	Average	\$3,822						\$3,949				\$5,418				\$6,312					31.5
	% +/-	-3.7%						4.4%				-5.7%				-7.8%					
	Median	\$3,673						\$3,922				\$5,545				\$6,241					30.7
	% +/-	0.4%						5.0%				-8.1%				-6.6%					
	75th Percentile	\$3,839						\$3,995				\$5,681				\$6,668					32.7
	% +/-	-4.1%						3.3%				-10.8%				-13.9%					

Median Gain/Loss

4.7%

-13.2%

1.5%

Survey Findings – Base Salary

- 31% of surveyed jobs are more than 5% below median
- 19% of surveyed jobs are more than 5% above median
- 50% of surveyed jobs are within 5% of median
- On average, the City is 5.3% below the market median



City of

LEMOORE
CALIFORNIALABOR
MARKET
SUMMARYMEDIAN TOTAL
COMPENSATION

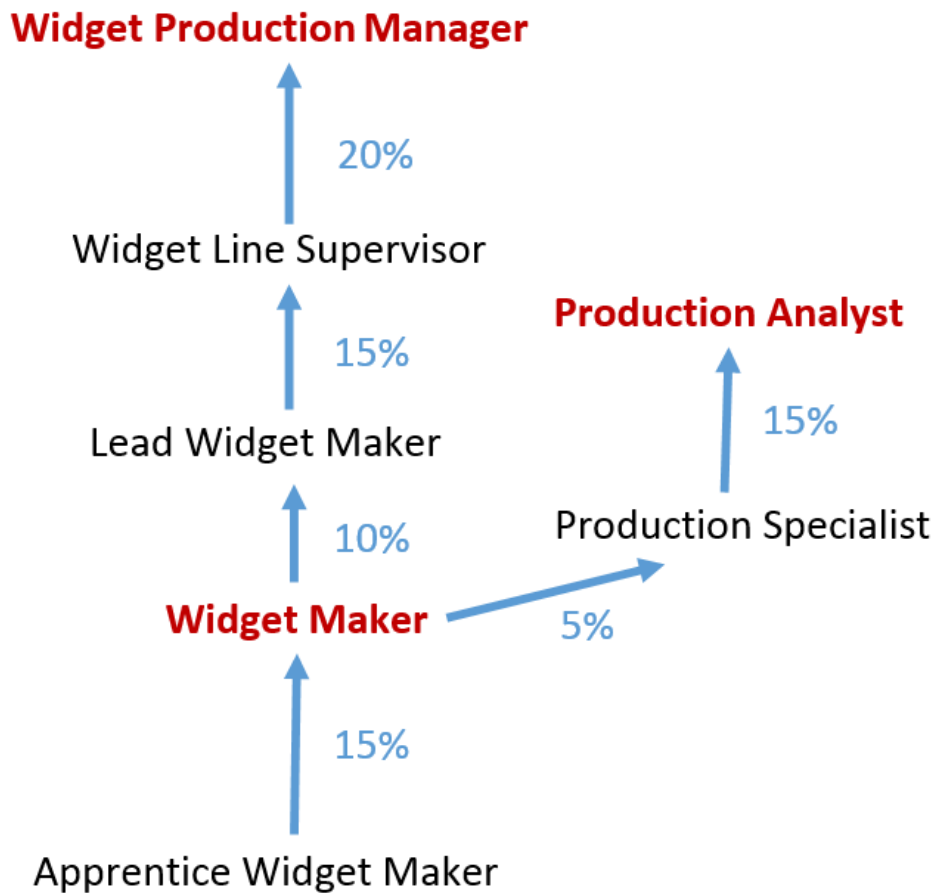
Lemoore

Labor Market Summary - Median Total Compensation

Class Title	# of Obs.	Base	Base + Cash	Gain/ Loss	Base + Cash + Insurance	Gain/ Loss	Total Comp (Cash + Ins. + Ret.)	Gain/ Loss	Total Gain/ Loss
Account Clerk II	13	0.4%	5.0%	4.7%	-8.1%	-13.2%	-6.6%	1.5%	-7.0%
Accountant	10	-2.3%	-13.9%	-11.5%	-18.7%	-4.9%	-23.5%	-4.8%	-21.2%
Administrative Assistant I	13	-10.6%	-3.1%	7.5%	-15.4%	-12.4%	-14.6%	0.8%	-4.1%
Assistant City Manager	3	-18.1%	-13.6%	4.5%	-20.5%	-7.0%	-19.3%	1.3%	-1.2%
Building Coordinator	3	0.5%	5.7%	5.2%	2.7%	-3.0%	1.5%	-1.1%	1.0%
Building Inspector	11	-9.8%	2.0%	11.8%	-6.2%	-8.2%	-10.9%	-4.8%	-1.1%
Building Official/Superintendent	9	-18.9%	-22.6%	-3.7%	-21.6%	1.0%	-29.4%	-7.8%	-10.5%
Building Permit Technician	7	Drift data - no current salary to compare							
City Clerk/HR Manager	7	-9.2%	-5.0%	4.2%	-5.3%	-0.4%	-14.7%	-9.3%	-5.5%
City Manager	13	-26.8%	-23.1%	3.7%	-19.8%	3.4%	-21.2%	-1.5%	5.5%
Commander	10	-7.1%	-16.3%	-9.3%	-16.6%	-0.3%	-10.9%	5.7%	-3.8%
Community Development Director	11	-9.0%	-7.7%	1.3%	-10.0%	-2.3%	-17.4%	-7.4%	-8.4%
Community Services Officer	13	-23.2%	-12.8%	10.5%	-19.6%	-6.8%	-21.6%	-2.1%	1.6%
Corporal	9	4.3%	4.5%	0.2%	0.4%	-4.1%	-0.8%	-1.2%	-5.1%
Equipment Mechanic II	13	5.5%	12.0%	6.5%	4.9%	-7.1%	3.9%	-1.0%	-1.6%
Evidence Technician	12	-4.8%	1.3%	6.0%	-6.3%	-7.6%	-10.6%	-4.3%	-5.8%
Executive Assistant	3	16.0%	0.2%	-15.8%	-15.0%	-15.2%	-13.6%	1.3%	-29.6%
Finance Director/CFO	13	-3.4%	-3.4%	0.0%	-5.4%	-2.0%	-9.1%	-3.6%	-5.6%
Maintenance Coordinator	11	9.0%	13.3%	4.3%	3.4%	-9.9%	1.5%	-1.8%	-7.5%
Maintenance Worker II	13	-4.1%	2.1%	6.2%	-8.4%	-10.5%	-13.4%	-5.0%	-9.3%
Management Analyst	10	6.4%	2.1%	-4.3%	-4.7%	-8.7%	-10.4%	-5.7%	-16.8%
Office Assistant II	10	4.2%	12.1%	7.9%	-6.8%	-18.9%	-6.4%	0.4%	-10.6%
Parks and Recreation Director	7	-16.0%	-17.7%	-1.7%	-22.4%	-4.7%	-21.1%	1.2%	-5.1%
Payroll Technician	7	Drift data - no current salary to compare							
Police Chief	13	-5.6%	-8.6%	-3.0%	-4.4%	4.2%	-4.8%	-0.4%	0.8%
Police Officer	13	-4.5%	-5.5%	-1.0%	-8.2%	-2.7%	-10.6%	-2.4%	-6.1%
Public Works Director	13	-14.4%	-12.3%	2.1%	-14.9%	-2.6%	-17.4%	-2.5%	-3.0%
Records Supervisor	8	-14.0%	-18.5%	-4.5%	-19.2%	-0.7%	-23.5%	-4.3%	-9.5%
Records Technician II	12	2.3%	4.0%	1.7%	-4.4%	-8.4%	-3.9%	0.5%	-6.2%
Recreation Coordinator	8	-6.5%	0.3%	6.8%	-8.9%	-9.1%	-10.5%	-1.7%	-4.0%
Recreation Specialist	2	Insufficient Data (need at least 3 job matches)							
Senior Water/WW Utility Operator	11	-6.7%	1.7%	8.5%	-7.6%	-9.3%	-8.4%	-0.8%	-1.6%
Sergeant	13	5.8%	7.3%	1.4%	3.9%	-3.3%	3.8%	-0.2%	-2.1%
Superintendent	11	-13.5%	-11.7%	1.8%	-14.0%	-2.4%	-19.7%	-5.8%	-6.2%
Utilities Manager	11	5.2%	4.6%	-0.6%	0.2%	-4.3%	0.5%	0.2%	-4.7%
Water/WW Utility Operator II	12	-6.6%	-1.6%	5.0%	-7.4%	-5.9%	-9.9%	-2.4%	-3.3%
Average		-5.3%	-3.6%	1.7%	-9.2%	-5.6%	-11.3%	-2.1%	-6.0%

Salary Benchmark Philosophy

- Establish market benchmarks
 - Best job matches
 - High number of comparables
 - Best data statistically
- Analyze internal relationship
- Establish % differentials
- Result: salary range adjustments



Salary Recommendations Example

26	Finance Director/CFO	Finance Director	\$9,761	-3.4%	\$ 10,096	3.4%	Benchmark; set to market
27	Assistant Finance Director	New Class	New		\$ 8,210	--	Benchmark; set to market
28	Accountant	Accountant	\$5,282	-2.3%	\$ 5,404	2.3%	Benchmark; set to market
29	Junior Accountant	Junior Accountant	New		\$ 4,913	--	Approx. 10% below Accountant
30	Payroll Technician	Accounting Technician	\$4,479		\$ 4,703	5.0%	Approx. 5% above Accounting Technician
31	Accounting Technician	Accounting Technician	\$4,479		\$ 4,479	0.0%	Approx. 20% above Account Clerk II; SCS*
32	Account Clerk II	Account Clerk II	\$3,687	+0.4%	\$ 3,687	0.0%	Benchmark; set to market; SCS*
33	Account Clerk I	Account Clerk I	\$3,337		\$ 3,352	0.4%	Approx. 10% below Account Clerk II



QUESTIONS?



LEMOORE CITY COUNCIL
COUNCIL CHAMBER
429 C STREET
October 3, 2017

AGENDA

Please silence all electronic devices as a courtesy to those in attendance. Thank you.

PUBLIC COMMENT

This time is reserved for members of the audience to address the City Council on items of interest that are not on the Agenda and are within the subject matter jurisdiction of the Council. It is recommended that speakers limit their comments to 3 minutes each and it is requested that no comments be made during this period on items on the Agenda. The Council is prohibited by law from taking any action on matters discussed that are not on the Agenda. Prior to addressing the Council, any handouts for Council will be provided to the City Clerk for distribution to the Council and appropriate staff.

5:30 pm STUDY SESSION

SS-1 Classification and Compensation Study (Speer)

CLOSED SESSION

This item has been set aside for the City Council to meet in a closed session to discuss matters pursuant to Government Code Section 54956.9(d)(4). The Mayor will provide an oral report regarding the Closed Session at the beginning of the next regular City Council meeting.

1. Conference with Labor Negotiator
Government Code Section 54957.6
Agency Negotiator: Jenell Van Bindsbergen, City Attorney
Employee Organizations: General Association of Service Employees, Lemoore
Police Officers Association, Lemoore Police Sergeants Unit
2. Conference with Legal Counsel – Anticipated Litigation
Government code Section 54956.9
Significant Exposure to Litigation Pursuant to Paragraph (2) or (3) of Subdivision (d) of Section 54956.9
One Case
3. Conference with Legal Counsel – Anticipated Litigation
Government code Section 54956.9
Initiation of Litigation Pursuant to Paragraph (4) of Subdivision (d) of Section 54956.9
(Deciding Whether to Initiate Litigation)
One Case

In the event that all the items on the closed session agenda have not been deliberated in the time provided, the City Council may continue the closed session at the end of the regularly scheduled Council Meeting.

7:30 pm REGULAR SESSION

- a. CALL TO ORDER
- b. PLEDGE OF ALLEGIANCE
- c. INVOCATION
- d. AGENDA APPROVAL, ADDITIONS, AND/OR DELETIONS

PUBLIC COMMENT

This time is reserved for members of the audience to address the City Council on items of interest that are not on the Agenda and are within the subject matter jurisdiction of the Council. It is recommended that speakers limit their comments to 3 minutes each and it is requested that no comments be made during this period on items on the Agenda. The Council is prohibited by law from taking any action on matters discussed that are not on the Agenda. Prior to addressing the Council, any handouts for Council will be provided to the City Clerk for distribution to the Council and appropriate staff.

CEREMONIAL / PRESENTATION – Section 1

No Ceremonial / Presentation

DEPARTMENT AND CITY MANAGER REPORTS – Section 2

2-1 Department & City Manager Reports

CONSENT CALENDAR – Section 3

Items considered routine in nature are placed on the Consent Calendar. They will all be considered and voted upon in one vote as one item unless a Council member or member of the public requests individual consideration.

- 3-1 Approval – Minutes – Regular Meeting – September 19, 2017
- 3-2 Approval – Change Order and Notice of Completion – Cimarron Sewer Line Repairs Phase 1 – CIP 5301
- 3-3 Approval – Acceptance of Subdivision Agreement and Final Map – Tract No. 797 – Completion of Park View Estates and Development of Heritage Park – Laredo – DR Horton, CA III Inc., Western Pacific Housing Inc.
- 3-4 Approval – Agreement with Fortune Five Marketing Group for development of a new city website

PUBLIC HEARINGS – Section 4

No Public Hearings

NEW BUSINESS – Section 5

- 5-1 First Reading – Ordinance 2017-13 Amending Chapter 5 of Section 1 of the Lemoore Municipal Code relating to the Mayor and City Council (Venegas)
- 5-2 Request from Tom Vorhees for Financial Assistance from the City to Construct Venture Place Road and all other Infrastructure required for a Private Business Park Development (Speer)
- 5-3 City Manager Recruitment (VanBindsbergen)

CITY COUNCIL REPORTS AND REQUESTS – Section 6

6-1 City Council Reports / Requests

ADJOURNMENT

Tentative Future Agenda Items

October 17th

SS – Temperance Flat Water Project Update (Olson)

CP – Recognition of Red Ribbon Week T-shirt Design (Smith)

CC- Second Reading – Ord 2017-13 relating to the Mayor and City Council (Venegas)

PH – 2015 UWMP – Resolution 2017-XX (Rivera)

November 7th

CP - Oath of Office for LPD New Chaplain (Smith)

Agendas for all City Council meetings are posted at least 72 hours prior to the meeting at the City Hall, 119 Fox St., Written communications from the public for the agenda must be received by the City Clerk's Office no less than seven (7) days prior to the meeting date. The City of Lemoore complies with the Americans with Disabilities Act (ADA of 1990). The Council Chamber is accessible to the physically disabled. Should you need special assistance, please call (559) 924-6705, at least 4 business days prior to the meeting.

PUBLIC NOTIFICATION

I, Mary J. Venegas, City Clerk for the City of Lemoore, declare under penalty of perjury that I posted the above City Council Agenda for the meeting of October 3, 2017 at City Hall, 119 Fox Street, Lemoore, CA on September 28, 2017.

 //s//

Mary J. Venegas, City Clerk



711 West Cinnamon Drive • Lemoore, California 93245 • (559) 924-6700 • Fax (559) 924-9003

Staff Report

Item No: SS-1

To: Lemoore City Council

From: Michelle Speer, Assistant City Manager

Date: September 22, 2017

Meeting Date: October 3, 2017

Subject: Classification and Compensation Study

Strategic Initiative:

- | | |
|--|--|
| <input type="checkbox"/> Safe & Vibrant Community | <input type="checkbox"/> Growing & Dynamic Economy |
| <input type="checkbox"/> Fiscally Sound Government | <input checked="" type="checkbox"/> Operational Excellence |
| <input type="checkbox"/> Community & Neighborhood Livability | <input type="checkbox"/> Not Applicable |

Proposed Motion:

Information and discussion only.

Subject/Discussion:

At its meeting on September 20, 2017, City Council approved an agreement with Ralph Anderson and Associates to perform classification and compensation consultant services for all full-time employees. The City of Lemoore last conducted a formal classification and compensation study in 1996.

The primary goal of the classification and compensation study is to provide the City with a position classification and compensation system which will enhance the ability to recruit, retain and motivate quality employees, as well as ensure current position descriptions and total compensation are in-line with work assignments and expectations. To accomplish this objective, the consultant completed the following:

Identified specific essential duties and responsibilities, required knowledge, skills and abilities, minimum education and experience requirements and minimum special qualifications and/or training for each position included in the study.

1. Grouped similar positions into classes of positions.

2. Developed written class specifications for each class of positions established which clearly specify and describe: (a) a general statement of duties; (b) distinguishing features of the class; (c) essential duties and responsibilities; (d) required knowledge, skills and abilities; (e) required special training and certifications; and (f) minimum physical requirements consistent with the provisions of the Americans with Disabilities Act (ADA); and
3. Developed and applied a job evaluation system which ensures internal pay equity (comparable compensation for comparable work) using factors consistent with the organizational values of the City of Lemoore, as well as those that reflect current job duties and requirements of the positions.

The Classification and Compensation Study is composed of two sections: Classification and Compensation. Classification provides analysis results and observations regarding the City's classification plan, allocation of individual positions and updated class descriptions. Compensation documents the market compensation survey, using the agreed upon thirteen comparative agencies and benchmark positions determined by the City Council and presents the consultant's finding and observations.

The Finalized Classification and Compensation Study submitted by Ralph Anderson and Associates is attached for your review.

Financial Consideration(s):

The cost to execute the classification and compensation study was \$75,120 in fiscal year 2016-2017. Financial impacts to the current fiscal year, and future fiscal years, will be determined based on City Council's decisions regarding wage, and/or benefit, changes for employees.

Alternatives or Pros/Cons:

Pros:

- Results of the study will assist with future contract negotiations.
- Job descriptions and classifications more closely align with employee functions.

Cons:

- Findings indicate that some positions are currently under-compensated and an easily identifiable solution is not available.

Commission/Board Recommendation:

Not Applicable.

Staff Recommendation:

Discussion item only.

Attachments:

- ☐ Resolution:
- ☐ Ordinance:
- ☐ Map
- ☐ Contract
- ☒ Other

List: Classification and Compensation Report

Review:

- ☒ Finance
- ☒ City Attorney
- ☒ City Manager
- ☒ City Clerk

Date:

09/27/17
09/27/17
09/27/17
09/28/17

CLASSIFICATION REPORT

CITY OF LEMOORE

SEPTEMBER 2017

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INTRODUCTION

Ralph Andersen & Associates was retained by the City of Lemoore to conduct a comprehensive classification and compensation study encompassing approximately 110 positions currently allocated to approximately 50 classes. This report presents the classification concepts and recommendations supporting changes to the classification plan.

Concepts Defined

The first section of this report presents the Classification Concepts. Classification Concepts provide information regarding the structure and guidelines used in defining the classification plan. This section is followed by the recommended classification plan, which includes an explanation of the major changes. The recommendations provided in this document were reviewed with the City's management staff. Following this review, each employee received a copy of their respective draft class specification in order to provide an opportunity to review and comment on the preliminary recommendation for their particular position.

The concepts and recommendations presented in this document are based on *Ralph Andersen & Associates'* analysis of the job duties and related knowledge, skills, and abilities of all City positions included in the scope of this study. Supporting this analysis, job analysis questionnaires, class specifications, current organizational charts, and other background materials were reviewed.

Study Process

A classification plan provides the basis for all classification and compensation study end products. The processes employed to develop the classification plan included the following tasks:

- Review and finalization of the study process with appropriate City staff
- Briefings with employees to explain the purpose of the study, the process, and the job analysis questionnaires as well as to respond to questions from employees
- Completion of job analysis questionnaires by employees
- Review and analysis of completed questionnaires by the consultants
- Conduct of management conference interviews with department heads and appropriate management staff to identify and clarify specific classification and compensation concerns
- Conduct of employee interviews with a majority of employees to clarify duties/responsibilities assumed and qualifications required by each position.

In developing the proposed classification plan for the City of Lemoore, sound principles of job analysis were used. The method of job analysis applied was the "whole job" analysis method, which identifies classes that reflect distinct differences in levels and types of work performed as determined through the application of relevant job analysis criteria. The criteria applied included expertise, decision-making, management control, contacts, and working conditions.

Report Organization and Format

To facilitate review, the remainder of this report is organized into three sections and two appendices containing the following information:

- **Section I – Concepts of the Proposed Classification Plan** – A summary and description of the classification concepts used to define the proposed classification plan.
- **Section II – Recommended Classification Plan** – A written narrative of the significant changes and/or issues that were identified. The changes/issues presented in the narrative follow the same order as the attached Master List of Class Titles (Attachment A), which is organized generally by Organization-Wide classes and then by job family within each department.
- **Section III – Guidelines for Preparing Class Specifications** – An overview of the Americans with Disabilities Act (ADA) requirements and a proposed format for the revised classification specifications that supports implementation of the ADA.
- **Attachment A – Master List of Class Titles** – This table provides a master listing of current titles and the corresponding recommended title. The classes are organized generally by Organization-Wide classes and then by job family within each department.
- **Attachment B – Employee Allocation List** – This spreadsheet identifies all employees within each department who are included in this study and the recommendation for each respective position.

The guidelines contained in this report will provide City staff with the tools necessary to maintain the system over time as existing jobs change and/or new jobs are created.

SECTION I

CONCEPTS OF THE PROPOSED CLASSIFICATION PLAN

The classification plan is the foundation of any personnel management system. As such, it must be designed to provide a defensible and understandable rationale for assigning individuals to classifications based on the responsibilities they assume, and ultimately serve as the foundation for establishing defensible salary recommendations.

Developing an Effective Classification Plan

A classification plan provides materials that can be used for recruitment, compensation, legal documentation, and a variety of other purposes. Specifically, an effective classification plan provides the following:

- A current and accurate description of the various jobs that are performed
- A basis for establishing a compensation program that is related to the nature of the work performed
- A means of ensuring internal equity among the overall work force.

A classification plan can also be helpful by:

- Providing an improved basis for recruiting, testing, and selecting employees
- Establishing a framework for evaluating employee performance during probationary and continuing periods of employment
- Identifying areas that are basic to employee training programs.

The job classes emerging from this analysis represent a carefully designed classification structure based upon a clear definition and consistent use of class levels, class series, and titling conventions. For example, the titling of classes utilizes terms having consistent meaning across all departments in the City, and the number of levels within a class series reflects clear differences in levels of work performed by, or expected of, positions.

It is important to note that the classification plan is a “snapshot” of the organization, in classification terms, at the time of the analysis. It is not static and, as the organization grows or changes, must be amended and updated. The concepts, terms, and definitions included in this report form the basis for that ongoing management and growth.

This chapter elaborates upon the classification concepts used to construct the classification plan developed for the City of Lemoore. The concepts addressed include the following:

- Classification Levels
- Titling Guidelines – Clerical, Maintenance, and Technical
- Titling Guidelines – Professional
- Titling Guidelines – Supervisory and Management Class Levels
- Additional Titling Guidelines.

The specific classes recommended to be included within the revised classification plan are presented in Section II.

Classification Levels

A job family is a group of two or more classes similar with respect to the duties performed but different in terms of the complexity and level of responsibilities assumed. Within a job family there may exist a classification at every level, or only at selected levels. 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 substantially different in the nature of the work performed and may be evaluated quite differently for compensation purposes. Distinctions between class levels within all job families may be expressed in terms of the complexity of assigned duties and the amount of responsibility assumed at each level. For supervisory and management classes, the levels are reflective of the City's organizational structure and thus provide a picture of how the classes fit into the City's organization. The following definitions generally describe the responsibilities assumed at each classification level identified.

- **Entry** level classes reflect positions responsible for performing more routine and repetitive duties assigned within a series. In some instances, this class level is designed to provide an on-the-job training opportunity under immediate supervision to an employee who has limited directly related work experience. Generally, positions at this level are not performing the full range of work assigned to the journey level class.
- **Journey** level classes are designed to recognize those positions that require the incumbent to perform a broad range of tasks relevant to the assumed duties, usually under general supervision. A journey level position is fully trained in the scope of duties associated with this class and performs the full range of assigned duties.
- **Advanced Journey** level classes possess a specialized, technical, or functional expertise. Incumbents are typically assigned significant responsibilities above the journey level, possess specialized knowledge, abilities, skills, and experience, and often exercise independent judgment in the performance of job duties. Advanced journey level classes may lead, oversee, and train subordinate positions. While advanced journey level positions may plan, assign, and evaluate the work of subordinates, they are not responsible for a major department work unit or section.
- The **Supervisor** class level recognizes supervisory positions that plan, assign, and evaluate the work of subordinates and are responsible for a major departmental work unit or section; positions at this level typically participate in the more complex functions of the work unit in addition to having direct supervisory responsibility.
- The **Division Head** class level recognizes positions assigned full management, administrative, and supervisory responsibility for a major division within a department.
- The **Department Head** class level recognizes positions with full management responsibility for a major City department and report directly to the City Manager or Assistant City Manager.

The following sections clarify more fully the scope of duties assumed, nature of supervision received, and titling guidelines used to reflect each class level within the clerical/maintenance/technical, professional, and supervisory/management job families.

Titling Guidelines: Clerical, Maintenance, and Technical

For the clerical, maintenance, and technical job families, distinctions between levels in a class series are expressed in terms of the scope of duties assumed and the nature of supervision received and exercised. The following subsections identify the scope of duties assumed and the nature of supervision received and exercised, which typically reflect each level within the clerical, maintenance, and technical job families, as well as the associated titling guideline.

- **Entry Level – “I” Classes** – Entry level classes recognize positions in which assignments are generally limited in scope, contain fairly routine tasks, and are performed within a procedural framework established by higher level employees. This class may provide on-the-job training to employees with limited related work experience. Typically, the employee works under immediate supervision, and as experience is acquired, the employee performs with less immediate supervision. Although many entry level classes are intended to provide training to incumbents for advancement to the journey level, some entry level positions are assigned primarily routine work and are not considered to be training positions. The “I” designation is commonly used in the title of classes at this level.
- **Journey Level – “II” 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 a full range of duties with only occasional instruction or assistance. Positions at this level frequently work outside the immediate proximity of a supervisor. Work normally is reviewed only on completion and for overall results. Journey level positions may be expected to provide limited training and assistance to less experienced staff, as appropriate. The “II” designation is commonly used for this class level. For classes where there is no designation after the title, it is assumed that employees in those classes perform their duties at the journey level.
- **Advanced Journey Level – “Senior” Classes** – Advanced journey level classes recognize positions that assume responsibility for more specialized and complex functions assigned to the class series. This class level is often used to recognize positions that (1) require a technical or functional expertise beyond the journey level and/or (2) are considered strong lead positions that are expected to regularly provide functional and technical supervision over subordinate positions. Advanced journey level classes with lead supervisory responsibility perform the full scope of work assigned to classes within the series and, in addition, have daily responsibility for leading, overseeing, and training subordinate staff. The “Senior” is used to denote this level.

Titling Guidelines: Professional

Professional classes perform duties of a complex analytical nature requiring a skill and ability level typically achieved through a formal, higher education or training program. Professional job families may include classes at the entry through advanced journey levels.

The following subsections define the scope of duties typically assumed and the nature of supervision received and exercised at the entry, journey, and advanced journey level within a professional class series. As compared to other class levels within the City, distinctions between professional class levels differ primarily in terms of the level of training and education required, decision-making, and supervision received and exercised.

- **Entry Level Classes** – Entry level professional classes are designed to provide on-the-job training opportunities. Incumbents typically have appropriate specialized training

with little or no job-related experience. Positions at this level perform a significant portion of the work assigned to the journey level, but without the independence or full responsibility expected of positions at the journey level. Assignments are generally limited in scope and set within procedural frameworks established by higher-level positions. As experience accrues, however, the incumbent is expected to perform with increasing independence. Currently, the City does not use an entry level class for professional classes. However, if in the future the City decides to use an entry level class, the “I” designation would be recommended to denote this class level.

- **Journey Level Classes** — Journey level professional classes include positions that perform a full range of complex analytical tasks and work under direction within a framework of established procedures. At this level, incumbents work with only occasional instruction or assistance and, therefore, require some level of prior related work experience. Employees in a professional journey level classification may be expected to exercise supervision over subordinate clerical or technical staff; however, supervisory responsibilities are ancillary to the main intent and focus of the position. Positions at this level may assume responsibility for a specific program area. Currently the City only has journey level classes for professional classes therefore there is no designation after the titles. However, if in the future the City decides to create an entry level class the “II” designations would be recommended to reflect classes at this level.
- **Advanced Journey Level Classes** — Advanced journey level professional classes possess a significant level of specialized, technical, or functional expertise beyond that expected at the journey level. Positions at this level require highly specialized knowledge, abilities, skills, and experience, and often exercise independent judgment in the performance of their duties. Advanced journey level classes may exercise supervision over professional subordinate positions, or assume responsibility for coordinating a defined program. Currently, the City does not have advanced journey level classes for professional classes. However, if in the future the City decides to create an advanced journey level class, the “Senior” designation would be recommended to designate classes at this level.

Titling Guidelines: Supervisory and Management Class Levels

Distinctions between class levels and the scope of duties assumed at each level within the supervisory and management group are clarified below and on the following pages. As indicated, distinctions between class levels take into account organizational impact, decision-making responsibilities, and management control.

- **Supervisor** – The term “Supervisor” is used in the job title of those classes where the focus of the class is on the direct supervision and coordination of a significant work unit within a division or department and also includes hands-on work activities. Classes at this level:
 - Supervise, assign, and review the work of subordinates in assigned section or work unit
 - Work under direction or general direction, assuming responsibility for a program or function(s) and carrying out necessary activities without direction except as new or unusual circumstances require
 - Monitor and review work in progress, and provide technical assistance and guidance
 - Ensure that appropriate policies and procedures are followed by subordinates

- Assume responsibility for recommending a variety of personnel actions in such areas as performance evaluation, training, selection, and disciplinary measures
- Perform the most difficult and complex duties of the work unit
- Recommend procedures consistent with departmental directives, policies, and regulations, which are developed by higher-level management staff
- Participate in monitoring, coordinating, and developing the budget for assigned area.

In comparing this class level to that of “Manager” or “Superintendent” the scope of supervision is more limited to the supervision of a work unit within the division and there is greater emphasis on participating in the work of the unit.

- **Manager or Superintendent** – When the term “Manager” or “Superintendent” appears in a job title, the predominant focus of the class is on the management of a division and also involves hands-on work activities. Specifically, classes at this level:
 - Manage, plan, supervise, and coordinate the operations and activities of a City division
 - Work under general direction, exercising discretion in applying general goals and policy statements and in resolving organizational and service delivery problems
 - Organize and direct the work of subordinate staff
 - Assume significant responsibility for a variety of personnel activities in such areas as selection, training, and disciplinary actions
 - Participate in the preparation and administration of the assigned budget(s).

In comparing this class level to that of “Director,” the scope of managerial responsibility is limited to a specific division within the department and may involve a higher degree of hands-on work activities.

- **Department Director** – When the term “Director” is used in a job title, it designates classes that assume full management responsibility for a City department and that:
 - Plan, direct, manage, and oversee the activities and operations of an assigned department
 - Work under general administrative direction, fulfilling assigned responsibilities within broad guidelines
 - Assume management responsibility for all divisions and programs within the Department
 - Assume responsibility for program development and management including responsibility for the development and implementation of goals, objectives, policies, and priorities for all department activities
 - Assume responsibility for a variety of personnel activities including training, selection, and disciplinary actions for a department
 - Assume responsibility for the preparation and administration of a department budget.

The above serves to establish consistency in titling; however, in some cases industry standard titles are used to describe classes with management and/or supervisory responsibilities. Examples of classes in the City that have distinct industry standard titles include the City Manager, Assistant City Manager, and Chief of Police.

Additional Titling Guidelines

In addition to the above titling guidelines, particular terms are sometimes used to more clearly delineate level of responsibility and associated knowledge within a job family. The following provides a general explanation of these terms:

- **Analyst** – The term “Analyst” is used in the job titles of those classes where the focus of the class is on the collection, examination, and interpretation of data for purposes of improving or amending policies, procedures, goals, objectives, or guidelines. Analyst classes typically deal with issues that are more conceptual in nature and require the ability to analyze problems, identify solutions, project consequences of proposed actions, and implement recommendations in support of goals. This is considered a professional, level and may be expected to exercise direct or technical and functional supervision over lower level classifications.
- **Coordinator** – The term “Coordinator” is used in job titles where the focus of the class is on the coordination and administration of an assigned program, service or activities. These duties include assuming responsibility for implementing program goals and objectives, participating in the preparation and administration of the budget, monitoring program performance, promoting and marketing specific program activities and eliciting community support for the assigned program. Positions at this level may have limited supervisory responsibility or be expected to exercise technical and functional supervision over professional, technical, clerical, contract or volunteer staff.
- **Technician** – The term “Technician” is used in a job title to describe classifications where the focus of the class is on the performance of various duties that are considered complex and at a technical level. Positions at this level perform work of a specialized nature, requiring experience, knowledge, skills, and abilities of greater breadth and depth than other classes in the series, but not at the professional level.
- **Assistant/Worker/Operator** – The term “Assistant” is used throughout the City to describe positions that perform administrative and technical duties in support of the assigned function or program. The term “Worker” or “Operator” is used to describe maintenance classifications.

In maintaining a class plan, it is important that titles be clearly defined and applied consistently across an organization. To the extent practical, the above guidelines and definitions of terms can assist the City in maintaining the class plan over time. It is important to emphasize that these definitions serve only as guidelines and, in some cases, a title may be used that reflects an industry standard but may not be consistent with the definitions that have been developed for the City.

Flexible Staffing

Associated with series classifications is the practice of flexible staffing. The City may choose to flexibly staff positions within any 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 City staffing needs. Positions budgeted at the journey level and encompassing the full range of 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. In a flexibly staffed series, the distinction between the entry and the journey level may be based upon experience, expertise and license requirements rather than on the types of duties assigned. After gaining the experience and knowledge to perform the full range of journey level tasks, the employee could reasonably expect to progress to the journey level based upon the judgment of appropriate management staff.

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.

The classes presented in Exhibit A reflect areas identified where the flexible staffing concept can legitimately be applied.

EXHIBIT A CLASSES RECOMMENDED FOR FLEXIBLE STAFFING
Account Clerk I/II Equipment Mechanic I/II Maintenance Worker I/II Office Assistant I/II Records Technician I/II Wastewater Utility Operator I/II/III Water Utility Operator I/II/III

It should be noted that the determination of how this concept should be used is a policy decision within the organization. Should the City choose not to flexibly staff a given class series, appointment to the journey level would be done through the traditional competitive selection methods or other practices the City has used in the past.

Definitions of Levels of Supervision

In order to ensure consistency in revising and updating the City's class specifications, the following terms have been used to denote the different levels of supervision received and exercised by positions within 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 levels of direct supervision are described below in terms of supervision received by employees.
 - **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 routine that few, if any, deviations from established practice are made without checking with the supervisor. This type of supervision is generally exercised over entry level clerical, maintenance, and technical employees.

- General Supervision – Assigned duties require the exercise of judgment or choice among possible actions, sometimes without clear precedents and often 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 level clerical/maintenance/technical classes of a series or the entry level in 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 clerical/maintenance/technical, journey level professional and field supervisory classes in which employees are expected to operate with a reasonable degree of independence.
 - 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 supervisors.
 - Administrative Direction – The employee has broad management responsibility for a large program or set of related functions. Discretion is required in applying general goal and policy statements and in resolving complex organizational and service delivery problems. This category is usually reserved for division heads.
 - General Administrative Direction – The employee works within a broad framework, with sole authority and responsibility for a given functional area of service. General administrative direction is usually received in terms of goals; review is received in terms of results. This category is usually reserved for department heads.
 - Policy Direction – Employees at this level work under broad policy direction and guidelines provided by a governing body.
- **Indirect Supervision** – Indirect supervision is characterized by some form of authority over the technical aspects of work being performed or completion of a project, but the “supervisor” is not responsible for the worker. The following describes the types of indirect supervision that are exercised.
- Technical Supervision – The “supervisor” is responsible for prescribing procedures, methods, materials, and formats as a technical expert within a specialty. He/she may produce or approve specifications, guidelines, lists, or directions. He/she may give direction to employees (usually on “how” and “why”), but does not assign tasks or observe and evaluate performance. “Technical supervision” relates to the exercise of an occupational specialty or function, rather than the oversight of specific employees.
 - Functional Supervision – The “supervisor” is responsible for a project or recurrent activities that 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. The overall responsibility of an individual assuming functional and technical supervisory responsibilities is to ensure that work projects are completed. “Functional supervision” may include “technical supervision,” but also involves scheduling and assigning tasks, monitoring work progress, and reviewing work products. Functional supervision relates to a function or set of activities.

These supervisory guidelines have been used in making determinations between the various classification levels proposed for the classification plan. They will also be consistently incorporated in the class specifications. The guidelines will be beneficial to City staff in the ongoing maintenance and implementation of the classification system.

SECTION II

RECOMMENDED

CLASSIFICATION PLAN

Based upon the classification concepts presented in Section I, a revised classification plan has been prepared for the City. To introduce and summarize the new plan, this chapter discusses major issues and/or changes proposed in the new system, including the deletion, merging, and creation of new classes.

Master List of Class Titles

The classification plan developed for the City consists of a total of 60 classes. These classes have been identified based on an analysis of the specific duties, responsibilities, knowledge, skills, and abilities assumed by current employees.

Appendix A summarizes the classes proposed to be incorporated into the City's classification plan by providing a master listing of current titles and the corresponding recommended title. The classes are organized generally by City-Wide classes and then by job family within each department. In some instances, a class may be located in more than one department. If not used City-wide, the job family and identified classes are presented in the department where the majority of classes are found. All classes have been developed consistently with the defined classification levels discussed in Section I, and are based on an analysis of the specific duties, responsibilities, knowledge, skills, and abilities assumed by current employees. The proposed employee allocation list, which is presented in Appendix B, clearly identifies the linkage of the current plan to the proposed classification system by summarizing recommendations for each individual employee.

Comparison of the Proposed Classification Plan With the Current Plan

The proposed classification plan reflects many revisions and a general update of the current plan. Among other things, the proposed plan:

- Defines classification levels and titling guidelines that are consistently applied throughout the organization
- Documents the key factors that distinguish one classification level from another.

In achieving the above, new class series have been created, existing classes have been deleted or merged into the revised class series, and certain titling changes have been made to facilitate overall consistency. This section highlights some of the more significant changes proposed, as well as any identified issues, by Department. In job classifications that hold multiple incumbents, individual positions have been identified when the recommendation only impacts their specific position as opposed to affecting the entire classification.

CITY-WIDE CLASSES – ADMINISTRATIVE SUPPORT

Administrative Assistant

Recommendation – Create Administrative Assistant I and Administrative Assistant II classifications in order to denote the difference in confidential status.

Discussion – In order to show that some positions within the Administrative Assistant classification perform duties of a confidential status, it is recommended that the City create Administrative Assistant I and Administrative Assistant II classifications. The Administrative Assistant I will be distinguished from the Administrative Assistant II in that the latter will perform confidential duties. It is important to note that these two classifications are not flexibly staffed.

CITY-WIDE CLASSES – MAINTENANCE

Building Coordinator Coordinator

Recommendation – Consolidate into one classification and change title to Maintenance Coordinator.

Discussion – These classes are responsible for the coordination and administration of an assigned maintenance section. Because the primary focus of these positions is coordination of maintenance activities, it is our recommendation that the two classifications be consolidated into one single classification, and that the title be changed to Maintenance Coordinator.

CITY MANAGER’S OFFICE

Executive Assistant to the City Manager Administrative Assistant

Recommendation – Create a new classification of Executive Assistant and allocate two positions to this class.

Discussion – These positions are responsible for performing advanced level, complex, responsible, sensitive, and confidential secretarial and administrative support duties provided to the office to which they are assigned. Responsibilities include regular contact with governmental officials, the City Council, representatives of business or community organizations, the public, and all levels of City personnel to exchange information and explain administrative policies and procedures while using tact and discretion. In order to recognize the advanced level secretarial and administrative support duties assigned to these positions, it is recommended that a new classification of Executive Assistant be created and that the incumbents be allocated to this classification.

Office Assistant II

Recommendation – Reallocate to Administrative Assistant II.

Discussion – One position is responsible for performing a variety of responsible and confidential clerical, administrative, and secretarial work in support of assigned management staff. Based on an analysis of the duties assigned to this position, the position is performing duties at the Administrative Assistant II level.

COMMUNITY DEVELOPMENT SERVICES

Development Services Director

Recommendation – Change title to Community Development Director.

Discussion – This is considered a minor title change to more accurately reflect the change in the Department name from Development Services to Community Development.

Superintendent

Recommendation – Create a new classification of Building Official/Superintendent.

Discussion – This position serves as the Building Official for the City. In order to clearly recognize that this position serves as the Building Official, it is recommended that a new classification of Building Official/Superintendent be created.

Office Assistant II

Recommendation – Create a new classification of Building Permit Technician and allocate one position to this class.

Discussion – In addition to providing general clerical and office support of building functions, this position coordinates the permit process by reviewing permit applications, providing information regarding permit status, and issuing permits. This position also provides programmatic knowledge at the counter, answering questions and researching inquiries regarding building codes, regulations, and projects. In order to recognize the specialized duties assigned to this position, and to create a classification that better represents the assigned duties, it is recommended that a new classification of Building Permit Technician be created and that the incumbent be allocated to this classification.

Office Assistant II

Recommendation – Create a new classification of Planning Technician and allocate one position to this class.

Discussion – In addition to providing general clerical and office support of planning functions, this position coordinates the permit process by reviewing permit applications, providing information regarding permit status, and issuing permits. This position also provides programmatic knowledge at the counter, answering questions and researching inquiries regarding planning codes, regulations, and projects. In order to recognize the specialized duties assigned to this position, and to create a classification that better represents the assigned duties, it is recommended that a new classification of Planning Technician be created and that the incumbent be allocated to this classification.

FINANCE

Finance Director

Recommendation – Change title to Finance Director/CFO.

Discussion – This is considered a minor title change to designate this position as the Chief Financial Officer of the City.

Accounting Technician

Recommendation – Create a new classification of Payroll Technician and allocate one position to this class.

Discussion – This position is responsible for performing a variety of specialized and complex technical accounting duties related to City-wide payroll operations. In order to recognize the specialized duties assigned to this position, and to create a classification that better represents the assigned duties, it is recommended that a new classification of Payroll Technician be created and that the incumbent be allocated to this classification.

PARKS AND RECREATION

ADMINISTRATION

Community Services Director

Recommendation – Change title to Parks and Recreation Director.

Discussion – This is considered a minor title change to more accurately reflect the change in the Department name from Community Services to Parks and Recreation.

RECREATION

No changes recommended for this Division.

MAINTENANCE

Building Coordinator

See City Wide Classes – Maintenance.

POLICE

Administrative Assistant

See City Manager's Office.

PUBLIC WORKS

Office Assistant II

Recommendation – Reallocate to Administrative Assistant I.

Discussion – This position is responsible for performing a variety of responsible clerical, administrative, and secretarial work in support of the Public Works Department. Based on an analysis of the duties assigned to this position, this position is performing duties at the Administrative Assistant I level.

FLEET

Equipment Mechanic

Senior Equipment Mechanic

Recommendation – Change title to Equipment Mechanic I/II.

Discussion – It is our understanding that the Equipment Mechanic and Senior

Equipment Mechanic is a flexibly staffed series in that an employee can start out as an Equipment Mechanic and then be promoted to a Senior Equipment Mechanic without going through the City's recruitment process. In order to create consistency with other flexibly staffed series within the City, i.e. Maintenance Worker I/II, Utility Operator I/II, Account Clerk I/II, Records Technician I/II, and Office Assistant I/II, it is recommended that the Equipment Mechanic series be changed to Equipment Mechanic I/II.

WASTEWATER

Coordinator

See City Wide Classes – Maintenance.

Senior Utility Operator

Recommendation – Change title to Senior Wastewater Utility Operator.

Discussion – The Senior Utility Operator in the Sewer Division requires a State Water Resources Control Board Grade III certificate. In order to recognize the difference in duties and responsibilities, as well as the certifications required between Senior Utility Operators in the Sewer Division and Water Division, it is recommended that the title within the Sewer Division be changed to Senior Wastewater Utility Operator.

Utility Operator I/II

Recommendation – Change title to Wastewater Utility Operator I/II and add a III level, i.e. Wastewater Utility Operator I/II/III.

Discussion – The Utility Operator I in the Sewer Division requires a State Water Resources Control Board Grade I certificate and the Utility Operator II in Sewer requires a State Water Resources Control Board Grade II certificate. In order to recognize the difference in duties and responsibilities, as well as the certifications required between Utility Operators in the Sewer Division and Water Division, it is recommended that the title within the Sewer Division be changed to Wastewater Utility Operator I/II. In addition to the title change, it is recommended that a III level be added. The Wastewater Utility Operator III will be required to maintain a Water Resources Board Grade III certificate and will have responsibility for performing the most complex duties involved in the operation, repair, replacement, and construction of wastewater plant and collection systems.

REFUSE

Coordinator

See City Wide Classes – Maintenance.

WATER

Senior Utility Operator

Recommendation – Change title to Senior Water Utility Operator.

Discussion – The Senior Utility Operator in the Water Division requires both a Water Distribution Operator certificate, Grade D3 and Water Treatment Operator certificate, Grade T3. In order to recognize the difference in duties and responsibilities, as well as the certifications required between Senior Utility Operators in the Water Division and Sewer Division, it is recommended that the title within the Water Division be changed to Senior Water Utility Operator.

Utility Operator I/II

Recommendation – Change title to Water Utility Operator I/II and add a III level, i.e. Water Utility Operator I/II/III.

Discussion – The Utility Operator I in the Water Division requires both a Water Distribution Operator certificate, Grade D1 and Water Treatment Operator certificate, Grade T1 and the Utility Operator II in Water requires both a Water Distribution Operator certificate, Grade D2 and Water Treatment Operator certificate, Grade T2. In order to recognize the difference in duties and responsibilities, as well as the certifications required between Utility Operators in the Water Division and Sewer Division, it is recommended that the title within the Water Division be changed to Water Utility Operator I/II. In addition to the title change, it is recommended that a III level be added. The Water Utility Operator III will be required to maintain both a Water Distribution Operator certificate, Grade D3 and Water Treatment Operator certificate, Grade T3 and will have responsibility for performing the most complex duties involved in the operation, repair, replacement, and construction of water treatment plants and distribution systems.



Although not intended to identify all changes proposed between the current and proposed classification plan, the more significant modifications have been highlighted in this section.

Employee Allocations

Each position included within the scope of the study has been allocated to a classification contained in the new plan. The recommended allocations are included in Appendix B. The allocations are organized by department and division, and sorted from high to low by class level. Shown for each position is the current class title as well as the recommended allocation or class title.

Summary

This chapter has provided a summary of the proposed classification plan for the City of Lemoore, including an explanation of proposed changes. A comprehensive Master List of Class Titles that lists all classes within the plan, organized by department and by job family, is provided in Appendix A.

SECTION III

GUIDELINES FOR PREPARING CLASS SPECIFICATIONS

This section of the report provides an overview of the Americans with Disabilities Act (ADA) as it relates to the classification plan. A suggested format for the revised specifications, consistent with the ADA, is also described herein.

Overview of ADA

The Americans with Disabilities Act became effective in January of 1992. This legislation is designed to protect disabled individuals from discrimination in selection, hiring, promotion, and all other rights and privileges of employment. The Act encompasses a requirement for reasonable accommodation on the part of the organization to employ a disabled individual. The documentation of essential duties and responsibilities is useful in determining the degree of accommodation that may be considered reasonable. Since City management staff is ultimately responsible for assigning appropriate duties and tasks to positions in the City, it is important that their suggestions and comments be incorporated into the determination of what duties are to be considered essential and related working conditions.

Essential Job Functions

For purposes of consistency, one or more of the following characteristics typically defines an essential job function:

- The position exists to perform the function/duty
- The number of employees who perform the function/duty is limited
- A position exists specifically to perform a specialized function/duty.

To further support the implementation of the ADA, the revised class specifications will include specific sections summarizing general environmental and physical working conditions required by each class.

Class Specification Format

The class specifications, which will be developed following the full review and confirmation of the classification concepts contained in this document, are intended to be descriptive and explanatory in defining classes. When reviewing the class specifications, they should be interpreted in their entirety and in relation to one another; particular phrases or examples should not be isolated and treated as the full definition of any class.

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.
- **Summary Description** – 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. This section also describes the type or level of supervision received by positions in this classification as well as the type of supervision exercised, if any, over other employees.
- **Representative Duties** – This section is intended to enable the reader to obtain a more complete concept of the actual work performed by positions allocated to this class. The sections list typical essential duties that are common to positions of the class. These examples further show the range of duties performed by employees in the class. The lists are descriptive but are **not** intended to describe all the work performed by all positions allocated to the class. This section merely serves to illustrate the more typical portions of the work performed. The statement “Performs related duties as required” is included in all class specifications to provide legitimate flexibility to management in assigning duties. To ensure that employees understand that class specifications do not list all duties performed, a statement appears at the top of each class specification indicating the purpose and scope of the duties listed in the specification.
- **Qualifications** – This section is broken down into subsections containing the following:
 - **Knowledge of and Ability to** subsections list the knowledge, skills, and abilities that the duties of the class typically require and that applicants should possess for positions in the class. **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, have not been listed since they are to be implied as required qualifications for all classes.
 - **Education and Experience Guidelines** subsections of the classification description are intended to describe the minimum qualifications that may be needed to adequately perform the job. The requirements are not intended to limit the City from hiring the most qualified individual. The purpose of stating minimum experience and training requirements is to comply with Equal Employment Opportunity Commission selection and hiring guidelines.
 - **License or Certificate** subsection is used for those classifications where legal or special provisions require possession of a specific license or certification issued by a Board of Licensure as a condition of employment. In some cases desired or preferred licenses/certifications are listed.
- **Physical Demands and Working Environment** – This section lists the typical environmental conditions and physical demands required for the class jobs.

The format used for the new class specifications is presented in Exhibit B.

EXHIBIT B - CLASS SPECIFICATION FORMAT

CITY OF LEMOORE

CLASS TITLE

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

SUMMARY DESCRIPTION

REPRESENTATIVE DUTIES

The following duties are typical for this classification. Incumbents may not perform all of the listed duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.

- 1.
2. Perform related duties as required.

QUALIFICATIONS

The following generally describes the knowledge and ability required to enter the job and/or be learned within a short period of time in order to successfully perform the assigned duties.

Knowledge of:

Ability to:

Communicate clearly and concisely, both orally and in writing.
Establish and maintain effective working relationships with those contacted in the course of work.

Education and Experience Guidelines - Any combination of education and experience that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education/Training:

Experience:

License or Certificate:

PHYSICAL DEMANDS AND WORKING ENVIRONMENT

The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform these essential job functions.

Environment:

Physical:

Vision:

Hearing:

Date:
Ralph Andersen & Associates

Implementation of ADA

The participation of management staff is critical in implementing ADA requirements. In reviewing the class specifications, management staff is requested to review the essential duties and related working conditions to ensure they have been identified accurately.

APPENDIX A
MASTER LIST OF CLASS TITLES

City of Lemoore
Master List of Class Titles
Organized by Job Classification within Each Organizational Unit
September 2017

Current Class Title	Recommended Class Title
City-Wide Classifications	
Professional	
Management Analyst	Management Analyst
Administrative Support	
New Class Level	Administrative Assistant II
Administrative Assistant	Administrative Assistant I
Office Assistant I/II	Office Assistant I/II
Maintenance	
Superintendent	Superintendent
Building Coordinator	Maintenance Coordinator
Coordinator	
Maintenance Worker I/II	Maintenance Worker I/II
City Attorney	
City Attorney	City Attorney
City Manager	
City Manager	City Manager
Assistant City Manager	Assistant City Manager
Executive Assistant to the CM	Executive Assistant
Human Resources Director	Human Resources Director
City Clerk/HR Manager	City Clerk/HR Manager
Safety Coordinator	Safety Coordinator
Community Development	
Development Services Director	Community Development Director
Assistant Community Development Director	Assistant Community Development Director
City Engineer	City Engineer
City Planner	City Planner
Superintendent	Building Official/Superintendent
Building Inspector	Building Inspector
New Class (1 - Office Assistant II)	Building Permit Technician
New Class (1 - Office Assistant II)	Planning Technician
Finance	
Finance Director	Finance Director/CFO
Assistant Finance Director	Assistant Finance Director
Accountant	Accountant
Junior Accountant	Junior Accountant
New Class (1 - Accounting Technician)	Payroll Technician
Accounting Technician	Accounting Technician
Account Clerk I/II	Account Clerk I/II
Maintenance Worker I/II	See City-Wide Classes - Maintenance
Information Technology	
Information Technology Director	Information Technology Director
Information Technology Analyst	Information Technology Analyst
Information Technology Technician	Information Technology Technician

City of Lemoore
Master List of Class Titles
Organized by Job Classification within Each Organizational Unit
September 2017

Current Class Title	Recommended Class Title
Parks and Recreation	
Community Services Director	Parks and Recreation Director
Assistant Parks and Recreation Director	Assistant Parks and Recreation Director
Recreation	
Recreation Coordinator	Recreation Coordinator
Recreation Supervisor	Recreation Supervisor
Recreation Specialist	Recreation Specialist
Maintenance	
Superintendent	See City-Wide Classes - Maintenance
Building Coordinator	See City-Wide Classes - Maintenance
Maintenance Worker I/II	See City-Wide Classes - Maintenance
Police	
Police Chief	Police Chief
Assistant Police Chief	Assistant Police Chief
Administrative Assistant	Executive Assistant
Commander	Commander
Lieutenant	Lieutenant
Sergeant	Sergeant
Corporal	Corporal
Police Officer	Police Officer
Community Services Officer	Community Services Officer
Evidence	
Evidence Technician	Evidence Technician
Records	
Records Supervisor	Records Supervisor
Records Technician I/II	Records Technician I/II
Public Works	
Public Works Director	Public Works Director
Assistant Public Works Director	Assistant Public Works Director
Utilities Manager	Utilities Manager
Public Works Inspector	Public Works Inspector
Fleet	
Equipment Mechanic/Senior Equipment Mechanic	Equipment Mechanic I/II
Wastewater	
Superintendent	See City-Wide Classes - Maintenance
Coordinator	See City-Wide Classes - Maintenance
Senior Utility Operator	Senior Wastewater Utility Operator
Utility Operator I/II	Wastewater Utility Operator I/II/III
Maintenance Worker I/II	See City-Wide Classes - Maintenance
Refuse	
Superintendent	See City-Wide Classes - Maintenance
Coordinator	See City-Wide Classes - Maintenance
Maintenance Worker I/II	See City-Wide Classes - Maintenance
Water	
Senior Utility Operator	Senior Water Utility Operator
Utility Operator I/II	Water Utility Operator I/II/III
Maintenance Worker I/II	See City-Wide Classes - Maintenance

APPENDIX B

EMPLOYEE ALLOCATION LIST

City of Lemoore
Allocation List

Department	Current Class Title	Final Class Title
City Manager	City Manager	City Manager
City Manager	Assistant City Manager	Assistant City Manager
City Manager	Executive Assistant to the CM	Executive Assistant
City Manager	City Clerk/HR Manager	City Clerk/HR Manager
City Manager	Office Assistant II	Administrative Assistant II
Community Development	Development Services Director	Community Development Director
Community Development	Superintendent	Building Official/Superintendent
Community Development	Building Inspector	Building Inspector
Community Development	Building Inspector	Building Inspector
Community Development	Office Assistant II	Planning Technician
Community Development	Office Assistant II	Building Permit Technician
Finance	Finance Director	Finance Director/CFO
Finance	Accountant	Accountant
Finance	Junior Accountant	Junior Accountant
Finance	Account Technician	Payroll Technician
Finance	Account Clerk I	Account Clerk I
Finance	Account Clerk I	Account Clerk I
Finance	Account Clerk I	Account Clerk I
Finance	Account Clerk I	Account Clerk I
Finance	Maintenance Worker I	Maintenance Worker I
Fire	Maintenance Worker II	Maintenance Worker II

City of Lemoore
Allocation List

Department	Current Class Title	Final Class Title
Parks and Recreation	Community Services Director	Parks & Recreation Director
Parks and Recreation	Recreation Coordinator	Recreation Coordinator
Parks and Recreation	Recreation Coordinator	Recreation Coordinator
Parks and Recreation	Recreation Specialist	Recreation Specialist
Parks and Recreation	Superintendent	Superintendent
Parks and Recreation	Building Coordinator	Maintenance Coordinator
Parks and Recreation	Maintenance Worker II	Maintenance Worker II
Parks and Recreation	Maintenance Worker I	Maintenance Worker I
Parks and Recreation	Maintenance Worker I	Maintenance Worker I
Parks and Recreation	Maintenance Worker I	Maintenance Worker I
Parks and Recreation	Maintenance Worker I	Maintenance Worker I
Parks and Recreation	Maintenance Worker I	Maintenance Worker I
Parks and Recreation	Maintenance Worker I	Maintenance Worker I
Police	Police Chief	Police Chief
Police	Administrative Assistant	Executive Assistant
Police	Commander	Commander
Police	Commander	Commander
Police	Sergeant	Sergeant
Police	Sergeant	Sergeant
Police	Sergeant	Sergeant
Police	Sergeant	Sergeant
Police	Sergeant	Sergeant
Police	Corporal	Corporal
Police	Corporal (Acting)	Corporal (Acting)

City of Lemoore Allocation List

Department	Current Class Title	Final Class Title
Police	Corporal	Corporal
Police	Corporal	Corporal
Police	Corporal	Corporal
Police	Corporal	Corporal
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Police Officer	Police Officer
Police	Community Services Officer	Community Services Officer
Police	Community Services Officer	Community Services Officer
Police	Evidence Technician	Evidence Technician

City of Lemoore
Allocation List

Department	Current Class Title	Final Class Title
Police	Records Supervisor	Records Supervisor
Police	Records Technician II	Records Technician II
Police	Records Technician I	Records Technician I
Public Works	Public Works Director	Public Works Director
Public Works	Management Analyst	Management Analyst
Public Works	Office Assistant II	Administrative Assistant I
Public Works	Office Assistant II	Office Assistant II
Public Works	Senior Equipment Mechanic	Equipment Mechanic II
Public Works	Equipment Mechanic	Equipment Mechanic I
Public Works	Utilities Manager	Utilities Manager
Public Works	Coordinator	Maintenance Coordinator
Public Works	Senior Utility Operator	Senior Wastewater Utility Operator
Public Works	Utility Operator II	Wastewater Utility Operator II
Public Works	Utility Operator I	Wastewater Utility Operator I
Public Works	Maintenance Worker II	Maintenance Worker II
Public Works	Maintenance Worker II	Maintenance Worker II
Public Works	Maintenance Worker I	Maintenance Worker I
Public Works	Maintenance Worker I	Maintenance Worker I
Public Works	Maintenance Worker I	Maintenance Worker I
Public Works	Maintenance Worker I	Maintenance Worker I
Public Works	Maintenance Worker I	Maintenance Worker I
Public Works	Superintendent	Superintendent
Public Works	Coordinator	Maintenance Coordinator
Public Works	Maintenance Worker II	Maintenance Worker II

City of Lemoore
Allocation List

Department	Current Class Title	Final Class Title
Public Works	Maintenance Worker II	Maintenance Worker II
Public Works	Maintenance Worker II	Maintenance Worker II
Public Works	Maintenance Worker II	Maintenance Worker II
Public Works	Maintenance Worker II	Maintenance Worker II
Public Works	Maintenance Worker II	Maintenance Worker II
Public Works	Maintenance Worker II	Maintenance Worker II
Public Works	Maintenance Worker II	Maintenance Worker II
Public Works	Maintenance Worker II	Maintenance Worker II
Public Works	Senior Utility Operator	Senior Water Utility Operator
Public Works	Utility Operator II	Water Utility Operator II
Public Works	Utility Operator I	Water Utility Operator I
Public Works	Utility Operator I	Water Utility Operator I
Public Works	Utility Operator I	Water Utility Operator I
Public Works	Utility Operator I	Water Utility Operator I
Public Works	Utility Operator I	Water Utility Operator I
Public Works	Maintenance Worker I	Maintenance Worker I
Public Works	Maintenance Worker I	Maintenance Worker I
Public Works	Maintenance Worker I	Maintenance Worker I



City of Lemoore Compensation Report

Ralph Andersen & Associates

September 27, 2017

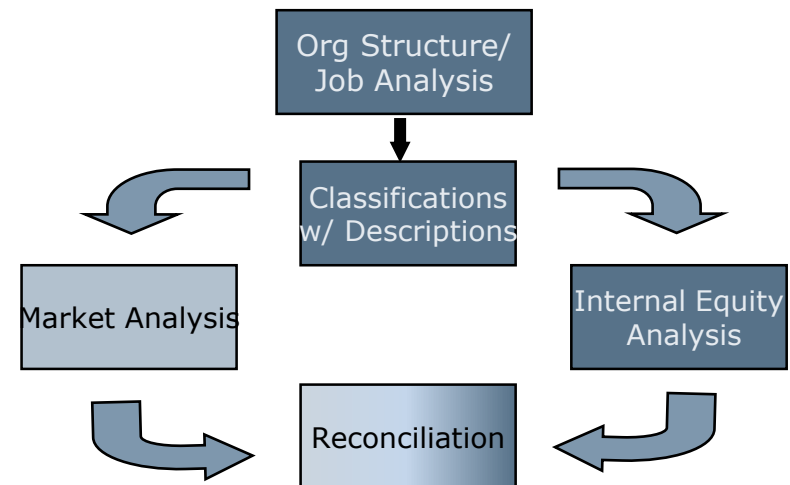
Study Process

- All job classifications were analyzed using a thorough process with a high level of employee and stakeholder involvement:
 - Employees completed a Job Analysis Questionnaire (JAQ) documenting their job duties, qualifications, resource responsibilities, working contacts, and working conditions.
 - Employees were interviewed by project consultants to obtain additional information and clarification of job duties and issue areas.
 - Employees and managers have reviewed draft job descriptions and have provided feedback on job titles and job description content.
- Final job descriptions have been developed that incorporate comments and suggestions from employees and managers.
- Compensation survey data has been collected and analyzed including base salary and major benefit data.
- Implementation of the survey results requires policy considerations and discussions through the meet and confer process.

Pay Plan Development

The development and modification of the City's pay plan involves an assessment of several components:

- A comparison of City salary ranges with salary ranges for comparables jobs in agencies that represent the labor market.
- An analysis of the City's major benefits using a total compensation model. This analysis identifies areas of strengths and weaknesses in the City's benefits compared to market practices.
- Salary range analysis uses a combination of market data and a review/analysis of internal salary relationships.
- Implementation and impact on individual employee is a separate process.



Why Surveys Are Done

Compensation surveys are a necessary part of assessing and updating an organization's compensation plan.

- Anticipate and understand what labor market is doing
- Data-driven framework for allocating resources to wages and benefits
- Provide defensibility and public accountability employee compensation
- Optimize the City's ability to recruit and retain employees
- Should the City enter into mediation or fact-finding, these processes are data-driven

Public and Private employers both use market data to assess compensation; just a difference in accessibility and transparency of data.

Survey Agencies

Survey Agency	Population Served	Driving Distance	Total Revenues	Total Expenditures	ERI COL	ERI Wage
Lemoore	26,199	0	\$24.1 Mil	\$24.8 Mil	100.0	100.0
Hanford	55,840	9	\$56.6 Mil	\$60.7 Mil	100.0	100.0
Corcoran	22,691	25	\$16.5 Mil	\$15.7 Mil	N/A	N/A
Kingsburg	12,101	26	\$15.4 Mil	\$11.9 Mil	N/A	N/A
Visalia	130,231	28	\$235.1 Mil	\$215.1 Mil	106.1	98.8
Selma	24,844	30	\$19.3 Mil	\$16.5 Mil	92.5	98.9
Avenal	12,373	30	\$9.5 Mil	\$10.7 Mil	N/A	N/A
Tulare	63,515	31	\$127.1 Mil	\$111.5 Mil	109.5	98.8
Reedley	25,999	37	\$33.6 Mil	\$40.2 Mil	103.7	98.9
Dinuba	24,657	38	\$41.7 Mil	\$45.9 Mil	99.4	98.5
Coalinga	16,667	38	\$19.4 Mil	\$18.8 Mil	N/A	N/A
Sanger	26,024	41	\$44.2 Mil	\$51.6 Mil	102.2	99.0
Madera	65,474	55	\$55.1 Mil	\$56.1 Mil	100.3	99.8
Porterville	60,070	60	\$87.9 Mil	\$92.3 Mil	N/A	N/A

Data Sources:

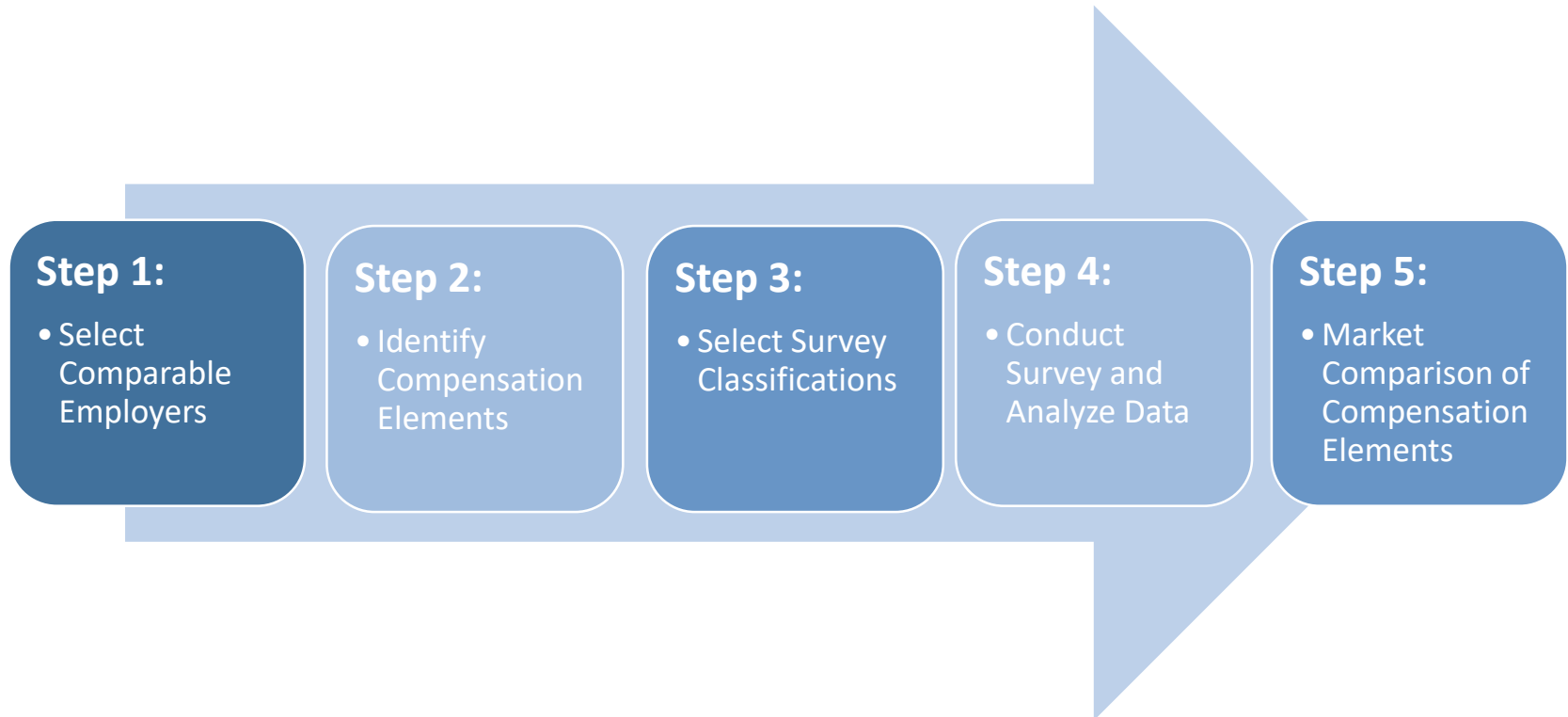
Population - CA Dept of Finance; 2016 Revenues/Expenditures - CA State Controller; 2015
Distance - Google Maps Cost of Living/Wage Index - Economic Research Institute

Survey agencies were approved by City Council and balance the selection factors of:

- Nature of services
- Geographic proximity
- Size
- Economic similarity



Survey Process



Compensation survey data was collected by the project consultants and included the collection and analysis of the following:

- Organization charts, budgets, and position control documents
- Job descriptions
- Salary schedules
- Benefits summaries and MOUs
- Follow-up information provided by each survey agency

Survey job matches were determined by the project consultants and went beyond title comparisons.

Matching Job Classifications

Matching job classifications relies on a number of source documents beyond comparisons of job descriptions.

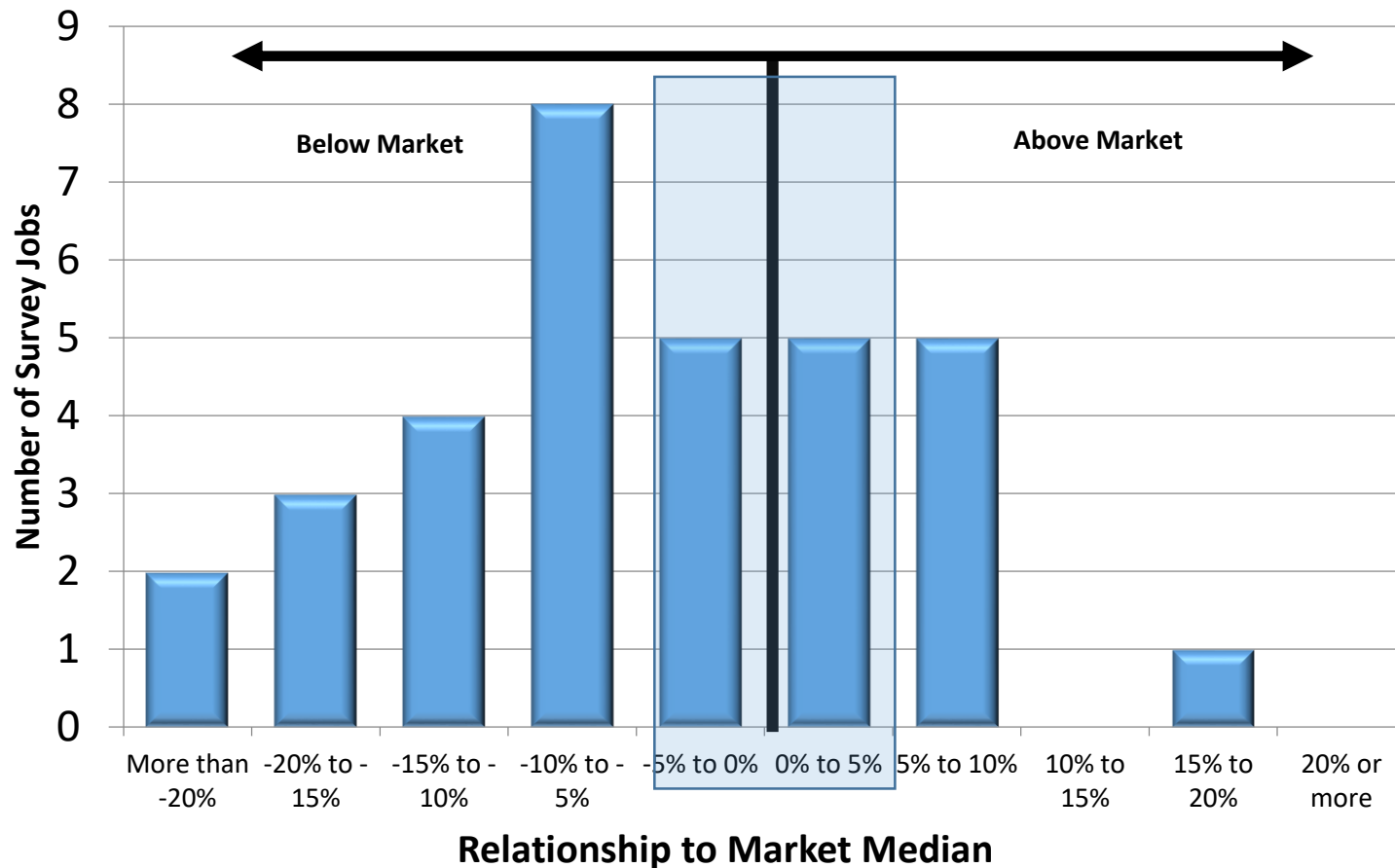
- Job matches only occur if a position exists and is allocated in the budget (and staffed). Some agencies may have legacy job descriptions or titles in their salary schedules that are not used.
- Job matches are based on a review of major and essential job duties along with a comparison of qualifications. Significant differences can result in no comparable job being matched. Examples of differences include:
 - Mismatches in qualification requirements such as requiring specific certifications or a four-year degree
 - Different organization structures such as layers of supervisory and management and broader responsibilities (i.e. a supervisor over parks maintenance vs. a supervisor over parks, fleet, streets, and utilities maintenance)
 - Position allocations that demonstrate working versus advanced levels
- Factors not considered in matching jobs:
 - Staffing, equipment, facility, and resource differences that don't impact required skills and abilities
 - Job functions performed within a broad classification that is used in many assignments (i.e. a Maintenance Worker class that is assigned to both parks and facilities maintenance)
 - Job classifications performing the same duties but in a different department
 - Employee performance or unique qualifications that are beyond what is required

Scope of Data Collection

The compensation survey included the collection and analysis of base salary and benefit data to understand how the City's total compensation compares with labor market practices. Elements included in the survey include:

- Base Salary
 - Range maximum (control point of range)
- Cash Benefits
 - Employer Paid Member Contribution (EPMC)
 - Longevity
 - Deferred Comp.
 - Uniform Pay
- Insurance Benefits
 - Health
 - Dental
 - Vision
- Employer Retirement
 - Employer Contribution
 - Retirement Formula
 - Employee Contribution to Employer Rate
 - Other Retirement (such as PARS)
 - FICA
- Leave Benefits
 - Holidays
 - Sick Leave
 - Vacation
 - Admin/Management Leave

Market Summary – Median; All Jobs



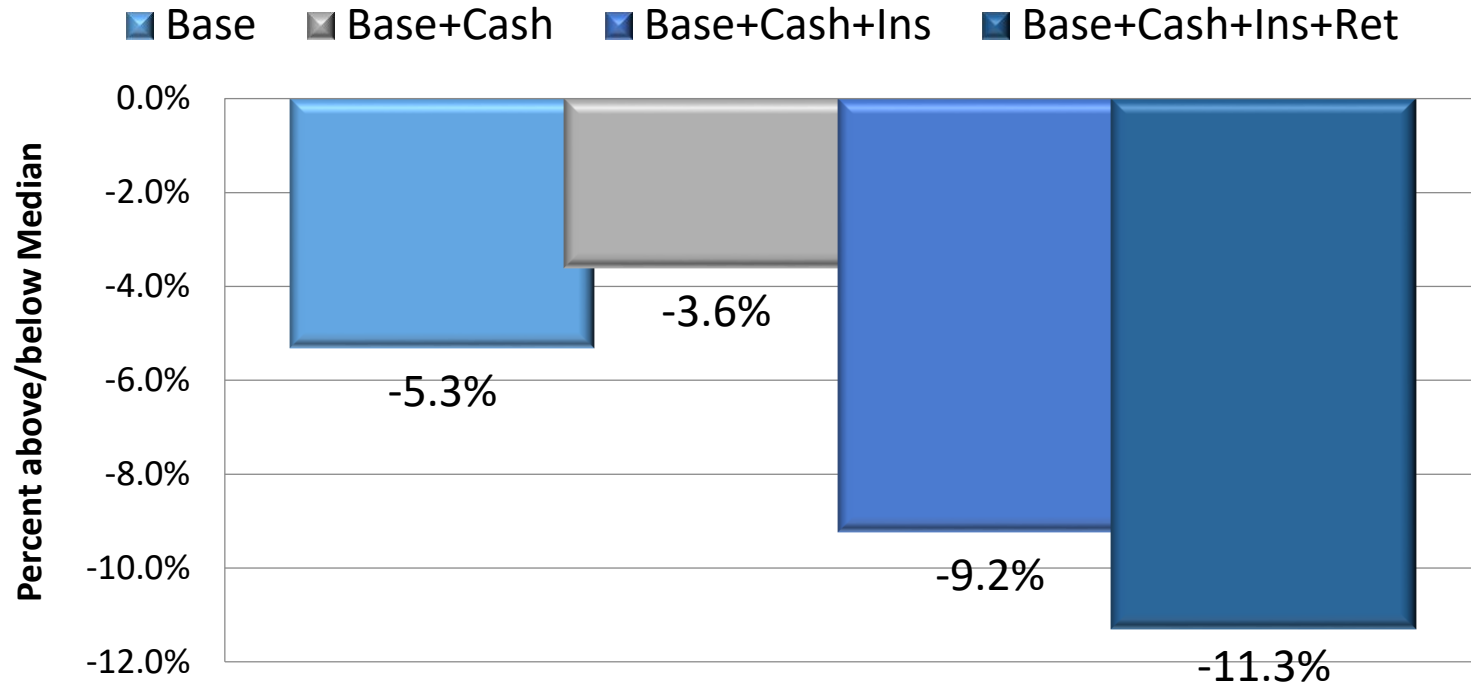
Strongest trend of the survey jobs should be in shaded region

Survey Findings – Base Salary

- While the overall survey results for all employee groups show a strong central trend (bell curve), there are a large number of jobs that are more than 5% below and 5% above market.
 - 30% of the survey jobs are more than 5% below median
 - 18% of the survey jobs are more than 5% above median
 - 52% of the survey jobs are within 5% of median
- On average, the City is 5.3% below the market median and is ranked at the 38th percentile
- Management jobs are further below median than non-management jobs
- Police jobs are at or above market median
- The above summaries are for raw data. The data for some jobs may not be statistically reliable for use in setting salaries. While statistics are shown for all jobs where at least three job matches were found, this does not mean the data should be used for setting salary ranges in all instances. There may also be internal relationship alignments that have priority over market relationships due to the unique services and structures of the City.

The base salary analysis does not take into consideration gains or losses in market position that may result from benefits that are better or worse than market practices. These are presented later and should be considered as part of the salary setting process if significant benefit impacts exist.

Benefits Survey Summary; All Jobs



Benefits analysis based on snap-shot trends of major benefit categories

- When base salary ranges are compared, the City is 5.3% below median overall
- When cash benefits are added to base salary and the cumulative totals analyzed, the City is 3.6% below market median. This means the City's cash benefits are slightly higher than market, but not significantly so (differences of less than 3% are not significant)
- When insurance benefits are cumulatively added to base and cash benefits, the City is 9.2% below the market median which indicates a significant loss due to lower insurance benefits (employer cost).
- When retirement benefits are cumulatively added, the City loses slightly to 11.3% below median.
- Overall, the City loses 6.0% in market position when benefits are added.

Retirement Formulas

- Comparison based on tier in place as of Dec 31, 2012 (classic member, lateral hire)
- Does not show older tiers that may have majority of current employees
- Best reference for understanding competitiveness in market regarding retirement
- The city's retirement formula is equal to or below other agencies with Safety employees being more significantly below

"Classic" Tier Retirement Formulas

Survey Agency	Misc. Employees	Safety Employee
Avenal	2@55	3@55
Coalinga	2@55	2@55
Corcoran	2@55	3@55
Dinuba	2@55	2@50
Hanford	3@60	3@55
Kingsburg	2@55	3@55
Madera	2@60	3@55
Porterville	2@55	2@50
Reedley	2@55	3@55
Sanger	2.5@55	2@50
Selma	2.7@55	2@50
Tulare	2.5@55	3@55
Visalia	2@60	3@55
Lemoore	2@55	2@50

Impact of Higher Retirement Benefits

Miscellaneous - Benefits at Age 55

Year	2%@55	2.5%@55	2.7%@55	3%@60	2%@60
5	10.0%	12.5%	13.5%	15.0%	7.3%
10	20.0%	25.0%	27.0%	30.0%	14.6%
15	30.0%	37.5%	40.5%	45.0%	21.9%
20	40.0%	50.0%	54.0%	60.0%	29.2%
25	50.0%	62.5%	67.5%	75.0%	36.5%
30	60.0%	75.0%	81.0%	90.0%	43.8%
Difference *		25%	35%	50%	-27%

* Difference in base salary required to equalize different formulas

Safety - Benefits at Age 50

Year	2%@50	3@55	2%@55
5	10.0%	12.0%	7.1%
10	20.0%	24.0%	14.3%
15	30.0%	36.0%	21.4%
20	40.0%	48.0%	28.5%
25	50.0%	60.0%	35.7%
30	60.0%	72.0%	42.8%
Difference *		20%	-29%

Impact of differences in retirement formulas expressed as differences in salary at final year of compensation to compensate for higher/lower retirement formulas

- For Miscellaneous employees, half the survey agencies are at the same retirement benefit (2%@55)
- Almost a third of the market has a higher level retirement benefit for Miscellaneous employees
- One agency has a lower benefit (Visalia) for Miscellaneous employees
- For Safety employees, almost two-thirds of the market has a higher retirement benefit (3%@55)
- One agency has a lower benefit (Visalia) for Safety employees
- For Miscellaneous employees, Lemoore would have to pay employee salaries that are 25% to 50% higher to equate to the benefits of the four agencies with higher benefits
- For Safety employees, Lemoore would have to pay employee salaries that are 20% higher to equate to the benefits of the eight agencies with higher benefits

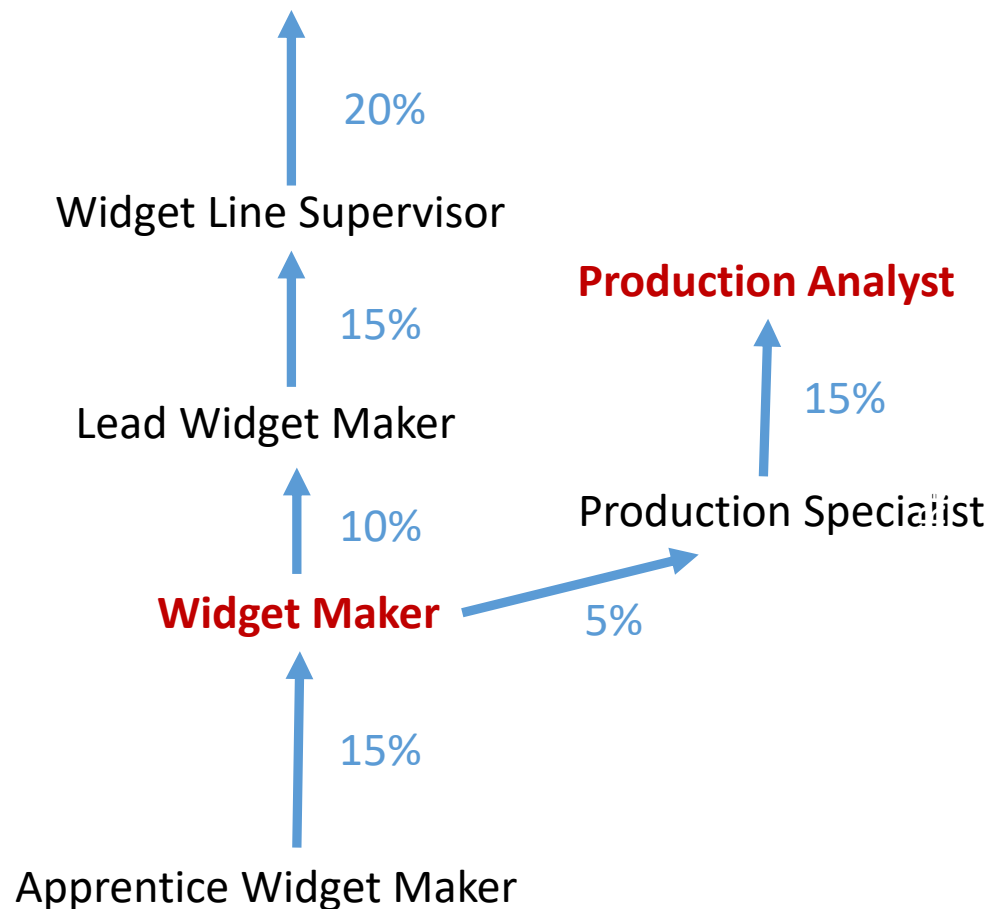
Salary Range Recommendations

- Benchmark positions tied to market median
 - Not all jobs need market ties
- Internal relationships
 - Assessment of differences and similarities in duties, role, responsibilities, qualifications, and resources
 - 5% difference between jobs when minor differences exist
 - 10% between classes in a series where moderate differences exist
 - 15% - 20% minimum over subordinates and between job classes with significant differences
- Adjustments to pay range, not employee salary
- Internal salary alignments for internal equity where important
 - Some market relationships may be ignored due to internal ties and better market benchmarks

Benchmarking - Example

- Establish market benchmarks
 - Best job matches
 - High number of comparables
 - Best data statistically
- Analyze internal relationship
- Establish % differentials
- Result: salary range adjustments

Widget Production Manager



Explanation of Survey Datasheets

- **Survey Agency** – the comparable agency used in the survey
- **Comparable Class** – the job title in the survey agency that most closely matches the City's survey job; agencies without a match are noted as "No Comparable Class"
- **Range Max** – the maximum monthly salary for the comparable class, not including longevity or performance/bonus pay
- **Longevity Pay** – a cash benefit that recognizes employee tenure with the maximum of this benefit shown
- **Uniform** – uniform allowance paid to employees in the job
- **Education Incentive** – a cash benefit that recognizes either a certification or education level (AA/AS, BA/BS)
- **Deferred Compensation** – employer contributions towards a deferred compensation plan on behalf of the employee
- **Retirement Pickup** – the Employer Paid Member Contribution, payment of the employee portion of the retirement contribution by the employer
- **Base + Cash** – a cumulative subtotal of base salary and cash benefits
- **Health** – the maximum employer contribution to health insurance (family coverage) not including infrequently used health plans
- **Dental** – the maximum employer contribution to dental insurance or related coverage
- **Vision** – the maximum employer contribution to vision insurance or related coverage
- **Base + Cash + Insurance** – a cumulative subtotal of base, cash, and insurance benefits
- **Employer Retirement** – the employer retirement contribution for the employee group and tier of benefit as reported by CALPERS or other retirement entity
- **Employee Contribution to Employer Retirement** – contributions by the employee to the employer rate/portion of retirement (shown as a negative to offset the employer cost in the prior column)
- **Retirement Formula** – the retirement formula for the "classic" tier of retirement benefits (tier in effect December 2012)
- **Base + Cash + Insurance + Retirement** – a cumulative subtotal of base, cash, insurance, and retirement benefits
- **Holiday** – the number of hours of holiday benefit per month
- **Sick** – the number of hours of sick leave benefit per month
- **Administrative Leave** – the number of hours of administrative/management leave benefit per month
- **Vacation Max** – the maximum annual accrual of vacation benefit in hours per month
- **Total Leave** – the combined amount of leave hours
- **Average, Median, 75th Percentile** – statistical computation of survey agencies the using Microsoft Excel; % +/- is the difference between the City and the statistical measure with negative values indicating below market
- **Median Gain/Loss** – the gain or loss between each cumulative subtotal (prior column subtracted from reference column)

Survey Data (Base and Benefits)

Lemoore

Labor Market Summary - Median Total Compensation

Class Title	# of Obs.	Base	Base + Cash	Gain/ Loss	Base + Cash + Insurance	Gain/ Loss	Total Comp (Cash + Ins. + Ret.)	Gain/ Loss	Total Gain/ Loss
Account Clerk II	13	0.4%	5.0%	4.7%	-8.1%	-13.2%	-6.6%	1.5%	-7.0%
Accountant	10	-2.3%	-13.9%	-11.5%	-18.7%	-4.9%	-23.5%	-4.8%	-21.2%
Administrative Assistant I	13	-10.6%	-3.1%	7.5%	-15.4%	-12.4%	-14.6%	0.8%	-4.1%
Assistant City Manager	3	-18.1%	-13.6%	4.5%	-20.5%	-7.0%	-19.3%	1.3%	-1.2%
Assistant Community Development Director	4	Drift data - no current salary to compare							
Assistant Finance Director	6	Drift data - no current salary to compare							
Assistant Parks and Recreation Director	2	Drift data - no current salary to compare							
Assistant Public Works Director	4	Drift data - no current salary to compare							
Building Coordinator	3	0.5%	5.7%	5.2%	2.7%	-3.0%	1.5%	-1.1%	1.0%
Building Inspector	11	-9.8%	2.0%	11.8%	-6.2%	-8.2%	-10.9%	-4.6%	-1.1%
Building Official/Superintendent	9	-18.9%	-22.6%	-3.7%	-21.6%	1.0%	-29.4%	-7.8%	-10.5%
Building Permit Technician	7	Drift data - no current salary to compare							
City Attorney	1	Drift data - no current salary to compare							
City Clerk/HR Manager	7	-9.2%	-5.0%	4.2%	-5.3%	-0.4%	-14.7%	-9.3%	-5.5%
City Engineer	7	Drift data - no current salary to compare							
City Manager	13	-26.8%	-23.1%	3.7%	-19.8%	3.4%	-21.2%	-1.5%	5.5%
City Planner	7	Drift data - no current salary to compare							
Commander	10	-7.1%	-16.3%	-9.3%	-16.6%	-0.3%	-10.9%	5.7%	-3.8%
Community Development Director	11	-9.0%	-7.7%	1.3%	-10.0%	-2.3%	-17.4%	-7.4%	-8.4%
Community Services Officer	13	-23.2%	-12.8%	10.5%	-19.6%	-6.8%	-21.6%	-2.1%	1.6%
Corporal	9	4.3%	4.5%	0.2%	0.4%	-4.1%	-0.8%	-1.2%	-5.1%
Equipment Mechanic II	13	5.5%	12.0%	6.5%	4.9%	-7.1%	3.9%	-1.0%	-1.6%
Evidence Technician	12	-4.8%	1.3%	6.0%	-6.3%	-7.6%	-10.6%	-4.3%	-5.8%
Executive Assistant	3	16.0%	0.2%	-15.8%	-15.0%	-15.2%	-13.6%	1.3%	-29.6%
Finance Director/CFO	13	-3.4%	-3.4%	0.0%	-5.4%	-2.0%	-9.1%	-3.6%	-5.6%
Human Resources Director	6	Drift data - no current salary to compare							
Human Resources Technician	8	Drift data - no current salary to compare							
Information Technology Director	3	Drift data - no current salary to compare							
Information Technology Technician	4	Drift data - no current salary to compare							
Maintenance Coordinator	11	9.0%	13.3%	4.3%	3.4%	-9.9%	1.5%	-1.8%	-7.5%
Maintenance Worker II	13	-4.1%	2.1%	6.2%	-8.4%	-10.5%	-13.4%	-5.0%	-9.3%
Management Analyst	10	6.4%	2.1%	-4.3%	-4.7%	-6.7%	-10.4%	-5.7%	-16.8%
Office Assistant II	10	4.2%	12.1%	7.9%	-6.8%	-18.9%	-6.4%	0.4%	-10.6%
Parks and Recreation Director	7	-16.0%	-17.7%	-1.7%	-22.4%	-4.7%	-21.1%	1.2%	-5.1%
Payroll Technician	7	Drift data - no current salary to compare							
Police Chief	13	-5.6%	-8.6%	-3.0%	-4.4%	4.2%	-4.8%	-0.4%	0.8%
Police Officer	13	-4.5%	-5.5%	-1.0%	-8.2%	-2.7%	-10.6%	-2.4%	-6.1%
Public Works Director	13	-14.4%	-12.3%	2.1%	-14.9%	-2.6%	-17.4%	-2.5%	-3.0%
Public Works Inspector	7	Drift data - no current salary to compare							
Records Supervisor	8	-14.0%	-18.5%	-4.5%	-19.2%	-0.7%	-23.5%	-4.3%	-9.5%
Records Technician II	12	2.3%	4.0%	1.7%	-4.4%	-8.4%	-3.9%	0.5%	-6.2%
Recreation Coordinator	8	-6.5%	0.3%	6.8%	-8.9%	-9.1%	-10.5%	-1.7%	-4.0%
Recreation Specialist	2	Insufficient Data (need at least 3 job matches)							
Safety Coordinator	2	Drift data - no current salary to compare							
Senior Water/WW Utility Operator	11	-6.7%	1.7%	8.5%	-7.6%	-9.3%	-8.4%	-0.8%	-1.6%
Sergeant	13	5.8%	7.3%	1.4%	3.9%	-3.3%	3.8%	-0.2%	-2.1%
Superintendent	11	-13.5%	-11.7%	1.8%	-14.0%	-2.4%	-19.7%	-5.6%	-6.2%
Utilities Manager	11	5.2%	4.6%	-0.6%	0.2%	-4.3%	0.5%	0.2%	-4.7%
Water/WW Utility Operator II	12	-6.6%	-1.6%	5.0%	-7.4%	-5.9%	-9.9%	-2.4%	-3.3%
Average		-5.3%	-3.6%	1.7%	-9.2%	-5.6%	-11.3%	-2.1%	-6.0%

Lemoore

Account Clerk II

Account Clerk II			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits						
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave		
Avenal	Finance Office Assistant	\$3,674	\$21		\$100	\$110		\$3,931	\$1,333	\$118	\$39	\$5,422	\$573		2@55	\$5,995	9	8		13	31		
Coalinga	Account Clerk II	\$3,673						\$3,904	\$1,663	inc	inc		\$5,568	\$309		2@55	\$5,877	8	8		17	33	
Corcoran	Senior Account Clerk	\$3,631						\$3,631	\$1,077	\$96	\$13		\$4,818	\$617		2@55	\$5,435	8	8		13	29	
Dinuba	Billing Clerk	\$3,784	\$178				\$38	\$3,822	\$1,623	\$100		\$5,545	\$696		2@55	\$6,241	9	9		13	31		
Hanford	Accounting Clerk	\$3,554						\$3,732	\$1,064	\$75	\$11		\$4,882	\$1,202		3@60	\$6,085	8	8		13	29	
Kingsburg	Account Clerk II (w/ A/P)	\$3,839			\$96			\$3,935	\$1,203	inc	inc		\$5,138	\$750		2@55	\$5,888	10	10		17	36	
Madera	Accounting Technician III	\$3,671				\$154	\$170	\$3,995	\$2,093	inc	inc	\$6,088	\$836		2@60	\$6,924	11	8		15	34		
Porterville	Account Clerk II	\$3,504						\$3,504	\$1,000	inc	inc	\$4,504	\$991		2@55	\$5,495	6	8		15	30		
Reedley	Accounting Technician II	\$4,017						\$4,017	\$1,811	\$83	\$24	\$5,935	\$693		2@55	\$6,628	8	8		13	30		
Sanger	Account Clerk II	\$3,617			\$181			\$3,798	\$1,886	\$109	\$19	\$5,813	\$1,240		2.5@55	\$7,053	8	8		19	35		
Selma	Account Clerk II	\$3,572			\$250	\$100		\$3,922	\$1,559	\$80	\$16	\$5,577	\$1,613		2.7@55	\$7,190	9	8		16	33		
Tulare	Accounting Technician II	\$4,596						\$4,596	\$865	inc	inc	\$5,461	\$1,299	(\$92)	2.5@55	\$6,668	10	8		13	31		
Visalia	Senior Accounting Assistant	\$4,550						\$4,550	\$1,131	inc	inc	\$5,681	\$1,083	(\$182)	2@60	\$6,583	7	8		13	29		
Lemoore	Account Clerk II	\$3,687			\$184		\$258	\$4,129	\$935	\$63		\$5,127	\$727		2@55	\$5,854	9	8		13	30		
	Average	\$3,822						\$3,949					\$5,418				\$6,312					31.5	
	% +/-	-3.7%						4.4%					-5.7%				-7.8%						
	Median	\$3,673						\$3,922					\$5,545				\$6,241					30.7	
	% +/-	0.4%						5.0%					-8.1%				-6.6%						
	75th Percenile	\$3,839						\$3,995					\$5,681				\$6,668					32.7	
	% +/-	-4.1%						3.3%					-10.8%				-13.9%						
Median Gain/Loss								4.7%					-13.2%					1.5%					

Lemoore Accountant			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave	
Avenal	No Comparable Class																					
Coalinga	No Comparable Class																					
Corcoran	Accountant	\$4,960				\$198		\$5,158	\$1,077	\$96	\$13	\$6,345	\$843		2@55	\$7,188	8	8	3	13	32	
Dinuba	Accountant II	\$5,957				\$268	\$60	\$6,285	\$1,623	\$100		\$8,008	\$1,096		2@55	\$9,104	9	9	6	13	37	
Hanford	Accountant	\$6,165	\$308			\$163		\$6,636	\$1,064	\$75	\$11	\$7,786	\$2,085		3@60	\$9,872	8	8		13	29	
Kingsburg	No Comparable Class																					
Madera	Accountant II	\$5,525	\$553			\$232	\$256	\$6,565	\$2,093	inc	inc	\$8,658	\$1,258		2@60	\$9,916	11	8	3	15	37	
Porterville	Accountant II	\$6,627						\$6,627	\$1,000	inc	inc	\$7,627	\$1,875		2@55	\$9,502	6	8	3	15	33	
Reedley	Accountant	\$5,017						\$5,017	\$1,811	\$83	\$24	\$6,935	\$866		2@55	\$7,801	8	8	3	13	33	
Sanger	Accountant	\$4,847						\$4,847	\$1,856	\$109	\$19	\$6,832	\$1,662		2.5@55	\$8,494	8	8	6	17	39	
Selma	Accountant	\$5,283	\$396		\$370	\$175		\$6,224	\$1,559	\$80	\$16	\$7,879	\$2,386		2.7@55	\$10,265	9	8		16	33	
Tulare	Accountant	\$5,232						\$5,232	\$865	inc	inc	\$6,097	\$1,479	(\$105)	2.5@55	\$7,472	10	8		13	31	
Visalia	Financial Analyst	\$7,455						\$7,455	\$1,048	inc	inc	\$8,503	\$1,775	(\$298)	2@60	\$9,980	7	8	5	13	33	
Lemoore	Accountant	\$5,282				\$211		\$5,493	\$935	\$63		\$6,491	\$1,041		2@55	\$7,532	9	8		13	30	
	Average	\$5,707						\$6,005				\$7,467				\$8,959					33.7	
	% +/-	-8.0%						-9.3%				-15.0%				-19.0%						
	Median	\$5,404						\$6,254				\$7,707				\$9,303					32.8	
	% +/-	-2.3%						-13.9%				-18.7%				-23.5%						
	75th Percenile	\$6,113						\$6,612				\$7,976				\$9,905					35.8	
	% +/-	-15.7%						-20.4%				-22.9%				-31.5%						
Median Gain/Loss								-11.5%					-4.9%									-4.8%

Lemoore

Administrative Assistant I

Administrative Assistant I			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	Office Manager	\$3,830					\$268	\$4,098	\$1,333	\$118	\$39	\$5,588	\$597		2@55	\$6,185	9	8		13	31
Coalinga	Secretary to the Chief of Police	\$3,857	\$174		\$100	\$116		\$4,246	\$1,663	inc	inc	\$5,910	\$325		2@55	\$6,234	7	8		17	32
Corcoran	Executive Assistant (PD)	\$4,626				\$185		\$4,811	\$1,077	\$96	\$13	\$5,998	\$786		2@55	\$6,784	8	8	3	13	32
Dinuba	Administrative Assistant II	\$4,851					\$49	\$4,900	\$1,623	\$100		\$6,623	\$893		2@55	\$7,516	9	9		13	31
Hanford	Administrative Technician	\$3,901	\$195					\$4,096	\$1,064	\$75	\$11	\$5,246	\$1,320		3@60	\$6,566	8	8		13	29
Kingsburg	Police Department Administrative Assistant	\$4,457			\$111			\$4,568	\$1,203	inc	inc	\$5,771	\$871		2@55	\$6,642	10	10		17	36
Madera	Executive Secretary to the Chief of Police	\$4,710	\$471		\$236	\$198	\$218	\$5,833	\$2,093	inc	inc	\$7,926	\$1,073		2@60	\$8,998	8	8	3	15	34
Porterville	Secretary	\$3,610						\$3,610	\$1,000	inc	inc	\$4,610	\$1,021		2@55	\$5,631	6	8	1	15	31
Reedley	Administrative Assistant	\$4,017						\$4,017	\$1,811	\$83	\$24	\$5,935	\$693		2@55	\$6,628	8	8		13	30
Sanger	Administrative Secretary	\$3,987						\$3,987	\$1,856	\$109	\$19	\$5,972	\$1,367		2.5@55	\$7,339	8	8		17	33
Selma	Administrative Assistant	\$3,827			\$268	\$100		\$4,195	\$1,559	\$80	\$16	\$5,849	\$1,728		2.7@55	\$7,578	9	8		16	33
Tulare	Administrative Assistant	\$4,160						\$4,160	\$865	inc	inc	\$5,024	\$1,176	(\$83)	2.5@55	\$6,117	10	8		13	31
Visalia	Senior Administrative Assistant	\$4,550						\$4,550	\$1,131	inc	inc	\$5,681	\$1,083	(\$182)	2@60	\$6,583	7	8		13	29
Lemoore	Administrative Assistant	\$3,633			\$182		\$254	\$4,069	\$935	\$63		\$5,067	\$716		2@55	\$5,783	9	8		13	30
	Average	\$4,183						\$4,390				\$5,856				\$6,831					31.7
	% +/-	-15.1%						-7.9%				-15.6%				-18.1%					
	Median	\$4,017						\$4,195				\$5,849				\$6,628					31.3
	% +/-	-10.6%						-3.1%				-15.4%				-14.6%					
	75th Percentile	\$4,550						\$4,568				\$5,972				\$7,339					32.7
	% +/-	-25.2%						-12.3%				-17.9%				-26.9%					
Median Gain/Loss								7.5%					-12.4%	0.8%							

Lemoore
Assistant City Manager

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	No Comparable Class																				
Dinuba	No Comparable Class																				
Hanford	No Comparable Class																				
Kingsburg	No Comparable Class																				
Madera	No Comparable Class																				
Porterville	Deputy City Manager	\$11,458						\$11,458	\$1,000	inc	inc	\$12,458	\$3,242		2@55	\$15,700	6	8	7	15	36
Reedley	Assistant City Manager	\$11,615						\$11,615	\$1,811	\$83	\$24	\$13,533	\$2,004		2@55	\$15,537	8	8	7	13	36
Sanger	No Comparable Class																				
Selma	No Comparable Class																				
Tulare	No Comparable Class																				
Visalia	Assistant City Manager	\$14,343						\$14,343	\$1,048	inc	inc	\$15,391	\$3,415	(\$574)	2@60	\$18,233	7	8	5	13	33
Lemoore	Assistant City Manager	\$9,835				\$393		\$10,228	\$935	\$63		\$11,226	\$1,938		2@55	\$13,164	9	8	3	13	33
	Average	\$12,472						\$12,472				\$13,794				\$16,490					35.3
	% +/-	-26.8%						-21.9%				-22.9%				-25.3%					
	Median	\$11,615						\$11,615				\$13,533				\$15,700					36.3
	% +/-	-18.1%						-13.6%				-20.5%				-19.3%					
	75th Percenile	\$12,979						\$12,979				\$14,462				\$16,966					36.3
	% +/-	-32.0%						-26.9%				-28.8%				-28.9%					
Median Gain/Loss									4.5%			-7.0%				1.3%					

Lemoore Assistant Community Development Director			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	No Comparable Class																				
Dinuba	Building Official	\$7,564				\$340	\$76	\$7,980	\$1,623	\$100		\$9,703	\$1,392		2@55	\$11,096	9	9	6	13	37
Hanford	No Comparable Class																				
Kingsburg	No Comparable Class																				
Madera	No Comparable Class																				
Porterville	Community Development Manager	\$8,416						\$8,416	\$1,000	inc	inc	\$9,416	\$2,381		2@55	\$11,797	6	5	3	15	30
Reedley	No Comparable Class																				
Sanger	No Comparable Class																				
Selma	No Comparable Class																				
Tulare	Community Development Deputy Director	\$10,518						\$10,518	\$865	inc	inc	\$11,383	\$2,973	(\$210)	2.5@55	\$14,146	10	8	5	13	37
Visalia	Asst Community Development Dir - Dev Svcs	\$11,574						\$11,574	\$1,048	inc	inc	\$12,622	\$2,756	(\$463)	2@60	\$14,915	7	8	5	13	33
Lemoore	Assistant Development Services Dir (Drift)																				
	Average % +/-	\$9,518						\$9,622				\$10,781				\$12,988					34.3
	Median % +/-	\$9,467						\$9,467				\$10,543				\$12,972					35.0
	75th Percenile % +/-	\$10,782						\$10,782				\$11,693				\$14,338					36.7

Median Gain/Loss

Lemoore Assistant Finance Director			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	Finance Manager	\$6,597	\$297		\$100	\$396		\$7,390	\$1,663	inc	inc	\$9,053	\$555		2@55	\$9,608	7	8	3	17	35
Corcoran	No Comparable Class																				
Dinuba	No Comparable Class																				
Hanford	Finance Manager	\$8,888	\$444			\$163		\$9,495	\$1,064	\$75	\$11	\$10,645	\$3,007		3@60	\$13,652	8	8		13	29
Kingsburg	No Comparable Class																				
Madera	Financial Services Manager	\$8,400	\$840			\$353	\$389	\$9,982	\$2,093	inc	inc	\$12,075	\$1,913		2@60	\$13,987	11	8	3	15	37
Porterville	No Comparable Class																				
Reedley	Accounting Manager	\$8,020						\$8,020	\$1,811	\$83	\$24	\$9,938	\$1,384		2@55	\$11,322	8	8	3	13	33
Sanger	No Comparable Class																				
Selma	Finance Department Manager	\$5,547	\$416		\$388	\$175		\$6,526	\$1,559	\$80	\$16	\$8,181	\$2,505		2.7@55	\$10,686	9	8		16	33
Tulare	No Comparable Class																				
Visalia	Finance Manager	\$8,827						\$8,827	\$1,048	inc	inc	\$9,875	\$2,102	(\$353)	2@60	\$11,624	7	8	5	13	33
Lemoore	Finance Manager (Drift)																				
	Average % +/-	\$7,713						\$8,373				\$9,961				\$11,813					33.5
	Median % +/-	\$8,210						\$8,424				\$9,907				\$11,473					33.2
	75th Percenile % +/-	\$8,721						\$9,328				\$10,468				\$13,145					34.8

Median Gain/Loss

Lemoore Assistant Parks and Recreation Director			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	No Comparable Class																				
Dinuba	No Comparable Class																				
Hanford	No Comparable Class																				
Kingsburg	No Comparable Class																				
Madera	No Comparable Class																				
Porterville	Chief of Parks & Leisure Services Operations	\$8,416						\$8,416	\$1,000	inc	inc	\$9,416	\$2,381		2@55	\$11,797	6	5	3	15	30
Reedley	No Comparable Class																				
Sanger	No Comparable Class																				
Selma	No Comparable Class																				
Tulare	Recreation Manager	\$7,057						\$7,057	\$865	inc	inc	\$7,922	\$1,995	(\$141)	2.5@55	\$9,776	10	8	5	13	37
Visalia	No Comparable Class																				
Lemoore	Assistant Community Services Dir (Drift)																				
	Average % +/-	I.D.						I.D.				I.D.				I.D.					I.D.
	Median % +/-	I.D.						I.D.				I.D.				I.D.					I.D.
	75th Percenile % +/-	I.D.						I.D.				I.D.				I.D.					I.D.

Median Gain/Loss

Lemoore

Assistant Public Works Director

Assistant Public Works Director			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits						
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave		
Avenal	No Comparable Class																						
Coalinga	No Comparable Class																						
Corcoran	No Comparable Class																						
Dinuba	No Comparable Class																						
Hanford	Deputy Public Works Director/City Engineer	\$10,439	\$522			\$163		\$11,123	\$1,064	\$75	\$11	\$12,274	\$3,531		3@60	\$15,805	8	8		13	29		
Kingsburg	Assistant Public Works Director	\$7,161						\$7,161	\$1,203	inc	inc	\$8,363	\$1,400		2@55	\$9,763	10	10	3	17	40		
Madera	Public Works Operations Director	\$11,444	\$1,144					\$12,588	\$2,093	inc	inc	\$14,681	\$2,606		2.5@55	\$17,287				38	38		
Porterville	Deputy Public Works Director/Field Svcs Mgr	\$9,296						\$9,296	\$1,000	inc	inc	\$10,296	\$2,630		2@55	\$12,926	6	5	3	15	30		
Reedley	No Comparable Class																						
Sanger	No Comparable Class																						
Selma	No Comparable Class																						
Tulare	No Comparable Class																						
Visalia	No Comparable Class																						
Lemoore	Assistant Public Works Director (Drift)																						
	Average % +/-	\$9,585							\$10,042					\$11,404				\$13,945					34.3
	Median % +/-	\$9,868							\$10,210					\$11,285				\$14,366					34.2
	75th Percenile % +/-	\$10,690							\$11,490					\$12,876				\$16,176					38.4

Median Gain/Loss

**Lemoore
Building Coordinator**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	No Comparable Class																				
Dinuba	No Comparable Class																				
Hanford	No Comparable Class																				
Kingsburg	Maintenance Worker III	\$4,296			\$107			\$4,403	\$1,203	inc	inc	\$5,606	\$840		2@55	\$6,446	10	10		17	36
Madera	No Comparable Class																				
Porterville	No Comparable Class																				
Reedley	No Comparable Class																				
Sanger	Lead Streets, Parks & Facilities Worker	\$4,732	\$118		\$473			\$5,324	\$1,856	\$109	\$19	\$7,308	\$1,623		2.5@55	\$8,931	8	8		17	33
Selma	No Comparable Class																				
Tulare	No Comparable Class																				
Visalia	Senior Building Maintenance Technician	\$5,024						\$5,024	\$1,131	inc	inc	\$6,155	\$1,196	(\$201)	2@60	\$7,150	7	8		13	29
Lemoore	Building Maintenance-Const Coordinator	\$4,756			\$238		\$333	\$5,327	\$935	\$63		\$6,324	\$937		2@55	\$7,262	9	8		13	30
	Average	\$4,684						\$4,917				\$6,356				\$7,509					32.8
	% +/-	1.5%						7.7%				-0.5%				-3.4%					
	Median	\$4,732						\$5,024				\$6,155				\$7,150					33.3
	% +/-	0.5%						5.7%				2.7%				1.5%					
	75th Percenile	\$4,878						\$5,174				\$6,731				\$8,040					34.8
	% +/-	-2.6%						2.9%				-6.4%				-10.7%					
Median Gain/Loss									5.2%			-3.0%				-1.1%					

**Lemoore
Building Inspector**

Building Inspector			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	Building Inspector	\$4,799						\$4,799	\$1,077	\$96	\$13	\$5,986	\$816		2@55	\$6,801	8	8		13	29
Dinuba	Building Inspector/Code Enforcement Officer	\$4,851					\$49	\$4,899	\$1,623	\$100		\$6,623	\$893		2@55	\$7,516	9	9		13	31
Hanford	Building Inspector	\$5,301	\$265					\$5,566	\$1,064	\$75	\$11	\$6,717	\$1,793		3@60	\$8,510	8	8		13	29
Kingsburg	Building Inspector II/Code Enforcement	\$4,566			\$114			\$4,681	\$1,203	inc	inc	\$5,883	\$893		2@55	\$6,776	10	10		17	36
Madera	Combination Building Inspector	\$5,153				\$216	\$238	\$5,608	\$2,093	inc	inc	\$7,701	\$1,173		2@60	\$8,874	11	8		15	34
Porterville	Building Inspector II	\$5,323						\$5,323	\$1,000	inc	inc	\$6,323	\$1,506		2@55	\$7,829	6	8		15	30
Reedley	Building Inspector II	\$5,142						\$5,142	\$1,811	\$83	\$24	\$7,060	\$887		2@55	\$7,947	8	8		13	30
Sanger	Building Inspector	\$4,847			\$242			\$5,090	\$1,886	\$109	\$19	\$7,104	\$1,662		2.5@55	\$8,767	8	8		19	35
Selma	Building Inspector	\$4,560			\$319	\$100		\$4,979	\$1,559	\$80	\$16	\$6,634	\$2,060		2.7@55	\$8,693	9	8		16	33
Tulare	Building Inspector II	\$5,445						\$5,445	\$865	inc	inc	\$6,310	\$1,539	(\$109)	2.5@55	\$7,741	10	8		13	31
Visalia	Combined Building Inspector	\$6,191						\$6,191	\$1,131	inc	inc	\$7,322	\$1,474	(\$248)	2@60	\$8,548	7	8		13	29
Lemoore	Building Inspector	\$4,685			\$234		\$328	\$5,247	\$935	\$63		\$6,245	\$923		2@55	\$7,168	9	8		13	30
	Average	\$5,107						\$5,247				\$6,697				\$8,000					31.5
	% +/-	-9.0%						0.0%				-7.2%				-11.6%					
	Median	\$5,142						\$5,142				\$6,634				\$7,947					30.7
	% +/-	-9.8%						2.0%				-6.2%				-10.9%					
	75th Percenile	\$5,312						\$5,506				\$7,082				\$8,621					33.3
	% +/-	-13.4%						-4.9%				-13.4%				-20.3%					
Median Gain/Loss								11.8%					-8.2%								-4.6%

Lemoore

Building Official/Superintendent

Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave	
Avenal	No Comparable Class																					
Coalinga	No Comparable Class																					
Corcoran	No Comparable Class																					
Dinuba	Building Official	\$7,564				\$340	\$76	\$7,980	\$1,623	\$100		\$9,703	\$1,392		2@55	\$11,096	9	9	6	13	37	
Hanford	Building Official	\$7,256	\$363			\$163		\$7,781	\$1,064	\$75	\$11	\$8,932	\$2,455		3@60	\$11,386	8	8		13	29	
Kingsburg	Building Official	\$5,787						\$5,787	\$1,203	inc	inc	\$6,990	\$1,131		2@55	\$8,121	10	10	3	17	40	
Madera	Chief Building Official	\$9,190	\$919					\$10,108	\$2,093	inc	inc	\$12,202	\$2,093		2.5@55	\$14,294				38	38	
Porterville	Chief Building Inspector	\$6,432						\$6,432	\$1,000	inc	inc	\$7,432	\$1,820		2@55	\$9,252	6	8	3	15	33	
Reedley	Building Official	\$6,915						\$6,915	\$1,811	\$83	\$24	\$8,833	\$1,193		2@55	\$10,026	8	8	3	13	33	
Sanger	Chief Building Official	\$6,186						\$6,186	\$1,856	\$109	\$19	\$8,170	\$2,121		2.5@55	\$10,292	8	8	6	17	39	
Selma	No Comparable Class																					
Tulare	Chief Building Official	\$8,075						\$8,075	\$865	inc	inc	\$8,940	\$2,283	(\$161)	2.5@55	\$11,061	10	8	5	13	37	
Visalia	Building Official	\$9,658						\$9,658	\$1,048	inc	inc	\$10,706	\$2,300	(\$386)	2@60	\$12,619	7	8	5	13	33	
Lemoore	Building Official/Superintendent	\$6,103				\$244		\$6,347	\$935	\$63		\$7,345	\$1,203		2@55	\$8,548	9	8		13	30	
	Average	\$7,451						\$7,658				\$9,101				\$10,905					35.4	
	% +/-	-22.1%						-20.7%				-23.9%				-27.6%						
	Median	\$7,256						\$7,781				\$8,932				\$11,061					36.7	
	% +/-	-18.9%						-22.6%				-21.6%				-29.4%						
	75th Percenile	\$8,075						\$8,075				\$9,703				\$11,386					38.0	
	% +/-	-32.3%						-27.2%				-32.1%				-33.2%						
Median Gain/Loss								-3.7%					1.0%									-7.8%

Lemoore

Building Permit Technician

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	Administrative Assistant/CD	\$3,580						\$3,580	\$1,077	\$96	\$13	\$4,767	\$609		2@55	\$5,375	8	8		13	29
Dinuba	No Comparable Class																				
Hanford	Development Services Technician	\$4,225	\$211					\$4,436	\$1,064	\$75	\$11	\$5,587	\$1,429		3@60	\$7,016	8	8		13	29
Kingsburg	No Comparable Class																				
Madera	Building Permit Technician	\$3,820				\$160	\$177	\$4,157	\$2,093	inc	inc	\$6,251	\$870		2@60	\$7,120	11	8		15	34
Porterville	No Comparable Class																				
Reedley	Permit Technician	\$4,220						\$4,220	\$1,811	\$83	\$24	\$6,138	\$728		2@55	\$6,866	8	8		13	30
Sanger	No Comparable Class																				
Selma	Planning Technician	\$4,232			\$296	\$100		\$4,628	\$1,559	\$80	\$16	\$6,283	\$1,911		2.7@55	\$8,194	9	8		16	33
Tulare	Permit Technician	\$4,329						\$4,329	\$865	inc	inc	\$5,194	\$1,224	(\$87)	2.5@55	\$6,331	10	8		13	31
Visalia	Permit Technician	\$5,024						\$5,024	\$1,131	inc	inc	\$6,155	\$1,196	(\$201)	2@60	\$7,150	7	8		13	29
Lemoore	Permit Technician (Drift)																				
	Average % +/-	\$4,204						\$4,339				\$5,768				\$6,865					30.7
	Median % +/-	\$4,225						\$4,329				\$6,138				\$7,016					29.7
	75th Percenile % +/-	\$4,280						\$4,532				\$6,203				\$7,135					32.0

Median Gain/Loss

Lemoore City Attorney		Cash Supplements							Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	No Comparable Class																				
Dinuba	No Comparable Class																				
Hanford	No Comparable Class																				
Kingsburg	No Comparable Class																				
Madera	City Attorney	\$17,120	\$1,712					\$18,832	\$2,093	inc	inc	\$20,925	\$3,898		2.5@55	\$24,823				31	31
Porterville	No Comparable Class																				
Reedley	No Comparable Class																				
Sanger	No Comparable Class																				
Selma	No Comparable Class																				
Tulare	No Comparable Class																				
Visalia	No Comparable Class																				
Lemoore	City Attorney (Drift)																				
	Average % +/-	I.D.						I.D.				I.D.				I.D.					I.D.
	Median % +/-	I.D.						I.D.				I.D.				I.D.					I.D.
	75th Percenile % +/-	I.D.						I.D.				I.D.				I.D.					I.D.

Median Gain/Loss

**Lemoore
City Clerk/HR Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	Assistant to the City Manager/City Clerk	\$6,030				\$241		\$6,271	\$1,077	\$96	\$13	\$7,458	\$1,025		2@55	\$8,483	8	8	5	13	34
Dinuba	City Clerk	\$8,960				\$403	\$90	\$9,453	\$1,623	\$100		\$11,176	\$1,649		2@55	\$12,825	9	9	7	13	38
Hanford	Human Resources Manager	\$9,940	\$497			\$163		\$10,600	\$1,064	\$75	\$11	\$11,750	\$3,363		3@60	\$15,112	8	8		13	29
Kingsburg	City Clerk	\$6,429						\$6,429	\$1,203	inc	inc	\$7,632	\$1,257		2@55	\$8,888	10	10	3	17	40
Madera	No Comparable Class																				
Porterville	Administrative Services Director	\$9,389						\$9,389	\$1,000	inc	inc	\$10,389	\$2,657		2@55	\$13,046	6	8	7	15	36
Reedley	No Comparable Class																				
Sanger	City Clerk/Deputy Personnel Officer	\$7,894						\$7,894	\$1,886	\$109	\$19	\$9,908	\$2,707		2.5@55	\$12,615	9	8	6	19	41
Selma	No Comparable Class																				
Tulare	No Comparable Class																				
Visalia	Human Resources Manager	\$8,827						\$8,827	\$1,048	inc	inc	\$9,875	\$2,102	(\$353)	2@60	\$11,624	7	8	5	13	33
Lemoore	City Clerk/Human Resources Manager	\$8,087				\$323		\$8,410	\$935	\$63		\$9,408	\$1,594		2@55	\$11,002	9	8		13	30
	Average	\$8,210						\$8,409				\$9,741				\$11,799					36.0
	% +/-	-1.5%						0.0%				-3.5%				-7.2%					
	Median	\$8,827						\$8,827				\$9,908				\$12,615					36.3
	% +/-	-9.2%						-5.0%				-5.3%				-14.7%					
	75th Percenile	\$9,175						\$9,421				\$10,783				\$12,935					38.8
	% +/-	-13.4%						-12.0%				-14.6%				-17.6%					
Median Gain/Loss									4.2%				-0.4%				-9.3%				

Lemoore City Engineer			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	No Comparable Class																				
Dinuba	City Engineer	\$13,607				\$612	\$136	\$14,355	\$1,623	\$100		\$16,079	\$2,504		2@55	\$18,583	9	9	7	13	38
Hanford	Deputy Public Works Director/City Engineer	\$10,439	\$522			\$163		\$11,123	\$1,064	\$75	\$11	\$12,274	\$3,531		3@60	\$15,805	8	8		13	29
Kingsburg	No Comparable Class																				
Madera	City Engineer	\$10,942	\$1,094					\$12,036	\$2,093	inc	inc	\$14,129	\$2,492		2.5@55	\$16,621				38	38
Porterville	Deputy Public Works Director/City Engineer	\$9,296						\$9,296	\$1,000	inc	inc	\$10,296	\$2,630		2@55	\$12,926	6	5	3	15	30
Reedley	City Engineer	\$8,636						\$8,636	\$1,811	\$83	\$24	\$10,554	\$1,490		2@55	\$12,044	8	8	3	13	33
Sanger	No Comparable Class																				
Selma	No Comparable Class																				
Tulare	City Engineer	\$10,518						\$10,518	\$865	inc	inc	\$11,383	\$2,973	(\$210)	2.5@55	\$14,146	10	8	5	13	37
Visalia	City Engineer/Engineering Manager	\$9,658						\$9,658	\$1,048	inc	inc	\$10,706	\$2,300	(\$386)	2@60	\$12,619	7	8	5	13	33
Lemoore	City Engineer (Drift)																				
	Average % +/-	\$10,442						\$10,803				\$12,203				\$14,678					34.0
	Median % +/-	\$10,439						\$10,518				\$11,383				\$14,146					33.0
	75th Percenile % +/-	\$10,730						\$11,580				\$13,202				\$16,213					37.3

Median Gain/Loss

Lemoore City Manager			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave	
Avenal	City Manager	\$11,139				\$446	\$780	\$12,364	\$1,576	\$173	\$39	\$14,152	\$1,736		2@55	\$15,888	9	8	10	13	41	
Coalinga	City Manager	\$13,414	\$604		\$100	\$805		\$14,922	\$2,357	inc	inc	\$17,279	\$1,129		2@55	\$18,408	7	8	8	13	37	
Corcoran	City Manager	\$12,083				\$906		\$12,990	\$1,230	\$110	\$15	\$14,346	\$2,054		2@55	\$16,400	8	10	5	13	36	
Dinuba	City Manager	\$14,298				\$643	\$143	\$15,084	\$1,623	\$100		\$16,808	\$2,631		2@55	\$19,439	9	9	7	13	38	
Hanford	City Manager	\$15,599	\$780			\$163		\$16,541	\$1,064	\$75	\$11	\$17,692	\$5,277		3@60	\$22,969	8	8		13	29	
Kingsburg	City Manager	\$12,500				\$813		\$13,313	\$1,203	inc	inc	\$14,515	\$2,443		2@55	\$16,959	10	10	3	13	36	
Madera	City Administrator	\$18,998	\$1,900					\$20,897	\$2,093	inc	inc	\$22,990	\$4,326		2.5@55	\$27,316				38	38	
Porterville	City Manager	\$12,662						\$12,662	\$1,000	inc	inc	\$13,662	\$3,582		2@55	\$17,244	6	8	7	15	36	
Reedley	City Manager	\$14,623						\$14,623	\$1,811	\$83	\$24	\$16,541	\$2,523		2@55	\$19,064	8	8	7	13	36	
Sanger	City Manager	\$15,211						\$15,211	\$1,886	\$109	\$19	\$17,226	\$5,216		2.5@55	\$22,441	9	8	6	19	41	
Selma	City Manager	\$13,313				\$200		\$13,513	\$1,559	\$80	\$16	\$15,167	\$6,013		2.7@55	\$21,180	9	5	5	14	33	
Tulare	City Manager	\$15,443						\$15,443	\$865	inc	inc	\$16,308	\$4,366	(\$309)	2.5@55	\$20,364	10	8	7	13	39	
Visalia	City Manager	\$16,562						\$16,562	\$1,048	inc	inc	\$17,610	\$3,943	(\$662)	3@60	\$20,891	7	8	9	13	38	
Lemoore	City Manager	\$11,279				\$842		\$12,121	\$1,573	\$90	\$29	\$13,813	\$2,223		2@55	\$16,036	9	8	3	13	33	
	Average	\$14,296						\$14,933				\$16,484				\$19,890					36.9	
	% +/-	-26.7%						-23.2%				-19.3%				-24.0%						
	Median	\$14,298						\$14,922				\$16,541				\$19,439					36.7	
	% +/-	-26.8%						-23.1%				-19.8%				-21.2%						
	75th Percenile	\$15,443						\$15,443				\$17,279				\$21,180					38.1	
	% +/-	-36.9%						-27.4%				-25.1%				-32.1%						
Median Gain/Loss								3.7%					3.4%								-1.5%	

Lemoore City Planner			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	No Comparable Class																				
Dinuba	No Comparable Class																				
Hanford	No Comparable Class																				
Kingsburg	No Comparable Class																				
Madera	Planning Manager	\$9,756	\$976					\$10,732	\$2,093	inc	inc	\$12,825	\$2,222		2.5@55	\$15,046				38	38
Porterville	City Planner	\$8,416						\$8,416	\$1,000	inc	inc	\$9,416	\$2,381		2@55	\$11,797	6	8	3	15	33
Reedley	City Planner	\$7,633						\$7,633	\$1,811	\$83	\$24	\$9,551	\$1,317		2@55	\$10,868	8	8	3	13	33
Sanger	Planning Manager	\$6,990						\$6,990	\$1,856	\$109	\$19	\$8,974	\$2,397		2.5@55	\$11,371	8	8	6	17	39
Selma	Principal Planner	\$7,294	\$547		\$511	\$175		\$8,527	\$1,559	\$80	\$16	\$10,181	\$3,294		2.7@55	\$13,475	9	8		16	33
Tulare	Principal Planner	\$8,616						\$8,616	\$865	inc	inc	\$9,481	\$2,436	(\$172)	2.5@55	\$11,744	10	8	5	13	37
Visalia	Asst Community Development Dir - Planning	\$11,574						\$11,574	\$1,048	inc	inc	\$12,622	\$2,756	(\$463)	2@60	\$14,915	7	8	5	13	33
Lemoore	City Planner (Drift)																				
	Average % +/-	\$8,611						\$8,927				\$10,436				\$12,745					35.1
	Median % +/-	\$8,416						\$8,527				\$9,551				\$11,797					33.3
	75th Percenile % +/-	\$9,186						\$9,674				\$11,402				\$14,195					37.3

Median Gain/Loss

Lemoore Commander			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc./ POST	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	Assistant Chief of Police	\$8,735		\$83			\$786	\$9,604	\$1,576	\$173	\$39	\$11,392	\$1,975		3@55	\$13,367	9	8	5	13	35
Coalinga	Lieutenant	\$6,597	\$297	\$100	\$100	\$396		\$7,490	\$1,663	inc	inc	\$9,153	\$808		2@55	\$9,960	7	8	3	17	35
Corcoran	Deputy Police Chief	\$8,641		\$83		\$346		\$9,070	\$1,077	\$96	\$13	\$10,257	\$3,747		3@55	\$14,004	8	8	5	13	34
Dinuba	No Comparable Class																				
Hanford	Police Captain	\$9,318	\$466	\$100	\$699	\$163		\$10,745	\$1,064	\$75	\$11	\$11,896	\$3,822		3@55	\$15,718	4	8		13	25
Kingsburg	No Comparable Class																				
Madera	Commander	\$11,218		\$63	\$841		\$673	\$12,795	\$2,093	inc	inc	\$14,888	\$1,900		3@55	\$16,788	8	8	3	15	34
Porterville	Police Captain	\$8,332		\$75	\$1,042	\$756		\$10,204	\$1,000	inc	inc	\$11,204	\$1,327		2@50	\$12,532	6	8	3	15	33
Reedley	Police Lieutenant	\$7,520		\$83	\$752		\$226	\$8,581	\$1,811	\$83	\$24	\$10,499	\$2,723		3@55	\$13,222	2	8	3	13	27
Sanger	Police Captain	\$6,819		\$83				\$6,903	\$1,856	\$109	\$19	\$8,887	\$1,853		2@50	\$10,740	8	8	6	17	39
Selma	No Comparable Class																				
Tulare	Police Captain	\$9,866		\$92	\$493			\$10,451	\$865	inc	inc	\$11,316	\$1,662		3@55	\$12,977	10	8	5	13	36
Visalia	Police Captain	\$11,438		\$81	\$572			\$12,091	\$1,048	inc	inc	\$13,139	\$4,146	(\$343)	3@55	\$16,942	4	8	5	13	30
Lemoore	Commander	\$8,115		\$75		\$325		\$8,515	\$1,068	\$72		\$9,655	\$2,332		2@50	\$11,987	9	8		13	30
	Average	\$8,848						\$9,793				\$11,263				\$13,625					32.8
	% +/-	-9.0%						-15.0%				-16.7%				-13.7%					
	Median	\$8,688						\$9,904				\$11,260				\$13,294					34.0
	% +/-	-7.1%						-16.3%				-16.6%				-10.9%					
	75th Percenile	\$9,729						\$10,672				\$11,770				\$15,289					35.3
	% +/-	-19.9%						-25.3%				-21.9%				-27.5%					
Median Gain/Loss									-9.3%				-0.3%				5.7%				

**Lemoore
Community Development Director**

			Cash Supplements							Insurance Benefits				Retirement Benefits			Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	Community Development Director	\$8,071					\$565	\$8,636	\$1,576	\$173	\$39	\$10,424	\$1,258		2@55	\$11,682	9	8	5	13	35
Coalinga	Community Development Director	\$9,040	\$407		\$100	\$542		\$10,090	\$1,663	inc	inc	\$11,753	\$761		2@55	\$12,514					
Corcoran	Community Development Director	\$9,822				\$393		\$10,215	\$1,077	\$96	\$13	\$11,401	\$1,670		2@55	\$13,071	8	8	5	13	34
Dinuba	No Comparable Class																				
Hanford	Community Development Director	\$11,550	\$578			\$163		\$12,290	\$1,064	\$75	\$11	\$13,440	\$3,907		3@60	\$17,348	8	8		13	29
Kingsburg	Planning Director	\$8,963						\$8,963	\$1,203	inc	inc	\$10,166	\$1,752		2@55	\$11,918	10	10	3	17	40
Madera	No Comparable Class																				
Porterville	Community Development Director	\$9,868						\$9,868	\$1,000	inc	inc	\$10,868	\$2,792		2@55	\$13,660	6	8	7	15	36
Reedley	Community Development Director	\$10,523						\$10,523	\$1,811	\$83	\$24	\$12,441	\$1,816		2@55	\$14,257	8	8	7	13	36
Sanger	Community Development Director	\$9,137						\$9,137	\$1,886	\$109	\$19	\$11,152	\$3,133		2.5@55	\$14,285	9	8	6	19	41
Selma	Community Development Director	\$8,706						\$8,706	\$1,559	\$80	\$16	\$10,361	\$3,932		2.7@55	\$14,293	9	8	3	16	36
Tulare	Development Services Director	\$11,621						\$11,621	\$865	inc	inc	\$12,486	\$3,285	(\$232)	2.5@55	\$15,539	10	8	7	13	39
Visalia	Community Development Director	\$13,378						\$13,378	\$1,048	inc	inc	\$14,426	\$3,185	(\$535)	2@60	\$17,076	7	8	5	13	33
Lemoore	Development Services Director	\$9,011				\$360		\$9,371	\$935	\$63		\$10,369	\$1,776		2@55	\$12,145	9	8	3	13	33
	Average	\$10,062						\$10,312				\$11,720				\$14,149					32.8
	% +/-	-11.7%						-10.0%				-13.0%				-16.5%					
	Median	\$9,822						\$10,090				\$11,401				\$14,257					36.0
	% +/-	-9.0%						-7.7%				-10.0%				-17.4%					
	75th Percenile	\$11,037						\$11,072				\$12,464				\$14,916					37.5
	% +/-	-22.5%						-18.1%				-20.2%				-22.8%					
Median Gain/Loss								1.3%					-2.3%				-7.4%				

**Lemoore
Community Services Officer**

			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	Code Enforcement Officer	\$3,431					\$240	\$3,671	\$1,333	\$118	\$39	\$5,162	\$535		2@55	\$5,696	9	8		13	31
Coalinga	Code Enforcement Officer	\$3,673	\$165	\$50	\$184	\$110		\$4,183	\$1,663	inc	inc	\$5,846	\$309		2@55	\$6,155	8	8		17	33
Corcoran	Code Enforcement Officer	\$4,145						\$4,145	\$1,077	\$96	\$13	\$5,332	\$705		2@55	\$6,036	8	8		13	29
Dinuba	Building Inspector/Code Enforcement Officer	\$4,851					\$49	\$4,899	\$1,623	\$100		\$6,623	\$893		2@55	\$7,516	9	9		13	31
Hanford	Code Compliance Officer	\$4,855	\$243					\$5,098	\$1,064	\$75	\$11	\$6,248	\$1,642		3@60	\$7,890	8	8		13	29
Kingsburg	Building Inspector II/Code Enforcement	\$4,566			\$114			\$4,681	\$1,203	inc	inc	\$5,883	\$893		2@55	\$6,776	10	10		17	36
Madera	Neighborhood Preservation Specialist II	\$4,710				\$198	\$218	\$5,126	\$2,093	inc	inc	\$7,219	\$1,073		2@60	\$8,292	11	8		15	34
Porterville	Code Enforcement Officer	\$4,361			\$109			\$4,470	\$1,000	inc	inc	\$5,470	\$1,234		2@55	\$6,704	6	8		15	29
Reedley	Life Safety/Code Officer	\$4,326						\$4,326	\$1,811	\$83	\$24	\$6,244	\$747		2@55	\$6,990	8	8		13	30
Sanger	Code Enforcement Specialist	\$4,847			\$242			\$5,090	\$1,886	\$109	\$19	\$7,104	\$1,662		2.5@55	\$8,767	8	8		19	35
Selma	Code Enforcement Officer	\$3,996			\$280	\$100		\$4,376	\$1,559	\$80	\$16	\$6,030	\$1,805		2.7@55	\$7,835	9	8		16	33
Tulare	Code Enforcement Officer	\$5,445						\$5,445	\$865	inc	inc	\$6,310	\$1,539	(\$109)	2.5@55	\$7,741	10	8		13	31
Visalia	Code Enforcement Technician	\$5,024						\$5,024	\$1,131	inc	inc	\$6,155	\$1,196	(\$201)	2@60	\$7,150	7	8		13	29
Lemoore	Community Service Officer	\$3,705			\$185		\$259	\$4,150	\$935	\$63		\$5,147	\$730		2@55	\$5,878	9	8		13	30
	Average	\$4,479						\$4,656				\$6,125				\$7,196					31.5
	% +/-	-20.9%						-12.2%				-19.0%				-22.4%					
	Median	\$4,566						\$4,681				\$6,155				\$7,150					30.7
	% +/-	-23.2%						-12.8%				-19.6%				-21.6%					
	75th Percenile	\$4,851						\$5,090				\$6,310				\$7,835					32.7
	% +/-	-30.9%						-22.7%				-22.6%				-33.3%					
Median Gain/Loss								10.5%					-6.8%					-2.1%			

Lemoore
Corporal

Corporal			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc./ POST	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	Senior Police Officer	\$5,638		\$83	\$300		\$395	\$6,416	\$1,333	\$118	\$39	\$7,907	\$1,274		3@55	\$9,181	1	8		13	23
Coalinga	Corporal	\$5,072	\$228	\$100	\$380	\$152		\$5,933	\$1,663	inc	inc	\$7,596	\$621		2@55	\$8,217	8	8		17	33
Corcoran	Police Corporal	\$5,392		\$83	\$63			\$5,538	\$1,077	\$96	\$13	\$6,724	\$2,338		3@55	\$9,063	2	9		15	25
Dinuba	No Comparable Class																				
Hanford	Police Corporal	\$6,177	\$309	\$100	\$463	\$163		\$7,212	\$1,064	\$75	\$11	\$8,362	\$2,534		3@55	\$10,896	4	8		13	25
Kingsburg	No Comparable Class																				
Madera	Corporal	\$6,135		\$85	\$767		\$368	\$7,355	\$2,093	inc	inc	\$9,448	\$1,039		3@55	\$10,487	8	8		15	31
Porterville	No Comparable Class																				
Reedley	Police Corporal	\$5,167		\$83	\$517		\$155	\$5,922	\$1,811	\$83	\$24	\$7,840	\$1,871		3@55	\$9,711	2	8		13	23
Sanger	Police Corporal	\$5,570	\$279	\$83	\$696			\$6,628	\$1,886	\$109	\$19	\$8,643	\$1,514		2@50	\$10,157	11	11		11	33
Selma	No Comparable Class																				
Tulare	Police Corporal	\$6,585		\$92	\$329			\$7,006	\$865	inc	inc	\$7,871	\$1,109		3@55	\$8,980	4	8		10	22
Visalia	Police Agent	\$7,278		\$81	\$364			\$7,723	\$1,048	inc	inc	\$8,771	\$2,638	(\$218)	3@55	\$11,190	3	8		13	25
Lemoore	Corporal	\$5,894		\$75	\$619	\$177	\$177	\$6,942	\$935	\$63		\$7,939	\$1,694		2@50	\$9,633		8		13	21
	Average	\$5,890						\$6,637				\$8,129				\$9,765					26.6
	% +/-	0.1%						4.4%				-2.4%				-1.4%					
	Median	\$5,638						\$6,628				\$7,907				\$9,711					25.1
	% +/-	4.3%						4.5%				0.4%				-0.8%					
	75th Percenile	\$6,177						\$7,212				\$8,643				\$10,487					30.5
	% +/-	-4.8%						-3.9%				-8.9%				-8.9%					
Median Gain/Loss									0.2%			-4.1%			-1.2%						

Lemoore Equipment Mechanic II			Cash Supplements							Insurance Benefits				Retirement Benefits			Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	Mechanic	\$3,674					\$257	\$3,931	\$1,333	\$118	\$39	\$5,422	\$573		2@55	\$5,995	9	8		13	31
Coalinga	Equipment Mechanic	\$4,050	\$21		\$100	\$122		\$4,292	\$1,663	inc	inc	\$5,955	\$341		2@55	\$6,296	8	8		17	33
Corcoran	Fleet Mechanic	\$3,580						\$3,580	\$1,077	\$96	\$13	\$4,767	\$609		2@55	\$5,375	8	8		13	29
Dinuba	Mechanic II	\$5,098					\$51	\$5,149	\$1,623	\$100		\$6,872	\$938		2@55	\$7,811	9	9		13	31
Hanford	Fleet Mechanic II	\$4,437	\$222					\$4,659	\$1,064	\$75	\$11	\$5,809	\$1,501		3@60	\$7,310	8	8		13	29
Kingsburg	Maintenance Worker II/Mechanic/Pool	\$3,624			\$91			\$3,715	\$1,203	inc	inc	\$4,917	\$708		2@55	\$5,626	10	10		17	36
Madera	Mechanic III	\$4,504				\$189	\$208	\$4,901	\$2,093	inc	inc	\$6,994	\$1,025		2@60	\$8,020	11	8		15	34
Porterville	Mechanic II	\$4,319						\$4,319	\$1,000	inc	inc	\$5,319	\$1,222		2@55	\$6,541	6	8		15	30
Reedley	Equipment Mechanic	\$4,405			\$220			\$4,625	\$1,811	\$83	\$24	\$6,543	\$760		2@55	\$7,303	8	8		13	30
Sanger	Mechanic II	\$3,799	\$95		\$380			\$4,274	\$1,856	\$109	\$19	\$6,259	\$1,303		2.5@55	\$7,561	8	8		17	33
Selma	Equipment Mechanic III	\$4,427			\$221			\$4,648	\$1,559	\$80	\$16	\$6,303	\$1,999		2.7@55	\$8,302	9	8		16	33
Tulare	Mechanic II	\$4,596						\$4,596	\$865	inc	inc	\$5,461	\$1,299	(\$92)	2.5@55	\$6,668	10	8		13	31
Visalia	Equipment Mechanic	\$4,783						\$4,783	\$1,131	inc	inc	\$5,914	\$1,139	(\$191)	2@60	\$6,862	7	8		13	29
Lemoore	Equipment Mechanic	\$4,662			\$233		\$326	\$5,221	\$935	\$63		\$6,219	\$919		2@55	\$7,138	9	8		13	30
	Average	\$4,254						\$4,421				\$5,887				\$6,898					31.4
	% +/-	8.8%						15.3%				5.3%				3.4%					
	Median	\$4,405						\$4,596				\$5,914				\$6,862					30.7
	% +/-	5.5%						12.0%				4.9%				3.9%					
	75th Percenile	\$4,504						\$4,659				\$6,303				\$7,561					32.7
	% +/-	3.4%						10.8%				-1.3%				-5.9%					
Median Gain/Loss								6.5%					-7.1%				-1.0%				

**Lemoore
Evidence Technician**

Evidence Technician			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave	
Avenal	No Comparable Class																					
Coalinga	Property and Evidence Technician	\$3,332	\$150	\$50	\$167	\$100		\$3,798	\$1,663	inc	inc	\$5,462	\$280		2@55	\$5,742	8	8		17	33	
Corcoran	CSO/Property & Evidence Technician	\$3,580			\$21			\$3,601	\$1,077	\$96	\$13	\$4,787	\$609		2@55	\$5,396	8	8		13	29	
Dinuba	Evidence Technician	\$3,598					\$36	\$3,634	\$1,623	\$100		\$5,357	\$662		2@55	\$6,020	9	9		13	31	
Hanford	Property and Evidence Technician	\$4,328	\$216					\$4,544	\$1,064	\$75	\$11	\$5,694	\$1,464		3@60	\$7,158	8	8		13	29	
Kingsburg	Police Services Technician	\$3,769			\$188			\$3,957	\$1,203	inc	inc	\$5,160	\$737	(\$113)	2@55	\$5,784	10	10		17	36	
Madera	Property and Evidence Officer	\$3,975			\$199	\$167	\$184	\$4,525	\$2,093	inc	inc	\$6,618	\$905		2@60	\$7,523	8	8		15	31	
Porterville	Property and Evidence Technician	\$3,575			\$89			\$3,664	\$1,000	inc	inc	\$4,664	\$1,012		2@55	\$5,676	6	8		15	29	
Reedley	Senior Community Services Officer	\$3,882			\$272		\$39	\$4,193	\$1,811	\$83	\$24	\$6,111	\$670		2@55	\$6,780	7	8		13	29	
Sanger	Community Services Officer	\$4,372			\$219			\$4,591	\$1,886	\$109	\$19	\$6,605	\$1,499		2.5@55	\$8,105	8	8		19	35	
Selma	Property/Evidence Technician	\$3,420			\$171	\$25		\$3,616	\$1,559	\$80	\$16	\$5,271	\$1,545		2.7@55	\$6,815	9	8		16	33	
Tulare	Evidence Technician	\$4,807						\$4,807	\$865	inc	inc	\$5,672	\$1,359	(\$96)	2.5@55	\$6,935	10	8		13	31	
Visalia	Police Technician	\$4,117						\$4,117	\$1,131	inc	inc	\$5,248	\$980	(\$165)	2@60	\$6,064	7	8		13	29	
Lemoore	Evidence Technician	\$3,651			\$183		\$256	\$4,089	\$935	\$63		\$5,087	\$720		2@55	\$5,806	9	8		13	30	
	Average	\$3,896						\$4,087				\$5,554				\$6,500						31.2
	% +/-	-6.7%						0.0%				-9.2%				-11.9%						
	Median	\$3,826						\$4,037				\$5,409				\$6,422						30.6
	% +/-	-4.8%						1.3%				-6.3%				-10.6%						
	75th Percenile	\$4,170						\$4,530				\$5,798				\$6,991						32.7
	% +/-	-14.2%						-10.8%				-14.0%				-20.4%						
Median Gain/Loss									6.0%			-7.6%			-4.3%							

**Lemoore
Executive Assistant**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	No Comparable Class																				
Dinuba	No Comparable Class																				
Hanford	No Comparable Class																				
Kingsburg	No Comparable Class																				
Madera	Executive Secretary to the City Administrator	\$4,710	\$471			\$198	\$218	\$5,597	\$2,093	inc	inc	\$7,690	\$1,073		2@60	\$8,763	11	8	3	15	37
Porterville	Executive Assistant to the City Manager	\$3,794						\$3,794	\$1,000	inc	inc	\$4,794	\$1,073		2@55	\$5,867	6	8	1	15	31
Reedley	No Comparable Class																				
Sanger	Executive Assistant to the City Manager	\$5,611						\$5,611	\$1,856	\$109	\$19	\$7,595	\$1,924		2.5@55	\$9,519	8	8	6	17	39
Selma	No Comparable Class																				
Tulare	No Comparable Class																				
Visalia	No Comparable Class																				
Lemoore	Executive Assistant to the City Manager	\$5,608						\$5,608	\$935	\$63		\$6,606	\$1,105		2@55	\$7,711	9	8		13	30
	Average	\$4,705						\$5,001				\$6,693				\$8,050					35.9
	% +/-	16.1%						10.8%				-1.3%				-4.4%					
	Median	\$4,710						\$5,597				\$7,595				\$8,763					37.3
	% +/-	16.0%						0.2%				-15.0%				-13.6%					
	75th Percenile	\$5,161						\$5,604				\$7,643				\$9,141					38.3
	% +/-	8.0%						0.1%				-15.7%				-18.5%					
Median Gain/Loss								-15.8%					-15.2%					1.3%			

Lemoore

Finance Director/CFO

Finance Director/CFO			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	Administrative Analyst - Finance/Personnel	\$9,018					\$631	\$9,649	\$1,576	\$173	\$39	\$11,437	\$1,406		2@55	\$12,843	9	8	5	13	35
Coalinga	Financial Services Director	\$9,040	\$407		\$100	\$542		\$10,090	\$1,663	inc	inc	\$11,753	\$761		2@55	\$12,514					
Corcoran	Finance Director	\$10,096				\$404		\$10,500	\$1,077	\$96	\$13	\$11,686	\$1,716		2@55	\$13,403	8	8	5	13	34
Dinuba	Administrative Services Director	\$10,400				\$468	\$104	\$10,972	\$1,623	\$100		\$12,695	\$1,914		2@55	\$14,609	9	9	7	13	38
Hanford	Finance Director	\$10,990	\$550			\$163		\$11,702	\$1,064	\$75	\$11	\$12,852	\$3,718		3@60	\$16,570	8	8		13	29
Kingsburg	Finance Director/Treasurer	\$8,962						\$8,962	\$1,203	inc	inc	\$10,165	\$1,752		2@55	\$11,917	10	10	3	17	40
Madera	Finance Director	\$12,457	\$1,246					\$13,703	\$2,093	inc	inc	\$15,796	\$2,837	(\$296)	2@60	\$18,337				33	33
Porterville	Finance Director	\$9,868						\$9,868	\$1,000	inc	inc	\$10,868	\$2,792		2@55	\$13,660	6	8	7	15	36
Reedley	Director of Finance & Administrative Services	\$10,523						\$10,523	\$1,811	\$83	\$24	\$12,441	\$1,816		2@55	\$14,257	8	8	7	13	36
Sanger	Finance/Administrative Services Director	\$9,137						\$9,137	\$1,886	\$109	\$19	\$11,152	\$3,133		2.5@55	\$14,285	9	8	6	19	41
Selma	Finance Director	\$7,010						\$7,010	\$1,559	\$80	\$16	\$8,665	\$3,166		2.7@55	\$11,831	9	8	3	16	36
Tulare	Finance Director/Treasurer	\$11,570						\$11,570	\$865	inc	inc	\$12,435	\$3,271	(\$231)	2.5@55	\$15,474	10	8	7	13	39
Visalia	Finance Director	\$12,512						\$12,512	\$1,048	inc	inc	\$13,560	\$2,979	(\$500)	2@60	\$16,038	7	8	5	13	33
Lemoore	Finance Director	\$9,761				\$390		\$10,151	\$935	\$63		\$11,149	\$1,924		2@55	\$13,073	9	8	3	13	33
	Average	\$10,122						\$10,477				\$11,962				\$14,288					33.2
	% +/-	-3.7%						-3.2%				-7.3%				-9.3%					
	Median	\$10,096						\$10,500				\$11,753				\$14,257					36.0
	% +/-	-3.4%						-3.4%				-5.4%				-9.1%					
	75th Percenile	\$10,990						\$11,570				\$12,695				\$15,474					38.0
	% +/-	-12.6%						-14.0%				-13.9%				-18.4%					
Median Gain/Loss									0.0%			-2.0%			-3.6%						

**Lemoore
Human Resources Director**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	No Comparable Class																				
Dinuba	No Comparable Class																				
Hanford	Human Resources Manager	\$9,940	\$497			\$163		\$10,600	\$1,064	\$75	\$11	\$11,750	\$3,363		3@60	\$15,112	8	8		13	29
Kingsburg	Director of Administrative Services	\$6,666						\$6,666	\$1,203	inc	inc	\$7,869	\$1,303		2@55	\$9,172	10	10	3	17	40
Madera	Director of Human Resources	\$11,734	\$1,173					\$12,907	\$2,093	inc	inc	\$15,000	\$2,672	(\$279)	2.5@55	\$17,393				40	40
Porterville	Administrative Services Director	\$9,389						\$9,389	\$1,000	inc	inc	\$10,389	\$2,657		2@55	\$13,046	6	8	7	15	36
Reedley	No Comparable Class																				
Sanger	No Comparable Class																				
Selma	No Comparable Class																				
Tulare	Human Resources Director	\$10,623						\$10,623	\$865	inc	inc	\$11,488	\$3,003	(\$212)	2.5@55	\$14,279	10	8	7	13	39
Visalia	Human Resources Manager	\$8,827						\$8,827	\$1,048	inc	inc	\$9,875	\$2,102	(\$353)	2@60	\$11,624	7	8	5	13	33
Lemoore	Human Resources Director (Drift)																				
	Average % +/-	\$9,530						\$9,835				\$11,062				\$13,438					36.2
	Median % +/-	\$9,665						\$9,994				\$10,939				\$13,662					37.5
	75th Percenile % +/-	\$10,453						\$10,617				\$11,685				\$14,904					39.4

Median Gain/Loss

Lemoore
Human Resources Technician

Human Resources Technician			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave	
Avenal	No Comparable Class																					
Coalinga	Human Resources Generalist	\$3,857	\$174		\$100	\$116		\$4,246	\$1,663	inc	inc	\$5,910	\$325		2@55	\$6,234	7	8		17	32	
Corcoran	No Comparable Class																					
Dinuba	Human Resources Technician II	\$4,803					\$48	\$4,851	\$1,623	\$100		\$6,574	\$884		2@55	\$7,458	9	9		13	31	
Hanford	Human Resources Technician	\$5,155	\$258			\$163		\$5,575	\$1,064	\$75	\$11	\$6,726	\$1,744		3@60	\$8,470	8	8		13	29	
Kingsburg	No Comparable Class																					
Madera	Human Resources Technician II	\$4,263	\$426			\$179	\$197	\$5,065	\$2,093	inc	inc	\$7,158	\$971		2@60	\$8,129	11	8	3	15	37	
Porterville	Human Resources Assistant	\$3,610						\$3,610	\$1,000	inc	inc	\$4,610	\$1,021		2@55	\$5,631	6	8	1	15	31	
Reedley	No Comparable Class																					
Sanger	Human Resources Technician	\$3,799			\$190			\$3,989	\$1,886	\$109	\$19	\$6,004	\$1,303		2.5@55	\$7,306	8	8		19	35	
Selma	Clerical Assistant II	\$3,308			\$232	\$100		\$3,640	\$1,559	\$80	\$16	\$5,294	\$1,494		2.7@55	\$6,788	9	8		16	33	
Tulare	No Comparable Class																					
Visalia	Administrative Services Technician	\$4,783						\$4,783	\$1,131	inc	inc	\$5,914	\$1,139	(\$191)	2@60	\$6,862	7	8		13	29	
Lemoore	Human Resources Technician (Drift)																					
	Average % +/-	\$4,197							\$4,470				\$6,024				\$7,110					32.0
	Median % +/-	\$4,060							\$4,515				\$5,959				\$7,084					31.5
	75th Percenile % +/-	\$4,788							\$4,905				\$6,612				\$7,626					33.2

Median Gain/Loss

**Lemoore
Information Technology Director**

Information Technology Director			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave	
Avenal	No Comparable Class																					
Coalinga	No Comparable Class																					
Corcoran	No Comparable Class																					
Dinuba	No Comparable Class																					
Hanford	Information Technology Manager	\$8,172	\$409			\$163		\$8,743	\$1,064	\$75	\$11	\$9,894	\$2,764		3@60	\$12,658	8	8		13	29	
Kingsburg	No Comparable Class																					
Madera	Information Systems Manager	\$9,660	\$966					\$10,625	\$2,093	inc	inc	\$12,719	\$2,200		2.5@55	\$14,918				38	38	
Porterville	No Comparable Class																					
Reedley	No Comparable Class																					
Sanger	No Comparable Class																					
Selma	No Comparable Class																					
Tulare	No Comparable Class																					
Visalia	Information Technology Director	\$12,512						\$12,512	\$1,048	inc	inc	\$13,560	\$2,979	(\$500)	2@60	\$16,038	7	8	5	13	33	
Lemoore	Information Technology Director (Drift)																					
	Average % +/-	\$10,115							\$10,627				\$12,057				\$14,538					33.6
	Median % +/-	\$9,660							\$10,625				\$12,719				\$14,918					33.3
	75th Percenile % +/-	\$11,086							\$11,569				\$13,139				\$15,478					35.7

Median Gain/Loss

Lemoore Information Technology Technician			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	No Comparable Class																				
Dinuba	No Comparable Class																				
Hanford	No Comparable Class																				
Kingsburg	No Comparable Class																				
Madera	Computer Systems Technician	\$5,051				\$212	\$234	\$5,497	\$2,093	inc	inc	\$7,590	\$1,150		2@60	\$8,740	11	8		15	34
Porterville	No Comparable Class																				
Reedley	No Comparable Class																				
Sanger	No Comparable Class																				
Selma	Information System Technician	\$4,699			\$329	\$100		\$5,128	\$1,559	\$80	\$16	\$6,782	\$2,122		2.7@55	\$8,905	9	8		16	33
Tulare	Computer System Technician	\$4,596						\$4,596	\$865	inc	inc	\$5,461	\$1,299	(\$92)	2.5@55	\$6,668	10	8		13	31
Visalia	Computer Technician	\$4,460						\$4,460	\$1,131	inc	inc	\$5,591	\$1,062	(\$178)	2@60	\$6,475	7	8		13	29
Lemoore	Information Technology Technician (Drift)																				
	Average % +/-	\$4,702						\$4,920				\$6,356				\$7,697					31.7
	Median % +/-	\$4,647						\$4,862				\$6,187				\$7,704					32.0
	75th Percenile % +/-	\$4,787						\$5,220				\$6,984				\$8,781					33.0

Median Gain/Loss

Lemoore Maintenance Coordinator			Cash Supplements							Insurance Benefits				Retirement Benefits			Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	Public Works Crew Leader	\$4,317					\$302	\$4,620	\$1,333	\$118	\$39	\$6,110	\$673		2@55	\$6,783	9	8		13	31
Coalinga	No Comparable Class																				
Corcoran	No Comparable Class																				
Dinuba	Grounds Maintenance Worker III	\$4,754					\$48	\$4,802	\$1,623	\$100		\$6,525	\$875		2@55	\$7,400	9	9		13	31
Hanford	Senior Maintenance Worker	\$4,402	\$220					\$4,622	\$1,064	\$75	\$11	\$5,772	\$1,489		3@60	\$7,261	8	8		13	29
Kingsburg	Maintenance Worker III	\$4,296			\$107			\$4,403	\$1,203	inc	inc	\$5,606	\$840		2@55	\$6,446	10	10		17	36
Madera	Solid Waste/Recycling Coordinator	\$4,327				\$182	\$200	\$4,709	\$2,093	inc	inc	\$6,802	\$985		2@60	\$7,788	11	8		15	34
Porterville	Field Services Worker III	\$4,150						\$4,150	\$1,000	inc	inc	\$5,150	\$1,174		2@55	\$6,324	6	8		15	30
Reedley	Senior Maintenance Worker	\$4,090			\$205			\$4,295	\$1,811	\$83	\$24	\$6,212	\$706		2@55	\$6,918	8	8		13	30
Sanger	Lead Streets, Parks & Facilities Worker	\$4,732	\$118		\$473			\$5,324	\$1,856	\$109	\$19	\$7,308	\$1,623		2.5@55	\$8,931	8	8		17	33
Selma	Maintenance Worker III	\$4,079			\$204			\$4,283	\$1,559	\$80	\$16	\$5,937	\$1,842		2.7@55	\$7,780	9	8		16	33
Tulare	Street Maintenance Crew Leader	\$4,596						\$4,596	\$865	inc	inc	\$5,461	\$1,299	(\$92)	2.5@55	\$6,668	10	8		13	31
Visalia	Senior Park Maintenance Technician	\$5,024						\$5,024	\$1,131	inc	inc	\$6,155	\$1,196	(\$201)	2@60	\$7,150	7	8		13	29
Lemoore	Coordinator	\$4,756			\$238		\$333	\$5,327	\$935	\$63		\$6,324	\$937		2@55	\$7,262	9	8		13	30
	Average	\$4,433						\$4,621				\$6,094				\$7,223					31.5
	% +/-	6.8%						13.3%				3.6%				0.5%					
	Median	\$4,327						\$4,620				\$6,110				\$7,150					30.7
	% +/-	9.0%						13.3%				3.4%				1.5%					
	75th Percenile	\$4,664						\$4,755				\$6,369				\$7,590					33.0
	% +/-	1.9%						10.7%				-0.7%				-4.5%					
Median Gain/Loss								4.3%					-9.9%								-1.8%

Lemoore Maintenance Worker II			Cash Supplements							Insurance Benefits				Retirement Benefits			Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	Public Works Maintenance Worker	\$3,132					\$219	\$3,351	\$1,333	\$118	\$39	\$4,842	\$488		2@55	\$5,330	9	8		13	31
Coalinga	Maintenance Worker III	\$3,673	\$21		\$100	\$110		\$3,904	\$1,663	inc	inc	\$5,568	\$309		2@55	\$5,877	8	8		17	33
Corcoran	Maintenance Worker II	\$3,580						\$3,580	\$1,077	\$96	\$13	\$4,767	\$609		2@55	\$5,375	8	8		13	29
Dinuba	Grounds Maintenance Worker II	\$4,177					\$42	\$4,218	\$1,623	\$100		\$5,942	\$769		2@55	\$6,710	9	9		13	31
Hanford	Sweeper Operator	\$4,027	\$201					\$4,229	\$1,064	\$75	\$11	\$5,379	\$1,362		3@60	\$6,741	8	8		13	29
Kingsburg	Maintenance Worker I	\$3,467			\$87			\$3,554	\$1,203	inc	inc	\$4,756	\$678		2@55	\$5,434	10	10		17	36
Madera	Public Works Maintenance Worker III	\$3,689				\$155	\$171	\$4,014	\$2,093	inc	inc	\$6,107	\$840		2@60	\$6,947	11	8		15	34
Porterville	Field Services Worker II	\$3,757						\$3,757	\$1,000	inc	inc	\$4,757	\$1,063		2@55	\$5,820	6	8		15	30
Reedley	Maintenance Worker II	\$3,706			\$185			\$3,891	\$1,811	\$83	\$24	\$5,809	\$640		2@55	\$6,449	8	8		13	30
Sanger	Streets, Parks, & Facilities Worker II	\$3,799	\$95		\$380			\$4,274	\$1,856	\$109	\$19	\$6,259	\$1,303		2.5@55	\$7,561	8	8		17	33
Selma	Maintenance Worker II	\$3,572			\$179			\$3,751	\$1,559	\$80	\$16	\$5,405	\$1,613		2.7@55	\$7,018	9	8		16	33
Tulare	Solid Waste Operator/Street Sweeper	\$4,098						\$4,098	\$865	inc	inc	\$4,963	\$1,158	(\$82)	2.5@55	\$6,039	10	8		13	31
Visalia	Park Maintenance Technician	\$4,689						\$4,689	\$1,131	inc	inc	\$5,820	\$1,116	(\$188)	2@60	\$6,749	7	8		13	29
Lemoore	Maintenance Worker II	\$3,561			\$178		\$249	\$3,988	\$935	\$63		\$4,986	\$702		2@55	\$5,688	9	8		13	30
	Average	\$3,797						\$3,947				\$5,413				\$6,312					31.4
	% +/-	-6.6%						1.0%				-8.6%				-11.0%					
	Median	\$3,706						\$3,904				\$5,405				\$6,449					30.7
	% +/-	-4.1%						2.1%				-8.4%				-13.4%					
	75th Percenile	\$4,027						\$4,218				\$5,820				\$6,749					32.7
	% +/-	-13.1%						-5.8%				-16.7%				-18.6%					
Median Gain/Loss								6.2%					-10.5%				-5.0%				

**Lemoore
Management Analyst**

Management Analyst			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave	
Avenal	No Comparable Class																					
Coalinga	Senior Administrative Analyst	\$4,688	\$211		\$100	\$281		\$5,281	\$1,663	inc	inc	\$6,944	\$395		2@55	\$7,338	7	8	3	17	35	
Corcoran	No Comparable Class																					
Dinuba	Management Analyst	\$6,581				\$296	\$66	\$6,943	\$1,623	\$100		\$8,666	\$1,211		2@55	\$9,878	9	9	6	13	37	
Hanford	Administrative Analyst	\$5,674	\$284			\$163		\$6,120	\$1,064	\$75	\$11	\$7,271	\$1,919		3@60	\$9,190	8	8		13	29	
Kingsburg	No Comparable Class																					
Madera	Administrative Analyst	\$5,258	\$526			\$221	\$243	\$6,248	\$2,093	inc	inc	\$8,341	\$1,197		2@60	\$9,538	11	8	3	15	37	
Porterville	Administrative Analyst II	\$6,432						\$6,432	\$1,000	inc	inc	\$7,432	\$1,820		2@55	\$9,252	6	8	3	15	33	
Reedley	Management Analyst	\$5,017						\$5,017	\$1,811	\$83	\$24	\$6,935	\$866		2@55	\$7,801	8	8	3	13	33	
Sanger	Management Analyst	\$5,892						\$5,892	\$1,856	\$109	\$19	\$7,876	\$2,020		2.5@55	\$9,896	8	8	6	17	39	
Selma	Administrative Analyst	\$5,513	\$413		\$386	\$175		\$6,487	\$1,559	\$80	\$16	\$8,142	\$2,490		2.7@55	\$10,632	9	8		16	33	
Tulare	Management Analyst	\$5,695						\$5,695	\$865	inc	inc	\$6,560	\$1,610	(\$114)	2.5@55	\$8,056	10	8	5	13	37	
Visalia	Management Analyst	\$7,455						\$7,455	\$1,048	inc	inc	\$8,503	\$1,775	(\$298)	2@60	\$9,980	7	8	5	13	33	
Lemoore	Management Analyst	\$6,073				\$243		\$6,316	\$935	\$63		\$7,314	\$1,197		2@55	\$8,511	9	8		13	30	
	Average	\$5,821						\$6,157				\$7,667				\$9,156					34.6	
	% +/-	4.2%						2.5%				-4.8%				-7.6%						
	Median	\$5,685						\$6,184				\$7,654				\$9,395					34.2	
	% +/-	6.4%						2.1%				-4.7%				-10.4%						
	75th Percenile	\$6,297						\$6,474				\$8,291				\$9,892					36.7	
	% +/-	-3.7%						-2.5%				-13.4%				-16.2%						
Median Gain/Loss								-4.3%					-6.7%									-5.7%

Lemoore Office Assistant II			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	Office Assistant	\$2,878	\$130		\$100	\$86		\$3,194	\$1,663	inc	inc	\$4,857	\$242		2@55	\$5,100	7	8		17	32
Corcoran	No Comparable Class																				
Dinuba	Cashier/Customer Service Rep	\$3,528					\$35	\$3,563	\$1,623	\$100		\$5,286	\$649		2@55	\$5,935	9	9		13	31
Hanford	No Comparable Class																				
Kingsburg	Administrative Assistant	\$2,596			\$65			\$2,661	\$1,203	inc	inc	\$3,864	\$507		2@55	\$4,371	10	10		17	36
Madera	Office Assistant II	\$2,904				\$122	\$134	\$3,160	\$2,093	inc	inc	\$5,253	\$661		2@60	\$5,914	11	8		15	34
Porterville	Clerical Assistant II	\$3,334						\$3,334	\$1,000	inc	inc	\$4,334	\$943		2@55	\$5,277	6	8		15	30
Reedley	Staff Assistant	\$3,550			\$178			\$3,728	\$1,811	\$83	\$24	\$5,645	\$613		2@55	\$6,258	8	8		13	30
Sanger	Administrative Clerk	\$3,050			\$153			\$3,203	\$1,886	\$109	\$19	\$5,217	\$1,046		2.5@55	\$6,263	8	8		19	35
Selma	Clerical Assistant II	\$3,308			\$232	\$100		\$3,640	\$1,559	\$80	\$16	\$5,294	\$1,494		2.7@55	\$6,788	9	8		16	33
Tulare	Office Assistant	\$2,526						\$2,526	\$865	inc	inc	\$3,391	\$714	(\$51)	2.5@55	\$4,055	10	8		13	31
Visalia	Office Assistant	\$3,656						\$3,656	\$1,131	inc	inc	\$4,787	\$870	(\$146)	2@60	\$5,511	7	8		13	29
Lemoore	Office Assistant II	\$3,320			\$166		\$232	\$3,718	\$935	\$63		\$4,716	\$654		2@55	\$5,370	9	8		13	30
	Average	\$3,133						\$3,266				\$4,793				\$5,547					32.0
	% +/-	5.6%						12.2%				-1.6%				-3.3%					
	Median	\$3,179						\$3,268				\$5,037				\$5,713					31.7
	% +/-	4.2%						12.1%				-6.8%				-6.4%					
	75th Percenile	\$3,479						\$3,620				\$5,278				\$6,177					33.7
	% +/-	-4.8%						2.6%				-11.9%				-15.0%					
Median Gain/Loss								7.9%					-18.9%	0.4%							

**Lemoore
Parks and Recreation Director**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	No Comparable Class																				
Dinuba	Parks & Community Services Director	\$9,799				\$441	\$98	\$10,338	\$1,623	\$100		\$12,061	\$1,803		2@55	\$13,865	9	9	7	13	38
Hanford	Parks & Recreation Director	\$10,149	\$507			\$163		\$10,819	\$1,064	\$75	\$11	\$11,969	\$3,433		3@60	\$15,403	8	8		13	29
Kingsburg	No Comparable Class																				
Madera	Director of Parks & Community Services	\$11,501	\$1,150					\$12,651	\$2,093	inc	inc	\$14,744	\$2,619		2.5@55	\$17,363				33	33
Porterville	Parks & Leisure Services Director	\$9,389						\$9,389	\$1,000	inc	inc	\$10,389	\$2,657		2@55	\$13,046	6	8	7	15	36
Reedley	Community Services Director	\$9,074						\$9,074	\$1,811	\$83	\$24	\$10,992	\$1,566		2@55	\$12,558	8	8	7	13	36
Sanger	No Comparable Class																				
Selma	Community Services Director	\$6,358						\$6,358	\$1,559	\$80	\$16	\$8,013	\$2,872		2.7@55	\$10,884	9	8	3	16	36
Tulare	No Comparable Class																				
Visalia	Director of Parks & Recreation	\$11,902						\$11,902	\$1,048	inc	inc	\$12,950	\$2,834	(\$476)	2@60	\$15,308	7	8	5	13	33
Lemoore	Community Services Director	\$8,445				\$338		\$8,783	\$935	\$63		\$9,781	\$1,664		2@55	\$11,445	9	8	3	13	33
	Average	\$9,739						\$10,076				\$11,588				\$14,061					34.7
	% +/-	-15.3%						-14.7%				-18.5%				-22.9%					
	Median	\$9,799						\$10,338				\$11,969				\$13,865					36.0
	% +/-	-16.0%						-17.7%				-22.4%				-21.1%					
	75th Percenile	\$10,825						\$11,361				\$12,506				\$15,355					36.3
	% +/-	-28.2%						-29.3%				-27.9%				-34.2%					
Median Gain/Loss									-1.7%				-4.7%				1.2%				

**Lemoore
Payroll Technician**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	No Comparable Class																				
Dinuba	Payroll Technician II	\$4,261					\$43	\$4,304	\$1,623	\$100		\$6,027	\$784		2@55	\$6,811	9	9		13	31
Hanford	Accounting Technician	\$4,076	\$204			\$163		\$4,442	\$1,064	\$75	\$11	\$5,593	\$1,379		3@60	\$6,972	8	8		13	29
Kingsburg	No Comparable Class																				
Madera	Payroll Specialist	\$4,392				\$184	\$203	\$4,780	\$2,093	inc	inc	\$6,873	\$1,000		2@60	\$7,873	11	8		15	34
Porterville	Administrative Aide	\$4,676						\$4,676	\$1,000	inc	inc	\$5,676	\$1,323		2@55	\$6,999	6	8	1	15	31
Reedley	Accounting Technician II	\$4,017						\$4,017	\$1,811	\$83	\$24	\$5,935	\$693		2@55	\$6,628	8	8		13	30
Sanger	No Comparable Class																				
Selma	No Comparable Class																				
Tulare	Payroll Specialist	\$5,078						\$5,078	\$865	inc	inc	\$5,943	\$1,436	(\$102)	2.5@55	\$7,277	10	8		13	31
Visalia	Payroll Specialist	\$5,125						\$5,125	\$1,131	inc	inc	\$6,256	\$1,220	(\$205)	2@60	\$7,271	7	8		13	29
Lemoore	Payroll Specialist (new class)																				
	Average % +/-	\$4,518						\$4,632				\$6,043				\$7,119					30.7
	Median % +/-	\$4,392						\$4,676				\$5,943				\$6,999					30.7
	75th Percenile % +/-	\$4,877						\$4,929				\$6,142				\$7,274					31.2

Median Gain/Loss

Lemoore Police Chief			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc./ POST	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	Chief of Police	\$10,727		\$83			\$965	\$11,776	\$1,576	\$173	\$39	\$13,564	\$2,425		3@55	\$15,989	9	8	5	13	35
Coalinga	Police Chief	\$9,040	\$407	\$100	\$100	\$542		\$10,190	\$1,663	inc	inc	\$11,853	\$1,107		2@55	\$12,959	7	8	3	17	35
Corcoran	Police Chief	\$11,030		\$83		\$441		\$11,555	\$1,077	\$96	\$13	\$12,741	\$4,783		3@55	\$17,524	8	8	5	13	34
Dinuba	Police Chief	\$9,799		\$67		\$441	\$294	\$10,601	\$1,623	\$100		\$12,324	\$2,931		2@50	\$15,255	9	9	7	13	38
Hanford	Police Chief	\$12,261	\$613	\$100		\$163		\$13,137	\$1,064	\$75	\$11	\$14,287	\$5,029		3@55	\$19,316	8	8		13	29
Kingsburg	Police Chief	\$9,342		\$83				\$9,425	\$1,203	inc	inc	\$10,628	\$5,787		3@55	\$16,415	10	10	3	17	40
Madera	Chief of Police	\$14,395	\$1,440					\$15,835	\$2,093	inc	inc	\$17,928	\$2,438		3@55	\$20,366				34	34
Porterville	Chief of Police	\$10,901		\$75		\$989		\$11,965	\$1,000	inc	inc	\$12,965	\$1,736		2@50	\$14,701	6	8	7	15	36
Reedley	Police Chief	\$9,627		\$83	\$963		\$289	\$10,962	\$1,811	\$83	\$24	\$12,880	\$3,486		3@55	\$16,366	8	8	7	13	36
Sanger	Chief of Police	\$9,137		\$83				\$9,221	\$1,886	\$109	\$19	\$11,235	\$2,483		2@50	\$13,718	9	8	6	19	41
Selma	Police Chief	\$8,709		\$75		\$208		\$8,992	\$1,559	\$80	\$16	\$10,647	\$2,191	(\$261)	2@50	\$12,576	2	8	5	16	31
Tulare	Police Chief	\$12,462		\$92				\$12,553	\$865	inc	inc	\$13,418	\$2,099		3@55	\$15,517	10	8	7	13	39
Visalia	Chief of Police	\$14,070		\$81	\$704			\$14,855	\$1,048	inc	inc	\$15,903	\$5,100	(\$422)	3@55	\$20,581	7	8	5	13	33
Lemoore	Chief of Police	\$10,158		\$75		\$406		\$10,639	\$1,573	\$90	\$29	\$12,331	\$2,920		2@50	\$15,251	9	8	3	13	33
	Average	\$10,885						\$11,620				\$13,106				\$16,253					35.5
	% +/-	-7.2%						-9.2%				-6.3%				-6.6%					
	Median	\$10,727						\$11,555				\$12,880				\$15,989					35.3
	% +/-	-5.6%						-8.6%				-4.4%				-4.8%					
	75th Percenile	\$12,261						\$12,553				\$13,564				\$17,524					38.0
	% +/-	-20.7%						-18.0%				-10.0%				-14.9%					
Median Gain/Loss								-3.0%					4.2%								-0.4%

Lemoore Police Officer			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc./ POST	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	Police Officer II	\$5,263		\$83	\$300		\$368	\$6,015	\$1,333	\$118	\$39	\$7,506	\$1,190		3@55	\$8,695	1	8		13	23
Coalinga	Police Officer	\$4,381	\$197	\$100	\$329	\$131		\$5,139	\$1,663	inc	inc	\$6,802	\$536		2@55	\$7,338	8	8		17	33
Corcoran	Police Officer II	\$5,136		\$83	\$63			\$5,282	\$1,077	\$96	\$13	\$6,468	\$2,227		3@55	\$8,696	2	9		15	25
Dinuba	Police Officer	\$7,011		\$67	\$561			\$7,639	\$1,623	\$100		\$9,362	\$2,097	(\$70)	2@50	\$11,389	3	9		13	25
Hanford	Police Officer	\$5,601	\$280	\$100	\$420	\$163		\$6,564	\$1,064	\$75	\$11	\$7,714	\$2,298		3@55	\$10,012	4	8		13	25
Kingsburg	Officer	\$5,307		\$83	\$531			\$5,921	\$1,203	inc	inc	\$7,124	\$3,288	(\$53)	3@55	\$10,358	9	10		17	35
Madera	Police Officer II	\$5,684		\$85	\$711		\$341	\$6,820	\$2,093	inc	inc	\$8,913	\$962		3@55	\$9,876	8	8		15	31
Porterville	Police Officer	\$5,064	\$380	\$92	\$633	\$459		\$6,628	\$1,000	inc	inc	\$7,628	\$807		2@50	\$8,434		8		21	29
Reedley	Police Officer	\$4,918		\$83	\$492		\$148	\$5,641	\$1,811	\$83	\$24	\$7,559	\$1,781		3@55	\$9,339	2	8		13	23
Sanger	Police Officer	\$5,304	\$265	\$83	\$663			\$6,316	\$1,886	\$109	\$19	\$8,330	\$1,441		2@50	\$9,771	11	11		11	33
Selma	Police Officer	\$4,397		\$83	\$484	\$25		\$4,989	\$1,559	\$80	\$16	\$6,644	\$1,106	(\$132)	2@50	\$7,618	2	8		16	26
Tulare	Police Officer	\$5,960		\$92	\$298			\$6,349	\$865	inc	inc	\$7,214	\$1,004		3@55	\$8,218	4	8		10	22
Visalia	Police Officer	\$6,758		\$81	\$338			\$7,177	\$1,048	inc	inc	\$8,225	\$2,449	(\$203)	3@55	\$10,472	3	8		13	25
Lemoore	Police Officer	\$5,075		\$75	\$533	\$152	\$152	\$5,988	\$935	\$63		\$6,985	\$1,459		2@50	\$8,444		8		13	21
	Average	\$5,445						\$6,191				\$7,653				\$9,248					27.2
	% +/-	-7.3%						-3.4%				-9.6%				-9.5%					
	Median	\$5,304						\$6,316				\$7,559				\$9,339					25.3
	% +/-	-4.5%						-5.5%				-8.2%				-10.6%					
	75th Percenile	\$5,684						\$6,628				\$8,225				\$10,012					30.5
	% +/-	-12.0%						-10.7%				-17.7%				-18.6%					
Median Gain/Loss									-1.0%				-2.7%			-2.4%					

**Lemoore
Public Works Director**

Public Works Director			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	Public Works Director	\$9,018					\$631	\$9,649	\$1,576	\$173	\$39	\$11,437	\$1,406		2@55	\$12,843	9	8	5	13	35
Coalinga	Public Works & Utilities Director	\$9,040	\$407		\$100	\$542		\$10,090	\$1,663	inc	inc	\$11,753	\$761		2@55	\$12,514					
Corcoran	Public Works Director	\$10,312				\$412		\$10,724	\$1,077	\$96	\$13	\$11,911	\$1,753		2@55	\$13,664	8	8	5	13	34
Dinuba	Public Works Director	\$10,930				\$492	\$109	\$11,531	\$1,623	\$100		\$13,255	\$2,012		2@55	\$15,266	9	9	7	13	38
Hanford	Director of Public Works	\$11,900	\$595			\$163		\$12,658	\$1,064	\$75	\$11	\$13,808	\$4,026		3@60	\$17,833	8	8		13	29
Kingsburg	Public Works Director	\$8,602						\$8,602	\$1,203	inc	inc	\$9,805	\$1,681		2@55	\$11,486	10	10	3	17	40
Madera	Director of Community Development	\$15,437	\$1,544					\$16,981	\$2,093	inc	inc	\$19,074	\$3,515		2.5@55	\$22,589				38	38
Porterville	Public Works Director	\$10,268						\$10,268	\$1,000	inc	inc	\$11,268	\$2,905		2@55	\$14,173	6	8	7	15	36
Reedley	Public Works Director	\$10,523						\$10,523	\$1,811	\$83	\$24	\$12,441	\$1,816		2@55	\$14,257	8	8	7	13	36
Sanger	Director of Public Works	\$9,137						\$9,137	\$1,886	\$109	\$19	\$11,152	\$3,133		2.5@55	\$14,285	9	8	6	19	41
Selma	Public Works Director	\$6,652				\$125		\$6,777	\$1,559	\$80	\$16	\$8,432	\$3,004		2.7@55	\$11,436	9	8	3	16	36
Tulare	Public Works Director	\$11,940						\$11,940	\$865	inc	inc	\$12,805	\$3,376	(\$239)	2.5@55	\$15,942	10	8	7	13	39
Visalia	Public Works Director	\$13,378						\$13,378	\$1,048	inc	inc	\$14,426	\$3,185	(\$535)	2@60	\$17,076	7	8	5	13	33
Lemoore	Public Works Director	\$9,011				\$360		\$9,371	\$935	\$63		\$10,369	\$1,776		2@55	\$12,145	9	8	3	13	33
	Average	\$10,549						\$10,943				\$12,428				\$14,874					33.6
	% +/-	-17.1%						-16.8%				-19.9%				-22.5%					
	Median	\$10,312						\$10,523				\$11,911				\$14,257					36.3
	% +/-	-14.4%						-12.3%				-14.9%				-17.4%					
	75th Percentile	\$11,900						\$11,940				\$13,255				\$15,942					38.0
	% +/-	-32.1%						-27.4%				-27.8%				-31.3%					
Median Gain/Loss									2.1%			-2.6%			-2.5%						

**Lemoore
Public Works Inspector**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	No Comparable Class																				
Dinuba	Public Improvements Inspector	\$5,411					\$54	\$5,465	\$1,623	\$100		\$7,189	\$996		2@55	\$8,184	9	9		13	31
Hanford	Construction Inspector II	\$5,333	\$267					\$5,600	\$1,064	\$75	\$11	\$6,750	\$1,804		3@60	\$8,554	8	8		13	29
Kingsburg	No Comparable Class																				
Madera	Construction Inspector II	\$5,001				\$210	\$231	\$5,442	\$2,093	inc	inc	\$7,536	\$1,139		2@60	\$8,674	11	8		15	34
Porterville	Public Works Inspector	\$5,115						\$5,115	\$1,000	inc	inc	\$6,115	\$1,447		2@55	\$7,562	6	8		15	30
Reedley	No Comparable Class																				
Sanger	Construction Inspector	\$4,847			\$242			\$5,090	\$1,886	\$109	\$19	\$7,104	\$1,662		2.5@55	\$8,767	8	8		19	35
Selma	No Comparable Class																				
Tulare	Public Works Inspector	\$6,168						\$6,168	\$865	inc	inc	\$7,033	\$1,744	(\$123)	2.5@55	\$8,654	10	8		13	31
Visalia	Public Works Inspector	\$5,125						\$5,125	\$1,131	inc	inc	\$6,256	\$1,220	(\$205)	2@60	\$7,271	7	8		13	29
Lemoore	Public Works Inspector (Drift)																				
	Average % +/-	\$5,286						\$5,429				\$6,855				\$8,238					31.2
	Median % +/-	\$5,125						\$5,442				\$7,033				\$8,554					30.7
	75th Percenile % +/-	\$5,372						\$5,532				\$7,146				\$8,664					32.7

Median Gain/Loss

**Lemoore
Records Supervisor**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	No Comparable Class																				
Dinuba	No Comparable Class																				
Hanford	Police Support Services Supervisor	\$5,748	\$287			\$163		\$6,198	\$1,064	\$75	\$11	\$7,348	\$1,944		3@60	\$9,293	8	8		13	29
Kingsburg	Records Supervisor	\$4,486			\$224			\$4,710	\$1,203	inc	inc	\$5,913	\$877	(\$135)	2@55	\$6,655	10	10		17	36
Madera	Police Office Supervisor	\$5,204	\$520		\$260	\$219	\$241	\$6,443	\$2,093	inc	inc	\$8,537	\$1,185		2@60	\$9,722	8	8	3	15	34
Porterville	Police Services Supervisor	\$5,430						\$5,430	\$1,000	inc	inc	\$6,430	\$1,536		2@55	\$7,966	6	8	3	15	33
Reedley	Police Records & Communications Supervisor	\$4,392			\$307		\$44	\$4,743	\$1,811	\$83	\$24	\$6,661	\$758		2@55	\$7,419	7	8		13	29
Sanger	No Comparable Class																				
Selma	Police Records Supervisor	\$4,666	\$350		\$327	\$175		\$5,518	\$1,559	\$80	\$16	\$7,172	\$2,107		2.7@55	\$9,279	9	8		16	33
Tulare	Police Records Manager	\$5,978						\$5,978	\$865	inc	inc	\$6,843	\$1,690	(\$120)	2.5@55	\$8,413	10	8	5	13	37
Visalia	Police Records Supervisor	\$6,050						\$6,050	\$1,048	inc	inc	\$7,098	\$1,440	(\$242)	2@60	\$8,296	7	8	5	13	33
Lemoore	Records Supervisor	\$4,662				\$186		\$4,848	\$935	\$63		\$5,846	\$919		2@55	\$6,765	9	8		13	30
	Average	\$5,244						\$5,634				\$7,000				\$8,381					32.9
	% +/-	-12.5%						-16.2%				-19.7%				-23.9%					
	Median	\$5,317						\$5,748				\$6,970				\$8,355					32.8
	% +/-	-14.0%						-18.5%				-19.2%				-23.5%					
	75th Percenile	\$5,805						\$6,087				\$7,216				\$9,283					34.6
	% +/-	-24.5%						-25.5%				-23.4%				-37.2%					
Median Gain/Loss								-4.5%	-0.7%				-4.3%								

Lemoore Records Technician II			Cash Supplements							Insurance Benefits				Retirement Benefits			Leave Benefits				
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	Records Clerk	\$3,132					\$219	\$3,351	\$1,333	\$118	\$39	\$4,842	\$488		2@55	\$5,330	9	8		13	31
Coalinga	Records Clerk	\$3,332	\$150	\$50	\$167	\$100		\$3,798	\$1,663	inc	inc	\$5,462	\$280		2@55	\$5,742	8	8		17	33
Corcoran	Records Clerk	\$3,249			\$21			\$3,270	\$1,077	\$96	\$13	\$4,456	\$552		2@55	\$5,009	8	8		13	29
Dinuba	No Comparable Class																				
Hanford	Police Records Assistant	\$3,677	\$184					\$3,861	\$1,064	\$75	\$11	\$5,011	\$1,244		3@60	\$6,255	8	8		13	29
Kingsburg	Police Services Technician	\$3,769			\$188			\$3,957	\$1,203	inc	inc	\$5,160	\$737	(\$113)	2@55	\$5,784	10	10		17	36
Madera	Records Clerk	\$3,492			\$175	\$147	\$162	\$3,975	\$2,093	inc	inc	\$6,068	\$795		2@60	\$6,864	8	8		15	31
Porterville	Records Clerk	\$3,469			\$87			\$3,556	\$1,000	inc	inc	\$4,556	\$982		2@55	\$5,537		8		21	29
Reedley	Police Records Specialist	\$3,266			\$229		\$33	\$3,527	\$1,811	\$83	\$24	\$5,445	\$564		2@55	\$6,009	7	8		13	29
Sanger	Records Communication Clerk II	\$3,776	\$189		\$189			\$4,154	\$1,886	\$109	\$19	\$6,168	\$1,295		2.5@55	\$7,463	11	11		11	33
Selma	Police Clerk II	\$3,357			\$235	\$100		\$3,692	\$1,559	\$80	\$16	\$5,347	\$1,516		2.7@55	\$6,863	9	8		16	33
Tulare	Police Records Specialist	\$3,918						\$3,918	\$865	inc	inc	\$4,783	\$1,108	(\$78)	2.5@55	\$5,812	10	8		13	31
Visalia	Senior Police Records Specialist	\$4,117						\$4,117	\$1,131	inc	inc	\$5,248	\$980	(\$165)	2@60	\$6,064	7	8		13	29
Lemoore	Records Technician II	\$3,561			\$178		\$249	\$3,988	\$935	\$63		\$4,986	\$702		2@55	\$5,688	9	8		13	30
	Average	\$3,546						\$3,765				\$5,212				\$6,061					31.0
	% +/-	0.4%						5.6%				-4.5%				-6.6%					
	Median	\$3,481						\$3,830				\$5,204				\$5,910					30.6
	% +/-	2.3%						4.0%				-4.4%				-3.9%					
	75th Percenile	\$3,771						\$3,962				\$5,449				\$6,407					32.7
	% +/-	-5.9%						0.7%				-9.3%				-12.6%					
Median Gain/Loss								1.7%					-8.4%				0.5%				

**Lemoore
Recreation Coordinator**

Recreation Coordinator			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits						
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave		
Avenal	No Comparable Class																						
Coalinga	No Comparable Class																						
Corcoran	No Comparable Class																						
Dinuba	Recreation Coordinator	\$4,481					\$45	\$4,526	\$1,623	\$100		\$6,249	\$825		2@55	\$7,074	9	9		13	31		
Hanford	Parks & Recreation Supervisor	\$5,354	\$268			\$163		\$5,784	\$1,064	\$75	\$11	\$6,935	\$1,811		3@60	\$8,746	8	8		13	29		
Kingsburg	No Comparable Class																						
Madera	Recreation Coordinator	\$4,327				\$182	\$200	\$4,709	\$2,093	inc	inc	\$6,802	\$985		2@60	\$7,788	11	8		15	34		
Porterville	Leisure Services Coordinator	\$3,988						\$3,988	\$1,000	inc	inc	\$4,988	\$1,128		2@55	\$6,116	6	8		15	30		
Reedley	Recreation Coordinator	\$3,919						\$3,919	\$1,811	\$83	\$24	\$5,837	\$676		2@55	\$6,513	8	8	3	13	33		
Sanger	No Comparable Class																						
Selma	Arts Center Coordinator	\$3,421			\$239	\$100		\$3,760	\$1,559	\$80	\$16	\$5,415	\$1,545		2.7@55	\$6,960	9	8		16	33		
Tulare	Recreation Supervisor	\$5,232						\$5,232	\$865	inc	inc	\$6,097	\$1,479	(\$105)	2.5@55	\$7,472	10	8	5	13	37		
Visalia	Recreation Coordinator	\$5,110						\$5,110	\$1,048	inc	inc	\$6,158	\$1,217	(\$204)	2@60	\$7,170	7	8	5	13	33		
Lemoore	Recreation Coordinator	\$4,135			\$207		\$289	\$4,631	\$935	\$63		\$5,629	\$815		2@55	\$6,444	9	8		13	30		
	Average	\$4,479							\$4,629					\$6,060				\$7,230					32.3
	% +/-	-8.3%							0.1%					-7.7%				-12.2%					
	Median	\$4,404							\$4,618					\$6,127				\$7,122					32.7
	% +/-	-6.5%							0.3%					-8.9%				-10.5%					
	75th Percenile	\$5,140							\$5,140					\$6,388				\$7,551					33.2
	% +/-	-24.3%							-11.0%					-13.5%				-17.2%					
Median Gain/Loss								6.8%					-9.1%									-1.7%	

Lemoore Recreation Specialist			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave	
Avenal	Recreation Assistant	\$2,714					\$190	\$2,904	\$1,333	\$118	\$39	\$4,395	\$423		2@55	\$4,818	9	8		13	31	
Coalinga	No Comparable Class																					
Corcoran	No Comparable Class																					
Dinuba	No Comparable Class																					
Hanford	No Comparable Class																					
Kingsburg	No Comparable Class																					
Madera	No Comparable Class																					
Porterville	No Comparable Class																					
Reedley	No Comparable Class																					
Sanger	No Comparable Class																					
Selma	No Comparable Class																					
Tulare	Community Services Assistant	\$3,765						\$3,765	\$865	inc	inc	\$4,630	\$1,064	(\$75)	2.5@55	\$5,619	10	8		13	31	
Visalia	No Comparable Class																					
Lemoore	Recreation Specialist	\$3,633			\$182		\$254	\$4,069	\$935	\$63		\$5,067	\$716		2@55	\$5,783	9	8		13	30	
	Average % +/-	I.D.							I.D.				I.D.				I.D.					I.D.
	Median % +/-	I.D.							I.D.				I.D.				I.D.					I.D.
	75th Percenile % +/-	I.D.							I.D.				I.D.				I.D.					I.D.

Median Gain/Loss

**Lemoore
Safety Coordinator**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	No Comparable Class																				
Corcoran	No Comparable Class																				
Dinuba	No Comparable Class																				
Hanford	No Comparable Class																				
Kingsburg	No Comparable Class																				
Madera	Safety Officer	\$5,416	\$542			\$227	\$250	\$6,435	\$2,093	inc	inc	\$8,529	\$1,233		2@60	\$9,762	11	8	3	15	37
Porterville	No Comparable Class																				
Reedley	No Comparable Class																				
Sanger	No Comparable Class																				
Selma	No Comparable Class																				
Tulare	Safety & Regulatory Compliance Analyst	\$5,868						\$5,868	\$865	inc	inc	\$6,733	\$1,659	(\$117)	2.5@55	\$8,275	10	8	5	13	37
Visalia	No Comparable Class																				
Lemoore	Safety Coordinator (Drift)																				
	Average % +/-	I.D.						I.D.				I.D.				I.D.					I.D.
	Median % +/-	I.D.						I.D.				I.D.				I.D.					I.D.
	75th Percenile % +/-	I.D.						I.D.				I.D.				I.D.					I.D.

Median Gain/Loss

Lemoore
Senior Water/WW Utility Operator

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	Water Operator III	\$4,923	\$21		\$100	\$148		\$5,191	\$1,663	inc	inc	\$6,854	\$414		2@55	\$7,269	8	8		17	33
Corcoran	WW Treatment Plant Utility Operator, Lead	\$4,799						\$4,799	\$1,077	\$96	\$13	\$5,986	\$816		2@55	\$6,801	8	8		13	29
Dinuba	Utility Worker III	\$4,754					\$48	\$4,802	\$1,623	\$100		\$6,525	\$875		2@55	\$7,400	9	9		13	31
Hanford	Senior Utilities Maintenance Worker	\$4,716	\$236					\$4,952	\$1,064	\$75	\$11	\$6,102	\$1,595		3@60	\$7,698	8	8		13	29
Kingsburg	Water Operator III	\$5,422			\$136			\$5,558	\$1,203	inc	inc	\$6,761	\$1,060		2@55	\$7,820	10	10		17	36
Madera	Water System Lead Worker	\$4,829				\$203	\$223	\$5,255	\$2,093	inc	inc	\$7,348	\$1,100		2@60	\$8,448	11	8		15	34
Porterville	Wastewater Treatment Facility Operator III	\$4,915						\$4,915	\$1,000	inc	inc	\$5,915	\$1,391		2@55	\$7,306	6	8		15	30
Reedley	Wastewater Treatment Plant Operator III	\$4,743			\$237			\$4,980	\$1,811	\$83	\$24	\$6,898	\$818		2@55	\$7,717	8	8		13	30
Sanger	Operator III	\$4,968	\$124		\$497			\$5,589	\$1,856	\$109	\$19	\$7,574	\$1,704		2.5@55	\$9,277	8	8		17	33
Selma	No Comparable Class																				
Tulare	Wastewater Maintenance Technician Crew Ldr	\$5,285						\$5,285	\$865	inc	inc	\$6,150	\$1,494	(\$106)	2.5@55	\$7,539	10	8		13	31
Visalia	Senior Wastewater Maintenance Worker	\$4,689						\$4,689	\$1,131	inc	inc	\$5,820	\$1,116	(\$188)	2@60	\$6,749	7	8		13	29
Lemoore	Senior Utility Operator	\$4,524			\$226		\$317	\$5,067	\$935	\$63		\$6,065	\$892		2@55	\$6,956	9	8		13	30
	Average	\$4,913						\$5,092				\$6,539				\$7,638					31.4
	% +/-	-8.6%						-0.5%				-7.8%				-9.8%					
	Median	\$4,829						\$4,980				\$6,525				\$7,539					30.7
	% +/-	-6.7%						1.7%				-7.6%				-8.4%					
	75th Percenile	\$4,945						\$5,270				\$6,876				\$7,769					33.0
	% +/-	-9.3%						-4.0%				-13.4%				-11.7%					
Median Gain/Loss								8.5%					-9.3%					-0.8%			

**Lemoore
Sergeant**

Sergeant			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits					
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc./ POST	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave	
Avenal	Police Sergeant	\$6,227		\$83	\$300		\$436	\$7,046	\$1,333	\$118	\$39	\$8,536	\$1,408		3@55	\$9,944	1	8		13	23	
Coalinga	Sergeant	\$5,592	\$252	\$100	\$419	\$168		\$6,531	\$1,663	inc	inc	\$8,194	\$685		2@55	\$8,878	8	8		17	33	
Corcoran	Police Sergeant	\$5,946		\$83	\$63			\$6,092	\$1,077	\$96	\$13	\$7,278	\$2,578		3@55	\$9,857	2	9		15	25	
Dinuba	Sergeant	\$8,554		\$67	\$684			\$9,305	\$1,623	\$100		\$11,029	\$2,559	(\$86)	2@50	\$13,502	3	9		13	25	
Hanford	Police Sergeant	\$7,219	\$361	\$100	\$541	\$163		\$8,384	\$1,064	\$75	\$11	\$9,534	\$2,961		3@55	\$12,496	4	8		13	25	
Kingsburg	Sergeant	\$6,603		\$83	\$660			\$7,347	\$1,203	inc	inc	\$8,549	\$4,090	(\$66)	3@55	\$12,574	9	10		17	35	
Madera	Sergeant	\$7,602		\$85	\$950		\$456	\$9,094	\$2,093	inc	inc	\$11,187	\$1,287		3@55	\$12,474	8	8		15	31	
Porterville	Police Sergeant	\$6,305	\$473	\$92	\$788	\$572		\$8,230	\$1,000	inc	inc	\$9,230	\$1,004		2@50	\$10,234		8		21	29	
Reedley	Police Sergeant	\$5,989		\$83	\$599		\$180	\$6,851	\$1,811	\$83	\$24	\$8,769	\$2,169		3@55	\$10,937	2	8		13	23	
Sanger	Police Sergeant	\$6,447	\$322	\$83	\$806			\$7,659	\$1,886	\$109	\$19	\$9,673	\$1,752		2@50	\$11,425	11	11		11	33	
Selma	Police Sergeant	\$5,548		\$83	\$777			\$6,408	\$1,559	\$80	\$16	\$8,062	\$1,396	(\$166)	2@50	\$9,292		8		16	24	
Tulare	Police Sergeant	\$7,688		\$92	\$384			\$8,164	\$865	inc	inc	\$9,029	\$1,295		3@55	\$10,324		8	3	18	29	
Visalia	Police Sergeant	\$8,585		\$81	\$429			\$9,095	\$1,048	inc	inc	\$10,143	\$3,112	(\$258)	3@55	\$12,998	4	8	7,154	13	7,179	
Lemoore	Sergeant	\$6,847		\$75	\$720	\$411	\$205	\$8,258	\$1,068	\$72		\$9,399	\$1,968		2@50	\$11,366		8		13	21	
	Average	\$6,793						\$7,708				\$9,170				\$11,149					577.9	
	% +/-	0.8%						6.7%				2.4%				1.9%						
	Median	\$6,447						\$7,659				\$9,029				\$10,937					28.7	
	% +/-	5.8%						7.3%				3.9%				3.8%						
	75th Percenile	\$7,602						\$8,384				\$9,673				\$12,496					32.7	
	% +/-	-11.0%						-1.5%				-2.9%				-9.9%						
Median Gain/Loss								1.4%					-3.3%									-0.2%

**Lemoore
Superintendent**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	No Comparable Class																				
Coalinga	Field Services Manager	\$6,927	\$312		\$100	\$416		\$7,754	\$1,663	inc	inc	\$9,417	\$583		2@55	\$10,000	7	8	3	17	35
Corcoran	Public Works Superintendent	\$6,331				\$253		\$6,584	\$1,077	\$96	\$13	\$7,771	\$1,076		2@55	\$8,847	8	8	5	13	34
Dinuba	Public Works Superintendent	\$7,268				\$327	\$73	\$7,668	\$1,623	\$100		\$9,391	\$1,338		2@55	\$10,729	9	9	6	13	37
Hanford	Street Superintendent	\$6,618	\$331			\$163		\$7,111	\$1,064	\$75	\$11	\$8,262	\$2,239		3@60	\$10,501	8	8		13	29
Kingsburg	No Comparable Class																				
Madera	Electrical and Field Operations Manager	\$7,416	\$742			\$311	\$343	\$8,812	\$2,093	inc	inc	\$10,905	\$1,689		2@60	\$12,593	11	8	3	15	37
Porterville	Parks Superintendent	\$6,242						\$6,242	\$1,000	inc	inc	\$7,242	\$1,766		2@55	\$9,008	6	8	3	15	33
Reedley	Roads & Grounds Supervisor	\$7,088						\$7,088	\$1,811	\$83	\$24	\$9,006	\$1,223		2@55	\$10,229	8	8	3	13	33
Sanger	Public Works Supervisor	\$5,892						\$5,892	\$1,856	\$109	\$19	\$7,876	\$2,020		2.5@55	\$9,896	8	8		17	33
Selma	Public Works Supervisor	\$5,717	\$429		\$400	\$175		\$6,721	\$1,559	\$80	\$16	\$8,375	\$2,582		2.7@55	\$10,958	9	8		16	33
Tulare	Street Manager	\$7,022						\$7,022	\$865	inc	inc	\$7,887	\$1,985	(\$140)	2.5@55	\$9,732	10	8	5	13	37
Visalia	Parks & Urban Forestry Manager	\$8,916						\$8,916	\$1,048	inc	inc	\$9,964	\$2,123	(\$357)	2@60	\$11,730	7	8	5	13	33
Lemoore	Superintendent	\$6,103				\$244		\$6,347	\$935	\$63		\$7,345	\$1,203		2@55	\$8,548	9	8		13	30
	Average	\$6,858						\$7,255				\$8,736				\$10,384					34.0
	% +/-	-12.4%						-14.3%				-18.9%				-21.5%					
	Median	\$6,927						\$7,088				\$8,375				\$10,229					33.3
	% +/-	-13.5%						-11.7%				-14.0%				-19.7%					
	75th Percenile	\$7,178						\$7,711				\$9,404				\$10,843					36.0
	% +/-	-17.6%						-21.5%				-28.0%				-26.9%					
Median Gain/Loss									1.8%				-2.4%				-5.6%				

**Lemoore
Utilities Manager**

Survey Agency	Comparable Class	Range Max.	Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits				
			Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave
Avenal	Utilities Supervisor	\$6,227					\$436	\$6,662	\$1,333	\$118	\$39	\$8,153	\$971		2@55	\$9,124	9	8		13	31
Coalinga	Chief Plant Operator	\$6,927	\$312		\$100	\$416		\$7,754	\$1,663	inc	inc	\$9,417	\$583		2@55	\$10,000	7	8	3	17	35
Corcoran	Wastewater Treatment Plant Chief Operator	\$6,125						\$6,125	\$1,077	\$96	\$13	\$7,312	\$1,041		2@55	\$8,353	8	8		13	29
Dinuba	Wastewater Treatment Plant Superintendent	\$7,197				\$324	\$72	\$7,593	\$1,623	\$100		\$9,316	\$1,325		2@55	\$10,641	9	9	6	13	37
Hanford	Wastewater Treatment Plant Superintendent	\$7,112	\$356			\$163		\$7,630	\$1,064	\$75	\$11	\$8,781	\$2,406		3@60	\$11,186	8	8		13	29
Kingsburg	No Comparable Class																				
Madera	Water & Sewer Operations Manager	\$7,490	\$749			\$315	\$346	\$8,900	\$2,093	inc	inc	\$10,993	\$1,706		2@60	\$12,699	11	8	3	15	37
Porterville	WW Treatment Facility Operator Superintendent	\$6,242						\$6,242	\$1,000	inc	inc	\$7,242	\$1,766		2@55	\$9,008	6	8	3	15	33
Reedley	Waste Water Systems Supervisor	\$7,447						\$7,447	\$1,811	\$83	\$24	\$9,365	\$1,285		2@55	\$10,650	8	8	3	13	33
Sanger	Plant Manager	\$5,892						\$5,892	\$1,856	\$109	\$19	\$7,876	\$2,020		2.5@55	\$9,896	8	8		17	33
Selma	No Comparable Class																				
Tulare	Operations Manager	\$7,418						\$7,418	\$865	inc	inc	\$8,283	\$2,097	(\$148)	2.5@55	\$10,232	10	8	5	13	37
Visalia	Public Works Manager	\$8,916						\$8,916	\$1,048	inc	inc	\$9,964	\$2,123	(\$357)	2@60	\$11,730	7	8	5	13	33
Lemoore	Utilities Manager	\$7,503				\$300		\$7,803	\$935	\$63		\$8,801	\$1,479		2@55	\$10,280	9	8		13	30
	Average	\$6,999						\$7,325				\$8,791				\$10,320					33.4
	% +/-	6.7%						6.1%				0.1%				-0.4%					
	Median	\$7,112						\$7,447				\$8,781				\$10,232					33.0
	% +/-	5.2%						4.6%				0.2%				0.5%					
	75th Percenile	\$7,433						\$7,692				\$9,391				\$10,918					36.0
	% +/-	0.9%						1.4%				-6.7%				-6.2%					
Median Gain/Loss									-0.6%				-4.3%				0.2%				

**Lemoore
Water/WW Utility Operator II**

Water/WW Utility Operator II			Cash Supplements						Insurance Benefits				Retirement Benefits				Leave Benefits						
Survey Agency	Comparable Class	Range Max.	Long.	Uniform	Educ. Inc.	Def. Comp.	Ret. Pickup	Base + Cash	Health	Dental	Vision	Base + Cash + Ins.	Emp. Ret.	EE Cont to ER	Ret. Form.	Base + Cash + Ins. + Ret.	Hol	Sick	Admin	Vac Max	Total Leave		
Avenal	Utilities Operator	\$4,829	\$21		\$100	\$141	\$338	\$5,167	\$1,333	\$118	\$39	\$6,658	\$753		2@55	\$7,411	9	8		13	31		
Coalinga	Water Operator II	\$4,688							\$4,950	\$1,663	inc	inc		\$6,613	\$395		2@55	\$7,008	8	8		17	33
Corcoran	WW Treatment Plant Utility Operator II	\$4,145							\$4,145	\$1,077	\$96	\$13	\$5,332	\$705		2@55	\$6,036	8	8		13	29	
Dinuba	Utility Worker II	\$4,303	\$219				\$43	\$4,346	\$1,623	\$100		\$6,070	\$792		2@55	\$6,862	9	9		13	31		
Hanford	Wastewater Treatment Plant Operator II	\$4,380					\$4,599	\$1,064	\$75	\$11	\$5,749	\$1,482		3@60	\$7,231	8	8		13	29			
Kingsburg	Water Operator II	\$4,469				\$112		\$4,581	\$1,203	inc	inc	\$5,784	\$874		2@55	\$6,657	10	10		17	36		
Madera	Water System Worker II	\$4,284				\$180	\$198	\$4,662	\$2,093	inc	inc	\$6,755	\$975		2@60	\$7,731	11	8		15	34		
Porterville	Wastewater Treatment Facility Operator II	\$4,109					\$4,109	\$1,000	inc	inc	\$5,109	\$1,163		2@55	\$6,272	6	8		15	30			
Reedley	Wastewater Treatment Plant Operator II	\$4,297			\$215			\$4,512	\$1,811	\$83	\$24	\$6,430	\$742		2@55	\$7,171	8	8		13	30		
Sanger	Operator II	\$4,187	\$105		\$419			\$4,710	\$1,856	\$109	\$19	\$6,695	\$1,436		2.5@55	\$8,131	8	8		17	33		
Selma	No Comparable Class																						
Tulare	Wastewater Maintenance Technician II	\$4,596							\$4,596	\$865	inc	inc	\$5,461	\$1,299	(\$92)	2.5@55	\$6,668	10	8		13	31	
Visalia	Wastewater Maintenance Worker	\$3,843						\$3,843	\$1,131	inc	inc	\$4,974	\$915	(\$154)	2@60	\$5,735	7	8		13	29		
Lemoore	Utility Operator II	\$4,034			\$202		\$282	\$4,518	\$935	\$63		\$5,516	\$795		2@55	\$6,311	9	8		13	30		
	Average	\$4,344						\$4,518				\$5,969				\$6,909					31.3		
	% +/-	-7.7%						0.0%				-8.2%				-9.5%							
	Median	\$4,300						\$4,588				\$5,927				\$6,935					30.7		
	% +/-	-6.6%						-1.6%				-7.4%				-9.9%							
	75th Percenile	\$4,501						\$4,674				\$6,624				\$7,276					32.8		
	% +/-	-11.6%						-3.5%				-20.1%				-15.3%							
Median Gain/Loss								5.0%					-5.9%								-2.4%		



Salary Range Adjustments

City of Lemoore
Salary Recommendations
Benchmark Classes set to Market Median (50th Percentile)

Line	Recommended Job Title	Current Job Title	Cur. Range Max	Market Deviation	Recomm. Range Max	Percent Change	Internal Alignment/Salary Setting Rationale
1	City Manager	City Manager	\$11,279	-26.8%	\$ 14,298	26.8%	Benchmark; set to market
2	Assistant City Manager	Assistant City Manager	\$9,835	-18.1%	\$ 11,615	18.1%	Benchmark; set to market
3	Executive Assistant	Executive Assistant to the CM	\$5,608		\$ 5,061	-9.7%	Approx. 20% above Administrative Assistant II (Confidential)
4							
5	City Attorney	New Class	\$9,835		\$ 11,615	18.1%	Same as Assistant City Manager
6							
7	Management Analyst	Management Analyst	\$6,073	+6.4%	\$ 5,685	-6.4%	Benchmark; set to market
8	Administrative Assistant II (Confidential)	Administrative Assistant	\$3,633		\$ 4,218	16.1%	Approx. 5% above Administrative Assistant I
9	Administrative Assistant I	Administrative Assistant	\$3,633	-10.6%	\$ 4,017	10.6%	Benchmark; set to market
10	Office Assistant II	Office Assistant II	\$3,320	+4.2%	\$ 3,320	0.0%	Benchmark; set to market; SCS*
11	Office Assistant I	Office Assistant I	\$2,946		\$ 3,018	2.5%	Approx. 10% below Office Assistant II
12							
13	Human Resources Director	New Class	New		\$ 9,665	--	Benchmark; set to market
14	City Clerk/HR Manager	City Clerk/HR Manager	New		\$ 8,827	--	Benchmark; set to market
15	Safety Coordinator	New Class	New		\$ 5,168	--	Approx. 10% below Management Analyst
16							
17	Community Development Director	Development Services Director	\$9,011		\$ 10,646	18.1%	Approx. 15% above Assistant Community Development Director
18	Assistant Community Development Director	New Class	New		\$ 9,258	--	Approx. 10% above City Planner
19	City Engineer	New Class	New		\$ 9,258	--	Same as Assistant Community Development Director
20	City Planner	New Class	New		\$ 8,416	--	Benchmark; set to market
21	Building Official/Superintendent	Superintendent	\$6,103	-18.9%	\$ 7,256	18.9%	Benchmark; set to market
22	Building Inspector	Building Inspector	\$4,685	-9.8%	\$ 5,142	9.8%	Benchmark; set to market
23	Building Permit Technician	New Class (2 - Office Assistant II)	\$3,320		\$ 3,652	10.0%	Approx. 10% above Office Assistant II
24	Planning Technician	New Class (2 - Office Assistant II)	\$3,320		\$ 3,652	10.0%	Approx. 10% above Office Assistant II
25							
26	Finance Director/CFO	Finance Director	\$9,761	-3.4%	\$ 10,096	3.4%	Benchmark; set to market
27	Assistant Finance Director	New Class	New		\$ 8,210	--	Benchmark; set to market
28	Accountant	Accountant	\$5,282	-2.3%	\$ 5,404	2.3%	Benchmark; set to market
29	Junior Accountant	Junior Accountant	New		\$ 4,913	--	Approx. 10% below Accountant
30	Payroll Technician	Accounting Technician	\$4,479		\$ 4,703	5.0%	Approx. 5% above Accounting Technician
31	Accounting Technician	Accounting Technician	\$4,479		\$ 4,479	0.0%	Approx. 20% above Account Clerk II; SCS*
32	Account Clerk II	Account Clerk II	\$3,687	+0.4%	\$ 3,687	0.0%	Benchmark; set to market; SCS*
33	Account Clerk I	Account Clerk I	\$3,337		\$ 3,352	0.4%	Approx. 10% below Account Clerk II
34							
35	Information Technology Director	New Class	New		\$ 9,660	--	Benchmark; set to market
36	Information Technology Analyst	New Class	New		\$ 6,253	--	Approx. 10% above Management Analyst
37	Information Technology Technician	New Class	New		\$ 4,647	--	Benchmark; set to market
38							
39	Parks and Recreation Director	Community Services Director	\$8,445	-16.0%	\$ 9,799	16.0%	Benchmark; set to market
40	Assistant Parks and Recreation Director	New Class	New		\$ 6,078	--	Approx. 20% above Recreation Supervisor
41	Recreation Supervisor	New Class	New		\$ 5,065	--	Approx. 15% above Recreation Coordinator

City of Lemoore
Salary Recommendations
Benchmark Classes set to Market Median (50th Percentile)

Line	Recommended Job Title	Current Job Title	Cur. Range Max	Market Deviation	Recomm. Range Max	Percent Change	Internal Alignment/Salary Setting Rationale
42	Recreation Coordinator	Recreation Coordinator	\$4,135	-6.5%	\$ 4,404	6.5%	Benchmark; set to market
43	Recreation Specialist	Recreation Specialist	\$3,633		\$ 3,830	5.4%	Approx. 15% below Recreation Coordinator
44							
45	Police Chief	Chief of Police	\$10,158	-5.6%	\$ 10,727	5.6%	Benchmark; set to market
46	Assistant Police Chief	New Class	New		\$ 9,122	--	Approx. 5% above Commander
47	Commander	Commander	\$8,115	-7.1%	\$ 8,688	7.1%	Benchmark; set to market
48	Lieutenant	New Class	New		\$ 7,555	--	Approx. 15% below Commander
49	Sergeant	Sergeant	\$6,847	+5.8%	\$ 6,447	-5.8%	Benchmark; set to market
50	Corporal	Corporal	\$5,894	+4.3%	\$ 5,894	0.0%	Benchmark; set to market; SCS*
51	Police Officer	Police Officer	\$5,075	-4.5%	\$ 5,304	4.5%	Benchmark; set to market
52							
53	Community Services Officer	Community Services Officer	\$3,705	-23.2%	\$ 4,566	23.2%	Benchmark; set to market
54	Evidence Technician	Evidence Technician	\$3,651	-4.8%	\$ 3,826	4.8%	Benchmark; set to market
55							
56	Records Supervisor	Records Supervisor	\$4,662	-14.0%	\$ 5,317	14.0%	Benchmark; set to market
57	Records Technician II	Records Technician II	\$3,561	+2.3%	\$ 3,561	0.0%	Benchmark; set to market; SCS*
58	Records Technician I	Records Technician I	\$3,223		\$ 3,237	0.4%	Approx. 10% below Records Technician II
59							
60	Public Works Director	Public Works Director	\$9,011	-14.4%	\$ 10,312	14.4%	Benchmark; set to market
61	Assistant Public Works Director	New Class	New		\$ 8,967	--	Approx. 15% below Public Works Director
62	Utilities Manager	Utilities Manager	\$7,503		\$ 7,797	3.9%	Approx. 15% below Assistant Public Works Director
63	Public Works Inspector	Building Inspector	\$4,685		\$ 5,125	9.4%	Benchmark; set to market
64							
65	Equipment Mechanic II	Senior Equipment Mechanic	\$4,662	+5.5%	\$ 4,405	-5.5%	Benchmark; set to market
66	Equipment Mechanic I	Equipment Mechanic	\$4,135		\$ 4,005	-3.2%	Approx. 10% below Equipment Mechanic II
67							
68	Superintendent	Superintendent	\$6,103	-13.5%	\$ 6,927	13.5%	Benchmark; set to market
69	Maintenance Coordinator	Building Coordinator	\$4,756	+9.0%	\$ 4,327	-9.0%	Benchmark; set to market
70	Maintenance Coordinator	Coordinator	\$4,756	+9.0%	\$ 4,327	-9.0%	Benchmark; set to market
71	Maintenance Worker II	Maintenance Worker II	\$3,561	-4.1%	\$ 3,706	4.1%	Benchmark; set to market
72	Maintenance Worker I	Maintenance Worker I	\$3,223		\$ 3,369	4.5%	Approx. 10% below Maintenance Worker II
73							
74	Senior Wastewater Utility Operator	Senior Utility Operator	\$4,524	-6.7%	\$ 4,829	6.7%	Benchmark; set to market
75	Wastewater Utility Operator III	Utility Operator II	New		\$ 4,515	--	Approx. 5% above Wastewater Utility Operator II
76	Wastewater Utility Operator II	Utility Operator II	\$4,034	-6.6%	\$ 4,300	6.6%	Benchmark; set to market
77	Wastewater Utility Operator I	Utility Operator I	\$3,651		\$ 3,909	7.1%	Approx. 10% below Wastewater Utility Operator II
78							
79	Senior Water Utility Operator	Senior Utility Operator	\$4,524	-6.7%	\$ 4,829	6.7%	Benchmark; set to market
80	Water Utility Operator III	Utility Operator II	New		\$ 4,515	--	Approx. 5% above Water Utility Operator II
81	Water Utility Operator II	Utility Operator II	\$4,034	-6.6%	\$ 4,300	6.6%	Benchmark; set to market
82	Water Utility Operator I	Utility Operator I	\$3,651		\$ 3,909	7.1%	Approx. 10% below Water Utility Operator II

**September 19, 2017 Minutes
Study Session
City Council Meeting**

CALL TO ORDER:

At 5:30 p.m., the meeting was called to order.

ROLL CALL: Mayor Pro Tem: NEAL
Council Members: BLAIR, BROWN, CHEDESTER
Absent: MADRIGAL

City Staff and contract employees present: Interim City Manager Olson; Assistant City Manager Speer; City Attorney Van Bindsbergen; Finance Director Corder; Police Chief Smith; City Clerk/HR Manager Venegas.

PUBLIC COMMENT

There was no Public Comment.

CLOSED SESSION PUBLIC COMMENT

There was no public comment.

At 5:32 p.m., Council adjourned to Closed Session.

CLOSED SESSION

1. Conference with Labor Negotiator
Government Code Section 54957.6
Agency Negotiator: Jenell Van Bindsbergen, City Attorney
Employee Organizations: General Association of Service Employees, Lemoore
Police Officers Association, Lemoore Police Sergeants Unit
2. Conference with Real Property Negotiator
Government Code Section 54945.8
Property: 210 Fox Street, Lemoore, CA
Agency Negotiator: Nathan Olson, Interim City Manager
Negotiating Party: Leprino Foods
Under Negotiation: Price and Terms
3. Public Employee Performance Evaluation
City Manager
4. Conference with Legal Counsel – Anticipated Litigation
Government code Section 54956.9
Significant Exposure to Litigation Pursuant to Paragraph (2) or (3) of Subdivision (d)
of Section 54956.9
Two Cases

ADJOURNMENT

At 7:36 p.m., Council adjourned.

September 5, 2017 Minutes
Lemoore City Council
Regular City Council Meeting

CALL TO ORDER:

At 7:35 p.m., the meeting was called to order.

ROLL CALL: Mayor Pro Tem: NEAL
Council Members: BLAIR, BROWN, CHEDESTER
Absent: MADRIAL

City Staff and contract employees present: Interim City Manager Smith; Assistant City Manager Speer; City Attorney Van Bindsbergen; Acting Public Works Director Rivera; Development Services Director Holwell; Police Chief Smith; Finance Director Corder; City Clerk/ HR Manager Venegas; Quad Knopf Planner Brandt.

CLOSED SESSION REPORT

Nothing to report out.

PUBLIC COMMENT

Marlana Brown read a statement on behalf of Captain James Commanding Officer of Naval Air Station Lemoore regarding approved housing under their approved flight plans.

Connie Wlaschin stated the microphones were not working properly.

CEREMONIAL / PRESENTATION – Section 1

There were no Ceremonial / Presentations.

DEPARTMENT AND CITY MANAGER REPORTS – Section 2

2-1 Department & City Manager Reports

Police Chief Smith invited all to the Public Safety Appreciation Luncheon on Friday, September 22, 2017 from 11-1pm at the Hanford Civic Auditorium. Tickets may be purchased from the Hanford Chamber of Commerce. Sergeant Matthew Smith will be recognized.

Assistant City Manager Speer stated Economic Development meetings have occurred and more information will be forthcoming.

Interim City Manager Olson reported on behalf of Acting Public Works Director Rivera the 19 ½ Avenue Sidewalk project has started and the Cimarron Park phase 1 is complete.

Interim City Manager Olson stated Surf Ranch requested a City of Lemoore flag to fly on their property. A flag was delivered and Assistant City Manager Speer has the opportunity to raise the flag. The ranch is an amazing facility.

Interim City Manager stated Youth Development Officer Ward provided flyers regarding truancy and absenteeism from school.

CONSENT CALENDAR – Section 3

- 3-1 Approval – Minutes – Regular Meeting – September 5, 2017
- 3-2 Approval – Minutes – Special Meeting (Council Retreat) – September 7, 2017
- 3-3 Approval – Minutes – Special Meeting – September 7, 2017
- 3-4 Approval – Second Reading – Ordinance 2017-10 Amending Subsection C10 of Section 1 of Article E of Chapter 7 of Title 7 of the Lemoore Municipal Code to Correct Misprint
- 3-5 Approval – Second Reading – Ordinance 2017-11 Planned Unit Development No. 2017-01: a request by Lennar Homes for establishment of a planned unit development on approximately 40 acres. The site is located on the northeast corner of Hanford-Armona Road and 18 3/4 Avenue (APNs 021-560-001, 021-570-001)
- 3-6 Approval – Second Reading – Ordinance 2017-12 Amending Title 3, Chapter 2 of the Lemoore Municipal Code Related to the Establishment of the Lemoore Downtown Merchant's Advisory Committee

A letter from Lou Bumpus regarding Item 3-6 was provided.

Motion by Council Member Brown, seconded by Council Member Chedester, to approve the Consent Calendar as presented.

Ayes: Brown, Chedester, Blair, Neal

Absent: Madrigal

PUBLIC HEARINGS – Section 4

There were no Public Hearing.

NEW BUSINESS – Section 5

There was no New Business.

CITY COUNCIL REPORTS AND REQUESTS – Section 6

6-1 City Council Reports / Requests

Council Member Blair commended Mayor Pro tem for leading the meeting tonight. She recently attended the Fresno State meeting to support DACA. She also attended the League of California Cities conference as the voting delegate for our city. Council Member Blair visited the Capital Office after the League conference and was introduced on the Capital floor.

Council Member Blair has received photos regarding the solar panels and questions whether they need repair and cleanup of weeds. Consensus by Council was received to look into the solar panels.

Interim City Manager Olson stated Well 11 solar panels have been cleaned and staff will be onsite on September 20, 2017 for cleaning.

Council Member Blair made clear she believed Naval Air Station Lemoore is an asset and they have full support. She asked that Council allow staff to work with NASL regarding their concerns. Consensus by Council was received.

Council Member Brown invited all to the South Fork Kings Groundwater meeting on Thursday, September 21, 2017 at 5:30pm. The meeting is open to the public. He also said he appreciates all that staff does for the city.

Council Member Chedester said good job tonight.

Mayor Pro Tem Neal thanked Ms. Brown for her great job for the City and the Base. He also attended the League of California Cities conference in Sacramento and has many great ideas. Infrastructure is very important. Need more retail and need more youth programs.

ADJOURNMENT

At 8:05 p.m., the meeting adjourned.

ATTEST:

APPROVED:

Marisa Lourenco
Deputy City Clerk

Ray Madrigal
Mayor



711 West Cinnamon Drive • Lemoore, California 93245 • (559) 924-6700 • Fax (559) 924-9003

Staff Report

Item No: 3-2

To: Lemoore City Council

From: Frank Rivera, Acting Public Works Director

Date: September 19, 2017 Meeting Date: October 3, 2017

**Subject: Change order and Notice of Completion – Cimarron Sewer Line Repairs
Phase 1 – CIP 5301**

Strategic Initiative:

- | | |
|---|--|
| <input type="checkbox"/> Safe & Vibrant Community | <input type="checkbox"/> Growing & Dynamic Economy |
| <input type="checkbox"/> Fiscally Sound Government | <input type="checkbox"/> Operational Excellence |
| <input checked="" type="checkbox"/> Community & Neighborhood Livability | <input type="checkbox"/> Not Applicable |

Proposed Motion:

Approve a change order of \$45,272 for additional curb, gutter and sidewalk; approve the filing of the Notice of Completion for the Cimarron Sewer Line Phase 1 Project and authorize the Interim City Manager to sign document for recordation.

Subject/Discussion:

Staff received approval from City Council on May 2, 2017 to award the bid for Cimarron Park Sewer System Repairs and Cure in Place Piping (CIPP) to Rockeez Engineering. The approval was to expend funds not to exceed \$1,389,752. The project has been divided into two phases. Phase 1 is for repair of the sewer system (\$401,252.37) and Phase 2 will be the CIPP (\$988,499.63). During the repair of the sewer system it was observed that there was additional curb, gutter and sidewalks that needed to be replaced. Rockeez has submitted a change order in the amount of \$45,272 for the additional work.

Additionally, Phase 1 of the project has been completed per plans and specifications, with the change order listed above. City staff is requesting that City Council approve the change order and the Notice of Completion for Phase 1. Approving the Notice of Completion will begin the release process of any retention and bond funds due to Rockeez Engineering. Funds will be released to the contractor thirty-five (35) days

following the filing of the Notice of Completion, as long as no liens are filed against the contractor during that time.

Financial Consideration(s):

The change order in the amount of \$45,272 will be paid out of CIP 5717 (Citywide ADA). The overall cost of Phase 1 for this project is \$446,524.37. A five percent retention will be withheld until 35 days past Notice of Completion filing.

Alternatives or Pros/Cons:

Pro:

- Filing of the Notice of Completion will allow time for creditors to notify the City of unpaid bills and allow for the release of some of the bonds for the Contractor

Con:

- None noted

Commission/Board Recommendation:

Not applicable.

Staff Recommendation:

Staff recommends that City Council, by motion, approve a change order for the additional curb, gutter and sidewalk repair in the amount of \$45,272 and authorize the Interim City Manager to execute the Notice of Completion.

Attachments:

- ☐ Resolution:
 - ☐ Ordinance:
 - ☐ Map
 - ☐ Contract
 - ☒ Other
- List: Notice of Completion

Review:

- ☒ Finance
- ☒ City Attorney
- ☒ City Manager
- ☒ City Clerk

Date:

09/26/17
09/26/17
09/25/17
09/28/17

**RECORDING REQUESTED BY AND
WHEN RECORDED RETURN TO:**

City Clerk
City of Lemoore
119 Fox Street
Lemoore, CA 93245

NOTICE OF COMPLETION

NOTICE IS HEREBY GIVEN that the City Council of the City of Lemoore, 119 Fox Street, Lemoore, California, entered into an Agreement on May 2, 2017, with PACKAGING PRO TECH, INC., dba ROCKEEZ ENGINEERING, for the CONTRACTED SERVICES FOR CIMARRON PARK SEWER IMPROVEMENT PROJECT PHASE 1 which provided sewer infrastructure remediation at the Cimarron Park subdivision which includes Belle Haven Dr., Hemlock Ln., Newbridge Dr., Church Dr., Park Ln. and Royal Ln., within the City of Lemoore and that such work had been completed and accepted by the City of Lemoore on the 3rd day of OCTOBER 2017.

CITY OF LEMOORE

Nathan Olson, Interim City Manager

ATTEST:

Marisa Lourenco, Deputy City Clerk

CERTIFICATE

STATE OF CALIFORNIA)
COUNTY OF KINGS) ss.
CITY OF LEMOORE)

I am the Public Works Director of the City of Lemoore. I have read the foregoing Notice of Completion and know the contents thereof, and I certify that the same is true of my knowledge except to those matters. I believe it to be true and correct. I certify under penalty of perjury that the foregoing is true and correct.

EXECUTED this 3rd day of OCTOBER 2017 at Lemoore, California.

Frank Rivera
Acting Public Works Director
City of Lemoore

PUBLIC AGENCY ACKNOWLEDGEMENT

STATE OF CALIFORNIA)
COUNTY OF KINGS) ss.
CITY OF LEMOORE)

On _____ before me, Marisa Lourenco, Deputy City Clerk, personally appeared Nathan Olson, personally known to me (or proved to me on the basis of satisfactory evidence) to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument, the person(s) or the entity upon behalf of which the person(s) acted, executed the instrument.

Marisa Lourenco, Deputy City Clerk

PUBLIC AGENCY ACKNOWLEDGEMENT

STATE OF CALIFORNIA)
COUNTY OF KINGS) ss.
CITY OF LEMOORE)

On _____ before me, Marisa Lourenco, Deputy City Clerk, personally appeared Frank Rivera, personally known to me (or proved to me on the basis of satisfactory evidence) to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and the by his/her/their signature(s) on the instrument, the person(s) or the entity upon behalf of which the person(s) acted, executed the instrument.

Marisa Lourenco, Deputy City Clerk



711 West Cinnamon Drive • Lemoore, California 93245 • (559) 924-6700 • Fax (559) 924-9003

Staff Report

Item No: 3-3

To: Lemoore City Council

From: Frank Rivera, Acting Public Works Director

Date: September 18, 2017 Meeting Date: October 3, 2017

Subject: Acceptance of Subdivision Agreement and Final Map – Tract No. 797 – Completion of Park View Estates and Development of Heritage Park - Laredo – DR Horton, CA III Inc., Western Pacific Housing, Inc.

Strategic Initiative:

- | | |
|---|--|
| <input type="checkbox"/> Safe & Vibrant Community | <input type="checkbox"/> Growing & Dynamic Economy |
| <input type="checkbox"/> Fiscally Sound Government | <input type="checkbox"/> Operational Excellence |
| <input checked="" type="checkbox"/> Community & Neighborhood Livability | <input type="checkbox"/> Not Applicable |

Proposed Motion:

Approve Subdivision Agreement for Tract No. 797 for all phases with DR Horton CA III, Inc., – Western Pacific Housing, Inc., and authorize the Public Works Director to sign the agreement. Accept and record final subdivision map and start proceedings to incorporate Phase 2 and 3 of Tract No. 797 into existing Public Facilities Maintenance District (PFMD) One, Zone 4.

Subject/Discussion:

Attached for Council review is the subdivision agreement with DR Horton for completion of Park View Estates and new construction of Heritage Park - Laredo consisting of 90 single- family lots in total. The subdivision is located on the south side of Hanford-Armona Road and Opal Avenue just west of Heritage Park.

The original October 14, 2005 agreement with Scatona Investment approved, and City received, development of roads, street amenities, water, sewer and storm drain infrastructure for Lots 1-39 and established the Public Facility Maintenance District One, Zone 4 Park View Estates.

DR Horton's development of TRACT NO. 797 Phase 2 and 3 Heritage Park – Laredo, Lots 40 – 90 will complete the remaining portions of the subdivision.

The subdivision map and construction drawings have been reviewed by staff and the City Engineer. The bonds have been submitted per the subdivision agreement and the applicable fees have been paid.

Staff has requested inclusion of the remaining lots 40-90 of Tract No. 797 into the PFMD, Zone 4 Park View Estates.

Financial Consideration(s):

None at this time.

Alternatives or Pros/Cons:

Pros:

- The remaining vacant land of current Park View Estates subdivision would be completed.

Cons:

- None noted.

Commission/Board Recommendation:

The Planning Commission held a public hearing on January 9, 2017 to take testimony regarding Major Site Plan Review No. 2016-02 for single-family home master plans to be constructed in conjunction with the approved Heritage Park - Laredo, Tract Map No. 797. Following the public hearing, the Planning Commission considered the testimony and approved the applicant's proposal with conditions.

Staff Recommendation:

Approve the Subdivision Agreement for Tract No. 797 with DR Horton CA III, Inc., Western Pacific Housing, Inc., and authorize the Public Works Director to sign the agreement. Accept and record final subdivision map and annex Tract No. 797 in existing Public Facilities Maintenance District (PFMD) One, Zone 4.

Attachments:

- ☐ Resolution:
- ☐ Ordinance:
- ☐ Map
- ☐ Contract
- ☒ Other
 - List: Agreement
 - Maps

Review:

- ☒ Finance
- ☒ City Attorney
- ☒ City Manager
- ☒ City Clerk

Date:

- 09/26/17
- 09/27/17
- 09/27/17
- 09/27/17

CITY OF LEMOORE
SUBDIVISION TRACT AGREEMENT

TRACT NO. 797

THIS AGREEMENT, made the _____ day of _____, 2017 by and between the City Council of the City of Lemoore, hereinafter referred to as "CITY" and DR Horton CA III Inc., Western Pacific Housing, Inc. a Delaware Corporation, hereinafter referred to as the "SUBDIVIDER".

W I T N E S S E T H

WHEREAS, the Subdivider as the owner has heretofore filed a tentative subdivision map of that certain real property known and designated as TRACT NO. 797 in the City, and

WHEREAS, the Subdivider has acquired all rights and ownership and put forth to complete TRACT NO 797 Phase 1 development of heretofore improvements as previously approved by Resolution No. 2003-38 of City Council dated October 7, 2003 and Subdivision Agreement dated October 14, 2005 with Scatona investment, LLC, and

WHEREAS, the Subdivider has presented to City a certain proposed final map, a copy of which is on file at the office of the Director of Public Works, and by reference thereto made a part of this agreement, and said Subdivider has requested the City to accept the dedications delineated and shown on said map for the use and purpose specified thereon, and to otherwise approve said map in order that the same may be recorded as required by law, and

WHEREAS, the City requires, as a condition precedent to the acceptance and approval of said map, the dedication of such streets, highways, and public places and easements as are delineated and shown on said map, and deems the same necessary for public use, and requires and deems as necessary for the public use that any and all streets delineated and shown thereon shall be improved by the construction thereon and the installation therein of the improvements in said proposed subdivision as hereinafter specified, and

WHEREAS, the parties hereto have agreed that the improvement of said land included and shown by said final map shall be completed in accordance with the applicable ordinances and resolutions of the City and the laws of the State of California and the Subdivider has agreed to post the necessary improvement security to guarantee said improvement in accordance with the laws of the State of California and the ordinances of the City.

NOW, THEREFORE, in consideration of the acceptance of the offers of dedication of streets, highways, public ways, easements, and facilities as shown and delineated on said map, and the approval of said map for filing and recording as provided and required by law, it is mutually understood and agreed by and between the Subdivider and City and they do hereby mutually agree as follows:

1. **Onsite and Offsite Improvements.** Subdivider agrees that it will construct and install in accordance with the plans prepared for Tract No. 797 by Michael Sutherland & Associates and approved by the City Engineer, which plans are hereby incorporated by reference, at its sole cost and expense and in full conformity with the standards prescribed by City, all of the following work and subdivision improvements.

A. All landmarks, monuments and lot corners required to locate the divisions

shown on the Final Map. Pursuant to Section 66497 of the State Subdivision Map Act prior to the City's final acceptance of the subdivision and release of securities, the Subdivider shall submit evidence to the City of payment and receipt thereof by the Subdivider's engineer or surveyor for the final setting of all monuments required in the subdivision.

- B. Street improvements including curbs, gutters, sidewalks, paving and street signs.
- C. Storm drainage facilities including valley gutters.
- D. Extension of the City water system including water mains, valves, services, fire hydrants and miscellaneous appurtenances.
- E. Sanitary sewer system including sewer mains, manholes, house branches and appurtenances.
- F. Street lighting facilities, including electroliers, stands and underground electrical service.
- G. Street trees shall be planted by the Developer at the time the dwelling unit on the lot is finalized. Number of trees to be planted shall be calculated on the length of curb and gutter within the local subdivision area divided by 40 feet. The variety of tree shall be selected from discussions with staff and from the Master Street Tree list.
- H. Public utility facilities including gas, electric, telephone and cable television service. Financial arrangements shall be made with the respective public utility, and proof of this arrangement shall be furnished to the City upon request.
- I. Street signs shall be paid for at a cost of \$200 per sign. Total payment for installation of 9 street signs is \$1,800.00.
- J. If Subdivider has not acquired all necessary rights of way and easements as of the date the final map is recorded, and the City must undertake the acquisitions pursuant to Section 66462.5 of the Government Code, Subdivider shall pay 100% of City's acquisition costs, including, but not limited to, appraisal and court costs and attorneys fees and shall make such deposits and/or advance payments to the City as the City may reasonably require for such purpose.

Subdivider further agrees to pay at the time of filing of the Improvement Security hereinafter required by Paragraph 12 of this Agreement an amount to cover the City's costs of engineering and inspection as may be set by the City's Municipal Code.

The estimated costs of all said improvements to be completed, including a ten percent (10%) contingency, is \$988,533, as shown on Exhibit "A", attached hereto.

2. **Inspection of Work.** The City shall inspect all work to be done and performed by the Subdivider and Subdivider agrees that all work, improvements and materials to be done and supplied and performed shall be done, supplied and performed in strict accordance with the approved

construction plans of said work on file in the Office of the City Engineer of the City, and in accordance with the standard specifications of the City, which said plans and specifications and standards are hereby referred to and incorporated by reference in this Agreement. All of said work and improvements and materials shall be done, performed, and installed to the satisfaction of the City Engineer of the City. Subdivider agrees to pay all fees for such inspection as required by the current City Code and fee resolutions and agrees to pay an additional three percent (3%) for reinspection required by reason of defective work, improvements and/or materials.

3. **Final Acceptance.** Upon completion of all said work and improvements and acceptance thereof by City, or upon the acceptance by City of the required Improvement Security referred to in Paragraph 12 hereof, the City agrees to approve the final subdivision map, and to accept on behalf of the public all lands, rights-of-way and easements offered for dedication in accordance with the conditions herein set forth. A complete set of "as built" reproducible plans shall be filed with the City upon completion of the work and improvements.

4. **Completion of Said Work of Improvements.** Subdivider agrees to complete the work and improvements as herein set forth within a period of twenty-four (24) months from the date of this Agreement. When a delay occurs due to unforeseen causes beyond the control and without the fault or negligence of the Subdivider, the time of completion may be extended for a period justified by the effect of such delay on the completion of the work. The Subdivider shall file a written request for a time extension with the Director of Public Works prior to the above noted date, who shall ascertain the facts and determine the extent of justifiable delays, if any. The Director of Public Works shall give the Subdivider written notice of his determination in writing, which shall be final and conclusive. In the event an extensions is granted to the time within which all work is to be completed on this subdivision, the Subdivider hereby agrees that he will comply with all the applicable improvement standards in effect at the time of said extension.

5. **Maintenance of Improvements Following Acceptance.** Upon satisfactory completion of all improvements required in accordance with this agreement and acceptance thereof by the City, the City agrees to accept for maintenance the improvements to be constructed in accordance with this Agreement; provided, however, within fifteen (15) days after written notice from the City, the Subdivider agrees to remedy any defects in the improvements arising from faulty or defective construction of said improvements occurring within twelve (12) months after acceptance thereof.

6. **Safety.** Subdivider shall perform all work in accordance with the applicable sections of Title 3 of the California Administrative Code (CAL OSHA), and the Manual of Traffic Controls, Warning Signs, Lights, and Devices for Use in Performance of Work Upon Highways, published by California Department of Transportation, and available at the City Engineer's Office. Provisions shall be made by Subdivider for protection of the traveling public on all public roads affected by the improvements.

Barricades and related facilities shall be placed in such number and in such locations as required for public safety, and at night they shall be equipped with flashing yellow lights. City reserves the right to require and Subdivider shall promptly install or place additional barricades or other facilities to assure public safety if City shall deem the same to be necessary or desirable for public safety. Subdivider is responsible for all liability which may arise out of work herein permitted whether or not on public property, and shall indemnify, defend and hold City harmless from any and all claims, damages, or causes of action arising therefrom or related thereto.

7. **Insurance and Indemnity.** The Subdivider shall take and assume all responsibility for the construction of the improvements and the safety of operation in connection therewith. The

Subdivider shall bear all losses and damages directly or indirectly resulting to the City, its officers, agents, and employees or to others on account of the construction of the improvements, unforeseen difficulties, accidents, or any other causes whatsoever.

The Subdivider shall assume the defense of and indemnify and save harmless the City, its officers, agents, and employees from all claims, loss, damage, injury and liability of every kind, nature, and description, directly or indirectly arising from the construction of the improvements.

Subdivider further agrees that before commencing any work pursuant to this agreement, Subdivider will obtain, and at all times prior to final acceptance of all improvements hereunder, and will keep in full force and effect, insurance coverage in such limits and amounts, and covering such risks as shall be acceptable to the City. In the event that no other requirement is made known to Subdivider, the minimum coverage and limits shall be as follows:

<u>COVERAGE</u>	<u>LIMITS</u>
Workers Compensation	Statutory
Comprehensive General Liability, including or separately insuring liability assumed by contract	
Bodily Injury	\$ 500,000 per person \$1,000,000 per occurrence
Property Damage	\$ 250,000 per occurrence

Subdivider shall, prior to commencement of construction work, furnish to City a certificate of insurance, which shall provide that the above insurance shall not be cancelled without 30 days prior written notice to City, and which shall also show the City, its officers and employees, as additional named insureds (except as to worker's compensation coverage).

8. **Compliance with Codes.** Subdivider shall comply with any and all ordinances and resolutions or other codes of the City applicable to the proposed subdivision and the work to be done by Subdivider under the terms of this Agreement.

9. **Notice of Commencement of Work.** The Subdivider shall give the City's Engineer written notice of not less than two working days in advance of the actual date on which work is to be started. Failure on the part of the contractor to notify the City's Engineer may cause delay for which the Subdivider shall be solely responsible.

Whenever the Subdivider varies the period which work is carried on each day, he shall give due notice to the City's Engineer so that proper inspection may be provided. Any work done in the absence of the City's Engineer or his duly authorized inspectors may be subject to rejection.

The inspection of work shall not relieve the Subdivider of any of his obligations to fulfill this Agreement as prescribed, and the Subdivider agrees that defective work shall be made good, and unsuitable materials may be rejected, notwithstanding the fact that such defective work and unsuitable materials have been previously overlooked by the City's Engineer or Inspector and accepted.

Any damage to sewer systems, concrete work or street paving or other works of improvements, as required by this agreement, that occurs after installation and prior to the

acceptance thereof by the City shall be made good by the Subdivider, to the satisfaction of the City's Engineer, before release of the Improvement Security guaranteeing said work.

10. **Dust Control.** The Subdivider shall be responsible for the complete control of dust during the construction of the subdivision improvements and will take the following measures to reduce dust generation during the development and construction of the subdivision:

- A. Submit for approval by the Director of Public Works a program for the control of dust, which shall include but not be limited to, a watering schedule (frequency and time of day), use of dust control emulsions, and/or other measures necessary for the control of dust.
- B. Provide equipment and manpower for watering of all exposed or disturbed soil surfaces including on weekends and holidays.
- C. Sweep construction area and adjacent streets of all mud and dust daily at the end of the work day.
- D. The developer shall deposit with the City \$5,000 which may be used by the City for dust control measures on this development should the developer fail to adequately control dust. In case the City incurs cost for dust control in excess of the above amount, the developer shall reimburse the City for the total cost of dust control incurred by the City. Upon acceptance by the City of the subdivision improvements, the above amount, less any amount expended by the City for dust control, shall be returned to the Developer.

11. **Repair by City of any Work Damaged or Destroyed by City.** In the event that the City should damage, destroy or tear up any of the paving or other subdivision improvements to be installed by the Subdivider under the terms of this agreement in order to install sewer or water service connections or any other services to said subdivision that could have been installed prior to the installation of said paving or other subdivision improvements, the City agrees to repair and replace such destroyed paving or other subdivision improvements at its own cost and expense.

12. **Improvement Security.** Upon execution of this agreement, the Subdivider shall obtain and file with the City good and sufficient Improvement Security in favor of the City and in the form approved by City securing the faithful performance by Subdivider of the work of improvement required by the provisions of this agreement in the sum of \$988,533.

Said Improvement Security shall be an Improvement Security as defined and described in the Government Code of the State of California Section 66499, et. seq. and it is agreed that the City Council of the City has determined that the amount of said Improvement Security has been fixed at One Hundred Percent (100%) of the total estimated cost of said improvements as hereinabove set forth in Paragraph 1, conditioned upon the Subdivider's faithful performance of this agreement, and an additional amount of fifty percent (50%) of the total estimated cost of said improvement as hereinabove set forth in Paragraph 1, securing payment to the contractor, his subcontractors and to persons furnishing labor, materials, or equipment to them for the improvement.

- A. Release of Improvement Security given for faithful performance of this agreement:

The Subdivider may request the City to inspect the work as it progresses. If the

work performed is inspected and found to be constructed in conformity with the requirements of the City, a partial release of the Improvement Security for faithful performance of this agreement shall be made in the sum in the same ratio of the total deposit as the work inspected bears to the total work to be done. No release of Improvement Security for faithful performance of this agreement in excess of eighty-five percent (85%) of the total amount of \$988,533 shall be made until all the work has been completed and accepted.

The determination of the City as to the amount of work done and the amount of Improvement Security to be released shall be final and conclusive.

When the work of improvement is accepted, not less than ten (10%) percent of the total improvements costs to guarantee the faithful performance of the provisions of this agreement relating to defective or faulty construction for a period of one year following completion and acceptance thereof. The total improvement costs for this project is \$988,533.

- B. Release of Improvement Security securing the payment of contractors, subcontractors and to persons furnishing labor, materials, or equipment:

The Subdivider may certify to the City that any phase of the work required by terms of this agreement as set forth in Paragraph 1 of this agreement has been completed. Upon certification by City's Engineer that such phase of said work has been completed and inspected by City, the portion of said Improvement Security furnished by Subdivider for the purpose of securing the payment of the contractor, his subcontractors and persons furnishing labor, materials, or equipment for said phase or phases of said work shall be released six (6) months after the completion and acceptance of said work in an amount determined by the City Engineer, less an amount equal to all claims upon which an action has been filed and notice given in writing to the City Council of the City, and if no actions are filed such portion of said Improvement Security for said phase of said work shall be released in full.

Such release shall not apply to any required guarantee and warranty period nor to the amount of security deemed necessary by the City in such guarantee and warranty period nor to costs and reasonable expenses and fees, including reasonable attorney's fees.

13. **Title Held Under Holding Agreement.** Where title to the subdivided property is held by the record owner thereof under a holding agreement, this agreement and the bond given pursuant thereto may be executed by the real party or parties in interest.

14. **Extension of time Not to Release Improvement Securities.** Any extension of time hereunder shall not operate to release the surety on any Improvement Security given pursuant to this agreement and the said surety shall waive the provisions of Section 2819 of the Civil Code of the State of California.

15. **Time.** Time is of the essence of this agreement, and the same shall bind and inure to the benefit of the parties hereto, their successors and assigns.

16. **Attorney's Fees.** In the event legal action is taken by the City to enforce the terms of this agreement, or remedy the breach thereof, or in any action against the surety, the court shall award to the City a sum representing its reasonable attorney's fees.

IN WITNESS WHEREOF, the parties have executed this agreement or caused the same to be executed by the officer thereunto duly authorized, on the day and year first written above.

CITY OF LEMOORE

By _____
NATHAN OLSON, City Manager

ATTEST:

Mary J. Venegas, City Clerk

DR HORTON, CA III, INC,
WESTERN PACIFIC HOUSING, INC.
A Delaware Corporation

By _____

EXHIBIT "A"

ENGINEERING ESTIMATE
Prepared for DR HORTON CA III, Inc.
Western Pacific Housing, Inc., a Delaware Corporation

Tract No. 797 – Phase 2 & 3

Sewer Construction	86,945
Street Construction	534,075
Water Construction	149,561
Storm Drain Facilities	46,820
Miscellaneous	<u>171,132</u>
TOTAL	\$ 988,533

KINGS COUNTY ASSESSOR'S MAP

21-26

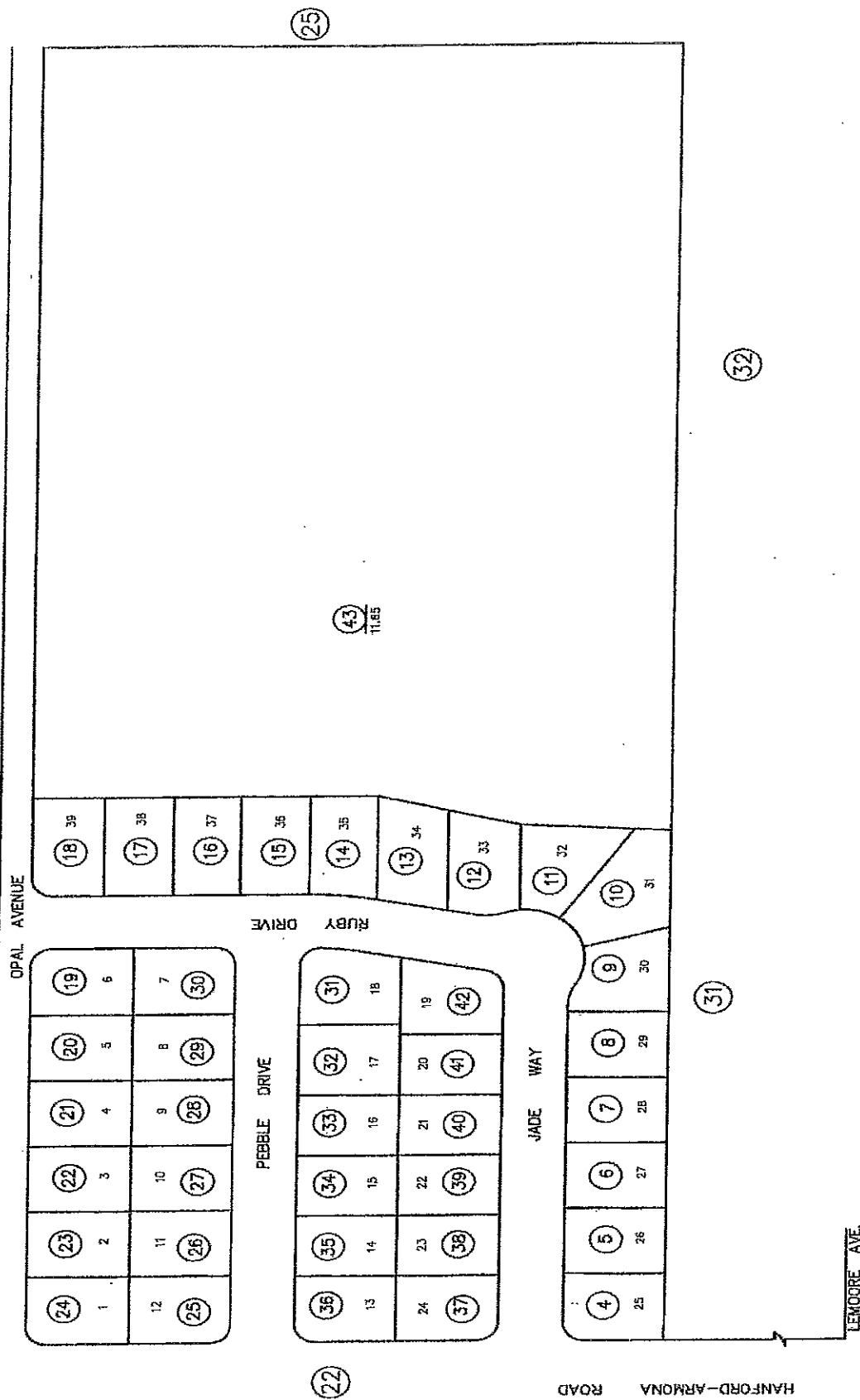
PORTION SEC. 2-19-20

PARKVIEW ESTATES

TRACT NO 797 LSP 21-50

3-003

THIS MAP IS FOR ASSESSMENT PURPOSES ONLY.
IT IS NOT TO BE CONSTRUED AS PROVIDING
LEGAL OWNERSHIP OF INTERESTS OF LAND FOR
PURPOSES OF ZONING OR SUBDIVISION LAW.
OCTOBER 2007



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HANFORD-~~Armona~~(673.93')
TION FOR
NW COR.
2-19/20

MAP OF TRACT NO. 797 Heritage Park-Laredo

CONSISTING OF TWO SHEETS
SHEET TWO OF TWO SHEETS
IN THE

CITY OF LEMOORE
KINGS COUNTY, CALIFORNIA
SURVEYED AND PLATTED IN JANUARY, 2017
BY



**Michael Sutherland
and Associates, Inc.**
LAND SURVEYING AND
CIVIL ENGINEERING SERVICES
36691 Avenue 12 • Modesto, CA 95366
(559)447-5815/645-4730 (Fax 545-0241)

POSITION FOR
THE N 1/4 COR.
SEC. 2-19/20



SCALE: 1" = 60'

LEGEND Continued

- 1 FOUND AND ACCEPTED 1/2" REBAR, BENT NORTHWESTERLY, UNTAGGED, LEFT AS FOUND
- 2 8' WIDE PEDESTAL EASEMENT NOW OFFERED FOR DEDICATION
- 3 10' WIDE EXISTING STORM DRAIN EASEMENT TO BE ABANDONED PER DEED OF EASEMENTS RECORDED OCTOBER 1, 1991 AS DOCUMENT NO. 915060, OFFICIAL RECORDS OF KINGS COUNTY AND RECORDED OCTOBER 1, 1991 AS DOCUMENT NO. 915061, OFFICIAL RECORDS OF KINGS COUNTY.
- 4 20' WIDE EXISTING STORM DRAIN EASEMENT PER GRANT DEED RECORDED SEPTEMBER 22, 2008 AS DOCUMENT NO. 0817741, OFFICIAL RECORDS OF KINGS COUNTY.
- 5 EXISTING EASEMENT FOR PUBLIC UTILITIES GRANTED TO PACIFIC GAS AND ELECTRIC COMPANY RECORDED NOVEMBER 10, 1952 IN BOOK 559, PAGE 397 AS DOCUMENT NO. 9837, OFFICIAL RECORDS OF KINGS COUNTY.

LEGEND

- FOUND AND ACCEPTED MONUMENT AS DESCRIBED
- FOUND AND ACCEPTED 2" BRASS CAP STAMPED PL57077, FLUSH IN CONCRETE
- FOUND AND ACCEPTED 3/4" IRON PIPE STAMPED PL57077, DOWN 1'
- SET 3/4" x 30" IRON PIPE, DOWN 6", TAGGED PLS 5815, UNLESS OTHERWISE NOTED
- SET 1-1/2" x 30" IRON PIPE, DOWN 6", TAGGED PLS 5815, UNLESS OTHERWISE NOTED
- SET 2" BRASS CAP MONUMENT, FLUSH IN CONCRETE, STAMPED PLS 5815
- M MEASURED DISTANCE
- CALCULATED POSITION - NOTHING FOUND OR SET
- () RECORD OR MEASURED DATA PER MAP OF TRACT NO. 797, PARKVIEW ESTATES, FILED IN VOLUME 21 OF LICENSED SURVEYORS' PLATS AT PAGE 50, KINGS COUNTY RECORDS.
- [] RECORD DATA PER PARCEL MAP FILED IN BOOK 6 OF PARCEL MAPS AT PAGE 49, KINGS COUNTY RECORDS.
- [] RECORD DATA PER PARCEL MAP FILED IN BOOK 8 OF PARCEL MAPS AT PAGE 1, KINGS COUNTY RECORDS.
- < > RECORD DATA PER COUNTY TRACT NO. 377, COUNTRY VILLAGE, FILED IN VOLUME 10 OF LICENSED SURVEYORS' PLATS AT PAGE 60, KINGS COUNTY RECORDS.
- Δ RIGHT-OF-WAY PREVIOUSLY OFFERED FOR DEDICATION FOR PUBLIC USE PER MAP OF TRACT NO. 797, PARKVIEW ESTATES, FILED IN VOLUME 21 OF LICENSED SURVEYORS' PLATS AT PAGE 50 KINGS COUNTY RECORDS.
- Δ NOW OFFERED FOR DEDICATION FOR PUBLIC STREET AND UTILITY PURPOSES
- PUE PUBLIC UTILITY EASEMENT NOW OFFERED FOR DEDICATION
- ② INDICATES CURVE DATA - SEE CURVE DATA TABLE
- R-# INDICATES RADIAL LINE DATA - SEE RADIAL LINE TABLE
- # INDICATES THE LIMITS OF THIS SUBDIVISION

RADIAL LINE DATA TABLE

RADIAL	BEARING
R-1	S 3°39'28" E
R-2	S 17°45'48" W
R-3	S 68°50'58" W
R-4	N 28°03'32" W
R-5	S 58°27'32" W
R-6	N 9°33'58" W
R-7	N 20°09'02" W
R-8	N 3°58'08" E
R-9	N 03°00'28" E
R-10	N 17°09'27" E
R-11	S 18°02'35" W
R-12	S 03°21'49" W
R-13	N 03°40'19" E
R-14	N 18°22'22" E
R-15	S 12°16'20" W
R-16	S 0°14'42" W
R-17	S 22°37'52" W
R-18	S 22°37'52" W

BASIS OF BEARINGS

A PORTION OF THE NORTH LINE OF THE SOUTHWEST QUARTER OF SEC. 2-19/20 AS PER TRACT NO. 797, PARKVIEW ESTATES FILED IN VOLUME 21, PAGE 50, OF LICENSED SURVEYORS' PLATS, KINGS COUNTY RECORDS, IS TAKEN AS BEARING:

NORTH 89°54'40" EAST

CURVE DATA TABLE

CURVE	DELTA	RADIUS	ARC LENGTH
1	0°05'52"	270.00'	5.17'
2	14°17'38"	270.00'	66.89'
3	07°17'32"	270.00'	33.89'
4=1+2+3	22°29'02"	270.00'	105.95'
5	06°15'28"	330.00'	36.04'
6	12°42'05"	330.00'	73.16'
7	09°20'18"	330.00'	30.78'
8=5+6+7	24°17'52"	330.00'	139.95'
9	04°40'28"	270.00'	22.03'
10	14°08'39"	270.00'	66.68'
11	05°28'26"	270.00'	25.79'
12=9+10+11	24°17'52"	270.00'	144.50'
13	07°34'57"	330.00'	43.67'
14	1°41'06"	330.00'	67.30'
15	03°12'59"	330.00'	18.52'
16=13+14+15	22°29'02"	330.00'	129.50'
17	3°47'18"	45.00'	24.97'
18	52°08'03"	55.00'	50.00'
19	49°24'16"	55.00'	47.42'
20=18+19	101°32'36"	55.00'	147.42'
21	90°00'00"	20.00'	31.42'
22	24°17'52"	300.00'	127.22'
23	22°29'02"	300.00'	117.73'

RUTHERLAND'S PROJECT NO. 17-2330
RUTHERLAND'S DRAWING NO. 2-001, 2-002
DATE: 02/06/2017



711 West Cinnamon Drive • Lemoore, California 93245 • (559) 924-6700 • Fax (559) 924-9003

Staff Report

Item No: 3-4

To: Lemoore City Council

From: Michelle Speer, Assistant City Manager

Date: September 22, 2017 Meeting Date: October 3, 2017

Subject: Agreement with Fortune Five Marketing for development of a new city website

Strategic Initiative:

- | | |
|--|--|
| <input checked="" type="checkbox"/> Safe & Vibrant Community | <input type="checkbox"/> Growing & Dynamic Economy |
| <input type="checkbox"/> Fiscally Sound Government | <input checked="" type="checkbox"/> Operational Excellence |
| <input type="checkbox"/> Community & Neighborhood Livability | <input type="checkbox"/> Not Applicable |

Proposed Motion:

Authorize the execution of an agreement between the City of Lemoore and Fortune Five Marketing for the development, implementation and training of a new city website, and authorize the Interim City Manager to sign all required contract documents,

Subject/Discussion:

City Council previously adopted strategic initiatives that are intended to help guide the policies and actions of the City. In keeping with the desire of City Council to implement robust tools for communicating with the public, city staff is recommending the development and implementation of a new city website.

The website will be used to present information on all city departments, assist in economic development efforts, and present a tool for direct communication with members of the community.

Fortune Five Marketing Group is a local vendor, based in Lemoore, that has experience assisting local businesses with their marketing needs and website development. City staff met with Allen Fortune, and his associates, to discuss the needs of the City of Lemoore. City staff is confident that Mr. Fortune and his staff will be able to deliver a website that is user friendly and functional for staff and end users.

"In God We Trust"

City staff will develop a website committee that will work with Fortune Five Marketing Group during every step of the process to ensure that all the needs of the city are met.

Financial Consideration(s):

The cost for development of the new website, as well as initial user training is \$9,970. The project is budgeted in the City Managers budget (4213-4310) for fiscal year 2017-2018.

Alternatives or Pros/Cons:

Pros:

- New website will create a more user friendly platform for end users
- Will provide an avenue for the City of Lemoore to relay information to the public
- Use of a local vendor will allow for better support services when needed

Cons:

- None noted

Commission/Board Recommendation:

Not applicable

Staff Recommendation:

Staff recommends that City Council authorize the Interim City Manager to execute and agreement with Fortune Five Marketing Group for development of a new city website.

Attachments:

- ☐ Resolution:
 - ☐ Ordinance:
 - ☐ Map
 - ☐ Contract
 - ☒ Other
- List: Proposal

Review:

- ☒ Finance
- ☒ City Attorney
- ☒ City Manager
- ☒ City Clerk

Date:

- 09/27/17
- 09/27/17
- 09/27/17
- 09/28/17

CITY OF LEMOORE CONSULTANT SERVICES AGREEMENT

This Consultant Services Agreement ("Agreement") is entered into between the City of Lemoore, a California municipal corporation ("City") and Fortune Five Marketing Group ("Consultant") with respect to the following recitals, which are a substantive part of this Agreement. This Agreement shall be effective on the date signed by City, which shall occur after execution by Consultant ("Effective Date").

RECITALS

- A. City desires to obtain services for the development and implementation of a new city website for the City of Lemoore, as further set forth in the proposals from Consultant attached as **Exhibit A** ("Proposal") and incorporated herein by reference ("Services"). If there is a conflict between the terms of the Proposal and this Agreement, this Agreement shall control.
- B. Consultant is engaged in the business of furnishing the Services and hereby warrants and represents that it is qualified, licensed, and professionally capable of performing the Services.
- C. City desires to retain Consultant, and Consultant desires to provide the City with the Services, on the terms and conditions as set forth in this Agreement.

NOW, THEREFORE, in consideration of the promises and mutual agreements herein, City and Consultant agree as follows:

AGREEMENT

- 1. Scope of Services. Consultant shall perform the Services described in the Exhibit A.
- 2. Commencement of Services; Term of Agreement. Consultant shall commence the Services upon City's issuance of a written "Notice to Proceed" and shall continue with the Services until Consultant, as determined by City, has satisfactorily performed and completed the Services, or until such time as the Agreement is terminated by either party pursuant to Section 16 herein, whichever is earlier.
- 3. Payment for Services. City shall pay Consultant a sum not to exceed the total set forth in **Exhibit A** for the Services performed pursuant to this Agreement. Consultant shall submit monthly invoices to City containing detailed billing information regarding the Services provided and unless otherwise specified in **Exhibit A**, City shall tender payment to Consultant within thirty (30) days after receipt of invoice.
- 4. Independent Contractor Status. Consultant and its subcontractors shall perform the Services as independent contractors and not as officers, employees, agents or volunteers of City. Nothing contained in this Agreement shall be deemed to create any contractual relationship between City and Consultant's employees or subcontractors, nor shall anything contained in this Agreement be deemed to give any third party, including but not limited to Consultant's employees or subcontractors, any claim or right of action against City.

5. Standard of Care. Consultant expressly represents it is qualified in the field for which Services are being provided under this Agreement and that to the extent Consultant utilizes subcontractors, employees, volunteers or agents, such subcontractors, employees, volunteers or agents are, and will be, qualified in their fields. Consultant also expressly represents that both Consultant and its subcontractors, employees, volunteers or agents, if any, are now, and will be throughout their performance of the Services under this Agreement, properly licensed or otherwise qualified and authorized to perform the Services required and contemplated by this Agreement. Consultant and its subcontractors, if any, shall utilize the standard of care and skill customarily exercised by members of their profession, shall use reasonable diligence and best judgment while performing the Services, and shall comply with all applicable laws and regulations.

6. Identity of Subcontractors and Sub-Consultants. No subcontractors shall be used.

7. Subcontractor Provisions. Not applicable.

8. Power to Act on Behalf of City. Consultant shall not have any right, power, or authority to create any obligation, express or implied, or make representations on behalf of City except as may be expressly authorized in advance in writing from time to time by City and then only to the extent of such authorization.

9. Record Keeping; Reports. Consultant shall keep complete records showing the type of Services performed. Consultant shall be responsible and shall require its subcontractors to keep similar records. City shall be given reasonable access to the records of Consultant and its subcontractors for inspection and audit purposes. Consultant shall provide City with a working draft of all reports and five (5) copies of all final reports prepared by Consultant under this Agreement.

10. Ownership and Inspection of Documents. All data, tests, reports, documents, conclusions, opinions, recommendations and other work product generated by or produced for Consultant or its subcontractors, employees, volunteers or agents in connection with the Services, regardless of the medium, including written proposals and materials recorded on computer discs ("Work Product"), shall be and remain the property of City. City shall have the right to use, copy, modify, and reuse the Work Product as it sees fit. Upon City's request, Consultant shall make available for inspection and copying all such Work Product and all Work Product shall be turned over to City promptly at City's request or upon termination of this Agreement, whichever occurs first. This obligation shall survive termination of this Agreement and shall survive for four (4) years from the date of expiration or termination of this Agreement.

11. Confidentiality. All data, reports, conclusions, opinions, recommendations and other Work Product prepared and performed by and on behalf of Consultant in connection with the Services performed pursuant to this Agreement shall be kept confidential and shall be disclosed only to City, unless otherwise provided by law or expressly authorized by City. Consultant shall not disclose or permit the disclosure of any confidential information acquired during performance of the Services, except to its agents, employees and subcontractors who need such confidential information in order to properly perform their duties relative to this Agreement. Consultant shall also require its subcontractors, employees, volunteers or agents to be bound to these confidentiality provisions.

12. City Name and Logo. Consultant shall not use City's name or insignia, photographs relating to the City projects 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 of City.

13. Conflicts of Interest. Consultant warrants that neither Consultant nor any of its employees have an interest, present or contemplated, in the Services. Consultant further warrants that neither Consultant nor any of its employees have real property, business interests or income that will be affected by the Services. Consultant covenants that no person having any such interest, whether an employee or subcontractor, shall perform the Services under this Agreement. During the performance of the Services, Consultant shall not employ or retain the services of any person who is employed by the City or a member of any City Board or Commission.

14. Non-liability of Officers and Employees. No officer or employee of City shall be personally liable to Consultant, or any successors in interest, in the event of a default or breach by City for any amount which may become due Consultant or its successor, or for any breach of any obligation under the terms of this Agreement.

15. City Right to Employ Other Consultants. This Agreement is non-exclusive with Consultant. City reserves the right to employ other consultants in connection with the Services.

16. Termination of Agreement. This Agreement shall terminate upon completion of the Services, or earlier as set forth in **Exhibit A**.

Upon receipt of a termination notice (or completion of this Agreement), Consultant shall: (i) promptly discontinue all Services affected (unless the notice directs otherwise); and (ii) deliver or otherwise make available to the City, without additional compensation, all data, documents, procedures, reports, estimates, summaries, and such other information and materials as may have been accumulated by the Consultant in performing this Agreement, whether completed or in process. Following the termination of this Agreement for any reason whatsoever, City shall have the right to utilize such information and other documents, or any other works of authorship fixed in any tangible medium of expression, including but not limited to written proposals, data magnetically or otherwise recorded on computer disks, or other writings prepared or caused to be prepared under this Agreement by Consultant. Consultant may not refuse to provide such writings or materials for any reason whatsoever.

17. Insurance. Consultant shall satisfy the insurance requirements set forth in **Exhibit B**.

18. Indemnity and Defense. Consultant hereby agrees to indemnify, defend and hold the City, City Council members, employees, volunteers, agents and city officials harmless from and against all claims, demands, causes of action, actions, damages, losses, expenses, and other liabilities (including without limitation reasonable attorney fees and costs of litigation) of every nature arising out of or in connection with actual acts, errors, omissions or negligence of Consultant or its subcontractors, employees, volunteers or agents relating to the performance of Services described herein.

19. Assignment. Neither this Agreement nor any duties or obligations hereunder shall be assignable by Consultant without the prior written consent of City. In the event of an assignment to which City has consented, the assignee shall agree in writing to personally assume and perform the covenants, obligations, and agreements herein contained. In addition, Consultant shall not assign the payment of any monies due Consultant from City under the terms of this Agreement to any other individual, corporation or entity. City retains the right to pay any and all monies due Consultant directly to Consultant.

20. Form and Service of Notices. Any and all notices or other communications required or permitted by this Agreement or by law to be delivered to, served upon, or given to either party to this Agreement by the other party shall be in writing and shall be deemed properly delivered, served or given by one of the following methods:

a. Personally delivered to the party to whom it is directed. Service shall be deemed the date of delivery.

b. Delivered by e-mail to a known address of the party to whom it is directed, provided the e-mail is accompanied by a written acknowledgment of receipt by the other party. Service shall be deemed the date of written acknowledgement.

c. Delivery by a reliable overnight delivery service, ex., Federal Express, receipted, addressed to the addressees set forth below the signatories to this Agreement. Service shall be deemed the date of delivery.

d. Delivery by deposit in the United States mail, first class postage prepaid. Service shall be deemed delivered seventy-two (72) hours after deposit.

21. Entire Agreement. This Agreement, including the attachments, represents the entire Agreement between City and Consultant and supersedes all prior negotiations, representations or agreements, either written or oral, with respect to the subject matter herein. This Agreement may be amended only by written instrument signed by both City and Consultant.

22. Successors and Assigns. This Agreement shall be binding upon and shall inure to the benefit of the parties hereto and their respective successors and assigns.

23. Authority. The signatories to this Agreement warrant and represent that they have the legal right, power, and authority to execute this Agreement and bind their respective entities.

24. Severability. In the event any term or provision of this Agreement is declared to be invalid or illegal for any reason, this Agreement will remain in full force and effect and will be interpreted as though such invalid or illegal provision were not a part of this Agreement. The remaining provisions will be construed to preserve the intent and purpose of this Agreement and the parties will negotiate in good faith to modify any invalidated provisions to preserve each party's anticipated benefits.

25. Applicable Law and Interpretation and Venue. This Agreement shall be interpreted in accordance with the laws of the State of California. The language of all parts of this Agreement

shall, in all cases, be construed as a whole, according to its fair meaning, and not strictly for or against either party. This Agreement is entered into by City and Consultant in the County of Kings, California. Thus, in the event of litigation, the Parties agree venue shall only lie with the appropriate state or federal court in Kings County.

26. Amendments and Waiver. This Agreement shall not be modified or amended in any way, and no provision shall be waived, except in writing signed by the parties hereto. No waiver of any provision of this Agreement shall be deemed, or shall constitute, a waiver of any other provision, whether or not similar, nor shall any such waiver constitute a continuing or subsequent waiver of the same provision. Failure of either party to enforce any provision of this Agreement shall not constitute a waiver of the right to compel enforcement of the remaining provisions of this Agreement.

27. Third Party Beneficiaries. Nothing in this Agreement shall be construed to confer any rights upon any party not a signatory to this Agreement.

28. Execution in Counterparts. This Agreement may be executed in counterparts such that the signatures may appear on separate signature pages. A copy or an original, with all signatures appended together, shall be deemed a fully executed Agreement.

29. Alternative Dispute Resolution. If a dispute arises out of or relating to this Agreement, or the alleged breach thereof, and if said dispute cannot be settled through negotiation, the parties agree first to try in good faith to settle the dispute by non-binding mediation before resorting to litigation or some other dispute resolution procedure, unless the parties mutually agree otherwise. The mediator shall be mutually selected by the parties, but in case of disagreement, the mediator shall be selected by lot from among two nominations provided by each party. All costs and fees required by the mediator shall be split equally by the parties; otherwise, each party shall bear its own costs of mediation. If mediation fails to resolve the dispute within thirty (30) days, either party may pursue litigation to resolve the dispute.

Demand for mediation shall be in writing and delivered to the other party to this Agreement. A demand for mediation shall be made within reasonable time after the claim, dispute or other matter in question has arisen. In no event shall the demand for mediation be made after the date when institution of legal or equitable proceedings based on such a claim, dispute or other matter in question would be barred by California statutes of limitations.

30. Non-Discrimination. Consultant shall not discriminate on the basis of any protected class under federal or State law in the provision of the Services or with respect to any Consultant employees or applicants for employment. Consultant shall ensure that any subcontractors are bound to this provision. A protected class includes, but is not necessarily limited to, race, color, national origin, ancestry, religion, age, sex, sexual orientation, marital status, and disability.

NOW, THEREFORE, the City and Consultant have executed this Agreement on the date(s) set forth below.

Signatures on Next Page

CONSULTANT

By: _____
Allen Fortune, Owner

Date: _____

Party Identification and Contact Information:

Allen Fortune
Fortune Five Marketing Group
559-796-4567
allen@fortunefivemarketing.com

CITY OF LEMOORE

By: _____
Nathan Olson, Interim City Manager

Date: _____

City of Lemoore
Attn: Nathan Olson, Interim City Manager
711 W. Cinnamon Drive
Lemoore, CA 93245
nolson@lemoore.com
(559) 924-6700

EXHIBIT A

CONSULTANT PROPOSAL

See attached.

EXHIBIT B

INSURANCE REQUIREMENTS

Prior to commencement of the Services, Consultant shall take out and maintain, at its own expense, and shall cause any subcontractor with whom Consultant contracts for the performance of Services pursuant to this Agreement to take out and maintain, the following insurance until completion of the Services or termination of this Agreement, whichever is earlier, except as otherwise required by subsection (d) below. All insurance shall be placed with insurance companies that are licensed and admitted to conduct business in the State of California and are rated at a minimum with an "A" by A.M. Best Company.

a. Minimum Limits of Insurance. Consultant shall maintain limits no less than:

(i) Professional Liability Insurance in an amount not less than \$1,000,000.00 per occurrence. Said insurance shall be maintained at all times during Consultant's performance of Services under this Agreement, and for a period of five years following completion of Consultant's Services under this Agreement or termination of this Agreement.

(ii) General Liability Insurance (including operations, products and completed operations coverages) in an amount not less than \$2,000,000 per occurrence for bodily injury, personal injury and property damage. If Commercial General Liability insurance or other form with a general aggregate limit is used, either the general aggregate limit shall apply separately to this project/location or the general aggregate limit shall be twice the required occurrence limit.

(iii) Worker's Compensation Insurance as required by the State of California.

(iv) Business Automobile Liability Insurance in an amount not less than \$1,000,000 per accident for bodily injury and property damage.

If Consultant maintains higher limits than the minimums shown above, the City shall be entitled to coverage at the higher limits maintained.

b. Other Insurance Provisions. The general liability policy is to contain, or be endorsed to contain, the following provisions:

(i) The City, City Council members, employees, volunteers, agents and city officials are to be covered as insureds with respect to liability arising out of automobiles owned, leased, hired or borrowed by or on behalf of the Consultant; and with respect to liability arising out of work or operations performed by or on behalf of the Consultant including materials, parts or equipment furnished in connection with such work or operations. General liability coverage can be provided with two endorsement forms: 1) in the form of an additional insured endorsement to the Consultant's insurance, or as a separate owner's policy (CG 20 10 11 85 or its equivalent language) and 2) a CG 20 37 10 01 endorsement form or its equivalent language. A later edition of the CG 20 10 form along with the CG 20 37 coverage form will give some protection to the entity for specific locations.

(ii) For any claims related to the Services performed pursuant to this Agreement, the Consultant's insurance coverage shall be primary insurance as respects the City, its officers, officials, employees, agents, and volunteers. Any insurance or self-insurance maintained by the City, its officers, officials, employees, agents or volunteers shall be excess of the Consultant's insurance and shall not contribute with it.

(iii) Each insurance policy required by this section shall be endorsed to state that the City shall receive written notice at least thirty (30) days prior to the cancellation, non-renewal, or material modification of the coverages required herein.

(iv) Coverage shall not extend to any indemnity coverage for the active negligence of the additional insured in any case where an agreement to indemnify the additional insured would be invalid under Subdivision (b) of Section 2782 of the Civil Code.

c. Evidence of Coverage. Consultant shall deliver to City written evidence of the above insurance coverages, including the required endorsements prior to commencing Services under this Agreement; and the production of such written evidence shall be an express condition precedent, notwithstanding anything to the contrary in this Agreement, to Consultant's right to be paid any compensation under this Agreement. City's failure, at any time, to object to Consultant's failure to provide the specified insurance or written evidence thereof (either as to the type or amount of such insurance), shall not be deemed a waiver of City's right to insist upon such insurance later.

d. Maintenance of Insurance. If Consultant fails to furnish and maintain the insurance required by this section, City may (but is not required to) purchase such insurance on behalf of Consultant, and the Consultant shall pay the cost thereof to City upon demand, and City shall furnish Consultant with any information needed to obtain such insurance. Moreover, at its discretion, City may pay for such insurance with funds otherwise due Consultant under this Agreement.

Consultant shall maintain all of the foregoing insurance coverages during the term of this Agreement, except as to (a) the products and completed operations coverage under the General Liability Insurance which shall also be maintained for a period of ten (10) years following completion of the Services by Consultant or termination of this Agreement, whichever is earlier; and (b) Professional Liability Insurance, which shall be maintained for a period of five (5) years following completion of the Services by Consultant or termination of this Agreement, whichever is earlier.

e. Indemnity and Defense. Except as otherwise expressly provided, the insurance requirements in this section shall not in any way limit, in either scope or amount, the indemnity and defense obligations separately owed by Consultant to City under this Agreement.



FORTUNE FIVE

Marketing Group

Web Design Proposal For The City of Lemoore

Fortune Five Marketing Group,
1087 Geneva Ct. Lemoore Ca. 93245
559-796-4567
allen@fortunefivemarketing.com

July 16, 2017



Nathan Olson and the City of Lemoore

119 Fox St. Lemoore, CA. 93245

Nathan,

Thank you for the opportunity to meet and discuss the City's needs regarding the website. It was a pleasure to speak with you and your staff. Based on our conversation we have come up with this proposal. The base proposal is to upgrade the existing website. We will create a new look and feel based on the approved model (Boston.gov) and create a modern, easy to use, and optimized for mobile site. As we stated in our meeting, the current site has many main pages (over 60) with an extreme amount of documents and articles of info (over 7,000) that currently live on the site. Luckily, we do not think we will have to recreate most of those items and some may not even be used currently so we can clean that up working with the department heads. We also understand that the City has a tight budget to get this done and after looking over the tasks needed to provide you with your desired product we are submitting the following proposal.

We are also providing additional options to the proposal that can be added to our base proposal now or in the future if you so desire. These options are based on our review of the City's overall digital marketing needs. I would appreciate the opportunity to discuss any questions or concerns with this proposal at your convenience. We expect 90 days to complete this project once started with a price of \$9,970.00.

All the best,

Allen Fortune

07/16/17 11:33pm

Allen Fortune

President

Fortune Five Marketing Group

Introduction



Fortune Five Marketing Group (hereafter known as the Provider) is pleased to submit a proposal for the web site development of The City of Lemoore (hereafter known as the Client). This proposal describes the technology, services, terms, and schedule for the web site development project.

A little about Fortune Five Marketing Group

Fortune Five Marketing Group is located in Lemoore, Ca. and believes it's among the industry leaders in digital marketing and a top provider of professional web site design and development. Having worked with industry leader, Tai Lopez (ranked #2 in the world for monetizing social media), to develop out of the box methods for social media and digital marketing strategies.

President of Fortune Five Marketing is Allen Fortune.

Allen has owned several small businesses. His first business started when he was 18. He started writing code for MS-DOS when he was only 10. With a Masters of Science in Psychology, Allen is able to incorporate psychological reasoning for words, colors, and images being used in creation. Allen has taught Psychology at West Hills College in Lemoore for 10 years and has been coaching soccer at a competitive level since 1994.

Allen has been given a great perspective on life. About 12 years ago, he was told to get his affairs in order by his doctor and prepare for what would hopefully be a life saving surgery. He wrote goodbye letters to friends and family including his one month old baby girl. Thankfully, the 10 hour surgery was a success. It is his goal to take advantage of his second chance in life with a new perspective, living everyday to the fullest.

Project Details



In order to develop a web site that fulfills all the goals of the web site development project, the proposed web development will take place in several distinct phases:

Planning

Here the vision, requirements, and description of the final web site will be determined and documented, including the overarching site goals, number of pages, site hierarchy, merchandising needs, language and web tools used (i.e. Flash or carts), plus forms, animations/graphics, and other specialized content.

Concept Design

Sketches and/or page mock-ups are created that reflect the general appearance and the look and feel of the website for visitors. Once these are reviewed and approved web development will begin.

Creation of Primary Pages

Primary site (i.e. top level) web pages are created to meet all the appearance, performance, and content requirements. Then primary pages will be reviewed by the Client with appropriate feedback for revision.

Primary Page Revisions & Creation of Secondary Pages

Primary web site pages are revised in accordance with the review/feedback. All site secondary pages are created.

Web Site Review and Testing

The finished web site will be reviewed and all functional aspects tested (i.e. forms, carts).

Acceptance and Project Completion

Once revisions and modifications resulting from reviews are complete, the web site will be uploaded and go live. After a successful one-week trial period, the web site project will be considered complete.



Web design encompasses many different skills and disciplines in the production and maintenance of websites. The different areas of web design include web graphic design; interface design; authoring, including proprietary software; user experience design; and search engine optimization. Often many individuals will work in teams covering different aspects of the design process, although some designers will cover them all. The term web design is normally used to describe the design process relating to the front-end (client side) design of a website including writing mark up. Web design partially overlaps web engineering in the broader scope of web development. Web designers are expected to have an awareness of usability and if their role involves creating markup then they are also expected to be up to date with web accessibility guidelines.

Tools and technologies

Web designers use a variety of different tools depending on what part of the production process they are involved in. These tools are updated over time by newer standards and software but the principles behind them remain the same. Web graphic designers use vector and raster graphics packages to create web-formatted imagery or design prototypes. Technologies used to create websites include standardized mark-up, which can be hand-coded or generated by WYSIWYG editing software. There is also proprietary software based on plug-ins that bypasses the client's browser versions. These are often WYSIWYG but with the option of using the software's scripting language. Search engine optimization tools may be used to check search engine ranking and suggest improvements.

Other tools web designers might use include markup validators and other testing tools for usability and accessibility to ensure their web sites meet web accessibility guidelines.

Web Design Processes



The web development project will be completed in the following way:



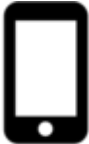

1. The Provider will assign a web project manager to oversee the project and serve as a single point of for project communication. The provider project team will also consist of additional web developers and other support staff members who will contribute as project requirements dictate
2. Project work will generally take place at the Provider facilities; however, the Provider project manager will coordinate regular on-site visits on Client premises for meetings, evaluations, observations, reviews, testing, and other project purposes as needed
3. All project work will be in accordance with accepted best practices for web development.
4. Key requirements for the web development project will be established and documented in Planning stage, and will be added as an Addendum to the Statement of Work.

This proposal only covers web site development. The Provider will be happy to provide an on-going maintenance and support proposal.

Project Estimate



Base Proposal

Title/Description	Cost	Unit	Qty	Subtotal
Development & Design  <p>Create an optimized website with mobile capabilities based on boston.gov website look and feel. Revisions to created website will be provided based on feedback during meetings scheduled in phased development.</p>	\$9,970.00	/Site	1	\$9,970.00
Initial Content Support/Training  <p>Provide initial training on how to create, operate, and maintain the department's pages.</p>	\$0.00	Included	0	\$0.00
<input type="checkbox"/> Ongoing Phone Support / Maintenance (Optional)  <p>Troubleshooting/customer service, support updates, and assistance with integration.</p>	\$1,000.00	/Mo	12	\$0.00
<input type="checkbox"/> Social Media Management  <p>Manage Facebook/Instagram for City of Lemoore and the Department of Recreation. Create and manage Ads to promote event, increase participation and awareness. Create email marketing campaigns and marketing funnels for city wide events.</p>	\$3,600.00	/Mo	12	\$0.00

Subtotal: \$9,970.00

(\$0.00)

Estimate Total: \$9,970.00

Deliverables

The Provider will deliver the following items during or at the conclusion of the software development project:

1) Fully functional and approved web site in the required language(s) uploaded to the clients designated servers.

2) Initial Client training (8 total hours) after final Revision and Acceptance on how to create new content and pages within the department's webpage.

The time line for project milestones and list of what will be delivered is listed in the Table below.

Milestone	Description	Complete
1.	Planning	Week 2
2.	Design Stage	Week 3
3.	Primary Page Development	Week 4
4.	Primary Page Revision/Secondary Page Development	Week 8
5.	Review and Testing	Week 10
6.	Final Revision and Acceptance	Week 12

Web Site Quote



Total: \$9,970.00

The Provider will invoice the Client at the completion of the listed project milestones.

Conclusion

Again, we are happy to present this proposal for your review. Upon acceptance of this proposal, the Provider will draft a comprehensive statement of work for your review that will serve as the project contract between the Provider and the Client. An invoice for the project will be sent upon acceptance of this proposal and will be due prior to work starting. See the progress payment schedule, which is paid based on the completion of the milestones provided.

Progress Payment Schedule

50%	Upon Acceptance	\$4,985
10%	Upon Completion of Primary Page Development	\$997
10%	Upon Completion of Primary Page Revision/Secondary Page Development	\$997
10%	Upon Completion of Review and Testing	\$997
10%	Upon Completion of Final Revision and Acceptance	\$997
Final Payment	Upon Completion of Initial Training	\$997

If you have any questions or need additional information amended to the proposal, please let me know. You can reach me directly by phone at 559-796-4567 or by email at allen@fortunefivemarketing.com.



711 West Cinnamon Drive • Lemoore, California 93245 • (559) 924-6700 • Fax (559) 924-9003

Staff Report

Item No: 5-1

To: Lemoore City Council

From: Janie Venegas, City Clerk / Human Resources Manager

Date: September 8, 2017

Meeting Date: September 19, 2017

Subject: First Reading – Ordinance 2017-13 Amending Chapter 5 of Section 1 of the Lemoore Municipal Code relating to the Mayor and City Council

Strategic Initiative:

- | | |
|--|--|
| <input type="checkbox"/> Safe & Vibrant Community | <input type="checkbox"/> Growing & Dynamic Economy |
| <input type="checkbox"/> Fiscally Sound Government | <input checked="" type="checkbox"/> Operational Excellence |
| <input type="checkbox"/> Community & Neighborhood Livability | <input type="checkbox"/> Not Applicable |

Proposed Motion:

Approve the introduction (first reading) of Ordinance 2017-13, an Ordinance Amending Chapter 5 of Section 1 of the City of Lemoore Municipal Code; waive the reading of the Ordinance in its entirety; and set the second reading of the Ordinance for the next regular meeting.

Subject/Discussion:

The Lemoore City Council routinely holds a 5:30 p.m. study session before council meetings. The Lemoore City Council also routinely goes into closed session immediately after the study session and before the 7:30 p.m. regular meeting.

In the current Lemoore Municipal Code, regular meetings are held the first and third Thursdays of every month beginning at 7:30 p.m. As Council routinely holds a 5:30 p.m. study session, it is recommended the meeting time be amended to 5:30 p.m. within the Lemoore Municipal Code to allow Council the ability to formally make a decision during closed session.

Financial Consideration(s):

Not Applicable.

Alternatives or Pros/Cons:

Pros:

- Allows City Council to conduct business at the 5:30 p.m. session.

Cons:

- None.

Commission/Board Recommendation:

Not Applicable.

Staff Recommendation:

Staff recommends approval of the ordinance, as it will align current practices with a formal policy in the Municipal Code.

Attachments:

- ☐ Resolution:
- ☒ Ordinance: 2017-13
- ☐ Map
- ☐ Contract
- ☐ Other
- List:

Review:

- ☒ Finance
- ☒ City Attorney
- ☒ City Manager
- ☒ City Clerk

Date:

- 09/26/17
- 09/27/17
- 09/27/17
- 09/28/17

ORDINANCE NO. 2017-13

**AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LEMOORE
AMENDING CHAPTER 5 OF SECTION 1 OF THE CITY OF LEMOORE MUNICIPAL
CODE RELATING TO THE MAYOR AND CITY COUNCIL**

The City Council of the City of Lemoore does ordain as follows:

SECTION 1. Chapter 5 of Title 1 of the Municipal Code is hereby amended to read as follows in its entirety:

1-5-1: MEETINGS OF THE COUNCIL:

The time for regular meetings of the city council shall be the first and third Tuesdays of each month at the hour of five thirty o'clock (5:30) P.M. All meetings of the city council shall be held in the city council chambers, 429 C Street, Lemoore, California.

SECTION 2. This Ordinance shall take effect 30 days after its adoption.

SECTION 3. The City Clerk is hereby directed to cause a summary of this Ordinance to be published by one insertion in a newspaper of general circulation in the community at least five (5) days prior to adoption and again (15) days after its adoption. If a summary of the ordinance is published, then the City Clerk shall cause a certified copy of the full text of the proposed ordinance to be posted in the office of the City Clerk at least five days prior to the Council meeting at which the ordinance is adopted, and again after the meeting at which the ordinance is adopted. The summary shall be approved by the City Attorney.

The foregoing ordinance was introduced at a regular meeting of the City Council of the City of Lemoore held on the 3rd day of October 2017 and passed and adopted at a regular meeting of the City Council held on the _____ day of _____ 2017 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

ATTEST:

APPROVED:

Mary J. Venegas
City Clerk

Ray Madrigal
Mayor



711 West Cinnamon Drive • Lemoore, California 93245 • (559) 924-6700 • Fax (559) 924-9003

Staff Report

Item No: 5-2

To: Lemoore City Council

From: Michelle Speer, Assistant City Manager

Date: September 25, 2017 Meeting Date: October 3, 2017

Subject: Request from Tom Vorhees for Financial Assistance from the City to Construct Venture Place Road and all other Infrastructure required for a Private Business Park Development

Strategic Initiative:

- | | |
|--|--|
| <input type="checkbox"/> Safe & Vibrant Community | <input type="checkbox"/> Growing & Dynamic Economy |
| <input type="checkbox"/> Fiscally Sound Government | <input type="checkbox"/> Operational Excellence |
| <input type="checkbox"/> Community & Neighborhood Livability | <input checked="" type="checkbox"/> Not Applicable |

Proposed Motion:

Review alternatives associated with the private development of Venture Place, as defined by an agreement with Tom Vorhees, and make a motion in support of one of the alternatives described herein.

Subject/Discussion:

On January 14, 2014, the City of Lemoore, as Successor Agency to the former Lemoore Redevelopment Agency, sold a portion of Lot 14 in the Lemoore Industrial Park to Tom Vorhees. Lot 14 was parceled off into nine smaller buildable lots (parcels). Each parcel consisted of approximately one acre, with the exception of one parcel, which was approximately 1.78 acres, and another parcel that was identified as a future road to access the lots.

According to the terms of the Agreement for Purchase and Sale of Real Property (Agreement), Mr. Vorhees was to construct a road, Venture Place, through the center of Lot 14, as identified in the Parcel Map 20-24, within one year of escrow closing. In exchange for developing Venture Place and funding the roadway infrastructure, Mr. Vorhees would retain ownership of the property and would be allowed to develop the area.

"In God We Trust"

In 2014, development in Lemoore was stagnant following the recession; land prices and construction costs had plummeted. The City received a preliminary estimate of \$187,000 from QK for development of the road, which included the cost of road construction (including a ten percent contingency), site preparation and grading, sanitary sewer line, domestic water line, storm drainage, conduit for dry utilities, and roadway/street improvements (road, curb and gutter). The city engineer's estimate was provided to Mr. Vorhees at the time of the Agreement. The trade of land for construction of the road with the listed infrastructure, equated to approximately \$23,375 per acre for the eight buildable lots. Since the time of the Agreement, the cost of construction and land prices have increased significantly.

The City sold the property to Mr. Vorhees in exchange for the road construction, which did not include sidewalk, gas, electric, landscaping, or engineering costs. In July and September of 2016, Mr. Vorhees received three estimates for the work to be performed. The estimates were forwarded to the City, and prices ranged from \$565,000 to \$795,000. However, some of the work listed on the estimates were for work outside of the scope of the Agreement to build the road. The estimates are attached for your review.

Additionally, Mr. Vorhees indicated that the width of the road was originally to be 40 feet wide, but that the City is now requiring the road to be 60 feet wide. The Tentative Parcel Map that was approved in 2007 listed a private road, 31 feet wide (includes 6 inch curb on each side). In negotiating the sale of the property to Mr. Vorhees for a business park, it was determined that a public road was desired. The Final Parcel Map was designed with a 60-foot road according to City Standards and was recorded on September 19, 2014. However, the Parcel Improvement Agreement with Mr. Vorhees, executed on November 18, 2014, listed a 40-foot road. This was a typo, since the Final Parcel Map attached to the Parcel Improvement Agreement showed a 60-foot wide road. Below is the link to that agenda item:

http://www.lemoore.com/agendas/2014/nov18/data/11_18_14_2_4.pdf

Mr. Vorhees has indicated that he has received additional estimates, and the project is now nearing \$1,000,000. As the estimates came in much higher than the City's estimate, Mr. Vorhees has indicated that the cost to develop his business park is cost prohibitive and he is requesting that the City assist financially.

At the council meeting on June 20, 2017, staff was instructed to research and present options of funding up to \$425,000. After multiple meetings and research, several options are listed below.

Financial Consideration(s):

Council has instructed staff to research and present options up to \$425,000. This expense is not included in the fiscal year 2017-2018 budget. A budget amendment would be necessary to incur this expense.

Alternatives or Pros/Cons:

1. Provide a general fund loan to Mr. Vorhees in an amount up to \$400,000. The repayment schedule of the loan would be calculated by the amount of building and permit fees Mr. Vorhees would pay that year. If the amount of waived building and permit fees was less than \$100,000 Mr. Vorhees would pay the difference between the waived building and permit fees and the \$100,000 each year for four years. This loan would be out of the General fund reserves.

A detailed contract will need to be developed in order to ensure appropriate loan repayment parameters and outcomes to protect the City if the borrower was to default.

2. Provide a loan utilizing impact fees to Mr. Vorhees in an amount up to \$400,000. The use of impact fees as a loan source will require that the loan be structured as a reimburse able loan. Each source of impact fees has its own set of eligible uses, as such Mr. Vorhees would need to expend the funds, provide invoices and sales receipts to the City, and the Finance Director would determine the appropriate fund. At that time, funds would be released to Mr. Vorhees.

A detailed contract will need to be developed in order to ensure appropriate loan repayment parameters and outcomes to protect the City if the borrower was to default.

3. Waive building and impact fees up to \$400,000 for this project and provide no loan option.
4. Take no action. Mr. Vorhees would have until January 13, 2018, the remainder of his second extension, to construct the road as shown on the Final Parcel Map.
5. Other options that may come up during the meeting.

Commission/Board Recommendation:

None.

Staff Recommendation:

Staff recommends City Council review all alternatives listed above and determine whether to loan City funds and to waive fees to assist in the construction of the road and if so, to what extent. Alternatively, Council may choose to take no action and allow Mr. Vorhees to proceed with the cost of development on his own, knowing that if the road is not constructed by January 13, 2018, the property may revert back to the Successor Agency.

Attachments:

- ☐ Resolution:
- ☐ Ordinance:
- ☐ Map
- ☐ Contract
- ☐ Other
- List:

Review:

- ☐ Finance
- ☒ City Attorney 09/27/17
- ☒ City Manager 09/25/17
- ☒ City Clerk 09/28/17

Date:



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Staff Report

Item No: 5-3

To: Lemoore City Council

From: Jenell Van Bindsbergen, City Attorney

Date: September 22, 2017

Meeting Date: October 3, 2017

Subject: City Manager Recruitment

Strategic Initiative:

- | | |
|--|--|
| <input type="checkbox"/> Safe & Vibrant Community | <input type="checkbox"/> Growing & Dynamic Economy |
| <input type="checkbox"/> Fiscally Sound Government | <input checked="" type="checkbox"/> Operational Excellence |
| <input type="checkbox"/> Community & Neighborhood Livability | <input type="checkbox"/> Not Applicable |

Proposed Motion:

Approve position flyer and job qualifications and direct staff to publish.

Subject/Discussion:

Pursuant to direction by Council the attached brochure and proposed qualifications for a permanent City Manager has been created for Council's review and approval. Council will conduct a search for a permanent City Manager using internal staff and community and technical panels, with the final decision and interviews to be conducted by the City Council.

Financial Consideration(s):

Exact cost unknown at this time. It is anticipated that general fund expenses will need to be used for printing, publishing and advertising of the position.

Alternatives or Pros/Cons:

Pros:

- None noted.

Cons:

- None noted.

Commission/Board Recommendation:

Not Applicable.

Attachments:

- ☐ Resolution:
 - ☐ Ordinance:
 - ☐ Map
 - ☐ Contract
 - ☐ Other
- List:

Review:

- ☐ Finance
- ☒ City Attorney
- ☐ City Manager
- ☒ City Clerk

Date:

09/28/17
09/28/17

Final Filing Date: December 1, 2017



THE CITY OF LEMOORE, CALIFORNIA

is pleased to announce it is currently recruiting for the position of

CITY MANAGER

Base salary is negotiable DOQ



The City of Lemoore is a charter city operating with a Council-Manager form of government. Under this type of government, the elected City Council establishes policy and the City Manager is responsible for executing such policy. Accomplishment of the City's mission is the responsibility of the City Manager through the heads of the various departments, including Finance, Public Works, Community Development, Parks and Recreation, Police, and Volunteer Fire Department. The City of Lemoore has a \$11.3 million General Fund Budget. There are also three enterprise funds with revenues totaling \$10.75 million annually.

The Community

The City of Lemoore, population approximately 25,000, is located in the heart of the San Joaquin Valley, equidistant between San Francisco and Los Angeles. Lemoore's population continues to grow as new residents are attracted to the high quality of life, available economic opportunities, and the expansion of the Lemoore Naval Air Station (NAS).

The tree-lined streets of Lemoore's healthy and vibrant downtown feature a full array of gift shops, boutiques, clothing stores, salons, banks, and florists. Lemoore combines the best of small town living with modern conveniences. Lemoore has a community college, a 10-screen stadium seating movie theater, and much more. Lemoore is an affordable place to live and has a wide variety of quality homes. Major employers in the City include Leprino Foods and Olam Tomato Processors.

NAS Lemoore is located just 5 miles west of the city. It is the Navy's newest and largest master jet base. It provides many positive impacts to the region's culture and economy as Lemoore is home to many active duty sailors, dependents, retirees and defense contractors.

The Position

While the City Council and City Manager recognize there are clear lines between the legislative and administrative branches of city government, they are committed to work together in a team approach to meet the needs of the community.

Operationally, the City Manager must focus on the goals of the City Council and work to achieve those priorities. Internally, a high level of information sharing will be vital in the efforts to move in a direction consistent with Council goals.



The Ideal Candidate Will Be

- A strong, consistent, and approachable leader with outstanding team-building skills that is capable of clear delegation, holding employees accountable, and addressing conflicts directly. The ability to openly and clearly communicate with staff will be critical.
- A transparent communicator willing to engage in open dialogue with the City Council, citizens, and staff at all levels.
- Knowledgeable of Lemoore's current economic and demographic challenges, and focused on improving the economic climate of the City through expanding development, business, and employment opportunities.
- Capable of promoting mutually beneficial relationships with NAS Lemoore, Lemoore Elementary and High School Districts, West Hills Community College, and Kings County.



Experience and Education Requirements

- An executive public sector background with personnel management experience.
- Administration and management skills with experience in economic development .
- Excellent oral and written communication skills demonstrating an ability to convey messages to a variety of audiences in an effective, clear and calm fashion.
- An educational background that includes a Bachelor's degree from an accredited college or university, a MS/MA degree is highly desirable.

Qualified Applicants will have the ability to

- Prepare clear and concise administrative and financial reports
- Prepare and administer large and complex program budgets
- Analyze problems, identify alternative solutions, project consequences of proposed actions and implement recommendations in support of goals
- Communicate clearly and concisely, both orally and in writing
- Establish and maintain effective working relationships

Qualified Applicants will have working knowledge of

- Operational characteristics, services and activities of a municipality
- Advanced principles and practices of public administration
- Principles and practices of program development and administration; municipal budget preparation and administration; personnel administration; supervision, training, and performance evaluation; and business letter writing and report preparation
- Rules and regulations governing public meetings
- Pertinent Federal, State, and local laws, codes, and regulations.

City of Lemoore

Salary & Benefits

The salary for the City Manager is negotiable, depending on qualifications. Appointment may be made at any salary range and step.

Retirement - The City participates in CalPERS 2% at 55, with the employee contributions paid by the City for classic CalPERS members, and 2% @ 62 without City-paid employee contributions for those new to the California Public Employees Retirement System.

Health, Vacation, Deferred Compensation, and Other Benefits - As offered to other management employees or as negotiated.



Human Resources Office
711 West Cinnamon Drive
Lemoore, CA 93245
Phone: 559-924-6700

To Apply Visit

www.lemoore.com

Application materials are available at www.lemoore.com. Submit a resume and City of Lemoore Employment Application to the City Attorney by December 1, 2015. Candidates must clearly demonstrate through their application materials that they meet all employment qualifications outlined. Following the closing date, all applications and resumes will be reviewed. The most appropriately qualified candidates may be asked to provide supplemental information and a select group of candidates will be invited to participate in further assessment, including an oral exam. The final candidates will be asked to provide work-related references and consent to a background and credit check before a final interview with the City Council. References will only be contacted when mutual interest is established.



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Staff Report

To: Lemoore City Council
From: Janie Venegas, City Clerk / Human Resources Manager
Date: September 28, 2017 **Meeting Date:** October 3, 2017
Subject: Activity Update

Strategic Initiative:	<input type="checkbox"/> Safe & Vibrant Community	<input type="checkbox"/> Growing & Dynamic Economy
	<input type="checkbox"/> Fiscally Sound Government	<input type="checkbox"/> Operational Excellence
	<input type="checkbox"/> Community & Neighborhood Livability	<input checked="" type="checkbox"/> Not Applicable

Reports

- | | |
|-------------------------------|--------------------|
| ➤ Warrant Register – FY 17/18 | September 15, 2017 |
| ➤ Warrant Register – FY 17/18 | September 22, 2017 |

Warrant Register 9-15-17

PEI
DATE: 09/28/2017
TIME: 11:45:54

CITY OF LEMOORE EXPENDITURE TRANSACTION ANALYSIS

PAGE NUMBER: 1
AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4213 - CITY MANAGER

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220									
3 /18	09/15/17	21		54871	5396 OFFICE DEPOT		75.46	.00	PAPER X-9,11", 20LB,
TOTAL						.00	75.46	.00	
4310									
3 /18	09/15/17	21		54838	6880 CALIFORNIA STATE		500.00	.00	EDCP UNIVERSITY
3 /18	09/15/17	21		54838	6880 CALIFORNIA STATE		500.00	.00	EDCP UNIVERSITY
TOTAL						.00	1,000.00	.00	
4320									
3 /18	09/15/17	21		54838	6880 CALIFORNIA STATE		300.00	.00	EDCP UNIVERSITY
3 /18	09/15/17	21		54838	6880 CALIFORNIA STATE		300.00	.00	EDCP UNIVERSITY
TOTAL						.00	600.00	.00	
TOTAL					CITY MANAGER	.00	1,675.46	.00	

RUN DATE 09/28/2017 TIME 11:45:54

PEI - FUND ACCOUNTING

PEI
DATE: 09/28/2017
TIME: 11:45:54

CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

PAGE NUMBER: 2
AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4214 - CITY CLERK'S OFFICE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4330									
3 /18	09/15/17	21		54858	6080 LEE CENTRAL CALI		838.45	.00	07/31/2017-08/27/2017
TOTAL						.00	838.45	.00	
TOTAL					CITY CLERK'S OFFICE	.00	838.45	.00	

PEI
DATE: 09/28/2017
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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

PAGE NUMBER: 3
AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4215 - FINANCE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220									
3 /18	09/15/17	21		54871	5396 OFFICE DEPOT		244.98	.00	INDEX/BINDER
TOTAL						.00	244.98	.00	
4310									
3 /18	09/15/17	21		54876	6316 PRICE PAIGE & CO		2,750.00	.00	PROFESSIONAL SERVICES
3 /18	09/15/17	21 8013	-01	54877	6729 PRIDESTAFF, INC.		1,557.06	-1,557.06	ACCOUNTANT TEMP
3 /18	09/15/17	21 8013	-01	54877	6729 PRIDESTAFF, INC.		1,891.41	-1,891.41	ACCOUNTANT TEMP
TOTAL						.00	6,198.47	-3,448.47	
4330									
3 /18	09/15/17	21 8127	-01	54870	6695 MUNISERVICES, LL		1,000.00	-1,000.00	CAFR 2017
TOTAL						.00	1,000.00	-1,000.00	
TOTAL					FINANCE	.00	7,443.45	-4,448.47	

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DATE: 09/28/2017
TIME: 11:45:54

CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

PAGE NUMBER: 4
AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4220 - MAINTENANCE DIVISION

ACCOUNT DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220				OPERATING SUPPLIES				
3 /18 09/15/17 21			54863	0304 LEMOORE HARDWARE		12.84	.00	KEYBLANK
3 /18 09/15/17 21			54863	0304 LEMOORE HARDWARE		14.03	.00	WHT CAP
3 /18 09/15/17 21			54863	0304 LEMOORE HARDWARE		15.00	.00	DUCT TAPE
3 /18 09/15/17 21			54863	0304 LEMOORE HARDWARE		15.00	.00	HEAD PULL UP STOOL
3 /18 09/15/17 21			54863	0304 LEMOORE HARDWARE		15.32	.00	TRAP/POCK SCRWDVR
3 /18 09/15/17 21			54863	0304 LEMOORE HARDWARE		18.63	.00	PUSH BUTTON
3 /18 09/15/17 21			54863	0304 LEMOORE HARDWARE		40.65	.00	CUTTWHEEL
3 /18 09/15/17 21			54863	0304 LEMOORE HARDWARE		64.33	.00	WTR COOLER
3 /18 09/15/17 21			54854	0252 KINGS AUTO SUPPL		64.35	.00	WORK LIGHT
3 /18 09/15/17 21			54863	0304 LEMOORE HARDWARE		76.40	.00	RECIP BLADE
3 /18 09/15/17 21			54854	0252 KINGS AUTO SUPPL		83.63	.00	3P SLIP JNT PLIER
3 /18 09/15/17 21			54854	0252 KINGS AUTO SUPPL		157.61	.00	FLSHLIGHT/SCRWDR SET
3 /18 09/15/17 21			54854	0252 KINGS AUTO SUPPL		235.91	.00	4PC PLIER SET
TOTAL				OPERATING SUPPLIES	.00	813.70	.00	
4310				PROFESSIONAL CONTRACT SVC				
3 /18 09/15/17 21			54820	1259 ADVANCED PEST CO		50.00	.00	PEST CONTROL/721 CINN
3 /18 09/15/17 21			54820	1259 ADVANCED PEST CO		50.00	.00	PEST CONTROL/721 CINN
3 /18 09/15/17 21			54820	1259 ADVANCED PEST CO		50.00	.00	PEST CONTROL/711 CINN
3 /18 09/15/17 21			54820	1259 ADVANCED PEST CO		50.00	.00	PEST CONTROL/711 CINN
3 /18 09/15/17 21			54820	1259 ADVANCED PEST CO		50.00	.00	PEST CONTROL/711 CINN
3 /18 09/15/17 21			54820	1259 ADVANCED PEST CO		55.00	.00	PEST CONTROL/41 CINNA
3 /18 09/15/17 21			54820	1259 ADVANCED PEST CO		75.00	.00	PEST CONTROL/210 FOX
3 /18 09/15/17 21			54820	1259 ADVANCED PEST CO		75.00	.00	PEST CONTROL/657 FOX
3 /18 09/15/17 21			54820	1259 ADVANCED PEST CO		75.00	.00	PEST CONTROL/435 C ST
3 /18 09/15/17 21			54820	1259 ADVANCED PEST CO		75.00	.00	PEST CONTROL/119 FOX
3 /18 09/15/17 21	8126	-01	54881	5638 SHINEN LANDSCAPE		160.00	-160.00	LAWN SERVICE
3 /18 09/15/17 21	8126	-01	54881	5638 SHINEN LANDSCAPE		225.00	-225.00	LAWN SERVICE
3 /18 09/15/17 21	8126	-01	54881	5638 SHINEN LANDSCAPE		304.50	-304.50	LAWN SERVICE
3 /18 09/15/17 21	8126	-01	54881	5638 SHINEN LANDSCAPE		500.00	-500.00	LAWN SERVICE
3 /18 09/15/17 21	8126	-01	54881	5638 SHINEN LANDSCAPE		506.33	-506.33	LAWN SERVICE
3 /18 09/15/17 21	8126	-01	54881	5638 SHINEN LANDSCAPE		575.00	-575.00	LAWN SERVICE
3 /18 09/15/17 21	8126	-01	54881	5638 SHINEN LANDSCAPE		575.00	-575.00	LAWN SERVICE
3 /18 09/15/17 21	8126	-01	54881	5638 SHINEN LANDSCAPE		650.00	-650.00	LAWN SERVICE
TOTAL				PROFESSIONAL CONTRACT SVC	.00	4,100.83	-3,495.83	
4340				UTILITIES				
3 /18 09/15/17 21			54873	0363 P G & E		18,607.72	.00	07/18/2017-08/16/2017
TOTAL				UTILITIES	.00	18,607.72	.00	
TOTAL				MAINTENANCE DIVISION	.00	23,522.25	-3,495.83	

RUN DATE 09/28/2017 TIME 11:45:54

PEI - FUND ACCOUNTING

PEI
DATE: 09/28/2017
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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

PAGE NUMBER: 5
AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4221 - POLICE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220					OPERATING SUPPLIES				
3 /18	09/15/17	21		54842	0157 FEDERAL EXPRESS		25.99	.00	5-916-78624
3 /18	09/15/17	21		54886	3010 THE ANIMAL HOUSE		70.73	.00	EUKANUBA 44#
3 /18	09/15/17	21		54863	0304 LEMOORE HARDWARE		83.44	.00	KEY BLANKS
3 /18	09/15/17	21	8008	-01 54855	6757 LA POLICE GEAR,		79.50	-79.50	BIANCHI 7950 ACCUMOLD1/2
3 /18	09/15/17	21	8008	-02 54855	6757 LA POLICE GEAR,		159.00	-159.00	BIANCHI 7950 ACCUMOLD1/2
3 /18	09/15/17	21	8008	-03 54855	6757 LA POLICE GEAR,		159.00	-159.00	BIANCHI 7950 ACCUMOLD1/2
3 /18	09/15/17	21	8008	-04 54855	6757 LA POLICE GEAR,		89.50	-89.50	BIANCHI 7906 BELT KEEPER
3 /18	09/15/17	21	8008	-05 54855	6757 LA POLICE GEAR,		205.00	-205.00	BIANCHI 7900 COVERED CUFF
3 /18	09/15/17	21	8008	-06 54855	6757 LA POLICE GEAR,		130.00	-130.00	BIANCHI 7909 FLASHLIGHT H
3 /18	09/15/17	21	8008	-07 54855	6757 LA POLICE GEAR,		612.00	-612.00	BLACKHAWK LEVEL 3 SERPA D
3 /18	09/15/17	21	8008	-08 54855	6757 LA POLICE GEAR,		153.00	-153.00	BLACKHAWK LEVEL 3 SERPA D
3 /18	09/15/17	21	8008	-09 54855	6757 LA POLICE GEAR,		219.50	-219.50	PEERLESS CHAN LINK HANDCU
3 /18	09/15/17	21	8008	-10 54855	6757 LA POLICE GEAR,		130.97	-130.97	SALES TAX
3 /18	09/15/17	21	8021	-01 54839	6862 EMBASSY FLAG, IN		195.00	-195.00	CUSTOM POLICE GUIDON, 20'
3 /18	09/15/17	21	8021	-02 54839	6862 EMBASSY FLAG, IN		150.00	-150.00	ART FREE PREPARE VECTOR A
3 /18	09/15/17	21	8021	-03 54839	6862 EMBASSY FLAG, IN		168.00	-168.00	GUIDON STAFF 7FT. BRASS S
3 /18	09/15/17	21	8021	-04 54839	6862 EMBASSY FLAG, IN		47.40	-47.40	LIBERTY FLOOR STAND, 8 LB
3 /18	09/15/17	21	8021	-05 54839	6862 EMBASSY FLAG, IN		19.90	-19.90	GUIDON STAFF FLOOR ADAPTE
3 /18	09/15/17	21	8021	-06 54839	6862 EMBASSY FLAG, IN		42.07	-42.07	SALES TAX
TOTAL					OPERATING SUPPLIES	.00	2,740.00	-2,559.84	
4220U					OPERAT SUPPLIES- UNIFORMS				
3 /18	09/15/17	21		54866	0650 LORD'S UNIFORMS		27.67	.00	UNIFORM
3 /18	09/15/17	21		54866	0650 LORD'S UNIFORMS		107.20	.00	UNIFORM
3 /18	09/15/17	21		54866	0650 LORD'S UNIFORMS		120.01	.00	UNIFORM
3 /18	09/15/17	21		54866	0650 LORD'S UNIFORMS		159.64	.00	UNIFORM
3 /18	09/15/17	21		54866	0650 LORD'S UNIFORMS		242.87	.00	UNIFORM
3 /18	09/15/17	21	8031	-01 54866	0650 LORD'S UNIFORMS		143.85	-143.85	EXPLORER CLASS A UNIFORMS
3 /18	09/15/17	21	8031	-02 54866	0650 LORD'S UNIFORMS		10.43	-10.43	SALES TAX
TOTAL					OPERAT SUPPLIES- UNIFORMS	.00	811.67	-154.28	
4320					MEETINGS & DUES				
3 /18	09/15/17	21		54827	6154 CALIFORNIA POLIC		419.00	.00	MEMBERSHIP DUES
3 /18	09/15/17	21	8125	-01 54880	6878 SAN LUIS OBISPO		540.00	-540.00	ADVISORS- ATTENDING CCLEE
3 /18	09/15/17	21	8125	-02 54880	6878 SAN LUIS OBISPO		1,625.00	-1,625.00	EXPLORERS- ATTENDING CCLE
TOTAL					MEETINGS & DUES	.00	2,584.00	-2,165.00	
4360					TRAINING				
3 /18	09/15/17	21		54851	6882 JONATHAN DIAZ		70.00	.00	TRAFFIC COLLISION INV
3 /18	09/15/17	21		54884	T2240 STEVEN MCPHERSON		70.00	.00	COLLISION INVESTIGA
3 /18	09/15/17	21		54850	T2230 JANAE REYES		70.00	.00	PER DIEM- TRAINING
3 /18	09/15/17	21		54830	6883 CLEBY SANTOS		70.00	.00	PER DIEM-TRAINING
TOTAL					TRAINING	.00	280.00	.00	
4380					RENTALS & LEASES				
3 /18	09/15/17	21		54826	1817 C.A. REDING COMP		384.93	.00	PD PRINTER

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FUND - 001 - GENERAL FUND
BUDGET UNIT - 4221 - POLICE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4380		RENTALS & LEASES		(cont'd)					
TOTAL		RENTALS & LEASES				.00	384.93	.00	
4840AR		AUTOS/TRKS ASSET	REPLACE						
3 /18	09/15/17	21	8062	-01 54831	6374 COOK'S COMMUNICA		389.00	-389.00	FED SIG 650 SERIES HANDHE
3 /18	09/15/17	21	8062	-02 54831	6374 COOK'S COMMUNICA		195.00	-195.00	FEDERAL SIGNAL 100 WATT S
3 /18	09/15/17	21	8062	-03 54831	6374 COOK'S COMMUNICA		21.00	-21.00	UNIVERSAL SIREN BRACKET F
3 /18	09/15/17	21	8062	-04 54831	6374 COOK'S COMMUNICA		255.00	-255.00	FED SIG DUAL HEAD VIPER R
3 /18	09/15/17	21	8062	-05 54831	6374 COOK'S COMMUNICA		196.00	-196.00	MICRO PULSE 650 RED/BLUE
3 /18	09/15/17	21	8062	-06 54831	6374 COOK'S COMMUNICA		196.00	-196.00	FED SIG SINGLE CORNER LED
3 /18	09/15/17	21	8062	-07 54831	6374 COOK'S COMMUNICA		98.00	-98.00	FED SIGNAL MICRO PULSE UL
3 /18	09/15/17	21	8062	-08 54831	6374 COOK'S COMMUNICA		98.00	-98.00	FED SIGNAL MICRO PULSE UL
3 /18	09/15/17	21	8062	-09 54831	6374 COOK'S COMMUNICA		93.00	-93.00	FED SIGNAL MPS600 REAR SP
3 /18	09/15/17	21	8062	-10 54831	6374 COOK'S COMMUNICA		1,041.00	-1,041.00	KENWOOD P25, 50W 1024 CH
3 /18	09/15/17	21	8062	-11 54831	6374 COOK'S COMMUNICA		681.00	-681.00	KENWOOD HANDHELD CONTROLL
3 /18	09/15/17	21	8062	-12 54831	6374 COOK'S COMMUNICA		70.00	-70.00	STICO FLEXI-WHIP ANTENNA
3 /18	09/15/17	21	8062	-13 54831	6374 COOK'S COMMUNICA		5.00	-5.00	PI259 FOR RG58
3 /18	09/15/17	21	8062	-14 54831	6374 COOK'S COMMUNICA		31.00	-31.00	6 CIRCUIT WATER RESISTANT
3 /18	09/15/17	21	8062	-15 54831	6374 COOK'S COMMUNICA		25.00	-25.00	MOUNTING BRACKET FOR 5029
3 /18	09/15/17	21	8062	-16 54831	6374 COOK'S COMMUNICA		50.00	-50.00	INSTALLATION MATERIAL BUN
3 /18	09/15/17	21	8062	-17 54831	6374 COOK'S COMMUNICA		400.00	-400.00	SHOP INSTALLATION
3 /18	09/15/17	21	8062	-18 54831	6374 COOK'S COMMUNICA		274.66	-274.66	SALES TAX
TOTAL		AUTOS/TRKS ASSET	REPLACE			.00	4,118.66	-4,118.66	
TOTAL		POLICE				.00	10,919.26	-8,997.78	

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FUND - 001 - GENERAL FUND
BUDGET UNIT - 4222 - FIRE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220	OPERATING SUPPLIES								
3	/18	09/15/17	21	54842	0157 FEDERAL EXPRESS		25.49	.00	5-895-18015
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		32.16	.00	RUBB GDN HOSE
3	/18	09/15/17	21	54871	5396 OFFICE DEPOT		109.82	.00	TONER HP
3	/18	09/15/17	21	54888	6515 COMPLETE WIRELES		309.00	.00	BATTERY FOR RELM
3	/18	09/15/17	21 8128	-01 54828	2161 CASCADE FIRE		810.00	-810.00	SURVIVOR LIGHTS W/ CHARGI
3	/18	09/15/17	21 8128	-02 54828	2161 CASCADE FIRE		58.73	-58.73	SALES TAX
3	/18	09/15/17	21 8128	-03 54828	2161 CASCADE FIRE		26.77	-26.77	FREIGHT
3	/18	09/15/17	21 8129	-01 54843	0934 FERRARA FIRE APP		1,764.40	-1,764.40	PRIMING PUMP ASSEMBLY
3	/18	09/15/17	21 8129	-02 54843	0934 FERRARA FIRE APP		127.92	-127.92	TAX
3	/18	09/15/17	21 8129	-03 54843	0934 FERRARA FIRE APP		279.17	-279.17	FREIGHT
3	/18	09/15/17	21 8130	-01 54888	6515 COMPLETE WIRELES		1,510.25	-1,510.25	BENDIX KING HANDHELD RADI
3	/18	09/15/17	21 8130	-02 54888	6515 COMPLETE WIRELES		18.00	-18.00	9.5" ANTENNA
3	/18	09/15/17	21 8130	-03 54888	6515 COMPLETE WIRELES		10.00	-10.00	5" ANTENNA
3	/18	09/15/17	21 8130	-04 54888	6515 COMPLETE WIRELES		84.75	-84.75	LILON BATTERY
3	/18	09/15/17	21 8130	-05 54888	6515 COMPLETE WIRELES		70.75	-70.75	CHARGER
3	/18	09/15/17	21 8130	-06 54888	6515 COMPLETE WIRELES		15.00	-15.00	BELT CLIP
3	/18	09/15/17	21 8130	-07 54888	6515 COMPLETE WIRELES		20.00	-20.00	KEYPAD PROTECTOR
3	/18	09/15/17	21 8130	-08 54888	6515 COMPLETE WIRELES		15.82	-15.82	SHIPPING/RETURN FEE
3	/18	09/15/17	21 8130	-09 54888	6515 COMPLETE WIRELES		14.51	-14.51	SHIPPING
TOTAL	OPERATING SUPPLIES					.00	5,302.54	-4,826.07	
4230	REPAIR/MAINT SUPPLIES								
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		5.87	.00	VALVE/CAP THREADED
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		13.13	.00	CAPSCRW/NUT/LCKWSHR
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		15.00	.00	COMMON BOARD
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		23.57	.00	OUTDOOR SOCK/COMB
3	/18	09/15/17	21	54833	0126 L.N. CURTIS & SO		40.46	.00	FIELD SERVICE KIT
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		1.04	.00	HARDWARE
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		3.54	.00	NUTS & BOLTS
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		3.73	.00	NUTS&BOLTS
TOTAL	REPAIR/MAINT SUPPLIES					.00	106.34	.00	
4310	PROFESSIONAL CONTRACT SVC								
3	/18	09/15/17	21 8131	-01 54832	6879 CSFEWBC-VLSA		4,900.00	-4,900.00	ANNUAL RETIREMENT CONTRIB
TOTAL	PROFESSIONAL CONTRACT SVC					.00	4,900.00	-4,900.00	
4340	UTILITIES								
3	/18	09/15/17	21	54893	0116 VERIZON WIRELESS		190.05	.00	07/24/2017-08/23/2017
TOTAL	UTILITIES					.00	190.05	.00	
TOTAL	FIRE					.00	10,498.93	-9,726.07	

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FUND - 001 - GENERAL FUND
BUDGET UNIT - 4230 - PUBLIC WORKS

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4230									
3 /18	09/15/17	21	8086	-01 54894	6783 VIRTUAL PROJECT		500.00	-500.00	MONTHLY BILLING FOR 1 YEA
TOTAL						.00	500.00	-500.00	
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		9,980.40	.00	JULY/AUGUST SERVICES
TOTAL						.00	9,980.40	.00	
TOTAL						.00	10,480.40	-500.00	

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FUND - 001 - GENERAL FUND
BUDGET UNIT - 4231 - STREETS

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220					OPERATING SUPPLIES				
3 /18	09/15/17	21		54863	0304 LEMOORE HARDWARE		8.99	.00	COVER FRAME/ROLL TRAY
3 /18	09/15/17	21		54854	0252 KINGS AUTO SUPPL		88.82	.00	7PC SCRWDVR/8PCSCRWDR
3 /18	09/15/17	21		54863	0304 LEMOORE HARDWARE		135.10	.00	PROPANE TORCH KIT
TOTAL					OPERATING SUPPLIES	.00	232.91	.00	
4340					UTILITIES				
3 /18	09/15/17	21		54873	0363 P G & E		33.36	.00	07/31/2017-08/29/2017
3 /18	09/15/17	21		54873	0363 P G & E		74.25	.00	D&HEINLEN STS
TOTAL					UTILITIES	.00	107.61	.00	
TOTAL					STREETS	.00	340.52	.00	

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FUND - 001 - GENERAL FUND
BUDGET UNIT - 4241 - PARKS

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220					OPERATING SUPPLIES				
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		6.42	.00	FLT WHT PAINT
3	/18	09/15/17	21	54821	6081 ALL AMERICAN POO		15.50	.00	ORING MAX II DIFFUSER
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		19.61	.00	GALV NIPPLE/GALV UNIO
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		20.96	.00	SXSXS TEE
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		32.16	.00	TOIL SEAT
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		32.68	.00	WIR CONNECTOR
3	/18	09/15/17	21	54821	6081 ALL AMERICAN POO		34.32	.00	MURATIC ACID RETURNAB
3	/18	09/15/17	21	54821	6081 ALL AMERICAN POO		34.32	.00	MURATIC ACID RETURNAB
3	/18	09/15/17	21	54895	0474 WEST VALLEY SUPP		36.19	.00	SLIP FIX/ COUPLING
3	/18	09/15/17	21	54821	6081 ALL AMERICAN POO		40.71	.00	MAX E/ULTRA SEAL PLAT
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		41.99	.00	7PC SCRWDVR/8PCSCRWDR
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		48.26	.00	NUTS & BOLTS
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		53.59	.00	SUMMER HAT/WTR COOLER
3	/18	09/15/17	21	54821	6081 ALL AMERICAN POO		82.04	.00	25#3" TAB GLB
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		83.64	.00	3P SLIP JNT PLIER
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		13.25	.00	SLIP CAP
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		2.77	.00	MPT PLUG
3	/18	09/15/17	21	54895	0474 WEST VALLEY SUPP		142.28	.00	PVC PIPE/ COUPLING
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		150.04	.00	WORK LIGHT
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		265.92	.00	LOPPERS
TOTAL					OPERATING SUPPLIES	.00	1,156.65	.00	
4310					PROFESSIONAL CONTRACT SVC				
3	/18	09/15/17	21	54819	2914 AAA QUALITY SERV		89.87	.00	POTTY RENTAL
TOTAL					PROFESSIONAL CONTRACT SVC	.00	89.87	.00	
4340					UTILITIES				
3	/18	09/15/17	21	54873	0363 P G & E		2,088.11	.00	07/31/2017-08/29/2017
TOTAL					UTILITIES	.00	2,088.11	.00	
TOTAL					PARKS	.00	3,334.63	.00	

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FUND - 001 - GENERAL FUND
BUDGET UNIT - 4242 - RECREATION

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220					OPERATING SUPPLIES				
3 /18	09/15/17	21		54837	6856 DIZTINCT GRAFFIX		111.54	.00	50/50 WHITE 3AL,9AXL
3 /18	09/15/17	21		54835	2399 DEPARTMENT OF JU		167.00	.00	FINGERPRINTS
3 /18	09/15/17	21		54865	6696 LIVE SCAN FRESNO		180.00	.00	FRESNO FINGERPRINT FE
3 /18	09/15/17	21		54864	0306 LEMOORE HIGH SCH		985.89	.00	REC/AUG FIELD TRIPS
TOTAL					OPERATING SUPPLIES	.00	1,444.43	.00	
TOTAL					RECREATION	.00	1,444.43	.00	

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FUND - 001 - GENERAL FUND
BUDGET UNIT - 4297 - HUMAN RESOURCES

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220									
3 /18	09/15/17	21		54834	T2250 DAVID BROWN		346.00	.00	REIMBURSEMENT
TOTAL						.00	346.00	.00	
4310									
3 /18	09/15/17	21		54856	T2176 LABORATORY CORPO		80.00	.00	EXAM
TOTAL						.00	80.00	.00	
4320									
3 /18	09/15/17	21		54887	2836 THE BODY SHOP HE		200.00	.00	SEPT. MEMBERSHIP
TOTAL						.00	200.00	.00	
TOTAL						.00	626.00	.00	
TOTAL						.00	71,123.78	-27,168.15	

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FUND - 035 - CITY GRANTS - CDBG & HOME
BUDGET UNIT - 5721 - SENIOR CENTER FACILITY

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4310									
3 /18	09/15/17	21	8108	-01 54877	6729 PRIDESTAFF, INC.		270.00	-270.00	RHOADS, COMPLIANCE CHECK
3 /18	09/15/17	21	8108	-01 54877	6729 PRIDESTAFF, INC.		300.00	-300.00	RHOADS, COMPLIANCE CHECK
3 /18	09/15/17	21	8108	-01 54877	6729 PRIDESTAFF, INC.		300.00	-300.00	RHOADS, COMPLIANCE CHECK
3 /18	09/15/17	21	8108	-01 54877	6729 PRIDESTAFF, INC.		300.00	-300.00	RHOADS, COMPLIANCE CHECK
TOTAL						.00	1,170.00	-1,170.00	
TOTAL						.00	1,170.00	-1,170.00	
TOTAL						.00	1,170.00	-1,170.00	

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FUND - 040 - FLEET MAINTENANCE
BUDGET UNIT - 4265 - FLEET MAINTENANCE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220					OPERATING SUPPLIES				
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		5.75	.00	OIL FILTER
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		5.96	.00	HEAT HOS
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		10.63	.00	SLBEAM
3	/18	09/15/17	21	54857	0286 LAWRENCE TRACTOR		11.78	.00	KEY
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		13.43	.00	RADIATOR HOSE/CLAMP
3	/18	09/15/17	21	PI43498A	0361 ORTON'S EQUIPMEN		14.36	.00	V-BELT
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		16.28	.00	
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		16.34	.00	AIR FILTER/ OIL FIL
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		25.26	.00	LAMP
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		32.11	.00	TIRE FOAM
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		32.16	.00	16IN 12P COM
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		33.24	.00	SPARK PLUG/AIR FILTER
3	/18	09/15/17	21	54841	5866 FASTENAL COMPANY		34.65	.00	N95 PART RESP 20CT
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		35.36	.00	BRAKE-LUBE
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		36.67	.00	TRLRJACK
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		39.40	.00	SERP BLT
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		46.55	.00	AUTOHD/STOPLITE/AUTOI
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		46.63	.00	FORD WIPER BLADES
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		49.29	.00	CLAMP
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		51.27	.00	HOSE
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		53.17	.00	12PT SKT-1-7/ADAPTER
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		60.81	.00	8G-10FJX/HOSE-BULK
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		69.14	.00	COMB. WRENCH 1-5
3	/18	09/15/17	21	54847	5181 HAAKER EQUIPMENT		77.89	.00	WATER FILTER CARTIDGE
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		80.95	.00	OUTBOARD
3	/18	09/15/17	21	54849	6146 HANFORD CHRYSLER		92.09	.00	AA EXTENDER
3	/18	09/15/17	21	54892	0458 KELLER FORD LINC		96.49	.00	SL-N-ELEMENT
3	/18	09/15/17	21	54852	2990 KIMBALL-MIDWEST		98.13	.00	CLAMP TIES
3	/18	09/15/17	21	54824	1908 BATTERY SYSTEMS		102.49	.00	GENIUS, 3500MA, 6/12V
3	/18	09/15/17	21	54849	6146 HANFORD CHRYSLER		111.71	.00	JACK SCIS 22020015
3	/18	09/15/17	21	CR14777	0361 ORTON'S EQUIPMEN		-47.66	.00	CREDIT FOR PI43498
3	/18	09/15/17	21	54885	0634 TERMINAL AIR BRA		123.03	.00	BRAKE ROTOR
3	/18	09/15/17	21	54879	0535 RUCKSTELL CALIF		153.99	.00	TUBE
3	/18	09/15/17	21	54849	6146 HANFORD CHRYSLER		161.30	.00	SHIELD/SREW/PUSHPIN
3	/18	09/15/17	21	54872	6120 O'REILLY AUTO PA		167.39	.00	STARTER/CORE CHARGE
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		171.96	.00	16G-16FJX/16M3KXREEL
3	/18	09/15/17	21	54885	0634 TERMINAL AIR BRA		176.47	.00	BRAKE ROTOR
3	/18	09/15/17	21	54885	0634 TERMINAL AIR BRA		176.47	.00	BRAKE ROTOR
3	/18	09/15/17	21	54889	5379 TURF STAR		180.65	.00	CUP-SCALP
3	/18	09/15/17	21	54824	1908 BATTERY SYSTEMS		183.15	.00	BATTERIES
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		187.13	.00	2005 SILVERADO
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		236.28	.00	FUELFILTER/AIRFIL/OIL
3	/18	09/15/17	21	54854	0252 KINGS AUTO SUPPL		236.42	.00	LED 2 SYT B/U LMP
3	/18	09/15/17	21	54885	0634 TERMINAL AIR BRA		268.12	.00	BRAKE ROTOR/ PAD
3	/18	09/15/17	21	54885	0634 TERMINAL AIR BRA		268.12	.00	BRAKE ROTOR/ PAD
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		268.31	.00	HOSE-BULK/6FJX/8G-8FJ

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FUND - 040 - FLEET MAINTENANCE
BUDGET UNIT - 4265 - FLEET MAINTENANCE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220									
					(cont'd)				
3 /18	09/15/17	21		54860	0314 LEMOORE AUTO SUP		268.31	.00	HOSE-BULK/6F/8G/10M2T
3 /18	09/15/17	21		54885	0634 TERMINAL AIR BRA		444.60	.00	
3 /18	09/15/17	21		54879	0535 RUCKSTELL CALIF		475.12	.00	SEAL KIT
3 /18	09/15/17	21		54885	0634 TERMINAL AIR BRA		684.60	.00	REMAN SHOE KIT
TOTAL						.00	6,183.75	.00	
4220F									
3 /18	09/15/17	21	8117	-01 54823	0043 BURROWS & CASTAD		9,816.11	-9,816.11	FUEL PURCHASES - CARDLOCK
TOTAL						.00	9,816.11	-9,816.11	
4230									
3 /18	09/15/17	21		54847	5181 HAAKER EQUIPMENT		152.06	.00	PILOT BEARING/IDLERS
3 /18	09/15/17	21		54849	6146 HANFORD CHRYSLER		252.44	.00	SHIELD/BELLYPAN/SCREW
3 /18	09/15/17	21		54892	0458 KELLER FORD LINC		255.54	.00	MOULDING
3 /18	09/15/17	21		54846	0799 GOLDEN STATE PET		304.57	.00	PIPE EXHAUST 76DEG
3 /18	09/15/17	21		54885	0634 TERMINAL AIR BRA		444.60	.00	BRAKE ROTOR/ PAD SET
TOTAL						.00	1,409.21	.00	
TOTAL						.00	17,409.07	-9,816.11	
TOTAL						.00	17,409.07	-9,816.11	

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ACCOUNTING PERIOD: 3/18

FUND - 045 - GOLF COURSE - CITY
BUDGET UNIT - 4245 - GOLF COURSE-CITY

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4309					STAFFING/TOM RINGER				
3 /18	09/15/17	21		54874	T1885 THOMAS RINGER		1,217.11	.00	EMPLOYEE TAXES
3 /18	09/15/17	21		54874	T1885 THOMAS RINGER		3,301.75	.00	WORKMANS COMP
3 /18	09/15/17	21		54874	T1885 THOMAS RINGER		14,026.95	.00	EMPLOYEE PAYROLL
TOTAL					STAFFING/TOM RINGER	.00	18,545.81	.00	
4316					INSURANCE EXPENSE				
3 /18	09/15/17	21		54836	6659 DG INSURANCE AGE		10,901.78	.00	CGL RENEWAL
TOTAL					INSURANCE EXPENSE	.00	10,901.78	.00	
TOTAL					GOLF COURSE-CITY	.00	29,447.59	.00	
TOTAL					GOLF COURSE - CITY	.00	29,447.59	.00	

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FUND - 050 - WATER
BUDGET UNIT - 4250 - WATER

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220			OPERATING						SUPPLIES
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		5.04	.00	RECIEVER PIN
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		5.14	.00	NYL BASTER
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		5.98	.00	BUNGEE CORD
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		6.41	.00	BLK SPRAY PAINT
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		6.87	.00	HEX NIPPLE/TEFLON TAP
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		7.49	.00	KNIFE DSP
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		9.11	.00	STD HOSE BIBB
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		9.42	.00	HEX BUSHING
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		9.42	.00	HEX BUSHING
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		10.18	.00	GASKET MAKER
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		11.79	.00	511759
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		11.79	.00	MAGNET TORPEDO
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		11.97	.00	GLADE FRESHNER
3	/18	09/15/17	21	54845	6751 FURTADO WELDING		12.12	.00	GAUGE 2X 30PSI RED
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		13.40	.00	ANTKILLER
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		15.00	.00	PINE SOL
3	/18	09/15/17	21	54845	6751 FURTADO WELDING		15.90	.00	WIRE E7 IT-GS .035
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		16.03	.00	LIQUID GUAGE
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		16.08	.00	STOR BOX
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		17.14	.00	RAVEN PWDR FREE
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		19.29	.00	FLORAL SHOVEL
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		19.80	.00	GEAR OIL
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		20.36	.00	HRDWD HANDLE
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		22.52	.00	DUST RESPIRATOR
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		23.42	.00	BALL MOUNT
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		24.01	.00	CAPSCRW/WSHR/NUT
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		24.27	.00	FUSE/ TRAILER BALL
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		25.53	.00	WASP KILLER
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		26.25	.00	STRAIGHT BIBB
3	/18	09/15/17	21	54825	0068 GARY V. BURROWS,		29.03	.00	MISCELLANEOUS
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		30.01	.00	
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		30.02	.00	SQUARE SHOVEL
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		30.02	.00	BOW RAKE
3	/18	09/15/17	21	54895	0474 WEST VALLEY SUPP		31.71	.00	PVC PIPE/PRIMER
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		34.28	.00	RAVEN PDWR FREE
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		38.60	.00	4M BLK SHEETING
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		42.89	.00	EXTRACTOR
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		43.62	.00	DPLX NAIL/CONCRETE
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		44.72	.00	WASP KILLER
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		45.03	.00	DIGGING BAR
3	/18	09/15/17	21	54895	0474 WEST VALLEY SUPP		47.52	.00	PVC PIPE/CROSS SCH80
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		48.52	.00	LIQUID GAUGE
3	/18	09/15/17	21	54863	0304 LEMOORE HARDWARE		53.07	.00	2 CYC OIL
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		57.90	.00	TORQUE WRENCH
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		63.05	.00	TOWEL-BOX/PWDR FREE
3	/18	09/15/17	21	54860	0314 LEMOORE AUTO SUP		63.81	.00	WASP KILLER

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FUND - 050 - WATER
BUDGET UNIT - 4250 - WATER

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220									
					(cont'd)				
3 /18	09/15/17	21		54848	0190 HACH COMPANY		72.49	.00	SAMPLE CELL
3 /18	09/15/17	21		54863	0304 LEMOORE HARDWARE		90.06	.00	SHOVEL
3 /18	09/15/17	21		54863	0304 LEMOORE HARDWARE		101.91	.00	EDGER/FLOAT/PAIS
3 /18	09/15/17	21		54895	0474 WEST VALLEY SUPP		114.01	.00	CLEAR SCH 40 1"/1/2"
3 /18	09/15/17	21		54869	0345 MORGAN & SLATES		121.81	.00	CLAMP/COUPLING W/SS
3 /18	09/15/17	21		54863	0304 LEMOORE HARDWARE		3.21	.00	X-FINE GRAPHITE
3 /18	09/15/17	21		54860	0314 LEMOORE AUTO SUP		3.65	.00	CAP SCRW/FLAT WASHER
3 /18	09/15/17	21		54863	0304 LEMOORE HARDWARE		4.28	.00	CLOROX
3 /18	09/15/17	21		54845	6751 FURTADO WELDING		155.77	.00	HELMET/ CUT OFF WHEEL
3 /18	09/15/17	21		54895	0474 WEST VALLEY SUPP		189.98	.00	SCH80 NIPPLE/PVC
3 /18	09/15/17	21		54895	0474 WEST VALLEY SUPP		240.27	.00	SSS TEE/COUPL/PIPECUT
3 /18	09/15/17	21		54882	2769 SIERRA GLASS & S		275.00	.00	BRONZE TEMPERED GLASS
3 /18	09/15/17	21	8028	-01 54890	6058 UNIVAR		1,005.63	-1,005.63	BLANKET PURCHASE ORDER CH
3 /18	09/15/17	21	8028	-01 54890	6058 UNIVAR		1,040.96	-1,040.96	BLANKET PURCHASE ORDER CH
3 /18	09/15/17	21	8028	-01 54890	6058 UNIVAR		1,146.99	-1,146.99	BLANKET PURCHASE ORDER CH
3 /18	09/15/17	21	8028	-01 54890	6058 UNIVAR		1,161.11	-1,161.11	BLANKET PURCHASE ORDER CH
3 /18	09/15/17	21	8028	-01 54890	6058 UNIVAR		1,429.71	-1,429.71	BLANKET PURCHASE ORDER CH
3 /18	09/15/17	21	8028	-01 54890	6058 UNIVAR		1,662.96	-1,662.96	BLANKET PURCHASE ORDER CH
TOTAL					OPERATING SUPPLIES	.00	9,975.33	-7,447.36	
4230									
3 /18	09/15/17	21		54822	6881 AT&T		286.87	.00	PACB-CS-201708-OH-000
TOTAL					REPAIR/MAINT SUPPLIES	.00	286.87	.00	
4340									
3 /18	09/15/17	21		54875	6627 PG&E NON ENERGY		962.85	.00	WELL 4
3 /18	09/15/17	21		54873	0363 P G & E		36,079.48	.00	07/10/2017-08/07/2017
TOTAL					UTILITIES	.00	37,042.33	.00	
4360									
3 /18	09/15/17	21		54891	0816 VALLEY COUNTIES		330.00	.00	VCWA DINNER
TOTAL					TRAINING	.00	330.00	.00	
TOTAL					WATER	.00	47,634.53	-7,447.36	
TOTAL					WATER	.00	47,634.53	-7,447.36	

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FUND - 056 - REFUSE
BUDGET UNIT - 4256 - REFUSE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220									
3 /18	09/15/17	21		54860	0314 LEMOORE AUTO SUP		19.72	.00	NEEDLE PLRS/COTTER PI
3 /18	09/15/17	21		54863	0304 LEMOORE HARDWARE		79.33	.00	LIQ NAILS/CEMENT
TOTAL						.00	99.05	.00	
4230									
3 /18	09/15/17	21		54845	6751 FURTADO WELDING		50.15	.00	CYL/HAZ CHARGE/TRI FL
3 /18	09/15/17	21		54845	6751 FURTADO WELDING		194.56	.00	WIRE 70S6/TRI FLINT
TOTAL						.00	244.71	.00	
4310									
3 /18	09/15/17	21		54818	6724 84 RECYCLING		100.00	.00	TRUCKING FEE
TOTAL						.00	100.00	.00	
4360									
3 /18	09/15/17	21		54883	6759 SWANA		242.00	.00	ASSOCIATION DUES
TOTAL						.00	242.00	.00	
TOTAL						.00	685.76	.00	
TOTAL						.00	685.76	.00	

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FUND - 060 - SEWER& STORM WTR DRAINAGE
BUDGET UNIT - 4260 - SEWER

ACCOUNT DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220				OPERATING SUPPLIES				
3 /18 09/15/17 21			54863	0304 LEMOORE HARDWARE		5.35	.00	MOLY GREASE
3 /18 09/15/17 21			54863	0304 LEMOORE HARDWARE		13.40	.00	HAND TROWEL
3 /18 09/15/17 21			54863	0304 LEMOORE HARDWARE		16.08	.00	TAPE RULE
3 /18 09/15/17 21			54863	0304 LEMOORE HARDWARE		23.58	.00	RAIL PICKHANDLE
3 /18 09/15/17 21			54863	0304 LEMOORE HARDWARE		30.01	.00	FLD BULB
3 /18 09/15/17 21			54863	0304 LEMOORE HARDWARE		37.53	.00	TRIMMER LINE
3 /18 09/15/17 21			54869	0345 MORGAN & SLATES		154.45	.00	COUPLING W/SS ARM/ HO
3 /18 09/15/17 21			54867	5333 MEDALLION SUPPLY		1,070.36	.00	MOLDED CASE CIRCUIT
TOTAL				OPERATING SUPPLIES	.00	1,350.76	.00	
4310				PROFESSIONAL CONTRACT SVC				
3 /18 09/15/17 21			54868	6245 MOORE TWINING AS		40.00	.00	WASTEWATER MONITORING
3 /18 09/15/17 21			54868	6245 MOORE TWINING AS		40.00	.00	WASTEWATER MONITORING
3 /18 09/15/17 21			54868	6245 MOORE TWINING AS		40.00	.00	WASTEWATER MONITORING
3 /18 09/15/17 21			54868	6245 MOORE TWINING AS		100.00	.00	WASTEWATER MONITORING
3 /18 09/15/17 21			54868	6245 MOORE TWINING AS		110.00	.00	WASTEWATER MONITORING
3 /18 09/15/17 21			54868	6245 MOORE TWINING AS		115.00	.00	WASTEWATER MONITORING
3 /18 09/15/17 21			54868	6245 MOORE TWINING AS		210.00	.00	WASTEWATER MONITORING
3 /18 09/15/17 21			54868	6245 MOORE TWINING AS		560.64	-560.64	1 CONTRACT STAFF PERSONNE
3 /18 09/15/17 21	8123	-01	54840	6869 MILLENNIUM FUNDI		560.64	-560.64	
TOTAL				PROFESSIONAL CONTRACT SVC	.00	1,215.64	-560.64	
TOTAL				SEWER	.00	2,566.40	-560.64	
TOTAL				SEWER& STORM WTR DRAINAGE	.00	2,566.40	-560.64	

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FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4801 - LLMD ZONE 1 WESTFIELD

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		1,908.18	.00	JULY/AUGUST SERVICES
TOTAL						.00	1,908.18	.00	
TOTAL					LLMD ZONE 1 WESTFIELD	.00	1,908.18	.00	

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ACCOUNTING PERIOD: 3/18

FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4803 - LLMD ZONE3 SILVA ESTATES

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		425.28	.00	JULY/AUGUST SERVICES
TOTAL						.00	425.28	.00	
TOTAL					LLMD ZONE3 SILVA ESTATES	.00	425.28	.00	

PEI
DATE: 09/28/2017
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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

PAGE NUMBER: 23
AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4805 - LLMD ZONE 5 WILDFLOWER

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		112.40	.00	JULY/AUGUST SERVICES
TOTAL						.00	112.40	.00	
TOTAL						.00	112.40	.00	

PEI
DATE: 09/28/2017
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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

PAGE NUMBER: 24
AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4806 - LLMD ZONE 6 CAPISTRANO

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		89.36	.00	JULY/AUGUST SERVICES
TOTAL						.00	89.36	.00	
TOTAL					LLMD ZONE 6 CAPISTRANO	.00	89.36	.00	

PEI
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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

PAGE NUMBER: 25
AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4807 - LLMD ZONE 7 SILVERADO

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		66.08	.00	JULY/AUGUST SERVICES
TOTAL						.00	66.08	.00	
TOTAL					LLMD ZONE 7 SILVERADO	.00	66.08	.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4808 - LLMD ZONE 8 CTRY.CLB.VILL

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		346.40	.00	JULY/AUGUST SERVICES
TOTAL						.00	346.40	.00	
TOTAL					LLMD ZONE 8 CTRY.CLB.VILL	.00	346.40	.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

PAGE NUMBER: 27
AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4809 - LLMD ZONE 9 LA DANTE ROSE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		29.40	.00	JULY/AUGUST SERVICES
TOTAL						.00	29.40	.00	
TOTAL					LLMD ZONE 9 LA DANTE ROSE	.00	29.40	.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

PAGE NUMBER: 28
AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4810 - LLMD ZONE 10 AVALON

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		529.20	.00	JULY/AUGUST SERVICES
TOTAL						.00	529.20	.00	
TOTAL						.00	529.20	.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4811 - LLMD ZONE 11 SELF HELP EN

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		75.28	.00	JULY/AUGUST SERVICES
TOTAL						.00	75.28	.00	
TOTAL					LLMD ZONE 11 SELF HELP EN	.00	75.28	.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4812 - LLMD ZONE 12 SUMMERWIND

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		553.52	.00	JULY/AUGUST SERVICES
TOTAL						.00	553.52	.00	
TOTAL						.00	553.52	.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4813 - LLMD ZONE 13 CORNERSTONE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		116.24	.00	JULY/AUGUST SERVICES
TOTAL						.00	116.24	.00	
TOTAL					LLMD ZONE 13 CORNERSTONE	.00	116.24	.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4815A - PFMD ZONE 1 THE LANDING

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		131.60	.00	JULY/AUGUST SERVICES
TOTAL						.00	131.60	.00	
TOTAL					PFMD ZONE 1 THE LANDING	.00	131.60	.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4815B - PFMD ZONE 2 DEVANTE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		1,415.52	.00	JULY/AUGUST SERVICES
TOTAL						.00	1,415.52	.00	
TOTAL						.00	1,415.52	.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

PAGE NUMBER: 34
AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4815C - PFMD ZONE 3 SILVA 10

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		270.88	.00	JULY/AUGUST SERVICES
TOTAL						.00	270.88	.00	
TOTAL						.00	270.88	.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4815D - PFMD ZONE 4 PARKVIEW

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		250.64	.00	JULY/AUGUST SERVICES
TOTAL						.00	250.64	.00	
TOTAL						.00	250.64	.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4815E - PFMD EAST VILLAGE PARK

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		515.32	.00	JULY/AUGUST SERVICES
TOTAL						.00	515.32	.00	
TOTAL						.00	515.32	.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

PAGE NUMBER: 37
AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.trans_date='20170915 00:00:00.000' and transact.fund betwe
ACCOUNTING PERIOD: 3/18

FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4815F - SAGECREST ESTATES

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/15/17	21		54829	2320 CITY OF LEMOORE		120.08	.00	JULY/AUGUST SERVICES
TOTAL						.00	120.08	.00	
TOTAL						.00	120.08	.00	
TOTAL						.00	6,955.38	.00	
TOTAL						.00	176,992.51	-46,162.26	

PEI
DATE: 09/28/2017
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CITY OF LEMOORE
GENERAL LEDGER TRANSACTION ANALYSIS

PAGE NUMBER: 1
AUDIT311

SELECTION CRITERIA: account.acct between '2000' and '2999'AND transact.yr='18' and transact.period='3' and transact.trans_date='2017'
ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND

ACCOUNT	DATE	T/C	REFERENCE	VENDOR/PAYER	DEBIT	CREDIT	DESCRIPTION
2020			ACCOUNTS PAYABLE				
3 /18	09/15/17	21	54878	0384 R.H.F. INC.		81.00	RECERTIFIED TO NHTSA
3 /18	09/15/17	21	54835	2399 DEPARTMENT OF JUSTIC		862.00	FINGERPRINTS
TOTAL			ACCOUNTS PAYABLE		.00	943.00	
2279			STORED VEH. FINES/TRF.OFF				
3 /18	09/15/17	21	54878	0384 R.H.F. INC.	81.00		RECERTIFIED TO NHTSA
TOTAL			STORED VEH. FINES/TRF.OFF		81.00	.00	
2285			LIVE SCAN DEPOSITS--PD				
3 /18	09/15/17	21	54835	2399 DEPARTMENT OF JUSTIC	862.00		FINGERPRINTS
TOTAL			LIVE SCAN DEPOSITS--PD		862.00	.00	
TOTAL			GENERAL FUND		943.00	943.00	
TOTAL REPORT					943.00	943.00	

Warrant Register 9-22-17

PEI
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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

PAGE NUMBER: 1
AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4211 - CITY COUNCIL

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4310									
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		963.59	.00	COPIER/PRINTER
TOTAL						.00	963.59	.00	
TOTAL					CITY COUNCIL	.00	963.59	.00	

PEI
DATE: 09/28/2017
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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

PAGE NUMBER: 2
AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4213 - CITY MANAGER

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4140									
3 /18	09/22/17	21		54955	6868 MIDAMERICA ADMIN		48.00	.00	WCA-ADMIN FEES ER
TOTAL						.00	48.00	.00	
4310									
3 /18	09/22/17	21		54914	6880 CALIFORNIA STATE		500.00	.00	COURSE REGISTRATION
3 /18	09/22/17	21		54914	6880 CALIFORNIA STATE		500.00	.00	COURSE REGISTRATION
TOTAL						.00	1,000.00	.00	
4320									
3 /18	09/22/17	21		54914	6880 CALIFORNIA STATE		300.00	.00	COURSE REGISTRATION
3 /18	09/22/17	21		54914	6880 CALIFORNIA STATE		300.00	.00	COURSE REGISTRATION
TOTAL						.00	600.00	.00	
4340									
3 /18	09/22/17	21		54979	0116 VERIZON WIRELESS		133.76	.00	08/05/17-09/04/17
TOTAL						.00	133.76	.00	
4380									
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		332.49	.00	COPIER/PRINTER
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		999.37	.00	COPIER/PRINTER
TOTAL						.00	1,331.86	.00	
TOTAL					CITY MANAGER	.00	3,113.62	.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

PAGE NUMBER: 3
AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='PO092217'
ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4215 - FINANCE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220									
3 /18	09/22/17	21		54957	5396 OFFICE DEPOT		5.21	.00	TAB, DURABLE
TOTAL						.00	5.21	.00	
4310									
3 /18	09/22/17	21		54964	6729 PRIDESTAFF, INC.		240.00	.00	RHOADS, CODY
TOTAL						.00	240.00	.00	
4340									
3 /18	09/22/17	21		54979	0116 VERIZON WIRELESS		26.61	.00	08/05/17-09/04/17
TOTAL						.00	26.61	.00	
4380									
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		72.41	.00	COPIER/PRINTER
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		272.54	.00	COPIER/PRINTER
TOTAL						.00	344.95	.00	
4389									
3 /18	09/22/17	21		54975	6104 US BANK		22.00	.00	MAINT. FEES
TOTAL						.00	22.00	.00	
TOTAL						.00	638.77	.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4220 - MAINTENANCE DIVISION

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220					OPERATING SUPPLIES				
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		12.84	.00	KEYBLANK
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		14.03	.00	WHT CAP THREADED
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		15.00	.00	WHT DUCT TAPE
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		15.00	.00	PULL UP TOOL
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		15.32	.00	TRAP/ POCK SRW DRIVER
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		18.63	.00	PUSHBUTTON
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		37.76	.00	UNIFORMS/GLOVES
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		40.65	.00	CUTTWHEEL
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		64.33	.00	WTR COOLER
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		76.40	.00	BLADES/DWARE
TOTAL					OPERATING SUPPLIES	.00	309.96	.00	
4310					PROFESSIONAL CONTRACT SVC				
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		16.74	.00	MATS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		16.74	.00	MATS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		16.74	.00	MATS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		16.74	.00	MATS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		16.74	.00	MATS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		37.76	.00	UNIFORMS/GLOVES
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		44.26	.00	UNIFORMS/GLOVES
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		45.76	.00	UNIFORMS/GLOVES
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		52.26	.00	UNIFORMS/GLOVES
TOTAL					PROFESSIONAL CONTRACT SVC	.00	263.74	.00	
4340					UTILITIES				
3 /18	09/22/17	21		54979	0116 VERIZON WIRELESS		82.73	.00	08/05/17-09/04/17
TOTAL					UTILITIES	.00	82.73	.00	
4380					RENTALS & LEASES				
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		367.04	.00	COPIER/PRINTER
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		412.92	.00	COPIER/PRINTER
TOTAL					RENTALS & LEASES	.00	779.96	.00	
TOTAL					MAINTENANCE DIVISION	.00	1,436.39	.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4221 - POLICE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4140									
3 /18	09/22/17	21		54955	6868 MIDAMERICA ADMIN		72.00	.00	WCA-ADMIN FEES ER
TOTAL						.00	72.00	.00	
4220									
3 /18	09/22/17	21		54963	5829 JONES BOYS LLC		58.99	.00	CENTRA SIGN
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		83.44	.00	KEYBLANKS/ USPS KEY
TOTAL						.00	142.43	.00	
4220U									
3 /18	09/22/17	21	8139	-01 54981	6170 LPS TACTICAL & P		1,190.00	-1,190.00	ENFORCER 6316M 3A- US ARM
3 /18	09/22/17	21	8139	-03 54981	6170 LPS TACTICAL & P		1,443.75	-1,255.10	ENFORCER 6316M 3A- US ARM
3 /18	09/22/17	21	8139	-05 54981	6170 LPS TACTICAL & P		1,155.00	-1,155.00	ENFORCER 6316M 3A- US ARM
3 /18	09/22/17	21	8139	-06 54981	6170 LPS TACTICAL & P		274.68	-274.68	SALES TAX
TOTAL						.00	4,063.43	-3,874.78	
4310									
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		.99	.00	UNIFORMS
3 /18	09/22/17	21		54951	5035 LEMOORE ANIMAL C		90.00	.00	EXAM
3 /18	09/22/17	21		54943	0772 COUNTY OF KINGS		3,904.04	.00	TECH COMM SVS/AUG17
TOTAL						.00	3,995.03	.00	
4320									
3 /18	09/22/17	21		54913	T2226 C.L.E.A.R.S., IN		400.00	.00	SEMINAR REGISTRATION
TOTAL						.00	400.00	.00	
4340									
3 /18	09/22/17	21		54979	0116 VERIZON WIRELESS		816.52	.00	08/02/2017-09/01/2017
TOTAL						.00	816.52	.00	
4825AR									
3 /18	09/22/17	21		54920	6398 DURATECH USA, IN		528.28	.00	VEHICLE BASE/BRACES
TOTAL						.00	528.28	.00	
4840AR									
3 /18	09/22/17	21		54920	6398 DURATECH USA, IN		528.28	.00	VEHICLE BASE/BRACES
TOTAL						.00	528.28	.00	
TOTAL						.00	10,545.97	-3,874.78	

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ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4222 - FIRE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220									
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		32.16	.00	GDN HOSE
TOTAL						.00	32.16	.00	
4230									
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		3.54	.00	NUTS AND BOLTS
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		3.73	.00	NUTS AND BOLTS
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		5.87	.00	CAP/BALL VALVE
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		1.04	.00	HARDWARE
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		2.77	.00	MPT PLUG
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		15.00	.00	COMMON BOARD
TOTAL						.00	31.95	.00	
4310									
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		34.47	.00	UNIFORM/BLUE MATS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		34.47	.00	UNIFORM/BLUE MATS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		34.47	.00	UNIFORMS/ BLUE MATS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		66.55	.00	UNIFORMS/BLUE MATS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		66.55	.00	UNIFORMS/ BLUE MATS
TOTAL						.00	236.51	.00	
4340									
3 /18	09/22/17	21		54979	0116 VERIZON WIRELESS		9.26	.00	08/05/17-09/04/17
TOTAL						.00	9.26	.00	
4380									
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		22.87	.00	COPIER/PRINTER
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		28.52	.00	COPIER/PRINTER
TOTAL						.00	51.39	.00	
TOTAL						.00	361.27	.00	

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ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4224 - BUILDING INSPECTION

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4140									
3 /18	09/22/17	21		54955	6868 MIDAMERICA ADMIN		24.00	.00	WCA-ADMIN FEES ER
TOTAL						.00	24.00	.00	
4340									
3 /18	09/22/17	21		54979	0116 VERIZON WIRELESS		115.15	.00	08/05/17-09/04/17
TOTAL						.00	115.15	.00	
4380									
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		147.61	.00	COPIER/PRINTER
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		174.96	.00	COPIER/PRINTER
TOTAL						.00	322.57	.00	
TOTAL						.00	461.72	.00	

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ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4230 - PUBLIC WORKS

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4340									
3 /18	09/22/17	21		54979	0116 VERIZON WIRELESS		42.61	.00	08/05/17-09/04/17
TOTAL						.00	42.61	.00	
4380									
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		65.03	.00	COPIER/PRINTER
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		75.80	.00	COPIER/PRINTER
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		84.84	.00	COPIER/PRINTER
TOTAL						.00	225.67	.00	
TOTAL						.00	268.28	.00	

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ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4231 - STREETS

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220			OPERATING SUPPLIES						
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		8.99	.00	ROLL TRAY
TOTAL			OPERATING SUPPLIES			.00	8.99	.00	
4340			UTILITIES						
3 /18	09/22/17	21		54960	0363 P G & E		300.05	.00	07/25/2017-08/23/2017
TOTAL			UTILITIES			.00	300.05	.00	
4380			RENTALS & LEASES						
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		1.59	.00	COPIER/PRINTER
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		1.65	.00	COPIER/PRINTER
TOTAL			RENTALS & LEASES			.00	3.24	.00	
TOTAL			STREETS			.00	312.28	.00	

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ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4241 - PARKS

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220					OPERATING SUPPLIES				
3	/18	09/22/17	21	54950	0304 LEMOORE HARDWARE		6.42	.00	WHT PAINT
3	/18	09/22/17	21	54924	5866 FASTENAL COMPANY		12.47	.00	SQWIN MIX 2.5GL
3	/18	09/22/17	21	54950	0304 LEMOORE HARDWARE		13.25	.00	SLIP CAP
3	/18	09/22/17	21	54950	0304 LEMOORE HARDWARE		19.61	.00	GALV NIPPLE/UNION
3	/18	09/22/17	21	54950	0304 LEMOORE HARDWARE		20.96	.00	SXSXS TEE/ SXS ELL
3	/18	09/22/17	21	54950	0304 LEMOORE HARDWARE		32.16	.00	TOIL SEAT
3	/18	09/22/17	21	54950	0304 LEMOORE HARDWARE		32.68	.00	WIR CONNECTOR
3	/18	09/22/17	21	54901	6081 ALL AMERICAN POO		34.32	.00	MURATIC ACID 4 GAL
3	/18	09/22/17	21	54950	0304 LEMOORE HARDWARE		35.14	.00	BOWL BRUSHES
3	/18	09/22/17	21	54950	0304 LEMOORE HARDWARE		42.96	.00	SPRAYER/ADJ TOOL/TUBE
3	/18	09/22/17	21	54950	0304 LEMOORE HARDWARE		48.26	.00	NUTS AND BOLTS
3	/18	09/22/17	21	54950	0304 LEMOORE HARDWARE		53.59	.00	WTR COOLER/SUMMER HAT
3	/18	09/22/17	21	54924	5866 FASTENAL COMPANY		61.15	.00	29"SCOOP SHOVEL/POLY
3	/18	09/22/17	21	54950	0304 LEMOORE HARDWARE		135.10	.00	SUPER SPRAYER/COOLER
3	/18	09/22/17	21	54950	0304 LEMOORE HARDWARE		265.92	.00	LOPPER BYPASS/ANVIL
TOTAL					OPERATING SUPPLIES	.00	813.99	.00	
4310					PROFESSIONAL CONTRACT SVC				
3	/18	09/22/17	21	54904	2653 AMERIPRIDE		18.40	.00	UNIFORMS
3	/18	09/22/17	21	54904	2653 AMERIPRIDE		18.40	.00	UNIFORMS
3	/18	09/22/17	21	54904	2653 AMERIPRIDE		18.40	.00	UNIFORMS
3	/18	09/22/17	21	54904	2653 AMERIPRIDE		18.40	.00	UNIFORMS
3	/18	09/22/17	21	54904	2653 AMERIPRIDE		24.90	.00	UNIFORMS
TOTAL					PROFESSIONAL CONTRACT SVC	.00	98.50	.00	
TOTAL					PARKS	.00	912.49	.00	

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ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4242 - RECREATION

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4140									
3 /18	09/22/17	21		54955	6868 MIDAMERICA ADMIN		24.00	.00	WCA-ADMIN FEES ER
TOTAL						.00	24.00	.00	
4220									
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		5.77	.00	SPR SNP/KEY CAP
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		6.42	.00	HD STAPLE
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		12.84	.00	PAD KEYBLANK
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		48.25	.00	POLY TRAP
TOTAL						.00	73.28	.00	
4310									
3 /18	09/22/17	21		54906	6884 ANTHONY HERNANDE		80.00	.00	REFEREE: FLAG FTBALL
3 /18	09/22/17	21		54934	T2191 ISABELLA GUZMAN		98.18	.00	SCOREKEEPING:FLAG FTB
3 /18	09/22/17	21		54973	6885 TRENTON WILLIAMS		102.00	.00	REFEREE FLAG FTBALL
3 /18	09/22/17	21		54953	6762 LUZ PULIDO		105.00	.00	SCOREKEEPING FLG FTBL
3 /18	09/22/17	21		54935	T2044 ISAAIAH JOHNSTON		126.00	.00	SCREKEEPING/PREP FLAG
3 /18	09/22/17	21		54908	0040 LARRY AVILA		160.00	.00	REFEREE FLAG FOOTBALL
3 /18	09/22/17	21		54912	6763 BRYCE HERNANDEZ		182.00	.00	REFEREE:FLAG FTBALL
3 /18	09/22/17	21		54940	T2043 JULIO GONZALEZ		204.00	.00	REFEREE-FLAG FOOTBALL
3 /18	09/22/17	21		54930	6865 HANNESLTHILL CAM		225.75	.00	BREWFEST ATTENDANT
3 /18	09/22/17	21		54925	T2220 FERNANDO VALLADA		232.00	.00	REFEREE FLAG FTBALL
3 /18	09/22/17	21		54936	6661 ISRAEL VALLADARE		232.00	.00	REFEREE FLAG FTBALL
TOTAL						.00	1,746.93	.00	
4340									
3 /18	09/22/17	21		54979	0116 VERIZON WIRELESS		141.51	.00	08/05/17-09/04/17
TOTAL						.00	141.51	.00	
4380									
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		680.08	.00	COPIER/PRINTER
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		822.78	.00	COPIER/PRINTER
TOTAL						.00	1,502.86	.00	
TOTAL						.00	3,488.58	.00	

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ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4296 - INFORMATION TECHNOLOGY

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220									
					OPERATING SUPPLIES				
3 /18	09/22/17	21		54919	2454 DELL COMPUTER CO		481.25	.00	VLA WINDOWS SERVICES
3 /18	09/22/17	21	8015	-01 54919	2454 DELL COMPUTER CO		12,996.27	-19,500.00	DELL COMPUTERS
3 /18	09/22/17	21	8041	-01 54919	2454 DELL COMPUTER CO		655.41	-655.41	VLA SQL SERVER STD 2016
3 /18	09/22/17	21	8041	-02 54919	2454 DELL COMPUTER CO		762.25	-762.25	VLA SQL PER USER CAL 2016
3 /18	09/22/17	21	8042	-01 54919	2454 DELL COMPUTER CO		1,359.40	-1,359.40	VLA OFFICE STD 2016
3 /18	09/22/17	21	8042	-02 54919	2454 DELL COMPUTER CO		1,855.70	-1,855.70	VLA OFFICE PRO PLUS 2016
3 /18	09/22/17	21	8043	-01 54919	2454 DELL COMPUTER CO		448.20	-498.00	ND + SV
3 /18	09/22/17	21	8043	-02 54919	2454 DELL COMPUTER CO		646.20	-718.00	ND + P+
TOTAL					OPERATING SUPPLIES	.00	19,204.68	-25,348.76	
4310					PROFESSIONAL CONTRACT SVC				
3 /18	09/22/17	21		54917	4056 COMCAST		2,175.12	.00	INTERNET
TOTAL					PROFESSIONAL CONTRACT SVC	.00	2,175.12	.00	
TOTAL					INFORMATION TECHNOLOGY	.00	21,379.80	-25,348.76	

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ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 4297 - HUMAN RESOURCES

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4310									
3 /18	09/22/17	21		54923	6805 ERISA COMPLIANCE		25.00	.00	ACA-1094/1095 REPORTI
3 /18	09/22/17	21		54945	T2176 LABORATORY CORPO		120.00	.00	EXAM
TOTAL						.00	145.00	.00	
TOTAL						.00	145.00	.00	

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ACCOUNTING PERIOD: 3/18

FUND - 001 - GENERAL FUND
BUDGET UNIT - 5717 - CITYWIDE ADA COMPLIANCE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4317									
3 /18	09/22/17	21	8055	-01 54966	6750 ROCKEEZ ENGINEER		14,251.25	-14,251.25	FOX STREET TREE/SIDEWALK
TOTAL						.00	14,251.25	-14,251.25	
TOTAL						.00	14,251.25	-14,251.25	
TOTAL						.00	58,279.01	-43,474.79	

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ACCOUNTING PERIOD: 3/18

FUND - 040 - FLEET MAINTENANCE
BUDGET UNIT - 4265 - FLEET MAINTENANCE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220					OPERATING SUPPLIES				
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		7.03	.00	COPIER/PRINTER
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		8.37	.00	COPIER/PRINTER
3 /18	09/22/17	21		54958	0361 ORTON'S EQUIPMEN		-47.66	.00	CREDIT FOR PI43498
3 /18	09/22/17	21		54958	0361 ORTON'S EQUIPMEN		14.36	.00	V-BELT
3 /18	09/22/17	21		54958	0361 ORTON'S EQUIPMEN		47.66	.00	V BELT
3 /18	09/22/17	21		54942	2671 KELLER MOTORS		96.49	.00	AIR FILTER INSTALL
3 /18	09/22/17	21		54952	0306 LEMOORE HIGH SCH		4,977.25	.00	TIME/ FAST FILL
TOTAL					OPERATING SUPPLIES	.00	5,103.50	.00	
4220F					OPERATING SUPPLIES FUEL				
3 /18	09/22/17	21	8117	-01 54909	0043 BURROWS & CASTAD		19,219.68	-19,219.68	FUEL PURCHASES - CARDLOCK
TOTAL					OPERATING SUPPLIES FUEL	.00	19,219.68	-19,219.68	
4230					REPAIR/MAINT SUPPLIES				
3 /18	09/22/17	21		54978	0458 KELLER FORD LINC		255.54	.00	MOULDING REPLACEMENT
3 /18	09/22/17	21		54933	6715 INTERSTATE BILLI		304.57	.00	PIPE EXHAUST
TOTAL					REPAIR/MAINT SUPPLIES	.00	560.11	.00	
4310					PROFESSIONAL CONTRACT SVC				
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		37.88	.00	UNIFORMS/ BLUE MATS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		39.38	.00	UNIFORMS/BLUE MATS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		40.53	.00	UNIFORMS/BLUE MATS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		64.98	.00	UNIFORMS/BLUE MATS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		72.39	.00	UNIFORMS/BLUE MATS
3 /18	09/22/17	21		54900	0664 SJVAPCD		234.00	.00	STREET SWEEPER/VACUUM
TOTAL					PROFESSIONAL CONTRACT SVC	.00	489.16	.00	
4340					UTILITIES				
3 /18	09/22/17	21		54979	0116 VERIZON WIRELESS		9.46	.00	08/05/17-09/04/17
TOTAL					UTILITIES	.00	9.46	.00	
TOTAL					FLEET MAINTENANCE	.00	25,381.91	-19,219.68	
TOTAL					FLEET MAINTENANCE	.00	25,381.91	-19,219.68	

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ACCOUNTING PERIOD: 3/18

FUND - 045 - GOLF COURSE - CITY
BUDGET UNIT - 4245 - GOLF COURSE-CITY

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4000K									
	3 /18	09/22/17	21	54970	6440 SYSCO		574.14	.00	FOOD SUPPLIES
TOTAL						.00	574.14	.00	
4000P									
	3 /18	09/22/17	21	54971	6443 TAYLORMADE GOLF		33.01	.00	GOLF SUPPLIES
	3 /18	09/22/17	21	54927	6453 GLOBAL TOUR GOLF		93.18	.00	GOLF SUPPLIES
	3 /18	09/22/17	21	54899	6450 TITLEIST		103.30	.00	PROMN PLN BOA WHT/BLK
	3 /18	09/22/17	21	54899	6450 TITLEIST		119.46	.00	GOLF SUPPLIES
	3 /18	09/22/17	21	54962	6667 PING		131.42	.00	GOLF SUPPLIES
	3 /18	09/22/17	21	54976	6508 US KIDS GOLF, LL		133.20	.00	GOLF SUPPLIES
	3 /18	09/22/17	21	54972	6657 TOUR EDGE GOLF M		181.50	.00	GOLF SUPPLIES
	3 /18	09/22/17	21	54927	6453 GLOBAL TOUR GOLF		234.07	.00	GOLF SUPPLIES
	3 /18	09/22/17	21	54971	6443 TAYLORMADE GOLF		279.12	.00	GOLF SUPPLIES
	3 /18	09/22/17	21	54971	6443 TAYLORMADE GOLF		383.64	.00	GOLF SUPPLIES
TOTAL						.00	1,691.90	.00	
4220									
	3 /18	09/22/17	21	54916	6624 CINTAS		55.92	.00	KITCHEN SUPPLIES
	3 /18	09/22/17	21	54916	6624 CINTAS		55.92	.00	KITCHEN SUPPLIES
TOTAL						.00	111.84	.00	
4220K									
	3 /18	09/22/17	21	54916	6624 CINTAS		69.47	.00	KITCHEN SUPPLIES
	3 /18	09/22/17	21	54916	6624 CINTAS		69.47	.00	KITCHEN SUPPLIES
TOTAL						.00	138.94	.00	
4220M									
	3 /18	09/22/17	21	54982	6523 WEST VALLEY SUPP		8.08	.00	COMP TEE/ TAPE
	3 /18	09/22/17	21	54982	6523 WEST VALLEY SUPP		27.70	.00	VLVE BOX/ 6"ROUND LID
	3 /18	09/22/17	21	54982	6523 WEST VALLEY SUPP		34.19	.00	AIR VENT/ 80 NIPPLE
	3 /18	09/22/17	21	54982	6523 WEST VALLEY SUPP		39.93	.00	PRIMER/PVC CEMENT
	3 /18	09/22/17	21	54982	6523 WEST VALLEY SUPP		44.24	.00	KNIFE/VALVE BOX LID
	3 /18	09/22/17	21	54982	6523 WEST VALLEY SUPP		66.44	.00	SPLICE/WIRE STRIPPER
	3 /18	09/22/17	21	54982	6523 WEST VALLEY SUPP		126.51	.00	PIPE/LNDSCP FABRIC
	3 /18	09/22/17	21	54982	6523 WEST VALLEY SUPP		156.95	.00	TAPE ELECTRIC/TEFLON
TOTAL						.00	504.04	.00	
4291									
	3 /18	09/22/17	21	54946	6080 LEE CENTRAL CALI		107.00	.00	07/31/17-08/27/17
TOTAL						.00	107.00	.00	
4310									
	3 /18	09/22/17	21	54954	6647 MARVIN BURNS		22.50	.00	GOLF LESSONS AUG 2017
	3 /18	09/22/17	21	54965	6548 RINGER, TOM		207.00	.00	GOLF LESSONS AUG17
	3 /18	09/22/17	21	54905	6574 TONY ALANIZ JR.		258.75	.00	GOLF LESSONS-AUG 2017
	3 /18	09/22/17	21	54931	6573 JAMES HUDGEON		316.35	.00	GOLF LESSONS-AUG17

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ACCOUNTING PERIOD: 3/18

FUND - 045 - GOLF COURSE - CITY
BUDGET UNIT - 4245 - GOLF COURSE-CITY

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4310					PROFESSIONAL CONTRACT SVC (cont'd)				
TOTAL					PROFESSIONAL CONTRACT SVC	.00	804.60	.00	
4340					UTILITIES				
3 /18	09/22/17	21		54907	5516 AT&T		4.58	.00	939-103-400-6
3 /18	09/22/17	21		54960	0363 P G & E		10.51	.00	07/28/2017-08/28/2017
3 /18	09/22/17	21		54960	0363 P G & E		749.27	.00	07/28/2017-082817
TOTAL					UTILITIES	.00	764.36	.00	
TOTAL					GOLF COURSE-CITY	.00	4,696.82	.00	
TOTAL					GOLF COURSE - CITY	.00	4,696.82	.00	

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ACCOUNTING PERIOD: 3/18

FUND - 050 - WATER
BUDGET UNIT - 4250 - WATER

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4140									
3 /18	09/22/17	21		54955	6868 MIDAMERICA ADMIN		24.00	.00	WCA-ADMIN FEES ER
TOTAL						.00	24.00	.00	
4220									
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		4.28	.00	MASTER PAD KEYBLANK
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		4.28	.00	CLOROX WIPES
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		5.14	.00	NYL BASTER
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		5.98	.00	BUNGEE CORD
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		6.41	.00	BLK SPRAY PAINT
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		6.75	.00	SHUR GRIP ERGO FRAME
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		7.49	.00	KNIFE DSP
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		9.11	.00	STD HOSE BIBB
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		9.42	.00	HEX BUSHING
3 /18	09/22/17	21		54956	0345 MORGAN & SLATES		9.55	.00	SQ TUBE
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		11.79	.00	511756
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		11.79	.00	TORPEDO LEVEL
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		11.97	.00	FRESHENER/VANILLA JOY
3 /18	09/22/17	21		54926	6751 FURTADO WELDING		12.12	.00	GAUGE 2 X 30PSI RED
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		13.40	.00	ANTKILLER
3 /18	09/22/17	21		54910	2410 BENNETT & BENNET		2.99	.00	PVC ELL SOC/NIPPLE
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		3.21	.00	X-FINE GRAPHITE
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		10.18	.00	GASKET MAKER
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		15.00	.00	16OZ GRAFFITI REMOVER
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		15.00	.00	599595
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		15.00	.00	PINE SOL
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		16.08	.00	CLR STOR BOX
3 /18	09/22/17	21		54926	6751 FURTADO WELDING		16.90	.00	WIRE E7 1T-GS .035
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		19.29	.00	FLORAL SHOVEL
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		19.61	.00	TFE PASTE/TEFLON
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		20.36	.00	HARDWD HANDLE
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		24.32	.00	NUTS&BOLTS
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		25.89	.00	NUTS&BOLTS/CHIP BRUSH
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		26.25	.00	STRAIGHT BIBB/COUPLIN
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		26.57	.00	STRAIGHT BIBB/COUPLIN
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		30.01	.00	COBWEB DUSTER
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		30.02	.00	BOW RAKE
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		30.02	.00	194214
3 /18	09/22/17	21		54938	6860 JOHN SOUZA		30.66	.00	REIMBURSEMENT
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		38.60	.00	BLK SHEETING
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		43.62	.00	DPLX NAIL/ STAKE
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		45.03	.00	WTR COOLER
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		45.03	.00	DIGGING BAR
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		53.07	.00	GRN SOCK BOOT/CYC OIL
3 /18	09/22/17	21		54956	0345 MORGAN & SLATES		78.78	.00	BLKPIPE/LABOR/HR ANGL
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		90.06	.00	LHRP SHOVEL
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		90.06	.00	RZRBACK SHOVEL

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ACCOUNTING PERIOD: 3/18

FUND - 050 - WATER
BUDGET UNIT - 4250 - WATER

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220									
(cont'd)									
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		101.91	.00	TROWEL/FLOAT/PAIL/WIR
3 /18	09/22/17	21		54926	6751 FURTADO WELDING		155.77	.00	HELMET WELDING/WHEEL
3 /18	09/22/17	21		54919	2454 DELL COMPUTER CO		771.85	.00	2 DELL LAPTOPS
3 /18	09/22/17	21		54919	2454 DELL COMPUTER CO		771.86	.00	2 DELL LAPTOPS
3 /18	09/22/17	21		54919	2454 DELL COMPUTER CO		946.15	.00	2 DELL LAPTOPS
3 /18	09/22/17	21		54980	5277 VISA PETROLEUM		1,209.24	.00	DEEP WELL PUMP OIL
3 /18	09/22/17	21	8028	-01 54974	6058 UNIVAR		1,005.63	-1,005.63	BLANKET PURCHASE ORDER CH
3 /18	09/22/17	21	8028	-01 54974	6058 UNIVAR		1,146.99	-1,146.99	BLANKET PURCHASE ORDER CH
3 /18	09/22/17	21	8028	-01 54974	6058 UNIVAR		1,146.99	-1,146.99	BLANKET PURCHASE ORDER CH
3 /18	09/22/17	21	8028	-01 54974	6058 UNIVAR		1,203.53	-1,203.53	BLANKET PURCHASE ORDER CH
3 /18	09/22/17	21	8028	-01 54974	6058 UNIVAR		1,288.35	-1,288.35	BLANKET PURCHASE ORDER CH
3 /18	09/22/17	21	8028	-01 54974	6058 UNIVAR		1,537.97	-1,537.97	BLANKET PURCHASE ORDER CH
TOTAL						.00	12,277.33	-7,329.46	
4230									
3 /18	09/22/17	21		54977	2038 USA BLUEBOOK		70.13	.00	PIPE LOCATOR
TOTAL						.00	70.13	.00	
4310									
PROFESSIONAL CONTRACT SVC									
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		50.60	.00	UNIFORMS/ GLOVES
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		52.10	.00	UNIFORMS/ GLOVES
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		57.10	.00	UNIFORMS/GLOVES
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		57.10	.00	UNIFORMS/GLOVES
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		65.10	.00	UNIFORMS/GLOVES
3 /18	09/22/17	21		54918	6840 CORREIA-XAVIER,		3,750.00	.00	APPRAISAL REPORT FEE
TOTAL						.00	4,032.00	.00	
4340									
UTILITIES									
3 /18	09/22/17	21		54961	6627 PG&E NON ENERGY		418.10	.00	WELL-4
3 /18	09/22/17	21		54979	0116 VERIZON WIRELESS		599.36	.00	08/05/17-09/04/17
3 /18	09/22/17	21		54961	6627 PG&E NON ENERGY		977.06	.00	WELL 4
TOTAL						.00	1,994.52	.00	
4350									
REPAIR/MAINT SERVICES									
3 /18	09/22/17	21		54911	6521 BILLINGSLEY TIRE		29.50	.00	DUEL REPAIR
TOTAL						.00	29.50	.00	
4380									
RENTALS & LEASES									
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		149.15	.00	COPIER/PRINTER
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		169.46	.00	COPIER/PRINTER
TOTAL						.00	318.61	.00	
TOTAL						.00	18,746.09	-7,329.46	

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ACCOUNTING PERIOD: 3/18

FUND - 050 - WATER
BUDGET UNIT - 4251 - UTILITY OFFICE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220									
3 /18	09/22/17	21		54957	5396 OFFICE DEPOT		9.54	.00	POST-IT, 1.5X2
3 /18	09/22/17	21		54957	5396 OFFICE DEPOT		26.46	.00	FOLDER,HNG,LGL
TOTAL						.00	36.00	.00	
4310									
3 /18	09/22/17	21		54932	5546 INFOSEND		3,875.62	.00	AUGUST STATEMENTS
TOTAL						.00	3,875.62	.00	
4380									
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		258.99	.00	COPIER/PRINTER
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		320.98	.00	COPIER/PRINTER
TOTAL						.00	579.97	.00	
TOTAL						.00	4,491.59	.00	
TOTAL						.00	23,237.68	-7,329.46	

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ACCOUNTING PERIOD: 3/18

FUND - 056 - REFUSE
BUDGET UNIT - 4256 - REFUSE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4140									
3 /18	09/22/17	21		54955	6868 MIDAMERICA ADMIN		24.00	.00	WCA-ADMIN FEES ER
TOTAL						.00	24.00	.00	
4220									
3 /18	09/22/17	21		54956	0345 MORGAN & SLATES		44.53	.00	TOOL21GAGE/626 CALIPE
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		79.33	.00	LIQ NAILS/RF CEMENT
TOTAL						.00	123.86	.00	
4230									
3 /18	09/22/17	21		54926	6751 FURTADO WELDING		50.15	.00	OXYGEN CYLINDER/MAT
3 /18	09/22/17	21		54968	6518 SCHAEFER SYSTEMS		144.78	.00	BLOW MOLD/END CAP
3 /18	09/22/17	21		54926	6751 FURTADO WELDING		194.56	.00	BI MIX/FLINT/MAT/WIRE
TOTAL						.00	389.49	.00	
4310									
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		46.30	.00	UNIFORMS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		52.80	.00	UNIFORMS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		54.30	.00	UNIFORMS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		59.30	.00	UNIFORMS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		70.29	.00	UNIFORMS
3 /18	09/22/17	21	8053 -01	54944	0234 KINGS WASTE AND		87,773.56	-87,773.56	FISCAL 17-18 BLANKET PURC
TOTAL						.00	88,056.55	-87,773.56	
4340									
3 /18	09/22/17	21		54979	0116 VERIZON WIRELESS		356.39	.00	08/05/17-09/04/17
TOTAL						.00	356.39	.00	
4380									
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		14.89	.00	COPIER/PRINTER
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		17.79	.00	COPIER/PRINTER
TOTAL						.00	32.68	.00	
TOTAL						.00	88,982.97	-87,773.56	
TOTAL						.00	88,982.97	-87,773.56	

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ACCOUNTING PERIOD: 3/18

FUND - 060 - SEWER& STORM WTR DRAINAGE
BUDGET UNIT - 4260 - SEWER

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4220					OPERATING SUPPLIES				
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		5.35	.00	MOLY GREASE
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		13.40	.00	TROWEL
3 /18	09/22/17	21		54969	2072 SIERRA CHEMICAL		-2,000.00	.00	DEPOSIT REFUND
3 /18	09/22/17	21		54969	2072 SIERRA CHEMICAL		-2,000.00	.00	DEPOSIT REFUND
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		16.08	.00	TAPE RULE
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		23.58	.00	PICKHANDLE
3 /18	09/22/17	21		54924	5866 FASTENAL COMPANY		25.68	.00	S/S TRUBOLT 1/2X5.5
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		30.01	.00	FLD BULB
3 /18	09/22/17	21		54938	6860 JOHN SOUZA		30.67	.00	REIMBURSEMENT
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		37.53	.00	TRIMMER LINE
3 /18	09/22/17	21		54950	0304 LEMOORE HARDWARE		96.50	.00	ALGAE BRUSH
TOTAL					OPERATING SUPPLIES	.00	-3,721.20	.00	
4310					PROFESSIONAL CONTRACT SVC				
3 /18	09/22/17	21		54969	2072 SIERRA CHEMICAL		-4,000.00	.00	DEPOSIT REFUND
3 /18	09/22/17	21		54969	2072 SIERRA CHEMICAL		-2,000.00	.00	
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		46.00	.00	UNIFORMS
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		48.70	.00	UNIFORMS/BLUE MAT
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		50.08	.00	UNIFORMS/MAT
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		55.08	.00	UNIFORMS/ MAT
3 /18	09/22/17	21		54904	2653 AMERIPRIDE		87.50	.00	UNIFORMS/MAT
3 /18	09/22/17	21		54969	2072 SIERRA CHEMICAL		3,627.20	.00	CHLORINE/ DEPOSIT
3 /18	09/22/17	21		54969	2072 SIERRA CHEMICAL		7,229.39	.00	CHLORINE/DEPOSIT
3 /18	09/22/17	21	8123 -01	54921	6869 MILLENNIUM FUNDI		560.64	-560.64	1 CONTRACT STAFF PERSONNE
TOTAL					PROFESSIONAL CONTRACT SVC	.00	5,704.59	-560.64	
4340					UTILITIES				
3 /18	09/22/17	21		54979	0116 VERIZON WIRELESS		383.61	.00	08/05/17-09/04/17
3 /18	09/22/17	21		54902	6310 AMERIGAS		663.29	.00	PROPANE
TOTAL					UTILITIES	.00	1,046.90	.00	
4350					REPAIR/MAINT SERVICES				
3 /18	09/22/17	21		54983	2924 WESTERN PLUMBING		305.00	.00	REPAIR A/C
TOTAL					REPAIR/MAINT SERVICES	.00	305.00	.00	
4360					TRAINING				
3 /18	09/22/17	21		54967	T412 STEFAN ROSE		195.00	.00	TRI-STATE SEMINAR
3 /18	09/22/17	21		54939	T2161 JUAN DIEGO LOPEZ		195.00	.00	TRI-STATE SEMINAR
TOTAL					TRAINING	.00	390.00	.00	
4380					RENTALS & LEASES				
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		44.70	.00	COPIER/PRINTER
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		46.08	.00	COPIER/PRINTER
TOTAL					RENTALS & LEASES	.00	90.78	.00	
TOTAL					SEWER	.00	3,816.07	-560.64	

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PEI - FUND ACCOUNTING

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 060 - SEWER& STORM WTR DRAINAGE
BUDGET UNIT - 4260 - SEWER

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4380									RENTALS & LEASES

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 060 - SEWER& STORM WTR DRAINAGE
BUDGET UNIT - 5301 - REPLACE SEWER LANE CIMARO

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4317									
3 /18	09/22/17	21	8066	-01 54966	6750 ROCKEEZ ENGINEER		304,689.75	-304,689.75	CIMMARON PARK SEWER SYSTE
TOTAL						.00	304,689.75	-304,689.75	
TOTAL						.00	304,689.75	-304,689.75	
TOTAL						.00	308,505.82	-305,250.39	

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EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 078 - LLMD/PFMD
BUDGET UNIT - 4801 - LLMD ZONE 1 WESTFIELD

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4310									
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		.03	.00	COPIER/PRINTER
3 /18	09/22/17	21		54929	5977 GREATAMERICA FIN		.03	.00	COPIER/PRINTER
TOTAL					PROFESSIONAL CONTRACT SVC	.00	.06	.00	
TOTAL					LLMD ZONE 1 WESTFIELD	.00	.06	.00	
TOTAL					LLMD/PFMD	.00	.06	.00	

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CITY OF LEMOORE
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SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 085 - PBIA
BUDGET UNIT - 4270 - PBIA

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4310									
3 /18	09/22/17	21		54959	5563 RUSTY DEROUIN		300.00	.00	AUGUST SERVICES
TOTAL						.00	300.00	.00	
TOTAL					PBIA	.00	300.00	.00	
TOTAL					PBIA	.00	300.00	.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 201 - LLMD ZONE 1
BUDGET UNIT - 4851 - LLMD ZONE 1 WESTFIELD

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4310									
3 /18	09/22/17	21	8064	-03 54922	5637 ELITE MAINTENANC		5,712.00	-5,712.00	LLMD: WESTFIELD ZONE 1&2
TOTAL						.00	5,712.00	-5,712.00	
TOTAL						.00	5,712.00	-5,712.00	
TOTAL						.00	5,712.00	-5,712.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 203 - LLMD ZONE 3 SILVA ESTATES
BUDGET UNIT - 4853 - LLMD ZONE 3 SILVA ESTATES

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4310									
3 /18	09/22/17	21	8064	-06 54922	5637 ELITE MAINTENANC		833.00	-833.00	LLMD: ZONE 3 SILVA ESTATE
TOTAL						.00	833.00	-833.00	
TOTAL						.00	833.00	-833.00	
TOTAL						.00	833.00	-833.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 205 - LLMD ZONE 5 WILDFLOWER
BUDGET UNIT - 4855 - LLMD ZONE 5 WILDFLOWER

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4310									
3 /18	09/22/17	21	8063	-05 54941	6459 CLEAN CUT LANDSC		302.09	-302.09	LLMD- ZONE 5 - WILDFLOWER
TOTAL						.00	302.09	-302.09	
TOTAL						.00	302.09	-302.09	
TOTAL						.00	302.09	-302.09	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 206 - LLMD ZONE 6 CAPISTRANO
BUDGET UNIT - 4856 - LLMD ZONE 6 CAPISTRANO

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4310									
3 /18	09/22/17	21	8064	-07 54922	5637 ELITE MAINTENANC		238.00	-238.00	LLMD: ZONE 6 CAPPISTRANO
TOTAL						.00	238.00	-238.00	
TOTAL						.00	238.00	-238.00	
TOTAL						.00	238.00	-238.00	

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EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 207 - LLMD ZONE 7 SILVERADO
BUDGET UNIT - 4857 - LLMD ZONE 7 SILVERADO

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4310									
3 /18	09/22/17	21	8064	-08 54922	5637 ELITE MAINTENANC		714.00	-714.00	LLMD: ZONE 7 SILVERADO
TOTAL						.00	714.00	-714.00	
TOTAL						.00	714.00	-714.00	
TOTAL						.00	714.00	-714.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 208 - LLMD ZONE 8 COUNTY CLUB
BUDGET UNIT - 4858 - LLMD ZONE 8 COUNTY CLUB

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4310									
3 /18	09/22/17	21	8064	-01 54922	5637 ELITE MAINTENANC		600.00	-600.00	LLMD ZONE 8 DIVISION PARK
3 /18	09/22/17	21	8064	-10 54922	5637 ELITE MAINTENANC		119.00	-119.00	LLMD: ZONE 8 COUNTRY CLUB
TOTAL						.00	719.00	-719.00	
TOTAL						.00	719.00	-719.00	
TOTAL						.00	719.00	-719.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 209 - LLMD ZONE 9 LA DANTE ROSE
BUDGET UNIT - 4859 - LLMD ZONE 9 LA DANTE ROSE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4310									
3 /18	09/22/17	21	8063	-06 54941	6459 CLEAN CUT LANDSC		175.00	-175.00	LLEMD- ZONE 9 LA DANTE
TOTAL						.00	175.00	-175.00	
TOTAL						.00	175.00	-175.00	
TOTAL						.00	175.00	-175.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 210 - LLMD ZONE 10 AVALON
BUDGET UNIT - 4860 - LLMD ZONE 10 AVALON

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4310									
3 /18	09/22/17	21	8063	-07 54941	6459 CLEAN CUT LANDSC		1,541.50	-1,541.50	LLMD- ZONE 10 AVALON
TOTAL						.00	1,541.50	-1,541.50	
TOTAL						.00	1,541.50	-1,541.50	
TOTAL						.00	1,541.50	-1,541.50	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 211 - LLMD ZONE 11 SELF HELP EN
BUDGET UNIT - 4861 - LLMD ZONE 11 SELF HELP EN

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4310									
3 /18	09/22/17	21	8064	-09 54922	5637 ELITE MAINTENANC		714.00	-714.00	LLMD: ZONE 11 SELF HELP
TOTAL						.00	714.00	-714.00	
TOTAL						.00	714.00	-714.00	
TOTAL						.00	714.00	-714.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

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AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 212 - LLMD ZONE 12 SUMMERWIND
BUDGET UNIT - 4862 - LLMD ZONE 12 SUMMERWIND

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4310									
3 /18	09/22/17	21		54941	6459 CLEAN CUT LANDSC		210.00	.00	ZONE-12 EXTRA WORK
3 /18	09/22/17	21	8063	-08 54941	6459 CLEAN CUT LANDSC		3,499.00	-3,499.00	LLMD ZONE 12 SUMMERWIND
TOTAL						.00	3,709.00	-3,499.00	
TOTAL						.00	3,709.00	-3,499.00	
TOTAL						.00	3,709.00	-3,499.00	

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CITY OF LEMOORE
EXPENDITURE TRANSACTION ANALYSIS

PAGE NUMBER: 37
AUDIT11

SELECTION CRITERIA: transact.yr='18' and transact.period='3' and transact.fund between '001' and '247' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 213 - LLMD ZONE 13 CORNERSTONE
BUDGET UNIT - 4863 - LLMD ZONE 13 CORNERSTONE

ACCOUNT	DATE	T/C	ENCUMBRANC	REFERENCE	VENDOR	BUDGET	EXPENDITURES	ENCUMBRANCES	DESCRIPTION
4310									
3 /18	09/22/17	21	8063	-09 54941	6459 CLEAN CUT LANDSC		350.00	-350.00	LLMD ZONE 13 COVINGTON
TOTAL						.00	350.00	-350.00	
TOTAL						.00	350.00	-350.00	
TOTAL						.00	350.00	-350.00	
TOTAL						.00	350.00	-350.00	
TOTAL						.00	524,391.86	-477,845.47	

PEI
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CITY OF LEMOORE
GENERAL LEDGER TRANSACTION ANALYSIS

PAGE NUMBER: 1
AUDIT311

SELECTION CRITERIA: account.acct between '2000' and '2999'AND transact.yr='18' and transact.period='3' and transact.batch='P0092217'
ACCOUNTING PERIOD: 3/18

FUND - 090 - TRUST & AGENCY

ACCOUNT	DATE	T/C	REFERENCE	VENDOR/PAYER	DEBIT	CREDIT	DESCRIPTION
2020			ACCOUNTS PAYABLE				
3 /18	09/22/17	21	54937	T1768 JIM CHANEY		5,728.95	REIMBURSEMENT
TOTAL			ACCOUNTS PAYABLE		.00	5,728.95	
2215			WORKER'S COMP REPAYMENT				
3 /18	09/22/17	21	54937	T1768 JIM CHANEY	5,728.95		REIMBURSEMENT
TOTAL			WORKER'S COMP REPAYMENT		5,728.95	.00	
TOTAL			TRUST & AGENCY		5,728.95	5,728.95	
TOTAL REPORT					5,728.95	5,728.95	