

11/5/19
City Council Meeting

Handouts received after
agenda posted

CENSUS 2020



Presented By Barbara Martin
Partnership Specialist
2020 Census U.S. Census Bureau

2020CENSUS.GOV

**Shape
your future**
START HERE >

United States[®]
Census
2020

It is in the Constitution

It is in the Constitution Article 1, Section 2 of the U.S. Constitution

"The actual Enumeration shall be made within three Years after the first Meeting of the Congress of the United States, and within every subsequent Term of ten Years, in such Manner as they shall by Law direct."

- **Apportionment**
- **Redistricting**
- **Distribution of Funds**
- **Inclusive Event**
- **Civic Engagement**
- **Democracy**

Key Dates

-
- | | |
|------|---|
| 2017 | Local Update of Census Addresses—invitations sent to local governments for completion in 2018 |
| | Publish final 2020 residence criteria and situations |
| 2018 | Question wording to Congress—March 31, 2018 |
| | 2018 End-to-End Census Test |
| | Regional Census Centers opening |
| 2019 | Opening Field Offices |
| | Complete Count Committees established |
| 2020 | Advertising—begins in early 2020 |
| | Begin self response |
| | Census Day —April 1, 2020 |
| | Nonresponse Followup—early April–late July |
| | Apportionment counts to the President—December 31, 2020 |
| 2021 | Redistricting counts to the States—March 31, 2021 |

2020 Census will be easier than ever

New Ability to Self-Respond Starting March 12, 2020

- Internet
- Phone
- Paper Form



Or traditional in person interview

| WHAT WE WILL SEND IN THE MAIL | |
|-------------------------------|--|
| On or between | You'll receive: |
| March 12-20 | An invitation to respond online to the 2020 Census. (Some households will also receive paper questionnaires.) |
| March 16-24 | A reminder letter. |
| | If you haven't responded yet: |
| March 26-April 3 | A reminder postcard. |
| April 8-16 | A reminder letter and paper questionnaire. |
| April 20-27 | A final reminder postcard before we follow up in person. |

We understand you might miss our initial letter in the mail.

- Every household that hasn't already responded will receive reminders and will eventually receive a paper questionnaire.
- It doesn't matter which initial invitation you get or how you get it—we will follow up in person with all households that don't respond.

Your Answers are Protected by Title 13 of the U.S. Code

- ✓ The Census is Confidential and required by Law
- ✓ Results of the Census are reported in Statistical format only
- ✓ We do not share a respondent's personal information with other government agencies
- ✓ All Census Employees swear to a lifetime oath to protect respondent information
- ✓ Penalties for wrongful disclosure - Up to 5 years imprisonment and or a fine of \$250,000

Supporting Linguistically Diverse Populations Language Access

Available in Spanish

- Enumerator Instruments (handheld)
- Paper questionnaire and other mailings
- Field enumeration materials

12 non-English languages

Spanish, Chinese (simplified), Vietnamese, Korean, Russian, Arabic, Tagalog, Polish, French, Haitian Creole, Portuguese, Japanese

- Internet option/online questionnaire
- Census Questionnaire Assistance (CQAs)

Items available in 59 non-English languages

- Language glossary
- Language identification card
- Language Guides/Print and Video

Additional efforts from the Census Bureau

- Partner with grass roots organizations to localize the Census message
- Hire locally

2020 Census Language Program

Language List: All Non-English Languages

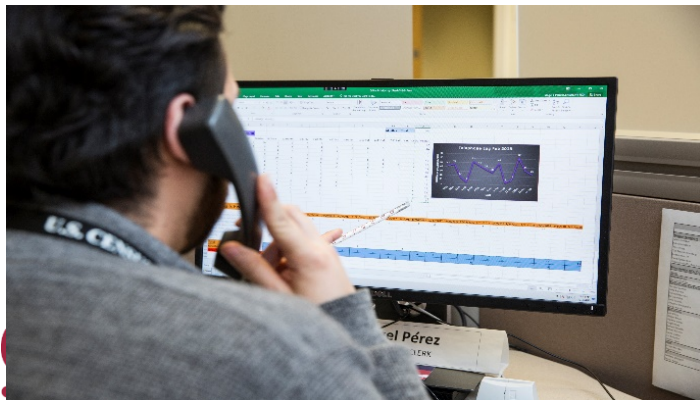
| | | | | |
|----------------|-----------|----------|------------|------------------------|
| Spanish | Italian | Khmer | Tamil | Croatian |
| Chinese | Farsi | Nepali | Navajo | Bulgarian |
| Vietnamese | German | Urdu | Hungarian | Twi |
| Korean | Armenian | Romanian | Hebrew | Lithuanian |
| Russian | Hindi | Telugu | Malayalam | Yoruba |
| Arabic | Ukrainian | Burmese | Swahili | Czech |
| Tagalog | Bengali | Punjabi | Yiddish | Igbo |
| Polish | Greek | Lao | Indonesian | Marathi |
| French | Amharic | Hmong | Serbian | Sinhala |
| Haitian Creole | Somali | Albanian | Tigrinya | Slovak |
| Portuguese | Thai | Turkish | Ilocano | American Sign Language |
| Japanese | Gujarati | Bosnian | Dutch | |

2020 Census Jobs

One application qualifies you for many available positions:

Enumerators (Census Takers)

\$16.50 (Central Valley)



- ✓ Excellent Pay
- ✓ Flexible Hours
- ✓ Paid Training
- ✓ Temporary Positions

Basic Requirements

- 18 years of age or older
- Valid Social Security number
- U.S. Citizen
- Valid email address
- Must apply online

Simple Application

33 Question Assessment
Plus 9 Supervisory questions
if interested in Supervisory
Positions

Apply today!

2020census.gov/jobs

Federal Relay Service: (800) 877-8339 TTY / ASCII

www.gsa.gov/fedrelay

1-855-JOB-2020 (1-855-562-2020)

The U.S. Census Bureau is an Equal Opportunity Employer

2020 Census Jobs



Complete Count Committees

Bring structured, focused unified outreach and communication campaign to their communities.

Tribal, state, and local governments work together with partners in their communities to form CCCs to promote the 2020 Census to their constituents. Community-based organizations also establish CCCs that reach out to their constituents.

Committee members are experts in the following areas:

- Government
- Media
- Workforce development
- Business
- *Education
- *Community Organizations
- *Faith-Based Community
- *Other, Based on needs

Forming CCC's

- Forming CCC's Key Points About the CCC Structure

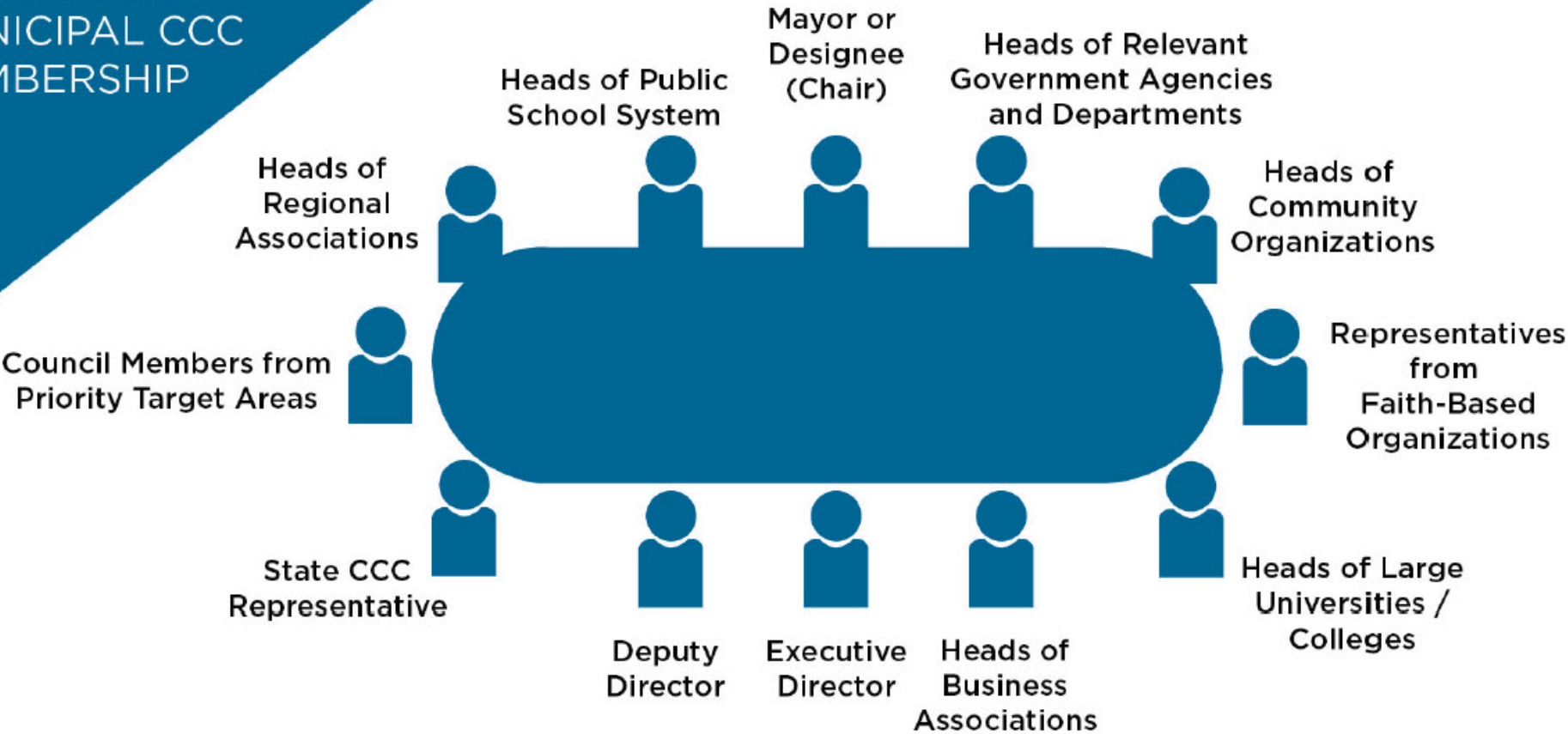
CCCs should be all-inclusive, addressing the various racial, ethnic, cultural and geographic considerations of the community

Census Bureau staff serve as liaisons and information resources for CCC

CCC operations are governed by the highest elected official or community leader

Suggested CCC Membership

SUGGESTED
MUNICIPAL CCC
MEMBERSHIP



**Partnership Specialist is advisor and
Census liaison to Municipal CCC's*

Planning Your Work and Working Your Plan

Identifying Hard-to-Count Areas and Populations

CCC work plan should utilize the local knowledge of members and data of the makeup of the community

Data tools can provide assistance to the committee to identify predicted areas of low response at the community level

Planning Your Work and Working Your Plan

Response Outreach Area Mapper (ROAM)

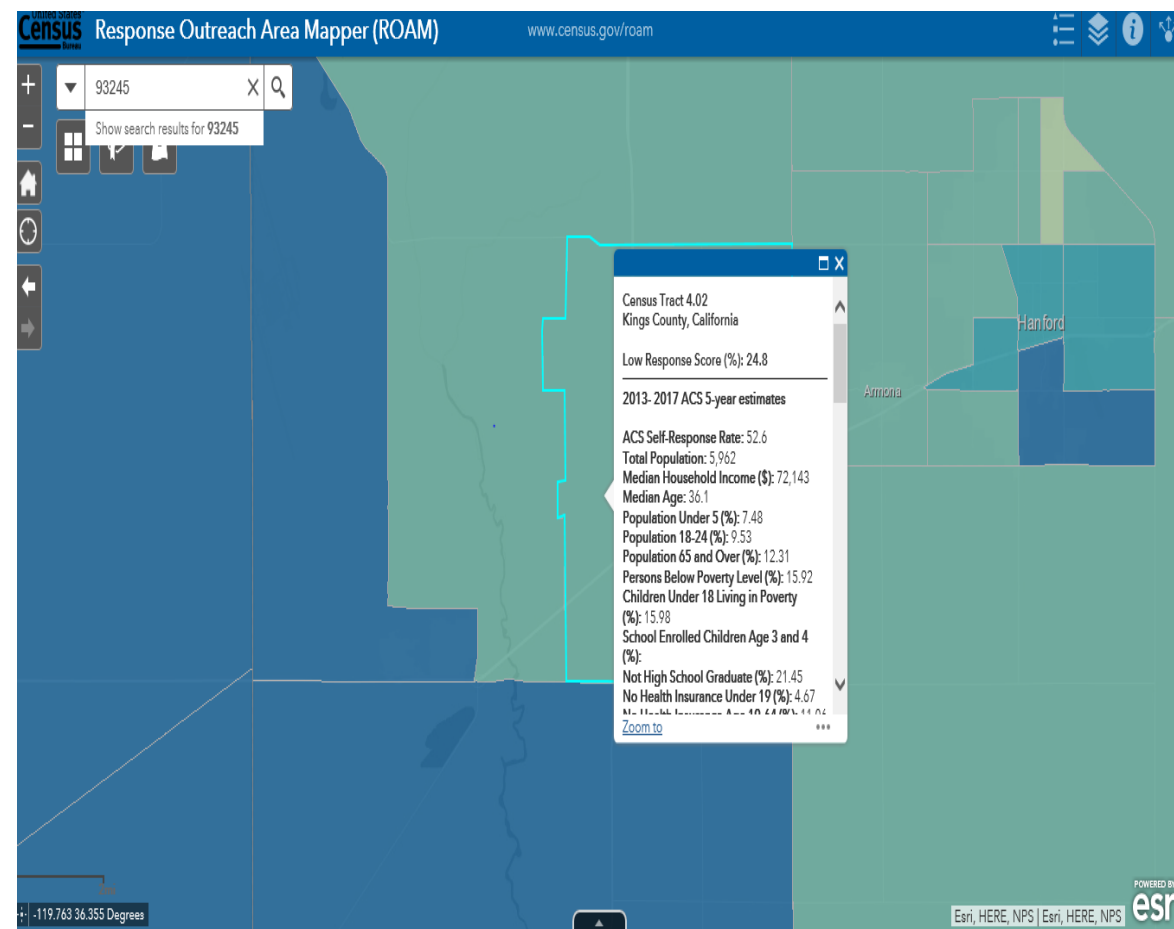
Public mapping application that displays characteristics of hard-to-count areas from the PDB

2012-2016 ACS 5-year estimates

Census tract level

<https://www.census.gov/roam>

Lemoore, California



How Partnership Specialists can Help

- Plan and conduct local outreach activities with all levels of potential partners and stakeholders
- Promote and Implement local Partnership agreements with local governments, agencies, commissions, community and faith-based organizations, educational Institutions and businesses
- Conduct Complete Count Committee training to local Governments and community groups
- Develop and present 2020 Census updates
- Conduct and Facilitate Meetings
- Participate in local engagement activities
- Identify and staff information tables at events, conferences and meetings
- Respond to 2020 Census and Census Bureau program inquiries
- Promote Census Jobs in your area
- Solicit trusted voices and community leaders
- Support Area Census office with operational requirements; Ex. Testing, training sites, Identifying Transitory Locations etc.
- Be the Census Face in your Community



Next Steps

- Help to generate your community's readiness for the 2020 Census
- Work to mobilize your community and form or join a Complete Count Committees
- Invite Partnership Specialists to present at your network meetings
- Apply for Census Jobs and Help us to recruit a diverse staff for the ACO's

Contact Information

Barbara Martin

Partnership Specialist

barbara.l.martin@2020Census.gov

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559-860-9125

Research

Fact Sheet

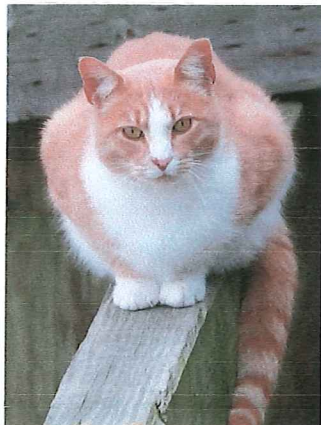
WHY TRAP-NEUTER-RETURN FERAL CATS? THE CASE FOR TNR

What is Trap-Neuter-Return?

Trap-Neuter-Return is the humane and effective approach for stray and feral cats. Now in practice for decades in the US after being proven in Europe, scientific studies show that Trap-Neuter-Return improves the lives of feral cats, improves their relationships with the people who live near them, and decreases the size of colonies over time.

Trap-Neuter-Return is successfully practiced in hundreds of communities and in every landscape and setting. It is exactly what it sounds like: Cats are humanely trapped and taken to a veterinarian to be neutered and vaccinated. After recovery, the cats are returned to their home—their colony—outdoors. Kittens and cats who are friendly and socialized to people may be adopted into homes.

Grounded in science, TNR stops the breeding cycle of cats and therefore improves their lives while preventing reproduction. It is a fact that the removal and killing of



outdoor cats that animal control has been pursuing for decades is never ending and futile. Since feral cats are not adoptable, they are killed in pounds and shelters. With a successful program like Trap-Neuter-Return to turn to, it's hard to believe that animal control agencies continue to kill cats, even though that approach has shown zero results.

It is time to put an end to catch and kill. Trap-Neuter-Return provides a life-saving, effective solution for these beautiful, independent cats.

There are so many reasons to embrace and promote TNR!

Trap-Neuter-Return:

- Stabilizes feral cat colonies
- Improves cats' lives
- Answers the needs of the community
- Protect cats' lives
- Works—other methods just don't

Trap-Neuter-Return Stabilizes Feral Cat Colonies

Colonies that are involved in TNR diminish in size over time.

- During an 11-year study of TNR at the University of Florida, the number of cats on campus declined by 66%, with no new kittens being born after the first four years of operation.¹
- A study of the impact of TNR on feral cat colonies in Rome, Italy, also observed colony size decrease between 16% and 32% over a 10-year period.

Trap-Neuter-Return quickly stabilizes feral cat populations by instantly ending reproduction and by removing socialized cats from the colony.

- A TNR program at the University of Texas A&M neutered 123 cats in its first year, and found no new litters of kittens the following year.
- Over the course of the same study, 20% of the cats trapped were found to be socialized stray cats and adopted.²

Fact Sheet:

WHY TRAP-NEUTER-RETURN FOR FERAL CATS? THE CASE FOR TNR, page 2 of 5

Trap-Neuter-Return Improves Cats' Lives

Leaders of major humane programs all over America agree that cats live healthier, more peaceful lives after TNR. "It helps to stabilize the number of cats in the community," says Bonney Brown, executive director of the Nevada Humane Society in Reno, Nevada. "It keeps the cats healthy. They really have great lives out there doing their feral cat thing."

- **Trap-Neuter-Return relieves cats of the constant stresses of mating and pregnancy.**

"The obvious benefit of Trap-Neuter-Return to the cats is that the females don't go through cycles of producing more and more kittens. Their health is actually improved," says Rich Avanzino, longtime director of the San Francisco SPCA and current president of Maddie's Fund. Spaying and neutering also virtually eliminates the chance of cats developing mammary or testicular tumors.

- **Mating behaviors cease, like roaming, yowling, spraying, and fighting.**

In a 2002 study conducted by prominent researcher Julie Levy, DVM, caregivers reported that cats tended to roam less after neutering, which is beneficial for their safety and reduces conflict with neighbors.³

With decreased competition for mating, the cats are also less likely to suffer injuries. A study of a feral cat colony in London conducted by leading cat biologists and TNR pioneers Dr. Jenny Remfry and Peter Neville found that cats were more affectionate towards each other after neutering, spending more time in groups and fighting less.⁴

- **Cats' physical health improves.**

Studies have found that neutering improves feral cats' coat condition and helps them gain weight.⁵ "[R]esearch at the University of Florida shows that they gain weight and stray less after they've been neutered, so that's a benefit to their welfare, as well," says Dr. Levy.

- **Cats are vaccinated against rabies.**

"The process of Trap-Neuter-Return has an immense benefit for the cats that are involved in these programs," explains Dr. Levy. "They're vaccinated, so they're less

susceptible to infectious diseases." Although feral cats are healthy, vaccinations given during TNR protect them even further and help put community members at ease.

- **Cats live long, healthy lives.**

At the conclusion of the 11-year study of the impact of TNR on feral cat colonies at the University of Florida, 83% of the cats in managed TNR colonies had been residing in those colonies for more than six years—indicating a lifespan comparable to the 7.1-year lifespan of pet cats.⁶ Learn more about feral cat health at www.alleycat.org/FeralCatHealth.

Trap-Neuter-Return Answers the Needs of the Community

"I think there are several amazing benefits for communities that arise after they embrace Trap-Neuter-Return," says Dr. Levy. "One of the most substantial ones is a resolution of the conflict that...[can] surround cats in neighborhoods. Once residents understand that something is being done to control the cat population, they usually embrace having a Trap-Neuter-Return program there."

- **The population stabilizes—no new kittens!**

Once TNR is in place, the cats will no longer reproduce. The population will stabilize and eventually decline.

- **Cats become better neighbors.**

Studies confirm that once TNR stops reproduction, and therefore mating behaviors, the cats' relationship with residents improves. Colonies become quieter as behaviors like yowling or fighting stop, calls to authorities about the cats decrease significantly, and community morale improves.^{7,8}

- **Trap-Neuter-Return creates opportunities for outreach, education, and cooperation.**

Trap-Neuter-Return does more than just produce immediate results and boost the cats' public image. As Alley Cat Allies has found in its 20 years of experience through such on-the-ground programs as DC Cat in Washington, DC, and the Meadows of Chantilly in

Fact Sheet:

WHY TRAP-NEUTER-RETURN FOR FERAL CATS? THE CASE FOR TNR, page 3 of 5

Northern Virginia, this community program presents a great opportunity for educating and addressing any concerns neighbors may have. "Having an open dialogue with neighbors and providing an opportunity to listen to their concerns can make a huge difference to a successful TNR program," said Becky Robinson, president of Alley Cat Allies.

"Usually, neighbors are relieved just to learn that something is being done to stabilize the cat population. Caregivers can also take further steps to address concerns, such as providing deterrents to keep cats out of neighbors' yards or constructing discreet feeding stations and litter areas to gradually move cats out of areas they are not wanted."

The cats live in the neighborhood—they will be there whether they are cared for or not. Trap-Neuter-Return establishes a point of contact for concerns about the cats and for resolving any community concerns.

Download the Alley Cat Allies' brochure "How to Live With Cats In Your Neighborhood" to help respond to concerns about cats. Visit www.alleycat.org/Deterrents.

Trap-Neuter-Return Protects Cats' Lives

The number one documented cause of death for cats in America is being killed in shelters. Over 70% of cats entering shelters are killed—a figure that rises to nearly 100% for feral cats, who cannot be adopted. For decades, animal control policy has wasted millions of dollars catching and killing outdoor cats, but populations of cats are still there, just as they always have been. Clearly, this cruel and costly system has failed.

- **Trap-Neuter-Return is an essential and valuable component of shelter reform to save cats' lives.**

When used as a part of overall shelter reform with policies including no longer accepting cats at the shelter, across the board, communities with TNR programs report a decline in shelter intake. Alongside a decrease in cat-related calls to animal control, researchers in Orange County, Florida, also found that the number of cats killed by animal control decreased in the six years after TNR was initiated.¹⁰

Who does Trap-Neuter-Return?

Trap-Neuter-Return has been practiced abroad for decades, and spread across the United States with the help of Alley Cat Allies in the 1990s. Since then, it has become the accepted approach for feral cats, supported by:

- Major cities including Baltimore, Washington, D.C., Austin, Jacksonville, Topeka, San Francisco, Los Angeles and Cook County, Illinois.
- National organizations like the Humane Society of the United States, American Society for the Prevention of Cruelty to Animals (ASPCA), and the American Animal Hospital Association (AAHA).
- Colleges and Universities including Stanford, Texas A&M, North Carolina State, and the University of Florida.
- Thriving destinations and businesses including Disneyland and Portland's professional soccer stadium.
- More than 260 registered nonprofit cat organizations nationwide.
- Millions of Americans, from your friends and neighbors to some familiar famous faces.

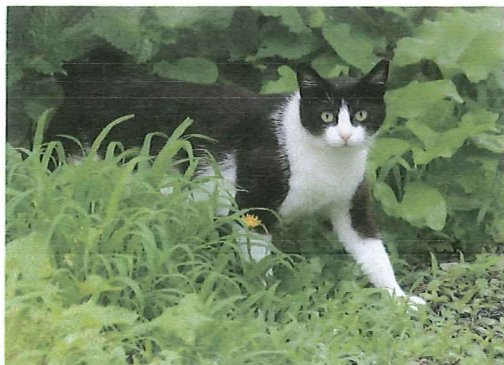
- **Trap-Neuter-Return stops wasteful spending of taxpayer dollars.**

Catching and killing cats has been a futile effort used by animal control and shelters across the country for decades (see below). Continuing an approach that is clearly not working is not only a waste of taxpayer dollars, it also shows blatant disregard for efficiency and value—at a time when the economy is at the forefront of everybody's mind.

Investing in spay/neuter and TNR is an investment in cats' lives and cats' health, and it demonstrates a socially-responsible (and compassionate) and efficient approach to serving the animals and the public.

Fact Sheet:

WHY TRAP-NEUTER-RETURN FOR FERAL CATS? THE CASE FOR TNR, page 4 of 5



- **Americans want humane solutions—they want TNR.**

More than 80% of Americans believe it is more humane to leave a cat outside than to have her caught and killed, according to a 2007 study conducted by Harris Interactive for Alley Cat Allies. Unfortunately, many people don't realize that this is exactly what happens to feral cats—they are caught and killed. Trap-Neuter-Return reflects Americans' humane ethic that cats deserve to live out their lives in their outdoor homes.

Though Trap-Neuter-Return is practiced all around the country in hundreds of forward-thinking communities, catch and kill for feral cats is still the status quo in many cities. As the paradigm shifts to the lifesaving Trap-Neuter-Return approach, America's humane ethic is finally being reflected in animal control policies.

In 1993, San Francisco became one of the first American cities to embrace TNR. "Money, instead of being spent on killing, [i]s now being used to protect the animals, to basically support the colony caregivers and to provide the surgeries so that we [don't] see the wasted dollars, the waste of life, and the extra burden put on the cat-colony caregivers," says Avanzino. "It was a tragedy that needed to end, and Trap-Neuter-Return stopped it."

Trap-Neuter-Return Works—Other Methods Just Don't

Attempts to remove cats from an area always fail because of a natural and scientifically-documented phenomenon known as the vacuum effect. In basic terms, whenever cats are removed, new cats move in, or the surviving cats left

behind, breed to capacity. Learn more at www.alleycat.org/VacuumEffectScience.

As a result of the vacuum effect, other approaches to feral cats are not only cruel and pointless, they are also completely ineffective at stabilizing the cat population. These methods include:

Catch and Kill

The traditional and continued approach of animal control, this futile method has been used for decades to no avail. As the Humane Society of the Ochocos in Oregon, puts it: "...[W]e know now, that more than 30 years of trapping and killing cats has done nothing to reduce the feral cat population."¹¹ A former president of the National Animal Control Association echoes this sentiment recognizing the ineffectiveness of catch and kill and the prevalence of the vacuum effect: "What we're saying is the old standard isn't good enough anymore. As we've seen before, there's no department that I'm aware of that has enough money in their budget to simply practice the old capture and euthanize policy; nature just keeps having more kittens."¹²

Adoption

Some cats who have lived outside their entire life befriend their caregivers and make a slow steady transition to living indoors. This is not representative of the millions of cats who are not going to make the transition to living with people in homes. And, it is a time-consuming project with a very low rate of success. To suggest that all feral cats can go into homes lacks the big picture of the true behavior of cats who thrive and live their lives with their colony members. It also ignores the very real evidence that spending time doing Trap-Neuter-Return and fostering truly social cats will help a much greater number of cats. Learn more at www.alleycat.org/TNRnotTNA.

Relocation

While it sometimes seems like an attractive option, relocation is also ineffective for the same reasons: it puts the vacuum effect into motion. And, it endangers cats' lives and causes them undue stress and suffering. Instead of trying to uproot cats from their home, the education and community relations aspect of TNR addresses concerns within the community to reach a harmonious solution. Learn more at www.alleycat.org/Relocation.

Fact Sheet:

WHY TRAP-NEUTER-RETURN FOR FERAL CATS? THE CASE FOR TNR, page 5 of 5

Cat Sanctuaries

While cat sanctuaries are usually well-meaning, they do nothing to stabilize the cat population in the community. There will simply never be enough sanctuaries to house every cat. What's more, feral cats who are used to living outdoors suffer from stress and disease in these facilities.

Trap-Neuter-Return Is the Solution That Works for Everyone

Cats have lived outdoors for thousands of years—in fact, keeping indoor-only cats only became possible in the mid-20th century. Outdoor cats are part of our natural landscape.

With Trap-Neuter-Return, you can stabilize the population humanely, improve the cats' lives, save taxpayer dollars, address neighbors' concerns, and help the entire community reach a solution that benefits everyone.

¹ Levy, Julie K., David W. Gale, and Leslie A. Gale. "Evaluation of the Effect of a Long-Term Trap-Neuter-Return and Adoption Program on a Free-Roaming Cat Population." *Journal of the American Veterinary Medical Association* 222, no. 1 (2003): 42-46.

² Kathy L. Hughes and Margaret R. Slater: Implementation of a Feral Cat Management Program on a University Campus (*JAAWS* Vol. 5 No. 1, 2002).

³ Scott, Karen C., Julie K. Levy, and Shawn P. Gorman. "Body Condition of Feral Cats and the Effect of Neutering." *Journal of Applied Animal Welfare Science* 5, no. 3 (2002): 203-213.

⁴ Neville, P.F. and J. Remfry. "Effect of Neutering on Two Groups of Feral Cats." *The Veterinary Record* 114 (1984): 447-450.

⁵ Scott, Karen C., Julie K. Levy, and Shawn P. Gorman. "Body Condition of Feral Cats and the Effect of Neutering." *Journal of Applied Animal Welfare Science* 5, no. 3 (2002): 203-213.

⁶ Levy, Julie K., David W. Gale, and Leslie A. Gale. "Evaluation of the Effect of a Long-Term Trap-Neuter-Return and Adoption Program on a Free-Roaming Cat Population." *Journal of the American Veterinary Medical Association* 222, no. 1 (2003): 42-46.

⁷ Hughes, Kathy L., Margaret R. Slater, and Linda Haller. "The Effects of Implementing a Feral Cat Spay/Neuter Program in a Florida County Animal Control Service." *Journal of Applied Animal Welfare Science* 5 (2002): 285-289.


⁸ *Ibid.*

⁹ Alley Cat Allies. (2009). *Community Relations: Protecting Cats with Outreach, Education, and Negotiation*. Washington, DC: Author.

¹⁰ *Ibid.*

¹¹ Humane Society of the Ochochos. *Feral Cat Problem*. 2011 <http://www.humanesocietyochocos.com/Feral.html> (accessed February 10, 2011).

¹² "Taking a Broader View of Cats in the Community", *Animal Sheltering*, September/October 2008, http://www.animalsheltering.org/resource_library/magazine_articles/sep_oct_2008/broader_view_of_cats.pdf (accessed February 10, 2011).



Carolyn Keith
P.O. Box 126
Lemoore, CA 93245
(559) 816-3686
nyloracdk@att.net

ue, Suite 600 • Bethesda,



Carolyn Keith
Barn & Shop Mousers
P.O. Box 126
Lemoore, CA 93245
(559) 816-3686

City of Lemoore Refuse

Ref. Item 5-2

Dan Bergmann
IGService
dan@igservice.com
November 5, 2019



Rate Study Work

- Expense vs revenue analysis (past, present, and projected)
- Introduce commercial recycle and organics rates
- Cost of service analysis
- September 3rd Study Session

Since September 3rd:

- Customer meetings with apartments
- Customer Survey Completed (“Survey Monkey”)
- Created more options for residential customers
- Completed new rate table

Customer Survey Results

Response Count

| | | |
|-----------------|-----------|---------------|
| Website | 154 | Survey Monkey |
| Facebook | 475 | Survey Monkey |
| Paper | <u>12</u> | |
| Total Responses | 641 | |

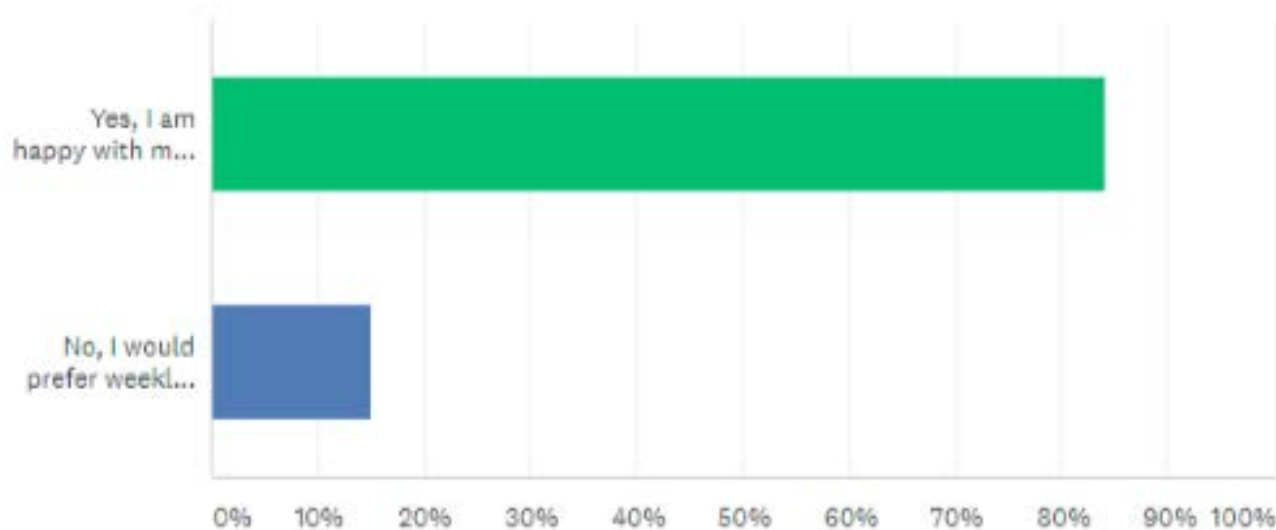
“How satisfied with service?”

3.8★
average rating



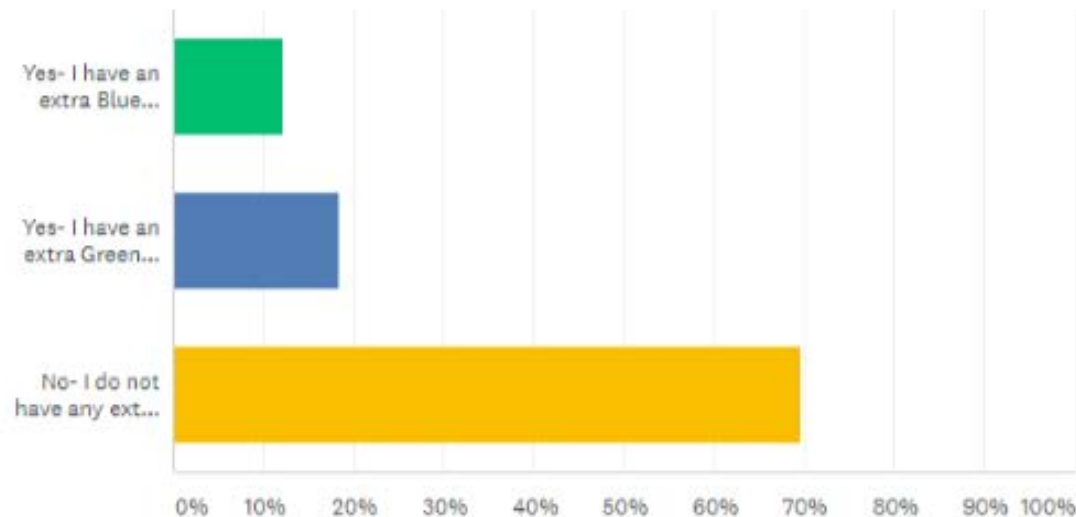
| | EXTREMELY DISSATISFIED | SOMEWHAT DISSATISFIED | NEITHER DISSATISFIED OR SATISFIED | SOMEWHAT SATISFIED | EXTREMELY SATISFIED | TOTAL | WEIGHTED AVERAGE |
|---|---------------------------|--------------------------|---|-----------------------|------------------------|-------|---------------------|
| ★ | 7.57% 48 | 9.46% 60 | 16.25% 103 | 33.75% 214 | 32.97% 209 | 634 | 3.75 |

“How satisfied with bi-weekly blue/green service?”



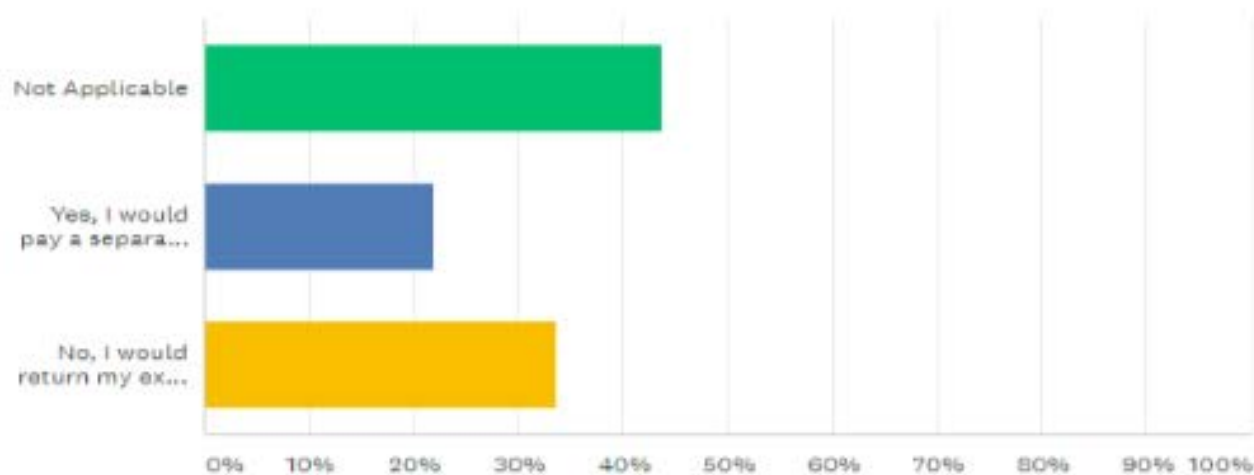
| ANSWER CHOICES | RESPONSES | |
|---|-----------|-----|
| Yes, I am happy with my cans being picked up bi-weekly. | 84.15% | 531 |
| No, I would prefer weekly pick up, understanding my overall rates would increase. | 15.06% | 95 |
| TOTAL | | 631 |

“Do you have extra blue or green?”



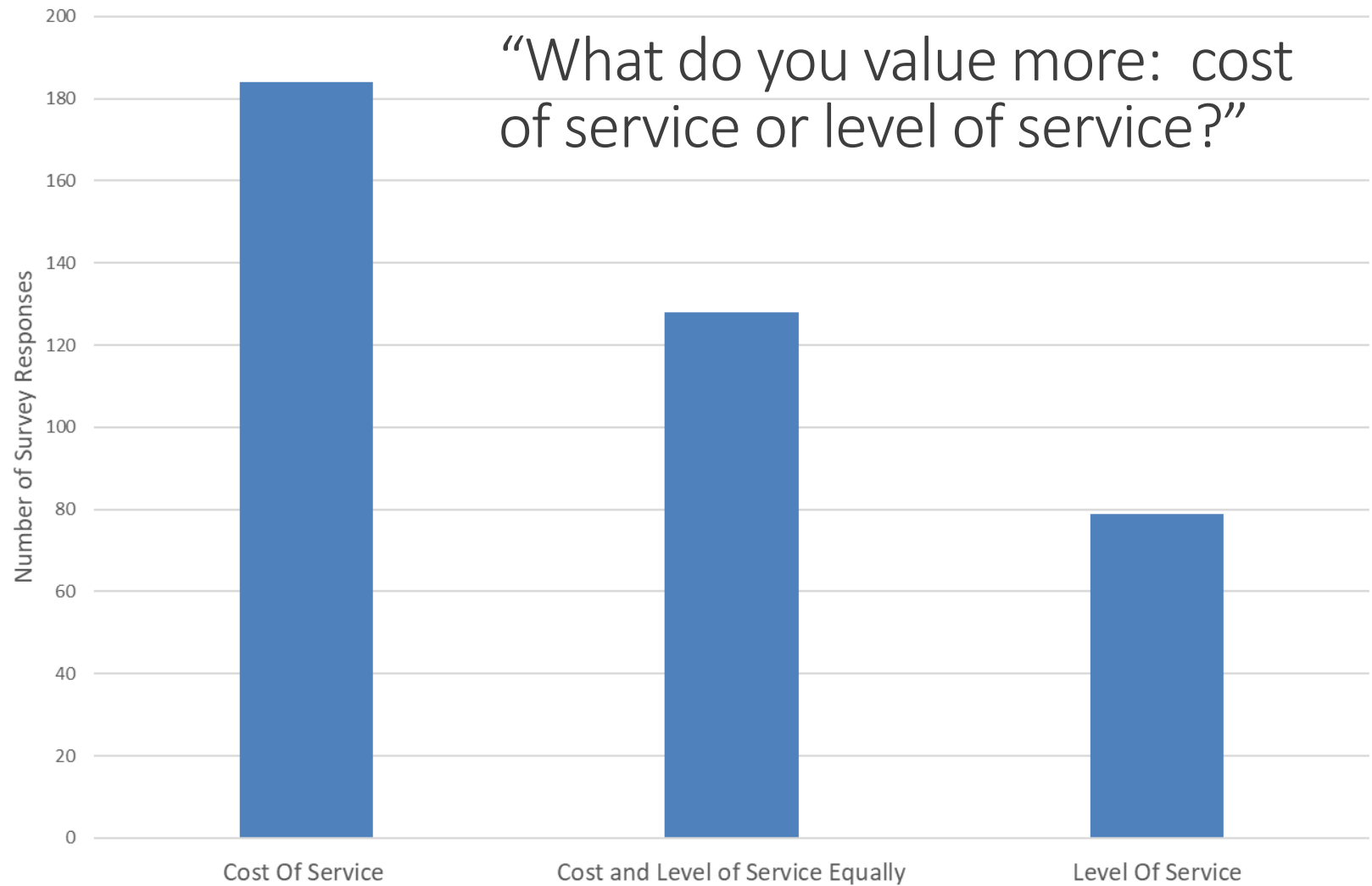
| ANSWER CHOICES | RESPONSES | |
|--|-----------|-----|
| Yes- I have an extra Blue can(s). | 12.10% | 76 |
| Yes- I have an extra Green can(s). | 18.31% | 115 |
| No- I do not have any extra cans. (Go to question 5) | 69.59% | 437 |
| TOTAL | | 628 |

“Would you pay separate rate for extra containers?”



| ANSWER CHOICES | RESPONSES |
|--|------------|
| Not Applicable | 43.78% 236 |
| Yes, I would pay a separate rate for each of my additional cans. | 21.89% 118 |
| No, I would return my extra can(s). | 33.58% 181 |
| TOTAL | 539 |

Cost of Service vs Level of Service



City of Lemoore Refuse Enterprise Fund (Proposed as of 11/5/19)

| | | | | | | 1 | 2 | 3 | 4 | 5 | | |
|----------------------------------|---|-------------|-------------|-------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------------|
| | | FY16 | FY17 | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY25 | |
| | | Audited | Audited | Audited | Projected | Budget | Projected | Projected | Projected | Projected | Projected | |
| Revenue | | | | Projected Revenue Increases Needed: | | | 30.0% | 3.0% | 3.0% | 3.0% | 3.0% | |
| | Charges for services | \$2,954,795 | \$2,952,842 | \$2,985,585 | \$2,990,000 | \$2,990,000 | \$3,887,000 | \$4,026,000 | \$4,169,660 | \$4,318,340 | \$4,472,040 | |
| | Incremental revenue from growth based on 100 homes per year | | | | | | \$22,000 | \$22,660 | \$23,340 | \$24,040 | \$24,761 | |
| | Fines / forfeitures | 45,140 | 58,855 | 60,419 | 60,000 | 60,000 | \$78,000 | \$80,000 | \$82,000 | \$84,000 | \$87,000 | |
| | Other revenue | 10,554 | 8,366 | 4,484 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | |
| Total Operating Revenue | | \$3,010,489 | \$3,020,063 | \$3,050,488 | \$3,055,000 | \$3,055,000 | \$3,992,000 | \$4,133,660 | \$4,280,000 | \$4,431,380 | \$4,588,801 | |
| Expenses | | | | | | | | | | | | Inflation Factors |
| | Salaries / benefits | \$782,331 | \$730,643 | \$913,653 | \$920,000 | \$1,146,170 | \$1,203,000 | \$1,263,000 | \$1,420,714 | \$1,492,000 | \$1,567,000 | 5% |
| | Materials / supplies | 121,452 | 142,925 | 109,278 | 120,000 | 132,710 | 135,000 | 138,000 | 141,000 | 144,000 | 147,000 | 2% |
| | Utilities | 3,137 | 6,550 | 4,261 | 5,000 | 5,200 | 5,400 | 5,600 | 5,800 | 6,000 | 6,200 | 3% |
| | General Administration | 483,545 | 370,800 | 369,800 | 433,000 | 609,083 | 627,000 | 646,000 | 665,000 | 685,000 | 706,000 | 3% |
| | Contractual services | 1,105,103 | 1,121,509 | 1,181,312 | 1,200,000 | 1,184,700 | 1,185,000 | 1,185,000 | 1,185,000 | 1,185,000 | 1,185,000 | 0% |
| | Repairs / maint | 2,901 | 4,950 | 12,933 | 5,000 | 5,100 | 5,200 | 5,300 | 5,400 | 5,500 | 5,600 | 2% |
| | Other & Fleet Svc | 305,045 | 271,812 | 391,927 | 350,000 | 399,112 | 407,000 | 415,000 | 423,000 | 431,000 | 440,000 | 2% |
| Total Expenses | | \$2,803,514 | \$2,649,189 | \$2,983,164 | \$3,033,000 | \$3,482,075 | \$3,567,600 | \$3,657,900 | \$3,845,914 | \$3,948,500 | \$4,056,800 | |
| Adjustments | | | | | | | | | | | | |
| | Interest | \$18,401 | \$5,714 | \$11,612 | \$12,000 | \$10,000 | \$10,000 | \$10,000 | \$10,000 | \$10,000 | \$10,001 | |
| | Intergovernmental / Asset | 50,962 | 13,590 | 6,857 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Total Adjustments | | \$69,363 | \$19,304 | \$18,469 | \$12,000 | \$10,000 | \$10,000 | \$10,000 | \$10,000 | \$10,000 | \$10,001 | |
| Net Operating Cash Flow | | \$276,338 | \$390,178 | \$85,793 | \$34,000 | -\$417,075 | \$434,400 | \$485,760 | \$444,086 | \$492,880 | \$542,002 | |
| Capital Expenditures (Equipment) | | | | | | \$645,083 | \$350,000 | \$300,000 | \$650,000 | \$300,000 | \$300,000 | |
| Grants / Impact Fees | | | | | | -120,000 | -\$30,000 | -\$30,000 | -\$30,000 | -\$30,000 | -\$30,000 | |
| Net Capital Expenditure | | | | | | 525,083 | 320,000 | 270,000 | 620,000 | 270,000 | 270,000 | |
| Fund Balance Year End: Cash | | | | | | | | | | | | |
| | Cash ("056") | \$966,692 | \$1,329,966 | \$1,512,580 | \$1,500,000 | | | | | | | |
| | Impact Fee ("076") | 352,314 | 293,727 | 326,997 | 381,000 | | | | | | | |
| | Grant Fund ("049A") | 144,303 | 144,382 | 144,874 | 0 | | | | | | | |
| | Year-end Total | \$1,463,309 | \$1,768,075 | \$1,984,451 | \$1,881,000 | \$939,000 | \$1,053,000 | \$1,269,000 | \$1,093,000 | \$1,316,000 | \$1,588,000 | |

Revenues and Expenses

- Incorporates FY20 budget values
 - Staff increased to 14
 - Risk mgmt. costs assigned to refuse
 - Two trucks purchased
- Includes inflation factors going forward
- \$417k loss projected for FY19/20

Capital Expenditures

- Two trucks and bins purchased FY20
- Includes additional street sweeper FY21
- Includes replacement sweeper and driver FY23
- Includes one truck/yr otherwise at \$300k
- Considers Impact Fee Revenue from 100 homes per year at \$300 each: \$30k / yr

Fund Cash Available: Good

- Cash Balance growing through FY18
- FYE18 Audited Balance: \$1.9M
- FYE19 Projected Balance: \$1.5M
- FYE20 will drop approximately: \$1M

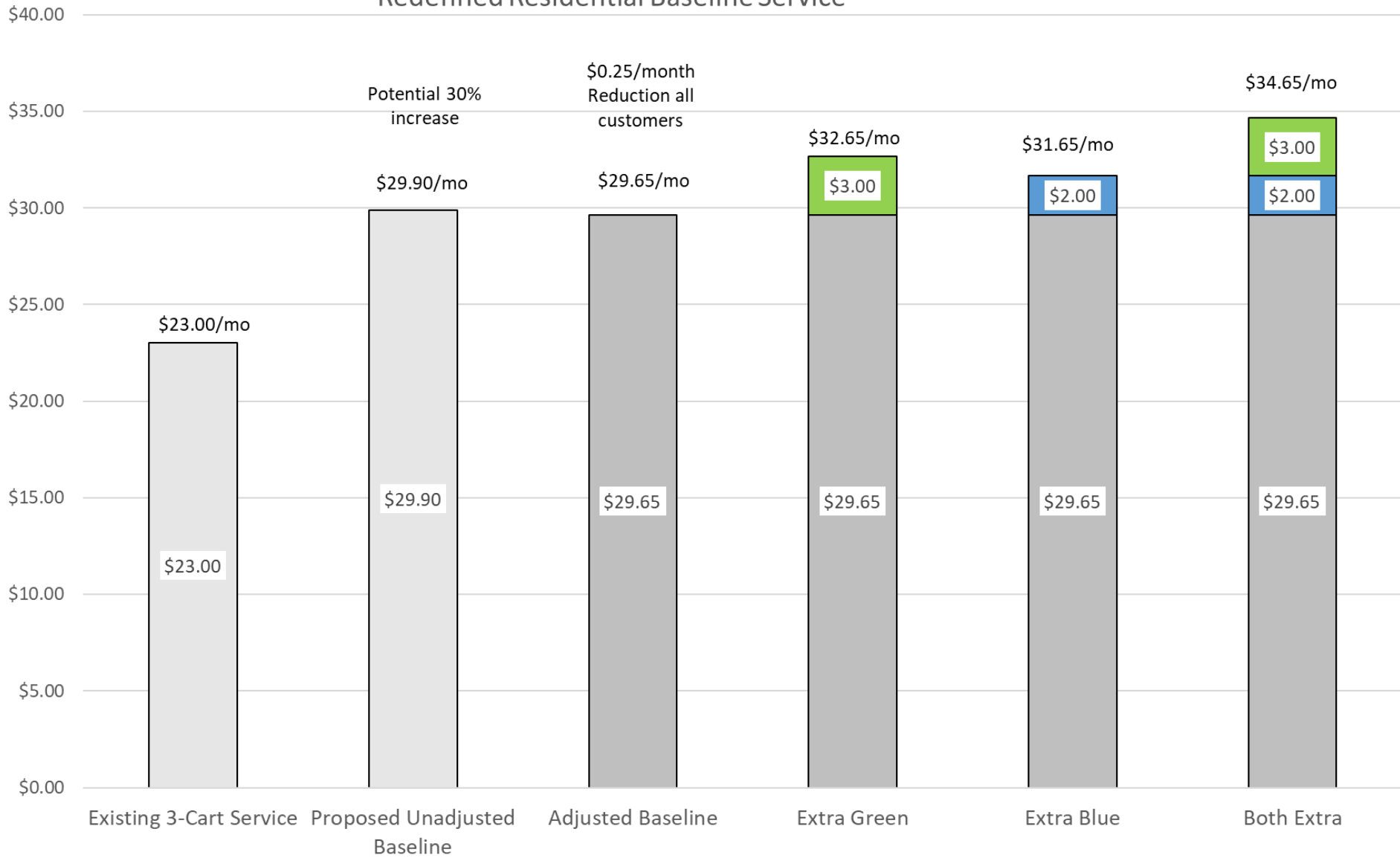
Residential Rates

- Rates unchanged since 2008
- Lemoore rates relatively low
- Every other week service for blue/green saves estimated \$3.60 per month per customer

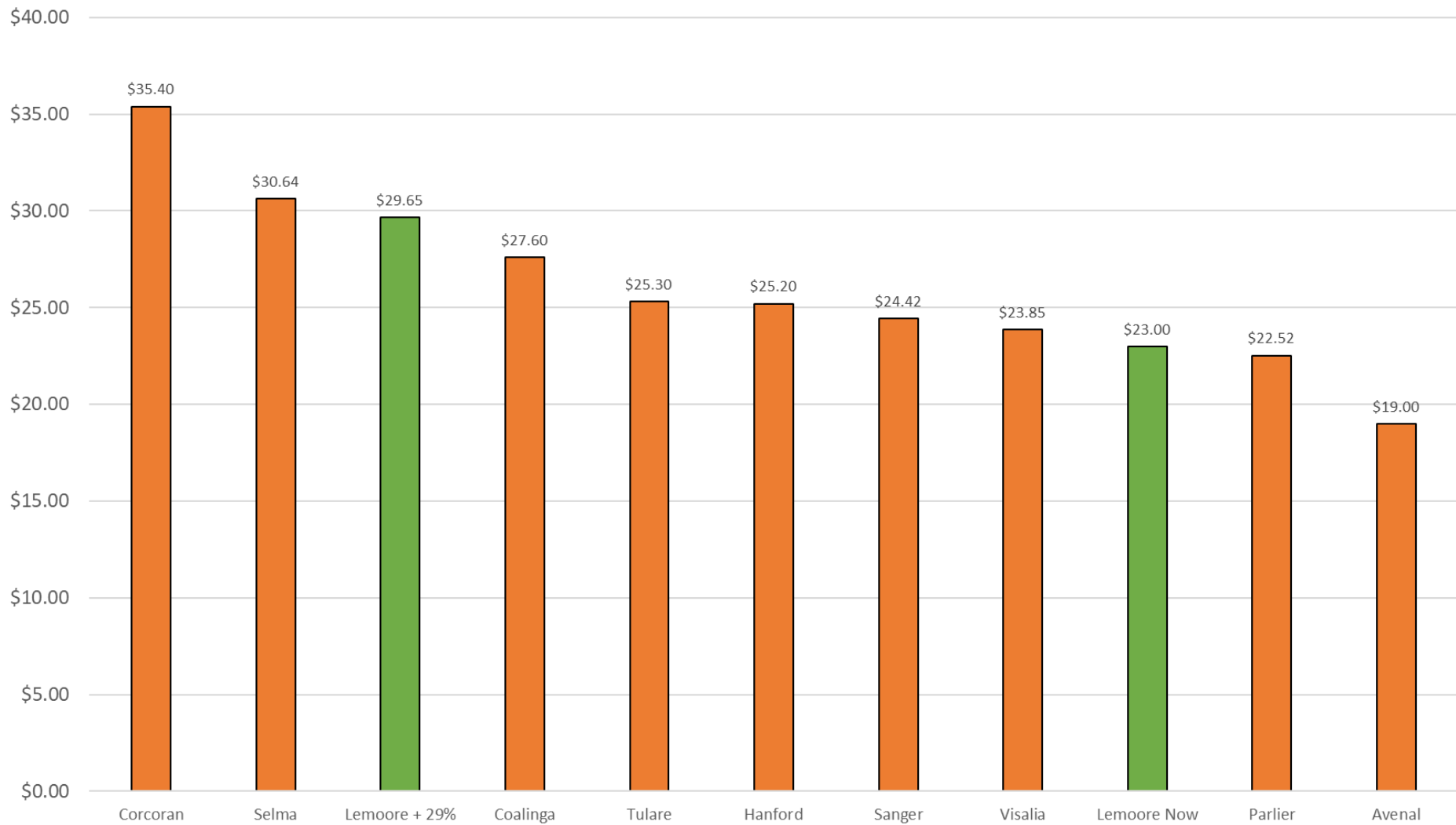
Residential Rate Options

- Provide 60-gallon land fill cans at a lower cost than 90-gallon cans: \$27.40 vs \$29.65, a \$2.25 reduction
- Lower rate to all customers by \$0.25: \$29.90 to \$29.65, and...
 - charge for second Recycle (\$2.00)
 - charge for second Organics (\$3.00)

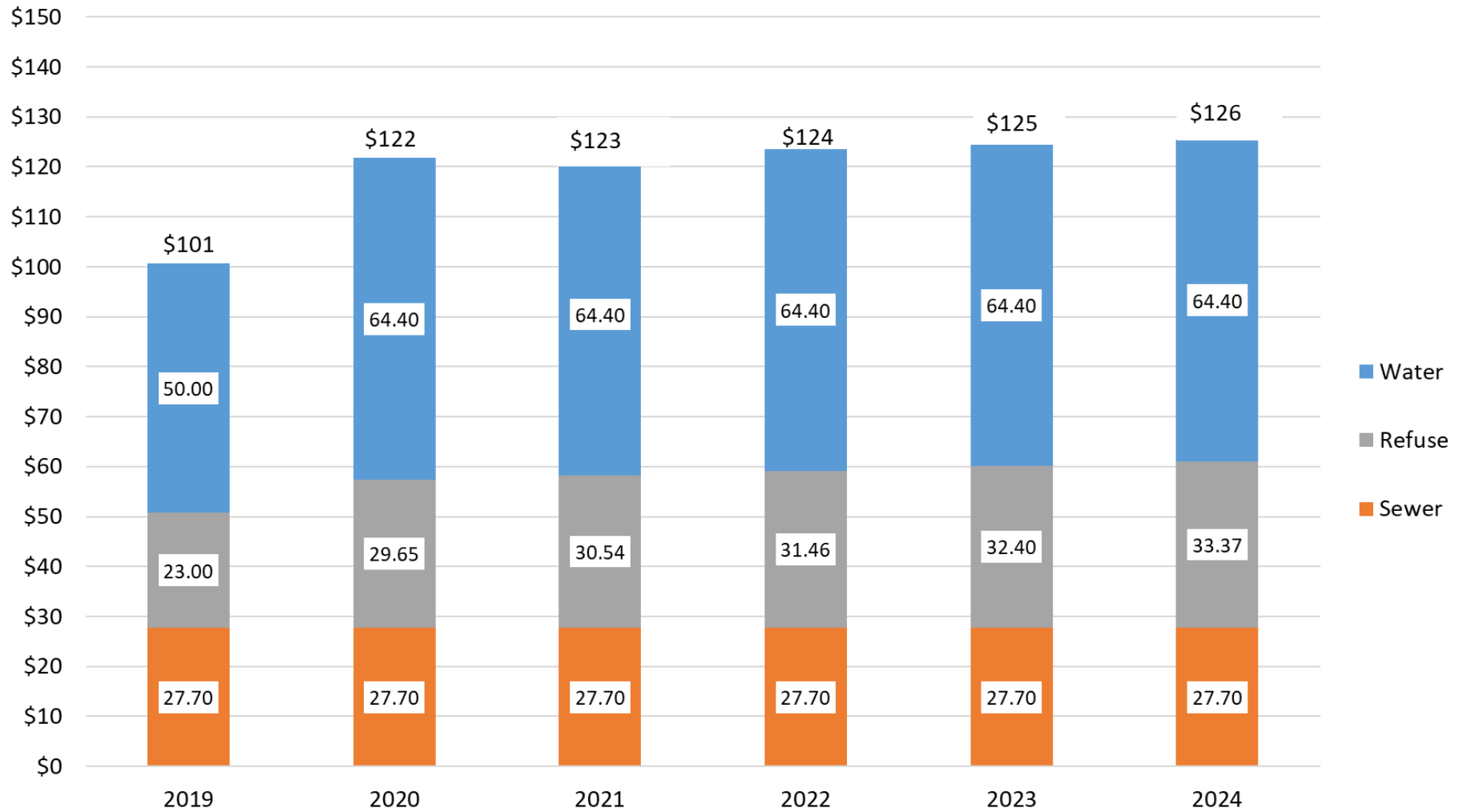
Redefined Residential Baseline Service



Residential Refuse Rate Comparison: 3 Cart Service



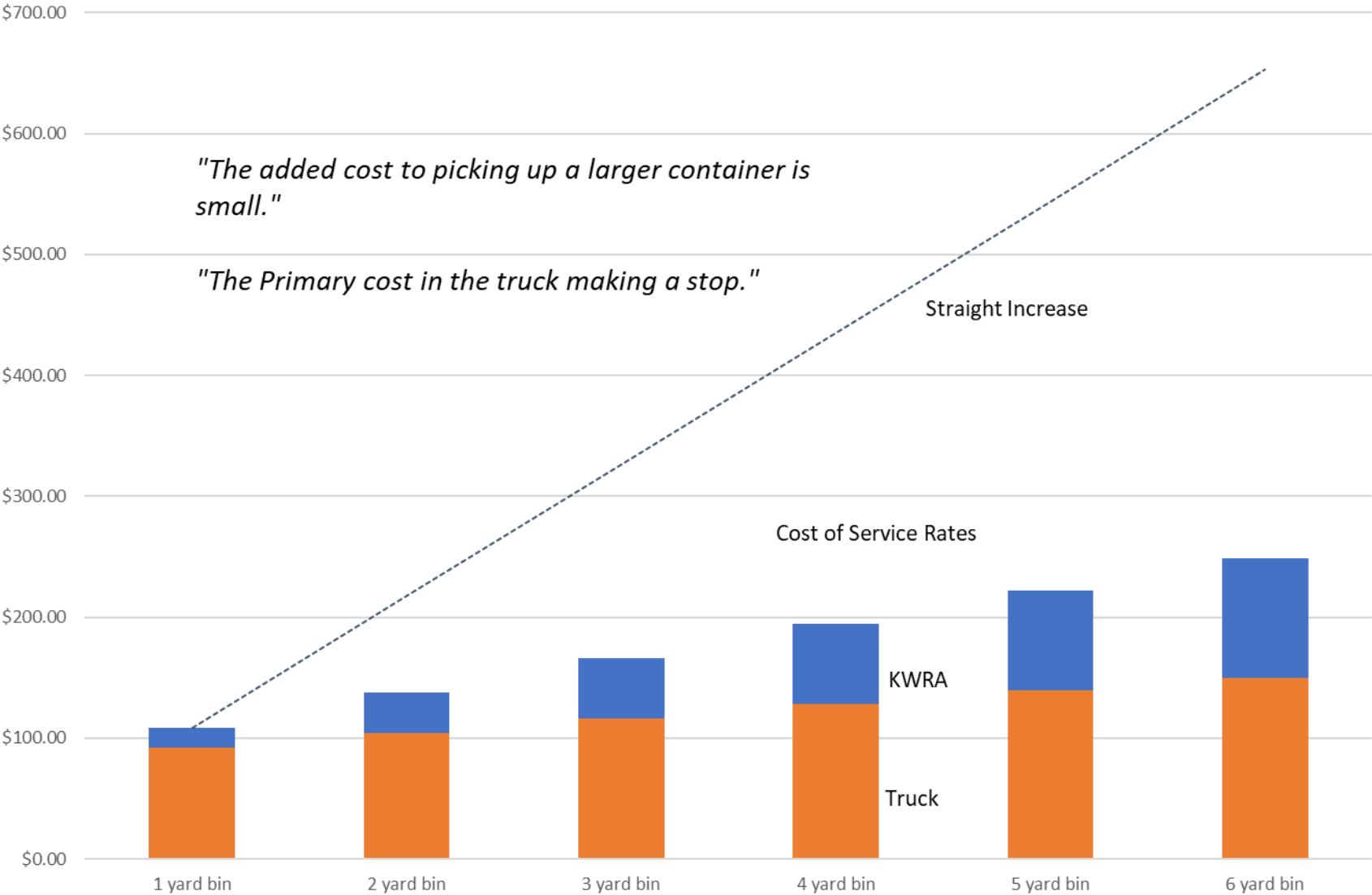
Combined Utility Bill for Typical Residential Customer (Projected)



Commercial Rate Setting

- The operating cost of the truck collecting commercial bins is much greater than the cost of truck collecting residential carts.
- Larger bins are more efficient
- There should be little or no discount for multiple pick-ups per week. (Set at 5% in proposed rates)

Commercial Bin Service: Larger Bins are More Efficient



Next Steps

Tonight: ask approval to issue rate increase notices to all customers

January 21st: Rate hearing to ask approval of rates

February 1st: New rate in effect

City of Lemoore Present and Proposed Refuse Rates (As of 11/05/19)

| | Service Type | Present | Proposed 02/01/20 | 02/01/21 | 02/01/22 | 02/01/23 | 02/01/24 |
|--|--------------------------|---------|-------------------|-----------------|------------|------------|------------|
| | | | Varied Changes | 3.00% | 3.00% | 3.00% | 3.00% |
| Residential Can Service (per month) | | | | PROPOSED | | | |
| | 3-Can 90 | 23.00 | \$29.65 | 29% | \$30.54 | \$31.46 | \$32.40 |
| | 3-Can 60 | 18.00 | \$27.40 | 50% | \$28.22 | \$29.07 | \$29.94 |
| | Added 90 Black-Land Fill | 23.00 | \$10.00 | -57% | \$10.30 | \$10.61 | \$10.93 |
| | Added 90 Blue-Recycle | 3.00 | \$2.00 | -33% | \$2.06 | \$2.12 | \$2.19 |
| | Added 90 Green-Organic | 8.00 | \$3.00 | -63% | \$3.09 | \$3.18 | \$3.28 |
| Commercial Dumpster Service (per month) | | | | PROPOSED | | | |
| | 1 yd 1 /wk | 77.81 | \$102.00 | 31% | \$105.06 | \$108.21 | \$111.46 |
| | 1 yd 2 /wk | New Fee | \$184.00 | n/a | \$189.52 | \$195.21 | \$201.06 |
| | 2 yd 1 /wk | 113.13 | \$129.00 | 14% | \$132.87 | \$136.86 | \$140.96 |
| | 2 yd 2 /wk | 201.25 | \$245.00 | 22% | \$252.35 | \$259.92 | \$267.72 |
| | 2 yd 3 /wk | New Fee | \$368.00 | n/a | \$379.04 | \$390.41 | \$402.12 |
| | 2 yd 4 /wk | New Fee | \$491.00 | n/a | \$505.73 | \$520.90 | \$536.53 |
| | 2 yd 5 /wk | New Fee | \$614.00 | n/a | \$632.42 | \$651.39 | \$670.93 |
| | 3 yd 1 /wk | 155.94 | \$156.00 | 0% | \$160.68 | \$165.50 | \$170.47 |
| | 3 yd 2 /wk | 270.00 | \$297.00 | 10% | \$305.91 | \$315.09 | \$324.54 |
| | 3 yd 3 /wk | 383.44 | \$445.00 | 16% | \$458.35 | \$472.10 | \$486.26 |
| | 3 yd 4 /wk | 496.88 | \$593.00 | 19% | \$610.79 | \$629.11 | \$647.99 |
| | 3 yd 5 /wk | 611.56 | \$742.00 | 21% | \$764.26 | \$787.19 | \$810.80 |
| | 4 yd 1 /wk | New Fee | \$183.00 | n/a | \$188.49 | \$194.14 | \$199.97 |
| | 4 yd 2 /wk | New Fee | \$348.00 | n/a | \$358.44 | \$369.19 | \$380.27 |
| | 4 yd 3 /wk | New Fee | \$522.00 | n/a | \$537.66 | \$553.79 | \$570.40 |
| | 4 yd 4 /wk | New Fee | \$696.00 | n/a | \$716.88 | \$738.39 | \$760.54 |
| | 4 yd 5 /wk | New Fee | \$869.00 | n/a | \$895.07 | \$921.92 | \$949.58 |
| | 6 yd 1 /wk | New Fee | \$209.00 | n/a | \$215.27 | \$221.73 | \$228.38 |
| | 6 yd 2 /wk | New Fee | \$396.00 | n/a | \$407.88 | \$420.12 | \$432.72 |
| | 6 yd 3 /wk | New Fee | \$594.00 | n/a | \$611.82 | \$630.17 | \$649.08 |
| | 6 yd 4 /wk | New Fee | \$792.00 | n/a | \$815.76 | \$840.23 | \$865.44 |
| | 6 yd 5 /wk | New Fee | \$990.00 | n/a | \$1,019.70 | \$1,050.29 | \$1,081.80 |
| Commercial Recycling (per month) | | | | PROPOSED | | | |
| | 90 gal 1 /wk | New Fee | \$18.00 | n/a | \$18.54 | \$19.10 | \$19.67 |
| | 2 yd 1 /wk | New Fee | \$64.50 | n/a | \$66.44 | \$68.43 | \$70.48 |
| | 2 yd 2 /wk | New Fee | \$122.50 | n/a | \$126.18 | \$129.96 | \$133.86 |
| | 3 yd 1 /wk | New Fee | \$78.00 | n/a | \$80.34 | \$82.75 | \$85.23 |
| | 3 yd 2 /wk | New Fee | \$148.50 | n/a | \$152.96 | \$157.54 | \$162.27 |
| | 4 yd 1 /wk | New Fee | \$91.50 | n/a | \$94.25 | \$97.07 | \$99.98 |
| | 4 yd 2 /wk | New Fee | \$174.00 | n/a | \$179.22 | \$184.60 | \$190.13 |
| | 6 yd 1 /wk | New Fee | \$104.50 | n/a | \$107.64 | \$110.86 | \$114.19 |
| | 6 yd 2 /wk | New Fee | \$198.00 | n/a | \$203.94 | \$210.06 | \$216.36 |
| Commercial Organics (per month) | | | | PROPOSED | | | |
| | 90 gal 1 /wk | New Fee | \$18.00 | n/a | \$18.54 | \$19.10 | \$19.67 |
| | 90 gal 1 /wk extra can | New Fee | \$8.00 | n/a | \$8.24 | \$8.49 | \$8.74 |
| | 90 gal 2 /wk | New Fee | \$34.20 | n/a | \$35.23 | \$36.28 | \$37.37 |
| | 90 gal 2 /wk extra can | New Fee | \$7.60 | n/a | \$7.83 | \$8.06 | \$8.30 |
| | 90 gal 3 /wk | New Fee | \$51.30 | n/a | \$52.84 | \$54.42 | \$56.06 |
| | 90 gal 3 /wk extra can | New Fee | \$22.80 | n/a | \$23.48 | \$24.19 | \$24.91 |
| | 90 gal 4 /wk | New Fee | \$68.40 | n/a | \$70.45 | \$72.57 | \$74.74 |
| | 90 gal 4 /wk extra can | New Fee | \$30.40 | n/a | \$31.31 | \$32.25 | \$33.22 |

City of Lemoore Present and Proposed Refuse Rates (As of 11/05/19)

| Special Services | | Present | Proposed | Comments | | | | |
|---------------------------|--|---------|----------|------------------------|--|--|--|--|
| Residential Miscellaneous | | | | | | | | |
| | Extra Pick-up/Go Back (Automated Can) | \$5.75 | \$10.00 | First Go Back is free | | | | |
| | Resume Extra Can within one year | New Fee | \$24.00 | | | | | |
| | Contaminated Can | New Fee | \$10.00 | | | | | |
| | Replacement Can | \$48.00 | \$48.00 | Actual cost to city | | | | |
| Rental Services | | | | P R O P O S E D | | | | |
| | Delivery / Recovery | \$76.00 | \$76.00 | | | | | |
| | Dumping 90 per Can | \$5.00 | \$10.00 | | | | | |
| | Dumping 1 yd | \$15.50 | \$16.55 | | | | | |
| | Dumping 2 yd | \$22.50 | \$33.10 | | | | | |
| | Dumping 3 yd | \$31.25 | \$49.65 | | | | | |
| | Dumping 4 yd | New Fee | \$66.20 | | | | | |
| | Dumping 6 yd | New Fee | \$99.30 | | | | | |
| Commercial Miscellaneous | | | | P R O P O S E D | | | | |
| | Extra Pick-up | New Fee | \$40.00 | plus KWRA Fee | | | | |
| | Go Back Fee | New Fee | \$40.00 | | | | | |
| | Contaminated Recycle Dumpster or Organic Can | \$35.00 | \$40.00 | | | | | |
| | Locking Dumpster (one time) | \$64.99 | \$100.00 | | | | | |
| | Lock Replacement | New Fee | \$25.00 | | | | | |
| Bulky Clean Up | | | | | | | | |
| | Tires | \$3.00 | \$5.00 | | | | | |
| | Couch, Washer/Dryer, Refrigerator, bagged trash, other large household items | \$75.00 | \$75.00 | Plus KWRA disposal fee | | | | |
| | | | | | | | | |

City of Lemoore Refuse Enterprise Fund (Proposed as of 11/5/19)

| | | | | | | | 1 | 2 | 3 | 4 | 5 | | |
|----------------------------------|---|-------------|-------------|-------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|----------------------|----|
| | | FY16 | FY17 | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | FY24 | FY25 | | |
| | | Audited | Audited | Audited | Projected | Budget | Projected | Projected | Projected | Projected | Projected | | |
| Revenue | | | | Projected Revenue Increases Needed: | | | 30.0% | 3.0% | 3.0% | 3.0% | 3.0% | | |
| | Charges for services | \$2,954,795 | \$2,952,842 | \$2,985,585 | \$2,990,000 | \$2,990,000 | \$3,887,000 | \$4,026,000 | \$4,169,660 | \$4,318,340 | \$4,472,040 | | |
| | Incremental revenue from growth based on 100 homes per year | | | | | | \$22,000 | \$22,660 | \$23,340 | \$24,040 | \$24,761 | | |
| | Fines / forfeitures | 45,140 | 58,855 | 60,419 | 60,000 | 60,000 | \$78,000 | \$80,000 | \$82,000 | \$84,000 | \$87,000 | | |
| | Other revenue | 10,554 | 8,366 | 4,484 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | 5,000 | | |
| Total Operating Revenue | | \$3,010,489 | \$3,020,063 | \$3,050,488 | \$3,055,000 | \$3,055,000 | \$3,992,000 | \$4,133,660 | \$4,280,000 | \$4,431,380 | \$4,588,801 | Inflation Factors | |
| Expenses | | | | | | | | | | | | | |
| | Salaries / benefits | \$782,331 | \$730,643 | \$913,653 | \$920,000 | \$1,146,170 | \$1,203,000 | \$1,263,000 | \$1,420,714 | \$1,492,000 | \$1,567,000 | | 5% |
| | Materials / supplies | 121,452 | 142,925 | 109,278 | 120,000 | 132,710 | 135,000 | 138,000 | 141,000 | 144,000 | 147,000 | | 2% |
| | Utilities | 3,137 | 6,550 | 4,261 | 5,000 | 5,200 | 5,400 | 5,600 | 5,800 | 6,000 | 6,200 | | 3% |
| | General Administration | 483,545 | 370,800 | 369,800 | 433,000 | 609,083 | 627,000 | 646,000 | 665,000 | 685,000 | 706,000 | | 3% |
| | Contractual services | 1,105,103 | 1,121,509 | 1,181,312 | 1,200,000 | 1,184,700 | 1,185,000 | 1,185,000 | 1,185,000 | 1,185,000 | 1,185,000 | | 0% |
| | Repairs / maint | 2,901 | 4,950 | 12,933 | 5,000 | 5,100 | 5,200 | 5,300 | 5,400 | 5,500 | 5,600 | | 2% |
| | Other & Fleet Svc | 305,045 | 271,812 | 391,927 | 350,000 | 399,112 | 407,000 | 415,000 | 423,000 | 431,000 | 440,000 | 2% | |
| Total Expenses | | \$2,803,514 | \$2,649,189 | \$2,983,164 | \$3,033,000 | \$3,482,075 | \$3,567,600 | \$3,657,900 | \$3,845,914 | \$3,948,500 | \$4,056,800 | | |
| Adjustments | | | | | | | | | | | | | |
| | Interest | \$18,401 | \$5,714 | \$11,612 | \$12,000 | \$10,000 | \$10,000 | \$10,000 | \$10,000 | \$10,000 | \$10,001 | | |
| | Intergovernmental / Asset | 50,962 | 13,590 | 6,857 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Total Adjustments | | \$69,363 | \$19,304 | \$18,469 | \$12,000 | \$10,000 | \$10,000 | \$10,000 | \$10,000 | \$10,000 | \$10,001 | | |
| Net Operating Cash Flow | | \$276,338 | \$390,178 | \$85,793 | \$34,000 | -\$417,075 | \$434,400 | \$485,760 | \$444,086 | \$492,880 | \$542,002 | | |
| Capital Expenditures (Equipment) | | | | | | \$645,083 | \$350,000 | \$300,000 | \$650,000 | \$300,000 | \$300,000 | | |
| Grants / Impact Fees | | | | | | -120,000 | -\$30,000 | -\$30,000 | -\$30,000 | -\$30,000 | -\$30,000 | | |
| Net Capital Expenditure | | | | | | 525,083 | 320,000 | 270,000 | 620,000 | 270,000 | 270,000 | | |
| Fund Balance Year End: Cash | | | | | | | | | | | | | |
| | Cash ("056") | \$966,692 | \$1,329,966 | \$1,512,580 | \$1,500,000 | | | | | | | | |
| | Impact Fee ("076") | 352,314 | 293,727 | 326,997 | 381,000 | | | | | | | | |
| | Grant Fund ("049A") | 144,303 | 144,382 | 144,874 | 0 | | | | | | | | |
| | Year-end Total | \$1,463,309 | \$1,768,075 | \$1,984,451 | \$1,881,000 | \$939,000 | \$1,053,000 | \$1,269,000 | \$1,093,000 | \$1,316,000 | \$1,588,000 | | |

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF LEMOORE
&
THE POLICE PROFESSIONAL SERVICES BARGAINING UNIT
NOVEMBER 1, 2019 - JUNE 30, 2020

The Representatives of the City of Lemoore, hereinafter the CITY, and the Representatives of the Police Professional Services Bargaining Unit, hereinafter PPSBU, having met and conferred in good faith, hereby mutually agree to recommend to the City Council of the City of Lemoore and the General Membership of the PPSBU group, that the following Memorandum of Understanding (MOU) be adopted and that the wages, hours, and other terms and conditions herein be implemented.

1. RECOGNITION

Under the terms of the Personnel System Guidelines, the City of Lemoore formally recognizes the Police Professional Services Bargaining Unit as the exclusive recognized employee organization for the General Service Unit.

2. PURPOSE

It is the purpose of this MOU to promote and provide for harmonious relations, cooperation and understanding between the City and the Employees covered herein and to provide an orderly and equitable means of resolving any misunderstanding or differences which may arise regarding wages, hours, and other terms and conditions of employment.

3. NON-DISCRIMINATION

Both the City and the Union agree that they shall not discriminate against any employee on the basis of age, race, gender, creed, color, national origin, sexual orientation or ancestry. Neither the City nor the Union shall interfere with, intimidate, restrain, coerce or discriminate against any employee because of the exercise of the rights to engage or not engage in lawful Union activity.

4. DUES DEDUCTION

Prior to the crafting of this MOU, the PPSBU membership voted to enact an "Agency Shop." To that end, it is mutually agreed that the City will, during the term of this MOU, deduct without charge, dues from the pay of all PPSBU-covered employees in the amounts determined by the PPSBU. The PPSBU agrees not to discriminate against those employees who choose, under Agency Shop, to have their deductions diverted away from the Union. There shall be no more than one deduction per pay period and the City shall remit the total of such biweekly deductions to the Union.

5. SALARIES

The bi-weekly salary range for classes represented by the Police Professional Services Bargaining Unit shall be paid in accordance with the salary schedule attached as Appendix 1.

Class members will be paid bi-weekly with each pay period covering two weeks, beginning with a Monday and ending on a Sunday. Pay for the pay period will normally be issued on the Friday following the end of the pay period.

A. Certificate Pay:

City proposes to provide premium pay for possession of the following certificate effective November 1, 2019:

1. Fluency in Spanish - 1.5%

In order to receive the certificate pay listed above, which will be calculated on the base pay schedule and before any educational incentive is applied, the following conditions must be met:

1. Spanish Language Fluency will be tested and/or verified in a manner to be determined by the City.
2. Additional Premium Pay Certificates may only be added to the list by formal amendment to the Memorandum of Understanding.

B. Out-of-Class Pay:

An employee who is temporarily assigned to perform the majority of the functions of a position in a different classification for more than 10 consecutive business days shall receive out-of-class pay as follows:

1. Rate of pay will be the greater of 5% above the employee's regular pay rate or the minimum (Step A) of the higher position's pay range.
2. Employees working out-of-class must be assigned to do so by their supervisor with the approval of the department head.
3. Personnel Action Forms are required in advance to document change in pay rate for the duration of the assignment.
4. Out-of-class assignments are limited to situations where the department head has a documented need to fill in temporarily.
5. Under this provision, out of class pay will be paid retroactively beginning day 1, so long as 11 or more consecutive business days are worked.

C. Salary Step Increase – Merit:

It is understood and agreed that salary movement throughout the 6-step salary range is dependent upon merit. This is consistent with the rules for administration of the City's compensation plan and means that employees must not only complete the necessary amount of time at a given step but must also be performing satisfactorily at the time of the required performance review.

6. RETIREMENT

- A. Classic Members – Employees hired prior to January 1, 2013, or those hired on or after that date are not designated as “new members” to CalPERS by the Pension Reform Act of 2013, are eligible to participate in the CalPERS retirement system under the conditions set forth by the 2% at 55 Miscellaneous Plan. The City will continue to pay, for the terms of this MOU, 100% of the employer and employee contributions.
- B. New Members – Employees hired on or after January 1, 2019 and designated as “new members” to CalPERS are eligible to participate in the CalPERS retirement system under the conditions set forth by the 2% at 62 Miscellaneous Plan. These employees pay the entire employee contribution rate reviewed and set annually by CalPERS, currently at 6.25% of salary.

7. HEALTH INSURANCE

- A. Effective January 1, 2020 through June 30, 2020, the City’s contribution to the employees’ health benefits covered by the City’s insurance plan will equal up to \$1475.00 monthly for each employee. Any health benefit coverage the employee chooses from the health insurance plan which the City’s contribution does not cover will be the employee’s responsibility. The employee may use his or her Flexible Spending benefits, if she or he has elected such benefits, to pay for any premium cost above the City’s contribution. If the employee elects health benefit coverage that costs less than the City’s maximum contribution, the City will not pay the difference between the employee’s premium costs and the City’s maximum contribution. Health insurance costs will be deducted bi-weekly from the employee’s gross paycheck.
- B. Employees who take PERS retirement within 120 days of retiring from the City of Lemoore may continue to be covered by the same health insurance program and provisions as active employees. Premiums will be paid 100% by the retired employee. This coverage shall cease when either the retired employee reaches age 65 or stops making premium payments, whichever comes first.

C. Health and Benefits Committee:

- 1. The City and the Union agree to continue using the Health Benefits Committee for the review of benefits plans and to formulate recommendations regarding changes in those programs.
- 2. The City agrees that the Union may designate one committee member to represent the interests of the Union.
- 3. The Union representative will be responsible for notifying the City and the Health Benefits Committee, in the event the Union does not agree with a committee recommendation.
- 4. Unless the Union representative notifies the City of a disagreement, per section 3 above, the parties agree that the Committee process will fulfill all meet and confer obligations.

D. **Cash in Lieu of Benefits:**

The City no longer provides cash in lieu of health benefits to new employees or to those who do not currently receive cash in lieu. Currently, will be defined as those employees receiving cash in lieu benefits as of October 15, 2017. Employees who currently receive cash in lieu, may continue to receive it until they are no longer employed by the City of if they choose to receive health insurance. Cash in lieu payments shall remain at the same rate of \$359.52, regardless of increase in health insurance benefits or contributions by the City for health insurance.

8. **STATE DISABILITY INSURANCE (SDI)**

The City agrees to continue to pay the SDI premium on behalf of the employee.

9. **HOLIDAYS**

A. Designated Holidays for employees are as follows:

Two (2) Floating Holidays

New Year's Day

Presidents Day

Independence Day

Veterans Day

Day after Thanksgiving Day

Christmas Day

Floating Holiday are explained further in section 9.C.

Martin Luther King, Jr. Day

Memorial Day

Labor Day

Thanksgiving Day

Christmas Eve Day

New Year's Eve Day

B. **Holiday Pay**

Any employee required to work on any of the Holidays identified in Section 9.A above, excluding Floating Holidays, will receive Holiday Pay. Holiday Pay is defined as a premium pay computed at the rate of 1 1/2 hours pay for every hour worked in addition to regular pay received.

C. **Floating Holidays**

1. The Floating Holidays will be accrued by all regular employees as of the first day of each Fiscal Year.
2. The Floating Holidays cannot be used the day before or the day after an existing holiday.
3. The Floating Holidays must be used within the Fiscal Year in which they are accrued. Employees hired after July 1, but before December 31 will be given credit for one Floating Holiday, effective January 1. Employees hired after January in a fiscal year will receive no Floating Holiday for that fiscal year, but will be credited with two (2) Floating Holidays on July 1 of the following fiscal year.
4. Authorization for use of the Floating Holidays will be subject to the approval of the employee's supervisor.

5. If the Floating Holidays have not been taken by the end of the fiscal year in which they were accrued, they will be forfeited back to the City; in other words, Floating Holidays are built upon a “use it or lose it” basis.

10. SICK LEAVE

- A. Full time employees paid on a bi-monthly (24 pay periods per year) basis shall accrue paid sick leave at the rate of four (4) hours per pay period, starting on the date of hire; however, an employee shall not be entitled to use sick leave until the probationary period is successfully passed. Sick leave is not accrued on the third pay period of the month.
- B. An employee may accumulate an unlimited number of sick leave credit hours.
- C. Use of sick leave is governed by the City's Personnel System Guidelines.

11. VACATION DONATION PLAN FOR CATASTROPHIC LEAVE

- A. Catastrophic leave benefits have been established for City employees governed by this MOU who have exhausted all accumulated vacation, sick leave and compensatory time off. The purpose of this benefit is to provide a portion or all of an employee's pay to the injured or ill employee during the time the employee would otherwise be on medical leave of absence without pay pursuant to the City's Personnel System Guidelines. Catastrophic leave benefits are contingent on the receipt of donated vacation time in the manner described below.
- B. Catastrophic leave shall conform to the rules for leave of absence without pay set forth in the City's Personnel System Guidelines except that, during that portion of the leave of absence that is also catastrophic leave, the employee will be paid. Although employees on catastrophic leave will receive catastrophic pay, for all other purposes, except as indicated below, such employees will be considered on leave of absence without pay pursuant to the City's Personnel System Guidelines and they shall not accrue any leave rights while on catastrophic leave.
- C. In no event, may an employee take more than six (6) months of catastrophic leave during any twelve (12) month period. Catastrophic leave and leaves of absence without pay shall run concurrently.
- D. An employee is eligible for catastrophic leave when the employee faces injury or prolonged illness (based on medical evidence) of the employee or employee's spouse, parent or child and the employee is absent from work caring for himself or herself or family members.
- E. Any City employee may donate vacation time to any employee covered by this MOU who meets the conditions described above. Employees may not, however, donate sick leave or CTO.
- F. Employees (or their designees) requesting establishment of a catastrophic leave bank must submit a written request to the office of the City Manager. The request must provide sufficient information to enable the City Manager to determine whether the reason for the leave qualifies as catastrophic. This information will be maintained confidentially to the extent required by law. Catastrophic leave requests for

injury/illness must include supporting medical verification from a licensed physician. Leave requests must include the estimated date of return to work.

- G. It is the responsibility of the employee or co-workers to canvass other employees for the donation of leave credits. However, donations are voluntary; coercion of fellow employees is strictly prohibited. Donations must be made on the City-approved authorization form. All donations are irrevocable. Donations are taxable on the part of the recipient, in accordance with IRS regulations, and are subject to withholding as required by law.
- H. Donations must be a minimum of four (4) hours. The City will convert the donor's vacation time hours to a dollar equivalent amount. Ninety percent (95%) of that dollar amount will then be converted to hours, using the recipient's hourly wage, resulting in hours applied to recipient's catastrophic pay.
- I. Health insurance coverage and retirement contributions will continue in the same manner as if the recipient employee was on sick leave. The recipient employee will not accrue sick leave or vacation benefits while using catastrophic leave.
- J. Catastrophic leave shall be terminated when one or more of the following occurs:
 - 1. The employee has exhausted six (6) months of catastrophic leave during any twelve (12) month period.
 - 2. The employee has exhausted all of his or her rights under the City's Personnel System Guidelines for unpaid medical leaves of absence, whether paid in part or in full from catastrophic leave pay.
 - 3. Donated leave credits have been exhausted.
 - 4. Death of the ill or injured employee or subject family member.
 - 5. The employee returns to full-time, active City employment.

12. VACATION

- A. Employees who have completed their probationary period and are at regular employee status are eligible to use accrued vacation time. Vacation time is accrued bi-weekly from time of hire. Accrual schedule is shown below:

| Years of Service | Vacation Hours per Years of Service | Bi-monthly Accrual (24 pay periods per year) | Maximum Accrual |
|---|--|---|------------------------|
| Up to 2 years (0 to 24 months) | 88 | 3.66 hours | 176 hours |
| After 2 to 4 years (25 to 48 months) | 104 | 4.33 hours | 208 hours |
| After 4 to 9 years (49 to 108 months) | 120 | 5 hours | 240 hours |
| After 9 to 14 years (109 to 168 months) | 144 | 6 hours | 288 hours |
| After 14 years (169 months and above) | 152 | 6.33 hours | 304 hours |

The Department Head must approve use of vacation time. It is advisable that employees submit vacation requests as far in advance as possible. There will be times when vacation time requests cannot be granted due to scheduling conflicts.

- B. Use of vacation is governed by the City's Personnel System Guidelines.

- C. Vacation accrual shall be capped as provided in the City's Personnel System Guidelines. The parties agree that no employee shall be permitted to accrue additional vacation time once the cap is reached, unless said employee can demonstrate that she/he made a reasonable attempt to use accrued vacation prior to reaching the applicable cap, and was unreasonably denied time off by the City, in which case the employee shall be granted an additional three (3) months to use said vacation, and shall continue to accrue vacation during said three months. If the employee has still been unable to gain approval for the use of vacation after the additional three months, the City shall pay the employee a cash amount equal to the value of all accrued vacation hours that exceed the cap, and shall continue to pay until the employee is able to use sufficient vacation hours to bring his or her balance under the cap.

13. OVERTIME

- A. Overtime pay shall not be granted or paid except where specifically provided herein without prior approval of the Department Head. In lieu thereof, compensatory time off shall be granted to employees for all work performed in excess of their regularly scheduled workweek when such work is performed with the prior approval of their supervisor.
- B. The cap shall be ninety (90) hours.
- C. The first ten (10) hours of overtime compensation per month shall be paid either in money or in compensatory time off, at the option of the employee.
- D. Employees who, in a given standard work week, will receive overtime compensation for all hours worked (or compensated for with sick leave, vacation, compensatory time, etc.) over 40 except when the claimed overtime and the paid leave time occur on the same day, and eight (8) hours or fewer were actually worked. All overtime hours worked must be approved by a supervisor.

14. CALL BACK

Employee called back for emergency non-scheduled work after the conclusion of the regular duty periods shall receive a minimum of two hours call back paid at time and one-half. (For purposes of determining whether or not callback time is paid at the overtime rate, sick leave, vacation leave and comp time off will count as time worked).

15. STAND-BY PAY

- A. Employees of the City assigned to make themselves available for unanticipated call-back during hours outside their normal work schedule will be provided a pager and will be required to make themselves available to respond to work within a reasonable amount of time, if called.
- B. Any employee assigned stand-by duty and who does not respond if called in a reasonable amount of time or is not fit for duty if called will be subject to disciplinary action.

- C. The City agrees to compensate employees assigned to stand-by at the rate of \$1.25 for each hour so assigned. (Stand-by pay will cease if/when an employee is removed from duty and will recommence when an employee returns to stand-by status).
- D. The City will determine which employee(s) will be assigned to stand-by duty.
- E. The City agrees to provide a take home vehicle to be rotated to the employee assigned to weekend on-call duty in accordance with the City's Vehicle Use Policy.

16. EDUCATION INCENTIVE

- A. Employees who attend courses, which will assist them in performing their City functions or which will prepare them for higher City positions in the same or closely related field shall be eligible for reimbursement of 100% of the tuition and their registration costs of such education as well as for the actual cost of books and other materials required for the course.
 - 1. Approval of tuition and other reimbursements must be made by the City Manager prior to the employee registering for the course. Actual reimbursement shall be upon successful completion of the approved course.
 - 2. Educational programs where a degree may be sought and which have prior approval of the City Manager are subject to the following:
 - a. The maximum City reimbursement shall not exceed \$750 annually for lower division course work. A course taken by an employee with less than 60 semester units or the equivalent will be considered lower division regardless of the institution at which the course is taken.
 - b. The maximum City reimbursement shall not exceed \$1500 annually for upper division course work. A course taken by an employee with more than 60 semester units or the equivalent will be considered upper division only if taken from a four-year institution.
 - c. Employees who begin a year in lower division status and attain upper division status during the year shall be reimbursed a total annual amount not to exceed the upper division maximum of \$1500.
- B. Employees shall receive a 2.5% incentive (calculated on their base pay) per month for possessing an AA/AS Degree and a 5% incentive (calculated on their base pay) per month for possessing a BA/BS Degree in a field related to the employee's current classification.
- C. The Associate's Degree Incentive and the Bachelor's Degree Incentive are not cumulative for employees that possess both. A maximum 5% educational incentive can be added to base pay for the term of this MOU. Degree Incentives will be paid in addition to any Certificate Pay, which is capped at 10% base pay.

17. UNIFORM ALLOWANCE

- A. The City agrees to provide \$700 annually to members within this group. Said allowance will be paid out the second pay period in January. Any employee within this group hired after the beginning of the year will receive a prorated Uniform Allowance.
- B. The City agrees to pay \$200 per year boot / shoe allowance, payable by reimbursement upon presentation of a valid receipt for the following classifications:

Community Service Officer
Police Evidence Technician

18. WORK SCHEDULES

- A. Schedule changes will only be instituted due to operational changes, such as seasonal workload/safety concerns, etc. Temporary operational issues may require non-standard shifts of limited frequency.
- B. Except in case of an emergency, the City will provide a minimum of 30 days written notice to PPSBU and all affected employees of any proposed change in work schedules, including shift changes. The parties agree to meet and confer prior to altering schedules or shifts.
- C. New standard schedules will be in effect for a minimum of four months.
- D. If rotational, all affected employees will be part of the rotation. If shifts vary within the division, choice of shift will be given by seniority (based on time in division), subject to minimum operational requirements.
- E. Standard schedule will be limited to the following options:

8 Hour Day Schedules

| Days | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
|------------------|-----|-----|-----|-----|-----|-----|-----|
| Hours - Option 1 | 8 | 8 | 8 | 8 | 8 | | |
| Hours - Option 2 | | 8 | 8 | 8 | 8 | 8 | |
| Hours - Option 3 | | | 8 | 8 | 8 | 8 | 8 |

4 - 10 Schedule

| Days | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
|------------------|-----|-----|-----|-----|-----|-----|-----|
| Hours - Option 1 | 10 | 10 | 10 | 10 | | | |
| Hours - Option 2 | | 10 | 10 | 10 | 10 | | |
| Hours - Option 3 | | | 10 | 10 | 10 | 10 | |
| Hours - Option 4 | | | | 10 | 10 | 10 | 10 |

9 & 4 Schedule

| Days | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
|------------------|-----|-----|-----|-----|-----|-----|-----|
| Hours - Option 1 | 9 | 9 | 9 | 9 | 4 | | |
| Hours - Option 2 | 4 | 9 | 9 | 9 | 9 | | |
| Hours - Option 3 | | 9 | 9 | 9 | 9 | 4 | |
| Hours - Option 4 | | 4 | 9 | 9 | 9 | 9 | |
| Hours - Option 5 | | | 9 | 9 | 9 | 9 | 4 |
| Hours - Option 6 | | | 4 | 9 | 9 | 9 | 9 |

8 & 4 Schedule

| Days | Mon | Tue | Wed | Thu | Fri | Sat | Sun |
|------|-----|-----|-----|-----|-----|-----|-----|
|------|-----|-----|-----|-----|-----|-----|-----|

| | | | | | | | |
|------------------|---|---|---|---|---|---|---|
| Hours - Option 1 | 8 | 8 | 8 | 8 | 4 | 4 | |
| Hours - Option 2 | 4 | 4 | 8 | 8 | 8 | 8 | |
| Hours - Option 3 | | 8 | 8 | 8 | 8 | 4 | 4 |
| Hours - Option 4 | | 4 | 4 | 8 | 8 | 8 | 8 |

19. GRIEVANCE PROCEDURES

The grievance procedures are stated in Rule 11 of the City's Personnel System Guidelines.

20. DISCIPLINARY ACTION: DEFINITION

The disciplinary procedures are stated in Rule 10 of the City's Personnel System Guidelines.

21. FUTURE BARGAINING

It is understood and agreed by the parties that all future bargaining shall be undertaken with due consideration to total compensation of employees.

22. ACCUMULATION / VESTING

The City and the Union agree that nothing contained in this MOU shall be interpreted as to imply or permit the accumulation or vesting of any written or unwritten employee rights beyond the termination date of this MOU.

23. MAINTENANCE OF OPERATION - CONCERTED ACTIVITY

It is agreed that the continued and uninterrupted provision of service to the public is of paramount importance. Therefore, the Union agrees that as of 12:01 of the first calendar day immediately following the legal ratification of this MOU by the City Council, through June 30, 2020 and inclusive of meeting and conferring on a successor agreement to this MOU, neither the Union, nor any combination thereof, shall cause, authorize, engage in, encourage, or sanction a work stoppage, slow down or picketing against the City, or the concerted failure to report for duty, or abstinence from the full and faithful performance of the duties of employment, including compliance with the request of another labor organization or bargaining unit to engage in such activity.

If the City determines to its satisfaction that an employee is, or has engaged in any activity prohibited by Paragraph I of this Article, the City may withhold that employee's wages and other City-paid benefits and/or take whatever other action it deems appropriate.

The Union recognizes the duty and obligations of its representatives and members to comply with the provisions of this MOU and to make every effort toward inducing all employees to fully and faithfully perform their duties. In the event of any activity prohibited by Paragraph I of this Article, the Union agrees to exercise its full resources and abilities to assure compliance with this MOU.

24. CONCLUSIVENESS

It is understood and agreed that all documents, including but not limited to Ordinances, Resolutions, Policies and Procedures, Employee Rules and Guidelines, which relate to

employee wages, hours and other terms and conditions of employment which are presently in effect, become part of this MOU by reference.

It is further agreed that for the term of this MOU, neither party may be compelled to meet and confer with the other concerning any matter, specifically the subject of any clause of this Agreement; except that the City may change a written practice or policy incorporated into this MOU by reference or an unwritten practice by giving written notice to the Union of its desire to do so. If the Union responds within ten (10) calendar days of the date of mailing or service of written notice that it wishes to meet and confer on the matter, the City and the Union shall do so forthwith.

25. MANAGEMENT RIGHTS

- A. The Union recognizes that the rights of the City derive from the Constitution of the State of California and the Government Code.
- B. The Union recognizes and agrees that the exercise of the express and implied powers, rights, duties and responsibilities by the City, such as, the adoption of Policies, Rules, Regulations and Practices, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this MOU.
- C. The Union recognizes that the City has and will continue to retain, whether exercised or not, the unilateral and exclusive right to operate, administer and manage its municipal services and work force performing these services limited only by the specific and express terms of this MOU.
- D. The exclusive rights of the City shall include but not be limited to, the right to:
 - 1. Determine the organization of City Government and the mission of its constituent agencies;
 - 2. Determine the nature, quantity and quality of services to be offered to the public and to determine the means of operations, the materials and personnel to be used, and the right to introduce new or improved methods or facilities and to change or alter personnel, methods, means, materials and facilities;
 - 3. Exercise control and discretion over its organization and operation through its managerial employees;
 - 4. Establish and effect Rules and Guidelines consistent with the applicable law and the specific and express provisions of this MOU;
 - 5. Establish and implement standards of selecting City Personnel and standards for continued employment with the City;
 - 6. Direct the work force by determining the work to be performed, the personnel who shall perform the work, assigning overtime and scheduling the work; to take disciplinary action;
 - 7. Relieve its employees from duty because of lack of work, funds or for other reasons;

8. Determine whether goods or services shall be made, purchased or contracted for; and,
 9. Otherwise act in the interest of efficient service to the Community.
- E. The Union recognizes and agrees that the City retains its rights to take whatever action it deems appropriate during an emergency, including suspension of the terms of this MOU. The determination of whether an emergency is to be declared is solely within the discretion of the City and is expressly excluded from the provisions of any grievance procedure. When an emergency is declared, the City shall immediately notify the Union. The Union agrees it will abide by such emergency decision of the City during the time of the declared emergency. The City and the Union agree to meet and confer on related matters at the call of either party as soon thereafter as practicable.

26. HOME BUYER'S PROGRAM

Permanent full-time employees are eligible to apply for and receive a loan in the amount of ten thousand dollars (\$10,000.00) to be used for the purchase of a home within the City limits. The home purchased must be the employee's primary residence. Any change in residence by the employee occurs or the employee sales the home, the loan, or the pro-rate portion of the loan owed at the time, must be repaid to the City within 30 days from the change in residence or at the close of escrow, whichever occurs first.

Employee agrees a lien will be placed on the property in the amount of the loan. For each year of employment with the City following the date of the loan, \$1,000.00 will be forgiven.

After 10 years of employment with the City, the loan will be forgiven in total. If employment ceases, either because of termination, resignation, layoff or for any other reason, prior to the completion of 10 years of service, the amount owed at the time of cessation of employment must be repaid immediately. In order to ensure the City receives the funds owed should employment cease, the employee and the Unit agree that the amounts owed will be deducted automatically from the employee's last paycheck as outlined in the promissory note, a copy of which is attached as Appendix 2. After 10 years or any time after the amount has been repaid to the City, the employee may be eligible for a second loan in the same amount for a new home within City limits under the same restrictions and terms as outlined above.

Upon satisfaction of the term, the City Manager will release the employee from responsibility of the loan, unless there is a conflict of interest between the City Manager and the employee pursuant to Government Code section 1090.

27. SAVINGS CLAUSE

If any article or Section of this MOU or an Addendum thereto should be held invalid by operation of law or by a tribunal of competent jurisdiction, or if compliance or enforcement of any Article or Section should be restrained by such tribunal or the enactment of superseding rules, regulations, law or order by a governmental authority other than the City, such Article or Provision shall be immediately suspended and be of no force and effect, and the parties shall immediately begin the meet and confer process for the purpose of arriving at a mutually satisfactory replacement for such Article or Section. Invalidation of a part or portion of this MOU shall not invalidate any remaining portions and those remaining portions shall remain in

full force and effect unless those remaining portions were contingent upon the operations of the invalidated Section.

26. TERM OF MEMORANDUM

The term of this MOU shall be from November 1, 2019 through June 30, 2020. This MOU shall apply to employees within job classifications covered by this MOU and in the City's active employment on the effective date of this Agreement and thereafter.

One hundred and twenty (120) days prior to the termination of this MOU, the Union or City shall notify the other party in writing if it wishes to modify the MOU. In the event that such notice is given, negotiations shall begin as soon as possible after the notice but not later than March 1, 2020. This Agreement shall remain in full force and be effective during the period of negotiations and until written notice of impasse or termination of this Agreement is provided to the other party.

RATIFICATION SIGNATURES

***Original on File**

CITY OF LEMOORE

**POLICE PROFESSIONAL SERVICES
BARGAINING UNIT**

Mary Lerner
City Negotiator

Mark Pescatore
Bargaining Unit Negotiator

Michelle Speer, Assistant City Manager/
Administrative Services Director

Soledad Perez
Bargaining Unit Negotiator

Janie Venegas, Human Resources/
Risk Management Manager

Debbie Santos
Bargaining Unit Negotiator

APPENDIX 1 SALARY SCHEDULE

Effective June 19, 2019

| TITLE | RANGE | | 1 | 2 | 3 | 4 | 5 | 6 |
|---|-------|-----------|---------|---------|---------|---------|---------|---------|
| ACCOUNT CLERK I | 23 | BI-WEEKLY | 1,318 | 1,384 | 1,454 | 1,526 | 1,603 | 1,683 |
| | | YEARLY | 34,279 | 35,993 | 37,793 | 39,683 | 41,667 | 43,750 |
| ACCOUNT CLERK II | 33 | BI-WEEKLY | 1,456 | 1,529 | 1,606 | 1,686 | 1,770 | 1,859 |
| | | YEARLY | 37,866 | 39,759 | 41,747 | 43,834 | 46,026 | 48,328 |
| ACCOUNT TECHNICIAN | 52 | BI-WEEKLY | 1,759 | 1,847 | 1,940 | 2,037 | 2,139 | 2,246 |
| | | YEARLY | 45,746 | 48,033 | 50,435 | 52,957 | 55,605 | 58,385 |
| ACCOUNTANT | 69 | BI-WEEKLY | 2,084 | 2,188 | 2,297 | 2,412 | 2,533 | 2,659 |
| | | YEARLY | 54,177 | 56,886 | 59,730 | 62,717 | 65,853 | 69,145 |
| ADMINISTRATIVE ASSISTANT I | 31 | BI-WEEKLY | 1,428 | 1,499 | 1,574 | 1,653 | 1,735 | 1,822 |
| | | YEARLY | 37,120 | 38,976 | 40,925 | 42,971 | 45,119 | 47,375 |
| ADMINISTRATIVE ASSISTANT II | 36 | BI-WEEKLY | 1,501 | 1,576 | 1,654 | 1,737 | 1,824 | 1,915 |
| | | YEARLY | 39,013 | 40,964 | 43,012 | 45,163 | 47,421 | 49,792 |
| ADMINISTRATIVE ASSISTANT II / FIRE PREVENTION INSPECTOR | 57 | BI-WEEKLY | 1,849 | 1,942 | 2,039 | 2,141 | 2,248 | 2,360 |
| | | YEARLY | 48,080 | 50,484 | 53,008 | 55,658 | 58,441 | 61,363 |
| ASSISTANT CITY MANAGER | 131 | BI-WEEKLY | 3,862 | 4,055 | 4,257 | 4,470 | 4,694 | 4,929 |
| | | YEARLY | 100,402 | 105,422 | 110,693 | 116,228 | 122,039 | 128,141 |
| ASSISTANT CITY MANAGER / ADMINISTRATIVE SERVICES DIRECTOR | 140 | BI-WEEKLY | 4,223 | 4,435 | 4,656 | 4,889 | 5,134 | 5,390 |
| | | YEARLY | 109,808 | 115,299 | 121,064 | 127,117 | 133,473 | 140,146 |
| BUILDING INSPECTOR | 57 | BI-WEEKLY | 1,849 | 1,942 | 2,039 | 2,141 | 2,248 | 2,360 |
| | | YEARLY | 48,080 | 50,484 | 53,008 | 55,658 | 58,441 | 61,363 |
| BUILDING OFFICIAL/SUPERINTENDENT | 92 | BI-WEEKLY | 2,620 | 2,751 | 2,888 | 3,033 | 3,184 | 3,343 |
| | | YEARLY | 68,110 | 71,515 | 75,091 | 78,845 | 82,788 | 86,927 |
| BUILDING PERMIT TECHNICIAN | 32 | BI-WEEKLY | 1,442 | 1,514 | 1,590 | 1,669 | 1,753 | 1,840 |
| | | YEARLY | 37,491 | 39,366 | 41,334 | 43,400 | 45,570 | 47,849 |
| CITY CLERK / EXECUTIVE ASSISTANT | 75 | BI-WEEKLY | 2,212 | 2,323 | 2,439 | 2,561 | 2,689 | 2,823 |
| | | YEARLY | 57,510 | 60,386 | 63,405 | 66,575 | 69,904 | 73,399 |
| CITY CLERK / HR MANAGER | 112 | BI-WEEKLY | 3,196 | 3,356 | 3,524 | 3,700 | 3,885 | 4,080 |
| | | YEARLY | 83,107 | 87,262 | 91,625 | 96,206 | 101,017 | 106,068 |
| CITY MANAGER | 150 | BI-WEEKLY | 4,665 | 4,899 | 5,143 | 5,401 | 5,671 | 5,954 |
| | | YEARLY | 121,297 | 127,361 | 133,730 | 140,416 | 147,437 | 154,809 |
| COMMUNITY DEVELOPMENT DIRECTOR | 122 | BI-WEEKLY | 3,531 | 3,707 | 3,893 | 4,087 | 4,292 | 4,506 |
| | | YEARLY | 91,802 | 96,392 | 101,211 | 106,272 | 111,585 | 117,165 |
| COMMUNITY SERVICES OFFICER | 33 | BI-WEEKLY | 1,456 | 1,529 | 1,606 | 1,686 | 1,770 | 1,859 |
| | | YEARLY | 37,866 | 39,759 | 41,747 | 43,834 | 46,026 | 48,328 |
| EQUIPMENT MECHANIC I | 44 | BI-WEEKLY | 1,625 | 1,706 | 1,791 | 1,881 | 1,975 | 2,074 |
| | | YEARLY | 42,246 | 44,358 | 46,576 | 48,905 | 51,350 | 53,917 |
| EQUIPMENT MECHANIC II | 56 | BI-WEEKLY | 1,831 | 1,922 | 2,019 | 2,120 | 2,225 | 2,337 |
| | | YEARLY | 47,604 | 49,984 | 52,483 | 55,107 | 57,862 | 60,756 |
| EVIDENCE TECHNICIAN | 32 | BI-WEEKLY | 1,442 | 1,514 | 1,590 | 1,669 | 1,753 | 1,840 |
| | | YEARLY | 37,491 | 39,366 | 41,334 | 43,400 | 45,570 | 47,849 |
| EXECUTIVE ASSISTANT | 75 | BI-WEEKLY | 2,212 | 2,323 | 2,439 | 2,561 | 2,689 | 2,823 |
| | | YEARLY | 57,510 | 60,386 | 63,405 | 66,575 | 69,904 | 73,399 |
| FINANCE DIRECTOR / CFO | 130 | BI-WEEKLY | 3,823 | 4,015 | 4,215 | 4,426 | 4,647 | 4,880 |
| | | YEARLY | 99,408 | 104,378 | 109,597 | 115,077 | 120,831 | 126,873 |
| FINANCE MANAGER | 112 | BI-WEEKLY | 3,196 | 3,356 | 3,524 | 3,700 | 3,885 | 4,080 |
| | | YEARLY | 83,107 | 87,262 | 91,625 | 96,206 | 101,017 | 106,068 |
| FIRE PREVENTION INSPECTOR | 57 | BI-WEEKLY | 1,849 | 1,942 | 2,039 | 2,141 | 2,248 | 2,360 |
| | | YEARLY | 48,080 | 50,484 | 53,008 | 55,658 | 58,441 | 61,363 |
| HUMAN RESOURCES / RISK MANAGEMENT MANAGER | 112 | BI-WEEKLY | 3,196 | 3,356 | 3,524 | 3,700 | 3,885 | 4,080 |
| | | YEARLY | 83,107 | 87,262 | 91,625 | 96,206 | 101,017 | 106,068 |
| INFORMATION TECHNOLOGY ANALYST | 88 | BI-WEEKLY | 2,517 | 2,643 | 2,775 | 2,914 | 3,060 | 3,213 |
| | | YEARLY | 65,452 | 68,725 | 72,161 | 75,769 | 79,557 | 83,535 |

Memorandum of Understanding: November 1, 2019-June 30, 2020
City of Lemoore & the Police Professional Services Bargaining Unit

Effective June 19, 2019

| TITLE | RANGE | | 1 | 2 | 3 | 4 | 5 | 6 |
|------------------------------|-------|-----------|---------|---------|---------|---------|---------|---------|
| JUNIOR ACCOUNTANT | 59 | BI-WEEKLY | 1,886 | 1,981 | 2,080 | 2,184 | 2,293 | 2,408 |
| | | YEARLY | 49,046 | 51,498 | 54,073 | 56,777 | 59,616 | 62,597 |
| MAINTENANCE COORDINATOR | 58 | BI-WEEKLY | 1,868 | 1,961 | 2,059 | 2,162 | 2,270 | 2,384 |
| | | YEARLY | 48,560 | 50,988 | 53,538 | 56,215 | 59,025 | 61,977 |
| MAINTENANCE WORKER I | 19 | BI-WEEKLY | 1,267 | 1,330 | 1,397 | 1,467 | 1,540 | 1,617 |
| | | YEARLY | 32,942 | 34,589 | 36,318 | 38,134 | 40,041 | 42,043 |
| MAINTENANCE WORKER II | 29 | BI-WEEKLY | 1,400 | 1,470 | 1,543 | 1,620 | 1,701 | 1,786 |
| | | YEARLY | 36,388 | 38,208 | 40,118 | 42,124 | 44,230 | 46,442 |
| MANAGEMENT ANALYST | 83 | BI-WEEKLY | 2,395 | 2,515 | 2,641 | 2,773 | 2,911 | 3,057 |
| | | YEARLY | 62,275 | 65,389 | 68,659 | 72,092 | 75,696 | 79,481 |
| OFFICE ASSISTANT I | 10 | BI-WEEKLY | 1,158 | 1,216 | 1,277 | 1,341 | 1,408 | 1,479 |
| | | YEARLY | 30,120 | 31,626 | 33,207 | 34,868 | 36,611 | 38,442 |
| OFFICE ASSISTANT II | 22 | BI-WEEKLY | 1,305 | 1,371 | 1,439 | 1,511 | 1,587 | 1,666 |
| | | YEARLY | 33,940 | 35,637 | 37,419 | 39,290 | 41,254 | 43,317 |
| PARKS & RECREATION DIRECTOR | 116 | BI-WEEKLY | 3,326 | 3,493 | 3,667 | 3,850 | 4,043 | 4,245 |
| | | YEARLY | 86,481 | 90,805 | 95,346 | 100,113 | 105,118 | 110,374 |
| PAYROLL TECHNICIAN | 57 | BI-WEEKLY | 1,849 | 1,942 | 2,039 | 2,141 | 2,248 | 2,360 |
| | | YEARLY | 48,080 | 50,484 | 53,008 | 55,658 | 58,441 | 61,363 |
| PLANNING TECHNICIAN | 32 | BI-WEEKLY | 1,442 | 1,514 | 1,590 | 1,669 | 1,753 | 1,840 |
| | | YEARLY | 37,491 | 39,366 | 41,334 | 43,400 | 45,570 | 47,849 |
| POLICE CHIEF | 141 | BI-WEEKLY | 4,266 | 4,479 | 4,703 | 4,938 | 5,185 | 5,444 |
| | | YEARLY | 110,906 | 116,452 | 122,274 | 128,388 | 134,807 | 141,548 |
| POLICE COMMANDER | 119 | BI-WEEKLY | 3,427 | 3,598 | 3,778 | 3,967 | 4,166 | 4,374 |
| | | YEARLY | 89,102 | 93,557 | 98,235 | 103,146 | 108,304 | 113,719 |
| POLICE CORPORAL | 80 | BI-WEEKLY | 2,325 | 2,441 | 2,563 | 2,691 | 2,826 | 2,967 |
| | | YEARLY | 60,444 | 63,466 | 66,639 | 69,971 | 73,470 | 77,143 |
| POLICE CORPORAL AA | 85 | BI-WEEKLY | 2,443 | 2,566 | 2,694 | 2,828 | 2,970 | 3,118 |
| | | YEARLY | 63,527 | 66,704 | 70,039 | 73,541 | 77,218 | 81,079 |
| POLICE CORPORAL BA | 90 | BI-WEEKLY | 2,568 | 2,696 | 2,831 | 2,973 | 3,121 | 3,277 |
| | | YEARLY | 66,768 | 70,106 | 73,611 | 77,292 | 81,157 | 85,214 |
| POLICE OFFICER | 65 | BI-WEEKLY | 2,002 | 2,103 | 2,208 | 2,318 | 2,434 | 2,556 |
| | | YEARLY | 52,063 | 54,666 | 57,400 | 60,270 | 63,283 | 66,447 |
| POLICE OFFICER AA | 70 | BI-WEEKLY | 2,105 | 2,210 | 2,320 | 2,436 | 2,558 | 2,686 |
| | | YEARLY | 54,719 | 57,455 | 60,328 | 63,344 | 66,511 | 69,837 |
| POLICE OFFICER BA | 75 | BI-WEEKLY | 2,212 | 2,323 | 2,439 | 2,561 | 2,689 | 2,823 |
| | | YEARLY | 57,510 | 60,386 | 63,405 | 66,575 | 69,904 | 73,399 |
| POLICE RECORDS SUPERVISOR | 56 | BI-WEEKLY | 1,831 | 1,922 | 2,019 | 2,120 | 2,225 | 2,337 |
| | | YEARLY | 47,604 | 49,984 | 52,483 | 55,107 | 57,862 | 60,756 |
| POLICE RECORDS TECHNICIAN I | 19 | BI-WEEKLY | 1,267 | 1,330 | 1,397 | 1,467 | 1,540 | 1,617 |
| | | YEARLY | 32,942 | 34,589 | 36,318 | 38,134 | 40,041 | 42,043 |
| POLICE RECORDS TECHNICIAN II | 29 | BI-WEEKLY | 1,400 | 1,470 | 1,543 | 1,620 | 1,701 | 1,786 |
| | | YEARLY | 36,388 | 38,208 | 40,118 | 42,124 | 44,230 | 46,442 |
| POLICE SERGEANT | 95 | BI-WEEKLY | 2,699 | 2,834 | 2,976 | 3,124 | 3,281 | 3,445 |
| | | YEARLY | 70,173 | 73,682 | 77,366 | 81,235 | 85,296 | 89,561 |
| POLICE SERGEANT AA | 100 | BI-WEEKLY | 2,837 | 2,978 | 3,127 | 3,284 | 3,448 | 3,620 |
| | | YEARLY | 73,753 | 77,441 | 81,313 | 85,378 | 89,647 | 94,130 |
| POLICE SERGEANT BA | 105 | BI-WEEKLY | 2,981 | 3,130 | 3,287 | 3,451 | 3,624 | 3,805 |
| | | YEARLY | 77,515 | 81,391 | 85,460 | 89,734 | 94,220 | 98,931 |
| PUBLIC WORKS DIRECTOR | 122 | BI-WEEKLY | 3,531 | 3,707 | 3,893 | 4,087 | 4,292 | 4,506 |
| | | YEARLY | 91,802 | 96,392 | 101,211 | 106,272 | 111,585 | 117,165 |
| PUBLIC WORKS INSPECTOR | 57 | BI-WEEKLY | 1,849 | 1,942 | 2,039 | 2,141 | 2,248 | 2,360 |
| | | YEARLY | 48,080 | 50,484 | 53,008 | 55,658 | 58,441 | 61,363 |

Memorandum of Understanding: November 1, 2019-June 30, 2020
City of Lemoore & the Police Professional Services Bargaining Unit

Effective June 19, 2019

| TITLE | RANGE | | 1 | 2 | 3 | 4 | 5 | 6 |
|------------------------------------|-------|-----------|--------|--------|--------|--------|--------|--------|
| RECREATION COORDINATOR | 44 | BI-WEEKLY | 1,625 | 1,706 | 1,791 | 1,881 | 1,975 | 2,074 |
| | | YEARLY | 42,246 | 44,358 | 46,576 | 48,905 | 51,350 | 53,917 |
| RECREATION SPECIALIST | 31 | BI-WEEKLY | 1,428 | 1,499 | 1,574 | 1,653 | 1,735 | 1,822 |
| | | YEARLY | 37,120 | 38,976 | 40,925 | 42,971 | 45,119 | 47,375 |
| SENIOR MAINTENANCE WORKER | 42 | BI-WEEKLY | 1,593 | 1,672 | 1,756 | 1,844 | 1,936 | 2,033 |
| | | YEARLY | 41,413 | 43,484 | 45,658 | 47,941 | 50,338 | 52,855 |
| SENIOR WASTEWATER UTILITY OPERATOR | 56 | BI-WEEKLY | 1,831 | 1,922 | 2,019 | 2,120 | 2,225 | 2,337 |
| | | YEARLY | 47,604 | 49,984 | 52,483 | 55,107 | 57,862 | 60,756 |
| SENIOR WATER UTILITY OPERATOR | 56 | BI-WEEKLY | 1,831 | 1,922 | 2,019 | 2,120 | 2,225 | 2,337 |
| | | YEARLY | 47,604 | 49,984 | 52,483 | 55,107 | 57,862 | 60,756 |
| SUPERINTENDENT | 83 | BI-WEEKLY | 2,395 | 2,515 | 2,641 | 2,773 | 2,911 | 3,057 |
| | | YEARLY | 62,275 | 65,389 | 68,659 | 72,092 | 75,696 | 79,481 |
| UTILITIES MANAGER | 104 | BI-WEEKLY | 2,952 | 3,099 | 3,254 | 3,417 | 3,588 | 3,767 |
| | | YEARLY | 76,748 | 80,585 | 84,614 | 88,845 | 93,287 | 97,952 |
| WASTEWATER UTILITY OPERATOR I | 32 | BI-WEEKLY | 1,442 | 1,514 | 1,590 | 1,669 | 1,753 | 1,840 |
| | | YEARLY | 37,491 | 39,366 | 41,334 | 43,400 | 45,570 | 47,849 |
| WASTEWATER UTILITY OPERATOR II | 42 | BI-WEEKLY | 1,593 | 1,672 | 1,756 | 1,844 | 1,936 | 2,033 |
| | | YEARLY | 41,413 | 43,484 | 45,658 | 47,941 | 50,338 | 52,855 |
| WASTEWATER UTILITY OPERATOR III | 47 | BI-WEEKLY | 1,674 | 1,758 | 1,846 | 1,938 | 2,035 | 2,137 |
| | | YEARLY | 43,526 | 45,702 | 47,987 | 50,387 | 52,906 | 55,551 |
| WATER UTILITY OPERATOR I | 32 | BI-WEEKLY | 1,442 | 1,514 | 1,590 | 1,669 | 1,753 | 1,840 |
| | | YEARLY | 37,491 | 39,366 | 41,334 | 43,400 | 45,570 | 47,849 |
| WATER UTILITY OPERATOR II | 42 | BI-WEEKLY | 1,593 | 1,672 | 1,756 | 1,844 | 1,936 | 2,033 |
| | | YEARLY | 41,413 | 43,484 | 45,658 | 47,941 | 50,338 | 52,855 |
| WATER UTILITY OPERATOR III | 47 | BI-WEEKLY | 1,674 | 1,758 | 1,846 | 1,938 | 2,035 | 2,137 |
| | | YEARLY | 43,526 | 45,702 | 47,987 | 50,387 | 52,906 | 55,551 |

APPENDIX 2

Home Buyer's Program Promissory Note

PROMISSORY NOTE

Principal Amount: \$10,000.00

Month/Year Provided: _____

I XXXXXXXXXX SSN: XXXX do hereby promise to pay the City of Lemoore the loan amount above. I understand that should the home I purchase cease to be my primary residence prior to _____, the pro-rata balance as defined in the Memorandum of Understanding between the City and the Police Professional Services Bargaining Unit shall immediately become due and payable. I understand that if I terminate, resign, or cease to be employed by the City, the pro-rata balance as defined in the Memorandum of Understanding between the City and the Police Professional Services Bargaining Unit shall become immediately due and payable and said balance will be deducted from my final compensation unless other arrangements have been made. Should a suit be commenced or an attorney be employed to enforce the payment of this note, I agree to pay such additional sum as the court may adjudge reasonable as attorney's fees in said suit. Principal is payable in lawful money of the United States.

XXXXXXXXXX

Date

For the City

Date